

SOLID GROUND'S 2021 EMPLOYEE AWARDS



ACCOUNTABILITY AWARD

VICTORIA MEISSNER

JourneyHome Case Manager

Victoria lives into Solid Ground's value of accountability in her daily practice with program participants, colleagues, and community partners. Listening authentically, responding to concerns, and following through as promised are all priorities that play out in her work ethic. It's important to Victoria that our practices as Solid Ground staff are in alignment with our values and that we adjust protocol or practice when we hear requests for changes from key stakeholders, most importantly program participants. Victoria also lives into the value of accountability when it comes to program documentation. She's adopted sustainable practices in time management and personal accountability to meet increasingly challenging program demands and shares the tools and practices she develops with other team members to help mitigate the challenging administrative burden we all face in this work.

Other nominees: Broadview's Charlisse H. and Stacey M., Esther B., Karen Ford, Guech Huot, and Residential Services team

COLLABORATION AWARD

LESLIE WALLACE

Donor Database & RD Operations Manager

During the past year of COVID-19 and lots of transition within the RD department, Leslie has been our rock, holding down the fort at the office! She's been available to other Solid Ground programs and donors who dropped off donations at the building. Leslie was at the heart of the Golden Hour event in March, keeping our team on track, and working out details with our event contractor and venue. She managed our vendor relationships as she explored and evaluated opportunities to switch our database to help us communicate better with volunteers and donors. She's been instrumental in development and rollout of the RD and Finance SharePoint sites. She does all of this with an awesome attitude while taking care of a huge amount of data, finance reconciliation, assisting volunteer services with data management and reporting, creating invaluable dashboards for our staff and board, and a variety of day-to-day regular tasks. Leslie is accessible, approachable, and makes a huge difference to the many people she works with, both internally and externally, on a day-to-day basis.

Other nominees: Khadijah Abdullah, Kevin Barber, Salice Hearn, Housing Stability Project team, Shavon Jones, Natasha McGran, Residential Services team, SGT Drivers, Joanna T., Will Toaspern, and Wallingford's Kevin Barber, Leslie Wallace, and Mary Kay Olson



COMPASSION AWARD

AQUIBALON RUQUIYA

JourneyHome Case Manager

Aquibalon regularly practices compassion and authenticity in her role as a JourneyHome/Rapid Rehousing Case Manager. She values providing quality and individualized support, partnership, and advocacy to help participants counter the many oppressions and obstacles they face. Considering the dual pandemics of racism and COVID-19 our country has faced this past year, Aquibalon noted the importance of providing culturally relevant services, particularly to Black/African American families. She suggested a new approach for referrals to our JHRRH program that more effectively match families with case managers of similar cultural backgrounds. This has shifted our work to be more culturally responsive and is an excellent example of living into Solid Ground's value of compassion – which acknowledges the authentic struggles people face while delivering services with sensitivity and humanity.

Other nominees: Grace D., Brian Haigh, Charlann H., Charlisse H., Residential Services team, and Regional Access Program (RAP) team



ESSENTIAL HERO & CHAMPION OF CHANGE AWARD

TAMARA BAUMAN

JourneyHome Case Manager

Tamara stepped into a challenging and time-consuming role this year as a member of the King County Regional Homelessness Authority's Continuum of Care Advisory Committee. We're inspired and impressed with Tamara's dedication to this work and willingness to speak out as a champion for change within our homelessness system. Tamara is not afraid to take risky stances and push others to consider alternatives to the status quo, all the while modeling the same approach in her advocacy with program participants as a JourneyHome/Rapid Rehousing Case Manager.

Other nominees: Broadview and Residential Services team

INTEGRITY AWARD

CHELSAH R.

Broadview Administrative Specialist

Chelsah is very insightful and an invaluable part of the Broadview team. She works hard to maintain Broadview's data, participate in budget reviews, submit our program check requests, and attend team and contract negotiation meetings. At work, she strictly adheres to contract requirements and guides staff with budgetary decisions. She values staff and residents. She doesn't shy away from addressing inequities. She strives for excellence in everything she does. She walks in the world with integrity.

Other nominees: Brian Haigh, Robert Jaimeson, Shelly Holmes Parrish, Meri Jankovic-Pjanic, and Residential Services team



RESPECT AWARD

JOYCE Y.

Broadview Housing Case Manager

Joyce is an amazing advocate on the Broadview team. She provides a soft, professional approach to serving residents. During this long and difficult COVID year, we've had residents display an array of behaviors directed toward staff. While it may be difficult during the conflict, Joyce seeks to understand the source of each conflict. She's very reflective and tries to see what could have been done differently. Joyce treats residents and staff with respect, actively listens for understanding, and maintains professionalism.

Other nominees: Brian Haigh and Residential Services team

SOCIAL JUSTICE AWARD

RYLEIGH TIPPS

Housing Support Specialist

Helping lead the Foundational Community Supports implementation for the last year and a half, Ryleigh has always kept equity and anti-racism in mind. She considers these factors when creating materials and planning processes and systems for this new program at Solid Ground. Working within this Medicaid-funded and state-managed program, Ryleigh knows that systems and policies can be clunky and not created with equity in mind – so she's done her best to work within government guidelines to make this program as accessible as possible to all people.

Nominees: Nicole Carbine, Grace D., Residential Services team, and Will Toaspern

