

January 9, 2025

Seattle City Clerk
Seattle City Council
600 4th Ave, 2nd Floor
Seattle, WA 98104

Via Email: councilvacancy@seattle.gov

Dear Esteemed Members of the Seattle City Council,

I am submitting this letter to express my heartfelt interest in serving this City and our District 2 community on City Council.

Seattle has always been my home, and the south end, my community. I grew up in the Lakewood/Seward Park neighborhood, nurtured by its lush green spaces, vibrant businesses, and caring neighbors who looked out for and supported one another. The intentional, well-crafted design of my neighborhood helped foster a safe and healthy environment, a steadfast sense of community, and a feeling of belonging – qualities that should be accessible to every Seattleite.

As a young kid, my passion for education, athletics, and music provided a catalyst to meet new people and explore our city, helping me build meaningful cross-cultural connections and celebrate the diverse wealth of cultures, lived experiences, and histories that shape our shared community. Yet, this exploration also sometimes exposed me to less positive experiences, forcing me to confront and critically consider societal injustices and inequities that seemed to become more apparent everyday. These formative experiences helped me gain a deeper, more personal understanding of both the intersectional challenges that remain a focus for our city today, especially as they pertain to public safety, affordable housing, and homelessness, and the tools available in our community to effectively confront these challenges.

While there are many tools available to address the key challenges facing our city, few are as powerful or far reaching as the One Seattle Plan comprehensive plan update. As a land use lawyer, I am deeply familiar with the existing Seattle 2035 comprehensive plan and have closely followed the proposed One Seattle Plan. My experience and intimate familiarity with these plans would allow me to quickly engage in this critical comprehensive plan update process.

Community activism is a cornerstone of my family. Growing up, I watched and learned from my parents as they served on various boards of organizations, including SouthEast Effective Development (SEED) and the Compass Center (now Compass Housing Alliance), and worked for nonprofits like Seattle Emergency Housing Services and Northwest Coalition Against Malicious Harassment.

Following their example, I'm proud to have served on the boards of organizations like Rainier Scholars and Benefits Law Center, and as vice president of my church. These roles have additionally strengthened my strategic planning and pragmatic problem-solving skills, while reinforcing the import of ensuring accountability as a leader.

Thank you very much for you work and considering my application. I am eager to discuss in further detail how my background and experiences make me an ideal candidate to serve District 2.

Sincerely,

Thaddaeus J. Gregory

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Thaddaeus James Gregory

EXPERIENCE:

Community Engagement in Seattle

November 2024 to Present

- Engagement with District 2 residents on topics of concern to them.
- Meetings with community leaders, business owners, and community activists.

Van Ness Feldman LLP, *Associate*

September 2022 to October 2024

- Advised clients undertaking development projects of all sizes, including multifamily, public event centers, large energy facilities, and more, on how to navigate federal, state, and local land use regulations, including SEPA and NEPA.
- Lead and worked alongside consultant teams to prepare complex SEPA documents for projects with unique environmental considerations.
- Worked cooperatively with government staff members and lead diverse client teams to obtain comprehensive plan amendments, land use entitlements, and a broad range of development permits.
- Monitored caselaw and proposed and newly enacted legislation to ensure clients are kept apprised of legislation or court decisions affecting land use, zoning, growth management, and similar fields important to development and leasing, including 2024 comprehensive plan updates.
- Represented clients in hearing examiner hearings, City/County Council hearings and meetings, and other venues where development projects or proposed legislation are subject to public questions and scrutiny.
- Researched and wrote thorough memoranda and substantive emails on legal topics related to land use, development, environmental and wildlife concerns, and similar matters important to developers, property owners, and public entities.
- Negotiated and drafted development agreements, working alongside planning departments and client teams to problem solve and craft creative solutions to complex development challenges.

Hillis Clark Martin & Peterson P.S., *Associate*

October 2019 to September 2022

- Advised clients undertaking development projects of all sizes on how to navigate federal, state, and local land use regulations, including SEPA and NEPA.
- Worked cooperatively with government staff members and lead diverse client teams to obtain land use entitlements and a broad range of development permits.
- Monitored proposed and newly enacted legislation to ensure clients are kept apprised of legislation affecting land use, zoning, growth management, and similar fields important to development and leasing.
- Represented clients in hearing examiner hearings, City Council hearings and meetings, and other venues where development projects are subject to public questions and scrutiny.
- Researched and wrote thorough memoranda and substantive emails on legal topics related to land use, development, landlord-tenant rights and responsibilities, and similar matters important to developers, landlords, and tenants.

Hillis Clark Martin & Peterson P.S., *Summer Associate*

May 2017 to August 2018

- Researched and wrote memorandums on various legal topics including land use, real estate, environmental law, and corporate law, as well as drafted basic contracts including easements.
- Attended oral arguments, bond closings, and client meetings.

Committee to Retain Judge Helen Halpert, *Campaign Manager*

April 2016 to November 2016

- Kept campaign organized by answering emails, researching and implementing plan for candidate's community outreach, and interacting with donors.
- Attended numerous events on behalf of candidate to publicly advocate for her and attain support from key community and political groups.

Rogo's Restaurant & Bar, *Waiter*

March 2016 to July 2016

Forsberg & Umlauf, *Administrative Clerk*

June 2014 to June 2016

- Filed and organized legal documents, while concurrently working on larger organizational projects.
- Shadowed attorneys on arbitrations, court motions, depositions, and mediations and provided feedback when asked.

Campaign for Youth Justice (CFYJ), *Communications Fellow*

June 2013 to August 2013

- Researched national and state media lists for specific demographics.
- Handled external communications, which included weekly news bulletins, surveys, print and video advertisements, and maintaining the CFYJ blog and website.

EDUCATION:

University of Michigan Law School - Ann Arbor, MI

J.D. Received May 2019

- Black Law Students Association (BLSA) Member
- University of Michigan Student Government, Student General Counsel
- Environmental Law Clinic & Environmental Crimes Project

Carleton College - Northfield, MN

B.A. Received June 2015

- Sociology/Anthropology
- Varsity Baseball
- Saxophonist & Clarinetist in Jazz Band

ACTIVITIES AND LEADERSHIP:

CLE Presentations

- 27th Annual Construction Law CLE 2020 – Construction & Permitting in the Time of COVID, Presenter
- 28th Annual Construction Law CLE 2021 – Affordable Housing and Development Updates, Presenter
- 30th Annual Construction Law CLE 2023 – Seattle City Planning Update, Presenter
- Permitting Strategies in the Northwest 2021 – Affordable Housing Panel, Panelist
- Permitting Strategies in the Northwest 2023 – Land Use 101, Presenter and CLE Chair

Nonprofit Boards and Volunteering

- Benefits Law Center, Board of Trustees – 2022 to Present
- Phinney Ridge Lutheran Church, Vice-President – 2022 to 2023
- Rainier Scholars, Board of Trustees – 2022 to Present
- Rainier Scholars Alumni Council, Co-President – 2021 to Present

Scholastic Involvement

- ***Rainier Scholars – 2004 to 2015***
 - A rigorous 11-year academic and leadership enrichment program for talented and motivated students of color.
 - Completed 14-month academic “boot camp” and 5 extensive leadership retreats.
- ***Frank Karel Fellowship – 2013***
 - Gained extensive knowledge about public interest communications and effective communication strategies.
 - Presented at the Frank Conference in Gainesville Florida in February 2014 regarding the role of public interest communications within the field of youth justice.

ACTIVITIES AND INTERESTS:

- Clarinet & saxophone instrumentalist/accompanist at various churches and synagogues
- Coached Pony League Baseball team, aged 12-15
- Passionate fan of the Mariners, Kraken, Seahawks, and University of Michigan athletics
- Venturing into and learning more about Seattle’s jazz scene



City of Seattle

FINANCIAL INTEREST STATEMENT AND ADDRESS VERIFICATION CANDIDATES FOR COUNCIL DISTRICT 2

All City of Seattle officials and employees are subject to the provisions of Seattle Municipal Code (SMC), Chapter 4.16, (the "Ethics Code"). The purpose of the Ethics Code is to ensure that no public office is used for personal gain; and that the public have confidence in the integrity of its government. An individual with certain financial interests may be prohibited from participating in City business, as specified in the Ethics Code. Please click [HERE](#) to see SMC 4.16.070, a list of prohibited conduct.

The City Council is interested in knowing whether you have any financial interests that could be an issue with your service on the Council. Please answer the following questions to the best of your ability. Answering "Yes" does not necessarily disqualify you from consideration:

1. Do you, or any member of your family, **receive compensation** from any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? ☒ No ☐ Yes, please complete item 1 on page 2.
2. Do you, or any member of your family, have a **direct financial interest** in any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? ☒ No ☐ Yes, please complete item 2 on page 2.
3. Have you, or any member of your family, served in the past five years as an officer, director, trustee, or employee of an entity that engaged in any transactions or activities with Seattle City government? ☐ No ☒ Yes, please complete item 3 on page 2.
4. After referencing SMC 4.16.070, do you have any other relationships, employment history or financial interests that you feel could be an issue with your service on the Council under the Ethics Code? ☒ No ☐ Yes, please complete item 4 on page 3.

In order to be eligible for appointment to Council Position 2, you must be a resident of District 2 for at least 120 days (City Charter Article IV, Sec. 2; Article XIX). Please confirm your eligibility by clearly printing your current residential address and affirming the length of your residency at that address:

Street Address:
Zip Code:
Resident at this address since: February 2022

Name of Candidate (as registered with King County Elections): Thaddaeus James Gregory

I certify under penalty of perjury under the laws of the State of Washington that the information provided on this page and on page 2 and on all attached sheets is true and correct and that I have made reasonable inquiry to determine the truth, accuracy, and completeness of my responses.

Signature: Thaddaeus Gregory Digitally signed by Thaddaeus Gregory
Date: 2025.01.09 16:41:49 -0800

Signed at Thaddaeus Gregory Digitally signed by Thaddaeus Gregory
Date: 2025.01.09 16:41:35 -0800, Washington

Date: 1/9/2025

(City or other location must be filled in.)

Note: If you are appointed to the City Council, you will be required to complete a "Personal Financial Affairs Statement" on a form provided by the Seattle Ethics and Elections Commission (SEEC). You can see SEEC Form F1 by clicking [HERE](#).

EXPLANATIONS FOR RESPONSES ON PAGE 1: *(Use additional sheets if necessary. For assistance, please call the Seattle Ethics and Elections Commission at 206-684-8500.)*

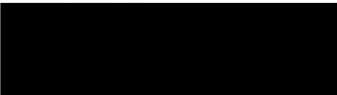
1. Please provide the name and address of each person or entity for which you answered Yes on page 1

Name: _____
Address: _____

2. Please provide the name and address of each entity for which you answered Yes on page 1.

Name: _____
Address: _____

3. Please indicate (i) the name of the person holding the position (you or an immediate family member); (ii) the title of the office, directorship, trusteeship or employment held; and (iii) the name and address of the entity.

Person holding the position: Willie Gregory
Position held with entity: Municipal Court Judge
Entity name: Seattle Municipal Court
Entity address:  _____

4. Please describe the relationships, employment history or financial interests for which you answered YES on page 1.