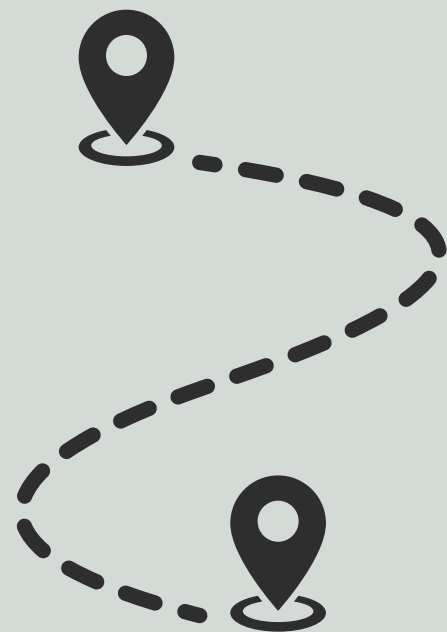




Organizational Structure

Mission

Welcome Home is a multicultural and intersectional alliance in the Portland metropolitan region that uses its collective resources to build a movement for everyone to have an affordable and stable home.



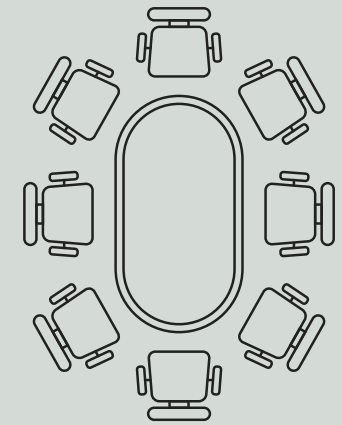
Vision

We envision a future of housing options that meet the real needs of people in our region. We strive to eliminate inequities in race and class in housing outcomes.

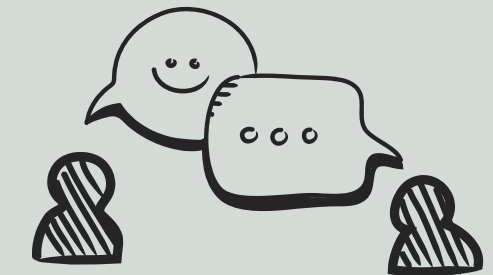


Strategic Objectives

Increase leadership opportunities for people with lived experiences of homelessness and housing instability.

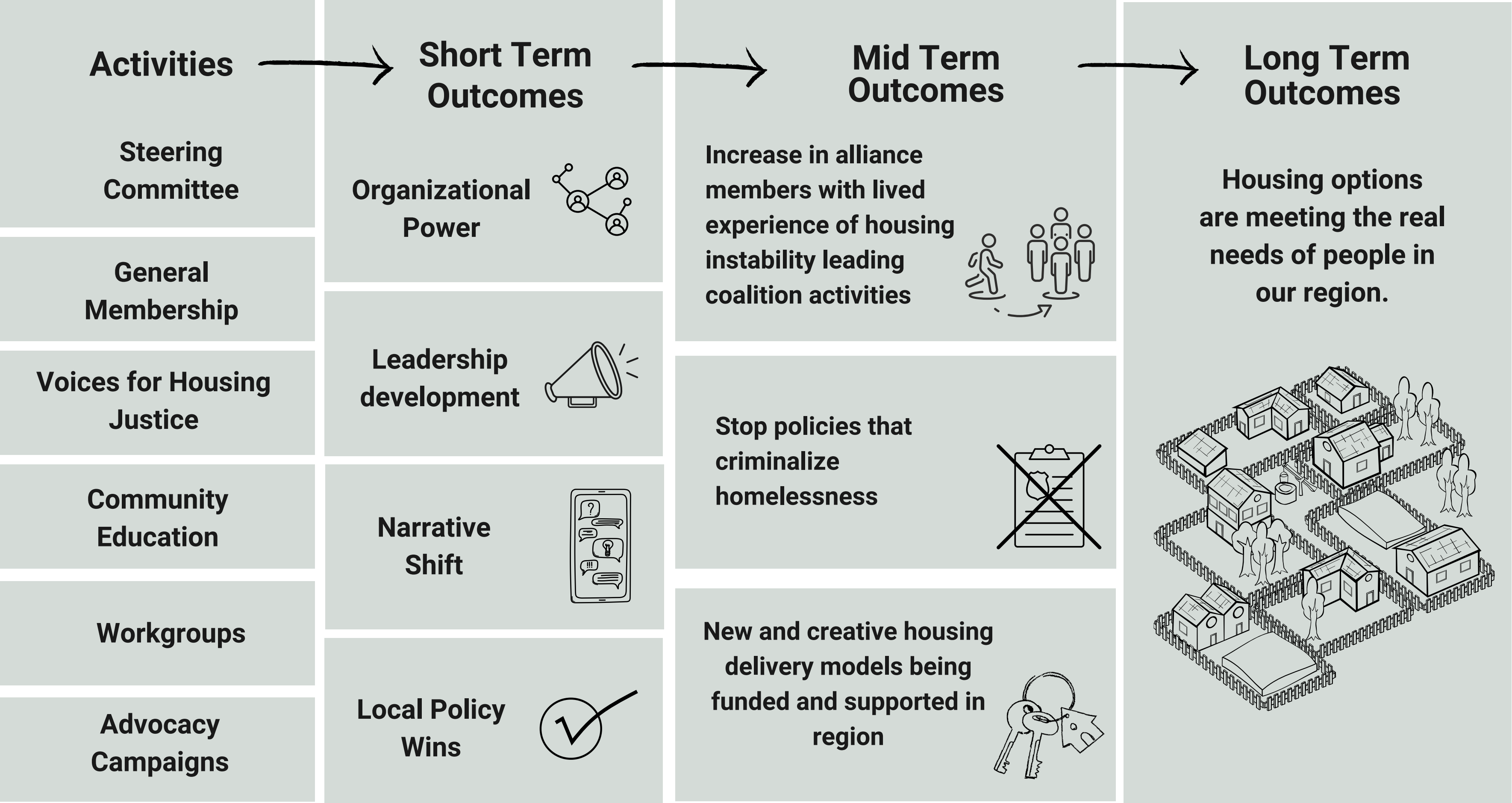


Reframe the narrative on our regional homelessness issues to encourage empathetic and efficient policy solutions.



Increase access to affordable housing to people living on lower incomes in the Portland Metro area.







Decision Making Bodies

Steering Committee

Welcome Home Steering Committee leads our policy priorities and is made up of 30 seats. 15 seats are reserved for organizational members & 15 seats are reserved for individual members with lived experiences of housing instability.

Coalition Workgroups

Workgroups meet monthly (or more) to strategize actions related to annual Regional Policy Priorities Agenda. All members are welcome to participate in the workgroups .

Staff

Staff works to facilitate alignment and strengthen partnerships among our base.

Board

The board oversees the legal and financial health of the organization.



Alliance Base



Organization Member

Member Organizations work directly with community to address the symptoms and causes of our affordable housing shortage.

Individual Member

Individual Members are active in their commitment to housing justice in our region.

Elected Representatives

Elected representatives are the staff persons responsible for representing their organization in Welcome Home Coalition.



LEVELS OF ENGAGEMENT

Members of Welcome Home Coalition can choose the level of engagement that best fits their capacity. They may move from one level to another over time. Any and all participation in the coalition strengthens our collective power.

Level 1	• All activities of Level 2 & 3. • Serve on the Steering Committee. • Serve on a workgroup/subcommittee. • Stay in touch with Welcome Home staff about any potential collaborative activities. • Convene an audience to host community education events.
Level 2	• All activities of Level 3. • Reshare Welcome Home announcements on social media or within your networks. • Host or participate in Voices for Housing Justice Program • Participate in Welcome Home’s call to actions, letter endorsements, email and in person actions.
Level 3	• Aligned with and support Welcome Home mission. • Have name listed on Welcome Home website as a member. • Subscribe to Welcome Home email list. • Submit annual membership agreement, if an organizational member. • If an Organizational Member, name an elected representative to track coalition work.

#1



**SUPPORTIVE
HOUSING SERVICE
MEASURE
IMPROVEMENTS**

From 1-2 pm on the
1st Wednesday of
the month

#2



**INNOVATIVE
SOCIAL HOUSING
MODELS**

From 3-4 pm on the
second Tuesday of
the month

Our Shared Definition of Housing Justice

Housing Justice is the process and outcome of **establishing a housing system in which housing is a human right, reinforced by written law**. This right offers self-determination for people to obtain a place to live that meets their needs and feels right. **Housing should be an affordable, safe, stable, and joyful** place for people to access privacy, a broader community, and the support they need to respond to emergencies. Affordable housing must ensure that housing costs are no more than 30% of a household's income and promote mixed-income residents.

A humanistic and inclusive movement toward **housing justice must redress structural inequity**. Specifically, acknowledging that people are currently denied access to housing resources based on their intersecting identities of race, ethnicity, class, language, immigrant and/or refugee status, faith, gender identity, disability, sexual orientation, specific diagnosis, or identifiable issue or family structure. Importantly, structural racism has resulted in the seizure of housing and caused the rampant displacement of Black people in the Portland Metro Area. We acknowledge that a housing justice movement must redress gentrification practices that have harmed whole communities.



How do we build our base?



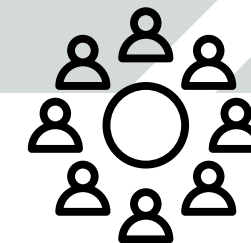
1 Welcome Home staff connects with nonprofit organizations and shares expectations of membership.



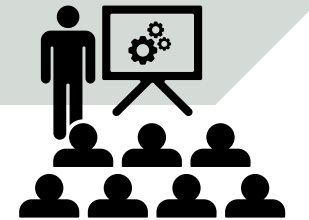
2 Nonprofits join as Organizational Members & identify staff to participate in coalition work.



3 Member organization convenes a cohort of individuals they serve who have lived experience with housing instability & an interest in advocacy.



4 Welcome Home staff facilitates a Voices for Housing Justice (VHJ) training for the cohort.



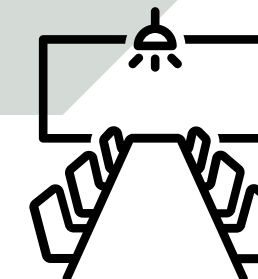
5 Organization staff members continue to connect with the cohort to bring them into Welcome Home spaces & actions.



6 VHJ participants & other interested community members are invited to join Welcome Home as Individual Members.



7 All members are invited to regular workgroups to guide the alliance's policy agenda & calls to action.



Our base of people furthering housing justice in the Portland Metro region grows!



Alliance Base



Members

Member Organizations work directly with community to address the symptoms and causes of our affordable housing shortage.



Individual Members are people who are active in their commitment to housing justice. Our base building strategy focuses on bringing in individual members with lived experiences of housing instability.

Organizational Representatives

Elected representatives are responsible for representing their organization by connecting with relevant leadership, community members and staff.



How do these members influence the coalition's work?

- All Organization Member staff are invited to workgroups to guide the alliance's policy agenda & various actions. Welcome Home will request all coalition members vote on ballot initiatives or measure endorsements. Welcome Home's director will give members 10 business days to vote on non-urgent issues. Each organization will hold one vote.
- Individual members vote via the same mechanism as Member Organizations. To balance the institutional power of Organizational Members against Individual Members, Individual Member also have one vote to cast on coalition decisions.
- No final action will be taken unless at least 50% of Welcome Home's membership has voted. A simple majority (over 50%) of the number of votes will determine the final decision.
- The Elected Representative is the primary vote caster for their organization and is asked to complete an annual membership agreement. Welcome Home expects them to connect to the relevant leadership, community members and staff to inform the organization's final vote.



Decision Making Bodies

Steering Committee

Welcome Home Steering Committee approves our policy priorities and is made up of 30 seats. 15 seats are reserved for staff from a member organization & 15 seats are reserved for individual members from larger community.



Coalition Workgroups

Workgroups meet monthly (or more) to strategize actions related to annual Regional Policy Priorities Agenda. All members are welcome to participate in the workgroups.



Staff

Staff works to facilitate alignment and strengthen partnerships among our base.



Board

The board oversees the legal and financial health of the organization.



How do these Bodies Make Decisions?

The Welcome Home Steering Committee **approves policy priorities and actions**. Welcome Home requires a majority vote from steering committee members on (1) review and approve of action plans; (2) endorsement of other organizations’ advocacy; (3) approval of Welcome Home’s letters to elected officials; (4) approval of policy advocacy actions carried out by Welcome Home staff on behalf of the alliance.

Workgroups meet monthly (or more) to **strategize and draft actions** related to annual Regional Policy Priorities Agenda. All members are welcome to participate in the workgroups.

Welcome Home staff is responsible for **creating the structure** for members to engage in. Staff may invite in new members based on their alignment with the Welcome Home’s values. Staff run day to day operations of organization.

The board adopts annual organizational budgets, supervises the executive director and oversees the **overall health of organization**.

Steering Committee Make up & Commitments

Seats & Attendance

Welcome Home Steering Committee approves our policy priorities and is made up of **30 seats**. 15 seats are reserved for staff from **member organizations** & 15 seats are reserved for individual **members who have lived experience with housing instability**. The Steering Committee is Welcome Home's only body with attendance requirements—**3 unexcused absences are an effective resignation** from a member.



Steering Committee Make up & Commitments

Term Limits

Steering Committee Members have **3-year terms with the option to serve two terms**. Terms apply to the individual representative, not the organization. After a term expiration, a Steering Committee member may work with Welcome Home's Executive Director to identify a new staff member to represent the organization. This is to ensure that our steering committee can retain basic levels of representation from across Washington, Clackamas, and Multnomah County and representation from culturally specific organizations.

Organization Representative	Term Start Year	First Term End
Jenny Lee, CCC	2023	2025
Sandra Comstock, H4H	2023	2025
Cameron Foster, JOIN	2025	2027
Sokho Eath, IRCO	2025	2027
Michael Austin, Just Compassion	2025	2027
Nick Sauvie, Rose CDC	2023	2025
Sahaan Mckelvey, SEI	2023	2025

Organization Representative	Term Start Year	First Term End
Mercedes Elizalde, Latino Network	2025	2027
Debra Porta, Pride NW	2024	2026
Rose Vakkia, De Rose	2024	2026
Emmy Ritter, Raphael House	2024	2026
Sam Diaz, 1000 Friends	2025	2027
Catrece Craig, Outside In	2025	2027
Kristle Delihanty, PDX Saints Love	2026	2028
Open Seat		

Individual Members	Term Start Year	First Term End
Crystal Magaña, Individual	2025	2027
Courtney Shannon, Individual	2025	2027
Bernabe Ruiz, Individual	2025	2027
Amon Rutherford-Green, Individual	2025	2027
Aimee Thomas, Individual	2025	2027
Waylette Thomas, Individual	2025	2027
Loyalty Hustler, Individual	2025	2027

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