

SPV Organizational Charter

 Document Type	Articles of Organization
 Status	Draft

(Healing Roots Outreach Collective — mobile harm reduction nonprofit)

Organization Name

Healing Roots Outreach Collective (HROC) — d.b.a. Healing Roots Outreach Collective/SPV LLC

Mission Statement

● We deliver peer-led, Indigenous-informed mobile harm reduction outreach services—including overdose prevention, syringe exchange, trauma-informed wound care, rapid HIV/HCV screening, crisis navigation, and housing referrals—to street-involved individuals in King and Pierce Counties, Washington.

Vision Statement

A future where all people who use drugs are treated with dignity, autonomy, and respect, and where harm reduction services are accessible, culturally grounded, and community driven across Western Washington.

Core Values

- **Harm Reduction & Autonomy:** We support individuals to make safer choices without judgment.
- **Cultural Safety:** We center Indigenous ways of knowing and healing in all services.

- **Integrity & Accountability:** We operate transparently and honor our commitments to community and funders.
 - **Equity & Justice:** We challenge stigma and systemic harm through advocacy and support.
 - **Collaboration & Peer Leadership:** Those with lived experience guide, inform, and lead our work.
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Organizational Structure

Legal Status

- Type: Washington State Nonprofit Public Benefit Corporation
- Incorporated: July 17, 2025, WA Secretary of State, UBI #605 944 010 [doc_2](#)
- Tax Status: 501(c)(3) application filed via Form 1023-EZ on July 30, 2025; status pending at IRS (Indoor net receipts projected < \$50K).
- Beneficial Ownership Information (BOI) filing required by October 15, 2025 [doc_6](#)

Governance

- **Board of Directors** (3-member minimum in Washington):
- Jonathan Mallinger — Chair / Secretary
- Lilly Fedas — Treasurer / Board Finance Liaison
- Brianna Bear — Equity & Cultural Advisor
- James Vesikuru — President
- Vania Williamson — Vice President [doc_5](#)
- (Board size and decision-making aligned with RCW 24.03A, state nonprofit statute.)

Executive Leadership:

- Program Coordinator — to operate outreach logistics and staffing

- Volunteer & Peer Teams — trained in overdose response, cultural ceremony facilitation, and referral support

Advisory Committees:

- Cultural Advisory Circle: Elders and tribal advisors who inform harm reduction approaches
 - Finance & Audit Committee: Board + financial staff ensuring compliance with F20/SUPTRS guidelines and donor trust
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Programs and Activities

Primary Programs

- All programs must comply with the Code of Conduct Policy (adopted July 30, 2025) ensuring cultural safety, harm reduction boundaries, and confidentiality [doc.1](#)

1. Mobile Harm Reduction Outreach

- **Purpose:** Meet street-involved individuals where they are—to prevent overdose, support recovery navigation, and reduce transmission of bloodborne diseases.
- **Target Population:** Adult residents of King and Pierce County encampments; Indigenous persons at elevated overdose risk.
- **Expected Outcomes:**
 - 500+ direct person-contacts/month
 - 50+ referrals to MAT/treatment monthly
 - Zero overdose fatalities during outreach

2. Peer & Cultural Healing Circles

- **Purpose:** Provide culturally safe peer-led spaces for overdose survivors and reintegrating tribal citizens.

- **Target Population:** Indigenous and street-involved participants seeking reconnection and trauma healing.
- **Expected Outcomes:**
 - Increase in community referrals for both traditional healing and medical services
 - Participant satisfaction & increase in cultural resilience markers

Advocacy Activities

- **Policy Development:** Work with Washington HCA and tribal councils to inform harm reduction regulations.
- **Public Education:** Distribute educational materials on overdose safety, decriminalization, and fentanyl awareness.
- **Community Engagement:** Work with encampment residents, tribal organizations, and hotels for referral outreach.

Financial Management

Funding Sources

- **State Block Grants:** SUPTRS / MHBG via Washington HCA, including SOR funding once available
- **Foundations:** Ben B. Cheney, Seattle Foundation's Indigenous-led grants, corporate health grants
- **Fiscal Sponsorship:** Agreements via Evergreen Social Impact or Urban Indian Health Institute until 501(c)(3) finalized

Financial Accountability

- **Budget Process:** The Finance Committee proposes and reviews annual and quarterly budgets
- **Financial Reporting:** Monthly financial statements, mileage logs, and outreach metrics submitted by SPV Manager to the Board [doc_4](#)

- **Audit Requirements:** Annual review by an external CPA when revenues exceed audit threshold (~\$500K) or as required by grantors
 - **Financial Controls:** Dual signature required for amounts >\$500, segregation of duties enforced, petty cash limit = \$200 [doc_4](#)
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Membership

Membership Categories (Reserved for oversight members, not fundraising)

- **Board Members:** Voting directors with annual duties and disclosures
- **Volunteer Network / Peer Teams:** Unpaid or stipend-based participants who attest to health and safety compliance

Rights and Responsibilities

- **Board Member Rights:** Participate in decisions, access records, and propose amendments [doc_3](#)
 - **Board Member Responsibilities:** Attend $\geq 75\%$ board meetings, uphold fiduciary duty, disclose conflicts annually [doc_2](#)
 - **Peer Staff Responsibilities:** Attend training (Naloxone, wound care), log outreach interactions, maintain supplies inventory
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Partnerships and Collaborations

Strategic Partnerships

- **Government Agencies:** King & Pierce County Health Departments, Washington HCA Behavioral Health Office
- **NGOs:** People's Harm Reduction Alliance (needle exchange), Tribal Health Clinics
- **Academic Institutions:** University of Washington — research partnerships for overdose data collection
- **Private Sector:** Medical supply vendors, veterans' health alliances for referrals

Evaluation and Impact

Performance Metrics

- **Program Effectiveness:** Monthly counts of Narcan kits distributed, testing conducted, referrals made
- **Organizational Health:** Board meeting attendance, policy reviews, financial audits
- **Stakeholder Satisfaction:** Quarterly surveys with peer staff & participants, tribal feedback loops

Reporting Requirements

- **Annual Reports:** Public file on website and via IRS Form 990 Part IX mission outreach statements
- **Impact Assessments:** Annual summary of overdose reversals, referrals, and identity documentation outcomes
- **Stakeholder Communications:** Quarterly newsletters, advisory circle updates, and grant outcome briefs
- **Document Retention:** Outreach logs and client data retained for 7 years per Document Retention Policy [doc_4](#)

Amendments and Updates

Amendment Process

- **Proposal:** Written amendment proposed by any board member or three qualified members
- **Approval:** Requires majority vote of existing Board members [doc_3](#)
- **Implementation:** Changes published and included in charter document within 30 days

Review Schedule

- **Annual Review:** Board reviews charter every July
- **Comprehensive Review:** Every 3 years or immediately post major strategic pivot (e.g., expansion into Snohomish County)

Charter Adopted: July 30, 2025 **Last Amended:** — **Version:** 1.0

Legal & Compliance Basis

● This Charter aligns with Washington's Nonprofit Corporation Act (RCW 24.03A), which governs board structure, fiduciary duties, and recordkeeping. Board formation and policy adoption meet statutes and support IRS 501(c)(3) requirements. Executive leadership roles and committee charters comply with Washington public benefit governance guidelines.

Healing Roots Outreach Collective

UBI Number: 605 944 010

Mission: Peer-led, Indigenous-informed mobile harm reduction services

Document Version: Adopted July 30, 2025