

2021 VOTER PAMPHLET

Mazama Annual Meeting and Election: OCTOBER 4, 2021

This is your voter pamphlet for the 2021 Mazama election. This year you will be voting for Executive Council members, Nominating Committee members, and a Bylaws Amendment.

Inside you will find details on the proposed Bylaws Amendment with statements in favor and in opposition of the proposed change, along with Executive Council Candidate information.

BYLAWS AMENDMENT PROPOSAL

Article III – Members, Section 1: Current

Annual member – Any person who has climbed by foot to the summit of a qualifying mountain, on the sides of which there is at least one living glacier, shall be eligible for annual membership.

Article III – Members, Section 1: Proposed

Annual member – Application for membership shall be open to any person who supports the purpose statement in Article II and whose values are congruent with those of the Mazamas. Continuing membership is contingent upon being up-to-date on membership dues.

ELECTION TIMELINE

- » **Aug. 1:** Voter Guide Published. See details below on submitting a comment.
- » **Aug. 15:** Opt-Out Period for Online Voting Ends.
- » **Aug. 18:** Virtual Information Session.
- » **Aug. 25:** Information Session at the MMC.
- » **Sept. 7:** Paper Ballots Mailed & Online Voting Begins.
- » **Oct. 4 at 5 p.m.:** Voting closes (paper ballots must be received by 5 p.m. to be counted).
- » **Oct. 4 at appx. 8 p.m.:** Election results announced.

Please go to mazamas.org/bylaws for more information.

EXECUTIVE COUNCIL CANDIDATES



CHARLES BARKER



DAVID URBANIAK



GREG SCOTT

Terms expiring Oct. 4, 2021

- Joe Eberhardt, President
- Judith Baker
- Aimee Filimoehala, Vice President

Terms expiring Oct. 3, 2022

- Jesse Applegate
- Amanda Ryan-Fear, Secretary

Terms expiring Oct. 2, 2023

- Bob Breivogel
- Reena Clements
- Lori Coyner

NOMINATING COMMITTEE CANDIDATES

SUE DIMIN

BYLAWS AMENDMENT

PROPOSED CHANGE

Article III – Members, Section 1, item will change from:

Annual member – Any person who has climbed by foot to the summit of a qualifying mountain, on the sides of which there is at least one living glacier, shall be eligible for annual membership.

to:

Annual member – *Application for membership shall be open to any person who supports the purpose statement in Article II* and whose values are congruent with those of the Mazamas. Continuing membership is contingent upon being up-to-date on membership dues.*

* Article II: The Mazamas is organized and shall be operated exclusively for charitable, educational and scientific purposes as defined in section 501 (c) (3) of the Internal Revenue Code of 1986. In furtherance thereof, the object, business and pursuit of the Mazamas shall be to promote mountaineering, climbing safety, and the exploration of the alpine environment, especially in the Pacific Northwest, by providing educational and training opportunities related to mountaineering and the alpine environment; collecting, preserving and disseminating scientific information, memorabilia, data and knowledge concerning the same; supporting the conservation and preservation of the natural environment; providing and promoting climbing, hiking, outings, expeditions and other activities; and encouraging good fellowship and the representation of the interests and concerns of its members. [Note: Article II is provided as a reference for the reader; Article II remains unchanged.]

WHY MAKE A CHANGE?

- **THE ORGANIZATION HAS EVOLVED**—The Mazamas, like other alpine organizations has expanded its offerings. Over the years, this has increased the number of participants in our programs. In a typical year our climbing programs serve approximately 1,800 participants, while in our non-climbing related programs serve over 10,000 participants. The non-climbing programs include Trail Trips (Hiking), Street Rambles, Round-the-Mountain, Canyoneering, Nordic, and Backcountry Skiing, and Mazama Wild just to name a few. Despite this expansion in Mazama programming, we have never lost our focus on mountain recreation, exploration, and conservation. All of our activities and events connect to that core mission.
- **ALLOW MOUNTAIN LOVERS TO CONTRIBUTE**—There are many participants in our programs who share our love of the mountains and want to contribute. Removing this barrier to membership enables these participants to give their time and further our mission. Adding to our volunteer pool could help us address our ongoing issue with overloaded programs and activities.
- **TO BE A MORE WELCOMING AND INCLUSIVE ORGANIZATION**—This requirement lends itself to the perception of exclusivity that is not in keeping with the Mazama values of community, credibility, and respect. We can't inspire everyone to love and protect the mountains without acknowledging the exclusive history of the outdoor industry, and practicing an equitable approach moving forward. While we have members and participants of many races, ages, and genders, the Mazamas currently is a largely white, affluent, and able-bodied organization, both in leadership and participation. Removing this barrier enables anyone who shares the values of the organization to become a member regardless of their socioeconomic background and/or physical abilities to summit a glaciated peak.
- **CLIMATE CHANGE**—Unfortunately, with the impacts of climate change, there are mountains we climb that no longer qualify or will soon be removed from the list of qualifying peaks. These include Pinnacle Peak, Mt. Thielsen, and Eagle Cap. As glaciers in the Pacific Northwest continue to recede, many more mountains will drop from the list.
- **INCREASE FINANCIAL STABILITY AND INFLUENCE**— Eliminating this requirement has the potential to increase our membership numbers and it opens up opportunities for foundation funding and a variety of grants we're currently not eligible for since we are an exclusive organization due to have a prerequisite for membership. When the Mazamas advocate for access to and protection of our public lands, our voice is stronger when we have a higher number of members. This change has the potential to improve our financial stability and influence to ensure protections and access to the mountain environment.
- **THERE ARE OTHER WAYS TO DEMONSTRATE SKILL**—If our glaciated peak requirement is about demonstrating skill and fortitude in a mountain environment shouldn't completing the Elk-Kings traverse in the dead of winter suffice? How about those who run around Mt. Hood in a day with its 42 miles and 10,000 ft of elevation change? What about climbing El

Capitan, which, on its easiest route, is 3,000 ft of 5.10 climbing? All of those activities show a dedication to the mountains and are arguably more difficult than summiting Mount St. Helens or South Sister, and yet they don't qualify for membership. Accomplished alpine climbers will still be recognized for their abilities through the glaciated peak badge and numerous other awards.

EXECUTIVE COUNCIL POSITION:

The Executive Council views the removal of the glaciated peak requirement as an opportunity to enable the Mazamas to adapt to the modern climbing community and offers several immediate benefits for everyone.

When the Mazamas was formed, mountaineering (defined as climbing a glaciated peak) was the central focus of climbing, and other disciplines such as rock climbing—just in its infancy—were considered subsets of mountaineering. These days mountaineering has become a specialized subset of the more general, “climbing,” and is just one of the disciplines of the vertical world. These other disciplines, such as rock and ice climbing or bouldering, require just as much dedication and commitment to excel in, and are critical components of alpinism. Welcoming all climbers and people who are interested in learning about climbing makes us stronger by showing the greater outdoor community that the Mazamas is dedicated to helping them excel and providing a welcoming community to be a part of and contribute to themselves.

There is considerable precedent in the nature of the Mazamas. We have identified ourselves as climbers for 127 years, and have proved it through our behavior over that time. People see us as climbers because that's what we do and what we intend to continue to do. There is no intention and little risk that our behavior would change away from all things alpine.

Sharing the opportunities of membership shows we are confident in who we are. We want people to share the experiences we've had ourselves of personal growth, and wonder of the mountains. We want them to volunteer and dedicate themselves to making the Mazamas the amazing community it is, and to inspire each other.

WE ENCOURAGE YOU TO VOTE IN FAVOR OF THIS BYLAWS AMENDMENT.

STATEMENTS IN FAVOR

Statements in Favor are listed in alphabetical order, first by committees and then by last name.

STATEMENT BY THE ADVANCED ROCK (AR) COMMITTEE

In reference to the recent changes to the Mazama bylaws, the Advanced Rock Committee wants to communicate support for all updates. We agree that the “glaciated peak” requirement should be removed, as it will lower the barriers for membership to community members. In regard to the other changes, we also support the removal of the three-year membership requirement for Executive Council members, and the addition of the new EC positions. Lastly, amending certain operational structures and simplifying processes seems like a good move towards modernizing Mazamas!

STATEMENT BY THE ADVENTUROUS YOUNG MAZAMAS (AYM) & TRAIL TRIPS COMMITTEE

Mazamas AYM/TCC Committee supports the proposed changes to the Mazamas Bylaws.

STATEMENT BY THE BASIC CLIMBING EDUCATION PROGRAM (BCEP) COMMITTEE

Removing the glaciated peak as a requirement for membership will strengthen the Mazamas by allowing us to build our membership, both in terms of financial growth and the talent pool of our volunteers. It will help address criticism that the Mazamas is an elitist organization by removing a barrier to prospective members who support the values and mission of the Mazamas. It will also strengthen the climbing community by communicating that the Mazamas is an organization for all individuals who want to love and protect the mountains, including those who have not yet had education or training on technical skills needed to enjoy the outdoors in a safe and sustainable manner.

As the entry point for many long-standing Mazamas, the BCEP Committee urges all members to vote in favor of removing this outdated and restrictive requirement and allowing the Mazamas to be a stronger, fairer, and more inclusive organization.

STATEMENT BY CLIMBING COMMITTEE

Over the past 126 years, many aspects of our world have evolved. Many aspects of the Mazamas have evolved as well. We are not the same culture and we are not the same climbing community. As we grow to support our mission to inspire the love of mountains, we must also grow our understanding of just what it means to love them.

Climbing as a pursuit, a passion, and a sport have most certainly evolved. We sport climb, ice climb, engage in classic alpinism, ski mountaineering, but we also embrace the mountains through hiking and simply observing their majesty.

As we reach out to support the greater climbing community, as it continues to evolve and grow, and includes new and enthusiastic members, our role should be to support that growth and inclusiveness.

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STATEMENTS IN FAVOR, *continued*

Glaciated peaks were once a measure of true mountaineering. Sadly, those glaciers are receding like the old standards of what it meant to be a mountaineer. There are so many worthy mountaineering objectives that don't include glaciated peaks or glacier travel. It's the position of the Climb Committee that the glaciated peaks requirement for Mazamas membership be removed and we embrace a larger community of climbers for membership.

STATEMENT BY THE INTERMEDIATE CLIMBING SCHOOL (ICS) COMMITTEE

The members of the Mazama Intermediate Climbing School (ICS) Committee are in unanimous support of removing the glaciated peak requirement for becoming a Mazama member. We agree that the requirement is an unnecessary barrier to taking part in the organization that is counter to the intention of the Mazamas to become more inclusive and to be a leader in outdoor education and stewardship.

Additionally, the definition of climbing has changed over time. Many people climb and have no intention of summiting glaciated peaks. For example, rock climbing is quickly becoming as popular as mountaineering and is a valuable asset to our members. People who have rock climbing skills and knowledge have much to offer as instructors, leaders, and students within the Mazamas. Rock climbers, as well as canyoneers, hikers, nordic skiers and more, should be welcome to join the organization, whether or not glaciated peaks are involved.

Most importantly, we are here to educate and foster climbers. We welcome those who have not yet reached their climbing goals and believe they should have equal access to Mazama resources and opportunities.

STATEMENT BY SARAH BRADHAM, MAZAMA ACTING EXECUTIVE DIRECTOR, PAST CLIMB LEADER MEMBER SINCE 2002

I moved to Portland in 2000 and struggled to find “my” people. At the time I was a prolific hiker and spent every weekend hiking alone. While I loved these experiences, I often wished I had others around me to share in the beauty. By chance I stumbled upon BCEP, which ended up changing the course of my life. I made friends, met my future husband, and got deeply involved with all aspects of the organization—as a climber, committee member, leader, and staff member. I have come to think of my Mazama relationships as my chosen family.

In the 19 years I have been a member, I have realized that what truly makes us Mazamas are our shared values and social connections. They are initially forged through Mazama activities—education programs, climbs, hikes, street rambles, backpacks, and evening programs—but they are nurtured through ongoing shared experiences.

I see the change in the Bylaws as embracing all of the individuals who want to choose the Mazamas as their family. I see this change as welcoming everyone who feels connected to our mission or called to the mountains—to climb, to run, to hike, or to protect these places we look at as our home. I want to see the Mazamas welcome all of these individuals as full-fledged

members without requiring a membership test to prove their worthiness.

Welcoming everyone into the Mazamas does not diminish the achievements of those who came before us. Rather, it shows our confidence in our mountain roots and our willingness to adapt and change over time.

STATEMENT BY LORI BROWN, RAMBLE LEADER NONMEMBER

I very much wanted to climb a glaciated peak, and gave it a go twice. My formerly broken knee was not up to the boulders on Mt. St. Helens, and I wimped out 100 yards from the top of Old Snowy due to what I perceived to be a fatal fall line and my having vertigo (but I had a great time!). I didn't know it at the time but it turned out I had cancer too. At the end of the day I was much more interested in surviving that day than being a Mazama. So be it.

There is a boat load of opportunity in this amendment. In my opinion it is late in coming. I hope it is adopted. Also, I hope if adopted, and when the membership grows, chapters of the organization are opened in other areas. There are some pretty obvious communities that come to mind.

STATEMENT BY LAURA BURGER, MAZAMA DEVELOPMENT COORDINATOR

As a nonprofit organization since 1946, the Mazamas operates using revenue generated through donations, grants, and membership dues. These three revenue streams make up 48% of our income and are vital to the Mazamas continuing to offer education opportunities, hikes and climbs, leadership training, scholarships, outdoor advocacy, and so much more.

Unfortunately, the glaciated peak requirement for membership limits our fundraising capacity and restricts our grant raising potential. As long as we have an exclusionary membership requirement that does not allow all the groups of people that we serve to join, the Mazamas will be at a distinct disadvantage when applying for foundation funding, and unqualified to even apply for many other grant opportunities. Additionally, 85% of our donors are members, and our member donors give more and more frequently than nonmembers. Restricting our membership means restricting our potential donor base and stifling donor relationships that have the potential to grow into support for scholarships, leadership training, and advocacy and stewardship opportunities. Removing this membership requirement will broaden and strengthen our donor base and allow us to become competitive when seeking foundation funding, enabling us to continue to support the Mazama community.

STATEMENT BY GEORGE CUMMINGS, PAST PRESIDENT & CLIMB LEADER MEMBER SINCE 1960

On July 19, 1894, the Mazamas was founded on the summit of Mt. Hood to insure that only “real” climbers could join. It was a reaction to the Oregon Alpine Club's having lost much of its alpine character. Initially the Mazamas focused on alpine climbing, exploration, science, and conservation.

Local walks were added in 1912. Other non-alpine activities, notably rock climbing and rambles have followed. We aren't an exclusively alpine club, but we have an exclusively alpine membership requirement that excludes people who might otherwise become members. The requirement will also become increasingly difficult to meet as glaciers disappear, an accelerating trend. Sooner or later, climbing a glaciated peak will be an impractical requirement for membership.

It's also an undesirable requirement. This isn't the 19th century when a small group of alpine enthusiasts in a small city banded together to form a small club. Societal values have changed, and the needs of the Mazamas have changed. We need to be more open, welcoming, and inclusive. And to survive, we need more members. It's time to let go of the past and drop the outdated glaciated peak requirement for membership.

**STATEMENT BY TERESA DALSAGER
MEMBER SINCE 2015**

I support the proposed changes. Embracing the reality of changing times by opening membership to a broader base will ensure the Mazamas remain relevant and financially supported for years to come.

Removing the membership requirement of summiting a glaciated peak introduces more people to the possibility of enjoying the backcountry with increased knowledge and safety. In my opinion this would not take away from how we currently operate. I am passionate about mountaineering; therefore, I will continue to seek out courses that improve my mountaineering experiences. The thought that mountaineering will somehow get lost as the organization grows just does not fly. After all, everything we do is for the love of the mountains.

Being invited to share an opinion also reflects our core values. This moment in time has demonstrated that we can have hard conversations with civility. This important value reinforces my intention to support the organization as we face and embrace necessary change. Understanding our past while keeping our focus on the future is the only way the Mazamas will survive to serve the outdoor community in and around the greater Portland area.

**STATEMENT BY LORI FREEMAN LADUKE,
PAST CLIMB LEADER
MEMBER SINCE 1996**

Ideas re: eliminating the glaciated peak requirement a) Membership is declining and we want to add members to keep the Mazamas financially afloat as an organization. b) the Mazamas doesn't reflect the diversity of Portland and is in danger of being elitist/obsolete if more diverse folks don't join. c) Glaciers are melting away due to climate change, which makes the requirement very problematic. Eliminating the glaciated peak requirement is a possible solution to these concerns.

I want the Mazamas to continue to thrive and help more people to appreciate and respect and enjoy the mountains. To do that, we need to continue attracting people to our programs

and our mission. The requirement can be intimidating to folks wanting to get started in hiking and climbing ... a little like putting the cart before the horse... "Climb a mountain, and then we can talk..."

**STATEMENT BY JOHN GODINO,
CLIMB LEADER, 25-YEAR MEMBER
MEMBER SINCE 1996**

I'm a 25-year member, climb leader for about 20, and worked in the Mazama office for about six years with just me and the executive director running the show. I've had the pleasure to meet many of you through the various classes I've taught and climbs I've led over the years. I support the proposed changes to our bylaws to allow folks to join who have not climbed a glaciated peak. I urge you to support this proposal as well. I did not always feel this way. When I joined the Mazamas, I was fresh off my first climb of Mt. Hood, and thrilled to join an organization that acknowledged my recent accomplishment.

Well, times change, and I feel we need to change as well. Outdoor recreation is exploding in popularity, and if we position ourselves properly, we can be in a prime leadership position to guide and welcome these new adventure seekers. How about someone who has hiked the Pacific Crest Trail, summited all the 14ers in Colorado, or climbed El Capitan? These people clearly share a love of high and wild places, but under current club rules, they are not eligible to join. The other major mountaineering clubs in the United States, such as Colorado Mountain Club, the Mountaineers, and the Appalachian Mountain Club, have no such restrictions on membership. For Mazamas to continue to grow our membership, be financially sound, and include a broader range of people who share our love of the mountains, the time is now to change our bylaws and remove the glaciated peak requirement for membership. Please join me in voting for this important change.

**STATEMENT BY LEORA GREGORY, CLIMB LEADER,
LEADERSHIP DEVELOPMENT COORDINATOR,
CLIMB COMMITTEE MEMBER
MEMBER SINCE 2001**

When I first joined the Mazamas (in order to take BCEP after having been on a climb of Mt. Hood that resulted in a PMR callout), I didn't think about the membership requirement, because it was a non-issue for me. But later, I met an older gentleman on one of my hike leads, who loved the Mazamas, and wanted to be a member, but didn't see a way to become one, as he didn't see a way in which he could carry the necessary gear, and have the strength to do such a climb. He loved the outdoors and he loved the Mazamas because we love the outdoors (and the mountains). Over the years, he spent time and energy volunteering for the Mazamas. In particular, he joined work parties at the Mazama lodge. I was hoping to take him up something like Mt. St. Helens, because I felt that I could carry most of the gear for us, and if the climb were slow enough, and I broke it up into multiple days, he probably could succeed. However, I just never got around to doing the necessary planning

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STATEMENTS IN FAVOR, *continued*

to make that possible. I wondered: what harm could come to the organization if someone who enjoyed helping and hanging out with the Mazamas were allowed to become a Mazama? I just cannot see a downside. But I did see the hurt that it caused him because he couldn't join this organization that he really enjoyed being with and contributing to.

STATEMENT BY RYAN JOHNSON, PROVISIONAL CLIMB LEADER MEMBER SINCE 2014

At times the specific nature of the “glaciated” peak requirement is an artificial barrier that is preventing potential members from joining. This is particularly true for one of the fastest growing areas of our sport—rock climbing. This fundamental mountaineering skill is at the height of popularity and we are a great resource for education, training, and community that can attract many new members. Rock climbing will be included as an Olympic sport (2021 summer games) for the first time and will continue to appeal to a new generation of climbers who share our values in protecting the mountains. We should expand our membership requirements to include additional types of qualifying activities that makes it easier for them to join.

STATEMENT BY KERRY LOEHR, CLIMB LEADER MEMBER SINCE 2004

As a longtime member (since 2004), and Mazamas Climb Leader, I endorse all of the proposed amendments to our bylaws. I believe diversity is a source of strength, and it will only enrich our organization and help advance our mission. The reality is more and more outdoor enthusiasts are partaking in a variety of activities. Trail runners, canyoneers, rock climbers and many other practitioners should be welcome into our organization. Similarly, as a modern non-profit, we have a responsibility to include those with the best skills on our Board. Modern issues such as climate change and public land use demand professionalism and knowledge, which may best come from outside our organization. Lastly, it just makes sense to me that operational issues be taken out of our bylaws. So, although change can sometimes be difficult and scary, I ask my fellow members to join me in voting to adopt the current by-aws amendments.

When I started at the Mazamas I learned that the glaciated peak requirement was sacred and worked hard to introduce programs, policies and practices to make the Mazamas a more open and accessible place, within the confines of that membership requirement.

STATEMENT BY TRACI MANNING, EXECUTIVE COUNCIL PRESIDENT 2019 MEMBER SINCE 2007

Membership in the Mazamas has always meant that you love and respect the mountains. For people who want to support everything the Mazamas do to protect the mountains, to teach people to recreate in the mountains responsibly, and to educate the community about the mountains, membership is an important way to show that support. We know hikers, trail runners, canyoneers, parents of young climbers, and rock climbers among others who would love to join the Mazamas, but climbing a glaciated peak is not right for them. A membership with diverse voices will make the Mazamas better and stronger. A strong membership base will allow the Mazamas to thrive financially. And a large membership base makes the Mazamas' voice louder in policy discussions in the Oregon Legislature, with the National Forest Service, or wherever decisions about the mountains are made.

STATEMENT BY KATI MAYFIELD, FORMER MAZAMA VOLUNTEER MANAGER MEMBER SINCE 2013

Despite the progress to deepen our inclusivity over the last few years, there are some practices and policies that still feel exclusive, even exclusionary. The glaciated peak membership requirement sends the message that anyone can DO things with the Mazamas, but they can't BE one of us.

And what does it mean to BE a Mazama? We all cherish the “rite of passage” which our glaciated peak represents—I certainly will never forget summiting South Sister the summer after BCEP. But it is no more important than any of the other keystone moments which defined the Mazamas for me. To name just a few: my first alpine start ; the first time my belayer caught me on a fall; glissading down Mt Ellinor on a bluebird day ; learning about trail drainage and digging my first ditch; touching the sun-heated tuff at Smith for the first time ; watching the first youth climber I supported reach the ledge on the MMC wall, and the look of terror and triumph in their eyes.

What is actually ‘sacred’ at the Mazamas—from first rappels at Horsethief, to sharing summit treats, to stories by the fire at the Mazama Lodge—is the bond and sense of community created through these many and layered experiences. I don't think it serves us anymore to insist that one single thing makes a person a Mazama.

By removing the glaciated peak requirement we can begin to look at membership as a show of support of what we stand for, rather than a certificate of previous mountaineering achievement. And we can continue facilitating the myriad experiences that create and strengthen bonds between members and with the organization.

**STATEMENT BY RICO MICALLEF, CLIMB LEADER
MEMBER SINCE 2012**

This is not an easy decision, after all the Mazamas were founded on Mt. Hood because William Steel did not believe the Oregon Alpine club was a true mountaineering club, so making the change is completely contrary to why the Mazamas exist. However, my view is really simple- what purpose does it serve? I understand why Steel had this requirement but today it has served its purpose and is no longer needed. Our focus is no longer as a club of mountaineers but training and education, so the requirement is the cart leading the horse. We train people how to climb as well as other activities but you need to have climbed a glaciated peak to be a member? How does that make sense? The time has come to drop the glaciated peak requirement.

**STATEMENT BY CLAIRE NELSON,
FORMER MAZAMA EDUCATION & CULTURE
MANAGER (FEBRUARY 2017–JUNE 2021)**

When I was in my position and building relationships with and creating partnership with outside organizations, there was a real desire for continued participation and involvement for youth. I've seen the glaciated peak requirement sour those conversations, and even sometimes the relationship we've cultivated.

The glaciated peak requirement for voting, says we don't value you as a community member nor do we value your experience or opinion. This tells those without the badge they are second class community members here, and that we don't trust or value their perspectives.

**STATEMENT BY ATALANTA POWELL
MEMBER SINCE 2021**

With glaciers disappearing at the rate they are seems a little limiting to keep this requirement for membership. Love of the mountains can be expressed in many ways. I hope this change in bylaws will ensure that an amazing organization can continue on in sharing respect and stewardship for the mountains.

**STATEMENT BY DAVID REMPEL,
HIKE LEADER & TRAIL TRIPS COMMITTEE CHAIR
MEMBER SINCE 2018**

None of us have a crystal ball. What we do know is the long-standing model of our founders is not satisfactorily getting the job done any more, and we are going to die if we do not change. As an administrator, my gang used to say, "bad news is our friend." By confronting the downside we can be mindful of risks and flexible to ongoing (though unforeseeable) bends in the road. Count me in for change.

**STATEMENT BY TIM SCOTT, CLIMB LEADER &
FORMER STAFF MEMBER
MEMBER SINCE 1998**

When I first heard this suggestion, I opposed it. Having talked to people and thought more about it, I've changed my mind and now support the removal of the glaciated peak requirement for membership. Why? Because having this requirement tells people who are not members that they aren't good enough for us. This gives the Mazamas a reputation of elitism. This is problematic as we try to become a more diverse and inclusive organization. Also, none of our peer organizations, neither the American Alpine Club, the Mountaineers, nor the Colorado Climbing Club, have this requirement. Clearly it's not the defining characteristic of a successful climbing organization. We are denying people who share the values of the Mazamas and want to join us the chance to get their foot in the door and contribute their time and money to the work that we are already doing.

Our mission is to inspire everyone to love and protect the mountains. Removing the glaciated peak requirement will allow us to expand the meaning of 'everyone.' It means rock climbers who have no interest in mountaineering. It means backcountry skiers, who focus on the mountain below the summit. It means hikers who feel the lure of the high places but don't have the knowledge or network to reach them. It means non-whites, for whom the outdoors have historically not been available or safe. By allowing these natural allies to become members, the Mazamas can grow in size and strength. We can do more of what we already do.

**STATEMENT BY JIM SELBY,
HIKE LEADER & TRAIL TRIPS COMMITTEE
MEMBER SINCE 2006**

I strongly support dropping the glaciated peaks requirement. As an A-hike and B-hike leader I always give a pitch on joining the Mazamas, but the glaciated peak requirement eliminates most of the interest. Many single women who have hiked with me say they cannot afford climbing training. Our competitors for members do not have that requirement and we are very much in competition with several organizations for members. Our membership will continue to slide as members die or drop out with no one to backfill the vacancies.

**STATEMENT BY KELSEY SHAW, FORMER MAZAMA
MEMBER SERVICES ADMINISTRATOR (OCTOBER
2017–JULY 2021)**

Summitting a glaciated peak does not make one, or one's passion for mountains, any more significant than those who have not had the privilege. Nor is it indicative of a person's commitment to the Mazamas. Though it is easy to forget when living in the Pacific Northwest, our ability to climb safely and successfully is a privilege afforded to very few and, as such, should not determine someone's eligibility for membership. The time of being an exclusive club for elite climbers is long past. The Mazamas

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STATEMENTS IN FAVOR, *continued*

now functions as a critical educational resource for people who aspire to be mountain-based adventurers. How can we pride ourselves on educating fledgling climbers, while also demanding they already have the skills needed to climb in order to join? We regularly turn away enthusiastic individuals because the 14er climbed, the Himalayan pass traversed, or the big wall scaled, doesn't qualify for membership. We then recommend they attempt a "beginner" peak in the area, because walking to the top of South Sister is somehow more legitimate than their accomplishment. When I hear of an accident in the mountains, I fear it is one of those aspiring Mazamas, attempting to bag a glaciated peak without the proper skills or experience in the hopes of joining our community.

If the Mazama membership chooses not to remove this requirement, what does it say to the mountain community? It will say to me that this is the hill the Mazamas is quite literally choosing to die on.

STATEMENT BY SILJA TOBIN, HIKE LEADER, AYM/TRAIL TRIPS COMMITTEE

MEMBER SINCE 2018

As a member of the Adventurous Young Mazamas committee, as well as a BCEP grad, I wholeheartedly support removing the glaciated peak requirement from the Mazamas bylaws. A large percentage of people who participate in our activities are looking to join group hikes, meet new friends, and participate in mountain activities that are not climbing. The Mazamas offers a host of outdoor mountain activities—hikes, climbs, rambles, snowshoes, outings, backpacking trips, skiing, etc—and the current glaciated peak requirement is not inclusive of all of us, all that we do, and all the potential members interested in the activities we offer as an organization.

STATEMENT BY GUY WETTSTEIN, CLIMB LEADER & CLIMB COMMITTEE CHAIR

MEMBER SINCE 2012

There are over 125 years of the glaciated peak requirement for membership and it hasn't served its original purpose, which was to limit the organization to purely mountaineering activities. On the contrary, it continues to be an obstacle to increasing membership and inclusiveness. As mountain pursuits continue to evolve to include a broader set of activities, we should evolve to include a broader set of people. It is important that the Mazamas represents the full spectrum of mountain pursuits and the full spectrum of people who engage in them.

It's almost time to VOTE in the 2021 Mazama Annual Election.

HOW DO YOU VOTE?

eVoting: All CURRENT Mazama members who have an email address on file with the Mazamas AND who did not Opt-Out of E-voting for the Mazama Annual Election, will receive an email to vote in the election on September 7 (appx). This email will include a link to the voting form and with two codes that you will need to vote—an ID number and a password. Click on the vote link, then type OR copy and paste the ID number and your password into the appropriate boxes. Once you vote, you will receive a confirmation email. Unlike previous years, you may continue to receive voting reminders even if you have already voted. Rest assured that if you voted and have your confirmation email, your vote will be counted.

Vote by Mail: All Mazama members who Opt-Out of E-voting, or who do not have an email address on file with the Mazamas will receive a paper ballot by standard USPS mail. This ballot will arrive around September 10, and will include a voter pamphlet, ballot, and return envelope. Make your election choices, put your ballot in the return envelope, place a stamp on the envelope, and drop it in the mail. Paper ballots must be received by Oct. 4 at 5 p.m. to be counted. Ballots received after that time cannot be accepted. We recommend mailing your ballot EARLY or dropping it off at the MMC through the mail slot.

STATEMENTS IN OPPOSITION

Statements in Opposition are listed in alphabetical order, by last name.

STATEMENT BY STEVE BENSON, RAMBLE LEADER MEMBER SINCE 2000

As a ramble leader I meet people who hike on Tuesdays and Thursdays who don't know what Mazamas is. In explaining who we are, I always talk about summiting a glaciated peak. Most are very intrigued. Over the years many have become members and I believe keep on climbing because of the first ascent. If members never have a first ascent how do they get the motivation to continue climbing?

STATEMENT BY JACKIE BRIGGS, RAMBLE COORDINATOR MEMBER SINCE 2009

Even though the glaciers are receding I am against the change in the by-laws. Without that requirement we become one of MANY hiking clubs. I am very proud of being a Mazama and in what it took for me to become one. I doubt I would pay any fees without this distinction.

STATEMENT BY GREGG HOFFMAN MEMBER SINCE 1996

I am a 55 year member of the Mazamas. I have climbed all over the world and visited all seven continents. I feel that to become a member that one should still have to climb a glaciated peak to attain membership. Perhaps I am old fashioned, but the exclusive nature of the club is what attracted me. My mother MARJORIE HOFFMAN made her first climb of Mt. Hood with the MAZAMAS in 1945. She always had great pride in having accomplished this climb. Her pride in the club influenced my decision to join the club in 1966. I have met many great people in the club over the years. The club for several years shaped my future life. Frank Branch Riley was an inspiration in my early years with the club. My last climb with the club was with TERRY BECKER on the MAZAMA Centennial climb in July 1994 by the Cooper Spur route. Terry died in an accident soon after ward. I have Terry's complete set of MAZAMA ANNUALS from 1896 forward. Since then I have climbed Cotopaxi and Chimbrazo in the country of Ecuador. I feel that the Mazamas is adopting the current WOKE culture which I find disturbing. This is a modern day fad that will fad with time!!! I hope that the MAZAMAS will remain true to their original mission even though declining membership must be of concern. I do not expect that you will publish my concerns for I am old and out of set with your current goals.

STATEMENT BY SERGEY KISELEV MEMBER SINCE 2015

I do believe that summiting a peak, even if that is a summer slog up Mt. St. Helens or a beautiful backpacking trip to Old Snowy, is something that gives the unique experience of standing on the top of the mountain, and something that unites all of us. I do understand that some Mazama members, and persons that wish to become Mazama members might have different preferred activities, be that cross country skiing, hiking, or rock climbing. Both Mazamas and other organizations and groups provide enough opportunities for these activities, but not many

focus on mountaineering specifically. And I do believe that mountaineering is one activity that unites us all, and that is the main focus of Mazamas organization.

There might be questions of accessibility or equitability. Mazamas already do an effort (such as providing BCEP classes), and can do more effort to help members-to-be to climb a glaciated peak. Perhaps even helping with transportation and other expenses if there is a need. Also, if needed exceptions from "glaciated peak" requirement can be granted under extraordinary circumstances (e.g. the applicant climbed El Capitan)

STATEMENT BY BARBARA KUEHNER MEMBER SINCE 1958

As a long time member (50+years), I can attest to importance of having a qualifying climb to both the identity of Mazamas as an organization and as a goal that creates an enduring relationship with the organization. The Mazamas provide excellent opportunities to help individuals achieve that goal. I understand that we want to be inclusive and that goal achievement is seen by some as antithetical to accepting people as who they are. Let's just be honest about who we are and if there are some structural changes that need to be made to make us seem more welcoming, then lets make them. But one of those changes should not be climbing a mountain! And even though climate change is reducing glaciers, perhaps the bylaws change that is needed is to recognize peaks with historical glaciers. There are many organizations that support climbing, hiking and outdoor adventure. Let's not take away the requirement that gives the Mazamas a special place in the large number of outdoor organizations.

Taking away the requirement could influence feelings about where the organization is going and about the extent of future donations.

STATEMENT BY JOAN MACNEILL MEMBER SINCE 1998

I strongly support keeping the summiting requirement. I have commented on this before, and would add the consideration that achieving a significant summit definitely separates those who WISH to climb a mountain, from those who had the determination to DO SO. This is a valuable and meaningful distinction, which maintains a membership of special people, who are bonded by this achievement. It would be demeaning to diminish the status of membership from this loftier summit, especially merely for the sake of gaining more members, and to fit in with lesser, more ordinary interest groups. Climate change may make the glaciated part unavoidably too restrictive, a thing of the past, however.

In keeping with part of the spirit of the proposed bylaws change, I suggest something like:

Annual member – Application for membership shall be open to any person who:

(1) supports the purpose statement in Article II* and whose values are congruent with those of the Mazamas,

continued on next page

STATEMENTS IN OPPOSITION, *continued*

AND

(2) has climbed by foot to the summit of a qualifying mountain, on the sides of which there is at least one current or former living glacier.

Continuing membership is contingent upon being up-to-date on membership dues.

Aside, item (2) reminds me of a recalled statement concerning no other means of summiting than by foot. This would disqualify some respectable peaks, as Pikes peak, or Mammoth Mountain in the Sierras. So it is good to leave that part out.

Thank You for considering my comments
Joan MacNeill

STATEMENT BY IAN MCCLUSKEY MEMBER SINCE 2018

I fully support the goal of making the Mazamas welcoming and inclusive, while also keeping our founding requirement for membership.

True, the term “glaciated” might have changed, but the principle remains relevant today. Regardless of age, gender, profession, ethnicity, religion, or sexual orientation, the glaciated peaks bring us together by a meaningful common experience.

Simply removing the glaciated peak will not automatically increase membership. In fact, it may make the Mazamas less appealing to join.

The mountains are not the barrier; rather it is organizational: outreach, member retention, and new program development can make a real difference.

Membership is not a requirement for participation or donation. Like many folks, I donate to non-profits I appreciate but am not a member.

Serving a sub-population is not a bad thing. Portland’s Dougy Center exclusively serves kids who have tragically lost a loved one; NAYA exclusively serves Native youth and families in Portland through cultural identity and education; the paddlers of Portland’s “Pink Phoenix” dragon boat team are a sisterhood of women battling breast cancer. A single non-profit cannot serve all communities, but when it serves a specific group, it can do its best work and make the greatest difference.

Personally, the Mazamas have changed my life. The people and programs have inspired and empowered me to climb mountains—but more importantly: to face fears, develop self-confidence, and make wonderful friends in the process. It is with love for this special organization that I wish to preserve its founding principle for future Mazamas.

STATEMENT BY THOMAS MILLER, CLIMB LEADER MEMBER SINCE 1984

As we consider the Bylaws updates being proposed, I submit the following excerpt from the book *The Quotable Climber*, by Jonathan Waterman. In the chapter titled “Why Climb” is a quote from early 20th century British explorer, Sir Francis Younghusband.

To those who have struggled with them, the mountains reveal beauties that they will not disclose to those who make no effort. That is the reward the mountains give to effort. And it is because they have so much to give and give it so lavishly to those who will wrestle with them that men love the mountains and go back to them again and again. The mountains reserve their choice gifts for those who stand upon their summits.

The Mazamas were founded on the summit of a great mountain and that is where all those, who thus far called themselves Mazamas, have also been.

The mountains reserve their choice gifts for those who stand upon their summits.

We should continue to do the same.

Respectfully Submitted,
Thomas Miller

STATEMENT BY RAY SHELDON, 55-YEAR CLIMB LEADER & PAST PRESIDENT MEMBER SINCE 1960

In response to statements made in the Mazama Bulletin this past year favoring bylaw amendments (while disallowing articles arguing against the amendments).

*The number of amendments proposed (1-4-14-1) shows poor planning and the inability to consider any ramifications.

*Passing this amendment will open the door to the remaining 13, which includes non-members being appointed to the Executive Council.

*There is no justifiable reason to feel guilty in requiring the discipline needed to climb a glaciated peak.

*Why would anyone want to join a climbing club, wear the patch, and be known as a Mazama, and not have a summit experience?

*All of the activities listed as reasons to open the door to “walk on Mazamas” are available in other organizations.

*Conversations on joining the Mazamas that end in “frustration, confusion, and sadness as the individual realizes they don’t meet our requirements, and don’t know how to go about doing it” sound like we need to improve our information system.

*Increased membership will not give us the expected political clout. The combined membership of outdoor clubs, thousands, have not had any effect on the glut of fees, permits, registrations, restrictions, and other access issues.

*Buried under all the noble reasons is the lure of money.

This amendment rips out the heart of Mazamas and becomes an emotional and personal issue as I remember the peaks, trails, outings, friends, and memories. Our family’s quality of life soared, thanks to the Mazamas. Yes, I’m a Mazama and I have the summit certificate, dated August 8, 1959, to prove it.

Ray Sheldon, Honorary Member “

**STATEMENT BY ROBERT (BOB) SMITH,
PAST RAMBLE COORDINATOR & HIKE LEADER
MEMBER SINCE 2005**

I am writing to express my objection to the proposal to remove the requirement of climbing a glaciated peak in order to become a member of the Mazamas. I cannot believe the Mazamas would even consider this massive change while the position of Executive Director is vacant. I think the whole idea should be tabled until that hire is made.

Once a new Executive Director is selected, I would suggest that person appoint a committee from all parts of the membership to investigate if a change needs to be made. If they determine that changes are needed, all options should be considered, not just removing the glaciated peak requirement. One suggestion that has been raised is associate memberships to include more people in the Mazamas. I am sure that there are many more options that can be examined.

I am a long-time Mazamas hike/outing/Ramble leader. I would be glad to serve on any committee that is formed.

I really would hate to see the Mazamas stray from the principals that were established on the top of Mt. Hood so long ago. I know that the act of summitting a glaciated peak is a matter of pride to all that have reached the peak!

**STATEMENT BY JAY STAGNONE
MEMBER SINCE 2002**

Mazamas is a mountaineering club. Membership should be open to mountaineers. The club's mission has been severely diluted over recent years. I would like to see us retain the glaciated peak requirement and refocus energy on the original mission of the club: fellowship among Portland-area mountaineers.

**STATEMENT BY BOB STITES
MEMBER SINCE 1963**

I believe that being a Mazama is an honor!

To join I had to climb a mountain with a living glacier.

Why should we change this?

**STATEMENT BY DANIEL VAN ROSSEN, HIKE LEADER
MEMBER SINCE 2005**

The consideration of change of membership was considered around 2008 when the great recession was on and the Mazamas had financial trouble. It was soundly rejected at that time by membership but we had started looking at some different workarounds. Once the economy picked up all was forgotten on that. Looking further back in the history of the Mazamas you see the reason why the Mazamas exists. It is because of the Glaciated peak requirement. Ten years before the founding of the Mazamas there was another alpine club formed in Portland that had no requirements for membership. It was quickly taken over by non-climbers and hikers. This led to more

organizing of socials and dances then climbs. The Mazamas broke away from that group and to be sure that would not happen again they put in the glaciated peak requirement. This has kept the Mazamas focused on outdoor activities and on the mountains. It is said that the original alpine group went through different changes and became the Mountaineers.* So as climb leader Lori Freeman always said, "the difference between the Mazamas and Mountaineers is that Mazamas don't dance." If the glaciated peak requirement is removed we may as well just become a chapter of the Mountaineers and greatly increase our membership, our benefits, our financial position and lower our dues**.

**Editor's Note: This portion of Daniel's statement is incorrect. The previous alpine group was the Oregon Alpine Club (OAC), William Steel's first attempt at an Oregon alpine group. The Mazamas did not break way from that group, they grew from its ashes. Additionally, the OAC did not become the Mountaineers, rather a group of Seattle, WA based Mazamas split off in 1906 to form the Mountaineers.*

***Editor's Note: The Mountaineers membership dues are higher for regular members—\$75 vs. \$72, and for students—\$48 vs. \$36. For a family with two adults, the Mountaineers Family membership is \$130 vs. \$108 at the Mazamas. For a family of two adults plus children under 18, the Mountaineers Family membership is less expensive. The Mazamas doesn't have a Senior rate, rather we have a 60+ 5 years of membership and that rate is the same as the Mountaineers Senior rate, \$36.*

**STATEMENT BY DAVID ZEPS, CLIMB LEADER
MEMBER SINCE 1990**

Vote NO on the bylaws revision. Eliminating the glaciated peak requirement for membership is a bad idea. The Mazamas were founded in 1894 and the glaciated peak requirement established as a response to the original Oregon Alpine Club losing its "alpine" quality. The club lost its focus on the mountains and climbing experience. We will have the same problem if we eliminate the glaciated peak requirement. William Steele had the idea of a great mountaineering club, second to none in mountain climbing, exploration, and scientific achievement. Climbing to a glaciated summit provides the shared history and experience that has kept our organization strong and focused on the mountains for over 125 years. It is an experience that forms the bond we Mazamas share. It defines us.

In any case, we welcome non-members to our activities, and for those who choose not to meet our requirement there are numerous other organizations and resources available for outdoor activities. Keep the glaciated peak requirement; it keeps the Mazamas unique, strong, and focused on the mountains.

EXECUTIVE COUNCIL CANDIDATE PROFILES

CHARLES BARKER

Mazama Since (Join Year): 1980

MAZAMA VOLUNTEER, COMMITTEE, OR RELATED ACTIVITIES

- ▶ Mazama Explorer Post 1980–1986
- ▶ Lodge Volunteer 1986–2009
- ▶ Centennial Committee 1994
- ▶ Lodge Committee 1996–1999
- ▶ Hike Leader 2002
- ▶ Participated in many climbs and hikes over the past 40 years with the Mazamas

BOARD AND/OR COMMITTEE EXPERIENCE WITH OTHER ORGANIZATIONS

- ▶ Travel Oregon, board member, 1992–2000
- ▶ Big Brothers Big Sisters Columbia Northwest, volunteer, 1992–1995
- ▶ Oregon Food Bank, volunteer, 2001–2004
- ▶ Irvington School Family Gym Night, volunteer, 2006–2016
- ▶ Portland Youth Soccer Association, Portland FC, and other youth soccer teams and leagues, volunteer, 2008–2017

WORK/PROFESSIONAL EXPERIENCE

- ▶ 1990–1991 Restaurant Manager, Hilton Hotel, Portland OR
- ▶ 1992–2002 Owner of London Catering, a food management company, and, a restaurant, Portland, OR (sold to

Compass Group, 2001, and stayed on one year as General Manager)

- ▶ 2003–2005, Concessionaire Lewis and Clark Express (Amtrak train from Portland to Astoria 2004–2009 Sales Associate, Bluestone and Hockley Real Estate, Portland, OR
- ▶ 2003–2010 Adjunct Instructor, Commercial Foods, Mt. Hood Community College
- ▶ 2009–2020 Manager, Mazama Lodge
- ▶ 2014–present Managing Partner, Barker–London Properties, second-generation real estate company that provides affordable and market-rate housing and commercial leasing in Portland, Ore.

RELEVANT LIFE & LEADERSHIP EXPERIENCE

For the past 30 years, I have worked in managerial positions in the food industry, which requires creativity, stamina, patience, calm thinking and leadership under pressure. I have also been a board member and am now managing partner for a family owned real-estate investment company that was started in the early 1990s and continues to operate in the black during these challenging times.

PERSONAL STATEMENT

I climbed Mount Hood when I was in middle school and couldn't wait to join the Mazamas. From the time I first arrived at



Mazama Lodge in the late 1970s, I felt I had found my second home. Before the lodge had a dishwasher, I volunteered many hours cleaning pots and plates, but always found time to strap on my skis and head up Mazama Hill using the old rope tow. My family spent every New Year's Eve at the lodge, where I cooked celebratory pizzas. My love for the lodge led me first to serve on the Lodge Committee, and ultimately the Mazamas asked me to run the lodge in 2009. Although I initially envisioned my work as lodge manager as a short-term commitment, my love of the lodge and the Mazamas led me to stay for more than 10 years. I look forward to returning to a volunteer position, in which I can continue to serve the Mazama community during these difficult financial times and help the Mazamas thrive for future generations.

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DAVID URBANIAK (HE/HIM)

Mazama Since (Join Year): 2014

MAZAMA VOLUNTEER, COMMITTEE, OR RELATED ACTIVITIES

- ▶ Mazama Education
 - ▷ Basic Climbing Education Program (BCEP) – 2016
 - ▷ Canyoneering Skill-builder – 2016 and 2019
 - ▷ ICS – 2017-18
 - ▷ Mountaineering First Aid – 2017
 - ▷ Crevasse Rescue Skill-builder – 2017
 - ▷ Nordic Backcountry XC-Ski - 2020 Mazamas Volunteering
 - ▷ BCEP - 2017-2019
 - ▷ ICS - 2018-2019
 - ▷ Portland Alpine Fest - 2018
 - ▷ Assistant Climb Leader - Mt Jefferson, and Middle Sister - 2018
 - ▷ COVID Safety Captain - 2021
- ▶ Other relevant outdoor education
 - ▷ Sport Climb Lead Class - Planet Granite 2017
 - ▷ Trad Climb Lead Class - Portland Rock Gym 2017
 - ▷ AIARE Avalanche I - 2019
 - ▷ Alpinism II - American Alpine Institute - 2020
 - ▷ AIARE Refresher, and Avalanche II - 2021

BOARD AND/OR COMMITTEE EXPERIENCE WITH OTHER ORGANIZATIONS

None listed.

WORK/PROFESSIONAL EXPERIENCE

- ▶ Career focus on building digital tools to aid individuals in navigating the complex U.S. healthcare system, primarily through leading software product delivery teams at the intersection of healthcare, and financial services.
- ▶ Current role: Director at Cambia Health, leading digital product management, product operations, and outreach teams
- ▶ Angel investor with focus on investing in digital health, and software as a service oriented companies

- ▶ Former Vice President at Fortune 50 global financial services company, responsible for product planning, strategy and roadmap of health benefit services business
- ▶ Former co-founder of cycling apparel company with mission oriented around creating community and making cycling accessible to a more diverse audience Board and/or Committee Experience with Other Organizations (Please include role and year)
- ▶ Executive board member and board recruitment committee chair at Green Institute, Inc. in Minneapolis, MN from 2008-2011

RELEVANT LIFE & LEADERSHIP EXPERIENCE

I've had a love for the outdoors since an early age. My experience with the Mazamas has enabled more than I ever thought possible. I'd like to pay my experience forward, and support others who may have similar dreams, and have yet to actualize them. I offer the Mazamas executive committee leadership experience with a bias towards action. Leadership values important to me include: collaboration, accountability, resiliency, curiosity, hope, and a drive towards continuous improvement. I have the proven ability to lead organizations through periods of rapid growth and change. In my current professional role, I lead digital product management, product operations, outreach, and engagement for Cambia Health where we are in the midst of a strategic transformation; my responsibilities include leading a staff of 30+, and an annual budget of eight figures. My educational background includes an M.B.A in consultative practice, and a certificate in nonprofit board management.

PERSONAL STATEMENT

The Mazamas are at a crossroads requiring dialogue and decisions be made on a range of topics, including: How do we create a sustainable, financially viable economic model? How do we move forward with lessons learned from COVID-19 with more accessible educational content, and the foresight



& model to mitigate future risks? How do we stay true to the original charter of 'the exploration of snow capped peaks...', and should we? How do we inclusively serve the unique constituencies of our membership which now span at least four generations? How do we continue to develop, and cultivate an environment that is not only welcoming but engages the diverse community that we reside, supporting underrepresented groups. I feel strongly that I am uniquely qualified to support the organization at this moment. A significant part of my professional work is to listen, to understand, and to be curious about the problems of my constituencies. I would bring this approach to the Mazamas executive committee and then translate those findings into actionable recommendations in support of our mission to serve the needs of our community, and attract prospective members. Like many, I came across the Mazamas seeking outdoor educational opportunities and to find friends to explore the outdoors. I found not only an education, but adventures I only previously dreamed of, and a community of wonderful people. I am passionate about the work of this organization and it would be an honor to serve Mazamas as an Executive Committee Member. Thank you for your consideration.

GREG SCOTT

Mazama Since (Join Year): 2002

MAZAMA VOLUNTEER, COMMITTEE, OR RELATED ACTIVITIES

- ▶ 2007-2012 BCEP Committee member (2010-2011 Committee Chair)
- ▶ 2008-present led several BCEP groups.
- ▶ 2008-2010 Climbing Committee (2010 Committee Co-Chair)
- ▶ 2003-2008 Climbing Committee Secretary
- ▶ 2012-present Critical Incident Stress Management Team (Current Chair)
- ▶ 2021 Confidential Records Policy Task Force
- ▶ 2021 Risk Management Committee

BOARD AND/OR COMMITTEE EXPERIENCE WITH OTHER ORGANIZATIONS

- ▶ 2010-present Markowitz Herbold PC, "Saving the Green" Conservation Committee
- ▶ 2020-2021 North Tabor Neighborhood Association Board Co-Chair
- ▶ 2021 Markowitz Herbold PC, Diversity, Equity, and Inclusion Committee

WORK/PROFESSIONAL EXPERIENCE

- ▶ 1997-2008 Brayton Purcell, Litigation Paralegal
- ▶ 2008-2009 Technology Associates, Real Estate Specialist
- ▶ 2009-present Markowitz Herbold, PC, Litigation Paralegal

RELEVANT LIFE & LEADERSHIP EXPERIENCE

Throughout my career as a paralegal I took on leadership roles, whether it was managing large groups of attorneys and paralegals in a high-stakes commercial litigation case, or mentoring younger professionals. I led several fundraising efforts within my sphere of influence for non-profits, including Growing Gardens, Campaign for Equal Justice, and the American Diabetes Association. I coached youth basketball and was the captain of several Hood to Coast teams.

PERSONAL STATEMENT

I took BCEP in 2002, and became a Mazama member shortly thereafter. I remember the sense of accomplishment as I built my climbing resume that first summer after BCEP. I continued nurturing my climbing career enrolling for every class the Mazamas had to offer, while exploring my newfound community. I obtained my Mazamas PhD (ICS, AR, ASI) and became a climb leader in 2008. It wasn't just the climbing that kept me engaged, but the people I met. I want to be a part of taking the Mazamas into the future while preserving its rich history. To me this means building an inclusive organization, adapting our education programs to current best practices, continuing our advocacy for the environment, building a non-judgmental risk management culture,



and inspiring new members young and old to preserve and love the mountains. Since my daughter was born in 2012, I've reflected on where I want to put my volunteer energy. The Mazamas are at the top of my list. It is with humility and gratitude that I submit my candidacy.

Please note: Executive Council Candidate information has been standardized to fit a certain format, however no editing has been done. Other than formatting, the information is provided exactly as submitted by the candidates/members.

NOMINATING COMMITTEE CANDIDATE

SUE DIMIN

What Will 2022 Bring With Your Mazama Membership?



SOMETHING OLD

At our core, Mazamas will always be driven by our mission to inspire everyone to love and protect the mountains. Our climbs, hikes, stewardship projects, and education programs are at the heart of that mission.



SOMETHING NEW

We are reinvigorating ourselves with new opportunities for engagement with you! Look out for more virtual offerings, new volunteer opportunities, and some new staff, volunteer, and member faces around the MMC and on the trails.



SOMETHING BORROWED

Over the past year we've had to be creative with how to offer programs and serve our community. We've borrowed lessons, skills, and knowledge to make us stronger from our volunteers, community leaders, and fellow outdoor organizations.



SOMETHING YOU!

Mazama members are what keep us strong 127 years after our founding. You are volunteers, leaders, adventurers, advocates, and mentors. We look forward to seeing your faces, both familiar and new, on the trails in 2022.



RENEW YOUR MEMBERSHIP TODAY

- Online: MAZAMAS.ORG/RENEW
- By phone: 503-227-2345
- Renew by August 31 for a chance to win gear and other prizes!

What's Inside?

2021 MAZAMA ELECTION INFORMATION

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- Page 2: Bylaws Amendment Details
- Pages 3–8: Statements For the Bylaws Amendment
- Page 8 & 12: Voting Process
- Pages 9–11: Statements In Opposition of the Bylaws Amendment
- Pages 12–14: Executive Committee Candidates
- Page 14: Nominating Committee Candidate
- Page 15: Membership Renewal 2022

IMPORTANT DATES

- August 15: Opt-Out of Online Voting Ends (tinyurl.com/Maz2021VoteOptOut)
- August 18: Online Bylaws Info Session
- August 25: In Person Bylaws Info Session at the MMC
- September 7: Online Voting Begins & Paper Ballots Mailed
- October 4: Voting Period Concludes, Annual Meeting, Election Results Announced