

2025 BOARD OF DIRECTORS ELECTION AND CANDIDATE PROFILES

ELECTION TIMELINE

- November 11: Electronic ballots sent
- November 12: Election opens and electronic voting begins
- December 4: Election closes and electronic voting ends; election results announced via email

VOTING PROCEDURE

In an effort to significantly increase efficiencies and decrease our use of paper, the Board of Directors decided to fully transition to electronic voting in 2024. Votes must be cast using the anonymous and confidential form sent by email.

Please note: Board of Director candidate information has been standardized to fit a certain format. The information is provided exactly as submitted by the candidates.

BOARD SEATS IN THIS ELECTION

This year, there are **six open seats** on the Mazama Board of Directors:

- Three (3) seats are full 3-year terms
- Three (3) seats are 1-year terms (to complete a term of a resigned board member)

What this means for your vote:

- You may select up to three candidates in the three-year category and two candidates in the one-year category.

FULL TERM CANDIDATES

BROOK HARRIS

Relevant Resume

Currently, I am a Senior Manager at Apple Retail, overseeing all sales operations at Pioneer Place in Downtown Portland. I soon start in the same role at another location at Washington Square mall.

I have spent 18 years at Apple in total, with 10 of those being specifically managing small and medium business relationships locally for stores in Portland OR, Chicago IL, and Allentown PA.

The past 5 years I have led our Global Volunteer Program for Apple in NW Oregon, SW Washington, and Anchorage AK. In this role I oversee the Volunteer Champions who network in the community and connect our teams with group volunteer events. This role also inspires teams to donate and take advantage of Apple's Matching Donations for time or money.

I currently serve as a director for HistoriCorps, a colorado-based nonprofit that restores historic places on public and private land. A current project in development is restoring the shelters on the Timberline Trail on Mt Hood.

My background before Apple includes roles within the hospitality sector and

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CHRISTIN RITSCHER

Relevant Resume

- 2021 - Manager Strategic Projects TTS Tooltechnic Systems AG & Co. KG (Power tool, Woodworking industry); Leading Corporate Projects in the fields of Organizational Restructuring, Change Management, Cost Saving Initiatives, Logistics & Operations, IT, Business and Strategy Planning for future readiness
- Direct reports and presentation to board and supervisory board members
- Project Cost tracking, KPI reports
- 2018 - Project Manager for Marketing, Customer Services, Portfolio Management, Customer Loyalty Programs
- Before 2018, Marketing and Customer Service Manager/Team Lead in Germany (Festool)
- Multiple years volunteer lecturer as a for UX and Change Mgmt at my university in GER

Mazama Engagement

- 5 years as BCEP instructor, there of 3 times BCEP team co-leader
- Instructor with ICS, multiple MEA programs, Gym-to-Crag classes

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MARTY SCOTT

Relevant Resume

- Retired Certified Public Accountant with experience as city controller, accounting manager, financial analyst, managing business operations and auditing in government, education and manufacturing
- Team player with professional skills in accounting, budgeting, auditing, financial statement preparation, analysis and implementation of internal controls and project management
- Prior experience serving on boards, as staff to volunteer boards and as a board officer for professional organizations and nonprofits
- Current Mt. St. Helens volunteer climbing steward
- Current Board member and treasurer, Mt. St. Helens Institute
- Current Volunteer in various positions for Guide Dogs for the Blind

Mazama Engagement

Mazamas Climb Leader since 1989, graduate of BCEP, ICS, Advanced Rock, Advanced Snow and Ice, 16 peaks award recipient, Vera and Carmie Defoe award recipient, prior member, treasurer and vice president of Mazamas Board,

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marketing for commercial radio stations in Pennsylvania.

Mazama Engagement

- I joined Mazamas through BCEP in 2014, and summited Mt Hood and Mt Adams in the first few years.
- I volunteered for several years within BCEP.
- In 2014, I also volunteered heavily with Mazamas' stewardship program at the time as well as joined the Mazama Lodge Committee.
- I have remained on the Lodge Committee since, and have held leadership roles within the committee since 2020.
- I currently am supporting the board facilities committee as well as the executive director search as a non-board member interview panel member.

Personal Statement

The Mazamas' mission to inspire exploration and stewardship deeply resonates with me. Reflecting on my 11 years volunteering with the Mazamas, I've witnessed how fostering belonging and adventure can transform lives.

My time leading teams and serving communities—whether supporting local community needs through work as a volunteer program leader at Apple, or in my own personal focus on conservation and preservation causes volunteering with HistoriCorps, Forest Park Conservancy, and Pacific Crest Trail Association—has taught me the value of bringing people together for a purpose. I am excited by the opportunity to help the Mazamas nurture the next generation of outdoor enthusiasts, continuing our tradition of connecting people, sharing knowledge, and caring for our mountain environments.

With 18+ years of leading teams with a huge focus on the team and customer experience, I hope to join the Mazamas Board of Directors as we continue to grow our community and programs, to help ensure the Mazamas can continue our mission of inspiring everyone to love and protect the mountains for the next generations to come.

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- 3 years BCEP committee, thereof 2 years as volunteer coordinator/assistant coordinator (Managing changes after the BCEP Covid Years)
- Current ICS volunteer coordinator
- Provisional Climb Leader, Working on my SPI certification through the Mountain LEAD Program
- Many assists on Mazamas climbs
- BCEP, ICS, AR Grad

Personal Statement

Volunteering with climbs and as an instructor/committee member for BCEP, ICS, I learned that I am deeply connected to the organization, and I would be delighted to be part of the "creator team" that is working on its future. I also got to understand volunteer needs and motivation. I am convinced that my background can benefit the organization when rethinking educ programs, resource allocation, and org. structures. I worked on Customer Loyalty with the target to ensure customer satisfaction. A skill that can benefit our member program/learning to keep members engaged through all phases in their lives. I bring a strong skill set in project mgmt, responsible for budgeting, efficiency analysis, resource allocation, and change mgmt. Change always is a risk. My strength is to bring everyone involved on a table, foster communication, and help ensuring commitment. I therefore would be able to help facilitate the transition needed. Our educ programs are the heart piece. It is my biggest interest to reform and bring in new ideas to secure our long-term financial health. I would be looking forward to work with the ED and others on a fresh start while valuing our mission and past.

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current member finance committee, prior member and treasurer of Mazamas Foundation, BCEP co-leader and assistant, prior Advance Rock class coordinator and instructor, prior member first aid committee, prior member and chair of climbing committee and prior member and chair of education committee, current office volunteer

Personal Statement

Mazamas members tell us that they join the Mazamas to learn new skills and to connect with like-minded individuals. To continue to provide and expand Mazamas programs and opportunities, grow our membership and evolve to better serve future generations we must maintain our organizational focus on our mission to build a community that inspires everyone to love and protect the mountains. To better meet the needs of new members we must expand program delivery methods and create more flexible learning formats. We must also address our financial challenges by expanding and diversifying our revenue streams to stabilize our budget and create an ongoing rainy day fund. I think my professional background and prior and current experience serving on nonprofit boards give me skills and perspective to help accomplish the priorities set out in the strategic plan and continue our path forward.

1-YEAR TERM CANDIDATES

BRAD DEWEY

Relevant Resume

- Marketing and sales roles in the semiconductor and electronic design automation industries (retired)

Mazama Engagement

- Provisional C climb leader
- Hike leader
- BCEP assistant 2022 - 2025
- ICS assistant 2022 - 2025
- FM101 assistant 2023 - 2024

Personal Statement

My start with the Mazamas is a familiar story. I moved here from the Midwest six years ago eager to explore the mountains and wilderness of the PNW. Fortunately, I soon found the Mazamas and an intriguing class called BCEP. After completing BCEP in 2021 and enjoying a rewarding first climbing season, I was hooked. I rolled right into ICS and then Canyoneering. Since then, the Mazamas has been a central part of my life. As a volunteer, I've led over 100 hikes and have been a regular assistant with BCEP and ICS. This year, I completed Advanced Rock. I'm also a provisional climb leader and hope to earn full climber leader status this coming spring. Along the way, I've found a welcoming, supportive community of friends and mentors. These experiences have fueled a strong commitment to the Mazamas mission and its ongoing vitality, and a deep appreciation for our dedicated volunteers. If elected to the board, I'll work diligently to help ensure that the Mazamas continues to educate, inspire, and foster community well into the future.

BERNIE MURPHY

Relevant Resume

- Startup Advisor/ Fractional COO, helping leaders of small-to-medium-sized organizations scale their operations and teams with a mix of advising, analysis, and coaching.
- Board Member at Vooks, video-books company for kids.
- Treasurer (Previous Co-Chair) of Parents Association at International School of Portland, building a community of families committed to language and cultural immersion in Portland.
- Former COO at Epic!, helped run kids ebook company where millions of kids read billions of books.
- Former VP of Strategy at Care.com, developed growth strategy for online marketplace matching families with caregivers for their kids and elders.
- Former Head of Partnerships at NerdWallet, built partner ecosystem to grow leading online financial literacy platform.
- Former Management Consultant at Bain & Company, led strategy and analytics project teams.
- Former Military Officer at U.S. Air Force, led teams in telecom, digital media, logistics, and diplomacy.
- Former Consultant to veteran support nonprofit, drafted business plan for program to de-escalate law enforcement interactions with military veterans.
- Nonprofit Board Essentials coursework through Kellogg School Center for Nonprofit Management.

Mazama Engagement

- Basic Climbing Education Program (BCEP)
- Glaciated Peak Society (GPS)
- Wilderness First Aid (WFA)
- Official Mazamas Climbs: Mt. Hood, South Sister
- Various unofficial hikes, climbs, and ski tours with other Mazamas members

Personal Statement

After working with corporate boards and nonprofits, I've been waiting for the opportunity to join a nonprofit board that would use my professional skills to serve a mission I'm passionate about.

A. Passion for the Mountains: I've always enjoyed hiking and trail running, but mountaineering seemed inaccessible to me. In a stroke of luck, I discovered the Mazamas the week BCEP applications were due. A few weeks later I found myself post-holing my way up a snowy path in the gorge, with a troop of Mazamas simulating a running belay. Now I plan my client work around snow forecasts and weather windows. I'm hooked.

B. Match for Skillset: Professionally, I advise organizations on how to scale their operations. This work is based on my experiences as a military officer, management consultant, and ops leader at a series of mission-driven tech startups. I help my clients navigate many of the same challenges identified in the Mazamas strategic plan:

- Achieving financial sustainability
- Driving member growth and engagement
- Evaluating program offerings
- Modernizing tech platforms like Mazamas.org
- I'm excited by the possibility of using my background to help the Mazamas achieve these goals.