



## CITY OF REDMOND

### CITY HALL

411 SW 9<sup>th</sup> STREET  
REDMOND, OR 97756  
541.923.7710  
FAX: 541.548.0706

[info@redmondoregon.gov](mailto:info@redmondoregon.gov)  
[redmondoregon.gov](http://redmondoregon.gov)

### CITY COUNCIL

March 12, 2024  
Council Chambers • 411 SW 9th Street

#### COUNCIL MEMBERS

Ed Fitch  
*Mayor*

Cat Zwicker  
*Council President*

Tobias Colvin  
*Councilor*

Clifford Evelyn  
*Councilor*

John Nielsen  
*Councilor*

Kathryn Osborne  
*Councilor*

Shannon Wedding  
*Councilor*

**MARCH 12, 2024**

**REGULAR MEETING AGENDA**

**6:00 PM**

**I. CALL TO ORDER / ESTABLISH A QUORUM**

**II. BLESSING - Chuck Gustafson, Desert Song**

**III. PLEDGE OF ALLEGIANCE**

**IV. CITY ANNOUNCEMENTS**

**V. COMMENTS FROM CITIZENS AT THE MEETING**

Citizen comments are limited to three (3) minutes per person and will be accepted for a period of 30 minutes. Comments should be focused on City of Redmond business. Attendees are asked to refrain from interrupting, calling-out, or cheering during citizen comments.

A. Written Comments from Steve Carchidi

**VI. CONSENT AGENDA**

A. American Red Cross Month

**VII. PRESENTATIONS**

A. Citywide Camera System Upgrade Project Update

**VIII. ACTION ITEMS**

A. Northpoint Vista Mixed-Income Neighborhood: Authorize the disposition and development of two initial parcels for affordable housing.

B. Resolution #2024-08: A resolution modifying the Greater Redmond Area Enterprise Zone Agreement to Incorporate the statutorily required School Support Fee.

**IX. ADDITIONAL COMMENTS FROM CITIZENS AT THE MEETING**

**X. CITY MANAGER COMMENTS**

**XI. COUNCIL COMMENTS**

**XII. MAYOR'S COMMENTS**

A. Budget Committee - Appointment of Kayelyn Simms as the Youth Ex-Officio, term expiring December 31, 2024

B. Redmond Commission for Art in Public Places - Appointment of Ann Lindsey, term expiring December 31, 2025.

**XIII. ADJOURN**

Regular Council meetings are broadcast live on COTV11 – BendBroadband Channel 11 beginning at 6:00 p.m. on the 2<sup>nd</sup> and 4<sup>th</sup> Tuesdays of each month. Rebroadcasts are scheduled for the non-meeting Tuesdays at 6:00 p.m.

The City of Redmond encourages all citizens to participate in its programs and activities. This meeting location is accessible to people with disabilities. Requests for accommodation may include sign language interpreter service, assistive listening devices, materials in an alternate format or any other accommodation. If any accommodations are needed, please contact the ADA Coordinator at 541-504-3036 or [access@redmondoregon.gov](mailto:access@redmondoregon.gov). Requests should be made as soon as possible, but at least 3 business days prior to the scheduled meeting.

The City of Redmond does not discriminate on the basis of disability status in the admission or access to, or treatment, or employment in, its programs or activities

**From:** [Steve Carchidi](#)  
**To:** [Public Testimony](#)  
**Subject:** Items from the Audience Council meeting  
**Date:** Saturday, March 2, 2024 11:21:11 AM

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[EXTERNAL]: This email originated from outside of the city. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor & city council members, I would like to address something that should be on the minds of every citizen of our great community of Redmond today. With the continuing influx of unvetted, illegal aliens into our country, particularly "sanctuary cities & states", and the financial burden, crime, impact on our schools and medical facilities, I am, as we should all be, deeply concerned just how our city government will address this issue should we have issues like those that are happening around our great country. Let me be clear, this is not born in racism but in practicality. Oregon became (the first in the union) a declared sanctuary state in 1987! Deschutes county declared as well. I came to learn that our fine police department does not work with ICE. Now, when, not if, something bad happens, like what just happened in Athens GA to Laken Rieley, the Mayor & council could be held accountable. What I am requesting here is the Mayor & council take a very hard look at the city's position on this "sanctuary" status issue. I don't see why we can't push back on the county & state regarding this in the name of "public safety". I am totally on favor of legal immigration. I am dynamically opposed to entering our country illegally & unvetted. Please consider what is presently happening around the country and realize one day, this will come here. It is preventable. Our police department must be free to partner with ICE. Thank you for considering my request.

Respectfully,  
Steve Carchidi

[REDACTED]

# City of Redmond PROCLAMATION

**A proclamation designating March 2024, as**

## **AMERICAN RED CROSS MONTH**

**WHEREAS**, in times of crisis, people in Redmond come together to care for one another. This humanitarian spirit is part of the foundation of our community and is exemplified by American Red Cross Cascades Region volunteers and donors; and

**WHEREAS**, this generous spirit is woven into the fabric of our community and advances the humanitarian legacy of American Red Cross founder Clara Barton — one of the most honored women in our country's history — who nobly dedicated herself to alleviating suffering; and

**WHEREAS**, today, kindhearted individuals in our community exemplify Barton's commitment as they step up through the Central & Eastern Oregon Red Cross to provide a beacon of hope for our neighbors in need. Through their voluntary and selfless contributions, they make a lifesaving difference in people's darkest hours — whether it's delivering shelter, food and comfort during disasters; providing critical blood donations for hospital patients; supporting military families, veterans and caregivers through the unique challenges of service; saving lives with first aid, CPR and other skills; or delivering aid and reconnecting loved ones separated by global crises; and

**WHEREAS**, we hereby recognize the month of March in honor of all those who join with the Red Cross mission to alleviate human suffering and strengthen our community's resilience before, during, and after disaster.

**NOW, THEREFORE BE IT RESOLVED THAT** the City Council of the City of Redmond, Oregon, hereby proclaims March 2024, as **AMERICAN RED CROSS MONTH** and encourages all citizens to reach out and support this humanitarian mission.

**APPROVED** by the City Council and **SIGNED** by the Mayor this 12<sup>th</sup> day of March 2024.

The City of Redmond, Oregon

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Ed Fitch, Mayor

ATTEST:

---

Kelly Morse, City Recorder



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# STAFF REPORT

**DATE:** March 12, 2024  
**TO:** City Council  
**THROUGH:** Keith Witcosky, City Manager  
Keith Leitz, City Attorney  
John Roberts, Deputy City Manager  
**FROM:** Linda Cline, Housing Program Analyst  
**SUBJECT:** Northpoint Vista Mixed-Income Neighborhood: Authorize the disposition and development of two initial parcels for affordable housing.

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### Report in Brief:

This item requests the City Council authorize the disposition and development of the initial parcels of Northpoint Vista with deChase Miksis + Edlin and Company and their nonprofit partners.

### Background:

On February 28, 2023, Council awarded the Northpoint Master Developer Request for Qualifications to deChase Miksis + Edlin and Company (Developer), and directed staff to proceed with negotiations of a Master Development Agreement.

During negotiations, the complexities of planning, funding, and developing public infrastructure led to a two-pronged approach. While the Developer is best-suited to perform complete site planning and the construction of housing, the City, as owner of the 40-acre site, needs to remain the lead entity to finance, fund and build the public infrastructure.

On November 7, 2024, Council authorized the City Manager to execute a Master Infrastructure Planning contract with the Developer, for up to \$400,000. Council also authorized staff to initiate land use entitlements and partitioning to advance the first affordable housing parcels.

Council action is now needed to authorize the Developer to move forward with the construction of the first two affordable housing projects. These projects will be done in partnership with RootedHomes and HousingWorks. Concurrently, the City continues to seek resources to address public infrastructure.

At this meeting, staff will also provide a general progress report to include:

- Master Infrastructure Plan: Progress to date, next steps, timing of deliverables
- What we've learned overall: How we plan to deploy state infrastructure resources, etc.

### Discussion:

The Developer is under contract with the City to complete infrastructure planning by June 30, 2024, for all 40 acres.

The next step is negotiating the disposition and development with the Developer for the initial two affordable housing parcels. The amount of land being conveyed is estimated to be 7 acres total, resulting in an expected 30 homeownership units and 30-40 rental units. This will include road and trail right-of-ways as well as park and open space.

The goal of the team is to move through these next steps in a rapid timeframe to position RootedHomes, in partnership with the Developer, to apply for State Local Innovation and Fast Track (LIFT) funding this summer. The awards for this homeownership program will be announced by November 2024.

The 2024 LIFT funding for rentals has not been announced yet. In this instance, HousingWorks, in partnership with the Developer, will be in a solid position to apply at the appropriate time.

**Fiscal Impact:**

Funds were budgeted in Fiscal Years 2022/23 and 2023/24 for the Northpoint Project to cover legal costs associated with executing development agreements and additional land use, engineering or building fees associated with amendments to the Northpoint Master Plan or site plan.

Additional funding considerations:

- Funds from a \$5 million Lottery Bond Grant are anticipated to be available in early 2025, and must be used within 36 months for infrastructure improvements. Of the \$5 million Lottery Bond Grant, approximately \$300,000 has been committed to the Northpoint Master Planning process.
- A \$950,000 American Rescue Plan Act Grant for sewer infrastructure must be obligated by December 31, 2024. The City has used \$215,000 for the Kingwood Sewer Interceptor.
- Senate Bill 1530 (enrolled 2024) authorizes \$2.5 million for water, sewer, and stormwater infrastructure for Northpoint (sine die at time of writing this report).
- On-site public infrastructure is estimated to cost \$12 million - \$15 million for the entire neighborhood.

**Alternative Courses of Action:**

1. Authorize staff to negotiate and execute the necessary agreements needed for the two initial affordable housing parcels with the Developer and their nonprofit partners.
2. Request additional information.
3. Take no action.

**Recommendation / Suggested Motion:**

"I move to authorize the City Manager to execute the necessary agreements for the disposition and development of two affordable housing parcels at Northpoint Vista with deChase Miksis + Edlin and Company and their nonprofit partners."



# NORTHPOINT MIXED-INCOME NEIGHBORHOOD

REDMOND CITY COUNCIL, MARCH 12, 2024





Walmart

Negus/Maple

High Desert  
Sports Complex

Radlands



**NORTHPOINT**

NE Kingwood

NE 15th St

NE 17th St

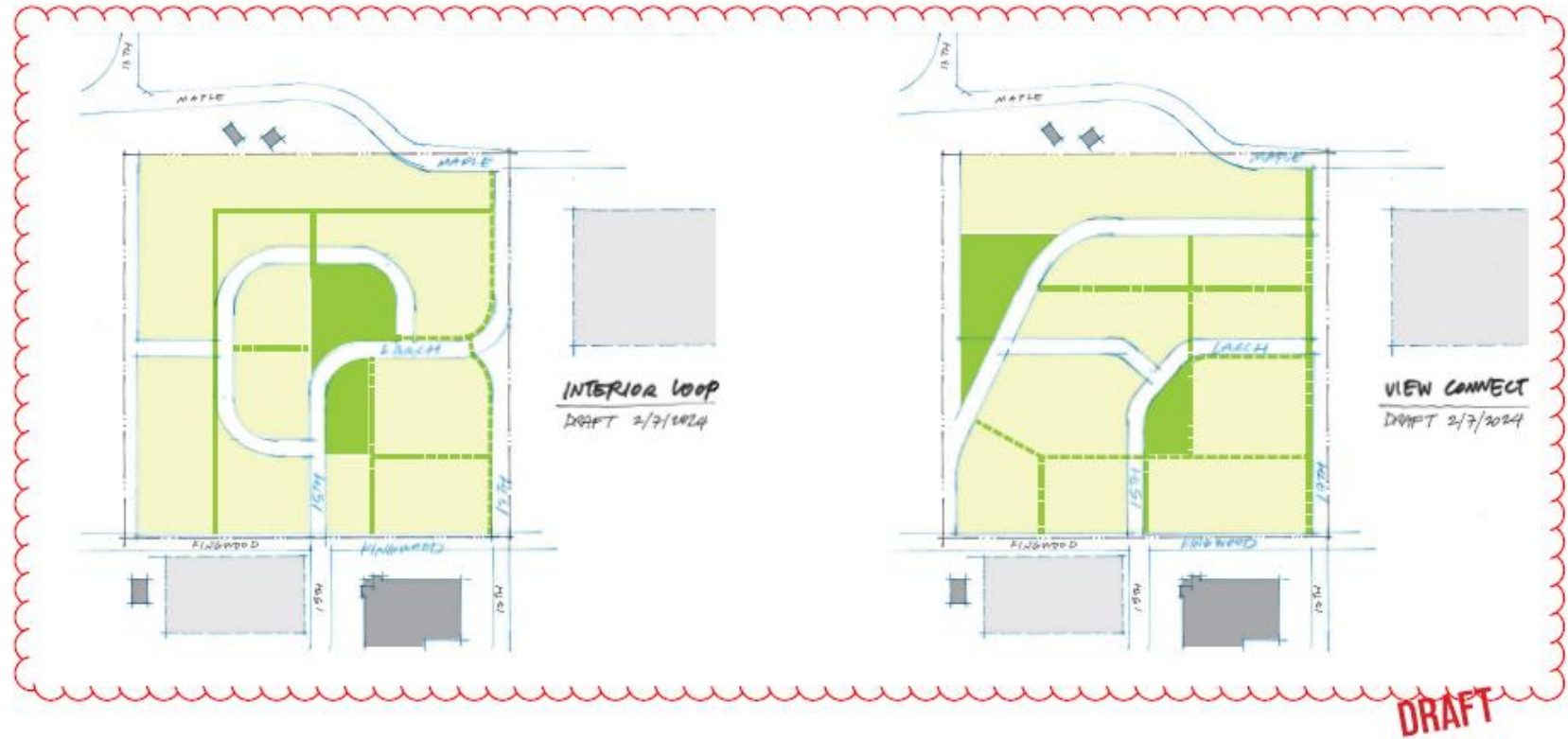


# EVOLVING THE SITE PLAN

## “SKYLINE” VERSION



## ITERATIONS IN 2023-2024





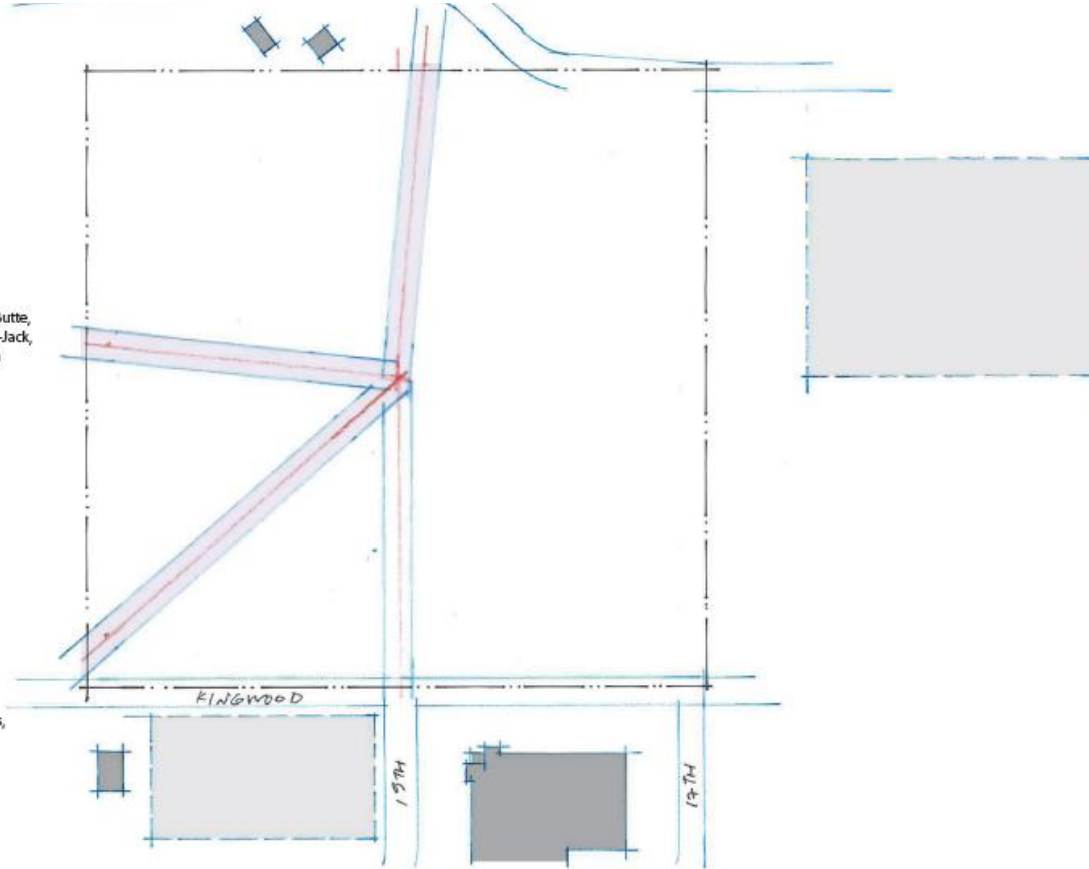
# SITE PLAN CONSIDERATIONS: TOPOGRAPHY AND VIEW CORRIDORS

2

Views to Black Butte,  
Three-Fingered-Jack,  
Mt. Washington

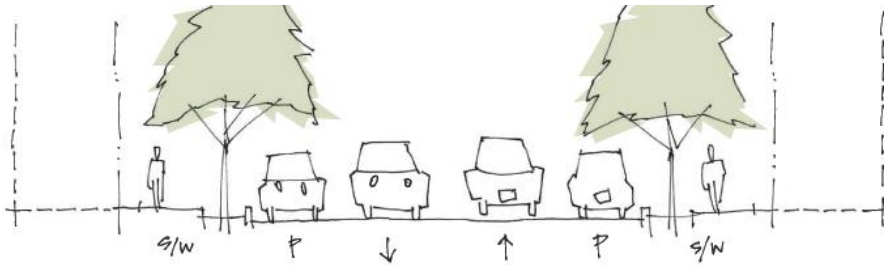
3

Views to Sisters,  
Broken Top

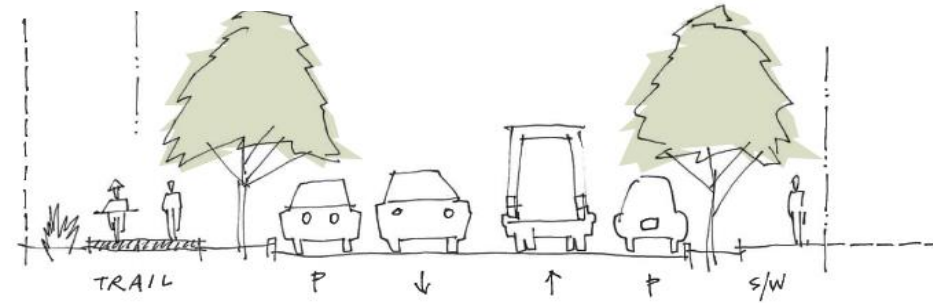




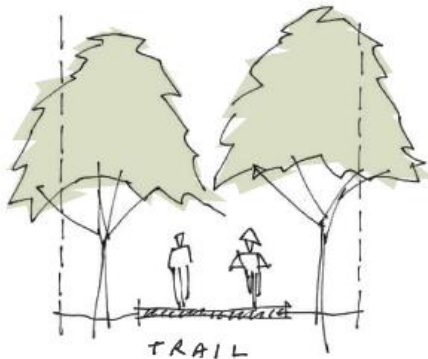
# ADDITIONAL CONSIDERATIONS: STREET, SIDEWALK, AND TRAIL CONFIGURATION



60' STREET  
• 36' ROADWAY  
• 12' SIDEWALKS  
• 10' SETBACKS



60' STREET  
• 36' ROADWAY  
• 10' TRAIL SETBACK (ONE SIDE)  
• 12' SIDEWALK, 10' SETBACK (ONE SIDE)

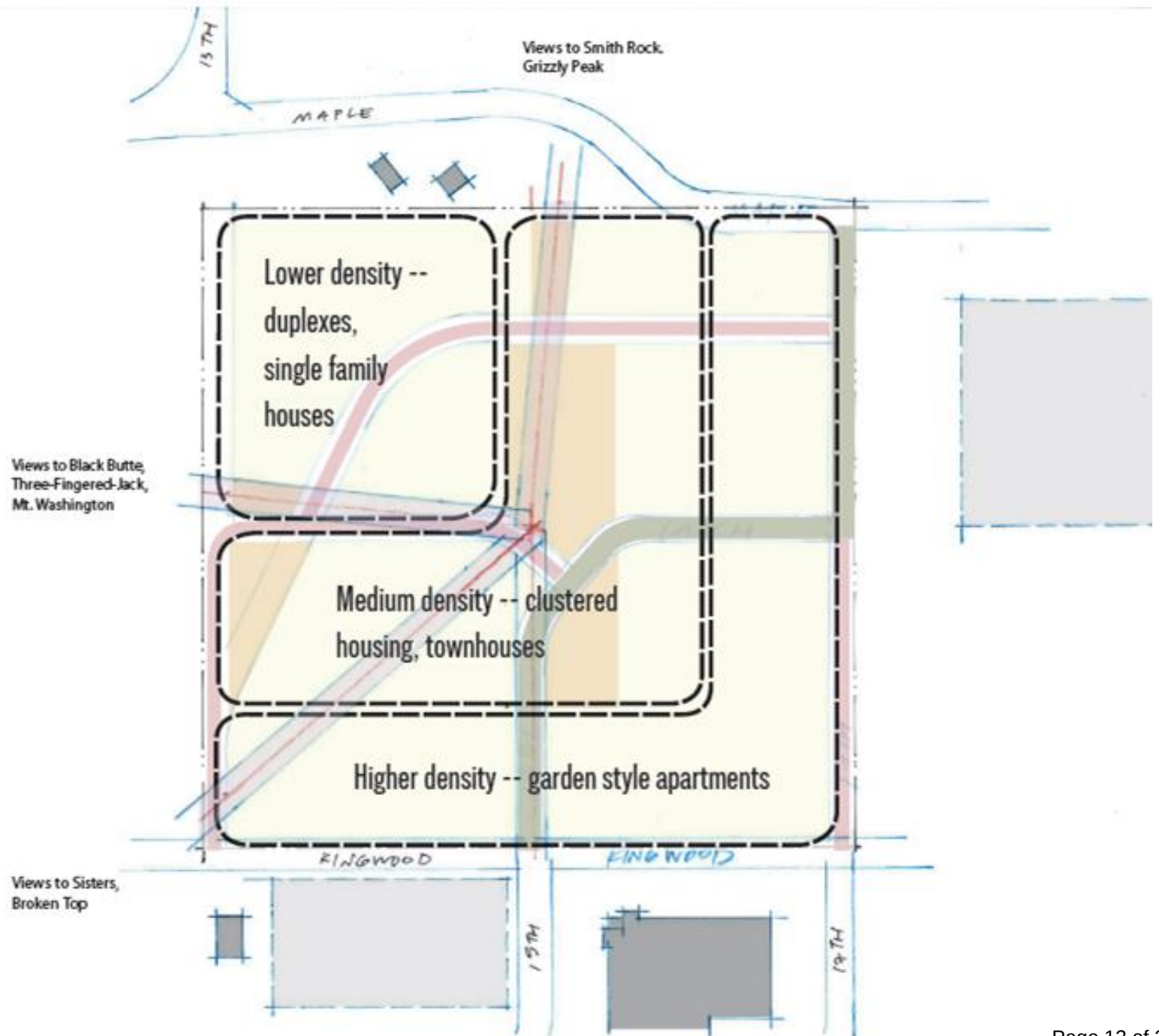


24' CONNECTION  
• 12' CENTRAL TRAIL  
• 6' PLANTING STRIPS





# BUILDING THE FINAL CONCEPT





# AFFORDABLE HOUSING: PARCELS 1 & 2



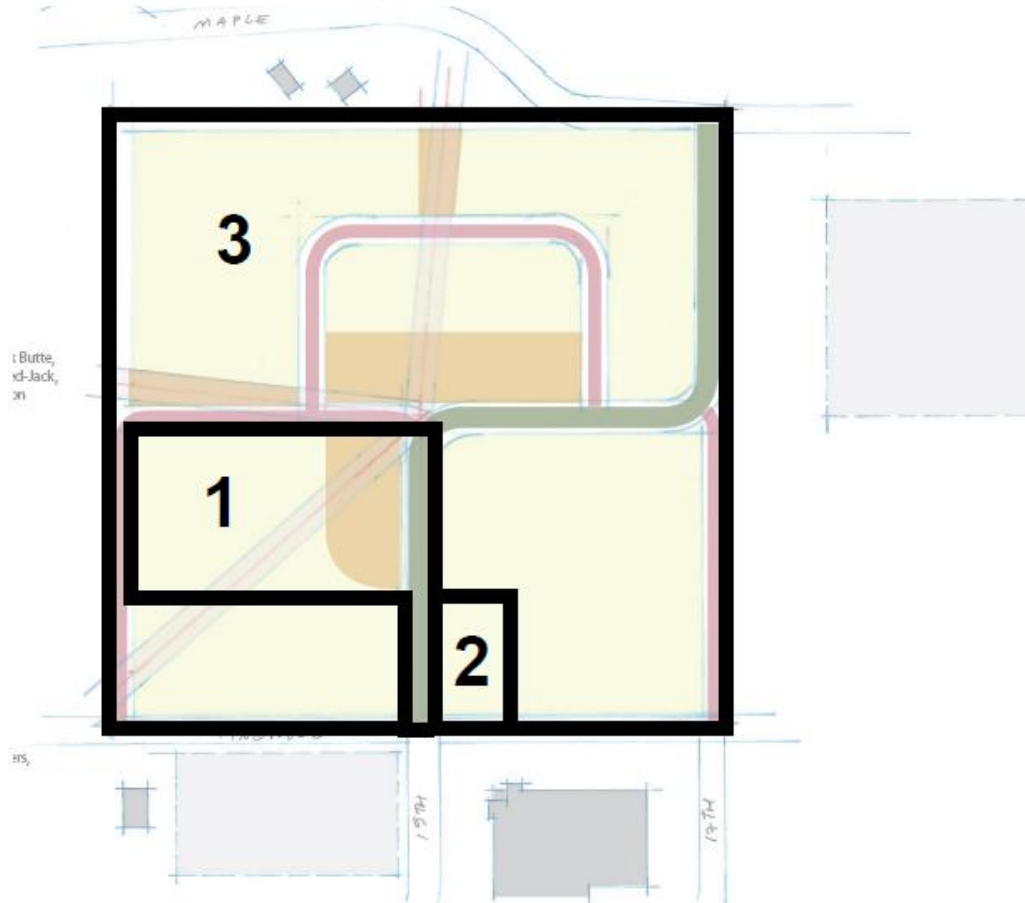
ROOTED HOMES: COTTAGE CLUSTER

HOUSING WORKS: 3-STORY WALK-UP

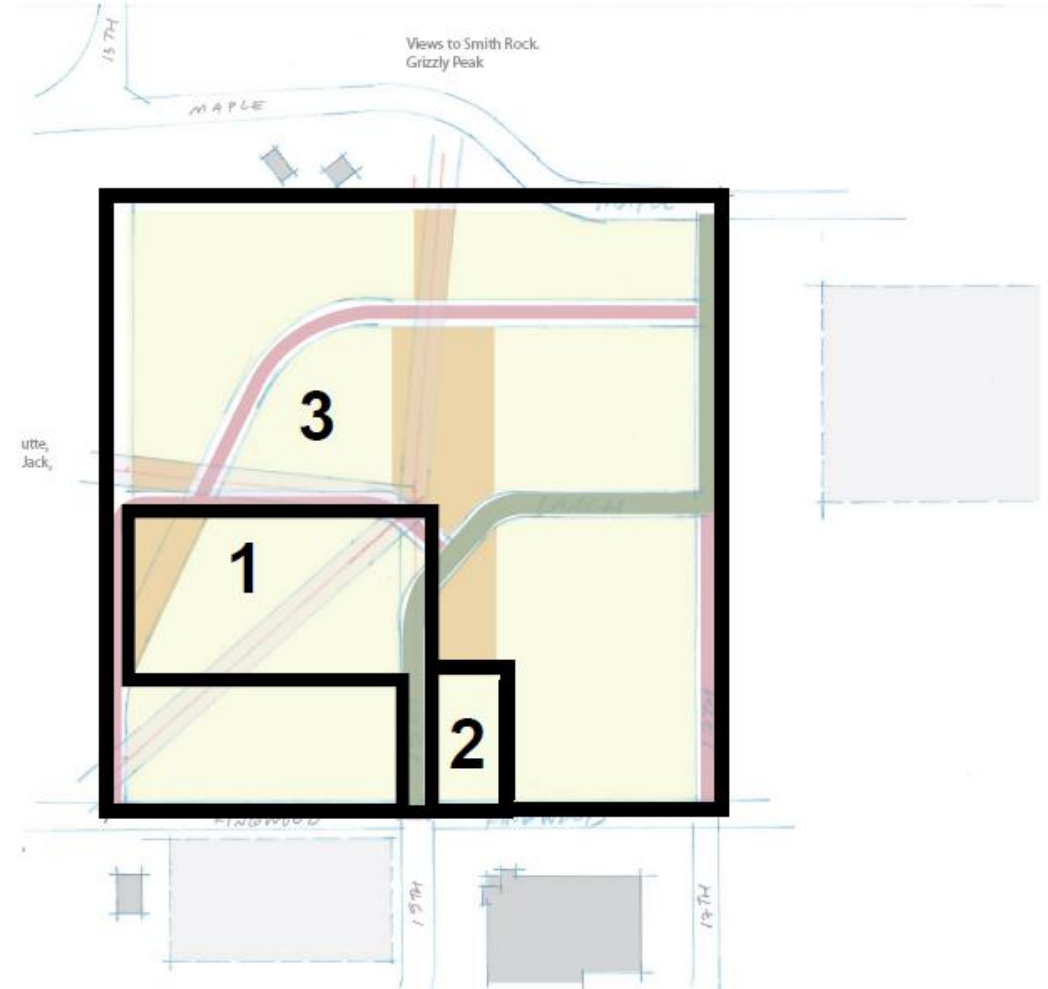




# PARTITIONING



INTERNAL



EXTERNAL

# QUESTIONS / COMMENTS





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# STAFF REPORT

**DATE:** March 12, 2024  
**TO:** City Council  
**THROUGH:**  
**FROM:** Keith Witcosky, City Manager  
**SUBJECT:** Resolution #2024-08: A resolution modifying the Greater Redmond Area Enterprise Zone Agreement to Incorporate the statutorily required School Support Fee.

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### Report in Brief:

This item requests City Council's authorization to modify certain future Enterprise Zone agreements to align with Oregon Revised Statutes in regard to a 15% school support fee.

### Background:

Enterprise zones are designated geographic areas where a company can apply for a tax abatement which is applied to capital construction (buildings) and personal property (machinery). Taxes on the land continue to be applied. There are 76 enterprise zones across the state. The goal of an enterprise zone is to encourage economic growth and job creation in the zone. The Enterprise Zone Program was created by state statute and the rules of the program are also determined by the state.

The abatement period typically lasts for three to five years.

The program is focused on traded sector companies, which are those that manufacture a product or provide a service to customers outside their region or state. A qualifying company can receive a basic three-year abatement without having to pay the school a support fee. However, abatements that go beyond three years will now be subject to a 15% fee that will be paid to the school district. For example, if a company receives an abatement on taxes of \$100,000 in year four of a tax abatement, then \$15,000 would be paid to the school district. The state would deduct this amount from future payments from the State School Fund to the school district.

Economic Development for Central Oregon (EDCO) and its subsidiaries, such as Redmond Economic Development Inc. (REDI) manage the zones throughout Central Oregon.

In Redmond and Sisters, there are two geographic areas under one zone known as the Greater Redmond Area Enterprise Zone. The zone sponsors include the City of Redmond, the City of Sisters, and Deschutes County. That means that all extended abatements need to be approved by their governing bodies, which include the City Councils and the County Commission.

### Discussion:

In 2023, the Oregon State Legislature renewed the Enterprise Zone Program and added some additional requirements which reflect their interest in reducing the impact on the public school system in the granting of Enterprise Zone abatements.

The school fee is a new component that provides a benefit back to the school districts for all approved extended abatements. The amount can be set between 15% and 30% of the abatement amount for years four and five. On February 21, 2024, the Redmond School District agreed to a fee of 15%. On March 6, 2024, the Sisters School Board agreed to the same fee.

The school fee is paid directly to the district by the company receiving the abatement.

At this time, all zone sponsors (Redmond, Sisters, Deschutes County) are required to adopt this fee into the enterprise zone program.

**Fiscal Impact:**

There is no financial impact to the City through this action.

**Alternative Courses of Action:**

1. Adopt Resolution #2024-08
2. Do not approve Resolution #2024-08
3. Take no Action and Request more information

**Recommendation / Suggested Motion:**

"I move to adopt Resolution #2024-08."

**CITY OF REDMOND  
RESOLUTION NO. 2024-08**

**A RESOLUTION MODIFYING THE GREATER REDMOND AREA ENTERPRISE  
ZONE AGREEMENT TO INCORPORATE THE STATUTORILY REQUIRED SCHOOL  
SUPPORT FEE.**

**WHEREAS**, the Greater Redmond Area Enterprise Zone (E-Zone) program encourages economic development by waiving property taxes on declared investments for eligible businesses and reduces or waives many City fees; and

**WHEREAS**, the E-Zone was established in 1988, renewed in 1998, and reconfigured in 2009, to include the City of Sisters; and

**WHEREAS**, the City of Redmond and City of Sisters serve as the Governing Body of the E-Zone; and

**WHEREAS**, Redmond Economic Development Inc. (REDI) serves as the administrator of the E-Zone; and

**WHEREAS**, House Bill 2009 (HB 2009) was passed in the 2023 Oregon Legislature and became part of Oregon Revised Statutes (ORS) 285C.067; and

**WHEREAS**, HB 2009 requires the governing body of each school district along with the governing body of the E-Zone sponsor to set a rate for a school support fee imposed pursuant to Sections 48 (2) and 51 (2) of HB 2009; and

**WHEREAS**, this rate must be at least 15 percent and not more than 30 percent; and

**WHEREAS**, the Redmond and Sisters School Districts coordinated with the Governing Body of the E-Zone and REDI to set the rate; and

**WHEREAS**, by November 1 in any applicable year, the Governing Body of the E-Zone sponsor will provide the District with all information necessary for the District to collect the fee directly from the business firm; and

**WHEREAS**, by December 1 in any applicable year, the District shall send to the business firm a notice of the required fee, with a due date not later than December 31 of the same year; and

**WHEREAS**, the District shall be responsible for making refunds to business firms of overpayments; and

**WHEREAS**, if a fee payment is delinquent for more than 60 days following the date of delinquency or any later date allowed for curing the delinquency, the appropriate District Board shall give written notice of the delinquency to the business firm and the Deschutes County Assessor.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REDMOND, OREGON, AS FOLLOWS:**

**SECTION ONE:** The Redmond School District Board, Sisters School District Board, and the Governing Body of the Greater Redmond Area Enterprise Zone hereby establish a rate of 15 percent for the statutorily required school support fee.

**ADOPTED** by the City Council and **SIGNED** by the Mayor this 12<sup>th</sup> day of March 2024.

\_\_\_\_\_  
Ed Fitch, Mayor

ATTEST:

\_\_\_\_\_  
Kelly Morse, City Recorder



# City of Redmond Application for Boards, Advisory Committees and Commissions

Name: Kaelyn Simms

Mailing Address: [REDACTED]

Street Address: [REDACTED]

Bend, Oregon

Preferred Phone Number: [REDACTED]

Alternate Number [REDACTED]

Email Address: [REDACTED]

Do you reside within the City Limits? ☐ Yes ☒ No

If yes, how long? \_\_\_\_\_

If no, do you reside in the Urban Growth Boundary Yes

Have you previously served on any of the City's Boards/Committees/Commissions? ☐ Yes ☒ No

If yes, please indicate which one(s) and when? \_\_\_\_\_

Bend

Are you applying for a Youth Ex-Officio Position (terms are only one year)? ☒ Yes ☐ No

If yes, what school do you attend and what grade are you in? Redmond prof. academy yr 11

Board/Committee/Commission applying for (you may apply for more than one):

☒ Airport Committee

☐ Downtown Urban  
Renewal Advisory  
Committee

☐ Juniper Golf Committee

☐ Tourism and Lodging  
Committee

☐ Bicycle & Pedestrian  
Advisory Committee  
Interest: Bike ☐ Ped ☐

☐ Historic Landmarks  
Commission

☐ Nuisance Appeal Board

☐ Redmond Commission  
for Art in Public Places

☒ Budget Committee

☐ Housing & Community  
Development Committee

☐ Parks Committee

☐ Urban Area Planning  
Commission

Employment/Occupation: i work @ jersey mikes in bend

Please indicate why you are volunteering and what makes you a good candidate to serve. Please include any special training, experience, education, and/or qualifications you may have that are unique or specific to the board/committee/commission for which you are applying (you can include an extra sheet of paper).

I am a teenager @ rpe and i am interested in council and i would love to start volunteering and helping the community. i also have an interest in finance and numbers as well as aeroplanes. I want to learn more about the council and also help out the community.

My signature affirms that the information in this application is true to the best of my knowledge. I understand that misrepresentations of facts are cause for removal from any advisory committee, board, or commission I may be appointed to. I also understand that City policy requires disclosure of actual or potential conflicts of interest by persons appointed by the Mayor and Council. All information and documentation related to service on this commission is subject to public

Date \_\_\_\_\_

PLEASE RETURN YOUR COMPLETED APPLICATION TO: Kayla Duddy, Deputy City Recorder at 411 SW 9<sup>th</sup> Street, Redmond, OR 97756 or by email at [kayla.duddy@redmondoregon.gov](mailto:kayla.duddy@redmondoregon.gov)



City of Redmond Application for  
Boards, Advisory Committees and Commissions

Name: Ann Lindsay Mailing Address: Same  
Street Address: [Redacted]  
Redmond, OR 97756  
Preferred Phone Number: [Redacted] Alternate Number: \_\_\_\_\_  
Email Address: [Redacted]

Do you reside within the City Limits? ☐ Yes ☒ No  
If yes, how long? \_\_\_\_\_ If no, do you reside in the Urban Growth Boundary ??  
Have you previously served on any of the City's Boards/Committees/Commissions? ☐ Yes ☒ No  
If yes, please indicate which one(s) and when? \_\_\_\_\_  
Are you applying for a Youth Ex-Officio Position (terms are only one year)? ☐ Yes ☒ No  
If yes, what school do you attend and what grade are you in? \_\_\_\_\_

Board/Committee/Commission applying for (you may apply for more than one):

|                                                                                                                                                            |                                                                          |                                                 |                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------|
| <input type="checkbox"/> Airport Committee                                                                                                                 | <input type="checkbox"/> Downtown Urban<br>Renewal Advisory<br>Committee | <input type="checkbox"/> Juniper Golf Committee | <input checked="" type="checkbox"/> Redmond Commission<br>for Art in Public Places |
| <input type="checkbox"/> Bicycle & Pedestrian<br>Advisory Committee<br><small>Interest: Bike <input type="checkbox"/> Ped <input type="checkbox"/></small> | <input type="checkbox"/> Historic Landmarks<br>Commission                | <input type="checkbox"/> Nuisance Appeal Board  | <input type="checkbox"/> Tourism and Lodging<br>Committee                          |
| <input type="checkbox"/> Budget Committee                                                                                                                  | <input type="checkbox"/> Housing & Community<br>Development Committee    | <input type="checkbox"/> Parks Committee        | <input type="checkbox"/> Urban Area Planning<br>Commission                         |

Employment/Occupation: Retired : Attached resume to show my past employment/occupation

Please indicate why you are volunteering and what makes you a good candidate to serve. Please include any special training, experience, education, and/or qualifications you may have that are unique or specific to the board/committee/commission for which you are applying (you can include an extra sheet of paper).

See attached

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

My signature affirms that the information in this application is true to the best of my knowledge. I understand that misrepresentations of facts are cause for removal from any advisory committee, board, or commission I may be appointed. I understand that I am required to disclose actual or potential conflicts of interest by persons appointed by the City of Redmond and that documentation related to service on this commission is subject to public review.

[Redacted Signature] 11/22/2023  
Date

APPLICATION TO: **Kayla Duddy, Deputy City Recorder** at 411 SW  
1st Street, Redmond, OR 97756 or by email at [kayla.duddy@redmondoregon.gov](mailto:kayla.duddy@redmondoregon.gov)

12 / 03/ 2023

Dear City of Redmond,

Thank you for providing me this opportunity to apply for an upcoming open position on the Redmond Commission for Art in Public Places. As an artist to the core coupled with a career of broad leadership roles, I am confident that I would be an asset to this committee and the Redmond community.

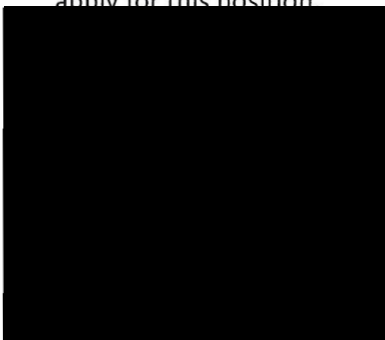
I have attached my professional 'corporate' resume for your reference and to display that I have been fortunate to have worked for some great innovative companies while leading in management, strategy, business and development. While this might be key for your open role, I also want to share that I am also an artist. What does not reflect on my resume is that I started my educational path as a graphic designer and decided during my senior year in college to switch to a business degree path.

Throughout my life I have been doing art – on a small scale, but it has always been my core. From doing small graphic design projects during my professional career (after hours) to joining a team of artists in a co-op ownership role for Waterstone Gallery in the Pearl District in Portland – I have been committed to art in my community. I have sold over 50 major pieces of art, my work has been shown in solo art shows in galleries, I have won a number of awards in community venues, I have my art in a permanent installation at a college, and I have completed a few commission works – all of this while being employed.

Due to the turmoil in the covid period, my husband and I decided to make a life shift and move to a piece of property we had purchased 6 years prior located on the rim of the Deschutes in Redmond. We took three years to design our vision and then once we closed our family construction business (focused on renovation and restoration of historical and period architecture for 32 years) we redirected our tools and started to build. In late 2022, the two of us finished Raptor Rim and we are now in the early process of living that dream. Raptor Rim serves as living, studios, and a creative center to share with our community.

In conclusion, I feel with my years of business and creative experience coupled with sharing in the construction world most of my adult life, I would provide a broad depth of experiences and knowledge while introducing art in public places for Redmond. I have been very fortunate to have had such a rich influx and influence of teachers, coaches, mentors and support in my life, that I feel the deep passion to use and share those gifts with my community.

If you have any questions, you can reach me at [REDACTED]. Thank you for the opportunity to apply for this position.



## EXECUTIVE PROFILE

Diverse and accomplished leader with proven functional experience in management, strategy, business and organizational development. 35 + years of leadership roles that span across real estate, sales / sales operations, marketing, customer and account operations, e-commerce, global operations, technology, supply chain operations, and executive management. Proven track record in commitment to excellence, high-productivity and quality results in both entrepreneurial and corporate environments.

- |                                                                                                                                                                           |                                                                                                                                                            |                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Cross-Functional Team Leader</li> <li>• Transition Management</li> <li>• Executive Change Agent</li> <li>• Leadership</li> </ul> | <ul style="list-style-type: none"> <li>• Strategic Planning</li> <li>• Pioneer</li> <li>• Virtual Team Development</li> <li>• Business Planning</li> </ul> | <ul style="list-style-type: none"> <li>• Process Improvement</li> <li>• Strategic Partnerships</li> <li>• Coach / Mentor</li> <li>• Innovator</li> </ul> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|

## PROFESSIONAL EXPERIENCE

**JENKINS – LINDSAY Realty Group, Portland, OR**  
Real Estate Agent

**December 2014-Dec 2018**

**Columbia Sportswear, Inc., Portland, OR**

**June 2010-December 2013**

Director, Business Integration & Executive Change Agent - Global Business Transformation

- Drive, lead and manage early adoption in business transformations while providing vision for the development of methodologies, tools and processes across the organization.
- Lead and manage the successful implementation, stabilization and on-going business transformations for engagement activities while providing leadership and adoption through complex change and transition.
- Appointed Executive Change Agent to lead two of seven tracks of work in a three-year global business transformation (includes a global SAP implementation): Life of an Order and Customer Engagement.
- Lead all business transformation across the organization as it relates to an 'order' from product innovation to delivery execution; change management, process and policy management, training and communication; cross-functional engagement and alignment; exception management and business readiness.
- Lead the engagement activities with 55 key accounts over a 12-week period; strategic planning, resource and budget management, cross-functional collaboration, project management, communication strategy, requirements planning and training.

Director, Account Operations – Global Operations

- Developed, staffed and manage an Account Operations organization; inclusive of Account Services and Account Logistics orgs that fosters team dynamics, talent and development; executing to monthly order book and operational goals and objectives.
- Designed and led transition management within the Account Operations function while collaborating with leaders throughout Go-To-Market (Product, Merchandising, Sales) Manufacturing, Distribution, Logistics, Legal, Planning, Finance, Sourcing and Customer Service to grow revenue and bottom-line profitability through operational execution.
- Evolved account collaboration models and strategies to drive improvements in execution focusing on supply chain efficiencies and alignment.
- Designed and executed a sustainable global service strategy and processes to support brand and revenue growth.
- Contributed as a senior leader and executive ambassador on Columbia's Sustainability Council.
- Active as a board member on the Sporting Goods Council for VCF (Vendor Compliance Federation).

**Nike, Inc., Beaverton, OR**

**February 2002-June 2010**

**Account Operations Director, Strategic Sporting Goods - North America Operations**

- Drive leadership and operational excellence to Strategic Sporting Goods accounts in the development and execution of Nike's supply chain strategic initiatives. (Sports Authority, Academy, Hibbett & Modell's)
- Led and influenced on-going development of account operational knowledge and relationships with account senior management.
- Evolve collaborative account partnerships: execute account engagements and quarterly operational reviews with senior leadership teams.
- Developed programs and SOPs that enhance profitability, growth and customer loyalty: product flow, reverse logistics strategies, delivery programs, deduction management strategies and specific processes in support of key Nike initiatives.
- Developed and led operational execution across finance, order management, customer service, distribution, account teams and supply chain functions.

**Business Operations Manager, Foot Locker, Inc. Division – North America Operations**

- Executed strategic planning and support of sales channel for sales leadership; developed and facilitated strategic business and account planning, growth strategies, scorecards and quarterly account business reviews.
- Managed and the development of a four-year strategic plan.
- Defined, recruited, managed and coached direct report staff.
- Developed, planned and managed annual budgets for four cost centers (total \$4.7M annual budget).
- Administered field leases, showroom requirements and expansions, appropriation requests and managed regional assets for two showrooms (Tampa and NY).
- Led the development and execution of a Business Operations Leadership Team for US Commerce.

**Unicru, Beaverton, OR**

**April 2000-October 2001**

*(ASP provider of human capital management solutions)*

**Sr. Manager, Sales Development – North America Sales**

- Initiated the development, planning and management of all transition management activities associated with evolving a sales services model to align Sales Operations, Sales Support and Sales Finance; transitioned resources while driving efficiencies around talent mapping and HRP.
- Developed and executed change management strategies to prepare, communicate and train the sales organization while ensuring readiness for process, policy and organizational changes.
- Designed, developed and implemented a formal sales training model that was facilitated quarterly.
- Participated on executive team in defining, recruiting and hiring senior leaders.

**Senior Manager, Enterprise/ E-Commerce Marketing and Marketing Operations – Global Marketing**

- Designed and implemented a marketing services model in support of all channels and business categories.
- Developed and led market development, implementation and management of marketing programs for large business opportunities in retail, hospitality, healthcare, financial services and call-center markets.
- Defined, developed and led all HRP activities for both Enterprise and Marketing Ops organizations.
- Pioneered and directed a business intelligence strategy including competitive intelligence, industry research and marketing trends to support sales and marketing initiatives.

**Senior Manager, Business Development – Global Marketing**

- Developed a multi-year business plan focused on enhanced distribution, revenues and content for company core e-commerce strategy.

**Trine Technology, Portland, OR**

**October 1995-April 2000**

*(Provider of systems and service solutions in the Unix marketplace)*

**Company President/ Vice-President, Sales**

- Company founder – developed and executed a 5-year corporate strategy, business plan, operating budget and revenue forecast.
- Designed and led all sales, sales operations, business and market development, brand strategy, HRP and public relations.
- Exceeded revenue and profitability targets year over year.
- Developed major account relationships with Fortune 1000 companies that generated significant corporate revenue and account loyalty in a very technical and competitive market.
- Developed and managed business relationships with suppliers, third-party service providers and technical consultants.
- Co-founded a services company (Trine Services, Inc.) to enhance corporate offerings and increase company profitability.
- Increased overall product and service offerings for key customers to lead and enhance customer satisfaction.
- Successfully executed the sale of the Trine brands while aligning to original 5-year corporate strategic plan.

**Sequent Computer Systems, Beaverton, OR**

**March 1987-October 1995**

*(Manufacturer of large-scale commercial computer systems)*

**Director, Remarketed Systems Operations – Global Sales**

- Pioneered, developed and executed a sustainable global business plan/strategy, operating plan/budget, and revenue forecast for a new market and revenue channel without compromising core business strategy.
- Defined, staffed and managed a successful global team that included sales executives, engineers, inventory analysts, marketing and administration; executed HRP efficiencies across a diverse and complex global team.
- Designed and directed marketing programs, promotions, and competitive intelligence.
- Managed the overall supply-push activities that included channel development to maximize profitability.
- Increased sales by 700% over four years while exceeding revenue and operating plans.
- Developed a sales channel and led business relationships globally; a strong emphasis in Eastern Europe.
- Led the development and ongoing administration of compensation plans and related issues.

**Regional Partner Marketing Manager - North America Sales**

**Marketing Program Manager - Western Regional Sales**

**Sales Support Specialist - North America Sales**

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**EDUCATION**

**B.S., Business Administration (Marketing)**

*Portland State University, Portland, OR*

*City University, Portland, OR*

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**COMMUNITY**

- Co Op Waterstone Gallery, Portland -
- SMART Program -
- Domestic Violence Resource Center, Hillsboro -
- Habitat for Humanity -

**REFERENCES AVAILABLE UPON REQUEST**