

The
2020
Women in
Leadership
and
Management
Awards



YOUR CHAMBER
North Clackamas

Women in Leadership & Management Awards Program

In 2016, under the Chairmanship of Mark Meek, the Board created a set of strategic goals designed to lead the Chamber through the year 2020. One of those goals was to advocate for education, training, and workforce development in the Clackamas region.

During a long drive home from a statewide chamber event, the upcoming Board Chair, Fred Charlton, and Vice Chair, Shelly Parini, had an in-depth conversation about addressing the critical shortfalls in leadership and management development in Clackamas, especially as it relates to investing in women.

With the encouragement and support of Chamber CEO Laura Edmonds, Laura and Shelly Parini pitched the idea of creating the Women in Leadership and Management Academy to the Chamber's Board of Directors who enthusiastically responded in agreement. Part of what made the pitch so perfect was Clackamas Community College, who for over a decade has provided hundreds of employees the opportunity to improve their management and interpersonal skills through a credentialed Leadership Academy offered by the Connections for Business and Industry.

The College took the Chamber's vision and created a customized professional development experience for future WILMA participants. To complement the learning experience, the Chamber also facilitates afternoon mentoring sessions with a myriad of diverse Clackamas County leaders who discuss issues ranging from intergenerational differences in the workplace; cultivating work life balance; to the power of mentoring.

It was important to the Chamber Board, however, that we not only invest in educating and mentoring our emerging Clackamas County leaders, but we celebrate those who go on to make significant contributions to their own organizations and communities. And that is how the Women and Leadership and Management Awards Luncheon came to be.



Pictured left to right: Clackamas Fire Chief Fred Charlton, 2018 Lifetime Achievement Awardee; Alice Norris, Shelly Parini and Laura Edmonds; N Clackamas Chamber CEO



Lifetime Achievement

Martha Schrader, Clackamas County Commissioner

Commissioner Schrader has served as an elected official for 17 years at both state and county levels. Currently, she has served as a Clackamas County Commissioner since January 2013. She previously served as a commissioner from 2003 to 2009 (and as Chair from 2005 to 2007). Martha represented Oregon's 20th District in the Oregon state legislature as state senator from 2009 to 2011. During this time of service, she has volunteered on many state and national committees to bring attention to and advocate for local needs.

Martha never aspired to a role in public office, earning a bachelor's degree from the College of Agriculture and Life Sciences at Cornell University, and a master's degree in entomology from the University of Illinois. Like many who enter public service, particularly women, Martha did so in response to a "tipping point," an issue that matters so much to them they feel compelled to get involved and make a difference. For Martha, this issue was free access to information and books, which she describes as the bedrock of democracy. As a young mother working on the Three Rivers Farm in Canby, she was dismayed to find the only library the town at the time, to which she could introduce her young toddler to the world of books, was a small room in the basement of a retail building.

Martha believed Canby deserved better, so she took a seat on the library board. It was during this work on the library board that Martha first met Judy Ervin, who became a life-long friend and mentor. As a result of board efforts, Canby expanded its library services. Four decades later, Canby built a brand-new library in 2016. Circulation now exceeds 340,000 items a year, and provides services such as e-resources, internet access, concerts, book clubs and a summer reading program in which over a thousand children participate each year.

Her work in the library inspired Martha to earn a master's degree in Library Media Instructional Technology at Portland State University. She became a substitute teacher and served as an elementary school librarian. She also worked for a time as Administrative Librarian at the Mt. Angel Abbey and helped to stage the library's 25th anniversary celebration. She volunteered for various other community boards and committees in Clackamas County throughout this time.

Martha initially entered government as chief legislative analyst to Kurt Schrader when he served in the Oregon House of Representatives beginning in 1996. However, she soon was appointed and elected to seats herself. She was initially appointed to fill a vacancy as Clackamas County Commissioner in 2003 and then won the seat in 2004, serving as chair from 2005 to 2007. In 2008, she was selected to fill the vacant Oregon State Senate seat representing the 20th District, when that seat was vacated by her ex-husband Kurt Schrader, who won election to the U.S. House of Representatives.

As a state senator, she chaired the first Veterans Affairs Committee, where she pioneered legislation to help returning veterans and their families. Oregon license plates identifying veterans was one of Martha's bills.

She returned to the Clackamas County Board of Commissioners in 2012, where she currently serves the County as vice chair of the Board and sits on several regional and statewide government committees.

Martha has stated that local city and county government is where her heart is, because the local level is where action happens and it's not about policy but about getting the work done. She has been instrumental in revitalizing the County's economic development program. Through her efforts, the County has championed business retention and expansion, creating living wage jobs for County citizens. She has worked with the Oregon National Guard, Clackamas Community College, and the Clackamas Workforce Partnership to help support programs for the County.

As a Clackamas County Commissioner, she has been a leader and innovator for Willamette Falls Locks and Legacy Projects; promoted international trade by initiating a sister county relationship with Guanyun County, China and Clackamas County, Oregon; served as president of the state Association of Oregon Counties in 2019; and served nationally at NACo, the National Association of Counties.

Martha is a Senior Fellow of the American Leadership Forum and is a graduate of New York University's County Leadership Institute at the Wagner School of Public Service.

Martha Schrader has deep empathy for the homeless and spearheaded the transitional housing community for adults and veteran's project called Veterans Village. For years she has collaborated with community advocates and Clackamas Community College to create a pipeline for youth into the workforce. She believes in advocating for youth to provide training to ensure their success while becoming tomorrow's leaders. Martha has voted and advocated for continued funding for County health clinics and domestic abuse programs recognizing that not all of society has affordable opportunities.

In her spare time Martha loves to travel and read. She has five adult children, including one adopted son and one foster son. She has two grandchildren, Jasper and Harper, in Bristol, England, with her daughter Claire and son-in-law James, and a nine-month old grandson, Devon, in Boston with daughter Maren and son-in-law Brian. Martha jokes that she pioneered remote work long before quarantine by keeping a full schedule of meetings and appointments from England, while supporting daughter Claire during a difficult pregnancy.

To say that Martha is a voracious reader is an understatement. She currently has over dozen books on her bedside table, including books on anti-racism, theology, spiritual guidance, entomology, (from when she studied blueberry pollinators in New Brunswick, Canada), leadership, public policy, and fiction. This stack includes *Stamped from the Beginning*, by Ibram X. Kendi; *Listening for the Heartbeat of God: A Celtic Spirituality*, by J Philip Newell; *Good Morning Midnight* by Lily Brooks-Dalton; and her favorite leadership book, *Leadership on the Line: Staying Alive through the Dangers of Leading*, by Ronald Heifetz and Marty Linsky.

Finally, bringing together her love of fresh food, farms and home cooking, Martha has a cooking show on the Clackamas County Government Channel called "Cooking with the Commissioner," where she buys fresh produce from local farmer's markets and makes food from her family recipes.

Martha wants to thank Shelly Parini and Lori Olund for their friendship and collaboration over the years and recognize with deep appreciation the role that her mentor Judy Ervin played in her life.



Large Corporation

Margaret Kairis, Blount International

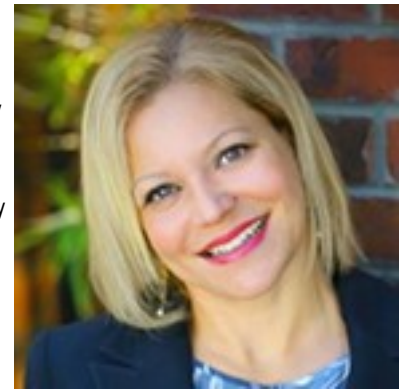
Margaret Kairis grew up in Chicago as part of a large and supportive family that instilled in her the values of community and hard work. As the 2nd oldest of 9 children, she learned how to manage challenging situations and build consensus at a very young age. Prior to joining Blount International, Margaret spent over eighteen years at Sony Corporation where she worked her way up from a Sales Associate to the Vice President of Business Strategy and Operations. Sony gave her the opportunity to learn different parts of the business, including roles in operations, information technology, supply chain, and sales. It also moved her to different parts of the country, including New Jersey and San Diego.

Margaret joined Blount in 2015 where she has similarly exercised agility, serving as Director of Global Systems Support, Director, Customer Supply Chain Operations, and Vice President, Global Planning and Customer Operations. Margaret's leadership transcends her field of expertise as she provides inspiration, focus, and energy to Blount's extended organization. In addition to her team of direct reports, located in countries all over the world, her ability to influence and build relationships makes her pivotal in Blount's innovation and strategic growth. Margaret has been described as, "composed under pressure, collaborative in the face of tough challenges, and always willing to take the time to listen."

Margaret has been a volunteer with the Boys & Girls Club and with Youth Consultation Service, supporting children with special needs. She is an active mentor and sponsor, with a focus on women in leadership, currently mentoring seven women leaders both inside, and outside, of her organization. She has supported Blount's Women in Leadership Sponsor program for the past 3 years. As part of this program, she has actively sponsored women from around the world, including leaders in Europe, China, Canada and the United States.

Margaret has advocated for team members' continued education through the support of the Leadership Academy program through Clackamas Community College, with seven of her team members having completed the program over the past four years. She has built the Sales and Operations process within Blount and shared this with the MBA class at Portland State University, as well as through Blount's Leadership Program (BLT2), educating over 50 Blount Leaders. Her passion is finding solutions to hard challenges through working with a cross functional team – she refers to this a 'Super Brain', as no one person knows as much as a team.

In her free time, Margaret loves hiking, experiencing different cultures through travel, anything related to home design, yoga and spending quality time with friends and family. Her travels have taken her to 21 countries (so far), with a focus on hiking through different regions. Her favorite place is at the top of mountain with her husband of 30 years, Mike, along with any of her friends and family that are able to join.



Small Corporation

Patti Gage, Berkshire Hathaway Home Services NW

A life-long Oregonian, Patti has been active in the community since her teenage years. As a student she took a leadership role in many extracurricular activities, including president of the Red Cross Club, and receiving a scholarship for the Leadership Program through the Red Cross. Also while in high school, she was chosen to be part of the High Board program with Montgomery Ward, which gave her an opportunity to learn about sales and business, while modeling for the store. Patti has always loved working. The only job she didn't love was her first job after college working as a legal secretary. The reason was, she wanted to interact with and help the clients, not do the prep work for the attorney. Her mother told her, "you can't always be in a job that you love, sometimes you just have to work at something and just stick with it." Patti's response was "I don't agree with that. There's too many options and opportunities to choose from in the world to be in a job I don't enjoy. I want to work with and help people." Patti has pursued roles in sales as a way to help customers with solutions to reach their goals and desires. She eventually became an entrepreneur, opening Patti's Bridal, Décor and More in Gresham. This led to her involvement in the Gresham Chamber of Commerce and served on the Board of Directors for two four-year stints, and where she met her husband, Rob.

After running the bridal store for five years, Patti got back into real estate, which has been her calling and her passion for over 40 years. She has helped almost 1400 families find the perfect home for them. She is particularly fond of working with those dealing with unexpected life transitions, such as the challenges of kids leaving the nest, caring for aging family members, and navigating the ups and downs of life. A mentor at heart, Patti has helped several dozen successful, local realtors get their start in this business.

Community involvement is part of Patti's DNA, she has served as board director, member, or volunteer for the Gresham Area Chamber of Commerce, the Women's Council of Realtors, the Regional Multiple Listing Service, Clackamas High School DECA program, Lake Oswego Police Department Juvenile Diversion Panel, the Clackamas High School CAV Aspire program, Canby Foursquare Church, and Oregon City Planning Commission. The programs where she has supported youth have been especially meaningful for her. In the CAV Aspire program, Patti helped high school students explore education options, assist with college applications and essays, meet deadlines, and locate resources for scholarships and financial aid. In the DECA program, an association of marketing students, Patti mentored young people to become leaders and entrepreneurs in the field of business, management and hospitality management. She especially appreciated seeing at-risk youth turn their lives around through the Juvenile Diversion Panel, which helped youth who have gotten into trouble, by giving them an opportunity to have their record expunged if they demonstrated positive change, repaired harm to victims, and showed a commitment to become contributing members of society.

Perhaps part of the reason Patti likes to be involved are the words her Mom told her early on in life. "Be a leader, not a follower. Words that still ring true to Patti today. In her free time, Patti nurtures the over 85 orchids inside her home, many of which she has brought home from Hawaii. True to her nature, she is now on the Board of Directors for the Oregon Orchid Society, is a member West Linn Garden Club and teaches classes on how to care for orchids. Patti said that she "loves to nurture and grow things," which is true of people as well as orchids.



Manufacturing

Jenny Perrin, Bob's Red Mill

Jenny Perrin grew up in upstate New York. She earned a degree in sociology at Smith College, where she met her wife. Her sociology degree and a commitment to equity shape everything she does at work. While in college she took a job as a Human Resources assistant at Cutchins Programs for Children and Families, a non-profit with a mission to support the healing process for children and families who have faced significant emotional distress. A mentor at Cutchins saw promise in Jenny and encouraged her to pursue HR as a career. After finishing college, Jenny relocated to San Diego, working first for Aya Healthcare and then for Cal-Prop Management, a small property management firm. Jenny credits her time with Cal-Prop as a big boost for her learning and her career. As a generalist supporting a small company, she needed to do everything, which allowed her to learn a wide variety of things in a short period of time. She earned recognition as a Certified Professional from the Society for Human Resource Management in 2019.



Jenny moved to the Pacific Northwest and joined Bob's Red Mill in 2018, where she quickly advanced from HRIS Administrator to Human Resources Manager. It's here that she's made a big impact. She has developed a robust equitable compensation program, formalized performance evaluations, employed data to drive strategy, and written the department's 5-year plan. Each of these improvements allows the HR team to focus more time on supporting employees. She has been recognized as fighting for equity, diversity and inclusion not just in the company, but in our community. A strong proponent of education, Jenny has advocated for and implemented Bob's first Tuition Reimbursement Policy.

As a leader, Jenny has been lauded for her encouragement and mentorship of her team, with one team member sharing, "She cares so deeply for her employees and team and represents what a woman leader should be. She is courageous and stands up for what she believes. I am so blessed to have her be a leader I can look up to and aspire to be. I have worked with many leaders in my career. I have never met someone who is as determined, dedicated and committed a leader than Jenny. She pours herself in her work, her company and her employees, even if it comes at a cost to her professionally or personally."

Jenny lives on Mt. Hood where she enjoys hiking and the outdoors year-round. She also enjoys the artistic crafts of woodworking and embroidery.

Entrepreneur

Lynda Parrish, Portland Cider Co.

Raised in England, Lynda came to the United States more than 30 years ago. She and her husband Jeff worked long hours for many years in corporate positions which were ultimately unfulfilling. While still working full time in her corporate sales role, Lynda and Jeff began home brewing traditional English cider of the type they couldn't find in the U.S. They created a unique product using 100% Northwest apples made in the English tradition. As interest spread among their friends and associates, they saw a way to build a business and bring this cider to their new home in Clackamas County.

Since opening the doors in 2013, Portland Cider's product, free of additives, artificial flavorings, colors, and sugars, has won over 50 awards of recognition for its unparalleled quality and taste. Today Lynda employs over 22 employees and produce over 15 different ciders. Her new state-of-the-art production floor has recently added a canning line for 12-ounce six packs and 19.2-ounce "proper pint" single cans. You'll still find Lynda with her sleeves rolled up working on the line.



If you ask Lynda's employees about her management philosophy, they will say she leads by example and is a role model to her team. She works hard and is always willing to do any job. She guides her employees to success with a gentle hand, patience, and a lot of support. Lynda likes to shine the spotlight on her employees, whether that's a Portland Cider event which is being covered by local news channels or an industry conference. One employee said, "She's always behind the scenes, juggling more balls in the air than I could keep in a basket!"

Portland Cider Co. regularly donates to a long list of local charities and groups. Lynda's personal passion is her annual Fall "Fruit Forward Drive," now in its 5th year, in partnership with Hunger Free Oregon, an organization committed to actively working to end hunger by connecting people to food and nutrition programs, raising awareness about hunger, and advocating for systemic changes. Portland Cider Co. will again create a PDX Community Cider, made 100% from apples and other fruit donated by families in our local communities." 10% of the "PDX Community Cider" sales will benefit Hunger-Free Schools and Partners for Hunger-Free Oregon, with the goal to ensure students of all ages and levels have enough to eat. Lynda and her team have committed to put every penny into feeding Oregon children, making it a true "Fruit Forward" drive in every sense of the phrase.

In her free time, Lynda enjoys traveling, which she describes as "part of who I am." As a young person she spent a year traveling the world with a backpack, an experience that deeply shaped her life. She enjoys her garden and loves to try new recipes with what that yields. She has two children, ages 22 and 17. Her tight family lives on a few acres of property with her both her father-in-law and her parents, and a menagerie of animals.

Public Service

Nancy Bush, Clackamas County Disaster Management Department

Nancy Bush has led the Disaster Management Department for Clackamas County for the last eight years through many disaster exercises and incidents, but nothing like 2020. Nancy was raised in Mid-Missouri where she resided until moving to Oregon in 2008. Nancy earned a BA in History and Business from the College of the Ozarks, an MBA from Lincoln University and a Master of Arts (Homeland Defense and Security) from the Naval Postgraduate Center for Homeland Defense. Prior to her work in disaster management, she was the Director of the Center for Emergency Response and Terrorism (CERT) in the Missouri Department of Health and Senior Services. In her public health role Nancy worked on projects such as the state law enforcement fusion center and the campus security task force. As a director of CERT she held FBI top secret clearance and was responsible for the BioWatch Program, City Readiness Initiative, and public health planning for presidential debates and visits to the state among other federal and state public health preparedness initiatives.



In 2006, she earned an MA Securities Studies Naval Postgraduate Center for Homeland Defense. She served as Assistant Director Clackamas County Disaster Management 2008 to 2012, then taking on the role of Director from 2012 to present.

Nancy's background working in the public health field provided a strong collaborative foundation for her current profession. Her time in that field enabled her to work on the Center for Disease Control and Prevention's Public Health Preparedness Campaign, an effort that included collaborating with the FBI. And, during the H1N1 scare of 2009 she was part of an emergency command that included both emergency management and public health representatives.

The geography of Clackamas, Oregon's third largest county makes her role particularly challenging; The county includes the Portland suburbs as well as topography that ranges from farmland to mountains to the Big Sandy River. Nancy has consistently recognized and supported all the diverse needs of the county and helped leaders think outside the box on how to address and meet those needs. Nancy led the Clackamas County Disaster Management Department through years of building coalitions and community groups to prepare crisis. These efforts enabled effective responses to the disasters we've faced this year, including the COVID-19 pandemic and the massive wildfires leading the evacuation of so many county residents.

Nancy prioritizes communicating with residents of Clackamas county during crisis. She has been recognized by colleagues as having a "calming and reassuring voice and a source of strength to everyone involved in this year's challenges."

Nancy is a Past-President of the Oregon Emergency Management Association (OEMA), dedicating many hours of her own time to the emergency management profession across Oregon. She is currently the Chair of the OEMA Professional Development Committee. In this position, she works to advance professional development in the disaster management field. Nancy also gives many hours each year to the Clackamas County Leadership Academy where she serves on the academy selection committee and as a mentor to active academy participants. In her free time, which has been limited this year, she enjoys visiting friends and family in Missouri, traveling and working with stained glass.

Large Non-Profit

Sherri Kulink, Providence Milwaukie Hospital

Growing up in North Carolina, Sherri Kulink knew from a young age that she wanted to be in the medical field. She earned a bachelor's degree in radiologic science from the University of North Carolina at Chapel Hill. She began her career in patient care as a radiologic technologist. A desire to support care givers led her to earn a master's in health care administration, also from the University of North Carolina at Chapel Hill. A fellowship at OHSU brought Sherri to Oregon in 2000. This fellowship subsequently led to a management position in the Clinical Transplant department at OHSU.



Drawn to Providence's mission, Sherri joined Providence in 2004, first working as the site manager for diagnostic imaging at Providence Portland Medical Center then as a director of strategic portfolio management for the region. She served as the Chief Operating Officer for both Providence Milwaukie Hospital and Providence Willamette Falls Medical Center until 2018 when she was named Chief Executive at Providence Milwaukie. She has been recognized by her colleagues for "bringing a sense of fun to what can be very demanding work."

When COVID came to Oregon in March, Sherri was a key leader in Providence Milwaukie Hospital's centralized incident command structure. Specifically, she led the effort to convert vacant hospital space to a secluded COVID unit within just a few weeks, ensuring the safety of non-COVID patients while allowing the hospital to conserve scarce PPE resources.

In her capacity at Providence, Sherri has supported the Providence Milwaukie Hospital affiliation with the on campus dental clinic, allowing those under or uninsured with acute dental needs to get more immediate low-cost help. Additionally, she led efforts to open the Community Teaching Kitchen at Providence Milwaukie Hospital, in response to food insecurity and nutritional needs in our community. This center serves all those referred with cooking classes which are customized for each recipient's budget, available appliances, ability, and understanding. Sherri has worked diligently to build awareness with physician partners so they would refer those appropriate to the kitchen to improve their health.

A guiding thread in Sherri's community work, as in her professional work, is a desire to ensure justice, wellness, and dignity to those who are most vulnerable. She has served on the board of directors for the Children's Center of Clackamas County, an organization that works with the community to end child abuse and neglect through assessment, treatment, and prevention. She is currently serving on the board of the Clackamas Service Center, an inclusive "one-stop" community center for individuals and families seeking food relief and resources for improved health, dignity, and stability. She also volunteers with the Providence Milwaukie Community Garden which produces more than 2 tons of vegetables and fruit annually for the Oregon Food Bank.

Sherri has a son, age 12, a daughter, age 10, and an 18 month old baby girl. She enjoys playing games with her children, gardening with her husband and traveling

Small Non-Profit

Bridget Dazey, Clackamas Workforce Partnership

Born in Honolulu, and raised in Dubuque, Iowa, Bridget Dazey entered college as a teen mom pursuing a psychology major. However, an inspirational class and mentorship by an uncle who was a social worker, encouraged her to pursue social work as an action-oriented profession that applies theories from various disciplines. Bridget's bachelor's degree from Loras College and a master's degree from St. Ambrose University are both in Social Work.

Bridget has over 20 years of experience in a broad range of social work settings. She has worked with students of all ages, supporting children on the autism spectrum from birth through graduation, and middle school students with behavior issues. She also has experience in the criminal justice system, and has done work in prevention, intervention, and cessation of substance abuse.

Bridget joined Clackamas Workforce Partnership (CWP), previously known as Workforce Investment Council of Clackamas County, in 2008 and assumed the position of Executive Director in 2014. Through her leadership and community involvement, she has expanded CWP's scope of work and presence in Clackamas County. Her background gives her a unique perspective on workforce development. She has moved CWP beyond the traditional role of a workforce development board and promoted access, equity, and community engagement as key principles to responsible workforce and economic development practice. Under her leadership, the county's 2016-2020 four-year comprehensive workforce development plan was rooted in the guiding principles of equitable access, socio-economic advancement, and a shared goal of workforce prosperity across Clackamas County. This was achieved by developing an action plan specific to the unique needs of Clackamas County's business community and residents, with consideration of our rural geography and proximity to a major metropolitan hub.

She has championed the needs of Clackamas County as a member, board member or chair of many community organizations including the Statewide Workforce and Talent Development Board, the Oregon Workforce Partnership, Greater Portland Inc, Clackamas Economic Development Council, Clackamas Homeless Policy Council, Clackamas Early Learning Hub, Oregon WTDB AI Task Force, Metro Emerging Technology Equity Oversight Committee, and a mentor for the ASPIRE program at Milwaukie High School. Notably, she led an initiative to develop Clackamas Coordinated Business Services (CCBS), a consortium of providers and organizations that work to support and uplift local employers, business owners, and entrepreneurs.

In her free time, Bridget recently started a project to discover different hip hop music from across the world, which she tracks in a spreadsheet, cataloging songs from each country. She loves books, but often doesn't have time to sit and read, so she has become a big fan of audio books and has listened to one audio book each day since COVID began. Her biggest "hobby" however, is her work, which she loves so much she enjoys doing it her free time.



2021 Women in Leadership and Management Academy

The Women in Leadership and Management Academy provides staff, managers and emerging leaders with the opportunity to learn and practice interpersonal skills they will use every day. It combines classroom training, skills practice at work and the advice of professional mentor speakers.

WILMA Academy, as we fondly refer to it; is an accredited program and put on by our partners at Clackamas Community College.

2021 Schedule:

January: Communicating for Leadership Success
February: Making the Most of Workplace Differences
March: Courageous Conversations
April: Coaching for Peak Performance
May: Setting Goals and Reviewing Results
June: Delegating With Purpose

Plus - afternoon breakout sessions with Regional and Statewide business leaders.

Participants who successfully complete this training will be eligible for 2.7 Continuing Education Units (CEUs).

6 sessions over 6 months - one day per month.

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