

**Accessibility and Accommodation Requests**

For questions about accessibility or accommodations for persons with disabilities, or to request a translator, interpreter, or other communication aids, please contact Melissa Bisset at 503-856-3412 or [bissetm@keizeror.gov](mailto:bissetm@keizeror.gov). The City of Keizer is committed to providing equal access to all public meetings and information per the requirements of the ADA and Oregon Revised Statutes (ORS). The Keizer Civic Center is wheelchair accessible. To provide oral comments via electronic means, please contact the City Recorder's Office no later than 2:00 p.m. on the day of the meeting. Most regular City Council meetings are streamed live through [www.KeizerTV.com](http://www.KeizerTV.com) and cable-cast on Comcast Channel 23 within the Keizer City limits.

# **AGENDA**

## **KEIZER CITY COUNCIL** **SPECIAL SESSION**

**Monday, December 2, 2024**

**5:30 PM**

**Robert L. Simon Council Chambers  
Keizer, Oregon**

**1. CALL TO ORDER**

**2. ROLL CALL**

**3. DISCUSSION**

**a. Presentation by Candidates for City Council Position #5**

**RESOLUTION - Validating Appointment to City Council Position #5**

**4. ADJOURNMENT**

**City of Keizer Mission Statement**

***Keep City Government Costs And Services To A Minimum By Providing City Services To The Community In A Coordinated, Efficient, And Least Cost Fashion***

*"Agenda Management Services are being supported, in whole or in part, by federal award number 21.019 awarded to City of Keizer by the U.S. Department of the Treasury."*



To: Mayor Clark and City Council Members  
Thru: Adam J. Brown, City Manager  
From: Melissa Bisset, City Recorder  
Subject: Presentation by Candidates for City Council Position #5 & Resolution Validating Appointment to City Council Position #5

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### **Proposed Motion**

Upon conclusion of the voting process, it is recommended the Council move to adopt a Resolution validating appointment to City Council Position #5 inserting the name of the successful candidate.

#### **I. Summary**

On August 30, 2024, Councilor Robert Husseman submitted his letter of resignation from Position #5 on the Keizer City Council. Councilor Husseman was elected in November 2022 and his four-year term was scheduled to expire in January 2027. The City Council declared Council Position #5 vacant on September 3, 2024, and began the appointment process to fill this vacancy as outlined in the Council Rules of Procedure.

Three candidates, Juli Ray Joy, Lore Christopher, and Tammy Kunz, submitted their letters of interest, resumes, and forms certifying their qualifications for office.

#### **II. Background**

A. The Keizer City Charter outlines circumstances in which a Council position may become vacant. Vacant elective offices shall be filled by appointment. A majority vote of the remaining members of the Council shall be required to validate the appointment. Upon validation, the appointee's term of office shall begin and continue throughout the unexpired term of the predecessor.

#### **III. Current Situation**

- A. Councilor Husseman was elected in November 2022 and was serving a four-year term scheduled to expire in January 2027. Councilor Robert Husseman submitted a letter of resignation from Position #5 of the Keizer City Council on August 30, 2024.
- B. At the Regular City Council meeting on September 3, 2024, the City Council declared a vacancy for Council Position #5 and directed staff to prepare a timeline

for candidate presentations and the appointment to take place on December 2, 2024. The Council Rules of Procedure were amended on September 16, 2024, by the City Council in order to accommodate the December 2, 2024, timeline which is 94 days from the vacancy that was created on August 30, 2024, with Robert Husseman's resignation.

- C. A press release was distributed explaining the process for being considered for the appointment. Information about how to be considered was posted on the City's Social Media accounts, website, published in the Keziertimes, and distributed through flyers.
- D. Three candidates, Juli Ray Joy, Lore Christopher, and Tammy Kunz, submitted their letters of interest, resumes, and forms certifying their qualifications for office.
- E. Each candidate was invited to the meeting to give a five-minute presentation to the remaining members of the City Council. They were provided with a list of questions from members of the City Council along with the Council Rules of Procedure explaining the appointment process.
- F. The City Council Rules of Procedure outline the appointment process. The Council should follow the presentation appointment vote process as described in the Council Rules of Procedure. The relevant sections are attached to this staff report.

#### IV. **Analysis**

- A. **Strategic Impact** - NA
- B. **Financial** - NA
- C. **Timing** - As per the Council Rules of Procedure, Section 17.4. Process for Appointment, the City Council adopted a timeline for the appointment process, and within 120 days of the vacancy the Council shall appoint the replacement Councilor.
- D. **Policy/Legal** - The Charter and Council Rules of Procedure speak to and guide the process for filling Councilor vacancies.

#### V. **Alternatives**

- A. Adopt the attached Resolution with the successful candidate's name inserted.
- B. Not make an appointment and move to amend the Council Rules of Procedure to allow for additional time for candidates to submit their material.

#### VI. **Recommendation**

Staff recommends the Mayor announce the presentation process and when the presentation has been concluded, the City Council follows the voting procedures for Council vacancies as outlined in Section 17 in the Council Rules of Procedure. Upon conclusion of the voting process, it is recommended the Council adopt a Resolution validating appointment to City Council Position #5 inserting the name of the successful

candidate. The successful candidate will be sworn in at the City Council meeting following this Special Session.

### **Attachments**

1. DOC\_Council Rules of Procedure\_12 2 24
2. Questions - Council Vacancy December 2024
3. Juli Ray Joy Letter of Interest
4. Juli Ray Joy Resume
5. Lore Christopher - Letter of Interest
6. Lore Christopher - Resume
7. Letters of Support - Lore Christopher
8. Tammy Kunz - Letter of Interest
9. Tammy Kunz - Resume
10. Letter of Support - Tammy Kunz
11. RES\_CC\_Validating Appointment for Council Vacancy Position Five\_12 2 2024

*“Agenda Management Services are being supported, in whole or in part, by federal award number 21.019 awarded to City of Keizer by the U.S. Department of the Treasury.”*

- e) The Council shall vote on the Committee recommendation. A memorandum of concern would require a four (4) member vote of the Council; a censure would require at least a five (5) member vote. The Council member in question shall not take part in the discussion or the vote.
- f) If misconduct is not found unanimously by the City Council Committee, a public report of the Committee findings will be presented to the City Council during a Council meeting. A copy of that report will be given to the Council member who was investigated.

**SECTION 17 – COUNCIL VACANCIES/APPOINTMENTS**

**17.1 Vacancy of Council Position** – Section 7.8 of the Keizer City Charter outlines circumstances in which a Council position may become vacant. Vacant elective offices shall be filled by appointment. A majority vote of the remaining members of the Council shall be required to validate the appointment. Upon validation, the appointee’s term of office shall begin and continue throughout the unexpired term of the predecessor.

**17.2 Vacancy of Mayor Position** – In the event the office of the Mayor becomes vacant, the Council President shall become Mayor. A new Council President shall be nominated accordingly from the remaining members of the Council. The Council then shall appoint a Councilor to fill the vacancy as set forth below.

**17.3 Declaration of Vacancy** – If required by the Charter, the vacant position shall be declared vacant by Resolution.

**17.4 Process for Appointment** – The Council shall adopt a timeline for the appointment process. A press release will be issued inviting members of the community, who meet the qualifications as outlined in the Charter, to submit a letter of interest and resume, as well as a completed form certifying the candidate’s qualifications for the office. Only candidates who have submitted the certification form, letter and resume by the deadline determined by the Council may be considered. Within 120 days of vacancy, the Council shall appoint the replacement Councilor as set forth in this Section.

**17.5 Presentation Process** – The candidates shall be invited to make a presentation before the City Council. The presentation process is as follows:

- a) Presentation length: Five minutes. There is to be no discussion or questions by the Council whatsoever, except for the written questions noted below.
- b) Order of the presentations: Drawn from the official bucket.

- c) Candidates will be requested to sequester themselves outside the Council Chambers until time for their presentation so they will not gain advantage by listening to the other candidates. They may remain in the audience after their presentation.
- d) Each of the six current Council members may submit a written question to be given the candidates. The candidates may choose to address the questions in their presentations. The deadline for submittal of the questions shall be one week before the presentation.
- e) Following close of the presentation, all candidates who have submitted a letter of interest and resume shall be considered and formal nominations shall not be made.

**17.6 Appointment Vote** – The Presiding Officer or City Attorney shall review the appointment process with members of the audience prior to any votes being taken. Written ballots shall be prepared containing the names of all of the candidates. The following voting process will be followed:

- a) Each of the remaining members of the Council shall select one candidate and mark their ballot accordingly. If one candidate receives the majority of the votes of the remaining members of the Council, such candidate shall be appointed to fill the vacant position.
- b) If no candidate receives a majority vote of all remaining members of the Council on the first ballot, a second ballot shall be distributed. The second ballot shall contain the names of the two candidates receiving the most votes from the first ballot, unless a tie resulted from the first ballot. In a first place tie situation, all first place candidates will be placed on the second ballot. If there is one first place candidate and tied second place candidates, then all first and second place candidates will be placed on the second ballot. Each remaining member of the Council shall select one candidate and mark their ballot accordingly. The candidate receiving a majority of the votes of the remaining members of the Council shall then be appointed to the vacant position.
- c) If no candidate receives a majority vote of all remaining members of the Council on the second ballot, a third and final ballot shall be distributed. The third and final ballot shall contain the names of the two candidates receiving the most votes from the second ballot, unless a tie resulted from the second ballot. In a first place tie situation, all first place candidates will be placed on the third and final ballot. If there is one first place candidate and tied second place candidates then all first and second place candidates will be placed on a third and final ballot. Each remaining member of the Council shall select one candidate and mark their ballot accordingly. The candidate receiving the majority of the votes of the remaining members of the Council shall be appointed to the vacant position. In case of a tie vote on this third and final vote, the Council will select the replacement Councilor

according to the procedure outlined in Section 17.7 – Tie Votes – Appointment Process.

d) By Resolution, the Council shall validate the appointment.

**17.7 Tie Votes- Appointment Process** – If no candidate receives a majority vote of all remaining members of the Council on the third and final vote, the names of the two candidates receiving the most votes from the third and final ballot will be placed in an official City bucket, unless a tie resulted from the third and final ballot. In a first place tie situation, all first place candidates will be placed in the official City bucket. If there is a one first place candidate and tied second place candidates, then all first and second placed candidates’ names will be placed in the official City bucket. The City Recorder will draw the successful name.

**17.8 Tie Votes – Council Election** – When two or more candidates running for the same Council position, have an equal and the highest number of votes, the successful candidate will be determined by a drawing of lots. Upon confirmation of a recount by the Marion County Elections Division, this determination shall take place at the first regularly scheduled meeting after such recount confirmation. The Council will use the same process to determine the successful candidate as outlined in Section 17.7 – Tie Votes – Appointment Process.

**SECTION 18 – CREATION OF CITY COMMITTEES, BOARDS AND COMMISSIONS, COUNCIL COMMITTEES, AD-HOC TASK FORCES AND WORK GROUPS**

**18.1 Citizen Committees, Boards and Commissions** – At any time, the Council may by resolution establish any City Board, Commission or Committee deemed necessary and in the best interests of the City. Any committee so created may contain one or more Council members as members. Unless otherwise provided, all City Boards, Commissions, and Committees so created shall sunset at the end of their mission. As part of the Council Goal and Work Plan process, the Council shall review the purpose, need, and objectives of all boards, commissions and committees that are not statutorily required.

**18.2 Membership Appointment** –Each Council member will make a one-member appointment to the Volunteer Coordinating Committee as allowed in Council resolution for a two-year term. If a Council member leaves office prior to the end of the Council member’s scheduled term, the replacement Council member shall appoint a member to the Volunteer Coordinating Committee. Except for Council members, all other applicants for City Boards, Commissions, Committees or any group (other than Council Work Groups, Task Forces, or Outside Committees) will be recommended by the members of the Volunteer Coordinating Committee who will receive, review, and process written applications and forward recommendations to the Council for appointment consideration, unless the Resolution, Ordinance, or State Statute defines the appointment process differently. The Community Diversity Engagement Committee members shall be directly appointed by Council members as called for in the Resolution creating such committee.



### **City Council Position #5 Candidate Questions – December 2, 2024**

*The Keizer City Council Rules of Procedure allow for each current City Council member to submit a question to be given to the candidates. The candidate may choose to address the questions in their presentations.*

- How important is diversity in leadership to you and what value does it bring?
- How would you characterize the people of Keizer, and how will you represent them?
- Give me an example of a time when you were able to successfully communicate with another person when that individual may not have personally liked you (or vice versa). How did you handle the situation? What obstacles or difficulties did you face? How did you deal with them?
- The Keizer City Council is a non-partisan body. Please describe your approach to non-partisanship as part of the Council and as a representative of the whole community.
- The responsibilities of a Councilor require for you to be accessible to all people. How would you interact with someone who has an opinion much different to yours?

Juli Ray C. Joy  
5455 Mcleod Lane #104  
Keizer, OR 97303



11/12/2024

**Keizer City Council**

City of Keizer  
930 Chemawa Road NE  
Keizer, OR 97303

Dear Keizer City Council Members,

I am excited to submit my application for a position on the Keizer City Council. With a strong background in leadership, community organizing, and public advocacy, I am dedicated to advancing policies and initiatives that promote the well-being and success of our community. My professional journey, including my role as Director of Movement Building with the Partnership for Safety and Justice, has prepared me to serve Keizer by fostering community engagement and addressing the critical issues facing our city.

In my current position, I lead a statewide leadership development program that empowers community members to engage in advocacy and policymaking. Through this program, I have collaborated with a wide network of organizations and stakeholders, designing and executing strategic legislative initiatives that respond to the needs of Oregon residents. My work has involved providing expert testimony on a range of legislative issues and leading organizing efforts across the state. This experience has strengthened my ability to listen, build coalitions, and create impactful solutions to community challenges.

Prior to my current role, I worked with SEIU Local 503, where I developed and executed strategic organizing plans to enhance member engagement, led contract campaigns, and coordinated large-scale events that brought together thousands of community members. My experience in these leadership roles has honed my skills in strategic planning, community outreach, and effective communication—qualities I would bring to the Keizer City Council.

Additionally, my previous work at the Oregon State Hospital involved managing high-pressure operational tasks and collaborating across departments to enhance service delivery. This role, along with my experience as an adolescent counselor with Northwest Behavioral Services, has reinforced my commitment to fostering community well-being, addressing challenges with compassion, and finding collaborative solutions.

My educational background in Business and Organizational Leadership, Juvenile Corrections, and Criminal Justice, along with certifications from EMERGE Oregon and the Oregon Labor Candidate School, has further prepared me to approach Council responsibilities with a strong foundation in organizational management and public service.

Thank you for considering my application for the Keizer City Council. I am eager to bring my experience and dedication to serve our city. Please feel free to reach out to me at [REDACTED] or [REDACTED] if you have any questions or would like to discuss my candidacy further. I look forward to the possibility of contributing to the future of Keizer.

Warm regards,

Juli Ray C. Joy

**Juli Ray C. Joy (Previously Julianne Fredrickson/Jackson)**

5455 Mcleod Lane #104 Keizer, OR 97303



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### Professional Summary

Seasoned and results-driven Movement Builder with extensive leadership experience in union and political organizing, strategic team management, and empowering diverse communities across Oregon. Demonstrated success in developing and executing statewide initiatives, training and mentoring member leaders, and advocating for systemic change. Highly skilled in managing cross-functional teams, driving organizational goals, and maintaining a strong commitment to racial and economic justice.

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### Professional Experience

#### Director of Movement Building

*Partnership for Safety and Justice | 2020 – Present*

- **Leadership & Management:** Serve as a core member of the management team, overseeing strategic initiatives and ensuring alignment with the organization’s mission to reform Oregon’s criminal justice system. Lead the Advocacy Leadership Academy, a statewide leadership development program for individuals with lived experiences, fostering skills in policy advocacy and organizing.
- **Statewide Political Organizing:** Designed and implemented comprehensive organizing plans across Oregon, mobilizing communities and building strong relationships with statewide allies and stakeholders. Crafted legislative engagement strategies and provided expert testimony, advocating for bills that address racial disparities and enhance justice reform.
- **Mentorship & Staff Development:** Identified, trained, and mentored emerging leaders within the organization and the community, promoting high performance and accountability. Developed tailored training programs on legislative processes, advocacy techniques, and community organizing.
- **Strategic Partnerships:** Collaborated with diverse communities, including Black, Indigenous, Latinx, and other marginalized groups, to amplify voices and build coalitions that drive legislative and systemic change. Managed partnerships with community organizations to maximize impact and foster a culture of inclusivity and mutual support.

#### MOC Organizer

*SEIU Local 503 | 2020*

- **Strategic Planning & Execution:** Developed and executed detailed internal organizing plans, focusing on leader recruitment, membership growth, and worksite issue resolution. Successfully organized contract campaigns and mobilized members, resulting in measurable outcomes and strengthened union presence.

- **Political Organizing:** Engaged members in statewide political efforts, including campaigns to advance labor and equity-focused legislation. Increased political action participation and CAPE (Citizen Action for Political Education) membership through effective outreach and education.
- **Team Leadership:** Collaborated closely with union leaders and staff, building consensus and establishing goals that advanced both member interests and organizational objectives. Managed new employee orientations and developed comprehensive strategies for member engagement.

### **Office Specialist III**

*Oregon State Hospital | 2018 – 2020*

- **Operational Leadership:** Managed administrative operations within a high-pressure healthcare setting, ensuring efficiency and reliability. Provided direct support to nursing and management staff, contributing to the smooth functioning of the unit.
- **Cross-functional Collaboration:** Worked collaboratively across departments to address operational challenges, demonstrating adaptability and problem-solving skills in a dynamic environment.

### **Adolescent Counselor and Group Leader**

*Northwest Behavioral Services | 2016 – 2017*

- **Leadership Training:** Led structured group sessions for at-risk youth, developing lesson plans and facilitating critical thinking and problem-solving workshops. Created a safe and supportive environment, fostering growth and positive behavior changes.

### **Member Leader**

*SEIU Local 503 | 2011 – 2015*

- **Union Leadership & Campaign Management:** Held multiple key roles, including Shop Steward, Chair of the Local, and Labor Management Committee Member. Organized and led impactful campaigns, including anti-bullying initiatives and membership drives, achieving over 90% membership in the district.
- **Political Organizing & Advocacy:** Played a central role in lobbying efforts, participating in legislative testimony, and activating members for statewide campaigns. Engaged in extensive labor education and strategic planning, completing the Member Leader Development Program and LERC training.
- **Event Coordination:** Managed large-scale events, including contract rallies and lobby days, mobilizing thousands of members and fostering a culture of collective action and solidarity.

### **Human Services Specialist 3**

*Oregon Department of Human Services | 2010 – 2015*

- **Community Service & Policy Compliance:** Provided critical support to vulnerable populations, managing state benefit programs and adhering to strict federal and state guidelines. Delivered compassionate service under pressure while maintaining high standards of confidentiality and ethical conduct.

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## Education

- **Corban University**, Business and Organizational Leadership (B.A., Expected 2024)
- **Chemeketa Community College**, Juvenile Corrections (A.A., 2010)
- **Chemeketa Community College**, Criminal Justice (A.A., 2010)

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## Certifications & Training

- EMERGE Oregon Graduate, 2020
- Oregon Labor Candidate School, 2020 Cohort
- LERC Summer School Completion
- QMHA, Crisis Intervention & Motivational Interviewing Certified

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## Community Leadership & Volunteer Experience

### Founder

*Black Joy Oregon*

- **Organizational Management:** Lead a team of core staff and member leaders, overseeing operations and building a network of social justice organizers across Oregon. Developed training programs on public speaking, event planning, de-escalation, and peacekeeping.
- **Event Leadership & Political Advocacy:** Orchestrated large-scale community events and fundraisers, engaging over 150 cities in Oregon. Advocated for racial and economic justice, forging meaningful partnerships and mobilizing diverse communities.

### Political Action Chair (Previous)

*NAACP*

- **Voter Engagement & Policy Advocacy:** Managed a voter task force, increasing registration and turnout among communities of color. Organized candidate forums and issued press releases, collaborating on policy initiatives to uplift marginalized voices.

### Co-Chair (Previous)

*Salem DSA*

- **Progressive Organizing:** Developed strategies to support labor and progressive movements, educating the community on civic engagement and local organizing efforts.

### Vice Chair (Previous)

*Capital City SURJ*

- **Racial Justice Advocacy:** Co-organized public events, facilitated allyship training, and promoted conversations on racial equity, encouraging actionable steps toward justice.
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### **Skills**

- Leadership & Team Development
  - Campaign & Event Management
  - Statewide Political Organizing
  - Community Outreach & Advocacy
  - Legislative Testimony & Lobbying
  - Strategic Planning & Problem Solving
  - Racial & Economic Justice Advocacy
  - Cross-functional Collaboration & Communication
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### **References**

Available upon request.

November 18, 2024

Keizer City Council  
930 Chemawa Rd NE  
Keizer, OR 97303

Dear Members of the Keizer City Council,

I am writing to express my sincere interest in being appointed as a Keizer City Councilor to complete the four-year term of former Councilor Robert Husseman. As a candidate who recently ran for mayor, I am keenly aware of the aspirations and concerns held by a significant portion of our community. While the election outcome was not in my favor, it did not diminish my commitment to serving the people of Keizer.

I have lived in Keizer for the past 35 years. We moved to Keizer when I was pregnant with my youngest son because we wanted a small town to raise our children. I was nine months pregnant when I moved into my family home on Stone Mason Lane in the Gubser neighborhood. I have been a Keizer volunteer for the past 33 years.

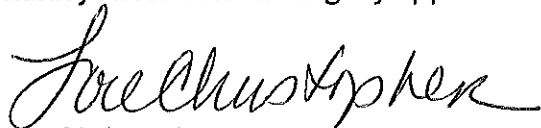
I began my Keizer volunteer career because of a personal need. We were a young family with limited income, and we spent a lot of time in Keizer parks. Our parks were not like they are today. The only parks that had a playground were Claggett and Newton. I applied to be on the Parks Advisory Board and worked very hard the next decade to bring a "BIG TOY" playground to every neighborhood.

I have continued volunteering in many different capacities over the past 33 years. When my term of office ended, I remained a City of Keizer volunteer on the newly formed Keizer Public Arts Commission since 2015, along with private Keizer Foundations. Most recently I was appointed to the Keizer Budget Committee in 2023.

I believe my continued service to the City of Keizer will allow me to "hit the ground running", as the appointed city councilor for the next two years. My intent will be to work collaboratively as a team member of the city council to advocate for policies and programs that benefit all residents and serve the interests and needs of the entire city.

I remain enthusiastic about the possibility of contributing to our community in a meaningful way, and I look forward to the opportunity to help guide Keizer toward a brighter future. Together, we can build on our strengths and ensure that every resident feels heard, really heard, valued, and engaged in the decision-making processes that impact their lives.

Thank you for considering my application.



Lore Christopher  
6630 Craftsman Loop N  
Keizer, Or. 97303

# Lore Christopher

6630 Craftsman Loop NE, Keizer, OR 97303

## Professional Summary

Volunteer with 34+ years of experience serving various organizations in my hometown of Keizer, Oregon. Passion for community service has led me to help thousands of locals in need. Confident that my qualifications and desire to serve will contribute to the Keizer City Council.

## Skills

- Collaboration
- Active Listening
- City Council Experience
- Leadership
- Teamwork

## Professional Experience

### Volunteer Commission Member

*Keizer Public Arts Commission, City of Keizer Citizen Advisory Board, Keizer, Oregon*

January 2015 - Present

- Assist in the development and placement of 10+ sculptures on River Road for beautification and safety enhancement.
- Assist in the development and installation of Utility Box Art Project on Keizer arterials for beautification, graffiti deterrent and safety enhancement.
- Assist in the development of the Keizer Civic Center Art Galleries providing FREE rotating local art in the interior art galleries, including the Council Chambers.
- Assist in the development and installation of the Keizer Story Poles Project.

### Volunteer Committee Member

*Keizer Budget Committee, City of Keizer Citizen Advisory Board, Keizer, Oregon*

May 2023 - Present

- Work in cooperation with members of the Keizer Budget Committee to secure Opioid money to Keizer Police Department for the duration of the distribution of the funds, 20 years.
- Work with members of the Keizer Budget Committee to identify projects in the Long-Term Planning Task Force.
- Work with members of the Keizer Budget Committee to accurately place expenses into the correct funding streams for sustainability.

### **Volunteer Board Member**

***Keizer Community Foundation, Keizer, Oregon***

May 2004 - Present

- Work in cooperation with board members to provide emergency food, clothing and hygiene items to local school children in 10 local Keizer schools.
- Work in cooperation with board members to develop, recruit and fund local public arts projects such as the “Keizer Story Poles”, “Rosalie’s Silly Cows” and the “Cold Wet Eagle” public art sculptures.
- Work in cooperation with board members to identify and present timely community education events regarding topics that are relevant to Keizer residents. Such as “First Time Home Buyers Seminar” and “Medicare Options”.

### **Volunteer Board Vice-President**

***Keizer Heritage Foundation, Board of Directors, Keizer, Oregon***

January 2015 - Present

- Work in cooperation with board members on the oversight of the Keizer Cultural Center operations to include annual budgeting and project development.
- Work in cooperation with board members to develop public outreach events that will include the four cultural non-profits that are in the Cultural Center, such as the 2024 Rainmakers Annual Meeting Event, the 2024 Keizer Birthday Celebration and the Holiday Open House.
- I work as chief fundraiser and grant writer for the Keizer Cultural Center. Received \$37,000 in grants for building energy upgrades in 2024.

### **Volunteer Board President**

***Keizer Art Association, Keizer, Oregon***

January 2015 - Present

- Work in cooperation with board members on the oversight of the Keizer Art Association 501c3 operations to include annual budgeting and project development.
- Work in cooperation with board members on public outreach and recruitment of local artists and art exhibits.
- Work in cooperation with board members to initiate FREE public art events such as the 2024 Keizer Riverwalk Art Fair, “Art to Go”, and participation with festivals to promote art.

## **Education**

MA- Public Administration

**Portland State University, Portland, OR**

BA - Human Resource Management

**George Fox University, Newberg, OR**

November 18, 2024

Keizer City Council  
930 Chemawa Rd. NE  
Keizer, OR 97303

Dear Mayor Clark and members of the Keizer City Council,

In my opinion, the primary duty of those serving on the Keizer City Council is to find ways to work together to solve local problems with the goal of making life better for all Keizer residents. It is equally important for the council members to always keep an open mind to innovative ideas and to do their work openly and transparently with full public input and participation. Finally, city councilors should focus on keeping city expenses within the budget and to do the best they can with the tax revenue and resources entrusted to them. I believe that Lore Christopher's experience and proven history shows that she has all of these qualities and values and is the best candidate to fill the current vacancy.

During my ten years serving as a member of the Keizer City Council, I had a front row seat to observe these qualities in Lore Christopher while she was on the Keizer City Council and while she was serving as Keizer's Mayor. I saw how she always encouraged the council to work together and to engage the public in order to find solutions to Keizer's problems. After the Council identified a set of solutions, I then watched as she always followed through with the arduous work needed to implement the solutions to completion. For example, when Keizer needed more job opportunities, more shopping options, and more tax revenue, she spearheaded the Keizer Station project that resulted in thousands of new jobs, more shopping options, and millions of dollars in annual tax revenue for the city. When Keizer was faced with a need to improve the look of the River Road business district, she spearheaded the Keizer River Road Renaissance and Public Art programs that improved the safety and look of the streetscape and sidewalks along River Road. When residents demanded new parks (including a dog park) she worked with councilors (including myself) to help create Keizer Rapids Park. When we needed a new police station and a place for residents to meet, she worked in collaboration with the other council members to plan for and then build a new state-of-the-art Police facility and community center. These projects involved virtually all the members of the council to cooperate together and also involved some of the highest public participation rates in Keizer's history. Just as importantly, she worked tirelessly with the other council members to find ways to achieve all these goals (and many more) without having to raise any new taxes on Keizer residents.

We are extremely fortunate that Lore has decided to come back and serve again. Her institutional knowledge, her passion to serve the community, her innovative approach to problem solving, her consensus building skills, and her commitment to transparency are unparalleled.

For all these reasons I would very highly recommend that the city council appoint Lore Christopher to the vacant city council position. Your consideration of this request is very much appreciated.

Respectfully submitted,

Rich

Richard Walsh  
Keizer resident.

November 15, 2024

Keizer City Council

Dear Keizer City Council Members,

I am writing to recommend Lore Christopher for the vacant Keizer City Council position for the next two years. Having served alongside Lore for many years, I have witnessed her invaluable contributions to our community and her unwavering commitment to public service.

Lore brings over 17 years of experience as a city council member, during which she has demonstrated exceptional leadership, insight, and dedication to the residents of Keizer.

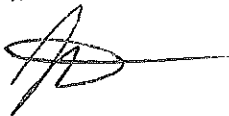
Lore's ongoing volunteer service with various city committees, as well as her involvement with community foundations, showcases her deep-rooted commitment to our community.

One of Lore's most admirable qualities is her ability to work collaboratively with individuals from all walks of life. She excels in creating an inclusive environment where all voices can be heard, especially those with differing opinions. Lore believes in the power of constructive dialogue and consistently seeks to bring opposing viewpoints to the table. By making a genuine effort to understand each perspective, she navigates challenging discussions and finds common ground, ultimately leading to solutions that benefit the entire community.

I believe that appointing Lore Christopher to the city council would be a tremendous asset to both the council and the residents of Keizer. Her experience, dedication, and collaborative nature make her a perfect choice for this position.

Thank you for considering my strong recommendation for Lore.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joe Egli', with a long horizontal line extending to the right.

Joe Egli

## Letter of support for Lore Christopher for the vacant position for Keizer City Council

As I write my letter of support for Lore to serve the City of Keizer as the newest council member, she will bring years of experience to serve the citizens of Keizer and the council members.

Lore has served as a council member, served as mayor, and understands the structure of council along with city operations. The experience Lore brings is the understanding of effective communication with citizens, city staff, along with the committee structures.

Lore is currently serving on the budget committee with the focus of maintaining the funds within Keizer and to ensure we have funds to maintain our police department for public safety. Lore has the experience with the years of service to understand the city budget, how to ensure the funds are allocated to the programs as needed to maintain services the citizens expect.

The committee structure with citizen involvement is a specialty of Lore's. She wants citizens to participate in government. Lore understands the complexity of the planning commission, along with city ordinances, and will work to continue to look at all options that are available to the city.

The City of Keizer has the lowest tax base, which does create a resource constraint on adequate funding to maintain city services. During Lore's campaign she shared she wanted to look at the vacant land that is owned by the city and look to selling the land to create additional revenue into the city. She will continue to look at all options for additional revenue and to ensure any additional revenue to the city, remains in the City of Keizer.

During Lore's campaign for Mayor, 4 councilors endorsed Lore. This is a statement of her character, her collaboration with others, her professionalism, and the understanding of the needs of the city. Lore did concede the mayor's race, but she did receive over 47% of the votes counted. This states the citizens

of Keizer want her leadership and to bring a cohesive council  
'together.

I support Lore Christopher for the vacant City of Keizer Council  
position.

Kim Freeman  
Former City Council member  
June 6,2013- January 4, 2021  
Council President  
2019-2020

Tammy Kunz

I am writing to inform you I would like to be considered for position 5 of our city council. I have lived in Keizer for over 10 years and I have been an active and involved member of the community. I am applying for City Council because I feel compelled to use my experience with people and business to get involved and help the people and city I love. I will ensure that the City Council is more united in purpose, focused on what is best for our city as a whole, and well informed by people throughout our community.

To better understand our city, issues and processes, I have volunteered with the Keizer Community Diversity Engagement Committee and Kennedy Family Council as well as leading the startup and expansion of the Greater Northeast Keizer Neighborhood Association. I was appointed by the Mayor to represent Keizer on the Metropolitan Transportation Safety Action Plan Steering Committee. In addition, I also have been attending committee meetings, other neighborhood association meetings, and regional meetings such as Salem-Keizer Area Transportation Study (SKATS) and Mid-Willamette Valley Area Commission on Transportation (MWACT).

Part of what I stand for are public safety, economic growth and rebuilding community trust in our city council. As I've been meeting with our local community, public safety is the number one concern. I am the pro-police, anti-crime candidate. Rebuilding our Neighborhood Watch communities is one of the ways we can bring safety back and strengthen our communities.

Economic growth is needed to sustain our public safety goals and ensure we have the proper infrastructure to sustain our growth. Focusing on attracting key small to medium sized businesses can help our local residents work where they live while growing our local economy. Plus, adding support to our Keizer businesses and looking at how we can help our family-owned businesses will be part of what I look at making a difference and adding partnerships with our neighborhood associations.

Strengthening our protective factors for our businesses and families is one of the ways we can impact our communities. Engagement is a key to making change and allow the voices within our community to be heard. I am committed to representing the heartbeat of the community and will work to bring decorum back to the City Council and restore unity.

Other skills I bring to the team are as follows: outstanding customer service skills, friendly, flexible team player, ability to work independently, experienced in facilitating group processes, presentation and training skills, compile/interpret documents for reporting to management for our needs to the community and to our local governing agencies and partners. While using these skills for the betterment of Keizer as a whole, I have the ability to multitask and prioritize work, remain focused and calm in high stress situations, efficiently obtain and process information and constantly examine administrative effectiveness and seek better procedures.

I have an independent voice, broad community based experience and a proven commitment to Keizer that will serve the city well as a City Councilor. Thank you for your consideration.

Tammy Kunz

Tammy Kunz

## Objective

To maintain the friendly, approachable, small-town nature, livability and community wellbeing of our city through effective local leadership, connections, fiscal responsibility and efficient management.

## Work experience

Keizer Community Diversity Engagement Committee

Dates of Service; November 2022 to present

- Working and devolvement of the framework for this this committee.
- Building Community Engagement with Keizer and Salem Communities
- Striving to keep Keizer voice at the table with Salem and Keizer Partnerships

Metropolitan Transportation Safety Action Plan Steering Committee

2022-2024

- Appointed to represent Keizer in developing the MTSAP for the Keizer and Salem area.
- The MTSAP will lead to projects and programs that improve transportation safety in our local community.

## Skills

- **Communication:** The ability to clearly express ideas and opinions to constituents and community.
- **Knowledge of local issues:** Knowledge or ability to learn city law and ordinances, public safety, and emergency best practices that represent Keizer families/ businesses as a whole.
- **Adaptability:** The ability to adapt/ learn in changing requirements, circumstances, and strategies
- **Teamwork:** The ability to work collaboratively, recruit and and include people in meaningful decision-making as well as project delivery
- **Logical decision-making:** The ability to make logical decisions, using my background in both education and experience
- **Integrity:** The ability to maintain high ethical standards

## EDUCATION/CERTIFICATIONS

Keizer Community Diversity Engagement committee      Keizer Oregon

November 2022 to present

**Metropolitan Transportation Safety Action Plan Steering Committee** Salem Keizer Area  
Transportation Study (SKATS)  
2022 - 2024

**Keizer Greater Northeast Neighborhood Association** president 2021 to present

**Peer Support Specialist** Project Able, Salem Oregon 12/2014 to 01/2019

**Day Center Volunteer** Arches Project, Salem Oregon 11/2011 to 10/2013

**Certified Recovery Mentor, Certificate#18-CRM-047, Expires 4/1/2020,** Addiction Counselor Certification Board of Oregon

**Certified Facilitator,** Freedom from Smoking Facilitator Training, 05/2016

**Associate of Arts Degree in Elementary Education,** University of Phoenix. 11/2011

**Bachelor Degree in Business Management,** American Intercontinental University 2019 to 2022



# City of Keizer

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930 Chemawa Rd. N.E. • P.O. Box 21000 • Keizer, OR 97307-1000

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Dear Keizer City Councilors:

I am honored to write in support of Tammy Kunz in her application for the vacant City Councilor position. Tammy has impressed me with her dedicated involvement in the Keizer Community and with her initiative and problem-solving.

Tammy saw the need to institute a neighborhood association in northeast Keizer. Before that, she had been actively involved in the Kennedy Family Council and saw how the two could complement each other. She has been creative in engaging people, especially those who are unable to meet in person. She hosts Zoom conversations and goes door to door so she can get a pulse on the community. Then she communicates those needs to the Community Diversity Engagement Committee and to the City Council. She has coordinated the communication of information concerning resources both on social media and through events such as the Community Resource Fair and the Safety Fair.

Tammy has great compassion for her neighbors and works tirelessly on their behalf. She is essentially doing the work of a City Councilor already, in many ways: She is at virtually all the meetings and many of the activities, she canvasses her neighborhood to meet and listen to Keizer residents, and she is able to share the perspectives of those who are too often not heard. She has carefully considered opinions and works well with others to come to agreements. Tammy embodies the values of pride, spirit, and volunteerism, and she would be an excellent addition to our Council.

I have thoroughly valued my time working with Tammy. She will be an excellent City Councilor.

Thank you for your consideration.

Sincerely,

Laura Reid  
Keizer City Councilor

1 CITY COUNCIL, CITY OF KEIZER, STATE OF OREGON

2  
3 Resolution R2024-\_\_\_\_\_

4  
5 VALIDATING APPOINTMENT TO CITY COUNCIL  
6 POSITION NUMBER FIVE  
7

8 WHEREAS, on August 30, 2024 Councilor Robert Husseman tendered his resignation  
9 from City Council Position Number Five effective immediately;

10 WHEREAS, Councilor Husseman was elected in November 2022 and his four-year term  
11 is scheduled to expire January 2027;

12 WHEREAS, the City Charter states a vacant elective office shall be filled by  
13 appointment by the remaining members of the City Council. The City Council is required to  
14 validate the appointment;

15 WHEREAS, the remaining members of the City Council at the special meeting on this  
16 date voted on the appointment to fill the vacancy in Council Position Number Five;

17 NOW, THEREFORE,

18 BE IT RESOLVED by the City Council of the City of Keizer that the appointment of  
19 \_\_\_\_\_ is hereby validated and that \_\_\_\_\_  
20 shall fill the vacancy in City Council Position Number Five for the remainder of the term.

21 BE IT FURTHER RESOLVED that this Resolution shall be effective upon its passage.

22 PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

23  
24 SIGNED this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

25  
26 \_\_\_\_\_  
27 Mayor

28  
29 \_\_\_\_\_  
30 City Recorder