

# ACCOMPLISHED UNDER 40



## DEREK BEAUVAIS

Executive Director • Boys & Girls Club of Bend

541-617-2877, dbeauvais@bgcbend.org

**PROFESSIONAL ACCOMPLISHMENTS**

Since 2005, Derek has been serving our community's youth at the Boys & Girls Clubs of Bend. In 2014, Derek took the lead of the Boys & Girls Clubs of Bend as their Executive Director and was just recently acknowledged by Boys & Girls Clubs of America as the "Sparkplug Award" winner for the Pacific Region (nine Western States). This award is to recognize a new Executive Director that has turned a Boys & Girls Club organization around. The Sparkplug Award is given for "exceptional determination, leadership, tenacity and spark." Additionally, the Boys & Girls Clubs of Bend was nominated as Non-Profit of the Year at this year's Bend Chamber's Sage Business Awards.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Throughout his tenure with Boys & Girls Club, Derek has held every position the organization has to offer and has been involved with a variety of community based organizations during this time. Derek has been a COPY mentor providing guidance, friendship and support to a child with an incarcerated parent, Council Director for Girls on the Run (an afterschool program focused on healthy lifestyles and 5k training for 3rd-8th grade girls) and spent seven years as the Youth Director for the First United Methodist Church leading both their middle and high school youth programs. Currently, Derek is a Board Member for the Shared Future Coalition, a member of 100 Men Who Care and workgroup member of Better Together.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

As a native Bendite, Derek feels a sense of responsibility to give back to the community that helped raise him. He has dedicated his life to guiding and mentoring the youth of our community. Derek's mission is to help youth understand that their family circumstances do not have to define their lives and that they truly have the potential to achieve their dreams.

**BUSINESS LEADERSHIP PHILOSOPHY**

When Derek was asked about his leadership philosophy he said that one quote has guided him through his work in regard to leading an organization. "My philosophy is to surround myself with good people who have ability, judgment and knowledge, but above all, a passion for service."

## DEREK BICKEL

Mortgage Loan Officer • EverBank

NMLS# 403845 • 541-213-8895 • derek.bickel@everbank.com

**PROFESSIONAL ACCOMPLISHMENTS**

Derek is an expert in his field of mortgage products and consulting, with over 12 years of experience, he mentored others to succeed, founded a media group, served as a financial controller and manager and runs his own local office of EverBank. He is a member of the Bend Chamber of Commerce, C.O. Assoc. of Realtors and attended the 2015 Mastermind Summit.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Leadership Bend 2016 graduate, City Club board, C.O. Impact Summit 2016 Steering Committee, Leadership Bend Selection Committee, Deschutes Land Trust Trail Steward, Adopt-A-Road/Bend; Remove Litter from Hwy. program, Boy Scouts Adult Leader

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Thoughtful, conscientious, professional who's willing to do the work to find the right answers and give the best service in all things he's involved. Straight up integrity: follows through on his word — every time! Learns from opposing views and weighs their merits. Consistently hands out authentic appreciation and gratitude, including the "thankless" roles. Believes it's a responsibility to serve and be educated on issues impacting us here.

**BUSINESS LEADERSHIP PHILOSOPHY**

Derek creates a long-lasting relationship. Provides hands-on service every step of the way. Does the homework, knows all the nuances to do the best job. Keeps communicating and is sure to find solutions that works for the person or situation.



## CHRISTINA CID

Director of Programs • High Desert Museum

541-382-4754 ext. 233 • ccid@highdesertmuseum.org

**PROFESSIONAL ACCOMPLISHMENTS**

Dr. Christina Cid, who earned a PhD in science education, became director of programs at the High Desert Museum (HDM) in 2014. She came from the University of Texas at Austin, where she served as director of education at the Texas Natural Science Center for seven years.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Christina has strengthened STEM teacher training at HDM, developed partnerships to make the Museum culturally relevant to diverse groups, and increased accessibility to under-served populations.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Christina is passionate about providing field based science education to Oregon children. Recognizing that HDM can play a vital role in preparing today's students for the jobs of tomorrow, she and her team work diligently to provide learning opportunities to low-income students, in an effort to close the achievement gap.

**BUSINESS LEADERSHIP PHILOSOPHY**

Christina is collaborative by nature. With her hard-working team, she fosters critical thinking, creativity and problem solving—giving team members the freedom and flexibility to share and implement their ideas. She is supportive, authentic, and knows when to lead and when to follow.



## GRAHAM DENT

Broker • Compass Commercial Real Estate Services

541-848-4064 • gdent@compasscommercial.com

**PROFESSIONAL ACCOMPLISHMENTS**

Dent joined Compass Commercial in September 2013 after more than ten years with CBRE Global Investors, one of the largest real estate investment advisory firms in the world. He quickly established himself as a leading broker on the team regarded for his client-focused approach to brokerage, involving honest communication and transparency in order to produce successful outcomes for his real estate investment clients. Dent was awarded Top Producer for the month of July 2016 and continues to establish himself as a leading member of the team.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

His community involvement includes serving on the Board of Advisory Directors of US Bank National Association for Central and Eastern Oregon as well as the Development Committee for the United Way of Deschutes County.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

He has been successful partnering with his clients to achieve and exceed their individual real estate objectives, even during some very challenging economic times.

**BUSINESS LEADERSHIP PHILOSOPHY**

Graham brings his 'client first' professional approach to Compass Commercial and believes strongly that communication, honesty and transparency are critical to the success of any real estate investment.



## Laurie Griego

Director/Business Owner • Cobblestone Children's Center

541-390-8572 • laurierich@yahoo.com



**PROFESSIONAL ACCOMPLISHMENTS**

Laurie has been a professional child care provider for over 10 years. She has thrived in numerous roles within early childhood education and these roles have cultivated the exceptional leader she is today. She currently holds the title as Director/Business Owner of Cobblestone Children's Center. Over the last year, she has gracefully transitioned this program and staff to a more successful, structured and influential environment providing care and support to families in this community.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Laurie has partnered with Neighborhood Impact and Healthy Beginnings on a number of occasions resulting in greater resources and care for our families as well as her personal and professional association with the Boys & Girls Club. She was able to guide and encourage families to community resources outside of our school.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Laurie profoundly devotes time, energy and passion into the leadership position she holds. She selflessly serves and loves families, colleagues, and staff members to foster an inspiring learning environment. Many times, she is the first one in the door and the last one out as she diligently desires to provide quality service to the community that surrounds her.

**BUSINESS LEADERSHIP PHILOSOPHY**

Laurie upholds a great statute of integrity that significantly motives her leadership philosophy. She recognizes the needs of others and the ever-growing and maturing environment of early childhood learning. She applies her knowledge of this directly to her work. Due to the previously stated characteristics, we as a staff, believe it has contributed to her altruistic philosophy that has so stunningly built up an excellent business leader.



## Meghan Hall

CPA • Brooks Resources

Meghan@brooksresources.com

**PROFESSIONAL ACCOMPLISHMENTS**

Meghan Hall is a Certified Public Accountant that leads in a quiet manner. While she seems shy and reserved, she is constantly thinking "How can I add value" to this company, to my team and to my profession? Meghan leads by example and has a work ethic few others have. These are only a few of Meghan's professional accomplishments.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Meghan is a CPA, a member of AICPA, and a recent graduate of Leadership Bend. Meghan is currently determining what local nonprofits would be the best fit for her future contributions.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Thoughtful, quiet, quick witted, funny and charming. Meghan uses all of these specific characteristics to lead by example.

**BUSINESS LEADERSHIP PHILOSOPHY**

Do it correct the first time, with a smile!

## Mathew Hamlin

Senior Manager • Jones & Roth CPAs & Business Advisors

541-382-3590 • mhamlin@jr CPA.com

**PROFESSIONAL ACCOMPLISHMENTS**

Mathew Hamlin is an Oregon Licensed CPA with nine years of public accounting experience. He is a leader in the Jones & Roth Central Oregon office. He specializes in working with dental practices, federally qualified health centers, behavioral health organizations, nonprofits and private clients in a wide range of assurance, tax, and advisory services.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Chair of Finance Committee for The Bloom Project. Board member of Central Oregon Risk Management Association. Speaker at the Nonprofit Network of Central Oregon and the Northwest Regional Primary Care Association. Leadership Bend Class of 2010.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Mathew has shown exceptional leadership developing a deep expertise to service clients in specialized industries. He has consistently achieved high client satisfaction metrics that eclipse industry standards. Mathew has consistently devoted time to serving in a wide variety of Oregon community service initiatives and organizations.

**BUSINESS LEADERSHIP PHILOSOPHY**

Accountability, respect, timely communication, collaboration, and keeping commitments. Be available and attentive. Challenge yourself with meaningful goals and celebrate your accomplishments. Create opportunities for others to succeed. Ask for help. Own mistakes, resolve them and learn from them. Knowledge that isn't shared is wasted. Spend time with loved ones.



## Russell Huntamer, CCIM

Partner, Principal Broker • Compass Commercial Real Estate Services

541-848-4049 • rhuntamer@compasscommercial.com



**PROFESSIONAL ACCOMPLISHMENTS**

Huntamer joined Compass Commercial in 2005, obtained his Broker's license in 2006, achieved his Principal Brokers License in 2014 and Certified Commercial Investment (CCIM) designation in 2015. In 2016, he was named as a partner of the company. Huntamer has successfully negotiated notable leases with clients including Jackson's Corner, Barrio, Natural Grocers, Hobby Lobby (represented landlord), Jimmy John's and The Box Factory (formerly Old Mill Marketplace). Notable sales include Mt. Washington Center, City of Bend Water and Sewer Department, Historic Liberty Theater Building (downtown Bend), Cascade Lakes Plaza and representation of a 1031 exchange client that purchased \$10,000,000 of income property between Bend, Oregon, Spokane, Washington, Bosier City, Louisiana and Oklahoma City, Oklahoma.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

National Association of REALTORS (NAR), Certified Commercial Investment Member (CCIM), since 2015, International Council of Shopping Centers (ICSC), Central Oregon Association of REALTORS® (COAR).

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Russell consistently thinks outside conventional ideas to generate creative solutions for his clients and he applies the same energy to his vision for greater efficiency in our brokerage processes. Since joining the firm, Russell has successfully negotiated more than \$100,000,000 in sales and leasing transactions.

**BUSINESS LEADERSHIP PHILOSOPHY**

Russell believes that interest based negotiations, whereas win-win solutions for all parties involved should be the main objective and often yield the best long term results. Cooperation and collaboration are key and usually always superior and stand the test of time of against unfair agreements, which are hard to keep. Treating clients, colleagues and competition fairly and honestly is tantamount to long term success.

# ACCOMPLISHED UNDER 40



## CHRISTIN HUNTER

Real Estate Broker • Windermere

541-306-0479 • christinhunter@windermere.com

### PROFESSIONAL ACCOMPLISHMENTS

Christin is an accomplished real estate broker, specializing in residential investment property. She was the Project Development Coordinator for the 2016 Bend Livability Project.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Christin strongly believes service to the local community is essential to economic vitality. She fully subscribes to a code of servant leadership as an active volunteer with the Living Legends of Aviation, the Kiddie Hawk Air Academy, the Deschutes Economic Alliance, The Center Foundation, Co-Serve International, Share the Warmth Annual Coat Drive and Heaven Can Wait Breast Cancer Walk. She served on the board for the Central Oregon Economic Forecast Project as well as event coordinator for the CERF annual business conference. Christin is a member of Leadership Bend Class of 2016 and served as the fundraising committee chair for the Central Oregon Impact Summit. After serving as the project development coordinator for the 2016 Bend Livability Project, she joined the Board of Bend 2030.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Christin is passionate about her community and has committed herself to bettering it through her involvement in local organizations sharing her passion.

### BUSINESS LEADERSHIP PHILOSOPHY

Christin believes our community is best served when we all work together for its betterment. In business she has demonstrated a fierce loyalty to her clients by representing them with the highest levels of integrity, professionalism and market knowledge.

## DAN KEMP

Broker • Compass Commercial Real Estate Services

541-848-4076 • dkemp@compasscommercial.com

### PROFESSIONAL ACCOMPLISHMENTS

Dan joined Compass Commercial in 2012 after moving back to Central Oregon with his family. His expertise includes advising clients with their investments in apartment buildings, mobile home parks, storage facilities and business opportunities throughout Central Oregon. Kemp has been integral to the creation and implementation of Compass Commercial's proprietary customer management software that launched in 2014.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Dan has always been active in his community, school and church. At the age of 19 years old, from 1998 -2000, Dan served a mission in Puebla, Mexico where he learned to speak Spanish fluently while teaching and serving the community there. Upon returning home in 2000, Dan attended Utah Valley University on a running scholarship where he became an All American Collegiate Athlete. With persistence and dedication he set and held the university's mile record at 3:53. In 2001, Dan was awarded the Presidential Scholarship for academic achievement along with the Scholastic Athlete of the Year recognition.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Dan has a commitment to serve others and give back and looks forward to serving in the community and on boards here in Central Oregon.

### BUSINESS LEADERSHIP PHILOSOPHY

My business philosophy is pretty simple, I really try not to overcomplicated it. It comes down to these four things: Have fun. Recognize that life is to be enjoyed daily, people enjoy being around other people who are happy. Work hard. More and more society preaches that all you have to do is think about success and it will come (i.e. Law of Attraction). Good ideas do start in the mind but they get legs through massive action. Mass action is just another way of saying hard work. Get to work early, stay late, set goals, make a few more calls than everyone else and so on. Work hard and you will be successful, work hard and smart and you'll be ultra-successful. Consistently Improve. Consciously design and redesign the systems that run your life. We all become programmed to do things the way we do them. If we are not conscious of the systems that run our lives, we will not examine them for ways to improve and make ourselves more efficient and more productive. Be an Expert in your Field. Whatever field you work in, be an expert in it. Subscribe to publications, read books, go to seminars, pick good mentors, ask tons of questions. The time you will spend learning about your trade will pay great dividends overtime with happy clients and repeat business.



## RYAN LANE

Director of Sales • Eagle Crest Resort

541-923-9654 • RyanL@eagle-crest.com

### PROFESSIONAL ACCOMPLISHMENTS

Ryan has been actively promoting Central Oregon as a tourism destination since 2001 and currently directs the hospitality sales efforts at Eagle Crest Resort, offering; conference planning, group lodging, corporate housing, golf, recreation, and spa services.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Ryan earned a bachelor of arts degree in Hospitality Business from Michigan State University. He is a member of Meeting Planners International, Oregon Society of Association Management, and the Oregon Business Travel Association. He serves as a Board Member with the Central Oregon Disc Golf Club, and volunteers with Bend Park and Recreation District, Crook County Park and Recreation, Redmond Area Park and Recreation, Sisters Park and Recreation District, and the Boys & Girls Club of Central Oregon.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Ryan's most distinguishing characteristic is his ability to listen, understand, and provide a specific solution. His pragmatic approach allows him to paint clear pictures out of puzzling equations.

### BUSINESS LEADERSHIP PHILOSOPHY

Ryan is a results-oriented leader that demonstrates trust, credibility, and respect in every interaction. He has said that he is not concerned with the process as long as the outcome is satisfactory for all involved - "It's not how well you swing the golf club, but how low you score that counts."



## TONY LEVISON

Broker • Windermere Central Oregon R.E.

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### PROFESSIONAL ACCOMPLISHMENTS

Tony has excelled in both residential and commercial real estate. He was the Top Company Listing/Sales agent 6 times in the last 2 years. He serves as a Bend Director on the board of the Central Oregon Association of Realtors and is that organization's Network Chair for the Young Professionals Network (YPN). He was also named the C.O.A.R. Rookie of the Year for 2016.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

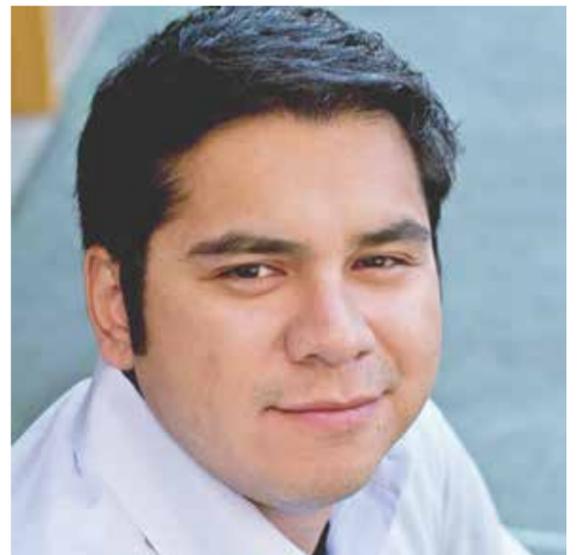
United Way Deschutes board of directors, Central Oregon Association of Realtor Bend director, Central Oregon Association of Realtor YPN Chair 2014, 2015, Latino Community Association board member, Habitat for Humanity, mentor, Rotarian since 2014, Partner in Tranquilo! Brewery.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Tony strives to be the very best liaison and facilitator in Bend to the general public, business leaders, and community with a goal of unity in tackling the tough issues in the city. His tireless efforts to bridge the concerns of all, represents his strong community leadership in Deschutes County.

### BUSINESS LEADERSHIP PHILOSOPHY

Tony believes in taking action in business leadership by establishing a foundation of continuing education as well as incorporating a strong involvement in a variety of community issues. This leadership philosophy allows Tony to connect with our community, and be on the forefront with matters in the area.



## DANIELLE LORDI

Attorney • Bryant Lovlien & Jarvis

541-382-4331 • lordi@bljlawyers.com

### PROFESSIONAL ACCOMPLISHMENTS

Danielle is a litigation attorney at Bryant, Lovlien & Jarvis, PC, a law firm in Bend providing legal representation for individuals, businesses and public sector clients throughout Central and Eastern Oregon. She has been practicing law since 2007, first as a judicial law clerk to Senior Judge David Schuman, formerly of the Oregon Court of Appeals, then as a staff attorney for Legal Aid Services of Oregon in its Central Oregon Regional Office, and now as a litigation attorney in private practice with BLJ. As part of her civil litigation practice, Danielle represents clients in business, employment, real estate and construction disputes, collection matters, foreclosures, and landlord-tenant cases. Danielle has a strong work ethic and is very involved in the legal community. She has presented to the Oregon State Bar Real Estate and Land Use section, the Deschutes County Bar Association and the Central Oregon Rental Owners Association on housing and foreclosure issues.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

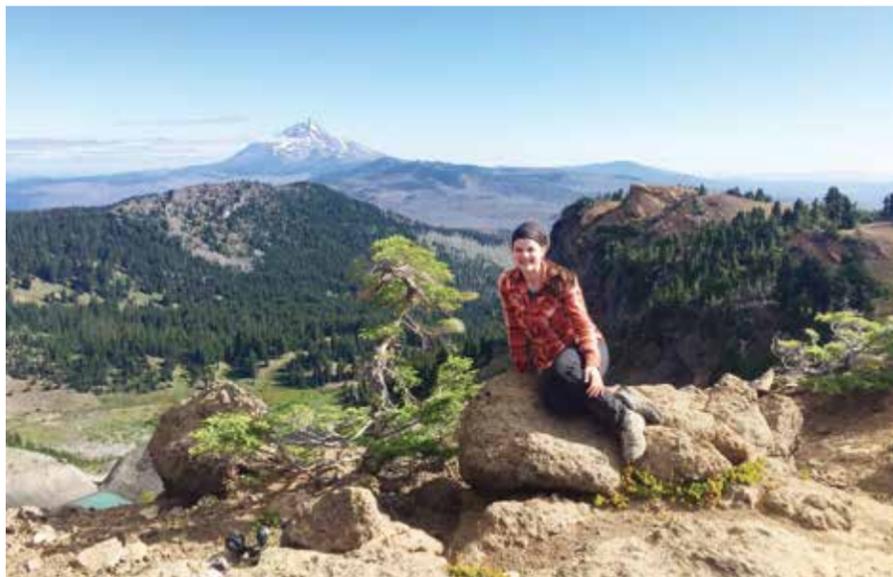
Danielle has been involved with and committed to the Central Oregon community since moving to Bend in 2010. She has served as president of the Deschutes County Bar Association (DCBA) (2013-14) and as president of Cascade Women Lawyers (CWL) (2014-15) and she is currently a member of the DCBA, CWL, Oregon Women Lawyers and the Oregon State Bar's Litigation and Labor and Employment sections. She presently serves on the board of directors for the Deschutes Land Trust (DLT), East Cascades Audubon Society (ECAS), the Humane Society of Central Oregon and the University of Oregon School of Law Alumni Association and as chair of the DLT fundraising committee, as a member of the DLT board development committee, as secretary of ECAS and on the HSCO board executive committee. Danielle previously served on the board of directors for Opportunity Knocks from 2015-16. She is a 2015 Leadership Bend graduate.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Female litigation attorneys are rare, and Danielle holds her own and is a strong and effective advocate for her clients and the many organizations that she supports. Danielle's enthusiasm for any item she works on is contagious.

### BUSINESS LEADERSHIP PHILOSOPHY

As a professional lucky enough to live and work in this beautiful place, I believe that it is my duty to cultivate and support the Central Oregon Community both through my work as an attorney and as a volunteer. Attorneys in our small, close-knit legal community need to work together to resolve client disputes in a courteous and cost-effective manner, where possible. If I can resolve a dispute amicably and quickly, I will, but when it's time to fight, I'm all in.



## KIM MIKKELSON

Community Banking Business Relationship Manager • U.S. Bank

541-389-2704 • kimberly.mikkelson@usbank.com

### PROFESSIONAL ACCOMPLISHMENTS

With U.S. Bank since July 2007. Awards Kim has received: six Star of Excellence Banker Awards from 2008-2011, 2009 Top Performer in Region, 2010 Top Performer in Market, Q2 & Q4 Top Performer Sales & Service Manager in Market, 2013 Annual Pinnacle, and 2014 Annual Pinnacle & Top Tier Manager of the Year (Top 1% of Manager's).

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Kim has completed numerous volunteer days with the Habitat for Humanity organization and Bethlehem Inn. She actively attends and supports the Oregon Outdoor Alliance organization, EDCO Pub Talks, and numerous Bend Chamber Events. She was recently accepted into Bend Chamber's 2017 Leadership Bend class.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Kim has always displayed a high degree of integrity, responsibility and ambition towards her career and the teams she has supported with US Bank. Kim has also shown she is a true leader, not just in her local branch but in her community as well.

### BUSINESS LEADERSHIP PHILOSOPHY

Kim is a dependable, self-motivated team player with sound judgment and her business outlook ensures a logical and practical approach to her endeavors.

## KERANI MITCHELL

Program Manager • Sisters Folk Festival

541-549-4979 • kerani@sistersfolkfestival.org

### PROFESSIONAL ACCOMPLISHMENTS

Kerani is program coordinator for Sisters Folk Festival, managing over 500 volunteers and works with Americana Project students. She is a facilitator for the Oregon Humanities, Conversation Project focusing on power and place, race and what makes us Oregonians. She is a board member for the Bend International School, and a mentor to high school students through ASPIRE.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Kerani's career and community involvement focuses on social justice, the benefits of a multicultural experience and arts integration as a common language for diverse populations.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Kerani has a worldly but personal approach to tackling social justice issues. When she didn't find a school with a global focus on education she helped found Bend International School. Her journey from an orphanage in India to Sisters gives her a unique perspective on Oregon's history of discrimination relative to today's social challenges.

### BUSINESS LEADERSHIP PHILOSOPHY

Kerani is a stickler for details, commitment and truth. Her life focuses on her passion for social justice and inclusiveness. Her work with volunteers, students and artists reflects high standards for herself and those around her. Lead by example, stay true to yourself and never give up encapsulate her leadership philosophy.



## SPENCER MORGAN

VP & Commercial Banking Officer — Central Oregon • Columbia Bank

541-322-4436 • smorgan@columbiabank.com

### PROFESSIONAL ACCOMPLISHMENTS

Successful financial expert with 12 years of industry experience. Spencer was a previous branch manager at Key Bank from 2009-12 and VP / Small Business Banker at Bank of America from 2012–October 2015. In 2015, Spencer moved back to Bend as VP & Commercial Banking Officer for Columbia Bank where he is a trusted financial advisor for his clients and responsible for managing and growing his commercial portfolio of loans and deposits.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Active Habitat for Humanity volunteer, SCORE volunteer / mentor, Junior Achievement volunteer teacher and Bend Parks and Rec volunteer sports coach.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Spencer is a first class team player who is always there to help support his team and offer his assistance wherever and whenever needed. He is consistently going the extra mile for his customers by taking the time to understand their business and financial needs and be a true advocate for them.

### BUSINESS LEADERSHIP PHILOSOPHY

Spencer believes in leading by example and demonstrates this with his hard work ethic and determination. He focuses on positive reinforcement and truly believes in the philosophy that the glass is always half full. By collaborating with his team members and building personal and professional relationships with them, he creates an environment dedicated to succeeding in the task at hand.

# ACCOMPLISHED UNDER 40

## LAURA MOSS

Office Manager • Ascent Architecture & Interiors

541-647-5675 • lmoss@ascentarch.com



### PROFESSIONAL ACCOMPLISHMENTS

Laura has worked in a variety of businesses, ranging from two-person operations to established firms. At Ascent, she was quickly promoted from accounting assistant to office manager. Since then, she has streamlined accounting processes, enhanced human resources and expanded community outreach, resulting in improved firm efficiency and supporting our company culture. Previously, at Agricultural Connections in Bend, she reorganized and updated retail operations, and developed an annual "Thanksgiving Box" that combined fresh, locally grown/raised foods into a box tailor-made for a delicious Thanksgiving meal.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

High Desert Food & Farm Alliance, board member — Western Communications, board member — Friends of Family Farmers' InFARMation, volunteer Bend event producer — Rogue Farm Corps, committee member — Local farm-to-school program, volunteer — Bend East Community Alliance, participant

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Laura's an exceptional professional and community member. She's smart, trustworthy, organized, focused and curious. As Ascent's office manager, she doesn't just want to understand operations and accounting—she seeks to immerse herself into what we do as architects. Since joining Ascent, she has adopted our field and firm as her own. At the same time, her commitment to local food and local farms, and the Bend community as a whole, continues to be a key player in her daily life.

### BUSINESS LEADERSHIP PHILOSOPHY

Leadership is going above and beyond what's expected of you. It's more than just listening to your team members; it's about emphasizing the value you place in their opinions. Leadership means finding innovative solutions to a variety of problems. It's caring for and participating in your business and your community.

## LUKE PICKERILL

Owner • MonteVista Homes

818-391-9541 • Lukep@mtvistahomes.com

### PROFESSIONAL ACCOMPLISHMENTS

Owner of MonteVista Homes, owner PacWest Realty Group, closed over \$100 million in real estate sales since 2012.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

COBA (Central Oregon Builders Association) board of directors member, COBA Government Affairs committee member, key player in several City of Bend Policy & Code Reversals, Portland Metro HBA member, NEO HBA member, NAHB 20 Club member, Oregon DHS Supporter (children and youth), Marque donor for Living Room Ministries International, supported organizations like the Boys and Girls club with donations through escrow at closing, COBA Tour of Homes award winner: Best Value, Best Feature, Best Interior Finish, COBA Award Winner: New Member of the Year, built and sold a 2016 Project House: Raised \$40,000 to support pro-business city council seats and fight oppressive anti-business legislature.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Luke is in perpetual motion, moving forward. He possesses a unique ability to see the things others may miss and has the courage to dig beneath the surface even when he is afraid of what might be uncovered. Luke never shies away from marking the tough call.

### BUSINESS LEADERSHIP PHILOSOPHY

Leaders must inspire! Leaders never settle for status quo and are in continual pursuit of improving their products, people and process. Leaders must clearly communicate the vision and break down the execution strategy to the simplest of forms so that every team member can understand and execute that vision.



## RACHAEL REES VAN DEN BERG

Communications • Bend Chamber • Owner • Elevate Sport Horses

541-382-3221 • rachael@bendchamber.org

### PROFESSIONAL ACCOMPLISHMENTS

Bend Chamber Communications lead and former Bend Bulletin reporter. Strong background in journalism writing topics in story form for entrepreneurs and industry leaders. Heads Bend Chamber Young Professionals council and programming. Horse industry professional. Owns Elevate Sport Horses as an expert hunter, jumper and dressage trainer. Accomplished teacher with students in multiple levels including championship winners at High Desert Classic.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

Leadership Bend 2016 graduate, former Secretary of High Desert Hunter Jumper Assoc., Young Professionals Network.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Positive attitude by choice and an uncompromising work ethic.

### BUSINESS LEADERSHIP PHILOSOPHY

Do the right thing, rise above conflict and challenges, look at every obstacle as an opportunity. Being successful takes hard work; put in the time and you'll be rewarded.



## LOUISE SHIRLEY

Donald M. Kerr Curator of Natural History • High Desert Museum

541-382-4754 ext. 375 • lshirley@highdesertmuseum.org

### PROFESSIONAL ACCOMPLISHMENTS

Curator of Natural History, Louise Shirley, holds an M.S. environmental science from Washington State University and a B.S. ecology and conservation from the University of Reading, England. She has national and international experience of ecological research and has served as an environmental educator in formal and informal settings.

### CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT

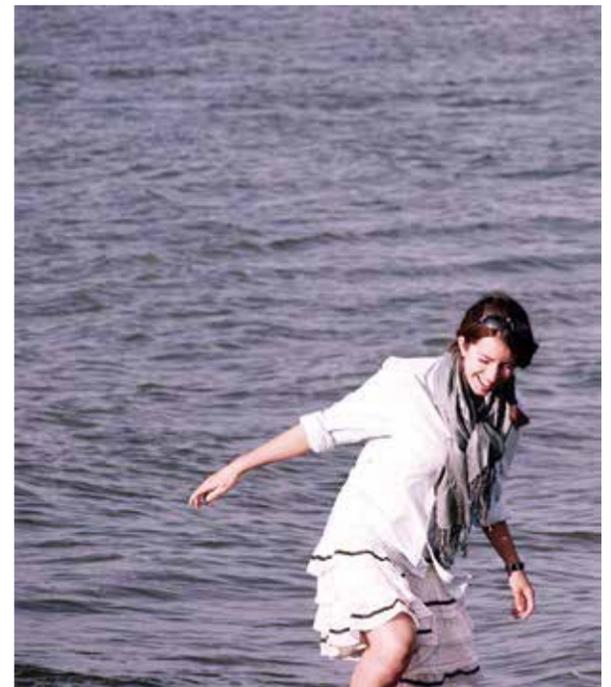
Louise is passionate about animals and the environment. She devotes time to wildlife research and field study. She also volunteers for Fences for Fido.

### SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS

Louise is highly intelligent and extremely dedicated to the mission of the Museum. She is driven in her professional pursuits and she embraces lifelong learning—consistently seeking opportunities to challenge herself to stretch and grow. Louise exemplifies the highest ethical standards and she is very community-minded.

### BUSINESS LEADERSHIP PHILOSOPHY

Louise leads by example. She is humble and soft-spoken, but highly articulate and knowledgeable. Her actions speak volumes and she carries herself with utmost professionalism. Louise works well as a team player. She is deeply respected by her peers and supervisors—all of which see immense potential in her capabilities.



## JENNIFER STEPHENS

Community Relations Director • Buehler for a United Oregon (Knute Buehler campaign)

541-301-3903 • jennifer@knutebuehler.com

Governmental Affairs Director • Insite Local Gov Affairs

jennifer@insitelocalgovaffairs.com

**PROFESSIONAL ACCOMPLISHMENTS**

As Campaign Manager, Jennifer successfully elected Representative Knute Buehler to the Oregon House in 2014. Jennifer was promoted to a unique role as Community Relations Director to remotely support the legislative office and continue momentum for a strong 2016 re-election campaign. As governmental affairs director, Jennifer works with clients on issues that affect their business at the city and county levels of local government. she has also been involved with regional ballot measures and candidate campaigns. Awarded Young Credit Union Profession of the Year, Credit Union Assn of Oregon, 2010

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Prior to moving back to her hometown of Bend: Texas Credit Union League advisory council, Lake Travis Chamber board member, Bee Cave Rotary membership, PR committee, Medford Active 20-30, charter president, Medford/Jackson County Chamber Legislative Action Team, United Way of Jackson County allocation panel.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Jennifer is tenacious, conscientious, and committed to making a difference, personally and professionally, for others and her community. She engages in existing activities or takes to the lead to start a new project when she sees there is a need.

**BUSINESS LEADERSHIP PHILOSOPHY**

Jennifer is a servant-leader. She was charter president of Medford Active 20-30 where she brought her peers together to form a service club. In her professional roles Jennifer has worked with a variety of teams. Jennifer consistently seeks opportunities to add value, build up her teammates, and achieve shared goals.



## JODEE TITTLE

Director of Ancillary & Support Services • St. Charles, Madras & Prineville

541-447-8421 • jltittle@stcharleshealthcare.org

**PROFESSIONAL ACCOMPLISHMENTS**

Interim President St. Charles Madras and St. Charles Prineville April 2016 to September 2016. Director of Ancillary and Support Services for Madras and Prineville hospitals. Manager of Human Resources for Madras and Prineville for St. Charles and for Mountain View Hospital (before it became a part of St. Charles Health System). In all, JoDee has been part of our Central Oregon health care community since 2008. She's also overseeing the \$16 million construction and renovation project at St. Charles Madras

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

President, Jefferson County Rotary Club 2016-17, Secretary, EDCO Jefferson County, Board Chair Cascades East Area Health Education Center, graduate of Culver High School, attended COCC and now has an MBA from Eastern Oregon University.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

JoDee understands the complex relationships between a health system and a community. She embodies the leadership that St. Charles requires to meet its vision of "creating America's healthiest community, together" by working internally with hundreds of caregivers and externally with the community to engage and strengthen our region.

**BUSINESS LEADERSHIP PHILOSOPHY**

JoDee is passionate about people and relationships; she works diligently to understand what motivates those around her. JoDee will never ask a member of her team to do something she isn't willing to do herself. This action demonstrates teamwork and creates an atmosphere of trust and mutual respect.



## ALY WAIBEL

Executive Director • Opportunity Knocks

alywaibel@gmail.com

**PROFESSIONAL ACCOMPLISHMENTS**

Aly is the executive director of Opportunity Knocks, and as such plays an important role in the collaborative growth of Central Oregon's business community. Aly has a PhD in language, reading and culture from the University of Arizona with an emphasis on adult education, professional development and lifelong learning. She is an educational consultant and a certified facilitator of the Stanford Compassion Cultivation Training program.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Advisory Board member of the Central Oregon STEM Hub, advisory board member of E::Space Labs, a technology incubator that provides education and guidance to high tech startups and corporations, Leadership Bend class of 2016 graduate, volunteer coordinator for Press On: Moving Lives Through Cancer 2016 community event

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

In her role at Opportunity Knocks, Aly works with Central Oregon's business community, helping entrepreneurs succeed and enhancing job opportunities. Aly is a matchmaker, matching entrepreneurs and business leaders with teams of their peers, providing connection and collaborative problem-solving opportunities to our business community. She works with over 40 volunteer facilitators, helping them successfully conduct hundreds of team meetings annually, benefiting nearly 200 businesses. She also helped start the HDESD Pitch Panel program, designed to support innovation to Central Oregon schools. Aly believes in the leverage of partnerships and has the reputation required to forge and manage both in-sector and cross-sector partnerships.

**BUSINESS LEADERSHIP PHILOSOPHY**

Aly's leadership philosophy is listen, connect and care.



## MANDY WEIDMAN

Vice President of Sales • Central Oregon Builders Association

541-389-1058 • mandyw@coba.org

**PROFESSIONAL ACCOMPLISHMENTS**

Mandy was a branch manager at the age of 25 for a top rated credit union and spent 12 years in management in the financial industry. She recently changed careers to head up the sales department at COBA and was promoted in a little over a year to vice president of sales while managing the operations and staff.

**CIVIC, INDUSTRY & COMMUNITY INVOLVEMENT**

Mandy is the leader of all of COBA's fundraising events for the Industry. She assists in raising funds to help fight for Central Oregon Housing and the Building Industry. She helps keep our mission out there and believes in the community's housing issues and being a part of the solution. She is very passionate about helping to grow awareness of Central Oregon's housing issues as well as affordable housing and supporting our Builders, Subcontractors and Suppliers.

**SPECIFIC CHARACTERISTIC THAT DISTINGUISHES THEM FROM PEERS**

Mandy is a mission oriented, positive role model and a dedicated leader in our community. She's respected, dependable, honest and willing to tackle any new challenge. Her compassion and hard work helps her be a great leader under 40 in Central Oregon.

**BUSINESS LEADERSHIP PHILOSOPHY**

She always leads by example through her hard work, loyalty, communication and believes growth comes from challenges.