



Meet in Central Oregon Poised to Elevate the Region's Meetings & Events Economy

by LEAH ETLING — CBN Feature Writer



JOANNA EISLER

Central Oregon has long been celebrated for its breathtaking landscapes, thriving outdoor culture and small-city sophistication. Now, five of the region's destination marketing organizations (DMOs) are turning that reputation into a strategic advantage with the launch of Meet in Central Oregon, a new regional brand designed to make the area a top contender in the national meetings and events market.

Announced in November, the initiative represents a collaboration among Visit Central Oregon, Visit Bend, Discover Redmond, Explore Prineville and Explore Sisters. At the helm is Executive Director JoAnna Eisler, who sees this moment as a pivotal opportunity for the region to compete more effectively in a rapidly evolving landscape. "Central Oregon has always offered inspirational backdrops and seamless service for events of all sizes," Eisler said in the brand's initial announcement. "Rebranding to Meet in Central Oregon shows our region's dedication to creating memorable meetings and fostering connections year-round, with a clear invitation to event professionals: bring your groups to a place where they'll thrive."

That invitation is backed by a clear business objective: drive more year-round meeting and group business that supports stable staffing, reliable forecasting and sustainable economic growth across Central Oregon's tourism-reliant communities.

A Unifying Strategy

The creation of Meet in Central Oregon was driven by a collective realization that the region's five DMOs could accomplish more as a unified force than as individual entities.

"The catalyst was a shared recognition that our region is stronger when we pool our efforts," Eisler explained in a recent interview. "Competing destinations are

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Aviation 2025

The Greater Industry Within Central Oregon

by NOAH NELSON — CBN Feature Writer

The aviation industry in Central Oregon is still going strong and isn't showing any clear signs of stopping. The general growth has been spurred by a number of factors, including the overall population growth of the region, the growing popularity of Central Oregon as a tourist destination, the increased operational capacity of airports like RDM that connect to more regions than ever, and the success and growth of other local industries, such as the local manufacturing industry, which helps keep certain key players as successful as they are.

In the last year, who were those key players who helped take the aviation industry to new heights? According to EDCO, "The aviation industry is still anchored by long-established companies," said Ellen Wayte, EDCO's director of marketing and communications. "Epic Aircraft is a main driver of



PHOTO | BY PIXABAY

growth, and they have reached a significant milestone with the delivery of their 100th certified aircraft. Electronics International has been performing well in

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Aviation Spotlight — Pages 11-20

Bend Municipal Airport's New Control Tower is 'All About Safety'

by ANDREA HINE — CBN Feature Writer



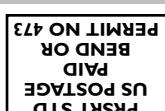
THE NEW FIRST-CLASS, STATE-OF-THE-ART CONTROL TOWER WILL RANK AS BEND'S TALLEST BUILDING | RENDERING COURTESY OF BEND MUNICIPAL AIRPORT

Despite being Oregon's third busiest airport in terms of aircraft takeoffs and landings — with 140k annually, or 380 a day — Bend Municipal is the only public airport among the top five that doesn't have an air traffic control tower (ATCT). As a result, the facility still operates in an "uncontrolled airport airspace" that requires pilots to communicate directly with each other to

coordinate who's next to arrive and depart, which fosters "an extremely difficult operating environment," according to air traffic specialists.

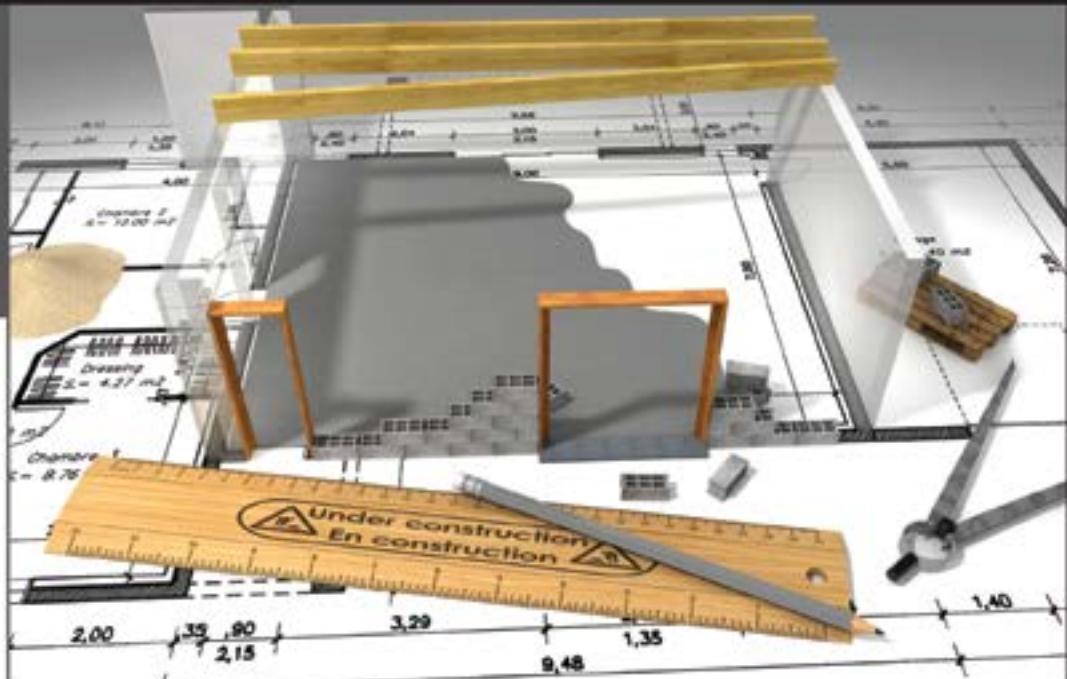
Fortunately, a "first-class, state-of-the-art facility," standing at 115 feet and ranking as Bend's tallest structure, is now in the final stages of construction, said Tracy Williams, the airport's general manager.

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Architects Highlight

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Jenn Limoges, CCIM, of NAI Cascade, represented the Buyer in the acquisition of 304 SE Third St, a leased office investment. This property closed at \$1,580,000.

Walt Ramage, of NAI Cascade, represented Nosler Investments, Inc in the disposition of 1.45 AC located at 85 SW Columbia in Bend.

Jenn Limoges, CCIM, of NAI Cascade, represented the Buyer of a 4,328 SF, multi-tenant retail investment at 706 NE Greenwood. This property closed at \$2,125,000.

Walt Ramage & Chuck Brazer, of NAI Cascade, represented the Buyer and Seller in the disposition of a fourplex located at 1980 NE Zachary Ct in Bend. This property closed at \$1,250,000.

Jenn Limoges, CCIM, of NAI Cascade, represented the Seller in the disposition of 257 S Pine St in Sisters. This 5,700 SF, multi-tenant office building closed at \$1,450,000.

Jenn Limoges, CCIM, of NAI Cascade, represented the Landlord in leasing 1,489 SF of retail space at 64670 NW Strickler Ave, Suite 104, known as Tumalo Junction. This retail center is 100% leased and professionally managed by NAI Cascade.

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Bethlehem Inn's Grace & Goods Thrift Boutique Grand Opening

An exciting addition is coming to the Central Oregon community. Bethlehem Inn, a nonprofit homeless shelter, is opening a thrift boutique in Redmond at 214 NW Sixth St. The thrift boutique is named Grace & Goods and will offer curated women's clothing, accessories, and more. All sales and proceeds at Grace & Goods directly benefit people seeking shelter services. Bethlehem Inn serves nearly 200 people every night and provides more than 100,000

meals every year. Through shelter, case management, and more Bethlehem Inn has been transforming lives for over 26 years in Central Oregon.

We invite the community to join us at our grand opening of Grace & Goods thrift boutique on Wednesday, December 10 at 12pm. Join us for good company, amazing coffee from Travelin

Continued on Page 30 ►

Next Level Dining Announces The Hudson

Next Level Dining, LLC, today announced The Hudson, a live-fire chophouse and social club opening this winter at 900 NW Wall Street in downtown Bend.

At The Hudson, wood and charcoal shape the menu — steaks and chops, seafood, and seasonal vegetables prepared over live-fire, alongside an abundant raw bar. The space encourages guests to settle in, order generously, and enjoy food meant to be shared.

The Hudson is led by partners Dale Fuller, Rob Kelleher, and Chef George Morris. Fuller is a seasoned technology executive (Apple, McAfee) with long-standing ties to Bend. Kelleher is a Bend-based contractor and business owner with deep roots in the region's construction and hospitality sectors. Morris is a classically trained chef and

Continued on Page 30 ►

Juniper Management Funding Available for Deschutes County Landowners

The Deschutes Soil and Water Conservation District (DSWCD) is now accepting applications for funding to support juniper management on private lands in Deschutes County. DSWCD was awarded \$585,000 by the Oregon Legislature to help address excessive juniper and improve watershed health.

Funds are available for projects with treatment areas of at least 100 acres in size. Projects will be prioritized based on their benefits to water resources and

overall ecological health.

Western juniper populations have expanded far beyond conditions present prior to European settlement and are aggressively spreading across many of the drier landscapes in the Northwest. Juniper's extensive root system competes with native bunchgrasses, shrubs, and wildflowers

Continued on Page 30 ►



What's your AWESOME?

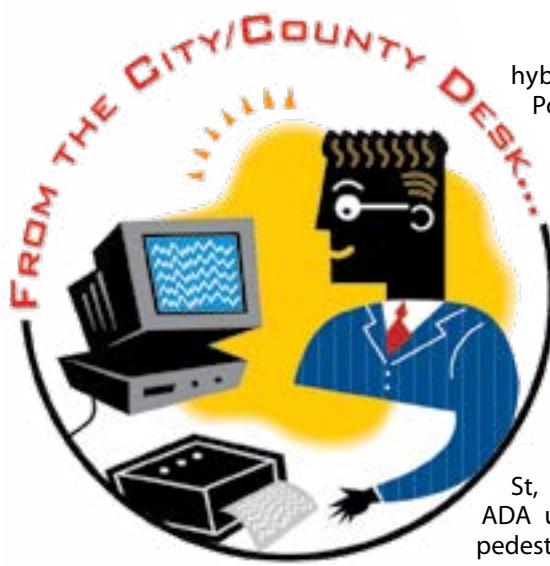
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◆ Deschutes County recently released reports that show the transient lodging tax collection results for FY 2025-26, updated through the month of October 2025.

Please keep in mind that these funds are recorded on a cash basis; therefore, this information reflects the results of payments for activity through September 2025.

through September 2023.
To access the full report go to
CascadeBusNews.com and search
Transient Room Tax Collections.

- ◆ The Bend Metropolitan Planning Organization (BMPO) Policy Board will consider approval of one amendment to the 2024-2027 MTIP at their regularly scheduled meeting on December 19, 2025, at 12pm. The proposed amendment includes changes to two projects. Public comments can be submitted via email for the next three weeks to kkennedy@bendoregon.gov, or during Public Comment at the

hybrid (in-person/online) BMPO Policy Board meeting. In-person meeting information, including a Zoom link to attend online, will be posted to the BMPO Policy Board webpage one week prior to the meeting date.

NEW PROJECT TOTAL:

\$400,000

FROM THE LEGISLATIVE DESK...



SALEM

- ◆ The 2024-25 edition of the Oregon Statewide Report Card is now available on the Oregon Department of Education (ODE) website. This annual look at Oregon's kindergarten through grade 12 education system compiles key data on students, teachers and schools in one place for ease of access and transparency.

"This annual report is a vital tool that helps us understand how our students and schools are doing—where we are making progress, where we can do better, and how we can continue refining the ways we serve communities across our state," ODE Director Dr. Charlene Williams said. "We are building a system where continuous improvement is part of our culture, and where every public resource is invested in ways that research and experience show make the greatest difference for students. That's the promise of accountability. That's the work ahead. And together, we're going to deliver."

Oregon Statewide Report Card

The Oregon Statewide Report Card includes important education outcome data, most of which has already been released in the last year:

- There are 379 unique languages spoken by Oregon students.
- There were 3,713 Oregon State Seals of Biliteracy (OSSB) awarded to students for the 2024-25 school year, an increase of 465 from the previous year. This is the fourth year in a row that the count of awarded OSSBs has increased.
- The number of women serving as school district superintendents increased 3.2 percentage points to 39.6%.
- Oregon classrooms continue to become more diverse:
 - Students of color now make up 42.5% of the state's K-12 student body, an increase of 0.9 percentage points from the previous year.
 - Teachers of color represent 14.1% of classroom educators, an increase of 0.4 percentage points.
- The percentage of ninth graders on-track to graduate increased in 2024-25 compared to 2023-24. The total statewide rate increased by 1.8 percentage points to 86.6% and is the highest rate ever reported.
- with disabilities and students experiencing poverty.
- 80% of students in 4th grade report that they sometimes or often work in groups to talk about a math problem. Having more opportunities for math discussion is correlated with greater math self-efficacy and achievement.
- 59% of students in grade 6-11 report that they regularly participate in extracurriculars at school. Participation in extracurricular activities is correlated with higher attendance rates and an increased sense of belonging.
- 79% of students in grade 7-11 agreed that they have opportunities to take courses that will help them achieve their future goals.

This year's report also includes new domain scores, which aggregate responses to make the data more interpretable and allow ODE to disaggregate the results by student group. ODE is excited about the potential for this additional reporting to further support districts in their

This year's report also includes new domain scores, which aggregate responses to make the data more interpretable and allow ODE to disaggregate the results by student group. ODE is excited about the potential for this additional reporting to further support districts in their equity work.



Key Factors to Benefit Planning

by MATT HENDERSON — Marsh McLennan Agency

The bottom line is always important, but when it comes to benefits planning, decision-makers at the C-Suite level need more than just cost-effective options. The problem is many benefits providers don't fully understand the unique concerns of executives. It's important to assess the needs of everyone involved in benefits planning, from the employees a company hopes to support and retain to the HR managers weighing many variables and the captains of the corporate ship trying to make all the pieces fit together.



When working with organizational leaders, discuss a few key points of interest:

Understand Key Business Threats

Organizational leaders have different concerns than HR managers. Many of their top pain points include profits and profitability. When faced with the rising prices of health care, leaders can see the overall costs to provide comprehensive benefits plans have eroded profits across the board.

As costs have gone up over the years, the strategy for most employers has been to devalue their benefit plan by way of higher out-of-pocket costs. The employer pays for less and less of the total costs of a benefits plan. But that path of passing the costs to the employee isn't sustainable.

Instead, look at multiple tools that address business threats and cost increases.

Why keep doing the same thing year after year expecting different results? At Marsh McLennan Agency (MMA), our unique tools and strategies can stop this profit erosion in its tracks.

Use Custom Plans to Promote Employee Retention

Another key concern of the C-Suite is increasing their market share and retaining those employees that the organization has worked hard to recruit and train.

Times of adversity also mean times of opportunity for those with the right

frame of mind. Those employers who pay attention to more than just wages have more productive and more loyal long-term employees.

Instead of working to provide benefits plans that meet the bare minimum of requirements, tailor clients' full compensation packages to best fit their distinct markets and corporate concerns. Potential new hires and existing employees who are comparing employers' benefits packages can see the real value of, for example, a medical benefit paid at 100% by their employer. They may be willing to work for a lower salary when they account for all the money saved by a benefits package that speaks to their needs.

Newer types of benefits plans also provide more options for the disparate multi-generational workforce who have very different benefits needs. Younger workers are concerned with student loan repayments while employees closer to retirement want their employer to take care of their 401K with a generous match.

Consider Concerns Over Business Valuation

Knowing their company's worth is a constant concern for the C-Suite, and at the end of the day they're working to increase shareholder value. The ultimate valuation of shares in the company is determined by the business' profitability.

It's a multiplier effect, both positively and negatively, if you're taking a big hit in your benefits plan. Through the right cost containment strategies, businesses can impact their profitability in a way that aligns with the interests of shareholders and the C-Suite. Investing in tools that address your bottom line today can contribute to enhancing the overall value of your business over time.

Matt Henderson joined Marsh McLennan Agency in 2013 as an employee health and benefits sales executive specializing in innovative employee benefit solutions with a focus on alternative risk financing and risk management. He has a proven track record of helping clients significantly reduce benefit program costs while maintaining comprehensive coverage. Matt continues to lead the development and market introduction of cutting-edge benefit programs, leveraging his expertise to deliver impactful solutions.

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Meet in Central Oregon

Continued from page 1

already investing heavily in the meetings and events space, and to remain competitive we need to be present in a more intentional, unified way. With new leadership across the four local destination marketing organizations and at Visit Central Oregon, this was the ideal moment to align around a common strategy and present Central Oregon as one cohesive, meetings-ready destination."

This new unified identity positions Central Oregon as a single, easily understood destination for planners, one with a wide spectrum of venues, lodging options, city environments and natural experiences. Where individual DMOs operated with limited reach, the new brand enables coordinated outbound sales, shared marketing resources and a stronger national presence.

"Meet in Central Oregon gives us the scale and focus to show up more consistently in national markets," Eisler said. "By combining resources, we can pursue targeted outbound sales, attend the right industry events, and build deeper relationships with planners. Individually, each DMO could only go so far but together, we can present a unified story and compete more effectively for meeting business."

Addressing Seasonality with Strategic Group Business

Tourism in Central Oregon has long seen predictable peaks and valleys, with high leisure travel in summer and holiday periods and quieter stretches in between. For local hotels, venues, restaurants and service providers, seasonality can strain staffing, profitability and planning.

Meet in Central Oregon aims to smooth these cycles through targeted strategies designed to bring meeting groups to the region during traditionally slower times.

"Our group incentives are specifically structured to encourage bookings in non-peak months, helping distribute demand more evenly throughout the year," Eisler said. "Beyond incentives, our sales strategy focuses on corporate and association planners whose calendars naturally align with shoulder seasons, supporting more predictable staffing and revenue for our lodging and hospitality partners."

This emphasis on corporate and association travel, historically more predictable than leisure travel, represents a major opportunity. These groups tend to plan well in advance, prioritize midweek travel, and often bring significant economic impact.

Professional Support for Planners



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While leisure travelers may choose Central Oregon for its outdoor beauty and vibrant culture, meeting planners have different priorities. They want reliability, ease of coordination and professional support.

"Our leisure identity is a strength, but the Meet in Central Oregon brand speaks directly to planners with a clear, literal invitation," Eisler said. "Our messaging emphasizes partnership, professional support and the ability to deliver seamless events, all while leveraging the landscapes and culture that already define us. We're showing planners that Central Oregon isn't just beautiful; it's fully equipped to help them succeed."

The initiative includes tailored services for planners, group incentives and familiarization tours (fam tours) aimed at showcasing the region's venues, activities and logistical strengths.

One of Central Oregon's biggest assets is the diversity of its communities. Bend offers vibrant urban energy and premier venues; Redmond provides convenience with direct air access; Sunriver delivers resort-style amenities; Prineville and Sisters offer authentic small-town charm rooted in Oregon high desert heritage.

Eisler believes this diversity strengthens the region's appeal rather than complicates it.

"The diversity of our communities is part of what makes Central Oregon so authentic," she said. "Today's meetings often include built-in free time for attendees to explore, and our region shines in that environment. Whether someone wants outdoor adventure, culinary experiences, or small-town charm, we can help planners tailor their agenda so attendees feel genuinely connected to the destination while still presenting Central Oregon as one coordinated, easy-to-navigate region."

The brand's approach focuses on coordinated messaging rather than homogenizing what makes each community unique.

Opportunities on the Horizon

Eisler sees corporate meetings as the strongest growth area over the next three to five years, especially from cities with direct flights into Redmond Municipal Airport.

"Our strongest growth opportunities are in the corporate meeting sector, especially from key flight markets with direct access to Redmond," she noted. "We also see continued potential with associations and small to mid-sized conferences that value destinations with strong experiential elements."

These segments align with Central Oregon's existing venues and its reputation for outdoor adventure, wellness and culture. These qualities are increasingly important to meeting planners seeking memorable attendee experiences.

While the initiative is new, its leaders have already defined clear performance indicators.

"In the first year, success will be defined by increasing visibility outside the Pacific Northwest and building a strong outbound sales presence," Eisler said. "Over time, our benchmarks include developing a sustained sales pipeline, generating qualified RFPs, and ultimately converting those opportunities into confirmed bookings that support year-round economic vitality."

Those metrics reflect a long-term commitment to building Central Oregon's identity as a dependable, meetings-ready destination.

If Eisler could communicate one idea to planners considering Central Oregon, it would be about the experience, not just logistics.

"Attendees will feel a genuine sense of place here shaped by our landscapes, our communities and the authenticity Central Oregon is known for," she said. "It's the kind of destination that not only draws people in, but encourages them to stay engaged, present and connected throughout their event experience."

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Redmond's \$757 Million Project Pipeline Revealed

EDCO Talk Also Hears of Role AI Can Play in Business & New Pitches

by SIMON MATHER — CBN Feature Writer

Economic Development for Central Oregon (EDCO's) most recent Pub Talk heard of Redmond's "phenomenal" growth, including a staggering \$757 million project pipeline, and new ways Artificial Intelligence (AI) systems can be leveraged to boost business efficiency.

Pub Talk is a series of networking and speaker events hosted by EDCO for entrepreneurs, investors, and community members, featuring keynote speakers, startup pitches and discussions on industry trends, staged monthly in various locations throughout Central Oregon.

November's well-attended event, held at Worthy Brewing, featured a keynote address by Justin J. Johnson, founder and CEO of Motivate, and Michael Ulin, CEO of Tenkin AI, billed as: "Building a Lean, AI-Powered Business: How to Go Further and Faster with Less." Two local startups also presented their business pitches.

But first up was Redmond Economic Development Inc. (REDI) Director for EDCO Steve Curley, who gave some astonishing data illustrating the city's explosive growth.

He said, "The total number of projects in our pipeline right now is huge, and covers 19 companies representing over 2,900 jobs and more than \$757 million in capital investment.

"Not all of the projects are finished, and can take years to conclude, but I can name four that are coming out of the ground right now, including Poltex that makes custom organizational products for the healthcare industry and is building its first manufacturing facility.

"Basalite Concrete Products is currently building a showroom in phase 1 of its project, while a manufacturing facility will be constructed in phase 2.

"Nosler, well-known as a long-time munitions and rifle manufacturer, is well underway with an 80,000 square foot facility as part of its relocation. And the one everybody is excited about — so you can get your toothbrush overnight! — is Amazon, which is moving extremely quickly in its first phase and hopes to have a 'Last Mile' delivery facility completed by Spring, representing another 80,000 sq. ft. of construction.

"These projects, underway right now, themselves represent 466 jobs and over \$91.6 million in capital investment.

"If you look at what has already happened in Redmond this year, we have had six companies complete their projects — they are in them and using them — including Equipment Share, BaseX expansion, Bend Teardrop (manufacturer of 'teardrop' trailers), K&D Excavating, the Hayden Homes new headquarters and support center, and a smaller company that moved here from Colorado.

"Those 'done deals' alone represent 121 jobs and over \$33 million in



EMCEE SHANAN KELLEY | PHOTOS BY SIMON MATHER

capital investment."

On the newer horizon, Curley added a tractor supplier was moving in, a new McDonald's had opened up, with fellow fast-food chain operator, Wendy's, to follow. Two hotels, including a Holiday Inn Express, were in the works, together with a new Heart of Oregon Corporation HQ.

New public and non-profit projects included the library, continued airport expansion, wetlands initiative, and the police public safety facility.

Regarding workforce education, Curley said Redmond High School was investing \$10 million in its upcoming Career & Technical Education (CTE) program expansion, offering a variety of career-focused training programs, such as manufacturing, computer science and welding.

These provide hands-on experience and prepare students for industry-recognized certifications and post-secondary education.

The program also maintains connections with local industry professionals who contribute to curriculum development and provide in-class support.

Meanwhile, COCC is investing \$8 million in its manufacturing program, which includes a building expansion and equipping the curriculum to further bolster support for the workforce.

Curley concluded, "So, you can see that we have just phenomenal growth happening in Redmond, and it is fun to be a part of it!"

In their keynote address, Johnson and Ulin shared practical insights on using AI to streamline business operations, accelerate growth and maximize impact, without overextending resources.

Both have built and sold multiple companies and expanded on how AI has changed the playbook for building a company from the ground up.

Johnson said, "As a new company looking at product fit and scaling, AI is an absolute game changer.

"When I founded Motivate a year ago we started by looking at functions such as marketing, sales, support and development and asked what parts of those roles could AI accomplish, and where do people fit in between those roles?

"Firstly, tactical manual processes have AI written all over it; those head-down functions, whether its data entry, writing a press release, producing marketing copy for a website and so forth. But you have to attack every aspect of the business, especially when starting out.

"Five years ago I sold a company that employed upwards of 40 people at the time and took a solid five years to really get traction. Now, we are in basically the same market with Motivate, and in four months, with the help of AI, we are at the same revenue base and market momentum with just four people."



KEYNOTE—BUILDING A LEAN, AI-POWERED BUSINESS HOW TO GO FURTHER AND FASTER WITH LESS

Continued on Page 8 ►

Thinking of Selling Your Business? Don't Leave Money on the Table.

Considering a sale raises many challenging questions:

How much is it worth?

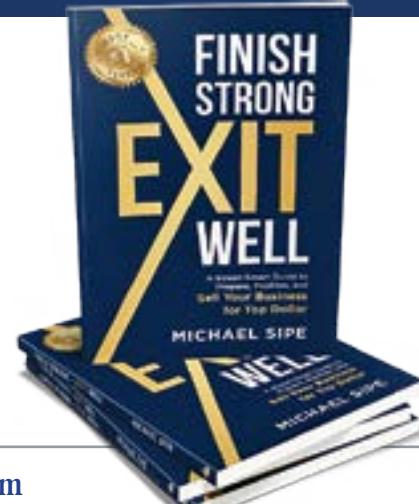
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PubTalk

Continued from page 7

Ulin echoed Johnson's comments on AI's ability to increase efficiency, adding, "Automating existing processes is going to be a lot faster and cheaper as next generation companies take the opportunity to look at how the organization works from an AI native perspective."

"The real winners will be the ones that take the opportunity to rethink how they do business and design with the future in mind, not just, say, to supercharge how things work today."

"If you want to start implementing AI today, you need to think about what the strategic goals are for your organization, whether it's trying to cut costs or expand sales etc.? Look at what you'd like to achieve and then align your initiative against those goals."

"Look at tools to automate functions where appropriate and consider what you are trying to accomplish and how that can be made better. But if you are really trying to future proof your organization, that involves a cultural shift and change in management approach, giving employees and leaders the space to experiment and encourage trials and failure."

"Organizations that do best in adapting to shifts have that culture of experimentation built in. It's not about replacing jobs or people, it can give more life to the job."

Johnson said, "Companies can emerge better, faster and smarter, and automating certain processes can allow employees to spend more time with customers."

"For existing companies, you could start out with meeting of department heads over how to use the available tools to automate processes and work that people don't necessarily want to do, so they can spend more time with customers and in areas such as sales, and building better relationships with the community. It is an opportunity to elevate and make a difference versus being chained to that computer."

Ulin added, "It's about creating a culture where it's ok to try new things and to encourage people to think bigger, not to take the same things and do them with fewer people. Rather, it's taking 100 people and seeing if they can accomplish that which used to take 10,000 people."

"If I was a college grad today, I would learn how to develop skills in AI as there is currently a shortage of talent in that area."

"Now that companies can be so much more effective, with AI enabling organizations to punch above their weight, why not go bigger?"

Startup pitches at the Pub Talk forum included Sisters-based Possum Fox Backyard Goods. Founded by husband and wife duo Isaac and Rose Hetherington — and named after their two boys' favorite animals — it produces a skin care line using all natural ingredients like grass-fed tallow.

As their website states, "Inspired by ancestral traditions and our desire for healthy living, we provide natural skin care products that restore, rejuvenate and protect."

Isaac Hetherington said, "We started out three years ago with a mission to get toxins out of the house."



REDI DIRECTOR STEVE CURLEY | PHOTOS BY SIMON MATHER

Rose added, "The average American is in touch with upwards of 168 dangerous chemicals and toxins every day — in fact, some of our favorite household items are making us sick."

"But we can control what we put on our skin and there is a demand for more options for luxurious skin care products that are completely all-natural and free of chemicals such as carcinogens."

Isaac Hetherington said there was a growing trend toward green focused products, and tallow had been used for skin care dating all the way back to ancient Egypt.



POSSUM FOX, ROSE AND ISAAC ETHERINGTON, FOUNDERS

As a highly purified rendered beef with a structure almost identical to oils secreted in our own bodies, he said it helps skin revert to its natural state, enabling healing and moisturizing "at a cellular level."

Rose Hetherington said, "We want to lead the charge to get toxins out of skin care and be a bridge between luxurious skin care and the all-natural green market. We also want to educate our audience on why it is important to start paying attention now and to use natural skin care for longevity."

"It is our goal to build a brand here in Central Oregon and amplify all the values that we share here including health and community."

The global skin care market is projected to grow to \$435 billion by 2035, with a small subset of that increasingly embracing the green, clean, natural movement.

Rose Hetherington said Possum Fox started out in local farmers' markets and retail outlets such as Locavore, working with small sustainable Central Oregon ranches like Pole Creek Ranch, but is growing faster than expected.

Isaac concluded by saying the company was seeking partnerships and collaborations and potential investment to expand production and upscale packaging.

The second pitch came via Uriel Fox, whose NEO'PROS company makes swim and athletic wear, designed for comfort and style, for breast cancer survivors.

She said, "Our garments are made of high-quality, quick-drying fabric that is comfortable both in and out of the water."

"They are designed to move with you, not against you, and to allow customers to feel confident and empowered in our swimwear and workout tops."

Fox is herself a breast cancer survivor who received treatment 18 years ago.

She said that ten years ago she made a promise to her daughter to develop her idea.

Fox said, "Breast cancer is multi-faceted, and I wanted to create something comfortable and secure that would promote confidence, with a new unique design structure. There are some 100,000 mastectomies per year, and the market is expected to increase 12% in the 25-30-year-old age group."

"Exercise is also strongly encouraged by the medical community, and I am hoping to raise funds to help produce more items to fulfill an underserved market."

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The Human Edge in an AI World

Why Leadership Must Evolve Faster Than Technology

by MOE CARRICK

Everywhere I go, from growing startups to long-established firms, leaders are asking the same question: "What skills matter now that we're all integrating AI into our work?"

We're in a moment where AI is transforming the mechanics of business at a breathtaking pace. It's helping leaders think faster, plan better, produce more, and automate tasks that used to take hours or days. I use it myself: AI drafts my outlines, organizes my thoughts, pulls insights from research, and helps me run my business more efficiently.

But here's the truth every leader eventually discovers: AI can make work easier. It does not make humans easier. In fact, the more organizations accelerate their use of AI, the more pronounced the *human gaps* become.

The Problems AI Can't Touch

Across the companies I support — from small family businesses navigating generational transition to nonprofits stretched thin to scaling companies experiencing growing pains — the same patterns show up:

- Miscommunication between smart, capable people
- Erosion of trust and psychological safety
- Rising tension, burnout, and emotional fatigue
- Teams that look aligned structurally but struggle to collaborate behaviorally
- Leaders with less time than ever to think, regulate, or connect

These are not AI problems. These are *human* problems — and they are becoming more visible, not less. AI accelerates our tasks. But it also accelerates our interpersonal cracks.

If a team avoids difficult conversations, AI won't fix that. If leaders struggle to give and receive feedback, technology won't give them courage. If trust is frayed (between departments, in executive teams, or across a growing workforce), no machine learning model will restore it.

Human dynamics are the limiting factor in performance right now. And they're also the one domain organizations spend the least time strengthening.

Your Only Defensible Advantage is Human Skill

This may sound counterintuitive in a moment obsessed with automation, but my 1.5 million workplace data points reveal something clear and consistent:

The highest-performing teams outperform not because of tools, but because of trust. They repair quickly when things go sideways. They communicate without triangulation. They make decisions cleanly. They surface tension early. They tell the truth. They hold each other accountable with generosity and clarity. These are deeply human skills — and they are also deeply scarce.

Most leaders never learned how to:

- Navigate conflict without escalation or avoidance
- Regulate themselves under pressure
- Create alignment when people disagree
- Hold hard conversations cleanly and compassionately
- Build trust intentionally, not accidentally

And yet these skills now matter *more* precisely because AI can't replicate them. Your competitor can copy your technology. They can copy your pricing. They can even copy your strategy. But they can't copy the way your people work together. Human capability is the edge.



Leaders Need Space to Practice, & Right Now They Don't Have It

This is the quiet crisis I see hitting organizations across our region: leaders are flooded with information, pressure, and complexity — but starved for space.

They're expected to be more available, more responsive, more decisive, and more efficient than ever, while also managing the emotional and relational complexities AI makes more visible.

Most leaders don't need more content. They need more capacity. More room to think. More time to reflect. More practice in the skills that move the needle. And more support in navigating what I call *the human edge* — the territory where emotional intelligence, courage, clarity, repair, and connection live.

The Future of Work Isn't AI vs. Humans. It's AI + Humans.

The organizations that will thrive in this new era are the ones that recognize AI as accelerant, not replacement. AI will make your systems smarter. Your humans must make your business wiser. But wisdom requires leaders who know how to:

- Slow down enough to see the real problem
- Regulate themselves when the stakes are high
- Build trust deliberately
- Communicate with clarity
- Navigate conflict with courage
- Create alignment across differences

These are the skills that hold teams through uncertainty. These are the skills that sustain performance. These are the skills no technology will ever replace.

A Final Thought

AI isn't the enemy. But it will amplify whatever already exists — clarity or chaos, trust or mistrust, alignment or fragmentation.

The question every Central Oregon leader should be asking is not, "How do we use AI?" — it's, "How do we strengthen the humans who use it?" — because in a world where everything else is accelerating, leadership is, and always will be, human work.

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Hayden Homes Nationally Ranked 11th Best Workplace for Women & 13th Best Workplace for Parents

by KATY WOODERSON, Vice President of Marketing — Hayden Homes



PHOTO | COURTESY OF HAYDEN HOMES

Fortune Media recently announced the prestigious honors that Hayden Homes has been ranked 11th Best Workplace for Women in the nation and 13th Best Workplace for Parents in the nation.

Great Place to Work, which is the global authority on workplace culture, chooses its honorees based on the survey data and a company's ability to offer positive outcomes for employees regardless of job role, race, gender, sexual orientation, work status, or other demographic identifier. Rankings are highly competitive.

To determine the Best Workplaces for Women, Great Place to Work surveyed 54,000 employees across the country. According to the survey, 100% of women and minorities reported Hayden Homes is a great organization to work for, reflecting the organization's commitment to fostering a strong company culture that values inclusion and offers diverse opportunities for career advancement.

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At present, 151 women work at Hayden Homes, making up 41% of the company's workforce, highly notable as women represent only 11.2% of the construction industry, according to 2024 U.S. Bureau of Labor statistics. Even more telling of the valued role of women in the workplace, Hayden Homes female team members comprise 40% of Hayden Homes' executive leadership team and 35% of all managers across the organization — well above industry norms.

"Women join Hayden Homes at all stages of their career because there's more than one path to a career in construction," said Patti Murphy, Hayden Homes vice president of employee experience. "Our team members stay with us because they don't just enjoy their work, they enjoy the people they work with and the work we do for our community."

To determine the Best Workplaces for Parents List, Great Place to Work surveyed 606,000 employees across the country. At Hayden Homes about 60 percent of team members who took the Great Place to Work survey said they are caretakers of children. The company's generous benefit package, family-focused culture and flexible work environment are several of the reasons for the company's high marks, as well as inclusive events such Take Your Kid To Work Day, family picnics and community events.

In addition, the company offers up to 16 hours of paid volunteer time off each year — which can be used for coaching and volunteering in schools — supporting team members to stay involved in their children's communities. Other popular benefits at Hayden Homes include a home purchase discount program and 401k match of up to \$10,000 per year.

The news of these two new Best Workplaces for Women and Best Workplaces for Parents rankings come on the heels of two other high rankings the company recently received from *Fortune Media*. In September, the company was awarded 3rd on the Best *Fortune* Workplaces in Construction List and 21st on the 2025 *Fortune* Best Medium Workplaces List. Those rankings were also based on feedback provided directly from Hayden Homes team members.

"We are grateful to receive these recognitions for what they symbolize about our culture and community," said Murphy. "We exist to Give As You Go so that together we build a strong community and live fulfilled lives — that extends to how we treat our team members, including providing a high-quality working environment every day they come to work."

To learn more about Hayden Homes rankings with Great Place to Work and *Fortune Magazine* visit Hayden Homes' profile on the Great Place to Work website.

About Hayden Homes:

Established in Redmond in 1989, Hayden Homes has provided over 27,000 new homes to price-conscious, value-driven homebuyers in underserved, secondary markets throughout Washington, Oregon, Idaho, and Montana. Hayden Homes continues to be the largest privately-owned new home builder in the Pacific Northwest. Hayden Homes exists to Give As You Go, so together we build a strong community, and lead fulfilled lives. Hayden Homes has contributed \$7.1 billion to local economies and has created more than 99,000 jobs since the company's inception. Hayden Homes supports philanthropic efforts in the communities in which they build and have contributed more than \$80 million in charitable donations with the flagship of their giving through the 501(c)(3) nonprofit, First Story. To date, First Story has provided over 120 families throughout the Pacific Northwest with an affordable home and a first step toward financial freedom. The Hayden Homes brand family of companies includes Simplicity by Hayden Homes, Wise Size Homes and Hayden Homes, all providing an unparalleled selection of opportunities for those looking to purchase a new home.

hayden-homes.com

RDM Terminal Expansion

Central Oregon Transportation Hub Gets Upgrade

by NOAH NELSON — CBN Feature Writer

The Redmond Municipal Airport (RDM) has long been a vital part of air travel, connecting Central Oregon to the rest of the country and beyond. As the region continues to grow in both population and popularity as a tourist destination, more people than ever are going through RDM on their way to adventure, family time, business and more. Over the past decade, RDM has seen passenger growth more than double, putting significant strain on existing infrastructure.

Notably, the previous terminal upgrade was in 2008, and that upgrade was meant for smaller aircraft and passenger quantities than what RDM is seeing now, and is projected to see in the near future as growth trends continue upward. Even events like the COVID Pandemic spurred the need for new and greater infrastructure even further, as travelers and remote workers flocked to the region.

To address the increased need, RDM is expanding its terminal with a comprehensive upgrade, with plans to fully open in 2028. According to RDM: "This transformative project will add more than 80,000 square feet of new space, including seven new jet bridges, expanded waiting areas, over 6,000 square feet of new concessions, and more than double the terminal passenger seating. Travelers will also benefit from enhanced accessibility, a state-of-the-art companion care restroom, new restrooms, service animal relief area and an advanced public address system for improved communication."

The upgrades are based around a few key needs, such as increasing overall capacity for more travelers, taking measures to maintain safety and clear communication among larger groups, and increasing accessibility for everyone. People living with disabilities will find useful accommodations that make the stressful task of traveling and using public infrastructure much smoother, while all passengers will enjoy the benefit of using the new jet bridges, an upgrade from the previous system of walking out on the tarmac and boarding the plane with mobile ramps. This not only increases accessibility and elevates the passenger experience, it also allows for a larger, more expanded fleet of planes.

From RDM: "The City of Redmond went out for a Request for Proposal (RFP) for both the Architectural and Engineering Services, awarded to RS&H in April 2022, and Construction Manager/General Contractor (CM/GC), awarded to Skanska in June 2023. The CM/GC is an alternative contracting method that was approved by the City of Redmond Contract Review Board in October 2022 and is in compliance with requirements set forth by ORS 2789C."

Working with RS&H on the architectural design side is Henneberry Eddy Architects, Inc. Henneberry Eddy have been collaborating with public and private



RENDERING | COURTESY OF HENNEBERRY EDDY ARCHITECTS, INC.

clients for nearly 30 years, working to create design that is both true to place and adaptive for a net positive impact. Their extensive portfolio includes aviation and mobility work, including the PDX Concourse Extension, which added 800 feet, seven new contact gates, two ground-load gates, concessions and other amenities while creating improved airline operational spaces.

According to Katie Hall, AIA, NCIDQ, associate principal at their Bend office, the logic for the RDM expansion is similar: to focus on logistic improvements, increasing operational capacity, and improving passenger experience with both the ease of smoother travel and the experience of thoughtful, intentional design.

Hall said the design prioritizes local materials and celebrates Central Oregon's natural beauty and high desert landscape, inspired by local forests, the Deschutes River, Smith Rock, the Cascade Mountain Range and more. From the beginning to the end of the passenger experience, guests will get a taste of what makes Central Oregon so special, all in RDM.

Other upgrades include new space for dining and concessions, more comfortable seating, clear circulating paths and improved acoustic design to improve navigation, and even ample viewing space of the Cascade Range, while still taking into consideration sunlight and angles, so that airport employees are

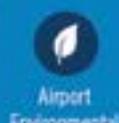
Continued on Page 18 ►

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Aviation

Central Oregon Aviation-Related Companies (*Not including local airports.*)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Advanced Aviation Inc. 63336 Powell Butte Hwy. Bend, OR 97701	541-330-5817	541-318-4776	www.advancedaviationinc.com aaron@advancedaviationinc.com	Aaron Brook	1	1994	Experimental aircraft builders assist shop.
Aircraft Rubber Manufacturing (ARM-USA) 1550 NE Kingwood Ave. Redmond, OR 97756	800-433-6524	541-923-6015	www.fuelsafe.com sales@fuelsafe.com	William Hare	43	1988	Fuel cells for race cars, planes & boats. Armored tanks, industrial tanks. Welding & fabrication. Liquid storage containers. Wide variety of fuel, fluid & gas containment systems.
AircraftPartsandSupplies.com Central Oregon	541-241-8673	N/A	www.AircraftPartsandSupplies.com George@aircraftpartsandsupplies.com	George Wescott	10	2023	Aircraft parts & supplies marketplace, for consumers, business & government.
CIES, Inc. 63049 Lower Meadow Dr. Bend, OR 97701	541-977-1043	N/A	www.ciescorp.net scott.philiben@ciescorp.com	Scott Philiben	22	2010	Digital fuel, oil & glycol senders for aircraft & other high value applications.
Composite Approach 1475 NE Jackpine Ave., Ste. 300 Redmond, OR 97756	541-316-7161	N/A	www.compositeapproach.com info@compositeapproach.com	Brian Harris, Holly Harris	52	2008	Aircraft composites.
CV International 20680 & 20676 Carmen Loop Bend, OR 97702	541-205-0195	541-639-4633	www.cvintl.com info@cvintl.com	Sam Zumbrunnen, Dan Warden	26	1981	50 innovative solutions ranging from nitrogen generators, contaminated fuel detection systems, cryogenic sampling kits, nitrogen servicing carts, jacking systems to custom designed aviation maintenance platforms.
Epic Aircraft, LLC 22590 Nelson Rd. Bend, OR 97701	541-318-8849	N/A	www.epicaircraft.com info@epicaircraft.com	Doug King	455	2004	High-performance, all-composite, six-seat, single-engine turboprop aircraft.
Erickson Aero Tanker (Aero Air) 2322 NW Berg Dr. Madras, OR 97741	N/A	N/A	www.aeroair.com	Kevin McCullough	46	1956	Aerial firefighting.
Flight Line Air Conditioning, Inc. 1842 SE First St., Unit B Redmond, OR 97756	541-330-5466	N/A	www.flightlineac.com	John Stream	3	2000	Develops the most highly efficient & effective air conditioning systems available for the light aircraft industry.
Garmin - Bend (PulsedLight, Inc.) Bend, OR 97701	541-639-8842	N/A	www.pulsedlight3d.com sensors@pulsedlight3d.com	N/A	50	2011	Developed a patented, optical proximity & distance measurement technology that can be quickly & inexpensively adapted to a variety of applications, from single beam distance measurement to line scanning & complex 3-D imaging. Technology can yield a tenfold improvement in cost, size or performance over competitive non-contact sensors.

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Aviation

Central Oregon Aviation-Related Companies (*Not including local airports.*)

► CONTINUED FROM PAGE 12

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Innoviator LLC 15820 Barclay Dr. Sisters, OR 97759	541-719-1797	N/A	www.innoviator.com sales@innoviator.com	Steve Marsan	12	2014	Aircraft certification, engineering, fabrication, quality & integration services.
Kawak Aviation Technologies, Inc. 20690 Carmen Lp., Ste. 102 Bend, OR 97702	541-385-5051	541-617-9857	www.kawakaviation.com andrew@kawakaviation.com	Andrew Sawyer, Steven Sawyer	34	1993	Kawak Aviation designs & manufactures advanced systems & components that power the global utility aviation industry. Our products serve critical missions in aerial firefighting, agriculture, cargo transport & specialized aircraft systems, helping operators save lives, protect natural resources & improve mission efficiency. From precision-engineered helicopter tanks, buckets & refill systems to high-performance electric spray pumps, Kawak solutions are built for reliability in the world's toughest aviation environments. Beyond firefighting & agriculture, Kawak provides engineered solutions for aircraft engine control quadrants, cargo door conversion hydraulics & custom electric motors. Every product reflects our commitment to innovation, performance & safety, delivering the tools that keep mission-ready crews flying & operational success within reach.
Leading Edge Aviation, Inc. 63048 Powell Butte Rd. Bend, OR 97701	541-383-8825	N/A	www.fyleadingedge.com info@flybend.com	Noma Nelson, Travis Warthen, Brad Fraley	80	1989	Largest flight school in Central Oregon utilizing a growing fleet of Robinson R22s & R44s as well as Bell helicopters for helicopter training & Cessna 172s & Beechcraft Bonanzas & Barons for airplane training. Flight provider for the COCC associates degree program in applied science for aviation & train students from other countries under the M1 visa where they can receive their FAA ratings. Certified Robinson Helicopter sales, service, maintenance & overhaul facility, authorized distributors for most major avionics manufacturers as well as contract work for the forest service & film industry. Operates a USFS & DOI approved charter division assisting with wild land firefighting activities as well as oil & gas exploration & other utility based helicopter flying including tours. Parent company to Leading Edge Jet Center, the leading Fixed Base Operator & fuel provider in Central Oregon, located at Redmond's Roberts Field Airport, servicing all commercial airlines & transient aircraft.
Mountain High Equipment & Supply/ Aerospace Instrumentation Research 2244 SE Airport Way, Ste. 100 Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxygen.com sales@mhoxygen.com	Patrick McLaughlin, Eric Westeren, Brad Stankey	15	1985	Specialized inventory of custom built-in & carry on aviation oxygen systems & support accessories for private pilots, hang gliders, sailplanes & high-altitude adventurers around the globe. Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment.
PCC Schlosser 345 NE Hemlock Ave. Redmond, OR 97756	541-548-0766	N/A	www.pccstructurals.com	Keith Colvin	328	1989	A subsidiary of PCC Structural, Inc., headquartered in Portland. They manufacture complex titanium castings for use in the aerospace industry & for the U.S. Military.
Precise Flight, Inc. 63354 Powell Butte Rd. PO Box 7168 Bend, OR 97701	541-382-8684	541-388-1105	www.preciseflight.com Sales@preciseflight.com	Bill Hoback	24	1980	Supplier of advanced technology to the aviation industry including lighting, oxygen & electromechanical technologies.

Ask the Engineers

Six Things You Need to Know About the New Bend Air Traffic Control Tower

by MORRISON-MAIERLE

Our community has added another impressive feature to its skyline — the new Bend Air Traffic Control Tower. Engineered with efficiency, safety, and sustainability in mind, this tower is more than just a structure; it's a testament to thoughtful design and collaboration.

With around 140,000 annual operations, Bend is the third busiest airport in Oregon. Its high traffic comes from private (general aviation or GA) service and training flights. That's why an air traffic control tower was needed in the first place.

From our team of structural, civil, mechanical, electrical, plumbing, fire protection, and ICT engineers, here are six things you need to know about this project.

1. Stormwater management is underground

The Bend Air Traffic Control Tower site utilizes a unique dry well system for stormwater management. With no existing, available storm sewer infrastructure nearby and a need to avoid surface water (which attracts birds and risks airport safety), we designed underground storage basins where water infiltrates through drain rock, tailored to Central Oregon's soil and climate. In wetter climates, such as Portland, this wouldn't be possible due to soil saturation.

2. Funding came from five separate grants

Airport Manager Tracy Williams secured \$17.5 million from five separate grants to make this project possible. Four of the grants were provided through the FAA, and another by Oregon DOT.

3. The top of the tower was designed for maximum visibility

The tower, which has a 25' x 25' footprint, is located on the east side of the runway and has a glass octagon-shaped cab. The height of the cab was determined using a siting study to maximize visibility by taking into account the local topography, existing buildings, and future buildout of the airport grounds.

The cab floor is situated at 81 feet, with an 85-foot eye height, and provides the sightlines as required by the FAA. The tower has eight stories and 139 steps (each seven inches high), but the elevator only reaches the seventh floor. To access the cab, controllers must use stairs to preserve the 360-degree view. This guideline is also mandated by the FAA.

5. All details were designed to prevent glare and static

All cab interior elements, including walls, flooring, and air flow (HVAC) grills, are finished in black to minimize light reflection and prevent static electricity. In typical buildings, most HVAC components exposed in interiors are typically white or light-colored to match the ceilings and walls. Architectural features such as finishes and material selections also followed this directive.

Additionally, special films and angled glass were selected to ensure the safety of both controllers and pilots.

6. The tower is built to withstand extreme events

The new air traffic control tower rising at Bend Municipal Airport isn't just tall — it's classified as an *essential facility*, meaning it's engineered to stay operational after major events like earthquakes, wildfires, or severe storms. Unlike most towers made from precast concrete, Bend's tower uses a special steel structural system designed for high seismic resilience. Its "Yield-Link" braces act like shock absorbers, protecting the tower by deforming during an earthquake while keeping the main structure intact.

To ensure continued operation, the tower includes high-rise-level fire protection features such as a pressurized stairwell and a generator-backed fire pump. A sophisticated lightning protection and grounding network shields sensitive electronics, while redundant mechanical systems keep controllers working even if equipment fails. Together, these systems make the tower one of the most resilient and technologically advanced buildings in Central Oregon.

There's always more than meets the eye when it comes to several projects we help create at Morrison-Maierle. This couldn't be truer on the Bend Air Traffic Control Tower project.

From its underground stormwater system to its earthquake-resistant frame, every detail of the tower was connected to performance, safety, and maximizing the use of a small space with a very important job to do.

m-m.net



THE BEND AIR TRAFFIC CONTROL TOWER PROJECT TEAM GATHERED IN JULY 2025 FOR A PHOTO BEFORE THE CAB (WHICH SITS ON TOP OF THE TOWER) WAS RAISED AND SET INTO ITS FINAL RESTING PLACE | PHOTO COURTESY OF MORRISON-MAIERLE

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Aviation

Central Oregon Aviation-Related Companies (*Not including local airports.*)

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Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Prineville Aviation 4597 SW Airport Rd. Prineville, OR 97754	541-447-1118	N/A	pvavia@prinetime.net	Eldon Nimmo, Peggy Nimmo	2	1998	Aircraft maintenance, flight instruction.
RDD Enterprises 2244 Airport Way, Ste. 130 Redmond, OR 97756	541-504-0305	N/A	www.rddent.com info@rddent.com	David McRae	18	2006	The LX7 Conversion is RDD's flagship product. The LX7 provides great speed & useful load capability with modern aerodynamics & handling. RDD also offers custom aircraft paint, aircraft interiors, composite manufacturing, avionics installations & aircraft maintenance & fabrication for discerning high-performance aircraft owners. Follow us on FaceBook @RDDEnterprises.
Samson Sky 1450 NW Gardner Rd. Prineville, OR 97754	855-772-6766	N/A	www.samsonsky.com GailG@SamsonSky.com	Gail Gallegos	8	2008	Flying Car; Kit Aircraft; builder assist center.
Stratos Aircraft 253 SE Franklin St. Redmond, OR 97756	541-330-0714	N/A	www.stratosaircraft.com info@stratosaircraft.com	Kevin Jordan, Carsten Sundin	17	2013	The Stratos 716 is a Very Light Personal Jet (VLPJ).
Tiger Tugs 2895 SW 13th St., Ste. A Redmond, OR 97756	541-585-4041	N/A	www.tigertugs.com info@tigertugs.com	Scott Mills	4	2009	Helicopter transport system.
Windward Performance LLC 63008 Powell Butte Hwy. Bend, OR 97701	541-382-1056	N/A	www.windward-performance.com info@windward-performance.com	Greg Cole	28	1999	Aerospace products, glider & sailplane design & manufacturing.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.

Not listed?

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& get your company on a list!**

Sisters Airport More Than a Landing Strip

by BILL BARTLETT



PHOTO | COURTESY OF BILL BARTLETT

Driving past Sisters Eagle Airport, it is easy to assume that it is a general aviation airport, meaning smaller planes, private in nature, not commercial. And you'd be right. But it is much more than that, as you'd see if you looked past its single 3,560-foot runway.

Located on the airport grounds are innovative businesses in addition to the airport. Chief among them is Energenneering Solutions, Inc. one of Sisters four largest employers and by far the most high-tech in all of Sisters Country.

Others include Environmental Energy Solutions, LLC known as Evensol. Environmental Energy Solutions was established to create development of renewable fuels-based energy assets, with particular focus on the biomass, biogas and biofuels sectors throughout the US and abroad.

Another key tenant is EDM who perform precision prototype machining. They can handle wire EDM from .010 to .004 diameter. The shop excels at micro precision parts with CNC machining utilizing end mills and sic drills as small as 0.02 mm. Tooling incorporates System 3R vises and rails.

The range of technical know-how housed at Eagle Airport is impressive by any standard. Energenneering are experts in renewable natural gas providing solutions for the biogas marketplace, converting harmful environmental emissions into clean energy. They specialize in design, construction and operations for biogas utilization projects.

With over 90 projects on the books, to date those programs collectively produce over 1 million MWh (megawatts/hour) of renewable electricity and over 50 million gallons of renewable fuel per year.

Based out of Sisters Eagle Airport, a flight science program provides an opportunity for Sisters high school students. This class introduces students to the science and wonder of flight, and prepares them to take the FAA Private Pilot written exam. The Flight Science class at Sisters High School is co-sponsored by the school district, Energenneering Solutions, and the Sisters Science Club.

The Flight Science class meets every day during the school year. Sheryl Yeager, a certified flight instructor and teacher at Sister's High School, is the faculty monitor for this program.

The class is a feeder program into the COCC two-year degree in aviation. And, if they take the Flight Science Program, and finish their private certificate by the time they graduate, they will receive credit for the classes: intro to aviation, private pilot ground school, and the labs associated with the private pilot flight training.

Eagle Airport is a critical component of wildfire suppression often serving as a base for forward command and spotting operations and refueling. It's a hub for air ambulance and aerial search and rescue in a 500,000-acre coverage area.

Sisters Community Garden is located on the airport grounds. They've been working since 2006 to grow local and healthy produce in an open space that enables residents to be involved in planting, growing, and maintaining a garden.

It has 49 raised beds, plus two elevated beds at wheelchair height. There are six shared plots for fruit, herbs and flowers.

One of the services the airport garners the most positive comments about is its campgrounds near the tie-down ramp. It comes with views of the Cascades and close proximity to stores and restaurants in Sisters. Both courtesy cars and bikes are available for short-term use to pilots.

Last year, Eagle added Jet-A on site having had only 100LL Avgas. This increases the number of aircraft types the field can handle as well as aiding wildfire fighting crews who used to have to truck Jet-A to the airport to support operations.

By standards, Eagle Airport is a bargain. Overnight tie-down is only \$10 as is overnight camping. Monthly rates are \$30 on dirt and \$50 on asphalt.

In 2024 the lighted runway with parallel taxiway was repaved and construction completed on eight new hangars.

Adjoining the airport are two residential subdivisions — Eagle Air Estates and Hawks Flight Airpark, a dozen plus homes with hangars and private access to the airport's taxiway.

sistersairport.com

CascadeBusNews.com

A Century of Flight in Sisters

Sisters began its love affair with flying in the late 1920s when a plane landed in the fairgrounds behind the school. Many of the children had not seen a plane before so the teachers took them for a look. When the barnstormer took off for a scenic flight with two local citizens, the children were in for another first.

The plane failed to get enough altitude and crashed in the trees at the end of the field. Luckily no one was hurt, but the seed was planted.

In 1933, Ted Barber, a veteran of WWI, took passengers on one-dollar, ten-minute rides from the fairgrounds. In 1935, George Wakefield purchased the land just North of the fairgrounds and built a narrow runway with the help of Forest Service employees who were interested in flying.

The aviators joined the Bend Flying Club in 1939 and learned to fly the club's two aircraft, a 50-horsepower Piper Cub aircraft and a 75-horsepower Piper Cruiser. World War II brought a halt to civilian flying. In the Early 40s, Maurice Hitchcock bought the ranch across the road from the airfield, along with the airfield itself, and built a larger runway.

In 1946, the first aircraft to be based out of Sisters arrived in the form of Harold Barclay and George Wakefield's Fairfield. In a twist to the story that is all too familiar to private plane owners, Harold sold his interest in the plane to George early the next year.

Barclay bought the ranch and the airport from Hitchcock in 1951 and then donated it to the State of Oregon in 1967 which used it to support the firefighting flights of old Navy dive bombers.

Benny and Julie Benson purchased the airport in 2011 as a home for their growing engineering firm Energenneering Solutions, Inc. The airport is now home to several businesses with some 50+ employees. Following an overwhelming majority vote by the citizens of Sisters in support of the City annexing the airport property, the development began.

After a nearly three-year process of annexation, work began in earnest in 2014 to start restoring the airport to what it is today.



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Bend Municipal Airport

Continued from page 1

With the new tower, as Williams explained, air traffic controllers will orchestrate safe separation of aircraft and proper sequencing from a perch about 85 feet above the single, 5,200-foot runway that gives them a 360-degree view around the airport without blind spots or no visual coverage. "It's all about safety, safety, safety," she said. "The pilots have anxiously anticipated this long-overdue improvement."

According to the City of Bend (which owns and operates the airport), the ATCT comes with another plus: it will minimize airspace conflicts with nearby airports in Redmond, Prineville and Madras. "During the hours that the tower is open, all aircraft taking off or landing will be required to be in two-way radio communication with air traffic controllers," noted Williams, an accredited airport executive for 30-plus years.

Construction crews began building the tower in August 2024, and according to Williams, it is about 90% complete. She expects construction will be completed by the end of April 2026.

The pace of construction, Williams explained, "has been affected to a certain extent by factors beyond local control — such as cold weather conditions (e.g., trenching to lay fiber cannot take place when the ground is covered with feet of snow), asphalt plant shutdowns, labor shortages, supply-chain issues, and the recent 43-day government shutdown. For the most part, however, we didn't stop working."

Describing the project's exterior and interior design elements as "relatively straightforward, with only minor hiccups as would be expected with any construction project," Williams said that "getting others to embrace my vision in the early stages," (discussions about the need for a control tower had been underway since 2008), "was perhaps the most challenging aspect. I even addressed the issue when interviewing for my position," she said, and was convinced that "I can accomplish this."

Calling this "my legacy project" and the "most ambitious" of her career (which has included executive positions at airports throughout the U.S., including Reno-Tahoe International Airport, and Lihue Airport on Kauai), Williams said that "Of the \$15M required to make the air traffic control tower a reality, local out-of-pocket costs total approximately five percent, and these are for amenity upgrades such as installing remote-control window shades instead of the originally proposed venetian blinds, and additions in the break room kitchen."

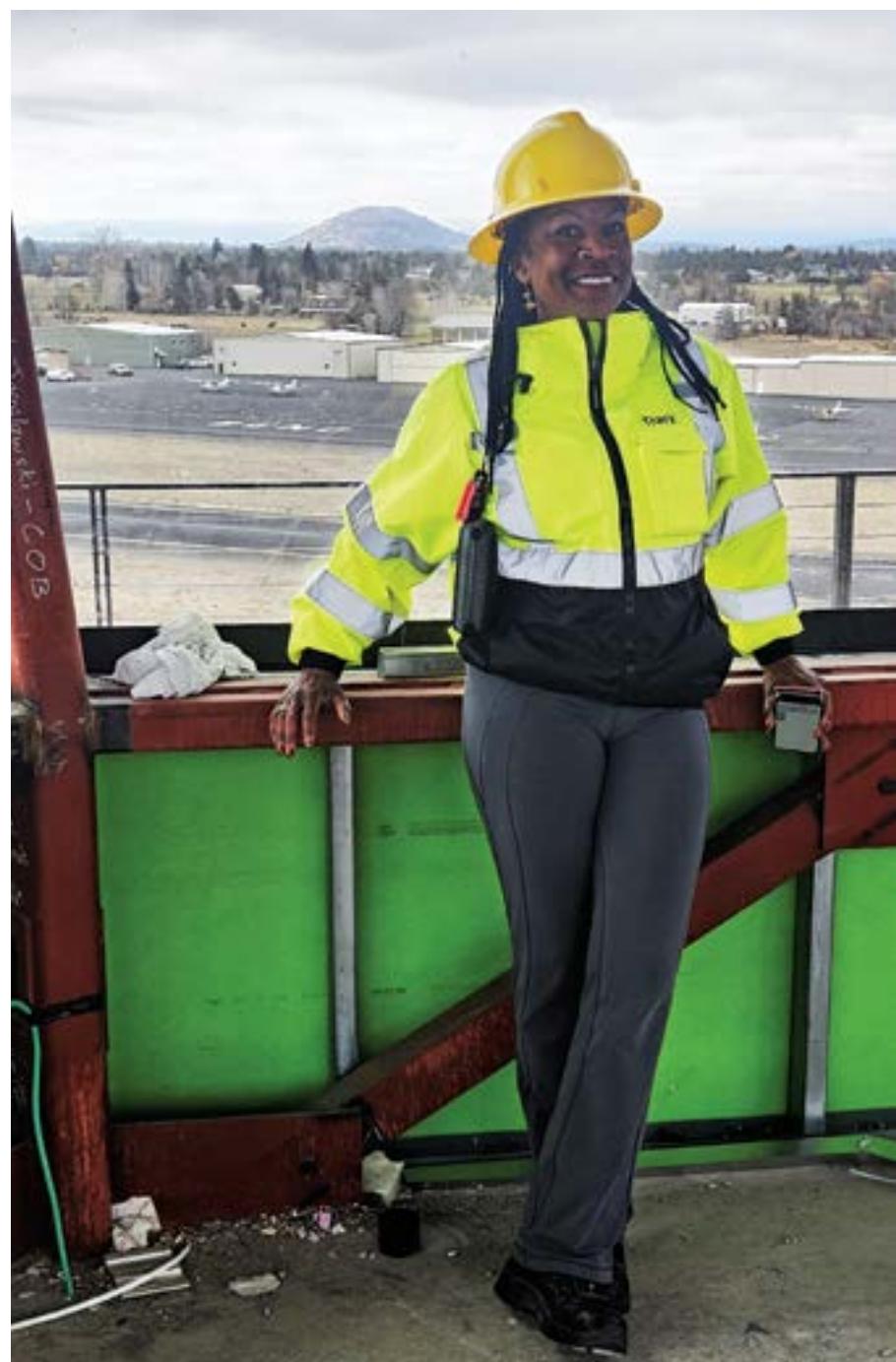
"The ATCT is being built in anticipation of future growth," she said. "It's very forward thinking." (A five-year aviation activity forecast for the Bend Municipal Airport predicts two- to three-percent growth year over year.) "There is even a room in the eight-story tower to accommodate additional personnel when growth dictates it."

Williams emphasized that "Collaboration has been integral to the project from its earliest pre-funding days — an example being the initial site selection study that involved some 45 professionals. Everyone had an opportunity to weigh in."

"Since then, constant collaboration, transparency, and open communication — which foster more efficient problem-solving — have been key to our success." (Among the partners are Morrison-Maierle, LSW Architects, and AGT Engineering.)

"In fact," Williams said, "The Bend Municipal Airport's ATCT will be used as a model for the FAA's tower modernization efforts. Although not realizing it at the time, we were trailblazers."

Williams pointed out that there are no plans to bring commercial flights to Bend. "There's no reason to compete with Redmond, especially since Bend is heavily used for general aviation and business by about 300 aircraft, and its runway isn't long enough to accommodate commercial jets. This is how we



TRACY WILLIAMS, SHOWN HERE ON THE TOP FLOOR OF THE UNDER-CONSTRUCTION AIR TRAFFIC CONTROL TOWER, CALLS THIS PROJECT THE "MOST AMBITIOUS" OF HER CAREER | PHOTO BY ANDREA HINE

distinguish between the two airports, which service entirely different markets."

Nor is the control tower project designed to attract other larger aircraft. "All of our planes meet the criteria of having a 79-foot-wide wing span, and a 30,000-pound, single-wheel, weight-bearing capacity," Williams said. "While the new tower might change the mix of aircraft and air traffic flow organization, there are still limitations on who can come in to optimize operating efficiencies."

As she watches the ATCT take shape from her office window, Williams does not minimize her key role each step of the way. "Someone had to champion the project, and I knew that I couldn't drop the ball."

And, she adds, "I'm so fortunate to have City of Bend leadership as advocates, as well as strong support from elected officials at all state and federal levels who continually ask, 'How can we help?' They tell our story with energy and enthusiasm."

Comparing the project to "flying a plane while it's being built," Williams shares an attribute with those officials and other ATCT advocates. "I take pride in making a difference for the communities I serve."



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Manufacturing Breakthroughs Herald Imminent Switchblade Production

by ANDREA HINE — CBN Feature Writer

Samson Sky is gearing up for large-scale production of the Switchblade Flying Sports Car — after finishing its first three production test vehicles in the coming months — as a result of two breakthroughs that its CEO Sam Bousfield describes as “an historic manufacturing shift.”

Sales of the street-legal, hybrid electric vehicle — which is high performance both on the road and in the air — already encompass 50+ countries and all 50 U.S. states, with more and more coming in from different parts of the Middle East, Europe and Central Asia at an accelerating rate. Bousfield and his team aim to deliver the first Switchblades next year. “We’re now taking off the gloves, seeing what we can do, and where we can do it,” he said.

According to Bousfield, the most time-consuming aspect of bringing the Switchblade to fruition was exploring a different process to make carbon fiber for the aircraft body. “It’s the lightest, strongest material possible (versus traditional metals such as steel and aluminum), but hideously expensive, toxic and tough to produce.”

A decade of research to find an alternative led

to development of a new manufacturing process utilizing thermal plastic — which will enable the company to make their carbon fiber parts eight times faster and at half the cost. “It also has 100 percent less waste, is non-toxic for factory workers, and is fully recyclable,” Bousfield said.

The second breakthrough is a revolutionary, high-tech program at assembly facilities Samson is setting up around the country where customers can fulfill FAA requirements to build 51% of the aircraft they have purchased. Instead of needing specialized skills, buyers use computer-guided machinery to fabricate their parts. It’s as simple as pushing a button,” Bousfield said. “The machine does all the work. As a result, we’ve been able to cut our original projection of the customer’s time commitment from over three weeks down to just one week.”

After 15 years of unremitting work, Bousfield is understandably excited about moving Samson Sky into production mode — while still recalling earlier breakthroughs such as keeping the Switchblade



SAMSON SKY HOPES TO BEGIN PRODUCTION OF THE SWITCHBLADE, SHOWN IN BOTH DRIVE AND FLY MODES, IN 2026 | PHOTOS COURTESY OF SAMSON SKY

from overturning, choosing an engine and creating the aircraft’s own transmission.

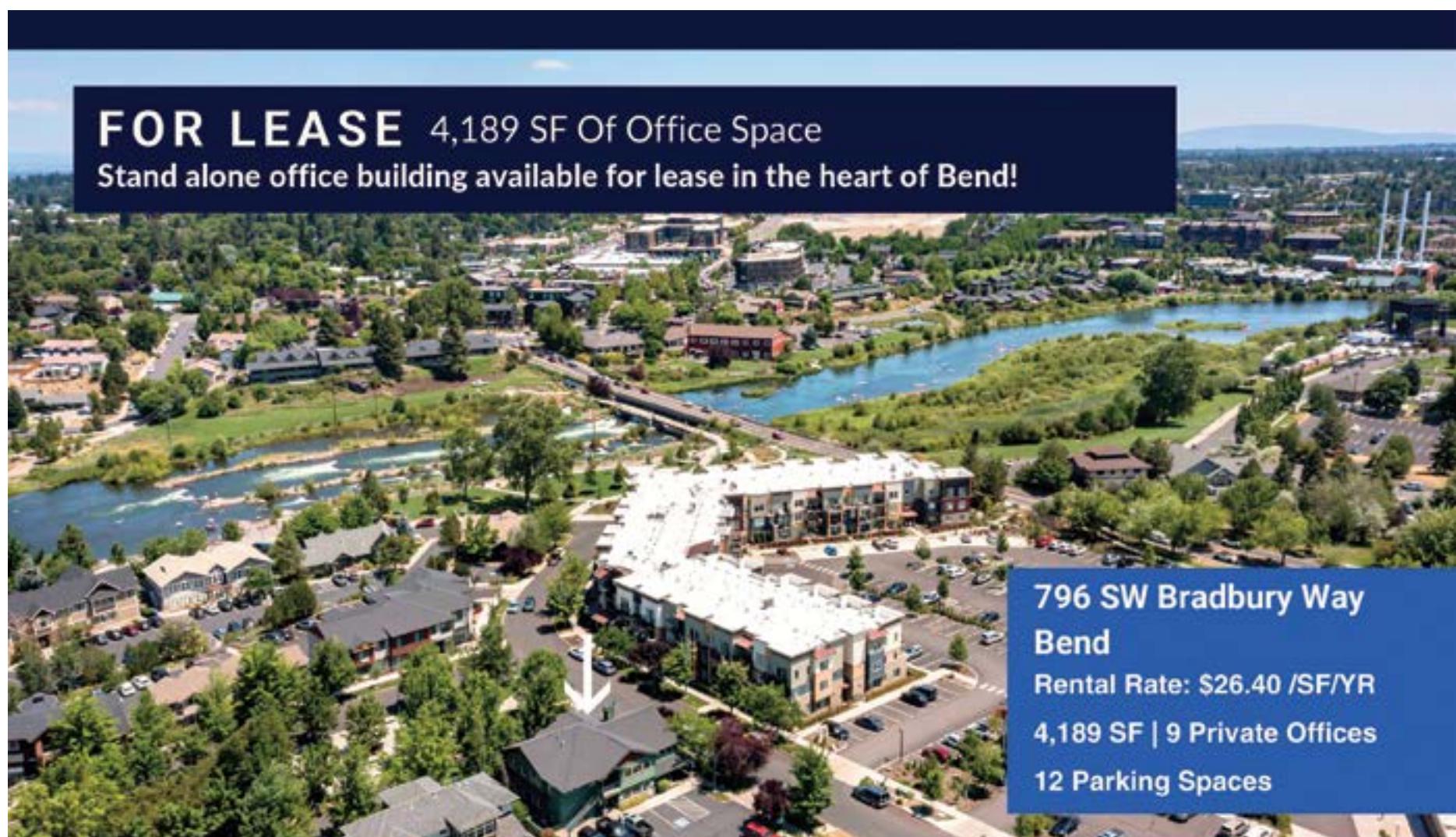
“We are fortunate — or darn lucky — in the choices we made,” he said. “We’ve done a lot of things right in going down this path to ensure a successful future for the Switchblade, and provide a benefit to society as well.”

samsonsky.com

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Continued from page 1

manufacturing, and CIES, Inc. has expanded its market and product through research and development investments."

She also mentioned the broader ecosystem staying busy, including the Erickson Aircraft Collection, the Madras Municipal Airport's very own aviation museum, set to open back up after closing their doors this year to use their space for repairs, maintenance and restoration of their historic fleet of bombers, bi-planes, fighter jets and more. This could help renew interest in the industry and among the public.

This last year, there have been some major updates in the industry. Epic Aircraft, a major player and mainstay of the Central Oregon aviation industry, recently delivered their 100th certified airplane. It has only been five years since Epic delivered its first certified plane, the E1000, in 2020. In just five years, the company has introduced and certified two next-generation models, the E1000 GX and the E1000 AX.

The 100th certified airplane, an E1000 AX, features a special commemorative logo on its exterior as well as its interior seats. "From our first to our 100th aircraft, each certified Epic reflects the innovation, passion, and commitment of our employees—and the belief of our owner community," said Epic Aircraft CEO Doug King. "Each delivery is more than an aircraft. It's the beginning of a new adventure. Achieving this delivery milestone underscores the strength of demand for our aircraft. We reached our 100th certified aircraft faster than anyone imagined."

Notably in the local industry, there are some major infrastructure upgrades on their way. The air control tower at the Bend Airport (BDN) is nearing completion. The City of Bend said, "Bend's airport is one of the busiest in Oregon, but has no air traffic control tower. The addition of a control tower is a vital improvement for the safety and efficiency of airport operations."

Additionally, the terminal expansion at the Redmond Airport (RDM) is on its way. When it opens in 2028, it will feature a host of new upgrades and space, designed to increase accessibility and comfort, elevate the passenger experience, reduce operational costs and allow for both larger planes and crowds to use the airport.

These improvements to the Bend and Redmond airports denote the fact that the local aviation industry is still growing, and the need for bigger and better infrastructure is ongoing. However, when we look at national trends, the aviation industry is, in general, not doing so well. The local Central Oregon industry seems to be separated by a number of factors that have helped maintain our growth while other markets stagnate or even shrink.

Despite national trends, EDCO says that the Central Oregon aviation industry has "no significant external headwinds," and the overall industry continues to thrive.

Nationally, the industry struggles with workforce shortages and supply chain issues, but Central Oregon's unique makeup, combined with population and tourism growth, seems to be spurring growth. According to EDCO, we are poised to continue that growth for the near future. Aviation companies are still growing locally, and as long as our operational capacity can keep up with the demand of travelers and local population, our aviation industry should stay healthy, innovative and resilient.

R DM Terminal Expansion

Continued from page 11

not dealing with annoying glare on their screens for hours on end.

The project is slated for LEED Silver with water-saving fixtures, solar panels and reused mass timber sourced from PNW forests, resulting in improved indoor air quality, reducing operational costs and negating the need for wood glue.

The improvements will also have a strong economic impact, including increased tourism and visitor spending with higher passenger capacity, 383 full-time construction jobs created, 207 new permanent jobs created including positions with TSA, the airlines, concessionaires, rental car agencies and airport staff with a local economic impact of \$39 million annually, and paid opportunities for local and regional artists to showcase their work to thousands of travelers each day.

The project is funded by the FAA, grants, airlines, and airport users—not local taxpayers. The estimated project cost is \$180 million, to be funded through the following sources: \$20 million from the Federal Airport Improvement Program, \$18 million from bipartisan infrastructure law, \$7 million from the Federal Infrastructure Investment & Jobs Act: Airport Terminals Program Funding, \$90 million from full faith and credit bonds, dedicated by Airport Revenues (i.e. parking), \$35 million from available airport cash funds, and \$10 million from Connect Oregon Grant Funding.

Hall and the team at Hennebery Eddy said that it is vital to them to invest



RENDERING | COURTESY OF HENNEBERY EDDY ARCHITECTS, INC.

where they live, stating the importance of the new RDM terminal expansion and the experience it will bring travelers when it opens in 2028.

Visit flyrdm.com/terminal-expansion for more information on the upgrades coming to RDM.

flyrdm.com

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Audio Visual Bend 20585 Brinson Blvd., Ste. 1B Bend, OR 97701	541-388-1732	N/A	avbend.com steve@avbend.com	Steve Morgan	6	1999	Offering a wide range of services, including surveillance, intrusion/burglar systems, door access control.
Bend Patrol Services PO Box 1374 Bend, OR 97709	541-617-9999	N/A	www.patrolservices.org bendpatrolservices@yahoo.com	Suzanne Bowers, Nick Thompson	40	2005	Full service security patrol & special events.
Cascade Security Training & Consulting PO Box 247 Redmond, OR 97756	541-848-7763	N/A	www.cascade-security.com info@cascade-security.com	Steve Meyer, Sue Meyer	2	2005	State certified security training & consulting services & private investigations.
East Cascade Security 410 SW Columbia St., Ste. 120 Bend, OR 97702	541-389-0015	541-389-0715	www.ecssecurity.com mattk@ecssecurity.com	Matt King	9	1969	Home security, business security, fire alarm, video surveillance, access control, cyber security, home theater, custom audio, central vacuum, local security monitoring.
Innovate Security for Life 1436 NW Harmon Blvd. Bend, OR 97703	541-948-0207	N/A	www.innovatesfl.com ghousler@innovatesfl.com	Graham Hausler	3	2020	Professional, residential & business security - video & automation, easy DIY or professionally installed locally.
North Pacific Security Inc. 960 SW Disk Dr., Ste. 103 Bend, OR 97701	541-617-7491	541-617-3895	Weguardit.com jsmith@weguardit.com	Joshua Smith	45	1980	Posted security officers, patrol service, commercial, industrial, government & medical.
SecuraCore 404 NE Norton Ave. Bend, OR 97701	541-241-8114	N/A	www.mysecuracore.com info@mysecuracore.com	Matt Schaberg	4	2020	Intrusion alarm, access control, video surveillance, 24/7 video monitoring/dispatch, emergency response, water shut-off valves, lighting control, automated shading.
Security One 60899 Parrell Rd. Bend, OR 97702	541-312-2266	N/A	centraloregon@outlook.com	Kathy Leming	2	1989	Residential & commercial security system design & installation with UL Certified Monitoring Services. CCB# 74101
Security Pros Inc. 615 SE Glenwood Dr., Ste. 100 Bend, OR 97702	541-330-0404	N/A	www.securityprosbend.com info@securityprosbend.com	Brian Shawver	25	1994	Commercial-only business security services: posted on-site officers, nightly business patrol checks. We now also offer alarm systems & security cameras, combined with our mobile patrol alarm response!
SOS Alarm 1560 NE First St., Unit #6 Bend, OR 97701	541-585-3613	N/A	www.sosasap.com sales@sosasap.com	Customer Service	50	1968	Residential systems, commercial systems, camera systems, OLCC.
Syscor Protection Services, LLC PO Box 6687 Bend, OR 97708	541-728-0301	844-342-7428	www.syscorprotection.com koryfriedman@syscorprotection.com	Kory Friedman	3	2008	Residential & commercial security system design & installation, fire alarm systems, fire alarm system testing, fire & security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.
Trident Professional Security 300 NE Kilnwood Pl., Ste. B Redmond, OR 97756	541-480-0184	N/A	www.tridentprofessionalsecurity.com cmattison@tridentprofessionalsecurity.com	Chris Mattison	35	2019	Security patrol, physical security for events, private investigation, DPSST instructor & training, 24-hour dispatch, live reporting, posted onsite security, alarm response, security consulting & more.

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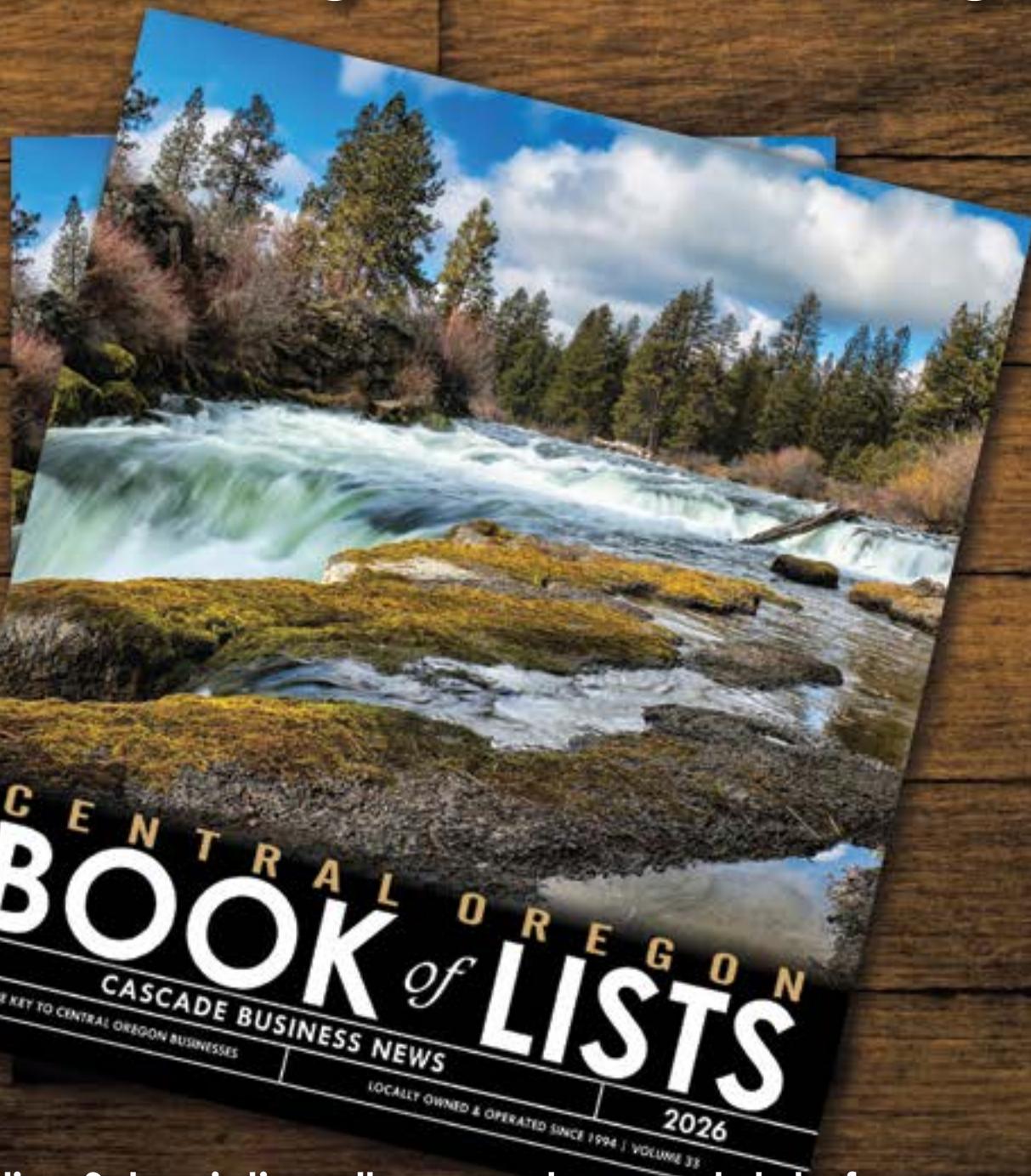
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Albertazzi Law Firm Physical: 400 SW Bond St., Ste. 200 Mailing: 61141 S Hwy. 97, Pmb 308 Bend, OR 97702	541-317-0231	541-385-3106	www.albertazzilaw.com info@albertazzilaw.com	Anthony Albertazzi	7	1996	Business bankruptcy, asset protection, estate planning, probate, conservatorship, civil litigation.
Ambrose Law Group LLC 1133 NW Wall St., Ste. 104 Bend, OR 97703	541-617-0707	541-330-0589	www.ambroselaw.com jkalexander@ambroselaw.com	Diana G. Smith, Christopher R. Ambrose, Janis K. Alexander	6	1991	Legal services.
Best Best & Krieger LLP 360 SW Bond St., Ste. 400 Bend, OR 97702	541-382-3011	541-388-5410	www.bbklaw.com erin.macdonald@bbklaw.com	Erin MacDonald	31	1935	Business law, corporate finance & securities, creditor's rights, employment law, franchise law, Indian law, intellectual property & licensing, land use, litigation & appellate practice, mediation & arbitration, mergers & acquisitions, natural resources & water law, probate & trust administration, real estate & construction, taxation, trusts & estates.
Brix Law 15 SW Colorado Ave., Ste. 3 Bend, OR 97702	541-693-0075	N/A	www.brixlaw.com bbayliss@brixlaw.com	Bronte Bayliss	7	2015	Real estate, land use & corporate law, including acquisitions, leasing, equity investment negotiations, financing, construction & design, zoning & permitting, employment & more.
Bryant Emerson, LLC 888 SW Evergreen Ave. PO Box 457 Redmond, OR 97756	541-548-2151	541-548-1895	www.redmond-lawyers.com be@redmond-lawyers.com	Steven D. Bryant	4	1905	Conservatorships & guardianships, estate planning & probate, family law, corporate, real estate, trust administration.
Bryant, Lovlien & Jarvis, PC 591 SW Mill View Way Bend, OR 97702	541-382-4331	541-389-3386	www.bljlawyers.com bljadmin@bljlawyers.com	Melissa Lande	25	1915	General civil trial & appellate litigation, business, corporate, taxation, real estate, land use, water, municipal law, estate planning.
Buchanan Schmid LLC 937 NW Newport Ave., Ste. 220 Bend, OR 97703	541-388-1107	541-388-7370	www.buchananschmid.com kym@buchananschmid.com	Kym Tyson, William Buchanan, Kyle Schmid	3	2010	Representation in disputes involving business, real estate, torts, probate, elder abuse & employment.
D'Amore Law Group 750 NW Charbonneau St., Ste. 201 Bend, OR 97701	800-905-4676	N/A	www.damorelaw.com marketing@damorelaw.com	Tom D'Amore	19	1994	Represents clients in catastrophic injury, wrongful death & complex litigation claims.

Continued on Page 24 ►

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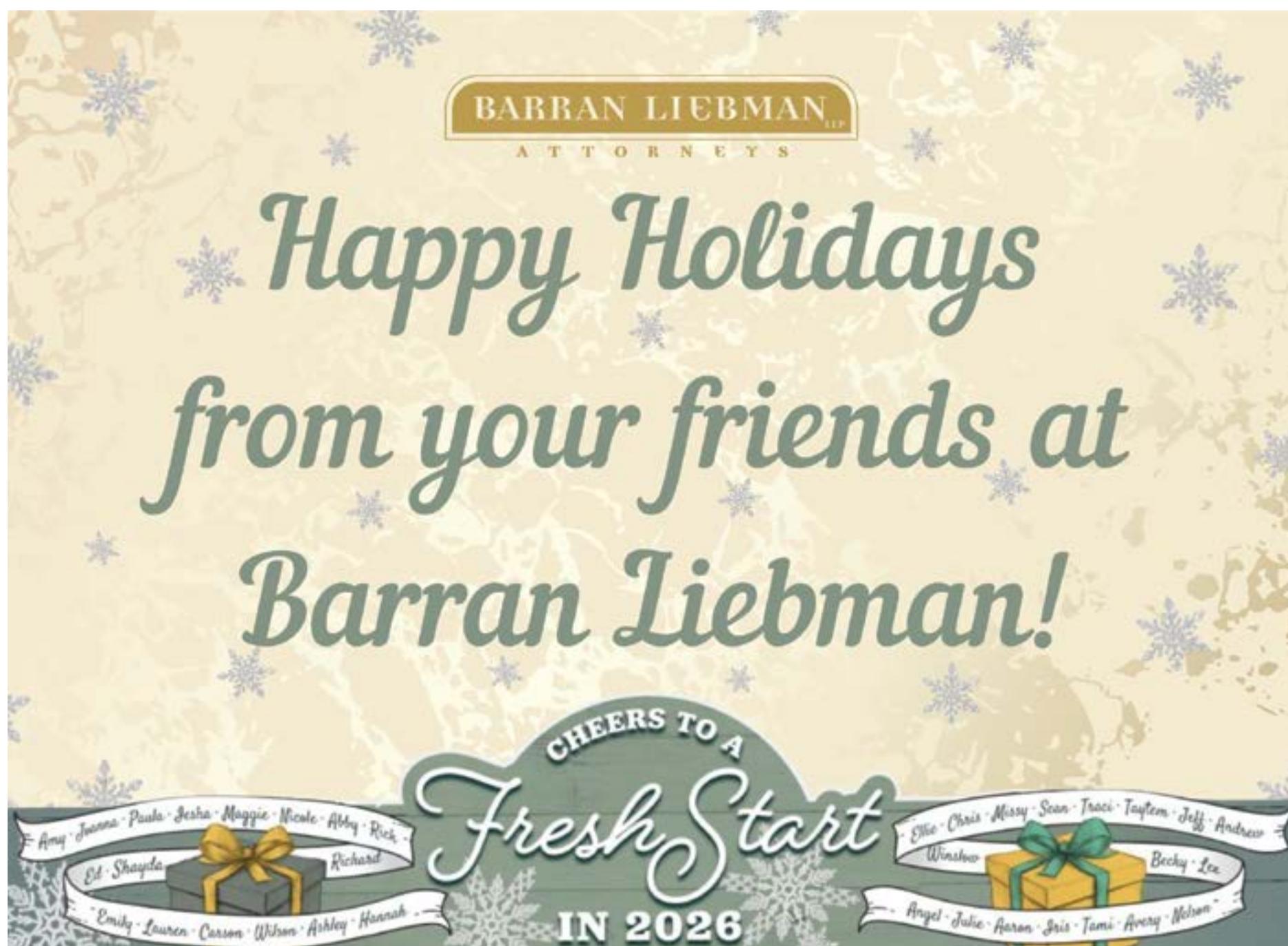
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De Alicante Law Group, LLC 19570 Amber Meadow Dr., Ste. 140 Bend, OR 97702	541-390-8961	541-610-1835	www.dealicante.com hello@dealicante.com	Tony De Alicante	1	2013	Estate planning, trusts, wills, living trusts, revocable living trusts, power of attorney, living wills, probate & business law.
Deschutes Devenders 215 NW Greenwood Ave., Ste. 200 Bend, OR 97703	541-389-7723	541-383-7177	www.despd.org karla@despd.org	Joel Wirtz, Karla	25	1981	Criminal, juvenile.
Donn Harms, Registered Patent Attorney 20475 Outback Ct. Bend, OR 97702	541-678-5209	N/A	www.patentpending.com dharma@patentpending.com	Donn Harms	5	1998	Patents, trademarks, patent searches & trademark searches.
Dwyer Williams Cherkoss Attorneys, PC 1558 SW Nancy Way, Ste. 101 Bend, OR 97702	541-617-0555	541-617-0984	www.roydwyer.com	Tim Williams	19	1982	Personal injury litigation.
EagerLaw PC 15 NW Park Place, Unit 125 Bend, OR 97703	541-323-5850	N/A	www.eagerlawpc.com Jeff@eagerlawpc.com	Jeff Eager	2	2015	Helping business owners clear legal hurdles so they can focus on their goals.
Fitch & Neary, PC 210 SW Fifth St., Ste. 2 Redmond, OR 97756	541-316-1588	541-316-1943	www.fitchandneary.com info@fitchandneary.com	Andrew Fitch, Sean M. Neary	9	2013	Civil litigation, estate planning, business, real estate, family law, bankruptcy, immigration, wills & trusts, probate, land-use & landlord/tenant.
Francis Hansen & Martin LLP 1148 NW Hill St. Bend, OR 97701	541-389-5010	N/A	www.francishansen.com info@francishansen.com	Theresa Trudeau	17	1993	Business & commercial law, construction, real estate, employment law, wills, trusts & probate.
Hart Wagner LLP 15 SW Colorado Ave., Ste. 375 Bend, OR 97702	541-548-6044	541-548-6034	www.hartwagner.com sck@hartwagner.com	Stephanie C. Kucera, Erika L. Wilson	2	1998	Business & commercial litigation, appellate law, employment litigation, general & product liability, health law, insurance coverage, licensing, board matters & regulatory agencies, medical malpractice defense, municipal defense & consultation, personal injury & wrongful death, professional liability defense.
Hawn & Walsh LLC 965 SW Emkay Dr. Bend, OR 97702	541-241-6991	541-382-3328	www.brotherslaw.com	Jennifer L. Coughlin	4	1980	Personal injury, automobile accidents, insurance claims, medical malpractice, insurance coverage/claims.
Horner Law, LLP 250 NW Franklin Ave. 101 Bend, OR 97703	541-382-4980	541-382-9060	www.bboregonlaw.com	Amanda Gibson, Ariah Gibson, Megan Horner	6	1988	Elder law, estate planning, probate & trust administration.
Hurley Re Law Group, LLC 404 SW Columbia St., Ste. 200 Bend, OR 97702	541-317-5505	541-317-5507	www.hurley-re.com info@hurley-re.com	Michele Huntington-Palmer	8	1994	Wills & trusts, probate, trust administration, divorce, legal separation, custody, guardianships & conservatorships, estate tax planning, estate litigation.
Jamie L. Gerlitz Bend, OR 97701	541-389-6964	541-389-6969	jamie@gerlitzlaw.com	Jamie Gerlitz	1	2009	Criminal defense.
Jordan Ramis PC, Attorneys at Law 360 SW Bond St., Ste. 510 Bend, OR 97702	541-550-7900	503-598-7373	www.jordanramis.com steve.shropshire@jordanramis.com	Steve Shropshire	5	1963	Bankruptcy & creditors' rights, business formation, structuring, capitalization & governance, succession planning & business transitions, tax strategies, construction, employment. Environmental & natural resources: Administrative advocacy & rulemaking, endangered species, hazardous waste, water law. Estate planning & probate, governmental services & more.
Krider Law Office 203 N Main St. Prineville, OR 97754	541-447-1830	541-447-1833	www.kriderlaw.com frontdesk@kriderlaw.com	Ellen Krider	3	2011	General practice including domestic relations, real estate litigation, business & estate planning.
Lynch Murphy McLane LLP 747 SW Mill View Way Bend, OR 97702	541-383-5857	541-383-3968	www.lynchmurphy.com info@lynchmurphy.com	Kaci Price	24	2016	Legal services.
McCord & Hemphill LLC 65 NW Greeley Bend, OR 97703	541-388-4434	541-550-2007	www.ourbendlawyer.com brian@ourbendlawyer.com	Brian T. Hemphill	3	2005	Estate planning, probate & trust administration, bankruptcy.
Merrill O'Sullivan Stewart 354 SW Upper Terrace Dr., Ste. 101 Bend, OR 97702	541-389-1770	541-389-1777	www.mosattorneys.com info@mosattorneys.com	Kelly Stewart	7	1974	Business & corporate law, litigation, construction & real estate transactions.
Obsidian Legal LLC 915 SW Rimrock Way, Ste. 201-301 Redmond, Or 97756	541-526-8337	541-526-8353	www.obsidianlegalbend.com admin@obsidianlegalbend.com	Brian J. Beck	2	2024	Contracts, Real Property, Civil Litigation, Probate & Appeals
Oregon Legacy Law LLC 438 NE Irving Ave. Bend, OR 97701	541-241-6655	N/A	oregonlegacy.com linda@oregonlegacy.com	Linda Ratcliffe	2	2014	Elder law, Medicaid, estate planning, probate.
Paul F. Sumner, PC 185 SW B St. PO Box 16 Madras, OR 97741	541-475-7277	541-475-2857	N/A	Paul F. Sumner	1	1979	General practice, land use, real property, land development, criminal law, adoption, estate planning & trusts.
Peterkin Burgess 222 NW Irving Ave. Bend, OR 97703	541-389-2572	541-389-6298	www.peterkinburgess.com mburgess@peterkinburgess.com	Megan K. Burgess	3	1989	Real estate, commercial & construction litigation; general real estate, construction & business transactional work; trust litigation; appeals.

Central Oregon Law Firms (*Listed Alphabetically*)

► CONTINUED FROM PREVIOUS PAGE

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Resonate IP 115 NW Oregon Ave., Ste. 12 Bend, OR 97703	541-240-8020	N/A	www.resonateip.com dsmith@resonateip.com	Drew Smith	4	2021	Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution & enforcement.
Schwabe, Williamson & Wyatt 360 Bond St., Ste. 500 Bend, OR 97702	541-749-4044	541-330-1153	www.schwabe.com tlewis@schwabe.com	Tia Lewis	12	1997	Real estate, land use, condemnation, environmental, forest products, water & agriculture, employment & labor, business formation & transaction, construction, business & commercial litigation, intellectual property, estate planning & tax, immigration.
SKH Family Law & Estate Planning 158 NE Greenwood Ave. Bend, OR 97701	541-318-9115	541-318-9116	www.centraloregondivorce.com joel@stahancyk.com	Joel J. Kent	30	1998	Family law & estate planning.
The Hughes Companies 1001 SW Disk Dr., Ste. 250 Bend, OR 97702	541-408-9884	541-408-9894	www.mrhugheslaw.com mrhughes@mrhugheslaw.com	Michael Hughes	1	2013	Legal & consulting services specializing in NIL - sports law, criminal defense, cannabis - hemp law, business law & ag law. Featuring business formation, hemp industries. Representing businesses & investors. Structuring, licensing, compliance, land use, zoning & expert opinion in legal cases. Business formation & structuring. Licensing & compliance. Land use & zoning. Expert opinion for legal cases. Criminal defense (state & federal). www.onnillaw.com
Western Environmental Law Center Bend, OR 97702	541-914-9698	N/A	westernlaw.org mcmillan@westernlaw.org	Sarah McMillan	1	2017	We represent organizations & individuals aligned with our mission who are seeking to safeguard the public lands, wildlife & communities of the American West in the face of a changing climate. We envision a thriving, resilient West, abundant with protected public lands & wildlife, powered by clean energy & defended by communities rooted in an ethic of conservation.
Will Dennis, Attorney at Law 438 NE Irving Ave. Bend, OR 97701	541-388-3877	541-388-3878	www.willdennisslaw.com wd@willdennisslaw.com	Will Dennis	2	2006	Elder care, medicaid, VA aid & attendance, estate planning, asset protection. Licensed in Oregon & California.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.



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Joe Stavig

CA Rowles Engineering & Design welcomes **Joe Stavig** to their civil engineering team. Newly local to Bend, Stavig's background includes several years of design and consulting experience in various Washington and California jurisdictions with a specialty in stormwater. As a licensed professional engineer, Stavig brings the necessary skillsets to see projects through planning, design and construction.



Jennifer McCaffrey

Old Mill District names **Jennifer McCaffrey** the 2025 Winter Art Series artist. McCaffrey's linocut pays homage to Bend's timber roots and celebrates Central Oregon's winter magic, featuring a powerful elk standing sentinel in a riverside snowbank before the Old Mill District's historic smokestacks. A snowcapped Broken Top rises in the background with a hint of the Northern Lights in the sky, creating a feeling that's both nostalgic and bold.

Printed in a duotone palette inspired by vintage black-and-white photographs, McCaffrey said she hoped to capture the timeless relationship between Bend's natural beauty and its working heritage.

This is the ninth straight year the Old Mill District has commissioned an original art piece as part of its Winter Art Series. Each year, the artwork is featured as the backbone of the district's winter marketing campaign. McCaffrey's art piece can be seen throughout Central Oregon on banners, posters and the cover of the Old Mill District's annual winter guide.

To bring the scene to life, McCaffrey became part artist, part historian. She scoured archives and old photographs of the original Brooks-Scanlon mill, studying the silhouettes of its smokestacks and the quiet grain of its past. The black-and-white images informed her palette and composition, she said, grounding the piece in authenticity.

Prints and other versions of McCaffrey's art can be viewed and purchased at The Stacks Art Studios & Gallery in the Old Mill District, a space she shares with four other local artists.



(L-R) MARCUS LEGRAND, STEVEN COOK, KATIE LEGACE, CHRIS BOYD, LISA BIRK, RYAN KELLING AND SHIRLEY OLSON

Bend-La Pine Schools presented its Administrator of the Year award Tuesday to **Chris Boyd**, principal of Caldera High School.

Boyd has been with Bend-La Pine Schools for 11 years and is in his fifth year as principal at Caldera High School, the district's newest school. He has been Caldera principal since the doors opened in the fall of 2021.

Boyd also helped open Pacific Crest Middle School as principal in 2015.

Bend-La Pine Schools also presented its Support Staff Member of the Year award

Wednesday to **Liz Vargas**, welcome center liaison at the Bend-La Pine Schools Education Center.

Vargas has been with Bend-La Pine Schools for eight years, working with newcomer families and supporting programs that include Family Access Network and McKinney-Vento Act services for students experiencing homelessness.

Every day Vargas supports incoming families, guides students and collaborates with staff in every school. She also designed and implemented a more efficient intake system that connects families to vital community organizations.

Then the Excellence in Education awards culminated with the presentation of the Educator of the Year award to **Loren Renfroe**, language arts teacher at Sky View Middle School in northeast Bend.

Renfroe has been with Sky View for two years. Before she joined Bend-La Pine Schools, she was an English teacher at Round Rock Independent School District in Round Rock, Texas.

In addition to her classes, Renfroe is also the instructor of Sky View's leadership class and co-designed the Career Technical Education Wheel course, integrating communication, technology and design thinking through hands-on experiences with local professionals and Oregon State University faculty. She has led professional development in the Readers and Writers Workshop and student-led conferences. She serves on both the campus and district language arts leadership teams, helping shape literacy instruction across Bend-La Pine Schools.



(L-R) LIZ VARGAS AND KINSEY MARTIN | PHOTOS COURTESY OF BEND-LA PINE SCHOOLS



(L-R) STEVEN COOK AND LOREN RENFROE

who's who who's who who's who who's who who's who who's who who's who

New hires, promotions, accolades, awards, retiring? Send us your

Who's Who!

Send a high resolution head shot and a short, 100- to 150-word writeup to CBN@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*.

who's who who's who who's who who's who who's who who's who

Upcycling for a Cause

by KIM GAMMOND, Executive Director — Habitat for Humanity of La Pine Sunriver



MEANDERING MAKER BEFORE

MEANDERING MAKER AFTER | PHOTOS COURTESY OF HABITAT FOR HUMANITY OF LA PINE SUNRIVER

Habitat for Humanity of La Pine Sunriver is thrilled to announce the opening of our ReStore Upcycle Challenge Auction—a community-driven, creative competition that blends sustainability, artistry, and philanthropy. The online auction will be live through December 19, with proceeds supporting Habitat's mission to build and preserve affordable housing in southern Deschutes County.

Local artisans, DIYers, and creative community members have taken on the challenge of transforming everyday ReStore items into extraordinary, functional works of art. From reimagined furniture to whimsical décor, each upcycled item showcases the talent and eco-conscious spirit of our community.

Bidding with Purpose

Hosted online, the Upcycle Challenge Auction is open to all, with a wide variety of upcycled pieces available for bidding. Every dollar raised will go directly toward Habitat's efforts to create safe, stable housing for families and individuals in need.

Event Details

- **Auction Dates:** Now-December 19, 2025

• **Location:** Online – View and bid on auction items here

• **Proceeds Benefit:** Habitat for Humanity of La Pine Sunriver's affordable housing programs

How You Can Help

- **Bid on Upcycled Items:** Support local artists and Habitat by bidding in the online auction.
- **Spread the Word:** Share the event with friends, family, and on social media.
- **Donate:** Can't bid? You can still make a difference by donating directly at habitatlapinesunriver.org.

Founded in 1993, Habitat for Humanity of La Pine Sunriver has built more than 40 affordable homes in three neighborhoods, including Putney Place. Habitat provides more than 100 critical, health and safety repairs to neighbors across South Deschutes County each year, and runs a thriving ReStore in La Pine.

habitatlapinesunriver.org

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St. Charles Community Pharmacy in Prineville Now Open

by ALANDRA JOHNSON, Manager of Public Relations — St. Charles Health System

St. Charles' new Community Pharmacy in Prineville is now open and serving customers, helping to preserve access to local pharmacy services in Crook County. The pharmacy transitioned from Clinic Pharmacy to St. Charles officially November 16. "Today is an exciting day for St. Charles and our community, as we can now offer seamless pharmacy services to patients throughout Crook County," said Todd Shields, vice president of operations for the Northern Campuses.

This is the second Community Pharmacy St. Charles has opened this year, after opening a pharmacy in Madras in June. "We are proud to maintain access to this critical service for patients, especially at a time when many pharmacies across the state and nation are closing," said Kevin Russell, director of ambulatory pharmacy services for St. Charles. The Prineville Chamber of Commerce helped celebrate the opening of the pharmacy with a ribbon cutting event on December 5.

The new pharmacy will offer prescriptions (in-store and via a drive-up window), immunizations, medication management, over-the-counter medicine and durable medical equipment such as crutches and walkers. It is located at 198 NE Combs Flat Road in Prineville and will be open Monday-Friday, 9am-6pm and Saturday, 9am-3pm.

About St. Charles Health System:

St. Charles Health System, Inc., headquartered in Bend, owns and operates St. Charles Bend, Madras, Prineville and Redmond. It also owns family care and specialty clinics in Bend, La Pine, Madras, Prineville, Redmond and Sisters. St. Charles is a private, nonprofit Oregon corporation and is the largest employer in Central Oregon with more than 5,000 caregivers. In addition, there are more than 400 active medical staff members and nearly 200 visiting medical staff members who partner with the health system to provide a wide range of care and service to our communities.

stcharleshealthcare.org



PHOTO | COURTESY OF ST. CHARLES HEALTH SYSTEM

Give the Gift of Mentorship This Holiday Season!

by JENN DAVIS, Program Director — Big Brothers Big Sisters of Central Oregon

This holiday season, Big Brothers Big Sisters of Central Oregon, a program of J Bar J Youth Services, encourages the community to "Give the Gift of Mentorship" by becoming a mentor to a local child. With 90 youth currently on the waitlist, there is a growing and urgent need for caring adults to step forward. For many families, the holidays represent hope, connection, and support. Yet dozens of children in Central Oregon are still waiting for a mentor. Someone who will show up, listen, encourage, and help them navigate everyday challenges. By becoming a Big, community members can offer a gift that lasts long beyond the holiday season.

"Mentorship is one of the most meaningful gifts you can give," says Jenn Davis, Program Director of BBBSCO. "Our Littles are incredible kids with so much potential. They simply need a consistent, caring adult in their corner. This holiday season, we're asking our community to help us meet this urgent need."

What Being a Mentor Means

Bigs meet with their Littles 2-4 times a month for low or no cost activities like exploring parks, sharing hobbies, cooking meals together, or simply talking about school and life. BBBSCO provides ongoing training, support, and resources to help every match thrive.

How to Get Involved

Becoming a Big is easier than many people think. Volunteers complete an application and background check and have an interview. BBBSCO's team then thoughtfully matches each Big and Little based on shared interests and compatibility.

Give the gift of mentorship this holiday season. Just a few hours a month can change a child's life—and often the mentor's as well.

About Big Brothers Big Sisters of Central Oregon:

A program of J Bar J Youth Services, Big Brothers Big Sisters of Central Oregon was founded in 1994. The mission of Big Brothers Big Sisters of Central Oregon is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. BBBSCO serves over 220 youth annually and continues to grow programming. We are committed to serving at-risk youth and youth facing adversity with mentors in our community.

bbbsco.org



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Double Your Impact

Central Oregon's Employee-Owned Grocery Stores Launch December's Fundraiser for Food for February

by KASEY EVERY, Account Manager — Every Idea Marketing

Newport Avenue Market, Oliver Lemon's, and Ollie's Kitchen are matching customer donations at the register up to \$32,500 to feed the hungry in Central Oregon. Everyone deserves a meal, regardless of their circumstances. This December, shoppers in Bend, Redmond, Terrebonne, and Sisters can make a lasting difference through the annual Food for February fundraiser — a program designed to ensure local families have access to essential food resources during one of the toughest months of the year.

How It Works:

Every dollar donated by shoppers in December will be matched 100 percent by Rudy's Market Inc. (up to \$32,500) — doubling the impact of every gift. Funds raised will go directly to Family Kitchen and Sisters Kiwanis Food Bank, organizations dedicated to feeding individuals and families

in Bend, Redmond, and Sisters areas. These nonprofits will use the funds to purchase fresh produce, meat, and other essentials at wholesale prices — stretching every dollar to feed more people. Since its inception in 2011, Food for February has raised nearly \$630,575, including \$279,063 in matching funds from the markets. Last year alone, the program generated over \$70,824, proving the incredible generosity of Central Oregon communities.

A Call to Action:

"We're proud to launch Food for February again this December," said Lauren G. D. Redman, CEO & President of Newport Avenue Market. "You, our friends, neighbors, customers, and visitors have the opportunity to double your giving dollars this holiday season."

Continued on Next Page ►

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com
 Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



December 3

5:30pm City of Redmond Urban Area Planning Commission Meeting.

December 3

6pm City of Bend Virtual and In-Person City Council Meeting at Bend City Hall Council Chambers.

December 4

12pm Deschutes County Bicycle and Pedestrian Advisory Committee Meeting.

December 4

3:30pm City of Redmond Parks Committee Meeting.

December 9

3pm Deschutes County Facility Project Review Meeting.

December 9

5:30-7:30pm SCORE Free, Confidential One-on-One Small Business Counseling at Bend Downtown Library.

WORKSHOPS & TRAINING



December 9

9-11am Moementum Virtual Workshop, The Human Edge in an AI World.

December 15

9-11am Moementum In-Person Workshop, The Human Edge in an AI World, at The Haven Coworking.

(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

DESCHUTES COUNTY 11.18.25 & 11.25.25

\$888,350.00	-	Commercial (New) 47,000 sf. at 726 W View Lp. Sisters 97759 OR Owner: Shyamas Ellis PO Box 335 Sisters, OR 97759 Builder: Gerald L Snow 541-419-9055 Permit # 247-24-004018
\$256,761.00	-	Commercial (Addition) 8,968 sf. at 123 N Trinity Way Sisters 97759 OR Owner: St. Edward Catholic Church of Sisters PO Box 489 Sisters, OR 97759 Builder: Cohen Skovborg, LLC 541-617-9190 Permit # 247-25-004804
\$1,600,000.00	-	Commercial (New) 11,975 sf. at 63305 Gibson Air Rd. Bend 97701 OR Owner: Jason Bethers PO Box 6313 Bend, OR 97708 Builder: Elite Electric, LLC 541-788-4868 Permit # 247-25-004045
\$57,559.00	-	Commercial (New) 4,172 sf. at 62560 Hamby Rd. Bend 97701 OR Owner: School District #1 62560 Hamby Rd. Bend, OR 97701 Permit # 247-25-006780

CITY OF BEND 11.18.25 & 11.25.25

\$245,884.00	-	Commercial (New) 16,321 sf. at 20888 NE Triton Pl. Bend 97701 OR Owner: Juniper Ridge Lot 6, LLC Builder: Sunwest Builders 541-548-7341 Permit # PRNC202507048
\$150,000.00	-	Commercial (Alteration) 105 sf. at 42 NW Hawthorne Ave. Bend 97703 OR Owner: Brent Griggs Builder: Branch Brothers Construction 541-948-0801 Permit # PRRE202407238
\$24,114.00	-	Commercial (Alteration) 70 sf. at 2500 NE Neff Rd. Bend 97701 OR Owner: Multiple Builder: Skanska USA Building, Inc. 973-753-3579 Permit # PRRE202504015
\$308,658.00	-	Commercial (New) 1,128 sf. at 63612 NE Andesite St. Bend 97701 OR Owner: Juniper Ridge Lot 6, LLC Permit # PRNC202507058
\$247,473.00	-	Commercial (New) 15,916 sf. at 20894 NE Triton Pl. Bend 97701 OR Owner: Juniper Ridge Lot 6, LLC Builder: Sunwest Builders 541-548-7341 Permit # PRNC202507057
\$25,000.00	-	Commercial (Alteration) 25,000 sf. at 1030 NW Roanoke Ave. Bend 97703 OR Owner: Multiple Permit # PRRE202507596

CITY OF REDMOND 11.18.25 & 11.25.25

\$885,000.00	-	Commercial (Addition) 4,480 sf. at 345 NE Hemlock Ave. Redmond 97756 OR Owner: PCC Structural, Inc. 4600 SE Harney Dr. Portland, OR 97206 Builder: JH Kelly, LLC 360-423-5510 Permit # 711-25-001822
\$489,000.00	-	Commercial (New) 4,000 sf. at 228 SE Franklin St. Redmond 97756 OR Owner: Danny Dean 5353 19th NW Terrebonne, OR 97760 Builder: Philgood Contractors, Inc. 541-297-0372 Permit # 711-25-001971
\$5,714,637.00	-	Commercial (New) 44,684 sf. at 4577 SW 19th St. Redmond 97756 OR Owner: Grace Delight of Oregon, LLC PO Box 470 Colbert, WA 99005 Builder: JB Steel, LLC 541-773-8325 Permit # 711-25-001449
\$150,000.00	-	Commercial (Alteration) at 2180 S Hwy 97 Redmond 97756 OR Owner: Redmond Wash, LLC 3120 139th Ave. SE Ste. 500 Bellevue, WA 98005 Builder: McCormack Construction, Co. 541-276-1353 Permit # 711-25-001956
\$137,759.00	-	Commercial (Tenant Improvement) at 3500 SW 21st Pl. Redmond 97756 OR Owner: BASX, Inc. 3500 SW 21st Pl. Redmond, OR 97756 Builder: Wize Solutions, LLC 801-906-0303 Permit # 711-25-002007
\$15,000.00	-	Commercial (New) at 2450 SW 6th St. Redmond 97756 OR Owner: IBEW Local 280 Building Corp PO Box 404 Tangent, OR 97389 Builder: Skanska USA Building, Inc. 973-753-3579 Permit # 711-25-002106

KLAMATH CO. & CITY OF KLAMATH FALLS 11.18.25

\$157,822.00	-	Commercial (New Solar) at 6420 S 6th St. Klamath Falls 97603 OR Owner: Bydand Investors, LLC Attn: Bob Gordon Klamath Falls, OR 97603 Builder: Freedom Forever Oregon, LLC 888-557-6431 Permit # 483-25-002960
\$75,000.00	-	Commercial (Alteration) at 2655 Shasta Way Klamath Falls 97603 OR Owner: Fred Meyer Stores, Inc. C/O Nickel & Company, LLC Cincinnati, OH 45202 Builder: Western Construction Services, Inc. 541-788-0325 Permit # 483-25-002933

Food for February

Continued from previous page

Your hard-earned money you so generously give to fight hunger in Central Oregon stays right here at home and helps our neighbors. The beneficiaries of your giving use the donated money to purchase food at wholesale price to fill their kitchens and pantries."

- Newport Ave. Market, Family Kitchen is the recipient, we will match up to \$20,000 in customer donations.
- Oliver Lemon's Sisters, Sisters Kiwanis is the recipient, we will match up to \$5,000 in customer donations.
- Oliver Lemon's in Terrebonne, Family Kitchen is the recipient, we will match up to \$5,000 in customer donations.

- Ollie's Kitchen in Redmond, Family Kitchen is the recipient, we will match up to \$2,500 in customer donations.

How You Can Help:

- Donate at checkout at Newport Avenue Market, Oliver Lemon's, or Ollie's Kitchen throughout December.

• Spread the word on social media using #FoodForFebruary.

• Encourage friends and family to join the effort.

Why December Matters: February is historically one of the hardest months for food-insecure families. Donations drop after the holidays, leaving food banks struggling to meet demand. Rising food and housing costs have only intensified the need, with visits to food assistance sites increasing by 25% last year. In Oregon, nearly 1 in 8 residents faces hunger — a sobering reminder that our neighbors need help.

newportavemarket.com • oliverlemons.com • ollieskitchen.com
familykitchen.org • sisterskiwanis.org

G race & Goods Thrift Boutique

Continued from page 3

Tom's for purchase, and many beautiful items to purchase in support of a shelter, help, and hope.

In the meantime Bethlehem Inn encourages you to donate women's clothing items that are in great condition, clean, and desirable for our thrift boutique shelves.

See you there!

Monetary donations may be mailed to: Bethlehem Inn, PO Box 8540, Bend, OR 97708.

bethleheminn.org • facebook.com/BethlehemInnCentralOregon
Instagram: @BethlehemInnBend

The Hudson

Continued from page 3

Culinary Institute of America graduate who has led acclaimed kitchens in New York, Chicago, San Diego, to The Madeline Hotel in Telluride. Most recently, Morris was the driving force behind one of Bend's premiere restaurant groups.

The team also features General Manager Ken Macias, whose career includes opening and leading notable restaurant projects in Austin, Texas; Denver, Colorado; Sacramento, California and Dubai.

"We wanted to create a place in Bend where people can count on good food and genuine hospitality every time they walk in," said Rob Kelleher, partner at The Hudson. "The Hudson is live-fire, genuine hospitality, and a team that cares about getting it right. We look forward to opening our doors this winter."

The Hudson opens this winter at 900 NW Wall Street. Additional details will be shared closer to opening.
thehudsonbend.com

J uniper Management

Continued from page 3

for already limited soil moisture. As juniper matures, its dense foliage also captures rain and snow before it reaches the ground, further reducing the water available to other plants.

When juniper dominates a site, native vegetation often declines or disappears, and invasive weeds or bare, erosion-prone soil can increase. At the same time, Western juniper is a native species in Central Oregon, and many

areas in Deschutes County contain old-growth juniper that is an important and natural component of the landscape. As a condition of this grant, old-growth (pre-settlement) juniper trees will be retained in all project areas.

The Deschutes SWCD will accept applications for juniper management funding until December 31, 2025. DSWCD staff will meet with interested landowners to evaluate potential project areas for ecological and watershed benefits. Landowners with successful applications will work with DSWCD staff to develop a site-specific treatment and post-treatment management plan. Payment will be made upon satisfactory completion of the project and approval by DSWCD staff.

Applications and online submission options are available at deschutesswcd.org.

Watch for Upcoming Editions of **CASCADE BUSINESS NEWS**

2025 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
December 17 <small>Deadline Dec 10</small>	Top Commercial Projects/Construction Review	Commercial Contractors

2026 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
January 21 <small>Deadline Jan 14</small>		Architects, Landscape Architects
February 4 <small>Deadline Jan 28</small>	Central Oregon Economic Outlook	Coaches, Business Consultants, Chambers, Business Organizations
February 18 <small>Deadline Feb 11</small>	Family Business Special	Art Galleries, Arts Organizations, Framers
March 4 <small>Deadline Feb 25</small>	Meeting Guide	B&B's, Facilities with Conference Space, Event Rentals, Caterers, Event Planners, Golf Courses, Hotels/Motels, Tour Companies
March 18 <small>Deadline Mar 11</small>	Marketing Industry	Ad Agencies, Media, Printers, Media Productions, Ad Specialties, Publishers, Public Relations & Marketing Professionals, Photographers, Sign Cos, Graphic Designers, Social Media, Web Designers
April 1 <small>Deadline Mar 25</small>	Environmental Special	Landscaping Businesses, Environmental Companies, Recycled Products & Services
April 15 <small>Deadline Apr 8</small>	Real Estate Report	Realtors, Title Companies, Mortgage Companies, Property Managers
May 6 <small>Deadline Apr 29</small>		Banks, Credit Unions



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Town & Country

First Friday Artwalk Bend // Old Mill District

Photos by Laurie Pittmon



Alexa Oxenrider



Allen Sykora



Amy Vanderlaan



Anne Gibson



Carson Hackbart and Garrett Stefanick



David Augustyn



Dee McBrien-Lee



Elisa Barroso and Nick Grutter



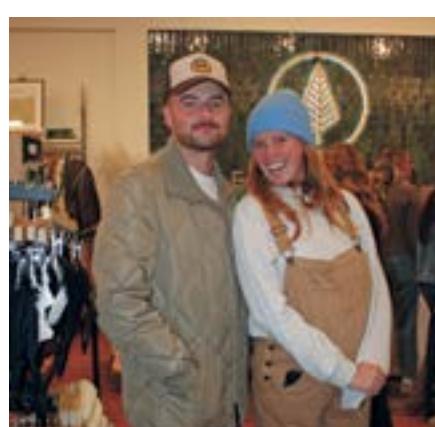
Ethan and Joanna Smith



Isabelle Olinger and Olivia Little



Jake Combs



Jakob Harrold and Emma Hamilton



Katy Vecere and Brett Helmbrecht



Kira Frances and Jennifer McCaffrey



Liz Wold



Mark and Kristen Darnell



Matthew Nicolau



Megan Pettibone



Sean Killion, Hillary Brown
and Shawn Morris



Troy Collins

Town & Country

First Friday Redmond & Fourth Friday Sisters

Photos courtesy of Dry Canyon Arts Association & by Laurie Pittmon



Brad Harrison



Carol Picknell



Cheryl Graham and Kathy Rafish



Debra Roeder



Gilliam Burton



Jay Lowndes



Rex Krueger



Terri Dill-Simpson and Elizabeth Margeson



Vincenzo Barraco



Wendy Wheeler-Jacobs



Brad Earl



Cherie & Brett Langlois, Rose Rock



Chris Warren and Leslee Burtt



Dan Rickards and Wendy Vernon



Dixie Eckford and Helen Schmidling



Jana Novotny and Mark Barringer



Karen Thomas



Petra Chase and Mary Ann Sullivan



Sheila Dunn



Vivian Olsen