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Megan Beshai

Bend-based law firm **Karnopp Petersen LLP** announces **Megan Beshai** has joined the firm as an associate attorney specializing in civil litigation.

Before joining Karnopp Petersen, Beshai most recently served as a staff attorney with the Santa Clara County Superior Court. Beshai also gained experience with complex civil litigation at the United States District Court for the Northern District of California. There she served as a judicial extern for the Honorable William H. Alsup and served as both a judicial extern and post-graduate law clerk for the Honorable Laurel Beeler.

Originally from Corvallis, Oregon, Beshai's education and legal experience include a focus on civil rights and access to justice for civil litigants and criminal defendants alike. While studying political science at Seattle University and later attending The University of California, Hastings College of the Law, Beshai worked with legal aid organizations in her community. She also worked with public defender agencies, including the Office of the Federal Public Defender for the Northern District of California in San Francisco.

Beshai continues to be a member in good standing of both the Oregon State Bar and the State Bar of California. Since joining the firm, Beshai has worked with several attorneys on litigation matters relating to their practice areas, including Indian Law and Natural Resources, Employment Law, Business Litigation and Land Use.

Fitch & Neary, PC of Redmond recently added a new attorney to the firm as of January 1, 2021. **Lisa Andrach** has joined as an associate, accompanying Ed Fitch, Andrew Fitch and Sean M. Neary. Her practice focuses on estate planning, probate and trust administration, real estate and land use law. Andrach was previously an associate with Bryant Emerson LLP in Redmond where she had a similar practice. Andrach enjoys providing clients with personable, informed legal advice to guide clients in navigating their legal challenges. She thoroughly enjoys the law and working with clients. Clients often tell her that they feel a great sense of relief and understanding after meeting with her to discuss their matter. Because of her experience in an array of legal areas, she considers the legal aspects of a situation that others may not spot and accordingly provides an in-depth legal representation. As a result of Andrach's personable legal guidance and her exceptional legal representation, she has developed a loyal client base that continues to look to her for all their legal representation.



Lisa Andrach

Leigh Seibert has joined **Stemach Design & Architecture** as a design professional. Originally from Indiana, Leigh is a graduate of the University of New Mexico, with a masters of architecture. She has two years of experience in the design and construction industry, most recently as a project manager with a tiny house design-build company in the Willamette Valley. Seibert is currently assisting with design and construction documentation for a variety of commercial tenant improvements and new developments.



Justin Mayo

STEELE Associates Architects announces that **Justin Mayo** joined the firm in December of 2020. Mayo brings over ten years of deep design talent and an impressive resume that includes working with design teams on three different embassies around the world, mass-wood and CLT (cross laminated timber) projects, labs, commercial and urban mixed-use. He is an outstanding designer and renderer who has been welcomed by his new team. Currently he is working on the new Sisters USFS Campus, and several other local projects. Mayo earned his master of architecture at the University of Oregon.



Diego Cardiel

BBT Architects (BBT) announces **Diego Cardiel** has joined the firm as design staff. Cardiel received his master of architecture degree from the University of Oregon and a bachelor of science degree in Urban and Regional Planning from California Polytechnic University. He is a highly skilled in 3D visualization and story-telling through expressive concepts. As a Certified Passive House Consultant, his interest in sustainability focuses on the space where science and community interact.



Kristie Schmitt

Healthy Beginnings has elected a new board member to help serve the Central Oregon community. **Kristie Schmitt** of Compass Commercial joins the board that works to ensure young children enter kindergarten ready to thrive through their no-cost health screenings. She brings with her a wealth of knowledge and energy to the team, through both her work and her recent graduation of Leadership Bend.

Healthy Beginnings has had to adapt to the COVID environment, and has been providing virtual screenings to families. As a long-standing Central Oregon nonprofit, the organization looks forward to Schmitt's creative ideas and connections to continue to serve the tri-county area.

that **Christina Nist** of property

After over two months in Orange County, family five years as the operations department. Under has excelled in customer service, as a driving member last six months.

Now, Nist will build up the property maintenance team and expand their tenant and vendor experience.



Christina Nist

Compass Commercial announces has been promoted to senior director maintenance as of December 1, 2020.

decades of operations and property experience in both Kansas City and Nist joined the Compass Commercial ago and has achieved great things manager of the property management her management, the department efficiency while providing exceptional Most recently, she has been invaluable of the Yardi conversion team over the

bring knowledge and experience to

4 Seasons Home Services has earned accreditation from the National Home Watch Association (NHWA) for the second year. The NHWA was formed in 2009 in order to establish and maintain the highest industry standards for Home Watch and absentee homeowner services throughout the United States and Canada. Home Watch is a visual inspection of a home or property, looking for obvious issues, which means that it is a service that "keeps an eye on things" at your vacation or primary home while you are not in residence.

Owner **Aaron Tarnow** purchased 4 Seasons in 2019. For over 29 years, 4 Seasons has provided Home Watch services to the resort community of Sunriver. Tarnow is excited to be expanding into more of Central Oregon, including the Bend, Crosswater and Caldera Springs areas. Right now, he services over 140 homes and in addition to Home Watch offers executive-level cleaning services and the coordination of calendars for multi-family vacation homes.

Tarnow moved to Bend from Traverse City, Michigan, in 2007 and with his wife, Amy, enjoys all that the area has to offer: whitewater rafting, skiing, biking and camping with their two young children. Prior to purchasing 4 Seasons, Tarnow worked in the medical field as an orthotist/prosthetist, while managing several rentals on the side. Though quite a career change, Tarnow finds the customer service aspects of Home Watch to be a fun and engaging change of pace. Amy is a native Oregonian and works full-time as a school administrator. She helps Tarnow with bookkeeping and other management responsibilities for 4 Seasons.

Tarnow serves as the Chapter Lead for the NHWA's Northwest Chapter. The Tarnows plan on giving back to the community as they expand their business.



Aaron Tarnow



Breanne Barrett

J Bar J's at:project announces **Breanne Barrett** as their new program manager.

Barrett attended Oregon State University - Cascades where she earned her bachelor's degree in Human Development and Family Science. She worked at the Bethlehem Inn for two years as a case manager for adults and families experiencing homelessness and adults transitioning out of the criminal justice system. Within J Bar J Youth Services, Barrett spent the past two years as a case manager, first in Street Outreach at Cascade Youth and Family Center, then moving to at:project, where she worked with victims of human trafficking. Barrett brings an array of experience to her new position of program manager for at:project.

Barrett has lived in Central Oregon for the last 11 years. She chose Bend because of her love for the outdoors: skiing, hiking and whitewater rafting.

NeighborImpact's board of directors has elected its 2021 officers. There are currently 14 members on the NeighborImpact Board of Directors and board members must be residents of Crook, Deschutes, Jefferson counties or the Confederated Tribes of Warm Springs. The NeighborImpact board draws its membership from three segments: elected officials, community members and economically disadvantaged residents.

Chad Carpenter of La Pine will continue as board president. **Brent Wilkins** of Bend will continue as vice president and **Brenda Comini** of Prineville will continue as secretary treasurer. **Heather Simmons** of Bend will serve a second term as executive committee member at large. **Dan Martinez** of Warm Springs is newly elected to the executive committee as a member at large.

The board welcomed **Malinda Corley** of Bend as a new board member representing the Head Start Policy Council. The board sadly saw Redmond City Councilor Camden King depart the board.

The remainder of the board includes: **Jose Balcazar**, Bend; **Laura Beebe**, La Pine; **Lyndle DeCamp**, Prineville; **Hon. Roger DeHooz**, Bend; **Commissioner Mae Huston**, Culver; **Councilor Patricia Jungmann**, Prineville; **Tribal Councilor Glenn Smith**, Warm Springs and **Linda Walker**, Camp Sherman.

Board members oversee the affairs of the organization, which serves the tri-county area, providing services to 53,000 residents annually and employing over 250 staff.

Columbia Banking System, Inc. (NASDAQ:COLB) (Columbia) announced the appointment of **Laura Alvarez Schrag** and **Tracy Mack-Askew** to its Board of Directors. Both appointments were effective January 1, 2021.

Alvarez Schrag is the president of Pondera Consulting and has extensive experience providing human resources, organizational and leadership development expertise to companies and nonprofits. In her prior role as human resources manager at Hewlett-Packard, she implemented a comprehensive Talent Management system for global business units, led HR due-diligence for international acquisitions and developed diversity plans for global business units. Alvarez Schrag currently serves on the Board of Directors of Catholic Charities of Idaho, Bishop Kelly High School Governance Board and St. Alphonsus Community Board. She is a past board member of Human Resources Association of Treasure Valley and is a past president of Hispanic Cultural Center of Idaho and St. Paul's Catholic School Board. In 2014, she earned recognition as Idaho Young Mother of the Year from American Mothers Inc. and was named a Woman of the Year honoree in the *Idaho Business Review*. Alvarez Schrag is a resident of Nampa, Idaho and holds a bachelor of arts in management and organizational leadership from George Fox University, an associate of applied sciences in business administration from Lamson Business College, an applied Neuroscience and Brain Health Certification from the Neuroscience Academy and is an ACC Certified Executive coach from the International Coaching Federation.

Mack-Askew is the general manager-HD Vocational Platform Development of Daimler Trucks North America and has a depth of operations executive experience providing direction and oversight to cross-functional teams while increasing market share, reducing product complexity and ensuring excellence in design. Mack-Askew currently serves as a finance committee member on the Governing Board of Ronald McDonald House Charities of Oregon and Southwest Washington. She is executive sponsor of the Daimler African American Employee Resource Group and national chair for the Policies and Procedures Committee of Jack and Jill of America Inc. In 2016, she was honored with an award for leadership in business and philanthropy from the *Triad Business Journal's* Women in Business Awards. Mack-Askew is a resident of Portland, Oregon and holds a bachelor of science in mechanical engineering from Rensselaer Polytechnic Institute, a master of science in mechanical engineering from Purdue University, a master of arts in management from Harvard University and a Mergers and Acquisitions certificate from Harvard Business School.



Laura Alvarez Schrag



Tracy Mack-Askew

NAVIS welcomes two proven leaders to the senior leadership team, with the addition of **Bryan Turner** as vice president, Product Solutions and **Brooke Hue** as vice president, People and Culture.

Turner will lead and transform the product team. He joins NAVIS after growing high-performing product teams and maximizing revenue for some of the world's top brands, including TravelClick, Starwood Hotels, Intercontinental Hotel Group (IHG) and Deloitte. Prior to joining NAVIS, Turner served as VP of Product Management at EHE Health, where he transformed their omnichannel digital marketing platform and delivered substantial digital revenue growth.

After hours, Turner, also a former small aircraft pilot, enjoys biking, skiing and traveling with his wife and daughter.

Joining NAVIS to oversee and lead the NAVIS Culture and People Success department, Hue brings 20 years of human resources experience. Prior to joining NAVIS, she led the North American Human Resources team at Icertis, where she oversaw all aspects of human resources both locally and globally. Hue is dedicated to making sure the vibrant NAVIS culture continues to thrive and is excited to further develop NAVIS's talent roster.

In her free time, Hue enjoys a myriad of outdoor activities and is especially excited to take up mountain biking here in Bend.



Bryan Turner



Brooke Hue

AP Equipment Financing (AP) funded \$197.3 million worth of equipment in 2020, representing a 17 percent growth over 2019. AP is proud of this growth during this challenging year and looks forward to 2021 to continue their momentum.

Additionally, AP Equipment Financing announced new promotions heading into 2021. **Chris Lerma**, CLFP has been promoted to president of AP and **Fred Williams** has been promoted to chief sales officer of AP.

Lerma started with AP Equipment Financing in 2006 as a credit analyst and has been instrumental in AP's growth and success. With Lerma's promotion to president, he will be responsible for current day-to-day operations, managing the current leadership team and continuing AP's growth. Reporting to Chris Enbom, CEO, Lerma will take charge in directing the success of AP for the years to come.

In addition, Williams has been promoted to the position of chief sales officer. Williams began his career at AP as a salesperson in 2013, and now oversees the entire sales team. He will be working closely with the business development team and the chief marketing officer to explore new target markets and grow current industry sectors.



Chris Lerma



Fred Williams



Sandy Cassio

Big Brothers Big Sisters of Central Oregon (BBBSCO) welcomes **Sandy Cassio** as their new program director.

In 2018, Cassio and her husband arrived in the Bend area after living, working and raising their three daughters in the Seattle/Tacoma area; her goal has been to find an opportunity to connect with and contribute to the Central Oregon community. Cassio's background in education has taught her to see all children as individuals who have the capacity to flourish and develop into happy, well-rounded adults who recognize and utilize their intellectual, emotional and cultural distinctions and abilities. She is passionate about helping children realize their full potential, and has seen, over and over, the vital role that reliable relationships play in the positive development of young people.

Her master of science degree in education, with an emphasis in organizational leadership, has specifically prepared her for administration in a nonprofit setting. She has held various positions in nonprofit school leadership, through which she honed skills in staff supervision, writing, donor relationships, budget and finance, public speaking and community relations. Additionally, her experience in nonprofit leadership and administration has given her experience in strategic policy analysis, community networking, organizational management and health and data aggregation, analysis, accreditation, reports and resultant action steps. Cassio comes to BBBSCO with long-standing and varied volunteer experiences in working with at-risk youth and families through churches and inner-city shelters and food banks.

Over the years, Cassio has learned the value of a team. She loves to join a team, learn about existing successes and foster further growth and development of every individual. She hopes to bring fresh energy and ideas in support of a well-established and passionate team at BBBSCO.

Four new City of Bend City Councilors took their Oaths of Office on Wednesday, January 6: **Anthony Broadman**, **Melanie Kebler**, **Megan Perkins** and **Rita Schenkelberg**. The swearing in ceremony was livestreamed and will be viewable through bendoregon.gov/councilagenda.

More information about the individual Councilors can be found at bendoregon.gov/citycouncil. The new members join Mayor **Sally Russell** and Councilors **Barb Campbell** and **Gena Goodman-Campbell** on the Bend City Council. Voters select Councilors and the Mayor to serve four-year terms. Councilors select a Mayor Pro Tem, which is essentially the Vice Mayor who can serve as the presiding officer any time the Mayor is not available.

Councilors recently selected Gena Goodman-Campbell to serve as Mayor Pro Tem.

Council goal-setting meetings will take place from noon to 4pm on January 20 and from 9am to 4pm on January 21. The community will be able to view goal session sessions live. Information about how to access meetings will be available on bendoregon.gov/councilagenda.

This is when the Council shapes the City's two-year goals and priorities, which influence the budget for the upcoming biennium. Goals are anticipated to be completed in March, and Councilors adopt the associated two-year budget in June.

Goal setting sessions do not include public comment opportunities but people can write to the Council at council@bendoregon.gov.

The Council is holding a regular business meeting on the evening of January 20. The agenda and livestreaming information will be available at bendoregon.gov/councilagenda.



Amanda Maclin



Katie Roper

G5 announced the addition of 25-year industry veteran, **Amanda Maclin**, to its multifamily team as vice president of Sales, and the addition of **Katie Roper** to its leadership team as vice president of Senior Living.

Maclin will oversee G5's East Coast multifamily sales team with a focus on supporting employee talent, development and success. She will also be responsible for growing new partnerships, expanding current accounts and refining the strategy of G5's multifamily business.

Maclin has a proven track record as a digital marketing expert, working with hundreds of clients, nationally and internationally, to help maximize marketing budgets to drive more qualified traffic to their properties. Formerly a vice president at LeaseLabs (now owned by RealPage), Maclin has also held positions at Apartments.com, where she was recognized as Top Sales Representative of the Year (2011). Maclin began her career at the site level before working her way up to an executive director of property management.

Roper will be responsible for the day-to-day strategy and business processes of the sales team to drive consistent revenue growth and new client acquisition.

Roper has been developing robust partnerships within the senior housing industry since 2007, after an earlier career in digital advertising and technology. As the founding head of sales and industry marketing for Caring.com, Roper built the company to be one of the premier sources of internet leads for senior housing and care companies by forging deep, trusted relationships with many of the largest players in the industry. She has also written and spoken on caregiving, senior care and AgeTech issues.

John L Scott Bend welcomes new brokers **Kelli Salas**, **Melissa Gleason**, **Parker Vernon** and **Erin Johnson** to their team.

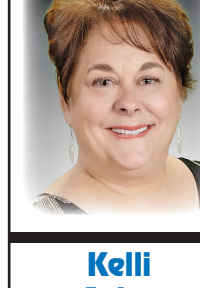
Salas has been in the people business her entire life. Her first 25 years (since the age of 15) was spent in the restaurant industry as her grandparents owned fine dining restaurants. Salas did it all from serving, bartending, party planning, managing and banquet managing. She has been a licensed realtor in California since 2007, where she excelled in property management along with selling and buying of real estate in Central California for 13 years.

Salas moved to Bend in July 2020, obtained her principal brokers license and will be continuing her successful real estate career with John L. Scott Real Estate in Bend.

Gleason chose a career in real estate to be able to integrate her passion to build relationships and support the community. With a background in sales and retail management, Gleason is no stranger to hard work, dedication and negotiation. It has shaped her ability to thrive in a challenging environment, taught her how to maintain a positive attitude despite adversity and the importance of establishing strong trusting relationships. It is those relationships and the people she is impacting that drives Gleason to succeed.

Born and raised here in Central Oregon, Vernon has called the High Desert home for 28 years. With nearly a decade of real estate experience ranging from property management, to investing, as well as sales, Vernon has a unique skill set as well as a large network to help you reach your real estate goals.

Growing up with a family in the real estate and construction industry revealed to Johnson the amazing transformation of creating a house into a home. Which in turn stirred a passion in her to help others create that experience for themselves. Johnson takes great joy and pride in the wonderful relationships she creates with her clients.



Kelli Salas



Melissa Gleason



Parker Vernon



Erin Johnson



Steve Cook

Bend-La Pine Schools' Board of Directors voted unanimously to name **Dr. Steve Cook** as the district's next superintendent. Cook, who currently serves as superintendent at Coeur d'Alene School District in Idaho, will begin on July 1, 2021. Cook will succeed current interim Superintendent Lora Nordquist.

Prior to serving in Idaho, Cook served as acting superintendent at Douglas County School District in Colorado, which serves 68,000 students. From 2014-2018 he served as assistant superintendent of Secondary Schools and deputy superintendent at Douglas County School District. Cook has more than 30 years of public education experience including serving as teacher, principal and superintendent. He holds a Doctorate of Education Leadership and Policy Studies.

He is married to Stephanie Cook, a former critical care and school nurse, and has three grown children and one grandchild.

During the coming months, Cook will collaborate with board members, community partners, school leaders, educators and families to learn more about Bend-La Pine Schools as he transitions to becoming superintendent July 1, 2021.

Central Oregon Community College (COCC) announces that English professor **Stacey Donohue**, Ph.D., was selected to receive the Modern Language Association's (MLA) 2020 Francis Andrew March Award, a national postsecondary honor that recognizes distinguished service to the profession of English. Donohue received the award at a January 9 virtual ceremony.

Named for the nation's first postsecondary English professor (who taught at Lafayette College), the Francis Andrew March Award honors the English scholar and teacher "who accepts responsibility for strengthening the life and work of departments, the field and the English studies community considered as a whole." Past recipients have included scholars from such hallowed institutions as Stanford University and Smith College.

Donohue, a faculty member at COCC since 1995, has served the discipline through leadership, mentorship and participation with organizations such as the MLA — including as a national teaching institute facilitator — for many years.

In 2018, Donohue received the Association for Women in Community Colleges' College Excellence Award and its Carolyn DesJardins Leadership Award.

Leading Edge Flight Academy of Bend announced the addition of their new Chief Fixed Wing Instructor, **James Presler**. Having flown for both a major air carrier as well as being a retired Navy F/A-18 Fighter Pilot, Presler brings a vast wealth of both flight experience and leadership to Leading Edge.

Presler has a long tenure of leading both inside and outside the cockpit. As an F/A-18 flight instructor, he was charged with teaching brave men and women the skills to execute arduous combat missions to include Air-to-Air combat, Air-to-Ground combat as well as aircraft carrier landings. In 2009, Presler was awarded F/A-18 Instructor Pilot of the Year by the Navy. Additionally, Presler was the Commanding Officer of Navy Recruiting District Seattle where he led a recruiting team of over 200 team members.



James Presler



Megan Burgess



Mike Bonetto



Kevin Link



Jill Craveiro

Bethlehem Inn Board of Directors announces its new slate of officers for 2021: **Megan Burgess**, president; **Mike Bonetto**, vice president; **Kevin Link**, secretary and **Jill Craveiro**, treasurer.

Bethlehem Inn serves the situationally homeless population in Central Oregon with emergency shelter services for up to 150 people each night. Its Board of Directors ensures the organization has a sustainable future through sound, ethical, legal governance and financial management policies.

Bethlehem Inn wishes to acknowledge the contributions of **Howard Friedman**, who served as board president for two years; Friedman will continue as a director. Exiting members who are stepping down from the Inn's Board Directors include Glenn Kotara, René Kesgard and George Myers.

While the **Central Oregon Association of REALTORS** (COAR) was unable to host its annual Holiday and Installation party this year, COAR is announcing the 2021 Board of Directors. The 2021 Executive Committee consists of President: **Louie Hoffman**, John L. Scott Bend; President Elect: **Cat Zwicker**, Desert Sky Real Estate; First Vice-President: **Brent Landels**, RE/MAX Key Properties; Past President: **Jack Zika**, Bend Premier Real Estate and Finance Chair: **Wendy Adkisson**, eXp Realty.

The executive committee represents a broad range of COAR's geographic area as well as the demographics of REALTORS. In 2021, the COAR board will focus on helping the community and industry recovery from the impacts of COVID-19, providing professional development to the membership, playing an active role in increasing housing inventory, upholding the professional standards of or the National Association of REALTORS' Code of Ethics and providing the most accurate market data to the community.

Hoffman also serves as a trustee for the Central Oregon Association of REALTORS Political Action Committee. His involvement with COAR includes serving on and as past chair of the Commercial Committee, on the Multiple Listing Service of Central Oregon Executive Committee, vice-chair Professional Standards Committee, a State Director, eCOAR Event Chair and on the member benefits task force. Hoffman was the COAR 2017 REALTOR of the Year.



Louie Hoffman



Cat Zwicker



Brent Landels



Jack Zika



Wendy Adkisson