Family Businesses Find Creative Ways to Thrive Despite Challenging Year

Family-run businesses have long been the heartbeat of American economy, from garage-based mom and pop shops to huge multigenerational corporations. An article in Inc.com states that according to the U.S. Bureau of the Census, about 90 percent of American businesses are family-owned or controlled. The article goes on to say that these businesses can range in size from two-person partnerships to Fortune 500 firms, and they account for half of the nation’s employment and half of its gross national product.

While family businesses have always operated a bit differently from their non-family-run counterparts, this past year has clearly driven that point home. The pandemic has affected family businesses in many ways both here in Central Oregon and around the world, just as it has affected other enterprises. In a June 2020 Forbes website article titled 5 Ways Family Businesses Can Adapt to COVID-19, it was reported that a recent BanyanGlobal survey of family businesses found that 82 percent had seen a negative impact on their business from the COVID-19 pandemic, and about half of those said the impact has been significant. However, families who run a business together have the benefit of trusted relationships that have been built over time with other family members, employees, customers, suppliers and the community.

A Harvard Business Review article titled A Crisis Playbook for Families by Josh Baron and Ben Francois says that family businesses “differ from other

Family Business Profiles — Pages 10-15

Johnson Brothers Appliances: A Multigenerational Family Affair for More Than 70 Years

Back in 1950, when Vernon and Charcelene Johnson founded a home-products store as an extension of Vern’s general contracting business, Deschutes County had less than 22,000 residents, the Shevlin-Hixon mill was closing and the Redmond Airport terminal was just opening. Life in Central Oregon was mellow, and in 1957, the Johnsons leased an old roller rink located at the corner of NE 1st Street and Franklin Avenue to house their business, which they had named The Home Center Inc.

Over the years, their company came to specialize in home appliances, and in 1970, Vern purchased a lot just north of the courthouse on Wall Street and constructed a building in which to operate The Home Center. As the years progressed, so did the Johnson’s business. In 1978, the Wall Street building got an addition; in 1980, The Home Center became Johnson Brothers TV & Appliance; and in 1985, a second location was opened in The Bend Plaza. The second facility closed in 1986, but in 1993, another satellite operation opened in leased space on North Highway 97 (currently Bend Color Tile). In 1996, a building at 571B NE Azure was leased and remodeled to become the Johnson Brothers retail location, and the Wall Street location was retained for storage and as an outlet store.

In 2000, the Johnson’s business continued to grow, and additional family members came on board. Their son, Bob, became general manager, and his daughter, Charcie, oversaw accounting functions and human resources. Bob’s wife, Marsha, headed up the advertising and marketing departments, and long-time employees Tammie Reid and Darren Hess rounded out the management team that at that time. Unfortunately, the Johnson family, their staff and many of their business associates suffered a deep loss with Bob’s untimely death in October of 2015, and not long after, Bob’s
Find your entrepreneurial spirit in Sisters Country.

Sisters is known for its vibrant arts community, world class outdoor recreational activities and cultural shopping and restaurants, but Sisters is also a place do do business, to innovate...

An entrepreneurial streak runs strong in our community, from our founding residents to those who call Sisters their home today. They brought their businesses with them or look to create opportunities in this fantastic place to live.

We invite you to discover how the Sisters Area Chamber of Commerce is helping to support our businesses in Sisters Country. It is more important than ever to support your local Chamber of Commerce. To join, please contact turis@sisterscountry.com

The Producers

Founder ...................... Pamela Hulse Andrews
President/CEO ............................... Jeff Martin
Editor/Production Director/ Feature Writer ... Marcee Hillman Moeggenberg
Production Artist/Design/ Online Communications ..... Natalie Nieman
Assistant Editor/Reporter ........ Ronni Wilde
Feature Writer .......... Kenneth Marunowski, Ph.D.
Feature Writer.............. Simos Walter
Feature Writer............... Alec Martin
Feature Writer................. Karl Hauser
Feature Writer............ Kristine Thomas
Distributor ......................... David Hill

The Editorial Board

Steve Buettner......................SunWest Builders
Preston Callicott..............................Five Talent
Theresa Frehoefer ... C.O. Community College
Katie Hartz..................................Hypln
Neal Huston .................... Neal Huston Architects
Jim Lee ...................................... InvitExcellence
Ron Miller ....................... The Miller Company
David Rosell.............Rosell Wealth Management
Eric Sande ..................... Redmond Chamber
Howard Scher .............. Business Consultant
Chris Schroeder ..........Morgan Stanley
Brian Shower ................... Security Pros
Scott Steele .......... Steele Associates Architects
Susie Stevens.............. Consultant
Chris Telfer............... Spectrum CPA Group LLP

Sisters Area Chamber of Commerce
www.sisterscountry.com
866.554.0252  541.554.0251

INSIDE THIS ISSUE

Business & Industry .................. 2
Hot News .................................. 3
Family Business ................. 10
Central Oregon Arts & Culture ........ 16
Money & Investment .......... 25
Who’s Who ....... 26
Businesses Serving Community ... 27
Healthy Communities ........ 29
Business Calendar .......... 31
Permits .............................. 31

CONTRIBUTORS

STEPHANIE SHAVER .................................1
CHUCK HOLDREN .................................. 4
SARAH HALE ....................................... 7
LINDA M. GEARKE ......................... 8
COLE KORETOS ................................. 9
NEIL LANGLOIS .................................... 11
LESLIE KLIPPER STEWART .......... 17
PENNY EDDINGTON .............. 23
ED WETTIG ....................................... 25
ABIGAIL MORSE ..................... 29
Deschutes County Farm Bureau Offers College, FFA Scholarships

Deschutes County Farm Bureau (DCFB) is offers a few different scholarships for the 2021-2022 academic year. All scholarships are open to students whose families are voting or supporting members of Deschutes County Farm Bureau. For those who are not yet a member but who wish to apply for a scholarship, they can join Deschutes County Farm Bureau for $125 per year. Find information at OregonFB.org/join.

1. Deschutes County Farm Bureau Scholarships for College/University Students
   • DCFB will award one $1,000 scholarship in each school district in Deschutes County for high school graduates planning to attend a college or university. (All fields of study eligible, with preference being given to majors in agriculture and related fields.)
   • DCFB will award three county-wide $1,500 scholarships to returning college students already enrolled in classes. (All fields of study eligible, with preference being given to majors in agriculture and related fields.)

2. Deschutes County Farm Bureau FFA Scholarships
   • DCFB will award one $1,000 scholarship in each school district in Deschutes County to a high school student enrolled in an approved FFA program. (All fields of study eligible, with preference being given to majors in agriculture and related fields.)

3. Deschutes County Farm Bureau Scholarships for R铆s Internal Employees
   • DCFB will award one $1,000 scholarship to a Deschutes County Farm Bureau employee or immediate family member. (All fields of study eligible, with preference being given to majors in agriculture and related fields.)

4. Deschutes County Farm Bureau Scholarships for R铆s Employees of Attending College/University
   • DCFB will award one $1,000 scholarship to an employee of Deschutes County Farm Bureau who is attending college or university. (All fields of study eligible, with preference being given to majors in agriculture and related fields.)

5. Deschutes County Farm Bureau Scholarships for Employees of Deschutes County Farm Bureau
   • DCFB will award one $1,000 scholarship to an employee of Deschutes County Farm Bureau who is not attending college or university. (All fields of study eligible, with preference being given to majors in agriculture and related fields.)
You have a nagging suspicion that your nonprofit might be missing something. Whether you’ve just launched a nonprofit or been running one for years, let’s talk about why you need insurance and fast!

Even aside from the event of a claim filed against your organization, nonprofits need insurance for various (and perhaps less obvious) reasons. The best way to understand why insurance is important is to understand the consequences of not having it. Here’s five examples to consider:

1. Board members might refuse to sit on your board without insurance.

If you have experienced board members, they’ll likely have previously sat on the board of an organization that has directors and officers (D&O) liability insurance. It’s (unfortunately) easy to see the value of D&O insurance. If anyone files a claim against your board of directors, officers, trustees, committee members, etc., their own personal assets could be on the line if you haven’t purchased D&O insurance, which may be a risk that your potential board members are unwilling to take.

2. You might get a grant!

Receiving a grant is celebratory news! Nonprofits often survive on donations and grants. But unlike donations, grants are contributed with a specific purpose. Applying for a grant entails presenting a thorough, well-argued case for why you deserve a grant and what objectives the grant will help you accomplish. Since applying for grants is usually very competitive, the foundation or trust might be reluctant to issue a grant to a nonprofit if the nonprofit and its operations are uninsured.

3. You might need to rent a venue.

All that fundraising with no place to host it? Nonprofits often rent venues in order to congregate for larger events with guests. The venue will ask you to show a certificate of insurance — and you should ask the venue the same question!

4. Someone may slip and fall on your property.

If anyone slips and falls or otherwise hurts themselves on your property, they can sue the organization. Your insurer will handle the claims resulting from incidents and injuries and will provide defense costs. Most nonprofits on their own can’t afford expensive attorneys’ fees, so it’ll be a relief at a time of distress when your coverage kicks in. And of course, when insurance carriers provide free risk management and loss control resources, the volunteers, clients and staff at nonprofit events and activities are safer, and accidents are less likely.

5. An employee or volunteer not in line with your mission could cause harm.

It’s hard to imagine that one of your employees would act in any way that would harm another employee. But we see employment practices liability claims related to improper classification of employees, sexual harassment, racial and gender discrimination, defamation and failure to accommodate (as per the Americans with Disabilities Act). When you’re faced with a claim, the appropriate insurance coverage can protect the organization so that you can continue to serve your community.

sageprotects.com • 541-633-4570 • info@sageprotects.com
Oregon Spirit Distillers announced the release of their Spiced Coffee Rum. The release is number 09 of The Hawthorne Series, a line of limited edition and small batch spirits only available at the distillery. These unique projects celebrate Oregon Spirit Distillers’ location at the corner of NE Hawthorne Street and NE First Street in Bend.

“I am so happy with how this coffee rum turned out. It is a wonderful balance of sweet and spice with a rich aged rum flavor,” says Brandy Pieper, head distiller at Oregon Spirit Distillers. Highlights of The Hawthorne Series Spiced Coffee Rum from the distiller’s method notes:

• Barrel aged for six years with local Bellatazza coffee beans
• Single barrel release cut to proof with Riff cold brewed coffee
• Infused with house made vanilla spice syrup

Spiced Coffee Rum became available at the distillery on February 12 — the Bottle Shop is open daily from 12-6pm. Availability is limited to 250 bottles and priced at $30 per bottle.

oregonspiritdistillers.com/distillery-exclusives

---

Central Oregon Irrigation District (COID) received final approval from the Oregon Water Resources Department for their West-F project that piped 2,210 feet of a leaky lateral canal north of Redmond. As a result, the 1602-acre-feet of water saved by COID have been transferred to 642.1 acres of farmland in North Unit Irrigation District (NUID) near Madras, the area’s most junior water users. The equivalent amount of water was then transferred from NUID into the Crooked River.

THE SECTION OF THE CROOKED RIVER THAT WILL BENEFIT FROM THE WEST-F PROJECT | PHOTO COURTESY OF COID/ISTOCK

COID Canal Piping Project Improves Water Deliveries for Madras Area Farms, & Improves Crooked River Flows

Conservation Project Boosts Flows up to 16 Percent, Reduces Pumping Costs & Improves Crooked River Water Quality

Continued on Page 30

---

NEED A COMMERCIAL REMODEL OR BUILD OUT?

Check out some of our latest projects!

Zero Latency Bend is Now Open!

This free-roam multiplayer Virtual Reality gaming arena allows you to move freely without wires, and strategize via headsets to annihilate zombies.

Book your VR experience at www.ZeroLatencyBend.com

Pure Care Dental Opens in New Location Feb. 23

Compass Commercial offers full-service construction solutions to building owners, landowners and tenants of commercial properties.

What can we build for you?

541.330.2449 | www.CCCSBend.com | CCB#188563
The New Year has arrived in Central Oregon, and the real estate market remains in extremely high demand — regardless of the winter temperatures, which will typically indicate a slower-paced real estate environment. The real estate trends continue to escalate due to many homebuyer’s abilities for remote working where many are able to upscale their lifestyle as compared to urban metropolitan areas. In our monthly Trend Reports, we offer valuable insights by reviewing last month’s market activity. This information can be a beneficial resource for any upcoming or changing trends we might see as we begin the new year.

February 1 Inventory and January Activity

With only 92 active listings as of February 1, the lowest we have seen in the last few months, the Bend market decreased in available listings on the market. Homes continue to sell at a rapid pace, leaving homebuyers empty-handed and ready to buy on the spot. Now would be an excellent time for a homeowner who might otherwise wait until spring to list a home for sale. Both Bend and Redmond’s current listings are far fewer than previous months and those currently listed will not stick around for long. Redmond’s active listings, as of February 1, showed only 53 homes overall. As we gear up for spring, we see the combined active listings for Central Oregon at 145 homes.

January numbers for the Redmond market shows us 72 homes sold, 101 new homes on the market and 114 homes pending. The bulk of active homes on Redmond’s market were in the $525,000-and-up price range, showing 23. The $225,000-$325,000 had six active listings, the $425,000-$525,000 range had 14 active listings and the $325,100-$425,000 price range showed ten active listings.

For Bend, the numbers in January continued to illustrate a market with low inventory. There were no active listings in the $225,000-$325,000 range, four in the $325,100-$425,000, 16 in the $425,100-$525,000 range and nine in the $525,100-$625,000 price range. The $625,000-$725,000 had four active listings, the $725,000-$825,000 had six active homes and the $825,000-$925,000 showed ten active homes listed. As you can see from our Market Trend Report, there was a slight decrease in homes available in the higher price ranges, showing 43 homes in the $925,100-and-up price range. For Central Oregon overall, the supply and demand are not equally matched as more out-of-state buyers eagerly attempt to relocate to our beautiful area. It truly is an unmatched seller’s market for those homeowners considering selling their property for top value.

With a fast-paced market, buyers often look for competitive pricing as they consider properties. If you are selling your home and trying to price your property, we encourage you to consult with your trusted Duke Warner Broker for seasoned, expert advice. Our brokers will share their experience, knowledge and excitement while they work for you. Our Duke brokers know how to price properties according to the market trends and current housing competition.

Bend Real Estate Market Trend Report

Sold and Pending Listings

Bend had 174 pending homes in November and 161 in January. These numbers showcase the need for more listings to keep up with the demand to buy a new home in Central Oregon. For sold listings, there were 212 in November and 154 in January. In Redmond, we saw 142 sold in October and 72 in January. History in the making as we continue to see real estate needs escalating in the Bend and Redmond real estate market!

Looking Ahead

Many of us know and value this special place we call home. Central Oregon is a beautiful place to live and no matter what stage of life you are in, there is something for everyone in the real estate market. As you consider your housing needs, start to plan and look ahead, whether you want to buy or sell a home, keep us in mind for your real estate ventures. Our professional brokers are here to offer great insights as you navigate your next home experience. Give us a call today and let us help you get started! We can be reached at 541-382-8262 or send us an email at info@dukewarner.com. dukewarner.com

by SARAH HALE — Barran Liebman LLP

On January 29, 2021, the federal Occupational Safety and Health Administration ("OSHA") published new guidance on "Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the workplace." Intended for non-healthcare settings, the guidance reflects practices and approaches many employers in Oregon have incorporated into their workplaces. The recommended practices are voluntary. Nonetheless, the Guidance is important because its elements may be included in the forthcoming Emergency Temporary Standards, which the Administration of President Biden has directed OSHA to consider and possibly implement by March 15, 2021.

Many of the recommendations dovetail with Oregon OSHA's temporary rule that went into effect November 16, 2020. These include:

1. Masking Requirements: The Guidance suggests employers provide workers with face coverings, which include "double masking" such as a surgical mask and cloth face covering for use in the workplace when an employee is not eating or drinking or if it would present a hazard. Employees whose work tasks require a respirator should be provided with such equipment. Additionally, OSHA recommends that employers consider acquiring masks with clear coverings over the mouth if the workplace includes employees who are deaf or have a hearing deficit to facilitate lip-reading. For employees who are unable to wear a certain type of face cover due to a disability, employers are reminded that they should discuss a reasonable accommodation and use the interactive process. Employers with such an accommodation request should consult with the Equal Opportunity Commission's recent accommodations guidance as well as with legal counsel.

2. Vaccines: The Guidance recommends that employers provide eligible employees access to COVID-19 vaccines at no-cost, and provide information and training on the benefits and safety of vaccinations. Additionally, as increasing numbers of Oregonians become vaccinated in the coming months, employers will face questions about whether to differentiate between those who have been vaccinated and those who have not. According to the Guidance, employers should continue requiring vaccinated employees to follow OSHA requirements for face coverings, social distance and other protocols. This is necessary because, as OSHA explains, at this time, "there is no evidence that COVID-19 vaccines prevent transmission of the virus from person-to-person." Recall that in Oregon, in general, employers can require vaccinations that are job-related and consistent with business necessity or justified by a direct threat. However, employers must make exceptions to accommodate (1) an employee's ADA-covered disability, and (2) an employee's sincerely held religious belief under Title VII. Additional guidance from the Equal Opportunity Commission is expected soon to clarify the permissibility of employer-sponsored vaccination incentive programs. These programs typically offer small incentives (such as a small monetary payment) for employees to become vaccinated against COVID-19. Stay tuned for this additional guidance and/or consult with legal counsel before implementing such an incentive program.

3. Prevention & Control Programs: Oregon OSHA's temporary rule required employers to develop prevention, notice and infection control plans. A November 18, 2020, Cascade Business News article by Barran Liebman attorneys detailed these requirements, including the deadlines for compliance. The federal Guidance contains many of the same requirements such as training employees about the hazards of COVID-19, conducting a risk assessment and developing an infection control plan. Other advice contained in the Guidance includes assigning a workplace COVID-19 coordinator to administer the COVID-19 prevention and control plan. OSHA also explains that although most employers will follow a symptom-based strategy for identifying employees possibly infected by COVID-19, in some circumstances, a testing-based strategy may be appropriate.

4. Social-Distancing: The Guidance provides helpful strategies for employers to implement and maintain physical distance. Where workstations cannot be spaced more than 6-feet apart, OSHA recommends installing transparent shields or other solid barriers. Additionally, providing enhanced PPE and increased ventilation will assist in preventing the spread of COVID-19 in such circumstances. As you may recall, Oregon OSHA's temporary rule already required all employers by January 6, 2021, to increase outside air circulation using existing HVAC systems, to the extent possible. However, the Guidance directs employers to the CDC's guidance on optimization of ventilation, which includes the evaluation of air circulation and increase of air filtration, including the use of MERV-13 filters. Ensuring your ventilation system is working, functioning well and maintained (including cleaned regularly) is also recommended.

As OSHA develops voluntary and mandatory practices for employers concerning prevention and control of COVID-19, employers should continue to monitor these requirements. For employers in Oregon, there is substantial overlap in the requirements between state and federal OSHA. This is good news, as it will allow employers to meet these twin obligations efficiently.

Sarah Hale is a Partner at Barran Liebman LLP, where she advises and represents employers in a wide array of labor and employment law matters. For questions about navigating COVID-19 in the workplace, contact her at 503-276-2111 or shale@barran.com.

barran.com
Lampella International, LLC, a skin care company, has launched its So Sensitive! Body Lotion, the first in a range of premium specialty body care products.

So Sensitive!, which retails for $19.99, is formulated to soothe parched, itchy, sensitive skin. A nutrient-rich blend of Macadamia and Coconut oils combined with pure plant extracts aids in calming and restoring insanely distressed skin. So Sensitive! boasts promising visible results in restoring skin's moisture balance and suppleness at a cellular level.

"Comfort seekers... that's what we all are, right?" says Rod Lampella, CEO of Lampella International, LLC. "And, one thing that robs us of comfort is being uncomfortable in our own skin due to dryness, itchiness, flaking or signs of aging. We become not only uncomfortable with how our skin feels, but also with its appearance. Our products are designed for ultimate comfort! The number one thing that sets our lotions apart from all others is our use of highly effective, bio-available, natural ingredients that truly absorb into the skin. Our products are formulated to penetrate the skin like no other lotions you've ever experienced. We believe there is no point in applying a skin care lotion if it will sit on the skin's surface and not penetrate down into the deeper layers, where changes will become evident in your skin's appearance and ultimate health."

Tumelo's vegan products are free of parabens, petroleum, GMOs, soy and gluten. They are never tested on animals and are developed using the safest available resources — from the latest scientific advances to botanical extracts used for centuries.

Lampella went on to say, "We are beyond excited to be introducing our Tumelo brand. The meaning of Tumelo is 'faith and belief.' We believe you will love our products. And, we have faith that you will see a tremendous change in your skin as a result of using our products. Our commitment to producing the highest quality, effective products means we don't take shortcuts. We have spent years thoughtfully and carefully formulating our products to be safe and effective. We will soon be introducing unparalleled solutions for a variety of other skin concerns, guided by our unwavering commitment to improving your skin's health and comfort."

The Tumelo brand will be brought to life through a multi-channel digital marketing campaign. The product is available for purchase on the company's website at tumeloskincare.com.

Lampella International, LLC is a Redmond, Oregon-based skin care company dedicated to offering premium, skin-nourishing products for a variety of skin care concerns.

tumeloskincare.com
Killer Burger Grows Its Oregon Footprint with New Bend Location

PDX Burger Concept Signs New Agreement with Franchise Owner to Expand in its Home State

by COLE KORETOS

Killer Burger, the famed Portland-based rock n roll burger hangout, announced it has inked a franchise agreement with a new franchisee, David Cowan, to open a location in Bend. This will be the first location in Bend for Killer Burger.

"Ever since my first bite of the Peanut Butter Pickle Bacon burger, I’ve been infatuated with Killer Burger," said Cowan. "When I began looking for a new business venture, it became an obvious choice, especially after meeting with their corporate team and learning about the processes and support. I can't wait to introduce to the people of my hometown the burgers that have literally changed my life."

Cowan was born in Portland and grew up in Bend. Prior to joining Killer Burger, Cowan obtained a master's degree in mathematics and taught the subject for seven years. He has also been involved in the real estate market, buying, renting and renovating properties in Oregon, Utah and Virginia. The allure of central Oregon never lost itself on Cowan, leading him to move back to his hometown. He plans to remain in the area indefinitely.

"As we make our entrance into Bend, we had to partner with an experienced, qualified individual to make it possible, and David fits that bill perfectly," said TJ Southard, founder and CEO of Killer Burger. "His business acumen, knowledge of the area and passion for Killer Burger will be great qualities as he opens and leads this new location. I look forward to Killer Burger becoming the go-to burger destination in Bend, as it already is throughout Oregon."

Following its "commit to the burger" operating principle, which embodies everything from burger menu innovation to how the burgers are prepped and eaten, Killer Burger’s menu contains a mix of classic and original tastes. All burgers are served with fries and come topped with bacon and select proprietary sauces. And, with the example of fan favorite Peanut Butter Pickle Bacon Burger, creativity and tradition collide perfectly on the menu. Each Killer Burger location also offers craft beers and ciders on draft or to-go.

Originating in Portland, Killer Burger has made its mark with its meticulously crafted and award-winning burgers that redefine the true American diner burger. With 12 existing locations across Oregon and Washington, the brand has its eyes on expanding its presence in the Pacific Northwestern region and beyond over the next five years through strategic franchising efforts.

About Killer Burger

Currently, there are 12 Killer Burger locations in Oregon and Washington. The brand is known for expertly crafted burgers that bring the best of the true American diner burger to the modern world. Each quality ingredient is layered on top of a perfectly seared patty to make each bite a meticulously engineered burger experience. All of their burger creations from the Classic to the Peanut Butter Pickle Bacon burger come with fries and bacon…the way it should be.

Founded in Portland in September 2010, Killer Burger was the bold undertaking of TJ Southard whose midwestern roots led him to envision a better burger concept that would change the way the world thinks about burgers. He set out to make a burger so good that it becomes the definition of what a burger should be. Killer Burger has received praise from a number of news outlets both national and local since its inception, including being voted "Best Burger" in Vancouver, Washington's The Columbian and "Portland's Best Burger" by readers of Willamette Week for 2019 and 2020.
When Chell and Becca Williams were first starting Red Plate Foods, Becca says it was not uncommon for her children to come downstairs in the morning and find strangers in their kitchen. “They literally grew up in the business. We worked from our house, and employees would take breaks in our kitchen. One time, we had a new employee who had not met our children yet. At 6:30 in the morning, our teenage son came down to eat breakfast, saw the employee in our kitchen and just said, ‘Hey,’ she recalls with a laugh. ‘Our kids have been steeped in Red Plate foods. We were all grateful for the time when we moved out of our home into a separate industrial location.’

The Williams began Red Plate Foods after dealing with severe food allergies within their family. Becca started experimenting with allergen-free baked goods, and noticed a shortage of such items available in grocery stores. They sold their first product to Newport Avenue Market in 2013, and since then, have enjoyed 50-100 percent growth each year, except for 2020, as awareness of food allergies has heightened. “Intolerances to allergens are increasing; we are seeing 50-100 percent growth each year, except for one in four shoppers in the United States looking for Red Plate Foods, they have experienced growing pains. ‘The hardest challenge for me is being a small business, and having so much potential, but only having so many man hours you can devote to it’ says Chell. ‘It’s challenging to find team members who have the desire and drive to move it forward. But our bakery manager, Gabriel, and our fulfillment manager, Peter, joined us four years ago, and they have really changed what we could have achieved had it been just Becca and I.’ Now, Red Plate Foods has 18 employees, and the Williams say the staff members have been ‘champions’ throughout the COVID crisis. ‘They are excellent at helping. Social-distancing policies have been at the forefront, and they have communicated really well through any concern,’ says Becca. ‘They have really shown up during what has been a stressful time for our country and the world,’ adds Chell. ‘We are grateful for them.’

‘What’s been tough for me as a parent is that as we’ve seen the business grow, it’s fantastic, but we’ve had to hop on airplanes and work late hours,’ says Becca. ‘It’s hard to be away from your family when it is a family business. It’s a double-edged sword of success. You miss your loved ones, but it all gone.’

Despite the heartache of having to be away from their children at times, the Williams say they love hearing from customers who have been positively affected by Red Plate Foods. ‘Every night, we get a note or picture from a customer who tells us or shows us how our products made a difference in their lives,’ says Becca. ‘For people who are often excluded due to allergies, it means a lot to hear that it’s bringing more joy and making life more pleasurable to them.’ redplatefoods.com

by RONNI WILDE — CBN Reporter

Family Business
Red Plate Foods
A Growing Family Business Steeped in Tradition
Family Business

Estate Plan:
Not Worried About It, My Kids Will Take Care of It

by NEIL LANGLOIS, CPA, Senior Manager — Jones and Roth CPAs and Business Advisors

There are few things more certain in life than death and taxes, yet both subjects tend to be a very private subject for the lion share of my clients. Too often when attempting to broach the subject of wealth transfer or plans for one’s Estate I am told things such as:
• Not worried about it, will be dead.
• My son/daughter is a smart cookie. They’ll deal with it.
• I think my kids know where everything is going.
After eight years of practice in the area of Estate and Trust planning and compliance, I can tell you that the Estates with no communication to the beneficiaries are rarely the Estate Plans that are carried out flawlessly.

There are many pitfalls that lead to stalled, contentious and inequitable Estate Plans with or without communication to the beneficiaries about one’s plan. I would like to cover two in this article, and share some thoughts on why they lead to poorly executed Estate Plans.

Co-Trustees
Co-trustees often arise when there are siblings as beneficiaries. The grantors of the Estate (Mom and Dad), can’t choose one over the other sibling to be in charge, or they believe Sue and Timmy will have no problem working together. It’s unclear how parents forget how their kids acted towards each other when they were home, in grade school. The best of siblings squabble and the average siblings can hardly get through a Thanksgiving visit, yet Mom and Dad think they’ll be able to get along for six to 18 months to administer the plan. Successfully administering a plan requires timely decisions, signatures and thoughtful action. Every party added to this process requires more time for review and agreement regarding what is to be done next.

What to do?
Discuss with your children who is to be the Trustee. Check for willingness and interest for Co-trustees. Take the time to explain that Sue and Timmy will need to agree on each step before it can be taken, and that it will add time to settling the Estate. The mere conversation with Mom and Dad will lead to a better understanding when Sue and Timmy have to settle things because they knew it was what you wished and why you wished it.

Uneven Bequests and Distributions
Often Mom and/or Dad have reasons to leave something special for someone special. Common items are wedding rings, guns or an old mixing bowl used to make Sunday-morning biscuits. Other items include beach houses, rental houses or specific tradable securities. My experience is the larger the difference in value of one’s inheritance the more likely litigation and/or stalled Estate Administration is to occur.

What to do?
Tell your children what you are doing. This one is pretty short and sweet. If you don’t have the conversation, you allow for your children to come up with their own reasons of why you preferred one sibling over the other. Two common beliefs arise for the slighted sibling:
• Mom and Dad liked the other sibling more, or
• My other sibling convinced Mom and Dad to leave them more.
Both thoughts are bad situations to put your beneficiaries in after you are gone. At the root of most Estate Planning problems you will find poor communication. We love our children and beneficiaries, so we should tell them our wishes enough times they will remember them. Simply communicating will help lead to your family’s continued cooperation after you pass on.

Neil Langlois, CPA is a Senior Manager at Jones and Roth CPAs and Business Advisors. He specializes in working with family businesses providing Estate and Trust services. He also provides a broad range of services in tax planning and business consulting to his clients. Langlois is also experienced in 1041 Trust and Estate preparation, as well as Federal and OR 706 preparation. Langlois can be contacted at nlanglois@jrcpa.com and 833-798-5689.

Guiding Family Businesses through Management, Growth, and Succession

Robin Matthews, CPA
Partner & Shareholder

As the leader of the Jones & Roth Family Business team, Robin enjoys advising family business owners on growth, succession planning, and navigating through successful business transitions.

• Business Transitions
• Strategic Business Planning
• Succession Planning
• Estate & Trust Planning
• Real Estate Strategy & Analysis
• Tax Planning
Family Businesses
Continued from page 1

In a thorough and detailed report on family businesses published by Deloitte Private titled Private Company Issues and Opportunities 2020-Family Business Edition, authors William Chou and Carl Allegretti state that successful family businesses tend to have a number of common, a sense of purpose beyond being profitable. The report says, “Of course, making enough money to sustain a business is as important to family-owned concerns as it is to any other commercial enterprise. But they are also driven by unique pursuits that for many, will define their legacies for years to come. Whether it’s a commitment to giving back to their community, becoming environmentally sustainable or producing a perfectly crafted product, purpose informs everything they do.”

Within the Deloitte Private report, a report by Larry Keeley, president and co-founder of Doblin, a Deloitte business, stresses the importance of assessing the health of a family business. It says, “You don’t have to look too far to find examples of extremely successful family businesses that have stumbled or fallen apart due to conflict or strife within the family.”

Million-dollar enterprises have been split up and sold off over family quarrels that metastasized and undermined those who remained keenly focused on the company’s success.”

The key to maintaining health in a family business is communication, according to another article within the Deloitte Private report written by Michelle Osry, partner and family enterprise orientation within the Deloitte Canada. “Communication is probably the single-most important ingredient in building and managing a successful family enterprise, but it often proves to be the most difficult part,” the article says. It goes on to offer the following tips to improve communication:

• Identifying and addressing generational, cultural and gender biases and emotional triggers.

• Listening empathetically, asking genuinely open-ended questions and accepting that we all come to any conversation with our own story and assumptions, and understanding that these traits are all skills that must be learned.

• Remembering that practicalities are important, such as scheduling family meetings in a neutral location, having ground rules that differentiate them from family gatherings and ensuring that participants are prepared, briefed and present; and

• Investing one-on-one time with family members, especially those who are more withdrawn or less likely to speak up in group gatherings, to build trust and understanding.

While it remains to be seen just how significant the pandemic will affect family-operated and other businesses in the long run, here are a few encouraging statistics offered by The Conway Center, a 501(c)(3) nonprofit (familybusinesscenter.com) that provides educational resources and programs for family-owned businesses:

• Family businesses account for 64 percent of U.S. gross domestic product, generate 62 percent of the country’s employment and account for 78 percent of all new job creation.

• Family-owned businesses are the backbone of the American economy. Studies have shown about 35 percent of Fortune 500 companies are family-controlled and represent the full spectrum of American companies from small businesses to major corporations.

• Roughly 90 percent of the families responding to a survey in From Longevity of Firms to Trans-generational Entrepreneurship of Families: Introducing Family Entrepreneurial Orientation indicated that they control more than a single firm. The results of the survey suggest that there is strong entrepreneurial activity undertaken by controlling families beyond their core company.

• Research shows that family businesses are less likely to lay off employees regardless of financial performance.

If you are part of a family business and are looking for help in keeping your company, staff and family afloat, there is a multitude of resources that can be helpful in navigating the tides of coronavirus and small-business practices in general. Here are a few websites, articles and sources to check out that contain a plethora of useful information:

• FamilyBusiness.org

• JohnsonBrothersAppliances.com • 541-382-6223

• Family Business magazine: familybusinessmagazine.com


• Informative article about Family Businesses During COVID-19: (insight. kellogg.northwestern.edu/article/family-business-experiencing-covid-19-crisis) • Oregon State University College of Business program, Family Business 360: Annual lecture series (online this year) that brings experts, family business owners and their advisors together to offer advice and networking opportunities. (business. oregonstate.edu/faculty-and-research/ centers-strategic-initiatives/center-family-enterprise/education/family-business-360)

Inside this edition of Cascade Business News, you’ll find stories about how some of our local family-run companies have weathered the storm of the past year. Creativity, flexibility and resilience have gotten them through, and many are re-emerging stronger than ever.
Throughout the years owning restaurants and enjoying meals with their family and friends, Lauren and Chris Copelan and Lisa Cassity have witnessed how food has the magic of bringing people together.

“You can learn so much about a person or culture through food,” Lauren shared. “It brings a connection and joy, and that’s what we always hope to create in our restaurants.”

Fraternal twins Lauren and Lisa are the owners of The Hook and Plow in Hermosa Beach, California and Redondo Beach, California and Barnacles Bar and Grill in Hermosa Beach. They recently opened The Fold Craft Pizza + Kitchen in the Village at Sunriver, along with Lauren’s husband, Chris Copelan.

“We like to think that we are the “farm-to-table” version of pizza,” Lauren said. “We love eating local, sourcing local and supporting local as much as we can. The Fold definitely has a focus around craft beer and wine from the area as well as local ingredients.”

Menu items range from porchetta fries to squash and burrata salad to pepperoni, goat cheese, pineapple and jalapeños pizza to pepperoni pizza. Menu items can be made vegan or vegetarian.

Lauren and Lisa have more than 20 years of experience working in the restaurant industry, doing everything from scrubbing toilets to working as hostesses to managing staff members and managing the business side of a restaurant.

The Fold is in the former Ponderosa Pizza space. Chris and his brother, Dave, spent two months remodeling the restaurant, taking it down to the studs to build it back again to create a beautiful, clean and warm space ready to be enjoyed by guests.

What remains are the two giant pizza ovens that inspired the family members to create an upscale pizzeria using locally sourced produce, Pacific Northwest seafood and local wines, craft beers and cocktails.

“This business also gives us the opportunity to make a living and spend time together doing what we love — eating, drinking and creating an experience for our guests,” Lauren said. It also gives her an opportunity to work with her best friend and her husband. She and Chris live in Bend, and Lisa lives in Redondo Beach and travels back and forth.

Lauren said the key to working with her husband and her sister is knowing to “stay in your lane.”

“We all have different strengths and weaknesses, and we try to keep those in mind while working together,” Lauren said. “For example, I am the number’s person, Lisa is the creative and Chris is an amazing people person. We weigh in if someone needs help or needs an opinion on something, but for the most part, we each know our role and that helps get the job done.”

Lauren and Lisa see the pandemic’s silver lining. They felt last year was an opportunity to slow life down and reflect on what’s important.

“We were able to spend more time together as a family,” Lauren said. “It also gives her an opportunity to work with her best friend and her husband. She and Chris live in Bend, and Lisa lives in Redondo Beach and travels back and forth.”

Lauren said the key to working with her husband and her sister is knowing to “stay in your lane.”

“We all have different strengths and weaknesses, and we try to keep those in mind while working together,” Lauren said. “For example, I am the number’s person, Lisa is the creative and Chris is an amazing people person. We weigh in if someone needs help or needs an opinion on something, but for the most part, we each know our role and that helps get the job done.”

Lauren and Lisa have more than 20 years of experience working in the restaurant industry, doing everything from scrubbing toilets to working as hostesses to managing staff members and managing the business side of a restaurant.

The Fold is in the former Ponderosa Pizza space. Chris and his brother, Dave, spent two months remodeling the restaurant, taking it down to the studs to build it back again to create a beautiful, clean and warm space ready to be enjoyed by guests.

What remains are the two giant pizza ovens that inspired the family members to create an upscale pizzeria using locally sourced produce, Pacific Northwest seafood and local wines, craft beers and cocktails.

“This business also gives us the opportunity to make a living and spend time together doing what we love — eating, drinking and creating an experience for our guests,” Lauren said.

“The Fold is a favorite of our customers for their farm-to-table pizza and delicious craft beer selection,” Lauren said. “We also have a wonderful wine list that complements our menu perfectly.”

The Fold Craft Pizza + Kitchen
57100 Beaver Dr., Building 18
in Sunriver
541-598-3040
Email: sunriver@thefoldkitchen.com
Visit: thefoldkitchen.com

The Fold is owned by Lisa Cassity, Chris Copelan and Lauren Copelan. Lisa and Lauren are fraternal twins. The Fold is owned by Lisa Cassity, Chris Copelan and Lauren Copelan. Lisa and Lauren are fraternal twins. Photography courtesy of the Fold Craft Pizza + Kitchen.

The Fold is owned by Lisa Cassity, Chris Copelan and Lauren Copelan. Lisa and Lauren are fraternal twins. Photography courtesy of the Fold Craft Pizza + Kitchen.

The Fold is owned by Lisa Cassity, Chris Copelan and Lauren Copelan. Lisa and Lauren are fraternal twins. Photography courtesy of the Fold Craft Pizza + Kitchen.
Family-Owned Bend UpStyle Moving to New, Bigger Location

by RONNI WILDE — CBN Reporter

When Randy Wright and his stepmom, Jeanette Wright, were new to Bend, they enjoyed shopping at Bend UpStyle, a unique store that offers new and custom as well as pre-owned furniture items. “When we moved to Bend, I got out of education and was looking for something else to do, and my stepmom was an ER nurse looking for something else to do,” says Randy Wright. “We were shopping at Bend UpStyle and started chatting with the owners. They told us they were moving to Texas, and we thought, ‘Oh no! What’s going to happen to UpStyle?’”

Wright says that when they found out the owners were putting the business up for sale, he and his stepmom decided to buy it. That was in January 2018, and the two of them have been business partners ever since; Randy serving as head of HR and Accounting and Jeanette as Purchasing Specialist. “We were customers first, then owners,” he says. “Since then, we brought my brother, Jeremy, on as general manager. He moved here from Boise. We now have ten employees. Three of us are family by blood, and the rest of us feel like family. We are a tight-knit group.”

Bend UpStyle currently has three locations: showrooms located at 500 Greenwood Avenue and at 1255 NE 3rd Street, plus a warehouse. But three years into owning the business, Wright says their leases were coming up for renewal, so they opted to move. “We decided to combine the three sites into one nicer, bigger location. It’s an upgrade for us, and we are consolidating expenses,” he says. “During this COVID era, I think everyone is trying to consolidate expenses. We are very excited about our new location.”

Wright says it was challenging for them to be shut down for two months during the early days of the pandemic, and that they struggled through that time. “But the community response after reopening has been tremendous. Industry wide, retail has really rebounded,” he says. “The remaining challenge has been getting inventory; it’s hard to get anything. Everything takes a long time to come in, but our customers have been patient.” He adds, “The pre-owned furniture is a little easier to come by. People are ready to get rid of the couch they’ve been sitting on for the past year and to get a new one,” he says with a laugh.

Wright and his family members enjoy running a small business together, he says, and they are firm believers in giving back to the community. They donate furniture for charity auctions, and have helped local schools. “Being a small business, it’s wonderful to be able to employ about ten employees, and to be able to pay our vendors. It’s pretty cool to be able to keep that sustained and alive throughout COVID and in the fluctuations of retail, as well as to be able to give back to the community.”

Bend UpStyle’s new location, at 61471 S Hwy. 97 near Fred Meyer, will open on February 22.

bendupstyle.com

Subscribe to Cascade Business News E-Headlines

Go to CascadeBusNews.com to sign up, or send an email to ads@cascadebusnews.com and receive our twice-weekly headline news stories.
Sometimes, a person finds his or her calling early on in life. This was the case with Gabriel Christian, owner of Import Performance auto repair in Bend. “I was very mechanical, even in middle school. I fixed everyone’s bikes in the neighborhood,” says Christian. “In high school, I spent many of my days in the auto shop program. After high school, I went straight to a technical school in San Jose, California. By 19 years old, I was an ASE master technician and even held my California smog license, which is not an easily passable test. I was a professional technician for ten years before opening my own shop in Bend.”

Since opening Import Performance here in 2002, the business has grown to 11 employees, including his wife, Rebecca, who is office manager and oversees all the accounting, QuickBooks and payroll, and his 17-year-old son, Gavin. “My son is a shop hand and works part time after school. This way, he can buy auto parts himself for his Subaru gravel blaster.”

The shop, located at 20680 Empire Avenue, services about 65 cars per week (of all types, not just imports), but Christian says that in the beginning, business was lean. “Small businesses are tough! We had some years where the money was very thin,” he says. “My wife did the books as a necessity, while I worked many 12-hour days. We had young children when the shop was young, so that was a double whammy. Things are more in order now and much more enjoyable. Having a family member do the accounting keeps things safe and secure.”

As part of his business philosophy, Import Performance is a green shop: Christian and his staff recycle everything, and use environmentally safe products around the facility. He is also an avid believer of team building. During non-pandemic times, the staff members spend time together after work and at special events such as the rodeo, at barbecues or bowling.

As with most business owners, Christian says the past year has been challenging. “COVID brought lots of uncertainty and stress to the shop and to me,” he says. “How does an owner manage this? What if one my employees gets COVID and gets everyone else sick? Will we have to shut down? These are some scary scenarios that kept me up at night. We had a few scares, but so far so good!” He adds, “Fortunately, in a large shop like we have, everyone can stay separated. We wash keys and hands like crazy. Our front doors have been locked for almost four months.” As part of the COVID protocol, Christian says customers are instructed to drop off their keys in a key drop, and the staff takes it from there. “This has not negatively affected our business at all. We had a great year; we were even up from last year, not by a huge amount, but I’m not complaining. I’m super happy with how we handled everything, and how successful we were in 2020.”

Christian says he believes it is rare for a business to be kept within a family these days, and that in doing so, there is a delicate balance in separating family life from business life. “You don’t want to damage one or the other,” he says. “On the plus side, it’s easier to keep the business ideals intact when its family. Everyone in the family wants it to succeed, but more importantly, we want it to stay intact with its humble beginnings. This shop started out with just me working on all our friends’ cars. Our friend group expanded, and so did the shop. We like to think of it like this:”

As part of his business philosophy, Import Performance is a green shop: Christian and his staff recycle everything, and use environmentally safe products around the facility. He is also an avid believer of team building. During non-pandemic times, the staff members spend time together after work and at special events such as the rodeo, at barbecues or bowling.

As with most business owners, Christian says the past year has been challenging. “COVID brought lots of uncertainty and stress to the shop and to me,” he says. “How does an owner manage this? What if one my employees gets COVID and gets everyone else sick? Will we have to shut down? These are some scary scenarios that kept me up at night. We had a few scares, but so far so good!” He adds, “Fortunately, in a large shop like we have, everyone can stay separated. We wash keys and hands like crazy. Our front doors have been locked for almost four months.” As part of the COVID protocol, Christian says customers are instructed to drop off their keys in a key drop, and the staff takes it from there. “This has not negatively affected our business at all. We had a great year; we were even up from last year, not by a huge amount, but I’m not complaining. I’m super happy with how we handled everything, and how successful we were in 2020.”

Christian says he believes it is rare for a business to be kept within a family these days, and that in doing so, there is a delicate balance in separating family life from business life. “You don’t want to damage one or the other,” he says. “On the plus side, it’s easier to keep the business ideals intact when its family. Everyone in the family wants it to succeed, but more importantly, we want it to stay intact with its humble beginnings. This shop started out with just me working on all our friends’ cars. Our friend group expanded, and so did the shop. We like to think of it like this:”
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Sq. Feet</th>
<th>Services</th>
<th>Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art Galleries &amp; Art Curators (Listed Alphabetically)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Art Advisor Gallery</td>
<td>541-782-2828</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Buffalo Horn Gallery</td>
<td>541-382-8406</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canyon Creek Pottery</td>
<td>541-759-0472</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>COCC Art Gallery</td>
<td>541-548-4374</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooley's Collection Gallery</td>
<td>541-582-1200</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>COOSA NW</td>
<td>541-751-9722</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Delightfully Fine Jewelry</td>
<td>541-540-4846</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Imagination Gallery</td>
<td>541-516-6472</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jeffrey Martin Photography</td>
<td>541-525-6225</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lubbesmeyer Studio &amp; Gallery</td>
<td>541-719-1800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mariposa Woodworks Fine Art Studio</td>
<td>541-380-7590</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moskowitz Gallery, Inc.</td>
<td>541-386-2197</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pinnace Contemporary, Art</td>
<td>541-413-7148</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Red Chair Gallery</td>
<td>541-396-3775</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The Artists’ Gallery Sunriver has earned a well-deserved reputation for eye-catching, unique, hand-made art to suit every budget and taste. Upon entering the gallery, visitors have a creative experience unlike any other. There is something for everyone and the art covers many media and styles.

Bursting with color, the gallery features original, hand-crafted gifts and fine art from 30 artists. The Central Oregon artists have supplied sculpture, paintings, fused and blown glass, textiles, woodcraft, custom jewelry, furnishings, metal art, photography and ceramics.

The highlight of the month at the Artists’ Gallery Sunriver is their Second Saturday celebration. During this ever popular event, held on the second Saturday of each month from 4-6pm, the gallery hosts a reception where the public can meet and mingle with the artists. Complimentary light refreshments are served and sometimes live entertainment is included. There is no charge for these events, and the artists can help shoppers peruse new art, suggest the perfect gift for the person who has everything or for yourself! There are often art demonstrations by the artists and they are always happy to discuss their style and techniques. Currently, the reception might be “virtual” due to COVID restrictions, but we look forward to when the Second Saturday receptions can resume in person. For more information, go to artistsgallerysunriver.com.

Operated by local Central Oregon artists, the artwork ranges from fine acrylic and oil painting to collage, watercolor, fine wood and gourd art to unique photography, many types of mixed media, jewelry and more. Some 30 artists participate in the gallery including Deni Porter, Bonnie Junell, Karla Proud, Diane Miyauchi and Dori Kite. Information on all the artists is available on the gallery website.

When you step into the gallery you will see the work of both established and emerging artists. Customers often exclaim that the gallery is one of the finest galleries they have ever been in. Customers also note that prices are fair and reasonable. And the variety of art is amazing! Many customers return year after year when they visit Sunriver and make a trip to the gallery one of their destinations. The art is always changing, so a visit to the gallery is mandatory.

The gallery is an artists’ co-op — each artist volunteers to work in the gallery.

Continued on Page 24
Redmond Proficiency Academy Students Win Scholastic Art & Writing Awards Honors

Scholastic Art & Writing Awards for the past 12 years, each year winning awards in a number of categories. This year’s winners include:

- Junior Erylne Anderson, two Honorable Mentions for her photography;
- Senior Elena Hazzard, Silver Key award for her art portfolio;
- Junior Meri Neilson, two Silver Key awards and an Honorable Mention in the Drawing & Illustration category;
- Junior Maria Mm, Honorable Mention for her painting titled Fire in Her Heart;
- Senior Rocio Ruiz, Honorable Mention for his photography;
- Sophomore Jaxin Sellers, Honorable Mention in the Digital Art category;
- Senior Erin Wanamaker, five Honorable Mentions for her paintings.

“This is my second year participating in and receiving Honorable Mentions for the Scholastic Art & Writing Awards,” said junior Erylne Anderson. “I’m so grateful for the experience because of the scholarship opportunities, accessibility and support it gives to art students. It makes me feel like my art is worth noticing, and my goals are worth investing in.”

In previous years, award ceremonies and gallery displays were hosted at the Pinckney Center for the Performing Arts at Central Oregon Community College. For this year, Steltzer said the plan is to have senior portfolios on display at Cow’s Feet Commons in Bend beginning in April.

Local Composer Wins Hollywood Music in Media Award

This award season, and local composer Chris Thomas came home with the prize! He won the prestigious Central Oregon Symphony Music in Media Award for Outstanding Original Score for the short film, Imagine Symphony Live.

Imagine Symphony Live is a short film and composition set in Central Oregon, which tells the story of a child who wakes up in a natural wonderland while watching a symphony. This film features the Central Oregon Symphony musicians conducted by Michael Gesme, and was composed by Central Oregon Symphony member Chris Thomas. Imagine Symphony Live was also the audience pick for Best Narrative Short at the BendFilm festival.

To see the video, you can check out the Central Oregon Symphony website at cosmosymphony.com and the video is under Special Events.

cosymphony.com

Art Galleries & Art Curators (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Sq. Feet</th>
<th>Services</th>
<th>Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Redmond, OR 97756</td>
<td>541-905-956</td>
<td>N/A</td>
<td><a href="http://www.molinagallery.com">www.molinagallery.com</a></td>
<td>Randa Cottle</td>
<td>1</td>
<td>2019</td>
<td>2,800 sq.ft.</td>
<td>Open six days a week. Art on approval available.</td>
<td>Original paintings &amp; bronze sculptures by Nobel artists &amp; beyond.</td>
</tr>
<tr>
<td>Sisters, OR 97759</td>
<td>541-677-0160</td>
<td>N/A</td>
<td>sistersartworks.com</td>
<td>Gordon Black</td>
<td>5</td>
<td>1999</td>
<td>2,000</td>
<td>Art classes, studios &amp; art gallery</td>
<td>All painting mediums &amp; new mediums welcomed.</td>
</tr>
<tr>
<td>Sisters, OR 97759</td>
<td>541-780-4025</td>
<td>N/A</td>
<td><a href="http://www.scalehouse.org">www.scalehouse.org</a></td>
<td>Beat Mitchell</td>
<td>2</td>
<td>2019</td>
<td>N/A</td>
<td>Commissions, diverse thinkers &amp; prominent collaborations through collaborative &amp; contemporary, encompassing visual &amp; performing arts, architecture &amp; design. Think big, conceptual art, ideas &amp; actions. From collaborative to solo works, our programs catalyze a creative synthesis that’s impossible in isolation. Our programs catalyze a creative synthesis that’s impossible in isolation.</td>
<td></td>
</tr>
<tr>
<td>Sisters, OR 97759</td>
<td>541-423-6065</td>
<td>N/A</td>
<td><a href="http://www.thompsonstudioglass.com">www.thompsonstudioglass.com</a></td>
<td>Kathy Dungan</td>
<td>0</td>
<td>2005</td>
<td>N/A</td>
<td>Collaborative workspace for artists, art exhibitions.</td>
<td>Sisters community art center.</td>
</tr>
<tr>
<td>Redmond, OR 97756</td>
<td>541-385-9144</td>
<td>N/A</td>
<td><a href="http://www.rimrockgallery.com">www.rimrockgallery.com</a></td>
<td>Renee Mitchell</td>
<td>2</td>
<td>2019</td>
<td>N/A</td>
<td>Art gallery.</td>
<td>Eclectic, contemporary, wabi-sabi paintings from Alfred S. Dukolak.</td>
</tr>
</tbody>
</table>

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.
Sunriver Magazine Call to Art/Photographers

The Sunriver Area Chamber of Commerce and Cascade Publications Inc. are seeking a photograph to appear on the front cover of the annual Sunriver Magazine — which serves as the Sunriver area visitor’s guide.

The photo should capture the area’s spirit of Family, Fun and Adventure, or just a beautiful photo of the landscape. The chosen photographer will receive a profile in the magazine as well as in Cascade A&E Magazine, $250 and a half page ad in Sunriver Magazine.

Photographers are invited to submit a low-resolution photo for the contest, with the understanding the winning photograph must meet the minimum requirements of 8.875 inches wide by 11.375 inches high and 300dpi.

The deadline to submit a photograph is 5pm March 3. Please send photos to jeff@cascadebusnews.com and include your name and phone number.

To view previously published Sunriver Magazine editions, go to issue.com and search Sunriver Magazine.

Sunriver Art Fair Invites Artists to Apply for 2021 Event

The Sunriver Art Fair is planning the return of a live event in the Village at Sunriver and calling for artist applications for the fair, which will take place on August 13-15.

New in 2021, the fair has been expanded to include the opportunity to set up a virtual store on Eventeny.com, an online platform on which artists can set up a shop that includes products for sale, videos, music and other ways to promote their art. The virtual online dates are August 13 to September 26. Should COVID restrictions not allow an in-person event, the online fair option will still be available.

Both events are juried and applications should be submitted on zapplication.com. March 15 is the last date for artists to apply for both the live fair and online event.

The Sunriver Art Fair is set in the beautiful Village at Sunriver, an outdoor shopping and entertainment venue that provides a dramatic gallery for artists to display and sell their art. The Art fair coincides with the annual Sunriver Music Festival, a major event that draws many visitors who are interested in the arts.

The fair strongly supports visiting artists with advertising and amenities to ensure a successful experience. Some comments from previous artists:

“You provide a wonderful venue and are the ultimate hosts!”

“You provide such an amazing experience for the artists.”

“This is one of my favorite shows to do!”

Sponsored by the Sunriver Women’s Club (SRWC), all proceeds from fair applications and booth fees help support nonprofits in south Deschutes County. Since 2000, the SRWC has awarded over $700,000 in grants to organizations that support the arts and education and provide assistance to vulnerable families.

To learn more about exhibiting at the fair, visit sunriverartfair.com and click on “Info for Artists.”

sunriverartfair.com • facebook.com/SunriverArtFair
Interior of High Desert Museum Now Open

With Deschutes County moving into the High Risk category for COVID-19 precautions, the High Desert Museum began welcoming visitors into its indoor exhibits again on February 12.

Timed tickets are highly encouraged, as capacity is limited. Tickets may be reserved at highdesertmuseum.org/tickets.

The Museum’s outdoor exhibitions reopened after a statewide freeze on activities in early December. The reopening of the interior means the public will get its first chance to view the new, original Museum exhibition Dam It! Beavers and Us, which had been slated to open in January 30.

In the Pleistocene era, ancient beavers up to eight feet long and 220 pounds roamed what is now the High Desert and beyond. One incisor tooth excavated from Oregon’s South Yamhill River in 2017 measured three inches long. This massive creature, Castoroides ohiensis, was the giant beaver, ancestor of the modern North American beaver, Castor canadensis.

The giant beaver existed 10,000 years ago, and the modern beaver is now the largest rodent on the continent. Despite being smaller and once driven to the edge of extinction, it today has a mammoth-size impact on the American West.

A replica of the giant beaver, as well as the skull of a squirrel-sized Pleistocene rodent, will be on display through Sunday, October 3, 2021. It is made possible by 107.7 FM The Beat, the Oregon Cultural Trust and PGE Project Zero with support from Bend Magazine, Bespoke 3D Prints, the James F. and Marion L. Miller Foundation, OPB, Smart Shopper and The Source Weekly.

The Museum is open daily on winter hours, 10am to 4pm, and daily programs are taking place. Rimrock Café will be open daily from 11am to 3pm for outdoor and indoor dining. The Museum store, Silver Sage Trading, is also open.

highdesertmuseum.org
Art Supplies & Framing Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>&amp; Press Custom Framing</td>
<td>541-383-1455</td>
<td>541-385-1941</td>
<td><a href="mailto:lpframing@holo.com">lpframing@holo.com</a></td>
<td>Sandy Klein</td>
<td>1</td>
<td>2001</td>
<td>Custom picture framing, production, mat &amp; glass cutting, custom mirrors, framing supplies &amp; art work.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laser Art &amp; Supply</td>
<td>541-322-0421</td>
<td>N/A</td>
<td><a href="http://www.laserart.com">www.laserart.com</a></td>
<td>Lacy Champagne</td>
<td>5</td>
<td>2016</td>
<td>Laser works premium art materials in addition to serving as a gallery space for rotating original artwork. Supplies include fine art paint, canvases, clay panels, framing supplies, photography supplies, children's art supplies &amp; tools.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacific Art &amp; Framing</td>
<td>541-548-8352</td>
<td>541-548-0053</td>
<td><a href="mailto:brian@pacificartandframing.com">brian@pacificartandframing.com</a></td>
<td>Brian Pietter</td>
<td>3</td>
<td>1983</td>
<td>Canvases, frames, custom framing &amp; supplies.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sage Custom Framing &amp; Gallery</td>
<td>541-382-5804</td>
<td>N/A</td>
<td><a href="http://www.sageframinggallery.com">www.sageframinggallery.com</a></td>
<td>Denise Back</td>
<td>1</td>
<td>2001</td>
<td>Custom framing &amp; mounting, shore work by local artisans.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Framers Center</td>
<td>541-383-5652</td>
<td>N/A</td>
<td><a href="mailto:dframerscenter@gmail.com">dframerscenter@gmail.com</a></td>
<td>Keke Neumohrander</td>
<td>1</td>
<td>2008</td>
<td>Custom framing.</td>
</tr>
</tbody>
</table>
Abstract Inspired Design Trends

by PENNY EDDINGTON

Edgar Degas said, “Art is not what you see, but what you make others see.” So toward that end, local framing expert Deb Spicer could consider herself as someone who helps others see in the most creative arenas imaginable. The wrong frame can obscure beauty; the right one brings it front and center.

“I love to use a beautiful silk or linen mat, layered with an exquisite Italian frame to draw out the beauty of some of the most magnificent artists’ renderings and local photographers’ pieces of our Central Oregon landscapes,” Spicer explains. “We are fortunate to have, right in our backyard, tremendous natural beauty in every season and tremendous local talent. My goal is to present both in an unforgettable way.”

But sometimes, less is more. To keep on the cutting edge, Spicer studies industry trends and makes sure she’s offering the full spectrum of what people might be looking for. One such movement entails a far more modern, minimalist and oversized focus via abstract pieces. “I love the clean lines it presents,” Spicer says. “If you’re open to trying something new, there are ways to make the art shine in its own right by following a few simple guidelines.”

Spicer suggests that you find art you love and commit to it, because you’ll likely have it longer than your other furniture or décor. You can also tie the visual aesthetic of your room to your artwork by choosing the best elements of your abstract — vertical blue swashes or horizontal orange lines, for example — and carry those throughout your space. You can add richness and depth with your art by bringing in accent colors to a neutral room.

“If a room has two-story cathedral ceilings, a large abstract piece can help bridge the gap between the grandeur of the room and the human scale of the décor,” Spicer advises. “Don’t be overwhelmed by a large wall, take it down to size with oversize artwork.”

An abstract painting can create the right atmosphere in your home by establishing an immediate mood through the elements of color, pattern and composition. An energetic composition that implies movement can set a lively mood in a room where socializing will occur. An abstract painting defined by subdued colors can create an atmosphere of calm introspection in a room designed for relaxing.

“The surface of a large abstract painting can amplify the value of ambient light reflecting any indirect light in the room. And if you paint the background wall a slightly darker color or tone, the painting will become a subtle source of illumination,” Spicer explains.

Spicer is finding herself greeting many young, fresh faces bringing in beautiful abstract canvases and helping them pick out the perfect minimalist frames to fit in their Central Oregon spaces. However, she’s also a master painting restoration expert and lover of art.

Ask About CBN Free E-Headlines
541-388-5665 ads@cascadebusnews.com
Central Oregon Arts & Culture

Arts & Culture Alliance

Continued from page 1

poems, new plays and a whole new breadth of work. There’s been a surge of creativity in homes across the globe and that trend is alive and well right here in Central Oregon.

As a board director for the Arts & Culture Alliance (ACA) I’ve been talking, emailing and video conferencing with local artists and pleasantly surprised to hear optimistic reactions to the shutdown. Yes, optimism! Who knew?

Despite the devastation of a global pandemic and isolation mixed in with a side of political discourse, the artists I have spoken with have had encouraging words for the quantity and quality of art being produced right here in Central Oregon.

Now that shops are reopening, I encourage you to get out there and support the businesses supporting the arts. Keep your eyes on Friday night art hops and popup shows. Check out local company websites, find your favorite artist on social media, support the arts however you can. I for one, am really looking forward to seeing all the new art emerging from this pandemic.

This year, ACA will be focused on highlighting art groups and activities across the region. We are currently looking to connect with all area arts councils and organizations. If you are a member of any groups or collectives, please reach out. We want to know what you have going on, what challenges you face, what successes you’ve had. We want to connect with you.

artsandcultureco.org
artsandculturealliance@gmail.com

Artists’ Gallery Sunriver

Continued from page 17

and on committees, so the artists are included in many decisions about the direction of the gallery. “We are all very excited to be a part of the Sunriver Village and this gallery,” say the artist members.

The Artists’ Gallery Sunriver is open seven days a week and is located in the Sunriver Village Mall, Bldg. #19. Summer Hours: 10am to 7pm daily, fall through spring hours are 10am to 5pm. Stop by and see all the eye candy created by our talented local artists.

artistsgallerysunriver.com • 541-593-4382

Ask About CBN Free E-Headlines

541-388-5665

ads@cascadebusnews.com
CascadeBusNews.com

HOW CAN WE HELP YOUR BUSINESS SUCCEED?

AFFORDABLE BUSINESS CLASS TECHNOLOGY TODAY!

BendTel

REMOTE FEATURES VoIP PHONES GIG INTERNET

(541) 389 - 4020 | 130 NW Greenwood Ave | BendTel.com

artists’ gallery sunriver | photo by vern bartley

ARTISTS’ GALLERY SUNRIVER | PHOTO BY VERN BARTLEY


CASCADE A&E

Oregon’s Only Arts Magazine Since 1995
www.cascadeae.com
541.388.5665
Money & Investment

February 17, 2021 • Cascade Business News • 25

Smart Things To Do with a Year-End Bonus

by ED WETTIG, CFP — Wettig Capital Management

Financial guru Dave Ramsey once said, “You’ve got to tell your money what to do, or it will leave.” If you are anticipating an annual bonus this year, it’s wise to come up with a thoughtful plan for the extra cash before it comes so you can get the most benefit from it. If you need more time to consider your options, deposit the money in a savings account. It will be harder to chip away at it if it’s not connected to your debit card.

Here are a few other suggestions:

Account for Taxes. If your employer doesn’t withhold taxes from your bonus, or doesn’t withhold enough, make sure to set aside money for tax time so you’re not hit with extra tax burden.

Increase your Bonus’ Value. Contributing the maximum allowed to a pretax employer retirement plan can make your bonus go farther than using after-tax dollars, especially if your employer matches the contributions. If your income falls within IRS guidelines, you may be able to make pretax contributions to your 401(k) and a traditional IRA or add post-tax contributions to a Roth IRA, which will grow tax-free.

Put Your Money to Work. Since a bonus is extra money, it may be easier to use it for an investment with long-term growth potential rather than coming up with additional investment money from your regular pay.

Build Your Emergency Fund. Everyone should have liquid savings available to cover at least six months’ worth of living expenses should the unexpected occur. If you keep your fund in a savings account, consider shopping around for the best rates, or consider a short-term CD.

Invest in Yourself. Many of the most successful people continually pursue knowledge and increase their skills. You might take a coding course, learn a language, hire a health coach, pay for a professional certification or enroll in a professional speaking program.

Plan an Experience. Research indicates great memories often provide more satisfaction than purchases. After a rough last year, planning a future vacation or having funds accessible when travel is possible again can give you something to look forward to.

Provided by Ed Wettig, CFP, Wettig Capital Management which offers investment management, financial planning and retirement income strategies. Securities, insurance and investment advisory services offered through Royal Alliance Associates, Inc. Member FINRA/SIPC. Wettig Capital Management is a marketing designation.

wettigcapital.com
As of August 2020, Mike Rougeux of Bend has been named executive director of the Bend Endurance Academy (BEA) by the organization’s governing board. Lisa Capicchioni, BEA board member, and parent of a nationally ranked BEA climber, said, “Mike’s outstanding professionalism, honesty, kindness and ability to make true connections with the athletes he coaches will translate to leveraging our community relationships, growth and expansion for BEA.” Rougeux’s passion for outdoor recreation and captivating presence in the Bend community will provide BEA with increased opportunities for young adults and children to develop in sports that immerse their life. His goals as new executive director include increasing scholarship and tuition assistance programs so youth are not limited by financial means, Rougeux shared, “Throughout my eight years working at BEA, I can see the special role BEA plays in the community by creating more engagement through young adults and children being involved.” He also emphasized that “BEA is not just a parent partner, we emphasize child development by offering kids a unique set of skills they can use throughout their life” Lefty Rougeux wants to improve coaches’ development so they can nurture the pathways for young athletes to reach where they want to be.

Rougeux graduated from Johnson State College where he earned a bachelor of arts in adventure education and wilderness Leadership, and an associate of applied science degree in park and recreation management from SUNY Delhi. Additionally, Rougeux has worked with youth in this setting for over 25 years where he coached through adventure education and wilderness Leadership, and an associate of applied science degree in park and recreation management from SUNY Delhi. Additionally, Rougeux has worked with youth in this setting for over 25 years where he coached multiple youth climbers as members of the U.S. National Climbing Team and served as a Regional Coordinator for USA Climbing.

Deschutes Children’s Foundation welcomes Luke Ross, senior property manager, broker at Compass Commercial, to his new role as Deschutes Children’s Foundation’s Board Chair. Ross, joined the board in 2017 and also chaired the Facilities Committee for the past two years. He takes over for outgoing chair Sarah Stevens, human resources director for Knife River Corporation. If you’re interested in joining the Deschutes Children’s Foundation leadership team, contact Amy at amy@deschuteschildrensfoundation.org.

Dr. Matthew Clark, fellowship-trained Mohs surgeon and dermatologist, has joined Dermatology Health Specialists to continue caring for patients in Central Oregon, with a focus on skin cancer prevention, detection and removal. Clark was trained in micrographic surgery and dermatologic oncology at the prestigious Cleveland Clinic, following his dermatology residency at the University of Michigan and medical school at the University of Florida. Clark’s philosophy to patient care is forming a partnership with his patients, and working together to achieve the outcome they are looking for. He believes in empowering his patients to make the best health care decisions for themselves by fully educating them about their options. Dr. Clark’s treatments of all ages, both medically and surgically, with a specific focus in dermatologic oncology and the diagnosis, treatment and most importantly, prevention of skin cancer.

Susan Gardner, a higher education professor at the University of Maine with a strong focus on equity and inclusion in education throughout her career, has been named dean of Oregon State University’s College of Education. She will start February 28. Gardner has directed the University of Maine’s Rising Tide Center for Faculty Equity and Inclusive Excellence, which conducts professional development programs and creates resources and policies related to faculty equity and inclusive excellence. And she directed the university’s women’s, gender and sexuality studies interdisciplinary program. “I am excited to work with the phenomenally qualified, faculty, staff and leaders within Oregon State University’s College of Education to fulfill the three major roles of excellent teaching, groundbreaking scholarship and impactful outreach throughout the state and beyond,” Gardner said. “The land grant mission of the university and its clear commitment to equity are why I accepted to work here.” The tangible sense of passion and dedication within the college, the university, and its stakeholders have been apparent all throughout my interactions with this wonderful community. Gardner began her faculty career at Louisiana State University in 2005 and moved to the University of Maine in 2007. She has served as director of a $3.3 million National Science Foundation grant on faculty recruitment, retention and advancement; associate dean of accreditation and graduate affairs in the College of Education and Human Development; and interim dean of the college.

Gardner’s research focused on individual success within the organizational environments of higher education. She has published 60 peer-reviewed articles, book chapters and books and led or been associated with nearly $24 million in grants from the National Science Foundation and the Sloan Foundation. A first-generation college student, Gardner graduated with her bachelor’s degree in education and Spanish from Hamline University in St. Paul, Minnesota in 1996. She then worked as a high school Spanish teacher in Wisconsin while earning her master’s degree part-time in education from the University of Wisconsin-La Crosse. In 2001, she moved to the state of Washington to begin work as a student affairs administrator at Washington State University. She completed her doctorate in higher education in 2005. In all of these experiences, she maintained a strong focus on equity and inclusion in education. “I am delighted that Susan Gardner will serve as our next dean of the College of Education,” said Provost and Executive Vice President Edward Feser. “She brings experience in a variety of faculty and leadership roles, a deep understanding of the land grant research mission, and demonstrated leadership in advancing diversity, equity and inclusion as a priority in pre-K-20 education.”

Lynn Coker, a long-time Oregonian, joins NAI Cascade after nearly 20 years of flying in the beautiful sky over the Cascade Mountains for Knife River Corporation. “We are thrilled to add Lynn’s expertise and market knowledge to our firm. The integrity and synchronicity of all of our NAI Global affiliates made this an absolute seamless transition,” said Paul Pfeifer, President & CEO. “Oregon is our family turf for over five generations and now, following a multi-decade professional sojourn in California, Idaho, Beach, Oregon is our new family home,” said Coker. “The professional highlight of our transition to southern Oregon is joining NAI Cascade following almost 20 years with NAI Capital, which is both NAI Global’s largest affiliate and California’s biggest private commercial real estate brokerage, owned and energized by over 250 professionals.”

“Joining NAI Cascade, known for its marketing excellence, superior client relationship management tools plus ethical high service standards, allows me to leverage my years of commercial real estate training, business experience and success in advancing the reach of NAI Cascade into southern Oregon,” Coker said.

“My NAI Cascade target area encompasses Southern Coastal Oregon and adjoining counties. This south central region embraces the Oregon shorelines from Coos Bay south to Brookings then eastward through woodland forests, recreational preserves and agriculture centers. These communities, arguably the most pristine environments in the Pacific Northwest, are a magnet drawing the interest of families and commercial enterprises seeking to be a part of its future. “The opportunity to be an ingredient of NAI Cascade’s development in southern and central Oregon working alongside its Executive Team and Broker Community to extend the firm’s core business strengths, its cooperative corporate culture, ethical business standards and its focus on sustainable community growth is exhilarating.”

Mosaic Medical welcomes Nadine Sparago, a Redmond resident and visual design specialist, to the board of directors governing the nonprofit community health center. Sparago brings creative energy to the board, with a background in visual merchandising, product design and customer service, and she is also a published author under her pen name. She most recently worked for Habitat for Humanity in Redmond, prior to the pandemic shutdown. Sparago’s background also includes early childhood education, with a focus on fundraising and charitable work. “I became a Mosaic patient at a crucial time in my life, where premium healthcare and dedicated doctors and staff were vital to my mental health and overall sense of being,” said Sparago. “I was and continue to be treated with dignity by nurturing professionals at Mosaic and I am honored to represent an organization that provides the community I reside in with accessible, affordable and heartfelt healthcare.”

Sparago, as someone who receives her healthcare at Mosaic and who has served as a member of the Redmond Patient Advocacy Council, brings unique insight to the work of the board, with a focus on fundraising and charitable work. “We welcome Nadine to our board of directors and are looking forward integrating her creative approach into our work,” said Megan Haase, FNP and Mosaic Medical CEO. “And as a resident of Redmond she will help us focus on efforts to represent that growing population.” In the past, Sparago has served on the board of directors for St. Vincent De Paul and volunteered on the Women’s Committee with St. Matthew Catholic Church in Florida. She enjoys volunteer work and is looking forward to contributing her time and energy to the board at Mosaic, and sharing the common goal of maintaining high-quality, affordable health and dental care for Central Oregonians.

In February 2021, two flight instructors at Leading Edge Flight Academy received the good news that they will be moving on to the next step of their aviation careers. Tasha Foster, a fixed wing instructor, was welcomed to a flight instructor training class for Skywest Airlines, this March. “Flying with Leading Edge was a wonderful experience,” Foster said as she announced the good news to her fellow Leading Edge team members. “My career at Skywest is the next big step towards my ultimate goal of flying for an international airline.”

Tanner Church, a helicopter instructor, has also accepted a position with Pollok Aviation in Arizona. Church recently achieved Gold Seal status as a Certified Flight Instructor with Leading Edge Flight Academy as well. Gold Seal is the highest honor for a flight instructor. It is without question that Church’s hard work helped...
pave the way into his next career. “Flight Schools are probably one of very few organizations that want to see their employees move on to their next career,” said Courtney Massey, director of business development at Leading Edge Flight Academy. “Seeing our Instructors land the jobs they have been hoping for brings us much excitement. We are so happy that Tasha and Tanner are moving on. In January, Amazon announced the purchase of 11 Boeing 767 aircraft, to keep up with cargo demand. These positive headlines, along with the tangible career progression of their staff, gives Leading Edge a hopeful outlook on the year to come.

For over a decade, Leading Edge Flight Academy has specialized in training helicopter pilots, airplane pilots and launching aviation careers. Leading Edge’s start-to-finish support and above-industry standard training prepares students to meet their aviation goals. With a management team of pilots having over 37,000 cumulative hours and 100+ years in the industry, Leading Edge knows what it takes to prepare students for a career in aviation. Their fully integrated operation is entirely focused on student success. Located in Bend, with 300+ days of annual sunshine, yields a productive and simultaneously challenging training environment to fully prepare students to achieve their aviation goals.

**Who’s Who Continued from page 26**

Jessica Johnson, PT, DPT, OCS, CSCS, CF-L1, has joined the staff of Rebound Physical Therapy’s North Bend Clinic. Johnson earned a bachelor’s degree in exercise science from Northern Arizona University (Flagstaff, Arizona) and a doctorate of physical therapy degree from Pacific University (Forest Grove, Oregon). Johnson worked in orthopedic PT settings in San Francisco for ten years, and spent several years working as a traveling PT across the country. Johnson’s passion for fitness greatly influences her treatment philosophy: she is a Certified Strength and Conditioning Coach (CSCS) and a certified Level 1 Crossfit trainer (CF-L1), and applies strength-training concepts into her practice. Johnson is also board certified in orthopedic physical therapy (OCS). She has also served as a volunteer PT in Central and South America through Operation Rainbow — a nonprofit that provides orthopedic surgeries and care for children in need. Outside of work, Johnson stays active with competitive CrossFit, running, and exploring new trails and national parks with her partner and their dog, Lakota.

Twice yearly, St. Charles caregivers — one from each hospital campus — are recognized for the extraordinary, compassionate nursing care they provide patients and families every day. The four nurses that were recognized were Candy Peplin, RN/neonatal transport, Neonatal Intensive Care Unit, Bend; Karen Sagner, RN, float, Madras; Ryan La, RN, Emergency Department, Prineville; and Elena Myers, RN, Medical Services, Redmond.

Nominated by patients, families and colleagues, the award recipients were chosen by a committee at St. Charles.

The nurses — which represent all four St. Charles hospitals in Bend, Redmond, Madras and Prineville — were recognized with a ceremony on their respective units and presented with a certificate, a pin and a “healer’s touch” sculpture by their hospital’s chief nursing officer. The DAISY honorees will also receive ongoing benefits, such as special rates for tuition and ANCC certification.

“Our nurses are exceptional and deserve to be formally recognized for their dedication, spirit and the quality of care they provide in the community,” said Iman Simmons, St. Charles Health System’s chief operating officer. “We are excited to tell all the stories of compassionate care we hear every day.”

The DAISY Foundation is a not-for-profit organization that was established in memory of J. Patrick Barnes by members of his family. Patrick died at the age of 33 in late 1990 from complications of Idiopathic Thrombocytopenic Purpura (ITP), a little known but not uncommon auto-immune disease. (DAISY is an acronym for Diseases Attacking the Immune System.) The care Patrick and his family received during his ill health inspired this unique means of thanking nurses for making a profound difference in the lives of their patients and patient families.

“When Patrick was critically ill, our family experienced first-hand the remarkable skill and care nurses provide patients every day and night,” said Bonnie Barnes, FAAN, president and co-founder of The DAISY Foundation. “Yet these unsung heroes are seldom recognized for the super-human, extraordinary, compassionate work they do. The kind of work the nurses at St. Charles are called on to do every day epitomizes the purpose of The DAISY Award. “

This is one initiative of The DAISY Foundation to express gratitude to the nursing profession. Additionally, DAISY offers J. Patrick Barnes Grants for Nursing Research and Evidence-Based Practice Projects, The DAISY Faculty Award to honor inspiring faculty members in schools and colleges of nursing and The DAISY in Training Award for nursing students.

**Businesses Serving Community**

**Neighborhood Impact**

Neighborhood is partnering with Dutch Bros Coffee to raise awareness and funds for hunger relief. On Sunday, February 14, Dutch Bros celebrated Valentine’s Day with Dutch Luv Day where $1 from each drink sold was donated to organizations dedicated to creating stronger, healthier communities through hunger relief efforts. On average, $1 can provide three meals to families in need. Central Oregon Dutch Bros locations have chosen to direct their Dutch Luv Day funds to Neighborhood Impact.

This is the 15th year Dutch Bros and its customers have supported organizations fighting food insecurity. Dutch Luv Day began as a canned food drive in 2007 and has grown into an incredible, annual one-day fundraising event. Harnessing the impact of more than 360 locations in seven states, every dollar raised goes to an organization that addresses a community’s hunger needs. To date, the company has donated more than $1.1 million to hunger relief efforts.

**Family Access Network**

The Family Access Network (FAN) received a $25,000 grant from Tykeson Family Foundation to connect local families affected by the coronavirus pandemic with basic needs including food, utilities, transportation and rental assistance. FAN’s COVID-19 Response Fund is directly assisting those in Deschutes, Crook and Jefferson Counties who have been impacted through illness, loss of income, childcare issues, etc. FAN has served Central Oregon since 1993 and is dedicated to making a difference in the lives of those in need and to ensuring no one goes hungry in Central Oregon.
COCC Placement Program Earns National Accolades

A new approach to placing incoming students in English courses has earned Central Oregon Community College (COCC) top honors from the National Council of Teachers of English.

The college was recently chosen to receive the 2021 Diana Hacker Award in the Fostering Student Success category, an accolade established by the council’s Two-Year College English Association (TYCA) to recognize innovative programs at two-year colleges throughout the nation. An award ceremony will take place during the organization’s annual conference on April 7, held virtually this year.

In its award announcement letter, TYCA credited COCC “for the creative response to the challenges of educating two-year college students and for demonstrating professionalism in the commitment to educating diverse student populations.” A description of the placement program will appear in the organization’s national journal and on its website.

The “directed self-placement” approach marks a departure from the traditional single-test placement method. “Since 2016, our English department has been using a new approach to placing incoming students that is to place students into the highest-level writing course that they can succeed,” said Beth Wright, placement coordinator at COCC. “This system takes attributes that students possess, attributes that cannot be identified by a single test score.” Wright added that the method is successful in accurately placing diverse student populations, from the high school student who is taking college courses, to the student who graduated high school 20 years ago, from GED recipients to home-schooled students.

Other benefits have arisen with the program as well. “In a two-year period, COCC students saved $87,000 in tuition and fees because they’re placed more accurately,” said Russell.

The National Council of Teachers of English is the nation’s oldest organization of pre-K through graduate school literacy educators.

cocc.edu

BPRD Opens Survey for River Planning Possible Projects

Survey & Three Virtual Public Meetings Scheduled This Month

Bend Park and Recreation District is planning for recreational access and riparian habitat restoration at parks along the Deschutes River, and public input is needed on a preliminary list of possible projects. BPRD has 16 parks along the Deschutes River, which include 25 designated access points and over 94 user-created access points to facilitate play in the water. The popularity of river use has resulted in impacts such as trampled vegetation, user-created access paths and erosion along the riverbank. With the river plan, the district is taking a proactive approach to identify and recommend river access and habitat restoration projects, likely over the next ten years, with a combination of district general funds partnerships and grants.

At the midpoint of the two-year plan development process, the district is seeking public feedback on 33 potential projects through a survey and virtual community meetings.

Possible projects seeking feedback:

Two locations with designated access points have been identified for potential changes. The Columbia Park river access would be possibly closed and revegetated, and one of Miller’s Landing Park access points would possibly be closed.

The Columbia Park watercraft access point has severely eroded since it was constructed in 2012, and the erosion is impacting the trail. The park has also been overused in recent years by people illegally jumping off the bridge. This has created a safety concern that led to a temporary closure in summer 2020. At Miller’s Landing Park a possible project is proposed to close and revegetate the northern access point, and, concurrently, make improvements to the boardwalk access. The improvements are expected to include elements to improve ease of getting into and out of the water for all users.

In addition, a number of user-created access points would possibly be closed and revegetated at multiple locations including River Rim Park, Farewell Bend Park, First Street Rapids Park and Sawyer Park.

Access options for four-legged friends are also proposed for public input in the survey and the virtual public meetings. Leashed dogs are welcome at all BPRD river access points. Additionally, the district offers eight off-leash areas for dogs, including one with river access. The existing river access area is located adjacent to Riverbend Park, on private property, currently leased by the district. The temporary use of the leased property is expected to end and the existing river off-leash area will no longer be available for lease by the district. BPRD is working to identify other potential locations for off-leash river access.

“Community input is an integral part of the plan development process,” said Sarah Bodo, district planner and project manager. “This plan’s goal is to strike a balance between recreation access and restoration, and it will be the highest quality with input from the community members the plan is intended to serve.”

There will be numerous opportunities to participate in shaping the plan including community surveys, virtual open houses and board meetings.

BPRD received a grant for technical assistance from the National Park Service, Rivers and Trails Conservation Assistance program (NPS-RTCA) for the completion of the plan. Together with NPS-RTCA, the district planning team convened a focus group with representatives from local recreational and environmental organizations and agencies to seek their input.

For more information about the river access and habitat restoration plan or to sign up for email updates, visit the Deschutes River Access and Habitat Restoration Plan project.
bendparksandrec.org

Visit us at cascadebusnews.com
Chiropractic care during pregnancy is a commonly recommended practice among soon-to-be mothers and veteran mothers alike. Because the body changes and undergoes a great deal of strain during pregnancy, continued chiropractic care not only helps the mother, but the unborn child as well. Because a healthy mommy equals a healthy baby!

Today, we’re going to look at one particular technique that is used primarily to treat pregnant mothers during every stage of pregnancy in order to prepare them for eventual birth. It’s called the Webster Technique.

Elk Ridge Chiropractic & Wellness Center’s Doctor of Chiropractic, Kristin Costanzo, tells us a little bit about what this technique entails.

“Webster is a technique designed to work with the pregnant pelvis. It assesses and addresses structure, soft tissue, and ligaments of the pelvis to create space, giving the baby the best chance to get in an optimal position for birth.” In other words, Webster prepares the runway, so to speak, for a healthy, productive pregnancy leading up to birth.

The Chiropractic Arts Center of Austin, P.C., tells us further that, “The Webster Technique begins the process of realigning the sacrum, which may relieve the pull that creates tension in the uterus. This adjustment involves no external forces on the baby directly, and it is very comfortable and extremely safe.” Echoing Dr. Kristin’s words, Chiropractic Arts goes on to say that the technique works in “balancing the pelvis so that the baby can move as it needs to. It has developed quite a reputation for its safety and effectiveness.”

One common misconception is that the Webster Technique is used to treat breech babies, however we have a few things to say about that. But first, let’s explain what the word ‘breech’ means.

Breech is when the baby is lying head up, rather than head down, in the womb. Oftentimes, babies like to move around a bit during pregnancy, which is not uncommon. When this happens, it’s best to get them back into the correct position prior to birth.

As a rule, doctors of chiropractic do not turn breech babies. Chiropractic Arts tells us that, “the adjustment simply facilitates a state of pelvic balance, decreasing tension to the uterus, allowing more room for the baby to move as needed to get into the best possible position.” However, babies do tend to shift in the womb when undergoing this form of treatment, and mothers have seen veritable results in turning their babies the past. But success does vary. As every body and every pregnancy is different, the Webster Technique may or may not be the ticket to getting that stubborn baby to flip. Worst case scenario, it is conducive to a healthier birthing experience. Nothing wrong with that!

Pregnant mothers currently undergoing chiropractic care should consult with their doctors first to see if this treatment is right for their particular needs, especially when a breech baby is concerned. Doctors may recommend seeking primary care instead for an inversion, which is a treatment specifically intended to turn breech babies.

But for general chiropractic care for expectant mothers, the Webster Technique is proven as a safe and effective tool in preparation for birth and eventual recovery. If you are seeking chiropractic care as a new patient, Elk Ridge Chiropractic &

**NEED HEALTH INSURANCE?**

You have a second chance to sign up for coverage on healthcare.gov from Feb. 15 - May 15!

Call Mosaic Medical at 541-647-2717 to learn more.

**Can You Resist This Face?**

HUMANE SOCIETY OF CENTRAL OREGON

TO VOLUNTEER OR DONATE
CALL 541.382.3537 | WWW.HSCO.ORG

**HEALTH FAILURE**

**KNOW THE SIGNS:**
- Shortness of Breath
- Feeling Rundown
- Swelling in Body
- Weight Gain
- Fast/Slow Heartbeat
- Fluid In Lungs
- Loss of Appetite
- Confusion

**HOW WE CAN HELP:**
- Reduce Hospital Visits/Hospital Readmissions
- Manage Your Symptoms at Home
- Supply & Refill Heart Medications
- Nurse Assistance
- Day or Night
- Caregiver Education

**BEND** (541) 508-4036  **LA PINE** (541) 536-7399
selection of Riff Cold Brewed products alongside other non-alcoholic options. “Stoller has felt like a kindred spirit from the very beginning,” said Paul Evers, co-founder and CEO of Riff Cold Brew. “Having off-taproom to Stoller feels more like we’re passing the baton to a teammate. Our mission is energized as we focus resources behind our core business of making and packaging delicious ready-to-drink cold-brewed coffees and our innovative carbon-neutral natural energy drink.”

T

General Electric

D:

s

org/scholarships.

The Think Wild Wildlife Hotline and Hospital is led by Pauline Baker, director of Wildlife Rehabilitation, and supported by volunteer veterinarians, veterinary technicians and a network of private rehabbers. Just last year, the hotline received over 1,000 calls — and Baker expects that number to increase as Central Oregon grows.

Imagine finding a tiny owl in the middle of the road, just hit by a car and unable to fly away. That’s what we’re here for,” says Baker. “That exact situation happened last week, and completely we were able to treat the saw-whet owl’s injuries and release it back into the wild for a second chance at life.”

Think Wild is permitted through the Oregon Department of Fish and Wildlife and U.S. Fish and Wildlife Service and accepts native songbirds, corvid, waterfowl, birds of prey and most mammals for care. But an important piece of Think Wild’s mission, in addition to rescue and rehabilitation, is education and outreach.

“Every call we get on our hotline or animal drop-off is an opportunity to educate, whether on baby bird renesting or managing that rascally raccoon on your property,” said Sally Compiler, Think Wild executive director. “The ultimate goal would be for very few animals to come through our doors. The more we can educate on wildlife conflict prevention and conservation strategies, the better we can coexist with our wild neighbors here in Central Oregon. They deserve to live safely too.”

Think Wild provides onsite, offline and virtual educational programming and workshops for local schools and organizations, as well as the general public. But one of the best ways to get involved is through volunteering.

“Think Wild has volunteer opportunities available for any person of any experience level. We strive for our organization to be inclusive and to get as many people as engaged and passionate about wildlife conservation as possible,” said Compton. “None of this would be possible without community support. Every volunteer hour, every hotline call and every dollar donated directly saves lives.”

If you ever have any questions, Think Wild’s hotline is available seven days a week from 8am to 5pm. Think Wild is a 501(c)(3) nonprofit organization, and tax-deductible donations can be made at thinkwild.co.org/donate or mailed to PO Box 5093 Bend, OR 97708.

Think Wild, a Wildlife Hospital and Conservation Center, provides wildlife education, conservation and rehabilitation in Central Oregon. Think Wild seeks to reduce the incidents of human-wildlife conflict through education and community outreach. When conflicts do occur, Think Wild will provide veterinary treatment and care at its Wildlife Hospital.

thinkwild.co.org Facebook.com/ThinkWildCo

D:

Wildlife and U.S. Fish and Wildlife Service. “Every call we get on our hotline or animal drop-off is an opportunity to educate, whether on baby bird renesting or managing that rascally raccoon on your property,” said Sally Compiler, Think Wild executive director. “The ultimate goal would be for very few animals to come through our doors. The more we can educate on wildlife conflict prevention and conservation strategies, the better we can coexist with our wild neighbors here in Central Oregon. They deserve to live safely too.”

Think Wild provides onsite, offline and virtual educational programming and workshops for local schools and organizations, as well as the general public. But one of the best ways to get involved is through volunteering.

“Think Wild has volunteer opportunities available for any person of any experience level. We strive for our organization to be inclusive and to get as many people as engaged and passionate about wildlife conservation as possible,” said Compton. “None of this would be possible without community support. Every volunteer hour, every hotline call and every dollar donated directly saves lives.”

If you ever have any questions, Think Wild’s hotline is available seven days a week from 8am to 5pm. Think Wild is a 501(c)(3) nonprofit organization, and tax-deductible donations can be made at thinkwild.co.org/donate or mailed to PO Box 5093 Bend, OR 97708.

Think Wild, a Wildlife Hospital and Conservation Center, provides wildlife education, conservation and rehabilitation in Central Oregon. Think Wild seeks to reduce the incidents of human-wildlife conflict through education and community outreach. When conflicts do occur, Think Wild will provide veterinary treatment and care at its Wildlife Hospital.

thinkwild.co.org Facebook.com/ThinkWildCo

C

A boost in flows of up to 16 percent (up to six cubic feet per second) during the irrigation season is a crucial step toward restoring habitat and water quality for returning steelhead and Chinook salmon as well as resident redband trout.

This project contributes to a three and final phase of a complex program, a water supply initiative to improve the reliability of water deliveries to the farms in NUID, a mostly commercial farming area with increasingly unreliable water supplies, while improving flows in the Crooked River. Another added benefit of the project is that it reduces the necessity of expensive pumping costs to pull water from the deep canyons of the Crooked River. Recently installed variable frequency drive pumps will also allow NUID to manage minimum flows in the river more responsibly. Future projects involving COID and NUID coordination will likely focus on restoring flows in the Upper Deschutes River to support Oregon spotted frog and redband trout habitat.

The Deschutes River Conservancy and the Districts are working on other projects and programs around the Deschutes Basin that will improve streamflows and water quality for fish and wildlife while also addressing farmers’ and cities’ needs. The DRC supports and facilitates conservation and water marketing projects with the districts to meet foundational standards set by the Habitat Conservation Plan.

Additionally, the DRC shares a leadership role with the Confederated Tribes of Warm Springs to lead the Deschutes Basin Water Collaborative, a group seeking to accelerate streamflow restoration in the basin.

Mike Britton, North Unit Irrigation District Manager: “This project supports junior water users at a time when water scarcity has destabilized many family farms. The reduction in pumping costs will also be a significant benefit for Madras area farms.”

Craig Horrell, Central Oregon Irrigation District Manager and President of the Deschutes Basin Board of Control: “COID is proud that this conservation project benefits our patrons and generates a more reliable water supply for North Unit Irrigation District farmers in an environmentally and economically sustainable manner. This project is a win for farmers, the Crooked River and fish.”

Kate Fitzpatrick, Executive Director of the Deschutes River Conservancy: “It’s very gratifying to see this project come to fruition. Paving the way to share water in the basin is a major focus of the DRC right now. We’ve recently launched and funded two new programs that will help conserve water and restore flows. Our On Farm program works with landowners to increase their on-farm efficiency and our Water Marketing program facilitates the sharing of water between districts operating in water abundance with districts struggling with scarcity. When we can improve these systems, it reduces demand and benefits our precious rivers and streams.”


cascadenew.com
Enhancing & Promoting the Economy Vitality of Central Oregon

Cascade Business News
Enhancing & Promoting the Economy Vitality of Central Oregon Since 1994

Cascade Arts & Entertainment Magazine
Dedicated to Arts & Culture in Central Oregon

Book of Lists
CBNBookofLists.com
#1 “Business to Business” Marketing Tool

Sunriver Magazine
SunriverChamber.com

Compilation of industry lists also available online.
Central Oregon’s #1 “Business to Business” marketing tool.

Let us help create your publication or supplement.