**Street Dog Hero Reports Banner Year** in 2021 — Page 35

**Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994** 

# **Nine Investment Lessons We Can Learn from Sailors**



DAVID ROSELL & JOHN MAXWELL | PHOTO COURTESY OF ROSELL WEALTH MANAGEMENT

#### by DAVID ROSELL — **Rosell Wealth Management**

ohn C. Maxwell, one of our country's top leadership experts, eloquently said "the pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails." Maxwell's message about controlling our destiny, along with his books and talks, positively impacted my life. In this powerful quote he related his philosophy to a good sailor, which got me thinking about how the important lessons of sailing can teach us important lessons of investing.

Last month I had an opportunity to sail on the Royal Clipper. This steel hulled, fivemasted tall ship is listed in Guinness World Records as the largest full-rigged sailing ship in the world. Her 42 sails require a crew of 20 to get this 430-foot clipper ship, along with her 148 passengers and crew of 106, to 17 knots on sail power alone! When I first set my eyes on her, it was love at first sight as I thought she was an apparition from the grand old age of sail. Although she possesses all the grandeur and tradition of previous centuries, once aboard I quickly realized the Royal Clipper is as new as tomorrow, possessing all the comforts of today.

Each evening, as we set sail for the open seas, the emotionally powered Conquest of Paradise — the song composed by the Greek composer Vangelis — would bellow from the speakers. It was an experience that I can best describe by saying it was spiritual. The last evening, with a gin and tonic at my side, I started thinking about this next article that I needed to write for the Cascade Business News. It was then that I started thinking about the parallels between investment lessons and experienced sailors. Below I share nine valuable lessons in sailing and how they are reflected in investing.

PAGE 14

# **Economic Outlook 2022: Boom or Bust?**

by JEFF MARTIN, President/CEO — Cascade Publications Inc.

\*ascade Business News is pleased to bring you our annual Economic Outlook 2022 edition. The past couple years have certainly been challenging for many businesses, particularly restaurants and retail, while many industries have thrived. The stock market continued the bull run, at least until the recent shake up. Unemployment is down, inflation is high, home prices are still soaring, supply chain issues haunt us and COVID is the curve ball keeping us off balance. So what do we make of it all?

Our headline for this edition in 2020 was "Bullish on 2020" — little did we know we were on the cusp of a pandemic. Personally, our business ended up a bit down that year, but a solid 2021 bounce back was a welcome surprise. So far, 2022 is off to a great start. I share this with you because I'm frequently asked how I think the economy is going, based on the fact we are selling advertising to business professionals, and when things go south, marketing dollars are some of the first in the budget to get squeezed. I don't pretend to be an economist, nor do I fancy myself an expert on the market, that is why we've rounded up local and statewide experts and professionals from key industries to share their thoughts and "outlooks" for the year.

Boom or bust? Keep reading this CBN to find out what the pros have to say. Many thanks to all of our contributors!

Cheers to 2022!

CascadeBusNews.com

# **Central Oregon Economic Outlook Pages 7-21**

# 'Opportunity Through Adversity' **Lesson of Pandemic**

# **New EDCO Interim Leader Reflects on Economic Realties Facing Businesses in 2022**

by SIMON MATHER — CBN Feature Writer

dapt and overcome" is the advice from a Oregon economic development leader as businesses gearing up for 2022 continue to face multiple headwinds stirred up by the protracted pandemic.

"Through adversity is opportunity," observed newly appointed Economic Development for Central Oregon (EDCO) Interim Chief Executive Officer Jon Stark.

Stark, who successfully steered EDCO sister organization Redmond Economic Development Inc. (REDI) for 13 years and took over the regional lead role earlier this year following Roger Lee's departure after more than 20 years at the helm, added, "The challenges facing every business, including increased competition for employees, presents the opportunity to look inwardly and identify policies and strategies that could be improved moving forward.

"It's not just the more competitive environment regarding profitability and wages, there's also the quality of life question. In the wake of the pandemic, people have been increasingly willing to reassess priorities and move for better job options and realize this is an employees' market currently.



JON STARK | PHOTO COURTESY OF EDCO

PAGE 20

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# INSIDE THIS ISSUE

Business & Industry 2
Hot News 3
City Desk 4
Central Oregon
Economic Outlook 7
Business Organizations,
Chambers of Commerce,
<b>Coaches &amp; Consultants</b>
Special Section22
Who's Who 33
Businesses Serving Community 33
Healthy Communities 36
Business Calendar 39

Permits ...... 39

# CDD BUSINESS NEWS

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Compass Commercial Real Estate Services brokers Ron Ross, CCIM, Terry O'Neil, CCIM and Dan Kemp, CCIM represented the seller, Daniel & Deanne Hooley, in the sale of 118 SE Cleveland Avenue in Bend. The 4,424 SF multifamily property on 0.25 acres sold for \$825,000.

**RECENT TRANSACTIONS** 

Brokers Dan Kemp, CCIM and Peter May, CCIM with Compass Commercial Real Estate Services represented the landlord, Chandler Center, LLC, in the lease of a 3,979 SF office suite located at the Quad at Skyline Ridge located at 1777 SW Chandler Avenue in Bend.

Compass Commercial Real Estate Services broker Bruce Churchill represented the landlord, S&T Northwest, LLC, in the lease of a 4,385 SF medical office suite located at 2421 ne Doctors Drive in Bend.

Compass Commercial Real Estate Services brokers Peter May, CCIM and Dan Kemp, CCIM represented the landlord, David Husk, in the lease of a 3,750 SF industrial suite located at 61580 American Lane in Bend. Brokers Terry O'Neil, CCIM and Luke Ross with Compass Commercial Real Estate Services represented the tenant, Frontier Precision, LLC.

# Maragas Winery Wins Big in San Francisco

Maragas Winery of Central Oregon won 11 medals at the prestigious San Francisco Chronicle Wine Competition, including two Gold and two Double Gold Medals.

Doug Maragas, winemaker at Maragas Winery, returned from the recent San Francisco Chronicle Wine Competition judging with a smile and a bounty of awards. Doug he's "incredibly stated grateful for many things, and having confirmation of our winemaking and grape growing abilities of traditional European wine

'ontinued on Page 38 🕨



WINE LABEL PHOTOS | COURTESY OF MARAGAS WINERY

# **Gathr Outdoors Acquires** Cascadia Vehicle Tents

diversified Gathr Outdoors, global designer and manufacturer of outdoor products and sporting goods, announces its acquisition of Cascadia Vehicle Tents (CVT). Terms of the transaction were not disclosed. Gathr Outdoors is a portfolio company of Centre Partners.

**HOT NEWS** 

Based in Bend, CVT is a family business that has become an industry leader developing rooftop vehicle tents, awnings, off-road trailers and car camping equipment for cars, trucks and SUVs. The brand is on a mission to bring rooftop tents to those who share their passion for the outdoors and is proud to offer products used by everyone — from weekend campers to serious overlanders.

Gathr Outdoors, formerly known as MacNeill Pride Group, was unveiled

earlier this month to reflect the company's transformation as it continues to build a leading outdoor recreation platform. Along with the rebrand, Gathr Outdoors reorganized into three segments, including: Outdoor, Camp and Recreation. Gathr Outdoors has acquired numerous outdoor brands over the past two years under its former name, and built a strong portfolio of products that resonate with consumers. Cascadia Vehicle Tents joins ORCA, GCI Outdoor, Klymit, Rightline Gear and Pride Sports — a newly formed family of brands that are stronger together and even more committed to enabling people to get 'Together Outside.'

"Cascadia Vehicle Tents is a natural fit

ontinued on Page 38 ▶

# **Deschutes Soil & Water Conservation** District Announce New On-Farm-Efficiency Conservation Investment Program

The Deschutes Soil and Water Conservation District (DSWCD) is announcing up to \$300,000 in available funding for the On-Farm-Efficiency Water Conservation Investment Program. The objective of the program is to accelerate existing water conservation efforts in Deschutes County by improving onfarm irrigation conveyance systems, upgrading on-farm infrastructure from flood to sprinkler irrigation and improve landowner's knowledge and skills in managing irrigation water on their farm.

High priority will be given to projects that convert flood to sprinkler irrigation, reduce off-site impacts to water bodies — such as streams, rivers or irrigation canals — and reduce water loss in conveyance systems.

For more information about this opportunity, go to deschutesswcd.org/ deschutes-county-on-farm-efficiencywater-conservation-investment.

Landowners who meet eligibility criteria must apply to DSWCD by February 11. Applications can be submitted by e-mail to deschutesswcd1@outlook.

'ontinued on Page 38 🕨



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**DESCHUTES COUNTY** 

The Deschutes County Board of

Commissioners held a public hearing on

Monday, January 31, to consider new residential

recycling collection services for Waste

residential customers in Deschutes River Woods,

Woodside Ranch, Conestoga Hills, Sundance,

Sunriver and Crosswater subdivisions and

Waste Connections proposed to add new

services for residential customers. These

Waste Connections' service area includes

Connections customers.

surrounding areas.

the County.

per month

a rate of \$14 per month

at a rate of \$10 per month.

by attending the public hearing.

◆ The Deschutes County Commission approved additional American Rescue Plan Act (ARPA) investments for projects that total \$1.3 million.

ARPA investments approved by the Board of Commissioners include:

An additional \$750,000 to

- support a partnership with the City of Bend for projects that provide temporary housing options for individuals and families experiencing homelessness.
- \$269,645 to support the Circuit Court's continued use of the Deschutes County Fair & Expo Center's North Sister Building. Funds will allow the Court to continue to operate on an as-needed basis through June 2022.
- \$280,000 to support the La Pine Rural Fire Protection District's purchase of a response unit and four power gurneys.

To date, Commissioners have obligated \$34.8 million in ARPA investments.

Deschutes County will receive more than \$38 million in ARPA funds. The County received the first half of the funds in May and expects to receive the remainder of the funds next year.

# From the Legislative Desk



Governor Kate Brown recently announced that she will appoint Judge Roger J. DeHoog to the Oregon Supreme Court, as well as Judge Ramón A. Pagán, Kristina Hellman and Anna M. Joyce to the Oregon Court of Appeals. DeHoog is a judge on the Court of Appeals, and will fill the Supreme Court vacancy created by the retirement of Justice Lynn R. Nakamoto. Pagán is a judge on the Washington County Circuit Court, and will fill the vacancy created by DeHoog's elevation to the Supreme Court. Hellman is an attorney in the Federal Public Defender's Office, and will fill the vacancy created by the retirement of Judge Rex Armstrong. Joyce is currently a shareholder at the Markowitz Herbold law firm, and will fill the vacancy created by the retirement of Judge Joel DeVore. All four appointments are Committee, is the former chair of the State Bar Constitutional Law Section Executive Committee and is on the Oregon Council on Court Procedures. In addition, he serves on the board of NeighborImpact, a community action agency serving Central Oregon. He will be the second Asian Pacific American ever to serve on the Oregon Supreme Court, and is the only judge on either of Oregon's appellate courts from outside the Willamette Valley.

Pagán has served as a Washington County Circuit Court judge since 2016, and served as the chief judge of the court's family law bench from 2018 to 2021. Before his appointment to the trial court, he was a criminal defense attorney in private practice from 2004 to 2016, including as an associate attorney at Janet Hoffman & Associates LLC. While he was in law school, Pagán served as a law clerk for Sonia Sotomayor, who was then a judge of the Second Circuit Court of Appeals and is currently an Associate Justice of the U.S. Supreme Court. After graduating from law school, he worked as a staff attorney at the Second Circuit Court of Appeals and then at civil and criminal firms in New York prior to settling in Oregon. Active in his community, Judge Pagán has taught trial advocacy at Lewis & Clark Law School in Portland and the Fordham University School of Law in New York, and serves on the Judicial Conduct Committee, the Oregon State Bar Professionalism Committee and the Literary Arts board of directors. He is a graduate of Arizona State University and the Fordham University School of Law.

Hellman has been an assistant federal public defender for the Federal Public Defender's Office in Portland, where she currently serves as a supervising attorney. Hellman represents clients in federal habeas corpus cases who are challenging their Oregon state convictions on federal constitutional grounds. Prior to joining the Federal Public Defender's Office in 2002, Hellman served as a law clerk for U.S. District Court Judge Edward C. Reed in the District of Nevada. In addition to her law practice, Hellman has taught as an adjunct professor at Lewis & Clark Law School, served as a board member of the Oregon Chapter of the Federal Bar Association and has coached the Franklin High School Constitution Team. She earned her bachelor's degree from the University of Michigan, and her J.D. from Georgetown Law School.

Joyce, a shareholder at the Markowitz Herbold law firm in Portland, is regarded as one of the state's top appellate lawyers. She has argued hundreds of appeals before Oregon's appellate courts and the Ninth Circuit Court of Appeals, and has briefed cases before the U.S. Supreme Court. Before ioining the Markowitz firm, Joyce practiced in the Appellate Division of the Oregon Department of Justice from 2003 to 2015, and served as Oregon's Solicitor General. Her practice at Markowitz focuses on complex civil litigation motions and appeals, and she recently served as the managing shareholder. Among her many community and bar activities, Joyce has taught appellate advocacy at Lewis & Clark Law School, is a mentor for the Oregon State Bar New Lawyer Mentoring Program and serves on the board of directors for Outside In. Joyce began her legal career as a law clerk for Oregon Court of Appeals Judge Rives Kistler. She received both her bachelor's degree and her J.D. from the University of Oregon.

changes needed to be approved by the effective immediately. Board of Commissioners because of franchise DeHoog served as a trial judge on the Deschutes County Circuit Court from 2012 to 2015, agreements for solid waste service providers in before his appointment to the Court of Appeals. Proposed new services include the addition of: Prior to his judicial service, DeHoog practiced Weekly side yard collection of glass and as a Deschutes County public defender from comingle recyclables collection in Sunriver at 1993 to 2000, and handled criminal defense and domestic relations cases while in private practice Comingle recyclables, glass and yard debris in Bend from 2000 to 2007. In 2008, DeHoog collection in the Distant Rural Service Zone as joined the Oregon Department of Justice's Special Litigation Unit, which handles major a bi-weekly curbside service at a rate of \$14 state litigation on a variety of matters, including Glass and yard debris collection in their Rural litigation on environmental, constitutional and Service Zone as a bi-weekly curbside service consumer protection laws. DeHoog received his bachelor's degree from Dartmouth College, Residents provided testimony about the and his J.D. from the University of Oregon Law proposed service changes and associated fees School. DeHoog serves on the Judicial Conduct



# Avoiding Income Tax on the Sale of Stock

#### by GUNNAR HAUGEN, Senior Tax Manager — Kernutt Stokes

If it is true that, "for everything there is a season, and a time for every matter under Heaven," then the enactment of the Tax Cuts and Jobs Act (TCJA) brought about a season in which taxpayers should take the time to consider doing business through a C corporation. In the context of closely held businesses, C corporations have traditionally been thought of as inferior to "pass-through" entities due to the "double tax" incurred by C corporation shareholders. The TCJA, however, created a significant discrepancy between the highest C corporation tax rate



(21 percent) and the highest tax rate potentially applicable to income from a pass-through entity (as high as 40.8 percent). Accordingly, although a pass-through entity often continues to be the appropriate choice of entity, it is no longer an obvious choice.

The primary consideration that continues to weigh against doing business through a C corporation is the possibility of its earnings being taxed at both the corporate-level and shareholder-level. In considering this cost, however, business owners should be aware of certain provisions under the tax law that can avoid, or at least mitigate, the effect of that double tax by allowing shareholders of a C corporation to avoid (or defer) gain on the sale of their C corporation stock. This article briefly addresses two such rules: sections 1202 and 1045.

#### Exclusion of Gain on the Sale of Qualified Small Business Stock — Section 1202

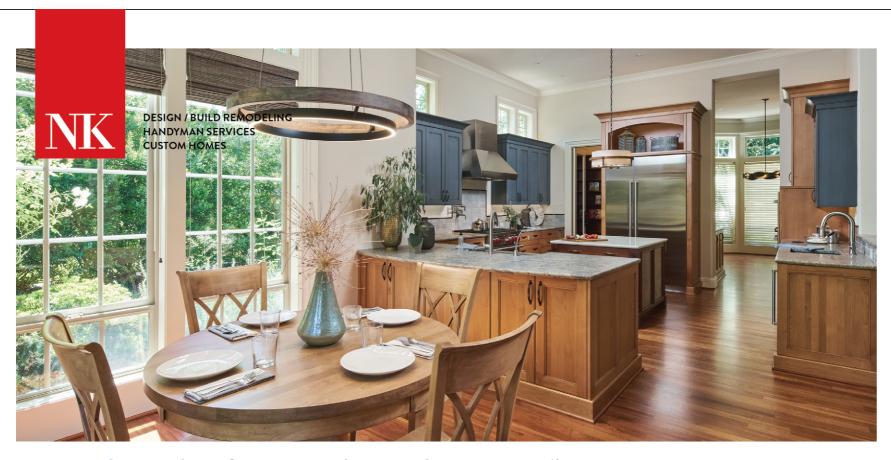
Section 1202 allows individual taxpayers to exclude from gross income up to 100 percent of the gain on the sale or exchange of qualified small business stock (QSBS) held for more than five years if certain conditions are met. Section 1202 is particularly powerful because it provides one of the rare instances in which the tax law allows a taxpayer both to receive cash without any limitation on its use and to exclude the corresponding gain. Before turning to some of the details of this rule, it should be noted that President Biden's "Build Back Better" legislation would have significantly curtailed the benefits of section 1202, but (at least as of now) these limitations remain only proposed changes.

Under section 1202, a shareholder may potentially exclude gain limited

to the greater of (i) \$10 million (reduced by the aggregate amount of gain excluded in prior taxable years with respect to the corporation) or (ii) ten times the adjusted basis of the QSBS of the corporation sold during the taxable year. At a high level, the general requirements for treating stock as QSBS are as follows:

- **C corporation requirement.** The stock must be stock of a C corporation.
- **Issuance date requirement.** The stock must be stock issued after the date of the enactment of the Revenue Reconciliation Act of 1993, but to receive the 100 percent exclusion, the stock must be issued after September 27, 2010.
- Qualified small business requirement. As of the date of the stock issuance, the corporation must be a qualified small business, which very generally requires that the corporation have gross assets with a value not in excess of \$50 million. It is important to note, however, that the corporation's assets can subsequently grow and exceed this \$50 million threshold.
- **Original issuance requirement.** The stock generally must be acquired by the taxpayer at its original issuance (i) in exchange for money or other property (other than stock) or (ii) as compensation for services provided to the corporation.
- Active business requirement. During substantially all of the taxpayer's holding period with respect to the stock, the corporation must (i) be a C corporation, (ii) be an "eligible corporation" and (iii) use 80 percent of its assets in one or more "qualified trades or businesses." Most C corporations will be eligible corporations, and a qualified trade or business generally includes any business other than a set of specifically excluded businesses (e.g., most professional service providers cannot qualify).
- **Limited redemption requirement.** Certain redemptions by the corporation of its stock may prevent its stock from being treated as QSBS.

Continued on Page 6 ►





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# Rotary Club of Bend Celebrates 75th Anniversary

his month, the Rotary Club of Bend celebrated its 75th anniversary as a chartered chapter of the global service organization. The Rotary Club of Bend is the longest-standing Rotary club in Central Oregon.

"Celebrating 75 years is a testament to this club and what it has meant to this community in the past, present and future," said Chris Dittman, president of the Rotary Club of Bend for 2021-22. "The club is growing with new members joining to make local and global impacts and we are looking forward to the next 75 years and beyond."

Club members are currently working with various partners on the following projects:

- Promoting literacy funding projects from first grade to high school locally and soon in Botswana
- Supporting music education funding annual scholarships for local students
- Improving prenatal care in Ethiopia training healthcare workers to reduce and eliminate neural tube defects
- Ending polio Partnering with the Bill & Melinda Gates Foundation, the World Health Organization and UNICEF to end polio, once and for all

The Rotary Club of Bend has been involved in a wide variety of community service projects including renovating Abilitree, remodeling the kitchen of Living Options For Teens (LOFT), serving meals at the Bethlehem Inn and building bus shelters in Bend. Other projects over the past few decades include:

• In 2016, the club partnered with other Central Oregon Rotary clubs to

raise \$200,000 toward the Bethlehem Inn expansion to double space for homeless families and individuals.

- In 2005, the club partnered with other Central Oregon Rotary clubs to build the Rotary Centennial Park, creating an accessible place for all children and parents to play.
- In 1994, the club helped establish Kids Center, a place where a range of services help children who are victims of physical, mental and sexual abuse in Central Oregon.

Internationally, club projects in partnership with The Rotary Foundation include a water project in Condega, Nicaragua, remodeling a school kitchen and providing wheelchairs in Lithuania, funding water filters in Sri Lanka and sending shelter boxes for disaster relief in Haiti.

"There will always be a need for Rotary in this community and world, and Rotary will be here as long as we are needed," added Dittman.

If interested in learning more about the club, visit the website and join an upcoming meeting.

As a global network that strives to build a world where people unite and take action to create lasting change, Rotary values diversity and celebrates the contributions of people of all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation and gender identity.

bendrotary.org



#### Deferral of Gain on the Sale of Qualified Small Business Stock — Section 1045

Section 1045 is an elective provision that also applies to QSBS. In contrast with section 1202, however, a taxpayer (other than a corporation) may apply section 1045 after holding the QSBS for more than six months (rather than the five years required by section 1202). In general, section 1045 allows individual taxpayers to make an election to recognize gain on the sale of QSBS only to the extent the proceeds exceed the cost of other QSBS ("replacement QSBS") that the taxpayer purchases within 60 days of the initial sale. For example, if an individual sells QSBS that he has held for more than six months and reinvests all of the proceeds in replacement QSBS within 60 days, the individual can elect to not recognize any gain.

Although the holding period requirements under section 1045 are less

onerous than those under section 1202, section 1045 may often only result in a deferral of the gain from the sale of QSBS (rather than the complete exclusion provided by section 1202). In this regard, a taxpayer that elects not to recognize gain under section 1045 must reduce his stock basis in the replacement QSBS by the amount of the gain not recognized. Accordingly, that unrecognized gain becomes embedded in the replacement QSBS and that gain is potentially subject to tax when the taxpayer disposes of the replacement QSBS (unless he can also apply an exception to that subsequent disposition).

## Conclusion

Both section 1202 and section 1045 contain a number of other detailed rules that business owners need to carefully consider with their tax advisors. But in the appropriate case, the wise application of these rules, coupled with the 21 percent corporate tax rate, can allow business owners to keep significantly more of the profit from all of their toil under the sun.

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# Refocusing on Target Industries to Drive Economic Growth

#### by MICHAEL MEYERS — Business Oregon

ver the past two years, the focus of economic development has been on economic recovery from the COVID-19 pandemic. That has meant lots of programs and money directed at saving businesses and jobs in sectors hit hardest by the pandemic. Sectors like leisure, hospitality, arts, entertainment and recreation. Economic recovery of these sectors continues to be hampered by COVID-19 and its reluctance to leave us all alone. That said, current forecasts by Oregon Health and Science University expect COVID-19 cases and hospitalizations in the state to

peak near the time you're reading this (February 1). Cases and hospitalizations should not only start to drop but drop rapidly.

In this scenario, employment in industries like leisure and hospitality should grow rapidly in 2022. The Oregon Office of Economic Analysis forecasts employment in the state to return to pre-pandemic levels later this year — an increase of over 50,000 jobs. Artificial labor shortages caused by short-term increases in household incomes from federal aid and COVID-19 infections are expected to subside in 2022, as well as pandemic related shutdowns and restrictions, allowing Oregon to achieve this rapid growth.

#### Refocusing on Target Industries

Now is the time for economic development in Oregon to refocus on specific target industries to drive long-term economic growth in the state that will subsequently drive growth in sectors like hospitality, retail and entertainment. The growth of all sectors of Oregon's economy, beyond recovery, largely rests on competitive and emerging traded sector industries.

Business Oregon, the state's economic development agency, has utilized a target industry approach for years. The agency's Target Industry Groups are designed to help guide the work of many teams within our organization, including those in business expansion, retention and recruitment; innovation and entrepreneurship; and global trade. The data-driven approach analyzes what industries in Oregon have established or emerging competitive advantages in the state and provide us the best opportunities for growth, innovation, high wages, competitiveness and statewide prosperity.

The state's target industries are the engine of the economy, and responsible for the majority of growth, innovation and productivity that occurs in Oregon. Growth of target industries leads to higher wages, incomes and living standards throughout Oregon. Enhancing the competitiveness of these industries and helping retain, grow, and attract the quality, accessible and innovative jobs they provide should be a top priority. In December, the agency finalized an update of its Target Industry Groups, listed in Figure 1.

There are now seven Target Industry Groups in Oregon, up from six before. All Target Industry Groups demonstrate established or emerging competitive advantages in the



Bioscience	Business Services	Food & Beverages	Forestry & Wood Products	High Technology	Metals & Machinery	Outdoor Gear & Apparel
Life Sciences & Medicine	Professional & Technical Services	Food	Forestry	Semiconductors & Electronics	Upstream Metals	Apparel & Footwear
Medical Devices	Company Management	Beverages	Wood Products	Software & IT	Machinery	Outdoor Gear
	Customer Support				Aerospace & Defense	

Figure 1

state. Established, in this context, means the industry group, or key components of it, is larger here than average across the U.S. as a percentage of private sector employment. Emerging industries have not yet gained that level of concentration but are growing fast and gaining in size relative to the industry nationwide. Emerging industries and industry groups are highlighted in red in Figure 1.

The biggest change from the last edition is the breakout of Bioscience as its own Target Industry Group. Bioscience was included before under the old Advanced Manufacturing group, but was deemed important enough, and unique enough, to be its own, emerging Target Industry Group. While not as large and competitive as some other states, Bioscience in Oregon is growing faster and gaining market share in the U.S. Bioscience exports nearly tripled between 2009 and 2019. It is a growing part of Oregon's innovation economy, generating exciting new research, life-changing products and increasing amounts of venture capital and foreign direct investment.

Target Industry Groups should not be thought of as "picking winner and losers" when it comes to industries of importance. Seventeen economic indicators were analyzed across all industries in Oregon that objectively point to these seven industry groups as being the most competitive. Those indicators included employment concentration, rural employment concentration, employment growth, competitive employment growth (market share gain), average wage and exports, amongst others. Minority and female employment by industry was also evaluated to ensure Target Industry Groups provide job opportunities to a diverse range of Oregonians.

Continued on Page 8 ►



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# Central Oregon Economic Outlook

# efocusing on Target Industries

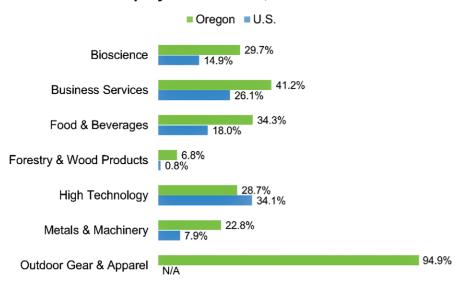
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It should be noted that agriculture, tourism and motion picture and sound are industries excluded from the Target Industry Groups because other state agencies and partners are tasked with their development and provide unique resources for businesses in those industries. All are important to Oregon's economic vitality.

#### Comparing Target Industry Groups

All seven Target Industry Groups offer unique advantages and strengths that differentiate them. Take employment growth, for example. Figure 2 shows the tenyear employment change for Target Industry Groups.

#### Employment Growth, 2009-2019



Source: Business Oregon, with data from 1) Oregon Employment Department, Quarterly Census of Employment Bureau of Labor Statistics, Quarterly Census of Employment & Wages, and 3) Reference USA, U.S. Businesses

Figure 2

All Target Industry Groups added jobs in Oregon between 2009 and 2019, with Outdoor Gear & Apparel growing the fastest and Forestry & Wood Products growing the slowest. For perspective, total private sector employment increased 26 percent in Oregon over this period. Figure 2 also includes U.S. employment growth, which can provide insight into whether Target Industry Groups are becoming more or less competitive based on market share of employment. Based on this analysis, Forestry & Wood Products had the highest competitive employment gain, even though it had the slowest growth rate amongst the groups. This is excellent news for an industry group that has struggled to maintain competitiveness over the



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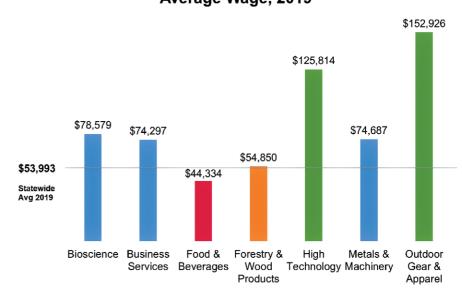
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past three decades in Oregon. High Technology was the only Target Industry Group to see competitive employment loss in Oregon. This competitive loss was due to slower than average growth in Software & IT, which was partially offset by competitive gains in Semiconductors & Electronics. While Intel continues to invest into its facilities leading the company's research and development in Oregon, these competitive gains could turn to losses in coming years as large expansions in Semiconductors & Electronics in other states may lead to a loss of competitiveness in Oregon's most innovative industry.

Target Industry Groups offer a wide range of average wages and accessibility for workers in Oregon. Ideally, we want to create and retain as many high wage jobs in Oregon as possible to lift household incomes, but we also want to ensure many of these jobs are accessible for workers without a Bachelor's degree or higher — the majority of the workforce. The correlation between education and wages is clear, so Target Industry Groups offer a mix of average wages that reflect the different levels of accessibility. Figure 3 shows average wages for Target Industry Groups. Outdoor Gear & Apparel and High Technology have the highest average wages, well above the statewide private sector average. Bioscience, Business Services and Metals & Machinery also have above average wages. Forestry & Wood Products is a little above average, and Food & Beverages is a little below average.

# Average Wage, 2019



rce: Business Oregon, with data from 1) Oregon Employment Department, Quarterly Census of Employment & Wages, and 2) U.S. Bureau of Labor Statistics rterly Census of Employment & Wages.

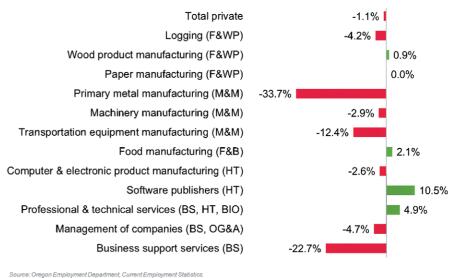
Figure 3

#### **COVID-19 Impacts on Target Industry Groups**

Target Industry Group analysis uses 2019 as the base year for study. Data from 2020 became available during analysis, but 2020 was a very odd year due to effects from the COVID-19 pandemic. 2019 data offers a better picture of where Oregon's economy stood before the pandemic, and where most industries will likely be after the pandemic. That being said, the pandemic certainly impacted Oregon's Target Industry Groups. Current Employment Statistics (CES), published monthly by the Oregon Employment Department and U.S. Bureau of Labor Statistics, offer us the most recent employment trends in the state. While current, they do not offer a fine level of industry detail. Target Industry Groups include many industries that do not appear in CES, but some larger ones do.

Since February 2020, the pre-pandemic peak for employment in the state, one Target Industry Group has felt the brunt of COVID-19 more than any Metals & Machinery. Amongst large industries within Target Industry Groups, primary metals manufacturing has lost the most jobs in Oregon nearly one-third of its employment (Figure 4). Transportation equipment manufacturing, which includes aerospace manufacturing, a fast growing, emerging industry in Metals & Machinery, is also down a significant amount. It is more likely jobs lost in aerospace will return in full to Oregon and growth will continue as air travel returns to normal, but it seems less likely jobs lost in primary metals will return to their pre-pandemic peak. Some job losses in primary metals are also tied to aerospace, so some of those jobs may return as well, but others may not. Metals manufacturers tied to aerospace often specialize in advanced metals, such as titanium, and are less at risk of permanent job loss. Metals manufacturers in iron and steel products are more susceptible to permanent job loss based on recent historical trends.

## Oregon Employment, Percent Change, Feb 2020-Dec 2021 Large Industries in Target Industry Groups, Seasonally Unadjusted



Fiaure 4

# The Human Side of Innovation

#### by ADAM KRYNICKI, Executive Director — OSU-Cascades Innovation Co-Lab

orecasts suggest that advances in computer vision, machine learning software, artificial intelligence and robots will automate jobs. According to one study by the Economist, employers could automate 47 percent of existing job tasks over the next few decades, including functions like software development, copywriting, diagnosing illness, developing healthcare treatments, drafting legal documents and others. Other jobs like food preparation, retail and even truck driving appear to be at risk of automation as well.



But automation isn't the only thing shaking up the nature of work. Online marketplaces like Uber, Fiverr or Upwork have made gig work more popular. These temporary work arrangements, known as "gigs," grew by 33 percent in 2020, and over two million new gig workers emerged.

If automation and gig work is coming for our jobs, then what's next?

Though technology may take over aspects of our jobs, it seems that our job will become "more human," according to consultants, academics and CEOs. According to the National Bureau of Economic Research, "social interaction is perhaps the most necessary workplace task for which there is currently no good machine substitute." Further, they added that "social skill-intensive occupations grew more than ten percent as a share of all U.S. jobs and social skill-intensive occupations grew more quickly than other occupations (including STEM jobs

#### **Human Skills Are Becoming More Important**

Companies need people with the right skills, especially human skills, to succeed. Formerly known as "soft" or "employability" skills, human skills define how we relate to one another. They refer to empathy, compassion, authenticity, coaching, trust-building, customer service, teamwork, time management and communication. Studies suggest that human skills correlate with increased employee wages, job retention and overall employee satisfaction.

#### **Programs to Develop Human Skills Are Achieving Results**

Because the nature of work is changing, companies are changing their training programs, and market leaders are increasing their focus on human skills. For example, Google studied its most effective managers and produced a list of traits that they all share, such as communication, collaboration, empathy, critical thinking and emotional intelligence. Then they revised their hiring strategy in recent years to screen for these same nontechnical capabilities. Additionally, Bank of America rolled out a national training program focused on building empathy to help employees better connect with and advise clients. Walmart now uses virtual reality technology to train employees to interact

The training isn't just having an impact on technology or professional jobs. Programs across several industries to develop human skills have increased productivity in multiple studies by MIT, Boston College, Harvard and the University of Michigan, with returns on investment as high, and higher, than 250 percent.

## **Technology Training for Business is Now Accessible**

While market leaders implement training programs, small businesses and the workforce have not had the same opportunities or budgets to build these training programs.

But some local companies and university programs are making this human skills training more accessible. Todd Montgomery of the Hospitality

# efocusing on Target Industries Continued from previous page

Business support services includes call centers, which is part of the Business Services Target Industry Group. It too has suffered large job losses during the pandemic, with nearly 3,000 jobs lost since February 2020. Some of these jobs will likely return, but others may not, since call center employment in Oregon declined between 2009 and 2019 and became much less competitive nationally. In addition, 84 to 92 percent of jobs in business support services can be done remotely according to recent research by the U.S. Bureau of Labor Statistics. Whether this hurts or helps employment in Oregon is yet to be seen, but recent employment trends do not look positive.

Software and professional and technical services have added the most jobs in Oregon since the pandemic started amongst Target Industry Groups. Possible explanations for this growth include the ability of workers in these industries to work remotely and increased demand for technology products and services during the pandemic. Professional & technical services growth has been driven by architectural and engineering services, part of Business Services.

# Strengths to Build On

More than anything, Target Industry Groups provide economic development professionals and businesses themselves a comprehensive tally of Oregon's most competitive industries based on detailed, quality, objective data. These industry groups have strengths for us to build on. Business investment has not only recovered since February 2020, it has grown significantly. Directing that investment into Oregon's Target Industry Groups will create quality, accessible jobs for Oregonians and drive growth in all sectors of the economy, leading to a stronger, innovative, more competitive economy for the state.

More information on Oregon's Target Industry Groups can be found on Business Oregon's website, oregon.gov/biz, along with information on funding assistance for expanding businesses and ongoing COVID-19 response and resources.

Management program at OSU-Cascades provides VR training about improving customer service, de-escalating harmful interactions, managing stress, reducing sexual harassment and preventing workplace bullying. Shift Bias, a local company in Bend, uses Virtual Reality to prepare nurses and CNAs for high-risk environments without exposing them to real-world consequences. Additionally, they are providing equity training using VR.

The advantage of this training is that VR scenarios and the tests can be created then duplicated across multiple locations. Additionally, the training programs demonstrated increased retention of the material while letting the "VR trainee" practice for the uncertainty of complex human interactions.

As this "virtual" reality begins to look more like reality and more virtual scenarios become available, the costs of getting human skills training could decrease and become more widely available. So, while some technology is automating our jobs, some technology could teach us to be better at our jobs and make us better at being human.

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# Central Oregon's Labor Struggle

#### by QUINN HANSON & MATT ERTLE

f your business has tried to hire someone in the last year, you already know; hiring has never been harder. In Central Oregon, it has never been more challenging to find the right people for the right seats, at the right price and on the right timeline. Over the last 20 months, we've seen increases in pay expectations from the workforce, fewer applicants for open roles and longer lead times to fill positions. For months, the COVID-19 pandemic seemed to be the villain we could collectively place blame on for the woes of hiring. However, census and market data are showing a more grim outlook on



Ouinn Hanson

the labor market for years to come. Some of the numbers put out by EMSI, an economic outlook group focused on the labor market, are hard to believe.

An EMSI report titled "The Demographic Drought" released in May 2021 highlighted the numbers surrounding the labor shortage. In the report, EMSI coined the term, "Great Sansdemic," which means, without people. They're predicting the shortage of millions of people will last for years to come. Why exactly are we seeing such a decrease in people? EMSI has pointed out a few specific reasons.

First, Baby Boomers, the generation of people born between 1946 and 1964, retired from the workforce 50 percent faster than in previous years. In normal years, two million boomers retire. Since 2020, we've seen upwards of three million boomers leave the workforce each year (often from senior-level positions). With an average net worth over a million dollars, many boomers have elected to opt out of work.

Second, our birth rate is too low to replace the retiring workforce. In 2020, there were 3.6 million births in the U.S., the lowest rate since 1979. The replacement birth rate, i.e. the number of births required to replace the current population, is 2.1 births per woman. Since the 1970's, the birth rate in the U.S. has been on a downward trend, averaging closer to 1.7. On the surface, that might not seem like a big deal, but having nearly 20 percent fewer births than we need to replace ourselves is not an issue that is easily solved.

According to EMSI, the third primary driver of our labor shortage is the significant number of people electing not to work full time jobs. Between 2020 and 2021, 2.4 million women left the labor market, largely due to an unfair split of parenting work. In the same time period, 1.8 million prime age men (ages 25-54) quit working in full-time jobs.

Another way to summarize these numbers is the *Labor Force Participation rate*. Labor Force Participation is a measure of how many people in a country are actively working or seeking work. The latest measurement shows a decline from 61.7 percent labor participation to an all-time low of 60.4 percent. That percentage change represents a decrease of roughly 4.2 million people in the LIS

Where is everyone going if not to work? And, more importantly, what can businesses in Central Oregon do about it? Let's take these one at a time, starting with where everyone is going. The main drivers of people leaving the workforce, according to EMSI's report, are (1) A delayed need to generate income, (2), the substance abuse and opioid epidemics and (3) a fundamental shift away from full-time employment.

By 2030, it's expected that millennials will inherit \$68 Trillion from their baby boomer parents and relatives. Real estate, businesses, stocks and bonds and other financial assets will change hands at record pace this decade. So much so in fact, the millennial generation is on pace to be the wealthiest group of people in history. The net effect of wealthy boomers and expected inheritance is a reduced need to participate in the workforce to generate income.

The second reason EMSI shares, the substance abuse and opioid epidemic, is not one most of us would expect to see. However, the opioid epidemic is its own poison that has been brewing in the background for two decades. Since 1999, prescriptions for opioids have skyrocketed across the U.S. A 2018 report by the American Action Forum found that in 2015 alone, over 850,000 prime age men were absent from the workforce due to misuse of opioids following a prescription. Since 2015, the number of prescriptions has continued to rise.

Finally, over the last decade, the number of prime age men seeking parttime work has gone up by 33 percent. In 2007, there were six million men in



Matt Ertle

the U.S. that opted to work in part-time roles. By 2019, that number was over eight million. The combination of wealthy parents and the flexibility of part-time work schedules have reduced the drive for prime age men to participate in full-time work. By the numbers, men would rather work multiple part-time roles instead of a single, full-time job.

Naturally, the next big question is what can we do about it? How we continue to build and run businesses in Central Oregon with a literal lack of people is going

to be a challenge for years to come. In the face of this challenge, we have to start with retention. No one wants to join a sinking ship, so making sure your business retains people for the long term is step one.

The next thing to start thinking about, which is closely aligned with retention, is upskilling and training. Look for ways to keep people in the company by training them to do other jobs. Online resources like Udemy and Skillshare can be used as a cheap resource to train people on particular skills. Next, start looking at non-traditional markets for applicants. Adults without college degrees and other demographic groups (e.g. younger or older) can be a great source for people. Being able to hire for will (e.g. attitude) and train up on the skill side is a great way to build a great team.

Next, take stock of what is really happening day to day and spend time figuring out what can be eliminated, automated or outsourced. When possible, eliminate tasks that are time consuming and not value-added work. If something cannot be eliminated, consider using software tools to automate the task(s). If it can't be eliminated or automated, consider using remote employees. Many roles that require heavy computer and phone usage can be done from anywhere. Use that to your advantage by hiring people in other areas (states or other countries). Once the tools are in place to bring in fully remote people, the same tools can be used for local employees to work in a hybrid model (e.g. partially remote). Having the ability to work a more flexible schedule can be both a recruiting and a retention tool.

Is your office a place you would hang out? Another option to consider for attracting people that could otherwise work elsewhere is make the office a place that people want to be. That might mean modernizing the office furniture, expanding the snack selection or reorganizing the floor plan to make way for more positive interactions.

When it comes to hiring people, cash is still king, but that does not mean other benefits should be ignored. Hiring is a competition, and people will gravitate towards the teams with the best culture and perks. As an example, some companies are moving towards an unlimited PTO policy, offering sign on bonuses and even mental health days. Other things to consider would be additional health insurance options that cover more of the monthly premium, employee ownership programs, student loan repayment plans, cell phone stipends or even an internet stipend if someone is working from home. Average benefits packages will attract average people. If you want to build a great team, great benefits are required.

Finally, when it comes time to hire, consider adding additional fire power to the process by bringing in an external search partner. External recruiters can be a resource for identifying people at speed, introducing people that are confidentially looking for new roles that aren't active on job boards and for vetting someone's skills.

To summarize, there are a number of factors contributing to the shortage of people in this country looking for full-time employment including accelerated retirement for baby boomers, a lack of people and an increase in the number of prime age people leaving the workforce. The consequences for businesses are that people will be more challenging to find, hire and keep.

What exactly will this mean for Central Oregon? It means we will continue to see longer lead times, high pay expectations and few applicants for our open roles. It means that local businesses need to embrace hiring as a competition and invest in training programs. It means we have a long road ahead of us to make sure our businesses continue running smoothly.

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# Real Estate 2022 — Economic Outlook

by CORY ALLEN, Senior Vice President, Team Leader — Washington Trust Bank

OVID-19 has thrown plenty of curveballs our way, and we've seen some strange economic conditions over the past two years as a result. And the pandemic isn't over yet, which makes issuing economic predictions risky, but at the start of a new year we always like to take stock of the current situation and assess the outlook — even if it's full of caveats — for the year ahead.



With that disclaimer out of the way, let's take a look at what we think we can expect in the Central Oregon residential and commercial real estate markets in 2022.

#### **A Booming Housing Market**

There's never been a better time to sell a house in Bend. Central Oregon has long been an attractive place to live, but the pandemic has driven a new influx of residents that shows no signs of stopping. The increased need for housing — coupled with labor and building material shortages that have left builders struggling to keep up — has created a supply-and-demand mismatch and led to bidding wars and record high prices. In 2021, the average sale price of a single-family home on less than an acre increased 26.6 percent from the previous year, to \$774,860.

There is some indication that more affordable options will emerge in 2022. While supply chain issues continue to affect the progress of build sites and thus limit inventory, new home developments are being completed, and we're also seeing more multifamily complexes that will offer lower-cost housing and expand the available rental options.

On the other side of the equation, the year began with rising mortgage rates, making it more challenging for buyers to find homes in their price range. In the second week of January, according to data from the Mortgage Bankers Association, the average rate on the most popular U.S. home loan, the fixed 30-year mortgage, reached 3.64 percent — a new high since March 2020. Potential homebuyers should anticipate that high rates will continue, as the Federal Reserve is expected to raise interest rates to combat inflation.

#### **A Diverging Commercial Real Estate Market**

The pandemic had widely variable impacts on different businesses and different sectors of the economy, and these effects are reflected in the commercial real estate market. While some Central Oregon retailers were destroyed by COVID, others were able to survive and even thrive. Consumer demand is currently robust, and many new businesses are opening. Occupancy and lease rates are strong, and we expect to see new retail construction in

2022. Similarly, the increased popularity of e-commerce increased the demand for storage and distribution centers — indicating a corresponding demand for industrial buildings. This trend is leading to the migration of companies to Central Oregon and further growth/construction in the industrial and multifamily sector.

The office sector, in contrast, has yet to recover. Bend office vacancies remain stable at under ten percent, but remote working continues to present challenges in this market, as companies look to cut costs, and many employees prefer the flexibility of working from home. Lease rates are flat, and we see no new office construction in Central Oregon at the moment.

Beyond the pandemic — but connected to it — inflation is also affecting commercial real estate. Inflation is the highest it's been in the last 35 years, and although rents typically tend to rise with inflation (and interest rates), many commercial properties have long-term leases with low annual rent increases, which puts pressure on capitalization rates and property values. Shortages in housing, labor, services and supplies — which Central Oregon can expect to feel, just like other regions — all fuel further inflation as well as holding back an otherwise rapidly expanding economy.

Growth is another key variable we're watching. The rapid pace of growth seen last year certainly isn't sustainable, but Central Oregon continues to be a hugely popular destination and we don't expect a massive slowdown this year or over the long term. Oregon's Employment Department forecasts 18 percent job growth for Central Oregon between now and 2030, making ours the fastest-growing region of the state, just outpacing Portland. And high job growth means high demand for real estate, commercial as well as residential.

#### **Success in an Evolving Market**

Central Oregon continues to have an extremely strong real estate market, and although rapid growth is certainly driving up prices, at Washington Trust Bank we offer a wide range of loan options that allow us to set our clients up for success.

If you're looking to buy real estate in Central Oregon — whether you're a newcomer or a longtime resident, whether you need a home loan or commercial real estate financing — our advisers are available to walk you through the process. Together we can find a solution that will help you achieve your financial goals for 2022.

Cory Allen is senior vice president and team leader for Washington Trust Bank in Central Oregon. He can be reached at CJAllen@watrust.com.

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# Commercial Real Estate in Central Oregon 2022

#### by RON ROSS, CCIM, Broker — Compass Commercial Real Estate Services

anuary is a happy time for economic prognosticators. A fresh start and hearts full of optimism give rise to countless views on what the new year will bring. Here is mine

Four major themes from 2021 will continue to drive Commercial Real Estate in Central Oregon in 2022: COVID, inflation, shortages and slowing growth.



#### 1. COVID

**COVID** is obviously first and foremost. The pandemic is evolving, unpredictable and is not going away. Predicting the course of COVID has proven to be a fool's errand. The best we can do here, is look at how it has impacted our real estate market.

COVID has produced both winners and losers in the business and real estate worlds. Residential real estate markets in many locales, including Central Oregon, have exploded with in-migration. Increased working from home, the desire to escape high-density, high-traffic and high-crime urban areas, and the increasing importance of home as a place of refuge, drive this trend. One only needs to spend a little time on the freeways of Southern California, as I did recently, to appreciate the Central Oregon lifestyle, clean air and water, relatively easy commutes, access to recreation and more. Let's hope we can keen it

As growth and demand for Central Oregon real estate signals a robust economy and builds wealth for homeowners and investors, the flip side is that it produces serious shortages and affordability problems.

The multifamily and industrial sectors have seen the same trends as residential housing. Low vacancies, rapidly rising rents and a corresponding increase in market values reflect not only the residential in-migration but a growing trend of businesses moving in and starting up in Central Oregon. Industrial buildings are fully occupied and in huge demand. The increasing popularity of online commerce has created increased demand for storage and distribution. Multifamily and industrial are clearly winners in the COVID era. There will continue to be new supply of both product types built and brought to market.

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Retail has been surprisingly resilient in the face of the pandemic. Many retailers were devastated. While some did not survive, many persevered with creative solutions, others thrived and many are opening new businesses. It is a testament to the spirit of enterprise and optimism. Consumer demand is robust with record-setting retail sales. Retail occupancy and lease rates are strong, and some new retail construction is either underway or in the pipeline.

The office sector is a different story. While the trend toward remote working is troubling for landlords, Bend office vacancies remain stable at under ten percent. Lease rates are flat. The office is not going away anytime soon. Remote working presents plenty of challenges and inefficiencies, but the office market may be a net COVID loser in the long run and adjustments in that market are coming. There is no new office construction in Central Oregon.

Hospitality was hit extremely hard by COVID. However, indications are for a strong recovery once COVID has been at least tamed.

#### 2. Inflation

Inflation is the next most dominant economic theme heading into 2022. A long history of super accommodative monetary policy from the fed, massive fiscal stimulus, a strong macroeconomic recovery and supply and demand disruptions are the primary reasons for the most significant inflation in the last 35 years.

Real estate has long been known as a good inflation hedge. That is only partially true. The theory is that as inflation rises, rents will also rise. That does not hold true for properties that are locked into long term leases with low lease rate escalators. Like bonds, when inflation rises, the values for these properties can take a hit. Inflation also produces rising interest rates, and a corresponding increase in cap rates, again putting pressure on valuations.

Inflation is a mixed bag. It will be important for owners to ensure their income grows with the inflation rate.

#### 3. Shortages

Shortages will persist into 2022. Housing shortages, worker shortages and product and service shortages that the developed world has long taken for granted will further fuel inflation pressures and will put some moderation to an otherwise booming economy and real estate market.

Central Oregon will feel these shortages as acutely as any region in the country. Housing affordability will continue to be problematic. Inconveniences and delays for all types of everyday goods and services will be commonplace.

## 4. Slowing growth

Slowing growth is relative. Reducing speed from 110 miles per hour to 80 is a slowdown. But 80 is still speeding (at least in Oregon). Slowing growth is still growth. No recession on the horizon.

The hyper growth of 2021 is not sustainable, so a slowdown is inevitable. The Fed is changing course on monetary policy announcing the end to quantitative easing and probable interest rate hikes. For the most part, that is good news, as it will help with inflation and supply chain disruptions.

Early 2022 indications are that the hot real estate market trends are still in full force. Central Oregon continues to be an attractive destination for inmigration and investment dollars.

It's been a great ride for Central Oregon real estate. The ride is not yet over!

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# Extraordinary to Ordinary

by RALPH COLE, CFA, Director, Equity Strategy & Portfolio Management — Ferguson Wellman Capital Management

ach year financial experts look into their hazy crystal balls to determine what is going to happen in the markets and economy in the coming year. Obviously, the past couple of years have been nothing short of extraordinary for the world, but we believe the extraordinary stimulus that our central bank and government have enacted will no longer be necessary in 2022. That means the Fed will be raising interest rates in 2022, and Congress will be offering much less fiscal stimulus. What does that mean for the national economy

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and more importantly, what does that mean for Central Oregon's economy?

We believe the U.S. economy will grow in 2022 in the range of four to five percent, although growth will be a little slower than that in the first quarter with the onset of COVID policies associated with the Omicron variant. We feel the same about Central Oregon's growth rate as well, strong growth for the year, with some slowdown in the first quarter.

The biggest issue facing the U.S. economy is finding workers. That's obviously the same in a region where unemployment rates are higher than pre-pandemic levels, but workers are harder to find.

This is one of the unique characteristics of this recovery. People retired in record numbers, some are still afraid to come back to work because of COVID, while others simply don't have proper childcare options. All of that being said, it may be hard to believe our region actually employs more people today than before the pandemic, unlike national averages. That tells us people have been moving to the area, but have been slow to take jobs for the reasons explained above. These trends will soften in 2022, and more people will find their way into the workforce. Nevertheless, wage pressures will continue to rise in the first half of the year.

Which leads us to inflation. For the first time in decades consumers and businesses are faced with real inflation. It's not a surprise when you think of how much our community's options were restricted for a couple of years, which resulted in money to spend. Spending on services dropped, but all of that cash went to buying more goods. Inflation is, "too much money, chasing too few goods." We believe supply chains will recover in 2022, and this should relieve some of the inflationary pressures facing the country.

One area we don't think we will be so lucky will be rent growth. The housing market was ground zero for the 2008 Great Financial Crisis. This led to years

More People Working Despite Higher Unemployment

	Oct	ober 2019	October 2021			
County	Employed	Unemployment Rate	Employed	Unemployment Rate		
Crook	9,531	4.5%	10,465	6.2%		
Deschutes	93,534	3.5%	97,284	4.9%		
Jefferson	9,669	4.3%	10,145	5.8%		

Source: EDCO, December 2021 (all data is seasonally adjusted)

West Bearing

TABLE | COURTESY OF FERGUSON WELLMAN underinvestment and underdevelopment of homes across the country.

of underinvestment and underdevelopment of homes across the country. This was no different in Central Oregon. Multifamily and single-family home construction slowly recovered following the financial crisis, but never really caught up to new household formations. When the pandemic hit, construction stopped for a brief period, and then really ramped up again, but we've never caught up to the curve. Couple that with a change in behaviors associated with the pandemic, and you have a recipe for inflation: too many renters (i.e., too much money), chasing too few goods (i.e., apartments or homes).

As we think of our region in relation to the rest of the country, it's hard not to be optimistic. Central Oregon already has more people working than before the pandemic, yet more people are unemployed than prior to the pandemic. We see that has built in growth and opportunity. Housing and rent inflation will continue to be an issue, because it takes a long time to build that infrastructure, which means employers are going to have to pay more for workers, and how much of those costs they can pass on remains to be seen.

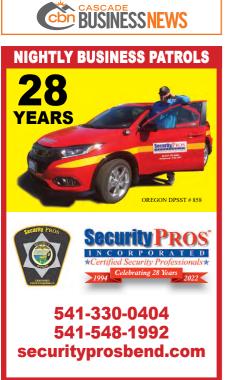
Ferguson Wellman is a 47-year-old registered investment adviser serving multigenerational families and nonprofits. The firm manages \$8.2 billion for 913 clients with assets starting at \$4 million. Its division, West Bearing Investments, has a minimum of \$1 million. More than \$160 million of the firm's assets are managed for clients residing in Central Oregon. (Data as of 12/31/2021)

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# ine Investment Lessons Continued from page 1

1. Sailors always set a course and keep an eye on the finish line. John Maxwell stated: "Leaders need to remember that the point of leading is not to cross the finish line first. It's to take people across the finish line with you. For that reason, leaders must



deliberately slow their pace, stay connected to their people, enlist others to help fulfill the vision and keep people going." As investors approach retirement, I believe it's imperative to develop a long-term investment plan that prioritizes the following key investment objectives: Capital Preservation, Income Generation and Growth of Principal.

**2.** A sailor takes advantage of strong winds. Investors should be aware of developments and trends in the financial markets. As inflation hits a 40-year high, I'm confident interest rates will finally be increasing. This often has a detrimental impact on bonds. Is your retirement portfolio

prepared for the inevitable? Bonds historically have been associated to safety. I like to say: One needs stocks to live well and bonds to sleep well, however this may not be the case for the next investment chapter of time. You may want to learn ways to mitigate interest rate risk.

- **3. Sailors stay focused and so should investors.** Don't get distracted by the latest investment fad or fears that make headlines. If your investment objective is income generation, then the latest tech IPO is probably not for you. Keep in mind that a six percent annual return will double your money every 12 years. As one gets closer to retirement it's important to shift our mindset to the return of your money taking precedence over the return on your money and yet it's imperative to outpace the damaging impact of inflation.
- **4.** If you're not familiar with your boat (or investment portfolio), you shouldn't get into it. Understand your investment strategy, long-term objectives and risk metrics. Warren Buffet preaches the importance of investing in what you know... and nothing more, stating: "Never invest in a business you cannot understand." One of the easiest ways to make an avoidable mistake is getting involved in investments that are overly complex. In my view, the majority of companies operate businesses that are too difficult for most people to comfortably understand. If I cannot get a reasonable understanding of how a company makes money and the main drivers that impact its industry within ten minutes, I move on to the next idea. Peter Lynch once said, "Never invest in an idea you can't illustrate with a crayon."
- **5.** As weather changes sailors make adjustments. Investors also need to be flexible and make changes to their portfolio over time. You also should periodically rebalance your portfolio. As the market goes up and down, your portfolio's allocation will change a run-up in small cap value stocks, for example, will increase the percentage you own in that sector, putting your portfolio out of balance. When you rebalance, you sell some of your winning sectors and buy more of the sectors that have not yet performed as well thus conforming to the classic investment advice of "buy low, sell high." Rebalancing can help prevent your portfolio from taking on more risk than you had originally intended—and help you avoid possible losses when a formerly hot sector starts declining.
- **6.** Sailors understand the wind (or the markets) can't be controlled, but that the wind can be used to your advantage. Most people try to adjust their portfolio allocation based on what the market did. This is like letting the wind take you where the wind goes. Instead, design the sails, with the entire boat, to take advantage of



ROYAL CLIPPER | PHOTO COURTESY OF ROSELL WEALTH MANAGEMENT

any current and wind to be able to steer your sailboat towards your destination or in this case your retirement goals. Arriving at your destination is more likely when you understand the difference between what you can and can't control.

- 7. Successful sailors often recognize when to head in a different direction from the rest of the fleet. Investing success is often achieved by choosing a direction that is different from the path the herd is following.
- **8. Sailors always have a toolbox onboard**. It is important to become educated on all the different investment tools that are appropriate for you, their pros and cons as well as their fees so that you can choose the combination of tools that can best help you reach your destination financial independence.
- **9. Look for an experienced crew with complimentary skills**. Veteran investment managers can help produce consistent performance. Look for managers who've navigated through a variety of conditions over numerous market cycles. Choose an investment partner that collaborates with you in setting an appropriate course based on your individual investment objectives. Active managers continually monitor the investment markets and make adjustments when the winds shift.

Smooth seas do not make for talented sailors. There will always be unforeseen rough seas with the markets, interest rates, inflation, oil prices, real estate, etc. Taking lessons from talented sailors and applying them to your long-term investment plan can help you achieve your financial goals and live the life you have imagined. In the meantime, I suggest adding a sail on the Royal Clipper to your bucket list!

David Rosell is president of Rosell Wealth Management in Bend. RosellWealthManagement.com. He is the host of Recession-Proof Your Retirement Podcast and author of Failure is Not an Option — Creating Certainty in the Uncertainty of Retirement and Keep Climbing — A Millennial's Guide to Financial Planning. Find David's books at local bookstores, Amazon, Audible as well as the Redmond Airport.

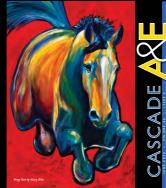
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# Hedges on Inflation to Fuel Real Estate in 2022

by JENN LIMOGES, CCIM & WALT RAMAGE — NAI Cascade Commercial Real Estate

he year ahead is likely to see further improvement in commercial real estate markets as the economy continues to recover from the COVID-19 pandemic. Investor demand for income-producing properties in highgrowth markets will keep Central Oregon at the top of the list. Fundamentals of this region remain — days of sunshine, livability, outdoor amenities and quasi-rural lifestyle are at the top of the list.

According to Forbes, "CRE markets rebounded in 2021.



Transaction volumes in the first ten months of 2021 rose 64 percent from the comparable period in 2020 and were 12 percent above 2019.

Purchases of industrial properties and apartments were more than 30 percent above 2019 levels, while retail and office market transactions lagged."

Hedges against inflation will draw capital out of equities and redeploy it into real estate. Prices of industrial and apartment properties rose at a double-digit rate through the third quarter of 2021, according to the CoStar Commercial Repeat Sales Indices. Office and retail continue to recover more slowly but are bouncing back. If interest rates remain low, cap rates will follow. Cap rate spreads to Treasury yields follow trending we have seen for the past ten years.

#### **APARTMENTS & HOUSING**

Demand for housing is still not being adequately met with supply. With less than a month's worth of supply in the single-family residential market, demand is driving pricing. Many factors affect this, including Oregon's land use laws and requirements for density in a state where people prefer breathing room.

Available labor and commodities pricing are biggest risks for developers taking on larger swaths of land for development. Working through high infrastructure costs to build out water, sewer, power and roads to and through sites with the local municipalities is time-consuming and costly. Housing demand is creating a massive backlog in development departments and the lack of available labor is making it difficult for contractors to commit to development timelines. Projects that developers would like to bring to market in the next 12-18 months are getting pushed beyond two years and timelines are still growing. Unless new construction increases 200-300 percent, there will continue to be shortages. Demand coupled with inflation will keep both rents and home prices strong.

Overall, those who own apartments in Central Oregon are benefiting from upward pressure on rents because of the lack of supply and they are proud to own in a market that is consistently appreciating. Despite Oregon being the only state in the union with rent control, Central Oregon multifamily owners are faring well with their investments. Cap rates are sticking around the 4.5-5.0 percent range.

# **SELF-STORAGE & INDUSTRIAL**

Predictions for 2022 include a demand for storage and distribution/ manufacturing. With housing footprints aligning with community development plans for density Central Oregon resident are clearing out space to continue to work from home and having more space for those RVs, boats and other recreational vehicles will be in high demand.

Central Oregon's biggest challenge is available land to develop industrial. Redmond will lead the charge as their land-use planning has much larger acreage allocations for industrial land vs. Bend. Local operators may push to Prineville but the cost savings for space doesn't outweigh the cost for national manufacturing/ distribution operators to deploy trucks (and hire drivers, already short supply) to get to the main arterials of Highways 20 and 97.

## **OFFICE/MEDICAL OFFICE**

Zoom fatigue is setting in and more employees are voicing a desire to return to the workplace. Smaller offices, shorter term leases and subleases are reconnecting Zoomers with the communities they live in. Larger regional and national employers are working through perceived losses in productivity and company culture challenges as a result of employees spending less collaborative time together. Office will remain fluid as variants and spikes push





employers to consider the risk/return of having workers at the office in-person.

Medical office continues to be a shining star as demand for services along with the Cares Act provides additional income to help buoy those medical providers who depend on surgeries and other procedures. Hospitals, burdened by lack of space to meet the needs of those both needing COVID care and other acute care, are revisiting how they are sharing their space — and in some instances, pushing out subleasing tenants so they

can meet their own space needs.

While some administrative support needs have been moved to a work-fromhome model, the demand for urgent care and post-op care will continue to grow with an aging population. Rents are rising in response to this demand with rates in the \$2.65-\$2.75/sq. ft. range for existing clinical medical office space in Bend and \$1.85-\$2.10/sq. ft. range in Redmond. With absorption rates on the rise, new development could be on the horizon.

#### RETAIL

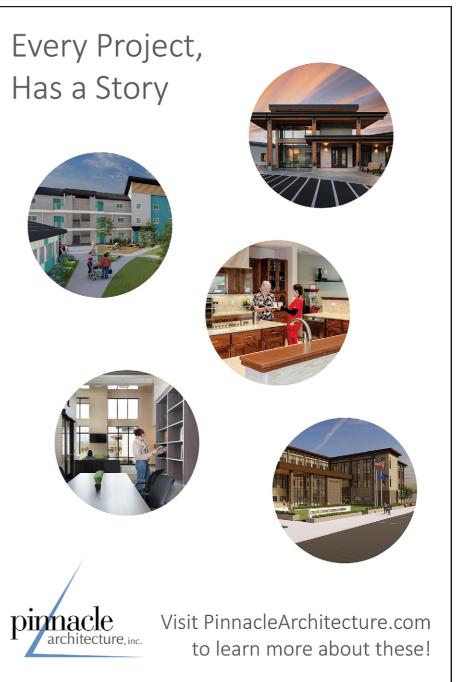
Retail will continue to hold throughout Central Oregon. This market sector didn't see the pandemic-related vacancies that the office sector experienced. Retailers who were able to easily shift to their online platforms reported some of their best numbers to date. As the pandemic transitions to an endemic and consumers return to brick and mortar, the infrastructure and consumer base for online sales that retailers gained over the past two years will continue to bolster sales.

Retail therapy has been a factor throughout the pandemic years as consumers seek instant gratification and self-improvement. Recreation-based retailers benefit from folks looking to escape the monotony of work from home and experiential retail will continue to make a comeback in the coming year.

As online kingpin Amazon announced plans in January to open its first brick and mortar clothing store by the end of 2022, it is clear that physical retail isn't going anywhere.

As inflation-adverse investors turn to real estate to hedge their holdings and demand continues to outweigh supply, especially in desirable tertiary markets, the forecast remains clear in Central Oregon...it is still the place to be.

NAICascade.com



# 2022 Financial Market Outlook

#### by PAUL SVENDSEN — Lead Wealth Advisor at Black Diamond Financial & Partner at Callan Accounting CPAs & Advisors, LLC

ach year, Wall Street banks tout their financial market predictions and prognosticate how the stock market will perform and which stocks to buy. Estimates often range from slightly negative returns to gains of 20 percent or more for the S&P 500. This year, the predictions range from a negative six percent return from Morgan Stanley to a positive 13 percent return from Oppenheimer. The median estimate is an eight percent gain. While it may be exciting to guess which way the stock market will



move and gamble on individual stocks, you are better off spending your free time this winter skiing, spending quality time with your family and friends or walking your dog.

Financial markets are generally efficient and current prices are the best indicator of a stock's true value, as they already account for future expectations. Since stock prices move almost entirely due to news and free-flowing information, trying to guess which way the market will move in the short-term is a futile effort. Instead of providing useless market guesses about what to expect, like many Wall Street pundits, listed below are ten predictions that will largely come true in 2022.

#### 1. The economy will experience above-average growth —

Continued government spending, low unemployment and strong personal balance sheets will help economic growth this year. According to the Federal Reserve, the U.S. economy will grow by three percent to four percent this year, well above the two percent average rate over the past decade.

#### 2. Stocks will be more volatile than in 2021 —

Stock market volatility was exceptionally low in 2021. The S&P 500's largest drawdown from a peak was just five percent, which is abnormally smooth considering a ten percent stock market decline has occurred every 19 months, on average, since 1928. 2022 will be far more volatile for stocks and investors should expect wide swings in stock prices.



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## 3. Stocks will continue to be a sound investment choice —

Over the last 80 years, stocks have averaged a ten percent annual rate of return and produced a positive return in 70 percent of those years. While returns will likely be below average over the next few years, the magic of compounding returns will make disciplined long-term investors very wealthy. \$10,000 invested in stocks earning a ten percent annual rate of return will grow into \$174,500 in 30 years. Since nobody knows which years will be up and which will be down, the best strategy is to stay consistently invested and not try to time the market with frequent buying and selling.

#### 4. Inflation will decline but remain higher than average —

Inflation was 6.7 percent in 2021, the highest annual reading in four decades. Inflation will decline but remain elevated in 2022 as the forces of supply and demand take time to stabilize. Stocks tend to do well until inflation exceeds six percent. If persistent inflation causes the Federal Reserve to increase interest rates faster than expected, stocks will face a significant headwind.

#### 5. The Fed will be a driving factor of stock returns —

The Federal Reserve's interest rate policy is consistently a primary driver of stock price movements. Currently, financial markets expect four 0.25 percent interest rate hikes by the Federal Reserve in 2022. Any deviation from this trajectory will significantly impact the stock market and increase volatility.

#### 6. Index Investors will outperform active stock-pickers —

Over the last 20 years, more than 90 percent of stock-picking mutual funds underperformed their appropriate index benchmarks. The underperformance is meaningful and amounts to an average annual shortfall of 1.7 percent per year. Despite Wall Street banks claiming this is "the year of the stock picker," index investors will once again outperform the vast majority of people trying to beat the market by picking individual stocks.

# 7. Many investors will shun stock picking and move money into index funds —

As of the end of 2021, the total amount invested in index funds reached \$7.5 trillion, far exceeding the \$6.0 trillion invested in stock-picking mutual funds. In 2021, \$195 billion flowed out of U.S. focused active stock-picking funds and \$345 billion flowed into U.S. focused stock index funds. This trend will continue in 2022 as index funds continue to outperform stock pickers.

## 8. Financial pundits will create negative value —

Investors who follow recommendations from the talking heads on CNBC and stock-picking media outlets will underperform a selection of stocks chosen by a monkey throwing darts at a newspaper's financial pages. These "news" outlets create dramatic headlines to get "clicks" and drive online revenue. Additionally, these pundits often cause excessive trading, are not fiduciaries and don't have your best interests in mind.

# 9. Having a plan will remain crucial to investing success —

Investors with a financial plan will have up to 50 percent more funds in retirement than those making financial decisions without structure. A small amount of planning, compounded over many years, can dramatically increase one's wealth and the ability to spend in retirement.

## 10. Bend will continue to be a fantastic place to live —

Bend will remain a wonderful place to live, work and raise a family. In 2022, a major publication will include Bend as a top place to live. They won't be wrong!

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# The Year of Living Dangerously

by BRUCE BARRETT, Commercial Real Estate Broker — Windermere Central Oregon Real Estate

ne writer, Tim Smart, in his recent *U.S. News and World Report* article suggests 2022 will be "The year of living dangerously." His reason for using this characterization is that the economy has been on a roller coaster ride for the last two years and based on recent stock market reactions, it could be shaky for a while. Here is a recap of the ups and downs so far:



- The worldwide pandemic and the government's response brought on both the sharpest and shortest recession in history,
- Consumer demand remains strong supported by strong savings accounts and rising wages,
- Second to inflation, labor constraints are a primary concern and the two often go hand in hand,
- Business owner optimism and confidence in the U.S. economy and their own businesses are almost back to pre-pandemic levels with 77 percent saying they are very optimistic about their business prospects.

# In an Uncertain Economy, Investors Look for Safety and Commercial Real Estate Investment Will Be a Preferred Option

The relatively healthy returns and inflation hedging capabilities of commercial real estate with market rate leases and strong equity growth will drive investors to the asset class.

Cap rates in Central Oregon are at historic lows and Fed monetary policy will likely narrow the spread between cap rate and interest rates. The opportunity for growth in equity will become an equally important feature to the cap rate when analyzing commercial real estate investment opportunities.

A significant number of investors have sold their commercial real estate to take advantage of escalating values and they will need to reinvest through 1031 exchange rules while they still exist. Secondary real estate markets such as Central Oregon are popular targets for reinvestment due to quality of life issues and in recognition of population redistribution to less densely populated regions of the U.S.

Commercial lenders at Umpqua Bank commented for this article that "Industrial property is seeing strong demand as more businesses move to the area. Redmond and Prineville will see more projects than Bend in part because of Urban Boundary limitations and higher land costs."

The preference for high-quality space is another factor fueling the commercial real estate market. It was a hallmark of the last business cycle, as employers increasingly looked to their facilities as a factor to attract and retain top talent. At the same time, the high-quality space typically found in newer buildings has been growing scarce.

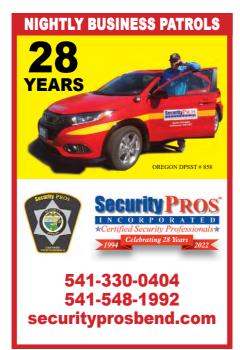
Umpqua Bank says, "We have been talking with several prospects who are looking to build mixed-use space in Bend to offset the 'single use' commercial space." Nationally, the share of office inventory built within the past 20 years has declined from 48 percent in 2001 to just 20 percent currently. As flight-to-quality accelerates, newer, well-located and high-quality buildings should outperform.

The mix of commercial real estate users will change as inflationary pressures, employee shortages and supply chain challenges create a need to adapt. Central Oregon businesses are also making adjustments in their business model and Umpqua Bank's experience is that, "The pandemic is forcing many companies to find new ways of doing business with less but will continue

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to adapt as they are supported by a healthy demand from the influx of new residents to the region."

New commercial real estate projects will focus on Green Building features. Green buildings have historically achieved a higher rent premium relative to their non-rated peers and that premium has continued to grow through the pandemic. The rent premium for green building certification is expected to continue to widen in 2022. Central Oregon has an opportunity through the CPACE initiative to have a low cost approach to financing green building retrofits and for incorporating green features into proposed projects. Commercial property-assessed clean energy (CPACE) is a financing structure in which building owners borrow money for energy efficiency, renewable energy or other projects and make repayments via an assessment on their property tax bill. 350 Deschutes is working with local governments to create authorizations for this program.

Local government can play an important role in the economy by removing barriers and providing an environment for developers, businesses and citizens to create livability and growth at the same time. A good example of this approach is articulated by John Roberts, Redmond Deputy City Manager. He says, "Redmond can continue to retain its regional advantages as we have plans to expand the airport, sewer and water capacity and improve South Highway 97. Moreover, we still have opportunities within our Urban Growth Boundary to develop residential and industrial lands. Our 2040 Comprehensive Plan does provide opportunities for more neighborhood services and commercial nodes."

Damon Runberg, Regional Economist at Oregon Employment Department, believes that public-private development partnerships are critical, especially in smaller communities where larger banks are not willing to invest. He says, "Central Oregon could benefit from ... government agencies back stopping loans on larger commercial or multi-family projects that are of importance in those communities. Smart and intentional development can maintain lifestyle advantages even with a significantly larger population."

Commercial real estate investment in Central Oregon might be one of the few safe investments during the forecasted economic turmoil ahead. It is also one of the catalysts that will move the local economy forward into the future.

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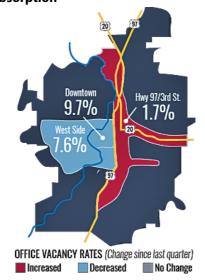
# Compass Points, Q4 2021

# **Bend Office Market**

by JAY LYONS, SIOR, CCIM, Partner, Broker — Compass Commercial Real Estate Services ▲ 16,621 Sq. Ft. Absorption **★** 6.52% Vacancy

Compass Commercial surveyed 223 office buildings totaling 2.76 million square feet for the fourth quarter office report of 2021. The market experienced 16,621 sq. ft. of absorption in the 4th quarter with a slight decline in vacancy rate from 7.12 percent to 6.52 percent. For the last six quarters, the office market has remained steady with the vacancy rate hovering between 6.50 percent and 7.50 percent. There is now 179,876 sq. ft. of office space available in the market.

**LEASING:** As evidenced by the slight decline in vacancy, the office leasing market is showing modest signs of improvement. The Downtown submarket improved the most with 13,022 sq. ft. of net positive absorption. The West Side submarket also experienced 3,790 sq. ft. of positive absorption, while the Hwy. 97/3rd Street submarket experienced 191 sq. ft. of net negative absorption.



**RENTS:** Average asking rates on office space have remained steady and generally range between \$1.70 and \$2.15/sq. ft./Mo. NNN with a handful of firstgeneration spaces exceeding this range. As is typically the case, the highest asking rates continue to be located within the West Side submarket with more affordable options available within the Hwy. 97/3rd Street submarket.

**CONSTRUCTION:** Brooks Resources and Taylor Development are moving forward with the development of Shevlin Crossing, a two-building Class A office project in NorthWest Crossing totaling approximately 45,054 sq. ft. Construction of the first phase is slated to begin in April of this year. There are no speculative office developments currently under construction.

**SALES:** There were two notable sales this quarter. Pahlisch Homes purchased the Phoenix West Building, located in the Old Mill District at 384 SW Upper Terrace Drive, for \$3,300,000 or \$305/sq. ft. according to county records. This was an offmarket sale. The 4,474 sq. ft. office building located at 452 NE Greenwood Avenue also sold for \$1,320,000 or \$295/sq. ft.

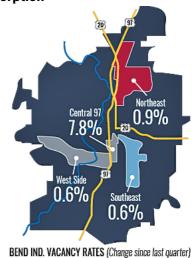
# Bend Industrial Market

by GRAHAM DENT, Partner, Broker — Compass Commercial Real Estate Services ▲ 5,881 Sq. Ft. Absorption **▼** 1.48% Vacancy

Compass Commercial surveyed 320 industrial buildings in Bend, totaling 4.61 million square feet. At the end of Q4 the vacancy rate stood at 1.48 percent, down from 1.60 percent in Q3 due to 5,881 sq. ft. of net absorption during the quarter. Overall, the Bend industrial market absorbed a total of 89,392 sq. ft. in 2021 leaving just 68,058 sq. ft. available in the market.

**LEASING:** Demand for industrial space remained extremely high during the quarter. The number of lease transactions were limited only by the lack of available space. Many tenants are moving their industrial requirements to Redmond or having to seriously consider Redmond as an alternative due to tightened supply and rising costs in Bend.

making development challenging.



🔳 Increased 🔃 Decreased 🔲 No Change **RENTS:** Average asking rates on Bend industrial space are between \$0.95 and \$1.25/sq. ft./Mo. NNN\*. Although the high end of these rates has generally been for new construction or highly improved industrial space, we are beginning to see second-generation industrial space command \$1.00+/sq. ft. The rise in rental rates is directly attributed to ever-increasing cost of construction and tightened land supply

**CONSTRUCTION:** There is one speculative industrial project under construction in the Northeast submarket at 63035 Lower Meadow Drive, totaling 11,840 sq. ft., of which only 7,104 sq. ft. is available.

**SALES:** There were a handful of notable industrial building sales during the quarter. One property, located at 1105 SE Centennial Street, sold to an owner/user for \$1,950,000 or \$201/sq. ft. Another property located at 2185 NE 2nd Street sold to an investor for \$1,700,000 or \$152/sq. ft. A property at 20676 Carmen Loop sold for \$4,000,000 or \$155/sq. ft. A small building located at 61523 American Loop with excess land sold to an owner/user for \$1,100,000 or \$326/sq. ft., an indicator of where owner/user pricing is for small, well-located and functional properties.

# Bend Retail Market

by RUSSELL HUNTAMER, CCIM, Partner, Broker — Compass Commercial Real Estate Services **▼** 3.78% Vacancy ▲ 15,690 Sq. Ft. Absorption

Compass Commercial surveyed over 4.58 million square feet of retail space across 261 buildings. During the quarter, 15,690 sq. ft. of positive absorption was recorded, resulting in the citywide vacancy rate dropping from 4.18 percent in Q3 to 3.78 percent in Q4. There is now 172,981 sq. ft. of available retail space for lease.

**LEASING:** Demand in the retail leasing market remained strong for Q4, with options becoming even more limited. The East Side submarket experienced the most activity this quarter, due to Pet Supplies Plus leasing 7,015 sq. ft. of the former Pier One space at The Forum Shopping Center. In the North 97 submarket, Black Steer Steakhouse and Saloon leased the former 6,772 sq. ft. Johnny Carino's restaurant building and Crumbl Cookies leased 1,645 sq. ft. at Cascade Village Shopping Center.



**RENTS:** Asking rental rates for Bend retail space range between \$1.50 and \$3.33/ sq. ft./Mo. NNN\* with the highest rates associated with new construction.

**CONSTRUCTION:** Three construction projects are in the planning or permitting phase. Pioneer Marketplace at 1474 NW Wall Street is designed for 6,000 sq. ft. of retail space, with 1,500 sq. ft. preleased to Urban Waxx. The former Sonic site at 61165 S Hwy. 97, a 4,793 sq. ft. retail and restaurant building is over 50 percent  $preleased \, and \, expected \, to \, begin \, construction \, in \, Q1. \, Reed \, South, an \, approximately \, in \, Q1. \, Reed \, South, and \, approximately \, in \, Q2. \, An expected \, Construction \, Construct$ 30,000 sq. ft. retail site located on the corner of Reed Market Road and 27th Street, has already began construction with leases pending.

**SALES:** There were three notable retail sales this quarter. Starbucks-anchored 1203 NE 3rd Street was purchased for \$6,000,000 or \$852/sq. ft. The former Kebaba building at 1004 NW Newport Avenue sold for \$1,120,000 or \$969/sg. ft. and 431 NW Franklin Avenue, a mixed-use retail/residential building was purchased for \$2,350,000 or \$311/sq. ft.

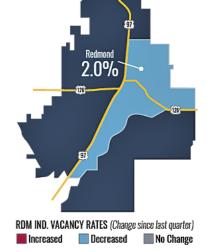
# Redmond Industrial Market

by PAT KESGARD, CCIM, Partner, Broker — Compass Commercial Real Estate Services ▲ 3,205 Sq. Ft. Absorption **▼** 2.00% Vacancy

88 buildings totaling 1.66 million square feet were surveyed in the third quarter of 2021. In this quarter, the Redmond industrial market recorded positive net absorption of 3,250 sq. ft. The majority of this absorption was at 4620 SW 23rd Street. The vacancy rate decreased as a result from 2.19 percent in Q3 to 2.00 percent in Q4. There is now 33,224 sq. ft. of industrial space available for lease. The 33,224 sq. ft. vacancy is in one building, and there are leases out for signature as of this report. This means there is virtually NO VACANCY in the Redmond industrial market.

**LEASING:** Activity in the Redmond industrial market continues to increase. As reflected in the nominal amount of vacancy, demand is growing.

**RENTS:** Average asking lease rates in the Redmond industrial market are between \$0.85 and \$1.10/sq. ft./Mo. NNN\*.



CONSTRUCTION: There is currently 90,000 to 100,000 sq. ft. of industrial space in the pipeline for 2022. Two industrial buildings at 2505 SE 1st Street totaling 58,568 sq. ft. are projected to be complete in Spring of 2022. Another 40,000 sq. ft. industrial building located at 2502 SE 1st Street is also slated to break ground at the end of 2022.

Positive Absorption = Space Leased | Negative Absorption = Space Vacated \*Data sourced from CoStar

Compass Points is Central Oregon's primary commercial real estate newsletter. Compass Commercial Real Estate Services offers comprehensive surveys of office, retail and industrial properties in Bend and Redmond, Oregon. The report provides a detailed look at quarterly vacancy and absorption data in these markets along with leasing and sales activity, rental rates, construction projects and more.

compasscommercial.com

To view the complete report with vacancy and absorption graphs, notable transactions and imagery, sign up to receive our quarterly publication at compasscommercial.com/POINTS or call 541-383-2444.

# 2022 Tourism Outlook

by JULIA THEISEN, President & CEO — Visit Central Oregon

he tourism outlook for 2022 looks positive. According to data from the U.S. Travel Association, domestic leisure travel nationwide is projected to reach 99 percent of the prepandemic peak this year and to grow steadily thereafter.

responsibly promoting

Central Oregon. As part of our efforts to market the region, we're proactively outdoor experiences and destination

promoting off-peak visitation,

we support a robust tourism

economy year round for

stewardship. Our video series Take Care Out There, in collaboration with Discover Your Forest and Travel Oregon, educates people on how to respect our natural wonders while recreating in the region.

We've also committed to creating experiences both visitors and locals alike can enjoy through our murals project: The Central Oregon Mural

Trail. These large-scale art installations are vibrant reminders of what makes each of our communities in Central Oregon special. Murals have been installed in Redmond, Maupin, La Pine, Sunriver and at the Visit Central Oregon welcome desk at the Redmond Airport. More murals are planned for the future. visitcentraloregon.com

According to research on U.S. travelers from Destination Analysts, current traveler sentiment is a dichotomy between concern and excitement as the year kicks off. While American travelers are more worried than ever about contracting the virus, they are also excited to travel and are making plans.

Eighty percent of American travelers surveyed have trips currently planned in 2022. The average number of anticipated leisure trips planned over the next 12 months is at its highest peak since the pandemic started at 3.1 trips.

Not surprisingly, business travel and large meetings and events are facing a slower rebound from the pandemic. Spending on travel for large, in-person meetings and events declined by 76 percent last year resulting in a \$97B loss to the industry nationwide. Business travel is critical to the full recovery of travel and is not projected to fully recover before 2024.

With the workforce landscape changing at a rapid pace, it may beg the question whether business travel will ever fully rebound. Currently 18 percent of the U.S. workforce is estimated to be in permanently remote jobs and that number is projected to reach 25 percent in the near future. Many of us have grown accustomed to remote working and video conferencing is now the norm. But as more people move to permanent remote work, the need to connect with co-workers and build relationships will be strong. Business travel may look different in the future and travelers may re-evaluate their business trips. However, the desire to connect with others and build teams will drive meetings of the future.

One of the biggest concerns facing the travel industry is the labor shortage which is impacting all tourism sectors including airlines, hotels and restaurants. It's no surprise that jobs in hospitality were the hardest hit during the pandemic with one in five jobs lost related to tourism. While there has been some rebound in labor shortages, this will be a longerterm recovery for the industry. According to the Oregon bureau of labor, one in five hospitality workers still employed in Oregon have shifted to another industry. Employers in the tourism sector are facing more competition for an already tight labor market.

Despite the challenges facing the tourism industry over the last two years, Central Oregon has fared well. Consumer demand remained strong throughout the pandemic. Visitors continue to seek out our natural places and scenic beauty, culinary experiences and the arts and culture that the region offers.

At Visit Central Oregon, we continue to innovate our marketing and programs to attract visitors to the region. New initiatives include a newly launched brand, logo and website. We've broadened our content to include all types of adventures and featured a diversity of people to be welcoming to all.

Our mission at Visit Central Oregon is to drive economic impact through promoting leisure travel, meeting, events and group business. By dispersing visitors throughout the region and





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# Central Oregon Economic Outlook

# pportunity Through Adversity Continued from page 1

"Companies can look at areas such as how to improve candidate flow and streamline the onboarding process or look at technological advancements and new strategies to retain employees, including offering more flexibility in working methods. Information from exiting employees can also be illuminating.

"EDCO itself not insulated from this new reality and the need to mitigate its effects. Businesses have essentially clawed and scratched their way through 2021, and in 2022 we continue to live in that environment."

Reflecting on the recent past, Stark said EDCO's predictions for 2021 mostly proved accurate, with Bend and Redmond largely recovering jobs lost to the pandemic by the third quarter of last year, and Deschutes County continuing to show net gains in employment.

"But there has been a lot of pain in that recovery," he said. "Particularly due to the ripple effect of the pandemic and ensuing inflationary pressures, which has presented both challenges and opportunities."

Lingering vacancies in employment have continued due to the impacts of the so-called "Great Resignation" — an economic trend in which employees voluntarily resigned from their jobs en masse, beginning in early 2021.

Americans have quit jobs at a record pace due to the ongoing coronavirus pandemic, which led many to re-think where, how and why we work, and turnover reached new highs after some 4.5 million workers left their jobs in November last year, according to a recent Labor Department Job report.

People have left positions for a variety of reasons including high stress levels, shifting to remote work, reassessing priorities in light of the pandemic and taking more control of the work and personal life balance.

The tight labor market has also pushed companies to offer better benefits, higher salaries and more freedom regarding remote work in a bid to retain workers and mitigate employee turnover impacts.

Stark sees the value of "growth through adversity" in the current climate, alluding to the experiences of climber and author Matt Walker, who described the disappointment of scaling Everest nowadays due to the predictive and scheduled nature of the experience which removed much of the risk and challenge.

This prompted him to scale another equally challenging, less travelled, peak solo, which allowed him to push beyond preconceived notions of what was possible, embracing the challenge and seeing how to learn from mistakes, recover and apply to the next climbing attempt.

As companies struggle to hire, Stark said a growing number of managers are also looking at increased automation as a way to improve productivity and to reduce workforces through investment in technology.

Central Oregon continued to score in terms of its enviable quality of life, with the rise in remote work and ability to achieve personal goals attracting more people to the region with the ability to move to their ideal desired location.

Supply chain disruption has had significant impacts on inflation, Gross

Domestic Product (GDP) and tax revenues, but as consumer demand likely slows as a consequence and supply levels increase, the hope is that the general economic picture, particularly the hiring environment, gradually improves.

With construction costs on the rise, Stark said we can expect higher rents locally, particularly for newly constructed space, but that may not stall construction much due to the continued pace of demand.

2022 challenges continued to be inflation and pandemic-related ripple effects throughout the economy and the decisions companies need to make to weather this period.

Businesses should be vigilant regarding what's happening in their own sphere and in other fields and in terms of the competitive market for employees, Stark reiterated, "The old adage runs true — love them or lose them."

Regarding recent economic development, Stark observed that EDCO continues to see brisk mergers and acquisitions activity, with companies expanding and adding resources and capital rather than pulling out of the region to grow.

He sees more larger projects in the pipeline, in the mold of Wild Mike's Ultimate Pizza, which plans to relocate all of its operations, including its corporate headquarters, from Oregon's Clackamas County to Redmond, as the culmination of year-long discussions between the City of Redmond, REDI and ownership group SA Piazza & Associates LLC.

The company has purchased a 46-acre parcel located at NE Ninth and Antler and will invest some \$40 million to construct a new facility of over 300,000 square feet estimated to eventually employ 114 people.

Redmond Mayor George Endicott said the project would enhance the already strong hub of Redmond's manufacturing and distribution sectors, dovetailing with other notable major players including PCC Schlosser, Medline and BasX.

Stark added, "This is a great example of a public-private partnership to encourage economic development projects in the area.

"The company was looking at multiple locations both in and out of state, and selected Redmond due to land availability, staff responsiveness, access to the Long-Term Rural Enterprise Zone program with its benefits and tax abatement incentives, and the quality-of-life Central Oregon has to offer.

"We have seen bigger expansion projects over the last decade, with companies recognizing the talent we have here and the need to retain quality employees, and businesses have shown they can scale effectively here."

He said larger developments continued to put the region on the map and in Bend, the City-coordinated Juniper Ridge 500-acre industrial and business park was gaining momentum as added infrastructure readied further larger "shovel ready" parcels for development.

Stark assumed his new role on January 3, observing, "It is an expanded field of view, with the regional perspective and larger staff.

"The current three-year strategic plan is coming to an end at the conclusion of the fiscal year through June, so it is also an opportune time to coordinate discussions looking at our core competencies and how to build on our

Continued on Next Page ►

# COMMUNICATION FOR TODAY'S





INTERNET



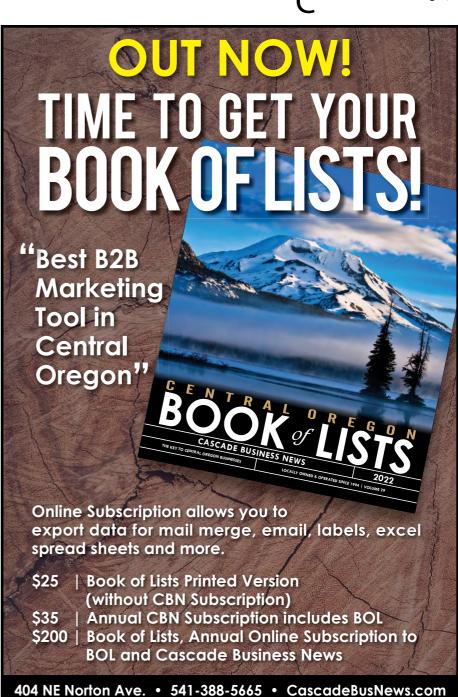
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BASX BUILDING | PHOTO COURTESY OF BASX SOLUTIONS



strengths and best drive economic development in the blueprint for the

"We are heading in the right direction regarding overcoming the pandemic, and as the situation eases, hopefully there will be no further major shutdowns and we can build on the recovery and supply chain improvements and see employment continue to rebound — I think we are all ready for some relief!

"We will also see some benefits regionally from the new Infrastructure and Investment Jobs Act that will provide expanded infrastructure and capacity building across the U.S.

"One challenge regarding potential expansion is that we haven't necessarily been able to keep up in terms of the needed supporting infrastructure, so this legislation will help open up arteries, including progressing the Redmond Airport terminal expansion master plan and protecting Highway 97 as a major trade route for moving freight.

"Investing in infrastructure is investing in economic development, including addressing higher utility demands."

He foresaw continued population growth being more regional in distribution and EDCO continuing its primary role in "setting the table for companies to grow and prosper" and fostering further growth in major clusters such as medical products, advanced manufacturing/aviation, consumer goods and tech-based platforms, as well as coordinating its regular high quality events such as Bend Venture Conference and PubTalk.

Stark concluded that companies needed to continue prioritizing customer service and to take innovative approaches to weathering adversity and looking at new ways to solve problems.

#### **About Economic Development for Central Oregon**

Now in its 40th year, EDCO is a nonprofit corporation supported by private and public members and stakeholders, whose mission is to create jobs in Central Oregon by: recruiting new employers to move to the region; helping entrepreneurs start new, scalable businesses; and working with businesses that are already here to grow their operations.

edcoinfo.com



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# Business Organizations • Chambers of Commerce • Coaches & Consultants

SPECIAL SECTION

# Chambers of Commerce (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Number of Members	Number of Businesses	Business License	Services
Bend Chamber of Commerce 1567 SW Chandler Ave., Stc. 204 Bend, OR 97702	541-382-3221	541-385-9929	www.bendchamber.org admin@bendchamber.org	Katy Brooks	12	1926	N/A	1,622	Yes	When it comes to business in Bend, no organization has been looking out for the best interest of this community longer than the Bend Chamber of Commerce. Since 1926 the Bend Chamber has worked to support its mission to be a vital strategic partner creating resources & opportunities for member success, quality of life, engagement & meaningful impact. From traditional ribbon cuttings to newer & more progressive programs such as Bend YP, Leadership Bend & What's Brewing, the Bend Chamber provides the tools & the resources Bend businesses & the community at large need to succeed.
La Pine Chamber of Commerce & Visitors Center 51429 Huntington Rd. PO Box 616 La Pine, OR 97739	541-536-9771	541-536-8410	www.lapine.org director@lapine.org	Ann Gawith	3	1985	300	600	City of La Pine requires a business license, \$45.	Member referral service, business advocacy, annual business directory, annual Business Fair, La Pine business map, dining & lodging guides. Breakfast with the Chamber third Friday every month & After Hours events, business education opportunities, business listing on Chamber website, Greater La Pine Tourism Center.
Madras-JC Chamber 274 SW Fourth St. Madras, OR 97741	541-475-2350	N/A	www.madraschamber.com Director@MadrasChamber.com	Joe Krenowicz	3	1964	350	325	Varies.	Business recruitment/retention, member recommendation,brochure & business card display, newcomers & relocation packets, networking opportunities, marketing & promotion opportunities, business advocate, business assistance, meeting facilitation, information resources, chamber directory, electronic newsletter, website listings.
Prineville - Crook County Chamber of Commerce 185 NE Tenth St. Prineville, OR 97754	541-447-6304	541-447-6537	www.prinevillechamber.com info@prinevillechamber.com	Amy Hurt, Kim Daniels, Deb Shaw	3	1952	400	400	Nonprofit organization.	Networking opportunities with other businesses, website directory, brochure display business referral services, representation before government, economic development assistance, information about community events, relocation, vacation packets, tourist assistance. Membership organization, networking opportunities, marketing opportunities, online directory, business referral service, economic development, visitor information center, business retention & expansion, liaison between business & government.
Redmond Chamber of Commerce & CVB 446 SW Seventh St. Redmond, OR 97756	541-923-5191	541-923-6442	www.visitredmondoregon.com info@visitredmondoregon.com	Eric Sande	5	1910	840	804	Required/\$45 & up-based on employee count.	Membership directory, monthly newsletter, brochure dis- play, member address labels, referral service, new business/ location ribbon cuttings. Coffee Clatters, visitor/relocation packet & website links, post job openings, Convention Visitors Bureau.
Sisters Chamber of Commerce 291 E Main Ave. PO Box 430 Sisters, OR 97759	541-549-0251	541-549-4253	www.sisterscountry.com jeri@sisterscountry.com	Judy Trego, Jeri Buckmann	3	1974	370	400	Required/ \$100 per year & misc. fees.	Business featured on Sisters map, brochures, business cards displayed at visitor center, publications, marketing & promotion, monthly newsletter, referral service, monthly after hours socials & annual chamber sponsored events.
Sunriver Area Chamber of Commerce 56825 Venture Lane, Ste.110 PO Box 3246 Sunriver, OR 97707	541-593-8149	N/A	www.sunriverchamber.com info@sunriverchamber.com	Kristine Thomas	1	1986	200	300	None required.	Business & Visitor Center, brochure & business card display, weekly newsletter, annual chamber sponsored events, business profile in website, membership directory, seasonal business promotions, member benefits program. Sponsor & distributor of the Sunriver Magazine.

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



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# Sisters Chamber Reports Strong Tourism & Highly Successful Outdoor Events

#### as reported to RONNI WILDE — CBN Reporter

sisters has remained strong and resilient over the past two years, says Turi Shergold, Membership & Marketing coordinator of the Sisters Area Chamber of Commerce. Here is what she had to say:

#### How did 2021 go in general?

Sisters is resilient. It's a great little town. People love to visit because it's drivable from Portland and Seattle and is very friendly. It's been safe during the pandemic and is popular because of all the outdoor recreation. People want to be outside, and they want to drive to where they are going instead of flying. Some businesses are reporting record months!

#### How did you successfully navigate pandemic challenges?

We did fewer in-person activities, for sure, and more outdoor events. The chamber itself really limited anything indoors; we did our holiday event with Santa outside, the tree lighting, parade and the Harvest Faire. All are outside events, and they were all very successful. We also provided a ton of personal protective equipment (PPE) in 2020; not as much in 2021, but we did still give it out. Businesses could come to get resources, like masks and disinfectant. We facilitated a ton of grants in 2020 by helping get them out to the businesses. The money came from the government, but we got it out to the Sisters businesses that really needed it.

#### What were the positives of the year?

In 2021, Sisters really bounced back. Our transient room tax was up a ton. There was a huge increase, even from 2019, partly because of our newest hotel,



THE HARVEST FAIRE IN SISTERS WAS WELL ATTENDED IN 2021



SISTERS SAW TOURISM INCREASE OVER THE PAST TWO YEARS | PHOTOS COURTESY OF SISTERS AREA
CHAMBER OF COMMERCE

GrandStay Hotel & Suites. It was really incredible how many people came to visit during the pandemic. We were up 63 percent in 2021 over 2020; and up 50 percent over 2019. Some of this is attributable to the new hotel; now we have the big three, so you'd expect us to be up 30 percent, but not 50 percent. Another positive is that we launched a brand-new website in June, sisterscountry.com. The website address is the same, but it is a brand-new launch in terms of content and look. It's been extremely popular, and we've had lots of positive feedback. People should check it out. We love our new website.

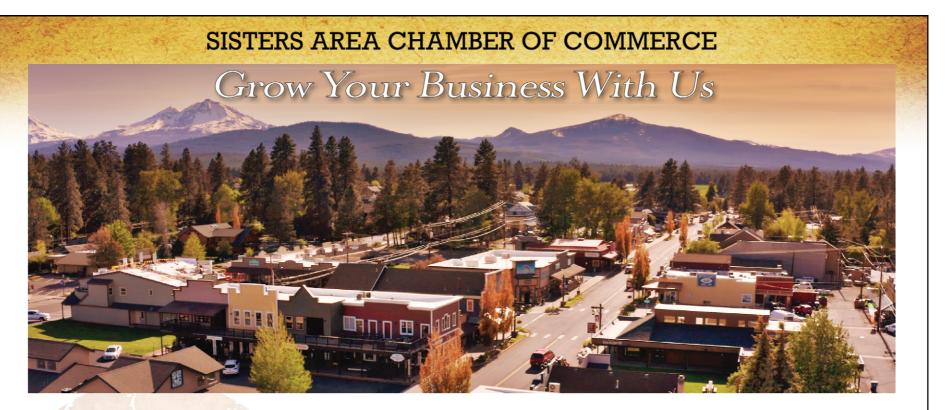
#### What are your goals for 2022?

Our goal is for more in-person chamber activities. We are very much anticipating having our rodeo back, which has been canceled for the past two years, and all of our outdoor events. The Harvest Faire, Folk Festival, Outdoor Quilt Show and the holiday events did happen in 2021, but we are hoping to have them back again this year stronger than ever.

#### Is there anything coming to your city in 2022 that you are excited about?

Our holiday events were super fun and popular, and well attended; that was a great highlight. The same with Harvest Faire, this was a very strong event. We are really looking forward to this event in 2022.

sisterscountry.com



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Your customers in Sisters are looking for you... make sure they can find you at sisterscountry.com.

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To join, please contact turi@sisterscountry.com



Learn more at SistersCountry.com

# Business Organizations • Chambers of Commerce • Coaches & Consultants

SPECIAL SECTION

# Bend Chamber – Tackling Big Problems, Together

#### by KATY BROOKS, CEO/President — Bend Chamber

he Bend Chamber of Commerce spent 2021 ramping up our mainstay leadership, networking, advocacy and resource programs impacted in the first year of COVID. But we spent much of our energy working on longer-term issues that have taken a toll on employers and the workforce.

The labor shortage has been a significant challenge for Bend employers. Although reasons for the shortage are complex, the most prevalent are our growing childcare

and housing shortages. And neither issue is an easy one to fix. They need collective, sustained effort to resolve — an effort the Chamber has taken a leadership role to convene.

The lack of childcare in Central Oregon and Bend has long been a problem even before COVID. But it became even more critical as providers went out of business and COVID protocols forced significant restrictions on operations and capacity of childcare facilities. For the past few years, the Chamber has worked with a coalition of childcare, higher education, childcare agencies and other organizations to develop new childcare models that will add openings for families and bolster the depleted labor pool. This partnership successfully lobbied for nearly \$7 million from Senator Tim Knopp and the Deschutes County Commission for federal funds that jump-started a program carried out by multiple organizations to add much-needed childcare slots in the region. It also funded a program to incentivize more people to enter the early learning and childcare field, supplying much-need labor at multiple childcare facilities.

Housing is also a complex issue that will require a collective effort on many fronts to tackle. We all know the cost of housing is a growing factor impacting who lives and works in Bend. In the fall of 2021, the Chamber conducted a poll to assess how residents feel about accommodating more people in Bend by creating more housing in existing residential areas as well as developing an urban core where height and density could mean thousands more places for

people to live. This year the Chamber will continue work including a multipronged approach that will focus on creative housing solutions and new policies to support workforce housing.

Another role of the Chamber is to perpetuate a culture of involvement and collaboration in our business community. Together with a group of partners, we will launch Bend 101 this spring. It is essentially a primer on Bend and is tailored as a resource and introduction to those newly joining or hoping to join the Bend workforce.

Regardless of the pandemic, the Chamber didn't take a break on nurturing leadership. The 2021 graduating class of Leadership Bend completed their year with a class project that looked at the systemic underpinnings of homelessness. And the Bend Young Professionals group carried on with our annual summit and professional development programming, despite the need to go virtual at times.

Although the legislature was closed to the public last year, the Chamber tracked over 100 bills on topics including taxes, housing, childcare, economic development and employee issues. We conducted virtual visits between our business members and legislators and provided testimony on nearly 40 bills.

Meanwhile, the Chamber completed a rebrand, complete with a new website and logo. And while we saw about a 6.4 percent drop in membership, we are now back to a growth trajectory. All this while onboarding five new staff members and moving from downtown to our new location across the street from OSU-Cascades.

If you would like to join our efforts to make Bend a place where businesses and their employee thrive, contact us at info@bendchamber.org.

bendchamber.org

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Want to Learn More? Visit BendChamber.org or call 541.382.3221.



Shelley Junker



Jen Gordon jen@bendchamber.org



"At Mosaic we appreciate how our Bend Chamber membership provides us with access to training and community discussion opportunities. We have been especially thankful for these opportunities offered online during the COVID-19 pandemic, helping to keep everyone safe and still connected as a community. We are also grateful for the Chamber's efforts to address our community's need for workforce housing and childcare as we are also passionate about the need to come together to tackle these issues. Thank you, Bend Chamber!"

- Elaine Knobbs-Seasholtz, Director of Strategy and Development, Mosaic Medical

# The Can-Do Spirit is Alive & Well in Redmond

by ERIC SANDE, Executive Director — Redmond Chamber of Commerce & CVB

always appreciate the opportunity to write about Redmond whenever *CBN* asks me. I have been fortunate to call Redmond home for over 30 years and I have been associated with the Redmond Chamber nearly all of that time. The population in Redmond was around 7,800 in 1991, and the "vibe" was small-town America. Everyone knew everyone, and neighbors helped neighbors. Redmond

was a great place to land right out of college, especially after doing a brief stint living in the big city of Atlanta, Georgia. Redmond was growing, it was close to all of the outdoor recreational opportunities Central Oregon has to offer and Redmond had spirit.

Flash forward 30 years and Redmond is still the same vibrant, yet not-so-small town with spirit. Yes, the growth has been substantial, but through it all, that small town America attitude has stood the test of time. People still help each other out and "family" is at the heart of Redmond's growth and development. I think a fitting word to describe Redmond is resilient. Whether it be rapid growth, recession or a pandemic, Redmond always rises to the occasion to come out stronger and better than ever.

Redmond continues to grow and make improvements, even during unprecedented times like a pandemic. Over the last year, two new parking lots were added in Redmond's downtown (both located off Evergreen Avenue). These two Downtown

Urban Renewal projects provide easy access to the heart of Redmond's thriving restaurant, shopping and brewpub scene. Both public and private investment continues to transform buildings and vacant properties, providing retail and new housing opportunities right in the heart of the community.

Without a doubt however, the most anticipated and widely celebrated investment in Redmond's downtown has been the revitalization and rebirth of the former New Redmond Hotel into the newly reimagined SCP Redmond. In Redmond's early years, the hotel was the center of the Redmond community, hosting guests from near and far as well as hosting countless service club and Chamber of Commerce meetings, banquets and celebrations. It was an integral part of the Redmond economy. SCP is reestablishing this vital role in the fabric



DOWNTOWN REDMOND | PHOTO COURTESY OF REDMOND CHAMBER OF COMMERCE & CVB

of our community and truly is a must-see destination in Redmond.

In this emotionally charged time, I remain optimistic for 2022. Redmond is not only resilient, but also creative and positioned to take advantage of economic opportunities. Redmond's leadership remains steadfast in their commitment to making the community the best it can be and as Redmond grows, it holds tight to its priority of remaining a family friendly community. Local residents support one another and help each other out like a true community. Shopping local and supporting one another is a way of life, not just a bumper sticker. The American can-do spirit is alive and well in Redmond and will hold us together in 2022.

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# Business Organizations • Chambers of Commerce • Coaches & Consultants

SPECIAL SECTION

# Prineville Continues to Grow

Chamber Gains More Than 72 New Members in 2020-2021

#### as reported to RONNI WILDE — CBN Reporter

rineville has thrived in recent years, even through the pandemic and labor shortages, says Kim Daniels, director of the Prineville - Crook County Chamber of Commerce. Here is what she has to say:

#### How did 2021 go in general?

Crook County had a strong recovery in 2021. Although staffing was and continues to be a challenge, we saw strong retail sales, a boom in real estate and a large number of tourists hitting our rural areas.

#### What were the positives of the year?

- Grants that were made available made it possible for most businesses to stay afloat and/or re-open after the initial shutdown in 2020.
- The Crook County School District went above and beyond and was one of the first districts to get students back in school and create an online platform for those not yet wanting to engage in inperson education.
- Events such as the Crooked River Roundup and Pari-Mutuel Races returned to Crook County and got the community and commerce back on track.

#### What are your goals for 2022?

- · Focus on aspects of tourism that will benefit
- · Focus on staff and member development and education so that we can better serve this community.

#### Is there anything coming to your city in 2022 that you are excited about?

We are looking forward to continuing to get all of our regularly scheduled events and activities back on the calendar in 2022. People are looking so forward to normalcy, that just being able to hold our annual prepandemic events is exciting.

#### Are there any humorous or encouraging stories you would like to share?

Even amidst the crisis of 2020-2021, Crook County saw incredible growth. We gained over 72 new members at the Chamber, saw new industry come into our county and continued to lease and sell land and industrial space to new businesses. In addition, the Chamber itself was the recipient of two grants from Travel Oregon, one for a Cyclists Station at the Visitors Center and a grant for consultation to help us plan and market tourism opportunities in our area.

# Is there anything else you would like to add?

We have been extremely blessed by numerous businesses, organizations and partners that are helping us improve and grow our community. Prineville Connected Community Project will provide Wi-Fi access points in Downtown Prineville, Crook County High School and the Crook County Fairgrounds. The project will enable free public



(L-R) PRINEVILLE - CROOK COUNTY CHAMBER OF COMMERCE STAFF DEB SHAW, MEMBERSHIP, MARKETING AND EVENTS COORDINATOR; KIM DANIELS, DIRECTOR; AND AMY HURT, OFFICE ADMINISTRATOR

Wi-Fi, and will support Prineville's small-business community, events, students and their families. There is also a downtown beautification plan in the works, trail development at the Barnes Butte Complex and a future renovation of 3rd Street/Highway 26, the main corridor through town.

prinevillechamber.com

# Despite Growth, La Pine Remains Friendly & Welcoming

#### as reported to RONNI WILDE — CBN Reporter

nn Gawith, executive director of La Pine Chamber of Commerce & Visitor Center, says La Pine enjoyed many new and returning visitors to the area, and the Chamber is encouraged by the election of young and energetic board members who personally connect with all the local businesses. Here is what she and Executive Assistant Teri Myers had to say:

## How did 2021 go in general?

Our approach was somewhat just "keep moving forward as safely as possible." We found ourselves with many new and returning visitors and wanted to be open and available for helping them have a great vacation.

#### How did you successfully navigate pandemic challenges?

We handed out masks and sanitizer, etc. and helped them navigate the state requirements. In general, we were very encouraged by how things went in 2021... after 2020, we created a kind of new routine, and it has held us in good stead during the pandemic.

## What were the positives of the year?

We had a fair number of new business members come on board. Small, family run businesses that have always been the backbone of our local economy.

## What are your goals for 2022?

We are encouraged by the election of new, young and energetic board members who we feel will help us stay in touch with the new business owners, and who seem willing to take the initiative to connect personally with all the businesses in our area. We want to continue creating relevance of our Chamber side, while also maintaining the momentum we have gained on our Visitor side.

#### ls there anything coming to your city in 2022 that you are excited about?

Having The Wall That Heals

last year was such a huge phenomenon for the community ... we will be glad to concentrate our efforts this year on making our 4th of July Celebration — the La Pine Frontier Days — even better than ever to take it into the future. The Frontier Days Association is a separate entity, but it is the single-largest event in South County and, as such, the Chamber is very involved in its production.

#### Are there any humorous or encouraging stories you would like to share?

The influx of new people has brought with it some angst, but also given us some pride in our community. Without fail, we hear over and over again about how friendly and welcoming we are as a community. And believe me, we would be



MCINTYRE AND CHAMBER EXECUTIVE DIRECTOR ANN GAWITH CUT A RIBBON ON JANUARY 21 J PHOTO COURTESY OF LA PINE
CHAMBER OF COMMERCE & VISITOR CENTER

the ones to hear complaints! It gives me great pride that we are still that kind of community. One that meets people eyeto-eye and takes them as they present themselves no questions asked. I hope we can retain that!

#### Is there anything else you would like to add?

(From Teri Myers)

We are very excited about the Newberry Country Trail. Get excited about this! It's in your back yard! It's an exploration that will take you to so many places. What was a three-hour car tour is now a three-day, three-loop tour that takes in the high lakes, the high desert and Newberry Crater to Crater Lake. It's supported by 80 to 100 small businesses. It was a rural

tourism studio through Travel Oregon that grew into an economic engine that drives travelers through three parts of the Newberry Country Trail, the loop tours. The Visitor Guide has information about tours, and you can pick one up in our office, or find information and maps online at lapine.org/explore-la-pine/ newberry-country-trail. There are maps and itineraries that take you through the entire experience. The map has three different colors on three different loops that you can follow. It's got it all; it takes in Sunriver, Crescent and Gilchrist, all the way to Shelter Cove (at Odell Lake) and Paisley in the dessert, to Chiloquin, our sister city, to the south.

lapine.org



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# Sunriver Area Chamber of Commerce

# An Unwavering Commitment to the Sunriver Community

he Sunriver Area Chamber of Commerce is committed to providing exceptional service to its members and unwavering support to the Sunriver Community. The Chamber is eager to work with businesses to ensure they have the information and tools they need to thrive in today's economy. The Chamber supports all businesses in the Sunriver Area, including the Spring River Plaza, the Village at Sunriver and Sunriver Business Park.

"Every business has its own unique goals and plans to succeed," Executive Director Kristine Thomas said. "The Chamber's role is to advocate for all businesses in the Sunriver area because we believe by supporting Sunriver's entirety, it benefits all the businesses, organizations, tourists and community members. And that creates a healthy and thriving community."

Founded in 1988, the Sunriver Area Chamber of Commerce's role is to "promote and enhance the economic vitality of the Sunriver Community."

The Board of Directors guide the Chamber's executive director and volunteers on the direction to follow to meet the various needs of the community and businesses. The 2022 Board of Directors are Dan Youmans, Aaron Schofield, Keith Kessaris, Thomas Samwel, Debbie Baker, Kelly Newcombe and Deschutes County Commissioner Patti Adair, and board advisors John Salzer and Julia Theisen.

#### Recap of 2021

The Chamber took the following steps in 2021 to benefit its members and the community:

- Implemented a new "Shop Sunriver" campaign to assist local businesses, especially during the shoulder season when tourism decreases, and our stores and restaurants rely heavily on community support.
- Improved services to Chamber members by increasing its capacity to offer business referrals, educational programming and promotional opportunities.
- Increased communications with its members, including sending a weekly e-newsletter and using social media to connect businesses creatively and effectively with their customers.
- Supported community activities and events and engaged in public policy issues that enhance the Sunriver area's business environment, economic health and quality of life.
- Welcomed visitors, vacationers and residents to the Sunriver Visitors Center and provided information about Sunriver and the surrounding areas.
- · Redesigned its website.
- Continued its work with local partners to promote the Sunriver area. After serving as the executive director since 2013, Kent Elliott retired

November 30, 2021. The Board of Directors appointed Kristine Thomas as its new executive director. She started on December 1, 2021.

"We could not be more excited for the future of the chamber and of our community with Kristine being chosen as the executive director. The Board of Directors is confident Kristine will be an excellent steward of the Chamber's mission as well as being a leader and advocate for our community," Youmans said. "Kristine brings a wealth of Sunriver Area
Chamber of Commerce
PO Box 3246
Sunriver, OR 97707
Executive Director Kristine Thomas
sunriverchamber.com
541-593-8149
exec@sunriverchamber.com

experience and leadership in this position as well as new ideas to serve our businesses and community members."

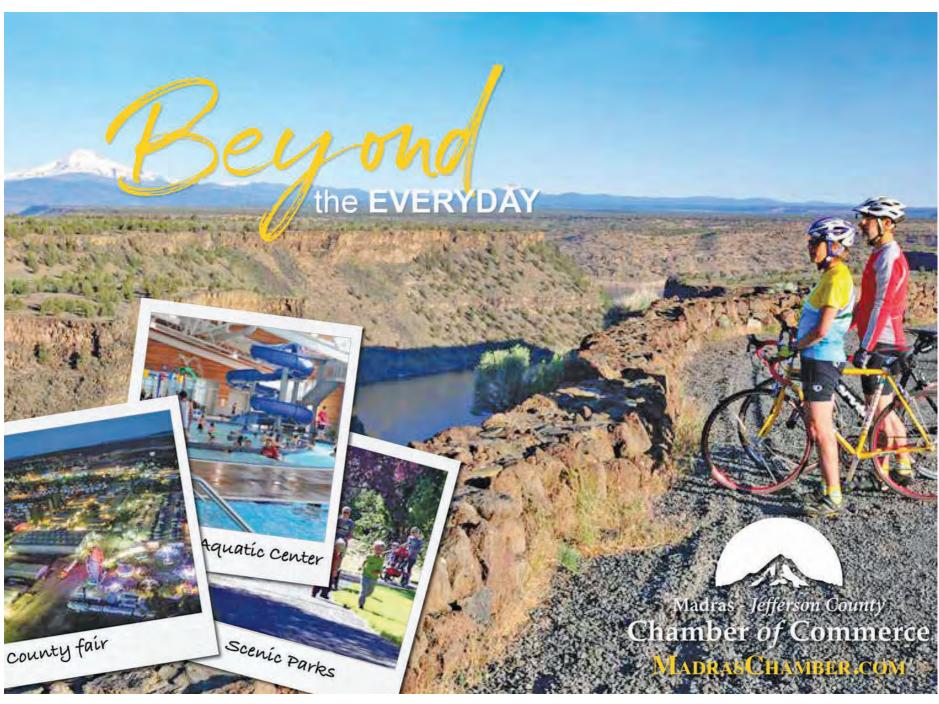
## Ways to get involved and stayinformed

The chamber invites community members, local employees and business owners to find ways to participate in chamber activities and learn what the chamber offers.

- Weekly e-newsletter: Every Monday, the Chamber publishes an e-newsletter with information about local events, business and chamber news and more. The free newsletter is available for all community members and businesses owners. Visit sunriverchamber.com to sign-up.
- Social media: Check out the Chamber's Instagram and Facebook pages.
- Lunch & Learn: The last Wednesday of the month, the chamber will be hosting Lunch & Learn, a way to share information to help businesses. If you have an idea for a topic, email exec@sunriverchamber.com. Meetings are currently virtual and will move to in-person once it is safe.
- Coffee Klatch: Join us for conversation and coffee on Friday mornings. Businesses are invited to host current virtual meetings.
- Joint Chamber Breakfast on Feb. 18: The Sunriver Area Chamber of Commerce and the La Pine Chamber of Commerce invite you to attend their State of South County Breakfast on Friday, Feb. 18 at the SHARC in Sunriver. Guest speakers are Deschutes County Commissioners Patti Adair, Phil Chang and Tony DeBone; Tammy Baney of COIC; and Damon Runberg, the state economist for Central Oregon. Breakfast is \$20. Please RSVP to Ann Gawith, La Pine Executive Director, at ann@ lapine.org or Kristine Thomas at exec@sunriverchamber.com.

The Sunriver Area Chamber of Commerce invites you to join its adventure to celebrate the healthy and thriving Surniver community. Learn more about being a member of the Sunriver Area Chamber of Commerce at exec@sunriverchamber.com.

sunriverchamber.com



# Business Organizations • Chambers of Commerce • Coaches & Consultants

SPECIAL SECTION

Business Organizations (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
3EStrategies 932 SE Douglas St. Bend, OR 97702	541-617-9013	N/A	www.3estrategies.org info@3estrategies.org	Cylvia Hayes	1	1999	Speaking, teaching & consulting services on Economic Evolution & the Living World.
Bend Chamber Toastmasters Club 16 NW Kansas Ave. Bend, OR 97701	541-771-6927	N/A	www.bendchamber.toastmastersclubs.org timwilsonbend@gmail.com	Tim Wilson, Ryan Roberts	1	2003	Helping people become better communicators & leaders in their communities.
Bend Outdoor Worx (BOW) 1950 NW Jack Lake Ct. Bend, OR 97703	541-948-0578	N/A	www.bendoutdoorworx.com gbracelin@gmail.com	Gary Bracelin	1	2014	Outdoor product accelerator for emerging outdoor brands.
BendTECH Coworking 1001 Emkay Dr., Ste. 100 Bend, OR 97702	541-393-2395	N/A	www.bendtech.com Coworking@bendtech.com	Tim Riefke	2	2010	Connecting tech professionals in Central Oregon & create a local, world-class start-up community. Offers 3,000 sq. ft. of indoor/outdoor cafe, bar, patio & event space. Project of the Tech Alliance of Central Oregon.
Central Oregon Association of Realtors 2112 NE Fourth St. Bend, OR 97701	541-382-6027	541-383-3020	www.coar.com info@coar.com	Casie Conlon	7	1973	Local level of National Association of Realtors: Trade association providing a wide variety of services to Realtors as well as enforce Realtors code of ethics, advocate for private property rights, promote professionalism & education & mediation services.
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave. Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	Provide education, employment, economic development, loans & transportation services.
City Club of Central Oregon 70 SW Century Dr., Ste. 100, Pmb 359 Bend, OR 97702	541-633-7163	N/A	www.cityclubco.org info@cityclubco.org	Kim Gammond	1	2007	To build a concious & civic-minded community through dialog, education & research that results in responsible civic engagement.
COBA Central Oregon Builders Association 1051 NE Fourth St. Bend, OR 97701	541-389-1058	541-389-1545	www.coba.org timk@coba.org	Mandy Weidman, Tim Knopp	6	1972	Local Independent Builders Association, providing a wide variety of services to industry members: promoting ethics, standards & professionalism. Advocate for affordable housing.
COCC's Small Business Development Center 1027 NW Trenton Ave. Bend, OR 97703	541-383-7290	541-383-7503	bizcenter.org/centers/central-ore- gon-sbdc sbdc@cocc.edu	Ken Betschart	10	1984	Confidential business advising at no cost, plus affordable workshops & training Business planning assistance for all stages of business.
ConnectW PO Box 1242 Bend, OR 97709	541-410-1894	N/A	www.connectw.org info@connectw.org	Kathy Crager	0	1986	Creating community by connecting & empowering women in business & in life. ConnectW has provided networking opportunities for hundreds of Central Oregon women in their quest for growth, development & collaboration. Connect with us to learn more! Connectworg.
Downtown Bend Business Association 916 NW Wall St., Gasoline Alley Bend, OR 97703	541-788-3628	N/A	www.DowntownBend.org downtownbend@gmail.com	Mindy Aisling, Barbara Simms	3	1982	Promotes economic vitality by enhancing the experience, image & lifestyle of downtown Bend.
Economic Development for Central Oregon (EDCO) 705 SW Bonnett Way, Ste. 1000 Bend, OR 97702	541-388-3236	541-388-6705	www.edcoinfo.com info@edcoinfo.com	Roger Lee	14	1981	Founded in 1981, EDCO is a nonprofit corporation, supported by private & public members & stakeholders, whose mission is to create living-wage jobs in Central Oregon by recruiting new employers to the region, helping entrepreneurs start new, scalable businesses & partnering with local traded-sector companies to grow & expand their operations.
FoundersPad PO Box 1196 Bend, OR 97709	N/A	N/A	www.founderspad.com luann@founderspad.com	Luann Abrams	2	2010	FoundersPad is an early-stage venture fund with a deep mentorship program.
High Desert Design Council, Inc. PO Box 2094 Bend, OR 97709	541-548-4599	N/A	www.thehddc.org	N/A	0	2008	The HDDC is a nonprofit business association founded to cultivate the growth & success of members within Central Oregon's professional applied & decorative arts community. This collective includes artisans, tradespeople, designers, architects, builders & other ancillary service providers committed to rigorous business ethics, design excellence & integrity & relevant sustainability practices.
Human Resources Association of CO (chapter of SHRM) PO Box 8375 Bend, OR 97708	541-693-4282	N/A	www.hrcentraloregon.org hrcentraloregon@gmail.com	Patti Ribb, Karen Turner	0	1980	Local chapter of national association: education, networking & information on latest in human resource management.
League of Women Voters of Deschutes County 1912 NE Cobble Creek Ave. Bend, OR 97701	541-280-2947	N/A	www.lwvdeschutes.org lwvdeschutes@gmail.com	Kim Smith, Geri Hauser	0	1961	Voter registration & outreach, ballot measure & candidate forums, community education events. A non-partisan political organization encouraging informed & active participation in government. Influences public policy through education & advocacy.



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# Business Organizations • Chambers of Commerce • Coaches & Consultants SPECIAL SECTION

CONTINUED FROM PREVIOUS PAGE

# Business Organizations (Listed Alphabetically)

			0				
Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Looking Forward 61269 SW Brookside Loop Bend, OR 97702	541-610-7183	N/A	www.lookingforwardoregon.org Preston@getreality.com	Preston Callicott	0	2014	Making Central Oregon a better place to live.
Opportunity Knocks 302 SW Century Dr., #405374 Bend, OR 97702	541-678-3706	N/A	www.opp-knocks.org info@opp-knocks.org	Michele O'Hara	2	1996	Peer mentorship for business owners, entrepreneurs & leaders.
Oregon Outdoor Alliance PO Box 1913 Bend, OR 97709	503-962-0250	N/A	www.oregonoutdooralliance.org admin@oregonoutdooralliance.org	Serena Dietrich	1	2014	Connecting & cultivating the outdoor industry in Oregon.
Redmond Area Toastmasters Club 925 NW Seventh St. Behind Les Schwab Tires Redmond, OR 97756	541-480-4019	N/A	8523.toastmastersclubs.org r2manydees@hotmail.com	Steve Smith	0	2001	Discover the power of effective communication/public speaking.
Redmond Economic Development, Inc. 411 SW Ninth St., Ste. 203 Redmond, OR 97756	541-923-5223	N/A	www.rediinfo.com redi@rediinfo.com	Jon Stark, Mary Knight	0	1988	In collaboration with EDCO, REDI helps manufacturing & technology-based companies locate or expand in Redmond. REDI provides assistance with extensive local data, facility location, financial incentives & loans, the permitting process & workforce training.
Redmond Executive Association (REA) PO Box 1930 Redmond, OR 97756	541-410-2572	N/A	redmondexec.org angelaboothroyd2016@gmail.com	Dr. Jon Bullock, Angela Boothroyd	0	1987	Creating a network of information beneficial to the success of our members & to be an independent advocate on issues affecting the Redmond community. Founders of Redmond's Annual REA Crab Crack - all you can eat crab feed event, held the first Saturday of February in downtown Redmond.
SCORE Central Oregon PO Box 6416 Bend, OR 97708	541-316-0662	N/A	www.ScoreCentralOregon.org www.ScoreCentralOregon.org	Robert Cone	0	2003	Volunteer, nonprofit association dedicated to educating entrepreneurs & helping small businesses start, grow & succeed nationwide.
Soroptimist International of Bend PO Box 1843 Bend, OR 97709	541-678-5203	N/A	www.sibend.org tjmcleary1@hotmail.com	Judy McLeary, Shari Anderson	0	1943	SI Bend is the longest continuously running women's service organization in Bend. Our mission is to improve the lives of women & girls.
Visit Bend 750 NW Lava Rd., Ste. 160 Bend, OR 97703	541-382-8048	541-382-8568	www.visitbend.com info@visitbend.com	Kevney Dugan	8	1990	Promotes & services Bend area as year-round convention & visitor center. Offers tourist info website & packets, maps, dining, lodging, attractions & convention publications, coordination of tourism industry partnerships, media & public relations.
Visit Central Oregon 57100 Beaver Dr., Bldg. 6, Ste. 130 PO Box 4489 Sunriver, OR 97707	800-800-8334	N/A	www.visitcentraloregon.com info@visitcentraloregon.com	Julia Theisen	10	1971	Nonprofit, regional tourism destination marketing management organization. Programs include marketing, advertising, public relations, the official CO Visitors Guide, vacation planning, conventions/meetings, website visitor information, regional visitor information center. Responsible for advertising, marketing, promotion & public relations programs to position Central Oregon as a nationally competitive, year-round visitor destination.

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



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30 • Cascade Business News • February 2, 2022

# Business Organizations • Chambers of Commerce • Coaches & Consultants SPECIAL SECTION

# Coaches & Counselors (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Coach	Certification	Services
Bend Counseling & Biofeedback, Inc. 296 SW Columbia St., Ste. D-2 Bend, OR 97702	541-550-7940	541-550-7941	www.bendcounseling.com info@bendcounseling.com	Randy Wild, MS, LPC, Kate Jones, Jill Wild	7	2006	Counselors: Randy Wild, MS, LPC; Sarah Hockett, MA, LPC, NCC; Kristin Mathes, MSW, LCSW; Chloe Hazel, MA, QMHP LPC Registered Associate; Johanna Hershenson, DD, MAHL, MS, LPC LPC Registered Associate	LPC (Licensed Professional Counselor); NCC (National Certified Counselor); LCSW (Licensed Clinical Social Worker) QMHP (Qualified Mental Health Professional); DD (Doctor of Divinity); MAHL (Master of Arts in Hebrew Letters).	Psychotherapy, biofeedback, neurofeedback.
Clear Lens Coaching 131 NW Hawthorne Ave., Ste. 112 Bend, OR 97701	541-318-0045	N/A	www.clearlenscoaching.com krayna@clearlenscoaching.com	Krayna Castelbaum	1	2010	Krayna Castelbaum, MHS, CP	Transformational coaching, Psychodrama.	An alternative to traditional therapy & coaching for couples & individuals. Monthly Poetry Playshops & other events focused on creative expression using poetry, creative writing & visual arts.
Coaching What's Next, LLC SW Touchmark Way Bend, OR 97702	541-633-0090	N/A	www.coachingwhatsnext.com lesliekoc@gmail.com	N/A	1	2006	Leslie Koc, MBA, CRC, ACC	International Coach Federation, Corporate Coach University; Certified Retirement Coaches, Retirement Coaches Association, 2young2retire Certified, Facilitator; Retirement Success Profile & Life Options assessments.	Group & individual retirement redefinition coaching. Spousal Caregiver coaching
College Excel Inc 1458 NW College Way, Ste. 201 Bend, OR 97701	541-388-3043	541-388-3047	www.collegeexcel.com info@collegeexcel.com	N/A	12	2003	Jeannie Crowell, MA, CMC	Certified Behavorial Coaches.	Academic & life coaching for college stu- dents, parent education, college accredited courses & tutoring.
Crestcom 5917 SW Mt. Bachelor Dr. Powell Butte, OR 97753	541-480-7783	N/A	www.crestcomleadership.com cale.pearson@crestcom.com	Cale Pearson	2	2016	Cale Pearson & Alicia Smith	13 years of executive level experience serving as president & national director of sales for international trucking company.	Leadership & management training. Our year long training encompasses four hours once a month for 12 consecutive months. After each public session we meet with each company to build accountability into your organization through action plans developed based on that months modules. We serve group sizes from 1-100 or more. Crestcom Sales Academy-Two day intensive sales training that will get your sales team more engaged & learn how to close bigger deals while providing world class customer service.
Dynamis Consulting Services, LLC 61794 Ward Rd., Ste. 1 Bend, OR 97702	541-408-1174	N/A	www.dynamisconsulting.net ted@dynamisconsulting.net	Theodore C. Fowler	1	2016	1	M.A. Money & Banking, BBA-Finance, Univ. Wisconsin; Wharton School of Busi- ness-M.S. Mgt. Training Program.	Strategic life-planning consulting & coaching for individuals & businesses seeking advice & guidance in achieving their personal, business & financial goals. In-person, online consulting in life-planning, business management, as well as financial & investment management. Expert advice, practical solutions, well-defined action plan.
ExecuFeed 320 SW Century Dr., Ste. 405 Bend, OR 97702	503-522-1150	N/A	www.execufeed.com feedback@execufeed.com	Matthew Jensen	3	2005	Matthew Jensen	Marshall Goldsmith Stakeholder Centered Coaching (MGSCC).	Organizational effectiveness, leadership development, executive coaching, corporate off-site retreats.
Golden Visions & Associates, LLC (GV&A) PO Box 1696 Bend, OR 97709	541-385-8887	N/A	www.GVAsuccess.com Ann@GVAsuccess.com	Ann Golden Eglé	1	1998	Ann Golden Eglé, MCC	Master Certified Coach, MCC (Only around '642' MCC's worldwide, '11' in Oregon); Emotional Intelligence (EI) Assessments Certification; Professional Coactive Coach (CPCC); Professional Certified Coach (PCC).	Master level coaching for successful leaders, executives & elite professionals to flourish into higher levels of professional & personal success. Celebrating 21 years of practice in Central Oregon & boasting 100% client satisfaction ratings, GV&A offers a 'free' weekly 'Success' Thoughts'. Sign up on her website. Member of the International Coach Federation.
Jennifer Starr, MCC, Radiant Star Enterprises 69229 Horse Shoe Bend, OR 97701	206-852-5285	N/A	www.coachwithsoul.com jennifer@coachwithsoul.com	Jennifer Starr	1	2011	Jennifer Starr, MCC	Master Certified Coach (MCC) since 2010, Certified Mentor Coach (CMC) since 2009, Expressive Arts Practitioner 2012, Certified Coach since 2001, bachelor of arts in art & psychology.	Transformative coaching for individuals, entrepreneurs & leaders; coach trainer & mentor, focus on authentic presence, life vision/purpose, transformative leadership, live balance, creativity & joy.
Juniper Mountain Counseling 1569 SW Nancy Way Bend, OR 97702	541-617-0377	833-776-0563	www.junipermountaincounseling.com info@junipermountaincounseling.com	Jim Mockaitis	27	2008	Director: Jim Mockaitis, Clinical Director: Greg Lamont, Supervision: Dr. Amy O'Hana, Stacy Sharlet, Casey Loper, Claire Schiemer, Chris Untiedt, Crystal Leavitt, Lareasa Mettler, Leah Williamson, Ana Mesina, Jordan Runk, Sherry Macias, Jodi Laing, Amy Weald, Jonathon Seaborn, Stephanie Yenne, Meredith Thompson, Morgan Mansker, Jim Schutt, Liz Beaty	Certificate of Approval from Oregon Health Authority.	Counseling services.
Mary Ellen Deckelmann Coaching Bend, OR 97703	541-312-3393	N/A	www.maryellencoach.com contactme@maryellencoach.com	Mary Ellen Deckelmann	1	1995	Mary Ellen Deckel- mann, MA, ABS, Relationship Leader- ship Coach & Consul- tant - Mediator.	MA, ABS in Organizational & Executive Leadership, Relationship, Life, Mindfulness & Meditation Coaching Master Practitioner NLP, Meditation, Non-Violent Communica- tion & Compassion Coaching	Leaders, teams, individuals & couples. Supporting my clients in learning skills & capacities to enhance their capacity to create Relationships & live more fulfilled lives. Supporting Leaders to increase their capacity to lead without reacting - with a more wholistic view.
Moementum, Inc. 390 SW Columbia St., Ste. 120 Bend, OR 97701	541-382-0778	N/A	www.moementum.com mcarrick@moementum.com	Moe Carrick	4	2001	Moe Carrick, Jim Morris & others.	Corporate Coaching University International, International Coaching Association, MCC (in process).	Professional one-on-one & team coaching for senior leaders for culture transformation, performance, execution, legacy, strategic redesign, people impact & other issues.
SageCoach Bend, OR 97702	541-318-5748	N/A	www.sagecoach.com andrea@sagecoach.com	Andrea Sigetich	1	1997	Andrea Sigetich, President	Master Certified Coach (MCC) since 2003, MS in Human Resource Management.	Coaching for leaders & entrepreneurs; developing leadership genius in organizations.
Spark Your Mindset LLC 811 NW Georgia Ave. Bend, OR 97703	541-280-7156	N/A	www.sparkyourmindset.com ali@sparkyourmindset.com	Ali Cammelletti	1	2013	Ali Cammelletti, President	N/A	Leadership & sales coaching
The Jim Mazziotti Company 805 SW Industrial Way, Ste. 4 Bend, OR 97702	541-480-8835	866-624-6117	www.TheChallengeStory.com soarwithexit@gmail.com	Jim Mazziotti	1	2013	Jim Mazziotti	Founding partner with the John Maxwell Organization.	Keynotes, workshops, mastermind events. Author of The Challenge: How 144 Letters Changed My Life, The Life Of My Son & Will Change Your Life Too.

# People Problems Got You Down?

#### by MOE CARRICK

see you out there, doing the hardest things to keep your teams enlivened, focused and well.

There has never been a more challenging time to hire, retain and engage the workforce you need to keep your organization thriving than right now amidst the continuing challenges in the meta environment.

Today I'm introducing the first in several top tips to help squeezed and stressed people leaders like you navigate the dynamic challenges facing all workplaces today:

#### Tip 1: How to SHELTER yourself to protect your job and your team

The first step in good leadership is self-awareness and self-work. Most of us know this, but we deny it. We're not 16th-century sailors — no one has to go down with any ship. You're a people leader, and your first job is to model exquisite self-care. I use an acronym to help me remember the critical basics: SHELTER.

If the road is rocky, use SHELTER to get your feet back under you.

**Sleep** — "Routinely sleeping less than six or seven hours a night demolishes your immune system..., disrupts blood sugar levels..., increases the likelihood of your coronary arteries becoming blocked..., [and] contributes to all major psychiatric conditions, including depression, anxiety and suicidality." If this quote from Matthew Walker's *Why We Sleep* doesn't scare you into sleeping more, maybe try getting good sleep for a week or two and see how good it feels. Treat it as a holy ritual.

**Hydrate** — most of our bodies are water. A good target is one fl. oz. per pound of body weight.

Eat — our bodies need macro and micronutrients to fuel good thinking and

high energy, ideally whole foods from natural sources as much as possible.

**Love** — humans are hard-wired for connection. Tend to your friends and beloved ones and turn to them for support and care. It matters.

**Take In Air** — the data on this is so clear. Breathing in and out deeply a few times a day rekindles self-compassion, reduces stress hormones and helps us cope. Certain smartwatches can be set up to prompt you into calming breathing throughout the day. For more information, check out *Breath* by James Nestor.

**Exercise** — move your body. Ideally, you move throughout the day, getting at least 150 minutes of "endurance-like" activity every week.

**Rest** — why list sleep and rest on the list twice? Because they're different things. Non-sleep deep rest can be performed periodically throughout the day and helps increase learning, calmness, creativity and more.

So if you're having an off day, remember to check in on the status of your SHELTER.

You might be saying, "Gosh, Moe. That tip had nothing to do with work. What gives?"

To that, I say, hold your horses.

One thing at a time. Check the next issue of CBN for the rest of my tips for navigating the turbulent waters of people leadership today.

Want more tips to help you lead people, build culture and cope with the changing world of work? Sign-up for Moe Carrick's weekly Show Up News at moecarrick.com. This is not your typical boring sales email, I promise.

moecarrick.com

# Cascade Publications Inc.

Cascade Business News • Cascade A&E • Book of Lists • Sunriver Magazine









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- Cascade A&E Oregon's Only Arts Magazine
- Book of Lists Marketing Tool for Central Oregon
- Sunriver Magazine Visitor's Guide and More



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# Business Organizations • Chambers of Commerce • Coaches & Consultants

SPECIAL SECTION

# **Business Consultants**

(This list is for companies that offer business advice on various issues, but are not specific to any other industry category. Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Ascend Financial Solutions LLC 1295 NW Promontory Dr. Bend, OR 97703	541-410-3875	N/A	www.ascend-financial.com belinda.afs@gmail.com	Belinda Britt Adler	1	2018	Financial consulting, business lending & bookkeeping
AV Designs Now 20795 Arago Circle Bend, OR 97703	541-241-6222	N/A	www.avdesignsnow.com tony@avdesignsnow.com	Tony Sprando	10	2018	Audio visual design company for commercial & residential spaces. Creating architectural drawings, scope documentation & specifying equipment, plus providing on-site project management support for general contractors, architects, designers & end-users. We get our standards from these primary sources, as a member of the American Institute of Architects (aia.org), Audiovisual & Integrated Experience Association (avixa.org). Based in Bend, Oregon & consider local customers first, though we have customers all over the globe through our website.
Business Quality Management Services LLC 740 NE Third St., Ste. 3, #270 Bend, OR 97701	909-214-4418	N/A	bqmsllc.com Service@bqmsllc.com	Harry Lane	1	2013	Business Quality Management Services (ISO9001*AS9100) since 1993.
Capstone Valuations 698 NW York Dr. Bend, OR 97703	541-382-5099	541-388-1056	www.CapstoneValuations.com Mitch@CapstoneCPAs.com	Lance Brant, Mitch Viner	2	2020	Calculations of value, valuation consulting.
Cascadian Group, LLC 1001 SW Emkay Dr., Ste. 100 Bend, OR 97702	503-313-2334	N/A	www.cascadiangroup.info jason.moyer@cascadiangroup.us	Jay Riker, Alexis Martin, Jason Moyer	3	2006	Venture development, executive management, M&A support, corporate strategy, business analysis, financial performance, operations management, sales/marketing management.
CLASSY KEYS Computer Services, Inc. 20149 Lora Ln. Bend, OR 97702	541-317-1242	541-312-5280	www.ClassyKeys.com evelyn@classykeys.com	Evelyn Whitaker	3	1987	Intuit advanced certified QuickBooks ProAdvisor providing QB consulting, bookkeeping & customization solutions.
Dynamis Consulting Services, I.J.C 61794 Ward Rd., Ste. 1 Bend, OR 97702	541-408-1174	N/A	www.dynamisconsulting.net ted@dynamisconsulting.net	Theodore C. Fowler	1	2016	Strategic life-planning consulting & coaching for individuals & businesses seeking advice & guidance in achieving their personal, business & financial goals. In-person, online consulting in life-planning, business management, as well as financial & investment management. Expert advice, practical solutions, well-defined action plan. Certification: M.A. Money & Banking, BBA-Finance, Univ. Wisconsin; Wharton School of Business-M.S. Mgt. Training Program.
Eric Meade-Purposeful Consulting 1775 NW Steidl Rd. Bend, OR 97703	541-948-0578	N/A	www.ericmeadeconsulting.com eric@ericmeadeconsulting.com	Eric Meade	1	2014	Strategic planning, financial controls, due diligence, M&A prep & execution, strategic planning implementation & leadership development. Focusing on building profitability in business & balance in life. Ideal clients-manufacturing & service businesses that want to scale up & grow. Focus is on margins, pricing, cashflow & financial forecasting as it relates to meeting planning goals or exit strategy goals.
ExecuFeed 320 SW Century Dr., Ste. 405 Bend, OR 97702	503-522-1150	N/A	www.execufeed.com feedback@execufeed.com	Matthew Jensen	3	2005	Organizational effectiveness, leadership development, executive coaching, corporate off-site retreats.
FoundersPad PO Box 1196 Bend, OR 97709	N/A	N/A	www.founderspad.com luann@founderspad.com	Luann Abrams	2	2010	FoundersPad is an early-stage venture fund with a deep mentorship program.
Guardian CFO 720 SE Business Way, Ste. 200 Bend, OR 97702	541-330-0690	N/A	www.guardiancfo.com admin@guardiancfo.com	Paul Colburn	4	2001	Bookkeeping, organizational review, Quickbooks consulting, process review, audit support, sale or purchase of business, CFO Services.
Guardian Group 1900 NE Third St., Ste. 106 #40 Bend, OR 97701	800-380-8913	N/A	www.guardiangroup.org contact@guardiangroup.org	Nate Prussian	5	2010	Mission is to prevent & disrupt the sex trafficking of women & children while enabling partners to identify victims & predators in the United States.
Haaga & Associates 20468 Powder Mountain Ct. Bend, OR 97702	503-803-0012	N/A	d.haaga@comcast.net	Douglas Haaga	3	1987	Financial intermediary & management consultant to closely held businesses including restructuring, refinancing, accounting & administrative organization, M&A, planning, special projects & interim management.
LBoyd Consulting, LLC 19728 Sapphire Ln. Bend, OR 97702	541-383-4520	541-647-2269	www.LBoydConsulting.com Lon@LBoydConsulting.com	Lori R. Waterhouse	1	1991	Accounting & management advisory services, computerized accounting & consulting, accounting software sales, training & support.
Moementum, Inc. 390 SW Columbia St., Ste. 120 Bend, OR 97702	541-382-0778	N/A	www.moementum.com mcarrick@moementum.com	Jim Morris, Becky Smallwood, Moe Carrick	4	2001	Culture assessment & design, executive/leader development, team integration, facilitation, coaching, training, speaking, strategy planning. Leadership training, Ford strategy & facilitation & certified daring way facilitator.
Rafilson & Associates 2409 NE Eighth St. Bend, OR 97701	773-255-9532	N/A	www.rafilson.com fredrafilson@gmail.com	Fred M. Rafilson	2	2014	Industrial & organizational psychology, personnel assessment, educational research & business operations. Personnel selection; expert witness services; evaluation of adverse impact & fairness in personnel selection programs; development, validation & administration of employment examinations for both private & public sector organizations & agencies; development, validation & administration of police, corrections & fire service entrance, physical ability & promotional examinations exclusively in the State of Oregon; educational research analyzing & explaining education data to inform policy discussions or to evaluate the effectiveness of a program.
TIGERS Success Series 19464 Summerwalk Pl. Bend, OR 97702	541-385-7465	N/A	www.corevalues.com info@corevalues.com	Dianne Crampton	2	1987	Services Business team culture facilitation, group development, assessment, training & licensing services. We train your employees to use our proprietary resources & methods to build agile & collaborative work culture & high performance teams for sustainable business growth with measurable ROI.

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



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# Not listed? IT'S FREE!

Contact us to be included:

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cbn@cascadebusnews.com

# who's who who's who who's who who's who who's who who's who



Rita **Bancho** 

Volunteers in Medicine (VIM) is welcoming a new member to their board of directors. Rita Bancho brings a wealth of experience and insights to VIM's board and will be invaluable to helping Deschutes Counties' most vulnerable populations receive medical care.

Bancho is originally from the Upper West Region, Wa, Ghana. She earned a doctor of medicine (MD) from the University for Development Studies in Ghana. After graduating medical school, she worked at Tamale Teaching Hospital, Ghana as a general practitioner with special focus on public health. She has worked internationally on various prevention programs including hypertension, TB, obesity, STDs, malaria as well as guinea worm eradication. Upon moving to

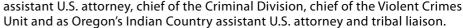
the USA, she decided to pursue a Master of Public Health (MPH) from the University of New England, Portland Maine. She is board certified in Infection Prevention & Control (CIC) and a certified health education specialist (CHES). She has since worked as a public health specialist and undertaken projects in various organizations including a tobacco control project among immigrant, underserved Tennessee communities, health promotion and chronic disease prevention at Providence Health & Services, Water and Sanitation (WASH) at Grace Cares Inc., Injury and Violence Prevention at the American Public Health Association (APHA) and health equity at the Association of State Public Health Nutritionists (ASPHN). She then transitioned to working in Providence Hospital as an Infection Control Specialist. She is currently the Public Health Communicable Diseases/STD/Adolescent Health program manager at Deschutes County Health Services, she is also a member of the board of directors at Grace Cares Inc. Bancho is very passionate about helping poor, vulnerable and marginalized communities access health resources to improve their overall quality of life.

Best Best & Krieger LLP (BB&K)announces that Billy J. Williams, former U.S. Attorney for the District of Oregon, has joined the firm's Bend office as partner in the Environmental & Natural Resources practice group. He joins on the heels of BB&K's expansion into Oregon.

Williams' practice covers a full range of environmental and litigation issues. In addition to his government agency experience, he has ever-relevant experience in land management, civil disputes, crisis management, tribal matters, corporate and government investigations, cannabis regulation and more.

During his 20-year tenure with the Department of Justice, Williams held numerous positions of leadership. As U.S. attorney in Oregon from 2015-2021, he worked to forge





Before launching his career in federal service, he served as a senior deputy district attorney in Oregon's Multnomah County and as a state prosecutor handling violent crimes.

Williams earned his J.D. from Willamette University College of Law and his bachelor of arts degree in criminal justice from Washington State University.



Daniel Elder

At the January 18 meeting of Visit Bend's board of directors, the board voted unanimously to appoint four new members.

While two new members will fill a seat vacated by departing board appointees, the remaining two newcomers will fill seats created through an addition to the bylaws approved at the January 18 meeting.

New board members include Courtney Braun, the sales manager and a naturalist guide for Wanderlust Tours; Daniel Elder, the general manager for The Campfire Hotel; Josie Norris, the grant program director for The Conservation Alliance; and Takara Reynolds, a barista at Bellatazza and Lone Pine Coffee.

Each of the new board members was appointed by the existing board to begin their terms January 18, 2022. Terms last three years and board members are eligible to serve three consecutive terms.

Dr. Kurt Williams, a veterinary pathologist at Michigan State University, has been named director of the Oregon Veterinary Diagnostic Laboratory (OVDL) at Oregon State University, at a time when the COVID-19 pandemic has highlighted the importance of the lab and its testing capabilities.

The OVDL is a state and federally funded facility whose primary purpose is to test for and diagnose animal diseases in agricultural animals and wildlife. However, when the COVID-19 pandemic began, the OVDL started assisting with the testing of human samples as well, when Oregon's testing capacity was severely limited.

That work continues at the lab today and Williams, who is affiliated with the veterinary diagnostic lab at Michigan

State, looks forward to being involved with ongoing COVID-19 testing and to helping prepare Oregon for any future disease outbreaks. Williams will start at the OVDL on March 1. Williams completed his veterinary degree at Michigan State University in

1990, followed by his Ph.D. at the University of California, Davis in 2001. He is currently completing a master's degree in journalism at Michigan State's Knight Center for Environmental Journalism.

He was drawn to the OVDL position because it allows him to continue his work in diagnostic service as a pathologist, along with conducting research and teaching. He anticipates also gaining new opportunities to engage in science

More Who's Who Page 34 ▶

Kart

Williams

# communication, he said. Williams will prioritize effective

Billy J.

Williams

# Businesses Serving Community





PHOTO | COURTESY OF YOUTH CAREERCONNECT

## YOUTH CAREERCONNECT

Youth CareerConnect (YCC), a region-wide internship program working to build the future workforce while simplifying the process of connecting local employers to students through internships, announced the receipt of two donations totaling \$30,500 from Central Oregon Association of Realtors (COAR) and First Interstate Bank, to continue funding the program through the remainder of the year.

Since its inception in 2017, the program delivered by Economic Development for Central Oregon (EDCO), has successfully engaged with nearly 300 regional employers and placed 400 students into internships across a variety of industries throughout Central Oregon.

The Board of Directors for COAR approved a second straight year of funding at \$20,000 in support of the YCC Regional Internship Program. These funds, in part, will help to further expose the real estate industry as a potential career path to the regional student population participating in

First Interstate Bank committed \$10,500 to the region-wide program, continuing the effort to connect young adults with real-life work experiences.

YCC connects high school, college and university students with employers across the region to create or continue internships that provide real work experience. YCC is supported by East Cascades Works, Redmond Executives Association (REA), EDCO and is underwritten by the region's school districts, private foundations and public grants.

## **AP EQUIPMENT FINANCING**

Every year, AP Equipment Financing encourages team members to nominate their favorite charity for a charitable donation. AP wanted to give back to organizations that their employees hold near and dear to their hearts, whether it is a local organization, or national. AP employees picked 16 charities to donate to.

The charities AP selected include Seattle Children's Hospital, Meals on Wheels Bend, BrightSide Animal Center, The Giving Plate, Leukemia & Lymphoma Society, World Resources Institute, Spike's K9 Fund, Humane Society of Central Oregon, Central Oregon LandWatch, MOUNTAINSTAR — Family Relief Nursery, The Bunker Project, American Foundation for Suicide Prevention (AFSP), Fresh Approach, Bethlehem Inn, Habitat for Humanity of St. Francois County and Juvenile Diabetes Research Foundation.

## **BICYCLE RE-SOURCE OF BEND**

On December 3, 2021, Brooks Resources Corporation of Bend awarded a \$5,000 grant to Bicycle Re-Source of Bend (BRoB). The funds are designated for the operations of the BRoB as they repair used bicycles and donate them to needy individuals in Deschutes, Crook and Jefferson Counties.

Brooks Resources Corporation donates thousands of dollars and their employees volunteer hundreds of hours of their time to help the underserved in Central Oregon. This aligns with the mission of nonprofit Bicycle Re-Source of Bend, which since 2010, has been donating refurbished bicycles to needy children, conducting bicycle repair clinics and offering safety education. This is accomplished with the help of over 50 dedicated volunteers. Bicycle Re-Source collaborates with about 63 community outreach organizations to identify those in need.

For most of us bicycles are recreational equipment, but children in poverty don't have the opportunity to develop a healthy lifestyle while experiencing the beauty of Bend. With the help of Brooks Resources Corporation, the Bicycle Re-Source of Bend will make a difference in these children's lives.

# who's who who's who who's who who's who who's who who's who

science communication with the public, sharing findings and stories that demonstrate the importance of veterinary diagnostic laboratories in maintaining public health and safety for animals, people and the environment.

One of his first priorities as director will be to secure funding for an updated facility for the laboratory, with increased testing capabilities for high-level biohazards so that Oregon has the infrastructure and personnel to respond to major disease outbreaks.



Klein

The Rotary Club of Greater Bend welcomes Gail Klein to the club. Before coming to Bend, Klein spent 20 years helping Alaska university students develop academic plans, strategies and skills to expand the quality of opportunities available to them. At a point Klein decided to take the advice she had been giving students and expand her own plan. It was time to shake things up! She decided to join Blue Anchor Wealth Advisors, a trusted independent registered investment advisory firm serving clients in Alaska and around the Pacific Northwest.

Klein was attracted to Blue Anchor Wealth's dedication to clients and their expertise in growing their client's assets. Blue Anchor began their own adventure by opening a new branch in Bend. Klein saw this as an opportunity to

expand again and made another change. Both Blue Anchor Wealth and Bend have offered the mix of growth and adventure Klein was seeking.

Klein arrived in Bend from Soutwest Alaska August of 2021. The Bend sunshine has been welcoming and so has The Rotary Club of Greater Bend. Thanks to the club's dedication to service above self, a principle she lives by, Klein quickly found herself installing flooring and siding at the Veteran's Village project and volunteering for several other Rotary service projects. She is grateful to the club for their welcoming nature and for the friendships and opportunities they quickly brought her way.

**Deschutes County** has appointed Deputy County Administrator Erik Kropp as interim health services director following Dr. George Conway's assignment to serve the agency in a medical capacity as health officer.

As health officer, Conway will utilize his decades of medical experience to provide medical direction, guidance and policy planning for Health Services. Additionally, Conway will provide communicable disease expertise and advise the Public Health Division's COVID-19 response.

Starting the assignment in January 2022, Kropp will continue as interim health services director until the County recruits a health services director. Kropp has worked for Deschutes County for 14 years as deputy county administrator/risk manager and will maintain these duties.

In February, Deschutes County plans to begin the recruitment process for a health services director.

After an extensive search, Kimberly Howard Wade has joined Caldera as executive director. Howard Wade joins them from PGE where she served as

their director of Project Zero. She brings to Caldera a wealth of experience regarding leadership, management, development and communications, programs, the arts and financial acumen, making her the best candidate for Caldera 2.0.

Three researchers at Oregon State University have been selected as 2021 American Association for the Advancement of Science fellows for distinguished contributions to the fields of marine biodiversity, public and health analytical environmental chemistry.

Lisa Ballance was recognized in the category of biological sciences; Bradley J. Cardinal in the category of general interest in science and engineering; and Staci Simonich in the category of chemistry.

They are among the 564 fellows chosen nationwide in 2021 by the Council of AAAS, the organization's memberrun governing body, based on their scientifically or socially distinguished efforts to advance science or its applications. While selected in 2021, the association unveiled its list of fellows today.

The organization selects fellows in 24 categories. Members of AAAS can be considered for the rank of fellow if nominated by the steering group of their respective section, by three fellows or by the association's chief executive officer.

Ballance, director of OSU's Marine Mammal Institute and professor of fisheries, wildlife and conservation

sciences, both within the College of Agricultural Sciences, was chosen for her contributions to the fields of ecology and behavior, particularly for her studies of biodiversity and ecosystem services, including marine mammals.

Cardinal is a professor of kinesiology in the College of Public Health and Human Sciences and was recognized for his contributions to the field of public health and physical activity, particularly his work promoting science knowledge to exercise adherence.

Simonich is the executive associate dean and a professor of chemistry and environmental and molecular toxicology in OSU's College of Agricultural Sciences, and was selected for her contributions to the fields of analytical and environmental chemistry, particularly for studying the chemical transformations and transport of organic compounds in the environment, as well as for her work in university administration. She and Ballance bring the college's total number of fellows to 12.

Fellows are chosen "in honor of their invaluable contributions to science and technology," according to the association. Criteria for selection include pioneering research, leadership within a given field, teaching and mentoring, fostering collaborations and advancing public understanding of science.

AAAS has been electing fellows since 1874, and its honorees include astronomer Maria Mitchell in 1875, inventor Thomas Edison in 1878, anthropologist Margaret Mead in 1934, computer scientist Grace Hopper in 1963 and popular science author Jared Diamond in 2000.

According to the AAAS database, 152 OSU faculty across at least 18 different categories have received the distinction over the years, starting with Winfred Atwood in 1915.



Erik **Kropp** 

# Bend Chamber's 2022 Business Excellence Awards

# Lifetime Achievement Award Recipient Announced

he Bend Chamber has announced the Lifetime Achievement Award recipient of the 2022 Business Excellence Awards, sponsored by U.S. Bank and The Bulletin. The Lifetime Achievement Award celebrates the accomplishments of an individual who has had a substantial impact on our local industries and community. The recipient displays a profound level of leadership that has helped steer Bend to economic success while investing back into our community with their time and resources.

The 2022 Lifetime Achievement Award recipient is Ken Wilhelm. Ken has provided executive leadership for United Way of Central Oregon since 1988. He has had direct responsibility for all business affairs of the organization including strategic planning, fiscal accountability, resource development, community engagement, community impact, staffing and day-to-day operations.

He has been a pillar in the nonprofit landscape in Central Oregon, connecting nonprofits with needed resources and financial support. Most recently, he oversaw the organization's expansion from the Greater Bend area to Tri-County, supporting all of Central Oregon. He's led the effort to develop a collaborative initiative to address childhood trauma and build resilience: TRACEs.

"Ken has been a bedrock leader in our community for well over 30 years," said Rebecca Berry, Bend Chamber Board chair. "As the leader of United Way, he has built a culture of giving that has supported the important work of nonprofits throughout the region and improving the lives of so many in our community."

In addition, Ken built successful fundraising models for United Way of Central Oregon, including leadership and planned giving programs, and the corporate cornerstone program. During his time as Executive Director, he's led United Way as it raised approximately \$30 million in community fundraising. From the 2-1-1 program to Tax Aid, VITA and Thrive have all benefited from Ken's guidance and mentoring.

Ken recently announced his retirement and the Bend Chamber welcomes you to join us for heavy appetizers, drinks and celebration on Thursday, March 3, 2022, at the Riverhouse Convention Center. We will officially recognize and celebrate Ken for his accomplishments in our community and wish him well in his next journey. Tickets can be purchased at bendchamber.org/bendevent/2022-business-excellence-awards.

# All 2022 Business Excellence Awards Recipients

## **Innovation Award**

- Small Organization: Synergy Health and Wellness
- Large Organization: OSU-Cascades Innovation Co-Lab

## **Inspiring Workplace Award**

- Small Organization: Volunteers in Medicine
- · Large Organization: Stahancyk, Kent & Hook

# **Community Stewardship Award**

- Small Organization: Latino Community Association
- · Large Organization: Mosaic Medical

## **Emerging Leader Award**

- Co-Recipient: Tyler Fix
- Co-Recipient: Brittania Leja

#### **Lifetime Achievement Award** Ken Wilhelm, United Way of Central Oregon Executive Director

Information about each of the awardees can be found at bendchamber. org/2022-business-excellence-awards/#awardees.

bendchamber.org





Lisa **Ballance** 





Staci Simonich



# who's who who's who who's who who's who who's who who's who

# Street Dog Hero Reports Banner Year in 2021

any Central Oregonians might think of Street Dog Hero as an international dog rescue: saving dogs around the world from neglect, hunger and abuse; transporting them to Oregon; and then fostering them in loving homes until they are adopted into their "Furever Families." And that much is true.

What many in our region may not know is that Street Dog Hero (SDH) also has a deep local commitment — rescuing dogs and providing much-needed spay, neuter and wellness services to the communities that need them most — right here in Central Oregon.

In 2021, SDH continued its upward trajectory of dog rescue while also strengthening its local efforts in Central Oregon, and hiring its first executive director. It was a banner year by all accounts.

Last year, SDH rescued 522 dogs and seven cats from Central Oregon and around the world. Here in Central Oregon, SDH provided low-cost or free spay and neuter surgeries to 407 local dogs and cats, and provided wellness services to 100 local animals. Internationally, SDH provided wellness services to 500 dogs and cats, as well as 386 free spay and neuter surgeries in Mexico.

Also in 2021, SDH hired Diana Fischetti as its first executive director. Fischetti is thrilled to provide strategic direction and operational oversight for SDH. Before joining SDH, Fischetti served as the Director of Development and Marketing at United Way of Central Oregon and prior to that, she co-founded, co-owned and led the operations of Broken Top Bottle Shop. Currently, she volunteers on the Boards of Directors of Kor Community Land Trust and OUT Central Oregon, and is a former Board member of The Environmental Center.

"Having fostered and adopted a dog from South Korea through Street Dog Hero in 2017, I have a deep heart connection with the organization's mission and work," says Fischetti. "As a lover of people, pets and the planet, I am absolutely honored to bring my nonprofit expertise and business background to this lead and support SDH's heartwarming work serving dogs and their communities locally and around the world."

Since its inception in 2017 by Founder Marianne Cox, SDH has rescued 1,833 dogs from neglect, hunger and abuse around the world, including from South Korean meat farms, from overcrowded shelters in Texas, California and Ohio, and from Central Oregon communities, providing them with wellness, sterilization, transportation, fostering and adoption. Since Cox founded the organization, SDH has also provided 1,569 spay and neuter surgeries (806 local and 761 international), as well as wellness services to 1,300 animals (100 local and 1,200 international), to underserved communities.

SDH concentrates its efforts where animals are least likely to receive essential care due to financial, geographic and cultural barriers. Organizational rescue efforts last year were focused in Central Oregon, Afghanistan, Albania, Armenia, British Virgin Islands, Guam, Mexico and South Korea. Some of the most compelling rescues in 2021 included six dogs from Kabul Small Animal Rescue (KSAR) in Afghanistan with knowledge of the impending withdrawal of U.S. troops.

SDH envisions a world where all dogs are healthy, safe, cared for and wanted. This is why SDH is focused not only on saving dogs that currently need to be rescued, but also on the root causes of pet overpopulation by offering low-cost and free sterilization in hopes of reducing the number of unwanted companion



animals that are born.

With the need for affordable spay, neuter and wellness at an all-time high, SDH was providing these essential services in Central Oregon in 2021, hosting pop-up clinics serving the communities of Christmas Valley, Madras and the lands of the Confederated Tribes of Warm Springs.

Through the Junior Heroes program, SDH works to educate and inspire the next generation by engaging kids ages 6+ in volunteering at events, with foster dogs, and at Clinics. Today's youth will make decisions in their lifetimes that will dictate the outcome for future dogs around the world. SDH also engages children through international Clinics as well, offering the opportunity for participating and education. One unspayed female dog and her unaltered puppies can produce 67,000 unwanted puppies in only six years. And, one unspayed cat and her young can produce 420,000 kittens. Many don't survive, or spend their lives plagued by disease. Those that do survive go on to continue the cycle. Junior Heroes can help break the cycle.

As the local nonprofit enters 2022, it continues to deepen its local and international commitments under new leadership.

streetdoghero.org

# Prineville Receives National Award for Excellence in Financial Reporting

Fifth Year in a Row the City has Received the Highest Form of Recognition in Governmental Accounting & Financial Reporting

he City of Prineville has received the Certificate of Achievement for Excellence in Financial Reporting (COA) for the fifth straight year. The Finance Department submitted its annual comprehensive financial report for the fiscal year that ended on June 30, 2020, to the Government Finance Officers Association (GFOA).

The Certificate of Achievement is the highest form of recognition in the area of general accounting and financial reporting and represents a significant accomplishment by a governmental agency and its management.

The GFOA is a nonprofit professional association serving approximately 21,000 government finance

professionals. An impartial panel judged the City of Prineville's financial report against the highest standards for governmental accounting, including demonstrating a constructive "spirit of full disclosure" to clearly communicate its financial story and motivate potential users and user groups to read the report.

"As a city, we strive to produce accurate, timely, and clear financial information to the public," said Mayor Jason Beebe. "The award from GFOA provides validation that our accounting and financial reporting system meet the highest national standards of communication and accountability to the public."

Beebe gave high praise to the city's Finance

Department, which is under the leadership of Finance Director Liz Schuette and Accounting Manager Lori Hooper. "The Finance Department takes great pride in its work and ensuring that the city's finances are open and transparent," said Beebe.

Prineville's commitment to fiscal responsibility and thoughtful planning has put the city in a positive position to provide vital services like the new Prineville Police building without going out for a bond and raising taxes.

The city's Comprehensive Annual Financial Report can be found on the Finance Department's web page.

cityofprineville.com

# Nearly \$5M Grant to Establish Children's Environmental Health Research Center at OSU

by MOLLY ROSBACH — Oregon State University

A n interdisciplinary team at Oregon State University received a nearly \$5 million grant to create a new research center to transform what scientists know about environmental health risks for children into public health interventions and policy.

The five-year grant is from the National Institute of Environmental Health Sciences, part of the National Institutes of Health. It will fund the OSU "ASP3IRE" Center, one of six children's environmental health research translation centers in the country. The others will be at Emory University, Johns Hopkins University, New York University, University of Pennsylvania and University of Southern California.

The OSU center will be housed in the university's Hallie E. Ford Center for Healthy Children and Families within the College of Public Health and Human Sciences.

"We know a lot about how environmental stressors can negatively affect children's health. The purpose of this grant is to translate that research into programs and practice that can reduce children's exposure to harmful environmental factors and improve their health and well-being," said Molly Kile, principal investigator on the project and a professor in the College of Public Health and Human Sciences.

For example, asthma is a persistent health issue for children and research has proven that relatively simple environmental interventions in the home can help manage it. Researchers at OSU will teach families how to address conditions within the home that can trigger asthma, as well as how to limit the impacts from seasonal wildfire smoke exposure.

"Getting this information into the hands of families whose children have asthma and helping empower them to make these changes in their home would have long-term positive impacts on their lives. It is also a public health priority for Oregon, where childhood asthma rates tend to be higher than in other parts of the country," Kile said.

Along with Kile, the OSU team includes Megan McClelland, director of the Hallie E. Ford Center; Allison Myers, director of the OSU Center for Health Innovation; Megan MacDonald, associate professor of kinesiology; Veronica Irvin, associate professor of health promotion and health behavior; and Perry Hystad, associate professor of environmental and occupational health.

The "translation" aspect of the center refers to translating environmental health knowledge into action that improves children's day-to-day life, Kile said. The ASP3IRE Center will help researchers collaborate with clinical and public health care practitioners, OSU Extension programs and early learning centers around the state to turn evidence-based interventions into policies and programs so they can be easily accessed by families and early learning institutions.

"One of our strategies will be to use Oregon as a living laboratory, where we can take the best available science and infuse it across state-level policies, county-level policies and local practitioners. This type of multi-level approach tends to improve health outcomes more quickly," Kile said.

The center will educate and train people throughout Oregon about the interventions that are already available. The grant will allow OSU to increase the trainings it already offers for educators on how to protect children from hazards like lead paint and chemicals known to be neurotoxicants, which are harmful to children's early learning and executive function skills, such as self-regulation.

"A lot of early childhood centers and school settings have no idea that these chemicals are really harmful for children, or how they can control these types of exposures," McClelland said. "So we can collaborate with them on ways to mitigate those exposures and replace those chemicals with more friendly products."

For other environmental health risks, researchers are still investigating the most effective ways to implement and design outreach and intervention programs. The grant includes funding for pilot projects to test various interventions as they are developed.

The research team will also work on public health messaging, so that people who hear about effective interventions are more likely to follow up and use them.

"Part of the work the center will do is filter this information and create appropriate, accessible, evidence-based information and deliver it through trustworthy sources," Kile said. "In five years, we won't be able to necessarily measure clinical disease impact, but we should be able to measure increased knowledge and awareness of best practices."

oregonstate.edu

# Every Child Central Oregon Receives \$25,000 Grant from Oregon Community Foundation

very Child Central Oregon is the grateful recipient of a \$25,000 grant from the Oregon Community Foundation (OCF) to support their continued volunteer engagement and expansion efforts.

Every Child Central Oregon provides low-barrier opportunities for community members to volunteer as individuals, groups and organizations. Through the utilization of volunteers, ECCO is better able to engage the community to show support, recognition, and value to those impacted by foster care in Central Oregon. In December of 2021, ECCO engaged volunteers for a record 640 hours; thank you to those who have, and continue to, support ECCO's mission!

OCF puts donated money to work in Oregon -

more than \$100 million in grants and scholarships support Oregonians annually. For nearly 45 years, OCF grantmaking, research, advocacy and community-advised solutions have helped individuals, families, businesses and organizations create charitable funds to improve lives for all Oregonians.

The Foundation makes grants through an application process that involves local citizens in the review and evaluation of requests for funds. Application materials are available through the Foundation's Portland office. Individuals or businesses interested in establishing a fund may contact OCF by visiting oregoncf.org.

Every Child Central Oregon serves Deschutes, Crook, Jefferson counties and The Confederated Tribes of Warm Springs by mobilizing community to uplift and support those impacted by foster care. Every Child Central Oregon relentlessly advocates and supports local children and families impacted by foster care; committing to finding safe, nurturing homes where they can flourish during their time in care. Additionally, ECCO provides radical hospitality to youth in care, families providing care, families of origin, and their partners working in child welfare. With over 400 children experiencing foster care annually in Central Oregon, ECCO believes everyone has an opportunity to connect with, and support, the foster community: creating a more positive outcome for our community as a whole.

everychildcentraloregon.org • oregoncf.org

# More Schools, Community Organizations Sought for Summer Food Service Program

The deadline to submit an application to become a Summer Food Service Sponsor is May 13, 2022. ODE has state grant funds available up to \$20,000 per sponsor to expand or start up summer meal programs.

he Oregon Department of Education (ODE) is seeking more schools, community organizations and tribes to participate in the Summer Food Service Program (SFSP) this summer to ensure children 18 and younger, who benefit from meal programs during the school year, continue to have that same access to nutritious meals when schools are closed, or students are unable to attend school in person.

"Access to summer meals is an important way to ensure that children continue to receive the nutrition they need, to learn and grow, when school is not in session," ODE Summer Meals Outreach Coordinator Cathy Brock said. "It is important to expand the program and close the hunger gap in all areas of the state, and ODE's Child Nutrition Program is reaching out to ensure that children continue to receive meals throughout the summer."

For information about how to apply for the Summer Food Service Program, please contact ode.communitynutrition@ode.oregon.gov. The deadline to submit an application to become a Summer Food Service Sponsor is May 13, 2022.

ODE has state grant funds available up to \$20,000 per sponsor to expand or start up summer meal programs. For more information on grant funds, please email Kaitlin Skreen or call 503-947-5901.

## **Background on Summer Food Service Program**

Organizations must enter into an agreement with ODE to operate the USDA Summer Food Service Program. Schools, nonprofit community organizations, local government agencies, camps and faith-based organizations that have the ability to manage a food service program may be SFSP sponsors. Sponsors are reimbursed for serving healthy meals and snacks to children at approved sites.

Sites are places in the community where children receive meals in a safe and supervised environment including schools, parks, community centers, health clinics, hospitals, libraries, migrant centers, apartment complexes and faith-based locations. Sponsors may be approved to operate and/or have oversight of multiple sites.

oregon.gov/ode

# Cow Creek Umpqua Indian Foundation Awards \$10,000 to Bethlehem Inn

Bethlehem Inn is proud to announce it is the recipient of a \$10,000 grant from Cow Creek Umpqua Indian Foundation.

The Foundation's grant award will help support the Inn's Families First Program serving parents and children experiencing homelessness in Central Oregon. Bethlehem Inn has the capacity to serve ten families each night in its Bend location.

CCUIF awarded over \$625,000 to 62 nonprofits during this most recent grant cycle. The mission of the Cow Creek Umpqua Indian Foundation is to offer assistance in youth education, strengthen youth and family, provide for positive youth development and add to the quality of life for people in southwestern Oregon. The Foundation has put increasing emphasis upon basic needs so more hungry people get fed.

Bethlehem Inn transforms lives with shelter, help and hope by providing shelter, food and support services for adults and families experiencing homelessness in Central Oregon. To learn more about how to help transform lives through volunteering or making a donation, please call 541-322-8768 or visit bethleheminn.org.

bethleheminn.org

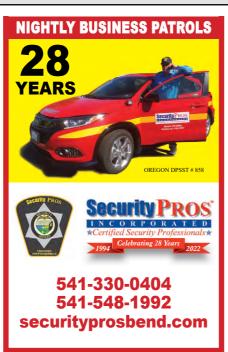


A BETHLEHEM INN FAMILY ROOM | PHOTO COURTESY OF BETHLEHEM INN

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# athr Outdoors Continued from page 3

for our growing family of outdoor brands," said Keith Bornholtz, CEO of Gathr Outdoors. "Their mission and values align exactly with our north star of bringing family and friends 'Together Outside.' Their products make getting outdoors comfortable, convenient and inclusive — for all adventures, big or small — and that is a perfect fit with our collective purpose at Gathr Outdoors."

Bobby Culpepper and Jamie Rose are CVT's cofounders. Bobby will remain with the company as president and oversee its day-to-day operations. He will report to Cory Tholl, president of the Gathr Outdoors Camp segment, which also includes Klymit and Rightline Gear.

Culpepper stated, "Having built Cascadia Vehicle Tents from the ground up, we are excited and humbled by the opportunity to partner with Gathr Outdoors and their management team to help us reach new heights. Our goal since CVT's founding has been to deliver the best product and consumer experience, and to help more people enjoy the outdoors, which is core to Gathr Outdoors' approach."

"This acquisition deepens our commitment to providing products that meet multiple consumer needs for multiple outdoor usage occasions on our platform," said Tholl. "We're always on a mission to offer our customers a comfortable outdoor experience and we're confident that CVT's products support that mission."

Bell Lap Advisors served as financial advisor to Cascadia Vehicle Tents and Twin Brook Capital Partners arranged financing for the transaction.

Learn more at gathroutdoors.com.

#### **About Gathr Outdoors**

Headquartered in Nashville, Tennessee with offices across America, Europe and Asia. Gathr Outdoors, a portfolio company of middle-market private equity firm Centre Partners, is a leading designer, manufacturer and distributor of products that help people enjoy the outdoors. Gathr's well-recognized brands include ORCA, GCI Outdoor, Klymit, Rightline Gear, Freestyle Rocker, RoadTrip Rocker, Moki Doorstep, Cascadia Vehicle Tents, PrideSports, SoftSpike, CHAMP, Pride Golf Tee and Professional Tee System, among others.

gathroutdoors.com

# SWCD Continued from page 3

com or by mail at:

Deschutes Soil and Water Conservation District 625 E Salmon Ave. Redmond, OR 97756

High-ranked eligible projects will be considered for funding. Funding per applicant will be set at a \$20,000 cap or 75 percent of the total project cost, whichever is the lessor. Invoices of work performed is required before funds can be dispersed. It is the right of the DSWCD to refuse any work performed by the landowner if it is not related to the project or does not meet technical standards.

tbdeschutesswcd@outlook.com 541-626 8590

# aragas Winery Continued from page 3

grapes at our winery and vineyard in Central Oregon is near the top of the list. Although we've consistently won medals in the competition over the last 13 years, this year was a breakthrough into the double gold category and confirmation that our wines are world class. Pretty good for an agricultural business that was originally considered very improbable for success by the community, wine

establishment and even Oregon State."

The San Francisco Chronicle is a blind wine competition (unlike magazine ratings where they know which wines are being tasted). It continues to be the most prestigious and largest wine competition for American wines in the world.

Maragas Winery, established in 1999, is a small winery with two vineyards in Central Oregon dedicated to organic grape growing and naturally made wine. With very low intervention techniques having their origin in Greece, Maragas is proud of the integrity of their wines. Their self-

imposed limitations on creating wine with only four natural ingredients is the core of the method that has been used in the Maragas family for hundreds of years.

To view the award confirmations by winery, go to winejudging.com/medal\_winners\_2022/awards\_by\_winery.php.

You can find Maragas Wines online at maragaswinery.com, or at Maragas Winery, just ten minutes north of Redmond Oregon at 15523 SW Hwy. 97, in Culver.

maragaswinery.com

# Cascade Bus News.com

# Watch for Upcoming Editions of CASCADE BUSINESS NEWS

# 2022 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
February 16 Deadline Feb 9	Family Business Special	Art Galleries, Arts Organizations, Framers
March 2 Deadline Feb 23	Meeting Guide	B&B's, Facilities with Conference Space, Event Rentals, Caterers, Event Planners, Golf Courses, Hotels/Motels, Tour Companies
March 16 Deadline Mar 9	Marketing Industry	Ad Agencies, Media, Printers, Media Productions, Ad Specialties, Publishers, Public Relations & Marketing Professionals, Photographers, Sign Cos, Graphic Designers, Social Media, Web Designers
April 6 Deadline Mar 30	Environmental Special	Landscaping Businesses, Environmental Companies, Recycled Products & Services
April 20 Deadline Apr 13	Real Estate Report	Realtors, Title Companies, Mortgage Companies, Property Managers
May 4 Deadline Apr 27		Banks, Credit Unions
May 18 Deadline May 11	Custom Home Builders	Custom Homes, Log Homes, Building Designers, Interior Designers, Fine Furniture

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# Central Oregon Business Calendar

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

# **BUSINESS EVENTS**



#### February 3

11:30am League of Women Voters of Deschutes County Virtual First Thursday Meeting. Zoom ID: 214 100 1920, passcode: LWVDC. lwvdeschutes.org.

#### February 3

11:30am-12:30pm COCC Virtual Health Program Information Session. Register at cocc.edu/departments/allied-health.

#### February 3

Noon-1pm Bend Chamber What's Brewing Webinar, Central Oregon Workforce — How to Attract and Retain Talent. Information and registration at bendchamber.org/bend-event/webinar-central-oregon-workforce-how-to-attract-and-retain-talent

## February 9

5-6pm COCC Virtual Nursing Program Information Session. Email full name and phone number to selective admissions@cocc.edu for Zoom link.

#### **February 10**

9am La Pine Rural Fire Protection District Regular Board of Directors Meeting at 51550 Huntington Rd., La Pine. Public comment by U.S. mail or admin@lapinefire. com by 3pm February 9.

#### February 14

11:30am-12:30pm COCC Virtual Nursing Program Information Session. Email full name and phone number to selective admissions@cocc.edu for Zoom link.

#### February 16

11:30am-12:30pm COCC Virtual Health Program Information Session. Register at cocc.edu/departments/allied-health.

#### February 18

9:30-10:30am COCC Virtual Nursing Program Information Session. Email full name and phone number to selective admissions@cocc.edu for Zoom link.

#### April 23

La Pine Chamber of Commerce and Visitors Center Annual Chamber Awards Banquet. Location TBD, call the La Pine Chamber for more info at 541-536-9771.

#### June 3

Farm to Fork Benefitting Heart of Oregon Corps. Tickets go on sale April 3, 2022, pricing TBA. Farm to Fork info video: www.youtube.com/watch?v=BNZYWpZBXsU&t=35s, Farm to Fork: heartoforegon.org/news-events/farm-to-fork/, Heart of Oregon Corps website: heartoforegon.org/, Facebook: www.facebook.com/events/403740410533735

# **WORKSHOPS & TRAINING**



#### (Ongoing

COCC Small Business Development Center Virtual Classes. View options and registration at www.cocc.edu/departments/continuinged

# **Building Permits**

#### **COMMERCIAL PERMITS WEEK ENDING 1-14-2022**

## City of Bend

\$415,000.00 - Commercial (Alteration) 11,720 sf. at 2357 NE Conners Ave. Ste. 210 Bend 97701 OR Builder: Fortress Group, Inc. 541-320-7000 Permit # PRRE202105462

\$200,000.00 - Commercial (Alteration) 51 sf. at 61535 S Hwy 97 Bend 97702 OR Owner: Pell Oregon Limited Partnership Permit # PRRE202104861

\$600,000.00 - Commercial (Alteration) 32,918 sf. at 1800 NE 3rd St. Bend 97701 OR Owner: BDC Wagner, LLC

Builder: Curt Faus Corporation 503-699-1103 Permit # PRRE202107508

## **Deschutes County**

\$24,000.00 - Commercial (Alteration) 575 sf. at 51600 Huntington Rd. La Pine 97739 OR

Owner: La Pine Community Health Center PO Box 3300 La Pine, OR 97739 541-536-3435 Permit # 247-21-009947

## **City of Redmond**

\$90,000.00 - Commercial (Alteration) 2,180 sf. at 404 SW 6th St. Redmond 97756 OR Owner: Columbia Hills, LLC PO Box 87908 Vancouver, WA 98687

Builder: Mission Building and Renovation 541-550-2747 Permit # 711-21-001938

\$50,000.00 - Commercial (Addition) 1,080 sf. at 1355 NE Hemlock Ave. Redmond 97756 OR Owner: Humane Society of Redmond 925 SE Sisters Ave. Redmond, OR 97756

Builder: Redmond Fencing and Pole Structures, LLC 541-408-6481 Permit # 711-21-002920

## **COMMERCIAL PERMITS WEEK ENDING 1-21-2022**

## City of Bend

\$250,000.00 - Commercial (Addition) at 1303 NE Cushing Dr. Bend 97701 OR Owner: Bend Surgical Specialists, LLC

Builder: Batten & Shaw, Inc. 615-292-2400 Permit # PRAD202108872

\$250,000.00 - Commercial (Addition) at 1342 NE Medical Center Dr. Bend 97701 OR Owner: Bend Surgical Specialists, LLC

Builder: Batten & Shaw, Inc. 615-292-2400 Permit # PRAD202108872

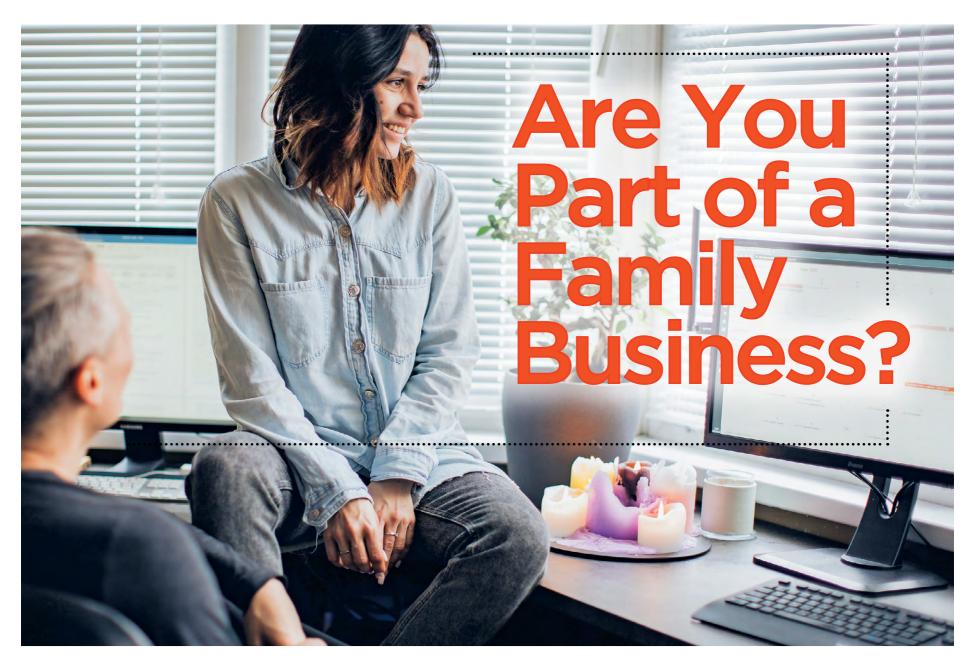
\$120,000.00 - Commercial (Alteration) 4,225 sf. at 2357 NE Conners Ave. Ste. 201 Bend 97701 OR Builder: Fortress Group, Inc. 541-320-7000 Permit # PRRE202105695

\$0.00 - Commercial (Alteration) 40,012 sf. at 3790 NE Purcell Blvd Bend 97701 OR Owner: Bend La Pine School District 1 Permit # PRRE202108655

## **City of Redmond**

\$12,639.00 - Commercial (Tenant Improvement) at 568 SW 5th St. Redmond 97756 OR Owner: Western Service Co. 1111 Polaris Pky #1J Columbus, OH 43240

Builder: Cross Brothers, Inc. 541-688-2042 Permit # 711-22-000066



# Tell Your Story in the February 16 Edition.



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Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com



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