



Pets in Line for Leading Medical Care

Bend's Veterinary Referral Center to Create 26,000-Square-Foot State-of-the-Art Facility

by **SIMON MATHER** CBN Feature Writer



RENDERING | COURTESY OF STEELE
ASSOCIATES ARCHITECTS

Central Oregon's first ever full veterinary hospital is on the horizon as construction work begins on a 26,000-square-foot state-of-the-art center in Bend set to serve patients across the Pacific Northwest.

In a move that will see treatment options that rival human medical facilities, the Veterinary Referral Center of Central Oregon (VRCCO) has broken ground on a spacious new location, off Brinson Boulevard on Bend's east side, designed to meet the growing demand for advanced medical care for pets in the region.

Features of the medical facility—designed by Bend-based STEELE Associates Architects and to be built by general contractor Empire Construction & Development—include a bone and joint center, physical therapy (with aquatic underwater treadmill on site for hydrotherapy), magnetic resonance imaging (MRI), fluoroscopic capabilities and computed tomography (CT).

With decades of devotion to the veterinary field, the founders have also focused on providing a unique experience for the staff and pet parents. For employees, they are forming "VetCadets Childcare," which will be located within the building and provide subsidized childcare.

There will also be an eclectic food truck court and beer garden on the 2.5-acre site with a pavilion shelter for the "Fur Parents" and the neighborhood to enjoy year-round, as well as a tranquility garden.

Dr. Mauricio Dujowich, co-founder and CEO of VRCCO, says the unique elements of the new facility stem from the group's guiding core values, which include "going beyond expectations and providing a personalized experience."

He said, "Although nobody wants to be at the doctor's, it does not mean we can't do everything possible to make it a positive experience for pets, the pet parents and staff."

"In an age where service and customer experience seem to have taken a back seat,

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Women in the Workforce

Admiring Progress & Striving for Improvement

by **NOAH NELSON** — CBN Feature Writer

Women in Oregon and across the nation continue to play a crucial role in the workplace of many diverse industries. The State of Oregon Employment Department (OED) stated in a 2021 article that more than 930,000 jobs in Oregon businesses or state and local governments were held by women in 2019. While women represent 49 percent of employed people in Oregon, the share of jobs between men and women can vary greatly, depending on the industry in question.

At the top of the list for industries with high female representation, Oregon has health care and social assistance, educational services, and finance and insurance. Respectively, these industries have 75 percent, 66 percent and 62 percent of their positions filled by women. In contrast, industries like manufacturing, construction, and mining, quarrying and oil and gas extraction have relatively low rates of female workers; 28 percent, 19 percent and 15 percent, respectively.

In terms of wages, The U.S. Bureau of Labor Statistics reported that in 2020, Oregon women made, on average,

\$936 or 83.5 percent of the \$1,121 median weekly earnings of their male counterparts. This is an increase since 1998, when women earned close to 70 percent of what men made. Since 2012, the percentage of women's earnings compared to men has always been at least above 80 percent, with a peak of 87.5 percent in 2016.

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IMAGE | BY WERNER HEIBER FROM PIXABAY

It Starts with Building Relationships

Two Women Share their Insights of Women Working in Banking

by **KRISTINE THOMAS** — CBN Feature Writer

Wendy McGrane and Ashley Mears took time out of their busy schedules to share about their responsibilities working at Central Oregon banks and what it means to be a woman in banking.

Their insights provide both inspiration and insight into how their careers are more than making sure numbers add up. They are both passionate about the relationship side of banking by making sure they meet their clients' goals so their clients' can achieve their dreams.

Both McGrane and Mears understand the importance of a bank serving and meeting the needs of its community.

Banking is more than numbers. For McGrane and Mears it's about building strong and lasting partnerships with their clients.

Introducing...

Wendy McGrane

Wendy McGrane is the vice president and Business Banking Manager at U.S. Bank in Bend. She celebrated her 20th anniversary at U.S. Bank, starting on August 26, 2002.

She leads a team of bankers who serve businesses by providing working capital, equipment and real estate financing, as well as many other solutions that improve the entire business operating cycle.



PHOTO | BY RAWPIXEL.COM FROM PxHERE

"As the primary point of contact for clients, our business bankers are responsible for deepening existing relationships as well as establishing new ones," McGrane said. "In my role, I ensure our team understands our clients' needs and goals, and that we're continually supporting the evolving needs of each unique business that we serve. I also chair the local U.S. Bank advisory board, composed of business and community leaders who collaborate to ensure the bank is

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404 NE Norton, Bend, Oregon 97701

541-388-5665

www.cascadebusnews.com

Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

KATY YODER 4

QUINN HANSON..... 5

MISSY OAKLEY & BECKY ZUSCHLAG..... 6

MICHAEL SIPE 7

PATRICE WILDING 8

RON MONTGOMERY..... 9

BRUCE BARRETT & TIM CONLON 11

CONNECTW 14

MOE CARRICK 17

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MAUREEN KENNEY..... 37

The Producers

Founder..... Pamela Hulse Andrews

President/CEO..... Jeff Martin

Editor/Production Director/
Feature WriterMarcee Hillman Moeggenberg

Feature Writer.....Noah Nelson

Feature Writer..... Simon Mather

Feature Writer..... Kristine Thomas

Distribution David Hill

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RECENT TRANSACTIONS

Compass Commercial Real Estate Services broker **Dan Kemp, CCIM** represented the seller, **Sessler Ranches, LLC**, in the sale of 9,430 acres located at 10804 SE Puett Road in Paulina.

Broker **Gary Everett** with **RE/MAX Key Properties** represented the seller in the sale of The Riley Store & Archery at 17674 Highway 20 W. The well-established local and tourist rest stop with convenience/gift store, fuel pumps, residence and RV park property sold for \$998,000.

Brokers **Ron Ross, CCIM, Terry O’Neil, CCIM**

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Premiere Property Group, LLC.
Relocates to the Heart of Downtown Bend

Premiere Property Group, LLC. has announced their office relocation — now located at 25 Minnesota Avenue right in the heart of Downtown Bend. Centrally located in the middle of downtown Bend across the street from the Oxford Hotel, next door to Brickhouse Restaurant and Thump

Coffee, our new location is alive with the local neighborhood vibe and ready to serve the community for all your real estate needs.

The new location offers a collaborative

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Kirby Nagelhout Construction Company & Hennebery Eddy Architects Selected for City of Bend Juniper Ridge Public Works Campus

Kirby Nagelhout Construction Company (KNCC) and Hennebery Eddy Architects were selected by the City of Bend to design and construct its new Juniper Ridge Public Works Campus that will bring together the City’s engineering and infrastructure planning, fleet, transportation and mobility and utilities functions, currently in three separate locations. The 26.5-acre site will include administrative and employee support spaces, fleet maintenance, shop and warehouse facilities, vehicle wash and storage spaces and other specialized



MEMBERS OF THE JUNIPER RIDGE PUBLIC WORKS CAMPUS DESIGN AND CONSTRUCTION TEAM VISIT THE SITE OF THE FUTURE MUNICIPAL INFRASTRUCTURE HEADQUARTERS ON THE NORTH SIDE OF BEND. THE DESIGN-BUILD PROJECT WILL PRESERVE THE NATURAL LANDSCAPE THROUGH THE PROTECTION OF EXISTING TOPOGRAPHY, TREES AND ROCK OUTCROPPINGS WHERE FEASIBLE AND FEATURE SUSTAINABLE AND ENERGY EFFICIENT DESIGN AND CONSTRUCTION | PHOTO COURTESY OF KIRBY NAGELHOUT CONSTRUCTION COMPANY

Continued on Page 38 ▶

Idaho First Bank Announces Opening of Full-Service Branch in Bend

Idaho First Bank (the Bank) (OTC: IDFB) is pleased to announce the opening of a new full-service branch located in Bend. The Bend location will serve as the seventh full-service branch of Idaho First Bank.

Originally opened as a Loan Production Office (LPO) in December 2020, this new location will provide full-service in-branch banking

including checking and savings accounts, and lending for businesses as well as consumer home equity loans and first mortgages.

“We are very excited to open this full-service branch and continue expanding into the growing communities

Continued on Page 38 ▶

Leading Edge Flight Academy Partners with Ravn Alaska to Offer Pilots a More Direct — & More Affordable — Path to the Airlines

The financial investment required to become a professional pilot is a hurdle for many aspiring pilots. Additionally, the U.S. is facing a national pilot shortage caused by a training and hiring slowdown from the pandemic and a wave of early retirements. To support the long-term career success of pilot candidates and to help address the shortage, Leading Edge Flight Academy (LEFA) in Bend and Ravn

Alaska, based in Anchorage, announce a strategic partnership.

Through the partnership, LEFA pilots become eligible for Ravn’s Flow Program at the conclusion of their commercial flight training. Upon selection, candidates receive a Ravn Connect seniority

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Bend’s First Crumbl Cookies Opens

Bend got a whole lot sweeter on August 5 when locally owned and operated Crumbl Cookies, located at 63455 N Hwy. 97, Ste. 56, opened its doors. Store owners Karina and Austin Tews couldn’t wait to serve delicious treats in Crumbl’s “perfectly postable” pink boxes to cookie-crazed fans.

This new Crumbl cookies is the first in Bend and Central Oregon. Aside from satisfying your sweet tooth, the store is



AUSTIN AND KARINA TEWS | PHOTO COURTESY OF CRUMBL COOKIES

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billpon@cbbain.com

JED BELLEFEUILLE
503.740.8399
jedbellefeuille@cbbain.com

HOSS TALEBI
503.754.0190
hosstalebi@cbbain.com

XPress Printing Has a New Owner

by KATY YODER

Jeff and Shanyn Swales bought XPress Printing from founder Tony Meyer in September of last year. The company opened its doors in Sisters in 1989 and offers a myriad of services including commercial printing and mailing-to-marketing services, design and layout and graphic design. Swales who's been the general manager of the shop for many years, was excited to finally take ownership of the business.

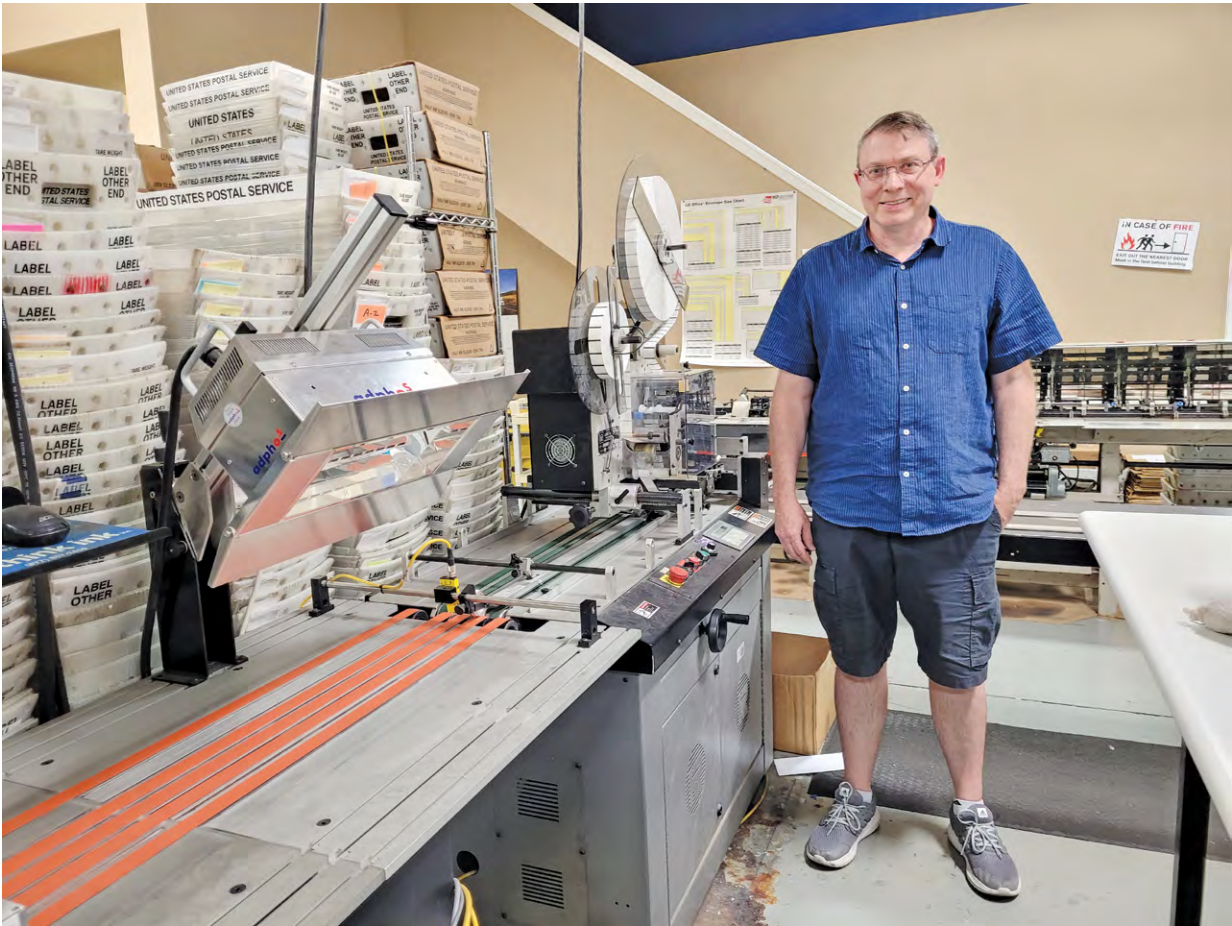
Jeff Swales joined XPress in 2007 after acquiring extensive knowledge in the industry. In 1988, at 23 years old, he worked for Laserquick as a counter person in downtown Portland making \$5.50 an hour. "At first it was just a job. Back then my options were to either work for a video store or a print shop," he said.

An ambitious young man, Swales took advantage of Laserquick's in-house training program and became manager of the Salem store in 1990. Two years later he relocated the store to a much larger facility. "We grew the business from two employees doing about \$4,000 a week to doing \$26,000 a week in the mid 1990's. By that time, we became the second largest shop in the company."

Eventually, Swales was promoted to operations manager overseeing eleven locations in Portland. He was promoted again to facilities manager and held that position for two years. With all of his experience he felt it was time to invest in his own franchise. That's when the school of hard knocks came calling.

"I bought a couple of franchises and that's when I had my first failures. We acquired two franchises in Seattle that were losing money and began to turn them around. But after 911 hit it, the aftermath just crushed us and we had to close the doors," he explained.

Always looking forward, Swales took stock and put what he'd learned to good use. "There were a lot of lessons from losing the two businesses. Up until that point, my career had always progressed, and I began to develop a sense



JEFF SWALES | PHOTO COURTESY OF XPRESS PRINTING

of invulnerability. I learned a lot of humility and to appreciate successes more. Now, I make sure the business has a lot of funds left in it to have that rainy day cushion. We make sure the business is well funded, and pay our bills as soon as they come in. At fifty-six years old, I don't want that added stress of worrying about where payroll is going to come from. That's important to me."

After his franchises closed, Swales returned to Laser Quick in Portland as their marketing manager. Two years later he took a job with a print shop in Bend. "I made the move because we were hoping our oldest daughter's allergies would be helped by the climate. It didn't really help but later she met her husband in Bend and they have three kids now, so it all worked out. I took the job with XPress Printing in 2007. We have lived in Bend, Sisters and finally in Redmond where we've lived for the last nine years. We homeschool our kids and my wife found it easier to live in Redmond because it was closer to many of their activities," he said.

Since Swales has been running XPress for a long time, he didn't do a lot of changes when he and his wife bought the business. Some roles changed a little bit. "I have a business philosophy that focuses on helping the community and having good relationships with people and businesses. That kind of philosophy is a valuable asset. Our reputation is important to me," he said.

XPress does a lot of work for local nonprofit organizations, businesses and the medical industry. "We do a lot of mailings for marketing and internal communications as well as election work during political campaigns.

With a philosophy that growth is healthy for an organization, Swales is heading to Denver where he purchased a small business that services similar clients. "We're going to move all of their accounts over here. So, we'll hire a couple new people. We aren't going to expand physically but we'll keep adding new accounts and broaden our relationships. It's great to gain additional sales and add staff within our existing footprint. We can make it work. The Denver company we're purchasing does a lot of national work similar to what we do," he explained. "Some of our larger accounts are in Georgia and San Diego, we even have a client living in Spain."

To deal with supply chain issues, Swales had their paper vendor hold onto twenty-six pallets of paper for the fall. "We're socking stuff away so we're well stocked. We're doing all we can to make sure our clients won't experience supply chain difficulties. Because we haven't had to turn anyone away because of shortages, our sales are up 40 percent this year. This has been our best year so far. We've had the supplies to meet demand. With an election this fall, we're expecting we'll use up that paper while which will alleviate potential problems."

One thing Swales wanted to get across is that XPress Printing is not a Kinko-type company where you get quick prints done. "We've seen over the last few years that our local clientele might not be aware of what we can do for them. We are open to working with anybody and hope past clients will give us a try again. We aren't the cheapest price and don't try to be. We are competitive on things, but we feel that we provide a level of service that's reliable and quick. We rarely have issues with projects. We've found that's important to a lot of our customers. There's value in knowing we will support our customers. People know we'll do their project right."

As seen in The Nugget Newspaper, July 26, 2022
xpressprinting.biz



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Retention & Recruiting

by QUINN HANSON, Division Manager — G.A. Rogers & Associates

A couple weeks ago, I had the privilege of being a panelist to discuss retention and recruiting tactics with the Chamber of Commerce and the audience of their What's Brewing event. The following is an excerpt of what was discussed.

What have you found to be effective hiring tools in your recruitment processes?

The first thing that needs to be dialed in when growing a team is retention. Trying to hire new people while simultaneously losing others is an unwinnable battle. Take a look at who is on the team and what they most appreciate. Use their feedback to guide benefits and programs your company offers.

Next, the recruiting process and everyone's unique role needs to be defined up front. Creating a smooth, comfortable candidate experience will set your business apart from everyone else.

Putting the right technology in place can make all the difference in the world as well. Text messages, for example, are read within minutes and are much faster than email. Shareable calendars amongst hiring managers can streamline scheduling and make for a quick process.

Outside the box thinking is a boon in the game of hiring. Erika Stohl, HR director for Sunriver Resorts, noted in her discussion that they set aside a significant cash reserve to give out gas gift cards to employees, let as many positions as possible go remote, and they upped their PTO policy to five weeks. Other options that came up were creating an office environment that people want to be in, offering child care benefits or buying employees season passes to Mt. Bachelor.

Lastly, when offers are being sent out, get the whole team on board to celebrate and reach out to the new hire. The more excitement a company demonstrates, the more likely someone is to accept an offer and enjoy working on the team.

How does the cost of living impact the hiring?

When polled, the number one barrier to hiring identified by local businesses was the cost of living in Central Oregon. The data backs it up as well; an average starter home in Bend is over \$500k with the median home price hovering around \$750k. The median one bedroom apartment in Bend is hovering around \$1800/month. Traditional financial advice, spending 30 percent of income on housing, indicates that buying a home requires a household income of \$150k or more and renting an apartment requires making over \$70k.

The thing that is most challenging for local businesses to overcome is that any job that can be done remotely, will be. Most likely, it will be done for a company outside this area with a larger budget than local companies have. As more people come to Bend with remote jobs based elsewhere, our pool of available employees shrinks. In short, the cost of living here is going to filter out a lot of people and may kill small businesses. One perk that is becoming more popular locally is a housing stipend, paid as an expense reimbursement (not on payroll). Taking a couple



hundred dollars off of someone's rent payment can make a huge difference.

What work flexibility have you seen employers offer or shift to that has helped meet some of the needs and desires of employees?

It's important to note that inconsistency and flexibility are not the same thing. Having someone just show up whenever they feel like in the name of flexibility doesn't work for anyone. Having a schedule defined that is offset from the typical 8-4 is pretty easy in most environments. Giving people the ability to work 30-35 hours during the week and making up any extra on weekends is an easy way to give more flexibility. The ability to work a hybrid (partially remote) schedule is the number one most requested perk from employees.

The main concern from most businesses in allowing for remote work is lack of productivity. The easy solution here is to define certain metrics, measure them consistently in the office for a couple weeks, then run an experiment for a couple weeks where someone works from home. At the end of the trial period, compare the data. If it's the same or better, good. If there is an opportunity to improve, find it and try again before writing it off completely. Put a VPN in place to ensure sensitive data is protected and subscribe to the necessary tech tools to streamline communication.

For parents out there, it's par for the course that day cares and schools close with short notice (sometimes due to staffing issues). Managers should skip the snarky remarks about "half days" and instead ask what they can offer to support the outbound parent.

How do owners and senior leaders get middle management on board with new policy changes?

This question was posed by a community member that is in a senior leadership role and ready to embrace the necessary changes to attract a younger work force. Their middle management staff has pushed back on changes and is sticking with the antiquated, "this is how it's always been done" kind of attitude. *Ouch*

When it comes to getting people on board with changes, the best path is one that gives employees the ability to put their suggestions in the conversation. When people can implement their own ideas, they are more invested than when they are just told what to do. As the senior leader, your role is about defining the problem and guiding the team towards a solution that works. Outline the issue(s) being faced, and let the management team know they have to bring two to three suggestions to a meeting five to seven days away. Give them time to digest the issue and figure out what would make sense to them (and make it clear that doing nothing will make things worse). Host a discussion to cover the ideas, pros, cons and implementation strategy. Ask questions to steer the conversation and avoid taking over to implement your idea. Once the best options are clearly defined, have the team pick a direction.

For more on retention and hiring, check in with GA Rogers.
Quinn Hanson, Division Manager, G.A. Rogers & Associates. Executive Recruiting.
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Returning to the Workplace & ADA Compliance

by **MISSY OAKLEY & BECKY ZUSCHLAG** — Barran Liebman LLP

With most workplace restrictions and state-wide public health safety mandates being lifted, employers across the state are welcoming employees back to the workplace. The return of employees may also bring an increased number of workplace accommodation requests. Now is a good time to examine some best practices for complying with the Americans with Disabilities Act (ADA) and Oregon's disability law when handling an employee request for a reasonable accommodation.



Missy Oakley



Becky Zuschlag

Employers can gather the information they need directly from the employee. Otherwise, an employer may need to request the employee provide medical documentation from their healthcare provider. The best way to obtain this information is to ask the employee to take a request for information to their healthcare provider. Employers should prepare this request in conjunction with counsel to be sure they are narrowly tailoring the inquiry to the situation and requesting only information necessary for the interactive process. Typically, this includes a brief description of the current situation, including a description of the employee's job functions, and targeted questions about the nature of the employee's disability, its severity, likely duration, activities limited by the disability, the extent to which the disability impacts the employee's ability to perform the essential functions of their job, and possible accommodations that would allow the employee to perform the essential functions of their job. In some instances the employer may interact directly with the employee's healthcare provider to obtain this information if they have a written medical release or permission from the employee, but it is best practice to have all communications go through the employee.

Am I a Covered Employer?

The ADA and Oregon's disability law requires employers to provide reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment. The ADA applies to employers with fifteen or more employees and Oregon's disability law applies to employers with six or more employees working in Oregon. Employers covered by both state and federal law must apply the law that is most beneficial to the employee, but the general process for handling accommodation requests is the same.

The Interactive Process

Accommodation Request

Once a covered employer is alerted that an employee needs an adjustment or change at work for a reason related to a disability, both the employer and employee should work together to identify an effective and reasonable accommodation. As a reminder, an employee is not required to use any magic words when requesting an accommodation. Instead, an employee might say something as inconspicuous as "I think I need to take some time off for health reasons" or "I am nervous about returning to in-person work." If you hear something like this from an employee, be careful not to dismiss it as the employee being difficult or not wanting to work, but, rather, consider whether the employee is requesting an accommodation for a disability.

Gathering Information

In many instances, after receiving an accommodation request from an employee, the employer will need to gather more information. Specifically, this will be information regarding the employee's condition, limitations, the specific work tasks at issue and the type of accommodation the employee is seeking. However, if an employee's disability and need for an accommodation are obvious, or if an employer already has sufficient medical information from an employee, the employer may not need to gather any additional information.

Identifying Reasonable Accommodations

Once the employer has gathered sufficient information regarding the employee's limitations and determined that the employee has a qualifying disability, the next step is to discuss what, if any, accommodations will allow the disabled employee to continue to perform the essential functions of their job. The employee and their healthcare provider will likely suggest a specific accommodation, but an employer is not required to provide the employee's preferred accommodation. The law only requires an accommodation to be effective and reasonable.

There are various types of reasonable accommodations that an employer may have to provide, including job restructuring, part-time or modified work schedules, remote work, acquiring or modifying equipment, providing qualified readers or interpreters and reassignment to a vacant position.

Navigating the ADA and Oregon's disability law can be a complex and confusing process. If you find yourself in a situation you are not sure how to handle, or you simply want to make sure your company's current disability accommodation process is compliant with the ADA and Oregon law, contact your employment law counsel for assistance.

To connect with Missy Oakley or Becky Zuschlag at Barran Liebman LLP, call 503-228-0500.
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Deal Guides — A Merger & Acquisition Intermediary’s Role

by MICHAEL SIPE, President — CrossPointe Capital

In the purchase and sale of middle market companies, the primary role of most of the principal players is fairly clear. Buyers buy. Sellers sell. CPAs check the books, provide tax advice and assist with financial analysis. Lawyers provide legal advice and draft or review the definitive documents of the transaction. But what role does a business intermediary play?

Unfortunately, the overall market for small- and medium-sized, privately held companies is fragmented, obscure, disorganized and inefficient. In addition, there are only a few business intermediaries in any given metropolitan area who can assist with the purchase and sale of middle market companies. Consequently, many entrepreneurs and their advisors don’t have much practice working with a mergers and acquisitions (M&A) specialist. As you evaluate M&A firms to assist you in buying and selling a company, assess their capabilities in the following essential areas:

Educating and Coaching. Buying and selling a middle market company is a complex transaction. Usually, it is not a common occurrence for the shareholders and sometimes sizeable sale transactions may not be all that common for the buyer’s and seller’s current professional advisors. Consequently, one of the key functions of an intermediary is to assist the participants with education and coaching based on the experiences gained from being constantly in a variety of deals.

Team Building. Frequently, a buyer or seller will not have all the professional advisors necessary to help conclude a successful transaction, and many times the professionals have not worked together previously. An experienced intermediary can effectively pull a professional team together.

Planning. Setting objectives and planning for their attainment is crucial for buyers and sellers. In this process, the M&A specialist can provide valuable assistance in the role of consultant, devil’s advocate, voice of reason... and, on occasion, drinking partner.

Preparing. Think of the 5 “P’s”: Prior Preparation Prevents Pitiful Performance. Both buyers and sellers must prepare for a successful deal. The intermediary provides guidance on important steps to take for buyers preparing to enter the market and sellers going to market.

Finding. One of the most significant and daunting challenges facing a buyer or seller of a small company is finding the other side of the transaction. As expected, “making a match” is an essential function of an intermediary.

Presenting. Obviously, sellers need to present their companies properly to prospective buyers. A skilled intermediary can help sellers position and present themselves clearly, legally, thoroughly and professionally.

Valuing. How much is a company worth? It’s often a tough question. The answer must be connected to what reasonable buyers and sellers will do. Deal structure is often as important as price. M&A specialists interface closely with CPAs and



attorneys to develop a balanced, tax-efficient deal.

Structuring an Offer. Designing an effective offer to sell is critical. It’s fascinating how often the owner of a company will invest more time and money designing the offer for a new product than they will in designing the offer to sell the entire company. A competent intermediary should invest great care in the design of offering memorandums because frequently, the quality of the offer makes all the difference between success and failure.

Negotiating. Clearly, this is an important role for the intermediary.

However, if the previous points have been well done, negotiating is dramatically simplified. “Negotiating” is one of those words that unfortunately has often come to be construed as meaning “figuring out how to get my way, no matter the cost.” I prefer to think of negotiating like navigating a whitewater rapid, something I’ve done a lot of. There are waves, rocks, trees, and a lot of pressure and stress that can flip your boat and keep you from safely passing through the rapid successfully. But you don’t “beat” the river, you don’t beat big rocks and trees and you don’t “beat” deals. You “negotiate” them. A good intermediary is like an experienced river guide...and having a good guide can make all the difference in your navigating results.

Cushioning. Sometimes hard things need to be said to make a deal. Often intermediaries are the best ones to cushion the impact so that the other participants to the transaction can maintain effective relationships.

Assisting. Business intermediaries are not attorneys, accountants, insurance agents, environmental consultants, or personnel experts. However, of necessity, M&A specialists must know something about a lot of things, and a lot about some things. While the principals can’t rely on an intermediary for tax and legal advice, a capable intermediary can help them ask good questions and help them understand some of the business implications of the professional advice they receive. Intermediaries can and should also help reconcile the sometimes divergent concerns of the various advisors and suggest approaches that can satisfy all concerned.

Controlling. This is one of the most important functions intermediaries perform. Deals don’t stand still. They either move forward or die. Someone has to drive the train and maintain positive momentum. Once a deal starts, the key job of the intermediary is to try to move it to a successful and satisfactory closure.

Just like navigating class 5 whitewater, selling a business can be difficult and dangerous. A top-notch guide can make all the difference.

Michael Sipe is a mergers and acquisitions advisor, executive coach and Republican Candidate for State Representative HD53.

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Bend Dermatology Clinic Announces Crook County Expansion with New Location in Prineville

by PATRICE WILDING

Bend Dermatology Clinic announced its expansion in Crook County with a new clinic at 555 NW Third St. in Prineville. The new practice is slated to open September 1 in Suite 3 of the First Interstate Bank Building and will be accepting new and existing patients for medical dermatological care.

“We’re pleased to expand our regional footprint and increase accessibility to much-needed, best-in-class medical dermatology to the people of Prineville and its surrounding communities,” said Dr. William Delgado, board-certified dermatologist and fellowship-trained Mohs Micrographic Surgeon at Bend Dermatology Clinic.

At the Prineville location, patients will be treated by Joshua May, M.D., a board-certified dermatologist, and Larry Weber, a certified physician assistant, both of whom specialize in skin cancer treatment and medical dermatology, along with a dedicated



Dr. William Delgado

team of support staff.

Oregon is among the top third of states for melanoma cases and the region around Klamath and Crook counties have some of the higher rates of incidences of melanoma.

Dr. May graduated from Louisiana State University School of Medicine and completed a dermatology and dermatologic surgery residency at the Medical University of South Carolina in Charleston, where he served as Chief Resident. Dr. May has more than 15 years of experience treating patients for conditions of the hair, skin and nails, and specializes in the diagnosis and management of acne, eczema, psoriasis, rosacea, skin cancer and other skin conditions.

Weber, a Prineville resident, is a graduate of the physician’s assistant program at the University of Utah. He also earned a bachelor’s degree in biology with a minor in chemistry as well as a degree in medical technology from Dakota Wesleyan University. He has 38 years of experience in dermatology and specializes in treating acne, eczema and skin cancer.

Bendderm.com • 541-325-4249 (text) • 541-382-5712

Upcoming Bend Chamber Forums

County Commission Forum — September 6

Election season is upon us with candidates running to represent Bendites at all levels of government — from City Council and County Commissioners to the State Legislature in Salem. The Bend Chamber of Commerce is excited to host a series of forums to introduce the candidates to the community and learn more about their policy platforms. You’ll hear firsthand from the candidates and have the opportunity for Q&A.

Before and after our speakers, we’ll have plenty of time for networking — plus bites and beverages. Beverages will be provided, including beer from Deschutes Brewery, cider from AVID Cider, plus appetizers from Bleu Bite Catering.

County Commissioner Position #1: Tony DeBone, Oliver Tatom. County Commissioner Position #3: Patty Adair, Morgan Schmidt.

The Board of County Commissioners is comprised of three elected officials who serve four-year terms. The Board is elected at large, serves as the public’s elected advocate and is the policy-making body of Deschutes County government. The Board’s duties include executive, judicial (quasi-judicial) and legislative authority over policy matters of countywide concern.

Tuesday September 6, 5-7:30pm at Open Space Studios, Bend. \$25 members, \$40 non-members, \$5 more at the door*.

State Legislative Forum — September 14

Before and after our speakers, we’ll have plenty of time for networking — plus bites and beverages. Beverages will be provided, including beer from Deschutes Brewery and cider from AVID Cider, plus appetizers from Bleu Bite Catering.

State Representative, House District 53: Emerson Levy, Michal Sipe. State

Representative, House District 54: Jason Kropf, Judy Trego.

The Oregon House of Representatives consists of 60 elected members. Representatives serve two-year terms and represent districts, each containing about 63,850 citizens.

Wednesday September 14, 5-7:30pm at Open Space Studios, Bend. \$25 members, \$40 non-members, \$5 more at the door*.

Bend City Council and Mayor Forum — September 19

Before and after our speakers, we’ll have plenty of time for networking — plus bites and beverages. Beverages will be provided, including beer from Deschutes Brewery and cider from AVID Cider, plus appetizers from Bleu Bite Catering.

City Council, Position #4: Bill Olsen, Deborah Harrington, Karon Johnson. City Council, Position #5: Sean Sipe, Stephen Sehgal. City Council, Position #6: Julia Brown, Barb Campbell, Mike Riley. Mayor:

Chris Piper, Melanie Kebler, Rick Johns.

The Bend City Council has three City Council seats and the position of Mayor that will be placed on the ballot for the November 2022 election. The Bend City Council is comprised of six council members and an elected Mayor. Council Members are elected to four-year terms. One of the Council positions is for the remaining two years of a vacated seat. Individuals elected to a seat on the City Council will begin serving in January 2023.

Monday September 19, 5-7:30pm at Open Space Studios, Bend. \$25 members, \$40 non-members, \$5 more at the door*.

Register at bendchamber.org.

*You may cancel your ticket for a full refund, up to 48 hours before the date and time of the event. Cancellations with less than 48 hours’ notice will not receive a refund. When you register for an event, you agree to these terms.

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Michael Sipe, President
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Marketing your Business Demographic

by **RON MONTGOMERY** — Cight Solutions

Building a marketing strategy for your business includes the basics such as identifying your target audience, understanding your existing customer base and emphasizing your value proposition. For those businesses that fall into specific demographics, there can be advantages to promoting your demographic as part of your marketing strategy.

The United States Census Bureau provides ownership statistics for these three demographics:

- Minority Owned
- Veteran Owned
- Woman Owned

Although there are smaller subcategories for each, if your business falls into one of these main three, here are some things to consider.

Certifications and Resources

While there are often requirements to be met for certifications and resources, the opportunities for marketing your business by its demographic can be valuable to growth.

Here are a few certifications and resources to consider if your business falls under one of the categories:

- Federal Certifications — organizations like the SBA provide federal certifications that could help your business win federal contracts reserved for specific demographics.
- State Certifications — like federal certifications, many state governments provide similar certifications to allow a business greater consideration for state contracts based on demographic.
- Chambers and Organizations — national chambers of commerce and nonprofit organizations can help open doors for your business:
 - Join a local group such as the Oregon Association of Minority Entrepreneurs.
 - Research to see if the Small Business Administration (SBA) provides support and services of your specific demographic.
 - Join a national organization such as the National Association of Women Business Owners



Marketing Insights

When it comes to marketing your business and including your demographic as part of that strategy, some subtle, simple and common ways to promote include:

- Social Badges/Indicators — platforms such as Google and Facebook provide businesses the opportunity to add diversity information to your profile.
- Website Tags — utilize the branded information from your certifications and memberships to highlight your demographic.
- Partner with nonprofits — find ways to have your business add value to a local charity or nonprofit within a similar demographic

While there are numerous benefits for business growth when highlighting your demographic to prospective customers, it's important to consider how information is presented and through what channels. Placing too large of a focus on a specific demographic can inadvertently turn away potential buyers.

Here are a few ways to market strategically while avoiding limiting or unintentionally alienating members of your audience:

- Reviews — utilize customer reviews from those of a similar demographic to promote.
- Relevant Hashtags — while the content may not highlight directly your business demographic, appropriate hashtags are a subtle way to be found.
- Share Similar Content — identify other businesses or thought leaders in your demographic and share their content on social media.
- Piggybacking — Use national recognition days or holiday as an opportunity to promote. For example, promoting a Minority Owned business during Black History Month or a Woman Owned business on International Women's Day.

However you choose to market your business, make sure it's thoughtful. Supporting the foundation that built your business is a great way to gain competitive advantages and unlock new opportunities!

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Veterinary Referral Center of Central Oregon

Continued from page 1

our innovative group is taking all the right steps in creating and bringing that back while raising the bar in the veterinary space.”

VRCCO features innovative emergency and specialty veterinarians committed to bringing the best veterinary care to Central Oregon and currently offers surgery (orthopedics, soft tissue and neurosurgery), internal medicine, dermatology and emergency services.

Dr. Dujowich added, “We are fortunate to be one of the few hospitals in the Pacific Northwest to grow our services, expand hours and hire more staff throughout the COVID pandemic.

“Since our start in 2018, our vision has always been centered on meeting the needs of our community. To that end, we now need more space, better diagnostic tools and additional services in order to continue to provide the highest care to our patients.

“To meet these needs, we are expanding our hospital to the East Side, in a brand-new state-of-the-art facility. At the same time, our current West Side location will continue offering emergency services.”

Priding itself on being locally owned and community-connected, VRCCO offers the most advanced veterinary services to the Central Oregon community with highly skilled veterinarians seeing patients with advanced or emergency medical conditions from a wide geographic area.

VRCCO is the only 24/7 emergency veterinary facility in Central Oregon in addition to having board-certified doctors in dermatology, internal medicine, medical oncology, surgery and ophthalmology.



EXAM ROOM

Portland to come to our facility.

VRCCO currently has 85 employees and Dr. Dujowich anticipates that number could end up being close to 140 staff members following completion of the new facility and including retaining the current westside presence for emergency services and more convenient access for pet owners on that side of town.

He added, “We are anticipating further growth in the range of specialist services offered as the community grows and further needs become evident.

“We tried to think of everything to best accommodate our patients and the outdoor amenities including the food truck court will be a welcome option for pet owners who may face a long day.

“We try to put ourselves in their shoes and see the benefit of having a place for them to eat and relax. We want people to look back and see their experience with us as a worthwhile journey and take whatever steps we can to make the process easier.

“Also, nothing can happen without our incredible staff. We acknowledge and appreciate them, and the childcare idea was spawned after seeing the challenges faced by workers in that area and out of a desire to take care of our staff.

“We are excited to see this project come together, it has been a great collaborative experience with STEELE Associates and Empire Construction, and we eagerly anticipate the building’s completion to meet a growing demand in Central Oregon and beyond.”

The flagship new building is to be constructed in an industrial flex contemporary style, featuring optimal flow for efficient delivery of services.

STEELE Associates President Scott Steele commented, “Our firm feels blessed to be able to design such an incredible facility that is dedicated to the care of our communities’ beloved pets/fur buddies.

“We lost Peppy, our mini Schnauzer, to cancer several years ago, and I wish this facility would have been operational then. The level of services and care here will be exceptional.

“Our clients were very visionary with the program for the facility not only technically, but also for their staff, clients and neighborhood. We are sure the staff daycare and the outdoor food truck area will be appreciated by all.

“I want to thank our clients, Empire Construction & Development, the STEELE Team and our consultants for all the effort they’ve put into this wonderful project.”

Charitable Fund and Pet Blood Donor Appeal

As part of its commitment to the community, VRCCO offers the opportunity to support Central Oregon pets by making a tax-deductible monetary donation via the Veterinary Care Charitable Fund. Contributions will provide medical services to the lost, neglected and abused animals that find their way into the hospital and help with care for animals when their owners face extraordinary hardships.

Your dog or cat can also be a hero and save the life of another pet by donating blood. Pets may need transfusions for a variety of reasons including trauma (hit-by-car), cancers and anemia. Blood products are usually needed immediately. They are difficult to get and expensive to obtain and store, which is why VRCCO created its own blood bank.

vrcvet.com • 541-210-9200

Construction of the new building is anticipated in the fall of 2023, with features to include:

- The first MRI dedicated for pets in Central Oregon;
 - A 64 Slice CT scanner;
 - Interventional Radiology Capabilities;
 - Bone & Joint Center;
 - Physical Therapy Center.
- Services will include:
- 24/7 Emergency Room
 - General Practice Veterinarian Clinic (14) Exam Rooms
 - Physical Therapy with Aquatic Underwater Treadmill for Hydrotherapy
 - Surgery Center with four Operating Rooms
 - Dermatology
 - Neurology
 - Oncology
 - Ophthalmology
 - Physical Therapy
 - Fluoroscopy
 - Endoscopy
 - Ultrasound
 - Xray
 - MRI
 - CT
 - Lab
 - Pharmacy

Other notable elements of the new building include a large convention/meeting room to host regional continuing education and training events, administration offices and even a ‘fireman pole’ for docs to slide down from the second floor into the E.R. in the event of an emergency.

Dr. Dujowich said, “We are building something that currently only large cities have. The Bend area has a significant population of pet owners who love their pets, as we all do, and we realized there is a bigger need than we originally thought. We have quickly outgrown our current space and want to further support the community and have room to grow.

“From being in the profession for some time and being fortunate to work in some of the best hospitals in the country, I have seen a lot of different facilities and observed what does and does not work. We have tried to combine research on all the best practices and features into the new project.

“When I got here, the norm was for owners to either choose not to get the care needed or have to go to Portland for advanced treatment.

“But there is a rising need in this area and one result of the COVID pandemic was that hospitals in larger cities became very busy, with potential long waiting lists, and we have even seen people driving from



MRI ROOM | RENDERINGS COURTESY OF STEELE ASSOCIATES ARCHITECTS

Women Reap Benefits, Clear Barriers as Local Business Owners

by **BRUCE BARRETT — Windermere Commercial Real Estate** & **TIM CONLON — Conlon Consulting**

Locally and nationally, the number of women-owned businesses has grown substantially over the last five years. As a result, women have realized measurable benefits and overcome persistent barriers.

A quick glance at the numbers would show that women business owners are doing fine. The latest stats available from The State of Women-owned Businesses Report commissioned by American Express are noteworthy:

“Over the past five years, the annual growth rate in the number of women-owned firms has been more than doubled that of all businesses. The number of women-owned firms increased at a 3.9 percent annual rate between 2014 and 2019, while the number of all businesses averaged a 1.7 percent increase each year. There was an uptick in the annual growth rate for the most recent year: 5 percent for women-owned firms and 2.3 percent for all firms.”

A recent research report from Jane Kirkwood in 2016 identified four main reasons that women start their own businesses: financial success, personal satisfaction, work-life/family-life balance and satisfied stakeholders. Women are frequently driven by a passion for what they do and a motivation to have others benefit from that passion.

Michelle Mitchell and Jamie Danek founders of humm Kombucha, a healthy, lifestyle drink now available in all 50 states started in their kitchen in 2008. Danek says, “We have always been committed to helping people feel better and felt that with a product that literally helps you feel better and a

culture that makes everyone that touches humm feel good, it’s a win-win.”

Even though the number are impressive, Women-owned businesses are still in the minority, and the hurdles faced by women who have embraced entrepreneurship are vast and often unique from those experienced by their male counterparts. Two challenges that are repeatedly mentioned include access to capital and lack of childcare.

Access to Capital

A major barrier for Women business owners is accessing, securing and retaining financing to open and run their operations. In its just-released survey, Groupon reports that 54 percent of women entrepreneurs say they’re held to a different standard than their male counterparts when accessing capital.

Danek relates her experience as a startup. “We were growing at a rocket ship pace and the numbers were always behind the growth. We relied on friends and family and the community to invest in the company and that was how we got our start. Had we relied only on banks and investors, I’m not sure we would have gotten much further than the kitchen.” She says business financing was her biggest hurdle. “Banks and even the government are absolutely awful at helping entrepreneurs. I’m not sure if it had to do with us being women or we just had a business model that they couldn’t support.”

SCORE.org covers this topic in an article titled, Overcoming Financial Challenges for Women



(L-R) MICHELLE MITCHELL AND JAMIE DANEK FOUNDERS OF HUMM KOMBUCHA | PHOTO COURTESY OF HUMM KOMBUCHA

Business Owners. SCORE, the U.S. Small Business Administration’s nonprofit, includes a report from Biz2Credit’s Women Owned Business Study, and quotes Biz2Credit CEO, Rohit Arora:

“While 2021 was a tough year for many businesses due to repeated shutdowns and other restrictions on small business, the extent of the drop [for women-owned companies] was surprising to me.” But, he explains, “During any downturn, women-owned businesses suffer more as they tend to be smaller and have less access to formal capital sources, such as banks.”

Research from the Kauffman Foundation shows women-owned startups pay higher interest rates and take on more collateral than similar businesses owned by men.

Continued on Page 16 ►

Climbing ladders and shattering ceilings.



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Discover Bend's Permanent Residents on Bend's Ghost Tours

by KRISTINE THOMAS — CBN Feature Writer

Meg Kehoe and Jools Sinclair have discovered a way to share their interest in history, love of writing, curiosity of the supernatural and joy of storytelling.

The mother-daughter team are the owners of Bend Ghost Tours, celebrating its one-year anniversary in August. Describing themselves as “spirit guides,” Kehoe and Sinclair lead guests through the haunted streets and alleyways of Historic Downtown Bend where they learn about the city’s macabre tales, long-buried secrets and famous ghosts.

Kehoe said she and her mom enjoy sharing the paranormal history of Downtown Bend with their spine-tingling, historically accurate stories. Guests do not go in the buildings during the tour but rather stand by the place while the story is being shared. “My mom and I make a great team because we get along really well and enjoy working together,” Kehoe said. “We are both good at different aspects of the business.”

A UCLA alumni, former educator and museum docent at the Tucson Museum of Art, Sinclair has a life-long obsession with the supernatural. She has had several encounters with ghosts over the years, including a friendly encounter with the spirit of an artist named Reggie at her house.

A graduate of the University of Oregon’s School of Journalism and a former reporter for *The Bend Bulletin*, Kehoe admits she tends to be more skeptical than her mom. Kehoe has never seen a ghost, although she’s heard footsteps and disembodied voices, and she captured haunting photographic evidence of a menacing dark mist. “I was trained as a journalist that if you can’t prove it, you can’t print it,” Kehoe said. “I think I rely on my logical and skeptical sides to find the answers to things that can’t be explained. There are so many stories we have heard about paranormal experiences that raise questions that can’t be answered.”

For example, when she hears a sound she can’t explain she thinks about all the different possibilities that could have caused the sound whereas her mom is more likely to attribute the sound to a ghost.

“We have met many people in Downtown Bend who have had paranormal experiences, but they don’t want to talk about them,” Kehoe said. “That’s where my journalism skills come in handy because I won’t quit until I hear their story or do research to see what happened in that building.”

Kehoe estimates there about 20 known ghosts in Downtown Bend, including ghoulish Gretchen, a mischievous spirit with questionable intentions haunting Bend’s oldest restaurant. They continue to discover more paranormal stories as they visit with the businesses in downtown Bend.

Kehoe and Sinclair said they are often approached by an unannounced guest asking to share a story of a supernatural encounter. Recently, a bartender at a wine bar shared his stories about menacing ghosts moving objects in the basement. “Having unannounced guests sharing their stories happens frequently and we always tell our guests that it wasn’t planned,” Kehoe said laughing.

Understanding there are people who dismiss the idea of ghosts to those who travel to destinations seeking paranormal experiences, Kehoe explained she and Sinclair planned the tour to appeal to everyone’s interest. “We want people to learn about Bend’s rich history and how the town has evolved from having speakeasies and brothels to what it is now,” she said.

They also enjoy sharing forgotten stories that connect their guests to Bend’s history. “We love to tell stories that are not well known,” Kehoe said. “Storytelling is a powerful tool that can inspire and connect people.”

Kehoe and Sinclair describe themselves as perfectionists, determined to find facts to support the paranormal stories. They research buildings using digital newspaper archives and visiting the Deschutes Historical Society and Deschutes Public Library. After their tours, they go over what went well and what they want to work on.

Sinclair and Kehoe plan to write a book about their knowledge on Bend’s ghosts. Kehoe is a bestselling cozy mystery author under the pen name Kehoe Muldoon, and Sinclair is the bestselling author of the *Forty-Four* paranormal mystery series which has had nearly 1 million downloads internationally and takes place in Bend.



JOOLS SINCLAIR AND MEG MULDOON | PHOTO COURTESY OF BEND'S GHOST TOURS

When asked to pick her favorite ghosts, Kehoe quickly shied away from the question. “I don’t want to hurt anyone’s feelings by picking just one ghost,” she said.

What Kehoe and Sinclair have discovered is all the guests on their tours are respectful of one another. “Everyone respects everyone’s own beliefs,” she said. “We have people who are pretty skeptical about ghosts and those who have had several paranormal experiences.”

As the “spirit guides or ghost folklorists,” Kehoe and Sinclair present evidence they have carefully collected about Bend’s supernatural community. More often than not, Kehoe said, the permanent residents of Downtown Bend do something to present their presence. “Our goal is to always provide the most memorable and enjoyable experience for our guests,” Kehoe said.

On a recent tour, Kehoe said some guests saw a ghoulish face at the O’Kane building. “Some guests saw creepy faces in the mirrors,” Kehoe said. “We may have the tour planned but we always know to expect the unexpected.”

bendghosttours.com

Bend Ghost Tours
Email BendGhostTours@gmail.com, call 541-350-0732 or visit bendghosttours.com for additional information.
Owners: Meg Kehoe and Jools Sinclair, a mother and daughter team.



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Design-minded Deb Spicer Reflects on her Successful Career

by NOAH NELSON — CBN Feature Writer

Deb Spicer, owner of Eastlake Framing and oil painting restoration expert, has lived a life entrenched in art since she was very young. As young as five years old, Spicer and her sister would play “art gallery” together; a game where each sibling would present art to one another. Spicer has been inspired by the art she finds in nature, as her family home when she was growing up bordered the McKenzie River.

When Spicer was ten, her mother enrolled in a correspondence course for interior design. Inspired by her mother, Spicer would also go on to pursue interior design. However, this love of art and design became a career when Spicer began working as a photo restoration expert and, in 1992, began work in the framing department of Eastlake Art.

The framing department eventually took over the entire business, and in 1995, Spicer purchased the business for herself and renamed it Eastlake Framing. Five years later, Spicer was able to move the business to the current NW Galveston Avenue location. Over the years, Spicer and Eastlake Framing have become trusted names for framing and restoration services, earning the Distinguished Small Business of the Year Award by the Bend Chamber of Commerce.

In the early 2000s, Spicer branched out from framing and photo restoration by apprenticing under an 85-year-old oil painting restoration expert. The woman she learned from was one of the only local options for oil painting restoration, and now Spicer wears that crown. “Restoration work is at such a different pace, compared to framing,” she said. “Framing is fast-paced, where oil painting restoration is slower, more peaceful and calming. It is almost a meditative experience.”

Spicer took a moment to reflect on her success and the path she took to get here. “I’ve been self-employed since 22, and that has presented unique pros and cons,” she said. “I feel like if you always want to be the one in charge, you have a personality suited for self-employment.”

When Spicer started framing nearly 30 years ago, she found that she was treated differently when compared to male coworkers. “The hardest part about being a young woman in business was being taken seriously,” she said. “I spent years working extra hard just to be taken seriously.”

Spicer remarked that the different treatment did not come just from men, but from women as well. Over time, her hard work gained her respect from her peers, but Spicer hasn’t forgotten the hoops she had to jump through just to receive that respect. “Women especially have to show our moxi, and learn how to present ourselves well while still speaking from the heart,” she said. “We have to present ourselves in a way that garners respect that might not be given otherwise.”

Spicer’s strategy as a young woman entering a new field? Fake it till you make it. “You have to be confident and step up without fear of rejection or failure. Over the



Deb Spicer



PHOTO | COURTESY OF EASTLAKE FRAMING

years, I realized I was no longer faking it. Once I realized I had arrived, it felt very rewarding.” Spicer also remarks that getting older has its benefits, in that she knows herself and knows how to navigate life more effectively than when she was younger.

As a successful businesswoman, designer and restoration expert, Spicer has a wealth of advice to provide to young women looking to break into a new field, or even self-employment, “I would counsel a young woman of today who is contemplating becoming self-employed to really get to know herself first,” Spicer said. “What motivates her? What does she love and have passion for? Self-employment is not for everyone. It is not as romantic as it might seem. It requires much hard work, discipline and determination. However, it also has the potential to give you more satisfaction, pride and self-worth, as well as monetary reward than she could get from working for someone else. I would also tell her she doesn’t need to be good at everything herself. She needs to gather a supportive team around her of financial and legal professionals, as well as employees who have the skills she may be missing.”

At the end of it all, Spicer is incredibly grateful for her success, hard work and professional career. “You never know what piece of art might walk through that door. It is not irregular for restoration customers to shed a tear when they receive their restored painting. Some of these pieces have significant sentimental and family value, and I love seeing people’s faces when they see that art in its original glory.”

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ConnectW Thriving in Re-Opened Community

provided by **CONNECTW**

“ConnectW events are a unique blend of business women coming together to support each other in business, along with socialization — just simply enjoying each other’s company,” says Dianne Porter of Primal Plate Wellness and board member of ConnectW.

ConnectW, established in 1986 in Bend, is running strong and is organized by a board of directors who bring backgrounds in nonprofit management as well as resumés from their business verticals.

As Central Oregon has re-opened post-pandemic, more businesses, consultancies and coaching practices have emerged and the desire for networking face-to-face has increased. “We were so happy to be offering in-person events again this spring. We never faltered during the shut-down; throughout the months of isolation, we continued our programming on Zoom to make sure our members stayed in touch and didn’t lose opportunities to network,” says Ginger Weeden of Set In Motion Marketing & Media and the newly-elected president of ConnectW. “Being new to Bend in 2019, it was such a blessing to have these ties with the community. The support was warm and inviting.”

The ConnectW membership runs the gamut from attorneys and financial advisors to integrative nutritionists, marketers and a plethora of other professions that adds substance and dimension to the group.

The organization provides three events per month, varying in structure from Munch and Mingle, a lunch at a local restaurant, for members and guests, on the second Thursday of each month, to the Monthly Meeting with an educational program and lots of networking time, every third Thursday. An additional members-only evening event, Cocktail Connections, is held in a member’s store front, office, home or restaurant and represents another opportunity for the members to socialize and celebrate their successes.

The programming co-directors, Tia Weinstein of Univox Media and Blythe Kelly of Divine Refine Experience, invite speakers from throughout the West Coast to present to the Monthly Meeting audience. 2022 topics have covered a wide range from improving productivity to improving communication interpersonal skills.



Ginger Weeden

Recent speaker Allison Keeley, owner of Lioness Life and Communication Coaching of Oregon City, commented, “I found the ConnectW audience to be engaged and authentic. They had interesting questions and a willingness to learn. I’ve had several follow-up conversations with members who were eager to learn more about improving their communication skills with employees, children and spouses. Communication is such an obviously vital part of our human experience; we forget that it takes effort to perfect our skill as an empathetic listener.”

Local businesswoman Kris Prochaska of Align Your Design, LLC, will address the group on September 21. Ms. Prochaska’s topic is Drawing the Truth From Within, a workshop experience assisting audience members in tapping into their inherent strengths and identifying their unique challenges with the ultimate goal of designing a more natural way to success in life and business.

The meeting will be held at Open Space Event Studios, 220 NE Lafayette Ave., Bend, from 5:30pm to 8pm. Interested guests can register at connectw.org/events; the deadline for registration is September 16. A catered meal will be served as a part of the \$25 member registration fee. The non-member registration fee is \$35.

Sponsorship opportunities are numerous and are good investments in helping members highlight their businesses. Patricia Nelson, attorney and owner of Two Spruce Law, has been a long-time member and finds sponsorship to be a consistent way to support the organization as well as being highlighted in all of the organization’s communications to the members and broader community.

“I originally joined ConnectW in 1995 and have enjoyed meeting other businesswomen and making life-long friendships. The programs are engaging and the networking is the best value for me,” Nelson has commented. Nelson is a large corporate sponsor of ConnectW.

Professionals interested in presenting a topic of personal or professional development to the Monthly Meeting audience can apply to the speaker’s bureau at speakersbureau@connectw.org. Community businesses and nonprofits interested in attending an event can register for the current slate of events at connectw.org/events.

connectw.org

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We are a non-exclusive small business networking group fostering business and personal relationships among our members and raising our members' visibility within the community. Our membership includes business women in a variety of fields from retail sales, healthcare, banking, finance, computing, marketing, real estate, law, to personal and business services.

We welcome the public to join us at the events listed below and encourage business women to inquire about membership and sponsorship opportunities at ConnectW.org

Please join ConnectW at these upcoming events:

Munch & Mingle, 2nd Thursday of each month
Monthly Meeting, 3rd Wednesday of each month

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The Story Begins Here

CBN Staff Report

Founder and CEO, Sonja Anderson, started her career in radio sales in the 90's and throughout her thriving years as a top performer, discovered one gnawing challenge; many businesses she worked with did not have the budget to make use of radio as it should be and in fact, might be better served using another medium altogether.

How it All Started

These small to midsize businesses were investing real money into channels that could not deliver the ROI they deserved. Sonja found herself consulting with them and identifying other meaningful ways to deliver results whether it included radio (a medium she loved, where she was commissioned) or not.

Small to midsize businesses need real results and quickly. Sonja's interest in providing more potent outcomes with any given budget led her to start a full service agency serving precisely this group.

These organizations are too small to afford an internal marketing department or individual, yet too big to manage all their marketing without help. That's where zö agency steps in. We help the backbone of America's businesses make their way from small to thriving organizations that serve, employ, nourish and contribute to their communities. We walk beside them from the ground up.

By serving these ambitious founders of our country's businesses in their own dreams to make the world better, zö agency also makes the world a better place.

Our Story

zö agency values growth, connection, diversity, love and play. There is no



Sonja Anderson

'right way' to do anything and every journey has its own unique start and path through the valleys and mountains. We firmly commit to honoring each road. Interpersonally and for our clients.

Our team comes from all parts of the world. Founder, Sonja Anderson, herself born in Germany and an immigrant to the U.S. from Scotland in the 90's, has enormous respect for all cultures and diversity and actively draws in highly skilled tribe members from places such as Romania, Venezuela, Argentina, Britain, Canada, Africa, Asia and pretty much anywhere our hearts find tribe!

Our Culture

We hold a culture of trust, openness and commitment to one another. We respect your age, gender, family, religion, heritage, race, culture, disability, sexuality or political stance.

We serve businesses across all spectrums and without prejudice — Small to midsize businesses with big dreams and a conscience that lifts their own communities, nonprofits who serve those in need and entrepreneurs who bring something to the world to change it for the better. In all of these, we participate in shaping our world for the better.

Since we are a tribe of love, we do not acknowledge or support those who evoke hate speech, engage in sex crimes, racism, violence, sweat shops, animal cruelty and the like.

We're a tribe of adventurers and encourage travel, exploration and remote work if the position allows. Shared world views and experiences make us all richer!

zo.agency

humm Kombucha

Continued from page 11

Some non-bank financing options that have been used successfully by Women-Owned Businesses include:

- The Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) that help finance early-stage research and development.
- National Science Foundation (NSF)
- Department of Energy (DOE)
- The Department of Education
- Business Oregon Entrepreneurial Loan fund

Access to Childcare

Many women business owners care for family in addition to running their business as do many of their employees. The lack of child care centers in Central Oregon and beyond is a major barrier to Women Owned Businesses.

A think tank, Center for American Progress, has in the last six years identified what it calls, Child Care Deserts. Their definition is, "... areas with little or no licensed child care capacity."

Like much of Oregon, Central Oregon is considered a child Care Desert. In this region, there is one opening for every three or more children who need one. In part due to the Pandemic, available child care slots declined from about 5,000 to about 1,600.

Some solutions might be on the horizon as local cities and counties have earmarked funding provided by the CARES Act toward tuition assistance, financial support for struggling facilities, providing business coaching, reducing local government fees and awarding startup grants.

The story of humm Kombucha demonstrates the benefits of persisting through barriers. Danek says, "In the early days it was just a bunch of us entrepreneurs with a great idea doing everything possible to make things rock! Today it's so much more sophisticated with a mix of professionals and entrepreneurs so that we can still keep the magical spirit of the brand but run it with more systems and structure. This is much more sustainable as the brand has gotten bigger."

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Embracing the True Power of Feminine Leadership

by MOE CARRICK

I was really trying. I wanted to do well, to prove myself. So when my boss said I should be more directive and less empathetic... well, I did that.

This was back in the early days of the consumer cellular industry. My job was to train our billing administrators to use a new digital billing system. Many of them were weary of the transition and feared the new technology.

Even in the '80s, dealing with cell phone bills was a sensitive topic for our clients.

My boss had been at it long, and I deferred to his expertise.

He suggested I make more clear demands of our bill admin, "Tell them what to do," he said.

I felt I was being asked to show up in a way that wasn't true to being myself, but I did it anyway.

Not long after I tried acting like him, feedback came rolling in. It wasn't good.

"Moe is too serious."

"She has unrealistic expectations."

"She's far harsher than necessary."

"A little sensitivity to the demands would be helpful."

Trying to be more like my boss did not work for me.

This wasn't the last time I was told I should be more "assertive" in my career.

Over and over again, I've been asked to assimilate to the dominant culture of the business — the mostly male, hetero, cisgender and white norms like loud direction and "be more confident."

All too often, this approach has back-fired, resulting — as it did in the cellular business — in me being seen as too much, too aggressive. I've become "the bitch."

Does any of this sound familiar?

Trying to sort out how to show up against the backdrop of the insider culture can be confusing.

It's frustrating to feel like *if only I were different, I'd have the success I want, but then trying something different and getting labeled, put down and shamed.****

It's been some time since those early days. In the intervening years, I've leaned on those formative moments in my career to become a trusted guide and consultant to leaders of all kinds.

Often, I work with men. When I do, I spend a long time helping men to become more comfortable showing up as their authentic, tender selves — leveraging their empathy, patience and collaboration. For many, this means pushing up against their inherited notions of masculinity.

When working with women, I spend a lot of time guiding them to become more assertive, take up more space, be more confident and be more precise. For many, this pushes against their inherited notions of femininity.



In our all-too-binary world, leadership traits follow suit along gendered lines. Our inherited notions of good People Leadership are built on outdated and patriarchal models from centuries ago. Leaders are taught to have all the answers, all of the time, and never let anyone see our tender inside.

This is the model of leadership that says that a good leader...

- survives by focusing on the future and moving as quickly away from the past as possible;
- has immense capacity to stand alone, resolute;
- never waivers in his can-do optimism;
- is motivated by the vague idea of "helping others;"
- rewards hard work, action and task completion exclusively;
- strives for perpetual growth;
- acts in moderation and quiet strength;
- values status and rank over connection.

There is nothing wrong with these — most of us benefit from utilizing them at the right time and place!

And yet these traits are counterpoised against other, more prototypically "feminine" traits that are increasingly urgently needed at work.

Last week I asked my community what they thought were the most important traits for the People Leaders of tomorrow. The top traits were:

1. Curiosity
2. Empathy
3. Flexibility
4. Cooperativeness
5. Long-Term Thinking

All of these traits fall in line with traditionally "feminine" qualities.

Results from my community survey showed 20 leadership traits ranked in terms of their importance for the future of People Leadership.

Researchers Michael D'Antonio and John Gerzema attest to this change — and the "feminization" of leadership — in their book *The Athena Doctrine: How Women (and the Men Who Think Like Them) Will Rule the Future*. They say, "All leaders, male or female, innately possess feminine qualities like empathy, candor and vulnerability — the difference lies in which leaders choose to suppress those qualities and which choose to leverage them as strengths."

So here's my message: it's time we stopped asking women to assimilate to old, patriarchal leadership styles and began embracing the true power of feminine leadership.

Moe Carrick is a best-selling author, coach, speaker, CEO of Moementum, Inc. and host of the Let's Make Work Human podcast available wherever you get your podcasts! She's on a mission to restore humanity at work one magnificent people leader at a time.

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Dry Canyon Salt Company

by KRISTINE THOMAS — CBN Feature Writer

Ahja King has a talent for making delicious meals using fun and easy recipes and simple ingredients. “I get a lot of joy out of cooking for my family,” she said. “I have learned ways to make food taste good without slaving over a hot stove or purchasing numerous ingredients.”



Ahja King

A secret ingredient to her recipes is no longer a secret.

In the fall of 2021, King launched Dry Canyon Salt Company in Redmond. She handcrafts three wine salt blends — white, rosé and red. “Too often recipes are too hard or complicated calling for several ingredients,” King said. “One jar of wine salt can make a ton of recipes taste amazing.”

The idea for making wine salt blends stemmed from her not wanting to waste wine. “About 20 years ago, we had a wine tasting party and there were several bottles leftover of open wine,” she said. “I used the wine to make a balsamic glaze to rub on our meat and my family loved it.”

She experimented creating salt blends using wines, adjusting the recipe until she discovered the perfection of mixing the salt and the wines. “I gave the salt blends as hostess gifts, and my friends would call me asking me to make the wine salt for them,” she said.

When the pandemic hit in 2020, she was standing at her stove making a batch of wine salt when her husband, Camden, told her she should start a business selling her wine salts. “I had been telling him no for years because the salt blends were something I just did for our family and friends,” she said. “He



PHOTOS | BY OF KELVIN VALDAVINOS PHOTOGRAPHY

convinced me to explore the idea.”

What she discovered is nobody had created a business making wine salts. “This is

Continued on Page 24 ►

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Synergy Health & Wellness to Host Three-Day Body Trust Retreat for Women

by **ANDREA WASILEW LARSON**

Synergy Health & Wellness (Synergy) introduces its first-ever three-day women-only retreat this fall focused on healing Body Trust. Driven by demand and genuine desire for community connection of current and past clients, Synergy is thrilled to launch this special retreat. The event will be held at Suttle Lake, Oregon from October 21 to 23, 2022.

Many ask what the Body Trust approach is about, it's a radically different way to occupy and care for your body. It is a pathway to reclaim your body and is completely counter to conventional "wisdom" about food, body image, weight and health in our culture. Body Trust is paradigm-shifting work that invites bravery and fierce body compassion. It is a strength-based, trauma-informed, scientifically grounded healing modality — a way out of the predictable, repetitive pattern of dieting, disordered eating and weight cycling fueled by shame, trauma and body-based oppression.

The retreat will delve into Body Trust work that has been around for years and strives to help people make peace with their bodies, inside and out. The retreat will include plenty of time for listening and honoring, exploring ways to revive and heal the wise voice from within, quiet the noise of your inner critic, challenge diet culture and to teach a different way of being to reclaim the right to occupy space in this world.

More information and registration can be found at synergyhealthbend.com/cominghome.html. Advanced registration required. This program welcomes all individuals who identify as female, including cis and transgender folks.

"We are beyond thrilled to launch the three-day Body Trust retreat! This has been a dream of mine for a very long time. Through this retreat, I am hoping it reminds folks of their inherent wisdom and worth, builds community and lays a foundation for the retreat to become an annual tradition," said RanDee Anshutz, founder at Synergy and host of the retreat.

About Synergy:

Synergy Health & Wellness is a comprehensive center for Diabetes and nutrition counseling and massage therapy. Its ADCES Accredited Diabetes program team of Registered Dietitian Nutritionists (RDN) and a Certified Diabetes Care and Education Specialist (CDCES), offers both individual and group training sessions. Synergy is the largest private clinic in Central Oregon to serve those with diabetes. This specialty is one of several that Synergy is known for, while the clinic also treats gastrointestinal and kidney disorders, hypertension, eating disorders, body image and weight concerns.

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Women in the Workforce

Continued from page 1

Wages, like overall employment, also vary heavily by industry. The industries where women earned the highest average monthly income were management of companies and enterprises (\$6,713), utilities (\$6,334), and finance and insurance (\$5,716). Meanwhile, the industries where women earned the least in terms of average monthly income were arts, entertainment and recreation (\$1,900), and accommodation and food services (\$1,952). In low earning industries, such as arts, entertainment and recreation, the wage gap has been found to be more severe.

Women in this industry earn close to half (51 percent) of what men make.

In terms of job growth, women have seen more of it than men, given that women's jobs are still growing from a historic deficit. The growth rate in employment for women from 2016 to 2019 was 6.7 percent; slightly higher than that for men, which was 5.7 percent. Women's employment growth was the highest in transportation and warehousing (29.0 percent), other services (26.2 percent) and construction (22.7 percent).

While the wage gap in Oregon is decreasing, one major factor that keeps it alive is female representation in high-level and executive positions. Women are still less likely to hold positions of management, however, rates are somewhat

increasing. Other issues women in the workforce have been facing came from the Covid-19 pandemic and the resulting economic shutdowns. A 2020 study by McKinsey & Company found that women, especially women who are also racial minorities, were more likely to be laid off during the pandemic than their male counterparts. The report also states that working mothers who relied on school and childcare to reach financial security and success were severely affected by school and childcare closures.

Another barrier that exists on a national level has been called the "broken rung" between entry-level positions and management. The 2020 report from McKinsey & Company found that for every 100 men promoted to management positions, only 85 women were promoted. For some women, like Black women and Hispanic women, the gap was even larger.

On a national level, how does Oregon stack up? As of 2021, Oregon is ranked 22 for having the smallest wage gap, out of all 50 states. Statistically, we are still near the middle of the pack, but we have surpassed the national average wage gap. More work will need to be done to close the gap, but Oregonians have made significant progress in recent years.

The National Association of Women Business Owners reports the following information about women-owned businesses in the US. There are more than 11.6 million firms owned by women, employing nearly 9 million people and generating \$1.7 trillion in sales as of 2017. Women-owned firms account for 39 percent of all privately held firms and contribute 8 percent of employment and 4.2 percent of revenues. 5.4 million firms are majority-owned by women of color in the U.S., and they employ 2.1 million people and generate \$361 billion in revenues annually. One in five firms with revenue of \$1 million or more is woman-owned. 4.2 percent of all women-owned firms have revenues of \$1 million or more.

The United States Census Bureau offers the following information. There were 6,861 more women-owned firms in 2018 than in 2017, up 0.6 percent to 1.1 million, according to the Census Bureau's most recent Annual Business Survey (ABS). Women-owned employer firms reported nearly \$1.8 trillion in sales, shipments, receipts or revenue and employed over 10.1 million workers with an annual payroll of \$388.1 billion in 2018. Women-owned firms in the Arts, Entertainment and Recreation sector rose 10.5 percent. Demographic characteristics of the nation's women-owned firms are similar to their male-owned firm counterparts.

Oregon's future and our nation's future will depend on women and overall representation across all sectors in the workforce. Oregon has made great strides in recent years, and as proud as we should be for those strides, there are still improvements that can be made.


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A Blending of Talents Create Business Partnership

by KRISTINE THOMAS — CBN FEATURE WRITER

Ahja King and Janel Maurer jokingly laughed that they have not cracked the secret to cloning themselves. It is something they both wish they could do so they would be able to complete their never-ending “to-do lists.” They have, however, found something even better than being cloned when they decided to become business partners of the Eqwine Wine Bar and Mobile Wine Cart in downtown Redmond. “We both wish we could be cloned at least three times to keep up with our responsibilities to our families, jobs and the business,” Maurer said.

Both women believe in the importance of keeping a balance in their lives and appreciate knowing if one of them is “crazy busy” the other one will fill in. “Neither one of us knows how to slow down,” Ahja said. “I think we both aren’t afraid to follow our dreams and what makes our partnership great is the encouragement we provide one another.”

The wine bar allows both women to tap into their creativity, share their love of wine and introduce guests to wine and food pairings. They are grateful for the support they have received from their family, friends and customers of Eqwine Wine Bar.

A time of transition

Serendipity appears to have played a role in Ahja and Janel blending their talents to become business partners of the Eqwine Wine Bar. Two events in the fall of 2021 created the foundation for the business partnership. Ahja had leased the kitchen in the wine bar to handcraft her wine salts for Dry Canyon Salt Company.

Janel and her business partner, Kris Hakkila, decided to go their separate ways. They had launched their mobile wine trailer in 2017 and opened the wine bar in March of 2020.

Janel maintained ownership of the mobile cart and the wine bar and began her search for a new business partner. “Ahja was one of the first people I approached about becoming a partner,” Janel said. “I asked Ahja to be my business partner because of her restaurant experience and skillset, and I believed we could work well together.”

Janel also was excited to pair Ahja’s amazing food with their changing wine menu. “I know a great idea when I see it,” Ahja said. “Eqwine Wine Bar is something needed and valued in Redmond. I knew I could not say no when Janel asked me to be her business partner because this is something I believe in.”

A blending of talents

More than 30 years ago, Ahja moved to Redmond to start a restaurant with her grandfather. “I had no previous experience in the restaurant industry, but I dropped out of college to give it a try,” Ahja, 52, said.

After her grandfather sold the restaurant, Ahja returned to Western Oregon University to earn her teaching degree. She taught everything from preschool to middle school students.

She decided to stay home when she and her husband, Camden, became parents to their three daughters, Savannah, now 25, Carly, now 22 and Izzy, now 20.

Ahja gained valuable experience in the food and beverage industry and events planning when she worked at Deschutes Brewery, Brasada Ranch and Juniper Golf Course. “I decided to semi-retire in 2019 and then COVID hit,” she said. “I realized I needed an outlet for my creativity and passion for cooking and started Dry Canyon Salt Company and that’s how I met Janel and started using the kitchen at Eqwine Wine Bar.”



AHJA KING AND JANEL MAURER ARE THE BUSINESS PARTNERS OF EQWINE WINE BAR IN DOWNTOWN REDMOND | PHOTO BY KRISTINE THOMAS

Janel is grateful for the skills Ahja has brought to the table. Together, they created a mission statement and business plan. “Sitting down and talking about what we envision for the business and how we plan to achieve the goals has been a tremendous help,” Janel said.

Neither Janel nor Kris had bar or restaurant experience when they started Eqwine Wine Bar. “Kris and I were just winging it,” Janel said. “We just had a love of wine.”

Creating a business plan and mission statement has clarified what both women want to achieve professionally and personally. They both agreed their families come first.

Janel, 51, is a teacher at the Redmond Proficiency Academy. Her children are Ella, 17, and Grey, 15. “I am grateful for our business partnership because I have found women communicate differently than men about things,” Janel said. “There are times one of us is doing something and the other shows up and knows what needs to be done without much being said.”

Both women shared the advantages of having a business partner include having someone to bounce ideas off and knowing someone has their back. “Janel is the welcoming face of this place,” Ahja said. “She is absolutely great with people, and she genuinely enjoys sharing her knowledge of the wines with guests. She has a way of discussing and explaining wine that empowers the guests and adds to their wine knowledge.”

Collaborating on ideas

Describing themselves as both idea people, Ahja and Janel said they celebrate one

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12 Challenges Women-Owned Small Business Owners Face & How to Overcome Them

by KAYE KLOSTER, Volunteer Mentor — SCORE Central Oregon & BRETT FARMILLOE, Founder & CEO — Terkel

I have been a SCORE mentor for over six years. During that time I had the pleasure of working with dynamic women entrepreneurs and small business owners. While the types of businesses and ideas vary from client to client, many of the challenges faced are the same. This article provides suggestions from women, for women on how to overcome and succeed despite the hurdles.

What are some of the most prominent challenges women-owned small business owners face, and how do you overcome them?

To help women entrepreneurs and small business owners overcome their challenges, we asked founders and CEOs this question for their best advice. From finding the right network to securing funding, there are several challenges and tips to overcome them that may help you feel seen and supported as a woman in business.

Below are 12 challenges female small business owners face and solutions to overcome them.

Finding the Right Network

"After hundreds of hours spent at various networking groups, I struggled as a woman to find a community where I felt I truly belonged. Time and again, I was told that I was too young and inexperienced or looked down upon because I was a woman networking in an older man's world. This challenge disappeared as soon as I found a group called Women Belong. Even the name told me I was in the right place. As soon as I tapped into a community with other strong and empowered female leaders, I knew I was in the right place!" ~ Audrey Hutnick, Smallwave Marketing

Perfectionism

"When I started B.Komplete, I was the one doing just about all of the content development, programming and more. There would be times when I would work on one PowerPoint slide for hours until I realized that no one besides me would notice if the font were "exactly" the proper size or if the shade of the background was a little too bright. When I let go of the idea of perfectionism, I gained massive productivity and business growth. Perfect is boring! And one of my mantras now is, 'good enough, move on.'" ~ Beryl Krinsky, B.Komplete

Achieving a Work-life Balance

"As business leaders, it is often difficult to have a work-life balance. With the added responsibilities of being a wife, mom and caregiver to our families, there is never enough time in the day. When it comes to business, you have to show up and do your best work every day and support your team in the process. Each day there is so much responsibility on our shoulders that we can't take for granted. While these roles and responsibilities are a blessing, they ultimately challenge our ability to find and maintain a work-life balance." ~ Alisha Taylor, Alisha Taylor Interiors

Fear of Failure

"Female entrepreneurs face much more scrutiny than males, preying on their confidence and amplifying the fear of failure. I believe a fear of failure is natural, but

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Eqwine Wine Bar

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another's visions while at the same time can be honest with one another. "We can tell each other that the idea is not going to fly and then go back and figure out together what will work," Ahja said.

"It's time to horse around."

Janel and Ahja are serious about sharing their knowledge of wines and wine and food pairings but do so in a comfortable and friendly way. Their wine lists change frequently as they bring in wines from wineries predominately from Oregon and Washington. "We want people to feel welcome to come here, try a wine and learn about it in a fun way," Ahja said. "We enjoy visiting wineries in the Pacific Northwest and sharing the wine and the winemakers' stories with our guests. If we find a wine we like from another country or state, we will bring it in to introduce to our guests."

Events at Eqwine Wine Bar include Fondue Friday starting this fall, First Friday Art and Wine Walk, Sunday Brunches, Eqwine Pour Society and Wine Drop Wednesday.

They are looking at adding additional events including cooking and art classes.

Advice to other women business partners

Janel and Ahja said it is important to make sure both partners are on the same page and are committed to making the business successful. "Be sure you have a realistic business plan and a five-year plan," Janel said. "Understand you are going to have to use your own money to invest in the business and don't plan for it to be successful overnight."

Most importantly, select a business partner you can trust, Janel added.

And one that likes to have fun while working, Ahja said.

"What I enjoy is at the end of the day, we sit down, pour a glass of wine and talk about what went right and what we could do better," Ahja said. "It's great having a friend who shares my goals and supports my ideas."

eqwine-wine.com

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giving in to it is never an option for me. I have too much to do and too many goals to achieve to let this kind of fear paralyze me. Rather than let it rule me, I use my fear of failure as fuel for my continued success.” ~ Vanessa Molica, The Lash Professional

Don't Be Shy, Speak Up

“Being taken seriously is sometimes a challenge. I’m a blond, Southern woman, so I’m immediately stereotyped before I even utter a word. To overcome this challenge, I entered every business meeting and interviewed prepared. I know my company inside and out, and I’m not afraid to show my expertise. I don’t believe you can be shy if you want to be a successful woman entrepreneur. You have to find your voice and speak up for yourself.” ~ Katie Lyon, Allegiance Flag Supply

Working in a Male-dominated Industry

“I was working at a tech startup with an overwhelming number of male employees, which occasionally brought in an unbalanced spirit. Meetings, communication and the entire company culture are different when there’s a lot of testosterone on the table. Sometimes that’s fun to watch, but it’s generally rather exhausting. I had the idea of building a women’s group with two other ladies (four, actually, at that time). We mainly discussed our thoughts on how we could have a stronger voice in the company, for example, by bringing in female engineers and promoting more women to leadership positions.” ~ Saskia Ketz, Mojomox

Stereotypical Prejudice

“Gender-based stereotypical prejudice, including my team, was one common challenge I faced at the initial stages of my entrepreneurship journey. In those early days, I quickly realized that some employees had a problem with a woman making all the decisions and telling them what to do. Such employees were also prone to misconstruing my intentions or actions and actively sabotaging my efforts. I had employees like this in my team who made the work environment toxic and ineffective. I had to let go of some of these staff members because they refused to change and be better. From this experience, I also learned how to identify and dismiss interviewees who would find it problematic to have a female employer if granted employment. This saved the rest of my staff and me the trouble of dealing with such people. As a result, we haven’t experienced a problem of this kind since this initial experience.” ~ Lisa Richards, The Candida Diet

The Loneliness of Being a Solopreneur

“This isn’t limited to female small business owners only. Anyone starting as a solopreneur or operating as a company-of-one for many years understands this challenge. You don’t have anyone to bounce ideas off of, someone to brainstorm on a new brand strategy, or someone you can turn to when something doesn’t work out as planned. When I experienced this myself, I initiated three things to overcome this challenge. One, I joined different communities where I could connect with other solopreneurs. Two, I reached out to people I met within those communities to who I felt an instant connection to chat one-on-one and then set up regular check-in calls afterward to stay in touch. Three, I organized co-working events with other

solopreneurs.” ~ Leang Chung, Pelora Stack

Lack of Respect for My Expertise and Experience

“One of the common challenges I face in my industry is the lack of respect for my expertise and experience. Clients are generally more inclined to consult my husband regarding our products and services despite having the same level of experience as him on the field.

“Overcoming it was not easy, but working on my communication skills has greatly helped change our clients’ views on my role in the company. Commanding the respect I deserve can be translated through clear and confident delivery of my knowledge and expertise in this industry.” ~ Georgia McBroom, Camper FAQs

Continue Showing Up

“One of the most challenging parts of being a small business owner is staying the course. In eight years of business ownership, I have found that the least glamorous part about making a business work is showing up every day and doing the work.

“We know that consistent action in our vision is how we can get where we want to go. However, as a leader, you often have less external structure and accountability to hold you to your commitments by default. This usually means we have to be self-starting and very disciplined, even on the days we’re not motivated.

“Building a successful marketing strategy, client pipeline, sales process, cash flow system, product, etc., is all the result of showing up every day and doing the work that needs to be done. It’s not glamorous, but it works.

“I have the mindset to show up and do the work every day. That mantra keeps me on course to achieve my big dreams, one day at a time.” ~ Jen Hope, Hey Jen Hope

Bias, Bigotry and Bullying

“These are all part of the same challenge. As a female small business owner, I frequently find myself dealing with people who still, in 2022, think I’m the admin. I’ve had people breeze past my introduction, hand me their card and very brusquely say they’d love to speak with the owner. Not only is this incredibly ignorant on their part when women own 31 percent of small businesses, but if that’s how you treat my admin, we won’t be doing business. It bothers me that we have to incentivize people through diversity metrics to work with women business owners. Still, until the double standards evaporate (and this is true no matter what non-dominant groups you’re a member of), it’s sadly true that assumptions like this are alive and well. I overcome it by making it abundantly clear I am a woman-owned business on my website and other marketing materials. We don’t necessarily need “Lady Boss” bumper stickers, but we need to represent our organizations as leaders proudly.” ~ Sarah Ratekin, Happiness Is Courage

Funding

“A common challenge that I face is accessing funding. The money allocated to women-led founders is abysmal. The funding that is accessible to women of color is even worse. To gain the funding that I need to run my organization. I had to network, build relationships and join communities that were not only supportive but offered resources.” ~ Alicia White, Project Petals

Kaye Kloster is a SCORE volunteer providing mentoring to clients throughout Oregon and SW Washington. Looking for a mentor? Go to SCORE.org and submit your request.

Brett Farmiloe is the founder and CEO of Terkel, a Q&A site that converts insights from small business owners into high-quality articles for brands. Terkel.io.

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Dry Canyon
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a brand-new product,” King said. “I did the market research and realized this could be my business. The challenge was I had never brought a product to market.”

Utilizing her vast experience working in the food and beverage industry along with her love of cooking, King embarked on learning everything she needed to know about starting a business. “My husband gave me the best advice when he told me to talk to the smartest people I know, tell them what I was planning and get their input,” she said.

She spent a year testing her recipe until she figured out the technique for handcrafting a consistent product. She launched her company in September of 2021. “The ingredients aren’t a secret as they are on the label,” she said. “What took time to figure out is how all the pieces come together to create a consistent product. The final recipe is written on binder paper in a Ziplock bag.”

King said gourmet wine salt is salt infused with wine. It can be used as a seasoning or anytime you use salt. “I tend to favor salty flavors over sweet,” King said. “The wine salt is the perfect balance of salty, savory and a touch



PHOTOS | BY OF KELVIN VALDAVINOS PHOTOGRAPHY



of sweet. I advise people to use it just like they would use a splash of wine to improve a recipe.”

A few of her favorite recipes using the white wine salt include Dry Canyon Fish Packets, Grilled Avocado and Shrimp Salad and Grilled Chicken and Eggplant Caprice. She rubs the white wine salt into chicken before baking and the red wine salt into beef before grilling. The rosé enhances the flavors of seafood.

Since it is a new product, King said she dedicates her time to educating people how to use the wine salts and asking people about their favorite foods. “The wine salts allow home cooks to prepare high-quality food,” she said. “The wine salts are easy to use — just like adding a dash of wine to a recipe — and the wine salts make good food taste even better.”

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Haase Celebrates 20 Years with Mosaic Medical

by BRIDGET McGINN — Mosaic Medical

As a young woman considering her future career options, Megan Haase, Family Nurse Practitioner (FNP) and CEO of Mosaic Medical, knew that she wanted to find work that had meaning and involved helping others. She found herself drawn to healthcare and its many diverse and complex systems.

"Early in my career, I was drawn to improving how the system works, with a focus on aligning the varied components of the system to deliver health to communities, versus the common approach that exists with such a significant focus on 'sick' care," said Haase.

While Haase was in her nurse practitioner program at Oregon Health & Science University, she had the opportunity to do clinical rotations in several community health centers. The grassroots, nonprofit federally supported health center system — with more than 1,400 organizations nationwide — offer affordable healthcare options and help increase access to care by reducing barriers such as cost, lack of insurance, distance and language for their patients. According to the National Association of Community Health Centers (NACHC), health centers are efficient and cost-effective, generating \$24 billion in savings for the healthcare system annually.



Megan Haase,
FNP and CEO,
Mosaic Medical

"I loved the comprehensive and inclusive approach to care that I observed in nonprofit community health centers," said Haase. "I also had the opportunity to spend several months in Mexico, living with two families and working in their healthcare system. The neighborhood community clinic in Mexico had a similar approach to care that was comprehensive, patient-centered and inclusive."

As she prepared for graduation, Haase learned of a new community health center started by community members in Prineville, OR. Having spent most of her childhood growing up in Portland, Haase had vacationed in Central Oregon with her family and knew she would love living in the high desert. She applied and was hired as one of Ochoco Community Clinic's (now Mosaic Medical) two initial primary care providers in 2002.

Twenty years — and a global pandemic — later, Haase reflects back on those early days with fondness.

"I loved the first few years when we were very small and in a tiny little modular building," said Haase. "We had such a strong team, so connected to our mission and we were at the front end of what Mosaic was going to grow into over these 20 years."

The relationships forged with both staff and patients top the list of her best memories from the last two decades. And the importance of relationships remains among her guiding principals as the leader of an organization that now has nearly 400 employees and 16 clinics across Central Oregon. It is no surprise that what she finds most rewarding about her work is the people, both employees and patients.

"I work with such amazing, mission-driven, community-minded and talented people," said Haase. "And our patients come from varied backgrounds, with varied experiences,

and they connect with our providers and teams with trust and openness."

Holding the belief that leadership is a life-long journey, Haase shared that over the years she has had the opportunity to learn evidenced-based leadership practices to help create healthy teams and work environments. She has especially appreciated the current literature that addresses the importance of diversity, equity and inclusion in leadership, along with the concepts of trauma-informed care

Haase's personal growth as a leader has been accompanied by the growth of the organization she leads. Mosaic has expanded across the region with a model of main clinics and embedded clinics in Prineville, Madras, Redmond and Bend. The main clinics offer integrated services while the embedded clinics are partnerships with community-based organizations such as schools, counties and housing partners.

Mosaic has also expanded the services offered to patients, including integrated behavioral health, clinical pharmacy, nutrition services, substance use disorder services, dental clinics and most recently retail pharmacies in Prineville, Bend and Madras.

"While we have been growing and expanding over the years, we have also worked very intentionally to maintain our mission-driven, person-centered culture," said Haase. "And we have continued to think about health beyond medical care to include non-medical supports such as connection to housing, food, transportation and other needs."

The last several years of the COVID-19 pandemic has had an impact on all healthcare organizations, and Mosaic is no exception. As a safety net health provider, Mosaic responded not only to the needs of their patients but to the needs of the community as a whole — particularly those who are underserved.

"We had four guiding principles," said Haase. "Keep our patients safe, keep our staff safe, keep our community safe and create supports for our staff to be well-positioned to do their work in new ways at a quick pace of change. We knew it was critical to find ways to support our staff so that they had the capacity to focus on caring for our patients, each other and our community"

Supporting staff in maintaining healthy, balanced lives is a core part of the Mosaic culture, one that Haase embraces. She and her husband, Bo, have two small children, Esme, eight and Rowan, five. They enjoy being outside in all seasons, skiing, riding bikes, rafting or spending a day at the lake.

"I think through the experiences with the pandemic, including working remotely, we have moved to thinking of work and life 'integration' versus balance," said Haase.

As she considers the next 20 years for Mosaic, Haase envisions an organization that continues to listen to the needs of the community, expanding and pivoting to meet those needs as they arise.

"I also see us continuing to watch and study the healthcare landscape so we can remain innovative and progressive while continuing to provide high quality, affordable access to care for all," said Haase. "It is such a gift to be part of this incredible organization."

The community is invited to celebrate Mosaic's 20th Anniversary at a musical Jamboree on Friday, September 23 at the High Desert Music Hall in Redmond. RSVP at bit.ly/JamboreeRSVP.

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Women Working in Banking

Continued from page 1

best positioned to serve the needs of Central Oregon."



Ashley Mears

Ashley Mears

Ashley Mears is the vice president and Commercial Banking Relationship manager at Washington Trust Bank. She has worked in banking for 16 years. As a relationship manager at Washington Trust Bank, she said she has the privilege of partnering with local businesses to establish tailored financial plans to meet their goals and help them grow. She is responsible for building and maintaining strong relationships within the Bend community and with clients of Washington Trust Bank.

"As their financial partner, I am focused on analyzing my clients' cash, capital and investment priorities and monitoring the performance of their existing accounts while keeping in mind their business and financial goals," Mears said.

What made you decide to pursue a career in banking:

McGrane: "I have always enjoyed working with numbers and started a career in accounting after finishing college. While working for a large company as an accountant, I realized that I craved more social interaction in my day-to-day responsibilities — I am at my best when connecting with others. I began to pursue a career that would allow me to spend more time with business owners, learning about their businesses and using my financial knowledge to help them achieve their goals. While much has changed in my 20 years as a banker, I still love getting to know people and their businesses, and I am equally thrilled when our team provides a solution to a business to help solve a problem and/or accomplish a goal."



Wendy McGrane

Mears: "I grew up in the banking industry. My mom was a banker and an amazing role model for me. So, I became passionate about banking from a young age. My mom worked for a large bank for over 20 years and growing up it was not uncommon for me to accompany her on client visits and work endeavors. Those impactful early experiences motivated me to begin my career with my first 'real job' as a teller, and I have been a part of the banking industry ever since. I've always excelled at working with numbers and money, so aside from my family ties to the industry, there was a point when my mom, two brothers and I, all worked for the same financial institution, becoming a banker was a natural fit. What really made me fall in love with this career path is the creativity involved in creating financial plans. Most people might not think of banking as having a creative component but when I am establishing financial plans for my clients, and I have the opportunity to

support individuals and businesses in our community with their financial needs, I get to tap into my passion and creativity."

How would you mentor a young woman pursuing a career in banking?

Mears: "It's challenging to be a woman in a typically male dominated industry. My best advice for women wanting to get into the banking industry is to believe in yourself and to be confident in the fact that you've earned your place at the table. If something makes you feel less-than, know that your skills and expertise have led you to this moment and you deserve to be there."

What advice would you give to women who are striving for a work-life balance?

Mears: "Juggling a professional career, motherhood and being a wife can be difficult. Find your balance. It's attainable. Lean on your family and colleagues and let them lean on you. It takes a village and we're all here for each other. Equally as important, find a company to work for that promotes a culture conducive to your personal goals and values. Washington Trust Bank and my team at the Bend Financial Center find extreme value in hard work and providing world class customer service, but also in maintaining a healthy work-life balance. And that's what's most important in life. Remain invested in your work, but don't miss out on the opportunities in your personal life."

Over the last 50 years, things have changed for women regarding their personal finances. What changes have you seen during your career that have helped women with their professional and personal lives?

McGrane: "When I began my banking career, most banks had dress codes which required women to wear nylons. I will never forget wearing nylons while pregnant in the heat of the summer. Thankfully, they are now optional. Earlier in my career as a business banker, I was often the only female amongst a large group of male colleagues. I struggled to see myself progressing into leadership roles, because so few women were in higher levels of leadership. Fortunately, I have had many supportive leaders, sponsors and advocates that encouraged me. Today, I have many more female colleagues, peers and leaders in business banking, and I look forward to seeing how this continues to evolve to better reflect the composition of the communities that we serve. I'm proud of our work at U.S. Bank too. We're nationally recognized as one of America's top corporate supporters of diversity, equity and inclusion. We are committed to creating access, development programs and mentorship opportunities that help increase the number of women who hold executive and senior executive leadership positions at U.S. Bank. Through our U.S. Bank Women Business Resource Group (BRG), we create a culture, with allies, where women thrive and are empowered across all seasons of life. To learn more about our diversity, equity and inclusion progress, see usbank.com/diversity.

What's the best advice you have received in regard to creating a strong financial portfolio and what do you share with your clients?

Mears: Be straightforward and honest. It sounds simple, but there are times when the truth is very hard for clients to hear — and can also be difficult to communicate. When all is said and done, it's always the right thing to do and I pride myself in being as transparent and honest as possible with my clients because facilitating those open conversations is what ultimately sets them up for success.

What challenges do women who own small businesses or who want to start a business face and how do you help address them?

McGrane: "Much has been written about the disparity of access to investment capital for women owned businesses. At U.S. Bank, we strive to bring equal access and resources to all our clients. Our business bankers work with many women-owned businesses, and we have several tools and resources available to support them. Every business has unique challenges and opportunities, and we empower our bankers to learn about each business to truly understand their needs and goals. A few examples of what women-owned businesses experience at U.S. Bank are where our bankers can meet whenever and wherever is most convenient for the business, including virtually; and our bankers are engaged community members, and often introduce business owners to other networks, programs and resources outside of the bank as appropriate. In addition to meeting with a local banker to discuss the unique needs of their business, we recommend that all business owners explore U.S. Bank's Financial IQ platform at usbank.com/financialiq.

Can you share a few ways your bank supports women-owned businesses?

McGrane: "Our local U.S. Bank team has been a long-time supporter of organizations and events which support and elevate women. U.S. Bank was the founding title sponsor of the Bend Chamber Women of the Year Awards, and U.S. Bank continues to support organizations which provide resources to women-owned businesses both here in Central Oregon and beyond including leanin.org and catalyst.org).

Many people are nervous about what's happening with inflation and the talk of another recession. What advice would you give both businesses and individuals regarding safeguarding their financial portfolio?

Mears: "Utilize your bank as a financial partner. A financial institution's team of professionals is there to help you navigate any uncertainty you may experience. The current state of the economy is a good reminder to consider what banking products and services you're taking advantage of and if there are any adjustments you can make to bolster your strengths and eliminate weak spots. One of my favorite messages on this topic that I have adopted from Washington Trust Bank's chief investment officer and economist is: 'Hope is an emotion, not a strategy.' I take that sentiment to heart and am dedicated to advocating for my clients during this uncertain time and working to make them feel prepared for whatever may come."

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Investment Tips for Women

by RBC WEALTH MANAGEMENT & PAMELA J. CARTY, AWM, Financial Advisor, Branch Director — RBC Wealth Management

With longer life spans, women face different financial challenges than men. Here are a few tips women should consider to help create the financial cushion they need:



- Contribute to your employer-sponsored retirement plan.**
Contribute as much as you can possibly afford to your 401(k), 403(b) or 457(b) retirement plan at work and increase your contributions each time your income increases. Your retirement plan provides you with tax-deferred earnings and a variety of investment options.
- Consider purchasing life or long-term care insurance.**
With millions of Baby Boomers joining the ranks of the elderly, the costs of long-term care are expected to skyrocket. And with many women acting as caretakers, the financial burden can fall on their shoulders. Shop around for a company with favorable rates, but keep in mind the financial strength of the insurer. It's important the insurance company is financially strong decades into the future.
- Maximize your IRA contribution.**
Even if you have a 401(k) or other employer-sponsored retirement plan, you may be eligible to contribute to a traditional or Roth IRA.
- Invest for growth.**
Studies have shown that, in some ways, women are better investors than men. Women tend to do less buying and selling, which cuts down on fees and expenses, and women also are more likely to look at the "big picture," which translates into better long-term investment decisions. However, women seem to invest more conservatively than men, and conservative investments typically do not produce the growth achieved by more aggressive investments. Of course, you want to stay within your individual risk tolerance when you invest, but be aware that investing too cautiously could slow your progress toward your ultimate goals.

By following these suggestions, you can greatly help your pursuit of financial security. So invest early, often and wisely — you'll be glad you did.



PHOTO BY AUSTIN DISTELON UNSPLASH

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The Women of SFF '22

provided by SISTERS FOLK FESTIVAL

We've got an incredibly diverse lineup this year with over 30 accomplished musicians and bands, and we're especially proud of the absolutely stacked lineup of powerhouse female performers we'll have on our festival stages. Read more about these artists below and view our full lineup to learn more about ALL of our 2022 performers.

Doreen's Jazz New Orleans brings the best of New Orleans to every performance. They are a group whose primary interest lies in spreading the culture and traditional music of New Orleans all over the world, through performances and education. They have appeared performing in numerous radio and television shows, national commercials, music videos and movies. Kitchens herself has performed for four U.S. Presidents. Bill Clinton, George Bush Sr., Ronald Reagan and Jimmy Carter. She is a legendary clarinetist and a champion for her city not to be missed!

Colorado songwriter **Emily Scott Robinson** beckons to those who are lost, lonely, or learning the hard way with *American Siren*, her first album for Oh Boy Records. With hints of bluegrass, country and folk, the eloquent collection shares her gift for storytelling through her pristine soprano and the perspective of her unconventional path into music. The Greensboro, North Carolina native showcases her talent as a storyteller by gracefully blending imagined characters with meaningful people she's encountered on her journey.

Lindsay Lou has been making soulful, poignant music for the last decade. An undeniable powerhouse, Lou's remarkable gifts as a singer, songwriter, musician and performer demand the listener's attention. Her singing floats over the masterful playing and deep groove of her band with both a fierce intensity and a tender intimacy. Born the daughter of a coal miner and the granddaughter of a Rainbow Gathering healer, Lindsay Lou grew up with room in her heart for both blue collar grit and mystical mind expansion.

Rainbow Girls are an eclectic folk trio hailing from the golden countryside just north of California's Bay Area. Vanessa May, Erin Chapin and Caitlin Gowdey seamlessly combine soul-touching harmonies, vari-textured instrumentals and poignant, lyrical content into a beautiful sonic tapestry. Their music delves deeply into themes of the human experience: hopeful love, honest self-reflection and pursuits of social justice.

After forming serendipitously in late 2021 thanks to an all-female festival collaboration, **Big Richard** has quickly gained national recognition for their charismatic stage presence and their vocal/instrumental prowess. Members Bonnie Sims, Joy Adams, Emma Rose and Eve Panning are fueled by sisterhood, harmony and humor... along with the shared desire to rage fiddle tunes and smash the patriarchy.

If the whole is greater than the sum of its parts, then **The Sweet Water Warblers** are no exception. Comprised of Michigan songbirds Rachael Davis, Lindsay Lou and May Erlewine, the folk trio's organic vocal harmonies and seamlessly interwoven instrumentation leaves listeners breathless. Each of the ladies' bring with them a regarded solo career within the Americana and roots worlds, and individual perspectives on traditional music.

Telmary started her musical career with Free Hole Negro in 1999 before joining Interactivo in 2002, a stellar collective of Cuban musicians whose singular groove layers rap, funk, jazz and soul atop traditional Afro-Cuban rhythms. She launched her



PHOTO | COURTESY OF SISTERS FOLK FESTIVAL

solo career with her flagship album *A Diario*, which won the Cubadisco award for Best Hip-Hop Album in 2007. After seven years in Toronto, Canada, Telmary returned to Havana where she formed her band HabanaSana.

Los Angeles-based street singer, guitarist and roots music revolutionary **Sunny War** has always been an outsider, always felt the drive to define her place in the world through music and songwriting. Her restless spirit, a byproduct of growing up semi-nomadic with a single mother, led her to Venice Beach, California, where she's been grinding the pavement for some years now, making a name for her prodigious guitar work and incisive songwriting, which touches on everything from police violence to alcoholism to love found and lost.

Nashville-based singer/songwriter **Caroline Spence** is known for her gift for storytelling with songs featuring thoughtful musings on human nature. Spence has earned a reputation for her honest, introspective songwriting that transcended the lines of folk, country & roots music, drawing comparisons to artists like Patty Griffin and Emmylou Harris. Earning critical accolades & glowing respect from within the Music City songwriting community for her 2017 LP, *Spades & Roses*, she signed with the Rounder label and made her label debut with 2019's *Mint Condition*.

Sisters-local **Beth Wood** is a modern-day troubadour, poet and believer in the power of word and song. Beth has been writing, creating, recording and touring full-time for 23 years — delighting and inspiring audiences across the country with her exceptional musicianship, intelligent songwriting, powerhouse voice and warm & commanding stage presence. Wood has released an impressive eleven solo albums, one duo album and one collaboration live album to date. Her dream is move something with her art, whether it's a swirling emotion or a curious mind or tapping feet.

Kentucky singer-songwriter **Abby Hamilton** has garnered a reputation as a can't-miss live performer, opening for acts like Wynonna Judd, Shakey Graves, Kelsey Waldon, Valley Queen, Arlo McKinley and Justin Wells. Her long-anticipated second EP, *Afraid of the Dark*, perfectly encapsulating her unique sound that feels just as comfortable in the Appalachian mountains as it does in a whiskey-soaked bar room in the city. With influences ranging from the classic country divas to Bruce Springsteen, Abby Hamilton wins over audiences with her clever lyrics and entrancing vocals.

Explore the full lineup at sistersfolkfestival.org/artist-types/2022-festival.
sistersfolkfestival.org



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Lori Pintek-Snyder, Owner

Makers, Mentors & Leaders in Design

by SAMANTHA POHLER, Project Architect & ODESSA CLEAVENGER, Design Staff — BBT Architects

Every new project is an opportunity for creativity and growth. This is especially true when building on past experiences and connections. Recently, BBT Architects completed a renovation at PacificSource Health Plan's administrative building — continuing a long relationship between two companies who share values and common community goals. More importantly, this project brought together women in design and construction. From the client to the architect, women saw the project from kick-off to completion.



Samantha Pohler

Odessa Cleavenger

BBT, a woman-owned architecture firm with deep roots in Central Oregon, and PacificSource, a nonprofit dedicated to investing in community health, have had a long-standing relationship that started with design and construction of the four-story building located in Northeast Bend that is their four-story administrative headquarters building located in NE Bend.

"Working with an organization like PacificSource Health Plans who shares our values of improving our communities and believes in professional growth is conducive to a process that goes beyond the completed project," BBT Principal Renée Alexander notes. "When they called, we immediately embraced the opportunity to work with a client that makes sound decisions quickly — a rare quality in the industry today."

Laurie Kidd, director of Real Estate and Facility Operations adds, "Creating space that promotes collaboration is extremely important to our company and its culture, and BBT has been instrumental in helping us see our long-term goal of growth and expansion come to fruition. We felt extremely fortunate to work with a strong team of women at BBT who brought to the table creativity, a passion for what they do and a long tenure of experience."

Women in Leadership and Teams

While the assembly of the women-lead design team was not intentional, the design group's dynamic boasted positive outcomes not only for the project, but also for the staff who participated.

Odessa Cleavenger, a design staff at BBT, has been working in the field for two years since graduating from University of Oregon's Architecture program.



(L-R) PRINCIPAL RENÉE ALEXANDER, DIRECTOR OF REAL ESTATE AND FACILITIES LAURIE KIDD, AND DESIGN STAFF ODESSA CLEAVENGER

Cleavenger adds, "I went into school with the impression that architecture was a largely male-dominated field. The fact that this project was a women-led design team did not change the process or final project, but it was important as a woman who is emerging in the field. It's motivating to have those role models — other women who are in a leadership position."

Project Architect Samantha Pohler earned her license in 2018 and has enjoyed the increase in responsibility and the encouragement from her mentors to make mistakes and learn.

"When I applied for a position at BBT in 2012, having a woman in leadership was a major factor for me," Pohler recalls. "Renée has been so supportive of me as a whole person. She has helped me grow as an architect while also supporting my transition into parenthood."

Fostering Wellness

As PacificSource's needs increased, the remodel of the second floor will help accommodate their growing staff. With expansive windows throughout the building and offices and meeting rooms centered in the interior, the overall layout allows light to penetrate deeper into the space with optimal access to daylight for all employees.

"We take the wellness of our employees very seriously. Getting light throughout the space while finding natural areas to create collaboration zones where teams can meet in casual settings to promote creativity were a priority," Kidd noted.

The new office floor also contains a comfort room — a quiet, supportive room dedicated for new mothers and staff. As a mother herself, Pohler was attuned to what would be needed in the space and was careful to locate plugs, plan for furniture and include conveniences like ample counter space with a sink, and hooks for clothing. The PacificSource team supported these functional additions to ensure the health, comfort and wellbeing of their workforce.

Future Workspaces and Workplaces

"During college in the early 80's and in the first decade of my career, it was rare to encounter another female in either classes, studios or the workforce," Alexander says. "Even when considering my tenure and experience, there were numerous times I was referenced as a helper or assistant. Though I never let any of those comments get to me, I take pride in the progress and impact that women have made in the design and construction industries. Having the BBT design team and client lead on



DESIGN STAFF ODESSA CLEAVENGER (LEFT) AND PROJECT ARCHITECT SAMANTHA POHLER (RIGHT) INSPECT SLIDING DOORS TO A CONFERENCE AREA. DOORS FROM THE EXISTING SUITE WERE RE-USED WITH ONLY THREE NEW DOORS PURCHASED FOR THE PROJECT HELPING WITH COST AND SCHEDULE REQUIREMENTS | PHOTOS COURTESY OF BBT ARCHITECTS

this project be majority females was a refreshing and needed change."

For Cleavenger, she was not only able to continue to grow her technical skills with the support and mentorship by Pohler, Pohler has enjoyed paying it forward with Cleavenger. In the earlier phases, Pohler asked Cleavenger to create her own layouts and design suggestions to present to the client. As the project progressed, she was able to pull back and let Cleavenger build her skills in Construction Administration. While Pohler was always available for questions, Cleavenger took the project over and showed the team how capable she is.

Pohler in turn had the opportunity to lead the project and develop the specifications for the project while working remotely from California.

In summary, Pohler acknowledges, "Knowing that I had a mentor in Renée, someone to trust in Odessa, and a reliable and available client in Laurie put me in a great position not just to thrive, but to help a younger generation of women embrace the experience and relationships necessary to succeed."

Samantha Pohler is a project architect with BBT. A mother of two (ages four and two) she spends her spare time with her husband growing food on a small urban farm in Loomis, California.

Odessa Cleavenger is a design staff with BBT. A Bend native and University of Oregon graduate, she participates in BBT's sustainability committee evaluating and improving project-wide impacts on the community and environment.
bbtarchitects.com

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CELEBRATING WOMEN IN DESIGN

bbtarchitects.com

California-based Engineer Finds Success in Bend

by NOAH NELSON — CBN Feature Writer

Laura Breit is originally from California, where she was raised in a small, rural town that was built around farming. Engineering has always been an interest to her, since her father was a successful engineer, himself. This inspiration early in life led Breit to pursue engineering as a potential career, and after getting her undergraduate degree from UC Santa Barbara followed by a Masters in Engineering from Georgia Tech, she has never looked back.



Laura Breit

After college, Breit moved back to California to work at her father’s engineering firm, up until her husband was offered a job opportunity in scenic Bend. In 2007, the duo made the move and have lived here ever since. “I always say, we moved here for his career, but we stayed for mine,” Breit said.

Breit spent around six years in Bend working at another engineering firm, but things changed in 2013. “I had just had my second child, and I was looking for a change of pace,” Breit said. “I felt like I needed to branch out.”

Her maternity leave was, “let’s just say, very short,” and Breit found herself looking for professional opportunities that aligned with her life, both as a mother and a successful engineer.

ColeBreit Engineering was born just after her second child, and with the help of Raymond Cole, former CEO of Axiom Engineers, ColeBreit Engineering has become a top choice for mechanical, electrical, and plumbing engineering and design consulting services in Bend, Central Oregon and beyond. In 2021, Breit expanded further and purchased her father’s engineering firm. The process of merging both engineering firms began in 2022, and still takes up much of Breit’s workday.

With that merger, ColeBreit Engineering now has offices in Monterey, Napa and Santa Cruz, California. As one of the foremost engineers in the area now, Breit has taken the chance to look back on her career, and provide some insight into how she got to where she is today.

“My graduating class of engineers in college was 80 people, and only four graduates were women,” Breit said. “Statistically, we are still very much a minority in this industry.”

Breit mentioned that when she first moved to Bend, she felt the need to dress and act more masculine. “I felt like a fish out of water for the first few years. Bend was not only a cultural shift from rural California, but I also felt like I needed to give my colleagues less to latch on to, in terms of gender. Acting and dressing more masculine helped me gain credibility and respect in this industry,” Breit said. “Even if my colleagues didn’t have any malicious intent, I could tell that I was subconsciously treated differently. Over the years, once I felt more like an industry insider with respect from my colleagues, I began to regain and reclaim my femininity.”

For Breit, rising to the occasion and taking on challenges comes naturally. “If you give me a challenge, I will rise to it.” This attitude of attacking your problems and facing challenges head-on is the same advice Breit would give to young women looking to break into a male dominated field.

On the note of advice for future generations, Breit also sets an example simply by living her life as a leader. “I always try to think about how I am doing the best I can for the future. I have three daughters, and I think about how growing up with a mom who owns an engineering firm just isn’t a big deal to them, in a good way. Simply existing as a woman in a powerful position helps normalize the idea of women being respected and welcome in fields such as engineering.”

At the end of the day, Breit preaches equality above all else. “We’re all just people. Some of my best friends are men, and our differences are smaller than we think. If we want to be seen as equal, we should treat others as equals. I was always true to what I liked and what I wanted to do. If I was scared, I wouldn’t be true to my true purpose. To young women, I would say stay true to yourself, live fearlessly and follow your passions.”

colebreit.com



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Women’s Organizations

To Enhance Your Business & Get Involved in Your Community, Check Out These Groups

CENTRAL OREGON

American Association of University Women

Advancing equity for women and girls through research, education, advocacy and philanthropy. Local STEM activities for girls, and scholarships for COCC women students advancing to four-year programs. Serving Central Oregon, Bend Branch President, Evie Lamb, evylnlamb@gmail.com. Membership VP, Linda Gardner trixytazzy@live.com. bend-or.aauw.net, aauw.org.

American Association of University Women, Redmond Branch

Promotes advances in equity for women and girls through advocacy, lifelong education and societal growth. Monthly meetings, scholarships. Susan Maffai, msmaffai@gmail.com, aauw-or.aauw.net/branch-locator/Redmond.

Bend Bella Cyclists

To provide Bend women with a safe, enjoyable and supported cycling club. We will strive to enhance every member’s confidence, knowledge and skills through weekly rides, camaraderie and the promotion of a healthy life style. bendbellacyclists@gmail.com, bendbellacyclists.org.

Beta Sigma Phi

International women’s friendship network for women of all ages, interests, educational and economic backgrounds. Volunteers for service projects. betasigmaphi.org.

ConnectW

Women’s networking group that welcomes women in all fields and endeavors—from entrepreneurs and professionals to women simply wishing to explore, expand and enhance their lives and environments. info@connectw.org, connectw.org.

Daughters of the American Revolution, Bend Chapter

Patriotic women’s service organization whose members can prove lineal bloodline descent from an ancestor who aided in America’s independence. Offers scholarships in nursing at COCC. Jill Gentry, mmegentry@gmail.com, rootsweb.ancestry.com, bendchaptersdar.com.

General Federation of Women’s Clubs (GFWC) of Central Oregon

International women’s organization dedicated to community improvement by enhancing the lives of others through volunteer service. Local branch contact Joann Wheeler at 541-279-1441, jwii@msn.com, gfwccentralor.org.

Ladies of Lead Group Therapy, LLC - Lady Hawks Central Oregon Shooting Sports Association (COSSA)

Women training women in personal defense strategies specializing in handguns. We teach Concealed Handgun License classes that cover 32 states. We have an indoor virtual computerized gun range set up at our training studio in Redmond to supplement our live fire training. ladiesoflead.com, 541-788-5858, ladiesofleadusa@gmail.com, facebook.com/ladiesofleadgrouptherapyllc, Instram: ladies.of.lead.

League of Women Voters of Deschutes County

Nonpartisan political organization encouraging informed and active participation in government. It influences public policy through education and advocacy. Geri Hauser, public relations chair, 541-280-2947, lwvdeschutes@gmail.com, lwvdeschutes.org.

The Ninety-Nines, Northwest Section, Cascade Chapter

International organization of women pilots, Cascade Chapter is the local chapter. Julie Benson, jbenson@energyneering-solutions.com, nw99s.org/chapters.

United Methodist Women

Community of women developing global ministries. 541-382-1672, office.bendchurch@gmail.com, bendumc.org.

Quota International of Central Oregon

Links members to make the world a better place to live, committed to community service through financials support for programs for speech and hearing impaired and disadvantaged women and children. 541-382-1155, quota.org, quotaofcoservice@gmail.com, quotaofcentraloregon.org, facebook.com/quotaofcentraloregon.

Sisters on the Fly

Offering empowerment and sisterhood through exceptional outdoor adventures. To make local area Sister connections, kris@sistersonthefly.com, sistersonthefly.com.

Soroptimist International of Bend

Community service for the benefit of women and girls. info@sibend.org, sibend.org.

Soroptimist International of Prineville

Community women’s support group helping women and girls. siprinedville@soroptimist.net, soroptimist.org.

Sunriver Women’s Club

Fellowship, recreation, charitable fundraising and educational activities. Membership is open to women in Sunriver and the surrounding area. sunriverwomensclub@gmail.com, sunriverwomensclub.com.

TAO STEAM

Mission of creating a gender balance in STEAM careers in Central Oregon. Community-based organization working together to unify local STEAM community and tip the scale in favor of a gender-balanced future. Jerry Gaube, jerry.gaube@techoregon.org, techoregon.org.

Women’s Council of Realtors

National network of successful realtors empowering women to exercise their potential as entrepreneurs and industry leaders. wcr@wcr.org, wcr.org.

World Muse

Inspires women to create positive social change from within. Mission is to connect women to their own sense of purpose as well as to each other and provide the tools and support they need to create positive change in their lives, in their communities and in our world. 541-410-5513, info@theworldmuse.org, theworldmuse.org.

OREGON GROUPS

Dress for Success Oregon

Works to empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life. 503-249-7300, oregon.dressforsuccess.org.

Oregon Commission for Women

The mission is to work for the implementation and establishment of economic, social, legal and political equality for women and to maintain a continuing assessment of the issues and needs confronting women in Oregon. oregon.gov/women.

Oregon Women Lawyers

To transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession. admincoordinator@oregonwomenlawyers.org, 503-841-5720, oregonwomenlawyers.org.

Oregon Women’s Sailing Association (OWSA)

Organized in 1994 by local women sailors, promotes women’s sailing through education and practical experience. 503-451-0061, webmaster@owsa.net, owsa.net.

Women’s Foundation of Oregon

Vision is an Oregon where every woman and girl can thrive. Mission is to focus the power of women’s collective resources to improve the lives of women and girls throughout Oregon. 971-230-1294, info@w-for.org, womensfoundationoforegon.org.

NATIONALLY

Alley to the Valley

Best for women who want to share knowledge of get help from those with a wide variety of specialties; investors eager to find out about new ventures. The 7,500 women in this online community exchange requests and offers for angel funding, seed money, book deals and more, or they bring up opportunities such as board seats and strategic partnerships. facebook.com/alleytothevalley, alley2valley.com.

American Medical Women’s Association (AMWA)

Advances women in medicine and improve women’s health. Provides and develops leadership, advocacy, education, expertise, mentoring and strategic alliances. 847-517-2801, associatedirector@amwa-doc.org, amwa-doc.org.

Association for Women in Communications (AWC)

Professional organization that champions the advancement of women across all communications disciplines by recognizing excellence, promoting leadership and positioning its members at the forefront of the evolving communications era. 417-886-8606, womcom.org.

Association for Women in Science (AWIS)

Encourages interest in, and pursuit of, science, technology, engineering and mathematics (STEM), on behalf of women. Works to ensure women in STEM fields achieve full potential and equity within industries. 202-588-8175, awis@awis.org, awis.org.

Business and Professional Women’s Foundation (BPWF)

To create successful workplaces for women, their families and employers through partnership., 202-293-1100, foundation@bpwfoundation.org, bpwfoundation.org.



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Choosing Your Account Beneficiary

Errors can be Costly to your Heirs

by ED WETTIG, CFP — Cornerstone Financial Planning Group

Proper designation and regular review of your retirement account beneficiaries are essential to ensuring that what remains in your account(s) after you pass away goes exactly where you wanted. Improper designation or failure to update account beneficiaries can lead to unnecessary delays, taxes, legal battles or the money simply not going where you intended.

The basics

Always designate both primary and contingent (secondary) beneficiaries. Primary beneficiaries are the first in line to receive your account assets. Contingent beneficiaries will receive your assets if your primary beneficiary(ies) die before you do. If you have multiple beneficiaries, then you should also designate the percentage each beneficiary is to receive.

Designating your spouse

For 401(k) and other plans subject to the Employee Retirement Income Security Act (ERISA), a spouse is the automatic sole beneficiary of your account unless your spouse waives his/her right in writing. For IRAs, non-ERISA 403(b) plans and other retirement plans not subject to ERISA, you may name anyone you wish as your account beneficiary. However, if you live in a community property state, your spouse has a right to 50 percent of the account assets that were accumulated during your marriage.

Designating your children

When designating your children, it's especially important to list them by name and include their Social Security numbers. Keep in mind that if you become divorced, the assets may end up in the hands of the minor child's guardian, which may be your former spouse. In this instance, you may want to name a trustee or custodian rather than the minor child.

Keep a list

Keep an updated list of your beneficiaries that will be available to your family members or attorney upon your death. By law, plan administrators, custodians and insurers cannot disclose the names of your account beneficiaries to anyone except you or your beneficiaries and are under no obligation to contact your beneficiaries.

Reviewing your beneficiaries

You should review your beneficiaries on a periodic basis and adjust as



PHOTO | PIXABAY

needed. Life events such as marriage, divorce, childbirth or the death of a designated beneficiary can all warrant a change.

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Mike Bransdorf

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"I am extremely excited to join the team at AP Equipment Financing and help establish their floorplan inventory division," says Bransdorf. "With 20 years' experience in the inventory finance industry, I am fully prepared and ready to leverage my background in this new exciting opportunity."

"Our goal is to help our vendor partners sell more equipment by offering them competitive and convenient financing solutions." Says AP's President, Chris Lerma, CLFP. "In addition to our loan and lease programs, we will further assist our partners with competitive floor financing with the same level of AP personalized service levels. Mike brings a wealth of knowledge and experience to the team which will allow us to launch this product offering quickly."

Recognizing that businesses of all sizes are requesting easier all-in-one solutions, AP Equipment Financing is positioned to better serve their current and future vendor customers with this product suite. Leveraging Solifi's wholesale finance platform in coordination with AP's proprietary loan origination platform, AP plans to incorporate automated data transfers between systems to create efficiencies for their customers, resulting in expedited processing, accuracy and high levels of service.

LS Networks recently announced that **Randy Brogle**, a seasoned telecommunications industry leader with over 25 years of experience, has been appointed chief executive officer of the company. In his role, Brogle will lead the company's growth plans to invest in the buildout of its fiber network and support the delivery of high-capacity connectivity solutions to transform underserved communities across the region.

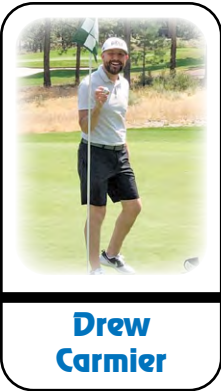
"Randy has dedicated his entire career to broadband expansion throughout the United States," said Jack Bittan, executive chair of LS Networks. "His experience aligns perfectly with the mission at LS Networks to deliver infrastructure that not only offers an essential service to rural communities, but also provides equal access to better jobs, education and advanced lifestyles that support family, growth and sustainable communities."

Brogle most recently oversaw the global acquisition and construction of fiber networks to support the apps for Meta. Prior to joining Meta, he served in various general management roles at Hargray Communications (acquired by CableOne) and Zayo Group, overseeing operations, sales, finance and network development for fiber deployments including inner-city, Fiber-to-the-Tower (FTTT) and metro/enterprise networks.

"LS Networks has a long history of helping communities prosper in the Pacific Northwest, and I am excited to join the focused efforts of the team to bridge the digital and social inequality divide," said Brogle. "The organization's emphasis on quality, innovation and investment in the Pacific Northwest has laid a strong foundation with a 100 percent fiber network suited to meeting the growing demand for internet speeds. We will build on this foundation and utilize our people and resources to invest in and partner with the communities we serve."



Randy Brogle



Drew Carmier

Congratulations to **Drew Carmier** for his Hole N One at **Awbrey Glen Golf Club** on July 30 at Hole #16, 188 yards using a 5 wood. Attested by Craig Melton and Marty Mendoza.

RE/MAX Key Properties welcomes **Tyler Papadimos**.

With more than a decade of experience in real estate, Papadimos engages every client with expertise, integrity and a genuine love for our community. Whether you are looking for a home in-town or some land to spread out on, Papadimos' tenacity will help you find and build your dream life in Central Oregon. Papadimos' well-rounded background, including title and escrow and real estate investment education, allows him to expertly guide the transaction, anticipate potential risks and pitfalls and navigate the market in a way that is ultimately valuable and successful for his clients. Additionally, Papadimos' working relationships with local lenders and service providers make him the perfect choice for anyone looking to relocate to Central Oregon.



Tyler Papadimos



Brian Casey

R&H Construction promotes **Brian Casey** to superintendent in the Central Oregon office. Since joining the R&H team in 2015, Casey has served as a journey-level carpenter and foreman, working to see the successful completion of projects from ranging from large-scale multifamily to retail. Casey brings his 16 years of experience in the commercial construction industry to his current project at Patio World/Race Place in Bend, where crews are building a ground-up, two-story building which includes a retail showroom and warehouse.

The following talented designers have joined the **STEELE Associates Architects** team this year.

Matt Mefford, LEED AP, project manager. Mefford earned his bachelor of science, Cum Laude, in interior architecture at California State University in San Jose. He has national retail and residential design and management experience and is expert at navigating entitlement processes for projects across the country. At STEELE, Mefford is currently working on several public projects, a custom home and a Montessori School.

Kalinda Carnahan, interior design staff 3. Carnahan earned her bachelor of science in interior design with a minor in art history at Oregon State University. She has experience in interior design, furniture/fixture and equipment selection, and commercial/industrial energy efficiency implementation, evaluation and verification. At STEELE, Carnahan is currently working on public projects, townhomes and a mixed-use projects.

Nancy Harris, interior design staff 1. Harris earned her bachelor of fine arts in interior design at George Fox University. Her prior experience includes residential, a City Hall and a Sleep Center. She is currently working with team members on a 26,000-square-foot veterinary clinic, a retail store, a houseless shelter, public projects and large multi-family projects.

Dustin Gerhardt, design staff 2. Gerhardt earned his bachelor of science in architecture at Portland State University. In addition to his architectural experience, he has a background in landscaping and construction. His interests include green building, social equity and building science and technology. At STEELE, he is currently working on a bank, custom residences and the Sisters, Sunriver and La Pine libraries.

Lucas DeCastilhos, design staff 1. DeCastilhos was raised in Bend and studied coursework in architectural studies and technologies at the University of Utah, Salt Lake City. He has experience working on educational, healthcare and residential projects. At STEELE, he is currently working on public projects, townhomes and mixed-use projects.



Matt Mefford



Kalinda Carnahan



Nancy Harris



Dustin Gerhardt



Lucas DeCastilhos

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

New hires, promotions,
accolades, awards, retiring?
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Doing More with Less Water in Central Oregon

by KIM GAMMOND —
City Club of Central Oregon

The City Club of Central Oregon's (CCCO) August forum, Doing More with Less Water in Central Oregon, will explore the conservation, technology and policy solutions to how to keep more water in the system for all users. The forum is presented in partnership with *The Bulletin*.

"Water and drought are extraordinarily complicated issues caught up in public policy and the myriad of users and priorities for water use," said Kim Gammond, CCCO executive director. "We are going to focus on what is being done and what can be done to mitigate the repercussions of our competing uses and the current drought."

The forum will be moderated by Zack Demars, special projects reporter for *The Bulletin*. Demars will also have a featured story on the topic in the August 14 issue of *The Bulletin*. Panelists include: Erin Kilcullen, general manager at the Deschutes Soil and Water Conservation District, Kate Fitzpatrick, executive director at Deschutes River Conservancy and Michael Buettner, utility director for the City of Bend.

cityclubco.org

In person & Virtual. Register Now!
www.cityclubco.org

August 18th

Doing More with Less Water in Central Oregon

Supported by **Morgan Stanley**
THE DESERT PINE GROUP
AT MORGAN STANLEY

In partnership with
The Bulletin




PHOTO | COURTESY OF CITY CLUB OF CENTRAL OREGON

Event Details:
Event: Doing More with Less Water in Central Oregon
When: August 18, 2022
Time: 11:30am-1pm
Where: In-person at the Riverhouse Convention Center and streaming on YouTube and Facebook
Register here: cityclubco.org

Businesses Serving Community



SISTERS BRANCH 2021 SUPPLY DONATIONS | PHOTO COURTESY OF MID OREGON CREDIT UNION

MID OREGON CREDIT UNION
Mid Oregon Credit Union, in partnership with Family Access Network, has kicked off its annual Supplies 4 Schools drive. For almost two decades, Mid Oregon has been helping Central Oregon K-12 students get a head start on the school year with the supplies and tools they need to be successful.
Throughout the month of August, Mid Oregon is collecting school supplies and cash donations from members and the community at its seven branch locations in Bend, La Pine, Madras, Redmond, Prineville and Sisters. A new feature this year allows members and non-members to make online donations using their debit or credit cards by visiting the Supplies 4 Schools donation page at midoregon.com.
Supplies 4 Schools donations and funds stay in the local communities where they are collected. Mid Oregon partners with Family Access Network and school districts to distribute supplies to students in Deschutes, Crook and Jefferson Counties who lack the necessities to succeed at school.
Most-needed items for the 2022-23 school year include water bottles, scissors (all sizes), watercolor paint sets, mechanical pencils, 2" and 3" binders, backpacks (all ages), pencil boxes and lined and graph composition notebooks.

THE EDUCATION FOUNDATION
The Education Foundation for Bend-La Pine Schools received funding support in the amounts of \$10,000 from OnPoint Community Credit Union and \$7,500 from Les Schwab Foundation for its' Classroom Grants for educators' program for the 2022-2023 academic year.

THE FAMILY ACCESS NETWORK
The Family Access Network (FAN) recently received a \$25,000 grant from Safeway Albertsons Foundation's Nourishing Neighbors Program that aims to help individuals in need connect to resources that will reduce hunger. FAN places advocates directly in schools to remove barriers for children and families in Central Oregon, so they can find hope, help and new possibilities. In addition to connecting individuals to food resources, advocates can assist families in need with clothing, safe shelter, health care and much more. FAN strives to help families regain self-sufficiency, so kids can focus on school, not where their next meal will come from.
The goal of Safeway Albertsons Foundation's Nourishing Neighbors program is to ensure those who live in the communities served by Safeway and Albertsons have enough food to eat.

COCC’s Public Health Program Introduces Peer Support Training to the Region

by JENNIFER KOVITZ, Director, Marketing & Public Relations — Central Oregon Community College

Central Oregon Community College (COCC) is now authorized to offer the state of Oregon’s certified Peer Support Specialist training. One of the first such programs in the region, the training is made possible by a partnership with Deschutes County’s Behavioral Health division, the National Alliance on Mental Illness, the Cascade Peer and Self Help Center and PacificSource Health Plans.

A Peer Support Specialist is an individual with lived experience with substance use and/or mental health challenges who is trained to provide supportive services to others. Through shared understanding, respect and mutual empowerment, peer support workers help individuals become and stay engaged in the recovery process, reducing the likelihood of relapse. Peer support services can effectively extend the reach of treatment beyond the clinical setting into the everyday environment of those seeking a successful, sustained recovery process. According to the U.S. Bureau of Labor Statistics, careers in treating substance abuse and mental health are expected to grow by 23 percent between 2020 and 2030.

“This new training represents over a year of planning that began in July of last year,” explains Dr. Sarah Baron, assistant public health professor at COCC. “It is the first peer support specialist class to be held in Deschutes, Jefferson or Crook counties, and is a collaborative effort that will involve team-teaching with community partners and peer support specialists working in the field. We will constantly update the training to meet the needs of the region, and graduates will help contribute to a healthier Central Oregon.”

“This training was developed in an effort to increase our communities’ access to Peer Support Specialists,” adds Shannon Brister-Raugust, program manager at Deschutes County’s Behavioral Health division. “Our curriculum is unique in that it involves local certified peer support specialists, recovery mentors and family support specialists who actively work within our community, enriching the learning environment through applicable hands-on experience.”

COCC’s four-week module prepares completers for certification to work as advocates in mental health and addiction treatment settings. The curriculum



PHOTO | COURTESY OF COCC

teaches strategies in wellness, self-efficacy, empowerment and recovery, as well as topics in crisis intervention and trauma-informed care.

Classes begin at COCC the week of September 19 and will be held in a mix of online and in-person formats. There are no academic prerequisites and enrollees do not need a high school diploma or GED to enroll.

Scholarships for the training are available courtesy of matching grants from the Central Oregon Health Council and American Rescue Plan funds allocated by Deschutes County. The scholarship application is open now until September 5. For more information on both the training and the scholarships, visit cocc.edu/programs/public-health.

cocc.edu

Five Tips to Keep Smoke Out of Your Home

by KATIE BRADSHAW

With multiple wildfires burning between Bend and Crater Lake, we know that along with the fire threat, communities nearby are also coping with the threat of smoke.

Below are tips from Energy Trust of Oregon on how to keep smoke out of your home and the air in your home safe and some b-roll of these tips with sound bites from Lizzie Rubado at Energy Trust.

Switch to “fan only” mode temporarily: It is a good idea to use your HVAC system in “fan only” mode during wildfire season. This ensures your system is operating continuously to run your indoor air through the filter. Remember to go back to “auto” mode before cold weather returns and heating season starts, so that the system kicks on only when needed. That way, you will avoid increasing your energy use and raising your costs.

Replace your air filter frequently: During smoke events, your filter may need to be replaced every six weeks to maintain healthy indoor air quality and to avoid extra energy use. Check your filter for dust and debris buildup at least once a month during heavy use and more often in heavy smoke conditions. Filters with a high minimum efficiency reporting value (MERV) have a much finer weave that catches far more particles compared with standard filters, however, you may want to consult the manufacturer’s manual or website for the best advice on the filters you should be using. After wildfire season, make sure to switch back to a standard filter and replace them every three months.

Tighten seals around windows, doors and window air conditioners: If your doors or windows are drafty, install weatherstripping to help prevent smoke from drifting into your house. If you have a window air conditioner, either close the outdoor air damper or do not use it. If you have a portable air conditioner with a single hose, typically vented out of a window, do not use it in smoky conditions. If you have a portable air conditioner with two hoses, make sure that the seal between the window vent kit and the window is as tight as possible.

Avoid creating more fine particles & air out your home after a smoke event:



IMAGE | BY JACKIE BURTON FROM PIXABAY

Avoid activities that create more fine particles indoors: smoking cigarettes; using gas, propane or wood-burning stoves and furnaces; spraying aerosol products; frying or broiling food; burning candles or incense; and vacuuming, unless you use a vacuum with a HEPA filter. When air quality improves, air out your home by opening windows or the fresh air intake on your HVAC system.

Use a portable air cleaner or high-efficiency filter to remove fine particles from the air: Run it as often as possible on the highest fan speed.

For more information on indoor air quality during wildfires check out resources from the Environmental Protection Agency.

energytrust.org

La Pine Community Health Center Slated to Receive over \$3,000,000 from Congressionally Directed Spending Appropriations for Wellness Center Project

by COURTNEY IGNAZZITTO, Executive Support & Communications Manager — La Pine Community Health Center

La Pine Community Health Center (LCHC) has been included in the draft Senate Labor, Health and Human Services (LHHS) Appropriations bill, for \$3,088,100 from Congress for the Wellness Center Project which breaks ground in Spring 2023.

The project includes a new, 27,000-square-foot building that is slated to open in 2024, the remodel of current offices, and furniture and equipment for both. The project as a whole allows for the addition of dental services, diagnostic imaging such as CT scans, ultrasound and mammograms, expansion of mental health services and space for four more primary care providers who will be able to care for an additional, combined 4,600 patients.

The new building is estimated at \$10,000,000, half of which has already been

secured through grants, Oregon Legislative funding, and reserve funds. The remodel of current offices and the purchase of furniture and equipment for both the new building and remodeled area will be fully funded by this appropriations bill if it is passed by Congress.

Charla DeHate, CEO stated, “We are thrilled and honored that the La Pine CHC Wellness Center Project has been selected for Congressionally Directed Spending appropriation. This project will increase access to necessary healthcare services for the residents of South Deschutes County and the surrounding areas of North Klamath and Northwest Lake Counties. Thank you to Senators Ron Wyden and Jeff Merkley for their support and commitment!”

lapinehealth.org

Oregon Community Foundation Issues \$8.7 Million in Community Grants to 371 Nonprofits, Prioritizing Historically Underserved Communities

by MAUREEN KENNEY, Public Relations Manager — Oregon Community Foundation

Oregon Community Foundation (OCF) announced it is awarding over \$8.7 million in new community grants including \$2.4 million in donor funds to directly support community grant requests from 371 nonprofit organizations throughout the state. Prioritized grants are being issued to community organizations serving disproportionately impacted communities in Oregon, including communities of color and under-resourced rural communities. The awards will benefit communities and neighbors living in all 36 Oregon counties.

“Due to significant demand, it was clear that we would not be able to fund every critical funding request from the Community Grants program alone. Donors from every part of our state stepped forward to help close the gap of ongoing needs of communities” said Kirsten Kilchenstein, chief philanthropy officer, Oregon Community Foundation. “The generosity of OCF donors clearly signals that they want their communities to thrive. This level of collaborative and responsive grantmaking affirms that we can do so much more for Oregon when we work together.”

“There is so much unmet need in the Santiam Canyon and surrounding community that has escalated after the wildfires, COVID and with increasing inflation,” said Lee Wipper, who advises on OCF grantmaking from the Doris J. Wipper Fund, established through her late mother’s estate plan. “It’s humbling and a privilege to support these requests, and I love the idea of different funds joining forces to fulfill the grants.”

“Many of our youth are struggling to grow up in an ever changing and, at times, chaotic world,” said donor Kathie Eckman of Bend. “Joining resources with Oregon Community Foundation from our family’s donor advised funds was a given for us along with our deep appreciation and support for the Boys & Girls Clubs of Bend with their youth and community focus.”

Historic Volume of Community Grant Requests in 2022 Reflects Depth of Need

OCF’s Community Grants Program received an historic 960 applications representing \$24.5 million in requests from Oregon nonprofits in 2022. The volume of applicants reveals the ongoing needs of communities recovering from past crises in Oregon and struggling to meet ongoing needs. “OCF’s 2022 Community Grant recipients reflect the responsive nature of a diverse base of nonprofits from every part of the state,” said John Chang, senior program officer, Oregon Community Foundation, Oregon. “We recognize the significant role nonprofits have in meeting ongoing and emerging needs in Oregon. Their

deep roots in the communities they serve is critical, especially during this recovery period.”

OCF maintained a strong commitment to supporting historically underserved populations and awarded 61 percent of the grants to smaller, nimble nonprofits meeting key community needs. Selected grantees include nonprofits providing arts, cultural and educational programs, and those focused on equity, health, housing and human services. Following is a small sampling of some of the 371 organizations in Oregon receiving 2022 Community Grants and donor funding from OCF. [A complete list of all 371 of the 2022 Community Grant recipients, organized by region, can be found in OCF’s online Press Room.]

Boys & Girls Club of Warm Springs — \$20,000 OCF Community Grant
(Via Boys & Girls Clubs of Snohomish County)

To expand the Healthy Kids Initiative to Native youth attending the Warm Springs Boys & Girls Club.

“Warm Springs youth are vibrant, strong and deserving of the same opportunities that other communities can access,” said Bill Tsoukalas, executive director, Boys & Girls Clubs of Snohomish County. “Support from Oregon Community Foundation allows us to provide enhanced services to the youth of the Confederated Tribes of Warm Springs completely free of charge, while implementing crucial academic success, STEM and healthy lifestyles programming.”

Bohemia Food Hub — \$28,000 OCF Community Grant

To install safety upgrades on kitchen equipment, translate kitchen materials, and provide a funding match for a food truck.

“Bohemia Food Hub has developed an ecosystem for entrepreneurs from under-served groups to explore food business ideas at low risk, with resources in place to support them,” said Kim Johnson, owner. “Oregon Community Foundation’s Community Grant will allow us to further professionalize our infrastructure; install safety upgrades to donated equipment; and develop multilingual onboarding materials, kitchen manuals and equipment guides.”

High Desert Partnership — \$20,000 OCF Community Grant

To support coordination and program development of the Youth Community Collaborative for Harney County and Burns Paiute youth.

“The Community Grant from Oregon Community Foundation will help

Continued on Page 39 ▶



Doing More with Less Water in Central Oregon



August 18th

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12:00pm Livestream

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Idaho First Bank

Continued from page 3

throughout Central Oregon,” stated Todd Cooper, president and CEO of Idaho First Bank.

“Since opening the LPO in early 2021, we have been extremely pleased by the warm reception received from the Central Oregon community,” shared Steve Ferber, area market leader. “The staff in our downtown Bend office is a group of seasoned bankers averaging

14 years working in this market, focusing on commercial lending and community involvement. With this conversion to a full-service branch, we will now offer a complete array of banking solutions for the community; and, with our hands-on approach, our clients will continue to receive unmatched customer service.”

The Bend branch is located at 1030 NW Bond Street #203 Bend, OR 97703 and will be open from 10am to 5pm starting on June 15, 2022.

About Idaho First Bank:
Idaho First Bank (IFB) is a full-service state-chartered community bank

established in October 2005 and headquartered in McCall, Idaho. Known for its People First and Community First motto, the Bank serves the greater Southwest Idaho and Central Oregon communities. Branch locations include McCall, New Meadows, Eagle, Ketchum, Nampa, Boise, and Bend. Idaho First Bank is a member of the FDIC and an Equal Housing Lender.

This release contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995 (“PSLRA”). Such forward-looking statements are subject to risks

and uncertainties that may cause actual results to differ materially from those projected. These risks and uncertainties include, but are not limited to, economic conditions, the regulatory environment, loan concentrations, vendors, employees, technology, competition, and interest rates. Readers are cautioned not to place undue reliance on the forward-looking statements.

Idaho First Bank has no obligation to publicly update forward-looking statements after the date of this release. This statement is included for the express purpose of invoking PSLRA’s safe harbor provisions.
idahofirstbank.com

Leading Edge

Continued from page 3

number. After 6-18 months as a LEFA flight instructor, they are immediately qualified to begin flying for Ravn’s Part 135 operations, with guaranteed flow-through to Part 121 airlines. To further

reduce the financial burden and ensure the success of candidates, Ravn agrees to assume monthly payments of any student debt accrued during flight training at LEFA for the entirety of their employment with the company.

“I am pleased to announce this partnership between Ravn Alaska and Leading Edge Flight Academy and what it can mean for students at any level,”

said Rob McKinney, CEO. “Employment with Ravn Alaska, Ravn Connect and Northern Pacific can offer not only a career path but relief from mounting student debt.”

“LEFA’s Part 141 program and multiple financing options provide the most direct and cost-efficient path to a career as a professional pilot,” said Jack Walker, Leading Edge Flight Academy.

“At Ravn, a new pilot could work their entire career, first flying turboprops in Alaska and ultimately flying long-haul international flights. And if remaining in good-employment standing with Ravn, that pilot could have their entire student debt from flight training paid off. That’s a huge opportunity for anyone wanting to become a professional pilot.”

flybend.com • ravnalaska.com

Crumbl Cookies

Continued from page 3

also providing 60 career opportunities to Bend locals.

Husband and wife duo Karina and Austin were first introduced to Crumbl’s tasty treats while attending college in

Logan, Utah. “After a few months of eating the cookies we knew we wanted to get involved, and our love for Oregon made it the perfect place for us to bring Crumbl.” The Tews and the whole Crumbl crew are excited to bring friends and family together over boxes of the best cookies in the world.

The grand opening week menu contained six of the 200+ weekly rotating flavors including Crumbl’s award-

winning Milk Chocolate Chip. Some of Crumbl’s specialty flavors were also available, including internet favorites like Cornbread, Cookies & Cream, S’mores, Key Lime Pie, Peppermint Bark, Caramel Popcorn, Buttermilk Pancake, Galaxy Brownie and many more. Don’t miss the weekly flavor drops Sundays at 6pm MST on all of Crumbl’s social media accounts.

Delivery, curbside pickup or nationwide

shipping options became available via the Crumbl App and online at Crumbl.com starting August 10. Catering options will also become available — be sure to download the app to start collecting Loyalty Crumbs today.

Crumbl is open from 8am-10pm on weekdays, 8am-12am Fridays and Saturdays and is closed Sundays.
crumbl.com

Kirby Nagelhout

Continued from page 3

areas, and will improve efficiencies among municipal functions.

The City selected the team for a progressive design-build project delivery partnership, which allows all parties to collaborate from the beginning of the effort. The streamlined design decision-making and communication between

owner, designer and contractor results in faster project completion and leverages everyone’s expertise from early design through occupancy. Kirby Nagelhout and Hennebery Eddy, both with offices in Bend, have experience together in design-build project delivery, and are well-versed in sustainable, energy-efficient and net-positive design in Central Oregon’s unique, high-desert climate. They have partnered on other projects in Oregon.

“We are inspired by the City of Bend’s commitment to creating an equitable,

inclusive workplace and doing so in an environmentally responsible manner that respects the physical site and surroundings of the campus,” said Hennebery Eddy, associate principal Camilla Cok, AIA, who is leading the design work. “Central Oregon is a special place and connecting people to nature through the workplace is a unique opportunity.”

“The City of Bend has set a high bar for their Juniper Ridge Campus,” said Mike Custer, KNCC senior project manager and lead project manager for the Juniper

Ridge project. “As a leading design-build contractor, Kirby Nagelhout Construction is extremely proud to be part of the City’s vision to deliver the best value program for its employees, the local construction community and the community.”

Kirby Nagelhout and Hennebery Eddy are collocated for the Juniper Public Works Campus project. Design work began in early 2022; the City of Bend anticipates construction completion in late 2025.

KirbyNaghout.com • henneberyeddy.com

RECENT TRANSACTIONS

Continued from Page 3

and **Luke Ross** with **Compass Commercial Real Estate Services** represented the seller, **Hauge Properties, LLC**, in the sale of 692 N Aylor Court in Sisters. The 7,252 SF industrial building on 0.5 acres sold for \$1,497,500.

Brokers **Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM, Grant Schultz** and **Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord, **Old Mill Retail, LLC**, in the lease of a 2,879 SF retail suite located in the Box Factory at 550 SW Industrial Way in Bend. Brokers **Huntamer** and **Harrison** also represented the tenant, **Borgo Rosati, Inc.**, along with **Compass Commercial Real Estate Services** broker **Bruce Churchill**.

Compass Commercial Real Estate Services brokers **Russell Huntamer, CCIM, Peter May, CCIM** and **Eli Harrison** represented both the landlord, **Forum Holdings, LLC**, and the tenant, **Anvil Sewing Inc.**, in the lease of a 5,378 SF retail suite located at 2680 NE Highway 20 in Bend.

Brokers **Pat Kesgard, CCIM** and **Kristie Schmitt** with **Compass Commercial Real Estate Services** represented the seller in the sale of 274 SW Bluff Drive in Bend. The 0.54-acre commercial parcel sold for \$875,000.

Compass Commercial Real Estate Services brokers **Graham Dent, SIOR, Jay Lyons, SIOR, CCIM** and **Grant Schultz** represented the seller, **Advantage Qalich 1, LLC**, in the sale of 2754 SW 6th Street in Redmond. **Compass Commercial Real Estate Services** brokers **Pat Kesgard, CCIM** and **Kristie Schmitt** represented the buyer, **Sandeb LP**. The 67,954 SF industrial building on 1.56 acres sold for \$660,000.

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 4,220 SF office suite located at The Quad at Skyline Ridge at 1777 SW Chandler Avenue in Bend.

Brokers **Peter May, CCIM, Russell Huntamer, CCIM** and **Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord, **Rivers Edge Investments, LLC**, in the lease of a 2,574 SF medical suite located at 3081 N Highway 97 in Bend.

Brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz** with **Compass Commercial Real Estate Services** represented both the landlord, **Grove NWX, LLC**, and the tenant, **Good Egg 2022**, in the lease of an 831 SF retail suite located at 921 NW Mt Washington Drive in Bend.

Compass Commercial Real Estate Services brokers **Russell Huntamer, CCIM** and **Eli Harrison** represented the landlord, **Barbara Atchison Marital Trust**, in the lease of a 2,025 SF retail suite located at 425 NE Windy Knolls Drive in Bend.

Premiere Property Group

Continued from page 3

open-office work environment, private conference room, drop-in space for agents on the go and convenient parking. “We’ve called Bend home for several years and are looking forward to expanding our business within the community, as well as bringing new agents from Bend and the surrounding area into the Premiere Property Group family,” said Premiere Property Group President Jeff Wiren. “We are a real estate brokerage founded right here in Oregon and have made it a priority to offer our agents the latest in technology and resources to help their business thrive as well as make a positive impact within the communities we serve. We look forward to continuing that mission out of our new location.”

For those interested in touring the new space save the date for our Grand Opening Celebration taking place on August 18 from 3-6pm. Light bites and refreshments will be served and all are welcome! Address is 25 Minnesota Avenue, Suite 1 in Bend.

premierepropertygroup.com

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Oregon Community Foundation

Continued from page 37

support a full time, dedicated coordinator to grow High Desert Partnership’s youth programming opportunities in Harney County,” said Brenda Smith, Ph.D., executive director. “This funding will support more students in career level internships, more entrepreneur students paired with mentors and build a natural resource-based summer internship program to include Burns Paiute Tribe youth as well as non-tribal youth.”

Josephine County Food Bank — \$20,000 OCF Community Grant

To support the Youth Internship Program, a new job training program that will enhance social mobility and prepare youth to be career ready.

“Josephine County Food Bank aims to mitigate impacts of poverty through the Youth Internship Project, which empowers youth through a work-ready internship for Josephine County youth experiencing social and economic inequalities,” said Kristin Smith, farm manager. “Our mission is to connect low-income youth to monitorships and skills training to spark harmony where we gather to cultivate strengths, laughter, healthy and a resilient community.”

United Way of Southwestern Oregon — \$50,000 OCF Community Grant

To help establish a new family relief nursery for Coos County.

“Coos County has one of the highest rates of individuals entering the foster care system,” said Sara Stephens, Coastal Families Relief Nursery founder and board member. “We look forward to opening Coastal Families Relief Nursery

to invest in upstream, evidence-based programs to support children and families. We couldn’t do it without support from area foundations and donors like Oregon Community Foundation.”

Complete List OCF’s 2022 Community Grant Recipients

A complete list of all 371 of the 2022 Community Grant recipients, organized by region, can be found in OCF’s online Press Room.

About Donor Funding through Oregon Community Foundation

Oregon Community Foundation manages more than 3,100 charitable funds, stewarding donor contributions toward investments in communities across the state.

Donor co-funding of Community Grants in 2022 included \$1.4 million in advised fund support and \$1 million in unrestricted funds to the Oregon Community Recovery Fund.

About OCF’s Community Grants Evaluation Process and Program

For more than 20 years, OCF’s Community Grants program, with strong support of OCF donors, has invested in strengthening the social fabric of our communities by responding to emerging and pressing needs facing all Oregonians.

Local volunteers representing every region provide grant evaluation in partnership with OCF staff and Board, donating upwards of 5,000 hours of time to help their neighbors in need. This year, 152 volunteers generously donated time to OCF’s Community Grants evaluation process.

To learn more about volunteering with OCF, please visit: Resources for Volunteers » Oregon Community Foundation (oregoncf.org).

oregoncf.org

Building Permits

COMMERCIAL PERMITS WEEK ENDING 7-29-2022

City of Bend	
\$300,000.00	- Commercial (Alteration) 5,064 sf. at 125 NW Oregon Ave. Bend 97703 OR Owner: Columbia Brick Works, Inc. Permit # PRRE202200957
\$29,580.00	- Commercial (New) 1,400 sf. at 280 SE Bridgeford Blvd Bend 97702 OR Owner: DL Baker Investments, LLC Builder: Cahill Construction, Inc. 541-480-1112 Permit # PRAD202103467
\$12,000.00	- Commercial (Alteration) 450 sf. at 730 SW Columbia St. Bend 97702 OR Owner: Columbia Bend Hotel, LLC Builder: Spectrum Builders and Restoration 541-385-0752 Permit # PRRE202203114
City of Redmond	
\$6,355,379.00	- Commercial (Addition) 10,000 sf. at 1200 NW Upas Ave. Redmond 97756 OR Owner: Redmond School District 2J 145 SE Salmon Ave. Redmond, OR 97756 Builder: Griffin Construction, LLC 541-447-7237 Permit # 711-22-001230
\$3,859,749.00	- Commercial (Multi Family) 26,091 sf. at 1380 SW 37th St. Redmond 97756 OR Owner: Apartment Options P3, LLC 14020 SE Johnson Rd. Milwaukie, OR 97267 Permit # 711-22-000888
\$950,163.00	- Commercial (New) 5,775 sf. at 565 SW Tamarack Ct. Redmond 97756 OR Owner: Duble Property Holdings, LLC 20046 Tumalo Rd. Bend, OR 97703 Permit # 711-22-001124
\$350,000.00	- Commercial (New) 2,400 sf. at 3635 SW Airport Way Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 541-923-7710 Builder: Ehlers Construction, Inc. 541-689-6177 Permit # 711-22-000669
\$150,484.00	- Commercial (New) 344 sf. at 2001 SW Quartz Ave. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 541-923-7710 Builder: Keeton King Contracting, LLC 541-923-0704 Permit # 711-22-001137
Jefferson County	
\$105,000.00	- Commercial (New) 1,920 sf. at 347 Jefferson Ave. Metolius 97741 OR Owner: Fredy Egoavil 105 6th St. Metolius, OR 97741 Builder: Central Builders, LLC 541-954-1413 Permit # 451-22-001297
Deschutes County	
\$1,467,778.00	- Commercial (Multi Family) 9,056 sf. at 960 W Felicity Ln. Sisters 97759 OR Owner: Northbase, LLC 715 NW Kingwood Ave. Redmond, OR 97756 Builder: Keeton King Contracting, LLC 541-923-0704 Permit # 247-22-002264
\$1,467,778.00	- Commercial (Multi Family) 9,056 sf. at 950 W Felicity Ln. Sisters 97759 OR Owner: Northbase, LLC 715 NW Kingwood Ave. Redmond, OR 97756 Builder: Keeton King Contracting, LLC 541-923-0704 Permit # 247-22-002266
\$1,467,778.00	- Commercial (Multi Family) 9,056 sf. at 940 W Felicity Ln. Sisters 97759 OR Owner: Northbase, LLC 715 NW Kingwood Ave. Redmond, OR 97756 Builder: Keeton King Contracting, LLC 541-923-0704 Permit # 247-22-002272
\$1,125,384.00	- Commercial (New) 12,615 sf. at 65325 Cline Falls Rd. Bend 97703 OR Owner: Healing Reins Therapeutic Riding Center PO Box 5593 Bend, OR 97708 Permit # 247-22-004503
\$424,443.00	- Commercial (New) 2,538 sf. at 18160 Forestbrook Lp. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Builder: Wood Hill Homes, Inc. 541-330-5559 Permit # 247-22-001306
\$341,000.00	- Commercial (Tenant Improvement) at 18139 Cottonwood Rd. Sunriver 97707 OR Owner: Sunriver Christian Fellowship, Inc. 18160 Cottonwood Rd. #266 Sunriver, OR 97707 Permit # 247-22-003041
\$30,000.00	- Commercial (Alteration) at 19860 Tumalo Reservoir Rd. Bend 97703 OR Owner: Cascades Academy of Central Oregon 19860 Tumalo Reservoir Rd. Bend, OR 97703 Builder: Cohen Skovborg, LLC 541-617-9190 Permit # 247-22-004561
\$25,200.00	- Commercial (Alteration) at 665 N Arrowleaf Trl. Sisters 97759 OR Owner: Taylor Development, LLC 18525 Bull Springs Rd. Bend, OR 97703 Builder: Cennox, Inc. 406-251-5041 Permit # 247-22-004755
COMMERCIAL PERMITS WEEK ENDING 8-5-2022	
Deschutes County	
\$738,000.00	- Commercial (Addition) 12,211 sf. at 61690 Pettigrew Rd. Bend 97702 OR Owner: Miracle Team, LLC Permit # PRAD202108438
City of Redmond	
\$2,396,699.00	- Commercial (Multi Family) 16,348 sf. at 1390 SW 37th St. Redmond 97756 OR Owner: Apartment Options P3, LLC 14020 SE Johnson Rd. Milwaukie, OR 97267 Permit # 711-22-001135
\$93,793.00	- Commercial (New) 850 sf. at 2001 SW Quartz Ave. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 541-923-7710 Permit # 711-22-001136
City of Bend	
\$25,000.00	- Commercial (Alteration) at 2669 NE Twin Knolls Dr. Bend 97701 OR Owner: Farstvedt and Scott, LLC Builder: Legacy Wireless Services, Inc. 503-656-5300 Permit # PRRE202204502



We're supporting the local news



Jambalaya News Louisiana used Google funding to create a Spanish-language text messaging service that sends news alerts and lets readers respond in real time.

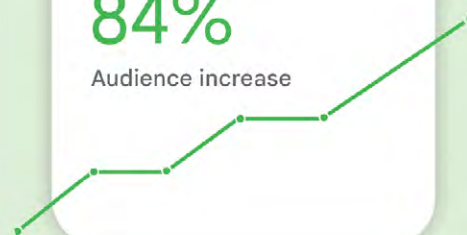


Sahan Journal, a Minnesota nonprofit covering immigrant communities and communities of color, increased its advertising revenue more than 800% year-over-year after completing our sponsorships training.

our communities need

84%

Audience increase



A digital startup covering business and politics, **San José Spotlight** grew their audience by 84% — to more than 1.6 million — in our Startups Lab.

Local news is local knowledge. It's shared understanding. It's a chronicle of the places we live and the people and politics that define them. We know that local news is essential to our communities — and that nationwide, the job of gathering and monetizing news is increasingly difficult.

That's why we've partnered with more than 2,000 local publishers across the U.S., providing funding, training, products and resources to support a stronger and more sustainable future for news.

See all the ways Google is helping local news
g.co/supportingnews/local