



Oregon's
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Entity Tax
— Page 31

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Mid Oregon Credit Union Named Top Workplace for 2022

by JODIE ROGERS, Creative Director —
Mid Oregon Credit Union



PHOTO | COURTESY OF MID OREGON CREDIT UNION

Mid Oregon Credit Union has been awarded a Top Workplaces 2022 honor by Oregonian Top Workplaces.

"We are honored to be recognized as one of the best places to work in Oregon," said Kevin Cole, Mid Oregon president. "Our culture and ability to cultivate our own talent is something we are proud of."

Of the 134 companies named over three size categories, Mid Oregon Credit Union was ranked in the top 25 in the category of Midsize Employers, those with 100-500 employees. Mid Oregon was among four Oregon credit unions honored in all categories.

The list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage LLC. The anonymous survey uniquely measures 15 culture drivers that are critical to the success of any organization; including alignment, execution and connection, just to name a few.

"Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees," said Eric Rubino, Energage CEO. "That's something to be proud of. In today's market, leaders must ensure they're allowing employees to have a voice and be heard. That's paramount. Top Workplaces do this, and it pays dividends."

Mid Oregon Credit Union is a full-service, member-owned financial cooperative headquartered in and serving Central Oregonians since 1957. With more than 42,000 members in Deschutes, Jefferson, Crook, Wheeler, Lake and North Klamath Counties and over \$650 million in assets, Mid Oregon partners with members to meet their financial needs and to help them achieve their dreams.

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16th Annual



2022 Accomplished under 40

Congratulations to This Year's Award Recipients!

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

This year's recipients represent a wide variety of industries and give back to our community in many different ways!

You will find their profiles starting on page 9 of this *Cascade Business News*.

The alumni list of past winners is long and full of incredible people. The list of winners for 2020-2022 can be found on page 15 of this publication, and the lists for previous years' winners can be found online at CascadeBusNews.com. I'm sure you will recognize many of the names on the list over the past 16 years of presenting this award.

We received over 30 nominations, and all are worthy of recognition; however, we are not able to award everyone,

every year. Those chosen by the committee share a commonality of crushing it in their specific industry and giving back to our Central Oregon community.

After missing an in-person awards party the last two years — for obvious reasons — we are back this evening, October 5, at the Oxford Hotel for a mix and mingle awards party.

Thank you to all of those who nominated! If your nominee wasn't selected this year, please do so again in 2023. Usually, it comes down to age or community involvement. Feel free to reach out for more clarification.

Thank you, Class of 2022, for all you do for our community and beyond!
Cheers!

PAGES 9-15

United Way of Central Oregon Sets New Course

Interim Leader Embraces Collaborative Ideas for Strengthening Communities

by SIMON MATHER — CBN Feature Writer

United Way of Central Oregon is looking at new ways of fulfilling its mission — to bring people together to improve lives for better, more resilient — under the stewardship of a transitional leader overseeing the next phase of the nonprofit's evolution.

Interim Executive Director Whitney Swander, who has taken on the role after Ken Wilhelm's retirement following a 34-year stint at the helm, is leading the organization's shift, with a focus on reinventing United Way's local business model and enhancing impact through an equity and social justice approach to tackling systemic issues.

As part of a global movement of over 1,800 local nonprofit fundraising affiliates, United Way of Central Oregon embodies the overall objective of improving outcomes in education, financial stability and health through what Swander terms "people-powered community philanthropy."


Swander offered that the organization's "primary source of funds continues to come from individual donors." Many



WHITNEY SWANDER

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Nonprofit Charitable & Advocacy Groups — Pages 16-29




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Lady Bird Restaurant to Open in the Old Mill District

John Gurnee, who most recently led the culinary team at Drake in downtown Bend and opened Washington Dining & Cocktails in NW Crossing, is set to unveil his own fine-dining concept, Lady Bird, later this fall in the Old Mill District.

"Guests really can expect some fireworks and attention to fine details when it comes to the food and beverage offerings," Gurnee says. "In addition to artisan, naturally leavened pizzas coming out of our wood-fired oven, we will be offering a highly seasonal and curated menu of fresh handmade pastas, beautifully composed salads,

Continued on Page 8 ▶

PrideStaff Named to Staffing Industry Analysts' 2022 List of Largest U.S. Staffing Firms for Ten Consecutive Years

PrideStaff, a nationally franchised staffing organization, announced that it was ranked number 97 on Staffing Industry Analysts' 2022 List of Largest Staffing Firms in the United States. This is the tenth consecutive year that the staffing and placement firm has received this mark of distinction, a testament to the franchise's continued growth despite a challenging and hyper-competitive market.

The 27th Largest Staffing Firms list is the industry's most comprehensive bottom-up analysis of market share among temporary staffing, direct hire and retained search firms. This year, PrideStaff is one of 225 elite organizations that each generated over \$100 million in U.S. staffing revenue in 2021, the criteria for making this year's list. Combined, these companies

Continued on Page 38 ▶

RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Dan Kemp, CCIM** and **Luke Ross** represented the seller, **Centerra Properties**, in the sale of 61485 American Lane in Bend. The 5.3-acre industrial property sold for \$3,174,435.

Brokers **Graham Dent, SIOR**, **Jay Lyons, SIOR, CCIM** and **Grant Schultz** with **Compass Commercial Real Estate Services** represented the landlord, **Shevlin Crossing, LLC**, in the lease of a 7,200 SF office suite in the new Shevlin Crossing development located at the NE corner of NW Shevlin Park Road and NW Crossing Drive in Bend. **Lyons** and **Schultz** also represented the tenant, **RBC Capital Markets, LLC**.

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Foundation Grants will Boost Workforce Training for Latinos in Central Oregon

Three foundations have awarded a total of \$95,000 to the Latino Community Association (LCA) to support and expand its workforce education services in Central Oregon. These include English classes and tutoring, computer training, help to find employment, small business support and work permit application assistance for those with DACA status.

To help manage the growing number of students accessing their English and computer classes, both in-person and virtual, LCA is actively recruiting a Workforce Education Coordinator. This fall, they are offering more classes in more locations than ever, and 101 students have registered. This foundation support, along with local donations and sponsorships, will help

Continued on Page 38 ▶

2023 Seasonal Hiring for the Deschutes National Forest Open

Seasonal positions for the 2023 field and fire season on the Deschutes National Forest open for application through October 6, 2022, on USAJobs.gov. Positions have tentative start dates ranging from early April to early June. The positions filled include specialties such as fire, recreation, wildlife, botany, archaeology, timber and visitor services.

Applications must be submitted through USAJobs.gov to be considered.

Applicants are encouraged to create a USAJobs.gov profile in advance to save time once the hiring process begins. For a complete list of open positions and announcement numbers, applicants can visit fs.usda.gov/main/deschutes/about-forest/jobs.

Discover Your Forest, Children's Forest

Continued on Page 38 ▶



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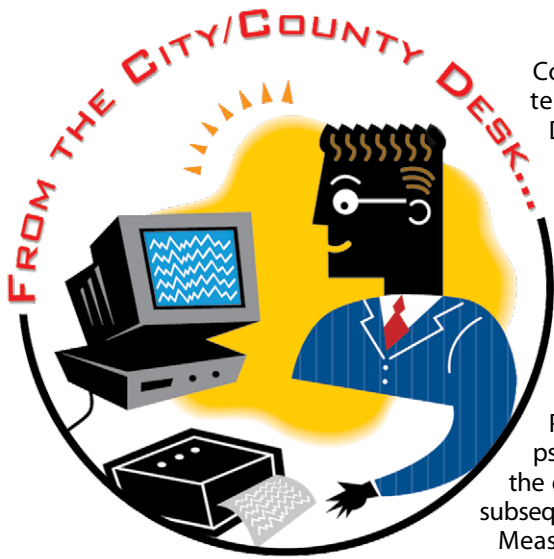
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DESCHUTES COUNTY

◆ On September 29, the Deschutes County Planning Commission conducted a public hearing to receive testimony on proposed land use regulations related to psilocybin manufacturing and the establishment of psilocybin service centers in the unincorporated County.

If Deschutes County electors vote no on Measure 9-152, which is on the November ballot, the proposed regulations would proceed for consideration by the Board of Commissioners.

If Deschutes County electors vote yes on Measure 9-152, Deschutes County will have opted out of psilocybin manufacturing and service centers. The proposed regulations may proceed for consideration by the Board of Commissioners for testing laboratories only.

Community members provided testimony in person at the Deschutes Services Building in Bend or virtually. Additional information on proposed land use regulations and the submission of written or virtual testimony is available at deschutes.org/cd.

On November 3, 2020, Oregon electors approved Ballot Measure 109, the Psilocybin Program Initiative, which legalized psilocybin in Oregon subject to the criteria noted in the measure and subsequent rulemaking.

Measure 109 automatically opts cities and counties into the psilocybin program. It also offers the option for cities and counties to opt out via a ballot measure and/or to adopt “reasonable regulations” concerning land use criteria for psilocybin businesses.

On July 13, the Board of County Commissioners conducted a public hearing to consider Ordinance No. 2022-009, Referring a Measure to the Electors to Prohibit Product Manufacturers and Psilocybin Service Center Operators within Unincorporated Deschutes County. The Board deliberated on the matter and voted 2-1 to adopt the ordinance. Measure 9-152 will be subject to Deschutes County electors in November.

During deliberations, the Board expressed an interest in developing land use amendments in the event electors vote no on Measure 9-152. If the measure does not pass, the amendments that are the subject

of this public hearing will move forward. After deliberating, the Planning Commission will make a recommendation on the proposed amendments to the Deschutes County Board of Commissioners.

For more information, please contact Tanya Saltzman, senior planner, at tanya.saltzman@deschutes.org or 541-388-6528.

BEND

◆ Bend City Council recently authorized the City to enter into an intergovernmental agreement with Deschutes County that will provide an additional \$328,000 in funding to the Mobile Crisis Assessment Team (MCAT) and the Crisis Stabilization Center.

The funding will enhance MCAT’s ability to respond to certain calls for those experiencing mental health crises without requiring a law enforcement presence.

MCAT will respond 24 hours a day, seven days a week, 365 days a year without law enforcement on calls from both 911 and 988, the new suicide and crisis lifeline. The team will respond in pairs to calls that meet certain criteria, including people with suicidal ideations who have not committed a crime and aren’t currently attempting to hurt themselves or others, and people who are not armed with any weapons or in need of urgent medical attention.

Funding for the Crisis Stabilization Center will ensure Bend Police and MCAT have a safe and professional place to take people experiencing mental

health crises to ensure their needs are assessed and met as best as possible.

Since January 2020, Bend Police have responded to more than 5,100 calls for service for people experiencing mental health crises. Nearly all Bend Police officers are trained and experienced in crisis intervention and response, but a highly trained mental health professional is often a better option than law enforcement to respond to these types of incidents.

This expanded MCAT provides the Bend community with the right resources to help those in need, and ensures that the unnecessary presence of police officers does not escalate someone already in crisis.

“I am thankful for our strong partnership with Deschutes County,” Chief Mike Krantz said. “This helps the City and Bend Police help our community by connecting people experiencing a mental health crisis with behavioral and mental health professionals. It also allows law enforcement professionals to focus on the work they’re trained to do.”

The \$328,000 comes from the City’s American Rescue Plan Act funds and will be used to hire additional mental health professionals and fund the Crisis Stabilization Center. It could be considered “seed funding” that could potentially expand if a future assessment indicates the program was successful and additional funding would be beneficial for the community. Success will be measured by a reduction in the number of calls Bend Police officers respond to that include mental health crises.



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An Oregon newsroom sought deeper community connections



Eugene Weekly

Reporting from Eugene, OR

That’s why **Eugene Weekly** launched a project to better understand information needs in Eugene and surrounding Lane County.

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Solving the Child Care Crisis for Small Businesses & Working Families

by MICHAEL SIPE — Candidate for State Rep HD53

Oregon has long suffered from an acute shortage of childcare services. The situation has worsened due to COVID-related regulatory and staffing upheavals. In February of 2022, a report submitted to the legislature by Oregon Housing and Community Services showed Oregon is short 30,000 childcare spaces. Every working family and every employer is well-aware of the challenge. The lack of safe and affordable childcare has a major adverse impact on parents and children, and in the workplace. It's especially challenging for small businesses and their valued employees. The problem is well-recognized. Our state has even been called a childcare desert. The question is, "How do we fix it?"



Here's how we can do it...with a collaborative approach between the state, the counties, the cities, nonprofits, like NeighborImpact, innovative educators like Central Oregon Community College and support from the local business community, including residential and commercial developers.

The recommendations I'll offer here are not speculation. They come from extensive experience in the industry. I have built multiple childcare facilities from scratch and for many years owned and operated the largest multi-site childcare service in Santa Cruz County California, including drop-in, part time and full-time care, plus school-age summer camps. Although I sold the business long ago, legacy operations continue today. I understand the challenges of designing, building and operating childcare facilities in a highly regulated environment. I've also been a customer, as my three kids were raised in our daycare facilities. And I've been a single dad. So, I understand the industry as a developer, provider, employer, and working parent. Childcare is a very challenging issue and an extremely difficult business.

Multiple factors make it tough: (1) securing appropriate space, (2) exorbitant building costs, (3) skyrocketing operating expenses, (4) child/teacher ratios, (5) tuition pricing constraints, (6) finding qualified workers; (7) teacher wage squeeze, (8) regulatory compliance, and (9) extreme liability risk.

As an entrepreneur, I'd like to think a private business could tackle all these challenges, build safe and compliant new centers in Oregon, survive, and make a sustainable profit. However, it's simply not possible.

Childcare is widely acknowledged as a state-wide crisis. The solution involves a combination of strategic use of state and local resources coupled with entrepreneurial grit, love for kids and a passion for early childhood education. It requires the public and private sector working together to solve it. Here's what it can look like:

The toughest problem for an operator is the \$2-3 million cost of land acquisition and construction of a facility to highly regulated standards. It's virtually unsolvable at any scale without government cooperation. Cities, counties, and the state have land that could be allocated for childcare sites. Large scale residential and commercial developers could (and arguably should) allocate a parcel of land for childcare to help solve the problem. I propose the state allocates \$500,000,000 to fund the building of first-class facilities on government-owned land, or on land set aside by developers for this purpose. The state would retain ownership of the buildings. Ownership of the land would not necessarily transfer. Tax-payer money will then have been invested in tangible, real property assets that will serve countless children for decades to come.

The state (as landlord) should lease the facilities at modest rent to trained and licensed entrepreneurial operators. These autonomous operators would rent the space, but they would own the business. They would have ownership responsibility for all aspects of running the business, including curriculum selection, program design and staffing. Carefully managed

centers could operate sustainably at a modest profit. Priority of service would go to working parents, thus helping not only their families, but also their employers and the health of the economy.

Before you choke on the \$500,000,000 number, realize it is an investment: in assets, in our kids, in our families, in our communities and in our businesses. And like every sound investment, the return will far outweigh the cost. This is an example of how our tax dollars should be used, as a powerful tool of leverage to lift-up all Oregonians, while not just being an economic drag, but rather producing a return.

The state has the money to do this. It's a question of priorities. Just this year, at least \$500,000,000 was allocated by the legislature to projects of much lower priority than addressing the care of Oregon kids and support for our working parents. That money could have built up to 250 centers within two years to serve tens of thousands of kids. We could have nearly eliminated the 30,000 childcare spaces shortfall in one bold move.

The owners for each proposed center could come from an innovative new program developed by Central Oregon Community College Small Business Development Center (SBDC), in partnership with NeighborImpact. It's called the Early Child Education Business Accelerator program. It's a brilliant move to train and equip entrepreneurial childcare operators. The city of Bend and Deschutes County have each committed \$125K in grant support, with additional support coming from the city of Sisters and the Oregon Small Business Development Network.

The Early Child Education Business Accelerator program is free to enrollees. Instructors from NeighborImpact guide students in understanding the requirements for growing a high-quality, licensed childcare program. Training on profitable business operation is provided by SBDC instructors. Students are assigned an SBDC business adviser and licensed graduates receive a minimum of \$5,000 to start their business, as well as continued wraparound services from both NeighborImpact and the SBDC after the program. Local businesses could easily augment the startup fund, as a way to support their employees and simultaneously address the workforce shortage.

I've retained Central Oregon based CA Rowles Engineering to draw up the design for a prototype center that meets all licensing and building codes. If the legislature has the will to prioritize the budget properly, it could bring water to the childcare desert in 2023. At a minimum, I'll work to get a pilot project launched for Central Oregon.

We must make our children, their working parents and the employers who rely on them, a top priority and take strong action immediately to address the childcare shortage. Central Oregon small business owners should press their elected city, county and state officials to solve this crisis. Oregon families, and a vibrant economic future for our region and state, depend on it.

Michael Sipe is an entrepreneur, local business consultant and candidate for HD53 State Representative.

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Kernutt Stokes Named One of Nation’s Top 50 Accounting Firms in 2022

by ELISE CULLEN — Account Executive — Bell + Funk

Oregon-based CPA firm Kernutt Stokes has been named as one of the nation’s 50 “Best of the Best” public accounting firms for 2022. The firm is the only one in Oregon and Washington to make the list.

Nearly 600 firms vied to be included on this year’s prestigious “Best of the Best” list, selected and published by INSIDE Public Accounting (IPA). Results are based on IPA’s Annual Survey and Analysis of Firms, and ranks them based on more than 50 metrics.

“Managing and leading through an ever-changing environment while achieving best-in-class results is an accomplishment worth celebrating,” Mike Platt, principal with INSIDE Public Accounting. “Despite economic challenges and staffing shortages, this year’s class of Best of the Best firms continue to shine and excel, leading by example and showing others what is possible.”

“Being named to the IPA’s 50 “Best of the Best” accounting firms is an incredible honor. This award, along with being named one of the “100 Best” firms to work for in Oregon, is an indication that we are providing the service and work environment that we strive to every day. We couldn’t be more pleased,” said Kernutt Stokes Managing Partner Steven E. Ritchie, CPA, CFE.



PHOTO | COURTESY OF KERNUTT STOKES

Kernutt Stokes, the sixth largest CPA firm in Oregon, is a full-service accounting and business consulting firm established in 1945 with offices in Eugene, Bend, Corvallis, and Lake Oswego. The firm was named one of the nation’s top 50 accounting firms of 2022 by INSIDE Public Accounting, and one of the “100 Best Companies to Work for In Oregon” by Oregon Business magazine in 2021. Kernutt Stokes has 14 partners, 68 accounting professionals, and more than 80 employees. The firm specializes in privately held and family-owned companies in construction, manufacturing, transportation, beverage, and

professional services. In addition to core accounting services, the firm provides virtual accounting, accounting software consulting, 401(k) plan administration, business valuation, retirement planning, business consulting and other services. Kernutt Stokes is an independent member of BDO Alliance USA, a nationwide association of independently owned local and regional accounting, consulting, and service firms with similar client service goals.

KernuttStokes.com



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Mid Oregon Credit Union

Continued from page 1

Energage is a purpose-driven company that helps organizations turn employee feedback into useful business intelligence and credible employer recognition through Top Workplaces. Built on 16 years of culture research

and the results from 27 million employees surveyed across more than 70,000 organizations, Energage delivers the most accurate competitive benchmark available. With access to a unique combination of patented analytic tools and expert guidance, Energage customers lead the competition with an engaged workforce and an opportunity to gain recognition for their people-first approach to culture.

midoregon.com • energage.com • topworkplaces.com

Lady Bird

Continued from page 3

eclectic shareable appetizers, impeccably fresh raw bar and a small list of exquisite entrees.”

Taking over the space formerly occupied by Flatbread Neapolitan Pizzeria at 375 SW Powerhouse Dr, No. 130, Gurnee and his team are completely transforming the interior of the restaurant.

“We’re laying down a show-stopping black and

white Italian Terrazzo floor, shiny black and white 3-dimensional architectural tiles, tying in the bird theme with hanging giant golden bird lights and birdcage chairs,” Gurnee says. “The bar area will be transformed into a very posh cocktail lounge and our private VIP room will be decked out in a modern Chinoiserie vibe complete with pink dancing crane wallpaper.

“We hope that our patrons will enjoy getting dressed up to the nines and make Lady Bird the first or last stop for a night on the town,” he adds, “or join us for a lovely champagne brunch on our riverside patio before a day of shopping or casual stroll along the Deschutes.”

Gurnee and his family moved to Central Oregon in 2014, joining the Drake team before helming the restaurant’s sister property, Washington, in 2017. A graduate of San Francisco’s California Culinary Academy, Gurnee has also consulted on various restaurant concepts in Bend, including the re-branding of Cascade Lakes Brewery and the opening of Walt Reilly’s. He also helped assist the culinary operations at Meadowlark in southwest Bend.

Lady Bird is set to become the Old Mill District’s sixteenth restaurant and/or tasting room concept. Most recently, Sisters Coffee Co. opened in October 2021 and Rapa Nui Tiki Lounge began welcoming customers in January



SCALLOPS AND THEIR VELOUTÉ WITH PEAS, BACON AND CIPOLLINI ONION | PHOTOS COURTESY OF LADY BIRD



HALIBUT WITH DELICATA, NARDELLO PEPPERS AND ARUGULA

of the same year.

“The Old Mill District is the perfect location for bringing our dream to life,” Gurnee says. “Surrounded by beautiful natural scenery, the walkable high-end shopping district, the river, the live music and entertainment, the parking, it’s a natural and wonderful choice for both locals and tourists. Working with the Old Mill District team, William Smith Properties and our local construction team has been nothing short of exceptional and we look forward to opening the doors of Lady Bird later this fall.”

oldmilledistrict.com

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2021 Accomplished Under 40 Award Recipients



Rika Ayotte

Executive Director

Deschutes Land Trust

Professional Accomplishments:

After a career in museums making art, science and history accessible to all communities, Ayotte returned to her first love, Public Lands. As director of Discover Your Forest she significantly expanded community, financial and volunteer support for Central Oregon's National Forests. Today, Ayotte is bringing passion for community-centered conservation to her current role as executive director of Deschutes Land Trust where she is leading the conservation of over 17,000 acres of land and counting.

Civic, Industry & Community Involvement:

Ayotte has been a founding member and leader of important collaborative community organizations including the Children's Forest of Central Oregon, Deschutes Trails Coalition and Ochoco Trails. She also serves on the boards of the Bend Cultural Tourism Fund Commission, Discover Your Northwest and Global Leadership Adventures International Foundation.

Specific Characteristic that Distinguishes Them from Their Peers:

Ayotte believes strongly that partnership, collaboration and collective impact are the keys to solving our community's most pressing issues. She has played a leading role in convening, strategy and organizational development work focused on bringing community members together to develop shared visions for how we balance our community needs with the health of our natural surroundings.

Business Leadership Philosophy:

Ayotte's leadership philosophy focuses on communicating a shared vision and empowering others. She strives to set a clear picture of what success looks like, and then to help her team recognize and use their own strengths. She focuses on open communication, empowerment, empathy and collaboration to motivate her staff and board to achieve greatness.



Joelle Blanchard

Community Relations Coordinator

Partners In Care

Professional Accomplishments:

Blanchard has spent her career serving others; she has worked at Heart 'n Home managing all their volunteers for Central Oregon and most recently at Partners In Care as their community relations coordinator. She is working on her master's degree in social work to be able to help more people in the community.

Civic, Industry & Community Involvement:

- Board Member, Redmond Senior Center
- Leader, Tri-county Senior Care Network
- A leader in educating Central Oregon on hospice and

palliative care

Specific Characteristic that Distinguishes Them from Their Peers:

Blanchard's passion for serving others is apparent in not only her career, but also her commitments outside of work. She is advancing the diversity, equity and inclusion of both Partners In Care, along with the organizations she volunteers with, to find ways to better support our diverse, aging population in Central Oregon.

Business Leadership Philosophy:

As a mom of toddler triplets, Blanchard exudes patience, understanding, empathy and compassion in everything she does when leading others. She leads by example, and she truly cares. Blanchard never asks anyone to do something she would never do herself, and she has a great sense of humility, as she is never afraid to admit weaknesses or ask for help.



Kat Brookhart

Manager, Formulation & Process Dev.

Thermo Fisher Scientific

Professional Accomplishments:

Since earning her bachelor's degree in chemical engineering from the University of Colorado in 2010, Brookhart has held roles of increasing responsibility across pharmaceutical development; technology transfer, quality assurance, business development support, supply chain and product development. Brookhart established our supply chain function by hiring the teams and defining our S&OP process. Brookhart is currently responsible for leading the team that formulates our products which is fundamental to our value proposition to our customers.

Our site is very fortunate to benefit from Brookhart's leadership.

Civic, Industry & Community Involvement:

- Co-founder and current leader of Women's Empowerment Business Resource Group and advocate for gender equality in our business
- Regular participant in Saving Grace Events (annual Adopt a Family & Heroes Luncheon)
- Regular blood and platelet donor
- Regular Oregon Bio Association event attendee (particularly Women Connect events)

Specific Characteristic that Distinguishes Them from Their Peers:

Brookhart is a very purposeful leader who clearly articulates her vision and direction, engages her team by leading by example and supports her people along the way to keep her entire team pushing forward.

Business Leadership Philosophy:

Brookhart's leadership philosophy is centered around integrity, continuous improvement and empathy as she drives towards her personal and professional goals. Brookhart is not afraid to take an unpopular stand on something in order to remain true to her ethics and is very effective at reflecting on feedback to constantly

improve herself and be aware of her own blind spots and biases and also to ensure that every voice is heard so that the best possible decisions can be made.



Casey Campbell, AIA, LEED AP BD+C

Architect

BLRB Architects

Professional Accomplishments:

Campbell finished his architectural licensing process three years after graduation, and now with seven years of experience is leading a team on the design and construction of a 175-unit senior living facility in Orange, Connecticut and is the project architect on a 273-unit mixed-use apartment project in Bend.

Civic, Industry & Community Involvement:

- Joy Church Bend Youth Leader
- Central Oregon Running Klub Youth Coach
- Member of American Institute of Architects

Specific Characteristic that Distinguishes Them from Their Peers:

Campbell's drive as an athlete, coach and mentor shows up in his work as an architect and member of our firm. He is dedicated to doing the best work possible, encourages other members of his team and expresses humility as he achieves success in both his athletic and professional endeavors.

Business Leadership Philosophy:

Business is like training: you must put in the time, focus on the end goal not the intermediate ups and downs, and ensure balance between work and rest. Campbell says, "I strive to manage my time and efforts so that I can continue to grow, flourish and improve the quality of life of whomever I meet."



Cody Cloyd

President / Operations Manager

Ablis CBD

Professional Accomplishments:

Cloyd is the president and operations manager of Ablis CBD. He worked his way up from brand ambassador with their affiliated company, Bendistillery, taking ever more challenging roles and increasing his leadership over time.

Civic, Industry & Community Involvement:

- Leadership Bend graduate, 2022
- Bend YP Advisory Council member, rising Chair of that Council

Specific Characteristic that Distinguishes Them from Their Peers:

Cloyd is both an excellent listener and presenter, which is unique. He can synthesize complex information, look at a challenge from a 360 view and bring his creative problem solving skills to bear. He is a caring and thoughtful individual, inclusive in his approach. He has that great balance between confidence and humility. He can easily lead groups, but works equally as well as part of a team.

Business Leadership Philosophy:

Cloyd is a true servant leader. He recognizes the talents and strengths of others, helps center their contributions and sets them up for further growth. Cloyd's passions are building great teams and providing opportunities to employees for growth, advancement and continued education.



Katie Cornelius

Director of Electrical Engineering

ColeBreit Engineering

Professional Accomplishments:

A graduate of Penn State University with a bachelor's degree in Architectural Engineering, Cornelius quickly established a successful electrical engineering career and has earned design awards from the IES and ACEC for lighting design and engineering excellence for her project work. Cornelius has 15 years of experience, is a

Continued on Page 10 ►

CONGRATULATIONS, ACCOMPLISHED UNDER 40!

**Joelle
Blanchard**



Partners In Care



Under 40 Award Recipients

Continued from page 9

licensed professional engineer and currently leads ColeBreit Engineering’s electrical division with a growing team of six engineers in Oregon and California.

Civic, Industry & Community Involvement:

Cornelius’s industry and community involvement has included mentoring high school students through the ACE (Architecture, Engineering, Construction) Mentorship Program, and as a member of the Illuminating Engineering Society. As a recent addition to the Bend community, Cornelius looks forward to being an integral part in ColeBreit’s mission to support the local community through her work.

Specific Characteristic that Distinguishes Them from Their Peers:

Cornelius is a driven professional who goes above and beyond in her work to exceed her clients’ expectations and uncover their deeper needs. She strives toward innovation and seeks opportunities for improvement in her work, which is evident in her genuine curiosity to learn and improve. Those who work with Cornelius appreciate her ability to explain engineering concepts in a way that can be easily understood, and her enthusiasm to provide guidance and mentorship.

Business Leadership Philosophy:

Cornelius’s leads by example. She believes in being humble and kind, developing strong relationships and sharing knowledge along the way. She values the unique perspective and experience each teammate brings and strives to foster a collaborative environment that builds upon each team members strengths, while encouraging opportunities to learn and grow.



Chloe Crabtree

Sponsor Relations Lead

Bend Chamber of Commerce

Professional Accomplishments:

Crabtree is one of Bend’s foremost up and coming leaders. She recently led a team in creating Bend’s go-to guide for all things ADU (what they are, how to build them, how to get them zoned, etc.), she heads up Partnership & Sponsorship with the Chamber of Commerce and sits on the Board for the Boys & Girls Club of Bend as their board Secretary.

Civic, Industry & Community Involvement:

Crabtree is leading the creation of Bend’s first Associate Board to work in conjunction with the Board of Directors at the Boy’s and Girl’s Club, Bend, a nonprofit focused on providing local youth with opportunities to reach their full potential at home, school and in the community.

Specific Characteristic that Distinguishes Them from Their Peers:

Crabtree is a natural leader that understands how to turn high level conceptual discussions into specific action plans. She’s great at ensuring the right resources are in place and accessible to those who need them and maintains a relentless

drive for getting projects done.

Business Leadership Philosophy:

Crabtree leads by example by maintaining a high level of client communication, she keeps energy levels high and is very supportive of those on her team. She’s determined to do good in this community and has a track record of improving the organizations she works with.



Bess Dietrich Goggins

CEO

Boys & Girls Clubs of Bend

Professional Accomplishments:

Goggins has held many leadership roles in education, nonprofit management, communications and fundraising. She has dedicated her professional career to education, literacy and youth development. In recent years, she served as an educator and leader for a school system located in the 9th Ward of New Orleans, as Director of Individual Giving and then Director of External Strategy for Teach for America in New York City and the Bay Area, respectively, and now serves as the CEO of our Boys & Girls Clubs of Bend.

Civic, Industry & Community Involvement:

Goggins is an active member and volunteer of the Rotary Club of Greater Bend, is in the 2023 Cohort of Leadership Bend and is on Envision Bend’s Strategic Advisors Committee. As the leader of the Boys & Girls Clubs of Bend, Goggins spends a significant amount of time volunteering in the community both for her organization and as a collaborating partner with other organizations.

Specific Characteristic that Distinguishes Them from Their Peers:

Goggins works incredibly hard to exemplify servant leadership. She can quickly read a room and adjust accordingly, meeting people where they are at by building deep relationships and supporting however needed. Goggins’ super skill is to reflect continuously through an interactive process with her time, and she instills a desire to learn and grow for her community. Her communication, drive and optimism make her an amazing leader for her team, board, youth and families. Most importantly, Goggins grounds herself to stay humble, and she is always willing to admit what she doesn’t know while then expressing eagerness to find out.

Business Leadership Philosophy:

Goggins’ leadership philosophy models “fast alone, further together.” She understands that we go so much farther when we collaborate and partner on work, and she recognizes that diversity and authenticity help a workplace thrive. She deeply believes in her community and inspires others to rise to the occasion, always.

Continued on Next Page ▶



CONGRATULATIONS

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Quinn Hanson
Division Manager
G.A. Rogers & Associates
Professional Accomplishments:

Hanson is Bend's Search Guy and leads an executive recruiting firm in accounting, finance and engineering. Hanson specializes exclusively with businesses in our region to identify, hunt and acquire individuals locally and nationally that will add value to organizations in Central Oregon.

Civic, Industry & Community Involvement:

Recruiting for organizations is one of the purest forms of community involvement. In addition to this, Hanson serves on the programming committee for the Bend Chamber of Commerce and leads one of our local Ultimate Frisbee teams.

Specific Characteristic that Distinguishes Them from Their Peers:

While working at a restaurant in college, Hanson analyzed and implemented lean process improvements to the company by reviewing and analyzing the work flow of customers ordering, being seated, food preparation and food delivery. Hanson continues to use his industrial engineering background to help organizations navigate defining job functions, and success metrics for the positions.

Business Leadership Philosophy:

Hanson leads by example and is quick to identify and implement the activities that matter in organizations, and what has the largest impact to get the results fast.



Sarah Hix
Vice President Finance
Mid Oregon Credit Union
Professional Accomplishments:

Hix was promoted to Mid Oregon VP Finance at age 36. She received her bachelors (with honors) from OSU Cascades and is a NWCUA Emerging Leaders graduate. She was instrumental in the implementation of Mid Oregon's Digital Banking platform and a key contributor in developing its current family of credit cards, including the new Everyday Rewards VISA.

Civic, Industry & Community Involvement:

City of Redmond DURAC committee member, 2022 Leadership Redmond graduate, Junior Achievement participant (2015-2019), Leads Mid Oregon's Assets

and Liabilities Committee, Mid Oregon Bite of Reality volunteer and High Desert

Museum volunteer.

Specific Characteristic that Distinguishes Them from Their Peers:

Hix is conscientious and tenacious, ensuring all decisions are considered in relation to the credit union's strategic goals. She is highly respected and exhibits a strong work ethic. As a dynamic leader, she motivates and encourages her team to produce outstanding, focused results.

Business Leadership Philosophy:

Hix is a transformational and democratic leader. As such, she drives innovation and inspires new ways of thinking, harnessing her team's creativity to respond to change. Her inclusive style of coaching ensures her team know their tasks and are working together towards a common goal.



Brittania Leja
Associate Organizational Development Consultant
St. Charles Health System
Professional Accomplishments:

Developed and supported 50+ (and counting!) graduates through the Accelerating Leaders Development Program for St. Charles supervisors, managers and above. Teaches courses such as the DiSC Communication profile, Effective Communication and Managing Conflict. Provides leadership development and coaching services to full range of leaders. Provides onboarding services to new leaders. Supported the St. Charles Incident Command during the COVID-19 crisis by staffing the Labor Pool with traveling healthcare workers, community volunteers

and National Guard.

Civic, Industry & Community Involvement:

- Bend YP Advisory Council Chair: December 2019-present
- Bend Chamber Board Intern: December 2019-December 2020
- BendNext Board: September 2021-present
- Opportunity Knocks — Emerging Leaders, Group Facilitator: April 2022-present

Specific Characteristic that Distinguishes Them from Their Peers:

Gregarious, outgoing business, community and civic leader. Co-recipient of 2022 Emerging Leader Award at the Bend Chamber's Business Excellence Awards. Certified Organizational Development Professional. TeamSTEPPS certified trainer (for health care and employee safety, team work and communication) and Brene Brown Dare to Lead trained. Leja brings joy and laughter to all that she does. She makes people feel comfortable and less alone through her own humor and vulnerability.

Business Leadership Philosophy:

Leja's leadership philosophy centers around her core values of community and connection. She practices creating a psychologically safe, productive learning environment with a wide-range of people — community members, caregivers, leaders and more. She has developed hundreds of individuals at St. Charles in their skills of effective communication, conflict management and communication styles.

Continued on Page 12 ▶



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Under 40 Award Recipients

Continued from page 11

She routinely finds a multitude of ways to support caregivers, teammates, leaders and contractors to be able to do their best. She also extends this gift and talent to the community, such as her active work with Bend YP. Leja loves helping people build a community with each other, such as with her human resources teammates, St. Charles leaders, Bend YP colleagues and Opportunity Knocks members.



Annie Nelson
Bend Partner
Best Best & Krieger

Professional Accomplishments:

Nelson is a leading member of BB&K’s Trusts & Estates team. She guides clients in estate planning, probate/ trust administration and protective proceedings. Based on her many client successes, leadership, industry and community involvement, including Leadership Bend, Nelson was named firm partner in 2019, after just seven years of practice.

Civic, Industry & Community Involvement:

Member:

- Oregon State Bar

- Deschutes County Bar
- Oregon Women Lawyers
- Cascade Women Lawyers

Volunteer:

- KIDS Center (also Board Secretary)
- Constitution in the Classroom
- Junior Achievement

Specific Characteristic that Distinguishes Them from Their Peers:

“I’ve had the pleasure of working with Nelson for 12+ years and can’t say enough about her ambition, approachability and legal prowess,” said Erin MacDonald, Bend managing partner. “Nelson is wise beyond her years and finds creative solutions to clients’ sensitive and complex legal issues, all with poise and a smile.”

Business Leadership Philosophy:

Nelson feels honored to partner with clients on such important, complex and highly sensitive personal decisions and planning. Her goals are to treat each individual with utmost respect and empathy, help to ensure a smooth and uncomplicated experience and achieve a fulfilling and beneficial end result.



Chris Petty
Franchise Manager
Express Employment Professionals
Professional Accomplishments:

Petty has been with Express Employment Professionals since 2017 and joined the Central Oregon Express team at the beginning of 2021 as the franchise manager. He has quickly integrated himself into the Central Oregon community and is supporting hundreds of clients with their talent acquisition needs.

Petty was the 2018 Eagle Award Winner with Express Employment Professionals for being the top business developer in the region. He also earned the Spirit of the Stoller Group Award in 2018 for his passion for our

industry and commitment to the community.

In 2021 Petty was named as a Rising Leader by Express Employment Professionals for demonstrating tremendous leadership potential and taking on the Central Oregon Franchise Manager role.

Civic, Industry & Community Involvement:

- Bend Chamber — Presenter
- Boys & Girls Club — Board of Directors
- EDCO — Due Diligence Committee

Specific Characteristic that Distinguishes Them from Their Peers:

Petty is passionate about helping the Central Oregon community and supporting his team in providing top tier talent for our community.

Business Leadership Philosophy:

Petty lives by the moto: “If I go home each day and have made my community even one percent better, I have done my job.”



Elise Rossman
Regional Marketing Director
Live Nation

Professional Accomplishments:

Rossman’s 15+ years of expertise in marketing and public relations throughout the entertainment industry has led to her successfully execute live events (Broadway shows, concerts, comedians, festivals, etc.) with attendance ranging from 30-50,000. At EDCO she transitioned the organization’s events from in-person to virtual (during COVID shutdown), and then hybrid formats.

Civic, Industry & Community Involvement:

- Member and facilitator of Opportunity Knocks Marketing Team

- Former EDCO brand-champion, connecting Central Oregon industry clusters, and the overall business community, to information and opportunities

Specific Characteristics that Distinguish Them from Their Peers:

- Cool as a cucumber under pressure
- Resourceful and willing to take on new tasks and challenges
- Problem-solving sleuth
- Tech-savvy
- “Make It Pretty” Officer
- Her superpower is knowing every lyric to every song
- Thru-Hiker
- Rare mix of analytical and creative
- Master multitasker

Business Leadership Philosophy:

Rossman’s data-driven, passionate, hard-working, inquisitive, dedicated, authentic nature is contagious and inspiring. Her quest for new challenges is at the core of her success and the fact that she hiked 1,400 miles of the Appalachian Trail is a testament to her perseverance, dedication and love of the outdoors.



Dan Ruffoni
Sr. Project Manager
Rosendin – Central Oregon
Professional Accomplishments:

For the past four years, Ruffoni has served as a Senior Project Manager at Rosendin, one of the country’s largest employee-owned electrical contracting businesses. Having spent the last 12 years working with recognized industry leaders, he has considerable engineering and design-build work experience. Ruffoni was recently instrumental in the successful completion of an incredibly complex two-year project to upgrade the electrical system at the St. Charles Health System campus as well as the design and construction of the latest OSU Cascades

Ray Hall academic building in Bend.

Civic, Industry & Community Involvement:

Ruffoni volunteers with Oregon Adaptive Sports (OAS) in Bend where he has had the opportunity to assist as well as photograph several of their events. OAS provides disabled adults with life-changing outdoor recreation activities to acquire confidence, self-esteem and strive for independence. He has also worked with Habitat for Humanity in assisting with the electrical wiring and general construction assistance.

Specific Characteristic that Distinguishes Them from Their Peers:

Ruffoni is committed to providing clients with cost-effective, long-lasting and environmentally responsible solutions. He has extensive experience leading teams that are developing Central Oregon’s future, including healthcare facilities, data centers, advanced technology facilities and labs, as well as higher education buildings. He has a great deal of experience working closely with clients to deliver landmark projects with efficiency and flexibility.

Business Leadership Philosophy:



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Continued from previous page

Every project Ruffoni works on benefits from his years of expertise and his dedication to the team. He is a gifted speaker, able to convey his views to people around him in a way that is naturally convincing and does it with a delicacy that makes it seem easy. Ruffoni will be speaking on a panel regarding the St. Charles Health System Project at the Oregon Society for Healthcare Engineering (OSHE) Fall Conference in September this year.



Grant Schultz
Broker
Compass Commercial Real Estate Services
Professional Accomplishments:

Schultz is a recipient of the Central Oregon Association of Realtors 2018 Scholarship. He received Compass Commercial's Largest Lease Transaction award in 2017 and 2018, Largest Sale Transaction award in 2017 and 2021, Most Improved in 2021 and the EnCOAR Commercial Transaction of the Year award in 2021. He has closed over \$145M in commercial transactions since 2017.

Civic, Industry & Community Involvement:

Schultz is a board member for the Humane Society of Central Oregon, participating on the Finance and Campus subcommittees. He is part of Leadership Bend, class of 2020.

Specific Characteristic that Distinguishes Them from Their Peers:

Schultz is willing to take on challenges and solve them creatively, while keeping a positive attitude. He has a very strong work ethic and is devoted to his clients, company, peers and community. He continuously pursues educational opportunities with the objective of better serving the community.

Business Leadership Philosophy:

Schultz's leadership philosophy is rooted in treating people how he would want to be treated. He keeps their best interest in mind above all else, knowing that success will follow. He always takes the initiative to put in the work that needs to be done.



Stephanie Shaver
Founder + CEO
Project 4 Marketing + Design
Professional Accomplishments:

Shaver has ten plus years developing and deploying marketing strategies & campaigns for nonprofits, start ups, small + large businesses and running community projects. She launched her marketing agency, Project 4, in 2020. In two short years, Project 4 now serves companies in seven states and is one of the very few, female-run, woman-owned marketing and design agencies in the country.

Civic, Industry & Community Involvement:

Current: City Club of Central Oregon Marketing committee chair and program committee member, volunteer with Redmond Food Project, volunteer with Bend Design Conference, member of the Mom Project.

Past: Board of Directors — Oregon Innovative Marketing group, marketing design and production manager of the Bend Chamber, BYP board, president of the Arts and Culture Alliance of Central Oregon, BEDAB marketing committee, volunteer — Redmond Downtown Association, to name a few.

Specific Characteristic that Distinguishes Them from Their Peers:

Shaver is always looking for solutions to any challenge presented. She has an optimistic, enthusiastic and refreshing approach. She brings creative and tactical solutions to whatever she is working on. Analyzing challenges and opportunities from a 360 perspective. Her attitude and work ethic make it fun to tackle hard tasks where clients feel held back. She breathes new life to ignite passion in her clients. She is focused, passionate, positive and results driven.

Business Leadership Philosophy:

Shaver's approach to leadership is collaborative and results driven. She's a big advocate for the words "Action Items!" Her leadership fosters critical thinking, creativity and problem solving. Her enthusiasm is contagious and genuine. Shaver believes success is fueled by the passion behind the project and fosters an environment to explore ideas and generate solutions.



Lauren Simpson
Product Manager
Suterra
Professional Accomplishments:

University of Oregon graduate in environmental economics. Product manager for a complex portfolio of specialty chemical products for Suterra, an international biotechnology company. She has helped the company increase revenue significantly year over year, and is driving the go-to-market activities for two first-of-their-kind sustainable agricultural chemicals.

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Congratulations!

Grant Schultz

Broker

on being named a 2022 Accomplished Under 40!

Grant has been a commercial real estate broker at Compass Commercial for five years specializing in Central Oregon office and industrial leasing and sales. Contact Grant today assist with your commercial real estate questions.

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gschultz@compasscommercial.com

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Under 40 Award Recipients

Continued from page 13

Civic, Industry & Community Involvement:

Simpson serves as an intern on the board for the Bend Chamber of Commerce and is heavily involved in the Bend Young Professionals (Bend YP) group.

Specific Characteristic that Distinguishes Them from Their Peers:

Simpson is willing to challenge conventional thinking to drive better results. She is able to lead cross-functional, multi-level teams with clarity and drive quality outcomes quickly. She inspires her coworkers to demand the best of themselves and each other. She mentors other young professionals and is active in the business community in Bend.

Business Leadership Philosophy:

Simpson recently shared her business leadership philosophy as part of a City Club panel on millennial professionals. She keeps business objectives centered and thinks systemically to build long-term value. She brings her authentic self to work and encourages others to do the same.



Lindsey Stailing
Patient Support Program Manager
Mosaic Medical

Professional Accomplishments:

Eight years ago, Stailing joined the Mosaic Medical team. Her focus has been on enhancing the relationships and partnerships between the health system and social service resources to improve the health and well-being of all Mosaic Medical's patients. As a program manager she is responsible for the Language Access and Community Health Worker service lines. Stailing is not only a caring and passionate leader with her employees at Mosaic but also a leader and someone her peers and executives look to for guidance regarding social issues in Central

Oregon. She has received several employee awards — nominated by her peers and employees, chosen by Mosaic's executive team. These awards include but are not limited to: Leader of the Quarter and Employee of the Year.

Stailing holds a bachelor of arts in International Relations and Spanish language from Stonehill College in Easton, Massachusetts. After college she completed two terms of service with AmeriCorps National Civilian Community Corps (NCCC) working in communities throughout the southwest United States before beginning her career as a nonprofit professional.

Civic, Industry & Community Involvement:

Stailing serves as vice-chair of the Homeless Leadership Coalition (HLC) which is an elected leadership position. HLC oversees Central Oregon's homeless response system and works to prevent and end homelessness in Central Oregon.

She has represented both Mosaic Medical and HLC at City Council and County

Commissioners and most recently at the Oregon City/County managers meeting meetings and has been quoted in articles in *The Source*, *Bulletin* and KTVZ on the topic of housing and homelessness.

Stailing has been a featured presenter on the topic of Social Determinants of Health and healthcare-based screening and interventions at The Oregon Health Authority's Innovation Café in 2019 and Various Oregon and Northwest Primary Care Association conferences since 2107.

She has also served on committees and working groups with the Central Oregon Health Council, on the Non-Emergent Medical Transportation Advisory Board. Stailing is an alumnus of Leadership Bend and a member of the National AmeriCorps Alumni Association.

Specific Characteristic that Distinguishes Them from Their Peers:

Stailing believes that every person can achieve their full potential when provided enough support, access and encouragement to the resources they uniquely need to be successful. She has an unending passion for those who have been traditionally under-served or marginalized by systems of oppression.

Stailing strives to be generous with her time when dealing with any issue to ensure the task is done or problem is resolved with humanity and expert knowledge. People who work with Stailing feel inspired to do better/more because she is clear, understanding and always leads by example. She makes everyone want to listen to her and help her and her mission to help others in any way they can.

Business Leadership Philosophy:

No person or group can accomplish anything on their own. Stailing works passionately and diligently with community partners and her peers to help those in need believing that far more can be accomplished through collaboration and partnership than without it. She is thankful for the help she receives and ready to step in as a leader or partner when needing to solve a problem or begin a new project.



Alyson Walker
Business Development Representative
AmeriTitle, LLC

Professional Accomplishments:

- Over 18 years with AmeriTitle
- Steady advancement with AmeriTitle and vital to the company's success
- Established, long term relationships with management, peers and clients
- Master Marketer — successfully growing AmeriTitle's market share and business footprint

Civic, Industry & Community Involvement:

- Past Relay for Life Volunteer
- Bend Marathon Volunteer

- Ronald McDonald House Volunteer
- Street Dog Hero rescuer
- COVO Supporter
- AmeriTitle Community Pride Committee chairperson/member
- Shop with a cop advocate/supporter
- Supports numerous charities through AmeriTitle's annual bocce ball tournament, over \$7,000 went to the Giving Plate and \$2600 to Furnish Hope in 2022, with many other nonprofits receiving donations throughout the year

Specific Characteristic that Distinguishes Them from Their Peers:

- Ability to develop long-term trust
- Impeccable "follow through"
- Dependable to a fault
- Listens with empathy and attention to detail

Business Leadership Philosophy:

- Actions speak louder than words — does what she says she will do and means it
- Seeks out answers to the hard questions and always digs deeper, if she doesn't know how to do something, she will learn. If she doesn't know the answer, she will figure out where to find it!



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Alyson Walker
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40 & Under Accomplished Winners — All Years

Please note that some of the previous winners have changed positions, some have even changed their names, but we've listed them exactly as when they first won the award. Due to space restrictions, please find 2006-2019 online at cascadebusnews.com/accomplished-40.

2020

Dr. Jared Adams (“Dr. J”) — Dentist & Practice Owner, Cascadia Family Dental
Katie Anderson — Founder and CEO, Aperion Management Group
Blake Barnhart — Project Executive, Rosendin
Priscilla Calleros — Membership and Outreach Manager, The Environmental Center
Shelby Carter — Vice President, Risk Compliance Audit Professional, U.S. Bank
Affton Coffelt — Founder/CEO, Broken Top Candle Company
Rodney Cook — Director of Financial Planning, Rosell Wealth Management
Brett Davis — Owner & General Manager, Premier Printing Solutions
Tarin Denney — Programs Specialist, City of Redmond
Ellisse Dickey — Broker Project Manager, Compass Commercial Real Estate Services
Tyler Fix — Dentist, PureCare Dental of Bend
Amanda Glasser — Finance & Membership Director, Redmond Chamber of Commerce & CVB
Joey Greenberg — Business Banking Team Lead, U.S. Bank — Central & Eastern Oregon
Andy Harmon — Project Manager & Building Envelope Design Specialist, Steele Associates Architects
Charles V Hoch — Chief Executive Officer, Eyce LLC
Corissa Holmes — Environmental Programs Supervisor, City of Redmond
Trevor Lamoureux — VP/Commercial Banking Officer, Columbia Bank
Mara McCloskey-Becker — Marketing Director, BendTel, Inc.
Cassandra Miasnikov — Founder & CEO, Selene Marketing
Ian Schmidt, AIA, NCARB — Architect, BLRB Architects
Andrew Soriano — General Manager- Resort Operations, Worldmark Bend Seventh Mountain Resort
Jacob Struck — Superintendent, Skanska USA Inc.
Ekaterina Urch MD — Sports Surgeon, The Center
Megan Walker — Vice President of Accounting and Finance, Oxford Collection of Hotels
Dr. Shannon Woods, DMD, MS — Orthodontist and Business Owner/Founder, Woods Orthodontics, LLC

2021

Cole Billings — Skjersaa Group
Danielle Burns — Steele Associates Architects LLC
Tiffany Cordano — Cascade Heating and Specialties, Inc.
Lucas Crespin — Steele Associates Architects LLC
Penny Farrow, CISR Elite — Brown & Brown Insurance

James Fleming — PayneWest Insurance
Sydney Forbes — Tonsil Tech
Katy Haines — NAI Cascade Commercial Real Estate
Keever Henry
Karen Hinckle — State Farm — Paul Finch
Gail Hodge — High Desert Museum
Derek E. Hopp, JD, MEM, PMP — Therapy Works Physical Therapy
Ryan Johnson — Brent Woodward, Inc.
Gregory S Lankston III CPA, MBA — Capstone Certified Public Accountants, LLC
Cody A. Michael, CFP — U.S. Bank Wealth Management
Kathleen Nass — Fortis Construction, Inc.
Kate Schrupf — Rosendin
Michelle Seiler-Godfrey, Ph.D. — High Desert Museum
Kerry R. Witterschein — The Westhoff Group of Raymond James Financial Services
Charles (Chuck) Yeaman — U.S. Bank Wealth Management

2022

Rika Ayotte — Executive Director, Deschutes Land Trust
Joelle Blanchard — Community Relations Coordinator, Partners In Care
Kat Brookhart — Manager, Formulation & Process Dev., Thermo Fisher Scientific
Casey Campbell — Architect, BLRB Architects
Cody Cloyd — President / Operations Manager, Ablis CBD
Katie Cornelius — Director of Electrical Engineering, ColeBreit Engineering
Chloe Crabtree — Sponsor Relations Lead, Bend Chamber of Commerce
Bess Dietrich Goggins — CEO, Boys & Girls Clubs of Bend
Quinn Hanson — Division Manager, G.A. Rogers & Associates
Sarah Hix — Vice President Finance, Mid Oregon Credit Union
Brittania Leja — Associate Organizational Development Consultant, St. Charles Health System
Annie Nelson — Bend Partner, Best Best & Krieger
Chris Petty — Franchise Manager, Express Employment Professionals
Elise Rossman — Regional Marketing Director, Live Nation
Dan Ruffoni — Sr. Project Manager, Rosendin – Central Oregon
Grant Schultz — Broker, Compass Commercial Real Estate Services
Stephanie Shaver — Founder + CEO, Project 4 Marketing + Design
Lauren Simpson — Product Manager, Suterra
Lindsey Stailing — Patient Support Program Manager, Mosaic Medical
Alyson Walker — Business Development Representative, AmeriTitle, LLC

NAVIGATING 2023 STRATEGIES FOR TURBULENT TIMES

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Business and Community Leaders from
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Nonprofit Organizations (Listed Alphabetically)

This is a PARTIAL listing of the nonprofit organizations with offices in Central Oregon. A complete list of over 150 will be posted at CascadeBusNews.com under resources. Online Book of Lists subscribers can view and use the list in the online lists site. Note: this does NOT include government organizations and park districts.

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Budget	Purpose
at: project 62895 Hamby Rd. Bend, OR 97701	541-647-0658	N/A	www.at-project.org	Breanne Barrett	7	2019	N/A	Helping victims of human trafficking become survivors. The local responders for the nation anti-trafficking hotline, working directly with victims to help them regain independence, safety & stability & to rebuild their lives & more.
Bend 2030 PO Box 431 Bend, OR 97709	541-430-8603	N/A	www.bend2030.org info@bend2030.org	Erin Foote Morgan	1	2007	N/A	Community-based volunteer organization dedicated to engaging the residents of Bend & surrounding communities in implementing a long-term vision for how the community will develop, grow & sustain itself.
Bend Park & Recreation Foundation PO Box 1212 Bend, OR 97709	541-706-6127	N/A	www.bendparksandrec.org kim@bendparksandrec.org	Kim Johnson,	1	1977	N/A	To preserve Bend's livability by enhancing our community's parks, trails & recreation programs, providing access & opportunity for all. Bend Park & Recreation Foundation raises funds to support recreation scholarships for lower income children, families & more.
Bend-Redmond Habitat For Humanity 224 NE Thurston Ave. Bend, OR 97701	541-385-5387	N/A	www.bendredmondhabitat.org rcooper@brhabitat.org	Robin Cooper Engle	28	1989	N/A	Bend-Redmond Habitat builds strength, stability & self-reliance through affordable homeownership for families & individuals in Bend & Redmond & more.
Bethlehem Inn 3705 N Hwy. 97 517 Birch Ave, Redmond PO Box 8540, Bend 97708 Bend, OR 97703	541-322-8768	541-318-7336	www.bethleheminn.org kim@bethleheminn.org	Kim Fischbach	40	1999	\$2,800,000	N/A
Big Brothers Big Sisters of Central Oregon 2125 NE Daggett Lane Bend, OR 97701	541-312-6047	541-312-6052	www.bbbsco.org	Jenn Davis	6	1994	\$400,000 serving over 400 kids, families & volunteers	Redefining what is possible for children in Central Oregon: Matching professionally screened adult mentors (Bigs) & kids (Littles) to defend, ignite & empower their potential. Serving Deschutes, Crook & Jefferson Counties. A Program of J Bar J Youth Services.
Cascade School Of Music 510 NE Third St. Bend, OR 97701	541-382-6866	N/A	www.cascadeschoolofmusic.org info@cascadeschoolofmusic.org	Robert Lambeth	30	2002	\$800,000	Our mission is to enrich our community by providing exceptional music education that is fun, engaging & social for students of all ages.
Cascade Youth & Family Center 2125 NE Daggett Lane Bend, OR 97701	541-382-0934	541-383-3024	www.cascadeyouthandfamilycenter.org cyfc@jbarj.org	Liz Langmas	27	1989	\$1,600,000	A safe haven for young people in jeopardy: Providing runaway & homeless teens, & those at risk of running away, with crisis intervention, street outreach, family mediation, emergency shelter, transitional living & independent living skills. CYFC offers the only shelter & programs of its kind within 200 miles.
Central Oregon LandWatch 2843 NW Lolo Dr., Ste. 200 Bend, OR 97703	541-647-2930	N/A	www.colw.org info@colw.org	Ben Gordon	11	1985	N/A	We defend & plan for Central Oregon's livable future. For 36 years, LandWatch has been at the forefront of defending our region's waterways, wildlife, farms & forests & promoting vibrant & sustainable communities.
Central Oregon Partnerships For Youth 63333 W Hwy. 20 Bend, OR 97703	541-388-6651	541-330-9162	www.sherriff.deschutes.org/copy copy@deschutes.org	Bob Moore	1	2003	\$80,000	Works to reduce trauma for children dealing with parental incarceration. Connects safe & appropriate volunteer mentors in a one-to-one relationship with the children.
Central Oregon Public Safety Chaplaincy PO Box 1898 Redmond, OR 97756	541-213-8303	N/A	copchaplain.com joel.p.stutzman@gmail.com	Joel Stutzman	2	1997	N/A	Serving the hearts & minds of Central Oregon's First Responders. Confidential personal counseling, ride-alongs, emergency services, hospital & home visits, provide critical incident debriefing & defusing, officer training & public awareness, community classes, officiating services, training, disaster response & more.
Central Oregon Symphony Association (COSA) 15 SW Colorado Ave., Ste. 320 Bend, OR 97702	541-317-3941	N/A	www.cosymphony.com info@cosymphony.com	Tanya Bruce	2	1967	N/A	Provide concerts of symphonic & classical music featuring internationally known soloists & provide educational music opportunities to children & adults.
Central Oregon Veterans Outreach (COVO) 61510 S Hwy. 97, Ste. 100 Bend, OR 97702	541-383-2793	541-389-5106	www.covo-us.org covo@covo-us.org	N/A	12	2005	\$500,000	Serves, assists, advocates & creates support for Veterans of all eras & the homeless community of Central Oregon.
Circle of Friends 164 N Elm PO Box 1718 Sisters, OR 97759	541-588-6445	N/A	www.circleoffriendsoregon.org info@circleoffriendsoregon.org	Nicole Woodson	2	2011	N/A	To provide Friends & resources that promote equal access & opportunity for Sisters' underserved children & youth to develop life skills, social skills, academic success & individual talents.
Commute Options 50 SW Bond St., Ste. 4 Bend, OR 97702	541-668-6138	N/A	www.commuteoptions.org brian@commuteoptions.org	Brian Potwin	7	1991	N/A	Commute Options increases access to transportation options across Oregon. We envision communities using safe, convenient & reliable transportation options that result in healthier individuals, a cleaner environment & a stronger economy.
Council On Aging of Central Oregon 1036 NE Fifth St. Bend, OR 97701	541-678-5483	541-647-2689	www.councilonaging.org info@councilonaging.org	Emma Fried-Cassorla	26	1975	N/A	Connect older adults & their loved ones to information & services that support their changing needs & the desire to age at home.
Crooked River Ranch Fire & Rescue 6971 SW Shad Rd. Terrebonne, OR 97760	541-923-6776	541-923-5247	www.crrfire.org admin@crrfire.org	Sean Hartley	5	1977	\$1,916,632	Provides fire prevention & protection, emergency medical services & search & rescue to the Crooked River Ranch District.
Deschutes Children's Foundation 1010 NW 14th St. Bend, OR 97703	541-388-3101	458-256-4141	www.deschuteschildrensfoundation.org info@deschuteschildrensfoundation.org	Brad Beckwith	6	1990	\$550,000	Providing the space & support where nonprofits succeed at helping children & families, with four community campuses located in Bend, Redmond & La Pine. Nonprofit partners receive drastically reduced office & classroom space & no-cost facility management. Also offers affordable conference room rentals for nonprofits & businesses.
Deschutes Land Trust 210 NW Irving Ave., Ste. 102 Bend, OR 97703	541-330-0017	541-330-0013	www.deschuteslandtrust.org info@deschuteslandtrust.org	Michael Rubovits	12	1995	N/A	The Deschutes Land Trust conserves & cares for the lands & waters that sustain Central Oregon, so local communities & the natural world can flourish together for generations to come.
Deschutes River Conservancy 700 NW Hill St., Ste. 1 Bend, OR 97701	541-382-4077	541-382-4078	www.deschutesriver.org marisa@deschutesriver.org	Tod Heisler	11	1996	N/A	Working to restore streamflow & improve water quality in the Deschutes River Basin.
Family Access Network Foundation 2125 NE Daggett Ln. Bend, OR 97701	541-693-5675	541-693-5651	www.familyaccessnetwork.org julie.lyche@hdesd.org	Julie N. Lyche	2	2005	\$700,000	Advocates are located in public schools in Central Oregon & serve families living in poverty with children ages 0-18.
Family Kitchen 231 NW Idaho Ave. Bend, OR 97701	541-760-5677	N/A	www.familykitchen.org info@familykitchen.org	Donna Burklo	6	1986	N/A	Serving nutritious meals to anyone in need in a safe & caring environment since 1986
Family Resource Center Of Central Oregon 1130 NW Harriman St., Ste. B PO Box 6005 Bend, OR 97703	541-389-5468	541-389-8327	www.frconline.org frc@frconline.org	Dee Ann Lewis	9	1993	\$650,000	To strengthen & support family relationships by serving as Central Oregon's source for parenting education, information & resources.

Continued on Page 16

VOLUNTEER

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REACHANOTHER FOUNDATION

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▶ CONTINUED FROM PAGE 14

Nonprofit Organizations *(Listed Alphabetically)*

This is a **PARTIAL** listing of the nonprofit organizations with offices in Central Oregon. A complete list of over 150 will be posted at CascadeBusNews.com under resources. Online Book of Lists subscribers can view and use the list in the online lists site. Note: this does NOT include government organizations and park districts.

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Budget	Purpose
Grandma's House of Central Oregon PO Box 6372 Bend, OR 97708	541-383-3515	N/A	www.GrandmasHouseOfCO.org grandmashouse@grandmashouseofCO.org	Eliza Wilson	8	1992	\$380,000	Shelter & care for homeless or abused pregnant girls age 12-19. They enter the program to carry out healthy, full-term pregnancies, learn to parent an infant/child or complete a successful adoption. While at the house they can continue their education & more.
High Desert Museum 59800 S Hwy. 97 Bend, OR 97702	541-382-4754	541-382-5256	www.highdesertmuseum.org info@highdesertmuseum.org	Dr. Dana Whitelaw	40	1982	N/A	Wildlife, living history, art, cultures. Indoor & outdoor exhibits. Programs & activities for all ages.
Humane Society Of Central Oregon 61170 SE 27th St. Bend, OR 97702	541-382-3537	541-312-8916	www.hsco.org info@hsco.org	Lynne Ouchida	42	1961	\$2.3 million	Mission Statement is Strengthening the human-animal bond by advocating & compassionately caring for animals.
J Bar J Boys Ranch & J5 62895 Hamby Rd. Bend, OR 97701	541-389-1409	N/A	www.jbarj.org/j-bar-j-boys-ranch	Peggy Carey, Eva Gill	62	1968	\$4,100,000	The ranch is a residential treatment program for adjudicated teen boys, providing an opportunity for boys to restructure thinking, succeed academically & grow in responsibility. J5 offers short-term stabilization, assisting boys on parole or probation to move to lesser level of support by teaching intervention & de-escalation skills & more.
J Bar J Youth Services 62895 Hamby Rd. Bend, OR 97701	541-389-1409	N/A	www.jbarj.org	Eva Gill	154	1968	\$9,700,000	Facilitating positive change for youth. Parent company to: Big Brothers Big Sisters of Central Oregon, Cascade Youth & Family Center, Grandma's House, at: project, Kindred Connections, J Bar J Boy Ranch & J5, The Academy at Sisters & The Learning Center & Vocational School at J Bar J.
Juniper Group Sierra Club, Oregon Chapter 16 NW Kansas Bend, OR 97703	N/A	N/A	bit.ly/junipergroup juniper.group@oregon.sierraclub.org	Gretchen Valido	0	1992	N/A	Dedicated to preserving Central & Eastern Oregon's natural landscapes, environmental justice & quality of life, from the Cascades to Hells Canyon & the Owyhee Canyonlands.
KIDS Center (Kids Intervention & Diagnostic Services Center) 1375 NW Kingston Ave. Bend, OR 97703	541-383-5958	541-647-1143	www.kidscenter.org info@kidscenter.org	Robin Antonson	27	1994	\$3.3 Million	Dedicated to prevention, evaluation & treatment of child abuse.
Kids in the Game 875 SE Third St., Ste. 240 Bend, OR 97702	541-508-3966	541-639-3645	www.kidsinthegame.org natalie@kidsinthegame.org	N/A	6	2010	\$630,000	Inspiring kids to thrive in life through sports by providing resources that get & keep kids in the game.
Kindred Connections 62895 Hamby Rd. Bend, OR 97701	541-306-9311	541-312-6052	www.kindred-connections.org kindredconnections.co@gmail.com	Jana Hill	3	2015	N/A	Provides mentoring relationships for parents & temporary housing for children to families in crisis who lack a safety net. Mobilizing & equipping mentoring families & area church communities to provide support while parents work to secure stability for their families & more.
Kiwanis Club of Sisters PO Box 1296 Sisters, OR 97759	541-410-2870	N/A	www.sisterskiwanis.org info@sisterskiwanis.org	Doug Wills, Jim Cunningham	0	1977	N/A	Runs the food bank & has a massive food share event during the Christmas holidays. It supports fellow Sisters residents when emergency needs arise. It offers scholarships to many graduating seniors & awards grants to dozens of organizations & more.
KPOV, High Desert Community Radio, 88.9 FM 501 NW Bond St. Bend, OR 97703	541-322-0863	N/A	www.kpov.org sam@kpov.org	Sam Corti	4	2005	\$150,000	Strengthening community, arts, culture & democracy through participation in independent non-commercial radio.
Latino Community Association 2680 NE Twin Knolls Dr., Ste. 110 Bend, OR 97701	541-382-4366	N/A	www.latinocommunityassociation.org brad@latinocommunityassociation.org	Brad Porterfield	17	2000	\$1,300,000	Empowering Latino families by providing workforce services including English classes & tutoring, com-puter training, job placement & more. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 231 SE Sixth St., Madras, OR 97741 & Prineville: 185 NE Fourth, Ste. 1, Prineville, OR 97754.
Madras United Methodist Church Food Bag Ministry & Community Kitchen 49 NE 12th Street Madras, OR 9774	541-475-2150	N/A	www.madrasumc.org madrasumc@madrasumc.org	Christopher Jones	0	N/A	N/A	Offers bags of food for those in need & free community kitchen meals every Tuesday evening.
MountainStar Family Relief Nursery 2125 NE Daggett Lane Bend, OR 97701	541-322-6820	541-322-1884	www.mtstar.org info@mtstar.org	Staley Micken	30	2001	\$2.1M	Prevent child abuse & neglect through community support & therapeutic services that help vulnerable children & families succeed.
Opportunity Foundation 835 E Hwy. 126 PO Box 430 Redmond, OR 97756	541-548-2611	N/A	www.opportunityfound.org info@opportunityfound.org	Ellyn Waler, Seth Johnson	249	1965	N/A	Our mission is empowering people of diverse abilities.
Opportunity Knocks 302 SW Century Dr., #405374 Bend, OR 97702	541-678-3706	N/A	www.opp-knocks.org info@opp-knocks.org	Michele O'Hara	2	1996	N/A	Peer mentorship for business owners, entrepreneurs & leaders.
Oregon Adaptive Sports 63025 OB Riley Rd., Ste. 12 Bend, Or 97703	541-306-4774	N/A	www.oregonadaptivesports.org info@oregonadaptivesports.org	Pat Addabbo	18	1996	\$500,000	Oregon Adaptive Sports provides life-changing outdoor recreation experiences to individuals with disabilities. Participants gain confidence, build self-esteem & strive for independence leading to an enhanced quality of life.
Oregon Long Term Care Ombudsman 3855 Wolverine St. NE, Ste. 6 Salem, OR 97305	503-378-6533	503-373-0852	www.oltc.org LTCOinfo@oregon.gov	Volunteer Recruitment Specialist	15	1981	N/A	To enhance the quality of life, improve the level of care, protect individual rights & to promote the dignity of Oregon citizens residing in a long-term care facility. Certified Ombudsman volunteers advocate, educate & more.
Oregon Natural Desert Association (ONDA) 50 SW Bond St., Ste. 4 Bend, OR 97702	541-330-2638	N/A	www.onda.org onda@onda.org	Ryan Houston	17	1987	N/A	Protects, defends & restores Oregon's high desert for present & future generations.
Partners In Care 2075 NE Wyatt Ct. Bend, OR 97701	541-382-5882	N/A	www.partnersbend.org marlencec@partnersbend.org	Marlene Carlson	200	1979	N/A	Medicare-certified home health, hospice & palliative care. Non-medical transitions & bereavement for adults & children. Skilled nursing; physical, occupational, speech therapy; medical social work; certified nursing assistants & more.
Saving Grace 1004 NW Milwaukee Ave., Ste. 100 Bend, OR 97703	541-382-9227	541-330-5067	www.saving-grace.org Shannon.r@saving-grace.org	Shannon Ries	36	1977	\$2 Million	Provide comprehensive family violence & assault services & promotes the value of living life free from violence.
Shepherd's House Ministries 1854 NE Division St. PO Box 5484 Bend, OR 97701	541-388-2096	541-617-5703	shministries.org davidn@shministries.org	Ryan Olufson, David Notari	40	2006	\$3.0 Million	Hope & healing for the hurting & broken.
Sisters Habitat for Humanity Main Office 382 East Hood Ave. PO Box 238 Sisters, OR 97759	541-549-1193	541-549-6695	www.sistershabitat.org sharlence@sistershabitat.org	Sharlene Weed	12	1991	N/A	Mission: Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities & hope. Vision: A world where everyone has a decent place to live.
Sisters Habitat for Humanity ReStore 254 W Adams Ave. Sisters, OR 97759	541-549-1621	541-549-6695	www.sistershabitat.org Kris@sistershabitat.org	Kris Powell	4	2007	N/A	Recycled furniture, appliances, construction Materials & more!
Sisters Habitat for Humanity Thrift Store 211 E Cascade Ave. Sisters, OR 97759	541-549-1740	541-549-6695	www.sistershabitat.org Rick@sistershabitat.org	Rick Murray	4	2007	N/A	Used clothes, housewares, linens, books & more!
Sunriver Nature Center & Observatory 57245 River Rd. PO Box 3533 Sunriver, OR 97707	541-593-4442	N/A	www.snco.org info@snco.org	Carolyn Maxwell	15	N/A	N/A	Inspiring present & future generations to appreciate the natural world, an educational scientific organization.
The Environmental Center 16 NW Kansas Ave. Bend, OR 97703	541-385-6908 x100	N/A	www.envirocenter.org info@envirocenter.org	Front Desk	15	1989	N/A	Educate & empower Central Oregonians to advance a sustainable future, for people & the planet.
The Oregon Community Foundation 15 SW Colorado Ave., Ste. 375 Bend, OR 97702	541-382-1170 ext 1602	541-382-1215	www.oregoncf.org info@oregoncf.org	Cheryl Puddy	3	1974	N/A	Committed to improving life & uniting Oregonians through philanthropy.
United Way of Central Oregon 1130 NW Harriman, Ste. A Mailing: PO Box 5969 Bend, OR 97703	541-389-6507	541-385-1742	www.unitedwaycentraloregon.org info@unitedwaycentraloregon.org	Whitney Swander, Sophin Zoe Pruong-McCreery, Kati Hannigan	3	1953	\$1,180,000	A small community philanthropic organization, historically with a staff ranging between 3-6. Volunteers & collaborative action is critical to our ability to impact our region. We partner with community members, leaders & more.
Volunteers In Medicine Clinic of the Cascades 2300 NE Neff Rd. Bend, OR 97701	541-330-9001	541-585-9002	www.vim-cascades.org info@vim-cascades.org	Kat Mastrangelo	11	2001	\$850,000	Misson: To improve the health & wellness of the medically uninsured or critically underserved through the engagement of professionals, community partners & dedicated volunteers.
Younity 404 NE Norton Ave. Bend, OR 97701	541-382-1093	N/A	www.Younityus.org coxenrider@younityus.org	Carol Oxenrider	0	2007	N/A	An all-volunteer nonprofit organization in Bend believing in building a world where hope outshines fear & kindness rules the day. Youth empowerment programs teach young people how to be agents of kindness. We fund, administer, support & conduct workshops that teach youth how to respond effectively to bullying & reduce suicide risk factors. Currently developing diversity- & peace-building programs to further support students, families & the community in understanding how their actions influence themselves & others. Since 2009, Younity has touched the lives of over 9,900 youth & 2,700 adult volunteers throughout Central Oregon.

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

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Breaking the Cycle

Nonprofit Works to Help Children Navigate Trauma

by NOAH NELSON — CBN Feature Writer

Navigating childhood trauma can be difficult, in more than one way. For parents, teachers and other adults involved in the child's life, it can be difficult to know how or when to help, and what can even be done. For the child, it can be very difficult to communicate tough emotions in a clear and healthy way. One way of helping kids navigate trauma that has seen plenty of statistical success is a mentorship program, or simply, providing that child with a healthy role model who understands the issue well and can help the child through the trauma.

This is the basis of the nonprofit Friends Of The Children. Founded in Portland about 30 years ago by Duncan Campbell, the nonprofit made its way to Central Oregon about five years ago thanks to Kim Hatfield, the original executive director of the Central Oregon branch. The current Executive Director, Rachel Cardwell, says that this expansion was indicative of the entire organization.

"It all started in Portland, but things expanded quite a bit in the last decade," Cardwell said. "It felt like hyperspeed. We used to just be one chapter out of a few, but now we see new ones get added every year."

Each chapter of Friends Of The Children operates as a mentorship program for children who are experiencing trauma in some form. A detail that sets this nonprofit apart is that each mentor is a full-time employee, and they can therefore dedicate a lot of time and energy into their position. "Each of our mentors is a full-time employee," Cardwell said. "We make sure each one either has experience with the same type of trauma a child is going through or experience in the form of education and clinical work."

The logic of hiring mentors who have experienced

the same kind of trauma as a child in the program lies in the idea that those mentors should have an understanding of how to overcome the barriers that the trauma will present to the child. For example, a mentor who has dealt with and healed from eating disorders will likely be able to help a child navigate the issues that eating disorders can cause.

The trauma each child has can vary, but Friends Of The Children uses a system of measurement that allows them to accurately assess the needs of each child. The ACEs system (short for Adverse Childhood Experiences) was coined in a study conducted by the Centers for Disease Control and Kaiser Permanente in the mid-1990s. The goal of the study was to discover how early-childhood trauma affected certain outcomes in adult life, and researchers found a direct link between childhood trauma and adult onset of chronic disease, incarceration, and employment challenges.

Things like having divorced parents, experiencing any kind of abuse or neglect, growing up food insecure, a family member struggling with substance abuse and more are all forms of ACEs. The more ACEs someone has, the more likely they are to experience adverse effects in their adult life, like incarceration, substance abuse, abusive relationships and more.

"The average child in our program has about six ACEs in their life, before kindergarten," Cardwell said. "The goal of our mentors is to provide that child with a consistent good role model so that the child can grow up to become a healthy adult."

The reason this is so important is related to the concept of generational trauma. A traumatized

person, or someone with a few ACEs, is far more likely to traumatize their children, as well. This creates a cycle where trauma creates more trauma, which is also why Friends Of The Children aims to work with each child until they become an adult and graduate high school.


The results of the program speak for themselves. Eighty-three percent of participants graduate high school, even when 50 percent of their parents did not. Ninety-three percent stay away from the juvenile justice system, even though 60 percent of their parents were impacted by the legal system. Ninety-eight percent waited until after their teen years to have kids, despite the fact that 85 percent of them were raised by teen parents. In many measurable ways, Friends Of This Kids breaks the cycle of trauma.

Aside from improving the lives of many people, there is an economic component to this nonprofit that should interest community members. The Harvard Business School Association of Oregon found that each child who graduates high school after entering the program saves the state close to \$900,000. Social programs cost money to upkeep, and the success of the nonprofit program makes graduates so much less likely to rely on social programs that the state ends up saving money in the long run.

To support a statistical force for good like Friends Of The Children, consider stopping by their November 4 fundraiser, the "Friendraiser," and consider getting involved by checking out their website.

friendscentraloregon.org

LET'S CREATE MORE OPPORTUNITY IN CENTRAL OREGON TOGETHER




We're elevating community needs, building partnerships, and creating solutions for Central Oregonians to live better lives.

Nearly 40% of Central Oregon households struggle to make ends meet. Racially and ethnically diverse families are more impacted - 58% are struggling.

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Bend Food Project Reaches the One Million Pound Mark... One Green Bag at a Time

by **LINDEN GROSS**

A million pounds of food. That's how much the Bend Food Project, a nonprofit focused on alleviating food insecurity in Central Oregon, has collected in just seven years. That equates to 800,000 meals.

"It's an astonishing number," said Larry Marceaux, who started the Bend Food Project with his wife, Sue. "We never dreamed we could hit the one-million-pound goal so soon. Central Oregonians have been quick to volunteer and donors have been very generous."

Donors are given a now infamous green bag. For two months, the donor keeps the bag in their pantry or garage and adds a can or two of non-perishable food after a trip to the grocery store. Every other month, a neighborhood coordinator picks up the bag from the donor's front porch, leaving a new empty one behind, and transports the bags from their route to a central location. The content of all those green bags is then sent to the Giving Plate (the area's largest nonprofit food pantry) distribution facility.

Although the Bend Food Project was launched in October 2015 with just ten friends who collected 2,700 pounds of food that first month, today 240 neighborhood coordinators collect food from 3,300 donors every other month. This impressive growth in volunteers and donors is critical considering that the number of people who are food insecure has jumped by 30 percent in just the last year.

"Our goal this year is to continue to grow our volunteer/donor base to keep up with the increasing need in our community," states co-founder Sue Marceaux. "Given the nature of the U.S. economy, that need will only get bigger."

The next collection event will be held on October 8th from 9:30 to 12:30. Individuals interested in getting involved can sign up to be food donors, neighborhood coordinators, and/or volunteers at bendfoodproject.com.

Are you ready to help stem hunger in Central Oregon? Then join the Bend Food



PHOTO | COURTESY OF BEND FOOD PROJECT

Project's efforts.

"We're now aiming for that two-million-pound mark," said Marceaux. "We've got a pretty impressive giving community here."

bendfoodproject.com • info@bendfoodproject.com

UScellular & Our Nonprofit Partners Making a Difference in Our Communities

by **ERIC MEZA-ARELLANO — Redmond, UScellular**

Providing internet access to students who are underserved. Addressing gaps in K-12 STEM education. Supporting youth basketball leagues and high school marching bands. These are just a few of the causes that UScellular has been supporting through an array of community-minded programs and nonprofit organizations across our service territory, including right here in Oregon.

As a business we connect people. As a member of our community, we help connect people to the resources they need. Our core values guide everything we do and through listening and providing support, we want to strengthen the

neighborhoods where we live and work.

Through our Community Connections program, K-12 organizations can earn money for equipment, travel and resources by doing simple, digital activities. Organizers register their groups at communityconnections.uscellular.com and can start earning up to \$1,000 in sponsorship support.

Continued on Page 24 ►



Shepherd's House Ministries

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Services for Kids Expand to Redmond

by EVA GILL, Marketing Creative — J Bar J Youth Services

Kids and families need support when problems arise and communication becomes challenging. Kids sometimes leave home in search of safety and support.

There are resources here in Central Oregon that can help, at no cost and voluntary. Cascade Youth and Family Center’s (CYFC) Basic Center Program offers crisis intervention and mediation services to families in conflict. CYFC social workers can help families improve understanding as well as learn communication and boundary setting skills. When situations are critical, they can provide emergency shelter to allow a cooling off time in which youth and families can reset and plan for the next steps.

Recently, in an effort to better serve all of Central Oregon, CYFC expanded their services in Redmond with a case manager specifically for the Northern Deschutes County area. In the past, case managers have made the drive from Bend to meet with teens and families in crisis or conflict. Having a full time office in Redmond’s Becky Johnson Center will make these services easier to access and schedule.

“This addition helps us cover Deschutes County. Case Managers used to drive all the way from La Pine to Redmond.” CYFC’s Basic Center Program Manager Vandi Reiter explains. “Now, our Redmond based Case Manager will cover Redmond and Sisters, and those based in Bend can focus on Bend and La Pine.” The program also responds to referrals in Madras and Prineville, and provides services in those communities when needed.

The Basic Center Program in Redmond can offer the same emergency shelter for youth or who need time outside the family home to allow a situation time to deescalate and work through the mediation process, as well as to those who may be living on the street or couch surfing. There are two emergency rooms at CYFC’s LOFT in Bend, and others in host homes. The program is currently seeking host homes throughout the region to allow youth to stay in their hometowns. To learn more about how to be a host home call 541.382.0934.

J Bar J Youth Services’ commitment to young people in Central Oregon leads

them to look for innovative options to help them succeed. Their programs offer services to youth from a wide range of circumstances: those who would benefit from a mentor, youth in foster care or at risk of DHS involvement, homeless, trafficked, pregnant, struggling, or involved in the juvenile justice system.

Their commitment to the larger Central Oregon area also continues through Kindred Connections (KC), a program of J Bar J Youth Services. A house in Redmond is being renovated to create shelter for kids there. The new KC Center will serve youth and their families, offering after school hours, access to internet and volunteers who will share practical life and work skills. The center is scheduled to open in the spring.

As our world returns to in person services a sense of relief emerges. “It was difficult to provide care virtually. Most youth don’t do as well with zoom meetings and sessions, they need in person interaction.” Vandi talks about being able to serve youth better and address mental health needs now. Street Outreach drop in hours for kids living unhoused, offering a place to shower, do laundry and have a meal have returned to the LOFT.

Other programs in the J Bar J family are also re-emerging. Big Brothers Big Sisters of Central Oregon is bringing their biggest fundraiser of the year, Comedy for Kids’ Sake, back to the Tower Theatre in November. The program continues to match caring adult mentors (Bigs) with youth (Littles) in Deschutes, Jefferson and Crook County, and are seeking mentors from Madras to La Pine. After a long couple of years of Zoom sessions and fewer program offerings, it feels great to be expanding services for kids and families.

jbarj.org



KC CENTER | COURTESY OF J BAR J YOUTH SERVICES

Opportunities Abound at Shepherd’s House Ministries

by AARON MITCHEL, Communications Manager — Shepherd’s House Ministries

From now through the end of the year, we know our services must increase to match the cyclical occurrence of increased numbers of people who come to us with critical, life-threatening needs. Because of this, we will be seeking more help with clothing, sheltering and providing warm meals day after day to the

most venerable men, women and children living on the streets of Central Oregon. You can support these efforts by volunteering, donating food, clothing and supplies, and supporting Shepherd’s House financially.

shministries.org



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Direct Support Professionals Provide Invaluable Services for People with Disabilities

by ABIGAIL IDIAQUEZ

ALSO (Advocates for Life Skills and Opportunities), an Oregon-based nonprofit for disability support services that works closely with people who have intellectual or developmental disabilities and helps them in their homes, workplaces and integrate into their communities. Disability affects approximately 61 million, or nearly 1 in 4 (26%) people in the United States. ALSO is working to create a safe space for the people seeking assistance, while also adding to the workforce and encompassing a meaningful and rewarding work environment for those employed.

As a disability support services provider, ALSO's mission is to support people experiencing intellectual and developmental disabilities to build a life of their choice. With a mission to, "promote the full inclusion of people with disabilities in the life of their community," ALSO believes that ALL people should be able to go to work, go out for groceries, go to the mall and have their own living space as their disability allows.

Direct support professionals (DSPs) are different from caregivers in that they support and encourage a person to do things for themselves and teach them how to live independently as opposed to simply doing things for them. Sometimes, these roles overlap, but a DSP will always encourage individuals to do things for themselves as much as possible.

There are currently more than 77,000 DSPs working in the United States

and the demand for DSPs is continuing to grow dramatically. According to the U.S. Bureau of Labor Statistics, the demand for DSPs is expected to grow by 40 percent by 2026. With such a high rate of turnover in different industries and the magnitude of folks looking for jobs growing, ALSO provides fulfilling and genuine work for those looking currently and in the near future.

According to a recent study by the Council on Quality and Leadership (CQL), DSPs are "crucial to support not only the health and safety but overall quality of life of people with disabilities." This study also found that DSPs are essential "for community inclusion and for the integration of people with disabilities." Below is a testimonial from a DSP within ALSO's program:

"I love what I do and I am passionate about the impact that we make in the lives of people we support," said Miranda Chatterton, ALSO manager. "ALSO cares about every single individual that it supports from residential to supported living to employment."

This National Disability Employment Month, ALSO is encouraging businesses and job seekers to diversify their workplace to embrace a culture of strength, creativity, and richness that comes from bringing unique perspectives and talents to each workplace.

heartworkoregon.com

U Scellular Redmond

Continued from page 22

Here in Central Oregon, the Culver High School men's basketball program was able to quickly raise \$1,000 to help cover the cost of summer team development camps and tournaments. Additionally, the Energy Youth Basketball Club, which serves kids in Redmond, raised money that is helping the new nonprofit launch its inclusive sports organization aimed at giving kids an elite basketball experience.

At UScellular, we're also proud of our After School Access Project, an initiative which we donate free wireless hotspots and two years of internet service to nonprofits that support youth after the school day has ended. We're passionate about this initiative because, currently, more than 40 million people in the United States lack reliable access to broadband internet. This leads to an issue known as the "homework gap" among youth who lack proper internet access.

Through After School Access Project, we have pledged to donate up to \$13 million in hotspots and service to help up to 50,000 youth connect to reliable internet. As of August 2022, we have donated more than 9,300 hotspots — a value of \$10.5 million — to our communities. In Oregon, that included donating more

than \$23,000 in hotspots and service to the Boys & Girls Club of Umpqua Valley.

Eligible nonprofits are encouraged to apply for the program by visiting AfterSchoolAccessProject.com.

As a technology company, we are focused on addressing gaps in STEM education. To foster that and to inspire creativity, we celebrate Hispanic Heritage Month through an art contest with the Boys & Girls Club of the Rogue Valley and encourage their members to create artwork representing Hispanic leaders in STEM to compete for prizes. Additionally, we invested \$30,000 to the Boys & Girls Club of Rogue Valley to support the Club's STEM initiatives which was used to purchase technology, STEM program bins and additional staff resources.

The work of local nonprofits never really stops, whether they are building pathways for students' futures or providing relief during disasters. That's why we support the American Red Cross with donations and provide charging kits for those who are displaced by natural disasters. We encourage everyone to find out more about our community outreach efforts on our website.

At UScellular, we know that a strong community means working together to stay connected. Nonprofits and community organizations are a critical piece of that, and we are right there with them to provide the support they need to make a difference.

AfterSchoolAccessProject.com

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Council on Aging Helping Seniors Who Need It Most

by BRIE BURNHAM, Creative Marketing Manager Council on Aging of Central Oregon

As Central Oregonians, we've seen firsthand how the state's growing population has stretched our local resources. Many have felt the sting of inflation when filling up their car, checking out at the supermarket, or enjoying a night on the town. For some, the rising costs require small lifestyle changes. Unfortunately, that's not the case for older adults with limited resources and on fixed incomes.

Over the last year, the Council on Aging of Central Oregon has been there to lend a hand or a meal to those facing these unprecedented pressures. We've delivered meals where people felt most comfortable—in their doorways, on the phone, or in their cars during lunch pickups. We launched Caring Connections to provide regular social check-ins via phone to combat ongoing isolation and loneliness.

In a 12-month period between 2020 and 2021, we delivered almost 100,000

Meals on Wheels, served 55,000 senior lunches, answered more than 20,000 calls with information and referrals, provided 750 hours of Medicare counseling, funded close to 11,000 hours of home and personal care services, and provided 1,350 hours of paid respite support for caregivers.

Thank you, Central Oregon, for your support. Your generosity helps us build a stronger senior community across the tri-county.

If you'd like to volunteer, you'd find a warm and welcoming environment. Click 'Get Involved' at councilonaging.org to learn more. We're also hiring!

councilonaging.org
541-678-5483

United Way of Central Oregon

by KATI HANNIGAN, Community Impact Associate — United Way of Central Oregon

For 70 years, we at United Way of Central Oregon (UWCO) have been advancing our mission to bring together caring people to improve lives for a better community.

Community philanthropy is at the center of how UWCO creates opportunity across the High Desert. We are a small organization, but rich in committed volunteers and a history of collaborative action. We partner with community members, nonprofit leaders, businesses and donors to identify and elevate needs in the region and then mobilize resources — time, talent, knowledge and financial support. Through our network of Community Impact Partners, UWCO supports local and regional nonprofits to improve outcomes for children, families and seniors.

At UWCO, we look holistically at our community. Nearly 40 percent of Central Oregon households earn more than the Federal Poverty Level, but less than what it costs to live here. Among racially and ethnically diverse households, the gap is greater — 58 percent struggle to make ends meet. We call these households ALICE, Asset Limited Income Constrained and Employed. They are

our regions' essential workers. Increasingly they are struggling in all aspects of their lives — financially, emotionally and to access communities of care and support.

In response to these current conditions, UWCO has identified three Community Impact priorities for action and investment: positive mental health and well-being, culturally specific service and housing stability. Working through our network of nonprofit and community-based programs, UWCO's Community Impact Partners, located across the tri-county region and Confederated Tribes of Warm Springs, we can positively impact the lives of approximately one in four Central Oregonians.

The work of the UWCO is primarily powered by investments from local community members and businesses like you. Donating to the UWCO is an investment in creating opportunity in Central Oregon. Join us today in investing at unitedwaycentraloregon.org/donate.

unitedwaycentraloregon.org

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COUNCIL ON AGING
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CouncilOnAging.org/donate



Tech Thoughts

by ROB ENDERLE — Enderle Group

How AI, Avatars & the Metaverse will Increase Nonprofit Success

Last week was NVIDIA's GTC conference during which, as usual, they announced a number of revolutionary AI-based offerings that will transform a number of industries with a particular focus on robotics, automation and self-driving cars. However, I got a chance to chat with CEO Jensen Huang about the future of the 3D web and the metaverse, and he shared with me his vision which suggests that not only will the internet evolve into the metaverse, but change dramatically how we interface with it, as well.

The future, particularly for entities like non-profits that rely on donations and direct frequent interactions with customers, will move to a new set of technologies to increase donation rates and protect against competing entities that will be doing the same.

Let's talk about the future of donor/customer interactions this month.

The Rise of the Metaverse and the 3D Web

Thanks largely to Facebook, you are likely aware of the metaverse and have, at best, a mixed impression of this unfinished concept. What Facebook is showcasing is similar to Second Life, a VR-based social network that came to market around two decades ago. It still exists but at a fraction of what it once was.

The real metaverse is in use for companies like BMW which is designing its future factories, and firms like Siemens that use the metaverse to create these factories for clients like BMW. The level of resolution is photorealistic down to textures and shadows. And a variant of this technology is being used to create photo-realistic avatars that can increasingly be used as customer interfaces that will become the front end to metaverse experiences and more realistically demonstrate products and services or showcase the problems that drive donations.

Creating a New Customer/Donor Interface with Higher Close Rates

Backed by conversational AI, these avatars will dialog with the customer/donor and have access to both the public information on that donor/customer and the history of all past interactions. This will allow the virtualized rep to engage with the customer like a real person who knows a lot about them and sustain a conversation while being able to deliver dynamically customized pitches that keep the individual on the line until the avatar can close them.

IBM has reported close rates (with its limited Watson platform during a

large insurance sales trial) as significantly exceeding initial expectations and reported that some of the men actually attempted to ask the AI out it was so convincing. And that was a solution that was trialed well before the pandemic.

On top of the personal information on the prospect, recommender systems and customer management systems, depending on availability and need, will help push the donor/customer into the plan that they are most likely to want to fund and to manage the relationship if some service or product subsequently needs to be delivered.

At scale, this solution should be able to equal or exceed the capabilities of an experienced sales staff without the health, cost and interpersonal problems that typically result from a large direct sales force. The result is higher closing rates, higher loyalty to the company, and far happier customers/donors over time.

Wrapping Up

Conversational AI, recommender engines and avatars are about to change the web and how traditional companies and well-funded non-profits maximize their potential and create deeper relationships with their customers/donors.

According to Huang, these technologies will eventually transform the internet as we know it into the 3D web, heavily tied to the metaverse and avatars that will eventually populate it and create a second reality that will first enhance the image of companies, particularly smaller ones, and eventually encompass the world and more effectively deal with things like Global Warming (the Earth 2 Project).

The coming anticipated change's magnitude is in line with the creation of the internet in the first place and promises to massively alter and improve how we relate to our employees, investors and customers over time. The change has already started. By the end of the decade, the Internet and those companies that still remain will have been forever changed by this trend.

enderlegroup.com
408-272-8560
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Make a Difference with AFSC

by BRENDA KOMAR — Chrysalis Marketing

Since 2018, AFSC has provided fiscal and administrative support that turns ideas into action for the benefit of all who live in Sisters. The organization champions a livable, resilient community and draws from the national model of Domains of Livability as its guide in that effort. Domains cover everything from housing to healthcare, education to equity and culture to communication, so there is no shortage of opportunities for AFSC to make Sisters a resilient, welcoming place for all ages. But, as AFSC founder Toni Landis explains, "What we do have is a shortage of helping hands. Right now, AFSC is run entirely by a small group of very dedicated volunteers and board members. Our ability to have a greater impact in the community is just a math problem. The more committed individuals we can rely on, the more initiatives we can take from lightbulb to launch and make a real difference."

Over the years, those ideas have taken several forms under AFSC's guidance; from a long-standing, thriving transportation program, to a neighborhood-based support initiative, to a one-time public awareness campaign designed to mobilize action within the community. AFSC Board President Kristin Turnquist says, "It's really rewarding to see the impact our work has had in the community, and there are so many great new ideas bubbling up that have so much potential. All of us at AFSC are excited to welcome new volunteers and board members so that every initiative is fully supported and reaches its greatest potential."

AFSC board members typically serve a two-year term, while volunteer opportunities can range from one-time event support to longer-term commitments. Speaking about board members and volunteers alike, Landis says, "Meaningful change starts with passionate people, and we look forward to expanding our team of change makers."

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How KIDS Center Helps Families Heal

by **DAWN BOONE, Marketing Specialist — KIDS Center**

KIDS Center’s family-friendly approach helps children and families heal from the devastating effects of child abuse. As the region’s only Children’s Advocacy Center, KIDS Center serves as a hub for children and families impacted by abuse. KIDS Center provides a safe, reassuring space for the hundreds of children referred each year for suspected abuse. At KIDS Center, children receive a comprehensive child abuse evaluation, which includes a forensic interview and head-to-toe medical examination. Children and families can meet with a therapist the same day and continue therapy for as long as they need it. The family also receives resources, guidance and support from a family advocate. All of KIDS Center’s services are free for families. By providing these services under one roof, KIDS Center makes it easier for families to get the help they need and begin the healing process. KIDS Center serves as a connecting point for community partners such as law

enforcement and child welfare. Community partners come to KIDS Center to reduce the stress and burden on families. This approach drastically reduces the number of times a child is required to share their story, which protects them from additional trauma. When you support KIDS Center, you help support families in their most challenging time. And you give a child the chance to hope, heal and reclaim their future. How can your business support our efforts to end child abuse in Central Oregon?

- Participate in the upcoming Gift Card Drive for KIDS Center families (visit kidscenter.org/giftcarddrive)
- Become a sponsor
- Schedule a prevention training for your staff (email prevention@kidscenter.org)
- Gather volunteers for Cork & Barrel, an annual event benefitting KIDS Center (visit corkandbarrel.org).

kidscenter.org • kidscenter.org/get-involved • 541-306-4669

Walla Walla Valley Unveiled as the Cork & Barrel 2023 Wine Region — \$500,000+ Raised in 2022

by **SARAH WOLCOTT, Winery & Restaurant Coordinator — KIDS Center**

As the largest wine event in Central Oregon, Cork & Barrel offers guests the opportunity to experience a different wine region every year. Next summer, winemakers and principles of up to 20 wineries from throughout Washington’s wonderful Walla Walla Valley will gather July 20-21, 2023, in Bend to raise approximately 20+ percent of the annual operating budget of KIDS Center, the area’s only children’s abuse advocacy center. Winning the “Best Local Fundraiser” award in August 2022 by the *Source Weekly*, an award-winning weekly paper in Bend, the annual Cork & Barrel wine event fundraiser allows KIDS Center to continue to facilitate positive outcomes for children and families whose lives have been impacted by abuse. One of the trademarks of Cork & Barrel is that the event series brings a different wine region to Central Oregon every year, providing guests the unique opportunity to have fun tasting wines from different growing regions and producers each summer. Another differentiator of the wine event: every winery partner of Cork & Barrel is represented by a winemaker and/or principal, allowing exclusive access to the stories and history of each winery. “The wines from the Walla Walla Valley of Washington and Oregon are some of the most lauded wines in the country,” said Sarah Wolcott, Winery & Culinary coordinator of Cork & Barrel. “We are incredibly honored to bring up to 20 premium producers of wine from the Walla Walla Valley to Bend next summer, July 20-21, 2023, on behalf of the 11th year of the annual Cork & Barrel wine event fundraiser. The winery partners committed thus far are excited to share their wines with guests here in Central Oregon — there is a synergy of interest between Walla Walla and Bend and we expect next summer’s wine event series to knock it out of the

ballpark with Winemaker Dinners, the Sip event on Friday, July 21, and the Grand Cru gala evening of wine and fundraising on Saturday, July 22.” Cork & Barrel raises a glass each year — with high spirit — to all winemakers and guests who help us raise vital funds on behalf of the prevention of child abuse in Central Oregon, and the intervention in cases of suspected abuse in the area. Cork & Barrel 2023 will be held at the Riverhouse Convention Center on Friday, July 21, 2023, and Saturday, July 22, 2023, with Winemaker Dinners with Walla Walla Valley winery partners throughout fall 2022, spring 2023 and Thursday, July 20, 2023, the first night of Cork & Barrel 2023. Cork & Barrel 2022 was presented by Avion Water Company. Additional support was provided by Hasson Company Realtors, Northwest Foundation, First Interstate Bank, Les Schwab Tires, Backyard Media, Bend Broadband, Central Oregon Daily News, Horizon Broadcasting Group, KBND 100.1 FM Talk Radio, Bigfoot Beverages, Central Oregon Radiology Associates, Evolve Health, and Klein Investment Strategies. Thank you to table and activity sponsors: Big Country RV, Bryant Lovlien & Jarvis Attorneys at Law, Central Oregon Pediatric Associates, Dwyer Williams Cherkoss Attorneys, PC, East Cascade Womens Group, Fairway Independent Mortgage Company, Kendall Auto Group, NW Natural, OnPoint Community Credit Union, Sensiba San Filippo Certified Public Accountants and Business Advisors, Three Graces & Co., and U.S. Bank. Those interested in sponsorship of Cork & Barrel 2023 are advised to email Ginger Theis-Stevens, director of Development & Marketing at KIDS Center: gstevens@kidscenter.org. CorkandBarrel.org • KidsCenter.org • 541-383-5958

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United Way of Central Oregon

Continued from page 1

of the organization's donors have contributed to the organization for decades.

She added, "Historically, we have developed strong relationships with businesses to connect employees directly with the mission of workplace giving. We also receive a number of corporate and business sponsorships and grants from local companies and we recognize our supporters in different ways."

United Ways are known to take on pressing challenges through working with private, public and nonprofit partners. With a focus on mobilizing communities to build resilience, the United Way, locally, has been raising and allocating local funds to nonprofit causes in Central Oregon since 1953.

Originally centered around Deschutes County, a few years ago the organization expanded to also serve Crook County, Jefferson County and the Confederated Tribes of Warm Springs to provide more of a regional scope.

The United Way awards funds to local and regional nonprofits through a series of grants. It administers a small grants program through its Community Impact program and partners with Deschutes County to administer the federal Emergency Food and Shelter Program. Program reporting indicates that some 26 percent of Central Oregonians benefit from programs or services it supports.

In 2021, United Way of Central Oregon awarded \$245,000 in grants to 31 vetted local nonprofits that met local needs ranging from education and financial stability to addressing childhood trauma. "There is a lot of trust from the community and faith that we will invest in important community work, so as to provide good stewardship of fund and create tangible results."

In continuing this cause, Swander's vision includes strengthening the organization's regional impact through building relationships and understanding the current community needs for collective action.

She said, "Central Oregon is a lot different today than it was even two or three years ago, and we have an opportunity to reimagine and reinvent who the United Way is in a way that's responsive to what the area needs today."

"I think the future of the organization looks different than raising and distributing funds, and rather, will focus on raising awareness about issues, building capacity and sparking region-wide efforts that connect community members and local agencies, and mobilizes donors and businesses to invest in new ways."

As part of a network of independent nonprofits that bring together people and organizations to focus on innovative solutions to local challenges, Swander says United Way of Central Oregon strive to go beyond a temporary fix by focusing on lasting, systemic change.

"Moving forward, we aim to be seen as more than just community fundraisers — though funding is really important! We want to leverage our brand recognition and trust to bringing together community leaders, government officials, other funders, nonprofits and community stakeholders, to collaborate and coordinate efforts to effectively address our most complicated social issues."

As Central Oregonians increasingly face housing instability, food insecurity, childcare crises, mental health struggles and other challenges, the United Way believes there

is an opportunity to bring new voice from those experiencing these challenges to inform our work to new businesses that have resources, technology and ideas about new approaches.

The United Way wants to do more than help individuals and families stay afloat, they want to nurture the conditions for prosperity. "This is a key shift," Swander shared, "too often we focus on what's lacking and we fail to see the sparks, innovations and positive things already happening. I hope the future of United Way of Central Oregon includes growing the exciting ways people across our region are already working to change from a surviving to thriving mindset!"

Prior to being named interim Executive Director, Swander started working with United Way's Board of Directors earlier this year to explore a broader strategy expanding beyond community fundraising and grant-making.

She added, "The challenges of the region, and the world in general, are complex. Awarding grants annually spreading goodwill is an important part of our work with nonprofits but strategically we are looking to tackle long-term issues and get out and talk to leaders in the community about current needs."

"We are looking internally and externally and developing a dialogue with people out doing the work on what the future of the United Way may look like. We are actively assessing our role, value and the best way of working with the community. We also know that doing this work in partnership with people from different communities in Central Oregon, especially among those who experience marginalization, is non-negotiable. This is long-range work focused on relationship and trust building."

She added, "We believe we have a role in raising awareness of challenges that exist in our region and to mobilizing new strategies through incubation and innovation. As the United Way, it is important for us to be present and show up to address needs in the community and as well as continuing the work of fundraising and grantmaking. We also have the capacity to do research and undertake needs assessments that can inform new ways of working."

"We believe this type of approach can change long-term well-being, and help people live more stable and joyful lives in the region and beyond."

"Central Oregon has grown and changed so much, and there are lots of opportunities for United Way to be a connector to the community." According to Swander, the region's growth, along with economic changes over the last three years, has made it even more important to consider principles of equity and inclusion in the United Way's transition.

She said, "The majority of issues that communities face in Central Oregon are longstanding and systemic. I believe that community building — getting to know the people doing the work, being in dialogue and creating solutions collaboratively with people impacted by our systems is essential to the next phase of the United Way."

"I look forward to getting out into the community in the months ahead as the interim executive director. It's easy to be disconnected from one another given the pace of life and the challenges we face."

Swander said the United Way of Central Oregon's board of directors has formed a search committee to find a new permanent Executive Director with an appointment anticipated sometime in early 2023.

unitedwaycentraloregon.org

Bethlehem Inn

by KIM FISCHBACH, Director of Philanthropy — Bethlehem Inn

Bethlehem Inn's mission is to *transform lives together through shelter, help and hope* for adults and children struggling with homelessness and poverty. The Inn provides shelter services in Bend and Redmond that benefit over 1,300 adults and children each year.


After an average five-week stay, residents are stronger based on key gains in stable housing, school placement for children, access to health care, and customized supports focused on transition to stability. Bethlehem Inn is the largest emergency shelter for men, women and families in Central Oregon's Tri-County area.

Here is Jim's perspective on his stay and how our community of supporters enabled him to move forward with his life:

When Jim arrived at Bethlehem Inn, he says he was, "...in a really dark place." Jim has faced hurdles all of his life. Mental health challenges created most of them. A three-decade career in government service with the State of Oregon ended abruptly. A lump sum pension lasted only so long. Untreated mental illness meant jobs were won and lost. He was headed for life on the street when friends told him about the Inn. Jim didn't know what to expect, but his first impression and every one after that has been positive.

The Inn, he says, "...has made a huge difference in my life." Jim is saving money now and searching for housing. Over and over, Jim says he is deeply grateful that, with help from Inn staff, his life hurdles have been overcome and replaced with hope and promise.

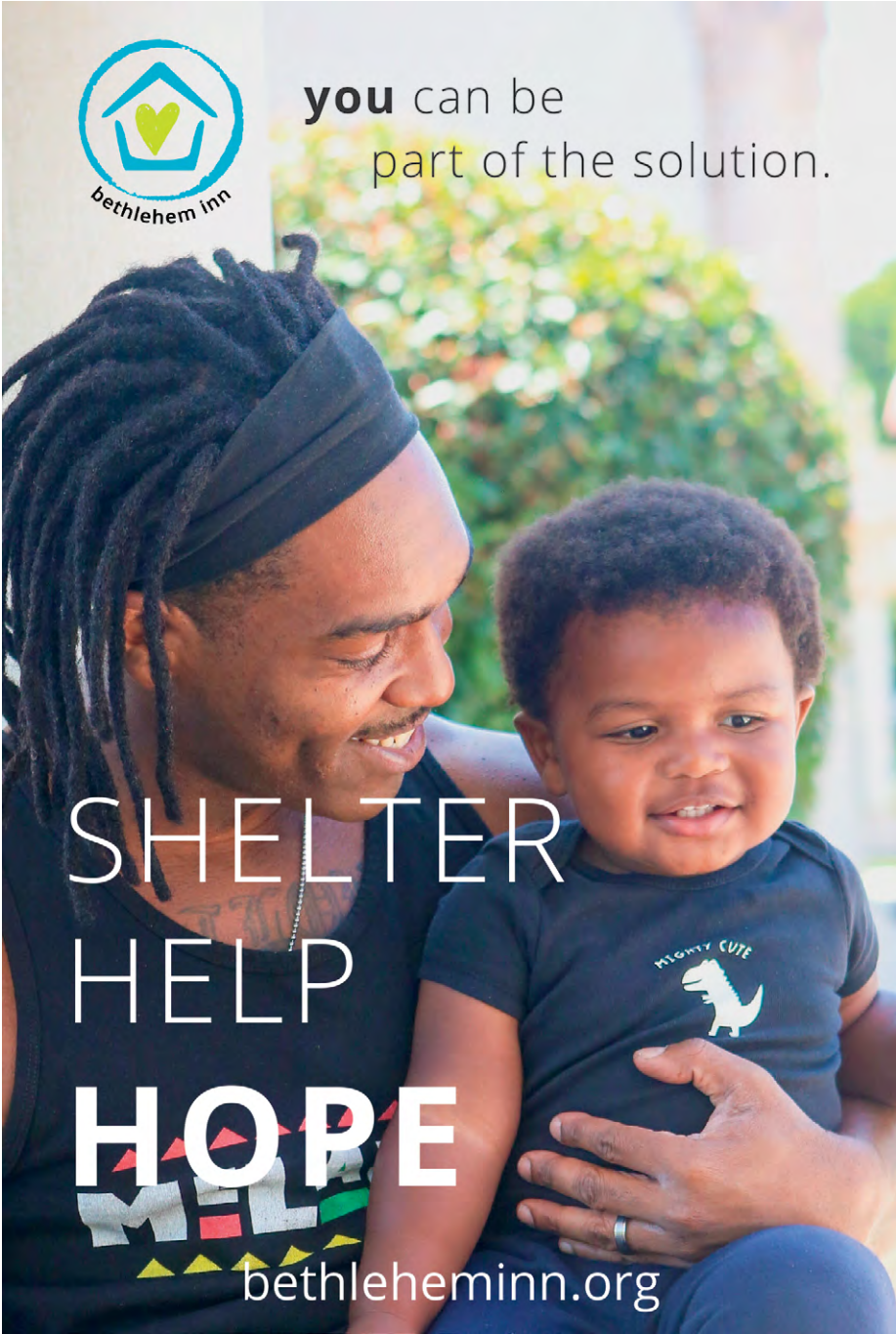
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Growth & Gratitude for MountainStar Family Relief Nursery

by Kara Roatch, Events & Marketing Manager — MountainStar Family Relief Nursery

MountainStar Family Relief Nursery (MountainStar) kicks off this school year with themes of growth, commitment and gratitude in mind. As MountainStar staff look back at 21 years of service, continued growth has been essential to meet the needs of families across Central Oregon. Each year, we look at ways to better serve families and effectively expand our service area. Each year, we renew our commitment to the community to provide services to those families struggling the most — keeping kids safe and parents successful. MountainStar continually reflects on our partners, funders and volunteers with gratitude.

Expanding services means more than just building new sites. It means having the staff and expertise to build trusting relationships with families which creates the opportunity for meaningful change. Today, MountainStar is excited to report that we are doing both — building new classroom spaces in Redmond and La Pine and increasing staff capacity across the region.

Kara Tachikawa, MountainStar executive director, shares: “We are grateful for the many partnerships that enabled this expansion of sites, services and staffing. The Central Oregon community exhibits a tremendous commitment to keep children safe and to give them the best start possible. With their continued support, MountainStar will remain a leader in early childhood care and help meet the needs of families that are struggling the most. It takes all of us working together to build hope for children and their families, and this hope can become the foundation for the future of our community.”

MountainStar is a local nonprofit that provides child abuse and neglect prevention services for the most vulnerable children and families in Central Oregon. We are the only program in Deschutes, Jefferson and Crook Counties providing therapeutic classrooms, parenting education services and family support targeted at protecting babies and toddlers who are at significant risk for abuse and neglect. We envision communities that support each parent’s effort to nurture their children’s emotional, physical and intellectual development in a safe environment.

Now in its 21st year, MountainStar has served 5,300 children and their families. We provide over 300 hours of direct family support each year and over 98 percent of children enrolled in our program remain safe from abuse and neglect.

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Leslie Cano and Brad Porterfield of the Latino Community Association with Summit Bank Vice President and Market Manager Jill Cummings (middle)

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Accounting Firms (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	CPAs	Services
Alliance Professionals LLP 2622 SW Glacier Pl., Ste. 180 PO Box 1930 Redmond, OR 97756	541-548-1735	541-923-0211	www.redmondorcpas.com jwerner@alliancepros.net	Jennifer J. Werner	5	1992	2	Construction, real estate, agriculture & small business. Tax & financial, accounting & advisory service.
Ashford & Associates, LLP 1143 NE Fourth St. Bend, OR 97701	541-382-1021	541-382-7273	www.ashfordcpa.com katie@ashfordcpa.com	Katie Ashford, Harold J. Ashford	5	1977	5	Business consulting, estate & trust preparation, entities & individual income tax preparation in the areas of construction, real estate, professional services, medical, agriculture, manufacturing & retail.
Azure Tax & Accounting LLC 225 NW Franklin Ave., Ste. 3 Bend, OR 97703	541-550-5700	541-550-5718	www.azurecpa.com joanne@azurecpa.com	Joanne Shackelford	7	2017	5	Tax planning & preparation & consulting for small business, individuals, trusts & estates & bookkeeping services.
Callan Accounting CPAs & Advisors, LLC 855 SW Yates Dr., Ste. 101 Bend, OR 97702	541-388-3838	541-385-3270	callancpas.com johnita@callancpas.com	Johnita Callan	15	1987	8	Full scope of tax preparation & business accounting.
Campbell & Tehan, CPAs 441 E. Main St. PO Box 1359 Sisters, OR 97759	541-549-0829	541-549-0345	candtcpa@bendbroadband.com	William Campbell, Peggy Tehan	1	1985	2	General practice.
Capstone Certified Public Accountants, LLC 698 NW York Dr. Bend, OR 97703	541-382-5099	541-388-1056	www.capstonecpas.com info@capstonecpas.com	Lance Brant	11	2004	6	Services tax, audit, business start up, financial planning, small business consulting & planning.
Capstone Certified Public Accountants, LLC 257 S Pine St. Sisters, OR 97759	541-549-1237	541-549-4465	www.capstonecpas.com info@capstonecpas.com	Lance Brant	18	2004	6	Services tax, audit, business start up, financial planning, small business consulting & planning.
Capstone Certified Public Accountants, LLC 180 NW Second St. Prineville, OR 97754	541-447-6565	541-447-4274	www.capstonecpas.com info@capstonecpas.com	Lance Brant	10	2004	4	Tax planning & preparation, real estate, construction, agriculture, manufacturing, financial statement preparation, bookkeeping, business consulting & 1031 exchanges.
Capstone Certified Public Accountants, LLC 735 SW Ninth St. Redmond, OR 97756	541-548-3569	541-548-3580	www.capstonecpas.com info@capstonecpas.com	Lance Brant	7	2017	3	Services tax, audit, business start up, financial planning, small business consulting & planning.
Chris Mahr & Associates CPAs 805 SW Industrial Way, Ste. 1 Bend, OR 97702	541-647-2104	541-647-2189	www.mahrcpas.com kelli@mahrcpas.com	Chris Mahr	6	2011	4	Tax planning & preparation, business planning & consulting, audits of municipalities, commercial & nonprofit entities. Reviews & compilations.
Deschutes Tax Services, LLC 25545 SW Forest Service Rd. Camp Sherman, OR 97730	541-788-1425	541-312-4392	www.deschutestax.com info@deschutestax.com	Al Weidinger, Julie Elston	4	2005	1	Tax return prep for small businesses, IRS problem resolution, business formation, financial planning, certified Quick Books pro adviser, retirement planning & 1031 exchanges & business brokerage services.

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Oregon’s Pass-Through Entity Tax

Business Owners Can Save on Federal Taxes!

by LANCE BRANT, CPA, Managing Partner — Capstone CPAS,LLC

Oregon has put into place an elective Pass-Through Entity Tax (PTE-E), in response to the \$10,000 cap on federal State And Local Tax (SALT) deductions. The elective tax option is effective for tax years starting on or after January 1, 2022.

PTE-E tax imposes an income tax directly on the Pass-Through Entity (PTE). This tax is paid from the entity directly. The member can claim 100 percent of their distributive share of the PTE-E tax paid on their personal income tax return as a credit. This will lower their tax liability and allow a larger SALT deduction. The PTE-E elective tax option is likely to be very beneficial for many PTE business owners!

PTE-E is an annual election that must be made yearly through Oregon Revenue Online. The election can be revoked before the due date of the PTE-E return. Entities that qualify for the PTE-E election include S-Corporations,



Partnerships and Multi-Member Limited Liability Companies.

PTE-E can be used by out-of-state entities if the entity is subject to tax in Oregon, if an entity member is a resident of Oregon, or if they are filing an Oregon composite return.

The entity will pay PTE-E tax on the proceeds that are distributed from the entity to its members. This includes net income, royalties, interest, rents, guaranteed payments, and gains. PTE-E begins at a rate of 9 percent on the first \$250,000 of distributive proceeds and increases to 9.9 percent on any amounts exceeding \$250,000.



The entity is required to make quarterly estimated payments. If the entity does not make quarterly estimated payments, underpayment interest will be assessed when they file their PTE-E tax return.

The PTE-E election will expire if the federal SALT deduction limit expires or repealed.

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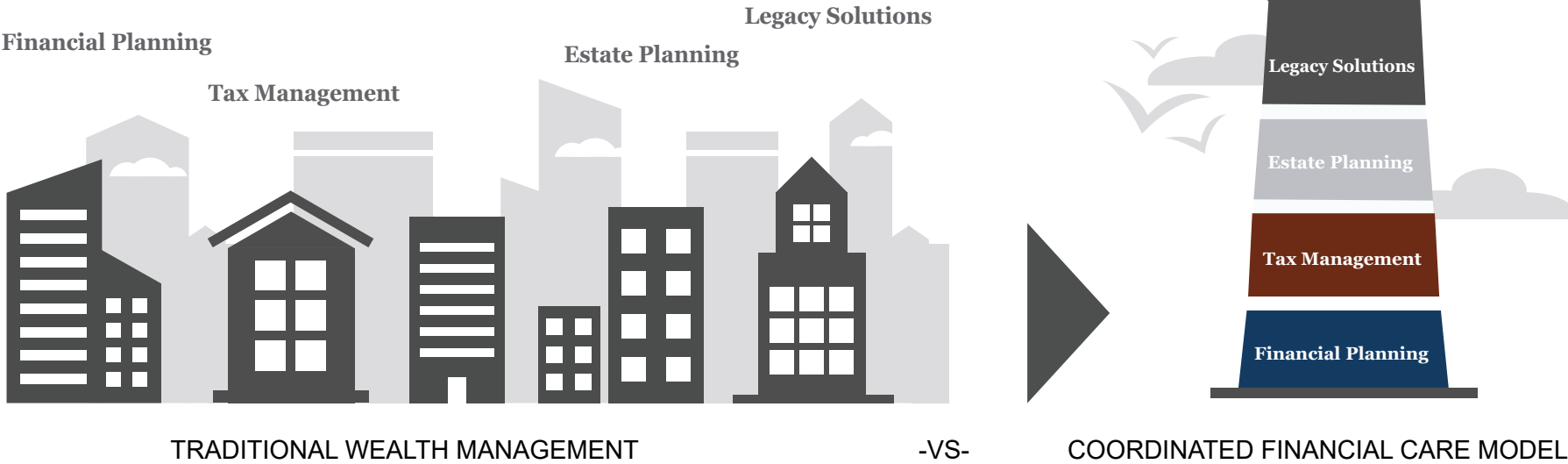
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Accounting Firms *continued from Page 33 (Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	CPAs	Services
Devon A. Gaines CPA, PC 404 SW Columbia St., Ste. 230 Bend, OR 97702	541-323-6750	541-330-0254	www.dgainescpa.com devon@dgainescpa.com	Hannah Erickson, Wendy Hays, Devon Gaines	3	2009	2	Provides tax planning services & prepares individual, partnership, corporate & nonprofit tax returns.
Fowler & Co., Inc. 550 SW Industrial Way, Ste. 201 PO Box 243 Bend, OR 97702	541-550-1656	541-537-4312	www.fowler-cpa.com inquire@fowler-cpa.com	Greg Fowler	5	2014	2	Business services: tax planning & preparation, business growth strategies, management improvement coaching, financial modeling, bookkeeping. Personal services: tax planning & preparation, personal financial strategies, retirement planning.
Gerdes Financial LLC 120 SW Crowell Way, Ste. 100 Bend, OR 97702	541-389-7090	541-389-6620	www.gerdesfinancial.com mandy@gerdesfinancial.com	Mandy Larson, Todd M. Gerdes	2	1988	2	Tax preparation, estate & gift taxation, real estate & 1031 exchanges, retirement planning, QuickBooks support, business succession planning & compilation services.
Hogue Accountancy, CPA, LLC 2514 NE Division St. Bend, OR 97703	541-382-8234	541-389-6084	www.hogueaccountancy.com carrie@hogueaccountancy.com	Gwen Hogue	4	1998	1	Tax returns, financial statements, bookkeeping & accounting. Install/training.
Jana S. Arbow, CPA, LLP 225 SW Scalehouse Lp., Ste. 103 Bend, OR 97702	541-389-4975	541-389-4998	www.arbowcpa.com jana@arbowcpa.com	Jana Arbow	1	1988	1	Financial statement preparation, eldercare, income taxes & small business consulting.
Jones & Roth CPAs & Business Advisors 300 SW Columbia St., Ste. 201 Bend, OR 97702	541-382-3590	541-382-3587	www.jrcpa.com info@jrcpa.com	Brian Newton, Evan Dickens	13	1946	7	Tax, audit, assurance, advisory, business transitions & retirement plans for companies of all sizes. Specialized industry practices in construction & real estate, dental, medical & nonprofit organizations. Retirement plan audit specialists.
Kerkoch & Nelson, LLP 45 NW Hawthorne Ave. Bend, OR 97703	541-382-3468	541-382-0533	www.knbendcpa.com	Larry Nelson, Douglas Kerkoch	4	1994	2	Tax preparation for individuals, small to medium size businesses & medical practices audits of municipalities, commercial & nonprofit entities estate taxation.
Kernutt Stokes 1777 SW Chandler Ave., Ste. 280 Bend, OR 97702	541-749-4020	541-345-8540	www.kernuttstokes.com jcranford@kernuttstokes.com	Jennifer Cranford, Trevor Campbell	7	1945	4	Tax, audit/assurance, virtual accounting, business & accounting software consulting. Industries include family-owned business, construction, agriculture, transportation, medical/dental, beverage, manufacturing & real estate.
LBoyd Consulting, LLC 19728 Sapphire Ln. Bend, OR 97702	541-383-4520	541-647-2269	www.LBoydConsulting.com Lori@LBoydConsulting.com	Lori R. Waterhouse	1	1991	1	Accounting & management advisory services, computerized accounting & consulting, accounting software sales, training & support.
Michael J. Mohan, CPA 106 N Main St. Prineville, OR 97754	541-447-3299	541-447-2854	www.mohancpa.com mike@mohancpa.com	Mike Mohan	5	1983	1	Tax planning & preparation, tax audits, financial statements, estate planning, financial planning, payroll & bookkeeping.
Mode Hanus, LLP 354 SW Upper Terrace Dr., Ste. 103 Bend, OR 97702	541-385-0534	541-385-0547	www.bendtax.com info@bendtax.com	Patti Mode, Michelle Hanus	4	1971	2	Income tax planning & preparation for businesses & individuals. Business consulting including start-up, acquisition & succession planning. Accounting services, including bookkeeping, payroll & financial statement preparation.
Patrick Casey & Co. LLP 796 SW Bradbury Way, Ste. 101 Bend, OR 97702	541-322-2142	541-322-2146	www.patrickandcasey.com dover@patrickandcasey.com	Cody W. Martin, Ryan R. Patrick, Kyle Dover, Lynne B. Casey	13	1980	8	Income taxes, accounting services & business consulting.
Pozzi Tax Services 780 NW York Dr., Ste. 202 Bend, OR 97703	541-330-0075	541-749-2208	giancarlo@pozzi-cpa.com	Giancarlo Pozzi	2	1992	1	Tax preparation & business accounting services.
Price Fronk & Co. 2796 NW Clearwater Dr. Bend, OR 97703	541-382-4791	541-388-1124	bendcpa.com email@bendcpa.com	Jackie Stewart	22	1973	12	Financial statements & audits, tax planning & preparation, financial planning, business consulting, bookkeeping & payroll services & estate planning.
Pro CFO 550 NW Franklin Ave., Ste. 328 Bend, OR 97703	541-728-0444	541-382-6175	www.procfo.com jjans@procfo.com	James P. Jans	6	2007	4	Provides accounting, tax & CFO services to businesses. Also provides wealth & tax strategies for business owners by being part of the Wealthability Network.
Riley Wigle CPAs, LLC 53 NW Irving Ave. Bend, OR 97703	541-389-6401	541-389-5940	www.rileywiglecpas.com info@rileywiglecpas.com	Calli Riley	5	1979	2	Financial statement presentation, business consulting. Tax preparation for construction, real estate, 1031 exchanges, manufacturing & retail.
SGA CPAs & Consultants 499 SW Upper Terrace Dr., Ste. A Bend, OR 97702	541-388-7888	541-388-0739	www.sgabend.com cpa@sgabend.com	Amber Yates	16	1989	6	Tax planning & preparation, auditing, business development, financial strategies & valuations. Fraud analysis - fraud prevention & detection.
Tyler Accounting LLP 243 SW Scalehouse Lp., Ste. 5A Bend, OR 97702	541-389-1237	541-389-2207	www.tyler-accounting.com merle@tyler-accounting.com	Merle Tyler, Barbara Tyler	4	2009	1	Full-range of accounting, tax preparation, business consultation, estate tax returns, Quick-books training & bookkeeping services.
Werner Crawford Accounting, LLP 250 NW Claypool St. Prineville, OR 97754	541-447-7776	541-416-8926	www.cpa-wc.com george@glwernercpa.com	George Werner, Susan Crawford	4	2008	2	Tax, financial & estate planning, tax preparation, payroll bookkeeping, financial statements.

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

Not listed?
Call 541-388-5665 & get your company on a list!

Changes to Lease Accounting

by TREVER CAMPBELL, Partner, CPA, CFE — Kernutt Stokes

If you are a business owner, CFO, lender or investor, you have probably long heard rumors of a new lease standard coming in the world of accounting. In fact, you have probably heard about it for so long that you don't even remember when or what it is all about at this point. Well, the "when" is finally now, and the "what" I will describe more for you here.



Changes to the way leases are accounted for have been talked about and in development for well over a decade. In 2016 the Financial Accounting Standards Board (FASB) finally issued new lease guidance with Accounting Standards Update (ASU) 2016-02... and yes that is almost eight years ago now. Following that initial pronouncement there were amendments, then delays, then more delays, then more amendments. In fact, since the first ASU in 2016 there have been FIVE additional ASUs released related to leases with refinements and updated target dates, and even now there are more proposed tweaks currently under review. So, if you have lost track of the current status don't stress, we are here to help.

Here's what you need to know now:

• **When is it?** Technically, the standard is in effect as of January 1, 2022. Practically, that means that most of us will see the impacts for the first time on the financial statements issued in early 2023. While public business entities reporting under accounting principles generally accepted in the United States (GAAP) and businesses that report under internal financial reporting standards (IFRS) have already been complying with this standard for a couple of years, this is now the year where it finally will also impact private companies, which is who most of us work for and with.

• **What does it mean?** In the simplest terms, it means that all leases will now appear on the balance sheet regardless of their size or structure. In the past, leases had two classifications: Capital and Operating. Capital leases were generally longer term, high value leases, whereas operating leases were shorter term, lower value. Capital leases went on the balance sheet, and operating leases were simply recorded through rent expense.

Going forward, all leases will be on the balance sheet whether they are Financing (new terminology, but similar to Capital) or Operating. While there is a lot of nuances, the main thing to know is that every lease will appear as a "Right To Use Asset" and a "Contract Liability" in some form of parlance on the

financial statements.

At first glance it is difficult to comprehend what that will mean, so let me give you a basic example that will impact many companies. If you operate a business, chances are you lease or rent a building. In the past, it is very likely you accounted for that building as simple rent expense when you paid it each month. The building itself never showed up on the financial statements other than as a footnote disclosure perhaps. Going forward, that building will now be represented as both an asset and a liability which will have to be calculated and recorded on the balance sheet. The liability will represent the future payments you are contractually obligated to make, the asset will represent your contractual "right to use" that space in the future. Depending on the length of your lease agreement and the value of the property, this could mean that you will suddenly have millions of dollars of assets and liabilities appearing this year.

• **How will it affect me?** The main impact this is going to have for most is on historical financial ratios and loan covenants. At the outset, the asset and liability will be mostly in-line with each other (although this will skew over time as payments are made and the asset is amortized). Even if it was a direct 1:1 relationship though, it will still affect liquidity ratios like the current and quick ratios where the numerator and denominator are not at 1:1 already. Leverage ratios like debt to cash flows may have to be adjusted to account for the new contract liability, unless the language already exempts those type of liabilities, as will debt service coverage ratios.

So what should you do? If you are a business owner, get in contact with your CPA and start gathering all of the lease contracts and arrangements you need to have evaluated. Most CPAs, like Kernutt Stokes, have invested in software that can make calculating, updating and disclosing leases much easier than trying to do it on your own. Also, it will be much easier to get everything in order prior to year-end than to try and make the adjustments retroactively in March and April when your financial statements are being prepared. If you are a lender, start looking at your loan agreements and see if the ratios and covenant language may need modification. Be proactive and reach out to business owners to find out what kind of adjustments they have made or are expecting to make, and if they are not sure yet, nudge them to reach out to a CPA for assistance.

Regardless of whether you feel ready or unprepared, this change is finally here so now is the time to act on it.

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Are You a Business Owner?

How to Navigate Challenges from a Risk Management Perspective

Travis Davis Shares His Insights

by DAVID ROSELL — Rosell Wealth Management

Many readers of *Cascade Business News* are business owners. This is why I have asked Tyler Davis to be my guest columnist this month as I believe he could possibly be of significant benefit to you. His background is quite interesting as he initially pursued a career as a Civil Engineer and spent 15 years working in this field before realizing his calling was elsewhere. Today he is a Commercial Insurance Broker with PayneWest Insurance and applies the engineering principles he learned while designing and constructing buildings-- to advising business owners about risk management and navigating challenges from an insurance perspective. He's a true commercial insurance expert.



Travis Davis

Travis and I have crossed paths several times when working with mutual clients because in addition to guiding people at or near retirement, my firm also specializes in guiding business owners who are looking to sell their companies in the next 1-5 years. Travis's expertise has been valuable and he's just a good guy. I also admire how passionate Travis is about making a positive impact in our local business community. He serves on the Bend Economic Advisory Board, the Bend Chamber Advocacy Council, as well as supporting the Bend Venture Conference each year.

Here are some words of wisdom from Travis:

These days technology seems to be taking over our world in so many ways; changing how we interact with each other and bringing the marketplace of the world to our fingertips. I've heard predictions for over a decade that technology is going to lead to the death of sales, brokers, and service providers of all sorts. Look no further than the disappearance of travel agents over the last two decades. Do-It-Yourself online bookings now represent over 85% of all travel reservations. Is that a preview for other service business models such as insurance, banking, accounting, investment management, and the practice of law? There is an App for each one available for my iPhone today. Are these industries doomed to a similar fate?

As a commercial insurance broker who loves what he does – serving business and nonprofit clients by helping them make important risk strategy and risk finance decisions – I certainly hope not! So then, why do the vast majority of

us book our own hotels and flights today? I believe the question is ultimately one of value. Once the technology was available to compare flights and hotels and read online reviews, consumers had all of the information they needed to make the purchase directly. As it turns out, travel is just not a complex purchase and the advice that you receive from Instagram is likely just as helpful as the advice from a travel agent. Travel agents had little value outside of the access to bookings.

What then will become of the professional service providers waiting for the technological axe that will bring the end to their (my) existence? Surely, they are doomed as well? In so far as they fail to bring value to their clients, I say yes. The question we each must answer as we look to avoid the axe is this: am I creating unique value for my clients, am I sufficiently expert in my field to help them make the best decisions?

In the insurance industry, technology is both enhancing traditional insurance delivery and attempting to completely disrupt the status quo, and I am an eager fan of both endeavors. Society will surely benefit from this innovative spirit, as it has from countless innovations before. For now though, I see no better process for buying insurance than exploring the questions below.

Broker versus Agent?

Brokers are not limited to offer products from one insurance carrier, whereas Agents work for a single carrier and can only sell those products. This doesn't bring into question the ethics of agents, however, it is a recognition of the limited market access and product selection available to them. To serve all types of clients, agents will either have to say "no" to a lot of potential clients, or they'll have to work hard to fit square client pegs into round underwriting holes.

Credentials and Niche Expertise.

Does the broker you're considering invest additional time in becoming an

Continued on Next Page ►

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Business Owner

Continued from previous page

expert in their field? Do they have specialized industry knowledge applicable to your business or situation? The right insurance broker can become one of your most valuable business resources, but only if they have the expertise and you bring them into your circle.

Product Based or Risk Based?

Do you get the feeling that the broker across from you understands the risks in your business? Do they offer suggestions for reducing risk and enhancing safety, or do they talk only of products and pricing? Are they comfortable discussing self-insurance options for some risks, or the possibility of transferring risks via contract or other means; or is the insurance policy to only tool in their arsenal? The best brokers know that the best way to affect the long-term cost of insurance is to reduce overall risk and they therefore offer resources to help clients address those risks before or outside of insurance. This risk advice is a large component of the overall value offered by insurance brokers.

Market Access.

Even with good intentions and the best risk advice, no broker is complete without carriers willing to offer coverage. The best brokers have enough clout in the marketplace to warrant deep carrier relationships. This gives them the leverage to solicit the best policy terms (including pricing!) and also to demand the claims attention that every policyholder deserves when the unfortunate event happens to them.

Price, or Price?

Price really does matter. The key is to define which price matters. Is it the short-term cost of an insurance policy, from the perspective of a buyer who gives only 30 minutes a year to their insurance program? Or is it the long-term cost of protecting your business or your personal balance sheet from the potential hazards, considered by a thoughtful buyer? The question buyers should consider asking their broker is how do the best-in-class peers lower their cost of insurance coverage over a period of three, five or even ten years?

The Other Price – Broker Compensation.

How does your insurance broker get paid? Really, it’s worth asking. The vast majority of brokers are compensated for their work by insurance carriers who

pay commission out of the premium from policyholders. Different lines of business and different carriers have different commission schedules, but a safe assumption is that the commission is between 8-18%. This is the industry norm and generally accepted by insurance buyers and brokers internationally, but it isn’t the only way. If your broker is a licensed insurance consultant in the state you operate in, and both the state and carrier allow it, your broker can place coverage without commission and can instead charge a fee for their services. This adds transparency to the broker value proposition and more perfectly aligns the interest of the broker with the interest of the client. After all, when your insurance premiums increase due to market conditions or adverse loss experience, should your broker receive additional commissions?

Outlined above are key considerations in the broker selection process, which is what I recommend all insurance buyers undertake to some degree based on the complexity of the situation they are in. Determine what is important to you and what your risk tolerance is and then ask a lot of questions. Who do you interview? Ask your discerning friends and trusted business associates who they use and why. By starting with a referral and personally interviewing those candidates with the questions above, you’ll be using the best process I can possibly recommend. Once you find an insurance broker that you trust, give them full access to your current insurance program and ask them to construct a recommended program with options to either take more risk (less insurance) or transfer more risk (more insurance). Then ask questions about all of those options, including asking for how policies will respond to potential loss scenarios. Lastly, once your values are aligned and a plan is made, it is finally time to let your broker shop for the best terms and the best pricing to achieve success.

~Travis Davis

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

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Lisa Ochman

Therapy Works Physical Therapy welcomes **Lisa Ochman**, PT, DPT, CLT as the newest member of the team. Ochman is a considerate and collaborative physical therapist that enjoys providing personalized and effective evidence-based treatment to the out-patient orthopedic and lymphedema populations. In addition to having her doctorate of Physical Therapy, Ochman is a Certified Lymphedema Therapist, which allows her to provide thorough and complete decongestive lymphedema therapy to post-operative patients, oncology patients and anybody with lymphatic drainage needs. Ochman is passionate about providing empathetic and compassionate care to the lymphedema population, inclusive of coordination with durable medical equipment vendors and social services.

When she is not working at Therapy Works Physical Therapy, you can find Ochman spending time with her family, swimming, biking, triathlons, the occasional CrossFit class and enjoying the many other outdoor and social activities that Central Oregon has to offer.

Ryan Altman was recently promoted to financial controller for **Linnius Construction**. Altman, who worked previously for 15 years at Precision Countertops, joined Linnius in 2020 as a project and operation manager. He now oversees financial management, human resources and operational safety for Linnius.

When he is not at work, Altman enjoys spending time with his family, racing for the 10 Barrel Team and backcountry skiing.



Ryan Altman



Skye Knox

One student from Bend has been named one of the most promising middle school STEM students in the country. **Skye Knox** is a top 30 finalist in the **Broadcom MASTERS**, the nation's premier Science, Technology, Engineering and Mathematics (STEM) middle school competition.

The finalists will be competing for more than \$100,000 in awards and participating in an in-person competition in Washington, D.C.

About Skye:

- **Project Title:** Laboratory Testing of Chemical Cloud Seeding
- **Project Summary:** Cloud seeding is used in some places to induce rain or snow. In this technique, planes or aerial drones add chemical particles to clouds. Water droplets or snowflakes can then form around those particles, which leads to precipitation. There are open questions about cloud seeding, as well as various pros and cons. Some critics question the use of silver iodide for the cloud seeding particles. The chemical's crystalline structure is similar to ice, which is a plus for cloud seeding. However, some critics wonder about possible toxicity if the chemical builds up in areas over time. Knox wanted to find out if other chemicals might be better alternatives.

Tetherow has hired **Hunter Hidalgo** to serve as the Bend luxury resort's director of golf. In his role at Tetherow, Hidalgo will oversee all golf operations, course maintenance, golf memberships and fitness operations.

Hidalgo has more than 13 years of golf and resort industry experience, including golf programming, coaching, instruction and professional staff development. He most recently served as the head golf professional at Lakewood Country Club, a historic private club in Dallas. Before that, he served as a golf professional at Brook Hollow Golf Club in Dallas, Prairie Dunes Country Club in Hutchinson, Kansas, Pebble Beach Golf Links in Monterey, California, The Broadmoor in Colorado Springs, Colorado and at Bandon Dunes Golf Resort on the Southern Oregon Coast.

A native of Crested Butte, Colorado, Hidalgo earned a bachelor's degree in



Hunter Hidalgo

marketing and PGA golf management from the University of Colorado. As he grew up, he developed a passion for the outdoors, including, golfing, skiing and fly fishing, and he is a former competitive ski racer.



Janice Garceau

Following a highly competitive national recruitment, **Deschutes County** has hired **Janice Garceau** as its new Health Services director.

Garceau, who started her new role on October 1, replaces Dr. George Conway, who retired earlier this year. Deputy County Administrator Erik Kropp has been serving as interim Health Services director since January.

Garceau has served as Deschutes County's Behavioral Health director since 2018. She joined Deschutes County in 2015 as an Outpatient Services manager.

Garceau earned a master of social work degree from the University of Louisville and is a licensed clinical social worker. Prior to working for Deschutes County, she directed Family Court Services and managed programs in Washington County Juvenile Department. Garceau also spent many year providing clinical services and supervising behavioral health teams in Kentucky and Oregon.

As Deschutes County's Health Services Director, Garceau will lead the day-to-day operations of the County's Health Services department, which employs more than 400 employees and provides both public and behavioral health services.

Congratulates to **Barbara Chandler** for her Hole N One on Hole #6, using her Pitching Wedge for 105 yards at **Awbrey Glen Golf Club**. She is not an Acer. Witnessed by Elaine Larsen, Mary Jensen and Lynn Scott.



Barbara Chandler



Jeffery Ingram

John L. Scott Real Estate Bend welcomes new Broker **Jeffery Ingram**.

Ingram is a lifetime Oregonian and has been a member of the Bend/Redmond community for eight years.

Prior to real estate, he worked as a firefighter, retiring as a Battalion Chief. He truly enjoy helping people. In the fire service, Ingram's job was helping people on some of their worst days. Now in real estate, he looks forward to helping them on some of their best days.

With a work history of contract negotiations, Ingram is be relentless in ensuring his clients get the best there is in the market. Believing in effective communication, he listens to his clients and works diligently to meet their goals and objectives. Trust, integrity and loyalty, these are the values that he brings to each and every client.

If not assisting clients, you will probably find Ingram taking time to enjoy his love of sailing with friends and family. Some of his other hobbies include whitewater rafting, golf and mountain biking.

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Second Year of Water Bank Seeks to Ease Water Shortages for Junior Irrigators & Rivers

by **MARISA CHAPPELL HOSSICK, Communications Director — Deschutes River Conservancy**

The Deschutes River Conservancy (DRC), in partnership with Central Oregon Irrigation District (COID) and North Unit Irrigation District (NUID), is continuing its 2022 Deschutes Water Bank Pilot Program. The program is a local, flexible, and voluntary water management tool, which allows for the easier movement of water to meet farmer and river needs in times of scarcity.

The Deschutes Water Bank Pilot Program provides an opportunity for COID patrons along the Pilot Butte Canal to receive a cash payment to forego using their water for the 2023 irrigation season. The water will then be made available to North Unit Irrigation District during the irrigation season and will help to restore winter flows in the Upper Deschutes River. Water banked in the 2022 program will contribute to the beleaguered reach of the Upper Deschutes to support fish and wildlife habitat when flows drop this fall. The Water Bank program complements and provides additional flows to the DRC's well-established instream lease program, which compensates water users to lease their water directly instream.

Partners in the Deschutes Basin have been working together for decades to solve long-standing water management inequities. Large-scale water conservation projects are underway and are a foundational part of the solution. This Water Bank Pilot Program brings market-based tools, alongside water conservation efforts, to increase the pace and scale of solutions that restore our rivers while keeping farmers whole.

The Deschutes River has persistent flow restoration needs based on the overallocation of the river over 100 years ago. As the most junior irrigation district, North Unit Irrigation District faces water insecurity and suffered severe shortages and economic consequences in 2022 due to extreme drought. The Water Bank Pilot Program offers a triple benefit — flexibility and incentive payments for senior water users who are willing to forgo their water use, increased water supply for North Unit Irrigation District, and restored flows in the river.

"We're excited to offer this pilot project or patrons who are interested in helping farmers in North Unit and the river," Craig Horrell, Central Oregon Irrigation district manager said. "This complements our water conservation work and is another tool we can use in our efforts to find basin-wide solutions to water issues."

"This water bank program is designed to provide benefits to all involved and



PHOTO | COURTESY OF DESCHUTES RIVER CONSERVANCY

illustrates the kind of flexible, locally driven solutions that will be necessary to meet water needs and restore our rivers into the future," said Kate Fitzpatrick, executive director of the Deschutes River Conservancy. "We are thrilled to partner with NUID and COID on such an innovative program."

"This program is a great example of how potentially conflicting water interests can work together in powerful ways," Mike Britton, North Unit Irrigation executive manager said. "NUID will be able to reasonably purchase critically needed irrigation water from COID to help keep our commercial farmers viable during ongoing drought. We will in turn be releasing a portion of this pilot water in the Upper Deschutes the following winter."

Raising flows in the Upper Deschutes River is a requirement of the Deschutes Basin Habitat Conservation Plan and NUID's contribution to winter flows will help meet these requirements.

COID patrons (served by the PBC) interested in getting more information on this program are encouraged to visit deschuteswaterbank.org to complete an online questionnaire. Interested parties will be contacted to see if they are eligible for the program.

deschutesriver.org • coid.org • northunit.com

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PrideStaff
Continued from page 3

created revenue of more than \$134.9 billion, representing an estimated 76.2 percent of the market. Although the U.S. economy has shifted in 2022, and qualified candidates remain extremely challenging to recruit, PrideStaff is having another remarkable year—opening new offices across the nation and growing its franchise system to more than 85 locations. “Uncertain times call for temporary solutions,” said PrideStaff Co-CEO and COO Tammi Heaton. “Right now, employers are

looking for ways to get work done and grow their businesses, while also staying flexible enough to adapt to rapidly changing conditions.” “The PrideStaff Companies provide a full complement of hiring and workforce solutions across a wide range of roles and skill disciplines,” continued Heaton. “Our Strategic-Partners are tremendously successful because they function as true business consultants; helping employers achieve their goals while controlling costs, mitigating employment risks and staying optimally staffed. By focusing on their needs and helping them prepare for what’s next, we’re poised to continue our growth trajectory for years to come.”

“I’m extremely pleased, but not all that surprised, that we’ve made SIA’s Largest U.S. Staffing Firms list every year for the past decade,” said Mike Aprile, PrideStaff co-CEO and CFO. “Despite working in an incredibly fragmented and competitive industry, we continually rank among staffing’s elite organizations by living our Mission to ‘Consistently provide client experiences focused on what they value most.’ This shared Mission, coupled with exceptional leadership, dedicated team members and ongoing investments in the right technology, have positioned us as A Trusted Partner with the employers and job seekers we serve. While employment markets

may change and the economy will continue having its ups and downs, our customers know we’re not just about making placements, we’re here to help them thrive in any condition.” By investing in the client and talent experience, PrideStaff has become the only staffing firm in the U.S. and Canada with over \$100 million in annual revenue to earn ClearlyRated’s coveted Best of Staffing 10-Year Client and Talent Diamond Awards for three consecutive years. The 10-year Diamond Award is earned by fewer than 0.5 percent of all staffing firms, placing PrideStaff in a truly elite group of companies that lead the industry in satisfaction. pridestaff.com

LCA
Continued from page 3

shore up their capacity to expand while maintaining the high quality of instruction their students deserve.

- \$75,000 from the Northwest Area Foundation, the second year of a two-year \$150,000 grant from 2020. NWAFF supports efforts to reduce poverty in communities and tribes across the northern U.S. where its founder’s family company, the Great Northern Railway, ran its freight routes. “We support organizations that work to reimagine and restructure unjust systems so

communities can thrive on their own terms,” the foundation says on its website.

- \$10,000 from U.S. Bank through its Community Possible giving platform. One of its goals is to “help small businesses thrive, people succeed in the workforce, provide pathways to higher education and gain greater financial literacy.”
- \$10,000 from the Wells Fargo Foundation will help support LCA’s newly created Workforce Education Coordinator position. The foundation seeks to support low- to moderate-income communities, address racial and social equity and accelerate an inclusive economy.

latinocommunityassociation.org

Deschutes National Forest
Continued from page 3


of Central Oregon and the Forest Service are hosting two virtual hiring workshop sessions prior to the application window. The workshops will help applicants learn about local job opportunities, the federal hiring process and timelines, USAJobs.gov employment site and resumes for federal jobs.

For questions about applications, please email Bill Munro, Deschutes National Forest project manager, at william.munro@usda.gov. For questions regarding the virtual hiring event, please email Davey Pearson, Volunteer & Career Pathways program manager at Discover Your Forest, davey.pearson@discovernw.org.

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Watch for Upcoming Editions of **CASCADE BUSINESS NEWS**
2022 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
October 19 <i>Deadline Oct 12</i>	Accomplished Under 40	Manufacturers in Deschutes, Crook & Jefferson Counties, Garbage/Recycling
November 2 <i>Deadline Oct 26</i>	REDMOND Profile/Fastest 20	Bio-Tech, High Tech Firms, Telecommunications, Utility Companies, Heating/Cooling Companies
November 16 <i>Deadline Nov 9</i>	Made in Central Oregon	Products Made in Central Oregon
December 7 <i>Deadline Nov 30</i>	Aviation	Law Firms, Security Companies
December 21 <i>Deadline Dec 14</i>	Top Commercial Projects/Construction Review	Commercial Contractors
January 2023 <i>Deadline Nov 30</i>	Book of Lists	



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Central Oregon Business Calendar

WORKSHOPS & TRAINING



October 11

6:30-10am Hybrid First Annual Central Oregon Business Forum, Navigating 2023 - Strategies for Turbulent Times, at Riverhouse on the Deschutes.

October 13

9am La Pine Rural Fire Protection District Board of Directors Regular Board Meeting at 51550 Huntington Road, La Pine.

October 13

11:45am-1pm ConnectW Munch & Mingle at The Phoenix, Bend.

October 15

4pm La Pine’s 2022 Volunteer Appreciation Gathering at Frontier Days grounds.

October 19

5:30-8pm ConnectW Monthly Meeting: Avoiding Technology Disasters with Paula Sullivan at Open Space, Bend.

October 20-21

EDCO Hybrid 19th Annual Bend Venture Conference.

October 27

Noon-1pm COCC Virtual Vet Tech Program Info Session.

November 1

9-10am COCC Virtual Vet Tech Program Info Session.

November 15

5-6pm COCC Virtual Vet Tech Program Info Session.

December 1

Noon-1pm COCC Virtual Vet Tech Program Info Session.

WORKSHOPS & TRAINING



October 6

6-8pm Deschutes Soil and Water Conservation District Final Irrigation Water Management Workshop at the Deschutes County OSU Extension Office, Redmond.

(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 9-16-2022

City of Bend

\$874,647.00 - Commercial (Alteration) 5,670 sf. at 20730 Brinson Blvd. Ste. 110 Bend 97701 OR Owner: Arthur Pozzi Trust
Builder: O'Brien & Company, LLC 971-865-2983 Permit # PRRE202201715

\$15,000.00 - Commercial (Alteration) 3,600 sf. at 61045 Country Club Dr. Bend 97702 OR Owner: Mobilitie Investments II, LLC
Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202206040

Deschutes County

\$529,472.00 - Commercial (New) 3,124 sf. at 18137 Frestbrook Lp. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-22-005223

\$529,472.00 - Commercial (New) 3,124 sf. at 18145 Forestbrook Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-22-005222

\$529,472.00 - Commercial (New) 3,124 sf. at 18157 Forestbrook Lp. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-22-005709

\$529,472.00 - Commercial (New) 3,124 sf. at 18148 Forestbrook Lp. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-22-005221

\$529,472.00 - Commercial (New) 3,124 sf. at 18129 Forestbrook Lp. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-22-005224

\$500,000.00 - Commercial (New) 2666 sf. at 300 E Sun Ranch Dr. Sisters 97759 OR Owner: Gerald and Layne Johnson 16900 14th Ave. NW Shoreline, WA 98177 Permit # 247-22-002533

\$40,000.00 - Commercial (Tenant Improvement) 1,000 sf. at 410 E Cascade Ave. Sisters 97759 OR Owner: BX Cascade Street, LLC PO Box 2111 Sisters, OR 97759 Permit # 247-22-005139

City of Redmond

\$691,580.00 - Commercial (Tenant Improvement) at 875 SW Rimrock Way Redmond 97756 OR Owner: Mt. Nolan, LLC PO Box 8236 Coburg, OR 97408
Builder: McKenzie Commercial Contractors, Inc. 541-343-7143 Permit # 711-22-001783

\$450,000.00 - Commercial (Addition) 457 sf. at 665 SE Salmon Ave. Redmond 97756 OR
Owner: Pacific Marine Management, Inc. PO Box 14580 Jackson, WY 83002 Permit # 711-22-001929

\$100,000.00 - Commercial (Alteration) 2,632 sf. at 307 NW 6th St. Redmond 97756 OR Owner: Central Oregon Real Estate Holdings, LLC
Builder: Mathew Thomas Staley 541-771-1975 Permit # 711-22-001306

\$30,000.00 - Commercial (Tenant Improvement) 1,500 sf. at 1737 SW Odem Medo Rd. Redmond 97756 OR Owner: Albany-Pacific, LLC Permit # 711-22-001638

\$25,000.00 - Commercial (New) at 2999 SW 6th St. Redmond 97756 OR Owner: Madrona Redmond, LLC 210 SW Morrison #600 Portland, OR 97204-3150 Permit # 711-22-001841

COMMERCIAL PERMITS WEEK ENDING 9-23-2022

City of Redmond

\$32,604.00 - Commercial (Tenant Improvement) at 2127 S Hwy 97 Redmond 97756 OR Owner: JKC Redmond, LLC PO Box 25822 Eugene, OR 97402 Permit # 711-22-001173

\$26,850.00 - Commercial (New) 876 sf. at 3370 NW 16th St. Redmond 97756 OR Owner: Jaron McKernan 2448 SE 1st St. Redmond, OR 97756 Permit # 711-22-002109

City of Bend

\$50,000.00 - Commercial (New) 556 sf. at 1460 NE Medical Center Dr. Bend 97701 OR Owner: Radiology Building Permit # PRRE202204475

\$30,000.00 - Commercial (Addition) 2,656 sf. at 637 NE 3rd St. Bend 97701 OR Owner: Camp Fire Hotel, LLC Permit # PRRE202201445

Deschutes County

\$2,200,000.00 - Commercial (New) 15,321 sf. at 455 W Three Peaks Dr. Sisters 97759 OR Owner: DEH, LLC PO Box 1000 Sisters, OR 97759
Builder: Empire Construction and Development, LLC 541-389-0070 Permit # 247-22-004402

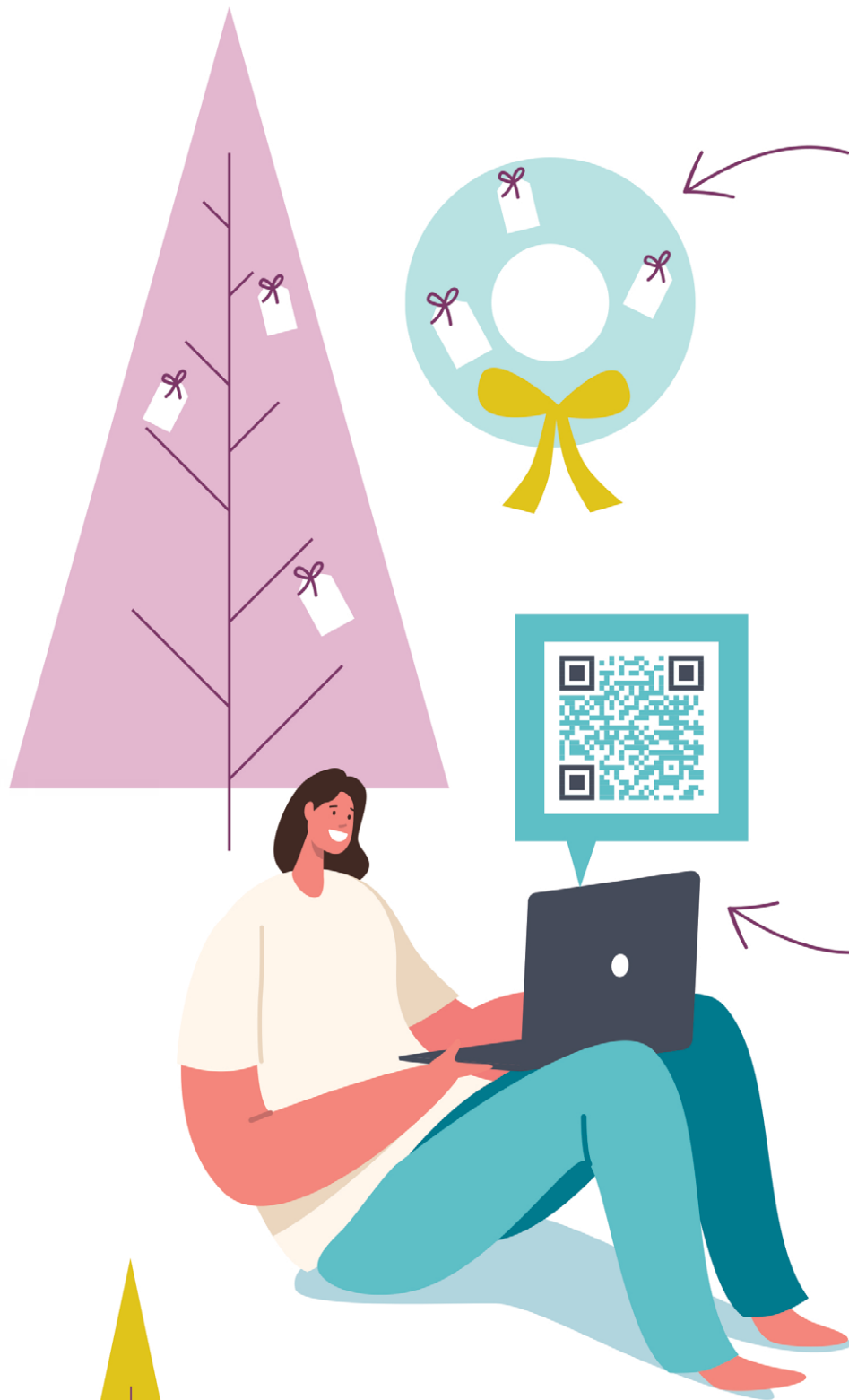
\$20,000.00 - Commercial (Alteration) at 15200 Makenzie Hwy Sisters 97759 OR Owner: T-Mobile 139 White Oak Ln. Oak Bridge, NJ 8857 Permit # 247-22-006800



give hope

JOIN *our* GIFT CARD DRIVE

and help families impacted by child abuse.



Host a Donation Display...

Put up a giving tree, wreath, garland or counter display (we'll provide the tags, envelopes and signage)! Then rally your coworkers, members or customers to participate!

Interested? Call 541.306.4497
or email givehope@kidscenter.org
by October 15.

Order Gift Cards Online...

Visit our website for a handy list (and links!) to order gift cards online and ship to KIDS Center. Easy peasy!
kidscenter.org/giftcarddrive

or Buy Gift Cards in Town!

Purchase gift cards to local grocery stores, gas stations or big box stores. Then mail or drop them off!

KIDS Center
1375 NW Kingston Ave.
Bend, OR 97703



How a gift card gives hope.

Abuse can fracture and uproot households and put families under enormous financial stress. You can support families in crisis with gift cards for groceries, gas and basic necessities. Every gift card you donate gives local children and families hope—and makes healing possible.

Thank you for being generous!



KIDS Center
Let's end child abuse.