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Mollie Hogan

Bend native **Mollie Hogan** has joined **DeLay and Billings Team Real Estate at Cascade-Hasson Sotheby's**. Hogan is a highly successful Realtor with 20 years in the industry. Deeply rooted in her community, she has an innate ability to care for each of her client's unique needs, and thrives on ensuring the highest level of service. She draws on her business and interior design background to help her customers capitalize on their investments.

The Pacific Northwest is Hogan's wonderland. When she's not at work you will find her out on the trails with her two dogs, relaxing at Elk Lake or taking advantage of the eclectic arts and music scene in Bend. If you need a good recommendation for how to spend a week in Central Oregon, Hogan is your girl.

Tamara Schneider recently started **Momentum Coaching, LLC** in Bend. Working with people who want help overcoming the obstacles blocking them from living the life they desire is her specialty. Thanks to some valuable personal life experiences, she has a particular niche with health/fitness coaching as well as relationship/dating coaching.



Tamara Schneider



Chris Wheat

Habitat for Humanity welcomes **Chris Wheat** as new director of retail operations. Wheat and his family arrived in Bend after traveling the world and the country for a year and a half. Formerly the director of operations for a church in Chicago, Wheat also enjoys renovating homes and is thrilled to have a chance to combine his passion and knowledge at the ReStore.

When he's not at the office, you'll find him playing with his kids at parks, going for walks, paddle-boarding or teaching his daughter to ski.

a wide selection of over 50 exhibitors, artisan chocolatiers and confectioners from across the West Coast, Holm Made Toffee walked away with a win in three categories:

- People's Choice Award — voted by festival attendees
- Best Chocolate Candy — voted by festival judges
- Best in Show — voted by festival judges

These three awards follow last year's "Best Chocolate Candy" win, totaling 13 wins for the Holm's in a ten year span of attending the festival.

LRS Architects welcomes its newest hire, **Jewel Kayfes**, director of business development and marketing. Kayfes will oversee strategic business development and marketing initiatives for the firm to continue the growth and reach of LRS.

Kayfes brings 14 years of experience leading large-scale teams in winning and maintaining client and partnership relationships that meet a company's strategic vision. Her straightforward and influential personal work style helps establish cohesive and collaborative work environments that bring out the best in each team member. As a creative and strategic thinker, she prioritizes implementing policies and procedures that increase engagement and brand visibility.

Kayfes received her bachelor's degree from Oregon State University. She is also a National Delegate and former president of CREW Portland and a member of the SMPS Oregon chapter, where her team won several awards for their work. Kayfes was honored with the 2020 Women of Vision Award by the *Daily Journal of Commerce* for her accomplishments in the built environment and her mentoring role for women in the workplace.



Jewel Kayfes



Nathan Leigh

BBT Architects (BBT) announced **Nathan Leigh** has joined the firm as design staff. Leigh is skilled in the planning and design of various building types including education, residential and civic facilities. Leigh received his bachelor of architecture degree from the University of Oregon where he also minored in planning, public policy and management. He is a highly skilled in 3D visualization through illustrative concepts. His responsibilities as design staff will include assisting in projects from early conceptual design through final construction.

Windermere Central Oregon announces the return of **John Baker**, principal broker and former Oregon Realtors Association State president in 1999. Baker has had nearly 50 years of experience in real estate, property management, training and negotiations working with clients in Central Oregon and the Willamette Valley. His return will once again be a valuable addition to our team of real estate professionals.



John Baker

R&H Construction recently announced today the growth of their Central Oregon preconstruction services department.

Spencer Gravelle has joined the R&H Construction's Central Oregon team as a preconstruction and business development manager. Working hand-in-hand with the design team and subcontractors, Gravelle provides clients with comprehensive estimates and cost-effective solutions to ensure their project goals are met. Gravelle brings a decade of preconstruction experience for projects ranging from tenant improvements and occupied renovations to the ground-up construction of recreation, education and multifamily/mixed-use developments. Hailing from California, Gravelle's background includes working for a large, commercial general contractor as well as a custom residential builder.



Spencer Gravelle



Jim Stewart

Holm Made Toffee Co. proved to be a triple threat at the 19th annual Oregon Chocolate Festival over the weekend in Ashland, Oregon. Featuring

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New hires, promotions, accolades, awards, retiring? Send us your

Who's Who!

Send a high resolution head shot and a short, 100- to 150-word writeup to CBN@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*.

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Gravelle received a bachelor's degree in Construction Management from California State University, Chico.

Jim Stewart has transitioned to preconstruction and business development manager for R&H's Central Oregon preconstruction services team. Prior to taking on a preconstruction role, Stewart spent the majority of his 11-year R&H career working as a superintendent, constructing some of Central Oregon's largest and most complex developments including projects for Deschutes Brewery, Housing Works and Sunriver Brewing. In his new role, Stewart utilizes his 30 years of industry experience and boots-on-the-ground expertise to add value during the preconstruction phase and ensure projects are set up for success from the start.

Partners In Care announced that CEO **Greg Hagfors** has been elected to serve on the Board of Directors for the Oregon Hospice and Palliative Care Association (OHPCA).

OHPCA appointed nine new Board of Directors members from across the state of Oregon. OHPCA's board consists of members from four distinct categories: Hospice Providers, Other Health Care Providers, Palliative Care Providers and Community Representatives. Partners In Care will function as an advocate for hospice organizations east of the Cascades through Hagfors' representation on the board.

Hagfors is a familiar name to many in Central Oregon both as a Bend resident and having served as chief executive officer of the Bend Memorial Clinic (now Summit Healthcare) from 2011 to 2016. In addition to helping the clinic grow, he was involved as a board member and chaired the finance committee of the Central Oregon Health Council for nearly three years. In 2016, he became managing director of Castling Partners, providing performance improvement support for the health system and physician owned medical practices. He joined the Partners In Care team as CEO in April 2022.

Over the past year, Hagfors has led Partners In Care through the opening of its new Hospice House, as well as its expansion of administrative spaces to support the growing team. Under his leadership and for the second year in a row, Partners In Care was recognized with five stars on the CAHPS (Consumer Assessment of Healthcare Providers and Systems) Hospice Survey, which measures family satisfaction with hospice care teams. This recognition places Partners In Care in the upper five percent of hospice programs in Oregon and ten percent nationally. Star ratings are posted at Medicare Compare, which provides a single user-friendly interface that consumers can use to make informed healthcare decisions based on data such as cost, quality of care, volume of services, and caregiver feedback including the willingness to recommend a hospice. Of those families surveyed by Medicare, 94 percent would recommend Partners In Care hospice services to others seeking care, ten percent higher than the national average.



St. Charles Health System's Board of Directors announced that Dr. **Steve Gordon** has accepted the position of president and CEO for the health system on a permanent basis. Dr. Gordon has been serving as interim president and CEO since July.

Gordon is an experienced health care executive and former member of the St. Charles Board of Directors. A primary care and internal medicine physician by training, he has served in executive leadership roles for PeaceHealth in Vancouver, Wash., Providence Health and Services in Portland and Salem Health. He is a graduate of Harvard College, Harvard Medical School and Harvard Kennedy School of Government.

Over the past seven months, Gordon has launched a new service-line focused structure that groups and manages services that support a patient throughout their health care journey. Under his leadership, the health system realized improved financial performance for the second half of 2022 and is committed to returning to a positive operating margin by the end of 2023. Retaining highly experienced caregivers and working to recruit new permanent



staff are among his top priorities.

Working with an external search firm, the St. Charles Board conducted a survey along with small group and individual meetings with a variety of identified stakeholders to determine the attributes most desired in the next health system CEO. The top qualities identified by more than 1,600 St. Charles caregivers and community partners were compassion for patients and staff, experience as a direct health care provider and visibility and presence across all sites of care and in the communities St. Charles serves.

Sandler Training has moved from Portland to Bend. Sandler Training specializes in sales training, sales management training, customer service training and one-on-one success coaching. Founder **Jeff Schneider** has operated the business in Portland for 16 years prior to opening in Central Oregon. Schneider has trained thousands of sellers and leaders across the country using the Sandler methodology. He is a keynote speaker and expert in revenue growth for B2B companies and has online boot camps and weekly training sessions via Zoom every week.



After more than five years on the job, **K9 Kim** with **Bend Police Department** retired on January 31, 2023. Kim, an apprehension K9, is an eight-year-old Belgian Malinois and arrived in Bend in October 2017. She was purchased from Adlerhorst International in Riverside, California, after being imported from Holland.

Apprehension K9s are trained to track, locate and bite and hold suspects until the handler calls the K9 off and makes an arrest.

Kim and her first handler, Officer **Kevin Uballez**, were certified by the Oregon Police Canine Association in December 2017. In November 2021, Kim partnered with Corporal **James Kinsella**. Over her career, she participated in more than 2,000 hours of training. She also assisted on Central Oregon Emergency Response Team callouts throughout her career, and officially served on CERT from November 2021 until her retirement.

Throughout the course of her career, Kim was deployed 913 times. She tallied 98 captures, located eight pieces of evidence and participated in 35 community demonstrations.

Though small in stature, Kim was fierce and tenacious. She was also gentle and loving when she wasn't actively working.

Kim will live with a retired K9 handler and trainer in Oregon.

Throughout her tenure with the Bend Police Department, Kim was an invaluable member of our team, and we thank her for her service. She will be greatly missed.



K9 KIM | PHOTO COURTESY OF BEND POLICE

Businesses Serving Community

WINDERMERE REAL ESTATE

Local real estate brokers, staff and owners with Windermere Central Oregon Real Estate supported five local charitable organizations in the Central Oregon area during 2022. Through the Windermere Foundation, a total of \$11,500 was donated to local nonprofits supporting low-income children and families.

Granted year-round, donations from the Windermere Foundation benefitted the Family Access Network, Rotary Club of Redmond, Camp Eagle Cap, NeighborImpact and St. Vincent de Paul of Redmond.

"Whether through volunteering or monetary donations, our brokers come together year after year to continue Windermere's longstanding

mission of service to the communities in which we live and work. Their dedication to uplifting their neighbors in need is another example of how Windermere brokers step up in their communities," said Scott Mitchelson, president of Windermere Services Company in Oregon and SW Washington.

Windermere Central Oregon is proud to be a part of the larger Windermere Foundation, serving the Western U.S. since 1989. Along with launching their own fundraising activities and providing personal donations, brokers donate a portion of every commission to the Windermere Foundation for every home bought or sold through Windermere. To date, Windermere has gifted more than \$50 million in donations to support programs and organizations that provide services to those in need.

Hayden Homes Celebrates Women Executives During Women in Construction Week



PATTI MURPHY



DEBORAH FLAGAN



SARA D'EATHE



KATY WOODERSON

by **KATY WOODERSON, Vice President of Marketing — Hayden Homes**

Four out of eight executive team members at Hayden Homes are women and were celebrated by the company during Women in Construction Week, March 5-11.

The share of female representation in Hayden Homes' leadership team far exceeds national trends. Women make up an estimated 11-14 percent of the construction industry, 18 percent of senior leadership roles in the construction industry and 38 percent of all leadership positions in the U.S.

Hayden Homes has been recognized by several publications as a best company to work for, most recently by *Seattle Business Magazine*, and its leaders believe the inclusive work environment has a lot to do with why employees enjoy working with the home builder.

Women fill 38 percent of all positions at Hayden Homes, which is more than double the national share of women in the construction industry. Women are represented at all levels of the company, including on job sites and as project managers.

"We focus on attracting and retaining talented team members from diverse backgrounds," said Patti Murphy, vice president of employee experience at Hayden Homes. "Women join Hayden Homes at all stages of their career because there's more than one path to a career in construction."

Murphy is one of four women on Hayden Homes' executive team. The women include:

- **Sara D'Eathe**, vice president of finance and accounting. D'Eathe joined the company in 2021 but she's not new to the construction industry. After completing her undergraduate degree, she started her career in the land and acquisitions department of a large Canadian home builder and has more than 25 years of experience working in the financial services industry.
- **Deborah Flagan**, vice president of community engagement. Flagan has held many roles in her 23 years with the company. Today, she advocates for successful tools to drive housing affordability and availability for the middle market throughout Washington, Oregon, Idaho and Montana. This week Deb was named to Governor Tina Kotek's Housing Production Advisory Council.
- **Patti Murphy**, vice president of employee experience. Murphy joined the company in 2017 and has spent the past 16 years of her career in human resources in the construction industry.
- **Katy Wooderson**, vice president of marketing. Wooderson joined the company in 2017 and has 16 years of cross-industry marketing and communications experience, including sports marketing, hospitality, health care and new home construction.

New data from LinkedIn shows that women continue to be underrepresented in leadership positions, even in industries with high percentages of female workers, such as healthcare and administrative and support services.

"We're proud of the inclusive culture we've built at all levels of the company," said Flagan. "Our team members stay with us because they don't just enjoy their work, they enjoy the people they work with and the work we do for our communities."

Women in Construction Week was first organized by The National Association of Women in Construction in 1998. The annual event invites all workers in construction and related industries to celebrate and promote women in construction, to both recognize their contributions and educate communities about opportunities to start a career in the trade.

To view a list of available Hayden Homes positions, visit hayden-homes.com/work-with-us.

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Ripples Tickets & Volunteer Call

Come Together in Support of Vulnerable Children & Families Across Central Oregon!

provided by **DESCHUTES CHILDREN'S FOUNDATION**

Deschutes Children's Foundation invites you to join us for the 2023 *Ripples Gala*, May 6, 5:30pm at Riverhouse on the Deschutes!

"Just as RIPPLES spread out when a single pebble is dropped into water, the actions of individuals can have far-reaching impacts"

~ Dalai Lama

Purchase tickets at deschuteschildrensfoundation.ejoinme.org/tickets.

Sign up to volunteer at signupgenius.com/go/10c0f48adab2ba2fecf8-ripples#.
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