



From Public
Health Emergency
to Recovery

— Page 5

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

The Humane Society of Central Oregon Assisting in Animal Welfare Through the Years

by NOAH NELSON — CBN Feature Writer



PHOTO | COURTESY OF HUMANE SOCIETY OF CENTRAL OREGON

Contrary to what some people might assume, a humane society is a general term used to describe a certain type of organization; not to be confused with one central organization that has different regional branches across the country and the world. Most of these humane societies are defined by their pursuit of animal welfare and rights, while certain others have historically focused on waterway rescue and providing awards for saving human lives.

The founding of humane societies goes back to the 1700s in the United Kingdom. The first American group of its kind, the American Society for the Prevention of Cruelty to Animals, was founded in New York in 1866. A national organization, the Humane Society of the United States, was created in 1954, and the Humane Society of Central Oregon was founded by Carol and Ira Goff in 1961.

Lynne Ouchida, the director of community partnerships at HSCO, discussed how years of fundraising from community members allowed the HSCO to go from having a small, makeshift shelter to the current facility on 27th Street that we all know.

"The new 2.4 million dollar facility was realized thanks to 1,202 individuals, families, foundations and businesses. Of the \$1,104,500 raised, more than half were from donations of \$100 or less," Ouchida

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Evolution of Economic Development in Madras, 2000-2023

by ANDREA HINE — CBN Feature Writer

"I've been amazed at the huge strides Madras has made in processing land use applications," said Christy Wurster, who was appointed interim city administrator in March. "A lot of decisions can be made at the administrative level, including on subdivisions of up to 50 lots, which allows developers to move forward much more quickly."

Having worked as interim city manager/administrator for numerous cities of varying sizes across Oregon during her 25 years in municipal government, Wurster noted that "Madras offers a lot of opportunities for businesses to lease land surrounding the



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Madras • Jefferson County Spotlight — Pages 10-13

'Bunk House' Revives Spirit of the West New Boutique Hotel in Madras Harks Back to High Desert's Wild Frontier Roots

by SIMON MATHER — CBN Feature Writer



THE BUNK HOUSE AT CROSS KEYS | PHOTO BY PERRY COON WITH MANY MANSIONS PHOTOGRAPHY

A new hotel venture in Madras is giving a tip of the hat to Central Oregon's Wild West roots, paying homage to the region's rugged origins while providing an upscale twist, complete with upper floor patio offering sweeping city and mountain views.

The Bunk House at Cross Keys Station is described by owners Rich and Sandy Friday as "where Yellowstone meets the High Plains of Central Oregon" and features 50 rustic luxury hotel rooms carefully crafted with furniture and art that draw inspiration from the cowboys, ranchers,

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RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Jay Lyons, SIOR, CCIM, Russell Huntamer, CCIM, Grant Schultz, CCIM, and Eli Harrison** represented the seller, **Dean F Jansen, LLC**, in the sale of the former Deschutes Junction Pizza building located at 810 SW 11th Street in Redmond. The 6,046 SF retail building on 0.47 acres sold for \$1,536,500.

Brokers **Pat Kesgard, CCIM** and **Kristie Schmitt, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **5486 SW 21st Street, LLC**, in the lease of a 5,329 SF industrial suite located at 4586 SW 21st Street in Redmond.

Compass Commercial Real Estate Services broker **Jay Lyons, SIOR, CCIM** represented the tenant, **Healthy Minds Central Oregon Inc.**, in the lease of a 1,742 SF office suite located at 1018 SW Emkay Drive in Bend.

Compass Commercial Real Estate Services broker **Luke Ross** represented the landlord, **Pine Cone Ventures, LLC**, in the lease of a 3,300 SF industrial suite located at 64435 Strickler Avenue in Tumalo.

Broker **Jay Lyons, SIOR, CCIM** with **Compass Commercial Real Estate Services** represented the tenant, **Playful Paws Cat Café, LLC**, in the lease of a

Continued on Page 30 ►

Seed to Table Names Willa Bauman as Sisters Farmers Market Program Manager

by T. LEE BROWN

Seed to Table has announced that Willa Bauman has joined the organization's team to manage Sisters Farmers Market. Bauman grew up working with her family at their Saturday Market food booth in Eugene, then worked at community markets in leadership roles and as a vendor.

Carrying the title of Sisters Farmers Market program manager, Bauman formerly led ToolBox Project, a nonprofit tool-lending library in Eugene. She holds a master's degree in nonprofit management from the University of Oregon and a bachelor of arts in English Literature from Reed College. Bauman lives in McKenzie Bridge, where she runs a small vegetable farm with her partner Joey, along with their two dogs, Ueli and Luna.



WILLA BAUMAN

Seed to Table is a 501c3 nonprofit based on a four-acre farm in Sisters, celebrating its tenth anniversary this year. Farm-based education, equitable access to farm fresh produce, and leadership for Sisters Farmers Market are the organization's three core program areas.

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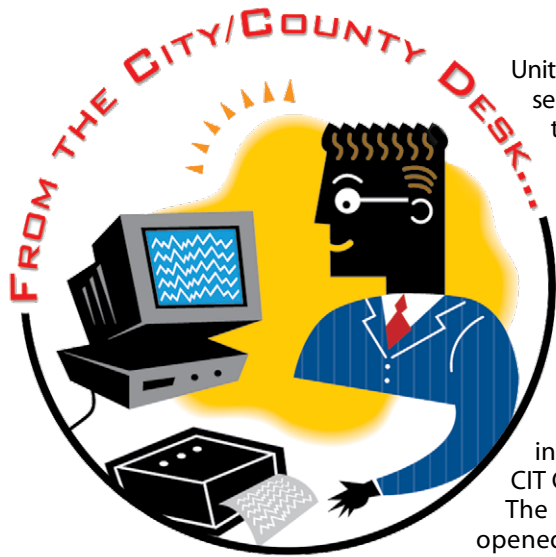
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DESCHUTES COUNTY

◆ The Bureau of Land Management is opening a 30-day public comment period today for feedback on the environmental assessment for the Powell Butte Communications Site Right-of-Way Project. The wireless communications facility will provide wireless telecommunications and first responder services in the Powell Butte and Alfalfa areas.

The environmental assessment considers the potential impacts from the construction, operation, and maintenance of a wireless communications use facility located near Powell Butte on both BLM-administered lands and private property. The proposed facility will consist of a 150-foot-tall monopole tower and related panel and microwave antenna, radio transmitters, radio receivers, and cables. The facility will also contain an equipment shelter, back-up emergency power generator, fuel tank, and buried utility line. There will be an access road associated with the project as well.

The public comment period ends at 4:30pm Pacific Time on June 30, 2023. Comments will be accepted at the address below, via email to blm_or_pr_lands@blm.gov, or by calling 541-416-6711. Project information can be accessed through the BLM's ePlanning website at: eplanning.blm.gov/eplanning-ui/project/2018065/510.

Please be aware comments, including your personal identifying information, may be made publicly available at any time. While you can ask in your comment to withhold your personal identifying information from public review, it is not guaranteed.

For additional information, please contact Ferris Couture, Planning and Environmental Coordinator, at 541-416-6711 or by email at fcouture@blm.gov. Individuals in the United States who are deaf, deafblind, hard of hearing, or have a speech disability may dial 711 (TTY, TDD, or TeleBraille) to access telecommunications relay services. Individuals outside the

United States should use the relay services offered within their country to make international calls to the point-of-contact in the United States.

◆ The Deschutes County Stabilization Center is being honored with the 2023 Northwest Crisis Intervention Team (CIT) Community Resource of the Year.

The award will be presented in late May during the Northwest CIT Conference.

The Stabilization Center, which opened in 2020, now serves as a critical resource in Central Oregon and has served more than 5,500 individuals in crisis.

The Stabilization Center serves children and adults who need short-term crisis assessment and stabilization, but do not require the medical

capabilities of an acute care hospital or longer-term residential care.

The Stabilization Center provides a wide array of crisis services to the community including crisis walk-in appointments, adult respite services, Forensic Diversion Programs, peer support, and more. Staff welcome individuals to walk in when they are experiencing a mental health crisis, or they can be referred by local law enforcement and other community partners.

Since 2020, the Stabilization Center has facilitated 1,127 drop offs from local law enforcement, which saves valuable time and improves public safety by ensuring officers are quickly back on

the street. In addition, by providing law enforcement an alternative place to bring someone in a mental health crisis, emergency department and jail utilization are also reduced.



DESCHUTES COUNTY STABILIZATION CENTER | PHOTO COURTESY OF DESCHUTES COUNTY



FROM THE LEGISLATIVE DESK



SALEM

◆ Recently, the Legislature announced the 2023-2025 Public Safety and Accountability Budget framework. The more than \$4 billion framework represents the Legislature's commitment to ensuring the safety of all Oregon communities.

The Oregon State Legislature's Public Safety and Accountability Budget framework, if approved, would support core law enforcement agencies and make targeted investments in keeping Oregon families safe and addressing serious crime, including, but not limited to:

- **\$813 million to fully fund the Oregon Department of Justice** to ensure the agency has the personnel and resources needed to be successful in their work in areas including:
 - Human trafficking intervention;
 - Community-based violence prevention programs; and
 - Crime victim and survivor services like expanding victim compensation and bolstering legal and procedural protections for victims of bias crimes and sex crimes.
- **\$611 million for Oregon State Police.** This funding would reinforce Oregon's crisis response system by investing in wellness and accountability programming, including by:
 - Improving recruitment and retention of administrative, information technology, 9-1-1 command center, and active law enforcement professionals across the state; and
 - Ensuring responsible gun ownership by continuing to address Ore-

- gon's firearms backlog; and
- Supplementing and managing essential resources.
- **\$2.2 billion** for the Department of Corrections.
- **\$750 million** for the Oregon Judicial Department.
- **\$83 million** for the Department of Public Safety and Safety Standards and Training to address the law enforcement workforce shortage by increasing training capacity.
- **\$73.9 million** for Oregon Deputy State Fire Marshalls.

The Legislature will also be directing significant resources to the Oregon Public Defense System to ensure a fair legal system, and investing in behavioral health crisis response services through omnibus legislation like House Bill 2395, which would address the fentanyl crisis in a targeted and strategic manner to reduce drug trafficking.

This session, Oregon House Democrats have approached making Oregon communities safer from multiple angles, from passing meaningful gun violence prevention legislation, to addressing the public defense shortage, to giving law enforcement the tools they need to respond to crises appropriately. The 23-25 Public Safety and Accountability Budget framework investments continue Oregon Democrats' work to ensure every Oregonian feels safe in their community.

◆ Recently, the Oregon House passed House Bill 2004 with bipartisan support, which would establish a plan for implementing ranked choice voting (RCV) in Oregon, for voter consideration. If approved,

this legislation would:

- Allow voters to rank their candidates in order of preference by establishing ranked choice voting elections for statewide and federal offices, for both primary and general elections with three or more candidates, beginning in 2028.
- Provide guidance for cities and counties to use ranked choice voting elections if they choose to implement locally
- Create a process for county clerks to participate directly in the implementation to ensure effective and standardized implementation across Oregon
- Pave the way for an effective, multilingual, and culturally responsive statewide voter education campaign to ensure all voters across the state understand and are comfortable with ranked choice voting ballots.

RCV has been shown to boost voter satisfaction. In jurisdictions like Takoma Park, Maryland; Santa Fe, New Mexico; and the state of Maine, exit polls show that the majority of voters in these areas prefer RCV to their prior system. In cities with RCV, elected leadership better reflects the diversity of the population.

RCV requires voters to rank candidates by preference instead of voting for just one person. A candidate wins by receiving a majority of the first-preference votes cast. When there is no majority winner, this method allows for an instant runoff.

The candidate with the lowest number of first-preference votes is eliminated and their vote is transferred to their second preference candidate. This process continues until a candidate achieves a majority of the votes cast.

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From Public Health Emergency to Recovery

The EEOC's Updated Guidance for the Post-Pandemic Workplace

by MARLEY MASSER, Attorney — Barran Liebman LLP

On May 11, 2023, the federal COVID-19 Public Health Emergency (PHE) concluded, officially marking the end of the years-long pandemic. However, while the PHE is over, employers are not free to return to business as usual. In recognition of this reality, the U.S. Equal Employment Opportunity Commission (EEOC) released an updated version of its COVID-19 technical assistance guide on May 15, 2023, titled *What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws*.

The revised guidance focuses on federal laws administered by the EEOC, including Title VII of the Civil Rights Act of 1964 (Title VII), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the Genetic Information Nondiscrimination Act (GINA). For key highlights from the technical assistance, read more below.

Continuation of Reasonable Accommodations

The EEOC has made it clear that the end of the PHE does not allow employers to automatically stop providing reasonable accommodations that were initially granted for pandemic-related circumstances. Instead, employers should assess accommodations approved during the PHE in consultation with each employee and evaluate whether there is still a need for reasonable accommodation based on the employee's individual circumstances. When an employee asks for an accommodation, the employer may request supporting medical documentation before granting the request, particularly when the need for accommodation is not obvious or already known.

Reasonable accommodations for Long COVID also remain a focus for the EEOC's enforcement efforts. After an individualized assessment, individuals with Long COVID may be protected under the ADA as individuals with a disability or individuals "regarded as" having a disability. Employers must evaluate Long COVID within the ADA's framework to determine if it substantially limits one or more of the employee's major life activities.

The EEOC's examples of reasonable accommodations for employees experiencing Long COVID include providing a quiet workspace, utilizing noise-canceling devices, allowing uninterrupted worktime to address brain fog, adjusting lighting to reduce headaches, offering rest breaks to alleviate joint pain and shortness of breath, allowing a flexible schedule or telework option to combat fatigue, and eliminating physically strenuous "marginal functions" to accommodate breathing difficulties.



Finally, the EEOC reminds employers to stay vigilant in recognizing instances of COVID-related harassment targeting employees with reasonable accommodations who may continue to use face masks or adhere to other COVID-19 precautions in the workplace.

Medical Screening & Recordkeeping

The EEOC's updated guidance also reminds employers of their medical screening and recordkeeping obligations under federal law.

First, employers should follow recommendations from the U.S. Centers for Disease Control (CDC) when implementing COVID-19 screening protocols and managing employees diagnosed with or testing positive for COVID-19. While employers can enforce health and safety protocols, such measures must be justified by business necessity and allow for reasonable accommodations. The updated guidance also addresses situations where employees refuse to comply with screening procedures, permitting employers to take appropriate action while encouraging communication and explaining the ongoing need to adhere to health and safety protocols.

Employers should note that they can still ask employees who will be physically present at the workplace about COVID-19 or related symptoms. Employers can also inquire whether these employees have undergone COVID-19 testing and request information about the test results. However, GINA prohibits employers from inquiring about an employee's family members' medical conditions, which include family members' COVID-19 test results. Instead, employers can ask employees if they have had contact with anyone diagnosed with COVID-19 or anyone exhibiting symptoms of COVID-19. Consistent with current CDC-recommended isolation protocols, employers may exclude from the workplace individuals with COVID-19 or COVID-19 symptoms.

The ADA requires that all medical information about a particular employee be stored separately from the employee's personnel file, limiting access to this confidential information. An employer may store all medical information related to COVID-19 in existing medical files. This includes an employee's statement that the employee has or suspects they have COVID-19, or the employer's notes or other documentation from questioning an employee about symptoms. Similarly, information about an employee having Long COVID must also be treated as confidential.

Continued on Page 30 ►



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Kôr Community Land Trust Rebrands as RootedHomes

by MELANIE HERRON, MHA, Managing Partner — MindStream Creative

Nonprofit affordable homeownership developer Kor Community Land Trust has rebranded to RootedHomes. Over the past two years, the organization has not only expanded the number of net-zero homes it is building in Central Oregon but also centered its homebuyers’ needs in its community designs and organizational leadership. In listening to its homebuyers, the organization recognized a rebrand would better engage the community and demonstrate the mission-based work of the organization.

“Feedback from our homebuyers has shaped us into the nonprofit organization we are today,” explained Jackie Keogh, executive director of RootedHomes. “In collaborating with homebuyers to choose our new brand, RootedHomes better connects the community to the intentionality of our brand and our value of sustainable building. Our homes root homebuyers to the Central Oregon community; now our brand does too.”

RootedHomes’ Homebuyer Committee, composed of people with lived experience with housing instability, led the rebrand. RootedHomes was selected for its clear representation of the organization’s work in equitably building sustainable communities. The Homebuyer Committee’s lived experiences helped convey the importance of feeling rooted in home and community.

“The rebrand allowed us to talk about what Kôr was doing in a way that was not confusing or ambiguous and halted the issue of people not connecting with the mission of providing affordable housing for Central Oregon’s workforce,” shared Jasmine Wilder, RootedHomes Board Member and Homebuyer Committee Chair. “The rebrand is a better representation of the changes and trajectory of our organization and the strategic moves that are happening at RootedHomes.”

About RootedHomes:

RootedHomes, formerly Kôr Community Land Trust, is a nonprofit that creates sustainable, affordable homeownership communities for Central Oregon’s workforce. Using the Community Land Trust model, RootedHomes ensures that the community will have access to healthy, affordable homes for generations to come. RootedHomes develops to goal net-zero energy standards to ensure equitable access to energy-efficient homes and the health and savings that come with it. RootedHomes is committed to providing access to healthy homes to homebuyers who have been excluded from the opportunity to build wealth through homeownership.

rootedhomes.org

Homebuyers Selected for Rooted at Popular

provided by ROOTEDHOMES

The Bend Chamber and RootedHomes are excited to announce that from a pool of 35 employer partners, these four have had employees selected to be homebuyers in Rooted at Poplar, the under construction affordable homeownership community.

- St. Charles Health System
- Sage Window Cleaning
- Mt. Bachelor
- Deschutes County

“From a 911 call taker at Deschutes County to the operating room secretary at St. Charles, the selected homebuyers are essential workers in our community,”

shared Keogh. “We are pleased to build another sustainable, equitable community to ensure more folks can afford to live where they work.”

The remaining three homes will be sold to Housing Works’ clients currently living in affordable rental units. By creating affordable housing communities where renters can advance into affordable homes for purchase, RootedHomes essentially creates two units - one for the resident moving out of their rental unit and purchasing a home and another for a lower-income resident moving into the available rental. The homeownership units are permanently affordable, with each subsequent resale serving another rental household.

Rooted at Poplar includes seven three-bedroom, two-bath homes designed to net-zero energy standards for households earning equal to or less than 80 percent of Area Median Income. These homes, designed by Ten Over Studio and constructed by Solaire Homebuilders are located on Kôr land and retain a deed restriction that ensures each subsequent home resale will preference employees of qualified employer partners, extending this benefit to the Bend workforce in perpetuity. The homes are anticipated to be completed in winter 2024.

rootedhomes.org

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EarthCruiser Enters the Overland Van Market with the All-New Evado

by **TREVER HAYES, Marketing Manager — EarthCruiser**

EarthCruiser to innovate solutions that allow endless overland travel with the release of their latest model, the Evado. Constructed on the familiar Ford Transit and Mercedes-Benz Sprinter AWD chassis, EarthCruiser has introduced a more accessible, yet fully capable platform to their family of vehicles. Setting the Evado apart from the crowded field of overlanding vans, EarthCruiser has adapted their industry-leading molded-fiberglass insulated house construction, kinetic mounting technology, and purpose-built design ethos to this new model, creating the most capable, durable, and functional expedition van to date.

Beyond the well-known refined quality and extreme durability of EarthCruiser overland vehicles, this new model offers a few hidden features not yet seen. The Evado will offer optional bicycle storage allowing you to store two and a stand-up pass-through, both new to the EarthCruiser line.

On the outside, the Evado will feature EarthCruiser’s signature build quality and anti-rust materials. Just like the EarthCruiser EXP and Terranova models, the Evado continues a legacy of vehicles built for longevity.

Furthering their commitment quality and innovation, EarthCruiser will offer customization packages featuring top-of-the-line aftermarket accessories and add-ons that allow you to perfectly tailor the Evado to your lifestyle needs. From light bars to microwaves to extended power storage, the options are vast and designed to seamlessly integrate.



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About EarthCruiser:

EarthCruiser USA designs, engineers and manufactures the world’s most accomplished overland adventure vehicles based in gorgeous Bend. We are a company built on integrity and the pursuit of relentless quality and innovation in everything we do which is reflected in our world-class products.

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Achieving Your Impossible Goals

by MICHAEL SIPE, President — CrossPointe Capital

Any reader of this publication has likely engaged in a variety of goal setting exercises and practices over the years. In the course of that, you've probably heard it said that your goals should be SMART goals. SMART is an acronym for Specific, Measurable, Actionable, Realistic and Time-Bound. There is nothing inherently wrong with this way to set goals...especially small goals. However, it is severely limiting when your ambitions are high, and you are considering goals that might seem impossible.



All of us have goals. Most of them are relatively small — call them incremental improvement goals. Small, incremental goals are essential to progress. Someone might decide to lose five pounds in the next month. That's a fine, incremental goal, but I doubt anyone would consider it an impossible goal. Contrast the goal of losing five pounds to the goal of one of my 45-year-old friends. He decided to transform his "dad-bod" into that of a competitive, medal winning body builder in 90 days. This might not be a goal for you, but I think most of us would consider it a pretty daunting, if not impossible objective. However, in only three months, my friend transformed himself into a ripped, two percent-body-fat, third-place winner in his first big competition. The impossible became possible.

I don't know what your impossible goals might be. They are different for us all. But I do believe that deep in the heart of each of us is divinely planted an ever-evolving inkling, a dream, a desire, an unformed vision, an un-realized passion of who we are capable of becoming and consequently of what we are capable of achieving. If we were to try to articulate it, which we might be reluctant to do, it would probably seem scary... maybe even terrifying. We'd likely call it "impossible." But what if it's not? What if all things are possible...even the impossible?

Let's look at why SMART goals are useful for achieving incremental progress, but may not be so smart for establishing and achieving impossible goals.

As noted above, the first letter of the acronym stands for Specific. If you have an incremental goal to grow revenue 10%, then specificity is not only possible, it's essential, in order to focus the leader and the team on that outcome. In contrast, I'm on the board of a company with a goal to connect the entire world on a completely re-imagined secure digital platform. I guess one could say that "entire world" is specific, but I doubt anyone would consider it a small, incremental objective. My point is, impossible goals have an element of fuzziness, because they are so large and have never been done before. But that very lack of specificity can spur enthusiastic pursuit. It's not just a goal, it becomes a grand quest.

The second letter of the acronym stands for Measurable. Incremental goals should definitely be measurable. But what kind of measurability do you think there really was for one of my friends and clients who, as a single Caucasian woman, ventured alone to launch an unfunded mission to save, feed, clothe and school all the orphaned children in an HIV decimated part of Africa, a day's travel from any city? Impossible goals defy measurement, except in hindsight. My friend just "went for it," without the limitations of specific numbers. The story of her success would warm your heart.

The third letter stands for Actionable. Action is certainly required to accomplish goals. For incremental goals, such as a ten percent growth in revenue, there are many potential pathways for action. Take your pick and then execute. Impossible goals, however, rarely have lots of obvious pathways. That's part of what makes them intimidating - not knowing what to do. There may only be one path that works. Discovering that path is part of the adventure, and that's something that makes the pursuit of impossible goals exhilarating.

The fourth letter stands for Realistic. Realism works for small goals. By definition, impossible goals are not realistic. They are above, beyond and outside the bounds of normal. They are unbelievable. Think about some of the incredible innovations of our time: digital music, Airbnb, Uber, Artificial Intelligence, self-driving vehicles and many more. In the beginning, these goals were anything but realistic. In fact, "realistic" people scoffed at the impossible goals of the dreamers. And yet, look what happened. Realistic goals are fine for building incremental confidence. Impossible goals, however, electrify the soul, produce inspiration and magnetize support.

The final letter of the acronym suggests that goals should be Time-bound. I agree, the incremental improvement of a product or service or the completion of a discrete task should be time-bound. Setting a deadline to complete your tax



PHOTO | COURTESY OF CROSSPOINTE CAPITAL

return makes sense. However, impossible goals defy time limits. For example, I'm on the board of NewEachMorning.org, a nonprofit organization that serves women graduates of alcohol and drug addiction recovery programs. Our goal? To help as many women as we can, wherever we can, for as long as it takes.

By now, it's probably becoming apparent that impossible goals become visionary and missional. Incremental goals...SMART goals...have value along the journey, but they do not have the power to inspire greatness of character or greatness of achievement. If you spend all your time working in the trenches grinding away at "reasonable" goals, you might be SMART, but you'll miss the joy of chasing (and likely achieving) the impossible.

As Walt Disney said, "It's kind of fun to do the impossible." Nelson Mandela put it this way, "It's always impossible...until it's done." And, finally, as the poet Robert Browning said, "If a man's reach does not exceed his grasp, then what's a heaven for?"

So...what's your next impossible goal? And when will you release yourself to pursue it?

Michael Sipe is a local business coach and mergers and acquisitions advisor.
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THE BUNK HOUSE AT CROSS KEYS IN MADRAS | PHOTOS BY PERRY COON WITH MANY MANSIONS PHOTOGRAPHY

Bunk House at Cross Keys

Continued from page 1

sheepmen, and Native Americans of Central Oregon’s historic past.

The newly constructed boutique hotel draws on the philosophy of The Old West with the promise of true High Desert hospitality along with modern conveniences, and guests are greeted by ancient ghost trees, some over 900 years old transplanted from the “Oregon Outback” around Fort Rock, lining the driveway approach.

“It is like saying from our bunk to yours, we want to welcome all to the Bunk House with the tip of the hat and a firm handshake, bringing the spirit of the Old West in a classy way,” Rich Priday says. “We wanted to create something the community of Madras could be proud of, and we are excited about what we have accomplished here at the gateway to Central Oregon.”

Decorative vintage light poles illuminate the entry to the charming property and the building features a striking combination of Montana Moss stone, raw steel and barnwood. The crown jewel is a third-floor breakfast and outdoor patio space offering sweeping views of the city, surrounding valley and Blue and Grizzly Mountains, flanked by an inside/outside double fireplace. On the same level, another unique feature, evoking days gone by, is a collection displaying the many hats of the Old West in a lighted wooden/glass case.

Guests entering a vintage brick floored lobby are drawn to a stunning centerpiece featuring a native canoe transformed into a light fixture overlooking plush couches and leather chairs. The open layout and tall ceilings are complimented by a turn-of-the-century tobacco mantle sitting on a large steel fireplace. A small store is tucked away in a small corner of the lobby while a second-floor business center includes an antique trunk converted into a desk.

Continuing the Western motif, the “BH” brand is stamped into every headboard on saddle leather, and furnishings are all topped with hand-hammered patina copper, embodied into wormwood, with various colored leather-bound and cowhide chairs throughout. Each guest room is equipped with generous-sized LCD TV’s and traditional-style sliding barn doors to the bathrooms. Ten rooms with kitchenettes have also been set aside to cater to longer-term guests, such as traveling nurses, while two rooms feature authentic built-in bunk beds for larger parties, with the option of adjoining rooms.

Pictures arranged throughout the hotel continue the theme of Western lore.

The project is something of a labor of love for the Pridays’ who have owned the adjoining Inn at Cross Keys Station for the last 15 years and operate several hotels across Central Oregon. It has been a particular passion for Rich Priday as he has deep roots in Madras. His family started ranching in the area in the 1870s, where the original homestead still runs cattle, and he was raised there and graduated from Madras High School. “The town deserves something upscale, and we wanted to bring a unique experience that is also representative of a rich history. We believe in the exciting potential of Madras,” He said.

“We have put some of our personalities into this project and spent a lot of time traveling all over the country to bring back particular items that would fit with the hotel,” Sandy Priday, who led the design initiative, added. “Rather than being fancy, much of the décor and furniture is what you might call ‘classic rustic’”

As far as the name goes, she says they came up with the Bunk House moniker as

it fit with the area as well as with the Inn at the Cross Keys Station, which is actually named after the old stagecoach station in Willowdale. The Pridays chose Griffin Construction, whose previous projects have included the Huntington Lodge at Pronghorn Resort, for the \$6.2 million flagship project which broke ground in 2021. They also head up the operational team along with sons Court and Rory and associate, general manager Troy Clark.

Sandy Priday picked out much of the overall décor, but paid tribute to the input of the entire management team in the process. “We wanted to create something that feels like home and not something that felt just like a box,” She added. “We also wanted to honor the history of the area and have it be representative of the Madras population’s heritage.

“There have been multiple influences such as cowboys, Native American culture, sheepherders and farmers, and we wanted to honor all of them in the overall concept,” Sandy Priday continued. “We wanted to provide an attractive property offering a different experience; it has already been very well received and I think we will receive visitors from far and wide. We hope we have given the community something to be proud of, and something that really shows off Madras.”

“We love Madras and the community here,” added Rich Priday. “It is where my roots are, and we want to bring the upscale facility that they deserve to have. I like what the name conjures up too - growing up on the ranch we always had a bunkhouse where everyone stayed; that was just a part of ranch life.

“Apart from coming just for the experience, travelers can also enjoy many big recreational opportunities nearby such as Lake Billy Chinook and attractions such as the air museum or Olympic size swimming pool. We hope we have given the community something to be proud of, that will be well used, and is something that really shows off Madras to the outside world.”

706 NW Bunkhouse Road, Madras
bunkhouseatcrosskeys.com



Madras Affordable Senior Housing Project ‘Took Patience on Everyone’s Part’

by **ANDREA HINE** — CBN Feature Writer

“It took a bit of patience on everyone’s part to make this affordable senior housing project happen,” said Nick Snead, community development director for the City of Madras, referring to a 24-unit complex located adjacent to the Jefferson County Community Center that broke ground in May.

The culmination of many years of discussion between Madras, Age+ (an Oregon nonprofit that addresses the needs of older adults), and St. Patrick’s Catholic Church (which owns the land), the project “is a wonderful example of people coming together to show how you can develop small projects in rural areas that are both affordable and accessible,” he added.

The development will have multiple duplexes around 550 square feet each, all with ADA accessibility, as well as a community center space. In order to save costs and expedite the building process, each duplex is being built largely inside a factory before being transported to the foundation laid in Madras. Applications for the complex are expected to open in July.

Snead explained that funding comes largely from the State of Oregon’s Housing and Community Services Department’s LIFT financing program. The program provides potential developments with a no-interest, payment-free loan that is forgiven after 20 years, as long as the project remains affordable housing.

(The Madras project targets older adults at 60 percent of area median income who don’t qualify for subsidies and cannot afford market-rate rents.)

Tracing the partnership’s evolution, Stephanie Hooper, president of Age+, recalled that “when we reached out to Madras, they were ready to work to make this happen.” Specifically, Snead spent more than three years in efforts to amend code and regulations. “We wanted to make sure everything worked,” he said, “so this form of development will be permitted in the future.”



THE 24-UNIT AFFORDABLE SENIOR HOUSING DEVELOPMENT SHOWN IN THIS RENDERING IS LOCATED ADJACENT TO THE JEFFERSON COUNTY COMMUNITY CENTER | RENDERING COURTESY OF ANDREA HINE

He noted that “This kind of opportunity requires all involved parties to be committed and patient, and to forge ahead toward solutions that are viable for everyone. We hope this project will inspire other communities across the state, especially in rural areas, to make pathways to affordable housing possible — not just for seniors, but for everyone.

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A wide-angle photograph of a large-scale construction site. In the foreground, a yellow excavator is working on a dirt field. A white truck is parked in the middle ground, and a red tractor is visible on the right. The background shows a range of mountains under a clear blue sky. The overall scene is one of active construction in a rural or semi-rural area.

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Economic Development in Madras

Continued from page 1

airport. I'm impressed at the achievements of a city this size to ensure the community's vitality."

"Serving the public and finding solutions can be really tough," admitted Nick Snead, who has been community development director of Madras for 15 years. "We've had to understand the town's strategic advantages and disadvantages, and seek to maximize assets such as the region's best industrial land prices, a more affordable cost of living, investments in education, and business incentives such as local loan programs and tax abatements."

Snead also touted accessibility ("only one hour to Bend and 90 minutes to Portland"), as well as a growing population (from 6,046 in 2010 to 8,070 in 2022), which has resulted in a need for more goods and services, and a larger labor pool. "It's a great place to live and work," he said, "offering urban amenities close by, yet a slower and more relaxed pace."

Looking back over Madras's economic evolution during his tenure, Snead singled out achievements that he considers most significant:

- 1) Financing, design, and construction management of a new police station/ City Hall.
- 2) The Madras Aquatic Center, a 27,098-square-foot community facility that is supported by tax levies, most recently passed by voters in 2022.
- 3) Recruitment of Erickson Aero Tanker at the Madras Municipal Airport. Connect Oregon funds and more than \$22 million in private investment were leveraged to recruit and expand this part of Erickson's global operations — including construction of a new 61,500-square-foot hangar — which provide support for federal and state wildland fire suppression,
- 4) Recruitment of Daimler Truck North America. The automotive industry manufacturer, relocating from South Bend, Ind., leased 300 acres in the industrial center for durability and systems testing, (The company had previously been leasing on a per-day basis.)

According to Snead, "This very sophisticated operation is an excellent example of using an enterprise zone to maximize investment. It brings money to the airport — which doesn't have a tower, long runways, or commercial flights, and is used primarily by small aircraft — yet doesn't use airplanes."

He added that "it is a great partnership — Daimler Truck North America has been so generous to our community."



THE MADRAS AQUATIC CENTER, A 27,098-SQUARE-FOOT COMMUNITY FACILITY, IS SUPPORTED BY TAX LEVIES | PHOTO COURTESY OF MADRAS PARKS & RECREATION DISTRICT

- 5) As in other Central Oregon cities, a top priority in Madras has been the development of new housing. In 2017, Snead explained, the mayor and city council directed staff to develop a Madras Housing Action Plan for individuals of all income levels. The goal was "higher-quality housing to change the dynamic of the community."

Results have included "a lot of multifamily construction at different scales, as well as senior affordable housing exemplified by a 24-unit complex located adjacent to the Jefferson County Community Center that broke ground in May.

"I'm thankful that, with an eye toward problems and solutions, we've been able to establish policies and regulations that nurture housing," Snead said. "The senior housing project, for example, would not have been possible had Madras not implemented this action plan."

- 6) The Madras Urban Renewal District (MURD) Plan was subsequently developed in recognition of the fact that (as stated in the city's website), "after ten years of active investment... Madras' commercial core has seen limited new development and is not functioning as the vibrant hub of activity that residents desire." Namely, a destination "with public and private investment in small-scale shops, a mix of restaurants, and cultural amenities that reflect the area's diversity."

Wanting to "help our small commercial businesses get up and running," in Snead's words, the city hired a consultant who developed a revitalization tool kit that focused on renovating window displays to "show me what you sell or the services you provide. We've never had so much public engagement," he said. "This was one of a suite of business façade improvement projects."

- 7) A small business assistance study has also been undertaken that, Snead explained, is intended to reveal "what micro-enterprise businesses need. Some of the most successful started out of the home, primarily by women with kids, and subsequently moved to downtown. The question we're trying to answer is 'How do we effectively partner to grow these miniature, organic businesses?'"

Despite these accomplishments — which also include attracting a brewery, Madras Public House, after years of effort; and construction of a new "boutique" luxury hotel, The Bunkhouse at Cross Keys, which opened in May — Snead readily admitted that "we definitely have room for improvement," particularly in the 780-acre airport and industrial center.

"We need to better utilize the available land for lease and/or sale," he said, characterizing past growth as "really stagnant," but pointing to a recent development: "Two new flexible-space buildings, totaling more than 20,000 square feet, will be constructed in the industrial park within the next 12 months. Nine tenant spaces are available."

Taking everything into account, Snead noted that "the evolution in Madras between 2000 and 2023 is tremendous — my colleagues are amazed. Yet it couldn't have been accomplished without a community and City Council that understood the problems and enabled staff to develop solutions."

"I've always had a passion for public service," he said. "And despite the challenges of this job, the dedication to long-term development and enhancement shown by the people of Madras keep me moving forward, and give me joy."

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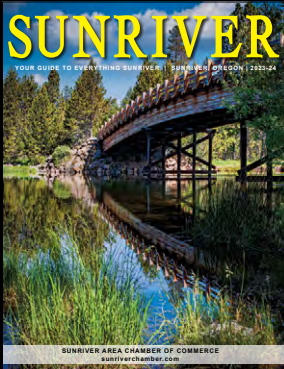
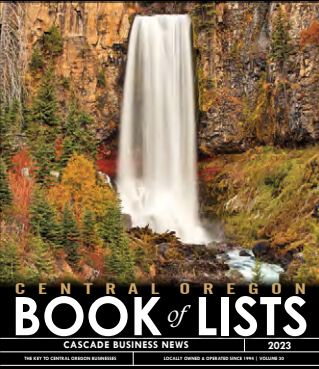
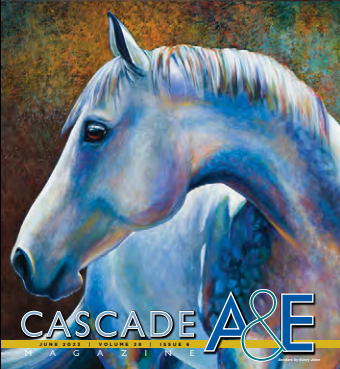

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Real Estate Update — ‘Madras Is Becoming a Really Cool Place’ to Live

by **ANDREA HINE** — CBN Feature Writer

The Central Oregon housing market continues to display its resilience and adaptability in the face of challenging circumstances such as elevated inflation, high interest rates, and an ongoing inventory shortage, according to Redmond’s Beacon Appraisal Group.

In Jefferson County, the median price for a single-family home has remained fairly stable during the past year, hovering at around \$340k. Yet one broker in Madras — which has multiple firms specializing in the sale of residential and commercial properties — described 2022 as “a crazy year,” with people from Seattle and Portland “throwing money at everything.”

“Madras is becoming a really cool place,” she said, “with more of everything, from recreational options to diverse international cuisines (such as Korean, Japanese and different Mexican regional styles), and a growing artisan community. We even have a monthly ‘last Thursday’ arts walk through downtown. Yet Madras still has its small-town values — the town is a little gem.”

The broker admitted that “there is not enough affordable housing here,” a common issue in Jefferson County and Central Oregon overall. One local initiative — a collaboration among Oregon Housing & Community Services (OHCS), Housing Works, and R&H Construction — received support from the City of Madras in the planning and permitting phase, as well as through donation of an acre of land. The project, called Rolling Sage (aka Red Canyon II) and located just north of the Madras commercial district, consists of 23 two-bedroom apartments for low-income workforce households.

Of the current MLS residential listings in Madras, lots start at \$32k for .15 acre, and homes at \$165k for an 896-square-foot structure. At the other end of the spectrum, a 703-acre lot is available for \$3.2M, and a 6,520-square-foot, custom-built home on 65 acres — complete with a 2,800-square-foot barn and fenced



ROLLING SAGE CONSISTS OF 23 TWO-BEDROOM APARTMENTS FOR LOW-INCOME WORKFORCE HOUSEHOLDS | PHOTO COURTESY OF R&H CONSTRUCTION

pastures — can be purchased for \$1.5M.

Developers and builders might be interested in one of Jefferson County’s “largest development opportunities” with three lots totaling 24.1 acres; two parcels on 843 acres for \$1.2M; or a 19.5-acre lot with an asking price of \$1.2M that offers both “a city and mountain view.”

Additionally, a 9.59-acre parcel that is part of the Madras Urban Renewal Plan, complete with U.S. 97 frontage, and water and sewer main at the property, is available for \$900k, while the Industrial Zone has two flat, clear lots, each \$100k and consisting of 1.08 acres.



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Street Dog Hero

Local Nonprofit has Global Mission

by NOAH NELSON — CBN Feature Writer

Founded in 2017, Street Dog Hero (SDH) is a Bend-based nonprofit with a core mission to connect rescued street dogs with medical care and permanent, loving homes. The founder, Marianne Cox, was inspired to start SDH just out of sheer compassion.

"I visited Mexico for the first time 20+ years ago after college and saw my first street dog. I'd never seen dogs begging for food or running down busy roads or without shelter or a family. I lost sleep that trip as I just thought about all those dogs," Cox said. "Fast forward to 2017 and after more trips out of the country and seeing more than enough street dogs, I decided to start Street Dog Hero and finally save one or maybe a few. I had no idea what I was doing or what the plan was."

The SDH mission is to save as many street dogs as possible by putting them in good homes, and to prevent the birth of puppies in areas where they would not be taken care of. With this mission, SDH operates on two main levels: action, and education.

On the action end of things, SDH employees and volunteers are constantly working to track down more street dogs, domestically and abroad. According to Kelli Delperdang, the marketing and communications manager at SDH, "we have a mission to help end animal overpopulation by supporting spaying and neutering practices. We promote spaying and neutering clinics internationally, and focus heavily on education in our communities. We want our dogs to be healthy, safe and cared for."

SDH will literally transport street dogs from all over the world, bringing them here to Central Oregon and some other communities that have joined their cause. To this day, SDH has rescued over 3,000 dogs who would have otherwise lived the rest of their lives in uncertainty, fear and danger, as stray dogs.

On the side of education, SDH provides resources for general dog care, veterinary care, safely traveling with your dog, how to safely introduce the dog to a new home, weather safety and info on rehoming your dog. Aside from those points, SDH makes it a key point to support and educate the community when it comes to spaying and neutering. Logically, this is the most effective way to alleviate the stress currently being put on the already overflowing shelter system. These educational missions are supported domestically, but some, like the spaying and neutering clinics, go abroad.

Without the overwhelming support from volunteers and the community as a whole, the SDH mission could not have been achieved, "We wouldn't be able to do anything without our volunteers and foster homes," Delperdang said. "They are the reason we can do what we



PHOTOS | COURTESY OF STREET DOG HERO

do. Dog people are very passionate!"

On the same note about community support, Cox said, "This mission can't be done alone and I'm forever thankful and grateful to everyone who supports in whatever way they can. We can't rescue any dogs without foster homes. We can't do what we do without volunteers. Volunteers and fosters make SDH what it is today and we would not be able to function without them."

From foster homes and community support to the successful fundraisers, it really takes a village to save even a single dog. Cox said that there is no better feeling than when a family approaches her at random and shows her pictures of the dog that she reduced, and the family adopted. "SDH is not only making the dogs' lives better, we are making the family's lives better too," she said.

Continued on Next Page ►



Street Dog Hero

Continued from previous page

While growth has been rapid, Cox is still looking to the future. While she said that she never quite expected for SDH to be where it is today, she is incredibly grateful for the wild ride it has been. In terms of growth, Cox said that she would like to, “focus more on education, vaccines and sterilization in communities where they have no help or need more help,” adding that sadly, there are too many areas that need help.

Delperdang added to the discussion of the future, saying that SDH might have some bigger international goals, “An ambitious long term goal would be to expand as an international organization; both the need and the support are there,” she said. “While we will always serve Central Oregon, the future of SDH might be less focused here as we expand to help as many dogs and communities as possible.”

For Cox, the only future goal that seems important is to keep helping dogs



PHOTOS | COURTESY OF STREET DOG HERO

wherever possible. “The end goal is no more dogs needing to be rescued. No more sad stories, she said. “How we are gonna make that happen is a long and difficult road, but you’ve got to start somewhere and we’ve already started, so we may as well continue.”

streetdoghero.org



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Bend Kitty Lodge 21785 Coyote Dr. Bend, OR 97702	541-389-2058	541-318-5357	www.bendkittylodgeoregon.com	Laurie Seals	3	1990	Cats only boarding facility.
Bend Pet Express - East 420 NE Windy Knolls Bend, OR 97701	541-385-5298	N/A	www.bendpetexpress.com help@bendpetexpress.com	Ryan Kwaterski, Kim McCohan	10	1993	Pet food, supplies & dog wash.
Bend Pet Express - West 133 SW Century Dr., Ste. 301 Bend, OR 97702	541-389-4620	N/A	www.bendpetexpress.com help@bendpetexpress.com	Kim McCohan, Ryan Kwaterski	10	1993	Pet food & supplies.
Bend Pet Resort LLC 60909 SE 27th St. Bend, OR 97702	541-388-0435	N/A	www.dogtownusa.org reservations@bendpetresort.net	Eric Fannin	6	1987	Boarding, grooming, doggie day care.
Canine Country 65960 61st Ave. Bend, OR 97701	541-382-7752	N/A	N/A	Lori Nickeson	1	1970	Dog agility, rally & obedience trainer.
Central Bark/Groomingdales 367 Sisters Park Dr. Sisters, OR 97759	541-549-2275	N/A	www.woofbark.com centralbark@q.com	Sam Hernandez	8	2008	Dog boarding & daycare, full service grooming & self-serve dog wash.
Central Oregon Pet Care Pros Bend, OR 97702	541-480-3596	N/A	www.centraloregonpetcarepros.com hgohde@protonmail.com	Heather	1	2005	Caring, dependable, professional home & pet sitters for fish, chickens, cats, dogs. Confidently administer medicines of all sorts. Reiki - hands-on energy healing sessions available for all pets.
Central Oregon Ranch Supply - Madras 3457 U.S. 97 Madras, OR 97741	541-460-5100	N/A	www.centraloregonranchsupply.com cors@centraloregonranchsupply.com	Michaeline Malott, Brittney Wofford	5	2015	Pet food & supplies. Animal health care.
Central Oregon Ranch Supply - Redmond 1726 S Hwy. 97 Redmond, OR 97756	541-548-5195	541-548-7754	centraloregonranchsupply.com cors@centraloregonranchsupply.com	Michaeline Malott, Brittney Wofford	14	1976	Pet food & supplies. Animal health care. Feed, agriculture equipment, tack & show supplies.
Dancin’ Woofs Compassionate Dog Training & Daycare 63027 Lower Meadow Dr., Ste. D Bend, OR 97701	541-312-3766	541-312-3766	www.dancinwoofs.com info@dancinwoofs.com	Kristin Kerner	5	1998	Dog daycare, Puppy 101, basic through intermediate classes, private behavioral counseling, fun Clicker & Tricks classes.
DogWatch Hidden Fence Systems of Central Oregon Bend, OR 97702	541-385-1111	N/A	www.dogwatchcentraloregon.com contact@dogwatchcentraloregon.com	Jennifer & Casey Powell	2	2001	Underground pet containment fencing & training & indoor containment systems.
Fido Love Bend, OR	503 610 3635	N/A	www.fidolove.com	Reese Mercer	2	2012	An online meeting place that helps pet lovers find a new home for their dogs, or find a great new dog for their home. Fido Love serves western United States in Oregon, Washington & Northern California. Other states will be added over time.
Groom Bend 624 NW Hill St., Ste. B Bend, OR 97703	415-972-9500	N/A	www.facebook.com/pg/GROOM-Bend-320658028060337/about/?ref=page_i groombend@yahoo.com	Jen Jennings	1	1993	Full grooming including bath, hand drying, scissoring, clipper work, filed nails, glands & ears, customized per each dog’s needs.
Happy “Tales” Pet Resort 8369 S Hwy. 97 Redmond, OR 97756	541-504-5916	541-504-7564	www.happytalespetresort.com info@happytalespetresort.com	Andi Sillers	5	2005	Interactive dog & cat boarding, doggiedaycare, grooming & training.
Horizon Pet Cremation 1723 Lytle St. Bend, OR 97701	541-318-0026	541-678-5612	www.horizonps.com becky@horizonps.com	Brian Vaughan, Becky Vaughan	4	2006	Private pet cremation. We also offer General Cremation Services. Veterinary Clinic & private home pickup. We have a Mobile Veterinarian for home Euthanasia’s.
Invisible Fence Central Oregon 20720 High Desert Lane, Ste. 5 Bend, OR 97701	541-389-8557	N/A	www.invisiblefence.com centraloregon@invisiblefence.com	Becky Grindeland	3	2009	Underground pet containment.
Muddy Paws Bathhouse 155 SW Century Dr., Ste. 115 Bend, OR 97702	541-647-1555	N/A	www.muddypawsbend.com info@muddypawsbend.com	Kimberly Rafilson	9	2010	Professional dog grooming & bathing. Self serve wash.
MuttGear, LLC 320 SW Century Dr., Ste. 405-234 Bend, OR 97702	503-887-9444	866-219-7498	www.muttgear.net info@muttgear.net	Joslin Larson	4	2008	Vir-Chew-Ly indestructible dog leash.
Pet Paradise 64155 N Hwy. 97 Bend, OR 97701	541-388-3739	541-318-1928	www.bendpetparadise.com reservations@bendpetparadise.com	Pet Paradise	8	2004	Pet boarding, daycare, grooming & bathing.
Petco - Bend 3197 N Hwy. 97 #5 Bend, OR 97701	541-382-0510	541-382-0583	www.petco.com	Keith Gripentog	25	1998	Dog & cat grooming, premium pet foods & quality supplies. Open 7 days a week. Dog Training.

Pet Services *(Listed Alphabetically)*

▶ CONTINUED FROM PREVIOUS PAGE

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Petco - Redmond 1826 N Hwy. 97 Redmond, OR 97756	541-548-8702	541-548-8920	www.petco.com	Dustin Dickinson	15	2013	Dog & cat grooming, premium pet foods & quality supplies. Open 7 days a week. Dog Training.
Ponderosa Paws Dog Walking 21130 Country Squire Rd. Bend, OR 97701	541-410-9703	N/A	ponderosapawdogwalking.com ponderosapawz@gmail.com	Travis Fuller	1	2016	Provides a variety of customized pet sitting & exercise services to keep your dog healthy & happy.
Ruffwear, Inc. 2843 NW Lolo Dr. Bend, OR 97703	888-783-3932	N/A	www.ruffwear.com bark@ruffwear.com	Customer Service	70	1992	Manufacturer of performance dog gear, apparel & supplies.
Safe & Sound Pet Sitting 20583 Shaniko Ln. Bend, OR 97701	541-408-0462	N/A	shume@bendcable.com	Starr Hume	1	2004	Personalized alternative to kennels, pet sitting in your home. Specializing in animal healthcare. Dogs, cats, birds, horses & all types of pets. Trained in dog obedience. 18 years in business. Call for a free interview. Reasonable rates. I charge on a per visit basis, which saves money while giving the most flexibility!
Sisters Feed & Supply 102 E. Main Ave. Sisters, OR 97759	541-549-4151	541-549-1046	N/A	Fred McCaulou	3	1997	Equine health supplies, horse, pet food & supplies.
TENDmyPet Bend, OR	541-241-6349	N/A	www.TENDmyPet.com info@tendmypet.com	Elizabeth Green	1	2015	Services include overnight pet care, private dog walks, in-home pet sitting visits.
The Bomb Squad PO Box 8381 Bend, OR 97708	541-617-1900	N/A	www.k9bomb.com turdologist@k9bomb.com	Brian Frankle	3	2000	Removal of K9 landmines.
U-Wash Pets & Grooming 3405 N Hwy. 97 Bend, OR 97701	541-318-1602	N/A	N/A	Rhonda DelCastillo	1	2000	Self serve pet washing & professional grooming.
Wag Bend Play & Stay 902 SE Textron Dr. Bend, OR 97702	541-550-9520	N/A	www.wagbend.com info@wagbend.com	Customer Service	3	2011	Dog daycare, dog boarding & no-clip grooming. Second location for private self-training at 21510 E Hwy. 20, Bend.

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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Veterinarians *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Alpine Veterinary Clinic 354 NE Dekalb Ave. Bend, OR 97701	541-382-8930	541-388-8329	www.alpinevetbend.com	Dr. Allan Kelley	11	1985	Small animal clinic, orthopedic & soft tissue surgery, preventive healthcare plans, dentistry, x-ray.
Ark Animal Clinic 528 NE Greenwood Ave. Bend, OR 97701	541-389-6111	541-389-8935	www.thearkanimalclinic.com arkinbend@gmail.com	Dr. Matthew Reed, Dr. Kevin Long	10	1972	Small animal veterinary care.
Bend Animal Hospital 63240 Service Rd. Bend, OR 97703	541-389-7778	N/A	www.bendanimalhospital.com bendanimalhospital@bendbroadband.com	Dr. Matt Wesley, Dr. Steven Pappa, Dr. Lynne Brown	12	1985	Complete medical & surgical facilities. Equine, livestock, companion & most specialty animals. After-hours & emergency services are available for current patients.
Bend Equine Medical Center, LLC 19121 Couch Market Rd. Bend, OR 97701	541-388-4006	541-389-7508	www.bendequine.com bemc@bendnet.com	Dr. Wayne Schmotzer, Dr. Wendy Krebs	11	1998	Full service equine hospital, in-house lab, advanced & routine dentistry, 3 mobile vet units, neonatal intensive care unit, complete reproduction center. Lameness specialists.
Bend Veterinary Clinic 360 NE Quimby Ave. Bend, OR 97701	541-382-0741	541-382-0711	www.bendveterinaryclinic.com bendveterinaryclinic@bendbroadband.com	Dr. Tabitha Johnston, Dr. Lauren Stayer, Dr. Erin Miller, Dr. Byron Maas	25	1964	Full-service small animal hospital including exotic pets & limited house calls. Chat with team members to get quick answers, request pet records & earn loyalty points in exchange for discounts on goods/services with Pets of Bend app, available in both Google & Apple stores.
Bend Veterinary Specialty & Emergency Center 1245 SE Third St., Ste. C-3 Bend, OR 97702	541-385-9110	541-318-1665	www.bendanimaler.com info@BendAnimalER.com	Tim Russell, Dr. Naomi Kitagaki, Dr. Adam Stone	40	2004	Veterinary emergency practice, veterinary specialty practice, board-certified surgeon, cardiologist & 24-hour/overnight emergency services.
Bird Dog Bioventures/The Athletic Horse 67550 Harrington Loop Rd. PO Box 7017 Bend, OR 97701	5415491709	N/A	www.theathletichorse.com theathletichorse@msn.com	Dr. Patrick Young, DVM	1	2001	Diagnosis & treatment for horses & small animals.
Blue Sky Veterinary Clinic 20205 Powers Rd., Ste. 103 Bend, OR 97702	541-383-3833	541-383-5856	www.blueskyvet.com blueskyveterinaryclinic@gmail.com	Dr. Chad Moles, Dr. Kara Tennant, Dr. Amanda Ford	15	1990	Complete adult, puppy & kitten health exams, vaccinations, geriatric care, diagnostics, dentistry, surgery, emergency care & pet foods.
Brookswood Animal Clinic, LLC 19550 Amber Meadow Dr., Ste. 100 Bend, OR 97702	541-306-6991	N/A	www.brookswoodanimalclinic.com	Liz Gray, MS, DVM, Ruth Loomis, DVM	11	2014	Veterinary services, dentistry, soft tissue & orthopedic surgery, behavior consultations, imaging, preventative healthcare, pet washing station, wellness plans.
Bush Animal Clinic, Inc. 530 SW Mill View Way Bend, OR 97702	541-382-7671	541-389-9391	www.bushanimalclinicinc.com bushac@bendbroadband.com	Meg Quinn, DVM	3	1979	Small animal medicine & surgery, dentistry, dermatology, behavior, preventive health care, geriatric care, puppies & Kittens, too.
Cascade East Veterinary Clinic 1689 SW Hwy. 97 Madras, OR 97741	541-475-7226	N/A	www.cascadeeastveterinary.com cascadeeast@hotmail.com	Dr. Steven Nitschelm	3	1979	Serving Madras & surrounding area, companion pets only, emergency service available.
Central Oregon Animal Hospital 366 NE Underwood Ave. Bend, OR 97701	541-382-7067	541-389-2667	www.CentralOregonvet.com coah@nva.com	Cory Bunch, Amy Rewick, DVM	25	1972	Companion animal wellness & preventative care, medical & surgical services, ultrasound & orthopedics.
Cinder Rock Veterinary Clinic 2630 S Canal Blvd. Redmond, OR 97756	541-923-1638	541-923-1752	www.cinderrockvetclinic.com	Dr. Keith Sides, Dr. Holly Sides	30	1983	Small animals & horses.
Cole Veterinary Services 18460 Pinehurst Rd. Bend, OR 97701	541-382-0184	N/A	N/A	Dr. Jennifer Cole	2	1983	Equine only practice: reproduction, medicine & surgery, 24-hour emergency service.
Colorado Cat Clinic 655 NW York Dr. Bend, OR 97703	541-318-9879	541-617-1825	www.coloradocatclinic.com catclinic@outlook.com	Dr. Kirsten Munck	4	1997	Cats only veterinary clinic.
Countryside Equine Clinic 2660 NE Hwy. 20, Ste. 610-39 Bend, OR 97701	541-385-8487	541-389-3075	N/A	Dr. Trish Kentner	2	1999	Mobile service: vaccinations, ultrasounds, x-rays, medicine, nutritional consulting, neonatal care, emergency service, special interest in reproduction.
Desert Valley Equine Center 21199 NW Spruce Ave. Redmond, OR 97756	541-504-5299	541-548-4030	www.desertvalleyequine.com dvequine@msn.com	Dr. Tim W. Phillips	2	2000	All equine work specializing in lameness, reproduction & dentistry.
East Bend Animal Hospital 409 NE Greenwood Ave., Ste.110 Bend, OR 97701	541-318-0090	N/A	www.eastbendvet.com ebah@eastbendvet.com	Dr. Jaime Thurk, Dr. Dalton Webb, Dr. Brett Thomas, Dr. Jessica Puccetti	20	2016	Exams, avian pets, exotic pets, spaying & neutering, pet dentistry, surgery, laser therapy, micro-chipping, nutrition, lab services, flea, tick & heartworm prevention, pet emergency, nutritional supplements, vaccines, Veterinary Orthopedic Manipulation (VOM).
Feline Fine Cat Clinic LLC 61249 S Hwy. 97, Ste. 120 Bend, OR 97702	541-306-2442	541-306-2443	www.felinefinevet.com info@felinefinevet.com	David Cheney, Dr. Stephanie Kadasi	7	2021	Feline-only Fear-Free certified veterinary clinic. Services include wellness & health, illness, injury & behavioral problems, procedures & oral surgery (dentistry), nail trims, microchipping, end-of-life care.

Humane Society of Central Oregon

Continued from page 1

said. “The remaining money came from an existing building fund, anticipated income from our Thrift Store, in-kind contributions and a mortgage.”

Ouchida said that the current facility is anticipated to serve the community and beyond for the next decade.

When they were first founded, the HSCO was more focused on ranching and livestock animals, which adds up, considering the rural and ranching legacy of Central Oregon. Nowadays, most clients are dogs, cats and other commonly found household pets.

While times have changed, the overall mission of HSCO has not; they still stand for animal welfare like they did at their founding, but how they go about achieving that has shifted.

The current mission of HSCO comes in a four-pronged approach. First, the HSCO aims to provide accessible veterinarian care for the whole community. This is done through efforts like creating a mobile clinic that can come to people instead of forcing them to drive over an hour to find medical care for their pet. Also, their vision includes a new public clinic that can provide veterinary care on their current campus. Both methods help alleviate the lack of veterinarian care we have in Central Oregon; an issue so severe that parts of this region are often referred to as “veterinary deserts.”

Next, the HSCO aims to create healthy bonds between pets and people, supported through programs like foster care, as well as educational opportunities for behavior, nutrition and overall pet care.

Another prong includes utilizing their physical campus, a five-acre piece of land. The HSCO plans on using this land by adding isolation kennels to more safely handle treatments for diseased animals, adding to their current clinic to account for a growing community, and creating additional space for programs and staff to better serve the community.

Lastly, HSCO believes in investing in their own people. Caring for that many animals on a daily basis can be a lot of work, and as a result, the HSCO makes sure to keep wages competitive, offer career growth and professional development.

On the importance of an organization like this, Ouchida said, “Central Oregon is an animal centric community that loves animals and expects animals to be cared for in a compassionate, humane manner. HSCO works diligently to help keep people and pets together by providing HOPE Pet Food Assistance, guidance and Spay Neuter Assistance Program (SNAP) for those who qualify. When people find they can no longer care for their pet, HSCO is there when an animal needs us most. Animals will get accidentally out of a home, or get lost. HSCO works hard to reunite people with their pets. When animals find themselves homeless, HSCO is there to find them a loving home.”

Also according to Ouchida, the pet industry in Central Oregon and in the entire country has exploded over the last 20 years, “This growth has enabled people to provide better care for their companion animals and also increased expectations for animal welfare to do and provide more for all animals.”



MOM & DAUGHTER VOLUNTEERS | PHOTOS COURTESY OF HUMANE SOCIETY OF CENTRAL OREGON

However, tracking this industry can be rather difficult. The HSCO doesn't have any stats on how many dogs or cats are in the community, or what percent of them are spayed/neutered and chipped. While the county carries data for microchipped dogs, Ouchida said that this only accounts for a small percentage of the total number. With cats, there is even less data because they don't have the same social status as dogs do.

While the industry has seen some negative trends, like an influx of people surrendering their pets to a shelter during and after covid, it does seem like things are heading in a better direction. Thanks to HSCO and other humane societies like this one, our community and others around the world are receiving education and assistance that helps animals and humans both live better lives.

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Veterinarians *(Listed Alphabetically)*

► CONTINUED FROM PAGE 16

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
High Desert Veterinary, PC 60885 SE 27th Bend, OR 97702	541-382-9262	541-317-0550	www.highdesertvet.com	Dr. Anthony Oddo	6	1986	Dogs & cats internal medicine soft tissue & orthopedic surgery, emergency & critical care.
Highland Veterinary Hospital 839 SW Highland Ave. Redmond, OR 97756	541-548-6114	541-504-2174	www.highlandvh.com	Dr. Rachel Poet, Dr. Erin Cook	5	1978	Medicine, surgery & dentistry for small animals & exotics, general exams & vaccinations.
Hometown Animal Hospital 1255 NE Third St. Prineville, OR 97754	541-447-5219	541-416-0911	www.hometownvet.net service@hometownvet.net	Dr. Bill M. Williams, Dr. Scott Davis, Dr. Amy N. Achille	6	1975	Quality small & large animal medicine & surgery, 24-hour emer- gency service.
La Pine Animal Hospital 51693 Huntington Rd. La Pine, OR 97739	541-536-2001	541-536-6102	www.lapinevet.com info@lapinevet.com	Lani Voyles, Gordon Pickering	15	1989	Surgeries, small animal care, puppy & kitten packages, limited grooming & boarding, behavior/obedience training & dentistry.
LaPaw Animal Hospital, PC 1288 SW Simpson Ave., Ste. G Bend, OR 97702	541-389-3902	541-389-3903	www.lapawanimalhospital.com staff@lapaw.net	Dr. Deborah LaPaugh	8	2001	Full service animal hospital including preventative medicine, dentistry, orthopedic & soft tissue surgery. Special interest in ferrets & pocket pets.
Madras Animal Hospital 401 SW Fairgrounds Rd. Madras, OR 97741	541-475-2283	541-475-4237	madrasanimal@gmail.com	Dr. Jerud Rhen	3	1992	Large & small animals, hospitaliza- tion, in-out patient & boarding.
Mt. Bachelor Veterinary Hospital 61535 S Hwy. 97, Ste. 3 Bend, OR 97702	541-389-6612	541-385-6521	www.mtbachelorvethospital.com	Dr. Rex Urich	4	1991	Full-service small animal veterinary hospital.
Prineville Veterinary Clinic 350 NE Hickey Farms Rd. Prineville, OR 97754	541-447-2179	541-447-5051	www.prinevillevet.com reception@prinevillevetclinic.com	Dr. Rhet Schultz, Cindy Malott	12	1995	Small & large animal complete medical & surgical service. 24-hour emergency service.
Redmond Veterinary Clinic 1785 NW Sixth St. Redmond, OR 97756	541-548-1048	541-548-2323	www.redmondvetclinic.com office@redmondvetclinic.com	Dr. Cassee Terry, Dr. Curt Nitschelm, Dr. Shawn Clark	20	1942	Small & large animal & equine medicine, surgery & dentistry, 24- hour emergency service.
Riverside Animal Hospital 25 NW Olney Ave. Bend, OR 97703	514-585-3739	541-585-3740	www.riversidevetbend.com drmenasco@gmail.com	Dr. Sarah Cummings, Dr. Debbie Putnam, Dr. Cody Menasco	12	2015	General veterinary practice.
Sage Veterinary Alternatives 2330 NE Division St., Ste. 4 Bend, OR 97701	541-312-2360	541-317-9216	www.sagevet.com	Dr. Leslie McIntyre	3	2015	Chinese herbal medicine, thera- peutic class IV laser, acupuncture, nutrition counseling & food thera- py, animal chiropractic, homotoxi- cology & homeosiniatry, diagnostic ultrasound/echocardiography for dogs, cats & horses at Cinder Rock Veterinary on a non-emergent basis.
Sisters Veterinary Clinic, LLC 371 E Cascade Ave. PO Box 1030 Sisters, OR 97759	541-549-6961	541-549-9262	www.sistersvetclinic.com sistersveterinaryclinic@gmail.com	Dr. Mike Amsberry, Dr. Kelly Barton, Dr. Carl E. Berg	12	1976	Complete small animal medical & surgical facility, 24-hour emergency service, specializing in preventive care.
Stride Canine Rehabilitation & Fitness Center 19550 Amber Meadow Dr., Ste. 170 Bend, OR 97702	541-241-6664	N/A	www.stridecaninerehab.com info@stridecaninerehab.com	Kristin Wolter, Janice McConnell	5	2008	Physical rehabilitation & condition- ing for dogs.
Sunriver Veterinary Clinic 56825 Venture Ln., Ste. 102 Sunriver, OR 97707	541-593-8128	541-593-1573	sunrivervet.com info@sunrivervet.com	Wendy Merideth	9	1982	Companion animal full service medical & surgical hospital. Well- ness & preventative care, canine & feline foods & supplements.
Terrebonne Veterinary Clinic 8485 N Hwy. 97 Terrebonne, OR 97760	541-923-0232	541-923-0877	www.facebook.com/Ter- rebonne-Veterinary-Clin- ic-196712663749716/ terrebonnevetclinic@gmail.com	Dr. Steve Myrin	6	1982	Dog & cat veterinary clinic only.
Tumalo Animal Hospital 19850 Fifth St. Bend, OR 97701	541-389-1540	541-389-3104	www.tumaloanimalhospital.com tumaloah@gmail.com	Dr. Rebecca Cochran, Dr. Megan Kinnear, Dr. Blair Westbrook, Dr. Keaton Cuthbert	7	1982	Complete small & large animal medical & surgical facility. Dentistry including equine dentistry. X-ray, ultrasound, lab services, acupunc- ture & laser therapy. Urgent care same-day appointments. Animals we see include but are not limited to: cats, dogs, pocket pets, ferrets, rabbits, chickens, ducks, pigs, llamas, goats, sheep, horses, donkeys, cows, camels & zebras.
Westside Pet Hospital 133 SW Century Dr., Ste. 102 Bend, OR 97702	541-678-5440	541-706-9408	www.westsidepethospitalbend.com drshaw@westsidepethospitalbend.com	Dr. Scott D. Shaw	4	2012	Preventative care, puppy & kitten packages, diagnostic services, surgery, internal medicine, derma- tology, ophthalmology, dentistry, microchipping radiology, holistic medicine, acupuncture, Chinese herbs, homeopathy, nutritional counseling & more.
Wickiup Animal Hospital 52407 Skidgel Rd. La Pine, OR 97739	541-536-9110	N/A	www.wickiupanimalhospital.com info@wickiupanimalhospital.com	Lindsey Bohard, DVM, cVA	6	2018	Small animals, dogs, cats, horses & donkeys. We don't see pocket pets.

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.



Tech Thoughts

by ROB ENDERLE — Enderle Group

Pet Health Trackers

Pets can't tell us when they are in distress, ask for directions if they are lost, or tell us they aren't feeling well. While we should monitor their behavior, we are often distracted and may not notice a problem until it has progressed to a point where the pet needs serious and expensive attention.

This is a big problem for those providing pet services. There's nothing worse than trying to explain to a pet owner that their beloved furry friend was injured or killed as a result of inattention, but a service often has to manage dozens of pets, so pet behavior is more along the lines of the pet going off and hiding when sick or injured because they can't point out their injury. This makes timely injury identification very difficult.

To address this lack of communication, several pet health trackers have come to market that both track a pet's location and the pet's health so that problems can be identified before they become life-threatening. Let's explore a few of them this month.

FitBark

FitBark is an enhanced GPS health tracker. Depending on settings, the battery can last from 24 hours for live tracking to up to 6 months for Bluetooth reporting. It is relatively small, works on pets five pounds or larger, and fits on collars up to 1.5 inches wide. As with most products in this class, it is 100 percent waterproof.

FitBark can monitor pet activity and sleep quality to help you determine if your pet is having issues. This could be very important if the pet spends a lot of



PHOTO | PxHERE

time with a daycare service because it gives the pet owner additional peace of mind. In addition, it will monitor mobility, anxiety and skin conditions and can

Continued on Page 22 ►



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Pet Health Trackers

Continued from page 21

catch things like dermatitis quickly. The device uses geofencing and will alert if the pet leaves its designated area.

You can link the FitBark to Fitbit, Apple Watch, HealthKit or Google Fit to get an integrated report of your and your pet’s fitness. Cost is \$99.95 plus a monthly subscription fee (from \$5.95 to \$9.95 per month depending on term).

Tractive GPS Tracker for Dogs

This is another GPS tracker with a host of features that go beyond just location tracking. This one will monitors activity but will also report calories burned and has an interesting location history function if you would like to know who your pet has been going on its nightly jaunts. It is also waterproof, but it will need to be charged every two to five days depending on use (GPS trackers use a lot of power when actively tracking). Tractive is top-rated by Consumer Reports).

This comes in a dog or a cat version and reports a wellness score for the pet that includes sleep quality. The device knows when it is home and on Wi-Fi which allows it to drop into a lower power mode and extends battery life. Price is \$49 plus a \$6- to \$13-a-month charge depending on term. For an extra \$1 to \$2 per month, there’s a replacement plan that will replace your tracker if it is lost, damaged or stolen.

Whistle

Whistle moves farther in the direction of health monitoring, particularly when it comes to weight gain and obesity. Like some of the other trackers, it can spot dermatitis and other allergy symptoms. The included app has a connection to veterinary help to provide faster intervention and give the veterinarian more data to help with diagnosis and treatment. This is one of the first deep-data trackers that includes alerts to a pet’s anxiety, allergies, arthritis, injury, lack of activity, pain, stomach problems, separation anxiety and more.

Battery life is around two months per charge which can take up to 90 minutes. This is best for mostly indoor pets since outdoor tracking is not GPS-based and is far more limited to proximity to the owner or home Wi-Fi. Because of its high health focus, this device requires a seven-day calibration period to start so that it has a baseline to work from. The cost is \$69 plus a \$40 annual subscription for the services, including some limited veterinarian calls.



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Wrapping Up: Generative AI Trackers Coming

The first two trackers are focused mostly on tracking with health monitoring layered on as extras while the third is a less capable tracker but has deeper health monitoring, so it’s more ideal for an older pet that is unlikely to roam or run away but is in greater need of health monitoring.

Generative AI is having a major impact on most technology markets and will eventually be available for pet health trackers as well. Once that happens, the level of information from our pets is likely to increase dramatically.

Until then, FitBark and Tractive represent the best trackers and Whistle the best health-centric tracker, and they may be an ideal part of any pet service where the pet’s health, safety and location are paramount.

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CASCADE BUSINESS NEWS

Look Under the Hood Before Booking a Pet-friendly Hotel

by ANN KELLY — TripsWithPets

Pet parents increasingly want to take their furry family members with them wherever they can. This has led to an uptick in pet travel, whether around town, on business, or across the country. In response to this demand, more hotels are taking steps to accommodate four-legged guests.

While there may be an increase in accommodations that allow pets, taking a trip with a pet still requires you to look under the hood. Taking a closer look at hotel pet policy details is essential to ensure you and your whole crew are welcome.

“Just because a hotel indicates that they allow pets, doesn’t mean that they will accept all pets,” says Kim Salerno, CEO/founder of TripsWithPets.com, a website that provides online reservations for pet-friendly accommodations. “It’s important to do your homework before booking. Reviewing specific hotel pet policies is a “must” to ensure it can accommodate your pets.”

Salerno notes that there are a number of specific pet policy details to check for when looking to book a pet-friendly hotel.

1. Pet Fees

There is a waning number of hotels that allow pets to stay for free. Most pet-friendly accommodations charge an additional fee for pets. Fees can range from \$10 to around \$100. It is most common for hotels to charge per night. However, some charge per stay, while others may charge per pet/night. In rare cases, pet deposits may also be required. It’s important to be aware of these added costs and factor them into your trip budget.

2. Pet Weight Limit

You’d be hard pressed to find a hotel that does not have a pet weight limit. If you have a large pet, it’s important to know before booking whether an establishment is willing to accommodate him, or whether you need to keep looking.

3. Number of Pets Allowed

The majority of hotels only allow one or two pets at most per room. If you’re traveling with human companions and 3+ pets, you might consider renting two rooms to accommodate everyone. If you need help finding space for a crowd, TripsWithPets can assist you.

4. Types of Pets Welcome

Pet friendly doesn’t automatically mean “all pets.” All pet-friendly hotels allow dogs, and many also allow cats. Some hotels, like Kimpton, are open to whatever pet you happen to bring, regardless of species, size or breed, but these are uncommon. Bottom line: Because a hotel says they allow pets, don’t assume they allow all types of pets.



PHOTO | BY FORM PxHERE

5. Unattended Pet Policy

During your travels, you may want to attend an event or visit a place where your pet won’t be welcome. Some hotels will allow you to leave your pet unattended in your room, and others will not. If the hotel you choose has a “no unattended pets” policy, you may have to either modify your plans so that you can bring your pet along, or make arrangements for your pet’s care in your absence.

6. Breed Restrictions

Although not prevalent, dog breeds such as bully breeds, German Shepherds, and Dobermans, are restricted by some accommodations. It is more commonly found with vacation rentals and B&Bs.

“What sets TripsWithPets.com apart is that we provide detailed pet policies for all the properties on our site. This allows pet parents to know before booking,” says Salerno. “There are plenty of accommodation options out there. And if you need us, we’re happy to help.”

While some hotel chains are reliably “pets allowed” across the board, most individual hotels have their own specific pet policy, and policy restrictions can vary widely, even within brands and chains. Policies are also subject to change. Never assume a hotel’s pet policy — always know before you go.

TripsWithPets.com

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Saving for College

by **STU MALAKOFF, CPFA, CDFA, CRPC, CFP, President, Certified Financial Planner — Bend Wealth Advisors**

Five years ago, my wife and I made the journey from New Jersey to Oregon. We immediately felt right at home because so many Oregonians, particularly in Bend, hail from other states. We all move here for different reasons: Access to the great outdoors, a lifestyle that is centered on a healthy work/life balance, the generous tax credit for college savings plan contributions.



Alright, maybe you didn't move here for the tax credit of up to \$300 (!) per year for making contributions to the Oregon 529 College Savings Plan. But I am here to let you know that many states offer some type of tax incentive, either a credit or deduction, to make contributions towards college savings.

First off, what is a 529 plan? Section 529 of the Internal Revenue Code authorizes states, state agencies and educational institutions to create tax-advantaged plans designed to encourage savings for future education costs. Every state has at least one type of 529 plan: prepaid tuition plans and — the more common — education savings plans (which I will focus on for this article). Contributions to a 529 plan grow tax free, and distributions for qualified education expenses (like tuition and enrollment fees) also come out tax free. If you are an Oregon resident and contribute to the Oregon College Savings Plan, single tax filers can receive up to a \$150 tax credit off their Oregon state income tax while joint filers can get up to \$300 (the amount of credit varies based on the Adjusted Gross Income — AGI — of the contributor). For example, joint filers whose AGI is between \$100,001 and \$250,000 in 2021 need to contribute \$3,000 to get the \$300 credit. That's a ten percent return right from the start! You don't even need to be the owner of the account to contribute and claim the tax credit. Just remember — the contribution must be to the Oregon 529 plan to get the Oregon state tax credit.

Within Oregon's 529 plan, there are a number of mutual fund investment options that allow you to tailor the investment mix from conservative (safe and stable) to aggressive (higher risk and, therefore, more growth potential). You can even put the investments on autopilot via a portfolio that automatically moves to more conservative investments as the beneficiary gets near the planned college enrollment year. Easy!

Typically, a parent or grandparent is the owner/participant of the 529 plan, while a child or grandchild is the beneficiary. The owner can change the

beneficiary as often as they like, but investment changes are only allowed twice per year. Pro tip: if you've already made your two investment changes before the year is over and want to do one more, just change the beneficiary and you can make another two investment changes during the calendar year. You can always change the beneficiary back whenever you want.

How much should you save for college? That depends on a number of factors. But I encourage you to at least consider maximizing the state tax credit each year. Using our joint filers above, 20 years of \$3,000 annual contributions will be worth about \$115,500 assuming a six percent annual rate of return. That's more than double the \$54,000 net cost (\$2,700 per year for 20 years) of the total contributions. Keep in mind that investment returns are not guaranteed, and — over a 20-year period — there could well be periods with negative performance.

To learn more about Oregon's 529 plan, visit oregoncollegesavings.com or contact me at stu@bendwealth.com.

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Rules and laws governing 529 plans are varied and subject to change. As with other investments, there are generally fees and expenses associated with participation in a 529 plan. There is also a risk that these plans may lose money or not perform well enough to cover college costs as anticipated.

Investors should carefully consider the investment objectives, risks, charges and expenses associated with 529 college savings plans before investing. More information about 529 college savings plans is available in the issuer's official statement. The official statement is available through your financial advisor, and should be read carefully before investing. Before investing, it is important to consider whether the investor's or designated beneficiary's home state offers any state tax or other benefits that are only available for investments in such state's qualified tuition program.

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Michael Sipe, President
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Building a Sustainable Wealth Management Plan

A Roadmap for Retiring Business Owners

by **DAVID ROSELL** — Rosell Wealth Management

I am always amazed how many unique and successful businesses there are in Central Oregon. Our community continues to grow as a hotbed for entrepreneurs and when business owners sell their companies, often they stay in the area as it has so much to offer for their retirement years.



Retirement is a significant milestone for any business owner, particularly those with high net worth. As retirement approaches, it becomes crucial to develop a comprehensive and sustainable wealth management plan to secure a financially stable future. A well-designed plan takes into account various considerations, such as lifestyle planning, investment strategies, risk management, estate planning, and philanthropic goals. In this month's article, I will explore the importance of thoughtful wealth management planning for retiring business owners, offering actionable guidance and real-world examples to inspire and educate readers about the long-term benefits of such planning.

Lifestyle Planning

Many successful business owners know what they're retiring from but many do not have a clear picture of what they are retiring into. One of the key considerations for retiring business owners is lifestyle planning. Before embarking on retirement, it is essential to envision your desired future of purpose and joy and then set realistic financial goals to support it. By assessing current expenses and anticipated future needs, business owners can estimate the required income stream to maintain their preferred lifestyle. This analysis can help determine if additional income sources or adjustments to investment strategies are necessary to meet retirement goals.

Investment Strategies

Creating a sustainable wealth management plan involves developing appropriate investment strategies tailored to the retiree's risk tolerance, time horizon, and financial objectives. Very often the investment strategies that enabled you to accumulate wealth may not be the most appropriate strategies to distribute your wealth on a monthly basis in the form of paychecks and *playchecks*. Retiring business owners should consider diversifying their investment portfolios to manage risk effectively. Diversifying assets across different investment classes as well as diversifying among the different types of taxable accounts (a term I refer to as Diversification 2.0) can provide a balanced approach to wealth preservation and growth and help ensure that you never outlive your resources.

Risk Management

Retirees must also address risk management within their wealth management plan. Unforeseen circumstances, such as health issues, market volatility, and risks such as high inflation and interest rates, can significantly impact one's financial well-being. Retiring business owners should assess potential risks and implement strategies to mitigate them. Rosell Wealth Management offers a complimentary Risk Audit to help you assess your preparedness for the eight key risks that everyone will face in their retirement years. Regularly reviewing and adjusting risk management strategies is vital to ensure ongoing protection and peace of mind.

Estate Planning

Estate planning plays a critical role in wealth management for retiring business owners. Our goal is to help ensure that Uncle Sam does not become the number one beneficiary of your estate. It involves organizing assets, specifying beneficiaries, and minimizing tax liabilities to preserve wealth for future generations. Business owners should consult with estate planning attorneys and financial advisors to create a comprehensive estate plan that aligns with their goals. Elements of estate planning may include wills, trusts, powers of attorney, healthcare directives and business succession plans. By implementing a well-crafted estate plan, retiring business owners can effectively transfer their wealth, minimize estate taxes, and ensure a smooth transition of assets.

Philanthropic Goals

Many retiring business owners have a desire to make a positive impact through philanthropy. Integrating philanthropic goals into a wealth management plan can be immensely rewarding. By identifying causes or organizations that resonate with their values, business owners can establish

charitable foundations, create donor-advised funds, or participate in impact investing. We have so many wonderful nonprofit organizations in Central Oregon that do so much for our community. Incorporating philanthropy into their retirement plans allows business owners to leave a lasting legacy, help local organizations while maximizing the tax benefits associated with charitable giving.

Real-World Examples and Insights

To illustrate the benefits of thoughtful wealth management planning, let's consider the case of John, a successful business owner preparing for retirement. John worked closely with us to develop a comprehensive wealth management plan. Through a combination of diversified investment strategies, tax-efficient estate planning, and risk management techniques, John was able to preserve and grow his wealth post-retirement. His plan also included philanthropic goals, allowing him to establish a Donor Advised Fund that supports causes he deeply cares about. By proactively planning, John was able to mitigate taxes from the sale of his company, secure his financial future, enter retirement with significant peace of mind and make a positive impact on several nonprofit organizations in Central Oregon that are near and dear to his heart.

Retiring business owners with high net worth face unique challenges and opportunities when it comes to wealth management planning. These challenges can be overcome with RISK Blueprint.

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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Bob Reininger



Emily Baird

Bend Wealth Advisors announces the expansion of their team including a merger with **Bob Reininger**, AIF, CIMA the founder of RavenRock Wealth Advisors.

Thoughtful and approachable, Reininger listens well to each client's unique situation and constructs an investment portfolio customized to their needs. He takes a disciplined and objective approach to decision-making, helping to demystify wealth management for his clients through clear and proactive communication. In

his 23 years in the industry, he's developed a solid commitment to ensuring people understand the details of what they own, and the risks involved.

Reininger got his start as an advisor with Dean Witter Reynolds in 1995 in Eugene, Oregon. In 2017, he and the RavenRock Wealth Partners team affiliated with Raymond James, drawn by its client-first philosophy. He earned a bachelor of arts from Wabash College in Crawfordsville, Indiana, and has obtained the Certified Investment Management Analyst and Accredited Investment Fiduciary designations.

Bend Wealth also welcomes **Emily Baird** as client relationship consultant. Among Baird's responsibilities, she will lead Bend Wealth's communications and outreach efforts.

Baird's journey in the world of finance began right after college in 2016, where she immediately started working in the wealth management industry. Armed with a degree in social science with a focus in Community Development and Leadership from Oregon State University-Cascades, she entered the field eager to make a positive impact on clients' lives. From administrative support to system implementation, and client engagement, Emily's dynamic experience has given her a well-rounded understanding of the ins and outs of financial planning.

Chanda Villano has been promoted to principal at **STEELE Associates Architects** in Bend.

Villano earned her bachelor of arts in communications at Idaho State University where she was an academic all-American member of the track and cross-country teams. She joined STEELE on May 17, 2001, shortly after graduation and is celebrating her 22nd anniversary with the firm. Villano began as an office manager, worked up to business director and now to principal. She enjoys multi-tasking, and loves supporting her STEELE colleagues like they are her second family.

Chanda spends her free time rafting, foraging, hiking, and she occasionally will still go for a run. She is always doing something with her family and enjoys traveling to visit her daughter and to support her son's goals in sports. Chanda is also an avid gardener and grows around 20 different varieties of peppers and tomatoes (no small feat in Central Oregon!) The team loves it when she brings her homegrown tomatoes to share.



Chanda Villano



Cassie Regimbal

Council on Aging announces that our former associate executive director **Cassie Regimbal** has stepped into the position of executive director, following Susan Rotella's retirement. After eight years at the organization, and as a born-and-raised Bendite, Regimbal is no stranger to the challenges and opportunities facing older adults in Central Oregon.

Her immediate goals are to revive a robust schedule of health promotion and fall prevention classes, increase the community utilization of the new Senior Services Center, and create new partnerships to support and advocate for older adults and their loved ones. She will also oversee the creation and implementation of a new strategic plan, which will define the organization's direction over the next three years.

Abby Gorman announces the launch of **Symplexi Employee Development** (Symplexi). Symplexi specializes in providing personalized coaching services to small businesses looking to build strong teams. With over 25 years of experience building teams in a challenging field, and working as a certified development coach, she has the insight to help companies struggling with employee engagement. Her expertise and focus on the individual are what provide that one-on-one connection. Along with her team, Symplexi works closely with businesses to identify areas for improvement and provide tailored coaching services to help employees reach their full potential.



Abby Gorman



Dave Grotjahn

Dave Grotjahn joins **Central Oregon Community College** (COCC) as a business advisor with the Central Oregon Small Business Development Center. Grotjahn is a retired senior finance leader from Boeing Commercial Airplane Company with over 34 years of experience. He has led program financial planning and analysis, investments in capital and tooling, investor relations, and estimating and pricing strategies. He has also developed long-range business plans and supported compliance and risk management activities for airplane development, sustainability programs, and manufacturing operations. Grotjahn is also adept at lean manufacturing and process improvement activities.

As a volunteer (treasurer) for a nonprofit organization, he helped restructure the website to improve product visibility and

supported tax/financial filings with state and federal agencies along with maintaining 501(c)3 compliance. He is currently providing financial mentorship at Habitat for Humanity for clients seeking home ownership.

Grotjahn holds a finance degree from the University of Washington, a master's degree from Seattle University, and is a non-licensed CPA. He is an outdoor enthusiast who lives in Bend with his wife and enjoys skiing, hiking, mountain climbing, golf, and time spent with his adult children.



Kayley Mendenhall



Thomas Bordieri

Volunteers in Medicine Clinic of the Cascades (VIM) welcomes **Kayley Mendenhall** and Dr. **Thomas Bordieri** to its board of directors. VIM relies on its 14-member board of directors, plus its four-member emeritus board to provide valuable partnership and insights to the volunteer clinic, which provides critical healthcare to low-income working adults who have fallen through the insurance cracks in our healthcare system.

As vice president of strategic communications for St. Charles Health Systems, Mendenhall has first-hand knowledge

of the many challenges facing Central Oregon's health care ecosystem. Her 15 years of service with St. Charles has given her an in-depth understanding of the key players and critical partnerships in Central Oregon needed to ensure successful outcomes for VIM and patients. Her goal during her term on the board is to serve as an even better bridge between the two organizations.

Dr. Bordieri began serving in VIM's pro-bono partner network early on in his career practicing dentistry with the Skyline Dental Clinic after obtaining degrees at UC San Diego and Roseman University College of Dental Medicine in Salt Lake. He continues to be a valued and passionate contributor to VIM's volunteer team. Bordieri's addition to the VIM Board is a step forward in expanding the clinic's relationship with a growing network of volunteer dental professionals in the region.

Mendenhall and Dr. Bordieri have already begun meeting with the board during regularly scheduled meetings and will continue to take on greater responsibility and leadership as they become more engaged in the challenges and opportunities facing the organization.

Central Oregon Community College (COCC) announced that following a national search, the college has selected **Michael LaLonde**, former president and chief executive officer at Deschutes Brewery, to assume the role of vice president of finance and operations (VPFO). LaLonde started in his new position on May 15.

The VPFO at COCC reports to the president and is a member of the president's senior leadership team. The position oversees business-critical departments, including fiscal services, campus services and auxiliary services. COCC's VPFO also guides the college's real estate initiatives and provides leadership for the college's annual budget process and long-term financial well-being.

LaLonde most recently worked for Deschutes Brewery, where he spent 17 years in leadership roles, including as president and chief executive officer, chief financial officer and chief operating officer. Prior to moving to Bend, he worked as the chief financial officer for the Salt River Pima-Maricopa Indian Community in Scottsdale, Arizona, among other roles. He is an active member of the Central Oregon community, having served on the boards of the Bend Chamber of Commerce, Deschutes River Conservancy and The Conservation Alliance, as well as on the OSU-Cascades advisory committee.

LaLonde received his master's degree in business administration from the Thunderbird School of Global Management at Arizona State University and his bachelor's degree in finance from Georgia State University.

Big Brothers Big Sisters of Central Oregon has been recognized as a 2023 Big Brothers Big Sisters of America (BBBSA) Pinnacle Award Winner. Every year, BBBSA agencies are recognized by BBBSA Nationwide Leadership Council, made up of local Big Brothers Big Sisters agency leaders and board members, for excellence in the organization's signature 1-to-1 youth mentoring program. Out of 225 agencies across the country, Big Brothers Big Sisters of Central Oregon is one of eight organizations to receive this top honor.

This award recognized the top agency growing its overall number of mentors ("Bigs") and youth ("Littles") who are matched through the program, year over year, for two or more consecutive years. In order to match more youth, programs additionally need to increase revenues to receive this award. Over the past year, Big Brothers Big Sisters of Central Oregon has served 206 youth to grow its local services by 16 percent.

For over 100 years, Big Brothers Big Sisters has been dedicated to advancing equity, impact, and growth across the organization, making a lasting impact on the lives of young people. Today, the organization creates and supports one-to-one mentoring relationships helping build self-confidence and emotional well-being, and empowering young people on a path to graduate with a plan for their futures and a mentor whose impact can last a lifetime.

Big Brothers Big Sisters of Central Oregon will be formally recognized as a Pinnacle Award Winner at the 2023 Big Brothers Big Sisters "Bigger Together" National Conference, held June 26 through June 29 in California.

SHRM recently awarded **Central Oregon SHRM** its prestigious EXCEL Silver Award for the CHAPTER's accomplishments in 2022.

The EXCEL award is given to state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources.

The EXCEL Award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met.



Michael LaLonde

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

Who's Who
Continued from page 31

Central Oregon SHRM will receive recognition in SHRM publications and at conferences, a logo to display on its website, and information to share with its members about the significance of this award.

We are excited about receiving this honor. In 2022, we made quantifiable strides in membership, provided excellent monthly programming and guided some of our members towards their SHRM-CP/SHRM-SCP certification.



After years of hard work and dedication, **Compass Commercial Real Estate Services** broker **Dan Kemp**, CCIM has shattered records to become the all-time top-producing broker at Compass Commercial, beating out founder Erich Schultz's previous record from 2005. Kemp has been named Top Producer of the Year five times in the past six years, bringing in a total consideration of \$250 million.

Kemp joined the company in 2012 after nearly 25 years in sales and marketing with the Fortune 500 companies Marriott and Wyndham. He was promoted to regional vice president of Wyndham Vacation Ownership in San Jose at the age of 29.

Kemp used his experiences in sales to build a successful brokerage business, earning him recognition over the years. He was awarded Top Producer of the Year from 2017-2019 and 2021-2022, and he also earned the Largest Transaction of the Year Award in 2017, 2018, 2020, and 2022. In 2019, he became a partner with the company and later served as president from 2021-2022. Kemp currently serves as vice president of brokerage.

Family Access Network Foundation (FAN) announced that **Kelly Havens** and **Mark Griffin** have accepted positions on the FAN Foundation Board of Directors.

As an Oregon native, Havens grew up visiting Bend and fell in love with Central Oregon. When she and her husband got the chance to leave Seattle in 2020, they ran (and have never looked back). With their two school-aged boys in tow, they love to ski, hike, be on the water, and participate in any activity Bend has to offer. They also own and operate Cycle Pub and love the community they've found in Bend. Havens has spent her career in finance, accounting and operations with the majority of her time in education software. Driving student outcomes with the use of technology has driven her work life. One thing she's realized is that in order for students to find success at school, they need to feel secure at home and have their basic needs met. After having learned about FAN from a back to school email, she was inspired by FAN's mission, wanted to be a part of the organization, and is honored to serve on the board.

A native of Monroe, Louisiana, Griffin moved to Portland, Oregon in 1971 and then to the Seattle area in 2002 where he started his career in the mortgage industry. Griffin and his family recently moved to Sisters. With 20 years of experience in the



banking and mortgage industry, Griffin has had the pleasure of helping hundreds of clients purchase or refinance their homes and enjoys seeing the excitement of his first-time homebuyer clients when they receive their keys. Griffin values trust, good morals, integrity, and respect for the people. He is passionate about making a difference in the lives of Central Oregon kids. In his free time, Griffin loves to golf, fish, and ski (when there is time). He mostly loves to spend that time with his wife Jaimie, and their two daughters, Addison 14, and Taylor 10. Griffin and Jaimie recently taught their kids to ski, and Griffin is excited to see this new passion for the outdoors in his kids since making the move to Central Oregon.



Compass Commercial Real Estate Services broker **Howard Friedman** was recently awarded the March 2023 Central Oregon Association of Realtors Good Neighbor Award for his work with Bethlehem Inn in Bend. The Good Neighbor Award recognizes those who have demonstrated an exemplary dedication to their neighborhood and the community through volunteerism and service. COAR donated \$500 to Bethlehem Inn, and Friedman and COAR's president Brent Landeis each donated an additional \$100 to the charity.

Friedman's involvement with Bethlehem Inn began in 2006 when he began serving occasional meals to the residents, which he continues to do today. He has since served on the Board of Directors from 2016-2022 and was president from 2019-2020, logging over 1,600 volunteer hours since 2016.

As a commercial real estate broker, Friedman assisted in the acquisition of their Bend and Redmond locations. In 2021, Bethlehem Inn acquired a Redmond hotel under Project Turnkey. Friedman was instrumental in negotiations and donated his entire commission upon closing.

Friedman was the Oregon Association of Realtors (OAR) Good Neighbor Award runner-up in 2021. He won the Compass Cares Award at Compass Commercial in 2018 and 2019 for the most volunteer hours served company-wide, and in June 2021, Howard was given the Pay it Forward Award by Mid-Oregon Credit Union and KTVZ News Channel 21.

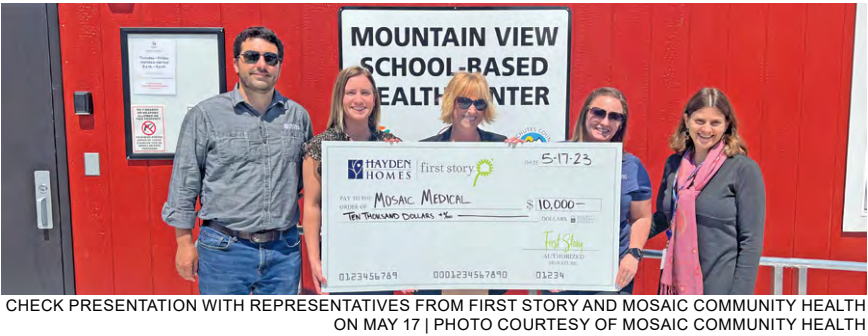
In addition to his work with Bethlehem Inn, Friedman has also served on the Board of Directors for MBSEF (Mount Bachelor Sports Education Foundation) and has worked with and donated to many other charities, including Bend/Redmond Habitat for Humanity, The Environmental Center, OSU DEI campaign, the Pierce Foundation, and the Giving Plate in Bend, which he and his wife help by picking up and delivering food.

Following an extensive search, the Board of Directors of the **High Desert Food and Farm Alliance** (HDFFA) introduces **Sharon Maier-Kennelly** as the incoming executive director. Maier-Kennelly joins HDFFA from the Tower Theater Foundation. She has spent almost 20 years working for nonprofit organizations. She is a passionate nonprofit leader and is deeply committed to ensuring that everyone in Central Oregon has access to good food. Maier-Kennelly is eager to dig into HDFFA's programs and opportunities.

As executive director, Maier-Kennelly will foster new and existing community relationships. Her duties will also include strategic planning, development, and staff and operational management.



Businesses Serving Community



MOUNTAIN VIEW HIGH SCHOOL

A recent donation of \$10,000 from First Story pushed the fundraising campaign for the Mountain View School-Based Health Center (SBHC) to goal. The campaign raised more than \$200,000 through generous gifts from community members, local businesses and foundations. The health center is located on the campus of Mountain View High School in Bend and opened its doors to young patients in mid-May. The project is a partnership with Bend-La Pine Schools, Deschutes County Health Services and Mosaic Community Health, a nonprofit community health organization providing quality care for all in Bend, Redmond, Prineville and Madras.

The gift from First Story — founded by Hayden Watson in honor of his parents Robert and Virginia Watson, founders of Hayden Homes — continues a long legacy of giving back to communities across the Pacific Northwest.

Mosaic SBHCs are medical clinics that offer a full range of physical, behavioral, and preventive health services for anyone 18 years of age or younger, no matter their ability to pay. Almost 30 percent of all students attending Mountain View High School qualify for the reduced lunch program and the Oregon Health Plan. In addition to medical services, providers at Mountain View SBHC will emphasize prevention, early intervention, risk reduction and the development

of healthy habits with their young patients.

Mosaic currently operates five other SBHCs in Central Oregon, located at Bend High School, Madras High School, Redmond High School, Lynch Elementary in Redmond and Crook Kids in Prineville. Last year, 90 percent of youth seeking services at SBHCs in Oregon were able to get an appointment immediately for the care they needed. Three quarters of those youth were unlikely to have received care that day without a SBHC. With these easily accessible services, youth have an equal opportunity to learn, grow and thrive.

RIMROCK TRAILS TREATMENT SERVICES

Thanks to grant monies in the amount of \$2,711, Rimrock Trails Adolescent Residential Treatment Center in Prineville will have bikes to start a new enrichment program for teens working to overcome chemical dependency and mental health challenges. The student-led Community 101 Class at the Redmond Proficiency Academy, in collaboration with the Oregon Community Foundation, reviewed grant applications and awarded selected recipients.

To date, the Prineville-based Rimrock Trails Adolescent Residential Center has served over 4,000 teens and their families struggling with the challenges of mental health and substance use disorders. The residential treatment program provides a safe and supportive therapeutic environment conducive to learning, empowerment, and change. Enrichment activities are essential to the treatment process provided to the teens in the program. Kids are introduced to activities that they can do while they are chemical-free which replaces unhealthy behaviors and interrupts the pattern of addiction. Enrichment activities introduce the teens to sober fun and potential lifelong hobbies. Bike riding is a program being added to a catalog of enrichment activities.

Funding from the Redmond Proficiency Academy's 101 Grant Class will make it possible to begin obtaining bikes and as a result, help the teens in the residential program move from chemical dependency to recovery. This award will help the teens in the Rimrock Trails Adolescent Treatment Program ride the pathway to a brighter future.

Introducing Medicine Within

by SHANNON HINDERBERGER

Medicine Within, co-founded by the husband and wife team, Dr. Derek Andre and Dr. Emma Andre, are excited to announce the launch of their transformative mental health practice for patients throughout Oregon.

With deep roots in the philosophies of functional, mind-body, and natural medicine, their practice offers personalized holistic mental health services along with ketamine therapy to help people experience fast relief, lasting results, and personal growth.

When tasked to heal after four earth-shattering episodes of trauma and loss — all within a four-year span — the couple experienced firsthand the transformative power of psychedelic medicine. “Psychedelic medicine gave me hope and clarity around what is possible again after significant loss. It allowed me to feel joy again. The medicine also stopped time and gave me an embodied experience of the lesson that ‘this too shall pass.’” Shared co-founder, Dr. Emma Andre when asked about how psychedelic medicine helped her during the most difficult point in her life.

The importance of prioritizing mental health was also reinforced to the doctors after witnessing the impact of anxiety, depression, addiction, grief, and suicide on their own family members, friends, and patients. They observed that for those who are struggling, conventional talk therapy and prescription medications alone often fall short of providing satisfactory results. These experiences inspired them to create Medicine Within to complement and enhance mental health treatments and help both patients and practitioners achieve better outcomes.

Dr. Derek Andre explained, “Medicine Within is the culmination of our 32 years of combined experience in the healthcare industry. Both personally and professionally we have learned so much about how mental health affects every aspect of our life from our body to our relationships and so on. Our purpose in this practice is to empower others to heal and feel resourced enough to create the experience of life they desire.”

About Medicine Within:

Medicine Within is a transformative healthcare practice founded by Doctors Derek and Emma Andre. With a focus on personalized holistic mental health, ketamine therapy, and psychedelic medicine, Medicine Within aims to empower individuals to create lives filled with peace, joy, and authentic connection. Their practice is based in Bend, Oregon and is open to all Oregon residents.

medicinewithin.com



DOCTORS EMMA AND DEREK ANDRE | PHOTO COURTESY OF MEDICINE WITHIN

Employees of Four Workforce Housing Pilot Employer Partners Selected to Be First-Time Homebuyers

Pilot Project Demonstrates How Employers Can Support a Path to Homeownership for Their Employees

provided by ROOTEDHOMES

The Bend Chamber and RootedHomes are excited to announce that from a pool of 35 employer partners, these four have had employees selected to be homebuyers in the under-construction Poplar Community: St. Charles Health System, Sage Window Cleaning, Mt. Bachelor and Deschutes County.

“From a 911 call taker at Deschutes County to the operating room secretary at St. Charles, the selected homebuyers are essential workers in our community,” shared Jackie Keogh, RootedHomes executive director. “We are pleased to build another sustainable, equitable community to ensure more folks can afford to live where they work.”

Qualified, first-time homebuyers were encouraged to apply for the homeownership opportunity in this workforce housing pilot project. Employees of the employer partners received two preference points in the public lottery selection process.

The purpose of the pilot is to demonstrate that employers can support a path to homeownership for their employees. As part of the proof-of-concept, the Bend Chamber is sponsoring four of the seven new homes in the Poplar development, thanks to financial support from Providence Health Plan and specific Bend Chamber members. The sponsorship helps support the difference between the cost to build these homes and what income-qualified homebuyers can afford.

The Poplar Community project includes seven three-bedroom, two-bath homes designed to net-zero energy standards for households earning equal to or less than 80 percent of Area Median Income. These homes, designed by Ten Over Studio and constructed by Solaire Homebuilders, are located on Kôr land and retain a deed restriction that ensures each subsequent home resale will preference employees of qualified employer partners, extending this benefit to the Bend workforce in perpetuity.

The groundbreaking ceremony for the Poplar Community was held on May 1, 2023, and construction of the seven units is expected to be completed by early 2024.

RootedHomes’s Mission:

Provide environmentally sustainable and permanently affordable homeownership opportunities for those who contribute to the fabric of the Central Oregon economy and community.

Bend Chamber’s Mission:

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Introducing Stroke Warrior Radio

The Ultimate Motivational & Support Tool for Stroke Survivors & Their Families

provided by **STROKE WARRIOR RADIO**

Stroke survivors and their families now have a new tool for motivation, education, and support through their recovery, Stroke Warrior Radio. This groundbreaking internet radio station is the first of its kind to offer a cloud-based platform for stroke survivors, caregivers, and loved ones to come together and turn their setbacks into success stories.

Stroke Warrior Radio will provide a supportive community that helps stroke survivors get through the difficult process of recovery. With a wide variety of shows, interviews, and programs; Stroke Warrior Radio will inspire, inform, and support the listeners through content from physical, occupational, and mental health therapists, medical providers, Stroke Warriors, and nutritionists, co-mingled with music and humor.

The radio station was founded by local businessman and stroke survivor, Ralph Cortese. The primary goal is to create a more accessible platform that helps stroke warriors, and their loved ones stay motivated, informed, and connected throughout their journey. He will host the morning show Catch the W.A.V.E. (Warriors Achieving Victories Everyday); a motivational and inspirational beginning to each day.

The fifth leading cause of death in the United States and the number one cause of permanent disability worldwide, stroke is a medical emergency. "Stroke happens to one in five people: to anyone, any age, any gender, any time," Cortese stated. "Stroke Warrior Radio aims to become the go-to source for education, motivation and support for the stroke community."

Feature shows will provide information for the prevention of stroke. All additional shows will help guide those who have recently had a stroke with information about job changes, insurance, and patient and family expectations. "Stroke Warrior Radio will provide information to all impacted by stroke with respect to minimal and misunderstood resources that are currently available," Cortese said. "Listeners will begin to understand they are not the only ones searching for information, answers, and support in their recovery."

If not for Stroke Awareness Oregon, support groups, and therapists challenging him, Cortese doesn't believe he would be as far as he is now. He is excited to share his recovery possibilities even after six years. "I wish more of this kind of information was available to assist in my early recovery," he added. "It is our objective to share the knowledge we have learned in our recoveries with others so they can self-advocate as well."



Ralph Cortese

The cloud-based platform makes it easy for survivors and their loved ones to access quality content from anywhere at any time. The easy-to-use interface allows for effortless navigation of Stroke Warrior Radio's growing library of inspiring and educational programming.

The launch of Stroke Warrior Radio is a clear indication of the growing need to support stroke survivors and their loved ones through their recovery journey. The station is proud to offer stroke survivors the tools necessary to maintain their motivation and improve their overall quality of life.

Join the community of stroke survivors and their loved ones today. Tune in at the launch on May 29, 2023, at 7am at s5.radio.co/sd2e3f7e05/listen.

About Ralph Cortese — Stroke Warrior Wave Communications, LLC dba, Stroke Warrior Radio, Executive Producer Stroke Warrior:

Cortese is a semi-retired businessman who moved to Bend in March 2022 to be near family. His background includes sale management with a major insurance company and vice-president and partner in regional employment agencies in Arizona. Prior to moving to Bend, Cortese had construction businesses in Arizona, North Dakota, and Pennsylvania. He currently manages Southside Storage in Bend and is the founder of Stroke Warrior Radio.

After having a stroke in October 2015, Cortese became involved with Stroke Awareness Oregon (SAO) upon arriving in Central Oregon. He attributes the most significant strides in his stroke recovery to the support he received from SAO and the opportunity to get involved by leading the monthly Men's Support Group. He also credits quality physical therapy at St. Charles Health System and Spark Rehab and Wellness with his ongoing recovery.

Cortese's commitment to public service goes back to coaching youth and high school sports, Director of Christian Education, and involvement with the Junior Chamber of Commerce.

Cortese is a widower, has three daughters, a son, and 11 grandchildren. He credits his family for his continued recovery through their acceptance, without any stigma attached to his stroke. He believes that he must share his own recovery lessons with others. "I wish there had been more of this information available during my early recovery," Cortese said.

strokewarriorradio.com

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EEOC's Updated Guidance

Continued from page 5

Vaccination Incentives
The EEOC reminds employers that they can still impose COVID-19 vaccination requirements despite the expiration of the PHE, as long as they provide reasonable accommodations under the ADA and Title VII and consider state law requirements that may restrict vaccination mandates. Possible accommodations for employees who request exemptions from vaccination include mask-wearing, social distancing, and telework.

The update also clarifies that the ADA does not impose limitations on the value of incentives, encompassing both rewards and penalties, that employers may provide to encourage employees to receive a COVID-19 vaccination from a healthcare provider not affiliated with the employer. This distinction arises because the ADA's regulations regarding disability-related inquiries and mandatory medical examinations apply only when the employer initiates such inquiries or examinations. If an employer offers incentives to employees for voluntarily receiving a vaccination administered by the employer or its representative, the ADA's rules pertaining to disability-related inquiries come into play. In such cases, the value of the incentive must

not be so significant as to be deemed coercive.

Conclusion
In sum, the conclusion of the PHE does not relieve employers of their obligations to comply with federal laws pertaining to the pandemic. Accordingly, employers must carefully evaluate their practices to ensure they align with their ongoing obligations under applicable law.
Marley Masser is an attorney at Barran Liebman LLP, where she represents employers in a variety of workplace matters. For questions related to the EEOC guidance or for any other questions related to employment law, contact her at 503-276-2130 or mmasser@barran.com.


RECENT TRANSACTIONS
Continued from Page 3
1,127 SF retail suite located at 1465 SW Knoll Avenue in Bend.
Compass Commercial Real Estate Services brokers **Pat Kesgard, CCIM** and **Kristie Schmitt, CCIM** represented the landlord, **S&H Associates, LLC**, in the lease of a 5,000 SF industrial suite located at 20515 NE Murray Road in Bend.

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2023 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
June 21 <i>Deadline Jun 14</i>	PRINEVILLE Profile	Employment Resources, Largest Employers, Office Supplies
July 5 <i>Deadline Jun 28</i>	SUNRIVER Profile/Summer Recreation Special	Travel Agencies, Athletic Clubs, Spas, Tour Companies, Mailing Services, Golf Courses
July 19 <i>Deadline Jul 12</i>		Engineers, Insurance Companies, Health Plan Companies
August 2 <i>Deadline Jul 26</i>		Internet Services, Computer Services, Education Services, Web Design & Digital Marketing
August 16 <i>Deadline Aug 9</i>	Women in Business	Largest Women-Owned Businesses, Moving/Storage, Auto Dealers, Trucking & Transportation, Auto Body Repair
September 6 <i>Deadline Aug 30</i>	Annual Healthcare	Asst'd. Living, Chiropractors, Dentists, Eye, Home Care, Hospitals, Physical Therapy, Physician Groups, Reconstructive Surgery, Audiologists, Emergency Transport, Acupuncture
September 20 <i>Deadline Sept 13</i>	Sisters Profile	Financial Planners, Stock Brokers
October 4 <i>Deadline Sept 27</i>	Nonprofit Profiles/Accomplished Under 40	Nonprofit Organizations, Accountants, Bookkeepers
October 18 <i>Deadline Oct 11</i>		Manufacturers in Deschutes, Crook & Jefferson Counties, Garbage/Recycling
November 1 <i>Deadline Oct 25</i>	REDMOND Profile/Fastest 20	Bio-Tech, High Tech Firms, Telecommunications, Utility Companies, Heating/Cooling Companies
November 15 <i>Deadline Nov 8</i>	Made in Central Oregon	Products Made in Central Oregon
December 6 <i>Deadline Nov 29</i>	Aviation	Law Firms, Security Companies
December 20 <i>Deadline Dec 13</i>	Top Commercial Projects/Construction Review	Commercial Contractors



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Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS
EVENTS



June 7
5pm City of Redmond Urban Area Planning Commission Meeting.

June 7
5-6pm COCC Virtual Nursing Program Info Session.

June 8
9am La Pine Fire District Virtual and In-Person Board of Directors Meeting at La Pine Fire Station on Huntington Road, La Pine.

June 8
4:30-6pm Bend Chamber Biz & Bevs at Work-Collective.

June 9
4pm Mustang Mortgage One Year Celebration at 226 NW Sixth St., Redmond.

June 10
10am Neil Kelly Kitchen Design + Remodeling Workshop at Neil Kelly Design Center, Bend.

June 13
10-11am Bend Chamber Membership 101, Maximizing Your Membership, at Bend Chamber.

June 13
11am-1pm Opportunity Knocks Learning Event, Dismantling ESOP and Phantom Stock, at OSU-Cascades Graduate Research Center Room 209, Bend.

June 13
6pm City of Redmond City Council Meeting.

June 13
7pm City of Redmond Urban Renewal Agency Board Meeting.

June 14
3-5pm Bend Chamber Ribbon Cutting at Partners in Care, Bend.

June 15
8:30-10:30am June City Club Forum, Open Spaces and Open Houses? The Tradeoffs in Oregon's Land Use System, at Unitarian Universalist Fellowship of Central Oregon, Bend.

June 15
11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center.

June 22
4:30-7:30pm EDCO PubTalk at Worthy Brewing, Bend.

June 23
8am-5pm Bend Chamber 2023 YP Summit at COCC, Bend.

July 20
11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center.

June 22
1-2:30pm City of Bend Virtual and In Person Accessibility Advisory Committee Meeting at Bend City Hall Council Chambers.

June 23
8am-5:30pm Bend Chamber 2023 Bend YP Summit at COCC.

June 24
10am-3pm Assistance League of Bend Kitchen Kaleidoscope Tour of Homes.

June 30
10-11am Bend Chamber Ribbon Cutting at Tea-CupFuls, Bend.

WORKSHOPS
& TRAINING



(Ongoing)
COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 5-12-23

City of Bend

\$380,000.00	-	Commercial (Alteration) 7,126 sf. at 2479 NE 4th St. Ste. 100 Bend 97701 OR Owner: High Desert Industrial Park, LLC Builder: CS Construction, LLC 541-617-9190 Permit # PRRE202200771
\$25,715.00	-	Commercial (New) 373 sf. at 2200 NW Mt. Washington Dr. Bend 97703 OR Owner: Central Oregon Community College Permit # PRNC202203930
\$25,715.00	-	Commercial (New) 376 sf. at 2200 NW Mt. Washington Dr. Bend 97703 OR Owner: Central Oregon Community College Permit # PRNC202203938
\$25,715.00	-	Commercial (New) 376 sf. at 2200 NW Mt. Washington Dr. Bend 97703 OR Owner: Central Oregon Community College Permit # PRNC202203942
\$25,715.00	-	Commercial (New) 374 sf. at 2200 NW Mt. Washington Dr. Bend 97703 OR Owner: Central Oregon Community College Permit # PRNC202203943
\$21,450.00	-	Commercial (Alteration) 7,232 sf. at 600 SW Columbia St. Ste. 6100 Bend 97702 OR Owner: Bonnett Properties, LLC Permit # PRRE202300269
\$15,000.00	-	Commercial (Alteration) 701 sf. at 60 NE Bend River Mall Ave. Bend 97703 OR Owner: Atlas Shopko Owner, LLC Permit # PRRE202206854

City of Redmond

\$498,000.00	-	Commercial (Tenant Improvement) at 885 SW Rimrock Way Redmond 97756 OR Owner: Mt. Nolan, LLC PO Box 8236 Coburg, OR 97408 Builder: Western Properties, LLC 360-597-4297 Permit # 711-23-000472
\$100,000.00	-	Commercial (Tenant Improvement) at 1253 NE Greenwood Ave. Redmond 97756 OR Owner: Hap Taylor & Sons, Inc. 32260 Old Hwy 34 Tangent, OR 97389 Builder: HHC, LLC 541-300-5035 Permit # 711-23-000814
\$18,366.00	-	Commercial (Detached Accessory) 400 sf. at 575 NE Quince Ave. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 541-923-7710 Builder: Jordan Jeffrey Schwarm 360-953-3185 Permit # 711-23-000842
\$15,590.00	-	Commercial (Detached Accessory) 270 sf. at 455 SW Tamarack Ct. Redmond 97756 OR Owner: Tamarack Court Properties, LLC 20046 Tumalo Rd. Bend, OR 97703 Permit # 711-23-000885

COMMERCIAL PERMITS WEEK ENDING 5-19-23

City of Bend

\$1,000,000.00	-	Commercial (Alteration) 3,307 sf. at 2495 NE 4th St. Bend 97701 OR Owner: High Desert Industrial Park, LLC Builder: Del's Drywall & Remodeling 541-550-0427 Permit # PRRE202300956
\$300,000.00	-	Commercial (Addition) 5,358 sf. at 344 SW Shevlin Hixon Dr. Bend 97702 OR Owner: River Bend Limited Partnership Permit # PRAD202301038
\$89,000.00	-	Commercial (Alteration) 6,472 sf. at 1567 SW Chandler Ave. Ste. 110 Bend 97702 OR Owner: TSB Real Estate, LLC Builder: Mission Building and Renovation 541-550-2747 Permit # PRRE202301037
\$45,745.00	-	Commercial (Alteration) 213 sf. at 1019 NW Brooks St. Bend 97703 OR Owner: Deenihan BBC Asset Holding, LLC Builder: Sunwest Builders, Inc. 541-548-7341 Permit # PRRE202302009

City of Redmond

\$1,311,278.00	-	Commercial (Tenant Improvement) at 442 SW Umatilla Ave. Redmond 97756 OR Owner: Central Christian School 2731 SW Airport Way Redmond, OR 97756 Builder: Kirby Nagelhout Construction Company 541-389-7119 Permit # 711-23-000684
\$943,360.00	-	Commercial (New) 7,000 sf. at 1020 NE 15th St. Redmond 97756 OR Owner: Fillmore Family Limited Partnership 1775 E Dunwoody Ct. Meridian, ID 83646 Permit # 711-23-000384
\$250,000.00	-	Commercial (Tenant Improvement) at 628 SW Glacier Ave. Redmond, OR 97756 Redmond 97756 OR Owner: Personalized Training, Inc. 639 SW Forest #F Redmond, OR 97756 Builder: Larry Wright 541-582-3003 Permit # 711-23-000931 Crook Co. And City of Prineville
\$13,000.00	-	Commercial (Detached Accessory) at 20654 Rabbit Hill Rd. Lakeview 97630 OR Owner: Oregon Dept of Correction 417 Transportation Bldg Salem, OR 97310 Permit # 497-23-000179

COMMERCIAL PERMITS WEEK ENDING 5-26-23

Deschutes County

\$80,000.00	-	Commercial (Alteration) 230 sf. at 65700 Pronghorn Club Dr. Bend 97701 OR Owner: Pronghorn Golf, LLC 1100 Alakea St. Honolulu, HI 96813 Builder: Troon Golf, LLC 480-585-5300 Permit # 247-23-001135
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City of Redmond

\$160,000.00	-	Commercial (Tenant Improvement) at 404 NW 5th St. Redmond 97756 OR Owner: Hudson Revocable Living Trust 1525 Murrelet Dr. Redmond, OR 97756 Permit # 711-23-000979
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CASCADE BUSINESS NEWS
September 5, 2018 • VOLUME 25 • ISSUE 17
Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Nanometrics Announces Expansion of Bend Operations
Nanometrics, a leading provider of advanced process control solutions, has announced the expansion of its Bend operations, including an additional 100,000 sq. ft. of space.

Cascade Publications Inc. Embarks on 25 Years of Cascade Business News
Cascade Publications Inc. is celebrating its 25th anniversary. The company has been a leading provider of business news in Central Oregon since 1994.

Lumos Medical Center Primary Care Practice Expands to Western Medicine through Holistic Healthcare Celebrates First Anniversary
Lumos Medical Center, a primary care office offering a unique blend of Western and holistic medicine, has celebrated its first anniversary. The center is located in Bend, Oregon.

CASCADE BUSINESS NEWS
May 14, 2018 • VOLUME 25 • ISSUE 10
Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Brooks Buys Former Bend Car Lot as Commitment to Future Central Vision
Brooks Buys Former Bend Car Lot as Commitment to Future Central Vision. The car lot is located in Bend, Oregon.

Home Builders Foster Cottage Industries
Home Builders Foster Cottage Industries. The article discusses the impact of home building on the local economy.

The BendTECH Startup Resource Fair is Back—Bigger & Better
The June event showcases the region's best entrepreneurial resources all in one place.

CASCADE BUSINESS NEWS
March 7, 2018 • VOLUME 25 • ISSUE 5
Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Facebook Data Centers Contribute Nearly \$6 Billion in GDP
Facebook Data Centers Contribute Nearly \$6 Billion in GDP. The article discusses the economic impact of Facebook's data centers.

Convention Attention on the Rise
Central Oregon Myriad Options for Meeting Events Boosts Local Economy. The article discusses the growth of the convention industry in Central Oregon.

Central Oregon Real Estate on Solid Ground
Forecast Experts See Strong Trends But Tight Supply Keeps Prices High. The article discusses the real estate market in Central Oregon.

CASCADE BUSINESS NEWS
February 15, 2018 • VOLUME 30 • ISSUE 4
Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Classic Motor Car Company Celebrates 60-Year Milestone
Classic Motor Car Company Celebrates 60-Year Milestone. The article discusses the company's history and achievements.

Art in the High Desert Returns
2018 Welcomes Back the Premier Central Oregon Art Show. The article discusses the return of the art show to Central Oregon.

Family Business — America's Backbone
The article discusses the importance of family businesses in the American economy.



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