Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

What's **Brewing**

Bend Chamber Discusses Policy in Deschutes County

by NOAH NELSON — CBN Feature Writer



HOTO | COURTESY OF BEND CHAMBER OF COMMERCE

he most recent summer session of the Bend Chamber's special event and talk series called, "What's Brewing" was held at Tetherow Resort in the Event Pavilion on August 8. The topic of this session was the impacts of Deschutes County policies on local businesses. In this session, county commissioners Patti Adair, Phil Chang and Tony DeBone, along with county administrator Nick Lelack, all shared their own viewpoints on how their policies affect Bend and the surrounding communities in the rest of Deschutes County.

The session was kicked off by a quick introduction and sponsor shout-out from Katie Anderson, CEO of Aperion Management Group. After giving attention to the event sponsors, the mic was passed to moderator Sarah Odendahl, director of government affairs and strategic initiatives at the Bend Chamber. Odendahl briefly explained the day's topic, and introduced the guests of the evening.

The first topic of discussion was headed by DeBone, and primarily focused on sharing with the audience what the actual job of a county commissioner is. In short, they adopt policies, create and implement County ordinances, hold hearings and approve the County's budget.

DeBone spoke about how the County reinvests tax dollars into worthwhile services, including community services like waste management, transportation, health services, veteran's benefits and public safety funding.

PAGE 5

Women See Growth / Change / Challenges in **Construction, Engineering & Design Fields**

by NOAH NELSON — CBN Feature Writer **ndustry Change**

It's no secret that certain careers and Industries have been historically viewed as more masculine or feminine; jobs like teaching and nursing have, for many years, had much higher rates of female workers, when compared to STEM fields, manual labor jobs and more, which have higher rates of male workers.

Historically speaking, these gender gaps in employment stem from a number of sources, including but not limited to access to education, social stigmas combined with societal pressure, a lack of representation within certain industries, and going even further back, laws that banned women from holding certain positions or degrees.

However, recent decades have brought about tremendous change, especially within STEM industries that have traditionally

employed mostly men. However, different industries are seeing different rates of change.

Architecture has seen a steady increase in female representation since the 1980s. According to the American



Institute of Architects, only four percent of architects were women in 1988. Now, that number has risen to 23.3 percent. Similarly, engineering has seen a steady increase of female workers. Currently, 15.9 percent of American

PAGE 20

Women in Business Spotlight — Pages 11-32

Professional Women Disparately Impacted by the Pandemic...

But Some Have Found New Paths to Success

by BRUCE BARRETT, Broker — Windermere Commercial

t might be surprising to hear that there was not a Federal declaration to end the COVID pandemic response until mid-May, 2023. The pandemic spanned much of the last three years.

A recent report from the Oregon Employment Department, Disparate Impacts of the Pandemic Recession in Oregon, lists this event as causing the greatest economic upheaval in Oregon history. The report also identifies the service industries including hospitality and leisure, childcare, healthcare, food service, skin and hair care and private educational services as being disproportionately impacted.

These sectors are overwhelmingly staffed by women and comprise at least 44 percent of women owned businesses so it is understandable that women were disproportionately impacted by the COVID pandemic.

There are several reasons identified as factors for the disproportionate impact. A February, 2023 article from Utah State University by Lafkas, Christenese and Madsen, The Impact of COVID on Women and Work, says that, unlike their spouses, 59 percent of women surveyed experienced a negative impact on their career due to layoffs and changes in the nature of their work. The article also reveals that over three million American women left the workforce during the first year of the pandemic to address childcare responsibilities or were unable to comply with vaccination, quarantine and remote work requirements.

Women have been slow to return to the workplace according to the America Works Data Center. They say that at lease one million



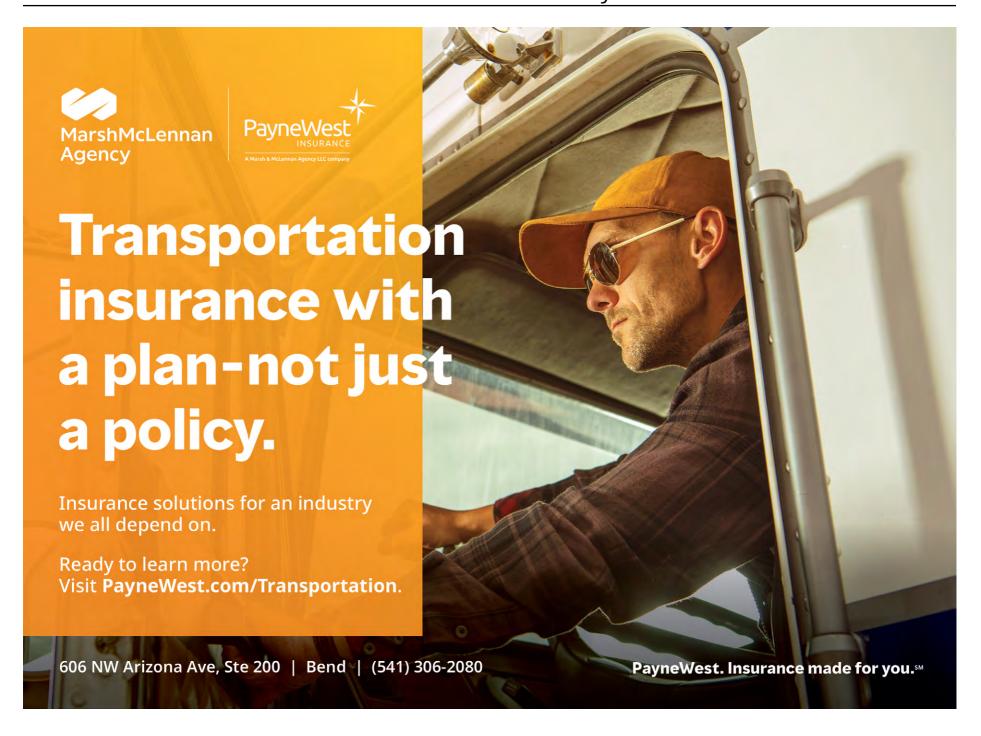
JOY KING SEATED AND TALKING WITH ONE OF HER STAFF | PHOTO COURTESY OF BRUCE BARRETT

PAGE 12

www.cascadebusnews.com Bend, Oregon

PERMIT NO 473 **BEND OK** SOSTAGE OF SURE OF SUR **ОТ** ЗТЯЗЯЧ

9999-888/149 Bend, Oregon 97701 404 NE Norton Avenue Cascade Business News



INSIDE THIS ISSUE

Business & Industry2
Hot News 3
City Desk4
Women in Business 11
Women's Organizations 32
Money & Investment 33
Who's Who34
Healthy Communities36
Business Calendar39



A Division of Cascade Publications Inc.

Opinions expressed by contributing writers and guest columnists do not necessarily reflect the opinions of the publisher and/or editorial board. Questions and comments about a particular article should be addressed to the individual contributor. Letters to the Editor will be accepted and possibly printed if signed by the writer. Reproduction in whole or in part is strictly prohibited without written permission.

CBN is published the first and third Wednesdays of each month.

Subscriptions are \$35 for one year (\$40 for out of tri-county).

CBN is a division of Cascade Publications Inc. which also publishes the monthly
Cascade Arts & Entertainment magazine, Book of Lists, Sunriver Magazine, Premiere
Builders Exchange Directory, Bend-La Pine High Schools Fall & Winter Sports Programs
and the Art & Wine Auction Program. Locally owned and operated since 1994.

404 NE Norton, Bend, Oregon 97701 541-388-5665

www.cascadebusnews.com
Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

HEATHER WALL7 BIANCA VRANCEANU8 ABBY GORMAN9 JIM DARCEY......10 GINGER WEEDEN......14 RBC WEALTH MANAGEMENT & PAMELA J. CARTY.......17 JENNIFER L. HOBSON-HINSLEY23, 27 JUDY CAMPBELL28 ARTSPER FOR GALLERIES28 DIANE McCLELLAND......29 ED WETTIG33 CITY OF BEND......35 KELLI DELPERDANG36 HOSPICE OF REDMOND......36 KATY WOODERSON......37

PRODUCERS

FounderPamela Hulse Andre	ws
President/CEOJeff Mar	tin
Editor/Production Director/ Feature WriterMarcee Hillman Moeggenbo	erg
Feature WriterAndrea Hi	ne
Feature WriterNoah Nels	on
Feature WriterSimon Math	er
Distribution David F	lill

HOT NEWS

RECENT TRANSACTIONS

Brokers Peter May, CCIM, Russell Huntamer, CCIM and Eli Harrison with Compass Commercial Real Estate Services represented both the landlord, Northwest Asset Management Company, and the tenant, Ryoshi Sushi Japanese Restaurant, Inc., in the lease of a 3,314 SF retail suite located in the Bend Factory Stores at 61334 S Highway 97 in Bend.

Compass Commercial Real Estate Services brokers Jay Lyons, SIOR, CCIM and Grant Schultz, CCIM represented the landlord, Galveston Terrace, LLC, in the lease of an 891 SF retail suite at 631 NW Federal Street in Bend.

Brokers Jay Lyons, SIOR, CCIM and Grant Schutlz, CCIM with Compass Commercial Real Estate Services represented the landlord, Clearpine Management, LLC, in the lease of a 1,329 SF office suite located at 100 W Lundgren Mill Drive in Sisters.

Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM, Peter May, CCIM and Eli Harrison represented the landlord, Forum Holdings, LLC, in the lease of an 885 SF retail suite located in the Forum Shopping Center at 2550 NE Highway 20 in Bend. Compass Commercial Real Estate Services broker Kristie Schmitt, CCIM represented the tenant, The Roost Barber Lounge.

Connecting our clients to innovative real estate solutions

NAICascade.com/Recent-Transactions



COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE

Jefferson County, COCC Boosted by \$4 Million in Lottery Revenue for Madras Campus Build-Out

Central Oregon Community College (COCC) and Jefferson County are a major step closer to realizing a long-planned expansion project for the college's Madras campus thanks to \$4,052,728 from Oregon lottery revenue bonds allocated by the state's 2023-25 Legislatively adopted budget. The planned new facility will feature health care and early learning education classrooms and labs, as well as an on-site child care center for Jefferson



A RENDERING DEPICTS THE COCC MADRAS CAMPUS EXPANSION PROJECT, EXPECTED TO BREAK GROUND THIS WINTER I RENDERING COURTESY OF COCC

ontinued on Page 38 ▶

New Bend Bus Service

Megabus, one of the largest bus companies in North America, is pleased to announce a new partnership with Pacific Crest Bus Lines, the most reliable bus service in the Northwest.

This partnership will allow for expanded service options for 24 cities across Oregon and California including daily trips specifically between Bend and 13 cities within Oregon including **La Pine**, **Redmond**, **Sisters**, **Sunriver**, Altamont, Chemult, Chiloquin, Crescent, Eugene, Gilchrist, Klamath Falls, Portland and Salem.

RDD Announces Kit Version of Record-Shattering LX7 Experimental Aircraft

Just in time for the EAA AirVenture Oshkosh Fly-In, where more than a half-million aviation enthusiasts congregated last week, RDD Enterprises launched the LX7-1, a kit version of its incomparable LX7 personal aircraft.

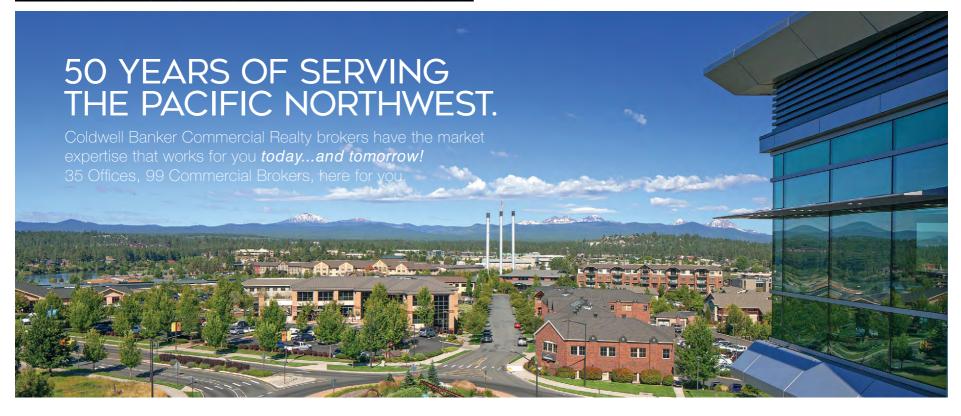
Thanks to the LX7, Redmond-based RDD has raised the bar for experimental aircraft to dramatic new heights in terms of safety, performance and comfort at a price that's much lower than comparable planes. Now, they have taken the industry to another level yet again.

"The LX7-1 is a gamechanger on three levels," said David McRae, RDD's



LX7 KIT PLANE | PHOTO COURTESY OF RDD ENTERPRISES

co-owner and director of marketing, sales and business development. "It empowers aviation enthusiasts to customize the plane to suit their needs; to take control of the construction timeline; and to significantly lower the cost of entry."





AL EASTWOOD 541.350.0987 alvin.eastwood@cbrealty.com











BEND

♦ The Bend City Council will hold a roundtable on the topic of a transportation fee from 9:30am to noon on Wednesday, August 9 at the Pilot Butte Fire Station on 15th Street. Meeting room space is very limited so interested community members are encouraged to livestream the Transportation Fee Roundtable on YouTube.

Roundtables are a new engagement opportunity the City Council has created to discuss matters of community interest.

Transportation fees are a common funding tool in Oregon. In the past, the City has relied on revenues from the State gas tax and a portion of property taxes to maintain the City's transportation system, but these funding sources are limited and declining. The City of Bend's transportation network is growing, and costs are increasing. New funding sources are needed to maintain the levels of service that the community expects.

A transportation fee is a recurring fee on utility bills because everyone relies

on the transportation system (mail delivery, garbage hauling services, food delivery, bus routes, etc.). A well-maintained transportation

system allows people and goods and services to move safely and efficiently.

Upcoming roundtable discussions will cover program recommendations from the Transportation System Plan, community priorities, rate tolerance and uses of revenues. Roundtable participation is by

invitation and the meeting does not include public comment. Representatives from the following groups have been invited to the upcoming roundtable: Bend Bikes, Bend Chamber, Bend Economic Development Advisory Board, Bend La Pine Schools, Bend Park & Recreation District, Cascade East Transit, Central Oregon Coalition for Access, City of Bend Accessibility Advisory Committee, Commute Options, Council on Aging, Environment and Climate Committee, Former City Transportation Advisory Committee, Human Rights and Equity Commission, Latino Community Association, Neighborhood Associations, NeighborImpact, Transportation Bond Oversight Committee.

At the August 2 City Council meeting work session, Councilors discussed initial proposed potential rate estimates. Recorded video of the work session can be viewed at bendoregon.gov/councilagenda or view the presentation.

"I look forward to working with the community to determine how we can use this fee to maintain and enhance the quality of our streets as well as fund important transportation programs identified in our Transportation System Plan," said Mayor Melanie Kebler.

"Everyone in Bend understands the importance of a well-maintained, well-planned, and safe transportation system. We want to ensure we are equitably implementing a Transportation Utility Fee so we have the funds needed to meet community expectations."

The public engagement process will help City staff and Council determine uses of revenue, ways to lessen the impact of this new fee on customers facing financial hardship, and how to balance the use of other funding tools for future transportation system needs. A transportation fee could start appearing on utility bills sometime in 2024.

♦ In January 2023, the City of Bend received a \$150,000 Electric Mobility Grant from Pacific Power to provide vouchers for e-bikes. The City partnered with Commute Options to administer the grant.

The program awarded 75 rebates, worth \$2,000 each, over the course of three lotteries held in April and May. To qualify, applicants had to be residents of Bend and at or below 80 percent of the area median income. Over 600 people applied for an e-bike rebate. All 75 rebates were redeemed at four local bike shops. Recipients were required to complete an online e-bike safety course developed by Commute Options.

According to Brian Potwin, executive director of Commute Options, most recipients purchased commuter bikes and reported that the bikes would help them replace car trips. Recipients were encouraged to log-in to the *Get There Oregon* platform and track their trips. As of July 28, 363 e-bike trips were logged through *Get There Oregon* which translates into a savings of 1,125 pounds of CO2 emissions.

"Commute Options mission is to increase access to transportation options across Oregon. When the City of Bend invited us to administer the e-bike rebate program we jumped at the chance to help our community," said Potwin. "Participation in the program exceeded our expectations and shows the growing need for transportation options in Bend. In addition to the rebates, Commute Options produced and delivered online e-bike safety education to all 600 applicants of the program. We appreciate the assistance of the local bicycle shops and we consider the program a complete success."

DESCHUTES COUNTY

♦ In June 2023, the Deschutes County Commissioners approved the remediation plan in response to a code enforcement complaint that identified a variety of public health and safety concerns.

Beginning this week, County staff will initiate the first phase of the remediation plan to mitigate public health and safety threats on County-owned property in north Juniper Ridge. Contractors will place and maintain drinking water stations, trash receptacles and portable toilets. These supports will be made available on a temporary basis. Contractors will also begin clearing debris from abandoned encampments.

At this time, people camping on County-owned property in Juniper Ridge will not be required to relocate. The County plans to hold off on this phase of the remediation plan as it explores the creation of a managed camp within the County, which will be a required component of the camping ordinance that the Board of Commissioners has indicated preliminary support for.



end Chamber
Continued from page 1

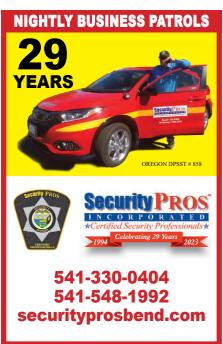
This was followed up by a quick point from Chang, clarifying that tax collection and allocation can be more complicated than meets the eye; local tax dollars only make up a small portion of overall funding, and they are not always allocated as simply as it seems.

A main part of the discussion focused on the need for workforce housing. The need for housing was addressed with a slide that outlined how \$7.8 million was spent on workforce housing development. The projects listed include; \$1 million for the Hayden Homes Affordable Housing Project, which is projected to include a mix of 347 rental and for-sale units; \$1 million to support the development of 20 duplexes/triplexes and repairs in 200 units in Sunriver and La Pine; \$500,000 for the development of up to 40 affordable housing units in Sisters; and \$1 million across two years to establish the HOME Fund and provide \$30,000 grants to affordable housing home builders, and more.

In addition, workforce housing needs will be met in the future with new laws surrounding rural ADUs, or Accessory Dwelling Units. In short, steps are being taken to increase the viability of this living option, and to support the construction of more in the future to address the needs of an ever growing urban workforce.

Next, the panel moved on to child care. Adair led the discussion about recent investments into child care services in the County, including \$3.55 million





to support more child care spots for local families by expanding on existing facilities and services. According to the panel, "County investments will help create more than 500 new child care spots and train more than 275 new workers in the child care and early education fields."

Adair emphasized why that last part is important by explaining the many levels of laws and regulations that child care

businesses and workers must abide by, noting that these new investments will help alleviate the lack of access to child care parents in our community face.

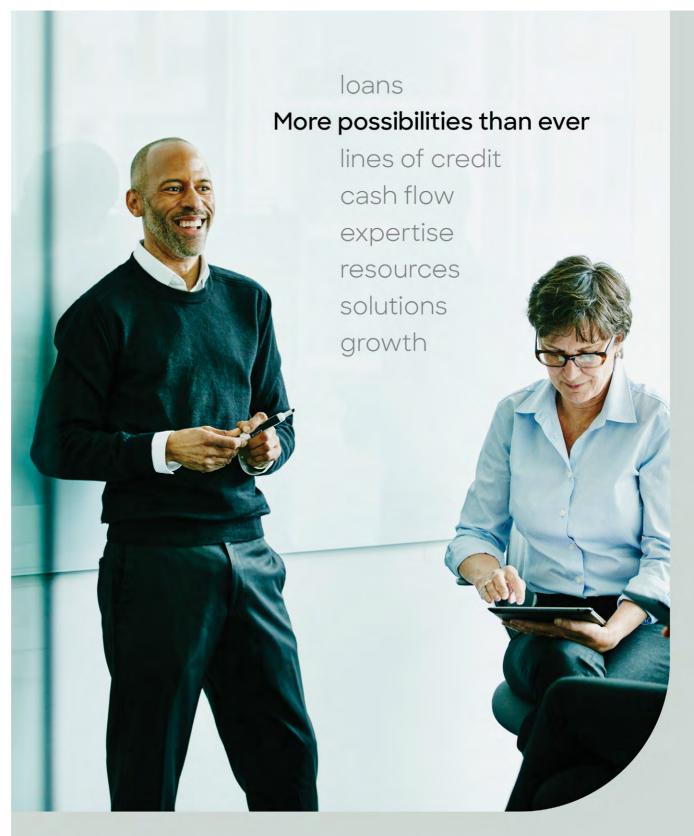
Aside from these main conversations, the panel discussed the following topics: siting a new landfill, addressing the houseless issue and wildfire mitigation.

At the end of the slideshow, a large chunk of time was reserved for

audience questions, which mostly focused around how to properly deal with the issue of homelessness in the County.

The next Bend Chamber event called Biz & Bevs, will focus more on networking with fellow community members. This will be held on August 18 at N The Zone Ink & Threads at 4:30pm.

bendchamber.org



We're here to help you do more for your business.

At Umpqua Bank, we can offer you more resources, additional lending options and expanded industry expertise. All of which means, when it comes to growing your business, the possibilities are endless.

Learn more at UmpquaBank.com.



kenekt'd

Commercial Phone & WiFi Made Easy

by NOAH NELSON — CBN Feature Writer

amont Boileau, co-owner of kenekt'd Internet Services, comes from a professional background in the telecom industry. Boileau connected with a network architect named Josh Richardson while selling internet services. Noticing a gap in the market and having a potential solution, the duo founded kenekt'd in 2013.

"Our main offering is commercial WiFi deployment, but we offer phone and voice services as well," Boileau said. "We really shine when a client needs an out-of-the-box solution."

The gap the duo noticed was the disconnect between ISPs (Internet Service Provider) and the internet needs of the commercial sector, especially within the lodging and hospitality industries. Places like apartments, office buildings, RV parks and more almost always offer a WiFi connection to their guests, but it can be difficult to set up, maintain and optimize systems of this size; many factors come into play, and many IT services fall short of this service.



(L-R) HARLEY PICARD, CUSTOMER SERVICE/PROJECT IMPLEMENTATION MANAGER





(L-R) CO-OWNERS JOSH RICHESIN AND LAMONT BOILEAU | PHOTOS COURTESY OF kenekt'd

"The job of the ISP is more or less to just supply the fiber optic for your internet," Boileau said. "IT workers are great and can solve many common problems, but many of them don't have the experience of working on large-scale, commercial networks like we do."

Admittedly, Boileau and Richardson worked on kenekt'd "like a side gig," according to Boileau, until right around the end of 2019. "We were young at the time and it ended up being more of a side project for the next six or so years," Boileau said. "In 2019 and early 2020, the stars aligned and Josh and I took on more full time roles."

While kenekt'd does offer phone and internet services to individual clients and households, their main strength lies in offering unparalleled service to the commercial sector, utilizing partnerships with local ISPs.

"We do great with connecting multiple sites and projects with more than one phone service operator, and we really shine in complex environments where we can pull the team together around a whiteboard and figure out the best solution for that client," Boileau said. "We partner with ISPs, they bring in the awesome internet, and we take that signal and distribute it throughout, matching our clients' needs."

For example, Boileau said that kenekt'd recently acquired a hotel on the east end of Bend as a new client. For this project, Boileau and the team deployed 25 access points to ensure that the internet signal, provided by TDS Telecom, provides a quick and reliable connection no matter what entrance a guest uses, the second they use it. Good service means connecting a guest's devices to the WiFi the moment they walk into the building, and kenekt'd makes sure that happens.

Boileau mentioned that a niche industry they have found success with is retirement care and assisted-living facilities.

"For a recent client in this niche, we rolled out 105 lines that provide WiFi, along with phone and voice services at separate entrances, several doors throughout the building, the elevators, security features, intercoms and more," Boileau said. "A lot of facilities like this benefit from both of our services, so we've been blessed to pick up a few accounts in Hood River and the Dalles."

This brings up a key advantage that kenekt'd has as a business: the ability to provide service almost anywhere, "We're not restricted by any one area," Boileau said. "We're based in Central Oregon, but we can really go anywhere."

Up until recent efforts and a push for increased marketing, kenekt'd has maintained business and success through word of mouth and client referrals.

"So much of what we've done has been based off of relationships we've made with happy clients and the referrals they provide us," Boileau said. We've been so darn busy with word of mouth business, it's a blessing."

It would seem that kenekt'd keeps their clients happy through exemplary service, an attention to detail and the ability to approach any unique project with innovative thinking and problem solving, "We love getting the team together and just brainstorming the best solution to a client's problem," Boileau said.

Boileau continued, and explained that his clients typically stay happy because kenekt'd provides a service that is oftentimes overlooked, and can cause some frustration. A major selling point to the services provided by kenekt'd would be their ability to streamline and optimize the entire process of setting up a large-scale WiFi, phone and voice network, allowing for clients to rest easy, knowing that a team with decades of experience in commercial projects is handling everything.

"The larger the operation, the more this is needed," Boileau said. "Our service makes that process so much easier on the client. We have the team, the tech and the resources to make sure everything is optimal."

Looking to the future, Boileau, Richardson and their whole team are excited to continue their mission of helping the Central Oregon community stay connected. At the same time, they have their sights set on expansion outside of the region, providing service wherever any client might need it.

It's been such a cool operation and we love watching it grow," said Boileau. "It's so cool to step back and appreciate our hard work, while staying excited for the future."

kenektd.com

Job Descriptions at their Finest

by HEATHER WALL, Director of Human Resources — Brightways Counseling Group

ave you ever had an employee say that a task you assigned them is not indicated in their job description? Well, is the task indicated on their job description? Unlikely, because the reality is that a job description is intended to be a snapshot of the role's responsibilities, not a detailed list of every task that may ever be required of the employee.

Every position in the company should have a job description, even if it is a simple description.

Think of a job description as a guide for your employees.

The guide should have the company mission, vision, or company goals if possible. This will set the foundation for employees to know how their job duties impact the company-it creates a sense of loyalty and investment to the overall success of the company.

A job description should be clear and concise and includes pertinent details such as, the informative information, the essential functions of the job, the required and preferred competencies, the work environment, and the physical demands required to do the job.

Informative information: this would include things such as the job title, the supervisor, the department, team, or location, the classification, (exempt or non-exempt), and the status, (full-time or part-time). Other information may include the duration of the job, (if on a temporary basis), and compensation information, (pay grade or compensation level in which the role is placed). If possible, indicate the work hours and schedule expected of the job.

Essential functions: these are the minimum required duties of the job, either in a summary or in a list. I prefer a high-level summary of the job and then indicate in a broad-list format the essential duties of the job. Towards the end of this list, I recommend including the statement, "additional duties and responsibilities may be required to achieve the company goals," as well as, "required to attend company trainings and meetings as needed." This will help alleviate the questions and encourage a collaborative approach to every employee actively participating in the company success.

It is ideal to indicate the frequency at which the task or duty is performed, (i.e., weekly, daily, etc.), and indicate the amount of time it may take to accomplish the tasks, (i.e., approximately ten hours per week on administrative tasks such as filing, scanning, emailing, mailing, etc.).

Indicate whether the task/duty is a required essential duty, or a preferred task/duty. This will help if in the future workplace accommodation is requested. With the clarity indicated in the job description, you will be able to confirm what is able to be accommodated versus what may not be accommodated due to the requirements of the job.

Competencies: this is the knowledge, skills, and abilities (KSA's) required or

preferred to do the job. Example: Required-bachelor's degree in business, prefer an advanced degree, specifically in data analytics. Required- five years of experience in hospitality, prefer two years of supervisory experience. Indicate the required from the preferred.

Work environment: this explains what the work environment is like. Is it in an office, in a warehouse, remote from home, etc.? If temperatures vary based on the season, indicate such. (This applies to certain industries). If travel is a requirement of the job; indicate what that travel looks like, i.e., travel by plane, train, personal automobile, etc. and indicate how often travel may be expected, i.e., travel is expected 25 percent of the time (most travel occurs in the surrounding area and can be done during the workday, one-two days of overnight travel may be required).

Physical demands: this is the physical aspect of the job such as standing, lifting, sitting, bending, etc. It is recommended that you indicate if this requirement is performed often, occasionally, or rarely. The broader the list, and with more detail, the better.

Best-practices: indicate when the most recent revision or review of your active job descriptions occurred, somewhere on the document. I prefer to place this date in the footer of the document in smaller print. Review job descriptions often, ideally on an annual basis. During this review, not only should the overall description be reviewed, but the competencies and physical duties should also be confirmed. It is wise to get feedback from those doing the job, or at a minimum the supervisor of the job. Creating a well-defined, accurate, and realistic job description will be an excellent guide to the employee and their supervisor.

Job descriptions are a valuable tool not only in guiding employees on what is needed from them; but it also serves as a useful tool for performance management and to minimize risks. If an employee is under-performing, a leader can indicate those specific areas as stated in the job description. If an employee is over-achieving, it may be time to assess the job description, or look to other opportunities within the organization where the employee's talent and skills could be better utilized.

To avoid risks, the physical duties and work environment should be well defined. This will allow the employee to feel confident in their abilities and limitations.

Finally, it is recommended to conduct a companywide Needs Analysis every year to ensure your existing talent meets the needs of the organization, your job descriptions should accurately reflect the duties and requirements; and ensure communication is aligned and consistent with an emphasis on achieving the company goals... bring it back to the roots and you will find yourself pleased with the direction the company goes with clear and well defined job descriptions.

brightwayscounseling.com







A WINEMAKER NEEDS PATIENCE, VISION AND LOTS OF ENERGY. IT'S VITAL THAT ENERGY BE USED EFFICIENTLY.

Making wine is a tricky business. Each vintage brings its own challenges; there are no one-size-fits-all solutions. It's similar to how Energy Trust approached an energy efficiency plan for our winery. It was tailored to us and how we work. Now we run better. You can, too. Find out how at energytrust.org/industry-lighting.





LRS Architects Brings Mediterranean Vibe to Bend

Designs Upscale Eatery Bar Rio & Artisanal Market Bodega

by BIANCA VRANCEANU, Sr. PR + Marketing Specialist — Promova, LLC

RS Architects, a firm that values innovation, creativity, and collaboration, is transforming Barrio, one of Bend's most storied restaurants, into a reimagined space that will effectively function as two separate concepts. The space will be reborn as a restaurant called Bar Rio which will serve tapas and bespoke cocktails in a more traditional sit-down setting, and the adjoining market, to be known simply as Bodega, will offer a more casual grab-and-go array of artisanal foods.

LRS was tasked with transforming and brightening the interiors of the restaurant and bar, maintaining the Mediterranean aesthetic familiar to Barrio's customers, while giving it a fresh infusion of inspiration from the owners' extensive travels to Spain, Israel, and Mexico. LRS Project Manager and Interior Designer Trisha Plass guided the vision for Bar Rio and Bodega, opting for earthy terracotta, Alhambra-inspired tiles, and Mediterranean blues and bright white as motifs for the space.

Steven and Amy Draheim, Bar Rio and Bodega owners, previously hired Plass to redesign the interior of their home after falling in love with Plass's work at a different local restaurant. Later, after Plass joined LRS, there was only one person the couple wanted to update their Bar Rio and Bodega space.

"Trisha positively brought new life to our family home, and there was no one else we dreamed of calling for our restaurant," said owner and chef Steven



BODEGA MARKET

SELLING YOUR BUSINESS?

Don't let Uncle Sam become your #1 beneficiary!



www.RosellWealthManagement.com

Securities offered through ValMark Securities, Inc. Member FINRA, SPIC.130 Springside Drive, Suite 300, Akron, OH 44333 800.765.5201 Investment Advisory Services offered through ValMark Advisers, Inc., a SEC-registered investment advisor. Rosell Wealth Management is a separate entity from ValMark Securities, Inc. and ValMark Advisers, Inc.



BEND BARRIO | RENDERINGS COURTESY OF LRS ARCHITECTS

Draheim. "She was already familiar with our love for the Mediterranean and truly upped the ante in terms of what we could do on the inside of our business."

"We wanted the atmosphere of Bar Rio and Bodega to capture that feeling of being transported," said Plass. "Every detail invites restaurant patrons to imagine they have traveled half a world away with the Draheims. It will be an even better space for dining, enjoying a drink, and gathering with friends and family. You won't want to leave!"

Both Bar Rio and Bodega will continue the vision of the Draheims to offer unique, distinct flavors in their city. Replacing the long communal tables will be smaller, more intimate seating arrangements to enjoy Spanish tapas. From Bar Rio's back patio, guests can sip on craft cocktails and enjoy views of the nearby Deschutes River, known for its connection to Oregon's significant brewing scene.

The restaurant closed in March, and construction is ongoing on an accelerated schedule. Bar Rio is aiming for a soft opening in early August, and the Bodega is set to open later this year.

Plass is excited to share Bar Rio and Bodega's unique lighting design, bright tiles and Instagram-able spaces. "Amy and Steven have truly elevated the food scene in Bend," enthused Plass "Bar Rio will be a destination for foodies from across the region, who will journey here to enjoy Gambas al Ajillo and their famous pineapple mezcal in a setting that could not be more welcoming and warm — just like the owners."

Plass, who has two decades of experience in interior design, joined LRS last summer. LRS specializes in retail and commercial design, and the addition of Plass to the team has expanded the firm's practice into new territory.

"We are so pleased to bring the Old World to the Bend community we love dearly," added Draheim. "Thank you, LRS — and thank you, Trisha!"

About LRS Architects:

LRS Architects is a majority woman-owned architecture and interior design firm with offices in Portland and Bend, Oregon. Founded in 1976, the award-winning practice is driven by a passion for good design that goes beyond aesthetics to create vibrant communities and spaces that support the well-being of those who inhabit them. With 135 design professionals, the firm is committed to partnering collaboratively with clients to positively shape the human experience through the physical environment. The diversity of the firm's project experience provides a broad perspective and proven expertise in design, problem-solving, documentation, and project delivery methods. The firm's work, while centered in the Pacific Northwest, is found throughout the United States in over 30 states, as well as in China, Canada, and Nicaragua. Recognized with dozens of awards, the practice's work has been featured in hundreds of publications, including *Architect*, *Fast Company*, *ENR*, and Office Snapshots, among many others. LRS is an Oregonian Top Workplace Award Winner 2016-2022.

Irsarchitects.com



Michael Sipe, President CrossPointe, Inc.

How to Increase the Value & Marketability of Your Business

Take Advantage of Our Free Online Business Analysis and Get an Assessment of the Marketability of Your Business Based on Eight Key Value Drivers

As a mergers and acquisitions advisor for 31 years, I've evaluated over 5,000 companies and provided advisory services on hundreds of transactions worth about a half-billion dollars. I've learned what makes a business sellable, and how to position a business so you get the best deal when it's time to sell. Eight key factors make that possible.

To see how these factors influence the value of your business, call or send an email and request our free, confidential, no-obligation 10x Value Catalyst Assessment. Or simply go to the business growth link below.



Fostering Diversity, Equity & Inclusion through Self-Understanding & Empathy in the Workplace

by ABBY GORMAN, Owner — Symplexi Employee Development

Il of us have had an experience when we have felt judged on something we couldn't control such as our age, gender, race, upbringing, the list goes on. In today's rapidly changing global landscape, fostering diversity, equity and inclusion has become imperative for businesses seeking growth and success. I believe we need more than compliance with regulations through training, and hiring diverse talent. To create lasting change, we need a shift in awareness around mindset and behavior.

One promising avenue to cultivate this desired culture

is through coaching employees to understand themselves and recognize their power which leads to empathy and understanding towards their colleagues as fellow human beings.

Coaching employees to understand themselves is a foundational step to creating change. Self-awareness allows individuals to recognize their biases, assumptions and blind spots, which are often unconscious barriers to fostering an inclusive environment. Through introspection and guided self-discovery, employees can confront their own preconceptions and begin to dismantle them. When individuals acknowledge and confront their biases, they can better understand others to actively embrace diversity and challenge stereotypes.

Self-understanding helps employees recognize their unique strengths, perspectives and contributions. This realization can empower employees to bring their authentic selves to work which promotes an atmosphere of acceptance and inclusivity. Recognizing that everyone's experiences and journeys are different, enables a deeper appreciation of each other as human beings.

When individuals recognize their own power, they are more likely to become advocates for change. They understand that their actions, no matter how small, can have a significant impact on the workplace culture. This empowerment encourages employees to actively challenge discrimination, microaggressions and exclusionary behaviors. Recognizing personal power encourages individuals to use their influence to amplify underrepresented voices, champion inclusive practices and drive meaningful conversations around diversity.

Understanding oneself and our power is not an end but a means to larger goals: fostering empathy and human connection. Empathy is the cornerstone of effective communication and collaboration. When individuals appreciate their own complexities and vulnerabilities, they become more attuned to the

experiences and feelings of others.

Coaching employees to understand their power in the context of diversity, equity and inclusion, encourages them to engage in authentic conversations. These conversations enable individuals to share their unique stories, struggles and triumphs. Such exchanges facilitate a deeper connection among colleagues, creating an environment of mutual respect and trust.

As employees begin to open up to each another, they begin to see beyond superficial differences and recognize their shared humanity. This realization forms the bedrock of a truly inclusive workplace whereby individuals genuinely care for and support one another. Through this process, biases are challenged, stereotypes are shattered and genuine understanding emerges.

As organizations strive to create environments where every individual feels valued, respected and heard, investing in coaching and self-understanding initiatives is not just an ethical imperative, but a strategic one. By tapping into their own power, employees become champions of change, advocates for inclusivity and allies for those who have historically been marginalized, collectively propelling their organizations toward a brighter future—one where diversity is celebrated, equity is a reality and inclusion is not just a goal, but a way of being.

Abby Gorman, the owner and founder of Symplexi Employee Development, started her career over two decades ago in the Newspaper industry where she dedicated herself to cultivating and nurturing robust teams. Throughout her professional journey, Abby recognized the immense value of empowering individuals to reach their full potential. Driven by her unwavering commitment to personal and professional growth, she embarked on her own transformative path, becoming a certified life, development and trauma-informed coach. With a wealth of life and business experience, Abby has merged her expertise and collaborates with companies to grow and empower their teams.

Abby Gorman, the owner and founder of Symplexi Employee Development, started her career over two decades ago in the Newspaper industry where she dedicated herself to cultivating and nurturing robust teams. Throughout her professional journey, Abby recognized the immense value of empowering individuals to reach their full potential. Driven by her unwavering commitment to personal and professional growth, she embarked on her own transformative path, becoming a certified life, development and trauma-informed coach. With a wealth of life and business experience, Abby has merged her expertise and collaborates with companies to grow and empower their teams.

symplexicoaching.com



Growth in Requests for Mentors – Could You Help?

by JIM DARCEY, Chapter Chair — SCORE Central Oregon

he requests for business mentoring are on the rise!

SCORE in Central Oregon is part of a nationwide volunteer organization under the Small Business Administration consisting of over 230 chapters providing mentoring and education to both new entrepreneurs and existing businesses in need of guidance for business planning, finance, marketing and in many other areas.

In the last year, our local chapter has seen exceptional growth in the number of requests for our mentoring services. Eleven new mentors have joined our team this year, and our hope is to further increase the size of our group to accommodate the continuing increase in the requests for our help.

Chances are, if you own or have owned a business, been involved in sales, finance, management or any other position of responsibility, you have a lot to share in terms of your experience and knowledge. If you like to help, and would like to aid the success of others in business, volunteering as a mentor with SCORE may be a great fit for you.

Some mentors are retired, some semi-retired (such as myself), and some are still active in business. When I sold most of my company interests and moved to the Bend area, I knew I wanted to be active in the community and decided to put my business knowledge to use as a mentor. A common thread among those who become mentors is an interest in helping others by sharing what they know.

In 2022, the Central Oregon chapter support helped in the opening of 44 businesses and the creation of 155 jobs. 1152 hours of direct client mentoring were provided, along with many more hours of planning and preparation.

The "perks" are many. It is always empowering to share what you know; you tend to expand your professional knowledge and skills along the way, i.e. "lifelong learning". You also get to meet more people in the community and connect with other professionals. More personal/social friendships sometimes emerge with others in the group.

You can make a difference in helping with as minimal a time commitment as four to five hours per week, totally on your own schedule. New mentors are supported with a well-structured "on boarding" program, as well as connection

to more experienced team members who can help and advise.

Here are some thoughts from some mentors sharing their experiences:

"It is a pleasure to be able to share the business knowledge that I have built from decades of work experience."

"During my business career, I was very fortunate that some wonderful people wanted to help me succeed. Now those folks are indirectly helping SCORE clients succeed with me in the middle. What an amazing circle of life!"

"I get to experience the creativity of working with all types of new and experienced business Clients. Mentoring for SCORE is a great way to give back to my community."

Of course, the core outcome is results from the help provided. Here are a few of the many comments and feedback we receive from those who have received mentoring:

"My mentor is so knowledgeable and encouraging, but also with common sense recommendations that I appreciate."

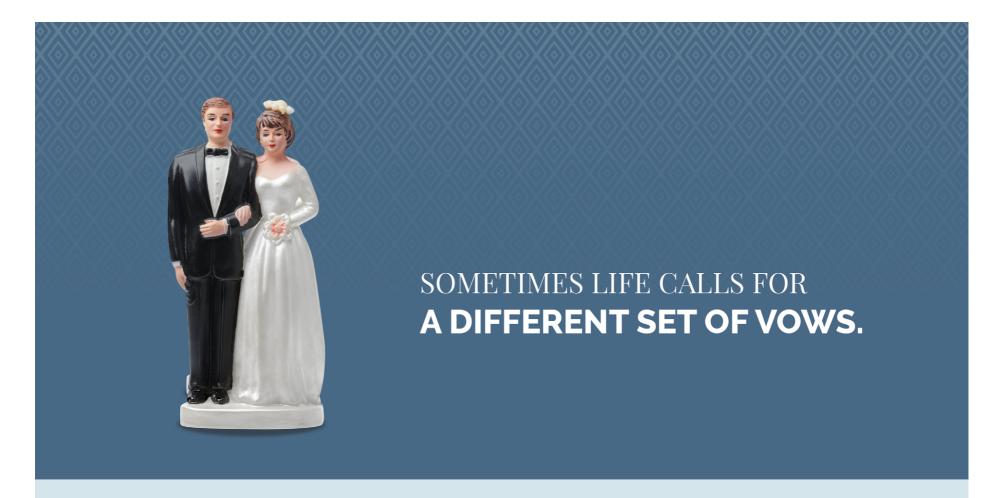
"As I continue to build the foundation of my business, I know my mentor will be able to guide me with solid advice. I believe this is critical to my success."

"My mentor is very knowledgeable, personable and supportive. I felt like I had a successful future ahead and that it was attainable. I haven't felt this optimistic in ages."

As noted, SCORE is expanding. More mentors are needed to handle the many requests for help that are received every month. The application process is very simple and accessible via the website: score.org/centraloregon. You can also call 541-316-0662.

Consider becoming part of a group that is helping the business community grow and prosper!

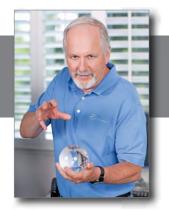
score.org/centraloregon





523 N.W. Colorado Ave. | Suite 100 Bend, OR 97703 | 541.306.4324 bendwealth.com These days, people want more choice in how they work with a financial advisor. So whether you want full-on financial planning or just financial advice a la carte, we're flexible. And we'll bend over backwards to help you. To get started, simply email info@bendwealth.com.

© 2023 Securities offered through Raymond James Financial Services, Inc., member FINRA/SIPC. Investment advisory services offered through Raymond James Financial Services Advisors, Inc. Bend Wealth Advisors is not a registered broker/dealer and is independent of Raymond James Financial Services. 23-BRAGN24-0009 TA 5/23



Tech Thoughts

by ROB ENDERLE — Enderle Group

The Advantages of Women-Owned Businesses

was looking at a story involving old TV shows. One of the shows mentioned was a Flintstones episode in which the women, Betty and Wilma, wanted to open their own business, but their husbands, Fred and Barney, worked to sabotage that business so that their wives would have to continue to serve them. That was not a controversial episode when it came out in the 1960s because, back then, women were not even supposed to work. Society had deemed their value was only as wives. That was then. Now there are a number of advantages to forming and working in a women-owned business, particularly if you are a woman.

And from a customer perspective, we often find that, because women had to work harder to gain their skills fighting through a male-dominated workforce, women-owned and staffed businesses can outperform their malerun counterparts.

Let's explore some of the advantages that women-owned businesses enjoy.

Market Sizing

There are around 12 million women-owned businesses in play today, and these companies together make an impressive \$1.8T a year. While rare at one time, today, women-owned businesses represent 39 percent of all privately held companies. These businesses contribute significantly to the U.S. economy by employing more than 9M people. It's interesting to note that in the tech field in which I operate, companies run by women have a return on investment (ROI) of around 35 percent higher than average.

Women-owned businesses are an important and increasingly powerful block of companies driving diverse change into a variety of industries.

No Glass Ceiling

One of the biggest problems for women in business is the glass ceiling. Male-owned businesses will hire women but do not really want women in management or especially in executive positions. Typically, women-owned businesses do not have that problem. They allow women to advance on merit just like their male peers, and this could have significant advantages when it comes to career advancement.

All firms are still being driven toward higher diversity, and one of the textbook ways to overcome a stalled career is to leave and then return at a higher level. If a woman's progress is stalled in a male-dominated company, she might find a way around that obstacle by leaving to work for a women-owned company, advancing and then applying for an advanced job at the male-dominated firm. This strategy applies to both men and women, but women should find advancing easier in a woman-owned firm.

Economic Advantages

The Small Business Association (SBA) has a number of programs for qualified women-owned businesses that are designed to provide those businesses with advantages to offset the disadvantage of having to break into industries that are male-dominated. These incentives can provide unique contracts, business opportunities and other benefits to women-owned businesses which can help level the playing field and make running a women-owned business far more lucrative and successful than it once was.

ontinued on Page 18

Passionate. Powerful. Productive. NAI Cascade's Women in Business.



Christina Nist Julia Sutter
Assistant Property Manager Assistant Property Manager



Trish Parkes, LPM
Senior Property Manager



Jenn Limoges, CCIM

Partner

Principal Broker



Katy Haines

Managing Principal Broker

Director of Operations



Karen Koppel, CCIM

Contracts Expire. Relationships Don't. Cascade

COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE

243 SW Scalehouse Loop | Suite 3A Bend, Oregon 97702

+1 541 706 9370 NAICascade.com

mpacted by the Pandemic

Continued from page 1

women are still missing from the pre-pandemic workforce. That might not be all bad news. Research data shows significant growth in the number of women entrepreneurs.

A recent SCORE article, *The State of Women Entrepreneurs*, reports that women are starting new businesses at a faster pace than men with the growth rate of women owned business over 15 percent greater and revenue growth over 30 percent greater. Indications are that many women are choosing entrepreneurship as an alternative to returning to the workforce because it provides them more flexibility and self-determination than they had as employees.

Joy King, founder and president of Ageless Health Medicine specializes in Aesthetics Cosmetic Medicine. She founded her business in Bend in 2019 just prior to the pandemic. She says, "The pandemic had a huge impact on my business." She and her business felt the impact of supply line shortages, the need for flexibility in employee schedules and patient's concerns about health and safety. King says she struggled with shortages such as saline solution and other key ingredients and materials needed in her services but most importantly, she was able to retain staff by being flexible.

In response to the pandemic, King identified key business decisions that sustained her including scrutinizing digital marketing channels to maximize her brand message, strengthening supplier relationship, increasing salaries of her trained staff and strengthening relationships with the local competitors in her industry.

"Never give up on what you believe in," is the entrepreneurial vision that King relies on to guide her into the future.

Another local woman entrepreneur who felt the full impact of the pandemic is Deby Grant, founder and owner over the last 17 years of Sage School of Massage and Esthetics located in the NW Crossings district of Bend. Grant's business fits several of the categories for businesses most impacted by being a service business in the healthcare field and being a private professional

school. She found the need to pivot, sometimes daily, to meet changing government mandates, safety and health concerns of students and staff and her own cash flow needs.

The Esthetics Program was on pause for the entire year of 2022 due to the uncertainty of government regulations regarding direct contact. In other programs, Grant was able to employ audio visual equipment and on-line Zoom sessions. This required staff training and in some cases, equipping students with technology.



DEBY GRAN

In the true spirit of entrepreneurship,

Grant is adapting and improving as she moves forward post-pandemic. She is revitalizing her business's community and group identity to remove the sense of isolation and provide "professional belonging." Grant says, "It is important for employers to recognize that staff demands more from an employer and expects them to provide that sense of community."

Grant also believes that Sage School will need less physical space in the future. She recognizes that students in the future will more willingly embrace remote learning and this will require the program and staff to adapt. When asked about the key element that sustained her business during such difficult times, She responded, "I worked to create a professional environment that did not have divisiveness."

It is clear that professional women in the workplace experienced more impact from the pandemic due to dramatic changes in workplace and family demands. However, they are returning to the workplace with a new perspective on work/life balance and many are pursuing new career paths through entrepreneurship. They seem to be on the right path. The SCORE article reports that women owned businesses are growing. 63 percent are expecting revenues to increase this year and 47 percent are planning to expand.

windermere.com

Online Book of Lists Call to Subscribe • 541-388-5665







Considered one of the top real estate agencies in Central Oregon, Harcourts The Garner Group knows the advantage of local expertise. So it's no surprise they chose Summit Bank as their business bank. The fact that Summit Bank is a local business, too, means we're more responsive, and we understand the local marketplace.



SUMMITBANK

OREGON'S BUSINESS BANK™

ConnectW Thriving in 2023

by GINGER WEEDEN, President — ConnectW

"Ve never felt more welcome to a circle of contacts than when I connected with members of ConnectW," says Zanna Smith, ConnectW co-director of community marketing. "There is no question that the support from the members has been instrumental in keeping me connected with my business community and advancing my career outlook."

ConnectW enables women to expand their professional networks, gain visibility for their businesses, build leadership skills, through involvement, opportunities, and further their or

skills through involvement opportunities, and further their careers through professional development and educational programming. The organization brings together a supportive community of businesswomen in Central Oregon focused on empowering one another to grow both professionally and personally.

Established in 1986 in Bend, ConnectW is running strong, gaining new members monthly. The non-profit organization is facilitated by a board of directors who bring solid business backgrounds in their industries and a passion for serving the community in their respective roles within ConnectW.

"2023 has been a growth year for us," according to Ginger Weeden, president of ConnectW. "We gained an impressive number of new members from a diversity of businesses throughout the Bend, Redmond, Sisters, and Sunriver areas. They are attracted to our programming – a mixture of personal development and professional development – along with the social aspects of our events."

The organization provides three events per month for members and guests. On the second Thursday of each month, there is a Munch & Mingle lunch held at a local Bend restaurant. Every third Thursday features the Monthly Meeting, which includes an educational program and lots of networking time. An additional members-only event, Cocktail Connections, represents another opportunity for members to socialize and celebrate successes. This evening event is hosted at various member venues like storefronts, offices, homes, or restaurants.

Beginning in the month of September, the organization has expanded its events to Redmond, adding a monthly Redmond Munch & Mingle event. Interested business people are encouraged to watch the events calendar on the connectw.org website for registration.

The programming director Brandie Foster invites speakers from throughout

the West Coast to present to the Monthly Meeting audience. This year's presentations have covered a wide range of topics including improving productivity, communication, and interpersonal skills.

Recent speaker Shelley Kay, owner of Shelley Kay Coaching, commented, "When I recently presented on 'Being a LinkedIn Thought Leader', I found the ConnectW audience to be engaged and authentic. They had interesting questions and great enthusiasm to learn."

Local businesswoman Nicole Nelson, energy medicine practitioner and energy management coach, will present to the ConnectW audience on September 20. Nelson's topic is Find Your Freedom, a topic to assist audience members in developing a concrete strategy to commit to the right things, the most impactful things, every time in order to get all the results they've dreamed of without sacrificing their health, happiness, or sanity.

The meeting will be held at Open Space Event Studios, 220 NE Lafayette Ave. in Bend, from 5:30pm to 8pm. Interested guests can register at https://connectw. org/events; the deadline for registration is September 15. A catered meal will be served as a part of the \$35 member registration fee. The non-member registration fee is \$45.

Sponsorship opportunities are numerous and are good investments in helping members highlight their businesses and keep them visible in the business community. Lynn Spinoglio, Commercial Relationship Manager at First Interstate Bank, had this to say about her membership, "I have had the pleasure of being a part of an incredible group of like-minded women for the past two years and I can't recommend ConnectW enough. Not only have I expanded my professional network, but I have also made lifelong connections with professionals who share similar goals and aspirations. These women are genuinely interested in helping one another succeed. ConnectW has not only helped grow my network, but it has also fostered personal growth and provided a sense of belonging within this community. If you're looking to boost your professional life and surround yourself with motivated and inspiring women, ConnectW is an absolute must."

Professionals interested in getting involved with ConnectW as a speaker, sponsor, or attendee can find more details on the website. Join for an opportunity to expand your network and connect with like-minded businesswomen in Central Oregon.

connectw.org





Sent Directly to Your Email

To Receive, Send Your Email to: CBN@CascadeBusNews.com







Women Building Community

ConnectW bolsters Central Oregon women in their quest for success in their businesses. The nonprofit organization, founded in 1986, offers

- Business sharing opportunities
- · Relationship building
- Personal and professional development
- Compassion and support

We welcome women in all fields and endeavors—from women entrepreneurs and professionals to women simply wishing to explore, expand and enhance their lives.

Our membership includes Central Oregon business women in an array of fields including retail sales, health care, banking and finance, computing, marketing, real estate, law, insurance, personnel and business services.

We are a non-exclusive small business networking group fostering business and personal relationships among our members and raising our members' visibility within the community.

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

Please join ConnectW at these upcoming events:

Redmond Munch & Mingle, 1st Thursday of each month Bend Munch & Mingle, 2nd Thursday of each month Monthly Meeting, 3rd Wednesday of each month

Board of Directors

Ginger Weeden, President
Susan Butler, Vice President
Lisa Sloan, Treasurer
Patricia Nelson, Secretary
Samantha McClintic, Facilities Director
Bobbie Bashian, Membership Director
Melissa McGlenn, Website Director
Molly Winters, Online Marketing Director
Lisa McCarthy, Community Marketing Co-Director
Zanna Smith, Community Marketing Co-Director
Shannon Reynolds, Board Development
Brandie Foster, Programs Co-Director

connectw.org

For membership inquiries, please email us at membership@connectw.org

ConnectW Corporate Sponsors



Excellence With Compassion When You Need It Most



Patricia Nelson

twosprucelaw.com





Lynn Spinoglio

Commercial Relationship Manager (541) 678-6805 lynn.spinoglio@fib.com

firstinterstatebank.com

Scan These for Details

About Our Members



For Our Events
Calendar



Expanding Design Skills on the Construction Site & At Home

by PAUL KIM, Marketing Manager — BBT Architects

art of becoming a registered architect in Oregon requires 3,740 hours of supervised work experience. For your young designers like Genevra Obregon, this time spent in the studio planning, developing, and documenting are vital steps not only to licensure but in becoming a well-rounded professional. But beyond these thousands of hours, there are experiences where expanding one's comfort zone with boots-on-the-ground involvement can prove invaluable.



On the Construction Site

In the parking lot of Vern Patrick Elementary School, a small group surveys the cracks and undulations in the weathered asphalt. A team made up of engineers, contractors, and project managers discuss the condition of the pavement and surrounding area. Among this group of men, Obregon represents the design team from BBT Architects.

In her role as designer during construction administration (CA), Obregon acts as an advisor to the Redmond School District. She regularly visits the site to answer questions from the project manager and contractor and addresses potential issues. "Since stepping into the lead role for the RSD projects in 2021, I have learned and grown a great deal professionally," Obregon said. "Developing relationships, problem solving on site and seeing the additions go up has been incredibly valuable. There is so much to learn from the construction process

about products, means and methods, and sequencing that I am excited to bring back to

the design process on the next project. I have always had the backup expertise of mentors at BBT but allowing me to be the lead really has grown my confidence in this field.

"Even though this is my first time managing the CA process as the main point of contact, it's been a great fit for me. I really like being organized, making lists,



GENEVRA OBREGON AT REDMOND SCHOOL DISTRICT CONSTRUCTION SITE



tracking tasks and I love the opportunity to use those strengths. The construction team has been great to work through this construction process and navigating it after the pandemic. This is a great opportunity for all young designers."

While helping the Redmond School District finish their projects, the on-site experience has also shown Obregon some unexpected lessons. "I've really gained an appreciation for how construction tasks are scheduled, how much time they take, and how the sequencing works. It's an appreciation I've brought to my personal project — building my own home," Obregon continued.

At Home

After getting off the construction sites in Redmond, Obregon returns to a new one in Bend — the site where her home is being built. In the spring of 2022, Obregon and her husband, Aaron Haun, purchased a lot in Southeast Bend with the intention of building their first house together. Their goal was to have the house completed in the summer of 2023, right about the time when the Redmond School District projects should be completed. "Having most of my life and mindset in construction has been interesting and rewarding," Obregon said. "Seeing the different perspectives and roles during the process has given me an appreciation for the effort it takes to complete a building, large or small."

Scheduling the house construction has been complicated but Obregon has taken lessons from the school project, for lack of a better word, "home" with her. Making sure that you get discrete parts of construction done in a particular order — for example, making sure countertops are installed before plumbing can be fully completed — is a bit of real-world insight that seeing CA at the elementary schools has provided her.

The home is a small two-bedroom but the process has been complex and a learning experience. For her house, Obregon was responsible for making sure the site plan was complete before submitting it for permitting. This included making sure utility connections were set, setbacks were within requirements, and that parking and driveway measurements were adequate.

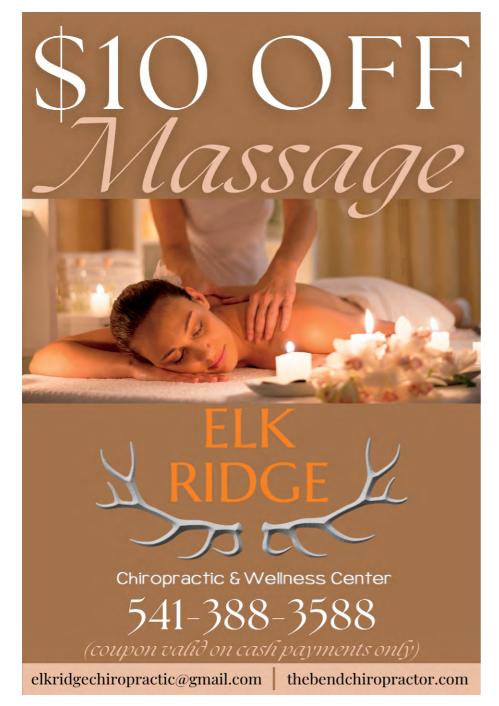
The contractor, Haun Brothers Construction, just happens to be her husband's company. "With Aaron and I both in the industry, we knew our strength and where we would best function and it was easy to step into those roles," Obregon said. "I handled the permitting, some of the scheduling, and ordering products. Aaron used his expertise to make comments on the scheduling, making sure we had all the tools for the weekly task on site, and most importantly providing the labor for most of the interior finish and site work. We were there working away most weekends, both putting in the hours to complete our home. I helped as much as I could on site, learning and adapting to the construction needs."

Journey to Becoming an Architect

Today, almost half of the students in architectural programs across the U.S. are women but only 24 percent of registered architects are women. One obstacle to increasing the number is the myth around the roles women can perform in a project and a larger firm, i.e., that they don't have technical skills. These numbers are trending upwards due in no small part to women like Obregon who are breaking through these myths around competency and qualifications. Having recently completed both her professional and personal projects, she is ready and excited in the next steps in her journey to becoming a licensed architect.

"Getting to know Genevra, seeing the way she really cares about the projects, being proactive, communicating — it was clear that she wanted to do the best thing for Redmond School District," HMK Owners Representative and Project Manager Chad Franke says. "During construction, she has never been shy to question the contractors. And she doesn't back down when she knows she's right but shows humility and always make sure to follow up when it was needed."

Franke adds, "It can be an intimidating world and she learned how to thrive in it." Paul Kim is the Marketing Manager with BBT Architects, a local, woman-owned business. bbtarchitects.com



Investment Tips for Women

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

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

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

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





This article is provided by RBC Wealth Management on behalf of Pamela J. Carty, a Financial Advisor at RBC Wealth Management, **and may not be exclusive to this publication**. The information included in this article is not intended to be used as the primary basis for making investment decisions. RBC Wealth Management does not endorse this organization or publication. Consult your investment professional for additional information and guidance.

RBC Wealth Management, a division of RBC Capital Markets, LLC, registered investment adviser and Member NYSE/FINRA/SIPC.

rbc.com

usbank.com/communitypossible

Small business, big impact.



U.S. Bank supports the small businesses and business development programs that build and sustain our community. Local businesses are proof that with vision and determination, we can create our own possibilities.

U.S. Bank is proud to support Women in Business.

Wendy McGrane, Business Banking Manager 1025 NW Bond St, Bend, OR 97703-2001 wendy.mcgrane@usbank.com, 541-388-8722



Member FDIC. ©2022 U.S. Bank 770102c 6/22

ech Thoughts
Continued from page 11

One of the programs benefitting women-owned businesses is the WOSB (Women-Owned Small Business) Federal Contracting program that pushes five percent of the opportunities to minority- and women-owned businesses. There are a number of diversity programs that favor women-owned suppliers (like at companies like AT&T and UPS) that provide focused opportunities for

businesses owned by women.

Be aware that many of these programs require the women-owned business be certified as such before the opportunities are made available, so if you are a women-owned business, consider getting certified so that these benefits can be made available to you.

Wrapping Up: Working with Women-Owned Businesses

If you are a woman, working in a women-owned business has a number of advantages, some of which I have highlighted above. But hiring a women-

owned business is beneficial, as well. There are tax incentives tied to diversity and, according to a recent study by Harvard, working with a women-owned business can unlock innovation and drive market growth. And a study by the Peterson Institute for International Economics across 91 countries and multiple industries indicates that if there is at least 30 percent of women in leadership positions, the firm will gain a 6 percent next margin benefit.

In the end, forming, working for and hiring women-owned businesses can have lasting benefits that range from better career options to a healthier bottom line. Women-owned businesses may not have been that strong in our past, but our future will increasingly depend on the innovation, diversity and opportunities that these businesses will provide our industries and our wives, sisters and daughters as the world adjusts to a better, more diverse tomorrow.

enderlegroup.com



FREE - Headlines - Headlines - Headlines Sent Directly to Your Email To Receive, Send Your Email To Cascade Bus News, com

BUSINESS NEWS

BENDFILM:

BEND
FILM OCT 12-15
FEST

YOUR ANNUAL BIG SCREN BINGE.

4 Days | 120 Films | 7 Big Screens



Learn more and get passes at BENDFILM.ORG

Empowering Women & Breaking Barriers in Commercial Real Estate

by LAUREN EVANS, Communications Specialist — Compass Commercial Real Estate Services

he women of Compass Commercial Real Estate Services are making remarkable strides in the field of commercial real estate. Traditionally a male-dominated industry, women now comprise approximately 37 percent of its workforce. We take immense pride in those who are reaching milestones in their careers and defying stereotypes in commercial real estate.

In April 2023, broker Kristie Schmitt achieved a significant milestone by obtaining her Certified Commercial Investment Member (CCIM) designation. According to the CCIM website, less than 10 percent of commercial real estate professionals hold this prestigious designation, of which only 16 percent are females. Schmitt is an accomplished professional, having successfully closed Compass Commercial's Largest Sale Transaction of the Year in 2019 and 2020 and the largest Lease Transaction of the Year in 2020.

"It's important for me to be an example for those aspiring to grow their career," Schmitt stated. "It's a commission-only business, so to be an independent woman shows grit and determination. Hopefully, that resonates with clients and others in the office and this industry."

Another noteworthy achiever, Caroline McDonald, obtained her Certified Property Manager (CPM) designation in June 2023, making her one of only two women in Central Oregon with this designation. McDonald also holds a Real Property Administrator (RPA) designation, has over 20 years of commercial real estate experience and successfully manages over 480,000 square feet of commercial properties as a Senior Property Manager at Compass Commercial.

"I felt it was important to have the credentials, but also obtaining the education and knowledge base was beneficial," McDonald said. "Additionally, participating in classes with peers in the same profession allowed me to learn from their experiences."

CREW reports that women hold a mere 9 percent of C-suite-level positions in commercial real estate. Compass Commercial currently has two female partners leading the company. Marketing Manager Ellisse Dickey was the most recent partner to gain the leadership position in 2022, becoming the first marketing staff personnel to accept a partnership position.

"Over my ten years of working for Compass, I've seen the leadership roles in the company mainly filled by male brokers. While this never really bothered me as the brokers are excellent at running a business, I always felt like they were missing the relationship component and employee perspective," Dickey stated. "By having personal relationships with people in every department, I'm able to bring a more holistic view of the company to partner meetings allowing us to make better decisions to steer the company forward."

"Having women 'at the table' as one of the decision-makers is huge for other women in the company to see," General Manager Tara O'Connor stated. "There is an



(L-R) HOLLEY JENSEN, TARA O'CONNOR, JACKIE TAGGART, SARAH KOWALSKI, AMANDA MCCLAIN, CAROLINE MCDONALD, GINA BROGLIA, LUPITA WESSELER, KRISTIE SCHMITT, LAUREN EVANS, KRISTIN KEMP AND ELLISSE DICKEY IN FRONT I PHOTO COURTESY OF COMPASS COMMERCIAL REAL ESTATE SERVICES

intrinsic value to having a woman in that leadership role because it tends to foster a more open communication and adds a broader perspective to the conversation."

Compass Commercial acknowledges the significance of women's presence in the commercial real estate industry, with women playing vital roles across all aspects of the company's operations. The majority of Compass Commercial's managed properties are under the management of women. Women lead our marketing team, fill crucial brokerage support roles and account for two of the nine partners who drive the company's success. In the past year, we have added six outstanding women to the brokerage, property management and construction services teams.

"I chose this job because it was something I wanted to do," Construction

Continued on Page 26 ►

A BIG SHOUT OUT

TO ALL THE WOMEN
IN THE
CONSTRUCTION INDUSTRY



Our sincere appreciation goes out to the amazing women at SunWest Builders. You are an essential part of our company and play an important role in our success.



Meghan Bowman

Lisa Splitter

'omen in Business Continued from page 1

engineers are women, which is just a .9 percent increase from 2010. A large spike has been seen in women graduating with engineering degrees, but according to the Harvard Business Review, close to 40 percent of women with engineering degrees either quit or never work in their industry, raising questions about hiring practices and workforce culture within engineering.

In construction, female representation has actually fluctuated quite a bit. According to the US Bureau of Labor Statistics, women's representation within the construction industry spiked in 2006 and again in 2019, but dipped in the years between. Currently, about 11 percent of those employed within construction are women.

Across all industries, general change has been seen, in the form of STEM programs targeting women and girls, increased representation providing more inspiration to pursue certain fields, and an overall decrease in social stigmas that put women in a limited number of careers. According to the Harvard Business Review, women are now 4 percent more likely to start their own business than their male counterparts.

Still, generalizing statistics don't mean much to the individual, and change happens differently across a number of industries. Each individual woman has different experiences when it comes to their professional development, and it is always important to take these individual stories into account.

Local Perspectives

Cascade Business News interviewed seven local women who are all succeeding in their respective fields of engineering, construction and design; Meghan Bowman, project manager at R&H Construction; Trisha Plass, senior interior designer at LRS Architects; Laura Breit, managing principal and CEO of ColeBreit Engineering; Julie Hyer, senior project manager at SunWest Builders; Lisa Splitter,

P.E., G.E., senior geotechnical engineer at the Wallace Group; Jamie Garcia, P.E., principal and project manager at Eclipse Engineering; and Chanda Villano, senior associate and business director at Steele Associates Architects.

Different Factors Women Face

While all of these women come from different backgrounds, each has excelled in their field while also collecting a variety of different experiences. When asked if they feel like women have to face different factors in their respective fields, a variety of perspectives were shared.

Breit spoke about her experience in grad school and her early career, where she was oftentimes the only woman in the room and felt the need to mask her femininity, and dress more masculine to blend in, "I felt the need to prove that I knew what I was doing," Breit said. "It did feel like the men were afforded more natural street cred."

Bowman echoed this point, stating that she often feels the need to prove herself, especially to older generations who aren't accustomed to working with women in certain fields. To this point, Splitter added, "I believe that women have to work harder and longer to prove themselves in the engineering field. Even after working for almost 20 years, men will address my male coworkers before addressing me, even if I am the design professional on the project."

To this question, Hyer raised the point that the expectations of playing a parental role are typically put on women, stating, "There is an expectation that women are the ones to stay home and raise kids, when in fact, childcare has become more equitable the longer that I have been in the industry. Earlier on, it was difficult to manage the expectations of work and raising my two children. For example, when I had my second child, there had been no precedent for maternity leave, as there had been no female employees needing to use this now-mandatory benefit."

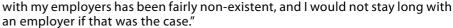
Villano and Garcia felt differently, "I feel that in my particular role, there aren't any different factors," Villano said. Garcia stated, "I personally have not felt that women face different factors in this field."

Dealing With Sexism

Of the seven women interviewed, five stated that they had experienced sexism in their professional life at some point in their career.

"I was first exposed to sexism when I was interviewing at jobs right out of college," said Splitter. "Three companies I interviewed with mentioned that I was a woman in the interview and asked how I would be able to handle myself on a construction site"

Splitter continued, stating, "I do not know a single woman in the industry who has not felt the effects of sexism or harassment. As I have gotten older and in a design professional role as opposed to a field engineer, I feel more respected and see sexism less. I am occasionally exposed to it and get reminded that there is more work to be done in the industry. Sexism in my place of work and



Hyer agreed, stating, "The construction industry can feel like a good ole boys' network, and Central Oregon is no exception. While the incidents have become less and less as my career progresses, each experience reminds me

that there is always an opportunity for growth."

Bowman spoke about how her credentials are oftentimes questioned, and she does not witness male coworkers getting the same treatment. Plass even recalls working for an architecture firm that, "cared more about what kind of vehicle I drove than my design skills and expertise."

Breit added another point to this discussion, stating that much of the sexism she witnesses happens among older generations, and as more women enter the field and time goes on, substantial progress is made.

Villano and Garcia both state that they have never felt the effects of sexism or misogyny in their careers.

Even among the women who have faced sexism in the workplace, there does seem to be a consensus that massive strides have been made, and sexist incidents are now fewand-far-between.

Advice for the Next Generation

When asked what they would say to young women entering their respective industries, the biggest point shared was to follow your passion. Splitter said, "If math and science are their interests and they enjoy challenges, they should consider engineering. I think many times young women are discouraged or told they are not good at math, but I always explain that math is a learned skill just like

Hyer agreed, adding that, "If you enjoy what you do every day, coming to work will be easy."

Additionally, speaking up and being confident in yourself was a common piece of advice, along with being patient and understanding that progress can take time.

Villano emphasized that a willingness to learn is incredibly important, "Be equally strong in communicating both what you know and what you need to learn more of. If there is an opportunity to do a task you don't necessarily know, or isn't in your job description, give it a try anyway and ask questions of those who have knowledge."

Garcia agreed, stating, "I would also recommend learning and asking advice from any experienced engineers. I have an incredible mentor and probably wouldn't be where I am without his guidance and mentorship."

In addition to advice for young women, the interviewees were asked what advice they would give to young men in their industries who want to help create an equitable workplace. Here's what they said:



Jamie Garcia

Trisha Plass

Julie Hyer

Chanda Villano

Villano said, "A willingness to jump in anywhere, learn, and share knowledge is an excellent way to create a fair and equitable workplace." Similarly, Lisa Splitter said, "I think it is pretty simple, in order to create a fair and equitable workplace everyone should be treated equally. Certain jobs should not be given to someone just because they are a man and vice versa."

While equal treatment is the clear goal of an equitable workplace, a core piece of advice that the majority of the interviewees mentioned to achieve this goal was to simply listen.

Hyer said, "I give the same advice to both men and women regarding both listening and asking questions of the trades and other industry professionals. That is the best way to learn."

Plass echoed this, saying that she would, "remind young men to be good listeners and remember what Steve Jobs said: 'Great things in business are never done by one person, they're done by a team of people."

Meghan Bowman kept her advice short, simply stating, "stop interrupting and talking over us."

Going Forward Together

"Whenever possible, try to see beyond your peers' differences and look for common ground," said Breit, emphasizing the point that she wishes to see unity among men and women, as opposed to division.

Despite the different backgrounds, opinions and experiences of the women interviewed in this article, that is a common point that brings them all together; striving for unity through communication and understanding, as opposed to

In other words, while it is incredibly important to address issues of sexism and misogyny in today's world and to find solutions, it is also important to recognize the changes that have been made, and to continue the honest conversation with men and women alike, to further push for equity in

Breit continued and said, "I think the younger generations have made light years of improvement in this regard, and we should be celebrating that."

rhconst.com • Irsarchitects.com • colebreit.com • sunwestbuilders.com

wallacegroup-inc.com • eclipse-engineering.com/bend • steele-arch.com

Free E-Headlines Sent Directly to Your Email 541-388-5665

CBN@CascadeBusNews.com

Creating Awareness of Entrepreneurship in Innovative Areas for Women & Resolving the Challenges Faced by Them

provided by GIRLS STEAM INSTITUTE

and only around 25 percent of computer scientists are women today. The top talents in demand globally are in the STEM (Science, Technology, Engineering, and Math) disciplines, and the United States, has the added advantage of adding "steam" to this list, particularly with women having excellent skills in art-related fields that are respected across the world. As a result, it is necessary to investigate and discover STEAM business growth opportunities with a focus on empowering women, growing from the local to the global level. Whether it be science, technology, engineering, art, or mathematics, every facet of entrepreneurship is intricately linked to the five STEAM disciplines.

Diane McClelland, the co-founder/CEO of a nonprofit organization called the Girls STEAM Institute, encourages and mentors young women between the ages of 13 and 18 to consider careers as social entrepreneurs in the disciplines of science, technology, engineering, art/athletics and math.

A group of women entrepreneurs and subject matter experts is driven to mentor more women and help them gain confidence, teamwork and leadership abilities, as well as the knowledge and skills necessary to launch successful enterprises McClelland opines, "Our focus is to showcase how technology, interpersonal and relationship skills, and business acumen are necessary ingredients in becoming a successful STEAM entrepreneur." She is the founder and former President and CEO of the Astra Society International dba Astra Women's Business Alliance, a regional partner of the Women's Business Enterprise National Council.

Girls STEAM Institute is the result of 40 years of programming, including primary and secondary research on the difficulties and barriers faced by woman business owners when trying to access capital and markets. McClelland founded two nonprofit organizations to offer targeted initiatives aimed at removing these obstacles.

As a visionary, McClelland is aware of the value of being current and sees problems with new social and corporate trends. Research has shown alarming figures about the underrepresentation of women and girls in the technology industry, as well as bias towards women in the industry, especially in the workplace.

Change is required, which prompted the establishment of the Girls STEAM Institute and the creation of its entrepreneurial pathways for girls aged 13 to 18, allowing them to learn and practice skills in inclusion, critical thinking,

teamwork, collaborative innovation, and international partnerships.

In order to provide a pipeline for the next generation of young women entrepreneurs who can be educated as suppliers for international supply chains, the Girls STEAM Institute launched its inaugural program in 2014. As part of worldwide initiatives for partnership of companies and non- governmental organizations, this aim has been broadened to enhance ideation using immersive technology as a more cutting-edge solution for the United Nations Sustainable Development Goals for establishing equality and gender equity.

The Girls STEAM Institute (GSI) started concentrating on hosting its initial Girls Team Business Challenges as a VR event in 2021. The appointment of Dr. Tom Furness III as a board member, the father of virtual reality, has encouraged the organization to choose this course. This decision has resulted in its ability to reach many females between the ages of 13 and 18 who have never experienced immersive technology or saw virtual reality as a tool for a business solution. Girls perceive this program as a fun and exciting opportunity to experience in order to develop their leadership skills and start their own businesses to tackle problems across the world. Its activities this past year attracted several hundred girls, 80 percent of whom had never used virtual reality before, which sparked their interest in more immersive technology.

The institute's objectives are to provide women a continuous line of leadership and mentoring for young women that promotes leadership in entrepreneurship and immersive technologies from high school to college to career/business.

New Approaches; GSI STEAM Challenge

The GSI STEAM Challenge brings together girls from different backgrounds to form small, cohesive teams that work together to solve a particular subject event and come up with business solutions. Each team brainstorms solutions over the course of two days, builds a digital business, conducts a SWOT analysis, designs a prototype application, and pitches their venture to a panel of judges. The institute witnesses young ladies develop into capable leaders and devout team members every year.

Girls may freely exchange ideas and collaborate to find answers at GSI. In the setting of STEAM, girls get knowledge about starting a company, and best of

We are moving!

Introducing 42 NW Greenwood Avenue

The New House of RE/MAX

Coming Soon, August 2023

Save the Date! Grand Opening Celebration October 5th



www.keypropertiesoregon.com 541.728.0033

RE/MAX
KEY PROPERTIES

Spring Butte Rock Provides High-Quality, Affordable Material 'Wherever Rock Is Needed'

by ANDREA HINE — CBN Feature Writer

"Elli Fischer and Al Shirk have always been great with us, up front and honest, while their pricing is the lowest in La Pine. Plus, they're both really nice people." This accolade from Emily Eckhardt, owner of Cascade Bark and Landscape Supply, shows that while Spring Butte Rock may be relatively new to the industry, and relatively small, it is attracting an increasing number of residential and commercial customers — so much so that "we have almost doubled the quantity of product delivered in the past year alone," according to Fischer.

"Although existing quarries were still producing, land was running out, and was not at a level to keep up with growth in La Pine and surrounding areas," she said. "We saw a need for a local rock and aggregate supplier, and decided to start our own company. We wanted to be self-employed — the harder we work, the more money we make — and enjoy the freedom and joy of working with our team."

Combining their entrepreneurial spirit with two-plus decades of professional construction and business expertise — including ownership of several excavation companies — Fischer and Shirk set up Spring Butte Rock as a woman- and family-owned operation. They utilize

the services of a third party, Aggregate Resource Industries, to drill and blast rock from their quarry south of La Pine and crush it to the specifications provided.

"We offer the advantage of being a small business that can move quickly to satisfy customer needs," said Fischer. These range from small landscaping projects to building sites, from driveways to solar panel installations, and from satellite systems to subdivisions.

"Just as Spring Butte is delivering more rock each year, we're also continually expanding the variety of products available to our customers," Fischer said. Sold by the ton, but loaded per yard if requested, current rock and aggregate options include: ¾" commercial, ¾" minus state spec, 1 ½" minus, 1 ½" open, and boulders and screen fill dirt. Future plans include offering additional products



GGREGATE RESOURCE INDUSTRIES IS USED TO DRILL AND BLAST ROCK FROM SPRING BUTTE'S QUARRY | PHOTO COURTESY OF SPRING BUTTE ROCK

such as 3" and amended topsoil that is enriched for landscaping projects.

All deliveries — in either 10- or 12-yard loads — are done by Get-R-Dumped, a wholly-owned, sand and gravel supplier that has been servicing the local area for almost 20 years. (The couple purchased the company four years ago.) A You-Haul option is also available.

Government certified, Spring Butte Rock is valued, in Fischer's words, "for our responsiveness, excellent customer communications and service — over and above the quality and affordability of our products. We're proud of being a local, woman-owned business, and of growing alongside the communities we serve."

springbutterock.com



Real Estate Broker Sandy Garner, Known for Her Influence on Bend & Redmond's Best Known Developments, Retires After 45 Years

by JENNIFER L. HOBSON-HINSLEY

t was 1979, Sandy Garner was a recently divorced mother with two young children, out on her first showing as a newly licensed realtor with the produce manager from the Erikson's Thriftway in Redmond, Oregon. It was pouring rain and pitch black, and she was lost. With no cell phone or map, she came upon a Coldwell Banker sign that said "build to suit." Thinking on her feet, knowing veterans could get low interest rates on new construction loans, she turned to her client and said, "Bob, why don't we build you a house?" And that was just what he did. From that pivotal moment, Sandy made the dreams of thousands of homeowners come true, working with individuals, builders and developers to successfully market and sell some of Bend's landmark residential developments, including award-winning neighborhoods that made Craftsman period design the city's signature architectural style. This summer, after 45 years in real estate, Garner, the founder of Harcourts The Garner Group, retires.

A native and lifelong resident of Central Oregon, Garner's trademark became new neighborhoods and her relationships with builders. Her first endeavor was Tanglewood, where she worked in partnership with Eric and Marilyn Loftsgard of Loftsgard Homes. The Loftsgards, who built spec and custom homes in neighborhoods all over Bend and Redmond, developed an enduring relationship with Garner, which they spoke to from their home in Nicaragua, where they now run educational leadership and development.

"The empire and legacy that Sandy built was never about herself, it was about other people," said the Loftsgards. "That was what she built: incredible networks and relationships first, then the business grew. There were so many times that in order to make the deal go through, she would be the first to sacrifice. She wanted everyone to have the home, to have success. We knew she had our back; there was integrity there. Her goal was to serve people first."

From 1979 to 1987 Garner was first affiliated with United Properties, then with Coldwell Banker Morris Real Estate in Bend from 1987 until Dec. 31, 2007. She formed The Garner Group in 2001 as the top producing team within the locally owned Coldwell Banker agency, becoming the agency's top producing residential associate in Oregon for five consecutive years, leading the group to top team honors in the company's 17-state Western Region in 2005 and 2006. She was a member of the agency's President's Premier/Elite Club for over a decade, signifying sales volume in the top 1% of Coldwell Banker associates throughout the world.

While Garner's star seemed to rise throughout her career, it wasn't always an easy path.

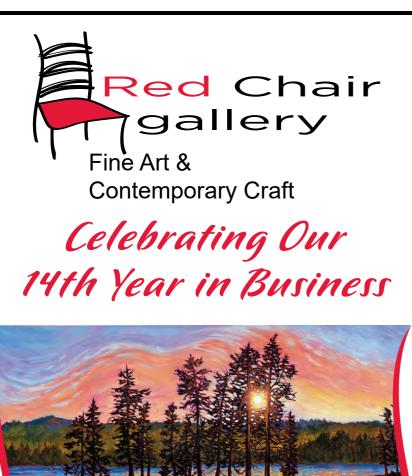
"When I started in 1979, ranchers wanted to meet me at the start of their day, 5am at their kitchen tables in a panic trying to unload their land due to the recession,"



said Garner. "It was always an 'eat what you kill' situation, but having grown up in a household where I could feel financial strain from a very young age, I was willing to do what it took. Starting in 2006 and through 2008, there were periods of time when I would lose 25 deals in a month. It hasn't always been a walk in the park, but with my family involved from the very beginning, there is nothing but pride in what it has become."

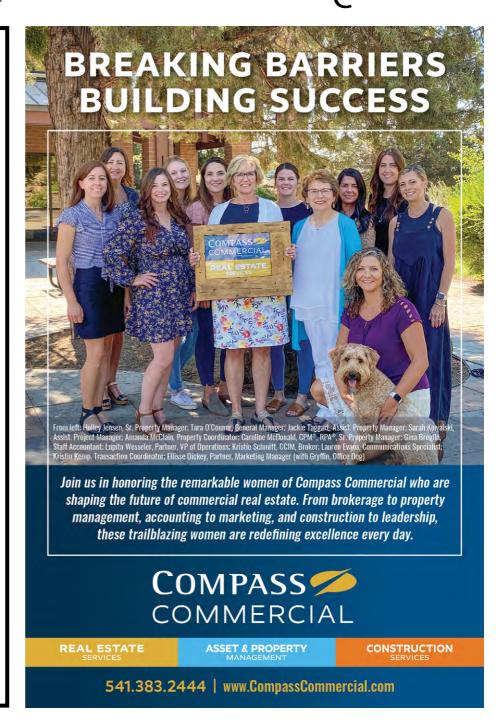
The Garner Group became its own brokerage in 2008, then joined the Harcourts franchise in 2014. Harcourts, an Australian company founded in 1888 and the fastest growing real estate business in the world, has 840 offices worldwide and

Continued on Page 24 ►



103 NW Oregon Avenue | Bend, OR 97703

541.306.3176 | www.redchairgallerybend.com



Synergy Health & Wellness to Host Second Annual Three-Day Body Trust Retreat For Women

by ANDREA WASILEW

ynergy Health & Wellness (Synergy) hosts its second annual three-day women-only retreat this fall focused on healing Body Trust. Driven by demand and genuine desire for community connection of current and past clients, Synergy is thrilled to host this special retreat. The event will be held at Suttle Lake Retreat Center near Sisters Oregon from September 22 to 24.

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

The retreat will delve into Body Trust work that has been around for years and strives to help people make peace with their bodies, inside and out. The retreat will include plenty of time for listening and honoring, exploring internalized messages and cycles, breaking down shame, exploring pleasure and satisfaction, intuitive eating, movement that feels right, quiet the noise of your inner critic, challenge diet culture, and to teach a different way of being to reclaim the right to occupy space in this world.

New for 2023! Synergy is thrilled to introduce two brilliant co-facilitators that will accompany RanDee Anshutz, Founder at Synergy and host of the retreat. Guest co-facilitators include:

Annahita Ghaboussi (she/they), a licensed professional counselor and certified Body Trust Provider. For the past ten years she has been providing counseling to people using a humanistic, intersectional feminist, weight inclusive and fat positive lens. She works to help us liberate ourselves from societal expectations that have been put on us from childhood, without our knowledge or consent, and radically accept and embrace who we are with compassion

Meg Bradbury (they/them) is certified as a Body Trust Specialist, Accessible Yoga teacher, and anti-diet nutritionist. Bradbury works with individuals

and groups advocating for body acceptance, body diversity awareness, fat liberation, aging in power, eating disorder/disordered eating/recovery, freedom with food, and meaningful movement.

"We are beyond thrilled to host the three-day Body Trust retreat again this year!" says RanDee Anshutz, founder at Synergy and host of the retreat. "This has been a dream of mine for a very long time. Through this retreat, I am hoping it reminds folks of their inherent wisdom and worth, builds community, and lays a foundation for the retreat to become an annual tradition. With 3 days of connection with progressing topics and exploration in a judgment-free space, participants will have the opportunity to connect with authentic people who are all learning and roaming together."

More information and registration can be found at synergyhealthbend.com/cominghome.html. Advanced registration required. This program welcomes all individuals who identify as female, including cis and transgender folks. Cost: \$425 (includes lodging, all meals and snacks, and activities)

*Payment Plan Available, \$170 deposit plus equal monthly payments until 1 week prior to retreat.

*Equity based scholarships may be available, contact us for more info.

About Synergy Health & Wellness:

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

synergyhealthbend.com 541-323-3488





43 in North America, among which Harcourts The Garner Group frequently ranks number one. In 2016, Garner sold the agency to her children, Erica Davis and Shelley Griffin and niece Sara LaFaver. Davis, Broker, Griffin, Broker and LaFaver, Principal Broker, have continued the tradition of top rankings, with the agency ranking top ten internationally. Many of their nearly 50 agents, all of whom are full time, rank in the top 20 of the franchise's agents nationally.

"Regardless of the market, regardless of a pandemic, we always circle the wagons and get done what we need to get done," said Davis. "We are always here for our agents, and this is what she taught us–even in periods of time that are the most critically unknown, we cheer our team on and are like a family."

The deeply rooted, family-centric feeling at Harcourts The Garner Group is something that Garner influenced from early on. Griffin recalls picking up the landline in her childhood home in Redmond to take down messages for her mom when she was a girl, essentially starting her own career in real estate at a young age.

"When I have conversations with clients, I often hear mom's voice in my head. She's an outstanding real estate salesperson, there's no two ways about it," said Griffin. "We all say things that she said, and there is so much truth in them. She taught us how to work hard, that's one of the biggest things. She was going to make sure that we were tough, tough enough to weather any storm."

"Sandy's been an invaluable mentor and role model in my life," said LaFaver. "I've learned so much from her, but the most important thing she taught me was that you can achieve anything through hard work–it's always been important to her that she was bringing up strong women."

"Sandy is a remarkable woman whose enduring career in real estate left a profound legacy–her influence is something I cherish and admire," said Garner's stepdaughter and Harcourts The Garner Group Broker, Alison Mata.

A testament to Garner's influence are the number of family members who have counted real estate as their career, including her daughters, sons-in-law, stepchildren, niece, grandchildren and brother-in-law.

"What more could you want than your children and family to be happy?" asked Garner.

thegarnergroup.com

Prineville's Rimrock Gallery is 'My Gift to the Community'









AIRIE BY ROBERT MOORE QUAKIE KING BY TYLER SAU

by ANDREA HINE — CBN Feature Writer

rtist Pamela Claflin had already started up a gallery that became one of Bend's most successful during her 19-year ownership. So why, after taking a decade away from that highly competitive world, would she decide to do it all over again — but this time in Prineville, a town better known for ranching and farming than fine arts?

First, some background. Claflin declared to herself as a teenager that "I am going to be an artist." And once having set this goal, she pursued it through marriage, relocation, divorce, and raising two sons as a single mother.

Her second ambition, no less daunting, was to become a gallery owner. And she accomplished that with equal determination — first by running a gallery in Bend before accepting an offer to buy an existing gallery in Sisters.

Choosing the name Mockingbird Gallery, Claflin — who "had never owned a business before" — moved from selling prints to selling originals, along with bronzes, during the next four years.

But Bend always beckoned, eventually leading her into a remodeled building and a space that cost triple what Claflin had been paying due to its prime location on Wall Street. She subsequently took on additional square footage in the same building that was better situated to draw in foot traffic, designed it to her own specifications, and tripled Mockingbird's sales that first year.

Aptly describing herself as a "run-it-yourself business lady," Claflin doubled and doubled sales again each of the following two years — reaching the seven-figure mark during her 19-year ownership tenure.

This success took a toll, as her mother's declining health had Claflin juggling caregiving, her own painting (a constant throughout these years), being in shows and national competitions, and running Mockingbird Gallery. "I got so tired that I finally gathered my artists, and told them that I can't keep doing this."

Through word of mouth alone, Claflin found an artistically compatible couple to buy Mockingbird Gallery, admitting, however, that "It was so hard to let go of my dream. But Mom was more important."

And now the Prineville chapter of Claflin's entrepreneurial saga. After Claflin's

mother passed away, Claflin ended up buying a home in Prineville, where she had lived as a child, and devoted herself to painting. "But painting fulltime is so reclusive," she said. "it was driving me crazy, and I missed the people, the artists, and the excitement of the gallery world."

Going back to Bend, however, wasn't an option. "I wanted a small town, not a big city," she said. "And I was living where I wanted to live."

The building Claflin decided to lease, previously a pool and spa store, "was a mess, with the ceilings and floors torn out." So she again designed the space to her own specifications, down to the pedestals.

According to Claflin, "because of my experience in the art world, and as a gallery owner, I was able to pick up the phone and call artists I knew — all of whom agreed to be in my new gallery."

Rimrock Gallery — which celebrates its fourth anniversary this month — currently represents 24 award-winning painters and bronze sculptors from the Pacific Northwest, the United States, and Canada. Said Claflin's son Craig Harvey, "The artists are here because of my mom — not the gallery's location — which speaks volumes about who she is. Her wait list is a mile long."

No less a testimony to Claflin's acumen is her wide-ranging clientele. A strong believer in print advertising, "I really concentrate on all of Central Oregon," she explained, "and am getting a lot of people who are moving here from other places — including California, Colorado and Texas." Claflin also produces a newsletter, and stages 2nd Saturday openings that feature specific artists.

Throughout her time as a gallery owner in Sisters, Bend, and now Prineville, Clafliin has continued to paint. "Very few people can pull that off," commented her son. He added: "I'm incredibly proud of my mother, who has worked so hard to accomplish what she has accomplished. It's neat to see someone succeed in life at something they love."

For her part, Clafliin said that "I didn't even think about not being successful. I knew I could do it — I've done it before. And I wanted to see Prineville grow and enrich itself. Rimrock Gallery is my gift to the community."

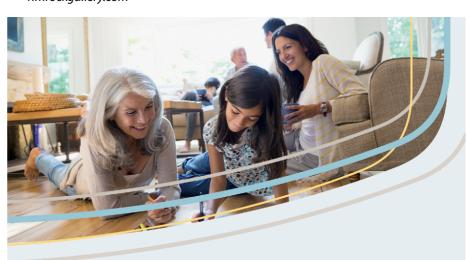
rimrockgallery.com

BBT

As a registered Women Business Enterprise (WBE), we celebrate and champion diverse work environments with our staff, clients, and colleagues.

CELEBRATING WOMEN IN DESIGN

bbtarchitects.com



What financial legacy are you going to leave?

Whether it's giving to immediate beneficiaries, future generations or a favorite charity, we help you create a lasting financial legacy for the people and causes you care about.

Call today for a complimentary consultation.



Pamela Carty, AWM

First Vice President – Branch Director
Portfolio Manager – Portfolio Focus
(541) 312-6503 | pamela.j.carty@rbc.com
us.rbcwealthmanagement.com/bend



Wealth Management

Investment and insurance products: • Not insured by the FDIC or any other federal government agency • Not a deposit of, or guaranteed by, the bank or an affiliate of the bank • May lose value

© 2022 RBC Wealth Management, a division of RBC Capital Markets, LLC, registered investment adviser and Member NYSE/FINRA/SIPC. 22-BN-01987 (08/22)

Faith, Hope & Charity Vineyards Where 'All the Love Happens'

by ANDREA HINE — CBN Feature Writer

here is nothing Cindy Grossman welcomes more than a challenge. She's especially inspired when that challenge comes with the words "it can't be done," or even "you're crazy."

So when, back in 2000, she and her husband Roger first saw the property that has been transformed into Faith, Hope & Charity Vineyards, "we had driven down a pothole-riddled road to a broken-down farm notable for its profusion of sagebrush and tumbleweed," Grossman recalled.

"But once we saw the surrounding mountains and ridges — even though we knew nothing about farming — we fell in love with what turned out to be a 312acre property, and immediately decided to buy it." A master of understatement, she added that "It has been a long, long road to get where we are now."

Transplants from Illinois, the Grossmans reached Central Oregon after a crosscountry journey in two Penske trucks that contained "building materials and very few personal items." A general contractor, Cindy had designed and built large, custom homes, while Roger excelled in hardware sales — but both were looking forward to leaving their careers behind and retiring.

Those retirement dreams had to be put on hold in order to finance the Terrebonne property's renovation, so both went back to work while Cindy Grossman became embroiled in the complex web of land use law — which required "so much money and time." She learned that their acreage had "one of

the largest producing irrigation wells in the state of Oregon." (To quantify, "Big Bertha," as the well is named, produces 4,000 gallons of water a minute, and — with a booster — 7,500 gallons.) Grossman also discovered the

property includes 59 acres of surface mining that produces "a lot of gravel," which they began extracting and crushing for their use. Summing up her years of effort, during which she was repeatedly told that their plans to divide up and renovate the acreage weren't allowed — Grossman exulted that "we have water, gravel, beautiful views, and nine legal parcels of land." So there.

Her career designing and building even challenging ones



INDY GROSSMAN AND HER HUSBAND ROGER INTO THE AWARD-WINNING FAITH, HOPE &





Awards/Reception Sponsorship Available! Call 541-388-3101 or email stephanie@deschuteschildrensfoundation.org for details

Thank you to our generous sponsors!





















STING ROOM IS HOUSED INSIDE A TWO-STORY BARN DESIGNED BY THE OWNERS | PHOTOS COURTESY OF FAITH, HOPE & CHARITY VINEYARDS

such as an 8,000-square-foot structure in Culver on a 1,000-acre farm, and a 12,000-square-foot house in Sisters with a carriage house and a pool — finally lost its charm. "I need a business," Grossman told her husband. "I am not going to build homes my whole life."

Intending to create an agribusiness, the couple labored nights and weekends to construct a two-story barn with upstairs living quarters, and a large pond reinforced by welding pieces of vinyl together. They also did all the landscaping that is such a draw for Faith, Hope & Charity's visitors — with the dirt shoveled and spread by hand. "Roger works like a dog," she said fondly.

Cindy Grossman then turned her sights to planting 15 acres of grapes, only to be repeatedly discouraged by others once again. "You can't grow grapes in Central Oregon," she was told. Fortified by their belief that "if there's a problem, we either solve or remove it," the husband-wife team decided to focus on cold-hardy, hybrid grapes that are resistant to mold and disease, and which could withstand the area's short growing season, unpredictable weather, and often dramatic temperature drops. "These are tough grapes," said Grossman.

"It was an uphill battle," she added. But joining forces with a winemaker from Medford — "just by fate, we got one of the best" — they won a platinum award their first year out, producing 1.5 tons of grapes. To compare, production was 20 tons in 2022, and "it continues to grow and grow'— as do the accolades. "Our wines are becoming recognized and well accepted," said Grossman modestly.

In addition to producing red wines such as Marquette, Leon Millot, Marechal Foch, and Frontenac, and white wines including LaCrescent, Frontenac Gris, and La Crosse, the owners source grapes from Washington and Oregon for their European wines such as Merlot, Barbera, Syrah, Zinfandel, Pinot Noir, and Rose of Pinot Noir.

Faith, Hope & Charity Vineyards now includes a tasting room, an outdoor music venue and event center, a large patio area where food is served, and "more open space than anyone," according to Grossman. All of which is surrounded by the winery's namesake, the Three Sisters Mountain range (originally named Faith, Hope and Charity).

At most wineries, characterized Grossman, "guests come, taste, buy, and leave. Faith, Hope & Charity is a destination for the soul that inspires visitors to return again and again. This is their playground, their place — and where, by people coming together, all the love happens."

faithhopeandcharityevents.com

ompass Commercial Real Estate Services

Services' newest Assistant Project Manager, Sarah Kowalski, said. "I enjoy my job and the projects I get to complete. I wasn't going to let the notion of a 'male-dominated' industry deter me or choose something else because it was

Compass Commercial's commitment to empowering the remarkable women in Central Oregon remains steadfast. These trailblazers redefine excellence daily. We are proud of their achievements and those of other women in the industry throughout Central Oregon.

O'Connor added, "We really acknowledge and respect the other women in

"There are some great female brokers in this town," Schmitt said. "I have phenomenal relationships with several who I completely trust."

McDonald stated, "It's inspiring to see women supporting women."

If you are interested in starting or growing your career in commercial real estate, or simply want to learn more, visit our website at compasscommercial. com or call us at 541-383-2444.

compasscommercial.com





Morgan Stanley



Morrison







Serena Bishop Gordon on Tourism Sustainability & Gravel Biking Iceland's Lava Landscape

by JENNIFER L. HOBSON-HINSLEY

f you're visiting Bend and you see someone on a lilac gravel bike smiling and waving hello, it's definitely Serena Bishop Gordon, Visit Bend's Sustainability Director.

"If residents don't say hi, visitors pick up on that," said Gordon, "You want to be in a place where people love where they live and play. We want visitors to feel welcome and return — if not, it's just a short term win."

Talking to Gordon, about the tourism industry, the environment, the Central Oregon trails on which she dominates on that lilac gravel bike, her 12 year old rescue pup Piper, morel hunting with her husband Ben, or just about anything that she is passionate about, you're going to get a level of enthusiasm and engagement that is downright contagious.

"Change is all around us. I can complain about the changes or I can step into the arena and help direct those changes. If you're not driving the narrative, someone else is. From a selfish standpoint, I'd like to inject my priorities into that situation," Gordon stated.

Gordon joined the Visit Bend team in 2019, with the goal of making change in the place she has called home since 2006. With a background in conservation giving from The Conservation Alliance, where she spent nine years as the Membership Program Director, Gordon was new to the tourism industry, but was refreshed by the leadership and team that she saw at Visit Bend.

"At Visit Bend, we observe how other Destination Marketing Operations are measuring success — with short term benchmarks and KPIs — and realize that model doesn't make sense," she stated. "If we don't take care of our natural environment and our community — our destination, our home — will fail to be remarkable and desirable and filling hotel rooms will not be achievable. Our goal is to continually reinforce the importance of the balance of sustainability economically, socially and environmentally."

Gordon oversees the Bend Sustainability Fund, a Visit Bend program that began in 2021; since then it has reinvested \$2.29 million in lodging-tax revenue into 17 projects that help create sustainable experiences in the community.

"We are completely reframing how we think of tourism: the underlying resources support the profit, not the other way around," said Gordon. "I'm fortunate that I get to work with an entire team of people who share a common passion for creating a sustainable destination in a way that might even motivate others to follow suit."

When Gordon isn't in Visit Bend's office on Lava Road, she can be found on adventures such as traversing the lava fields of Iceland, recently earning a spot on the podium in one of the world's most challenging and otherworldly gravel races. "The Rift" is described as "a gravel race through the dark lava fields of Iceland...taking place on the tectonic split between North America and Eurasia." Gordon is a decorated gravel racer, this year winning Lost & Found Gravel, West Coast GRVL, and Oregon Coast Gravel, and standing on the podium at Grinduro, The Rift, Cascade Gravel, and Oregon Trail Gravel.

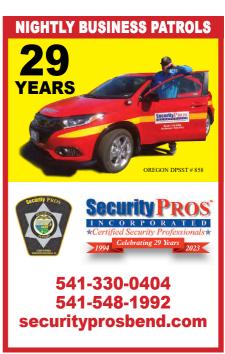
Gordon also shares her expertise in two annual women's gravel camps, one in the spring and one in the fall, called Special Blend Gravel, which she founded and designed to help riders improve their riding to the next level through elevated bike handling, nutrition and fueling, equipment knowledge and overall confidence while enjoying world class coaching and the scenic beauty of Oregon's Columbia Gorge and McKenzie River areas.

"I feel so privileged to be able to do work that is meaningful, inspiring and impactful. Nothing feels better than doing good for my community," said Gordon.

visitbend.com









ColeBreit Engineering Celebrates Ten Years

by JUDY CAMPBELL — Campbell Consulting Group

oleBreit Engineering, based in Bend, is celebrating its tenth anniversary today, just about one year after announcing its acquisition of Axiom Engineers, a top engineering firm doing business in California for over 50 years. Now employing 55 professionals, ColeBreit, a 100 percent womenowned Mechanical, Electrical and Plumbing (MEP) engineering and design firm, specializes in serving architects, builders and owners with a commitment to quality, integrity and expertise.

"ColeBreit is a true team effort, and I'd like to thank everyone who has contributed to our success," Laura Breit, managing principal and CEO of ColeBreit Engineering said. "From our talented team members to our fantastic clients, we could not have had the success of the past ten years without everyone's important contributions."

ColeBreit's acquisition of Axiom Engineers one year ago has allowed the firm to keep up with the demand for top quality MEP engineering services. ColeBreit now has three offices in California — Monterey, Napa and Santa Cruz — as well as three Oregon offices in Bend, Corvallis and Medford, bringing the total to six.

Architects historically have chosen to work with ColeBreit because of the keen understanding its team of mechanical, electrical, plumbing, fire protection, lighting, energy and commissioning professionals bring to the table.

"Gensler appreciates ColeBreit's partnering approach, dedication and innovation while achieving a high level of performance and respecting deadlines," Caroll Crump, senior associate and project director of Gensler said. "We look forward to collaborating with ColeBreit in the future as a major contributor to the built environment. Additionally, they are simply a pleasure to work with!"

ColeBreit possesses vast experience in a variety of sectors including education, commercial, public, healthcare, hospitality, residential, biotech, industrial and agricultural, including the wine industry. Recent and current projects include:

- PacifiCorp New Juniper Ridge Headquarters [LEED-Platinum Goal], Bend
- · Farmstead at Long Meadow Ranch, Helena, California
- Seven Apart Winery, Napa, California
- Dientes Dental and Santa Cruz Community Health, New Clinics, Santa Cruz, California
- Oregon State University, Historic Fairbanks Hall, Corvallis, Oregon



COLEBREIT ENGINEERING STAFF | PHOTO COURTESY OF COLEBREIT ENGINEERING

 King County, Harborview Medical Center 2020 Capital Bond Program, Seattle, Washington

About ColeBreit Engineering:

ColeBreit Engineering is a client-focused Mechanical, Electrical and Plumbing (MEP) engineering and design firm offering a full range of integrated services. Founded in 2013, ColeBreit Engineering has six offices across Oregon and California and works with clients throughout the Pacific Northwest, Northern California and nationally. The team has extensive experience in mechanical, electrical, plumbing and fire protection engineering, as well as energy, sustainability and commissioning services. ColeBreit Engineering is a certified Women-Owned Business in California, Oregon, and Washington and with the federal government (WBE).

colebreit.com

Girl Power — The Success of Female Artists Around the Globe

provided by ARTSPER for GALLERIES

he winds of time are gradually blowing the works of female artists to the forefront of the global art market. In an industry that has historically been largely male-dominated, stakeholders in the art market are consistently promoting and selling more works created by women. The intentional promotion of female artists has gained significant momentum in key art markets worldwide. In this article, Artsper highlights the burgeoning success of this historically underdocumented group.

Motivating Factors in Regional Markets

In recent years, female artists have made impressive sales at exhibitions, art fairs and art auctions across multiple regions. According to the 2023 UBS Art Market report, "the share of sales made from works by female artists was 40% from primary market galleries and 30% for those operating in both primary and secondary markets," with consistent sales from a small group of successful female artists.

Art auctions have played an important role in boosting the sales of artworks by female artists, with some pieces selling for \$1 million or more. The majority of Christie's sales by value were in the U.S. (62%), Europe (25%) and Asia (12%). Globally, sale values in the auction market remain centered around the top five auction houses who held around 55% of the total public auction sales in 2022. The heightened success of female artists has been achieved through their steady growth in the art market, coupled with the increased demand from collectors and curators. According to Sotheby's Insight Report, between 2018 and 2022, the sale of art by female artists has almost tripled.

In the African art market, the emergence of new generation artists, and the enhanced access to digital platforms has increased the audience of African art like never before. And, similarly to works by female artists in other regions, modern and contemporary works by female African artists are in high demand, selling successfully within and outside of the continent. According to a report by ArtTactic, auction sales of African art increased by 44% in 2021, with a value of \$72 million. Female artists in the Asian art market have also been experiencing success in recent years, with record sales figures. At the recent Singapore Modern and Contemporary Art summer auction in 2023, female artists flourished with record sales figures, some doubling their pre-sale estimates. For example, Melt VII, a painting by Jane Lee was estimated to sell for SG\$80,000-SG\$120,000, and sold at auction for SG\$190,500 (U.S.\$140,877).

The Harsh Reality

Although female artists are being recognized and enjoying great success, the sad reality of the art market is that women are still lagging behind their male counterparts in the current artistic climate. Research shows that the auction market continuously favors art pieces by men. Out of the 500 most expensive pieces sold in 2022, only 50 were made by female artists, reaching a combined value of \$334 million. To contextualize this figure, the sale price achieved for Shot Sage Blue Marilyn, a piece by Andy Warhol was \$195 million — earning it the record for the most expensive lot at auction in 2022. This is more than seven times the highest result for the most expensive work by a female artist at auction during the same year. The title went to the sale of Georgia O'Keeffe's White Rose with Larkspur No. I (1972) which earned \$10.5 million. With these facts in mind, it is clear that female artists still have further to go in terms of record breaking sales.

Five Female Artists in the Spotlight Yayoi Kusama (b. 1929)

Japanese-born Yayoi Kusama is one of the most remarkable female artists and is considered a Master in the industry with many notable art sales and strong international recognition. Kusama's work has been honored through multiple global awards including the prestigious Premium Imperiale (2017) award for her global impact on contemporary art. Kusama sold over 106 lots between 2018-2022 for a total of \$282.3 million. As an independent artist, Kusama's pieces are sought after by international collectors, galleries and art enthusiasts. More recently, she collaborated with Louis Vuitton in creating a collection featuring the Maisons' iconic pieces reinterpreted in colorful themes.

Njideka Akunyili Crosby (b. 1983)

Njideka Akunyili Crosby is a Nigerian-born, U.S.-based artist, known for her mixed media paintings, which combine marble dust, paint, photographic transfer, and various other media. Crosby has been the subject of solo and group exhibitions internationally including the 58th Venice Biennale in 2019, a solo exhibition at the National Portrait Gallery, London in 2019 and more. Her piece titled *For Services - Victoria Regina (2013)* sold for over \$1 million at Sotheby's auction in May 2023. However it was the sale of her artwork *The Beautyful Ones (2012)* at Christie's auction house in 2022 for \$4.7 million which solidified her position at the forefront of contemporary art. Crosby was awarded the prestigious MacArthur Fellowship in 2017.

Georgette Chen (1907-1993)

Georgette Chen is considered an important figure in the development of modern art in Singapore. The Chinese-born artist lived in an era characterized by global conflicts, including both World wars. She has exhibited her works internationally in Paris, Shanghai, New York and Kuala Lumpur. Chen achieved the top-selling piece from this year's Singapore Modern Contemporary Art auction, which sold for \$1.5 million. The still life painting from the 1940s titled *Lychees and Peaches* appeared at auction for the first time, and is one of Chen's most sought out paintings with only seven from this era put up for auction.

Julie Mehretu (b. 1970)

Julie Mehretu is an Ethiopian-born, New York-based artist whose work has gained recognition in recent years. She is known for her abstract thought-provoking paintings, drawings and prints, based on socio-political contexts. Mehretu's piece titled *Black Ground (deep light)* sold at Sotheby's Hong Kong for \$5.6 million in 2019. She has been internationally recognized with multiple awards including the U.S. Department of State Medal of Arts Award in 2015, and listed in Times 100 most influential people of 2020.

Barbara Kruger (b. 1945)

Barbara Kruger, an American born artist whose work has evolved beyond designing editorials like Aperture magazine, has risen to prominence in the art market in recent years. She has featured in several art biennials and exhibited internationally including the Museum of Contemporary Art in Los Angeles. Kruger was awarded the Golden Lion for Lifetime Achievement in 2005. In 2022, Barbara Kruger's photograph titled *Untitled (My face is your fortune)* 1982 below, sold at Sotheby's auction for over \$1.5 million.

A Promising Future

There have been many pivotal records achieved by female artists in the past few years. However there are still exciting works and artists to discover that will inspire future generations. Research has shown that the share of female artists represented by galleries was 39%, in 2022, only a 2% increase compared to 2021. At Artsper we love following the inspiring stories of women in the art market and are constantly on the lookout to document their monumental accomplishments to make up for the historical exclusion that female artists have long endured. We are looking forward to witnessing the increased representation of female artists in the art market in the years to come.

artsper-for-galleries.com

The Price of Inequality for Women & Girls Affects Global Innovation

by DIANE McCLELLAND, Co-Founder/CEO — Girls STEAM Institute

o increase the leadership opportunities for women to make needed changes in society, we must put a stake in the ground **now** to change the conscious and unconscious bias by men and women, towards women and their ability to contribute meaningful success to ideation and innovation. This is critical to increase the gender equity for women that translates into greater innovation, collaboration, and societal global wealth. This bias even comes unwittingly from women themselves, who don't realize the power they have to use **global**

Parador A CIO Pa

collaborative innovation with other women as a growth strategy to achieve internal satisfaction and external success.

Change is needed to develop training for women and girls that helps them recognize they have everything they need to be successful to break down barriers. It comes from their inner perception and the lens they use when they look in the mirror at themselves. What do they see? Who are they? Is there an inner incongruency of the inner self and how they show up in society similar to *Imposter Syndrome?* Do their behaviors mirror how they feel deep down within themselves? Do women and girls take time to be quiet, without distractions, to sit with themselves alone and openly think: "What is important to me? How can I change the vibration level of my energy to attract more abundance and the life I love? My happiness is my responsibility and choice. It is an inside job."

The bottom line is to take responsibility every day to make choices for our lives that are consistent with our inner core values.

What if women made a concerted effort to think of "we" rather than "I" to create a global tidal wave of a sea change in the "field of possibilities" for all women, no matter their zip codes?

How would our world change? What new ideas could be co-created? What new innovative products or services would be offered that could bring our global citizens

together who are honest brokers of ideas and could make a societal impact?

It really is simple! Women have the numbers! There are *385 billion women in the world and 285 million global women business owners. Women live longer, are major purchasers of products and services, excellent communicators, and lead many campaigns for human rights that change perceptions and create new laws protecting citizens whose freedoms are at risk.

Women are the center of the circle of change. They are the key to our society's future for innovation, gender equity, and wealth. It is a simple continuum: Begin with girls 9-12. Introduce them to using curiosity to be aware of their environment and possible gaps of missing solutions. > Ages 13-18, encourage them to join the Girls STEAM Institute® Global Team Challenges, develop a business idea, and pitch their business ideas to a panel of judges for feedback about the commercial viability of their ideas. > Women business owners' mentor young future entrepreneurs and fund the needed startup capital to bring these ideas to market. > These young female entrepreneurs are trained by the seasoned women entrepreneurs and become vendors in the supply chains of the seasoned women's businesses. > When the seasoned women entrepreneurs decide to sell their companies, the younger women entrepreneurs with supply-chain experience become the new owners of the seasoned businesses and maintain the corporate goals for diversity in their supply chains.

Major factors for this continuum model to be realized, that increase net worth and wealth for women, require personal development and leadership programs to prepare young girls to develop self-awareness and self-sufficiency, resulting in self-confidence, using curiosity and empathy to make a difference in society that encourages *global collaborative innovation*.

*World Economic Forum - 2023

girlsteaminstitute.org

Visit us at CascadeBusNews.com

OFFICE



INDUSTRIAL



RETAIL



MULTI FAMILY



4000 SF prime retail/office MLS# 220169371 \$1.45/SF

High visibility, high traffic on 6th Street in Redmond's core business area. Across from Jersey Boys.

Ample off street parking with 15 spaces on street.

Suitable for office or retail.



Ground Lease MLS# 220168840 \$6,000/mo

Ground lease on two contiguous C1 Commercial lots at the corner of NW Maple and 6th St in Redmond. A total of 31,799sf.

High visibility lighted intersection near Wal Mart Super Center. Ideal for fast food, sales lot, etc. Build to suite will be considered.

Monthly NNN charges TBD. Water/Sewer/Power on site.



7200 sq ft Medical Building MLS# 220164532 \$2,475,000

Beautiful 7200 sq ft, two story class A Medical Building, with multiple treatment rooms, gym and therapy pool. Multiple parking spaces with easy access to downtown Redmond. Currently leased to a National Physical Therapy group, that has occupied the building since 2017. Ideal income property with a 5% cap rate.



Pete Rencher, Broker 541.420.3423 pete@windermere.com



Bruce Barrett, Broker 541.410.3484 barrett@windermere.com



Tony Levison, Broker 541.977.1852 alevison@windermere.com

"INVEST IN YOUR FUTURE"



Windermere Central Oregon Real Estate

irls STEAM Institute Continued from page 21

all, they create a network of like-minded peers who accept them for who they are and support them in everything they aspire to be. Within the Girls STEAM Institute, they develop into strong, confident leaders who take that confidence into their daily lives.

Girls from the Girls STEAM Institute frequently express how the STEAM Challenge has changed their lives. Parents of the girls typically witness growth in their daughters' self confidence and knowledge of the importance of using one's voice as part of a team, that the girls do via GSI's STEAM Challenge. Parents reaffirm their promises to support their girls and assist them realize their highest aspirations when they witness the brilliance of their daughters shine within the context of the STEAM Challenge.

Creating Path for the Next Generation of Women

With the Girls STEAM Institute, McClelland's job is to keep looking for new methods to make the organization relevant for its upcoming generation of woman leaders. She is the mother of three sons and seven grandkids.

She focuses on women in order to make them aware of their worth to society and significance in the world. She shares, "The men in my life understand and appreciate my reasoning for emphasizing my focus on young girls because now they have wives and daughters of their own who expect and appreciate their fathers' dedication to equality for women and girls." One word that describes McClelland's life is curiosity and the need to find out what it will take to make improvements in areas requiring change.

McClelland's leadership has been praised in a variety of ways through local and national business leadership awards. The recognition from the communities she serves for young girls and women business entrepreneurs is the most significant signal for her. She is extremely lucky to be surrounded by family, friends, and coworkers who push her to achieve her goals of "turning lights on" for others and who support her.

Her greatest pleasure, which motivates her to carry on working until she is 100 years old and beyond, is hearing from women and girls whose lives she has helped to inspire.

Standing Out Over Face of Difficulties

The difficulties she has had in her work, McClelland also discusses how these difficulties have strengthened her resolve to uphold the ideals that are essential to her. When she was 14 years old, she and her twin sister, Suzanne Lackman, asked their high school to provide an interscholastic ladies tennis team, much like the boys' team did in 1957, 15 years before Title IX, but were told "no" by the school principal. She recalls, "We were told we could continue

to have intramural sports. After persistence, the school administrator told us, if we can get 50 girls to sign up, they would consider adding the lone girls' sport of tennis to the school. We got 60 girls to show up and as a result, the school relented, and my twin sister and I qualified for the first team of six girls." She further adds, "There were 16 boys' sports teams, and the following year, 1958, our girls' tennis team was the first sports team to bring a state title to the school. What we did not realize at the time, our efforts to bring interscholastic girls sports to the school, started all girls' competitive sports in East County, Portland, Oregon for years to come." "Stand for Something, or you fall for anything" has been an important lesson influencing McClelland's life personally and professionally.

The True Meaning of Success

Success is defined in multiple ways through the lens of each person.

Influences come from family, friends, peers, colleges, universities, religion, and spirituality. Success to McClelland, like happiness, is an "inside job" and measurements of success can change with age and maturity. Her personal success statement is a journey that includes "turning lights on for myself and others" that embraces courage, adventure, curiosity, focus, empathy, wisdom, spirituality and makes a difference in the lives of others.

'Living in Moments'

Developing her creative side of her personality helps McClelland unwind and be still within herself. She asserts, "Having total quiet to think, meditate offers me better insights for what may be out of order for me." She has taken up oil painting and is learning to play the piano. This gives her the creative solitude she craves for her life now. McClelland is involved in her family businesses, which gives her time to contribute and "hang out" with her family as they build their futures together.

The Infinite Desire to Bring Transformation

After all she has accomplished, McClelland still has more she wants to do, including a documentary on women's enterprises and the rising number of young women entrepreneurs. She wants to finish writing her book about her funny experiences as an identical twin, all the antics she got into as a child, and other twin tales. Because of her curiosity and drive for adventure, McClelland doesn't picture herself ever retiring because she will always have something she wants to do.

"What I tell young people is to develop their curiosity and empathy and to listen more than talk if you want to develop relationships with others."

Her message to aspiring leaders is to help educate younger women about the importance of showing respect to each other and to acknowledge in public the good work done by other women.

girlsteaminstitute.org



MIRROR POND CLEANERS

(541) 389-1411

615 NW Franklin Ave. • Bend, Oregon 97701







Introducing Playful Paws Cat Café

A Purr-fect Haven for Feline Enthusiasts in Bend.

CBN Staff Report

ndulge in a unique and charming experience at Playful Paws Cat Café. Nestled in the heart of West Side Bend, this feline paradise is set to be the go-to destination for cat lovers and adoption advocates.

Playful Paws Cat Café is a cozy and welcoming environment where patrons can relax and enjoy beverages and the therapeutic company of adorable adoptable cats. In collaboration with the local rescue partners, including The Humane Society of Central Oregon, CCREW and Brightside, the café will host a selection of lovable feline companions, providing a unique opportunity for visitors to interact and potentially form lifelong connections.

Playful Paws Cat Café guests will experience a cheerful and relaxed atmosphere, complete with cozy seating areas, playful climbing structures, and interactive toys to keep both cats and visitors entertained. Whether it's a moment of relaxation or an opportunity to engage with these charming creatures, the café provides an ideal setting for memorable experiences.

Visitors who fall in love with a furry companion at Playful Paws Cat Café will have the opportunity to adopt cats directly from the rescue partners. These partnerships aim to increase awareness about the importance of pet adoption and find loving forever homes for the cats in need.

April Ferguson, the owner of Playful Paws Cat Café, expressed her excitement about this new venture. "We're thrilled to bring this unique concept to Bend, where cat lovers and rescue advocates can come together in a cozy and inviting atmosphere," Ferguson said. "Our partnership with the Humane Society of Central Oregon and other local organizations allows us to make a positive impact on the lives of these cats, and the humans who adopt them."



PHOTO | PIXABAY

Playful Paws Cat Café looks forward to welcoming the Central Oregon community to experience the joy and comfort that comes from the presence of these fabulous felines. Whether it's finding a new furry family member or simply enjoying the purr-fect company of cats, Playful Paws Cat Café promises an unforgettable experience for all.

playfulpawscatcafe.com • Facebook @playfulpawscatcafe

Are You One of the **Fastest Growing Companies in Central Oregon?**

Become a part of this impressive group of companies by filling out the simple form at CascadeBusNews.com or call 541-388-5665.

- Established and operating on or before January 1, 2020.
- Gross revenues in 2022 greater than 2020 with consistent year-over-year growth.
- Gross annual revenues \$100,000 or greater in fiscal year 2022.

Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. Deadline September 27, 2023.



SPONSORED BY





EVENT SPONSOR the OXFORI

PRESENTED BY

Women's Organizations

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

CENTRAL OREGON

American Association of University Women

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

Bend Bella Cyclists

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

Beta Sigma Phi

International women's friendship network for women of all ages, interests, educational and economic backgrounds. Volunteers for service projects. beta-sigmaphi.org.

ConnectW

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

Daughters of the American Revolution, Bend Chapter

Patriotic women's service organization whose members can prove lineal blood-line descent from an ancestor who aided in America's independence. Offers scholarships in nursing at COCC. Jill Gentry, mmegentry@gmail.com, bendchapternsdar.com.

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

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

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

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

League of Women Voters of Deschutes County

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

The Ninety-Nines, Northwest Section, Cascade Chapter

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

United Methodist Women

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

Quota International of Central Oregon

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

Sisters on the Fly

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

Soroptimist International of Bend

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

Soroptimist International of Prineville

Community women's support group helping women and girls. siprineville@soroptimist.net, soroptimist.org.

Sunriver Women's Club

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

TAO STEAM

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

Women's Council of Realtors

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

World Muse

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

OREGON GROUPS

Dress for Success Oregon

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

Oregon Commission for Women

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

Oregon Women Lawyers

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

Oregon Women's Sailing Association (OWSA)

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

Women's Foundation of Oregon

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

NATIONALLY

Alley to the Valley

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

American Medical Women's Association (AMWA)

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

Association for Women in Communications (AWC)

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

Association for Women in Science (AWIS)

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

Business and Professional Women's Foundation (BPW)

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

Your Home as a Source of Dollars in Retirement

by ED WETTIG, — Cornerstone Financial Planning Group

f you own a home, you may be wealthier than you think. The equity in your home could be one of your largest assets, especially if your mortgage has been paid down over the years or paid off. This home equity can be a valuable source of extra income during your retirement years.

How do you tap your home equity?

There are two ways to tap your home equity if you're approaching retirement (or already retired) and don't want to make mortgage payments: You can trade down, or you can use a reverse mortgage. Trading down involves selling

your present home and replacing it with a smaller, less expensive home. A reverse mortgage is a home mortgage in which the lender makes monthly payments to you, rather than you making monthly payments to the lender. Both of these strategies can give you substantial additional income during retirement.

Note: You could get money from your home by taking a home equity loan, where you place a regular mortgage on your home. But you must repay the home equity loan, with interest, like other regular home mortgages.

Trading down can give you increased income

If your home is larger than you need, trading down to a smaller place may be a good way to increase your retirement income. The difference between the price that you receive for your present home and the cost of a smaller new home can be added to your retirement funds to provide you with additional investment income. The amount of cash that you can get by trading down depends on the value of your present home, the cost of purchasing a new home, and the incidental costs involved in the trade (e.g., brokerage commissions, legal fees, closing costs, and moving expenses). You should estimate these amounts to get some idea of the net amount that you will receive. To check the present value of your home, you should get an estimate of its selling price from two or three real estate agents. You should also get an estimate of the cost of your replacement home by shopping around for the type of home that you think you'll want.

Note: If you think that the tax consequences of trading down are a drawback, think again. You may be able to exclude from federal taxation up to \$250,000 (\$500,000 if you're married and file a joint return) of any resulting capital gain, regardless of your age. To qualify for this exclusion, you generally must have owned and used the home as your principal residence for a total of two out of the five years before the sale. An individual, or either spouse in a married couple, can generally use this exemption only once every two years.

Trading down can reduce your housing costs

The other important financial benefit of trading down is that it reduces housing costs — often substantially. A smaller home usually means lower real estate taxes and smaller bills for heating, cooling, insurance, and maintenance costs. If your move is from a single-family house to a condominium, your costs will be reduced even more because outside painting, roof repair, landscaping, and similar

costs disappear into lower monthly condo fees. You should carefully estimate the amount of the cost savings that you'll get from trading down. Compare the annual cost of maintaining your present home with the expected annual cost of maintaining your new home. Be sure to prorate expenses that do not occur regularly, such as indoor and outdoor painting and roof repairs.

But trading down may have disadvantages

Consider the possible drawbacks of trading down. For instance, you may not want to reduce your living space by moving to a smaller home. Or, you may not be able to find a smaller home as attractive as your present home. Another common problem with trading down occurs if you are strongly attached to your present home. You may not want to be uprooted from your home and the social network around it. Still, you may also be troubled by worries that afflict many older homeowners, such as rising property taxes, the threat of escalating insurance, and the unexpected cost of major repairs. You may decide that trading down is warranted to lighten these worries as well as your financial burden.

Note: If you sell your home at a gain and aren't eligible for the capital gain home sale exclusion, you'll have to pay federal income taxes on the difference between the selling price and your adjusted basis (the initial cost of your home, plus amounts you've paid for capital improvements, less any depreciation and casualty losses claimed for tax purposes) in the home.

A reverse mortgage can also give you increased income

If you are older and have substantial equity in your home, a reverse mortgage can give you a valuable supplemental source of retirement income. You can receive this income based on the equity that you have built up over the years in your home — without having to repay the reverse mortgage during your life. The amount of the monthly payment you receive from a reverse mortgage depends on four factors:

- · Your age
- The amount of equity in your home
- The interest rate charged by the lender
- Closing costs

The older you are and the more equity in your home, the larger your monthly payments will be. Also, a lower interest rate and lower closing costs will increase your payments.

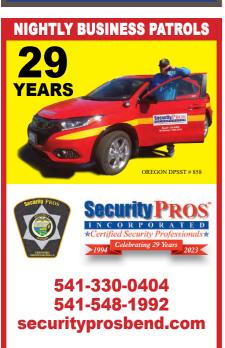
A reverse mortgage lets you keep your present home for life

As discussed, you may not want to trade down for a variety of reasons, including attachment to your present home. With a reverse mortgage, you can increase your income and continue to live in your present home for life. The mortgage typically becomes due when you no longer live in the home.

When reverse mortgage payments last as long as you live in your home, the

'ontinued on Page 38 🕨







Limited-time offer, Promotional Offer - 2 Year: Limited-time offer, subject to change, valid for new TDS business customers only. Existing customers must add new qualifying Internet service. Price listed reflects 2-year term rate when Internet bundled with TDS phone or video service and a 2-year term agreement is required. Pricing does not include taxes, surcharges or federal and state fees. If customer terminates the bundle or any individual service that is part of the bundle, price lock is void and promotional pricing may no longer apply. Offer not available in all areas. Star Business Bundle: Promo price is for new TDS customers and any TDS Voice-only customers with Unlimited voice. After promotional period, standard rates will apply. Voice line charge applies to each line and requires TDS High-Speed Internet and TDS Long distance. Pricing does not include taxes, surcharges or federal and state charges. Pricing is subject to change without notice. High-Speed Internet: Available it all service addresses. Certain speeds are only offered in areas served by TDS Files. Speed ranges shown are expressed as "up to" to represent network capabilities between customer location and the TDS network. Most customers can expect to receive a stable speed within the range of the product purchased as allowed by the quality and capability of the connection; however, actual speeds experienced by customers vary and are not guaranteed. Some customers may receive lower than the indicated speed range. Speeds vary questions, including but not limited to: distance from switching locations, network equipment, delivery technology, and external/internal network conditions. Speed tests may produce inconsistent results due to various factors, including the speed test program or website used, the number of devices connected to the customers modern and whether the speed above 100Mbps, a gligability wind Public variety of the customers in order to maximize internets speeds above 100Mbps, a gligability wind extensive without any termination or

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





Joe Krenowicz

Laura Craska Cooper

College (COCC) board of directors at its July meeting elected Joe Krenowicz of Madras to serve as chairperson for the 2023-24 year. At the same meeting, the board elected Laura Craska Cooper of Prineville as vice chair. The two members represent Jefferson County and Crook County, respectively, within the college's nearly 10,000-square-mile district.

The role of COCC's board chair is to ensure the integrity of the board's processes and represent the board to

processes and represent the board to outside parties. Krenowicz will hold the leadership post through June of 2024; his current board term culminates in 2025.

A Madras resident since 1979 — opening a NAPA Auto Parts store when he first arrived in the community — Krenowicz currently serves as the executive director of the Madras-Jefferson County Chamber of Commerce. He has served the city as mayor, city councilor and as a member of the Central Oregon Intergovernmental Council and East Cascades Workforce Investment Board. Krenowicz holds an associate degree in business from Bellevue College and a bachelor's degree in business administration from Washington State University. He has served on the COCC board since 2010.

Vice Chair Craska Cooper is a Prineville-based attorney who has served on the COCC board since 2012 and previously served as board chair from 2014 to 2015. She is chair of the Central Oregon Regional Housing Authority and past president of the Deschutes County Bar Association.

COCC's seven-member board of directors are elected from geographic zones within the tri-county district.

Brett Ferguson, APMA, a financial advisor with **AGP Wealth Advisors, Ameriprise Financial** in Bend, was named to the list of *Forbes* Best-in-State Next-Generation Wealth Advisors published by *Forbes*. The list recognizes "next-generation" financial advisors who have demonstrated high levels of ethical standards, professionalism and success in the business.

The rankings are based on data provided by over 29,000 of the nation's most productive advisors. Ferguson was chosen based on assets under management, industry experience, regulatory and compliance record and revenue produced for his firm.

Ferguson is part of AGP Wealth Advisors, a private wealth advisory practice of Ameriprise Financial Services, LLC.



Brett Ferguson



Jimena Pineda

Latino Community Association (LCA) welcomes Jimena Pineda as their new client services coordinator in Prineville. Pineda was born in Los Angeles, and her family moved to Redmond when she was six. She graduated with honors from Redmond High School in 2016 and enrolled in Central Oregon Community College. With her associate degree in human services from COCC, she is currently attending Oregon State University Cascades, working toward a bachelor's degree in human development and family sciences.

Pineda was a student and stay-at-home mom with three young children until 2022, when she began working for the Deschutes County WIC program in Redmond. That job helped her "regain focus on the work that needed to be done within the underserved community," Jimena said.

In her new role, Jimena wants to "empower Latino families and the student within those families, that they can do the unthinkable, that the power lies within them."

When she's not at work, Jimena enjoys running, camping, reading and

The **Central Oregon Community** spending time with her husband, daughters and friends.



Jennifer O'Bryan

St. Charles Foundation announced the arrival of its new executive director, **Jennifer O'Bryan**. She brings to the Foundation more than 25 years of experience in nonprofit fundraising, including donor relations, strategic planning and event execution.

O'Bryan is an Oregon native who has spent the past two decades working in the nonprofit sector, first with the Portland Rose Festival Association, and then as senior vice president of Revenue and Development at the Children's Cancer Association in Portland.

O'Bryan earned her business degree from Western Oregon University in Monmouth. She said she is deeply inspired by what the Foundation has been able to accomplish through its generous donors.

Over the past several years, the Foundation has provided funding for muchneeded advancements for the region, including leading-edge equipment, scholarship programs, grants, patient services and multiple capital projects like the Bend patient tower, which houses St. Charles' 24-bed Intensive Care Unit and 28-bed Progressive Care Unit.

Specialized Recruiting Group, an Express Employment Professionals (Express/SRG) company, announced that Alex Norby has joined their team a professional recruiter. Norby is a Bend local of 15 years. He was brought to Bend in 2008 when Express/SRG recruited his dad to a Bend company, kick-starting his Central Oregon lifestyle. Norby graduated from Summit High School in 2020 amidst the pandemic, unsure of what the future held and which career path to pursue. He explored various fields, including roofing, construction and door-to-door commission sales. After trying different paths, Norby realized his interest in sales and working with people. In 2020, Norby learned about the recruiting industry through his brother, who works as an IT recruiter at TEKsystems in Hillsboro, Oregon.



Alex Norby

As he dove deeper into the industry and discovered its blend of sales and the ability to provide a service that positively impacts people's lives, Norby became truly passionate about a career path and the industry he wanted to work in. He got the opportunity to interview with TEKsystems' satellite office in Bend in 2021 and started his first position as an IT Recruiter at the age of 19. Norby has enjoyed working as a Recruiter for the past two years and is excited to join the SRG team to broaden his career and to take a more consultative approach to recruiting. He is excited to be part of a family-like environment, collaborating with other professionals who possess a growth mindset and a team-oriented approach. During his free time, Norby enjoys outdoor activities such as hiking, skiing, boating and building/flying FPV drones.



Lieve Maas

Central Oregon Community College introduces new instructor **Lieve Maas**.

Maas is a Dutch creative entrepreneur and educator specializing in design, branding and self-publishing coaching. After graduating summa cum laude from the Royal Art Academy in Antwerp, Belgium, she secured a graphic design position at a book publishing house in Amsterdam. In 2006, Lieve relocated to Portland, Oregon, and founded Bright Light Graphics, her graphic design studio. Now based in Bend, Bright Light Graphics is known for its expertise in visual storytelling, enabling business owners to communicate their narratives through captivating design. As an educator at heart, Maas is passionate about teaching entrepreneurs the power of

design and visual storytelling, empowering them to launch or rebrand their businesses successfully.

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

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

Who's Who!

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

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

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

City of Bend Welcoming Week Kick-off

provided by CITY OF BEND

he City of Bend became a Welcoming City in 2017. As part of this recognition, we participate in Welcoming Week every year. This is a week of events centered on inclusivity and belonging #inBend! Learn more about Welcoming Week and the list of 2023 events at bendoregon.gov/welcomingweek.

Welcoming Week Kick-off Party

Date: September 10 | 11am-3pm **Location:** The Commons

875 NW Brooks Street, Bend, Oregon

Hosted by: Human Rights and Equity Commission, City of Bend Accessibility

Join us for a celebratory open-mic event with local musicians and vendors, as well as nonprofits from the Bend community. Attendees will have an opportunity to contribute to a community art piece!

Welcoming Week: The Human Library – Get to Know Your Neighbors

Date: September 10 | 2-6pm **Location:** Open Space Event Studios 220 NE Lafayette Avenue, Bend, Oregon

Hosted by: Embrace Bend

This event is aimed at fostering a stronger sense of community and promoting understanding within our community. This innovative event draws inspiration from traditional libraries, allowing community members to "check out" their neighbors as if they were books. Participants will have the opportunity to engage in one-on-one conversations, facilitated by low-risk prompts designed to reduce psychological harm and encourage open dialogue. The primary objective of this event is to humanize one another and dismantle both conscious and unconscious biases we may carry. By encouraging people to connect with their community neighbors, we aspire to foster personal growth, expand knowledge, and deepen understanding both of others and ourselves. We welcome all our neighbors to join us. There will be food and goods from local vendors of color!

Welcoming Week: Multicultural Art Exhibition

Date: September 13 | 4-7pm **Location:** The Environmental Center 16 NW Kansas Avenue, Bend, Oregon 97701 **Hosted by:** The Environmental Center

Join us at The Environmental Center in downtown Bend for a Multicultural Art Exhibit. Experience live poetry, music, and creative arts by local BILAPOC, LGBTQ+ artists. Attendees can also tour The Environmental Center's Learning & Demonstration Garden and participate in educational activities offered in both Spanish and English. There will also be an opportunity to practice creative skills during a live art demonstration. We invite community members who practice any of the various creative arts to participate. Spanish and ASL interpretation will be offered on-site. This event centers our BIPOC and 2SLGBTQ+ community.

Welcoming Week: Coco and Caregiving

Date: September 13 | 4:30-8pm **Location:** The Tower Theater 835 NW Wall Street, Bend, Oregon

Hosted by: Partners In Care and Council on Aging

Unpaid caregivers are typically family members who provide care for those who cannot care for themselves. Caregivers are vulnerable to burnout and isolation, which have negative consequences for the caregiver and the one being cared for. For our immigrant and refugee neighbors who experience additional barriers, such as language, literacy, or navigation of resources, the risks are higher. This event will provide an opportunity for service connection and community building for our unpaid caregivers across all communities. Caregivers are invited to attend a happy hour at 4:30pm, and everyone is invited to join us at 6pm for a showing of *Coco* in Spanish with English subtitles, snacks, and support.

Welcoming Week: Community Circles

Date: September 15 | 1:30-6pm **Location:** East Bend Library 62080 Dean Swift Road, Bend, Oregon

Hosted by: Better Together, Restorative Justice & Equity Group

The community is invited to participate in one of our facilitated community circle discussions on belonging. Join us at 1:30pm, 3pm, or 4:30pm for a restorative circle discussion that will be run on restorative principles. Participants will have the opportunity to review circle agreements and the discussion will be conducted using a talking piece to ensure that everyone has equal opportunity to speak and to listen on the important subject of belonging, and what is needed for folks to feel they belong here in Bend. This is an opportunity for us to come together, celebrate diversity, and build meaningful connections. We will delve into belonging in an atmosphere of openness, respect, and empathy to ensure that every voice is heard and valued. As we all have something to offer the collective, we can create an event that celebrates compassion and unity. Food and beverage will be provided. Circles will be capped at 30 people per event. Please register to attend the event at:

forms.gle/U65tUfJeNUAXxXzw5. We hope to see you there!

Welcoming Week: Food Cart Crawl

Date: September 15 | 4-8pm Location: Bend Central District Hosted by: Bend Chamber

Join us in the Bend Central District as we visit five different locally owned businesses and learn about the ten designated identities included in Welcoming Week! At each business, we will also have a different and unique food truck that is minority owned and will be serving offerings with a traditional spin for attendees to include in. The best part? This event is FREE to attend and will end with a Welcoming Week Cultural Celebration with live entertainment, community organizations dedicated to inclusion, more food and beverages to end the night on a high note!

Attendees will begin at Colima Market and Big Story at 4pm (228 NE Greenwood Avenue) before moving on to Somewhere That's Green at 5pm (1017 NE Second Street), Humm Kombucha at 6pm (1125 NE Second Street) and then will end at Open Space Event Studios at 7pm (220 NE Lafayette Avenue). At each location, attendees will enjoy food provided by a local food truck while we recognize different organizations that are building a more inclusive Central Oregon. Open Space will provide a venue for multiple organizations to showcase their work. It will be a time to connect and celebrate the diversity of our vibrant community!

Welcoming Week: Vámonos al Cine Latinos Film Fest

Date: September 16 | 3:30-9pm **Location:** The Tower Theater 835 NW Wall Street, Bend, Oregon **Hosted by:** Vámonos Outside

Vámonos Outside is excited to present the inaugural Vámonos al Cine - Vámonos Outside Latino film fest. This cultural event will take place at the Historic Tower Theatre in Downtown Bend. This will coincide with the start of Hispanic Heritage Month, the celebration of Mexican Independence Day, and the close of Welcoming Week. This event will be free to the community, with an optional donation. Its intention is to inspire a connection between the Latino community and the natural world using films that focus on cultural representation and stories in outdoor recreation, environmentalism, or existing with nature. While there are many Latinx Film Festivals, this one is solely centered around people and nature. Our motivation is to provide a space for Latine/Latino/Latina/Latinx representation and storytelling in the arts, to advance belonging and inclusion in outdoor spaces, and to inspire the continued stewardship that is culturally rooted through our ancestry. To be included in the narrative is to invite participation in the enjoyment of the outdoors and a connection to nature for the entire family.

Welcoming Week: Latino Cultures Celebration

Date: September 16 | 4-7pm **Location:** The Commons 875 NW Brooks Street, Bend, Oregon **Hosted by:** Latino Community Association

Join the Latino Community Association in Bend as they kick off Hispanic Heritage Month. Experience Latino culture, art, music, and food from local community vendors. ALL ARE WELCOME!

Welcoming Week: Health Equity Fair

Date: September 17 | 11am-2pm Location: Ponderosa Park 225 SE 15th Street, Bend, Oregon

Hosted by: Mosaic Community Health, Deschutes County Health Services, Volunteers in Medicine

This Health Equity Fair is jointly hosted by Deschutes County Health Services, Volunteers in Medicine, and Mosaic Community Health and is focused on bringing welcoming providers and services to the community. All providers will be sharing how they best serve the community by offering inclusive and accessible services. Community members will have the opportunity to learn about the various health services available and get a feel for where they will be most comfortable accessing services.

Welcoming Week: ¡Lotería!

Date: September 17 | 2-4pm **Location:** Municipal Court

555 NE 15th Street, Bend, Oregon 97701 **Hosted by:** *Bend Police Department*

The Bend Police Department welcomes all members of our community to take part in a fun afternoon of Lotería inside Bend Municipal Court. Lotería is fun and easy game of chance, much like Bingo, but played with a deck of cards. You'll probably recognize some of the traditional Mexican imagery depicting people, objects and animals. Our deck of cards was colored, in part, by Central Oregon Summer Spanish Immersion students from Central Oregon Community College. Enjoy snacks, drinks and prizes and cool off for the afternoon at this free, family event!

bendoregon.gov

Visit us at CascadeBusNews.com

Street Dog Hero Announces Fourth Annual Heroes on the Run 5k Fundraiser in Bend & Portland

by KELLI DELPERDANG, Marketing & Communications Manager — Street Dog Hero

end-based nonprofit Street Dog Hero (SDH) is excited to be hosting their 4th annual Heroes on the Run 5K Fundraiser and Kids Mini-Run on Sunday, September 10 in Bend. Plus, for the first time ever, Street Dog Hero will also be expanding their Heroes on the Run event to Portland, which will be held on Saturday, September 9.

Heroes on the Run is a family- and dog-friendly 5K race, Kids Min-Run, street fair, and fundraiser and will be held at the Athletic Club of Bend in Bend and at the Tualatin Community Park in Portland, OR. This fun-filled weekend will include live entertainment, food trucks, a beer garden, raffle prizes, local vendors, face painting, a doggie kissing booth, and a variety of activities for you, your family and your pets. Join this annual event to help serve dogs in need around the world and their communities.

Why race Heroes on the Run?

You'll not only enjoy camaraderie, mountain/river views, smiles for miles, food, beer, and hanging outside with your pup (or enjoying other racers' pups), you'll also be helping to save dogs from the hardships of life on the streets. Join Street Dog Hero on September 9 in Portland and September 10 in Bend and support

their mission to give dogs a Forever Home. Register today at give.streetdoghero. org/event/heroes-on-the-run-2023/e495778.

About Street Dog Hero:

For over six years, Street Dog Hero has been fulfilling its mission of helping end animal overpopulation by spaying and neutering owned and street dogs and cats around the world. To date, the organization has provided more than 7,154 free or reduced-rate spay/neuter and other wellness services to animals in Mexico as well as locally. They have also rescued just over 3,100 dogs from more than a dozen countries like Mexico, South Korea, China, and right here in the United States and have found them forever homes. Street Dog Hero is making lasting positive changes in the lives of animals and their humans, working towards a world where all dogs are healthy, safe, cared for, and wanted.

SDH envisions a world where all dogs are healthy, safe, cared for, and wanted. Through this work, SDH makes a lasting impact on owned and street dogs and cats and the families that surround them.

streetdoghero.org

Hospice of Redmond Exclusively Offers Pet Peace of Mind Program for Hospice Patients

provided by HOSPICE OF REDMOND

ospice of Redmond has become a partner of Pet Peace of Mind, a program that provides a care model for the pets of hospice patients. The program aims to keep hospice patients with their pets when they can no longer care for them due to their worsening health. Hospice of Redmond is the only hospice provider in Central Oregon offering support for pets in this capacity.

Oftentimes, hospice caregivers are overwhelmed and do not have enough time to take care of the pet, and the pet gets unintentionally neglected or surrendered to a rescue organization or shelter. Statistics show that nearly 50 percent of owner relinquishments at shelters are due to illness or the death of the pet's owner.

"During the dying process, we lose the ability to care for ourselves, much less our pets," said Tania Crawford, volunteer coordinator at Hospice of Redmond.

As a Pet Peace of Mind partner, Hospice of Redmond exclusively supports the pets of hospice patients needing these services through volunteers. It is estimated that about 40 percent of hospice patients have pets, and about 15 percent are unable to care for their pets and do not have a caregiver who can help.

"In our quest to provide the absolute highest level of patient care, we saw the need to fully incorporate pets into our care model," said Crawford. "Our volunteers can help with a pet's daily needs - things like walking, feeding, and cleaning litter boxes. We can get pets to grooming and veterinary appointments. We can ensure everything the pet needs, including food, litter, and medication, is on hand and organized."

The program includes helping the patient develop a plan for what will happen to the pet after they're gone. This could mean seeking potential adopters who are willing to wait for the pet, contacting family members to ask for help, supporting the patient in making a pet trust, and making arrangements with rescue organizations. Knowing a pet is ultimately going somewhere they will be loved provides essential closure.

To learn more about the Pet Peace of Mind program, visit hospiceofredmond. org/pet-peace-of-mind.

hospiceofredmond.org





Nonprofit Anna's Spark Receives \$20,000 Donation from Hayden Homes & First Story

by KATY WOODERSON, Vice President of Marketing — Hayden Homes

A nna's Spark, a 501(c)3 nonprofit, dedicated to providing financial support for Elevate Reading Center, received generous donations of \$10,000 each from Hayden Homes and First Story on August 2.

Each organization contributed \$10,000 to help Anna's Spark continue its mission of offering scholarships for struggling readers to participate in Elevate Reading Center's highly-specialized SpellRead program.

"We are incredibly grateful for the generous contribution from Hayden Homes and First Story," said Ellie Anderson, the founder of Anna's Spark and the Elevate Reading Center. "Their support will have a profound impact on our mission to provide educational help and scholarships to struggling readers, ensuring they have access to the transformative SpellRead program."

Sixty-one percent of Oregon's students in grades three through eight are not reading at grade level, according to 2022 test scores. In the Bend-LaPine school district, nearly 48 percent of third graders and 49 percent of eleventh graders failed to meet proficiency levels on the English Language Arts exam. This highlights the urgent need for explicit and scientifically proven reading instruction, which Elevate Reading Center strives to address.

"Before enrolling at Elevate, my daughter's confidence in herself and her ability to learn were non-existent," said Robin Antonson, mother of a 15-year-old student who completed the SpellRead program at Elevate. "When she started at Elevate, she was entering the ninth grade but reading between fifth and seventh-grade levels when assessed. I cannot tell you how much Elevate has changed her life."

After completing the SpellRead program, Antonson's daughter is now reading above grade level and her confidence has skyrocketed. She had such a positive experience at Elevate Reading Center that she's now a volunteer at the center. Antonson is grateful for the partial scholarship that her daughter received, making all of this possible.

Anna's Spark plays a crucial role in providing funds to children who cannot afford the SpellRead program, offering scholarships covering 25-100 percent of the costs depending on the individual's needs.

Currently, Anna's Spark has nine students enrolled in the summer session, with an additional three children on the waiting list. To ensure these students can complete their program, Anna's Spark aims to raise \$100,000 by December 31, 2023. The recent \$20,000 combined donation from Hayden Homes and First Story represents a significant step towards achieving this goal.

The SpellRead method, offered at Elevate, aims to not only close the reading gap among struggling readers but also helps them achieve above-grade-level reading and spelling skills within just one year. This extraordinary approach fosters life-changing experiences for developing readers, building their



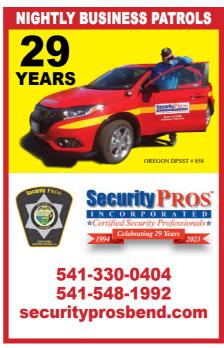
(L-R) CALEB ANDERSON, FATHER OF ANNA AND CO-FOUNDER OF ANNA'S SPARK; HAYDEN WATSON, CHAIRMAN OF HAYDEN HOMES; AND ROBIN ANTONSON, MOTHER OF A 15-YEAR-OLD STUDENT WHO COMPLETED THE ELEVATE READING | PHOTO COURTESY OF HAYDEN HOMES

confidence in learning and significantly improving their academic performance and social interactions.

"We are thrilled to partner with Hayden Homes and provide scholarships to Elevate Reading Center, known for its scientifically proven and results-driven SpellRead methodology," said Claire Duncan, the executive director at First Story. "We believe in the power of education and its ability to transform lives and the center's unique approach has proven to be the gold standard for reading instruction. Together with Anna's Spark, we aim to make a significant impact on the lives of struggling readers, empowering them to excel and thrive in their academic journey."

Elevate Reading Center and Anna's Spark were founded through one mother's unwavering commitment to helping her daughter learn to read and overcome the educational, emotional and social hardships associated with learning challenges. annasspark.org









adras COCC Continued from page 3

county families.

The college and county intend to break ground this winter for an approximately 24,000-square-foot building on land gifted by the Madras-based Bean Foundation. The addition will increase the footprint of COCC's Madras campus, which first opened in 2011, and enable the college to offer four stand-alone, in-demand health and education programs — nursing, nursing assistant, medical assistant and early childhood education. The budget for the expansion also includes construction of a 100-seat child care facility managed by The Children's Learning Center, an established local business.

"Jefferson County will benefit immensely from the child care spots and programing that COCC will be able to facilitate in rural health care and early childhood education," said Kelly Simmelink, Jefferson County Commissioner. "This project checked every box for us, and ultimately the legislature, as our representative, Vikki Breese-Iverson, prioritized this funding opportunity. It also memorializes the vision that Al Bean had for our community as it improves the quality of life for children, young families and young adults."

The in-demand educational trainings and much-needed child care resources are expected to address significant community gaps for the growing rural area. A 2022 study from Portland State University estimates a "relatively robust" growth rate for Jefferson County, where a two-year waitlist for child care is not

uncommon and recruiting health care workers has been a challenge.

The Oregon Employment Department projects that the health services and education sectors — which combine to make the third-largest employment category in Madras — are expected to surge by 26 percent between 2021-31 across Central Oregon.

"Thanks to these state funds, we are closing in on our goal to train skilled nurses, medical assistants, certified nursing assistants and early childhood educators in Jefferson County," said Dr. Laurie Chesley, COCC's president. "Students from Warm Springs to Madras to Culver will soon have more options to pursue affordable higher education where they live, and to earn family wages in high-demand careers in their home communities."

In all, across the four academic

programs alone, as many as 88 individuals could potentially graduate each year from the Madras campus expansion.

"Leader Breese-Iverson and our other state legislators are strategically investing in rural communities like Jefferson County," said Joe Krenowicz, chair of COCC's board of directors and executive director of the Madras Chamber of Commerce. "In turn, our county commissioners have advocated for such investments to be used in partnership with COCC for our Madras campus expansion. These funds will have a transformative impact on generations of students and families in our region."

For more information, contact Jeremy Green, COCC Madras campus director and branch campus capital projects manager, at 541-550-4101 or jgreen2@cocc.edu.

cocc.edu

DD Enterprises

Continued from page 3

For an introductory price of less than \$500,000, RDD delivers an initial construction package, which includes:

- · Carbon fiber fuselage structures.
- Dual spar, single-piece wing.
- Trailing Link main landing gear.
- A spacious non-pressurized cockpit.
- A 125-gallon capacity fuel tank.
- A 3/8" thick stretched acrylic windshield.

The package features a one-week Build Assist Program which will close the wing and the horizontal stabilizer, mate the wing to the fuselage, and attach the empennage to the fuselage.

"The Build Assist Program effectively completes the geometric assembly of the entire airplane," said McRae.

"This ensures that every LX7-1 will be constructed accurately and have consistent flight characteristics. Each plane leaves our facility capable of having a maximum gross weight of 3,750 lbs. and an expected empty weight of 2,100 lbs., offering a full fuel payload of 900 lbs. From there we expect the owner to keep a close eye on things and use good technique to achieve the optimum results."

Upon delivery of the basic body of the aircraft, RDD can help identify locations where owners may choose to assemble the aircraft at their convenience for a set weekly fee. RDD also sets up customers with detailed instructions that will enable them to complete the assembly of the plane with a host of optional features, such as: a dual bus electrical system, aircraft wire harnesses, an instrument panel and/or interior panels from an LX7, a BRS whole aircraft

parachute system, Buenos Technologies Buenos De-ice electro-thermal ice protection, and electric air conditioning with climate control.

Customers are invited to contact RDD for tech support. Plus, for a nominal fee, they can contact RDD experts for In-process Inspections at key points throughout the assembly, as well as for their First Flight Program and Factory Transition Training.

"Assembling your own aircraft can take more than 1,100 hours," said McRae. "But it's well worth the time and effort to gain a deeper understanding of your aircraft's capabilities and safety features. And we highly recommend our First Flight Program and Factory Transition Training to make sure you go skyward with assurance and peace of mind."

By saving a substantial amount of money on that peace of mind, many aviation enthusiasts could soon be flying on Cloud 9.

About RDD:

RDD Enterprises is a premiere aviation Research, Design & Development group with a rich heritage serving the experimental aircraft community. Our goal is to service serious aviators by providing technologically advanced aircraft systems with impeccable safety, unbeatable value and world-class support.

Located in the Redmond, RDD is proud to have been selected to help achieve aviation goals for a wide range of customers, from individuals to large corporations. Collectively, the RDD team has extensive experience with both experimental and certified aircraft in the areas of research, design, development, modification, fabrication, construction and customer support.

lx7aircraft.com 541-504-0305, ext. 1

end Bus Service

Continued from page 3

The partnership will also include additional trips between Portland, Oregon and three cities, Salem, Oregon and three cities and Eugene, Oregon and two cities. Schedules are now available and tickets can be purchased for travel beginning today at us.megabus.com.

Our full press release is available at bit.ly/MegaPacCrest.

Please let me know if you have any questions or if you'd like to schedule an interview to discuss further.

us.megabus.com

etirement

Continued from page 33

mortgage is known as a tenure reverse mortgage. You can get other types of reverse mortgages, including an annuity advance reverse mortgage. With the annuity mortgage, payments last as long as you live, regardless of whether you continue to live in your home.

But a reverse mortgage is not without drawbacks.

With a reverse mortgage, you must mortgage your home to the lender. Each payment that you receive from the lender increases the amount of principal and interest that you owe on the mortgage. Although the mortgage typically does not become due while you're still living in the home, the equity value of your home is reduced by each payment that you receive. This reduction in the equity value of your home may have a negative effect on your children's ultimate inheritance.

Note: If you face a retirement income shortage, this equity reduction may be preferable to a reduction in your standard of living. Also, in the rare case where the value of your home appreciates more rapidly than the mortgage loan increases, equity reduction does not occur.

A reverse mortgage may have other drawbacks, including:

High up-front costs: The closing costs for a reverse

mortgage normally exceed the closing costs for a conventional mortgage. This means that a reverse mortgage may not be cost effective if you plan to remain in your home for only a few years.

• No reduction in homeowner costs: Unlike trading down to a home with lower housing expenses, a reverse mortgage does not reduce your housing costs. Since you stay in your home, you still face real estate taxes, insurance, repairs, and other costs associated with the home.

Provided by Ed Wettig, CFP, Cornerstone Financial Planning Group, which offers investment management, financial planning and retirement income strategies. Representative is registered with and offers only securities and advisory services through PlanMember Securities Corporation, a registered broker/dealer, investment advisor and member FINRA/SIPC. 6187 Carpinteria Ave, Carpinteria, CA 93013, 800-874-6910. Cornerstone Financial Planning Group and PlanMember Securities Corporation are independently owned and operated. PlanMember is not responsible or liable for ancillary products or services offered by Cornerstone Financial Planning Group or this representative.

cornerstonefinancialbend.com

CASCADE BUSINESSNEWS CascadeBusNews.com

Subscribe to Cascade Business News

RECEIVE A FREE COPY OF OUR 2023 BOOK OF LISTS



- Book of List Online Combo: \$200
(Out of Area \$250 | Nonprofit \$150)

1 Year of Cascade Business News
1 Year Online Book of Lists
1 Hard Copy of Book of List
Annual Savings of \$58
(\$6 mailing fee or available at the office for pickup)

 Cascade Business News: \$40 (Out of Area \$50) (includes online subscription)

- Cascade A&E: \$30 (Out of Area \$40)

_	Get A	ALI	[, print	nubs	for S	660 (Out	of Area	\$75)

NAME:				
ADDRESS:				
CITY:	STATE:		_ ZIP:	
PHONE:	EMAIL for E-News:			
CHECK ENCLOSED	PLEASE BILL MY:	☐ VISA	☐ MC	
VISA/MC #:		EXP. D)ATE:	
SIGNATURE:			CVV:	

Published Twice Monthly Since 1994 • CascadeBusinessNews.com

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



August 16

5pm City of Redmond Urban Area Planning Commission Meeting. Information at https://www.redmondoregon.gov/government/city-council/council-meeting-info/meeting-agendas-minutes-and-video.

August 17

11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center. RSVP to Aaron Schofield or Jamie Donahue at 541-330-7571, aaron. schofield@fib.com or jamie@lapineseniorcenter.org.

August 17

11:30am-1pm City Club August Forum — (Mis)Behavior in the Classroom: Carrot, Stick or ...?, at Riverhouse on the Deschutes. Information and registration at https://members.cityclubco.org/ap/Events/Register/VPN8qj7r.

August 17

3-5pm City of Bend Virtual and In-Person Tree Regulation Update Advisory Committee Public Meeting at Bend City Council Chambers. Zoom: https://bendoregon-gov.zoom.us/webinar/register/WN_9fOn3lLUTf6An6QJWHAZdw, call-in: 1-888-788-0099, webinar ID: 885 5146 4795, passcode: 067853, YouTube: https://youtube.com/live/P4AEATjXLD0?feature=share.

August 17

3:30pm Terrebonne Sanitary District Virtual and In-Person Regular Board Meeting at Smith Rock Community Church, Terrebonne.

August 17

4:30-6pm Bend Chamber Biz & Bevs at NThe Zone Ink & Threads. Information and registration at https://bendchamber.org/bend-event/biz-and-bevs-n-the-zone-ink-aug-17/.

August 18

Noon-1pm MM Home Co. Ribbon Cutting at 51470 U.S. 97, Ste. 5A, La Pine.

August 22

6pm City of Redmond City Council Meeting. Information at https://www.redmondoregon.gov/government/city-council/council-meeting-info/meeting-agendas-minutes-and-video.

August 29

11:30am-1pm Redmond Chamber Lunch & Learn, Team Referral Network ~ Networking Wheel of Success, at Redmond Chamber of Commerce. Sign up at https://www.visitredmondoregon.com/event/lunch-learn-team-referral-network-networking-wheel-of-success/#levent-register/2023/8/29/lunch-learn-networking-wheel-of-success.

September 12

10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room. Information and registration at https://bendchamber.org/bend-event/membership-101-maximizing-your-membership-sept-12/.

September 12

ISSUE DATE

6pm City of Redmond City Council Meeting. Information at https://www.redmondoregon.gov/government/city-council/council-meeting-info/meeting-agendas-minutes-and-video.

SPECIAL SECTIONS

September 13

5:30-6:30pm COCC Free Project Management Info Meeting at COCC Bend Campus CAS 118. Register at https://www.enrole.com/cocc/jsp/session.jsp?sessionId=FA23PMPINFO.1&courseId=PMPINFO&categoryId=.

September 16

3-6:30pm Heart of Oregon Corps Endless Summer Nights at Bend Park & Float. https://heartoforegon.org/news-events/fundraising-events/.

September 26

6pm City of Redmond City Council Meeting. Information at https://www.redmondoregon.gov/government/city-council/council-meeting-info/meeting-agendas-minutes-and-video.

September 28

4:30-7pm EDCO Central Oregon PubTalk: The Road to BVC, at Worthy Brewing, Bend. Registration at https://www.eventbrite.com/e/central-oregon-pubtalk-the-road-to-bvc-tickets-691030018387?aff=oddtdtcreator.

October 2

8:30am-5pm Inclusive Employers' Summit at COCC Hitchcock Auditorium, Pioneer Building, Bend Campus. \$150 Early Bird Fee, \$250, tickets at https://www.eventbrite.com/e/the-inclusive-employers-summit-tickets-452428113667.

October 1

10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room. Information and registration at https://bendchamber.org/bend-event/membership-101-maximizing-your-membership-oct-10/.

October 19-20

2023 Bend Venture Conference at Tower Theatre, Bend. Information at https://www.bendvc.com/, registration at https://www.eventbrite.com/e/2023-bendventure-conference-tickets-686715684097?aff=oddtdtcreator.

November 14

10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room. Information and registration at https://bendchamber.org/bend-event/membership-101-maximizing-your-membership-nov-14/.

December 12

10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room. Information and registration at https://bendchamber.org/bend-event/membership-101-maximizing-your-membership-dec-12/.

December 20

11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center. RSVP to Aaron Schofield or Jamie Donahue at 541-330-7571, aaron. schofield@fib.com or jamie@lapineseniorcenter.org.

WORKSHOPS & TRAINING



(Ongoing)

COCC Small Business Development Center Virtual Classes.

INDUSTRY LISTS

Watch for Upcoming Editions of CASCADE BUSINESS NEWS

2023 EDITORIAL CALENDAR

IOOOL DATE	0. 201/12 020 110110	IIIDOOTIKT EIGTO
September 6 Deadline Aug 30	Annual Healthcare	Asst'd. Living, Chiropractors, Dentists, Eye, Home Care, Hospitals, Physical Therapy, Physician Groups, Reconstructive Surgery, Audiologists, Emergency Transport, Acupuncture
September 20 Deadline Sept 13	Sisters Profile	Financial Planners, Stock Brokers
October 4 Deadline Sept 27	Nonprofit Profiles/Accomplished Under 40	Nonprofit Organizations, Accountants, Bookkeepers
October 18 Deadline Oct 11		Manufacturers in Deschutes, Crook & Jefferson Counties, Garbage/Recycling
November 1 Deadline Oct 25	REDMOND Profile/Fastest 20	Bio-Tech, High Tech Firms, Telecommunications, Utility Companies, Heating/Cooling Companies
November 15 Deadline Nov 8	Made in Central Oregon	Products Made in Central Oregon
December 6	Aviation	Law Firms, Security Companies



With more than 300 distribution drops in Central Oregon, CBN continues to be the #1 Business News leader since 1994.

ANNUAL HEALTHCARE EDITION

Special Issue Rates!
\$220 / eighth page color ad
\$400 / quarter page color ad
\$700 / half-page color ad
\$1,400 / full page color ad











Don't miss your opportunity to market directly to Central Oregon's business community in our September 6 issue of Cascade Business News.

Along with providing a comprehensive list of
Assisted Living, Chiropractors, Dentists, Eye Care,
Home Care, Hospitals, Physical Therapy, Physician
Groups, Reconstructive Surgery, Audiologists,
Emergency Transport & Acupuncture, we will feature
informative articles on the industry.

Advertisers are encouraged to submit industry related commentary. Deadline for space & art is August 30.

Contact **Jeff Martin** at 541-388-5665

to reserve your ad space or email **jeff@cascadebusnews.com**.

Advertising materials are due **August 30** for this issue.