## 2022 Accomplished Under 40 Award Recipients



Rika Ayotte **Executive Director Deschutes Land Trust** 

**Professional Accomplishments:** 

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

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

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

Ayotte has been a founding member and leader of important collaborative

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

**Joelle Blanchard** Community Relations Coordinator



palliative care

**Partners In Care Professional Accomplishments:** 

Blanchard has spent her career serving others; she has

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

**Civic, Industry & Community Involvement:** • Board Member, Redmond Senior Center • Leader, Tri-county Senior Care Network

A leader in educating Central Oregon on hospice and

**Specific Characteristic that Distinguishes Them from Their Peers:** Blanchard's passion for serving others is apparent in not only her career, but

also her commitments outside of work. She is advancing the diversity, equity and inclusion of both Partners In Care, along with the organizations she volunteers with,

to find ways to better support our diverse, aging population in Central Oregon. **Business Leadership Philosophy:** As a mom of toddler triplets, Blanchard exudes patience, understanding, empathy

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

**Kat Brookhart** Manager, Formulation & Process Dev. **Thermo Fisher Scientific Professional Accomplishments:** Since earning her bachelor's degree in chemical



engineering from the University of Colorado in 2010, Brookhart has held roles of increasing responsibility

across pharmaceutical development; technology transfer, quality assurance, business development support, supply chain and product development. Brookhart established our supply chain function by hiring the teams and defining our S&OP process. Brookhart is currently responsible for leading the team that formulates our products which is fundamental to our value proposition to our customers. Our site is very fortunate to benefit from Brookhart's leadership. **Civic, Industry & Community Involvement:** • Co-founder and current leader of Women's Empowerment Business Resource Group and advocate for gender equality in our business

 Regular participant in Saving Grace Events (annual Adopt a Family & Heroes Luncheon) · Regular blood and platelet donor

• Regular Oregon Bio Association event attendee (particularly Women

Connect events)

**Specific Characteristic that Distinguishes Them from Their Peers:** Brookhart is a very purposeful leader who clearly articulates her vision and

direction, engages her team by leading by example and supports her people along the way to keep her entire team pushing forward.

**Business Leadership Philosophy:** Brookhart's leadership philosophy is centered around integrity, continuous improvement and empathy as she drives towards her personal and professional

goals. Brookhart is not afraid to take an unpopular stand on something in order to remain true to her ethics and is very effective at reflecting on feedback to constantly improve herself and be aware of her own blind spots and biases and also to ensure that every voice is heard so that the best possible decisions can be made. Casey Campbell, AIA, LEED AP BD+C Architect **BLRB Architects** 



of experience is leading a team on the design and construction of a 175-unit senior living facility in Orange, Connecticut and is the project architect on a 273-unit

Campbell finished his architectural licensing process

three years after graduation, and now with seven years

**Professional Accomplishments:** 

mixed-use apartment project in Bend. **Civic, Industry & Community Involvement:**  Joy Church Bend Youth Leader Central Oregon Running Klub Youth Coach · Member of American Institute of Architects **Specific Characteristic that Distinguishes Them from Their Peers:** Campbell's drive as an athlete, coach and mentor shows up in his work as an

architect and member of our firm. He is dedicated to doing the best work possible, encourages other members of his team and expresses humility as he achieves

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

Cody Cloyd President / Operations Manager **Ablis CBD Professional Accomplishments:** Cloyd is the president and operations manager of Ablis



**Business Leadership Philosophy:** 

their affiliated company, Bendistillery, taking ever more challenging roles and increasing his leadership over time. **Civic, Industry & Community Involvement:** 

• Leadership Bend graduate, 2022 • Bend YP Advisory Council member, rising Chair of that Council Specific Characteristic that Distinguishes Them from Their Peers:

CBD. He worked his way up from brand ambassador with

problem solving skills to bear. He is a caring and thoughtful individual, inclusive in his approach. He has that great balance between confidence and humility. He can easily lead groups, but works equally as well as part of a team.

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

**ColeBreit Engineering Professional Accomplishments:** A graduate of Penn State University with a bachelor's degree in Architectural Engineering, Cornelius quickly established a successful electrical engineering career and has earned design awards from the IES and ACEC



for lighting design and engineering excellence for her project work. Cornelius has 15 years of experience, is a licensed professional engineer and currently leads ColeBreit Engineering's electrical division with a growing

team of six engineers in Oregon and California. Civic, Industry & Community Involvement: Cornelius's industry and community involvement has included mentoring high school students through the ACE (Architecture, Engineering, Construction) Mentorship Program, and as a member of the Illuminating Engineering Society. As a recent addition to the Bend community, Cornelius looks forward to being an integral part in ColeBreit's mission to support the local community through her work. Specific Characteristic that Distinguishes Them from Their Peers: Cornelius is a driven professional who goes above and beyond in her work to exceed her clients' expectations and uncover their deeper needs. She strives toward innovation and seeks opportunities for improvement in her work, which is evident

Crabtree is one of Bend's foremost up and coming

leaders. She recently led a team in creating Bend's

go-to guide for all things ADU (what they are, how to build them, how to get them zoned, etc.), she heads

up Partnership & Sponsorship with the Chamber of

Commerce and sits on the Board for the Boys & Girls

Goggins has held many leadership roles in education,

fundraising. She has dedicated her professional career

to education, literacy and youth development. In recent

years, she served as an educator and leader for a school

system located in the 9th Ward of New Orleans, as Director

of Individual Giving and then Director of External Strategy

for Teach for America in New York City and the Bay Area,

respectively, and now serves as the CEO of our Boys &

communications

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

Sponsor Relations Lead

**Bend Chamber of Commerce Professional Accomplishments:** 

in her genuine curiosity to learn and improve. Those who work with Cornelius

appreciate her ability to explain engineering concepts in a way that can be easily

understood, and her enthusiasm to provide guidance and mentorship.

**Chloe Crabtree** 



organizations she works with.

Club of Bend as their board Secretary. Civic, Industry & Community Involvement:

Crabtree is leading the creation of Bend's first Associate Board to work in conjunction with the Board of Directors at the Boy's and Girl's Club, Bend, a nonprofit focused on providing local youth with opportunities to reach their full potential at home, school and in the community. Specific Characteristic that Distinguishes Them from Their Peers: Crabtree is a natural leader that understands how to turn high level conceptual discussions into specific action plans. She's great at ensuring the right resources are in place and accessible to those who need them and maintains a relentless

**Bess Dietrich Goggins Boys & Girls Clubs of Bend Professional Accomplishments:** 

management,

determined to do good in this community and has a track record of improving the



Girls Clubs of Bend.

significant amount of time volunteering in the community both for her organization and as a collaborating partner with other organizations. Specific Characteristic that Distinguishes Them from Their Peers: Goggins works incredibly hard to exemplify servant leadership. She can quickly read a room and adjust accordingly, meeting people where they are at by building deep relationships and supporting however needed. Goggins' super skill is to reflect continuously through an interative process with her time, and she instills a desire to

**Quinn Hanson Division Manager G.A.** Rogers & Associates

**Professional Accomplishments:** 

Hanson is Bend's Search Guy and leads an executive

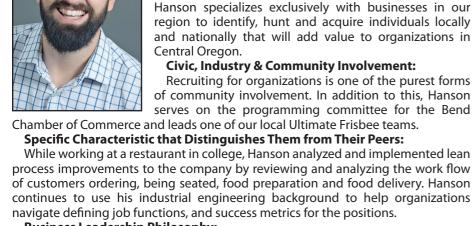
recruiting firm in accounting, finance and engineering.

Goggins' leadership philosophy models "fast alone, further together." She

understands that we go so much farther when we collaborate and partner on work,

and she recognizes that diversity and authenticity help a workplace thrive. She

deeply believes in her community and inspires others to rise to the occasion, always.



Specific Characteristic that Distinguishes Them from Their Peers: While working at a restaurant in college, Hanson analyzed and implemented lean process improvements to the company by reviewing and analyzing the work flow

**Business Leadership Philosophy:** Hanson leads by example and is quick to identify and implement the activities that matter in organizations, and what has the largest impact to get the results fast. Sarah Hix *Vice President Finance* **Mid Oregon Credit Union** 

**Professional Accomplishments:** 

Hix was promoted to Mid Oregon VP Finance at age

36. She received her bachelors (with honors) from OSU

Cascades and is a NWCUA Emerging Leaders graduate.

She was instrumental in the implementation of Mid Oregon's Digital Banking platform and a key contributor in developing its current family of credit cards, including the new Everyday Rewards VISA. **Civic, Industry & Community Involvement:** City of Redmond DURAC committee member, 2022

Leadership Redmond graduate, Junior Achievement participant (2015-2019), Leads Mid Oregon's Assets and Liabilities Committee, Mid Oregon Bite of Reality volunteer and High Desert Museum volunteer.

Hix is conscientious and tenacious, ensuring all decisions are considered in

relation to the credit union's strategic goals. She is highly respected and exhibits a

strong work ethic. As a dynamic leader, she motivates and encourages her team to

change. Her inclusive style of coaching ensures her team know their tasks and are

Specific Characteristic that Distinguishes Them from Their Peers:

produce outstanding, focused results. **Business Leadership Philosophy:** Hix is a transformational and democratic leader. As such, she drives innovation and inspires new ways of thinking, harnessing her team's creativity to respond to

working together towards a common goal. Brittania Leja Associate Organizational Development Consultant St. Charles Health System **Professional Accomplishments:** Developed and supported 50+ (and counting!)

graduates through the Accelerating Leaders Development Program for St. Charles supervisors, managers and above. Teaches courses such as the DiSC Communication profile, Effective Communication and Managing Conflict. Provides leadership development and coaching services to full range of leaders. Provides onboarding services to new leaders. Supported the St. Charles Incident Command during the COVID-19 crisis by staffing the Labor Pool

• Opportunity Knocks — Emerging Leaders, Group Facilitator: April 2022-present

with traveling healthcare workers, community volunteers

and National Guard. **Civic, Industry & Community Involvement:** • Bend YP Advisory Council Chair: December 2019-present • Bend Chamber Board Intern: December 2019-December 2020 • BendNext Board: September 2021-present Specific Characteristic that Distinguishes Them from Their Peers: Gregarious, outgoing business, community and civic leader. Co-recipient of 2022 Emerging Leader Award at the Bend Chamber's Business Excellence Awards. Certified

Organizational Development Professional. TeamSTEPPS certified trainer (for health

care and employee safety, team work and communication) and Brene Brown Dare

feel comfortable and less alone through her own humor and vulnerability. **Business Leadership Philosophy:** Leja's leadership philosophy centers around her core values of community

and connection. She practices creating a psychologically safe, productive learning environment with a wide-range of people — community members, caregivers, leaders and more. She has developed hundreds of individuals at St. Charles in their skills of effective communication, conflict management and communication styles. She routinely finds a multitude of ways to support caregivers, teammates, leaders and contractors to be able to do their best. She also extends this gift and talent to the community, such as her active work with Bend YP. Leja loves helping people build a community with each other, such as with her human resources teammates, St. Charles leaders, Bend YP colleagues and Opportunity Knocks members. **Annie Nelson** 



**Best Best & Krieger Professional Accomplishments:** Nelson is a leading member of BB&K's Trusts & Estates

**Bend Partner** 

team. She guides clients in estate planning, probate/ trust administration and protective proceedings. Based on her many client successes, leadership, industry and community involvement, including Leadership Bend, Nelson was named firm partner in 2019, after just seven years of practice.

Civic, Industry & Community Involvement: Member:

· Oregon State Bar

· Deschutes County Bar

 Oregon Women Lawyers Cascade Women Lawyers

Volunteer: • KIDS Center (also Board Secretary)

about her ambition, approachability and legal prowess," said Erin MacDonald, Bend managing partner. "Nelson is wise beyond her years and finds creative solutions to clients' sensitive and complex legal issues, all with poise and a smile."

**Business Leadership Philosophy:** Nelson feels honored to partner with clients on such important, complex and highly sensitive personal decisions and planning. Her goals are to treat

each individual with utmost respect and empathy, help to ensure a smooth and uncomplicated experience and achieve a fulfilling and beneficial end result. **Chris Petty** Franchise Manager

at the beginning of 2021 as the franchise manager. He has quickly integrated himself into the Central Oregon community and is supporting hundreds of clients with their talent acquisition needs. Petty was the 2018 Eagle Award Winner with Express Employment Professionals for being the top business

the Stoller Group Award in 2018 for his passion for our

 Bend Chamber — Presenter • Boys & Girls Club — Board of Directors • EDCO — Due Diligence Committee Specific Characteristic that Distinguishes Them from Their Peers: Petty is passionate about helping the Central Oregon community and supporting

his team in providing top tier talent for our community. Business Leadership Philosophy: Petty lives by the moto: "If I go home each day and have made my community

even one percent better, I have done my job."

**Professional Accomplishments:** Rossman's 15+ years of expertise in marketing and public relations throughout the entertainment industry has led to her successfully execute live events (Broadway shows,



concerts, comedians, festivals, etc.) with attendance ranging from 30-50,000. At EDCO she transitioned the organization's events from in-person to virtual (during

COVID shutdown), and then hybrid formats. **Civic, Industry & Community Involvement:**  Member and facilitator of Opportunity Knocks Marketing Team Former EDCO brand-champion, connecting Central Oregon industry clusters,

• Problem-solving sleuth Tech-savvy "Make It Pretty" Officer • Her superpower is knowing every lyric to every song

• Rare mix of analytical and creative Master multitasker

**Business Leadership Philosophy:** Rossman's data-driven, passionate, hard-working, inquisitive, dedicated, authentic nature is contagious and inspiring. Her quest for new challenges is at the

core of her success and the fact that she hiked 1,400 miles of the Appalachian Trail is a testament to her perseverance, dedication and love of the outdoors.



employee-owned electrical contracting businesses.

**Rosendin – Central Oregon** 

**Professional Accomplishments:** 

Having spent the last 12 years working with recognized industry leaders, he has considerable engineering and design-build work experience. Ruffoni was recently instrumental in the successful completion of an incredibly complex two-year project to upgrade the electrical system at the St. Charles Health System campus as well as the design and construction of the latest OSU Cascades **Civic, Industry & Community Involvement:** 

For the past four years, Ruffoni has served as a Senior Project Manager at Rosendin, one of the country's largest

teams that are developing Central Oregon's future, including healthcare facilities,

data centers, advanced technology facilities and labs, as well as higher education buildings. He has a great deal of experience working closely with clients to deliver landmark projects with efficiency and flexibility. **Business Leadership Philosophy:** Every project Ruffoni works on benefits from his years of expertise and his dedication to the team. He is a gifted speaker, able to convey his views to people around him in a way that is naturally convincing and does it with a delicacy that

**Grant Schultz Compass Commercial Real Estate Services Professional Accomplishments:** Schultz is a recipient of the Central Oregon Association of Realtors 2018 Scholarship. He received Compass Commercial's Largest Lease Transaction award in 2017 and



a positive attitude. He has a very strong work ethic and is devoted to his clients, company, peers and community. He continuously pursues educational opportunities

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



optimistic, enthusiastic and refreshing approach. She brings creative and tactical solutions to whatever she is working on. Analyzing challenges and opportunities from a 360 perspective. Her attitude and work ethic make it fun to tackle hard tasks where clients feel held back. She breathes new life to ignite passion in her clients.

Product Manager Suterra **Professional Accomplishments:** University of Oregon graduate in environmental economics. Product manager for a complex portfolio of specialty chemical products for Suterra, an international biotechnology company. She has helped the company increase revenue significantly year over year, and is



**Lindsey Stailing** Patient Support Program Manager **Mosaic Medical Professional Accomplishments:** Eight years ago, Stailing joined the Mosaic Medical

driving the go-to-market activities for two first-of-their-

**Civic, Industry & Community Involvement:** 

kind sustainable agricultural chemicals.

limited to: Leader of the Quarter and Employee of the Year. Stailing holds a bachelor of arts in International Relations and Spanish language from Stonehill College in Easton, Massachusetts. After college she completed two terms of service with AmeriCorps National Civilian Community Corps (NCCC) working in communities throughout the southwest United States before beginning her career as a nonprofit professional. **Civic, Industry & Community Involvement:** Stailing serves as vice-chair of the Homeless Leadership Coalition (HLC) which is an elected leadership position. HLC oversees Central Oregon's homeless response

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

Commissioners and most recently at the Oregon City/County managers meeting

system and works to prevent and end homelessness in Central Oregon.

**Specific Characteristic that Distinguishes Them from Their Peers:** 

Stailing has been a featured presenter on the topic of Social Determinants of Health and healthcare-based screening and interventions at The Oregon Health Authority's Innovation Café in 2019 and Various Oregon and Northwest Primary Care Association conferences since 2107. She has also served on committees and working groups with the Central Oregon Health Council, on the Non-Emergent Medical Transportation Advisory Board. Stailing is an alumnus of Leadership Bend and a member of the National AmeriCorps

enough support, access and encouragement to the resources they uniquely need to be successful. She has an unending passion for those who have been traditionally under-served or marginalized by systems of oppression. Stailing strives to be generous with her time when dealing with any issue to ensure the task is done or problem is resolved with humanity and expert knowledge. People who work with Stailing feel inspired to do better/more because she is clear, understanding and always leads by example. She makes everyone want to listen to

No person or group can accomplish anything on their own. Stailing works

passionately and diligently with community partners and her peers to help those

in need believing that far more can be accomplished through collaboration and

partnership than without it. She is thankful for the help she receives and ready

Stailing believes that every person can achieve their full potential when provided

to step in as a leader or partner when needing to solve a problem or begin a new project. **Alyson Walker** Business Development Representative AmeriTitle, LLC **Professional Accomplishments:** • Over 18 years with AmeriTitle

company's success



market share and business footprint Civic, Industry & Community Involvement:

Steady advancement with AmeriTitle and vital to the

· Bend Marathon Volunteer

• AmeriTitle Community Pride Committee chairperson/member

many other nonprofits receiving donations throughout the year Specific Characteristic that Distinguishes Them from Their Peers: Ability to develop long-term trust

• Impeccable "follow through" • Dependable to a fault · Listens with empathy and attention to detail

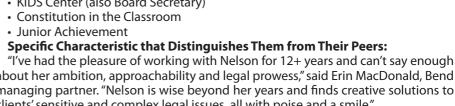
team. Her focus has been on enhancing the relationships and partnerships between the health system and social service resources to improve the health and well-being of all Mosaic Medical's patients. As a program manager she is responsible for the Language Access and Community Health Worker service lines. Stailing is not only a caring and passionate leader with her employees at Mosaic but also a leader and someone her peers and executives look to for guidance regarding social issues in Central Oregon. She has received several employee awards — nominated by her peers and employees, chosen by Mosaic's executive team. These awards include but are not

meetings and has been quoted in articles in The Source, Bulletin and KTVZ on the topic of housing and homelessness.

her and help her and her mission to help others in any way they can. **Business Leadership Philosophy:** 

> Established, long term relationships with management, peers and clients Master Marketer — successfully growing AmeriTitle's · Past Relay for Life Volunteer

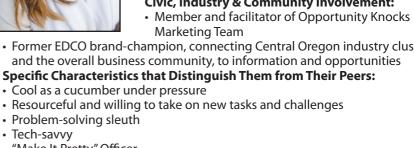
**Business Leadership Philosophy:**  Actions speak louder than words — does what she says she will do and means it Seeks out answers to the hard questions and always digs deeper, if she doesn't know how to do something, she will learn. If she doesn't know the answer, she will to Lead trained. Leja brings joy and laughter to all that she does. She makes people figure out where to find it!

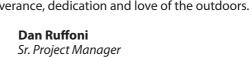












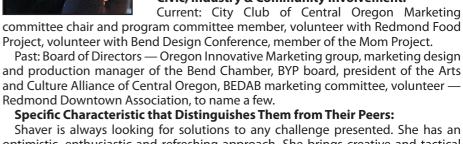


with Habitat for Humanity in assisting with the electrical wiring and general construction assistance. **Specific Characteristic that Distinguishes Them from Their Peers:** Ruffoni is committed to providing clients with cost-effective, long-lasting and environmentally responsible solutions. He has extensive experience leading

makes it seem easy. Ruffoni will be speaking on a panel regarding the St. Charles Health System Project at the Oregon Society for Healthcare Engineering (OSHE) Fall Conference in September this year.





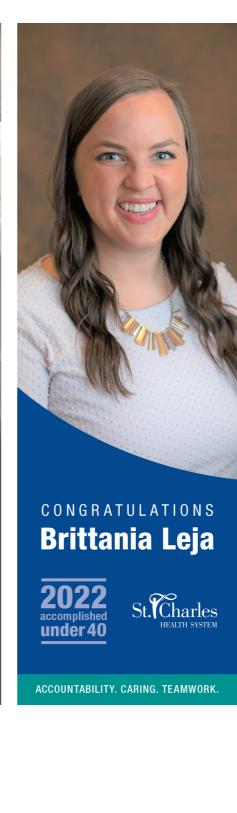






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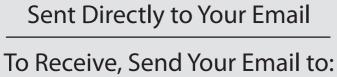






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