A construction industry veteran has switched gears to launch a new venture in Bend offering a combination of consulting services from an “a la carte” style menu, customizable to each client’s need.

Wayne Powderly, who has been active in Central Oregon for close to two decades, most recently with SunWest Builders, is now helming the newest Pacific Northwest office of Cumming Group — a privately held international project management and cost consulting firm with a focus on construction including in the public works, education, healthcare, multi-family, mixed-use, themed entertainment, and hospitality sectors.

In a departure from the traditional in-house project management model, Powderly says Cumming is passionate about helping clients execute projects on time and within budget by tailoring services to individual demand and striving to add meaningful value at every step of a project or development.

The company was founded by Finlay Cumming in 1996 and has grown to over 50 offices and more than 2,000 employees worldwide, with the resources and expertise to handle the most challenging projects. According to Engineering News Record (ENR) magazine, Cumming is the largest independent provider of capital project and program managers in U.S. private real estate.

The diverse collaborative company-wide team includes project and cost managers, controls and claims specialists, architects and engineers, planners and schedulers, and energy and sustainability experts, as well as individuals with significant experience as former project developers, owners and contractors.

Cumming has been particularly active in Central Oregon that need — and deserve — support from the communities they serve.

Wayne Powderly says Cumming is passionate about helping clients execute projects on time and within budget by tailoring services to individual demand and striving to add meaningful value at every step of a project or development.

The company was founded by Finlay Cumming in 1996 and has grown to over 50 offices and more than 2,000 employees worldwide, with the resources and expertise to handle the most challenging projects. According to Engineering News Record (ENR) magazine, Cumming is the largest independent provider of capital project and program managers in U.S. private real estate.

The diverse collaborative company-wide team includes project and cost managers, controls and claims specialists, architects and engineers, planners and schedulers, and energy and sustainability experts, as well as individuals with significant experience as former project developers, owners and contractors.

Cumming has been particularly active

17th Annual
2023
Accomplished
under 40

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

H eads of the Cascade Business News is celebrating our 17th year of honoring young achievers in Central Oregon, even as we embark on our 30th year of publishing in Central Oregon.

There have been many well-known community and business leaders from all types of industries honored with this award over the years, as well as those who fly under the radar, but they all have one thing in common — their unquestionable commitment to giving back to our community. The way they choose to contribute is as diverse as the industries they’ve chosen a career in.

We invite you to read their profiles starting on page 9. The alumni list of past winners is long and full of incredible people. The list of award recipients for 2021-2023 can be found on page 15 of this publication. The previous years’ winners can be found online at CascadeBusNews.com. I’m sure you will recognize many of the names on the list. We received over 30 nominations, and all are worthy of recognition; however, we are not able to award everyone, every year. Those chosen by the committee share a commonality of crunching in it their specific industry and giving back to our Central Oregon community. Some award recipients were nominated several years before finally being selected.

To the nominator’s, Thank You! Thank you, Class of 2023, for all you do for our community and beyond!

Cheers!

Central Oregon ‘Has Shown Tremendous Generosity’ to Those in Need

by ANDREA HINE — CBN Feature Writer

A not-for-profit, commonly referred to as a “nonprofit,” is organized to achieve a purpose other than generating a profit. Using that criterion alone, Oregon is a very altruistic state — with more than 22,000 registered nonprofit establishments. Deschutes, Jefferson, and Crook counties hold their own in terms of helping those in need — one example being the end-of-year Central Oregon Gives campaign that has raised millions of dollars for more than 80 charities since its inception in 2018.

And it’s not just millions of dollars that make a difference. To quote the operations director of Shepherd’s House Ministries, “If we make a dollar, that’s one more dollar than we started with, and every contribution helps us profoundly transform lives.”

Area nonprofits — grouped into the primary categories of education, family and children; animal welfare; arts and culture; and health and environment — include 1,300+ in Bend alone, with reported annual budgets as high as $9.7 million (based on 2020 figures).

Be it providing orthodontic care to underserved youth, strengthening foster families, increasing the number of high school graduates, supporting music education, transforming lives with shelter, promoting a positive understanding of disability and community inclusion, or fostering adoption of displaced animals — there are numerous charitable options in Central Oregon that need — and deserve — support from the communities they serve.

The articles in this special issue describe just a few of them.

Nonprofit Charitable & Advocacy Groups — Pages 16-29

Bend, Oregon

www.cascadebusnews.com

PAGES 9-15

PAGE 22
Community-driven. Entrepreneur-focused.

Each fall hundreds of entrepreneurs and investors from around the country descend on Bend, Oregon for a two-day celebration of entrepreneurship. Now in its 20th year, BVC is the longest standing and largest angel investment conference in the Pacific Northwest, serving as a catalyst for startup investment in Central Oregon and beyond.

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

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.

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

INSIDE THIS ISSUE
Business & Industry .................................. 2
Hot News .................................................. 3
Accomplished Under 40 ............................. 9
Nonprofit Charitable & Advocacy Groups .... 16
Nonprofit Organizations ............................. 16
Accounting & Bookkeeping Services .......... 30
Accounting Firms ...................................... 30
Money & Investment ................................. 34
Who’s Who ............................................. 36
Healthy Communities ............................... 37
Business Calendar .................................... 39
Building Permits ...................................... 39

CONTRIBUTORS
NICOLE MCNEW ........................................ 4
JOSE BALEAZAR ......................................... 5
COURTNEY IGMAZZITTO ........................... 7
STACIE DAMAZO ....................................... 8
KARA ROATCH ........................................... 20
EMMA FRIED-CASSORLA ........................ 26
DARRION COTRONEO ............................... 26
BETSY WARRINER .................................... 26
MAUREEN DOOLEY ................................... 27
CEARA THOMPSON .................................. 27
DAVID HOOVER ........................................ 28
JENN DAVIS ............................................. 28
EVA GILL .................................................. 29
TREVER E. CAMPBELL ............................. 31
ROB ENDERLE ......................................... 32
LANCE BRANT .......................................... 32
DAVID ROSELL ......................................... 34
STU MALAKOFF ....................................... 35
STEPHANIE POWELL ............................... 37
LINDEN GROSS ......................................... 37

PRODUCERS
Co-Publisher .............................................. Pamela Hulse Andrews
President/CEO ........................................ Jeff Martin
Editor/Production Director/Feature Writer ...................................... Marcie Hillman Moeggenberg
Director of Content .................................. Andrea Hine
Feature Writer ........................................... Noah Nelson
Web/Operations ........................................ Simen Mather
Production ................................................ David Hill

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

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.
RootedHomes Partners with the Sisters School District to Bring Affordable Housing to the Woodlands

RootedHomes is expanding to the City of Sisters thanks to a unique partnership with the Sisters School District and the Woodlands, a planned community owned by Sisters Woodlands Development Company, designed by BUILD LLC and built by CS Construction — consists of 168 homes and multi-family and mixed-use structures on 35 acres abutting downtown. This new partnership will ensure affordable housing in the Woodlands for Sister’s workforce.

“Our goal from the outset of the Woodlands project, over 4-1/2 years ago, is to create community housing responsive to diverse souls and income levels,” said Kevin Eckert, owner and principal of BUILD LLC. “We are thrilled to continue delivering on this objective by offering affordable homes through RootedHomes to our hardworking and valued members of the Sisters School District.”

Sisters School District employees will receive preference to purchase the single-family three-bedroom homes in the Woodlands.

Energy Trust Announces New Cash Incentives for Homeowners to Add Solar Battery Storage for Clean, Reliable Backup Power

Energy Trust of Oregon announced new solar battery storage incentives that can help Oregon homeowners save about one-third or more on the cost of adding battery storage to solar panels. Homeowners can receive incentives up to $3,000 for battery storage or up to $10,000 if they meet income guidelines for Energy Trust’s Solar Within Reach program.

Energy Trust incentives can be combined with a 30% federal tax credit and rebates from the State of Oregon to further reduce costs. These new Energy Trust incentives up to $3,000 for battery storage and rebates from the State of Oregon to help Oregon homeowners save about one-third or more on the cost of adding battery storage to solar panels.

Mid Oregon Recognized as Top Workplace for 2023

Mid Oregon Credit Union has been awarded a 2023 Top Workplaces honor by The Oregonian Top Workplaces. This is the second consecutive year receiving this award.

“Adding battery storage to a solar system provides peace of mind, supplying emergency backup power during outages or disasters,” said Dave McClelland, senior program manager for Energy Trust. “During outages, solar energy saved to your battery can keep your lights on and the refrigerator running, which can be really important for families who need to keep medication and other supplies cool. And battery storage offers all this without the noise and exhaust of a gas or diesel generator.”

Gathr Outdoors Acquires Cascadia Vehicle Tents

Gathr Outdoors, a diversified global designer and manufacturer of outdoor products and sporting goods, announces its acquisition of Cascadia Vehicle Tents (CVT). Terms of the transaction were not disclosed. Gathr Outdoors is a portfolio company of Centre Partners.

Based in Bend, CVT is a family business that has become an industry leader developing rooftop vehicle tents. Gathr Outdoors reorganized and is proud of the awards but even more serious overlanders. Gathr Outdoors, formerly known as MacNeill Pride Group, was unveiled earlier this month to reflect the company’s transformation as it continues to build a leading outdoor recreation platform. Along with the rebrand, Gathr Outdoors reorganized into three segments, including Outdoor, Camp and Recreation. Gathr Outdoors has acquired numerous outdoor brands over the past two years under its former name, and built a strong portfolio of products that resonate with consumers.

Gathr Outdoors Tents joins ORCA, GCI Centre Partners.

Cumming Building Value Through Expertise

Program + Project Management
Cost Management + Estimating
Planning + Scheduling

Cumming-group.com

Forbes has noticed Michael Bishop

Forbes has named Michael among its 2023 “Best-in-State Wealth Advisors.” He helps clients feel confident in their financial decisions and secure about the future.

Michael J. Bishop, AAMS®
Financial Advisor
1020 SW Indian Ave. Ste 103 | Redmond, OR 97756
(541) 923-8848 | michael.bishop@edwardjones.com
edwardjones.com | Member SIPC

Mid Oregon Credit Union

Mid Oregon Credit Union is a credit union with a mission to improve the lives of our members, employees, and communities we serve. We are committed to providing exceptional service, offering competitive rates, and investing in the betterment of our community.

Mid Oregon Credit Union is a credit union with a mission to improve the lives of our members, employees, and communities we serve. We are committed to providing exceptional service, offering competitive rates, and investing in the betterment of our community.

Mid Oregon Credit Union

Mid Oregon Credit Union is a credit union with a mission to improve the lives of our members, employees, and communities we serve. We are committed to providing exceptional service, offering competitive rates, and investing in the betterment of our community.

Mid Oregon Credit Union
Almost 300 people crowded Worthy’s outdoor patio for Thursday night’s Central Oregon PubTalk: The Road to BVC, where ten Early Stage companies pitched their business ideas. The audience, along with an expert panel of judges, voted to decide which companies would advance to present at Bend Venture Conference (BVC) which takes place October 19-20 at the Tower Theatre.

In addition, the audience favorite, Revino, walked away with a $3,000 check, courtesy of Washington Trust Bank.

Five of the ten companies will advance to the BVC stage, where the finalists will vie for a chance at $25,000 in funding provided by Portland Seed Fund. Last year, Portland Seed Fund put investment offers out to four companies, including Madras-based Range Revolution, for a total of $160,000.

Speaking on behalf of Portland Seed Fund, Angela Jackson said, “The people of Bend voted to advance a great pool of finalists. We’re excited to see such a strong Central Oregon showing this year and are looking forward to seeing all of these companies present in a few weeks.”

Economic Development for Central Oregon (EDCO) organizes monthly the Central Oregon PubTalk event series and venture conference. Jon Stark, CEO at EDCO added, “Central Oregon PubTalk is really a celebration of entrepreneurship. It is about inspiring and connecting startups with the resources needed for success.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

Bend Venture Conference offers a platform to showcase companies and ideas that will be central to future economic growth and EDCO is thrilled to see three local companies make it to the final stage.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

BVC Growth and Impact finalists will be announced in the coming weeks. Tickets to the 20th Annual Bend Venture Conference are on sale now and are available at bendvc.com.

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

**Hundreds Voted! EDCO Announces the Early Stage Finalists Presenting at Bend Venture Conference**

Revino Wins PubTalk Audience Favorite Award, Walks Away with $3,000

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

Bend Venture Conference offers a platform to showcase companies and ideas that will be central to future economic growth and EDCO is thrilled to see three local companies make it to the final stage.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

BVC Growth and Impact finalists will be announced in the coming weeks. Tickets to the 20th Annual Bend Venture Conference are on sale now and are available at bendvc.com.

edcoinfo.com • bendvc.com

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

** Hundreds Voted! EDCO Announces the Early Stage Finalists Presenting at Bend Venture Conference **

**Revino Wins PubTalk Audience Favorite Award, Walks Away with $3,000**

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

Bend Venture Conference offers a platform to showcase companies and ideas that will be central to future economic growth and EDCO is thrilled to see three local companies make it to the final stage.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

BVC Growth and Impact finalists will be announced in the coming weeks. Tickets to the 20th Annual Bend Venture Conference are on sale now and are available at bendvc.com. edcoinfo.com • bendvc.com

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

**Hundreds Voted! EDCO Announces the Early Stage Finalists Presenting at Bend Venture Conference**

Revino Wins PubTalk Audience Favorite Award, Walks Away with $3,000

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

Bend Venture Conference offers a platform to showcase companies and ideas that will be central to future economic growth and EDCO is thrilled to see three local companies make it to the final stage.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

BVC Growth and Impact finalists will be announced in the coming weeks. Tickets to the 20th Annual Bend Venture Conference are on sale now and are available at bendvc.com.

edcoinfo.com • bendvc.com

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

**Hundreds Voted! EDCO Announces the Early Stage Finalists Presenting at Bend Venture Conference**

Revino Wins PubTalk Audience Favorite Award, Walks Away with $3,000

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

Bend Venture Conference offers a platform to showcase companies and ideas that will be central to future economic growth and EDCO is thrilled to see three local companies make it to the final stage.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

BVC Growth and Impact finalists will be announced in the coming weeks. Tickets to the 20th Annual Bend Venture Conference are on sale now and are available at bendvc.com.

edcoinfo.com • bendvc.com

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

**Hundreds Voted! EDCO Announces the Early Stage Finalists Presenting at Bend Venture Conference**

Revino Wins PubTalk Audience Favorite Award, Walks Away with $3,000

by NICOLE MCNEW, Director of Marketing & Communications — Economic Development for Central Oregon

Bend Venture Conference offers a platform to showcase companies and ideas that will be central to future economic growth and EDCO is thrilled to see three local companies make it to the final stage.

In alphabetical order, the Early Stage finalists that will compete at BVC are:

1. **Finnegan the Dragon** (Hillsboro, Oregon) — The first preschool curriculum and mobile gaming system that targets language development for better learning outcomes.
2. **FiOR Innovations** (Bend) — A robust construction management software for the architecture, engineering and construction industries.
3. **Polaris** (Bend) — An AI-powered site reliability tool that detects outages and incidents in web applications in real-time.
4. **Revino Inc.** (Newberg, Oregon) — A wine bottle reclamation and sanitation service that collects, washes and refills wine bottles in Oregon and beyond.
5. **Symphony Markets** (Bend) — A streamlined, SEC compliant exchange for IP owners to list shares of their music while providing investors exposure to a stable, culturally relevant asset class.

BVC Growth and Impact finalists will be announced in the coming weeks. Tickets to the 20th Annual Bend Venture Conference are on sale now and are available at bendvc.com.

edcoinfo.com • bendvc.com
A: In my 14 years as a Latino advisor in Oregon, I’ve noticed that the biggest challenge is changing my clients’ approach to entrepreneurship. They are often unaware of the resources available for starting or expanding their small businesses. Here are some of the insights I share:

1) Be open to assistance to scale your business. Many businesses engage in local business transactions, like selling goods at regional markets, but they seldom consider taking out loans to grow their businesses or establish larger stores. Identifying loan sources and funding programs is an important — and very achievable — step.

2) Redefine success. The typical mindset for many starting a business is to save money, seek help from family and friends, and start on a small scale — with relentless hard work being the definition of success.

   In my role as an adviser, I concentrate on education to shift this mindset. Instead of solely focusing on working IN the business, I encourage individuals to take advantage of additional resources and support to delegate and train others. I encourage my clients to work ON their business. This approach accelerates growth and creates a sustainable business.

3) Success includes what not to do. Success is not always about finding tools and resources. As an adviser, I also provide information to help validate a business, or even keep owners from getting into a bad situation. Don’t be afraid to ask for help!

   Central Oregon Community College (COCC) has a Small Business Development Center that offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the business lifecycle: cocc.edu/sbdc.

About the Expert:
José Balcazar has owned restaurants for more than 20 years and often works with clients who want to start food-related businesses. He also serves as the SBDC’s Veteran liaison, drawing from his own experience in the U.S. Army. José has always had a passion for computer programming, and as a bilingual adviser he is well positioned to help both English- and Spanish-speaking clients with the challenges that can arise in business ownership and with technology.

cocc.edu/sbdc

---

Question:
As a Latino business owner, I’m wondering if you might have input that’s specific to challenges facing Latinx entrepreneurs?

A: In my 14 years as a Latino advisor in Oregon, I’ve noticed that the biggest challenge is changing my clients’ approach to entrepreneurship. They are often unaware of the resources available for starting or expanding their small businesses. Here are some of the insights I share:

1) Be open to assistance to scale your business. Many businesses engage in local business transactions, like selling goods at regional markets, but they seldom consider taking out loans to grow their businesses or establish larger stores. Identifying loan sources and funding programs is an important — and very achievable — step.

2) Redefine success. The typical mindset for many starting a business is to save money, seek help from family and friends, and start on a small scale — with relentless hard work being the definition of success.

   In my role as an adviser, I concentrate on education to shift this mindset. Instead of solely focusing on working IN the business, I encourage individuals to take advantage of additional resources and support to delegate and train others. I encourage my clients to work ON their business. This approach accelerates growth and creates a sustainable business.

3) Success includes what not to do. Success is not always about finding tools and resources. As an adviser, I also provide information to help validate a business, or even keep owners from getting into a bad situation. Don’t be afraid to ask for help!

   Central Oregon Community College (COCC) has a Small Business Development Center that offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the business lifecycle: cocc.edu/sbdc.

About the Expert:
José Balcazar has owned restaurants for more than 20 years and often works with clients who want to start food-related businesses. He also serves as the SBDC’s Veteran liaison, drawing from his own experience in the U.S. Army. José has always had a passion for computer programming, and as a bilingual adviser he is well positioned to help both English- and Spanish-speaking clients with the challenges that can arise in business ownership and with technology.

cocc.edu/sbdc

---

Top Quality Healthcare in La Pine

La Pine Community Health Center is making a big impact on the health and wellbeing of our region with a focus on delivering 5-star primary care with kindness, integrity, and respect.

With a staff of 86 employees serving over 6,000 patients annually, they have recently won a 2023 Top Workplaces award – ranking LPCH in the top 40 of small employers in Oregon and SW Washington.

In early 2025, the health center will significantly expand its primary care and behavioral health services and add a dental clinic and imaging center as well as daycare for the children of employees.
in Oregon since its inception, handling some of the most advanced projects regionally and successfully completing more than $2 billion in assignments across the state.

Bend Project Management Director Powderly said the new local branch can call on the support of larger regional offices including Portland and Seattle, if needed, which boast a combined workforce of over 150 professionals with a diverse set of complementary skills.

His first hire locally is Senior Project Manager Shane Moffitt, who formerly fulfilled a similar role with St. Charles Health Care system, and the pair have built a go-to team for incoming work including elements associated with the $42 million Deschutes County Courthouse expansion in Bend, and new $49 million police/public safety facility in Redmond.

Powderly said, “One of our major strengths is flexibility, and customizing our services for each individual client. We have the agility of a boutique firm, with the data, expertise, and scalability of an international company.

“We have a unique ability to offer not only comprehensive project and cost management but also a la carte services at any stage of project development. This approach — mixing flexibility with the full capabilities of the company — ensures clients are getting exactly the services they need and want exactly when they need and want them.

“Clients can procure our services a la carte or we are capable of managing a project from inception to close-out, which can be cost-effective and maximizes value. We also provide our clients pricing structures customized to their needs.”

Among a slate of services, Cumming offers project and program management, estimating, planning, scheduling, feasibility studies, claims resolution, energy solutions, projects control, and risk mitigation.

A company spokesperson added, "Whether leading all aspects of a project or program, augmenting a client’s internal or outsourced team, or providing a specialty service such as controls, energy consulting, or dispute resolution, our commitment to delivering value and driving results on behalf of our clients is unwavering.

"Our team's depth of expertise is derived from their diverse backgrounds and broad experience. These strengths enable our team to easily adapt to our clients' unique needs, and support how and where we can add the most value.

"No task is too small or too complex. An assignment could include recommendations on a phased approach to a multi-billion capital improvement program, augmenting a client’s internal or outsourced team, or providing a specialty service such as controls, energy consulting, or dispute resolution.

"We rely on data to support our recommendations, and, most importantly, always put our client’s interests first. Drawing on deep expertise in the communities and sectors we serve, we anticipate and solve problems, deliver solutions, and drive results.

"We are also committed to developing, promoting, and complying with forward-thinking environmental practices in our daily operations; and we continuously look for meaningful ways to give back to the communities in which we live and work, whether through volunteering, donations, or other charitable activities."

Powderly said every successful project begins with a sound plan supported by thoughtful analysis by experienced industry professionals. The Cumming Group team helps clients distill what is required in a facility or portfolio of properties to meet their goals, evaluate existing assets, establish detailed budgets and schedules, and make informed decisions on the best path forward.

Powderly said, "Client focus is central to who we are, and is a fundamental component of our success. We are in business because of our clients and our future opportunities and successes depend on servicing our clients at the highest levels. We listen to our clients and provide services and solutions that meet their needs."

Bend-led projects to date include providing project management services for St. Charles Health System and their Imaging Projects aimed to address the critical need for replacing aging imaging equipment and introducing new technologies to enhance healthcare services in Central Oregon.

The primary goal was to replace various imaging units that had reached the end of their service life and to complete the equipment replacements and installations promptly to prevent any interruptions in patient care due to equipment failures.

Exemplifying the company's range, the project's scope of work involved a comprehensive range of services including project coordination, contract management, design document reviews, budget negotiations, construction oversight, permitting assistance, quality control, and closeout management.

Other recent contracts include La Pine Community Health Center and work on the Kennedy Wilson mixed-use Timber Yards development, including a 170-room hotel, in the Old Mill District.

Powderly added, "I plan to grow this office as clients are realizing the value our experts can bring to the Central Oregon community. This flexible model is gaining more traction, there has been a lot of interest so far and we are definitely open for business!"

"Cumming has been active in finding niches in markets to buy in to and the company is growing rapidly, having added 500 employees globally in a single year."

"We are also committed to developing, promoting, and complying with forward-thinking environmental practices in our daily operations; and we continuously look for meaningful ways to give back to the communities in which we live and work, whether through volunteering, donations, or other charitable activities."
Prominent Philanthropist Benefits La Pine Nonprofit

by COURTNEY IGNAZZITTO, Marketing & Communications Manager — La Pine Community Health Center

Billionaire philanthropist MacKenzie Scott has donated $1.6 million to La Pine Community Health Center (LCHC), which provides accessible and affordable healthcare to residents of southern Deschutes County and parts of Lake and Klamath counties. The unrestricted grant, provided through Yield Giving, an organization founded by the writer and philanthropist, has been designated by the LCHC board for use in expanding the La Pine campus to include a new Wellness Center building adjacent to its current facility. The Wellness Center will house a new dental clinic, imaging center, behavioral health services, administrative offices, and a large community room for educational events and meetings.

In communications related to this major grant, La Pine Community Health Center’s CEO Erin Trapp learned that Scott and her team rigorously study the organizations that receive unsolicited and unexpected support. “I was impressed with the depth of data they had about our organization and pleased that our Quality scores for patient care stood out to them as significant,” said Trapp. “We are so honored to receive this truly remarkable gift from MacKenzie Scott.”

CEO Trapp recalled the “surreal” moment in mid-September when she learned of Scott’s gift. “We were about to launch the public phase of a $5 million capital campaign to build our new Wellness Center when the call came. It was precisely the kind of boost we needed to kickstart the campaign. We know it will inspire our Central Oregon community and other philanthropic foundations to follow with their own support.”

Scott previously granted $1.4 million to the Central Oregon Chapter of Friends of the Children. This grant, received in August 2022, was also done in secrecy and was completely unexpected. It was part of a $44 million gift to the national Friends of the Children organization.

Over 6,000 patients a year receive primary care at LCHC and through its various outreach programs. As a Federally Qualified Health Center (FQHC) serving a largely rural, at-risk, high-poverty population, LCHC relies heavily on reimbursement from the Oregon Health Plan, Medicare, Medicaid, private insurance, and a few grants to cover their $10 million annual operating budget. Despite working within a lean budget, LCHC has been able to place funds in reserve that now enable it to envision this expansive project, which will provide better healthcare access for the area’s growing population.

“The $1.6 million grant is now in the bank, and we’re focused on reaching our next milestone – raising 50 percent of our goal,” said Trapp. “I hope each person in our region will consider supporting our effort to provide high quality, affordable healthcare with kindness, integrity, and respect.”

Contact Courtney Ignazzitto by emailing development@lapinehealth.org or calling 541-536-3435.

lapinehealth.org

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/for-business.
Navigating the “Eligibility Gap” Between Paid Leave Oregon, OFLA & FMLA

by STACIE DAMAZO, Attorney — Barran Liebman LLP

As of September 3, 2023, eligible individuals may apply for, take leave, and receive benefits for a qualifying reason under Paid Leave Oregon. As a result, employers must ensure their leave tracking systems properly account for an employee’s leave taken under each (or any combination) of the potentially applicable laws, including Paid Leave Oregon, the Oregon Family Leave Act (OFLA), and the federal Family and Medical Leave Act (FMLA). Adding to the complexity, each of these three leave laws differ in multiple respects, including the definition of a “covered” employer, employee eligibility requirements, and methods of defining the “benefit” or “leave” year.

To assist employers navigating these eligibility gaps, below are tips for administering leave in Oregon:

1. Determine Whether You Are a “Covered” Employer.

By now, we presume employers are well aware as to whether they are “covered” by Paid Leave Oregon, OFLA, or FMLA. This first step is important, particularly when determining how much protected leave employees may be eligible for.

As a reminder, in general, employers with one or more employees working anywhere in Oregon are covered under Paid Leave Oregon. Employers with 25 or more employees in Oregon are generally OFLA-covered, and employers with 50 or more employees are generally FMLA-covered.

Under Paid Leave Oregon, employees are generally eligible to take up to 18 weeks of leave. Those weeks break down as follows: 12 weeks of paid leave for any qualifying reason under Paid Leave Oregon; 2 weeks of possible additional paid leave for limitations related to pregnancy, childbirth, or a related medical condition; and a possible additional 4 weeks of unpaid leave for which the individual is eligible under OFLA. However, if the employer is not OFLA-covered, then those possible additional 4 weeks of unpaid leave are not accessible to employees. In other words, for employers with fewer than 25 employees, the maximum amount of protected leave available to their employees under Paid Leave Oregon is 14 weeks.

2. Evaluate Whether the Employee is “Eligible.”

Even if the employer is covered under Paid Leave Oregon, OFLA, and/or FMLA, to take protected leave under any of these laws, employees must still meet the respective eligibility requirements. The differing eligibility requirements and waiting periods under each of these leave laws contribute to the “eligibility gap.” As a result, an employee of an OFLA-covered employer may be eligible for Paid Leave Oregon, but may not yet meet the OFLA eligibility requirements. (Meaning, the employee may not be eligible to take those additional 4 weeks of unpaid leave referenced above.) Similarly, an employee of an employer covered by Paid Leave Oregon, OFLA, and FMLA may be eligible for Paid Leave Oregon and OFLA at the start of their leave and may subsequently become eligible for additional protected leave under FMLA.

Another key consideration in determining an employee’s eligibility is whether the employee experiences a qualifying event as defined under each law. For example, while each law contemplates leave to care for a “family member,” the accompanying definitions differ such that a qualifying reason for leave under Paid Leave Oregon may not qualify under FMLA’s definition of “family member.”


Paid Leave Oregon’s benefit year is forward-looking and begins the Sunday immediately preceding the day the leave commences. An OFLA leave year may be defined to align with Paid Leave Oregon. Alternatively, an OFLA leave year (similar to a FMLA leave year) may be defined as any consecutive 12-month period, such as a calendar year, a fiscal year, a forward-looking leave year that begins on the date the employee begins their OFLA leave, or a backward-looking leave year that ends on the date the employee begins their OFLA leave.

In light of these differing definitions, it is critical that employers understand how their benefit and leave years are defined under each law so that leave may be properly tracked. In general, the closer employers can align their benefit and leave years, the easier it will be to track and administer protected leave.

4. Clarify the Order in Which the Employee Takes Their Leave.

The final, and perhaps most important, component is understanding that employees have a choice to either (1) apply for and take leave under Paid Leave Oregon, or (2) opt to take leave under OFLA and/or FMLA before applying for Paid Leave Oregon. This distinction is key, because once an employee’s Paid Leave Oregon benefit year begins, the employee is capped at the above mentioned 18 weeks of leave under Paid Leave Oregon and OFLA. Conversely, leave taken under OFLA or FMLA prior to a Paid Leave Oregon benefit year has no impact on the employee’s entitlement to leave under Paid Leave Oregon. As a result, this decision will likely have a significant impact on the amount of potential protected leave available to an eligible employee.

It is important to note that protections may also be triggered by other laws, including but not limited to those relating to disability or pregnancy accommodation. Accordingly, employers need to evaluate an employee’s reason for leave holistically to ensure compliance with all potentially applicable laws.

Stacie Damazo is an attorney at Barran Liebman LLP, where she advises employers on leave administration. For questions about leave administration, related policy updates, or advice, contact her at 503-276-2121 or sdamazo@barran.com.
2023 Accomplished Under 40 Award Recipients

Amanda Bird-Zimmerman
Marketing Manager, Charitable Giving Lead
Old Mill District | Hayden Homes Amphitheater

Professional Accomplishments:
Amanda has been a contributor to our arts, culture and entertainment sector for more than ten years. She was the Communications Manager for the nonprofit Tower Theatre Foundation, and currently she is the Marketing Manager for the Old Mill District and Hayden Homes Amphitheater. Amanda is the creator of the inaugural social media marketing internship program at Hayden Homes Amphitheater, and in 2023 she graduated from Bend Chamber’s Leadership Bend program.

Civic, Industry & Community Involvement:
Amanda is the Charitable Giving Lead and liaison for the Old Mill District, Hayden Homes Amphitheater and local nonprofits including Boys and Girls Club, KPOV, The Fathers Group, Central Oregon Masteringers, KIDS Center, OUT Central Oregon, Deschutes History Museum and the Upper Deschutes Watershed Council, to name a few. Amanda is also a 500hr Registered Yoga Teacher on the roster at Love Bird Yoga Studio. In addition, she is a former Board member of the Arts and Culture Alliance of Central Oregon.

Specific Characteristic that Distinguishes Them from Their Peers:
Amanda exhibits joyfulness that extends from her personal life to her work life. She brings a positive attitude with a balanced viewpoint allowing for space to room and grow. Her thoughtful approach to teamwork allows her to lead with compassion and collaboration that results in success. She develops friendships wherever she goes and draws in creative thinkers to make change happen in a positive way. What a gift to have her as a professional and personal friend!

Business Leadership Philosophy:
Amanda embodies the philosophy to start all endeavors from the heart, to go for growth and to lead by example. She reminds her colleagues and friends to stay positive, stay humble and stay open to the possibility that there is more than one way of doing things. Amanda is also quick to welcome everyone to the table, representing the importance of relationships and collaboration. One thing you may not hear her say, but can see on her face, is to find fun in everything.

Caitlin Granberry
Staffing Consultant
PrideStaff

Professional Accomplishments:
Caitlin recruits, interviews and ultimately employs about one percent of Central Oregon’s workforce ranging from people in professional service industries to manufacturing. She consults with our business and nonprofit community to help evaluate, identify, and deliver for their ongoing talent needs.

Civic, Industry & Community Involvement:
Caitlin is an active member in the local youth soccer community, coaching and mentoring K-2 grade girls’ soccer players. She is a leader in our local Bend YP group, and participates in various EDCO functions.

Specific Characteristic that Distinguishes Them from Their Peers:
Caitlin does not quit in personal and professional life and continuously drives toward improving the life of others around her. She advocates for people and organizations in this community to create opportunities that otherwise would not exist.

Business Leadership Philosophy:
Always make decisions in the best interest of others, and lead by example.

Free E-Headlines
Sent Directly to Your Email
To Receive, Send Your Email to: CBN@CascadeBusNews.com

Our Mission:
Consistently provide client experiences focused on what they value most.
Accomplished Under 40

Caitlin Sims
Branch Manager
Washington Trust Bank

Professional Accomplishments:
Caitlin is the branch manager at the new Washington Trust Bank in Bend that opened in April of 2022. She joined the team in September of 2021 helping to build the team that opened the branch. Prior to this, she was the assistant branch manager at Columbia Bank for five years.

Civic, Industry & Community Involvement:
Caitlin is dedicated to community involvement volunteering her time for organizations such as Friends of the Children, Think Wild, COVO and Boy Scouts of America. She is currently enrolled in the 2024 class of Leadership Bend with the Bend Chamber.

Specific Characteristic that Distinguishes Them from Their Peers:
Caitlin was hand selected by Washington Trust Bank to build the retail team for the first branch in Central Oregon. Caitlin excels at building long-term customer relationships by providing exceptional service, personalized attention and genuine care. She goes the extra mile to understand their needs and preferences, creating a strong bond that keeps customers coming back.

Business Leadership Philosophy:
Caitlin’s business leadership philosophy centers around fostering a supportive and inclusive environment while prioritizing exceptional customer service. She believes that by empowering her team and valuing diversity, they can achieve great success together.

Christine Redmon
Owner
Blade + Ink

Professional Accomplishments:
I’m a makeup artist with 20 years of experience doing makeup for weddings, photo shoots, and live performances in Los Angeles, Las Vegas and now Central Oregon. I’m also a Fine Line Tattoo Artist and offer semi-permanent eyebrow solutions such as Microblading and Nano Brows. I am the only one in town who offers Nano Brows, a brand new eyebrow procedure specifically created for those with compromised immune systems and post-cancer patients. I’m also creating a Makeup Artist shadowing program.

Civic, Industry & Community Involvement:
I have created flash tattoo sheets with 50% of the proceeds going to the local Planned Parenthood to help protect women’s healthcare rights. I also plan on participating in events this fall supporting local LGBTQ+ as well as animal rescue organizations like Street Dog Hero. Central Oregon has welcomed my family and me with open arms and I am more than happy to give back the love! I am passionate about LGBTQ+, Women’s Rights and Animal Rescue and will always lend a hand to help those in need.

Specific Characteristic that Distinguishes Them from Their Peers:
At Blade + Ink, I have created a space where everyone is welcome. My clients are often female-identifying and/or LGBTQ+ and I invite their children and family/friends into my studio, there’s no need to get a babysitter! Getting a tattoo or eyebrows shouldn’t be intimidating and I am always willing to provide whatever is necessary to make the process easy and enjoyable, including taking lots of breaks for the client. Tattoos can hurt! It’s okay to take a minute."

Business Leadership Philosophy:
My philosophy at Blade + Ink is All Ages, All Races, All Genders and All Sexes. I am always looking to serve the underserved and prioritize the people who have been overlooked in society.

Eli Harrison
Broker
Compass Commercial Real Estate Services

Professional Accomplishments:
Eli is a commercial real estate broker, COAR member and CCIM candidate. Since 2021, he has achieved remarkable success, closing over $71M in commercial transactions. He managed fly-fishing lodges in New Zealand, Belize and Alaska. Eli obtained his Bachelor’s Degrees in Political Economics and Environmental Studies while playing Division 1 Basketball at Dartmouth College.

Civic, Industry & Community Involvement:
Eli has 325 volunteer hours for Sisters High School IEE program, leading students on outdoor trips and educating them about local ecological systems.

Specific Characteristic that Distinguishes Them from Their Peers:
Eli stands out in the workplace with his unwavering loyalty to his clients, peers and the community. He distinguishes himself as a hard-working achiever with meticulous attention to detail. Continuously pursuing further education and innovative strategies, Eli consistently delivers outstanding services to both clients and the community.

Business Leadership Philosophy:
Loyalty to his clients and empowering his coworkers are at the core of Eli’s leadership philosophy. He fosters a work environment that encourages growth and ingenuity among his peers, ensuring their success alongside his own.

A timeless approach that puts you at the center of everything.

We’ll surround you with a team of local experts who love helping individuals and companies thrive.

Congratulations Caitlin on receiving your 2023 Accomplished Under 40 award.

Caitlin Sims
Branch Manager
phone 541.516.8312
email csims@wtrust.com

Washington Trust Bank
Member FDIC

Eli Harrison
2023 Accomplished Under 40

Eli has been a commercial real estate broker at Compass Commercial for two years specializing in Central Oregon retail leasing and sales.

Contact Eli today to assist with your commercial real estate needs
541-848-4059
eharrison@compasscommercial.com

Congratulations!
Emily Freed
Project Manager
Pinnacle Architecture
Professional Accomplishments: A Madras native, Emily is an accomplished designer with 17 years of experience. After a decade as an interior designer, she grew into a project manager role, leading some of the area’s most important projects, including Shepherds’ House Ministries Transitional Housing & Warming Shelter in Redmond and Deschutes County’s Public Safety Campus Master Plan.

Civic, Industry & Community Involvement: Raised in a culture of philanthropy, Emily has volunteered in Central Oregon since her early years helping the homeless. Emily’s parents set a wonderful example early on of what it looks like to serve others in our community. For as long as she can remember, they have never hesitated to offer rides, shelter, or food to strangers in need of help. Additionally, Emily enjoyed riding with her dad around Jefferson County to pick up the homeless and bring them to their home church in Metolius, where they would prepare a home-cooked meal and dine together. Today, Emily goes above and beyond for her non-profit clients. She’s served a meal at Bethlehem Inn, assisted with fundraising events, built dog kennels, walked dogs at the Humane Society of the Ochocos, and is helping prepare the new Shepherds’ House shelter in Redmond for opening this fall. Emily is an excellent role model for her family who continues to volunteer through their church. She is also active in our professional community, attending Bend Chamber, City Club of Central Oregon, and The American Institute of Architects events.

Specific Characteristic that Distinguishes Them from Their Peers: Emily has grit and a heart of gold. Her commitment to excellence and overall friendly nature are commended by clients she’s had for over a decade. Emily’s client relationships often look like trusted friendships.

Business Leadership Philosophy: Emily manages projects with an eagle eye and a collaborative and uplifting attitude. She leads her design teams with positivity and precision, supporting her team to continue to grow and improve with each project. Additionally, she often challenges herself to grow with an “always-learning” mindset.

Emily Kirk
Co-anchor
Good Morning Central Oregon — KOHD/KBNZ
Professional Accomplishments: Emily is an on-air personality in Bend for nearly ten years and has been named the Source Weekly’s runner-up for Best TV Personality several times. She currently anchors and hosts a morning program titled “Good Morning Central Oregon” on KOHD and KBNZ. She recently graduated from the nine-month Leadership Bend program through the Bend Chamber and now works with its alumni association. She is currently enrolled in the Deschutes County College program.

Civic, Industry & Community Involvement: Emily is always looking towards what is next in our community and leads by example with authenticity, passion, and a contagious sense of humor. Emily’s client relationships often look like trusted friendships.

Business Leadership Philosophy: Emily believes in setting an example and leading with compassion and kindness. She encourages those around her to be curious early and often while allowing room for error. A work/life harmony is at utmost importance to her to sustain a favorable workplace. Emily believes having balance allows oneself to bring the best version of the table. She respects opinions and considers all ideas. Emily believes in the conversation of, “yes, and…”

Genevra Obregón
Design Staff
BBT Architects
Professional Accomplishments: Genevra has been a key design team member of important educational projects in our region including Caldera High School in Bend, and additions to Tom McCall and Vern Patrick Elementary Schools in Redmond. Her most significant projects include renovations and additions to Helman and Walker Elementary Schools as part of the Ashland School District’s $109M bond program.

Civic, Industry & Community Involvement: Genevra uses her design and construction experience to volunteer for the Bend-Redmond Habitat for Humanity and the Redmond Warming Center. She has a deep commitment to helping the houseless. Genevra represented BBT at last year’s Greenbuild International Conference in San Francisco. She also promotes civic engagement for her office team members as part of BBT’s Community Commitment Committee to foster community and community involvement.

Specific Characteristic that Distinguishes Them from Their Peers: Genevra challenges the preconceived notions of a young female designer in the architectural/engineering industry. Possessing a preternatural sense of expertise, she balances her technical expertise with a calming demeanor that earns confidence and respect from her peers.

Business Leadership Philosophy: To Genevra, the most critical aspect of leadership is in its ability to build and nurture future leaders. She is an advocate of having all voices heard — whether mentors or mentees — in design conversations as learning experiences for all involved. She is looking forward to carrying this philosophy with her for future leaders.

Heather McMeekin
Partner/CPA
Price Frnk & Co.
Professional Accomplishments: Heather joined Price Frnk & Co. in 2012 after earning a Bachelors of Science in Accounting from the University of Oregon. She obtained her CPA license in January, 2015. By 2020, she became a partner; she remains the youngest partner at a firm in Central Oregon. Heather has knowledge in a wide variety of areas, including individual and business tax preparation, commercial, municipal and not for profit audits, and financial statement preparation.

Civic, Industry & Community Involvement: Heather, who is benevolent in nature has a profound love for animals, dedicated her time over the last five years to serve as the treasurer on the Healing Reins Board of Directors. Additionally, Heather graduated from Leadership Bend in 2018 and has donated her time over the years to provide accounting and tax consulting to entrepreneurs who engaged with Bend Outdoor Worx.

Specific Characteristic that Distinguishes Them from Their Peers: Heather consistently demonstrates care and compassion in her interactions with clients. Her extensive knowledge enables her to provide invaluable advice to clients, assisting them in making well-informed decisions regarding their tax or financial statement matters.

Business Leadership Philosophy: Heather is committed to building positive relationships with both clients and colleagues. She fosters a team-oriented approach within the firm and readily engages in challenges that come her way. Heather possesses a multitude of exceptional qualities, namely integrity, accountability, and adaptability.

Heather Wall
Director of Human Resources
Brightways Counseling Group
Professional Accomplishments: Heather has over 15 years in the Human Resources role. She provides solid leadership and leads with a business mindset. She is a champion of compliance and employee engagement to help organizations achieve their mission and goals. She has a master’s degree in Management and Organizational Leadership, a bachelor’s degree in Human Resource Management and Personnel Psychology, and holds multiple HR certifications including the SHRM-Certified Professional, a certificate in Strategic Workforce Planning and a certified Human Capital Strategist. She is a perennial student of the HR discipline and invests heavily in her own professional development.

Civic, Industry & Community Involvement: Heather endeavors to support her community as she supports the organizations in which she works with. She is a volunteer CASA (Court Appointed Special Advocate) for children in foster care. She has volunteered with 17 years of experience. After a decade as an interior designer, she grew into a project manager role, leading some of the area’s most important projects, including Shepherds’ House Ministries Transitional Housing & Warming Shelter in Redmond and Deschutes County’s Public Safety Campus Master Plan.

Specific Characteristic that Distinguishes Them from Their Peers: Heather’s depth and breadth of knowledge combined with her no-nonsense approach to HR makes her a dynamic leader people eagerly follow. Heather is courageous in her leadership; she doesn’t shy away from difficult conversations or decisions. She utilizes strategic thinking, leadership prowess, empathy for employees, data-driven decision-making, and a commitment to ethical practices. She is instrumental in creating a positive and productive workplace that contributes to the organization’s overall success.

Business Leadership Philosophy: Heather believes in developing the people leaders of an organization and values the role of mentorship.

Whether developing or mentoring people leaders, Heather strongly believes the HR role should be balanced between compliance and culture; to create a “great place to work” environment.

Jenelle McCleary
Owner & Managing Principal Broker
Realty One Group Discovery
Professional Accomplishments: Jenelle McCleary serves as an up-and-coming Realtor in the Columbia River Gorge licensed in both Oregon and Washington, almost ten years ago. In June 2021, she took a bold step by relocating to Central Oregon and opening up Realty One Group Discovery in a new market area in the midsts of the pandemic. In 2021, Realty One Group Discovery was selected as a finalist for the Bend Chamber of Commerce Inspiring Workplace Award. In less than two years, she has grown the team to 4 leadership staff members and 32 Realtors. Jenelle has innovated the
way real estate and training are approached. Additionally, she serves on multiple professional committees and boards and is actively involved in our community, further solidifying her impact in Central Oregon and beyond.

Civic, Industry & Community Involvement:
Jenelle wears multiple hats, not just as the owner and managing broker of Realty One Group Discovery but also as a mentor and fill-in educator at the local pre-licensing school. She’s an active member of the Bend Chamber of Commerce and served on the 2022 COAR Professional Networking and Education Committee. In 2023, she stepped up as the Vice Chair of COAR’s Realtors Education Committee and is awaiting placement to multiple board and director positions for 2024, showcasing her commitment to not only her industry but also our community.

Specific Characteristics that Distinguishes Them from Their Peers:
What distinguishes Jenelle is her selflessness in an industry that often values individual accomplishments. Instead of focusing solely on her success, Jenelle believes her role is to help others thrive. She does this through collaboration, support, coaching, and training, offering a refreshing and much-needed approach that enriches the entire real estate community.

Business Leadership Philosophy:
At the core of Jenelle’s leadership philosophy is an unwavering commitment to support each team member. She creates an environment where everyone’s potential is recognized and nurtured. Through guidance, encouragement, and opportunities, she empowers individuals to thrive. This approach is not just refreshing but also much-needed in the current real estate landscape. This philosophy, proven by the growth at Realty One Group Discovery, underscores both Jenelle’s influence in real estate and her worthiness for this prestigious award.

Jenn Kavitz
Director of Marketing and Public Relations
Central Oregon Community College

Professional Accomplishments:
Jenn became Director of Marketing & Public Relations at Central Oregon Community College after serving as Senior Marketing and Business Consultant at Zig Communications. Earlier, she served in many roles, including Vice-President, Sales & Marketing/Associate Publisher, at Catapult, one of the top publishers of award-winning literary fiction and nonfiction.

Civic, Industry & Community Involvement:
- Leadership Bend
- Oregon Community College Association Executive Director
- COCC Diversity Achievement Award Winner (with MPR)
- Joint Information Center Member

Specific Characteristic that Distinguishes Them from Their Peers:
• Jenn leads by example and being in the trenches with her team. She knows the importance of understanding the work that everyone is doing, from the most junior member of her team to the most senior, and leads by doing the work alongside each of them. Through this philosophy, she is able to support challenges and help come up with solutions to improve efficiencies, teamwork, and ultimately patient care.

Business Leadership Philosophy:
Jenni works closely with other healthcare leaders in Central Oregon; she is a member of the Sacred Art of Living Center’s Anam Cara Apprenticeship Program and works closely with Richard Groves to help educate our team and many in the community about the sacred art of living and dying.

Specific Characteristic that Distinguishes Them from Their Peers:
• Jenni has a staunch commitment to self-development and continued improvement over her career. She started as a nurse case manager at Partners In Care, learning all about hospice and home health in a challenging role, worked diligently to obtain her master’s degree and hospice certification, and stepped into more leadership roles through the years. Her commitment to self-improvement permeates across the teams she leads, instilling in her team that devotion to enhancing and developing professional skills.

Business Leadership Philosophy:
Jenni views collaboration, creativity, transparency, and partnerships. She believes that big goals are not achieved in isolation—there can be no success, growth, or impact. Jenni also privileges risk-taking, equity, inclusion, and social justice. She cares deeply for her fellow human beings and is unafraid to speak loudly for those who are marginalized.

Jenni Carver Ross
Clinical Operations Director
Partners In Care

Professional Accomplishments:
Jenni currently serves as Clinical Operations Director for Partners In Care, overseeing a team of nearly 170 clinicians from hospice and home health nurses, to social workers, chaplains, CNAs, therapists, and more. She has been in healthcare for 20 years, a nurse for 11, and serving with Partners In Care for the past ten years. Most recently, she managed Hospice House, the only inpatient hospice unit east of the Cascades, and oversaw the entire remodel and construction of the new facility.

Civic, Industry & Community Involvement:
• Jenni has been involved in many other healthcare endeavors in Central Oregon; she is a member of the Sacred Art of Living Center’s Anam Cara Apprenticeship Program and works closely with Richard Groves to help educate our team and many in the community about the sacred art of living and dying.

Specific Characteristic that Distinguishes Them from Their Peers:
• Jenni is our rock star AE.

Professional Accomplishments:
Graduated from Oregon State University with a bachelor’s in business and minor in communications, she started her college career at Blue Mountain Community College on a full-ride rodeo scholarship. She won back-to-back northwest region NIRA barrel racing championships and accomplished many victories on the professional level of barrel racing.

Kasey jumped headfirst into marketing and has been an account executive (AE) for 18 years at Every Idea. She is the first one to volunteer to help kids, organizing events and projects to raise money and grow youth sports. She runs several aspects of her husband’s businesses and is an integral part of Every Idea’s client’s marketing. She served two years as president of the Hunger Prevention Coalition and was an active board member for three years prior to that.

She has been involved in wildland firefighting, judging college marketing competitions, and currently serves on a board where she has a real passion for growing the Central Oregon Pee Wee Rodeo Association.

Specific Characteristic that Distinguishes Them from Their Peers:
• Kasey leads by example and being in the trenches with her team. She knows the importance of understanding the work that everyone is doing, from the most junior member of her team to the most senior, and leads by doing the work alongside each of them. Through this philosophy, she is able to support challenges and help come up with solutions to improve efficiencies, teamwork, and ultimately patient care.

Business Leadership Philosophy:
Jenni Carver Ross
Clinical Operations Director
Partners In Care

Professional Accomplishments:
Jenni currently serves as Clinical Operations Director for Partners In Care, overseeing a team of nearly 170 clinicians from hospice and home health nurses, to social workers, chaplains, CNAs, therapists, and more. She has been in healthcare for 20 years, a nurse for 11, and serving with Partners In Care for the past ten years. Most recently, she managed Hospice House, the only inpatient hospice unit east of the Cascades, and oversaw the entire remodel and construction of the new facility.

Civic, Industry & Community Involvement:
• Jenni has been involved in many other healthcare endeavors in Central Oregon; she is a member of the Sacred Art of Living Center’s Anam Cara Apprenticeship Program and works closely with Richard Groves to help educate our team and many in the community about the sacred art of living and dying.

Specific Characteristic that Distinguishes Them from Their Peers:
• Jenni is our rock star AE.

Professional Accomplishments:
Graduated from Oregon State University with a bachelor’s in business and minor in communications, she started her college career at Blue Mountain Community College on a full-ride rodeo scholarship. She won back-to-back northwest region NIRA barrel racing championships and accomplished many victories on the professional level of barrel racing.

Kasey jumped headfirst into marketing and has been an account executive (AE) for 18 years at Every Idea. She is the first one to volunteer to help kids, organizing events and projects to raise money and grow youth sports. She runs several aspects of her husband’s businesses and is an integral part of Every Idea’s client’s marketing. She served two years as president of the Hunger Prevention Coalition and was an active board member for three years prior to that.

She has been involved in wildland firefighting, judging college marketing competitions, and currently serves on a board where she has a real passion for growing the Central Oregon Pee Wee Rodeo Association.

Specific Characteristic that Distinguishes Them from Their Peers:
• Kasey leads by example and being in the trenches with her team. She knows the importance of understanding the work that everyone is doing, from the most junior member of her team to the most senior, and leads by doing the work alongside each of them. Through this philosophy, she is able to support challenges and help come up with solutions to improve efficiencies, teamwork, and ultimately patient care.

Business Leadership Philosophy:
Jenni Carver Ross
Clinical Operations Director
Partners In Care

Professional Accomplishments:
Jenni currently serves as Clinical Operations Director for Partners In Care, overseeing a team of nearly 170 clinicians from hospice and home health nurses, to social workers, chaplains, CNAs, therapists, and more. She has been in healthcare for 20 years, a nurse for 11, and serving with Partners In Care for the past ten years. Most recently, she managed Hospice House, the only inpatient hospice unit east of the Cascades, and oversaw the entire remodel and construction of the new facility.

Civic, Industry & Community Involvement:
• Jenni has been involved in many other healthcare endeavors in Central Oregon; she is a member of the Sacred Art of Living Center’s Anam Cara Apprenticeship Program and works closely with Richard Groves to help educate our team and many in the community about the sacred art of living and dying.

Specific Characteristic that Distinguishes Them from Their Peers:
• Jenni is our rock star AE.

Professional Accomplishments:
Graduated from Oregon State University with a bachelor’s in business and minor in communications, she started her college career at Blue Mountain Community College on a full-ride rodeo scholarship. She won back-to-back northwest region NIRA barrel racing championships and accomplished many victories on the professional level of barrel racing.

Kasey jumped headfirst into marketing and has been an account executive (AE) for 18 years at Every Idea. She is the first one to volunteer to help kids, organizing events and projects to raise money and grow youth sports. She runs several aspects of her husband's businesses and is an integral part of Every Idea's client's marketing. She served two years as president of the Hunger Prevention Coalition and was an active board member for three years prior to that.

She has been involved in wildland firefighting, judging college marketing competitions, and currently serves on a board where she has a real passion for growing the Central Oregon Pee Wee Rodeo Association.

Specific Characteristic that Distinguishes Them from Their Peers:
• Kasey leads by example and being in the trenches with her team. She knows the importance of understanding the work that everyone is doing, from the most junior member of her team to the most senior, and leads by doing the work alongside each of them. Through this philosophy, she is able to support challenges and help come up with solutions to improve efficiencies, teamwork, and ultimately patient care.

Business Leadership Philosophy:
Kasey Every
Account Executive
Every Idea

Professional Accomplishments:
Graduated from Oregon State University with a bachelor’s in business and minor in communications, she started her college career at Blue Mountain Community College on a full-ride rodeo scholarship. She won back-to-back northwest region NIRA barrel racing championships and accomplished many victories on the professional level of barrel racing.

Kasey jumped headfirst into marketing and has been an account executive (AE) for 18 years at Every Idea. She is our rock star AE.

Professional Accomplishments:
Graduated from Oregon State University with a bachelor’s in business and minor in communications, she started her college career at Blue Mountain Community College on a full-ride rodeo scholarship. She won back-to-back northwest region NIRA barrel racing championships and accomplished many victories on the professional level of barrel racing.

Kasey jumped headfirst into marketing and has been an account executive (AE) for 18 years at Every Idea. She is our rock star AE.

Professional Accomplishments:
Graduated from Oregon State University with a bachelor’s in business and minor in communications, she started her college career at Blue Mountain Community College on a full-ride rodeo scholarship. She won back-to-back northwest region NIRA barrel racing championships and accomplished many victories on the professional level of barrel racing.

Kasey jumped headfirst into marketing and has been an account executive (AE) for 18 years at Every Idea. She is our rock star AE.
Accomplished Under 40

Madeline (Mattie) Dumm
Safety Manager
Rosendin

Professional Accomplishments:
Madeline, a Safety Manager with four-plus years at Rosendin, helps build social technology companies, manages client relations, and supports renewable energy projects. She excels at injury and safety management and works daily to foster a safety-conscious culture in the workplace.

Civic, Industry & Community Involvement:
Madeline volunteers annually for St. Jude's Bike-a-thon and is recognized as a mental health advocate in the workplace due to completed educational courses.

Specific Characteristic that Distinguishes Them From Their Peers:
Madeline can lead or support new challenges and takes tasks head-on across the Northwest. Her calm and trustworthy demeanor allows teams to move through projects effectively and safely. On job sites, she demonstrates leadership qualities such as empathy and influence which help ensure that each task is done with purpose.

Business Leadership Philosophy:
Matt leads by example and doesn’t ask anyone to do anything that he wouldn’t be willing to do himself. He believes in holding himself and others accountable to a high standard. You can see that with his children as they are a product of his parenting. Because of his honesty, integrity and transparency, Matt has garnered mutual respect from his peers in the local business and volunteer community.

Paige Welsh
General Manager
StretchLab

Professional Accomplishments:
Welsh was promoted to General Manager at StretchLab shortly after first joining the team. In one year, she doubled headcount, increased employee retention, prioritized client relations and fostered a safe and inclusive environment for clients and staff. She has since used that experience to launch her own Health and Nutrition business, Eco Health Coaching. She guides individuals to improve their whole health by prioritizing nutrition, movement and mental health as well as connecting with local farms and our community.

Civic, Industry & Community Involvement:
Welsh managed a hydroponics farm at Around the Bend Farms to grow food for Giving Plate. Welsh also spent a year working at NeighborImpact to help COVID impacted individuals receive financial assistance.

Specific Characteristic that Distinguishes Them From Their Peers:
Empathy & Leadership. Welsh embodies what it means to lead, she builds incredible relationships and is able to connect with people on a deep level.

Business Leadership Philosophy:
Welsh leads with a people first mentality. She puts others’ needs before her own, she makes sure to connect the mission with individuals’ goals and is never lost for words when she’s supporting the people on her team.

Paige Welsh
General Manager
StretchLab

Professional Accomplishments:
Welsh was promoted to General Manager at StretchLab shortly after first joining the team. In one year, she doubled headcount, increased employee retention, prioritized client relations and fostered a safe and inclusive environment for clients and staff. She has since used that experience to launch her own Health and Nutrition business, Eco Health Coaching. She guides individuals to improve their whole health by prioritizing nutrition, movement and mental health as well as connecting with local farms and our community.

Civic, Industry & Community Involvement:
Welsh managed a hydroponics farm at Around the Bend Farms to grow food for Giving Plate. Welsh also spent a year working at NeighborImpact to help COVID impacted individuals receive financial assistance.

Specific Characteristic that Distinguishes Them From Their Peers:
Empathy & Leadership. Welsh embodies what it means to lead, she builds incredible relationships and is able to connect with people on a deep level.

Business Leadership Philosophy:
Welsh leads with a people first mentality. She puts others’ needs before her own, she makes sure to connect the mission with individuals’ goals and is never lost for words when she’s supporting the people on her team.

Renata Garbowski
Financial Advisor
AGP Wealth Advisors

Professional Accomplishments:
I have achieved significant milestones in my career, including obtaining my APMA designation in a remarkable three weeks. I was honored to be selected as the advisor for the PIMCO (bond boot camp). Additionally, I pursued an International MBA program in Poland, further enriching my financial expertise.

Civic, Industry & Community Involvement:
I actively engage with my community, serving as a Rotarian in Bend.

Specific Characteristic that Distinguishes Them From Their Peers:
Empathy & Leadership. Welsh embodies what it means to lead, she builds incredible relationships and is able to connect with people on a deep level.

Business Leadership Philosophy:
Welsh leads with a people first mentality. She puts others’ needs before her own, she makes sure to connect the mission with individuals’ goals and is never lost for words when she’s supporting the people on her team.

Paige Welsh
General Manager
StretchLab

Professional Accomplishments:
Welsh was promoted to General Manager at StretchLab shortly after first joining the team. In one year, she doubled headcount, increased employee retention, prioritized client relations and fostered a safe and inclusive environment for clients and staff. She has since used that experience to launch her own Health and Nutrition business, Eco Health Coaching. She guides individuals to improve their whole health by prioritizing nutrition, movement and mental health as well as connecting with local farms and our community.

Civic, Industry & Community Involvement:
Welsh managed a hydroponics farm at Around the Bend Farms to grow food for Giving Plate. Welsh also spent a year working at NeighborImpact to help COVID impacted individuals receive financial assistance.

Specific Characteristic that Distinguishes Them From Their Peers:
Empathy & Leadership. Welsh embodies what it means to lead, she builds incredible relationships and is able to connect with people on a deep level.

Business Leadership Philosophy:
Welsh leads with a people first mentality. She puts others’ needs before her own, she makes sure to connect the mission with individuals’ goals and is never lost for words when she’s supporting the people on her team.
resource for financial knowledge. I participated in an international networking group, raising awareness about financial options for individuals, families, and small business owners.

**Specific Characteristic that Distinguishes Them from Their Peers:**
As a woman in finance with immigrant parents who started with nothing, my background drives me. Youthful but driven, I lead with education, believing knowledge empowers better financial decisions. I approach each client by deeply understanding their goals before making recommendations, and I’m committed to making financial education accessible to all.

**Business Leadership Philosophy:**
I embrace a non-judgmental approach to clients’ finances, recognizing we all start somewhere. My philosophy centers on education, believing informed decisions are powerful. I prioritize understanding clients’ unique goals and needs before offering tailored recommendations. I’m passionate about making financial literacy more accessible, especially as it’s not widely taught in schools.

**Shaunette White**
Owner
High Desert Chocolates

**Professional Accomplishments:**
- Opening High Desert Chocolates in 2022
- Being given such high praise since opening
- Articles that have been written have been so wonderful and only 5 Star reviews!

**Civic, Industry & Community Involvement:**
Here at HDC we donate almost all profits back into our community. We have two Gro scholarships and do every fundraiser we can. When possible we give free treat coupons to all sporting events in Sisters.

**Specific Characteristic that Distinguishes Them from Their Peers:**
Having adopted our three kids from Foster care and being a former foster child myself when it comes to giving back to kids we put those fundraisers at the top of our giving. We also try and attend all fundraisers we donate too, as well as starting our own big one come March of 2024!

**Business Leadership Philosophy:**
Be kind... Eat Chocolate

---

**Shawn Evilsizor, PE, SE**
**Buildings Group Office Leader**
**Morrison-Maierle**

**Professional Accomplishments:**
1. Promoted to lead the Buildings Market Group for Morrison-Maierle’s Bend office in November 2022, overseeing a team of civil, structural, mechanical, electrical, and plumbing engineers.
2. Awarded several large projects in the Central Oregon market — including the structural design of the new $120M City of Bend Public Works Campus.
3. Continues to assist in the growth of the Morrison-Maierle Buildings Group in Bend, who will be working on the design of the Redmond Airport Terminal Expansion and the Bend Airport Aircraft Control Tower in the coming year.

**Civic, Industry & Community Involvement:**
1. 2023 Leadership Bend Graduating Class – as part of the class project, Shawn worked with a team of classmates to prepare a Diversity, Equity, and Inclusion (DEI) ‘road map’ to provide the Bend business community with resources that will contribute to a more inclusive and prosperous economy for all to thrive in. This road map will be included on the Bend Chambers website sometime in 2024.
2. At least one to two times a year, Shawn volunteers at local Bend High Schools to visit CTE classes and give a presentation to students/staff about what ‘buildings engineers’ do in practice, showing sample sets of drawings and calculations, and answers any questions that students may have.
3. Worked closely with the Bend-La Pine SD ‘Career Development and Job Skills’ department to assist with their yearly job shadow rotation. This involved five to ten students coming by the office on a weekly basis to talk to staff about their daily activities.
4. Worked with Habitat for Humanity to prepare structural drawings and calculations for new local townhomes.

**Specific Characteristic that Distinguishes Them from Their Peers:**
Shawn is the type of person that shows up to the office and projects and immediately makes an impact with his knowledge, leadership and humble confidence.

**Business Leadership Philosophy:**
You’re only as good as your team and putting an absolute premium on that philosophy will yield tremendous results.

---

**Congratulations Shawn Evilsizor**

Thanks for all you do for us and your community!

You’re a great addition to the Under 40 list.

---

**Congratulations to all the 2023 Accomplished Under 40 Award Recipients**

---

**Building Better Communities**

---

**Morrison Maierle**

404 NE Norton • Bend
541-388-5665
cbn@cascadebusnews.com • CascadeBusNews.com
Accomplished Under 40

Please note that some of the previous winners have changed positions, some have even changed their names, but we’ve listed them exactly as when they first won the award.

Due to space restrictions, please find 2006-2020 online at cascadebusnews.com/accomplished-40.

40 & Under Accomplished Winners — All Years

2021

Cole Billings — Skjersaa Group
Danielle Burns — Steele Associates Architects LLC
Tiffany Cardano — Cascade Heating and Specialties, Inc.
Lucas Crespin — Steele Associates Architects LLC
Penny Farrow, CISR Elite — Brown & Brown Insurance
James Fleming — PayneWest Insurance
Sydney Forbes — Tonsil Tech
Katy Haines — NAI Cascade Commercial Real Estate
Keever Henry
Karen Hinckle — State Farm — Paul Finch
Gail Hodge — High Desert Museum
Derek E. Hopp, JD, MEM, PMP — Therapy Works Physical Therapy
Ryan Johnson — Brent Woodward, Inc.
Gregory S Lankston III CPA, MBA — Capstone Certified Public Accountants, LLC
Cody A. Michael, CFP — U.S. Bank Wealth Management
Kathleen Nass — Fortis Construction, Inc.
Kate Schrumpf — Rosendin
Michelle Seller-Godfrey, Ph.D. — High Desert Museum
Kat Brookhart
Casey Campbell, AIA, LEED AP BD+C — Architect, BLRB Architects
Cody Cloyd — President / Operations Manager, Ablis CBD
Katie Cornelius — Director of Electrical Engineering, BBT Architects
Chloe Crabtree — Sponsor Relations Lead, Bend Chamber of Commerce
Bess Dietrich Goggins — CEO, Boys & Girls Clubs of Bend
Quinn Hanson — Division Manager, G.A. Rogers & Associates
Sarah Hix — Vice President Finance, Mid Oregon Credit Union
Brittania Leja — Associate Organizational Development Consultant, St. Charles Health System
Penny Farrows, CISR Elite — Brown & Brown Insurance
James Fleming — PayneWest Insurance
Sydney Forbes — Tonsil Tech
Katy Haines — NAI Cascade Commercial Real Estate
Keever Henry
Karen Hinckle — State Farm — Paul Finch
Gail Hodge — High Desert Museum
Derek E. Hopp, JD, MEM, PMP — Therapy Works Physical Therapy
Ryan Johnson — Brent Woodward, Inc.
Gregory S Lankston III CPA, MBA — Capstone Certified Public Accountants, LLC
Cody A. Michael, CFP — U.S. Bank Wealth Management
Kathleen Nass — Fortis Construction, Inc.
Kate Schrumpf — Rosendin
Michelle Seller-Godfrey, Ph.D. — High Desert Museum
Kat Brookhart
Casey Campbell, AIA, LEED AP BD+C — Architect, BLRB Architects
Cody Cloyd — President / Operations Manager, Ablis CBD
Katie Cornelius — Director of Electrical Engineering, BBT Architects
Chloe Crabtree — Sponsor Relations Lead, Bend Chamber of Commerce
Bess Dietrich Goggins — CEO, Boys & Girls Clubs of Bend
Quinn Hanson — Division Manager, G.A. Rogers & Associates
Sarah Hix — Vice President Finance, Mid Oregon Credit Union
Brittania Leja — Associate Organizational Development Consultant, St. Charles Health System

2022

Rika Ayotte — Executive Director, Deschutes Land Trust
Janelle Blanchard — Community Relations Coordinator, Partners In Care
Kat Brookhart — Manager, Formulation & Process Dev., Thermo Fisher Scientific
Casey Campbell, AIA, LEED AP BD+C — Architect, BLRB Architects
Cody Cloyd — President / Operations Manager, Ablis CBD
Katia Cornelius — Director of Electrical Engineering, BBT Architects
Chloe Crabtree — Sponsor Relations Lead, Bend Chamber of Commerce
Bess Dietrich Goggins — CEO, Boys & Girls Clubs of Bend
Quinn Hanson — Division Manager, G.A. Rogers & Associates
Sarah Hix — Vice President Finance, Mid Oregon Credit Union
Brittania Leja — Associate Organizational Development Consultant, St. Charles Health System

2023

Amanda Bird-Zimmerman — Marketing Manager, Charitable Giving Lead, Old Mill District | Hayden Homes Amphitheater
Caitlin Granberry — Staffing Consultant, PrideStaff
Caitlin Sims — Branch Manager, Washington Trust Bank
Christine Redmon — Owner, Blade + Ink
Eli Harrison — Broker, Compass Commercial Real Estate Services
Emily Freed — Project Manager, Pinnacle Architecture
Emily Kirk — Co-anchor, Good Morning Central Oregon — KOHD/KBNZ
Genevra Obregon — Design Staff, BBT Architects
Heather Meekin — Partner/CFA, Price Frank & Co.
Heather Wall — Director of Human Resources, Brightways Counseling Group
Jenelle McCleary — Owner & Managing Principal Broker, Realty One Group Discovery
Jenn Kovitz — Director of Marketing and Public Relations, Central Oregon Community College
Jenni Carver Ross — Clinical Operations Director, Partners In Care
Kasey Every — Account Executive, Every Idea
Madeleine (Mattie) Dum — Safety Manager, Rosendin
Matt Stephens — Associate Director, Drug Product Manufacturing, Biogen
Paige Welsh — General Manager, StretchLab
Renata Garbowska — Financial Advisor, AGP Wealth Advisors
Shaunette White — Owner, High Desert Chocolates
Shawn Evilsizor, PE, SE — Buildings Group Office Leader, Morrison-Maierle

Join us!

RE/MAX Key Properties
GRAND OPENING
A NIGHT OF CELEBRATION!

10.5.23 | 3PM-7PM
42 NW Greenwood Avenue
Nonprofit Organizations (Listed Alphabetically)

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

Not listed?
Call 541-388-5665 & get your company on a list!
Sometimes giving feels a whole lot more like receiving.

At OnPoint, we donate our time and resources to people living within the communities we serve. This commitment empowers individuals to reach their greatest potential which, in return, empowers us to reach ours.

More than $2.3 million donated to charitable causes and organizations in 2022. Visit onpointcu.com/community-giving

Federally insured by NCUA. Equal Housing Opportunity.
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Budget</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Resource Center Of Central Oregon</td>
<td>541-389-5408</td>
<td>N/A</td>
<td><a href="http://www.frcoc.org">www.frcoc.org</a></td>
<td>Diane Lewis</td>
<td>12</td>
<td>1995</td>
<td>$30,000</td>
<td>To strengthen &amp; support families’ relationships by serving Central Oregon’s needs for parenting education, information &amp; resources.</td>
</tr>
<tr>
<td>Grassfield Elementary School</td>
<td>541-362-9573</td>
<td>N/A</td>
<td><a href="http://www.grassfieldElementary.org">www.grassfieldElementary.org</a></td>
<td>N/A</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>Through donations &amp; purchases, Focused help people find jobs, offers employment retraining, employs a coordinator to work with business leaders to provide free English classes &amp; new skills.</td>
</tr>
<tr>
<td>Sorenson Gallery</td>
<td>541-382-4746</td>
<td>541-382-3234</td>
<td><a href="http://www.sorensonGallery.com">www.sorensonGallery.com</a></td>
<td>Dana Whibley</td>
<td>49</td>
<td>1982</td>
<td>$50,000</td>
<td>Being located in the city, its the natural world to convey the wonder of the world. The 501(c)(3) nonprofit was licensed &amp; regulated by the American Alliance of Museums, is a Smithsonian Affiliate, was the 2019 recipient of the Western Museums Association’s Charles Redd Award for Exhibition Excellence &amp; was a 2021 recipient of the National Medal for Museum &amp; Library Services.</td>
</tr>
<tr>
<td>Kids in the Game</td>
<td>541-489-2186</td>
<td>N/A</td>
<td><a href="http://www.kidstinthegame.com">www.kidstinthegame.com</a></td>
<td>Bigeo Casas</td>
<td>56</td>
<td>2008</td>
<td>$140,000</td>
<td>Presenting quality live entertainment to Central Oregon audiences.</td>
</tr>
<tr>
<td>The Giving Plate Foundation</td>
<td>541-367-0010</td>
<td>N/A</td>
<td><a href="http://www.thegivingplate.org">www.thegivingplate.org</a></td>
<td>舎</td>
<td>7</td>
<td>2005</td>
<td>$175,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Kiwanis Club of Sisters</td>
<td>800-380-8913</td>
<td>N/A</td>
<td><a href="http://www.kindred-connections.org">www.kindred-connections.org</a></td>
<td>Robin Antonson</td>
<td>5</td>
<td>2019</td>
<td>$525,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>J Bar J Youth Services</td>
<td>541-389-1409</td>
<td>N/A</td>
<td><a href="http://www.jbarj.org">www.jbarj.org</a></td>
<td>Eva Gill</td>
<td>62</td>
<td>1968</td>
<td>$4,100,000</td>
<td>Providing comprehensive family violence &amp; assault services &amp; promotes the value of living free from violence.</td>
</tr>
<tr>
<td>Prineville</td>
<td>541-389-1409</td>
<td>N/A</td>
<td><a href="http://www.jbarj.org/j-bar-j-boys-ranch">www.jbarj.org/j-bar-j-boys-ranch</a></td>
<td>Peggy Carey, x100</td>
<td>54</td>
<td>1968</td>
<td>$3.3 Million</td>
<td>Providing comprehensive family violence &amp; assault services &amp; promotes the value of living free from violence.</td>
</tr>
<tr>
<td>Oregon Wild</td>
<td>541-360-9350</td>
<td>N/A</td>
<td><a href="http://www.oregonwild.org">www.oregonwild.org</a></td>
<td>Doug Wills, Jen Cornish</td>
<td>17</td>
<td>2000</td>
<td>$1,900,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Redmond CCA</td>
<td>541-382-4366</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Kristi Henderson</td>
<td>2</td>
<td>2007</td>
<td>N/A</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>The Giving Plate</td>
<td>541-473-0007</td>
<td>541-473-0009</td>
<td><a href="http://www.thegivingplate.org">www.thegivingplate.org</a></td>
<td>N/A</td>
<td>17</td>
<td>2000</td>
<td>$1,300,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,001</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,000</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
<tr>
<td>Bend, OR</td>
<td>541-382-3351</td>
<td>541-382-3353</td>
<td><a href="http://www.360cc.ca.gov">www.360cc.ca.gov</a></td>
<td>Eva Gill</td>
<td>3</td>
<td>2009</td>
<td>$1,300,001</td>
<td>Dedicated to prevention, evaluation &amp; treatment of child abuse.</td>
</tr>
</tbody>
</table>

Nonprofit Charitable & Advocacy Groups

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

We Are

J BAR J YOUTH SERVICES

Change a Life - Donate Today

jbarj.org
MountainStar Opens its Fifth Site in La Pine

by KARA ROATCH, Events & Marketing Manager — MountainStar Family Relief Nursery

MountainStar Family Relief Nursery (MountainStar), a place of hope for vulnerable children and families across Central Oregon, is excited to announce our fifth location in La Pine. MountainStar has provided Outreach Services in South Deschutes County for over six years. With this new site we continue to accomplish our mission to keep children safe and parents successful.

After a year of anticipation, on September 12, three modular units arrived at 16623 Box Way and MountainStar’s newest site is finally in place. While MountainStar’s dedicated team works on the final project pieces, we are planning a grand opening and ribbon cutting on November 2 at 12pm. MountainStar is thrilled to invite the community to celebrate this new space for families.

MountainStar gives special thanks to the Deschutes County Board of Commissioners who demonstrated their commitment to South Deschutes County children by allocating funds for this project. This initial funding was critical and will have a lasting impact on the community.

This marks a new chapter in MountainStar’s 22 years of service to Central Oregon families. Growing to meet the needs of our community, providing free services to vulnerable families, and working with community partners to keep children safe is the work we do every day. We invite our community to be a part of the village that surrounds families at times of need. Early childhood is the most important moment in a child’s life and our services are designed to give children the best start possible.

With this new site, there are new opportunities! We are currently hiring staff, looking for classroom volunteers and Fairy God-Parents, and looking to partner with the community to reach those families that will benefit most from our services. If you share our vision to nurture a child’s emotional, physical, and intellectual development in a safe environment, then MountainStar is the place for you.

Families like Lynn and her son, Daniel, are excited to see this site finally arrive. They have been in the outreach program for the past year, feeling grateful for the basic needs supplies and support from staff. With therapeutic classrooms opening in November, Lynn is excited to see Daniel experience this new space. Lynn shares, “We’ve had such a wonderful experience with MountainStar, and I know Daniel is going to do great in the classroom, getting to spend more time with the staff. They just always know what the next step should be and help us get there. It’s amazing.”

Daniel experienced trauma as a baby and continues to exhibit challenges around communication and emotional regulation. MountainStar’s therapeutic class will provide the social and emotional support he needs while giving mom a much-needed break as well.

Kara Tachikawa, MountainStar’s executive director, expressed her enthusiasm as well. “We’ve been working on this project for over a year, and we are grateful for the support and excitement from across the community,” she said. “There are a lot of partners that made this site possible along with generous individual supporters that got us over the finish line. It truly takes a village and we are incredibly excited for these therapeutic classrooms to open for their kids.”

For more information about the new La Pine facility, job opportunities, or how you can make a difference as a volunteer, visit MountainStar’s website. mtstar.org
When Sisters Coffee Company needed a local bank that could stay grounded while they were brewing up more business, they turned to Summit Bank. Stop by and see how our team can help your company taste success.
Central Oregon Generosity
Continued from page 1

Redmond Senior Center Serves Demographic ‘That Can Get Lost in Today’s World’

In Redmond, 22.6 percent of residents are 65 and older, with the number of older adults projected to grow dramatically in the coming years as overall population continues to balloon. (In Deschutes County, the number of residents 65 or older increased nearly 50 percent from 2010 to 2016.) Yet despite these compelling statistics, only one resource in Redmond focuses solely on seniors — the Redmond Senior Center — a stand-alone nonprofit launched by volunteers in 1949 (74 years ago) when the city’s population was less than 3,000 residents. (It now stands at 83,000, with a growth rate of 3.9% annually.)

Unlike the Bend Senior Center, which is operated by the tax-supported Parks and Recreation Department, the Redmond Senior Center — currently operating on an annual budget of about $500k — is primarily funded by grants and donations. It does not receive tax revenues. “We prepare 900 meals a week, or a total of 39,000 annually,” said Operations Manager Randy Graves, “with the majority delivered to homebound seniors through the federally funded Meals on Wheels program. Even during the height of the pandemic, we continued to provide Meals on Wheels for isolated older adults throughout the greater Redmond area. We serve a real need here for a demographic that can get lost in today’s fast world.”

Impressive enough on its own, providing thousands of meals each year only partially explains why the Redmond Senior Center has been a “hub” of the community for so many years.

Partnering with Redmond Parks & Rec, the organization offers numerous exercise options, including pickleball, Zumba, chair yoga, and line dancing (which draws 20-25 regulars for the bi-weekly classes). Also on site is a library stocked with books, board games, and puzzles; and available pursuits such as bridge (“where no one talks,” according to Graves), pinocle (“where talking is allowed”), and bingo.

Another partner, Dry Canyon Art Association, brings in the works of local artists on a rotating basis for display on the walls; the works are also available for sale. “Anybody can come here,” Graves emphasized. “We want the Senior Center to be a multigenerational facility, and average 70-80 visitors a day. We also host gatherings for outside organizations, including three local churches — ‘we’re really the cheapest rental choice in town.’

To help keep operations running smoothly, Graves is overseeing a complete kitchen renovation that is scheduled for completion in November. The $500k cost was borne by the City of Redmond and the Deschutes County Commission, each of which contributed 50% of the total amount.

Graves is grateful to Mountain View Fellowship for serving as a temporary kitchen during this months-long process. “They have been so gracious during this disruption that we also serve meals to all the homeless people who live here,” he said.

With the renovation’s end in sight, he is planning a celebration. “Someone donated a 900-pound cow — from which I ordered two prime ribs that we’ll serve on the day the new kitchen opens.”

Relatively new to his job as Operations Manager, Graves brings decades of credentials that include running Boys & Girls Clubs in the Portland area for 20 years; being a road manager for a fiction writer; coaching a girls basketball team; and serving as development director for a nonprofit, where he raised double the organization’s budget during the COVID shutdown.

“Redmond Senior Center members haven’t had leadership stability for a long time,” Graves said, “which is one reason I made a five-year commitment in accepting what I consider the best retirement job ever. I’m very blessed to be here.”

“I enjoy having people share their stories, and telling me who they were. I serve lunch just so I can interact with them,” added Graves, who is well aware of the importance of being socially connected, especially for older adults. (According to the Mayo Clinic, “socializing not only staves off feelings of loneliness, but also helps sharpen memory and cognitive skills, increases your sense of happiness and well-being, and may even help you live longer.”

As he explained, “I’m a very hands-on person, and don’t hesitate to sweep floors, move chairs, unclog toilets, and blow leaves in the parking lot. As the chef (who I consider our most important asset) told me, ‘You’re not like the others who just stayed in their office.’

That’s simply not how Graves operates. “My job is to build a team here. And partially because this isn’t my first rodeo, nothing fazes me. Sometimes it takes me longer, but I know I’ll get there eventually.”

redmondseniors.org

Continued on Next Page
Central Oregon Generosity

Soccer Academy, Valuing Family Environment & Fair Play, Grows to 400+ Participants

Successfully recruiting youth throughout Central Oregon—from Bend to Sunriver, La Pine, Gilchrist, Crescent, and Christmas Valley—the La Pine Soccer Academy (LPSA) is clear on its mission: bring challenging yet fun soccer to this area. “Above all,” said co-founder Matt Tarter, “LPSA values a family environment, highly encourages fair play, and expects all members to respect coaches, game officials, opponents, parents, and players.”

When established in 2020, LPSA attracted 173 participants—a number that has grown to 400+ and encompasses “all different skills sets and athletic abilities, as there are so many positions to fill,” Tarter noted. “We even had to turn away dozens of boys and girls last year due to lack of space to play, and have added a second field as a result.”

In addition to “giving these kids something to do,” in Tarter’s words, the collegial games help “develop players who are bold and imaginative on the field, strong and energetic during activities, and audacious and fearless when challenged.”

A single mom reinforced those words: “My son hated it entire first season. But as the season ended, he told me that ‘I’ve made a whole lot of new friends (including a best friend)! It shocked me,” she said, “as this was not his personality, which had been very unsocial. And he’s eager to sign up again.”

“We want to give these kids what they deserve and need,” added Tarter, a La Pine High School varsity soccer coach. “We don’t want them to be turned away due to lack of financial resources.”

In addition to field rental fees, La Pine Soccer Academy relies heavily on sponsors to help pay for referees, registration fees, equipment, water bottles, and uniforms. There is no minimum amount required—“we gladly accept any donation,” he said.

As a varsity coach himself (at La Pine High School), Tarter has a long-term agenda. “We pride ourselves that the kids gaining experience with LPSA will be able to make a seamless transition into high school soccer. We also hope to eventually turn LPSA into something bigger that will encompass other sports as well. We’re not just here for soccer, but for the community.”

The nonprofit held its first major fundraiser earlier this year, a daddy-daughter dance called “Ties and Tiaras” that attracted 300+ couples. “The community really came together to help us stage this event, which was wildly successful and hopefully will become an annual tradition,” Tarter said. “On the dance floor, couples ranged from fathers holding infants in their arms, to a dad escorting his mid-50s-age daughter. It was a magical night.”

lapinesoccer.com

Without Widespread Support, Community Kitchen ‘Would Not Be Able to Survive’

While the official population of La Pine is still well under 3,000—17 years after its incorporation in 2006—the number of people benefitting from locally based services such as the fire department and medical care facilities is estimated at about 25,000. This broad reach extends to those needing food assistance, which is where La Pine Community Kitchen has played an important role for more than two decades.

Located in a 1930s logging company dining facility that was moved to its current site in 2008, Community Kitchen has been managed for the past five years by Shari Dempsey—who, on the surface, looks like someone’s beloved grandmother, with a radiant smile and empathetic demeanor. But don’t kid yourself. When it comes to taking care of those who depend on the Kitchen’s largesse, she is emphatic and fiercely dedicated.

“I don’t care if the richest person in town comes to our door. If they need food, they’ll get it from us,” Dempsey said. “We never ask for money. Our mission is to make sure that people are fed and clothed.”

“In serving low/no income veterans, seniors, disabled individuals, and families in La Pine and the surrounding rural area, we have no qualifying restrictions,” she emphasized. “Which means that basically, anyone in need is welcome to access our services.”

A social worker and mental health professional, Dempsey has written two books, taught English as a second language in Uruguay and Peru, and worked for ten years helping to manage 29 indigenous tribes in Washington
State in areas such as child welfare and alcohol dependency, I am grateful for those jobs,“ she said in retrospect, “as they helped me to respect and love people, and support them in ways I couldn’t before."

To quantify, in the month of August alone, La Pine Community Kitchen distributed 30,504 pounds of food in 41-pound boxes containing meat, dairy, produce, bread, and non-perishable items) and served 1,638 hot meals. Contributors included NeighborImpact, with almost 50 percent of that total, as well as Whole Foods, Fred Meyers, Safeway, Winco, Walmart, and the local Grocery Outlet. “In 2022,” Dempsey summarized, “414,000 pounds of food went through our food bank.”

Dempsey estimated that “the number of people we serve has doubled from 2019 to 2023. In the past year, we’ve seen a lot of young families in need — even with both parents working — due to the area’s high cost of living, including rent. (According to Zillow, the median monthly rent in La Pine as of September 2023 is $1,800.) In addition to the increased need, she attributed the growing numbers of those served partly to “Community Kitchen becoming more well known, and having a greater capacity to pick up and store food. Those things have really made a difference.”

She explained that “70 percent of Community Kitchen’s funding comes from grants, and 30 percent from individual contributors, businesses and churches. The bottom line is that without the widespread support of our volunteers, grantors, individuals, and the community, we would not be able to survive.”

And although reticent to admit it, Dempsey herself is a pivotal factor in the nonprofit’s survival and success. “Everyone deserves to be fed, and treated with respect,” she said. “I’m just an old grandma who loves feeding people and taking care of them. And our people deserve the best.”

La Pine Community Kitchen has provided food assistance for more than two decades. | Photo courtesy of Andrea Hine

Central Oregon Generosity

Continued from page 23

Foremost among our current priorities is solidifying funding and our presence in the community — as well as strengthening and sustainably growing existing programs — to meet the needs of those we serve,“ said Daniel Hernandez, interim executive director of the Latino Community Association.

“Without exception, our programs align with the Latino Community Association’s core mission: ‘To empower our Latino families to thrive, creating opportunities for advancement, and building bridges that unite and strengthen us all!’ And we offer the programs at various levels to provide room for advancement, rather than a one-time opportunity, so participants can continue to thrive.”

Hernandez emphasized that the nonprofit, which was founded in the early 2000s, “realizes that needs and priorities change over time, and that we need to adapt accordingly. All our offices are busy.”

“One of the trends we’ve noticed among the Latino and immigrant families coming through our doors is displacement in the areas of housing and unemployment, especially in rural communities,” he noted. “This is true in terms of both access and culturally specific barriers. And while some cities provide more access through this process often remains.”

To clarify, “once qualified to enrollment in the Oregon Health Plan (OHP), our clients — some of whom have never seen a doctor, or only seen one in emergency situations — may need assistance in system and benefit navigation,” Hernandez said. “An example would be making appointments to tap into transportation options.”

The Latino Community Association is now searching for a permanent executive director (Hernandez is serving in an interim capacity) “who can lead this unique and special organization. It will take a dedicated leader, and the decision will only be made by incorporating all the input from our community-based staff (who are bilingual in Spanish and English) and the overall area we serve.”

Hernandez added: “Although our programs and services primarily serve Central Oregon’s Latino and immigrant populations, if any of them ‘speak to someone,’ we welcome them wholeheartedly. We don’t exclude anyone — and have folks of all races, genders, ages, and backgrounds. We seek to empower all the families of Central Oregon.”

lapinecommunitykitchen.org

sustainability awards
an environmental center event

AN EVENING TO HONOR CENTRAL OREGON’S GREEN LEADERS

THURSDAY NOVEMBER 2ND
5-7PM
HIGH DESERT MUSIC HALL
REDMOND

tickets on sale at envirocenter.org

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate

ANALYZE, PLAN, FUND, INNOVATE, IMPROVE, REPORT, DISSEminate
Bend Goodwill Gets Major Facelift

Refurbished Store adds Careers Center to Help Individuals Achieve Work Goals

by SIMON MATHER — CBN Feature Writer

end’s primary Goodwill store has undergone a major remodel that not only promotes bargain shopping but provides free educational opportunities to help individuals enter the workforce and live independently.

The retail store at 61315 S Highway 97 received a comprehensive facelift before its recent grand reopening — including new signage, flooring, lighting and exterior concrete sidewalks — but also saw the creation of a dedicated on-site “job solutions” center offering the chance to advance valuable skills.

Most consumers are familiar with Goodwill retail stores, but many may not be aware that this household brand’s underlying mission is to help people reach their potential through job training & development and other services that help them improve their personal circumstances.

Director of Vocational Services David Miller said, “The newly refreshed Goodwill store in Bend has more than bargain clothing, furniture and books; you can now also take classes designed to help achieve personal and professional goals. “We’ve always had our job connection offices, and now we are offering our career center additionally as a complementary match to be able to really prepare an individual for getting trained and finding employment in a fashion that’s best suited to them.”

Goodwill’s Job Connections program is open to the public with services including job search assistance, workshops, job leads, computer resources, job fairs and referrals to both Goodwill programs and community partners. Experienced Employment Specialists are available to provide encouragement, and work with each individual to help identify skills, experience and interests and obtain job leads in the community.

To reinforce that aim, the new Bend training and development base offers community classes in essential skills such as Microsoft Office, Google Workspace and computer basics, taught by certified instructor Haley McCormick.

Goodwill PR Manager Hayley Platt added, “Career advancement is a major goal of ours, and we have been in the Central Oregon community for over 20 years, including adding a Redmond location in 2013. “Our in-house Microsoft-certified instructor can help give people more confidence in developing hard and soft skills benefiting work prospects.

“Instruction includes critical thinking and problem-solving, and these new educational opportunities can help successfully prepare individuals for the workplace.”

Goodwill also offers assistance to help those looking to become U.S. citizens prepare to take the necessary tests. Bend's instructor is also certified to teach English as a Second Language (ESL) classes, including community outreach.

Founded in 1902, Goodwill Industries strives to enhance the dignity and quality of life of individuals and families by helping people reach their full potential through education, skills training and the power of work. The long-standing nonprofit is perhaps best known for its nationwide chain of thrift stores, selling pre-owned clothing, furniture, housewares, vintage pieces, sporting goods, computer components, electronics, books, toys, appliances and more.

The Bend store also carries seasonal items in new condition, including holiday décor, Halloween costumes (currently), candy and snack foods. Their donation and retail site is at 61315 S Highway 97 open Monday-Sunday. New merchandise is added daily.

In 2022 alone, Goodwill served over 2.1 million individuals worldwide and helped more than 128,998 people train for careers in industries such as banking, IT and health care, to name a few, and get the supportive services they needed to be successful, such as English language training, additional education and access to transportation and childcare.

meetgoodwill.org
Believing in a World that Ages Better, Together

by EMMA FRIED-CASSORLA

At the Council on Aging of Central Oregon, our mission is to connect older adults and their loved ones to information and services that support their changing needs and the desire to age at home. We provide food and nutrition options like Meals on Wheels and community dining, Medicare counseling and long term planning, family caregiver support, and social engagement programs, such as Caring Connections and Pet Pals. As aging experts, we ensure seniors can access the support, services, and resources they need across the tri-county.

In a 12-month period between 2021 and 2022, we delivered more than 90,000 Meals on Wheels, served 47,000+ senior lunches, answered more than 7,500 calls with information and referrals, provided 750 hours of Medicare counseling, funded close to 7,800 hours of home and personal care services, and provided 1,275 hours of paid respite support for caregivers. We also helped to facilitate more than 1,200 friendly phone calls between volunteers and isolated seniors, and delivered food, supplies, and veterinary care to beloved companions of 74 clients.

We couldn’t have done all of this without the support and dedication of our volunteers and donors. Their generosity helps us build a stronger senior community across all of Central Oregon. If you’d like to join our volunteer team, you’ll find a warm and welcoming environment where you can make a direct impact on the lives of your neighbors. Click ‘Get Involved’ on our website to learn more: councilaging.org.

Bend-Redmond Habitat for Humanity
First Annual Fall Celebration

by DARRION COTRONEO, Director of Development — Bend-Redmond Habitat for Humanity

Connect Central Oregon Receives $20,000 Grant from The Oregon Community Foundation

by BETSY WARRINER

Connect Central Oregon announced their award of a $20,000 grant from the Hollis Fund of Oregon Community Foundation to support promoting and connecting volunteers to opportunities to serve our regional communities. On October 16, in partnership with the Nonprofit Association of Oregon, Connect Central Oregon will be holding its First Annual Fall Celebration this year at Tetherow for an evening to connect, learn, and envision a brighter future for affordable homeownership in our community.

Please join us in celebrating our successful Humanity in Action Capital Campaign with a festive evening featuring live music, complimentary wine and beer, specialty cocktails, a local farm to Fork dinner, as well as inspiring stories from our Habitat Homeowners and a sneak peek into what is next for Habitat from our new CEO, Carly Colgan.

Two years ago, we made a promise that with enough community support, we would be able to ramp up our production to twenty homes per year. We are proud to say that we have kept that promise! The completion of these homes brings our total number of families served to 220. We have built all forty of our Capital Campaign homes with solar panels, making them either net-zero or half net-zero homes. More than 60 children have also moved into these homes; often experiencing stable, safe, and healthy housing for the first time.

bendredmondhabitat.org

Connect Central Oregon Receives $20,000 Grant from The Oregon Community Foundation

Connect Central Oregon will host their annual Volunteer and Board Fair at the Deschutes County Fair and Expo Center. At the fair, more than 40 local Central Oregon nonprofits will be sharing opportunities for volunteering or serving on their boards of directors. Attendees will have the opportunity to learn more about different volunteer and board opportunities, while meeting with representatives from organizations they are interested in getting involved with. The fair will also feature light refreshments and networking opportunities.

“We are excited to host this Volunteer and Board Fair as a way to connect people with our regional communities and opportunities to make a difference,” said Becca Phelps, community connector at Connect Central Oregon. “Volunteering and serving on a board of directors are great ways to give back, learn new skills, and meet new people. We hope this fair will help people find the right volunteer or board opportunity for them.”

The Volunteer and Board Fair is free and open to the public. No RSVP is necessary. For more information, including the latest information on participating organizations and opportunities, please visit connectcentraloregon.org or go directly to the Connect Central Oregon Volunteer Opportunities Database at: volunteer.connectcentraloregon.org.

Preceding the Volunteer and Board Fair, the Nonprofit Association of Oregon is hosting their all-day High Desert Conference, intended for nonprofit leaders, staff, volunteers, and individuals engaged in Central Oregon’s nonprofit sector. For full information or to register for the High Desert Conference, visit: nonprofitoregon.org/HDC2023.

About Connect Central Oregon:
Connect Central Oregon’s mission is to grow our community and its future leaders through volunteerism, mentoring, innovation, and partnerships.

For over 15 years, Volunteer Connect, Volunteer Central Oregon, and Connect Central Oregon have led hundreds of projects and programs, delivering thousands of hours of volunteer service, and have recently merged to serve as one organization led by experienced community leaders.

About Nonprofit Association of Oregon:
The Nonprofit Association of Oregon is the statewide nonprofit membership organization representing and supporting charitable nonprofits of all sizes, geographic locations and missions across Oregon.

NAO’s mission is to serve public benefit nonprofits by strengthening the collective voice, leadership, and capacity of nonprofits to enrich the lives of all Oregonians. NAO’s vision is that Oregon’s nonprofits are visible and valued as essential contributors to society. They are deeply invested in our core values: Collaboration, Equity and Inclusion, Excellence, Impact, Learning, Service and Stewardship.

About The Hollis Fund of The Oregon Community Foundation:
The Hollis Foundation is a supporting organization of The Oregon Community Foundation (OCF). The Foundation makes grants that further the mission of OCF, which is to improve lives for all Oregonians through the power of philanthropy. As a statewide community foundation they work alongside donors, stewarding their priorities into strategic giving to support diverse communities across Oregon, creating lasting, transformative change.

DATE: Monday, October 16, 2023
TIME: 6:45-9:30pm
LOCATION: Deschutes County Fair and Expo Center connectcentraloregon.org

For over 15 years, Volunteer Connect, Volunteer Central Oregon, and Connect Central Oregon have led hundreds of projects and programs, delivering thousands of hours of volunteer service, and have recently merged to serve as one organization led by experienced community leaders.

About Nonprofit Association of Oregon:
The Nonprofit Association of Oregon is the statewide nonprofit membership organization representing and supporting charitable nonprofits of all sizes, geographic locations and missions across Oregon.

NADO’s mission is to serve public benefit nonprofits by strengthening the collective voice, leadership, and capacity of nonprofits to enrich the lives of all Oregonians. NAO’s vision is that Oregon’s nonprofits are visible and valued as essential contributors to society. They are deeply invested in our core values: Collaboration, Equity and Inclusion, Excellence, Impact, Learning, Service and Stewardship.

About The Hollis Fund of The Oregon Community Foundation:
The Hollis Foundation is a supporting organization of The Oregon Community Foundation (OCF). The Foundation makes grants that further the mission of OCF, which is to improve lives for all Oregonians through the power of philanthropy. As a statewide community foundation they work alongside donors, stewarding their priorities into strategic giving to support diverse communities across Oregon, creating lasting, transformative change.

DATE: Monday, October 16, 2023
TIME: 6:45-9:30pm
LOCATION: Deschutes County Fair and Expo Center connectcentraloregon.org

To donate go to:
KPOV.org
Or call: 541-322-0863

KPOV
High Desert Community Radio

Fall 2023
FUNd DRIVE
Oct. 8th-14th

Thanksgiving Lunch | Photo Courtesy of Council on Aging of Central Oregon

TIME:
DATE:
LOCATION:
Partners In Care Receives $50,000

by MAUREEN DOOLEY, Marketing & Communications Manager, Veterans Outreach — Partners In Care

The Oregon Center for Nursing (OCN) recently granted $50,000 to Partners In Care to support development of a program aimed at increasing wellness for hospice and home health nurses.

The Care for the Caregivers program started at Partners In Care is a vital initiative aimed at increasing the well-being of hospice and home health nurses, reducing burnout, and ultimately improving patient outcomes. This system-level environmental intervention addresses the high levels of stress, burnout, and compassion fatigue experienced by nurses by offering a series of inclusive wellness workshops and a wellness stipend. These resources aim to enable nurses to prioritize self-care and increase their well-being activities to prevent the negative impact of stress on their mental and physical health.

“I am beyond excited and grateful that Partners In Care has been chosen to receive a grant from the Oregon Center for Nursing. We can’t wait to begin our project — Care for the Caregivers: A Holistic Approach to Wellness for Home Health and Hospice Nurses,” said Jodi Bigness, BSN, RN, CHPN, hospice nursing supervisor. “This is a great opportunity for our nurses to learn new ways to practice self-care while also bringing our teams together. I know that caring for ourselves first can only make us better at caring for others, but sometimes we all need to be reminded of that.”

The project’s implementation across 10,000 square miles of Central Oregon, including low-income and rural areas with limited healthcare providers, emphasizes the project’s critical nature. Measured and supportive work environment, the Care for the Caregivers project will improve nurse well-being, reduce burnout, improve patient outcomes, and support the holistic needs of employees.

“Partners In Care recognizes the crucial role that our nursing staff plays in providing quality care to patients and their families. We also recognize the significant challenges that nurses face in their profession, which can have a detrimental impact on their health and well-being,” said Greg Hagfors, CEO. “As an organization, we are committed to providing our nurses with the resources and support they need to prioritize their well-being, both now and in the future.”

This grant was part of a broader initiative by OCN aimed at fostering nurse well-being in long-term care settings. Partners In Care nurses work wherever patients call home, with many spending much of their time caring for patients in assisted living, memory care, and skilled nursing facilities throughout Central Oregon.

“The Oregon Center for Nursing is thrilled to support the holistic needs of employees,” said Jana Bitton, executive director of OCN. “With the Oregon workforce population facing high levels of stress, burnout, and compassion fatigue, this grant will help improve nurse well-being, and ultimately support the holistic needs of employees.”

The Oregon Center for Nursing (OCN) is a nonprofit workforce center working to advance the nursing profession across Oregon. The organization fulfills its mission of supporting “informed, well-prepared, diverse, and exceptional nursing professionals” through research, education, programming, and community partnerships. Established by nursing leaders in 2002, OCN is regulated by the Oregon state legislature as a leader and advisor for nursing workforce issues, including well-being, job satisfaction, and retention.

First Interstate Hosts Companywide Volunteer Day

On September 13, all employees at First Interstate Bank in Bend dedicated their afternoon to volunteering at various local nonprofit organizations. Here’s a brief overview of some of the organizations staff supported in Bend:

- Bivy: Volunteers unloaded and leveled gravel around the new arena entrance — to create a smoother transition for individuals who have assisted mobility devices such as wheelchairs — and assisted in grooming and bathing horses.
- Bend-Redmond Habitat for Humanity: Volunteers assisted in building a single-family home, adding interior finishes for two of 12 townhome units.
- Healing Reins Therapeutic Riding Center: Volunteers unloaded and leveled children posters to local gas stations and convenience stores.
- Bend-Redmond Habitat for Humanity: Volunteers assisted in building a single-family home, adding interior finishes for two of 12 townhome units.
- Healing Reins Therapeutic Riding Center: Volunteers unloaded and leveled children posters to local gas stations and convenience stores.
- Bend-Redmond Habitat for Humanity: Volunteers assisted in building a single-family home, adding interior finishes for two of 12 townhome units.

For a full list of the 12 service projects in Bend, their locations and descriptions, visit First Interstate’s Volunteer Day microsite at firstinterstatebank.com/company/commitment/volunteer-info.php.

Bend-Redmond Habitat for Humanity® Celebrate

First Interstate Bank

Get Your Tickets for the Nov. 2nd HUMANITY in Action Fall Celebration!

Scan for event info!
“Purple Party” Fundraising & Awareness Event for Saving Grace at Somewhere That’s Green

by DAVID HOOVER, Marketing & Community Engagement Coordinator — Saving Grace

ark your calendars for an unforgettable evening of art, entertainment, and fundraising! The annual “Purple Party” takes center stage on October 6th at Somewhere That’s Green. This vibrant event is dedicated to raising funds for local nonprofit organization, Saving Grace, while providing attendees with an artistic, community-based, and lively entertainment experience. Saving Grace is putting on the event to raise awareness during Domestic Violence Awareness Month, hence the color theme, purple. Saving Grace offers safety, hope, and healing to survivors of intimate partner violence, sexual assault, and stalking and engages Central Oregon to build a life free from violence. Survivors have access to our 24-hour helpline, free and confidential counseling services, legal and court advocacy, shelter, safety planning, and more.

The Purple Party promises an array of enchanting experiences for guests to enjoy throughout the evening. As attendees step into a world bathed in purple, they’ll be greeted by a variety of art vendors, savory bites to sweet treats from local businesses and for those seeking to quench their thirst, a specialty purple cocktail menu and appetizers created by Chef Nate Montgomery. Drinks and fine wines will be available, ensuring that everyone finds a drink suited for them.

The beats will be pumping all night long thanks to Dustin Riley who will set the stage on October 6th at Somewhere That’s Green. This vibrant event is ready to leave the audience in stitches. Guests can look forward to a heartwarming and lively entertainment line-up, crafted exclusively for the event. In addition, a selection of craft beer and a specialty purple cocktail awaits, crafted exclusively for the event. In addition, a selection of craft beer and a specialty purple cocktail menu and appetizers created by Chef Nate Montgomery. Drinks and fine wines will be available, ensuring that everyone finds a drink suited for them.

The Purple Party is not only have a night to remember but will also contribute to the lives of survivors of domestic violence. All proceeds from the Purple Party will go directly to support Saving Grace. By attending the event, guests are not only treating themselves to a night of fun but also making a positive impact in the lives of survivors of intimate partner violence, sexual assault, and stalking.

The mission of Saving Grace is to create and support mentoring relationships created by Big Brothers Big Sisters of Central Oregon. For their invaluable partnership as the presenting sponsor of our Comedy For Kids’ Sake event, says Jenn Davis, Program Director of Big Brothers Big Sisters of Central Oregon, promises to be a memorable occasion for a remarkable cause. As Asato says, “Each person we work with has experienced a hardship or trauma. It is our honor to help create safe, comforting spaces where they can heal and be renewed.”

Furnish Hope & Home extends that welcoming ethos to their downtown Bend headquarters. Furnish Hope & Home opened its doors with the goal of giving a sustainable revenue source to support Furnish Hope’s mission to transform empty houses into furnished homes for local residents in need. Since September of 2022, the store’s footprint has totaled nearly 583,000, which equates to 20 percent of the homes Furnish Hope has projected to service this year. Furnish Hope & Home Co-Founder Deborah Asato explains that the concept for the retail space was relatively simple. “Our goal was to select beautiful donated items to be resold in a storefront that was artistically designed and furnished. The profits would provide an additional revenue stream to support Furnish Hope’s operations and give us an opportunity to invite the broader community to learn about our story. To say we have been blown away by the support and response would be a huge understatement.”

Founded in 2018, Furnish Hope partners with more than 60 community service organizations to provide donated new and used furnishings and household essentials to victims of natural disasters, those fleeing domestic violence, people experiencing houselessness, and other community members in need. Since inception, over 1,400 homes have been furnished for individuals and families from LaPine to Warm Springs. A donation center on 9th Street in Bend serves as the heartbeat of Furnish Hope, where client wish lists are reviewed and fulfilled. Donated items are then loaded onto a fleet of delivery trucks and moved into waiting homes by a team of volunteers. As Asato says, “Each person we work with has experienced a hardship or trauma. It is our honor to help create safe, comforting spaces where they can heal and be renewed.”

Furnish Hope & Home extends that welcoming ethos to the entire community, offering a shopping experience with attentive staff on hand to answer questions and make design suggestions. The store flourished under the leadership of Tammy Gaoza. Along with a team of volunteers who have contributed more than 2,200 hours of their time, the store has surpassed all projected benchmarks for its first year of operation. In addition to shopping for themselves, customers can purchase and donate Hope Loaded gift cards. These cards are presented by staff to Furnish Hope recipients so they can personally choose the finishing touches that make their homes truly “home.”

Big Brothers Big Sisters of Central Oregon Hosts 26th Annual Comedy For Kids’ Sake Fundraising Event

by JENN DAVIS — Big Brothers Big Sisters of Central Oregon

ig Brothers Big Sisters of Central Oregon (BBBSOC) is excited to announce its much anticipated 26th Annual Comedy For Kids’ Sake set to take place on Saturday, October 7 at the Tower Theatre. This exciting and laughter-filled evening, made possible by the generous support of presenting sponsor Transworld Business Advisors of Oregon Central, promises to be a memorable occasion for a remarkable cause.

Comedy For Kids’ Sake is set to be an unforgettable night of laughter, entertainment, and community spirit, with a lineup of two top-notch comedians ready to leave the audience in stitches. Guests can look forward to a heartwarming evening, celebrating the power of mentorship and the positive impact it has on the lives of young people.

The fundraising event will not only feature an outstanding comedy show, but it will also include a live and silent auction, providing attendees with an opportunity to bid on a diverse selection of exclusive trips, items and experiences. From once-in-a-lifetime getaways to local services and photography, there will be something for everyone to bid on and enjoy.

“We are immensely grateful to Transworld Business Advisors of Oregon Central for their invaluable partnership as the presenting sponsor of our Comedy For Kids’ Sake event,” said Jenn Davis, Program Director of Big Brothers Big Sisters of Central Oregon. Their dedication to empowering and uplifting the youth in our community is truly commendable and together, we will make a difference in the lives of the children we serve.”

By attending Comedy For Kids’ Sake and participating in the auction, guests will not only have a night to remember but will also contribute to the life changing mentoring relationships created by Big Brothers Big Sisters of Central Oregon. Every dollar raised will directly support the organization’s mission of providing mentorship to young people facing adversity.

Tickets for the event are now available at bbbsoc.org/events, and sponsorship opportunities remain open for businesses and individuals looking to make a meaningful impact on the lives of local youth. This is a 21 and older event. A limited number of VIP tickets are available. The VIP Happy Hour will be hosted by Jdb. The Happy Hour is a pre-event to celebrate with friends and colleagues and time for BBBSOC to celebrate all of our sponsors, and VIP guests! This event will feature wine from Stoller Family Estates, Beer from Kobold Brewing, specialty cocktail menu and appetizers created by Chef Nate Montgomery. Drinks and appetizers are provided at this event.

About Big Brothers Big Sisters of Central Oregon:

A program of J Bar J Youth Services was founded in Central Oregon in 1994. The mission of Big Brothers Big Sisters of Central Oregon is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. BBBSOC serves over 200 youth annually and continues to grow programming. We are committed to serving at-risk youth and youth facing adversity with mentors in our community.

About Transworld Business Advisors of Oregon Central:

Transworld Business Advisors of Oregon Central is a leading business brokerage and franchise consulting firm dedicated to helping entrepreneurs buy and sell businesses successfully. Their team of expert advisors provides comprehensive support and guidance to individuals and businesses, fostering economic growth and prosperity within the community.

Event Details:

Date: Saturday, October 7, 2023
Location: Tower Theatre
Time: Doors Open at 6pm, Event Starts at 7pm
VIP Happy Hour: Begins at 5pm at Jdb on Bond St.
General Admission Tickets: $50
VIP Tickets: $110

bbbsoc.org • 541-312-6047
Central Oregon faces one of the highest rates of youth experiencing homelessness in the country. In response, our community has joined forces, raising our collective voice to a national level in the fight against youth homelessness. J Bar J Youth Services is a leader in this response, with Eliza Wilson at the center as their director of services for Runaway and Homeless Youth while also serving as director of the Homeless Leadership Coalition (HLC).

The Homeless Leadership Coalition is a collaborative effort that brings together community partners from Crook, Deschutes, and Jefferson counties, along with the Confederated Tribes of Warm Springs. It serves as the region’s Continuum of Care (CoC), a concept that encompasses a broad range of services and infrastructure aimed at addressing the diverse needs of individuals experiencing homelessness. This continuum includes street outreach, temporary shelter, transitional housing, and permanent supportive housing. The CoC model promotes a collective impact approach to tackling homelessness.

Margaret Salazar, the northwest regional administrator for the U.S. Department of Housing and Urban Development (HUD), commends Central Oregon for its active participation in national conversations about homelessness. She notes, “Central Oregon has been punching above its weight in national conversations surrounding homelessness measures.” Salazar praises local elected officials and practitioners for advocating strongly and conveying the region’s unique challenges to the broader discourse.

In her capacity as HLC Director, Wilson, along with Dierdre Kasberger, J Bar J’s COO, played a pivotal role in securing a substantial $953,950 HUD grant to combat youth homelessness in Central Oregon. Research underscores that addressing youth homelessness is a critical strategy for preventing adult homelessness, making this grant particularly significant.

Within the CoC framework, J Bar J’s Youth Advisory Council plays a vital role, especially in addressing youth homelessness. Comprising youth currently residing in Grandma’s House or Cascade Youth & Family Center’s LOFT — two shelters for unaccompanied youth operated by J Bar J Youth Services — and former residents who have transitioned to stable housing, the council actively participates in HLC community meetings. They identify system gaps, review policies and procedures, and contribute to the planning process for youth-focused programs. The council benefits from the guidance and support of adult staff to ensure their recommendations align with best practices.

One of the council members, Adriana Guerrero, shared her personal journey and why she participates in the Youth Advisory Council. She said, “When I found out I was pregnant, I was excited but nervous. I told myself I wanted my kids to have a way better life than I did. For that reason, I moved to Oregon to start a new chapter with my partner. We got lucky to be together at Grandma’s House. We knew right away this was definitely different from what we were used to.” Guerrero emphasized the warm and welcoming environment at Grandma’s House, a stark contrast to her previous experiences.

Guerrero’s involvement in the Youth Advisory Council has transformed her perspective. She now has a plethora of ideas for improving the community and enhancing opportunities for youth. She envisions more family shelters available to young adults and is determined to drive positive change. She shared a quote by Oprah Winfrey: “Step out of the history that is holding you back. Step into the new story you are willing to create.” Guerrero explained that this quote represents her family’s commitment to change and starting a new chapter for their son.

J Bar J’s support for the HLC and the Youth Advisory Council extends beyond words. Wilson dedicates countless hours to HLC initiatives in the course of her workdays. Moreover, the youth on the advisory council are compensated for their valuable time and contributions.

In the fight against youth homelessness, Central Oregon has shown its determination and resilience, with J Bar J Youth Services and the Homeless Leadership Coalition at the forefront of this movement. Together, they are working tirelessly to create a brighter future for the region’s youth and transform the narrative surrounding homelessness.

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

PHOTO | COURTESY OF J BAR J YOUTH SERVICES

CAN YOU RESIST THIS FACE?

Humane Society of Central Oregon
To Volunteer or donate call 541.382.3537
www.hsco.org

LEARN MORE

“Keeping kids safe, parents successful, and building communities of hope.”

Serving Bend, Redmond, La Pine, Madras, Warm Springs & Prineville.
Follow us on social for updates & events...

Get Tickets!

benddesign.org

October 26 - 27, 2023
Two day gathering for speakers, films, creativity & conversation for designers, changemakers and the curious.
### Accounting Firms (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>Website/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>CPAs</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ashford &amp; Associates, LLP 1143 NW Fourth St. Bend, OR 97703</td>
<td>541-382-1021, 541-382-7275</td>
<td></td>
<td><a href="http://www.ashfordcpas.com">www.ashfordcpas.com</a> <a href="mailto:larsen@ashfordcpas.com">larsen@ashfordcpas.com</a></td>
<td>Katie Ashford</td>
<td>5</td>
<td>1977</td>
<td>4</td>
<td>Business consulting, estate &amp; trust preparation, entities &amp; individual income tax preparation in the areas of construction, real estate, professional services, medical, agriculture, manufacturing &amp; retail.</td>
</tr>
<tr>
<td>Callan Accounting CPAs &amp; Advisors, LLC 805 SW Ynez Dr., Ste 101 Bend, OR 97702</td>
<td>541-386-3838, 541-386-3270</td>
<td></td>
<td>callanpc.com <a href="mailto:john@callanpc.com">john@callanpc.com</a></td>
<td>John Callan</td>
<td>18</td>
<td>1987</td>
<td>7</td>
<td>Full scope of tax preparation &amp; business accounting.</td>
</tr>
<tr>
<td>Capstone Certified Public Accountants, LLC 205 SE Portland St. PO Box 8829 Tolon, OR 97799</td>
<td>541-549-1287, 541-549-4463</td>
<td></td>
<td><a href="http://www.capstonecpas.com">www.capstonecpas.com</a> <a href="mailto:info@capstonecpas.com">info@capstonecpas.com</a></td>
<td>Lance Brunet</td>
<td>9</td>
<td>2004</td>
<td>3</td>
<td>Services tax, audit, business start up, financial planning, small business consulting &amp; planning.</td>
</tr>
<tr>
<td>Capstone Certified Public Accountants, LLC 100 NW York Dr. Bend, OR 97703</td>
<td>541-382-5009, 541-388-1056</td>
<td></td>
<td><a href="http://www.capstonecpas.com">www.capstonecpas.com</a> <a href="mailto:info@capstonecpas.com">info@capstonecpas.com</a></td>
<td>Lance Brunet</td>
<td>20</td>
<td>2004</td>
<td>4</td>
<td>Services tax, audit, business start up, financial planning, small business consulting &amp; planning.</td>
</tr>
<tr>
<td>Capstone Certified Public Accountants, LLC 715 SW North St. Redmond, OR 97756</td>
<td>541-548-5069, 541-548-3580</td>
<td></td>
<td><a href="http://www.capstonecpas.com">www.capstonecpas.com</a> <a href="mailto:info@capstonecpas.com">info@capstonecpas.com</a></td>
<td>Lance Brunet</td>
<td>7</td>
<td>2017</td>
<td>5</td>
<td>Services tax, audit, business start up, financial planning, small business consulting &amp; planning.</td>
</tr>
<tr>
<td>Gentile Financial LLC 500 SW Industrial Way, Ste. 100</td>
<td>541-389-7090, 541-389-6620</td>
<td></td>
<td><a href="http://www.gentilefinancial.com">www.gentilefinancial.com</a> <a href="mailto:mandy@gentilefinancial.com">mandy@gentilefinancial.com</a></td>
<td>Mandy Larson, Todd M. Groves</td>
<td>2</td>
<td>1988</td>
<td>2</td>
<td>Tax preparation, estate &amp; gift taxation, real estate &amp; 1031 exchanges, retirement planning, Quickbooks support, business acquisitions planning &amp; compilations services.</td>
</tr>
<tr>
<td>Hogue Accounting, CPAs, LLC 225 NW Siskiyou St. Bend, OR 97703</td>
<td>541-382-8254, 541-386-6084</td>
<td></td>
<td><a href="http://www.hogueaccountancy.com">www.hogueaccountancy.com</a> <a href="mailto:carrie@hogueaccountancy.com">carrie@hogueaccountancy.com</a></td>
<td>Gena Hogue</td>
<td>4</td>
<td>1998</td>
<td>1</td>
<td>Tax returns, financial statements, bookkeeping &amp; accounting for individual.</td>
</tr>
<tr>
<td>Jones &amp; Roth CPAs &amp; Business Advisors 901 SW Columbia St., Ste. 201</td>
<td>541-382-5500, 541-382-5008</td>
<td></td>
<td><a href="http://www.jrccpa.com">www.jrccpa.com</a> <a href="mailto:info@jrcpa.com">info@jrcpa.com</a></td>
<td>Evan Dickens, Brian Norman</td>
<td>13</td>
<td>1994</td>
<td>5</td>
<td>Tax, audit, assurance, advisory, business transition &amp; restructuring plans for companies of all sizes. Specialized industry practices in construction &amp; real estate, dental, medical &amp; nonprofit organizations. Business plan audit &amp; applications.</td>
</tr>
<tr>
<td>Oregon’s Premier CPA &amp; Advisory Firm Serving private clients, businesses, and nonprofit organizations for over 75 years <a href="http://www.jrcpa.com">www.jrcpa.com</a></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Four Top Risks of a Remote Workforce

by TREVOR E. CAMPBELL, CPA, CFE, Partner — Kernutt Stokes

The rise of remote work has been a transformative shift in the business landscape accelerated by technological advancements and the global events of the past few years. While remote work offers numerous benefits for both businesses and employees, including increased flexibility and access to a broader talent pool, it also brings about a unique set of business risks and challenges. Almost nowhere in the country is this more applicable than Central Oregon, where state economic data estimates that nearly one in four workers are now remote. As companies continue to adapt to remote and work-from-home arrangements, they must be aware of the potential pitfalls. Here are four top risks related to a remote workforce and some strategies to help mitigate them.

1. Cybersecurity Vulnerabilities

One of the most significant risks associated with a remote workforce is the heightened vulnerability to cybersecurity threats. Remote employees often access company systems from various locations, using different devices and networks. This diversity creates opportunities for cybercriminals to exploit security weaknesses. To address these risks companies must invest in robust cybersecurity measures. These include using multi-factor authentication, firewalls, encrypting sensitive data, regularly updating security protocols, and employee training and awareness programs, all of which are crucial in reducing the likelihood of successful cyber-attacks.

2. Productivity, Time Theft, and Double Employment

While remote work can enhance productivity, it can also create opportunities for time theft or a decline in work performance. Without direct supervision, some employees may struggle to maintain their productivity levels by either getting distracted by household responsibilities or by using their time to work on alternative jobs and projects. Employees taking unrecorded or extended breaks, sitting idle, or exaggerating work hours are common in remote work environments. Some businesses have even encountered employees working jobs for multiple companies simultaneously. Not only are these situations damaging to the employee’s productivity, they also create significant risks in confidentiality breaches and legal conflicts of interest.

There are a lot of strategies that can help address these issues including:

- Encourage open and frequent communication between supervisors and employees. Set clear expectations and regularly review the work of remote employees. If there is evidence of a decline in productivity or quality of work, investigate the possibility of double employment.
- Use performance metrics and design employment contracts and pay structures to focus on output rather than hours worked.
- Implement and enforce clear conflict of interest policies that outline what employees can and cannot do while working for the organization.

3. Compliance Challenges with Workers in Different Locations

Having a remote workforce can lead to complex compliance issues, especially when employees are working in a variety of different states or countries. Tax regulations, labor laws, and employment contracts may vary significantly. Tax nexus could be triggered in some scenarios that can add additional financial cost to the company.

Business owners should consult with tax and legal experts to ensure compliance with relevant laws and regulations in all locations where employees are based, and to ensure the financial feasibility of remote work decisions. Companies should try to leverage technology to streamline compliance reporting and payroll processes to reduce administrative burden and opportunities for mistakes.

4. Mental Health and Well-being

Remote work can take a toll on employees' mental health and well-being. Feelings of isolation, burnout, and stress may become more prevalent, impacting productivity and job satisfaction. Collaboration can be more difficult at times as miscommunication and a lack of face-to-face interaction can hinder teamwork and innovation.

Make sure your business is prioritizing employee well-being by offering access to mental health resources. Create a supportive company culture that emphasizes social interaction, even if in a virtual setting. Invest in tools, such as video conferencing, project management platforms, chat applications, and access to co-working spaces to increase interaction and methods of collaboration.

Conclusion

The benefits of a remote workforce are undeniable, but so are the associated risks. If your company would like to consider implementing a remote work strategy or would like to maximize the remote work strategy you already have in place, reach out to your business and tax advisors to start a discussion and begin designing the necessary strategies and policies you need to have in place. By addressing cybersecurity concerns, being cognizant of the myriad of potential compliance issues, and fostering a productive and connected remote workforce, you may be able to reap the rewards of a flexible and agile workforce in this evolving business landscape.
Everyone at any working age should at least speak to a financial advisor and begin to build a plan for their future to both assure their retirement, and that they and their loved ones can navigate any future tragedy that has severe financial impacts.

Understanding Your Needs

The first step to finding an expert is identifying your needs. Part of this is about recognizing your financial strengths and weaknesses and beginning to address some of those weaknesses. For instance, it really helps to understand basic accounting because, without that skill, understanding reports and advice will be far more difficult and the likelihood you’ll make a bad decision far more certain.

You need to be able to create and stick to a budget. If you can’t, you’ll waste your money on a financial advisor who will likely try to put you on a budget. You’ll need to understand your tolerance for risk. For instance, early in your career you can typically tolerate a lot of risk up until you have a family to support. As you age and are looking at retirement, your tolerance for risk will drop off a cliff.

You need to have a clear set of strategic goals, including what you will be doing when you retire. If you can’t sit in the backyard, enjoy reading and live a simple life, your needs will be far less than if you want to travel the world or develop an expensive hobby. Same with shorter term goals, like buying a house or expensive vehicles. You’ll have to consider which is more important: an expensive car or a house or expensive vehicles. You’ll have to consider whether your demographic was part of that set. This is largely to sell you something. They aren’t as focused on your needs but have a history of behaving differently the reason retired people generally prefer some other problem that will impact whether they are using the increasing capabilities of AI to determine the model that will most accurately predict what you need.

In either case, you want to do a background check to make sure they don’t have a criminal complaint or some other problem that will impact whether they deserve your trust. Recognize there are scammers out there. If the planner is promising a return that seems too good to be true, it likely is. The time you take to assure the advisor you have is not only focused on your needs but has a history of behaving ethically is well spent. And clearly, any financial advisor who appears in financial distress themselves should be avoided.

One growing variant is the class of robo-advisors that are using the increasing capabilities of AI to predict what retirement you can fully fund. With AI, it really depends on the quality of the training set and the outcome that you planned. As your needs change, you’ll need to modify your investment until it is way too late to change their strategies. Where people often get in trouble is that they invest planning is critical to assuring your financial future. In choosing an advisor or service, make sure they provide wealth & tax strategies for business owners by being part of the Wealthability Network. They can help you make those additional choices than if you are more comfortable making a large purchase. You may still do it, but at least you’ll do so with your eyes open and are less likely to regret that decision true is.

Good luck out there, and remember, any investment that looks too good to be true is.

Endeavor Group
The Synergy of Collaboration — CPA, Financial Advisor & Estate Attorney

Capstone CPAS Takes It to the Next Level

by LANCE BRANT, Managing Partner — Capstone Certified Public Accountants, LLC

In the complex world of financial planning and estate management, the collaboration of professionals with distinct expertise can yield unparalleled benefits. When a Certified Public Accountant (CPA), a Financial Advisor, and an Estate Attorney work together seamlessly, clients stand to gain in numerous ways. This article explores the advantages when this trio of professionals create an alliance with a common goal to enhance financial security and peace of mind for their clients.

1. Comprehensive Financial Planning:
The synergy between a CPA, Financial Advisor, and Estate Attorney creates a comprehensive financial planning team that addresses various aspects of a client’s financial life. CPAs offer expertise in taxation and accounting, ensuring clients maximize deductions and minimize tax liabilities. Financial Advisors bring investment strategies and wealth management insights, while Estate Attorneys focus on estate planning and asset protection. The result is a holistic approach that optimizes financial well-being.

2. Tax Efficiency:
Taxes play a significant role in financial planning, and the collaboration of these professionals can lead to substantial tax savings. CPAs can identify tax-efficient investment strategies, while Estate Attorneys can help clients structure their estate plans to minimize estate taxes. Financial Advisors, in turn, can align investment choices with tax strategies, making the most of available deductions and credits.

3. Asset Protection:
Protecting assets from unforeseen events or legal challenges is a critical aspect of financial planning. Estate Attorneys can establish trusts and legal structures that shield assets, while Financial Advisors can help select investments that balance risk and reward. The combined efforts of these professionals ensure that clients’ wealth is safeguarded for themselves and their heirs.

4. Estate Planning and Succession:
Estate planning can be a complicated process, involving wills, trusts, and the transfer of assets to heirs. Estate Attorneys specialize in navigating the legal intricacies of estate planning, ensuring that clients’ wishes are carried out smoothly. Working alongside a CPA and Financial Advisor, they can create a cohesive plan that addresses tax implications, asset distribution, and the financial needs of beneficiaries.

5. Peace of Mind and Long-Term Success:
The collaboration of a CPA, Financial Advisor, and Estate Attorney provides clients with peace of mind knowing that their financial affairs are in capable hands. This teamwork fosters long-term financial success by ensuring that all aspects of a client’s financial life are aligned and optimized. With this support, clients can focus on their life goals and aspirations, confident in the knowledge that their financial future is well-managed.

The combined expertise of a CPA, Financial Advisor, and Estate Attorney working together can bring unparalleled benefits to individuals and families seeking to secure their financial future. Their collaborative efforts result in comprehensive financial planning, tax efficiency, asset protection, seamless estate planning, and, most importantly, peace of mind. For anyone looking to achieve financial success while safeguarding their legacy, this synergy of professionals is a wise choice.

capstonecpas.com

Free E-Headlines Sent Directly to Your Email
541-388-5665 • CBN@CascadeBusNews.com

Our Coordinated Financial Care services model:
Evolving from traditional fragmentation to coordinated financial care

AGP Wealth Advisors, a private wealth advisory practice of Ameriprise Financial Services, LLC
Ameriprise Financial is not affiliated with Capstone CPA or eLegacy. Capstone CPA or eLegacy is not endorsed by or affiliated with Ameriprise Financial. We are not under the supervision of Ameriprise Financial and are not a broker-dealer or investment advisory firm. Financial planning services including wealth management strategies and protection planning are being made available to our valued clients through a formal referral relationship with Ameriprise Financial. For more information on Ameriprise Financial, visit ameripriseservices.com/randal-a-linde Ameriprise Financial Inc. and its affiliates do not provide tax or legal advice. Consumers should consult with their tax advisor or attorney regarding their specific situation. Ameriprise Financial cannot guarantee future financial results. Investment products are not insured by the FDIC, NCUA or any federal agency, are not deposits or obligations of, or guaranteed by any financial institution, and involve investment risks including possible loss of principal and fluctuation in value.
Investment advisory products and services are made available through Ameriprise Financial Services, LLC, a registered investment adviser. The Compass is a trademark of Ameriprise Financial Inc. Ameriprise Financial Services, LLC. Member FINRA and SIPC. © 2023 Ameriprise Financial, Inc. All rights reserved.
The 6% Advantage
Navigating the 6 Critical Risks When Selling Your Company

by DAVID ROSELL — Rosell Wealth Management

J ust as we prepare for the impending winter by setting our clocks back, chopping firewood, winterizing irrigation systems, changing to winter tires, and securing our Mt. Bachelor ski passes, planning for the future sale of your company well in advance shares a common thread of foresight and preparedness.

Selling a business is often one of the most significant financial transactions in an entrepreneur’s life. However, it’s astonishing to note that only 6% of business owners plan for the sale of their company more than two years in advance.

For most, it becomes a fire sale with little planning, resulting in a substantial financial hit, including paying Uncle Sam much more than necessary. In this article, we will delve into the concept of the 6% Advantage and explore the six critical risks that every business owner generally should be aware of and be prepared to address.

The 6% Advantage highlights the small fraction of business owners who take proactive steps to plan their business exit strategy well in advance. These individuals maximize their returns, minimize tax liabilities, and ensure a smoother transition into retirement or their next venture. For the remaining 94%, more planning should be considered to avoid unnecessary financial losses and increased stress during the sale process.

Navigating the 6 Critical Risks

1. Timing: Timing is crucial when selling your company, particularly in the pre-Letter of Intent (LOI) phase. This period presents a unique window of opportunity to implement strategic actions that can significantly impact the outcome of the sale. Discounting is one of numerous strategies that must be done in the very early stages. Obtaining a discount on a business valuation due to making a portion of the shares non-voting shares can be a savvy tax-saving strategy, often referred to as the “lack of control” or “minority interest” discount, recognizes that non-voting shares typically carry fewer rights and less influence over corporate decisions than voting shares.

As a result, potential buyers and appraisers perceive these non-voting shares as less valuable. The tax-saving advantage arises because the IRS and tax authorities generally allow discounts for shares with limited voting rights and exposure to potential lawsuits. An example would be having 7 rental properties under their own LLC versus having 7 rental properties under their own LLC.

5. Investment Planning: Many business owners initially focus on investing their sale proceeds but must pay more attention to the abovementioned risks. In this article, I suggest focusing on the essential process of creating a comprehensive investment plan. Effective investment planning should align with your financial goals, risk tolerance, and time horizon, ensuring your wealth continues to grow post-sale.

6. Purpose in Retirement: Lastly, having a clear sense of purpose in retirement is often underestimated. People often know what they’re retiring from but often need more clarity of what they are retiring into. Your spouse or partner often did not sign up for you avoiding hard-earned wealth to unforeseen liabilities. Implementing asset protection strategies will help avoid this scenario, ensuring your assets are protected from potential lawsuits.

How to Increase the Value & Marketability of Your Business

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.

City National Rochdale

Michael Sipe, President
CrossPointe, Inc.

541-390-8610 | Mike@CrossPointeCapital.com | www.CrossPointeCapital.com/business-growth.html
Unpacking the Psychology of Loss Aversion

by STU MALAKOFF, CFP®, CDFA, CPFA, CRPC, President — Bend Wealth Advisors

How much do you monitor your investment accounts? For some investors, setting up auto contributions and meeting with their advisor annually is just fine. But for others, regularly checking account balances is routine (especially after a concerning financial headline). There’s no correct method. But what does matter, is how we react to the account fluctuations.

It’s natural to avoid loss, but sitting on the sidelines out of fear might lead to missed financial goals.

As the name implies, loss aversion is our instinct to not just prefer a gain over a loss but to prioritize avoiding losses over almost anything. It might sound wise to try avoiding losses but taking it too far could keep you from realizing your financial goals.

Loss aversion is a cognitive bias that studies have proven over and over again. But that fear, when applied to buying and selling investments or strategizing for long-term financial goals, can hold you back. The unwillingness to part with something for less than you paid for it can keep you clinging to declining investments for long-term financial goals, can hold you back. The unwillingness to part with something for less than you paid for it can keep you clinging to declining investments, even selling a “winning” stock to avoid selling another at a loss. It could also make you hesitant to tackle more emotional planning challenges like continuity planning for a family business.

Here are some steps for overcoming the fear of letting go.

• Reexamine your holdings — from investments to real estate to inherited items — with fresh eyes. If you were starting from scratch, which investments would you still want to have? Which investments could you part with?

• Give careful thought to what your true long-term risk tolerance is, and stress test your portfolio. This can give you the confidence to stick to the plan even when conditions or your circumstances get more volatile.

• Look past loss. Instead of dwelling, focus on how moving forward can help make progress toward your goals.

• Study long-term market data: If an investment has lost value, consider the root cause. Is this a case of periodic market volatility, which has historically led to consistent upward momentum over the long run? Or is a particular security no longer an appropriate fit for your financial plan?

• Rely on outside help. Seek out the perspectives of people whose beliefs differ from your own and professionals with specialized expertise. In the case of your financial future, it helps to work with an objective third party — like an experienced advisor — who can offer perspective in addition to wealth planning and investment support.

• Make lemonade out of the lemons: Taking a loss in a taxable (i.e. non-retirement) account may help to lower your taxable income or net capital gains for that calendar year, and potentially future years as well.

While it’s natural and often prudent to try to avoid loss, letting that fear loom too large over your financial decisions could actually lead to the very thing you’re afraid of. That’s why counteracting loss aversion by cultivating a healthy relationship with risk could be the key to gaining in the long term.

Next steps:

If you think your loss aversion is affecting your financial goals, consider these suggested next steps. First, set long-term financial goals that will encourage you to see the bigger picture if you are facing short-term losses. Then, speak with a financial team about the moves you’re thinking about making before taking any immediate action.

Looking for answers to similar financial questions? Send me an email about what’s on your mind and I’ll do my best to share some insight in a future column. And if you’re looking for a team to help you make financial decisions or just get some clarity on where you’re going next — let’s talk.

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. Any opinions are those of Stuart Malakoff and not necessarily those of RJFS or Raymond James. Any information is not a complete summary or statement of all available data necessary for making an investment decision and does not constitute a recommendation. Investing involves risk and you may incur a profit or loss regardless of strategy selected. You should discuss any tax or legal matters with the appropriate professional.

bendwealth.com • 541-306-4324
523 NW Colorado Ave, Ste. 100, Bend
stu@bendwealth.com
OnPoint Community Credit Union has hired banking and commercial strategy expert Bob Harding as senior vice president and chief commercial officer. He joins the executive team of Oregon's largest credit union with more than 52,000 members and $8.7 billion in assets.

As chief commercial officer, Harding leads OnPoint's commercial lending team, advancing growth in the commercial market while deepening banking relationships with businesses across the region. Harding previously served as regional managing director for First Republic Bank and has held senior leadership positions at Pacific West Bank, Columbia Bank and Pacific Continental Bank.

Harding's 20 plus years of experience include private and nonprofit banking, residential and multi-family lending, investment management and financial planning. Harding will guide OnPoint's strategy in his new role, driving sales, marketing and product development through relationship-based leadership.

Harding serves as board chair for the Children's Institute. He is passionate about early childhood educational programs that ensure all children have equal opportunity and access to programs that support emotional well-being. He is also a board member of Educational Opportunities for Children and Families (EOCF).

Harding received his bachelor's degree in business administration from George Fox University and his master's degree in business administration from George Fox University and his master's degree in business administration from George Fox University and his master's degree in business administration from George Fox University. In his free time, he enjoys gardening, outdoor activities, urban farming, woodworking and spending time with his family.

Harding received his bachelor's degree in business administration from George Fox University and his master's degree in business administration from George Fox University and his master's degree in business administration from George Fox University. In his free time, he enjoys gardening, outdoor activities, urban farming, woodworking and spending time with his family.

Latino Community Association (LCA) welcomes Daisy Gallegos, a Bend resident teaching in Wuhan, China for the last six years, as their new volunteer manager. After many years abroad, Gallegos was excited to return home to Bend, where she grew up, to be closer to family.

Gallegos began working remotely on July 31 and landed in Bend on August 31. She immediately began recruiting volunteers for LCA's Latino Fest on September 9 in Madras and volunteers for LCA's upcoming Fall Adult Education programs.

When she attended Summit High School, Gallegos pursued volunteer opportunities, including as a volunteer with LCA, and found her voice as a child of immigrants. She felt a strong calling to help her community.

Gallegos earned her bachelor's degree in biochemistry in 2017 at George Fox University in Newberg, Oregon. She volunteered for the Latino Heritage Club and Black Student Union and worked as a resident assistant.

After graduating, Gallegos taught English for six years at universities and training schools in Wuhan, China, where she mobilized volunteers for the programs. She also served as board chair for the Children's Institute. He is passionate about early childhood educational programs that ensure all children have equal opportunity and access to programs that support emotional well-being.

Longtime residents Courtney Schuur and Ethan O’Brien of North 44 Farm are first generation ranchers who began farming in 2016. Schuur, a former chef, and O’Brien, with a background in engineering, combined their skills and experience to begin farming—driven by environmental sustainability, animal welfare, and the highest quality end product in mind.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

To earn their high-welfare and grassfed certifications, the couple raised Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.

The couple raises Angus Murray Grey cross beef cattle and Katahdin Texel cross sheep, both traditional livestock breeds well suited to pasture-based management for Certified Animal Welfare Approved by AGW farmers and ranchers raising cattle, sheep, goats or bison according to the Certified Animal Welfare Approved by AGW high-welfare standards and a 100 percent grassfed feeding protocol.
Healthy Communities

Deschutes Children’s Foundation
Unveils New Playground on Redmond Campus

Deschutes Children’s Foundation (DCF) has completed construction on an improved playground at the Becky Johnson Community Center in Redmond, located at 412 SW Eighth Street. “We are so happy to have such generous community support for this project,” says Stephanie Powell of DCF. “Our nonprofit partners serve many children on this campus. This refreshed and improved play area will serve as a place of fun, healing, and learning for some of our region’s most vulnerable families. We are truly grateful to have to support of Baxter Builders for this important and fun project.” Funding for the project was provided by Deschutes Children’s Foundation and a Community Development Block Grant from the City of Redmond.

Nonprofit partners serving children and families receive many benefits from collocating at Deschutes Children’s Foundation. No-cost facility management, organized expense sharing, and a collaborative environment reduce partners’ operating expenses and improve the delivery of services to their clients. Campus partners include the Deschutes County Health Dept., WIC, Neighborhood Impact Head Start, Healthy Families of the High Desert, Saving Grace, Big Brothers Big Sisters, and Cascade Youth and Family.

“This was a much-needed update,” says Brandy Richardson, Deschutes Children’s Foundation’s facility manager for the campus. “We are thrilled to have had local businesses work so generously and diligently to create a truly amazing place for these children to play. The new playground was a great way to welcome back excited kids and kick off the new school year!”

Founded in 1990 to create a central location for children and families to access essential services, Deschutes Children’s Foundation envisions a community where all children and families have the resources they need to thrive. Deschutes Children’s Foundation provides the space and support where nonprofits succeed at helping children and families. Deschutes Children’s Foundation provides classroom and office space and free facility management to 20 nonprofits at four community campuses in Central Oregon.

deschuteschildrensfoundation.org

Bend Food Project Reaches One Million Meals… One Green Bag at a Time

The Bend Food Project, a nonprofit focused on alleviating food insecurity in Central Oregon, has hit a major milestone: the collection of enough food to create over one million meals. By contrast, the food collected during their kickoff event in October of 2015 created 2,100 meals.

“It’s an astonishing number,” said co-founder Larry Marceaux of the Bend Food Project. “We never dreamed we could hit this goal of one million meals so soon. Central Oregonians have been quick to volunteer and donors have been very generous.”

One million meals equate to over 1,250,000 pounds of food.

Donors are given a now-infamous green bag. For two months, the donor keeps the bag in their pantry, and adds a can or two of non-perishable food after a trip to the grocery store. Every other month, a neighborhood coordinator picks up the bag from the donor’s front porch, leaving behind a new, empty green bag. The green bags that have been gathered are delivered to a central location. After being sorted by even more volunteers, the food is sent from there to the Giving Plate distribution facility.

In 2015, the Bend Food Project was launched with the help of ten friends. Today there are 235 neighborhood coordinators who collect food from 3,600 donors every other month. The growth in volunteers/donors is critical as the number of people in the last year who are food insecure is up 30 percent.

“Our goal this year is to grow our volunteer/donor base to keep up with the increasing need in our community,” states co-founder Sue Marceaux. “Given the high cost of living in Central Oregon, this need will only get larger.”

Bend Food Project’s next collection event will be held in October. “We’re now aiming for that two million pound mark,” said Sue Marceaux. “We’ve got a pretty impressive giving community here.”

bendfoodproject.com

Paying Too Much For Your Printer’s Maintenance?

Cleaning/Repair Labor
Onsite in Bend
$59.00
10% OFF “New Customer”
First Toner Order (Compatibles Only)
No Contract Necessary
 Mention Cascade Business News & Receive an Additional 5% Discount
Small Enough to Care; Big Enough to Take Care of You!
Free Recycling of Printers, Toners & Ink Cartridges
New Tree Planted with Every Service & Sale

If we cannot fix it, No charge to you!
2669 NE Twin Knolls Dr., Suite 205, Bend
(541) 318-5211

Printer Resources and Recycling
23 Years proudly serving Central & Eastern Oregon

www.MyPrinterResources.com
the Woodlands at a reduced price estimated at $430,000. These workforce homes are priced to be affordable to households earning less than 120 percent of the area median income. This program is made possible thanks to the financial contribution of the Sisters School District. During the first phases of the Woodlands, two homes will be made available to pilot the partnership. Nonprofit RootedHomes will manage the housing lottery to select homebuyers who will move into their new homes between March and June 2024. RootedHomes will steward the land beneath the homes and manage the home resales to subsequent Sisters School District employees in perpetuity.

“Our local workforce can no longer afford to live in our community but at the same time earn too much to qualify for typical affordable housing programs,” said Jackie Keogh, Executive Director of RootedHomes. “RootedHomes’ workforce housing program with Sisters supports this community need, ensuring folks like teachers are prioritized for workforce homes. Together, we are going beyond building affordable housing to empowering the heart of the economy.”

To apply or donate to this program, visit RootedHomes at rootedhomes.org.

RootedHomes
Continued from page 3

Mid Oregon
Continued from page 3

against your peer group in a beautiful way,” commented Eric Rubino, Energage CEO. He emphasized, “And because the award is based on authentic employee feedback, it is credible recognition company leaders should be proud of!”

Mid Oregon Credit Union is a full-service, member-owned financial cooperative headquartered in and serving Central Oregonians since 1957. With over 46,000 members in Deschutes, Jefferson, Crook, Wheeler, Lake, and North Klamath Counties and over $690 million in assets, Mid Oregon partners with members to meet their financial needs and to help them achieve their dreams. Mid Oregon was named a Top Workplace in Oregon and Southwest Washington for 2022 and 2023. It was also ranked the #1 credit union in Oregon by Forbes and the Best of Bend Community Choice Award in the credit union category.

Energage is a purpose-driven technology company that powers Top Workplaces, the nation’s premier employer recognition program. Analyzing data from a research-backed employee engagement survey, Energage identifies people-first Top Workplaces across the country and regionally in partnership with more than 60 of the nation’s most reputable media outlets. Quarterly national awards include Culture Excellence and Industry recognition. Energage empowers organizations to exceed the competition, evaluate their stand in the market, and engage with employees. midoregon.com • energage.com
topworkplaces.com

Energage
Continued from page 3

Gathr Outdoors
Continued from page 3

Outdoor, Klymit, Rightline Gear and Pride Sports — a newly formed family of brands that are stronger together and even more committed to enabling people to get ‘Together Outside’.

“Cascade Vehicle Tents is a natural fit for our growing family of outdoor brands,” said Keith Bornholz, CEO of Gathr Outdoors. “Their mission and values align exactly with our north star of bringing family and friends Together Outside. Their products make getting outdoors comfortable, convenient and inclusive — for all adventures, big or small — and that is a perfect fit with our collective purpose at Gathr Outdoors.”

Bobby Culpepper and Jamie Rose are CVT’s co-founders. Bobby will remain with the company as president and oversee its day-to-day operations. He will report to Cory Tholl, president of the Gathr Outdoors Camp segment, which also includes Klymit and Rightline Gear.

Culpepper stated, “Having built Cascadia Vehicle Tents from the ground up, we are excited and humbled by the opportunity to partner with Gathr Outdoors and their management team to help us reach new heights. Our goal since CVT’s founding has been to deliver the best product and consumer experience, and to help more people enjoy the outdoors, which is core to Gathr Outdoors’ approach.”

“This acquisition deepens our commitment to providing products that meet multiple consumer needs for multiple outdoor usage occasions on our platform;” said Tholl: “We’re always on a mission to offer our customers a comfortable outdoor experience and we’re confident that CVT’s products support that mission.”

Bell Lap Advisors served as financial advisor to Cascadia Vehicle Tents and Twin Brook Capital Partners arranged financing for the transaction.

About Gathr Outdoors

Headquartered in Nashville, Tennessee with offices across America, Europe and Asia, Gathr Outdoors, a portfolio company of middle-market private equity firm Centre Partners, is a leading designer, manufacturer and distributor of products that help people enjoy the outdoors. Gathr’s well-recognized brands include ORCA, GCI Outdoor, Klymit, Rightline Gear, Freestyle Rocker, RoadTrip Rocker, Moki Doorstep, Cascadia Vehicle Tents, PrideSports, SoftSpike, CHAMPE Pride Golf Tee and Professional Tee System, among others.

gathroutdoors.com
BUSINESS EVENTS

October 5  
Noon-1pm League of Women Voters of Deschutes County Free Public Informational Meeting, Food Security in Deschutes County, at Unitarian Universalist Fellowship of Central Oregon, Bend. https://lwvdeschutes.org/.

October 5  
3-7pm Bend Chamber Ribbon Cutting and Celebration at RE/MAX Key Properties, Greenwood Ave. Information at https://bendchamber.org/bend-event/ribbon-cutting-for-remax-key-prop-oct-5/.

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

October 12  
4:30-6pm Bend Chamber Biz and Bevs at Kernutt Stokes LLP. Information at https://bendchamber.org/bend-event/biz-and-bevs-kernutt-stokes-oct-12/.

October 14  
10am-1pm Redmond Fire & Rescue Community Day at Station No. 1, Dogwood Ave. https://www.rdmfire.org/.

October 16  
4:45-6:30pm Connect Central Oregon and Nonprofit Association of Oregon Volunteer and Board Fair at Deschutes County Fair and Expo Center. Information at https://connectcentraloregon.org/

October 17  
Noon-6:30pm Cultivate Bend and Built Oregon Festival at OSU-Cascades. Information and registration at https://www.eventbrite.com/e/built-festival-2023-built-oregon-cultivate-bend-tickets-708326181677.

October 18  
5:30pm Bend Chamber BEND 101 at Deschutes Brewery Mountain Room. Information at https://www.bend101.org/.

October 19-20  

October 24  
5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library. Free, no appointment necessary. https://www.score.org/centraloregon.

October 25  

October 26  
5:30pm Deschutes County Virtual and In-Person 2040 Comprehensive Plan Public Hearing at Deschutes County Service Center Bars and Sawyer Rooms. Information at www.deschutes.org/2040.

October 31  

WORKSHOPS & TRAINING

October 24  
9am-1pm City Club of Central Oregon Special Workshop, Trust is Imperative, at The Haven, Bend. Information and registration at https://members.cityclubco.org/ap/Events/Register/aGH86D6hNtqCZ?sourceTypeId=EmailInvitation.

(On-going)  
COC Small Business Development Center Virtual Classes. View options and registration at https://www.cocc.edu/departments/continuinged/.

COMMERCIAL PERMITS WEEK ENDING 9-15-23

Deschutes County  
$1,150,000.00 - Commercial (Addition) 54 sf. at 56855 Venture Ln. Sunriver 97707 OR Owner: Deschutes Public Library District 507 NW Wall St. Bend, OR 97703 Permit # 247-23-000425

$309,852.00 - Commercial (New) 2,700 sf. at 16688 Box Way La Pine 97739 OR Owner: Bath Properties, LLC 21070 Scottsdale Dr. Bend, OR 97701 Permit # 247-23-002031

City of Bend  
$139,715.00 - Commercial (Alteration) 4,057 sf. at 63040 Lower Meadow Dr. Ste. 100 Bend 97701 OR Owner: Proxima Ventures, LLC Permit # PRRE202206873

$12,740.00 - Commercial (Alteration) 2,327 sf. at 150 NW Pacific Park Ln. Ste. 140 Bend 97703 OR Owner: Bonnett Properties, LLC Permit # PRRE202303989

COMMERCIAL PERMITS WEEK ENDING 9-22-23

City of Bend  
$103,781.00 - Commercial (Alteration) 8,038 sf. at 401 NW Quince Ave. Redmond 97756 OR Owner: PINW Oil Oregon, LLC 2632 Enchanted View Ln. SE Turner, OR 97392 Builder: Central Service, Inc. 541-550-7230 Permit # 711-23-001836

$33,000.00 - Commercial (New) 204 sf. at 236 NW Kingwood Ave. Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Builder: Legacy Wireless Services, Inc. 503-656-5300 Permit # 711-23-001995

Deschutes County  
$117,000.00 - Commercial (New) 200 sf. at 17750 Caldera Springs Dr. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-23-003392

$10,000.00 - Commercial (Tenant Improvement) at 19741 Baker Rd. Bend 97702 OR Owner: Morning Star Christian School 19741 Baker Rd. Bend, OR 97702 Permit # 247-23-004090

City of Bend  
$103,781.00 - Commercial (Alteration) 8,038 sf. at 2620 NE Hwy 20 Ste. 230 Bend 97701 OR Owner: Forum Holdings, LLC Permit # PRRE202301524
Are You One of the Fastest Growing Companies in Central Oregon?

2023 CASCADeBUSINESS NEWS FASTEST 20

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, each year, need to reflect year-over-year growth. (2022>2021>2020).
Gross annual revenues $100,000 or greater in fiscal year 2022.

The #1 Fastest Growing Company will receive:

- $1,000 Cash Prize from Umpqua Bank
- Half Page Color Ad in Cascade Business News — $1,000 Value
- $1,000 Towards Tax Preparation, Financial Planning or Estate Planning Services through Capstone CPAs & Our Affiliates

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 — October 11, 2023.
Only percentage of growth will be published.