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## Tomi Mart Bend Locals Open New Asian Market

by NOAH NELSON — CBN Feature Writer



(L-R) JESI SCOTT AND NATASHA DEMPSEY | PHOTO COURTESY OF TOMI MART

**T**omi Mart opened their doors in southeast Bend, just off of Third Street, on June 26 of this year. The market specializes in Asian food products, including many snacks and ingredients that are difficult, if not impossible, to find elsewhere in town. In addition to groceries, Tomi Mart provides a selection of small Asian home goods, beauty products, and stationery, adding a distinctive touch to their offerings.

They also make it a point to support brands that are AAPI, women-owned, immigrant-owned, LGBTQIA2S+, and Pacific Northwest-based. This commitment not only helps Tomi Mart bring unique and high-quality products to the community, but also to foster a sense of inclusivity and representation in the market itself.

The market was founded by Jesi Scott and Natasha Dempsey. Scott's hometown is here in Bend, but she spent several years living in the US and abroad, in places like; Portland, Oregon; Huangdao, China; and Kutchan, Japan. "I felt a strong pull to return to Bend and contribute to the community that has always been close to my heart," Scott said.

Dempsey, a first-generation Korean American, moved to Bend in 1999. She considers her deep love of food a part of who she is, especially when it comes to sharing traditional Korean recipes with her loved ones, like her husband and two sons.

The duo are committed to ensuring that Bend has access to Asian ingredients and goods, as well as representation, to help bridge the gaps between communities.

Going further, Scott and Dempsey operate the business based on four Cs: community, celebration, culture and collaboration. Their market aims to build strong connections with diverse communities and groups, to celebrate the richness of Asian traditions, to preserve

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## Women in Business The World of Art

by NOAH NELSON — CBN Feature Writer

**I**t's no secret that certain careers and industries have been historically viewed as more masculine or feminine; jobs like teaching and nursing have, for many years, had much higher rates of female workers, when compared to STEM fields, manual labor jobs and more, which have higher rates of male workers.

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

This year, Cascade Business News explored the world of art here in Bend, and the professional women who run the scene. Those women are Rita Dunlavy, owner of the Red Chair Gallery in Downtown Bend, and Susan Luckey Higdon, owner of Tumalo Art Co. Both women have experience in both the business world and the art world, and bring years of experience to both.

Luckey Higdon found herself looking to found a gallery because she was an artist who needed a permanent place to display her work. With a background in graphic design and art directing at advertising and publishing

firms, she has years' worth of organizational, business and marketing skills that are very useful in managing a gallery and other artists.

Dunlavy spent her professional life until retirement at age 55 in the world of accounting, working everywhere from leading national firms to the smaller firms she helped partner. She spent ten years after retirement keeping busy with tax season and small management projects, but eventually wanted to try something else. Dunlavy found her skill and joy in working with tile, at first on home projects but eventually moving up to artwork like mosaics. Through her art, Dunlavy met the other artists who would found the Red Chair Gallery, but eventually, Dunlavy's focus on the business side (and the other artists' focusing on their art) left her as the sole owner.

In general, the art world is a more accepting one. It's an industry where differences and quirks are celebrated more often than condemned as "unprofessional." As a result, it might not be surprising to learn that both Dunlavy and Luckey Higdon see the art world as a relatively equal one.

"In the art world, though men always seem to have a

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## Celebrating Women in Business — Pages 9-27

## Designing a Diverse Future How BBT Architects is Empowering Women in Architecture

by ERIKA ORESKOVICH — CBN Feature Writer



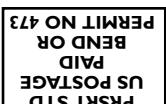
(L-R) RENÉE ALEXANDER, COLLEEN WADESON, JULIANNA RIBBLE, DONIA ABUELFETOUH, LYNN BAKER, ELLEN HASSETT, GENEVRA OBREGON, ODESSA CLEAVENGER, KOURTNEY STRONG, BRENDA HOFF. (NOT PICTURED: SAMANTHA POHLER, MARTHA MCNALL) | PHOTO COURTESY OF BBT ARCHITECTS

**I**n the heart of Bend, BBT Architects Inc. is not just designing buildings but also forging a path for women in the architecture and design industry. Established in 1976, BBT Architects has transformed from a predominantly male firm to a thriving women-owned business, reflecting a broader shift towards diversity and inclusion. This

transformation, intentional and driven by a commitment to inclusivity, has changed the firm's internal dynamics and its impact on the community and industry.

"Our firm started in 1976 in Bend and works on projects all over Oregon, mainly on the east side of the Cascades," says Renée Alexander, owner of BBT Architects. The

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

Subscriptions are \$40 for one year (\$50 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* and *Sunriver Magazine*.

Locally owned and operated since 1994.

**404 NE Norton, Bend, Oregon 97701**

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## Celebrated German Ballet Instructor to Open Studio in Bend

The World-Class Ballet dancer Ms. Antje Hertel Hendrix has relocated from Berlin, Germany to offer exceptional adult ballet classes here on the gorgeous high desert of Central Oregon. Be the FIRST to take part in the transcendental experience of a professional ballet workout that inspires coordination

and balance between body AND mind. Foundation Fitness is the first in Deschutes County to ever provide a celebrity pass to workout with one of Europe's premier performer's.

Continued on Page 30 ▶

## ASI Wealth Management Joins Forces with OneDigital

ASI Wealth Management (ASI), a regional Northwest investment advisory firm headquartered in Bend with offices in Oregon and Washington, has been acquired by OneDigital Investment Advisors LLC, an SEC-registered investment advisor and wholly-owned subsidiary of

OneDigital. This strategic partnership marks a significant milestone in ASI's 26-year commitment of delivering exceptional service and personalized wealth management solutions.

Continued on Page 30 ▶

### RECENT TRANSACTIONS

**Compass Commercial Real Estate Services** broker **Bruce Churchill** represented the seller, **Larry Glasser**, in the sale of 930 SE Textron Drive in Bend. The 10,824 SF industrial building on 0.47 acres sold for \$1,973,000.

Brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **Deschutes Ridge Business Park, LLC**, and the tenant, **Cascade Education, LLC**, in the lease of a 7,417 SF office suite located at 960 SW Disk Drive in Bend.

Continued on Page 30 ▶

Submit your Recent Transactions to [Jeff@CascadeBusNews.com](mailto:Jeff@CascadeBusNews.com) to be seen in the next edition of *Cascade Business News*

## Kids Inc. Hiring Up To 60 Employees for Upcoming School Year

With the school year coming up quickly, Bend Park and Recreation District is hiring dozens of new staff for afterschool childcare job opportunities. BPRD hiring managers are looking for applicants who like working with children for a variety of different positions in the childcare program.

To schedule an interview, interested applicants can complete a one-minute Kids Inc. interest form.

During Kids Inc. interviews, potential employees can learn about positions

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## Bend Design Tickets On Sale Now

Bend Design 2024 unites designers, artists, and creative minds for a celebration of the growing innovative and creative Bend design community. Through panels, inspiring talks, and welcoming gatherings, Bend Design encourages creativity and connection among attendees, speakers and the greater Bend community.

Known for its diverse sessions covering graphic design, illustration, branding, and architecture, Bend Design stands out as a space where creativity thrives, and this year Bend Design offers a platform to learn from industry leaders

Continued on Page 30 ▶

## Tomco Electric Breaks Ground on New HQ

Tomco Electric breaks ground August 26 on their new 17,000-square-foot office/warehouse HQ facility, which also includes an auxiliary building. "We are very excited for our future," states Colby Thompson, CEO of Tomco Electric. "Our new facility will enrich the lives of our



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## GLOBAL REACH. LOCAL EXPERTISE.



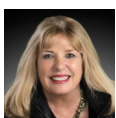
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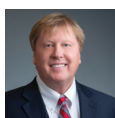
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# Climate Change & Central Oregon Landscaping

by RICK MARTINSON — High Desert Horticultural Center

About seven years ago, *Cascade Business News* published an article talking about the need to modify our approach to urban landscapes in response to a rapidly changing climate: *The Future of Landscape Design: Water, Climate Change and Public Perception*. I wrote that article to increase awareness of the environmental changes that would affect our ability to retain conventional landscapes in central Oregon — things like lawns, high water-use ornamental plants and unsustainable maintenance practices. Now, nearly a decade later, the State and municipalities are implementing changes in the allocation of water rights, construction standards and irrigation restrictions as methods to address the resource limitations and climatic conditions we're experiencing from a continually changing climate. Cities, homeowners, developers and the "green industry" are now being required to change their landscaping practices.

For the past year or so the City of Bend has been busy revising the Tree and Planter Strip Landscaping Code. Those revisions go into effect on August 16, 2024. They require developers to utilize native or low-water (xeric) plants in landscapes between streets and sidewalks, install water-efficient drip or low-flow irrigation systems and refer to a much broader palette of trees from which to choose for planter strips. Landscape professionals will need to become familiar with native and xeric plants and low-water irrigation techniques in order to meet the updated standards and remain viable as these standards are undoubtedly expanded to all future landscaping in central Oregon.

While the need for these code modifications has been discussed for decades, they are currently being implemented in part because of changes in how the Oregon Water Resources Department (OWRD) is reassessing the allocation of water rights and may be restricting access to additional water resources across the state; including municipalities. According to the OWRD, "The current groundwater availability review process does not adequately address the cumulative and long-term impacts to existing users and the groundwater and surface water systems over time. The current process evaluates one-year short-term acute impacts to surface water bodies within one mile of the proposed location in the application. Under the current rules, permits are generally granted until the basin has more water allocated than may be available at the specific location."

In Bend, where approximately 60 percent of residential water use is for landscaping, the need to conserve water as an essential resource has become critical. We must get serious about conserving water in our semi-arid environment, but also need to increase our understanding of the importance of a biodiverse urban environment to the health and well-being of ourselves and our community.

But how can we maintain the aesthetic values inherent in urban landscapes while conserving water and other resources? The answer is in designing and creating landscapes and gardens with plants that are adapted to our climate and soils, preserving as much of the native landscape as possible, and understanding that some of the characteristics that make it possible for plants to survive in our



sometimes extreme environment are different than characteristics of some more common landscape species.

For example, some of our native shrubs such as wax currant or sagebrush enter into a summer dormancy in response to drought and heat. Wax currant will often shed its leaves in the summer as a strategy to reduce transpiration and save water. Understanding that these types of adaptations are natural and necessary parts of surviving in our climate helps us appreciate the strategic nature of central Oregon vegetation and reduces the need for irrigation in landscapes that utilize these species. And awareness of the importance of these adaptations becomes even more important with climate change.

Heat domes have now become an annual event. The first half of July this year experienced temperatures significantly higher than historic averages, humidity levels significantly lower than historic averages, and no precipitation. Soil moisture levels in unirrigated locations dropped well below 15 percent — generally considered the "permanent wilting point" for plants. Our climate is changing, becoming hotter and drier and increasing drought stress on our urban landscapes. Maintaining the health and vigor of urban plantings becomes increasingly difficult without increasing irrigation and using more water than may be available in our region, especially when the state is reassessing the allocation of water rights and recommending (not yet a requirement) a statewide reduction in water use.

An increase in temperatures and a decrease in humidity levels affects the transpiration rate of plants; the loss of water from plants through small openings called stomates. Transpiration is one-half of "evapotranspiration" or the combination of transpiration and evaporation (the transfer of water from the ground to the air). Most landscape irrigation schedules are based on evapotranspiration. The conditions we experience during heat domes (high temps and low humidity) are not only hard on us but may be even more stressful on plants in our landscapes.

Generally, maintenance practices strive to minimize water stress in landscapes. There is often more water available to the plants than they need. Water-wise landscaping tries to balance the water requirements of plants with the irrigation schedule so there is a minimum of excess water available for plants. The supply balances with the demand.

Heat domes increase the water requirement of landscapes through increasing transpiration rates of individual plants and increasing evaporation rates from soil. Typically, we respond by irrigating more often or for longer durations, primarily to maintain the aesthetic value of the landscape. We want it to look good even through periods of extreme stress.

And there's the issue. As discussed back in 2017, we need to alter our views of landscapes. With continued climate change and the subsequent and inevitable revision of landscape code and water use restrictions, we can no longer justify the design, construction and maintenance of conventional landscapes. We need to increase our understanding and awareness of the environmental impacts of our landscaping practices and be proactive in addressing the very real effects of a continually changing climate. Plant choices, planting techniques, maintenance

practices and embracing the biology that supports communities of plants must be incorporated into our planning and design if we want to continue creating environments that support ourselves and all the other life with which we share this planet.

Rick Martinson is the founder and director of the High Desert Horticultural Center and co-owner of WinterCreek Nursery in Bend. He worked as a landscape contractor in Bend for over 25 years, served on the Oregon Landscape Contractors Board and holds a Ph.D. in horticulture from Oregon State University. [highdeserthorticulturalcenter.org](http://highdeserthorticulturalcenter.org)

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# A Rational Assessment of the Proposed Hawthorne Bicycle Bridge: Economic & Practical Concerns

by ALLAN BRUCKNER

As a former mayor and city councilor, I have always emphasized the importance of gathering comprehensive information from diverse perspectives before making significant policy decisions. This is particularly crucial when evaluating large-scale projects, where advocacy for a dramatic initiative can sometimes overshadow critical considerations of cost-effectiveness, broader impact, and potential unintended consequences.

The proposal for a bicycle bridge over the parkway and railroad at Hawthorne Street has rapidly gained emotional momentum, yet this enthusiasm has largely bypassed a thorough analysis of key economic and practical factors. Among these are the high costs, limited projected usage, alternative fund allocations, potential disruptions caused by the new bike route, and the broader consequences of such a significant infrastructure investment.

The genesis of this project can be traced back to 2016, when the city engaged the consulting firm CH2M to explore options for improving bicycle and pedestrian crossings between the Bend Central District and downtown. Their report indicated that a bridge crossing at Hawthorne could be achieved for \$5 million. However, they also highlighted that "improvements of alternate routes such as the Greenwood Avenue undercrossing may be more effective."

Since then, the estimated cost of the Hawthorne bridge has ballooned to between \$35 million and \$40 million—a staggering eightfold increase. This project has now eclipsed more cost-efficient and effective alternatives, such as the previously prioritized improvements to Greenwood and Franklin Avenues. The city council's recent approval of this massive expenditure disregards several critical considerations.

A key objective of the 2020 transportation plan was to create "complete bike routes east and west." Similarly, the 2020 GO Bond website emphasizes the priority to "build priority projects to improve traffic flow and east-west connections." The proposed Hawthorne bridge, however, fails to contribute meaningfully to these goals. Franklin Avenue was identified as a vital pathway in this context.

Importantly, the Hawthorne bridge offers no tangible east-west connections. To date, no comprehensive plans have been presented to address what will happen at either end of the bridge. Extending east would require an expensive and complex crossing at Third Street, leading cyclists into an unsafe confluence of buses at the bus station. Heading west from the bridge, cyclists would encounter the dangers of downtown's angled parking within just two blocks. It is far more likely that cyclists, in either direction, would ultimately gravitate toward Greenwood or Franklin, both of which offer direct connections to other parts of the city.

Current data on bicycle traffic at Greenwood and Franklin, both just two blocks from the proposed bridge, shows fewer than 250 daily cyclists. This suggests a very limited potential user base for a \$40 million bridge. It is perhaps telling that no economic impact statement has been developed or presented for this project.

Moreover, the proposed bridge's design, with ramps extending to Hill Street on the west and Second Street on the east, introduces additional challenges. Cyclists would need to ascend 32 feet—equivalent to climbing to the fourth floor of a building. The safety and traffic implications of cyclists merging onto steep declines at Hill Street or Second Street have not been adequately addressed. In contrast, Greenwood and Franklin allow for multiple access points, making these routes more accessible and beneficial to a broader range of users.



Property devaluation is another significant concern. The ramps at either end of the bridge will render adjacent properties on the north side of Hawthorne, between Hill Street and Second Street, virtually inaccessible and undesirable. This raises the question of whether taxpayers will be required to compensate property owners for these losses.

Maintenance costs for a bridge, especially one of this scale, far exceed those of at-grade roads. Snow removal presents a particularly complex challenge, as snow cannot be simply plowed onto the parkway or railroad tracks—it must be hauled away, if the bridge is even usable during winter months. Additionally, the bridge could become a target for vandalism or even acts of terrorism, further complicating its maintenance and security.

Perhaps the most significant unintended consequence of the proposed bridge is the closure of parkway access to downtown at Hawthorne Street. This closure will force thousands of drivers to find alternative routes, likely exacerbating congestion at several downtown intersections, with potential negative implications for the area's overall economic vitality.

When considering an expenditure of this magnitude, it is essential to evaluate what could be achieved with comparable resources. For instance, the entire Reed Market Road rebuild, from Third Street to 27th Street, was completed for less than \$20 million—half the estimated cost of the Hawthorne bridge. While the bridge would serve a minimal number of users with limited impact, Reed Market's reconstruction has provided modern bicycle lanes and benefits approximately 20,000 drivers daily.

The \$40 million allocated to this project could be far better spent on improvements to longer routes, akin to the Reed Market or the recent Wilson Avenue enhancements from Third Street to 27th Street. Many similar projects are outlined in the city's "12 Key Routes" plan. Allocating these funds to multiple projects, including the improvements to Greenwood and Franklin, would benefit a significantly larger number of cyclists and drivers. Unfortunately, these much-needed projects will be delayed for several years if the bridge proceeds.

The facts presented here cast serious doubt on the feasibility and desirability of this \$40 million investment. This bridge, one of the most expensive transportation projects in the city's history, will serve a very narrow segment of the population while diverting funds from higher-priority projects that would serve many more. The city's previous experience with the Juniper Ridge urban renewal project serves as a cautionary tale—an initiative that moved forward with enthusiasm, only to be canceled after significant taxpayer expense when critical facts were finally considered.

In conclusion, this proposed bridge offers limited utility, fails to provide essential east-west connections, lacks integration with the broader transportation system, and introduces numerous negative impacts that have not been adequately addressed. Far more effective and economical alternatives are available. I urge the community to reconsider whether this is the most prudent use of \$40 million in addressing our transportation needs. A rational and unemotional review of this costly and non-productive project is necessary. Let's refocus on delivering greater benefits at a fraction of the cost — let's cancel the bridge.

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# Bend's Economy

## A Conversation with Economist Steve Scranton

by **NOAH NELSON** — CBN Feature Writer

Cascade Business News had the opportunity to sit down with Steve Scranton, chief economist for Washington Trust Bank. Scranton holds a Chartered Financial Analyst designation with over 40 years of investment and economic experience. In Scranton's role as the chief economist for Washington Trust Bank, he participates in public speaking engagements, as well as authoring multiple communications, to keep clients and the public informed of economic and investment market conditions. Throughout the Pacific Northwest, Scranton is a well-known speaker on economic conditions, and has some key insight into the economic conditions that Bend is currently facing.



Steve Scranton

"This last year saw construction saw job growth fall by 4.8 percent, manufacturing fell by 3.1 percent, and the tech industry saw a fall of 5.6 percent," Scranton said. "These are notably all negative."

For the tech industry, Scranton mentioned how shifting economic conditions can be difficult for remote workers, which the local tech industry is well known for. When a company lays off employees, they almost always start with remote workers. As a remote worker in Bend in the tech industry, it can be very difficult to find another position, as there simply are not many tech jobs in Bend's economy; many tech jobs operate remotely, working for companies in larger markets like Seattle, for example.

If a tech worker, who works for a Seattle company, gets laid off, it might be more beneficial for them to move back home, as opposed to trying to find a local tech position, which would most likely give them a pay decrease. In addition, the rising cost of living and home prices make it difficult for workers across all industries to stay in Bend.

One of the main trends Scranton sees in Bend can be seen around the nation; Bend's economy has grown as a result of a large influx of population in Central Oregon, especially from tech companies and workers moving to town.

"The simplest way to understand the economy is to think about jobs first," Scranton said. "Jobs bring both people and income, we spend that income, and that spending accounts for close to 70 percent of economic growth."

Bend has historically seen strong job growth for decades, even when other states and even other cities in Oregon were not. However, based on data from this last June, that growth is slowing down. The most recent data shows Bend's job growth at .2 percent year-over-year (YOY), compared to last year's 1.7 percent. Still, that is better than Oregon's job growth, which sits at 0 percent, and Portland's job growth, which sits at -.7 percent.

"The simplest way to understand the economy is to think about jobs first. Jobs bring both people and income, we spend that income, and that spending accounts for close to 70 percent of economic growth."

That's an easy way to explain the decline in construction and manufacturing jobs; if people can't afford homes, the jobs based around building homes will decline as the demand keeps decreasing.

However, Bend has seen growth in the core sector of education and healthcare, as well as hospitality; 4.3 percent YOY and 3.2 percent YOY, respectively. Other areas like mechanics, yard care, services, and others are still remaining steady.

"As a tourist economy, people want to experience Bend," Scranton said. "People

Scranton pointed out that this decline of growth in Bend is likely due to three industries.

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# Bend's Economy

*Continued from previous page*

are still coming and relying on these hospitality and service industry workers. We are creating jobs there, but still losing higher paying jobs, like tech."

Scranton spoke on how losing higher paying jobs, like in tech, can contribute to a decline in other industries, "Construction was strong, but rising home prices, rising costs of labor and rising material prices make it so people can't afford to buy, thus decreasing the demand for homes and further declining the construction industry, especially when Bend is losing higher paying jobs. With fewer people who can afford a home here, the demand for homes will keep decreasing as workers opt to buy and own somewhere they can afford."

However, we have grown overall. Bend saw 3.5 percent total labor growth YOY, compared to the national average of .6 percent. Scranton attributes this to many people moving to Bend, and many young locals choosing not to move away.

"That's a good sign because businesses still need that labor pool, and the market to support it," Scranton said.

The biggest concern on Scranton's mind for the Bend economy? Home prices.

"Looking at zillow, the media price is almost \$745,000, which is a 4 percent increase from the year before. As the younger population stays in Bend, they want to buy houses. But, this is very difficult when we look at the comparison between median home price and income."

Continuing, Scranton said, "If I take that median price and assume a ten percent down payment at current interest rates of seven percent, what percent of the average worker's paycheck is eaten up? It should be 30-40 percent. In Oregon, it's average 56 percent. For Bend, it's 91 percent."

Scranton said that stakeholders need to come together to solve this problem, otherwise we may see further economic issues caused by a decrease in our workforce, a decline in the service/hospitality industries, and as a result, businesses leaving Bend in favor of markets they can both succeed in, and maintain their workforce.

In an odd way, Bend is suffering from success. An increase in property value and high paying jobs looks great, and is great for many people, but without balancing the economy to make Bend a realist place to live and own a home for the average worker, those higher paying jobs and nice houses contribute to the reality for the average worker; that Bend is becoming unlivable, and they may be forced to move away.

Scranton recommends coming together to solve this issue and create infrastructure that can sustain realistic growth that benefits the Bend economy, like roads, schools, and housing that the average worker can afford.

In addition, he recommends listening to your local buyers, "Cities might benefit from allowing smaller, more efficient dwellings as opposed to single family home lots. The younger generation wants to own and build equity, and workers don't want to live two hours from work just to own a home. Some places try to increase density with four or six plexes, but that doesn't benefit the renters in the long term. They want something small to make their own and build equity."

Scranton sees a positive future, where stakeholders in these industries come together to make Bend and our economy work for everyone.

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# AVBend Returns to Original Management

## Tony Sprando Reclaims his Role Overseeing Popular Audio/Visual Business

by **NOAH NELSON** — CBN Feature Writer

**A**VBend, a leading local source for commercial audio and visual needs, was founded back in 1999 in Portland by husband-and-wife duo Tony and Chistine Sprando. The idea came from Tony's passion for audio tech; he remarked that he was an "audio geek" growing up.

"It all started from just a hobby," Tony said. "I was told I should probably apply for a job which would let me use this hobby."

Following his interest in audio tech, young Tony got a job doing audio, video and lighting for the Ritz Carlton Hotel in Rancho Mirage, California. Desiring to branch out and work for himself, he and his wife founded Audio Visual Presentations in 1999 in Portland, Oregon, which they rebranded to AVBend after making their move from their home town of Portland, Oregon.

The motivation for the move was a national tragedy. 9/11 had just happened, and Tony recalls feeling Portland and much of the country had essentially shut down with a lack of travel. Seeing Portland slowed down, the couple wanted to leave but weren't sure where to go. Having done business with a church in Bend before the move, Tony reached out and found support.

"I called them up and they said they'd help me through the process of moving myself and my business to town," Tony said. "Tons of little pieces came together after Christine and I prayed about it."

AVBend specializes in commercial audio and visual services and maintains the certifications and licensing to do this type of work that few in the state have. They also have a small events rental department for when you just need gear for your event. Some of their projects include the new Greg's Grill upgrades, the renovated RE/MAX facility Downtown, Sunriver Resort, The Riverhouse and a multi-state project for the Oregon Department of Forestry. AVBend has created solutions in several city and chamber conference rooms and plenty of training facilities and convention centers. Operating across Oregon, AVBend also offers services to Idaho and Washington.

Near the end of 2023, AVBend saw a shift in management; Tony was stepping down but retaining ownership to allow a new manager to come in, while Christine continued to oversee the financial operations as CFO. However, due to a difference of opinions and management styles, Tony has decided to come back and oversee the general management of AVBend.

Tony initially wanted to step away from management to pursue other interests,



Tony Sprando

along with reconnecting with his family-roots in Italy. Now, he is excited and energized to jump back into his passion and hit the ground running with clients new and old.

As a founder of the business, Tony has a unique passion and drive that can only come from creating a dream from nothing. He is the strategist and the visionary of the company, and his impact of positivity is felt across the community, from his employees to his clients.

In part of his return, Tony has announced many new revamps for AVBend, including launching a new bold website, new local partnerships, new improved products at competitive pricing for commercial audio visual parts and installation, acoustical panels, daily event rentals and a new security systems and access control solutions division.

These expansions are all part of Tony's philosophy of putting the customer first and meeting his clients needs as best he can.

"The energy, the vibes, and the clear direction of where you have been & where you are going are only birthed from you," Tony said, in reference to how the original owner of a business has a unique perspective.

Tony recalls feeling pressure after 20 years at AVBend to retire, "at year 20, retirement seems to be a common Google search, so I had it set in my mind that it was a good idea. That seemed to be a common sentiment," he said. "In hindsight, it would have been wise to seek council from a handful of close business owners who had been there already, before setting this path for myself."

To other business owners who might be feeling that 20 year mark, or any other feelings of uncertainty and the potential of stepping down, Tony recommends reaching out to your fellow business community and getting council. Many other business owners have felt this, and many of them have the experience to help others figure out the correct path, both for themselves as individuals and for the business.

"If you are in that spot now, reach out to me, or other people in your circle and allow them to ask you some tough questions; and allow them to speak into your life a bit and help you figure out the correct path," Tony said. "It's better to deal with those feelings sooner, rather than down the road."

[avbend.com](http://avbend.com)

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# ConnectW: Empowering Women to Redefine Success in 2024

provided by **CONNECTW**

**B**elonging to ConnectW has given me the opportunity to be surrounded by inspiring women. Each member brings a fresh perspective and diverse background, creating a synergy that continually pushes me to grow both personally and professionally," says Shannon Lea Reynolds, ConnectW president. "The encouragement and wisdom shared among members have been instrumental in advancing my entrepreneurial journey and strengthening my connection to the business community." ConnectW empowers professional women to expand their networks, gain visibility for their businesses, and build leadership skills through various involvement opportunities. The organization offers a supportive community where women can grow professionally and personally.

Established in 1986 in Bend, ConnectW continues to thrive, gaining new members monthly. The nonprofit organization is led by a board of directors with solid business backgrounds and a passion for community service. "2024 has been a remarkable year for us. We welcomed many new members from diverse businesses across Bend, Redmond, Sisters, and Sunriver. Our blend of personal and professional development programming, along with the social aspects of our events, has been a major attraction," continued Reynolds.

ConnectW provides four events per month for members and guests. On the first Thursday of each month, there is a Munch & Mingle in Redmond, and our Bend Munch & Mingle is on the second Thursday of each month. Both are held at a local restaurant. Every third Wednesday features the Monthly Meeting, which includes an educational program and ample networking time. An additional members-only event, Cocktail Connections, offers another opportunity for members to socialize and celebrate successes. This evening event is hosted at various member venues like storefronts, offices, homes or restaurants. Business professionals interested in attending an event are encouraged to watch the events calendar on the connectw.org website for registration.

The programming director, Brandie Foster, invites speakers from throughout

the West Coast to present at the monthly meetings. This year's presentations have covered a wide range of topics including overcoming obstacles, social media marketing, visionary leadership, aligning business goals with personal values and many more great topics focused on helping members develop personal and professional leadership skills.

Local businesswoman and member Christine Eisenhower, CPA and financial advisor, will join us for a panel discussion on financial and estate planning for small businesses on September 20. As a valued member of ConnectW, Eisenhower brings a wealth of knowledge and experience to the table. This panel will offer essential insights and strategies to help small business owners manage their finances, plan, and create a succession plan. The event will be held at Open Space Event Studios, 220 NE Lafayette Ave. in Bend, from 5:30-8pm. Interested guests can register at [connectw.org/events](http://connectw.org/events); the deadline for registration is September 16. A catered meal will be served as part of the \$35 member registration fee. The non-member registration fee is \$45.

Through the support of our sponsors, we can continue to bring new programming to our members, while giving sponsors the opportunity to highlight their businesses and stay visible in the business community. Kaye Kloster, district director for SCORE Oregon/SW Washington shared that "SCORE's sponsorship of ConnectW has allowed many members to acquire mentors to help them achieve their business goals. Additionally, SCORE has a direct line to women small business owners in Central Oregon with ConnectW. Our two organizations complement each other quite well."

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

[connectw.org](http://connectw.org)

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**The World of Art**

*Continued from page 1*

bit of a lead, it seems to me that women are powerful and respected," said Luckey Higdon. "Of any field, the art world seems to be one where gender identities are easily accepted."

Luckey Higdon continued, saying, "Besides the business side of a gallery, the most important part is being able to sell art. That is about engaging customers to stay and become involved with the art. Generally women seem to be quite good at talking to folks. It's about noticing what people are drawn to and getting them to open up to the possibilities. Then it's also about directing the discussion towards an action — like taking the art home."

On a similar point, Dunlavy said, "There seems to be more women in the smaller galleries, but there also seems to be more male musicians. I don't think that the creative part of your brain knows the difference. Just because you may see more women or men in the public part of a creative field, doesn't mean you can see what's behind the scenes."

Dunlavy, having a background in accounting, recalls what it was like to work in a field that is much more male dominated. She says it was difficult for a woman to move forward in it, and while things have improved over the years, she says that the glass ceiling is still there.

To contrast, Dunlavy says the art world is much different, "We have several men in the gallery and they are just fellow artists to all of us. There is such a feeling of acceptance when you meet an artist, the thought of gender just isn't as present. The artists are each a work of art all by themselves, gender neutral."

When it comes to facing sexism or misogyny in their industry, both women are fortunate to report that the world of art, and their own careers in art, are mostly unaffected by it.

Being asked about their favorite accomplishments, both women look back on their careers fondly. Luckey Higdon said, "I am very proud of being part of a functioning group of dedicated artists who have continued to support and encourage each other through thick and thin for 20 years," and added that contributing to the culture of her community is priceless. Dunlavy spoke about being the sum total of all of her work, and all of her years of experience being rolled into one being.

"I am the type of person that believes you are the sum total of everything you have ever been, and you should be proud of all of your work," she said.

When it comes to challenges in their professional lives, they mostly revolve

around utilizing technology, keeping up with the modern art world and of course, the financial side of running a business, which any business owner can attest to the difficulty of.

"I would say the most challenging for me is staying ahead of technology, using social media effectively, and continuing to find ways to make art an important part of people's lives," Luckey Higdon said.

On the same point, Dunlavy said, "It is always hard to plan ahead with hopes that your lease will hold when time to renew. It is a special problem for small businesses and unfortunately the only way to insure you will be able to exercise that next option is to increase your profit, marketing and savings. In the world of art, that is a process that requires the attention of all artists, or the artists having enough faith in the owner to help the process along."

For young people wanting to explore the professional world of art, Dunlavy and Luckey Higdon have some advice. Luckey Higdon recommends focusing on your skill and craft, "Be humble and learn from the ones who've been there and realize it takes a long time to achieve mastery in whatever you do," she said. "Technology is a big part of business now, and even artists need to be on top of that, so don't neglect that in your arts education."

On the same topic, Dunlavy said, "Put your egos in your back pocket, throw some paint on canvas and express yourself in art. I think the need to compete has to be thrown out. Just create what is in your heart and don't rush it. Understand that you have time and your path will likely not be a linear one."

Dunlavy left us with one point that should not be neglected, stating that there is a different time of prejudice that affects women in her industry more than misogyny.

"Even more than sexism and misogyny is ageism. Older women (and men) are passed over because of the stigma of 'what if they get sick or fall or die on the job?' Let me just say that the younger generation will get sick, have to take care of their kids or have a better opportunity somewhere else. Pretty much the same issues, minus the wrinkles."

Continuing, she said, "I know there is more to it than that but an older person, unless they are cognitively declining, has more wisdom and generally costs less money. They want a job to work their brain, save for a vacation or pay their bills, and they know that to stay alive they need to feel like they have a purpose and not just to make it to the next golf game or to babysit their grandchildren."

On a final note, both women agree that, regardless of gender, a young artist or business owner needs to treat others with respect, and be willing to work hard and achieve that extra mile.

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**T**omi Mart  
*Continued from page 1*

our mountain town charm while elevating diverse cultures, and to collaborate with other businesses, local organizations, nonprofits and more.

“Our focus is on creating a space that goes beyond shopping,” the duo said. “We aim to provide representation, safety, education, and a connection between communities. We want everyone who walks through our doors to feel a true sense of belonging.”

The name, Tomi Mart, is an homage to Scott’s family. Her daughter is named Tomiko, while her husband’s grandmother is named Tomi. The market itself has an inviting vibe that has been based on Asian night markets, “it’s fun, engaging, and a bit more of an experience than your typical grocery store,” Dempsey said. “While we can’t replicate everything you’d find in a larger Asian market, like certain smells or visuals, we strive to recreate that sensory experience in our own way. We often have Japanese lo-fi playing in the background, and we make it a priority to ensure everyone feels welcomed as soon as they step inside.”

Both Scott and Dempsey feel that opening a business in Bend has been, “both a challenging and uplifting experience.” They said that the initial hurdles, like finding the right location and navigating city permits, were quite daunting and could easily deter many, but it was more than worth it to push through and start their dream.

Part of what motivated them was the community response to their idea, stating that strong support from the community has been a beacon of encouragement throughout the entire process of opening their business.

Further, the duo says that serving the community was their main motivation to open the market; not profit incentive. “Our venture into Tomi Mart was driven by a desire to contribute to the community rather than solely for financial gain,” they said. “The community’s response has been incredibly heartening. The enthusiasm and support we’ve received — from our pop-up events and crowdfunding efforts to the turnout on our opening day and the ongoing support — have been extraordinary.

They continued, stating that they genuinely feel welcomed and supported



(L-R) JESI SCOTT AND NATASHA DEMPSEY | PHOTO COURTESY OF TOMI MART

by Bend, and this affirmation from the community has reinforced their commitment to making Tomi Mart a cherished part of the local landscape.

While they are mostly focusing on a successful opening of the business and handling the day-to-day, Scott and Dempsey both say that a formal philanthropic program that will help the community is part of their long term plan.

Looking back, they would like to thank the Bend community for all the support, as well as Sue Meyer at COCC’s Small Business Development Center, and Ed Weiser of SCORE, “We’re grateful for these local resources, which have played a significant role in our journey,” they said.

Tomi Mart is open now, with regular operating hours from Tuesday through Friday, 10am-7pm, and Saturdays, 10am-2pm. Stop by to explore Bend’s new Asian market for yourself.

[tomimartbend.com](http://tomimartbend.com)

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# The Power of Women in Business

## Reshaping Advertising & Beyond

by **SONJA M. ANDERSON, Agency Director — zö agency**

In the ever-evolving landscape of global business, the role of women has become increasingly pivotal. Yet, in many sectors, women remain underrepresented, particularly in leadership positions. Nowhere is this disparity more evident than in the advertising industry, where women-owned agencies are a rarity. Enter zö agency, a 100 percent women-owned business that stands as a beacon of change in a male-dominated field.

zö agency stands among just one percent of all agency owners who are women, a statistic that is both inspiring and sobering. This figure underscores the immense potential for growth and transformation in the advertising world, should more women ascend to ownership and leadership roles. But what does this mean for the industry, and by extension, for the messages that shape our culture and consumer behavior?

### The Advertising Landscape: A Gender Imbalance

Advertising has long been criticized for perpetuating gender stereotypes and unrealistic standards, particularly in its portrayal of women. This issue stems, in part, from the lack of diverse voices in decision-making positions. When women are absent from the boardroom, their perspectives are often missing from the campaigns that reach millions of consumers daily.

The existence of agencies like zö challenges this status quo. By bringing women's voices to the forefront, these agencies are uniquely positioned to create more authentic, inclusive, and empowering campaigns. They understand the nuances of marketing to women, who control a significant portion of consumer spending and can offer insights that might be overlooked in male-dominated agencies.

### Impact on Advertising Output

The influence of women-owned agencies extends far beyond mere representation. It fundamentally alters the way advertising is conceptualized, created, and delivered. Women leaders in advertising are more likely to:

1. Challenge harmful stereotypes and promote diverse representations
2. Advocate for campaigns that resonate with women's lived experiences
3. Push for more ethical and socially responsible advertising practices
4. Foster inclusive work environments that attract diverse talent

As a result, the advertisements produced by women-led agencies often reflect a more nuanced understanding of society, leading to more effective and impactful campaigns. This shift not only benefits women but also creates a more authentic connection with all consumers, regardless of gender.

### The Ripple Effect: Beyond Advertising

The impact of women's leadership in advertising reverberates throughout the business world. As more women take the helm in agencies like zö, they become role models for aspiring female entrepreneurs and executives across industries. Their success stories challenge preconceptions about women's capabilities in high-pressure, creative fields and pave the way for greater gender equality in other sectors.

Moreover, women-owned businesses tend to prioritize diversity and inclusion,



creating opportunities for other underrepresented groups. This approach fosters innovation and creativity, as diverse teams are known to outperform homogeneous ones in problem-solving and decision-making.

### The Path Forward: Empowering Women from the Ground Up

While celebrating the achievements of women-owned agencies like zö, it's crucial to recognize that true transformation requires systemic change. To increase the number of women in leadership positions in advertising and beyond, we must focus on empowering women from the ground up.

### This involves:

1. Education and mentorship: Providing young women with the skills, knowledge, and support needed to succeed in business and marketing.
2. Addressing unconscious bias: Implementing training programs to identify and mitigate intersectional gender bias in hiring, promotion, and daily operations.
3. Creating supportive work environments: Offering flexible work arrangements, parental leave, and other policies that allow women to balance career and personal responsibilities.
4. Increasing access to capital: Addressing the funding gap that often hinders women entrepreneurs from starting and scaling their businesses.
5. Amplifying women's voices: Ensuring that women are represented in industry panels, conferences, and media coverage.

### The Future is Female: A Call to Action

As we look to the future, the potential for women to reshape the business world is enormous. In advertising, women-owned agencies like zö are already proving that diverse leadership leads to more innovative, effective, and socially responsible campaigns. But this is just the beginning.

Imagine a world where women's representation in agency ownership isn't just one percent, but 50 percent or more. The resulting shift in advertising narratives could profoundly impact societal norms, consumer behavior, and even global economics. By supporting women-owned businesses, investing in female entrepreneurs, and championing gender equality in the workplace, we can accelerate this transformation.

The story of zö agency and other women-owned businesses is not just about breaking glass ceilings; it's about redefining the very structures of power and influence in the business world. As more women take their place at the decision-making table, they bring with them the potential to create a more equitable, innovative, and prosperous future for all.

The importance of women in business, particularly in fields like advertising, cannot be overstated. Their unique perspectives, leadership styles, and commitment to inclusivity are essential for driving positive change. As we celebrate the trailblazers like zö agency, let us also commit to nurturing the next generation of female leaders who will continue to reshape the business landscape for years to come.

For more information about women-owned agencies (and a podcast with founder of zö, Sonja Anderson) visit [untilyouownit.com/podcast.zö.agency](http://untilyouownit.com/podcast.zö.agency)

## The key to success in commercial real estate lies in the power of collaboration



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# Prineville Athletic Club

## Bringing Mountain Tops Within Reach

**CBN Staff Report**

**G**rowing up on a ranch, Brooke Smith was always drawn to the outdoors. That eventually led to her picking up archery and hunting, passions that would take her down the path to where she is today: owner of the Prineville Athletic Club. The PAC, for short.

The PAC is a full-service fitness center that offers everything from free weights to cardio equipment, a bevy of classes ranging from yoga to body sculpting, personal training and services for seniors. All at an affordable cost to Prineville residents.

Like most small business owners, Brooke and her husband Tim never intended to own a gym in Prineville, Oregon. Rather, it was a confluence of life and fate that brought them to the bargaining table.

Working at another establishment in Prineville, Brooke dabbled in welding and crafting metal art as a side gig. While both were fruitful professional endeavors, it was her time hunting and volunteering at Ladies Hunting Camp, run by Yow Hunting Camps, that drove her personal ambitions.

“I always wanted to be my own boss and have a business that gave back to my community,” Brooke said. “In my time at the Ladies Hunting Camp I was able to empower people. As someone that specializes in archery, I used my experiences to encourage women to pick up a bow and shoot it for the first time. Being able to instill that confidence in others was a feeling that I wanted to replicate.”

By happenstance, Brooke and Tim got the opportunity to serve their community in 2019, when the Prineville Athletic Club (established and locally owned since 1988) came up for sale. With a gentle and encouraging nudge from Tim, the couple reached out to U.S. Bank to see what options were available in terms of financing.

U.S. Bank was able to connect the Smiths to funding through the U.S. Small



BROOKE SMITH



PHOTOS | COURTESY OF PRINEVILLE ATHLETIC CLUB

Business Administration. Which, if you're doing the math, came to fruition in early 2020 and right before COVID-19 took hold of the nation.

“Completing the deal and finally owning PAC was a dream come true, but the timing could not have been worse,” Brooke said. “It was a nightmare scenario, being a brand-new business owner that was trying to service the public through a pandemic we knew nothing about. Luckily, U.S. Bank quickly reached out with a plan in place for the repayment of the loan and ushered us through that first year.”



The partnership between Brooke and U.S. Bank began as a means to secure funding for the purchase but grew through the pandemic as her bankers saw Brooke's drive and determination to keep the business afloat.

“Our team has seen her overcome so much adversity,” said Wendy McGrane, Business Banking sales manager at U.S. Bank. “She had to deal with the shutdowns almost immediately, and worked hard to both maintain and increase her membership in unique ways. She is always looking to innovate to make her gym more welcoming, and to provide additional resources for members of all ages, fitness levels, and circumstances.”

**Finding community at PAC**

Leading up to the purchase, Brooke had been a member of the PAC for a few years. She typically strayed from gyms, wanting to avoid the stigma of a typical gym culture, but injuries and a personal ambition to continue competitive archery had other plans for Brooke.

“I was nervous just walking in the doors to attend a yoga class. Even deciding what to wear was a challenge,” Brooke said. “However, I quickly fell in love with the atmosphere. I never felt judged and realized that no one cared what I was doing. From there, it became an addiction for me. Providing that welcoming atmosphere for everyone in this community encouraged me to eventually purchase the PAC.”

It's this background and conquered phobia that drives Brooke and how PAC is positioned to the customers it serves.

“This place is family,” Brooke said. “And that goes for current, new and prospective members. We have a wide range of patrons ranging from 13-year-olds to senior citizens, all of whom operate by our main rule: treat others how you want to be treated. Everyone that walks through this door is important. Whatever their goals, wherever they are on their fitness journey. We're grateful to be a part of it.”

The PAC opens at 3am, seven days a week. If you're ever in Prineville, stop in to see Brooke and find out first-hand what the gym is all about.

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# ‘We’re Women-Powered Out Here’ at Prineville’s Blue Duck Saloon

by **ANDREA HINE** — CBN Feature Writer

Two miles outside downtown Prineville, a building that in its past had housed a grocery store, gas station, feed barn, and poker club has been transformed — thanks in part to the inspiration of a 1989 TV miniseries that follows two former Texas Rangers on a cattle drive in the late 1870s.

“I grew up on ‘Lonesome Dove,’” said Kelly Green, owner of Blue Duck Saloon, which has references to the epic Western throughout the restaurant, “and still watch it once a year. One of the characters, who believed that when life offers an opportunity, you just go for it, was my inspiration to follow a childhood dream.”

However, far from emulating the beans, dried meat, and biscuits that sustained cowboys in those days, Green and her two daughters are committed to “serving the best food we can serve.” The five-page menu — which features appetizers, pasta dishes, entrees and seven variations on the cheeseburger — reflects their pride on “our attention to detail — we cultivate a lot of creativity,” she said.

Examples include the popular Scottsdale burger



IN ADDITION TO BUILDING A KITCHEN AND RENOVATING THE INTERIOR, BLUE DUCK'S OWNER CONTINUES TO MAKE IMPROVEMENTS

with bacon, white cheddar, BBQ sauce, peanut butter, and grape jelly; sweet cream pancake tacos with fruit filling; pork belly lettuce wraps; and — among the newer dishes — Caprese-stuffed salmon stuffed with mozzarella and tomatoes and finished with balsamic and pesto.

“We’re inspired by anything,” Green said, “such as the apple butter that was part of my childhood, and is now featured in French toast stuffed with apple butter and vanilla yogurt. We also grow things in the back patio such as strawberries and tomatoes, and incorporate them into recipes — what we have helps determine what we prepare.”

Green emphasized that “It’s not just food — we want customers to leave Blue Duck Saloon thinking that ‘we had a good meal, a good time, and were also entertained.’”

Those are lofty goals, but Green has been in hospitality since the age of 15, and while she periodically worked in other industries such as financing, “I kept returning to hospitality. It’s my comfort zone, and I’m really good at it.”

Although her background includes being a bartender and restaurant manager, Green had “never worked in a kitchen. So when the previous owner reached out to me, through mutual friends, to buy his business, my initial reaction was ‘no thank you.’” However, his offer precipitated a “good conversation, and the wheels started turning.”

Daunting challenges were involved before Blue Duck Saloon opened in February 2023. “The building was a blank canvas,” Green said, “and didn’t have a kitchen. So we built one, along with cleaning and fixing up the inside, and putting in a back patio. We continue to make improvements — it’s a work in progress.”

Green readily admits that this endeavor involves “a lot of work and a lot of money — I’m really married to it. It’s the toughest business you can be in.” But she and her two equally committed daughters, Carlee and Gentry, “are trying to get better every day with



OWNER KELLY GREEN, SHOWN WITH DAUGHTERS GENTRY AND CARLEE, CREDIT BLUE DUCK SALOON'S SUCCESS TO 'A COLLABORATIVE EFFORT' | PHOTOS COURTESY OF BLUE DUCK SALOON

innovative food and drink recipes, seasonal specials, and locally sourced ingredients. We’re women-powered out here.”

These unflagging mother-daughter efforts are enhanced by Blue Duck Saloon employees. “We’re lucky to have the ones we do,” Green said, “and everyone works well together. It’s truly a collaborative effort.”

Realistic about their limitations, “we didn’t put anything out there for the first year. We wanted to stay quiet,” Green said, “as we had a lot to perfect and didn’t want to overdo ourselves. But interest spread by word of mouth, and Blue Duck Saloon “really caught fire” these past few months. She also thanked the Prineville community for being “very welcoming and encouraging.”

As Green explained, “We’re creating an experience for everyone 21 and older, and we love what we do. What makes it so rewarding is getting positive feedback from customers about how great the food or the service is. That’s what drives us.”

[blueducksaloon.com](http://blueducksaloon.com)



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# KPOV 88.9

## Dialed-In Radio For The People By The People

by ANN FITZMAURICE

“Community, community, community.” That’s how Linda Orcelletto, the new executive director of KPOV 88.9 FM describes Bend’s community radio station. This comment may seem too brief, but her response spans the breadth of Central Oregon’s nonprofit radio station and the depths of its historical beginnings. KPOV will celebrate 20 years of commercial-free music, news and talk shows to almost 17,000 weekly listeners.

The P-O-V in KPOV stands for *point of view* which lends credence to the community-focused programs through a mixture of voices, ideas, art, and education. “With a plethora of streaming services and the decline in local journalism, the community aspects of KPOV are more relevant today than ever before,” says Orcelletto. “Our local DJs, music from local artists and community news sets us apart from commercial radio stations.”

Possibly unknown to many KPOV listeners is that in February 2004 the Federal Communication Commission (FCC) granted a construction permit to the Women’s Civic Improvement League (WCIL), a long time, but dormant Bend organization, noted for



is visionary civic initiatives. They saw their work for the betterment of Bend as a part of their civic duty and their responsibility to future community residents. These women were vital players who protected Drake Park, now a hallmark of Bend’s downtown, from development in the 1920s.

WCIL is the founding organization that helped secure the FCC license to grant a construction permit of a low powered FM transmitter at 106.7 FM. The 100-watt transmitter was erected on Awbrey Butte and completed in 2005. KPOV’s first broadcast was Sunday, June 26, 2005.

The KPOV reach has expanded exponentially in the past 20 years. A boost to 1,000 watts in 2011 with a more powerful transmitter at Pine Mountain, allows KPOV to be heard in Redmond, Sisters, Prineville, Terrebonne and even parts of Madras. Since 2007, KPOV has streamed its content and today’s app provides access to all shows, both in real time and on-demand.

Staying true to the roots of the women’s organization that helped launch the station, KPOV

continues its mission for the betterment of Bend. The success of the 24-hour, seven-days a week station requires a significant number of volunteers. Currently, there are more than 100 volunteers who provide a myriad of assistance for the station. From the four female employees to the 15 female DJs and show hosts, to the board members and more than a dozen office volunteers, KPOV empowers women in radio. Having so much female involvement is somewhat of an anomaly given that only 25 percent of the radio stations in our country are women-run. While women have a strong presence at KPOV, any one of the staff would say that it is the entire organization that has allowed the station to be a successful asset to Bend for nearly 20 years.

“KPOV is a rich tapestry of offerings where a listener can learn and be exposed,” mentioned Carolyn Clontz, a ten-year host of the KPOV’s talk show, *The Point*.

Weaving that tapestry together is Gillian Hodgen, volunteer for more than ten years and now part-

Continued on Page 20 ▶



CAROL DUPUIS



CAROLYN ESKY



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LINDA, GILLIAN, LINDSEY AND KATE | PHOTOS COURTESY OF KPOV



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— Calvin Mann, Owner of VocalBooth



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# Redmond's Arome Has Become 'Part of the Community'

by **ANDREA HINE** — CBN Feature Writer

"I've learned some good lessons in how to run a business since opening the second Arome location in Redmond," said owner Janice Bell, whose original store in Hood River primarily attracts "transient tourist traffic, while here we're building a sense of community with the locals. It's wonderful to have repeat customers, get to know people, and form relationships."

Redmond's Arome came into being after Bell moved to the town to expand her business. As she said, "Redmond is just the right size: It's accessible, still easy to park, and there's room for growth." Real estate was also more affordable than in downtown Bend.

Bell then "found the perfect building on Sixth Street that was for sale. It turned out to be a magical combination," she said, "given the absence of similar stores in the town, the fact that we could retain quite a few of our suppliers, and Redmond's super-

friendly people."

Two loans from the City of Redmond through its urban renewal program — which had first invested in the SPC Hotel — "gave us the confidence to move in," Bell said, and the funds to help resurrect the outdated Arch Building that had stood empty for the past decade, and fallen into disrepair.

George Endicott, Redmond's mayor at the time, said "I've seen it go downhill over the years, and am excited to see that building get revitalized." Added Chuck Arnold, manager of the urban renewal program, "The new store will create activity and feet on the street, and really help catalyze other activity around it."

A partial list of the gourmet items available at Arome includes olive oils in exotic flavors like black truffle, orange, and Persian lime — sourced from locales as far flung as Chile, South Africa, Australia, Spain and Greece.

Sharing store space are vinegars that include 18-year-old traditional balsamic, as well as Sicilian lemon, blackberry ginger, lemongrass mint, cranberry pear, Neapolitan herb, and espresso — made with all natural ingredients, no coloring, no thickeners.

Not to mention freshly ground and custom-blended spices such as chili espresso rub, Mexican mole, harissa, and Jamaican jerk — plus an array of salts (Thai ginger is one example), sugars, and teas.

"Our products are free of additives and preservatives," Bell said, "and we offer free tasting samples and recipe ideas, along with a selection of quality cookware and kitchen items.

Although she never had formal culinary training, Bell grew up on a farm with a focus on good quality, fresh food. "Agreeing to cook dinner meant coming in



OWNER JANICE BELL (SHOWN HERE) HAS BUILT OUT AROME TO ACCOMMODATE HANDS-ON COOKING CLASSES | PHOTOS COURTESY OF AROME

early from tasks such as weeding in the field," she said.

With that auspicious background, and having become expert in the appeal of gourmet products to diverse audiences, Bell modified the store's selection to better fit Redmond. "We introduced two new spices — Beef Lovers Blend and Canadian Game Rub — as people here appreciate the good quality of meat raised by local ranchers, and many like to hunt. We've also built out the store to accommodate cooking classes and private parties (which wasn't possible in Hood River space)."

"I really appreciate being in Redmond, and becoming part of the community," Bell said, "and look forward to continuing to do business here."

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# Five Money Vows To Take Before Saying “I Do”

provided by RBC WEALTH MANAGEMENT & PAMELA J. CARTY, AWM

Will wedding bells soon be ringing? If so, you have many things on your mind. Preparing your guest list, finding a venue, choosing a caterer — the list goes on and on. But these decisions, while meaningful, will affect the events of just one day. The financial choices you and your future spouse make together, however, will have an impact on the duration of your married lives.



And it pays for the two of you to see that your financial lives are compatible right from the start. “Money issues” were cited as being among the top three catalysts for marriage breakups, according to a survey of financial analysts specializing in divorce.

If you are a millennial, your impending marriage marks only the beginning of a long road taken together. And if you are remarrying at any age, you may already understand firsthand the importance of being in step with your spouse financially. To help make your journey more rewarding, take the five following vows before you stand together before loved ones and say, “I do.”

- 1. Discuss your values:** Do you and your marriage partner hope for the same things? Do you have the same financial goals and priorities? One of you may want to spend little on personal preferences and donate instead to various charities, while the other would rather travel extensively. Write down your priorities separately, then compare lists and discuss where your goals overlap and where you can compromise.
- 2. Assess your individual financial situations:** Not all married couples combine their finances. But if you and your soon-to-be spouse choose that route, you should share all the relevant information with each other. What amounts do you hold in saving and checking accounts? Are you already investing in a 401(k), IRA or other retirement account? What do you owe on your credit cards or student loans? If you are going to merge your finances, you both need to know what to expect.
- 3. Try to save ten percent:** Given the challenges of a difficult job market and high housing costs, it may not be surprising that millennials, on average,

spend about two percent more than they earn, according to Moody’s Analytics. Start with a joint budget and strive to commit to saving ten percent of every dollar you earn in a long-term, untouchable account, such as your 401(k), IRA or Roth IRA.

- 4. Communicate regularly:** You and your new spouse might want to consider holding monthly or semimonthly “money dates,” in which the two of you discuss your finances. By staying informed, and avoiding secrets or surprises, you can proceed harmoniously toward your collective financial goals.
- 5. Be prepared — for anything:** Planning for the unexpected is a crucial step in your financial journey together. Protect loved ones by having adequate insurance coverage and by creating the appropriate legal papers, such as a will or a living trust, or drawing up a prenuptial agreement. You might also want a power of attorney, so that someone can make decisions on your behalf if you become incapacitated. If your marriage is a remarriage for one of you, you will need to revise any existing documents and arrangements. Your wedding day is a happy event for you and your spouse. Taking time now to address your financial future as a married couple may help your new life together begin on a solid foundation — and help better ensure long-term happiness that extends to your golden anniversary and beyond.

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# Bend Pilates' Debby Bowen Becomes One of Only Two Balanced Body Educators in Oregon

by LISA SIPE

Debby Bowen, a leader in the Pilates community of Central Oregon, has achieved another milestone by becoming one of only two Balanced Body Educators in the state of Oregon. As the first Pilates instructor in Central Oregon certified through the Pilates Method Alliance (PMA) in 2008, Bowen continues to elevate the standard of Pilates instruction in the region. Balanced Body, renowned as the world's leading provider of Pilates equipment and education, selects Master Instructors from around the globe for their innovation, expertise, and creativity. After a rigorous application and interview process, Bowen stated, "It's an honor to be accepted into the program and feels like a great next step for me in my Pilates career."



DEBBY BOWEN

This prestigious opportunity puts Bend Pilates on the map as being the only Balanced Body Authorized Training Center that will ever be in Central Oregon, marking its prominence on a global scale. Aspiring Pilates instructors, fitness professionals, and physical therapists seeking comprehensive training can now turn to Bend Pilates for their education. "It's important to have quality education when working with clients to help correct imbalances, instruct proper mechanics, or guide them when recovering from injuries. Balanced Body is hands down the best," Bowen emphasized.

Bend Pilates' Instructor Training program will offer three levels of education: Mat, Reformer, and Comprehensive. The Comprehensive Pilates Instructor Training is regarded as the gold standard, equipping instructors with the knowledge and skills to utilize the entire studio apparatus to meet individual client goals. This approach not only diversifies training options but also enhances professional teaching capabilities.

Community excitement is already building for the upcoming training sessions. Andra Sewalls, a local fitness enthusiast, shared, "Because I love teaching exercise and yoga classes, I am thrilled to add Pilates to my repertoire! Pilates has strengthened my core, reinforced my posture, and revitalized my feet and ankles. Every week, I take challenging and rewarding classes from outstanding instructors, I love Bend Pilates. When researching a Pilates certification, I found Balanced Body and they surpassed everyone else with their high-quality comprehensive certification path. I am so thankful that Deb is bringing this training to Central Oregon!"

Wendi Delmendo, a longtime Pilates practitioner, expressed her enthusiasm: "Pilates has been a regular part of my fitness routine for more than a decade. I'm interested in the certification program to improve my own understanding of Pilates and am excited about the prospect of helping others to find a love for Pilates as part of their fitness journey."

The first training session in Bend is scheduled for the last weekend in August. Space



PHOTOS | COURTESY OF BEND PILATES

is limited. For more information call 541-647-0876.

**About Bend Pilates:**

For over 17 years, Bend Pilates has been the longest-thriving full-service Pilates studio in Bend, Oregon, and now proudly serves as a distinguished Balanced Body Authorized Training Center. Their studio is home to five comprehensively certified instructors and now a Balanced Body Educator, ensuring top-tier instruction and personalized care. They pride themselves on their deep understanding of anatomy and physiology, allowing them to adapt classical Pilates exercises to accommodate individuals with limited movement while also offering challenging programs for their healthier clients, aiming to enhance their performance and efficiency. Their intimate class sizes ensure personalized attention and optimal results. Visit them at 155 SW Century Dr., Ste. 104 in Bend, or for more information call 541-647-0876.

**About Balanced Body:**

With more than 40 years of state-of-the-art engineering and product innovation under its belt, Balanced Body was the first to substantially update Joseph Pilates' original equipment. The company's founder and CEO, Ken Endelman, has been awarded 28 U.S. patents for his Pilates-related inventions. Balanced Body has over 200 employees and is headquartered in Sacramento, California.

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KPOV  
Continued from page 17

time programming manager, who oversees the DJs and equipment in addition to hosting *The Point* each Thursday. She provides support to all the hosts and is the clearing house to many regional musicians and talk show hosts who connect Bend to the community at large.

Development director Kate Tiernan creates partnerships with local businesses, called underwriters, to support programming which is essential to KPOV's funding. As a community and non-commercial radio station, the listener-powered and volunteer-run organization relies on twice yearly fund drives for the majority of its operational budget. Grants fill in the financial gaps to allow for facility and equipment upgrades.

"KPOV can benefit all, giving voices to other nonprofits and being a hub of information for all of Bend," said Stacy Koff, owner of 4Peaks Presents, KPOV Board Member and host of *Live Alive*. As a business leader in the community and active in the station since the early days, she has seen first-hand how KPOV can be a vehicle to engage the community.

Lindsey Halliday, office manager and volunteer coordinator for the station provides critical assistance with day-to-day activities to keep a small nonprofit thriving. She oversees the vital network of volunteers who make community, community, community a reality for KPOV.

To listen to KPOV's distinctive programs turn to 88.9 FM on your radio, stream live or on-demand, or download the app.

*Ann Fitzmaurice is a writer and KPOV volunteer.*

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# Empowering Women, Energizing Central Oregon

## The Rise of Women-Led Businesses & Their Impact

by **CHRIS C PIPER, Area Manager — BBSI Central Oregon**

Central Oregon is witnessing a remarkable surge in women-led businesses and industries, contributing significantly to the region's economic development. From innovative startups to established enterprises, women are driving change, fostering growth, and inspiring the next generation of leaders.

This article explores the dynamic role of women in Central Oregon's business landscape and highlights the resources and services available to support their endeavors.



### Breaking Barriers and Shaping Futures

Historically, women have faced numerous challenges in the business world, including gender bias, limited access to capital, and balancing work-life responsibilities. Despite these hurdles, Central Oregon's women entrepreneurs are breaking barriers and making substantial contributions to various sectors, including technology, retail, healthcare, real estate, and tourism. A notable example are Kristin Williamson and Casey Collins, owners of Sonos Neurotherapies, which provides adult and pediatric speech therapy, and occupational therapy. Under their leadership, their focus is providing therapy services in an environment where the quality of care matters more than the number of clients in and out the door. "We care about our clientele and want to provide outstanding individualized treatment. Empowering women in specialized niches, such as speech therapy, is not just about diversity; it's about driving innovation and economic progress," says Williamson and Collins.

### Economic Impact and Community Engagement

Women-owned businesses are pivotal to the economic fabric of Central Oregon. According to recent data, these businesses contribute millions of dollars to the local economy and provide employment opportunities to hundreds. The multiplier effect of this economic activity extends beyond direct employment, fostering a vibrant ecosystem of suppliers, partners, and ancillary services. Moreover, women entrepreneurs in Central Oregon are known for their strong commitment to community engagement. They actively participate in our regional chambers of commerce, mentor aspiring businesswomen, and support various social causes. This community-centric approach not only enhances their business reputation but also creates a positive social impact, promoting inclusive growth and development.

### Navigating Challenges with BBSI's Support

While the progress is commendable, women in business still encounter challenges that require tailored support. This is where services and resources from organizations like Barrett Business Services, Inc. (BBSI) become invaluable. BBSI offers a comprehensive suite of solutions designed to help businesses thrive, from

human resources and risk management to payroll and business consulting. For instance, BBSI's business consulting services are particularly beneficial for women entrepreneurs looking to scale their operations. Through personalized guidance and strategic planning, BBSI helps identify growth opportunities, streamline operations, and enhance overall business performance. Additionally, BBSI's HR services ensure compliance with employment laws, foster a positive workplace culture, and support talent acquisition and retention efforts. Jesi Scott and Natasha Dempsey have opened Bend's first Asian Specialty Grocery store, Tomi Mart — which is quickly becoming the talk of Central Oregon, Scott and Dempsey attributes a significant part of their business success to BBSI's expertise. "BBSI's support started well before opening our doors and has continued since opening. Due to this it has really allowed us to focus on the reasons why we opened this store, one being to fulfill a need in our community. Without BBSI we wouldn't confidently be able to do all the behind the scenes work efficiently to run a quickly growing business."

### A Vision of Inclusive Growth

The future of Central Oregon's economy looks promising, with women entrepreneurs playing a crucial role in shaping its trajectory. As more women enter the business arena, it is essential to foster an environment that nurtures their ambitions and addresses their unique challenges. Several initiatives are already underway to support this vision. Local government and business associations are launching programs aimed at providing women entrepreneurs with access to capital, mentorship, and networking opportunities. These initiatives, coupled with the services offered by organizations like BBSI, create a robust support system that can propel women-led businesses to new heights.

Moreover, there is a growing recognition of the need for gender diversity in leadership roles across industries. Companies are increasingly adopting policies that promote gender equity and inclusivity, recognizing that diverse teams drive better business outcomes. This shift in corporate culture not only benefits women but also contributes to the overall economic health of the region.

### Empowering Women, Enriching Communities

Central Oregon's women in business are not just contributing to the economy; they are transforming it. Their entrepreneurial spirit, resilience, and commitment to community are inspiring a wave of positive change. By leveraging the support of resources like BBSI, regional associations and fostering an inclusive business environment, Central Oregon can continue to build a thriving, diverse, and resilient economy. As we celebrate the achievements of these trailblazing women, let us also commit to supporting their growth and success. Together, we can ensure that Central Oregon remains a beacon of innovation, inclusivity, and economic prosperity.

[bbsi.com](http://bbsi.com)



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# 100+ Women Who Care Central Oregon

## Engaged Women Make Significant Differences in Central Oregon

by **LINDA ORCELLETTO, Member — 100+ Women Who Care Central Oregon**

Being part of a group fulfills a fundamental human desire for connection and community. When friends join a giving circle, it strengthens social bonds and fosters a sense of camaraderie. This is what inspired 100+ Women Who Care Central Oregon (WWCCO) back in 2014. Today, the all-volunteer organization with more than 130+ members continues to thrive. We are celebrating ten years of giving.



Collectively the group has raised nearly \$760,000 for close to 50 Central Oregon nonprofits since its first meeting on September 15, 2014. [see side bar for a list of recipients and additional information]

“Our impact is truly profound. A selected nonprofit can receive \$13,000 to \$20,000, which is significant for small nonprofits who may not have the resources to raise funds,” said Christi Haynes of Brooks Resources Corporation and current leader of the organization. “Beyond providing substantial financial support, the emotional support is invaluable, fostering a sense of



ASSISTANCE LEAGUE OF BEND | PHOTOS COURTESY OF 100+ WOMEN WHO CARE CENTRAL OREGON



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community and resilience.”

The concept of 100+WWCCO is simple. At the quarterly meetings, three nonprofit organizations are randomly drawn from nominations generated by members. Each representative has five minutes to tell the story to the group of 130+ women of why her nonprofit should receive the collective funds. The presenter also has five minutes to answer any questions. After all three organizations have had a chance to give their presentation, those in attendance decide on the recipient. The organization with the most votes is announced. Each member then writes a \$100 check that night or donates on the nonprofit’s website. Funds raised go even further since we partner with the Richard M. Schulze Family Foundation who will match a \$10,000 collection with a grant of \$5,000.

Even being able to present information gives visibility to the charity thus raising awareness of their needs and the potential of support. It’s a positive experience for everyone.

“For our members, knowing that their contributions are making a real difference is empowering. It reinforces the idea that collective action can lead to significant positive change,” said Alice Sole, steering committee member since 100+WWCCO’s inception.

The first 100WWC chapter was started in November of 2006 by Realtor Karen Dunigan, from Jackson, Michigan. 100+WWCCO was the first chapter in Oregon and is part of the nationwide 100 Women Alliance.

Continued on Next Page ▶

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# 100+ Women Who Care Central Oregon

*Continued from previous page*

In 2023 4,000 giving circles, in the U.S. had collectively donated \$3.1 billion (yes, that's with a 'b'!) since 2017. Nationally, there are more than 370,000 giving circle members.

"Over the past ten years I have learned about so many of Central Oregon's unique nonprofits and forces for good," said Gwenn Wysling, long time member and executive director for Bethlehem Inn, the first recipient of 100+ funds. "100+WWCCO bring together an ever-growing collection of compassionate and engaged women who are individually powerful and together have made a huge difference in our communities."

When other nonprofit organizations had to reduce their services due to the pandemic, 100+WWCCO united even further. Instead of the usual voting process because of the inability to meet in a group, the guiding committee drew three nominated nonprofits, who told their story via video through the group's website. Though there wasn't the interaction of asking questions, there was the ability for all three nominated organizations to receive funds, awareness, volunteers and potential future donors. The members 'voted' with their wallet, donating to the organization of their choice, with many members contributing funds to all three organizations.

"Our contributions have touched countless lives and helped build a stronger, more resilient Central Oregon," mentioned Lisa Shropshire, co-founder of the group. "As we approach our tenth anniversary, I look forward to continuing this legacy of generosity and impact, inspiring more women to join us in this rewarding endeavor."

100+WWCCO encourages any women interested to attend the next meeting on Monday, September 9 at the Deschutes Children's Foundation on the Rosie Bareis Campus. Nominations by members for area nonprofits are accepted through September 5.

For specific information regarding membership, or nonprofit eligibility criteria visit 100wwcco.com. Head to our Facebook page to learn more or see past check presentation photos.

**Sources:**

Guiding Committee meeting: Christi Haynes, Alice Sole, Anna Robbins, Linda Orcelletto  
 Communication via emails: Lisa Shropshire and Gwenn Wysling  
 100+ Women Who Care Central Oregon website

100wwcco.com



THE GIVING PLATE | PHOTOS COURTESY OF 100+ WOMEN WHO CARE CENTRAL OREGON



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 Several people have asked how business valuations differ before and after COVID. I recently co-presented with Kelly McCann, Esq. of Burnside Law Group to the Oregon Society of CPAs on the topic to more than 50 attendees. It is an important question! (by Laura Lemco, Certified Valuation Analyst - Capstone Valuations)

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## BBT Architects

*Continued from page 1*

firm, which now employs 19 people, continues to expand its reach to include educational and commercial state-wide while maintaining its focus on local projects. The transition to a women-owned firm occurred about three to four years ago, marking a significant milestone in its history.

The decision to become a women-owned firm was intentional. "When we knew the opportunity was there, we knew it was what we needed to do," Alexander explains. This decision has fostered a culture of inclusivity, attracting a wide range of talent. "We have a lot of talented and accomplished women. It's really grown our firm in a lot of different ways," she adds.

BBT Architects' commitment to diversity extends beyond its ownership. The firm has noticed an increasing number of people wanting to work there because of its work culture. This is particularly evident in their scholarship program, which awards \$2,500 annually to Central Oregon high school students pursuing careers in design. "The majority of applicants have been women, and we've awarded more scholarships to women than men," says Paul Kim, marketing manager for the firm.

Despite the progress, challenges remain. According to the National Council of Architectural Registration Boards, the architecture field is still predominantly male, with women making up just over 25 percent of registered professional architects. Furthermore, nearly two-thirds of U.S. architects are white men, highlighting the ongoing need for greater diversity. Women often face barriers in advancing their careers, particularly when balancing professional ambitions with personal life choices. "Women tend to have to make life and family choices differently, which can affect their career progression," Kourtney Strong, associate architect at BBT, explains.

To address these challenges, BBT established the Women in Design (WID)

group, creating a supportive environment where women in the firm can discuss barriers, share experiences, and develop strategies to overcome industry-wide challenges. "WID is about fostering meaningful conversations and ensuring that women in our firm feel empowered and supported," says Strong. The group also promotes mentorship and professional development, integrating these efforts into the firm's broader goal-driven mentoring process. By focusing on where employees want to go and how BBT can support them, the firm is fostering a culture that encourages personal and professional growth while normalizing women's presence in leadership roles within the architecture and design industry.

As BBT Architects looks to the future, the firm is committed to furthering its inclusivity efforts. "We want to make sure both our employees and clients have a voice in strategic decisions," Strong says. This includes engaging diverse perspectives in project decisions and community engagement meetings, ensuring that all voices are heard and valued. In an industry where 1 in 3 architects is a person of color, these efforts are crucial in creating an equitable environment where diversity is not just encouraged but actively integrated into the firm's fabric.

BBT Architects' journey is a testament to the power of intentional inclusivity and the positive impact it can have on a firm and its community. By fostering a culture of diversity, supporting career development, and engaging with the community, BBT Architects is not only building structures but also empowering women and leading by example in the architecture and design industry.

BBT Architects Inc. is more than an architectural and design firm; it is a beacon of progress and inclusivity in a traditionally male-dominated industry. Through intentional actions, community engagement, and a commitment to mentorship, BBT Architects is paving the way for future generations of women in design. As they continue to grow and evolve, their story serves as an inspiration for other firms and industries to follow suit.

[bbtarchitects.com](http://bbtarchitects.com)

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# 40 Years of Excellence

## Eastlake Framing Celebrates Milestone

by **NOAH NELSON — CBN Feature Writer**

This year, Eastlake Framing is celebrating their 40th anniversary. Founded in 1984 as a photo-processing center called Eastlake Art, it wasn't until 1995 when the current owner, Deb Spicer, purchased the business and renamed it to be Eastlake Framing. Now, the business focuses on framing services and restoration work. Over the years, Deb and Eastlake Framing have become trusted names for framing and restoration services, earning the Distinguished Small Business of the Year Award by the Bend Chamber of Commerce.

However, all those successful years didn't happen without some tumultuous times, like the Great Recession of 2008. Despite some harder times, Deb and Eastlake Framing have maintained a philosophy that prioritizes connecting with and giving back to the Central Oregon community.

Deb asserts that people will want to do business with businesses that care about the local community, and the past 40 years are testament to the truth behind that statement. Eastlake Framing has auctioned off hundreds and hundreds of photographs and paintings over the years, with the proceeds going to local charitable organizations throughout Central Oregon.

While the philanthropic benefit is obvious, Deb says that the real motivation comes from the heart, noting that, "you can be socially responsible and still make money."

While there is a team of talented individuals who have all contributed to the success of Eastlake Framing, much of the credit must go to Deb, herself.

In the early 2000s, Deb branched out from framing and photo restoration by apprenticing under an 85-year-old oil painting restoration expert. The woman she learned from was one of the only local options for oil painting restoration, and now Deb wears that crown. "Restoration work is at such a different pace, compared to framing," she said. "Framing is fast-paced, where oil painting restoration is slower, more peaceful and calming. It is almost a meditative experience."

Aside from her dedication to becoming the local expert on oil painting restoration, it is Debs' passion for art and her business savvy that have truly brought success to Eastlake Framing.



PHOTOS | COURTESY OF EASTLAKE FRAMING

"You never know what piece of art might walk through that door," Deb said. "It is not irregular for restoration customers to shed a tear when they receive their restored painting. Some of these pieces have significant sentimental and family value, and I love seeing people's faces when they see that art in its original glory."

Going forward, Deb's philosophy is to keep doing what she loves, and do it well. As she puts it, "love what you do, do it with integrity and give back to your community."

With a philosophy like that, Eastlake Framing is poised for more successful anniversaries in the coming years.

[eastlakeframing.com](http://eastlakeframing.com)



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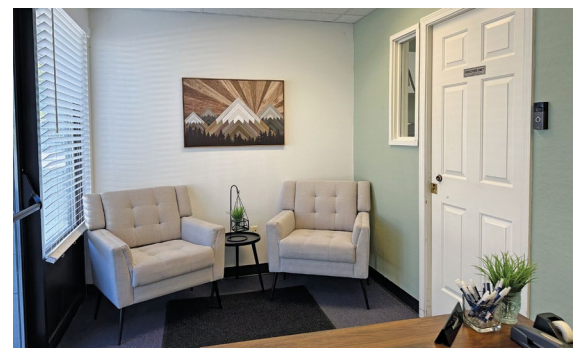
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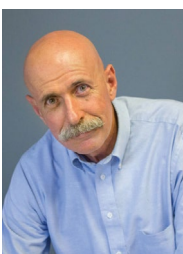
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# The Safest Countries for Female Business Travel

by BECKY LINDSAY, Digital PR Assistant — Digitaloft

With new statistics showing that women-owned businesses have increased by 13.6% from 2019 to 2023, and that 39.1% of all US businesses are female-owned<sup>1</sup>, women are finding themselves traveling more for work.

As a result, Booking.com for Business wanted to uncover the best countries for female business travelers. Experts analyzed data from GIWPS<sup>2</sup> and ranked the top ten countries.

### The Best Countries for Female Business Travelers

WPS Rank	Country	Women, Peace and Security Index (0-1)
1	Denmark	0.932
2	Switzerland	0.928
3	Sweden	0.926
4	Finland	0.924
4	Iceland	0.924
4	Luxembourg	0.924
7	Norway	0.920
8	Austria	0.911
9	Netherlands	0.908
10	New Zealand	0.904

**Denmark takes the top spot for the best country for female business travelers** according to data from GIWPS, with a score of **0.932**. It has one of the highest results for education at 13.2 average years of schooling. The Scandinavian country's state-of-the-art conference centers, dedication to sustainability, and strategic location make it a common location for business travelers.

In **second place is Switzerland**, with a **score of 0.928**. The country scores highly for access to justice at 3.893 out of a possible score of 4 due to its strong and efficient legal system. Alongside this, Switzerland ranks 8th for community safety, with 85% of women aged 15 years+ reporting that they feel safe walking alone at night.

In third place is **another Scandinavian country, Sweden, scoring 0.926**. Sweden has a high score of 80% of women aged 25-64 in employment, a perfect score of 100% for financial inclusion and the absence of legal discrimination. A popular choice for business travel, Sweden's business culture is known for being open, innovative, and collaborative.

#### How to keep safe as a solo female business traveler

**1. Trust your instincts** — If you ever feel uncomfortable or unsafe, it's best to trust your gut and remove yourself from any situations where possible. Try

to always have an excuse to hand if you ever need to leave an uncomfortable situation. If you feel in any danger, alert someone nearby and ensure you have emergency numbers saved for such situations.

**2. Be discreet** — If someone asks if you're traveling alone, it can be safer to tell them you're not. When in your hotel lobby, if anyone other than staff asks if you're staying there, tell them you're only meeting someone there. Be careful what information you reveal to those you're not familiar with.

**3. Don't look at maps** — When walking around in an unfamiliar city, try to research where you are going first and have a confident plan of how to get to your destination. Avoid checking maps while walking or making it obvious you are lost. Walk with purpose to avoid unwanted attention.

**4. Choose hotels that cater to business travelers** — They often have better security measures, such as 24-hour receptions, secure entrances, and well-lit common areas. This way you can enjoy your trip and focus on the aim of your business trip without having anything to worry about.

**5. Keep your office or a fellow employee informed on your trip** — It's important to share your itinerary with your colleagues back home so they know where you'll be staying and your plans for the trip. Alongside this, try to keep them informed throughout so they are aware if anything isn't going to plan.

**6. Request a higher floor room** — All reputable hotels should be secure regardless, but by requesting a room on a higher floor, you are reducing the opportunities and ease for someone to bypass this and access your room.

**7. Be discreet with business equipment** — Often, many people travel to meetings and conferences using expensive technology such as company laptops and phones. Keep these out of sight and secured safely while you're not using them to reduce the chance of being targeted for theft.

**8. Be cautious with social media** — With modern business, social media is a key tool to network and promote yourself. However, logging your location and travel plans on websites like LinkedIn can put you at risk. So save the LinkedIn post until after your trip to avoid sharing sensitive information.

**9. Pre-book transport where you can** — Try to pre-book transport with a trusted provider to avoid having to hail taxis, which could be unregulated or unsafe. Additionally, speak with your employer about opting for taxis over public transport where it's dark, or you feel unsafe to protect your safety.

More tips for female business travelers can be found in Booking.com for Business' guide at [business.booking.com/resource-hub/blog/top-10-tips-for-female-business-travellers](https://business.booking.com/resource-hub/blog/top-10-tips-for-female-business-travellers).

Remember to always use any resources or booking systems your employer has set up for business travel. If you're concerned about your safety for an upcoming trip or want to ensure a stress-free experience, make sure to speak with your employer to request any additional services that will put your mind at ease.

Sources:

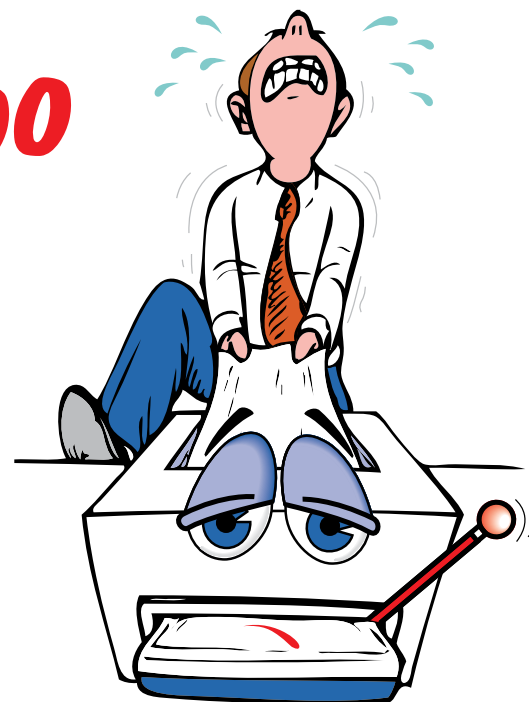
<sup>1</sup>[wippeducationinstitute.org/2024-impact-of-women-owned-businesses](https://wippeducationinstitute.org/2024-impact-of-women-owned-businesses)

<sup>2</sup>[giwps.georgetown.edu/index-dimensions](https://giwps.georgetown.edu/index-dimensions)

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# Women's Organizations

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## CENTRAL OREGON

### American Association of University Women

Advancing equity for women and girls through research, education, advocacy and philanthropy. Local STEM activities for girls, and scholarships for COCC women students advancing to four-year programs. Serving Central Oregon, Bend Branch President, Jane McEldowney, ladybugmce@gmail.com. Membership VP, Kathi Dew, kathidew69@gmail.com. bend-or.aauw.net, aauw.org.

### Bend Bella Cyclists

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

### Beta Sigma Phi

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

### ConnectW

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

### Daughters of the American Revolution, Bend Chapter

Patriotic women's service organization whose members can prove lineal blood-line descent from an ancestor who aided in America's independence. Offers scholarships in nursing at COCC. membership@dar.org, bendchaptersdar.com.

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

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

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

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

### League of Women Voters of Deschutes County

Nonpartisan political organization encouraging informed and active participation in government. It influences public policy through education and advocacy. Joyce Durban, membership chair, 541-931-9096, membership@lww-deschutes.org, lwwdeschutes.org.

### The Ninety-Nines, Northwest Section, Cascade Chapter

International organization of women pilots, Cascade Chapter is the local chapter. Lorraine Martinelli, lmflygal@outlook.com, nw99s.org/chapters.

### United Methodist Women

Community of women developing global ministries. Director of operations, Erin Buckley-Noonan, 541-382-1672 x5, communications@bendumc.org, bendumc.org.

### Quota International of Central Oregon

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

### Sisters on the Fly

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

### Soroptimist International of Bend

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

### Soroptimist International of Prineville

Community women's support group helping women and girls. ajoyce1935@hotmail.com, facebook.com/siaprineville.

### Sunriver Women's Club

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

### TAO STEAM

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

### Women's Council of Realtors

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

### World Muse

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

## OREGON GROUPS

### Dress for Success Oregon

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

### Oregon Commission for Women

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

### Oregon Women Lawyers

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

### Oregon Women's Sailing Association (OWSA)

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

### Women's Foundation of Oregon

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

## NATIONALLY

### Alley to the Valley

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

### American Medical Women's Association (AMWA)

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

### Association for Women in Communications (AWC)

Professional organization that champions the advancement of women across all communications disciplines by recognizing excellence, promoting leadership and positioning its members at the forefront of the evolving communications era. 417-409-2492, members@womcom.org, womcom.org.

### Association for Women in Science (AWIS)

Encourages interest in, and pursuit of, science, technology, engineering and mathematics (STEM), on behalf of women. Works to ensure women in STEM fields achieve full potential and equity within industries. 202-827-9798, awis@awis.org, awis.org.

### Business and Professional Women's Foundation (BPWF)

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

**who's who who's who who's who who's who who's who who's who**



**Loren Harwood**

**Kernutt Stokes** announced that **Loren Harwood**, CPA, CFP has returned to the firm as a tax manager. Harwood began his career with Kernutt Stokes as an intern, then joined the firm full-time. After leaving the firm in 2006, Harwood owned his own CPA practice and served as a partner in another accounting firm.

As a Certified Public Accountant (CPA) and a Certified Financial Planner (CFP), Harwood is well-equipped to work with business owners on corporate and personal tax strategies and compliance. He has worked extensively with businesses in professional services, including medical and dental, commercial real estate, and agribusiness.

Harwood holds a bachelor of science in psychology from Corban University, completed a Post Baccalaureate program in accounting at the University of Oregon, and has a master of business administration degree from Willamette University. He is a member of the Association of International Certified Professional Accountants.

**Todd Currier**, CASC, FACMPE, CPA, administrator of **Bend Surgery Center**, has become a Fellow in the American College of Medical Practice Executives (ACMPE). ACMPE is the certification entity of the Medical Group Management Association (MGMA). Fellowship in ACMPE's industry-leading program demonstrates mastery and expertise in the profession of medical practice management.

To achieve Fellowship, Currier first earned the Certified Medical Practice Executive (CMPE) designation by passing rigorous examinations that assess knowledge of the broad scope of medical practice management, as outlined in the Body of Knowledge for Medical Practice Management. This includes business operations, financial management, human resources management, information management, organizational governance, transformative healthcare delivery, quality management and risk management. In addition, Currier completed a minimum of 50 continuing education credit hours to achieve CMPE status. To earn Fellowship, Currier demonstrated leadership, innovation, and professional engagement in the healthcare industry and the advancement of the medical group management profession.

Today, MGMA membership is comprised of more than 6,600 individuals who have attained CMPE or ACMPE Fellow status or who seek certification.

In addition to his achievement of Fellowship, Currier is a Certified Administrator of Surgery Center (CASC) and Certified Public Accountant (CPA). He has been involved with ambulatory surgery centers since 2005 and also serves as Treasurer for the national Ambulatory Surgery Center Associations (ASCA) and is a board member of the state Oregon Ambulatory Surgery Center Association (OASCA).



**Todd Currier**

**Carla Ho'a**, an established leader with more than three decades of experience in higher education finance, has been named the next vice president for finance and administration at **Oregon State University**.

Ho'a will begin her new role September 3.

As vice president for finance and administration, Ho'a will oversee a division with more than 600 employees across ten distinct units, including budget and fiscal planning, capital planning and construction, facilities maintenance, transportation, environmental health and safety, procurement and contracting and public safety.

Ho'a will report to Murthy and will serve as a key advisor and member of the President's cabinet. She also will serve as an ex officio member of the OSU Board of Trustees' Finance and Administration Committee and work closely with the committee's chair.

She most recently served as interim chief financial officer and vice president for administration and finance at California Polytechnic State University, Humboldt. Previously, she served as vice chancellor for administrative affairs at the University of Hawaii at Hilo and as vice chancellor and chief financial officer and in several other finance and administration roles at the University of Colorado.

She holds a master of business administration and a bachelor of science in finance from the University of Colorado, Denver.

Ho'a, who was selected following a national search, succeeds Mike Green. Green has served in the role since 2017 and announced his plans to retire earlier this year.



**Carla Ho'a**

Selections have been made for the **Leadership Bend** Class of 2025, a nonprofit civic engagement and leadership development program of the Bend Chamber. Leadership Bend exists to identify, develop, educate and connect diverse leaders who impact the Central Oregon region through committed service to the community.

Participants are chosen from a broad cross-section of candidates from around the region who must undergo a significant application process. These acknowledged and aspiring leaders share a commitment to active participation in shaping the future of Central Oregon.

There now are nearly 700 Leadership Bend alumni, many of whom serve as our community "trustees" through board service, elected office, volunteerism and more.

The Leadership Bend Class of 2025 are **Taryn Amens**, Saving Grace; **McKenzie Boyd**, Parametrix; **Noah Brandt**, Anthony's Restaurant; **Renee Brooke**, City of Bend; **Jamie Dyer**, Central Oregon Radiology Consultants; **Ryan Eckman**, Mike's Fence Center; **Nick Gibson**, Caldera; **Amber Gomes**, Koya Partners; **Jen Hammond**, Bend Chamber; **Quinn Hanson**, GA Rogers; **Eric Heidebrecht**, Morrison-Maierle; **Cynthia Hunt**, Volunteers in Medicine; **Ian Isaacson**, Bend Park and Recreation District; **Hank Kamakaala**, Lease Crutcher Lewis; **Melissa Kamanya**, City of Bend; **Theodore Krause**, Lynch Murphy McLane LLP; **Kimberly Liszka**, Reveille & Retreat Project; **Cory Loomis**, Pence Contractors; **Amy McCarthy-Smith**, S&J Architects; **Connor McCullough**, McCullough Financial Group; **Mary Murphy**, Latino Community Association; **Jenny Odom**, Self-Employed; **Mark Pedersen**, Kirby Nagelhout Construction Co.; **Todd Prior**, U.S. Bank; **Nicholas Sackos**, Hennebery Eddy Architects; **Steven Saunders**, Cerity Partners; **Sara Sherman**, Brasada Ranch; **Sarah Slaughter**, Rosendin; **Michelle Solley**, St. Charles Foundation; **Greg Watson**, Simplicity by Hayden Homes; **David Wilkerson**, ORW Architecture; and **Amanda Windlinx**, Connect Central Oregon.

For the nine months of the program, participants will work with local leaders to expand awareness and understanding of the Central Oregon region. The class will explore historical and current issues firsthand and learn about the unique challenges and opportunities that cross sectors and silos. Additionally, the cohort will benefit from a series of servant leadership topics designed to enhance individual leadership skills and make an impact through a class capstone project.

**Lynch Murphy McLane LLP** is announced the firm recently added **Shannon McCabe** as a partner in the Bend office.

McCabe has been an integral member of the firm since its inception in 2016. Her practice focuses on complex commercial litigation and land use law. McCabe successfully represents clients in multimillion-dollar lawsuits, construction defect cases, and land use applications and appeals. She's also a former licensed real estate broker which enables her to bring practical knowledge and understanding of her client work that deals with construction, real estate and land use law.

McCabe received her bachelor of science in political science, with a minor in environmental and natural resource law and policy from Oregon State University and her doctor of jurisprudence from the University of Oregon School of Law. While attending the University of Oregon, McCabe was the director of the Moot Court Board and the symposium co-editor for the *Journal of Environmental Law and Litigation*. She was also a volunteer with the Crook County District Attorney's Office. McCabe is particularly interested in the legal issues facing Central and Eastern Oregon. She loves to practice law because she sees a real need in rural communities for legal assistance.



**Shannon McCabe**



**Lauren DuRocher**

Deschutes National Forest Supervisor **Holly Jewkes** has selected **Lauren DuRocher** to serve as the acting Sisters district ranger while Ian Reid, the current district ranger completes a temporary assignment as the acting Modoc National Forest Supervisor.

DuRocher, currently the environmental coordinator and natural resource team lead for the Sisters Ranger District, will serve as the Sisters district ranger for a four-month assignment. Her temporary assignment begins August 12, 2024.

DuRocher has been working for the Forest Service since 2011. She started her federal career in recreation management on the Okanogan-Wenatchee and White Mountain National Forests. With master's degrees in forestry and forest policy, she made the switch to National Environmental Policy Act (NEPA) project planning on the Deschutes National Forest in 2015. For the past three years, she has served as the environmental coordinator and natural resource team lead for the Sisters Ranger District. In this role, she oversaw a team of natural resource specialists and NEPA projects large and small.

During fire season, DuRocher helps on incident management teams as a public information officer. Additionally, she has enjoyed a couple temporary assignments working in public affairs across central Oregon. She spends her free time camping, hiking, skiing, and fly-fishing on public lands with her husband and dog.

**Edward Jones** Financial Advisor **Michael Bishop** of Redmond has been named to the 2024 *Forbes* Top Next-Gen Wealth Advisors Best-in-State in Oregon ranking by Forbes and SHOOK Research. The ranking recognizes financial advisors younger than 40 who have at least four years of experience. This is the third year that Bishop has been named to this prestigious list.

Bishop has served investors in this community and beyond for 11 years. He leads a client support team that includes Kim Ragan and Tara Folsom.

**KPOV** was recently voted the Best Radio Station in Central Oregon. We're thrilled and honored to receive this title for the second year in a row. Thank you for your support, we couldn't do it without you!

**who's who who's who who's who**

New hires, promotions,  
 accolades, awards, retiring?  
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**Who's Who!**

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

**who's who who's who who's who**

# Announcing the Launch of a New 2024-25 Edition of the High Desert Food Trail

by **ANDREA SMITH, Agricultural Support Manager — High Desert Food & Farm Alliance**

**H**ot off the presses! The High Desert Food Trail, created by High Desert Food and Farm Alliance (HDFFA), is thrilled to announce a brand new edition and map, complete with new foodie-focused events, delicious culinary businesses, and self-guided itineraries to follow. The High Desert Food Trail is a collaboration with Travel Oregon and Visit Central Oregon as a part of the Oregon Food Trails Program celebrating Central Oregon's farms, restaurants, cafés, breweries, distilleries, and culinary experiences to taste your way through the region and have engaging, unique experiences with working area farms. Central Oregon is known for outdoor adventures, and one of the best ways to connect to the land is through food.

The High Desert Food Trail helps visitors and locals alike experience the culinary and agritourism opportunities that make this region unique. The trail features 48 businesses including farms, ranches, restaurants, farmers markets, craft food and beverage makers, and lodging. All of these stops along your journey will help connect you to the high desert's diverse businesses, landscapes, and cultures.

Trail visitors can choose their own path, or follow one of the three highlighted themes and itineraries —Stunning Landscapes, Artisan Offerings, and Resilient Agriculture. Visit [hdffa.org/hdft](http://hdffa.org/hdft) to download the full trail map in both English and Spanish and explore an interactive map of trail businesses at [hdffa.org/hdft-businesses](http://hdffa.org/hdft-businesses).

One of the most exciting parts of the HDFT is showcasing businesses who source from, sell to, and collaborate with each other. You can find local products in markets and on menus across the region. For example, Deschutes Produce, like many others, has its own farmstand but also sells products at Central Oregon Locavore, The Stand, Well Rooted Farmss, Bend Farmers Market, and more. Funky Fauna Artisan Ales, Lazy Z Ranch, and Bonta Gelato all utilize farm-fresh lavender from Tumalo Lavender to add local flavor to their products. Arome, an artisan market specializing in teas, spices, and wines, collaborates with local makers and businesses to put on classes - such as the recent cooking class with Schilling's Garden Market on making summer mocktails and salads. The stories of our local food system can be found across the High Desert Food Trail and tied throughout Central Oregon.

While the trail is accessible year-round, some businesses are only seasonally open to the public. With the summer season in full swing, now is a great time to look into one of these itineraries and explore these self-guided journeys at your own pace. Follow the itineraries of High Desert Food Trail by checking out these video features on YouTube.



LOCALLY-GROWN PRODUCE SOLD AT THE BEND FARMERS MARKET | PHOTO COURTESY OF HIGH DESERT FOOD AND FARM ALLIANCE

Learn more about the High Desert Food Trail and find your adventure at [hdffa.org/hdft](http://hdffa.org/hdft). You can also find brochures at welcome centers across the state, participating High Desert Food Trail businesses, and at HDFFA booths at farmers markets throughout the summer season.

This project is funded by the USDA Beginning Farmer and Rancher Development Program grant [grant no. 2020-70017-32426] from the USDA National Institute of Food and Agriculture with support from the Oregon Food Trails program, Visit Central Oregon, Travel Oregon Wine Country License Plate program, and our sponsors, Bonta Gelato, Brasada Ranch, and The Old Mill District.

**About High Desert Food and Farm Alliance:**

HDFFA is a 501(c)3 nonprofit serving Crook, Deschutes and Jefferson Counties as well as the Confederated Tribes of Warm Springs. HDFFA's mission is to support a healthy and thriving food & farm network through education, collaboration, and inclusion.

[hdffa.org](http://hdffa.org)

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# ASI

*Continued from page 3*

Founded by President and Founder Randy Miller, ASI has been building relationships and providing personal wealth management and institutional consulting to a diverse client portfolio, including individuals, families, corporations, and not-for-profit organizations for over 25 years. ASI's valued team has joined OneDigital and will maintain its personal commitment to client service from its existing locations in Oregon and Washington.

"When I began succession planning, my two main goals were clear: to retain our talented team of advisors and staff, and to uphold our fiduciary standard, ensuring the exceptional care and personalized management our clients expect," said Miller. "OneDigital emerged as the ideal partner due to their cultural alignment, client-centric

focus, and strong leadership. I am confident this partnership will allow our team to continue building on ASI's legacy for many years to come."

The addition of ASI signals strong investments within OneDigital's growing West marketplace. Out of 18 acquisitions announced in 2024, across all practices, OneDigital welcomed ten new acquisitions to the West region. This move will further enhance the integrated offerings for businesses and individuals across the region.

"We take great pride in welcoming Randy and the ASI team to OneDigital," said Vincent Morris, president Retirement + Wealth, OneDigital. "This strategic acquisition aligns perfectly with our growth vision and solidifies our wealth management presence in Pacific Northwest. Together, this partnership opens up significant opportunities, complementing our existing strengths and allowing OneDigital to deliver even greater value to our clients."

### About ASI Wealth Management:

Founded in 1998, ASI is a wealth management and consulting firm headquartered in Bend, Oregon with offices in Seattle, Portland, and Medford. The firm's philosophy is based on strong relationships and a deep understanding of aligning client assets to help them achieve all that is important to them. With a team of 14 employees whose average tenure with ASI is over ten years, the firm takes pride in supporting their communities and in doing what's right instead of what's easy for their clients.

### About OneDigital:

OneDigital's team of fierce advocates helps businesses and individuals achieve their aspirations of health, success and financial security. Our financial services and HR platform provides personalized, tech-enabled solutions for a contemporary work-life experience. Nationally recognized for our culture of caring, OneDigital's teams enable employers and individuals to do their best work and live their best

lives. More than 100,000 employers and millions of individuals rely on our teams for counsel and access to fully integrated worksite products and services and the retirement and wealth management advice provided through OneDigital Investment Advisors. Founded in 2000 and headquartered in Atlanta, OneDigital maintains offices in most major markets across the nation.

OneDigital is a registered trademark of Digital Insurance LLC ("OneDigital") and is the marketing name used by Digital Insurance LLC and its affiliates to market their products and services. Each company has financial responsibility only for its own products and services. Investment advisory services offered through OneDigital Investment Advisors, a wholly owned subsidiary of OneDigital.

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asiwealthmanagement.com  
onedigital.com

# Kids Inc.

*Continued from page 3*

and benefits and ask questions about their potential role.

From September to June, the Kids Inc. program serves families with high-quality afterschool care. After a full day of school, kids benefit from down time to be care-free and staff members guide activities while creating a safe and enriching environment.

The Youth Recreation Leader is responsible for facilitating classes and activities through developmentally appropriate crafts, games, and/or other

planned activities. Youth recreation jobs have relevant, real-world experience to use towards professional pathways in childcare, education and other fields. There is also a youth recreation aide position that can be a first job for a current high school student.

Available for ages 15 and older, the featured part-time openings include:

- Youth Recreation Aide — entry level welcomed
- Youth Recreation Leader — some experience
- Youth Recreation Team Leader Bilingual — minimum one-year experience and Spanish language proficiency

"Providing afterschool care for

approximately 1,300 children at 14 school sites takes a large number of staff members, and we're excited to meet prospective employees," said Shalee Hanks-Mink, BPRD Youth Recreation Supervisor. "I encourage applicants with passion for working with children and recreation to apply."

In addition, local high school or college students qualify for paid positions that include scholarships for COCC and OSU-Cascades students and paid internships for Bend La-Pine high school students.

The internships were introduced in 2022-23. There are openings for 24 new and returning scholarship recipients for the upcoming school year.

### KIDS Inc. hours are:

- Monday, Tuesday, Thursday and Friday: 2-5:30pm
- Wednesday: 12:30-5:30pm

Three-day and five-day schedules are available, and working only during weekday afternoons means mornings, evenings, weekends and holidays are free. BPRD offers a variety of employee benefits, which may include insurance, paid leave, recreation facility passes and recreation program discounts.

Learn more about positions and apply at [bendparksandrec.org/jobs](http://bendparksandrec.org/jobs).

Bend Park and Recreation District is an equal opportunity employer.

[bendparksandrec.org](http://bendparksandrec.org)

# Bend Design

*Continued from page 3*

and fellow creatives in the Bend area where the conference was born in 2015.

Early bird tickets are on sale for 15% off of \$125.

Get yours now!

Bend Design: Speaker Highlight

**Corey Martin, Architect**

Hacker Architects

*Drawing From a New Landscape*

The Central Oregon Landscape is a relatively new (in geological time), and sublimely beautiful place that suggests a unique approach to designing buildings. Drawing from a New Landscape looks at what makes Central Oregon so special and explores ways that architecture and art can deepen connection with this place.

Purchase passes at [scalehouse.org/benddesign](http://scalehouse.org/benddesign)

# Tomco Electric

*Continued from page 3*

employees and allow us to better serve our community."

The project is being built by Empire Construction and Development and was designed by STEELE Associates Architects. Amenities include 480V EV chargers, fitness room, wash bay, prefabrication area and a second story breakroom with balcony.

Expected completion is Q2 2025.

[tomcoelectric.com](http://tomcoelectric.com)

# Ballet Studio

*Continued from page 3*

Ms. Antje Hertel Hendrix has joined the extraordinary coaches and instructors at the premier Foundation Health and Fitness Center at 1105 SE Centennial St. Classes are held every weekday and are INCLUDED with low-cost general membership. Participate in 1pm or 4pm sessions, with custom attention from Ms. Hertel Hendrix.

Antje delighted millions of fans for over a decade at the world famous Friedrichstadt-Palast Theatre entertaining dignitaries, politicians, directors, French designers, and of course up and coming dancers. Her wide breadth of expertise in classical ballet, jazz dance, health, and fitness is at your fingertips when experiencing her down-to-Earth and compassionate style of teaching.

This rare opportunity to take your fitness game to the next level without risking the usual injuries of high impact workouts can be yours by calling 541-678-2747.

[foundationhealthandfitness.com](http://foundationhealthandfitness.com) • @foundation\_ballet\_u

## RECENT TRANSACTIONS

*Continued from Page 3*

**Compass Commercial Real Estate Services** brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz, CCIM** represented the landlord, **Deschutes Ridge Business Park, LLC**, in the lease of a 7,172 SF office suite located at 1000 SW Disk Drive in Bend. **Schultz** also represented the tenant, **BASCO**.

Brokers **Jay Lyons, SIOR, CCIM, Graham Dent, SIOR**, and **Grant Schultz, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **Brooks Resources Corp.**, in the lease of a 3,133 SF medical office suite located at 2220 NW Labiche Lane in Bend.

**Compass Commercial Real Estate Services** broker **Robert Raimondi, CCIM** represented the seller, **Jerry & Marisa Parks**, in the sale of 8810 NW Eagle Drive in Redmond. The 2,972 SF residential/hangar complex on 5.86 acres sold for \$810,000.

**Compass Commercial Real Estate Services** broker **Robert Raimondi, CCIM** represented the tenant, **Renewal by Anderson of Oregon**, in the lease of a 3,000 SF industrial suite located at 20705 Brinson Boulevard in Bend.

Broker **Jay Lyons, SIOR, CCIM** with **Compass Commercial Real Estate Services** represented the tenant, **Fireside Contracting Services, LLC**, in the lease of a retail suite at 531 NW Elm Avenue in Redmond.

**Compass Commercial Real Estate Services** brokers **Grant Schultz, CCIM** and **Jay Lyons, SIOR, CCIM** represented the landlord, **Merchant Way, LLC**, and the tenant, **Freemansmiles, LLC**, in the lease of an 850 SF medical suite located at 3052 Merchant Way in Bend.

Submit your Recent Transactions to [Jeff@CascadeBusNews.com](mailto:Jeff@CascadeBusNews.com) to be seen in the next edition of *Cascade Business News*

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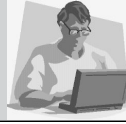


# Central Oregon Business Calendar

Email Your Upcoming Business Events to [CBN@CascadeBusNews.com](mailto:CBN@CascadeBusNews.com)

Event Details at [CascadeBusNews.com/Business-Events](https://CascadeBusNews.com/Business-Events)

## BUSINESS EVENTS



### August 21

5:30pm City of Redmond UAPC Meeting at 411 SW Ninth Street, Redmond.

### August 22

5:30pm Deschutes County Planning Commission Meeting.

### August 22

6:30-8:30pm Oregon State University Family Business 360° In-Person Dinner, Crafting a Family Business with Multiple Families in Central Oregon, at Sisters Meat & Smokehouse, Redmond.

### August 26

1pm Deschutes County Board of County Commissioners Meeting.

### August 27

4-6pm City of Bend Virtual and In-Person Transportation Bond Oversight Committee Meeting at Bend City Hall Council Chambers.

### August 27

6pm City of Redmond City Council Meeting.

### August 27

7-9pm Skeptoid Media Nerd Night Science Trivia at Worthy Brewing East-side, Bend.

### August 28

9am Deschutes County Board of County Commissioners Meeting.

### August 28

5:30pm Deschutes County Joint Board of County Commissioners Meeting with the City of La Pine.

### August 29

1pm Deschutes County Hearings Officer Hearing - Land Use: Schutte Nonfarm Dwelling Meeting.

### September 4

10-11am PrideStaff Innovations Live Webinar, The Approaching Storm: How the Demographic Drought's Damage Will Look Like a Hurricane — And How You Can Prepare!

### September 6

8am Madras Chamber Coffee Cuppers at First Interstate Bank, Madras.

### September 10

8-9:30am Bend Chamber Commerce & Coffee at Waypoint Hotel, Bend.

### September 11

3-5pm Bend Chamber Bend YP Expert Lab, Fit for Success: Striking a Work/Life/Health Balance at Subaru of Bend.

### September 11

5:30-6:30pm COCC Project Management Information Meeting at COCC Bend Campus CAS 104.

### September 17

9-10:30am Visit Bend Virtual and In-Person Board of Directors Meeting at Oxford Hotel.

### September 17

5-7:30pm Bend Chamber What's Brewing: Ballot Backfire — How Measure 118 will Hurt Business & Consumers, at Tetherow Resort Event Pavilion.

### September 17

5:30pm OSU-Cascades Science Pub, The Situation in Ukraine, at OSU-Cascades Edward J. Ray Hall, Bend Campus.

### September 19

11am Deschutes County Coordinated Houseless Response Office Meeting.

### September 19

3-4pm Bend Chamber Ribbon Cutting and Grand Opening at Dania Furniture.

### September 25

5-7pm Bend Chamber Bend YP Social at Deschutes Historical Museum, Bend.

### September 26

5:30pm Enjoy Downtown Redmond Meeting at Harcourts The Garner Group, Redmond.

## WORKSHOPS & TRAINING



### October 10-11

8:30am-5pm Bend Chamber Two-Day Workshop, Cultivating Connection & Belonging in the Workplace, at Worldmark Bend, Seventh Mountain Resort.

### (Ongoing)

COCC Small Business Development Center Virtual Classes.

## Building Permits

### COMMERCIAL PERMITS WEEK ENDING 8-2-24 & 8-9-24

#### Deschutes County

\$642,496.00 - Commercial (New) 3,200 sf. at 56870 Enterprise Dr. Sunriver 97707 OR Owner: Jeanette and Dustin Moore 629 NW 76th St. Seattle, WA 98117  
Builder: Pearl Plumbing, LLC 541-410-0028 Permit # 247-24-002765

\$20,000.00 - Commercial (Alteration) at 250 W Cascade Ave. Sisters 97759 OR Owner: Broken Top Investment Group, LLC PO Box 292 Sherwood, OR 97140 Permit # 247-24-003688

#### City of Bend

\$20,000.00 - Commercial (Alteration) 1,582 sf. at 660 NE 3rd St. Bend 97701 OR Owner: Bend Towne Center Limited Partnership  
Builder: Kellcon, Inc. 541-312-4034 Permit # PRRE202403246

\$2,832,192.00 - Commercial (New) 18,640 sf. at 20755 High Desert Ln. Bend 97701 OR Owner: J & D Olsen Properties, LLC  
Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202402088

\$245,800.00 - Commercial (Alteration) 11,533 sf. at 20794 High Desert Ln. Bend 97701 OR Owner: SEEYA Properties, LLC  
Builder: Nelson Tile and Stone, Inc. 541-410-5090 Permit # PRRE202304051

\$20,200,000.00 - Commercial (New) 264,684 sf. at 61956 SE Santorini St. Bend 97702 OR Owner: Stevens Ranch, LLC  
Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRNC202308130

\$1,215,000.00 - Commercial (Alteration) 36,230 sf. at 2500 NE Neff Rd. Bend 97701 OR Builder: Skanska USA Building, Inc. 973-753-3579 Permit # PRRE202402308

\$244,148.00 - Commercial (Alteration) 6,124 sf. at 1001 SW Emkay Dr. Ste. 130 Bend 97702 OR  
Owner: 1001 Building Associates, LLC Builder: RC Carter Construction, LLC 541-815-0387 Permit # PRRE202402485

\$32,005.00 - Commercial (Alteration) 2,397 sf. at 135 NW Greeley Ave. Bend 97703 OR Owner: WAJO, LLC  
Builder: Compass Commercial Construction Services, LLC 541-848-4073 Permit # PRRE202402032

\$17,000.00 - Commercial (Alteration) 107 sf. at 920 NW Bond St. Ste 211 Bend 97703 OR Owner: St. Clair Place, LLC  
Builder: Wolf Construction & Development 541-200-6954 Permit # PRRE202400545

#### City of Redmond

\$3,272,605.00 - Commercial (Tenant Improvement) 8,724 sf. at 3500 SW 21st Pl. Redmond 97756 OR Owner: BASX, Inc. 3500 SW 21st Pl. Redmond, OR 97756  
Builder: Sunwest One, Inc. 541-548-7341 Permit # 711-24-000984

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**Nanometrics Announces Expansion of Bend Operations**

**Cascade Publications Inc. Embarks on 25 Years of Cascade Business News**

**Lumos Medical Center Primary Care Clinic Reopening Eastern & Western Medical Hubs Celebrates First Anniversary**



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**CASCADE BUSINESS NEWS**  
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**Brooks Buys Former Bend Car Lot as Commitment to Future Central Vision**

**Home Builders Foster Cottage Industries**

**The BendTECH Startup Resource Fair is Back—Bigger & Better**

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February 15, 2023 • VOLUME 30 • ISSUE 4

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