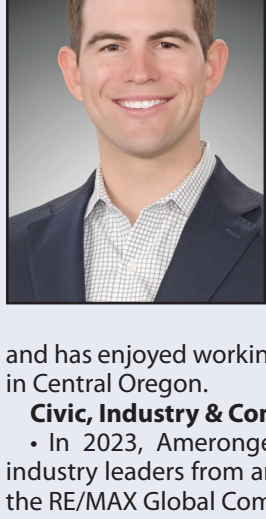


# 2024 Accomplished Under 40 Award Recipients

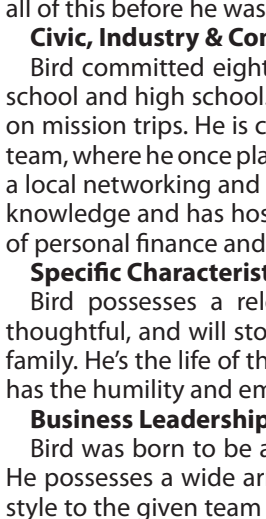


**Ryan Amerongen**  
*CCIM, Broker*  
**RE/MAX Key Properties**  
**Professional Accomplishments:**  
 Producing Commercial Broker for RE/MAX in the State of Oregon for the last three years  
 • #1 Producing Commercial Broker at RE/MAX Key Properties in Central Oregon for multiple years  
 • CCIM Designated: Amerongen has earned the unique distinction of being one of the youngest commercial brokers in the region awarded with CCIM designation. This designation represents the successful completion of an advanced and rigorous course of commercial real estate study and work experience. As a Certified Commercial Investment Member, Amerongen is a recognized expert and has enjoyed working with some of the largest property owners and developers in Central Oregon.

**Civic, Industry & Community Involvement:**  
 In 2023, Amerongen represented the Pacific Northwest as he joined with industry leaders from around the world to participate on a Global Leasing Panel at the RE/MAX Global Commercial Symposium in Chicago, Illinois.  
 • Amerongen and his wife would like to support our community with both time and personal resources. Local organizations have included their church, youth activities, RMEF (Rocky Mountain Elk Foundation), Deschutes River Conservancy, and CASA.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 As someone who has had the good fortune to be raised in Central Oregon, Amerongen holds an extensive knowledge of the local market, its opportunities and its growth over the years. Amerongen operates by combining strong financial analysis skills, expert negotiation experience, and effective marketing strategies. Prioritizing clear communication and professionalism, he guides his clients through complex transactions, ensuring informed decisions and building lasting relationships based on trust and success in our competitive commercial market in Central Oregon.

**Business Leadership Philosophy:**  
 Amerongen's business philosophy is rooted in integrity with an emphasis on prioritizing ethical decision-making, transparency, and trust. Amerongen leads by example, fostering a culture of accountability and respect. By consistently aligning actions with core values, he inspires loyalty, drives sustainable success, and strives to cultivate long-term relationships with his clients in which honesty and integrity are non-negotiable foundations.

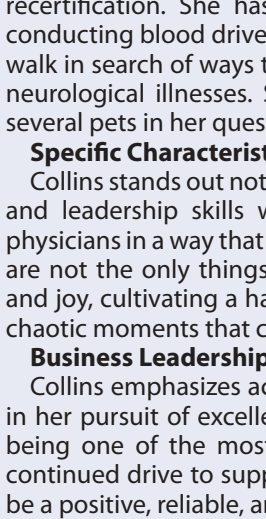


**Michael Bird**  
*Financial Advisor*  
**ASI Wealth Management**  
**Professional Accomplishments:**  
 Bird started his career as an intern and diligently worked his way through the ranks. He is now a respectable financial advisor that helps individuals and families align their finances with their unique goals and values. He also provides white-glove service in assisting business owners and their employees with workplace retirement plans. He has earned three professional designations, including CFP, which is broadly considered the standard of excellence in financial advising. He oversees over \$50M in assets under management across 100 relationships and has achieved all of this before he was 30, let alone 40.

**Civic, Industry & Community Involvement:**  
 Bird committed eight years as a volunteer, mentoring students through middle school and high school. He served as a counselor at summer camp and as a leader on mission trips. He is currently the head coach for the Bend High boys water polo team, where he once played. Bird also serves on the board of PROS of Central Oregon, a local networking and resource group. Bird enjoys opportunities to share his deep knowledge and has hosted free seminars teaching young adults the fundamentals of personal finance and investing.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Bird possesses a relentless desire to learn and grow. He is compassionate, thoughtful, and will stop at nothing to do what is right for his clients, friends, and family. He's the life of the party and a born leader. He is driven to be successful and has the humility and empathy to do it the right way.

**Business Leadership Philosophy:**  
 Bird was born to be a driven, successful leader that people are drawn to follow. He possesses a wide array of strengths and has the ability to adapt his leadership style to the given team and situation. He is quick to listen, and not above any work or task. He leads by example and with thoughtful intention. In a business setting he handles his relationships with professionalism and empathy, providing his clients with advice that is sound and reflects their personalized goals. His work helps people pursue their dreams and achieve lives they never thought were possible for themselves. Along the way, he doesn't forget to value the little things he learns about his clients that shows he listens and cares.

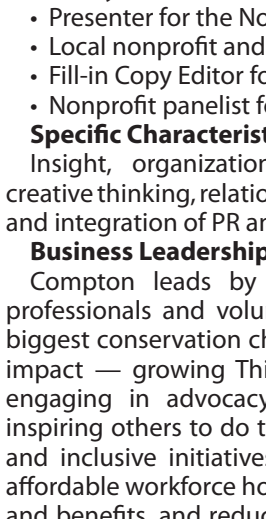


**Emmah Collins**  
*Certified Clinical Medical Assistant & Neurodiagnostic Technician*  
**Pacific Crest Neurology**  
**Professional Accomplishments:**  
 Collins graduated from San Francisco State University in 2021 with a bachelors of biology concentrated in anatomy and physiology as well as a minor in chemistry with honors. Upon graduating from college, she returned home to Bend to serve her local community. She became a certified medical assistant while in college and within a year of working in neurology, she was promoted to a neurodiagnostic technician who now manages a complex neurodiagnostics department. In addition, she is the only person in Central Oregon, and one of very few in the state, qualified to perform autonomic testing. She is an experienced electroencephalography (EEG) technologist and a skilled neuropsychologist, contributing to advanced neurological diagnosis and care. She takes tremendous pride in her work and in providing a smiling face and warm, welcoming presence for her patients.

**Civic, Industry & Community Involvement:**  
 Collins has been a National Healthcare Association member since 2019 and CPR/BLS trained since 2016 through dedication to continued education and completing recertification. She has volunteered with the Red Cross, even organizing and conducting blood drives. More recently she has participated in the ALS Association walk in search of ways to be more involved in the community of those affected by neurological illnesses. She donates to local Humane Societies and has adopted several pets in her quest to rescue all of the animals.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Collins stands out not only for her unique expertise but also for her organizational and leadership skills which allow her to effectively assist in organizing three physicians in a way that has made her indispensable. Her knowledge and work ethic are not the only things that make Collins exceptional. Every day she brings light and joy, cultivating a happy and relaxed work environment despite the somewhat chaotic moments that come with working in the medical field.

**Business Leadership Philosophy:**  
 Collins excels at accountability and honesty. She is fearless and unapologetic in her pursuit of excellence, inspiring it in others. And she manages this all while being one of the most affable and gregarious people in our organization. Her continued drive to support and care for others, motivates her consistent ability to be a positive, reliable, and quality member of our larger community.



**Sally Compton**  
*Executive Director*  
**Think Wild**  
**Professional Accomplishments:**  
 Compton is a dedicated and strategic leader in the environmental nonprofit field with a proven track record of leveraging marketing and PR strategy to advance and scale organizations. She spearheaded the capital fundraising, construction and launch of Think Wild, a 501(c)(3) nonprofit wildlife conservation center in Bend, which now provides wildlife rescue, education, conservation, and habitat restoration services to Central and Eastern Oregon.

**Civic, Industry & Community Involvement:**  
 In addition to leading Think Wild, Compton owns Meadow Creek Marketing, an agency that provides marketing consulting services to nonprofits, businesses, and agencies. She also leads workshops for the Nonprofit Association of Oregon, fills in for copy editing at the *Source Weekly* and serves on the board for the National Wildlife Rehabilitators Association. Prior to Think Wild, Compton led communications, marketing, and events for the Oregon Coast Aquarium and worked to support conservation outreach and education at the Cornell Lab of Ornithology. She is a graduate of Cornell University, where she studied evolutionary biology and business management.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Compton is a board member and Development - Marketing committee chair for NWRA (National Wildlife Rehabilitators Association)  
 • Land Use Leadership Initiative program graduate  
 • Newly admitted to the Oregon Wildlife Coalition  
 • Present for the Nonprofit Association of Oregon  
 • Local nonprofit and business consultant  
 • Fill-in Copy Editor for the *Source Weekly*  
 • Nonprofit panelist for the Bend Chamber's Leadership Bend program

**Business Leadership Philosophy:**  
 Compton leads by example and is focused on supporting conservation professionals and volunteers who work hands-on to find solutions to Oregon's biggest conservation challenges. This focus shows up in her work and community impact — growing Think Wild to be a regional leader in wildlife conservation, engaging in advocacy around critical environmental and social issues, and inspiring others to do the same. She is proud to spearhead equitable, progressive and inclusive initiatives both internally and externally, such as participating in affordable workforce housing initiatives, advocating for nonprofit staff living wages and benefits, and reducing barriers to wildlife education and coexistence services through Central and Eastern Oregon.

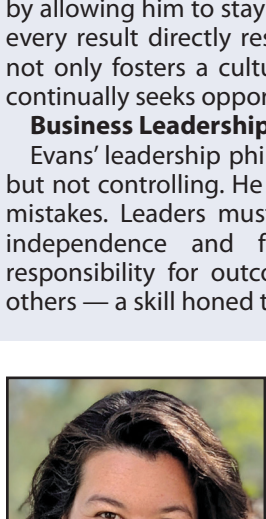


**Mandy Davis**  
*Director of Operations*  
**Total Real Estate**  
**Professional Accomplishments:**  
 50 words isn't enough for Mandy Davis... Davis has directed operations for eight years, and has helped grow that business and brand presence. Previous to that she operated her own marketing company where she became a published author and presented to corporate audiences how to improve their online marketing strategies.

**Civic, Industry & Community Involvement:**  
 Davis has served on the PR Committee, the ENCORE Awards Committee, and the Strategic Planning Committee for the Central Oregon Association of REALTORS, the marketing director for Women's Council of REALTORS, and the marketing director for the Mountain View Cougars Bulletin. In addition, she volunteers for many causes such as CASA, Ronald McDonald House and others.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Davis is a very data driven worker, she likes to find proof in numbers and understanding patterns. She is a good listener and enjoys problem solving with creative solutions.

**Business Leadership Philosophy:**  
 Davis leads by example. She is very intuitive and works hard to create consistent open lines of communication. Davis leads with empathy, treating each person as if they were a part of your family.



**Myles Eastman**  
*Commercial Relationships Manager*  
**First Interstate Bank**  
**Professional Accomplishments:**  
 Since his start in banking 11 years ago, Eastman's route has been somewhat untraditional. From teller, to a capital market analyst handling \$200M in mortgages annually, to credit analyst, Eastman now serves as commercial relationships manager at First Interstate Bank, managing a \$90M portfolio comprising 90 clients across five industries.

**Civic, Industry & Community Involvement:**  
 Eastman sits on financial committees for the Humane Society of Bend and Bend Redmond Habitat for Humanity. He volunteers 50-75 hours annually for local communities.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Eastman embodies First Interstate's value "People First. Always" with his integrity, curiosity and unweaved commitment to community. He is a strong collaborator with attention to detail, ensuring success for his teams, clients and partners. Eastman's eye for analytics enables him to better understand local industries and optimize client's financial opportunities.

**Business Leadership Philosophy:**  
 Curiosity is key to Eastman's philosophy. Eastman's curiosity drives his ability to understand how to best serve his customers, how to support and encourage his team and how to identify creative solutions to difficult problems. This curiosity enables him to develop mutually beneficial, lasting relationships with key customers and partners.

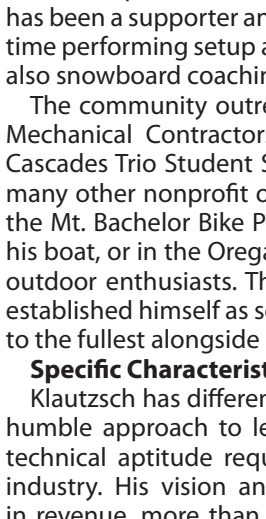


**John Evans**  
*Property Manager*  
**Compass Commercial Property Management**  
**Professional Accomplishments:**  
 Evans has demonstrated remarkable career growth at Compass Commercial, advancing from a maintenance technician to a leasing assistant to a property manager in four short years. He currently oversees a diverse portfolio encompassing over 600,000 square feet of mixed-use properties. Alongside his impressive career in commercial property management, he actively serves in the Oregon Army National Guard. His ability to seamlessly balance his military responsibilities with his professional endeavors underscores his exceptional leadership and dedication.

**Civic, Industry & Community Involvement:**  
 Evans has served in the Oregon National Guard for the past eight years, currently as Commander of Bravo Troop 1-82 CAV. In his role, he has led his team in various missions, including critical wildfire response efforts and supporting statewide initiatives during the COVID-19 pandemic.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Evans has rapidly gained knowledge in his field and embraced extreme ownership in his career, taking full responsibility for all outcomes. This mindset sets him apart by allowing him to stay calm under pressure and drive success by recognizing that every result directly responds to his actions. By embracing accountability, Evans not only fosters a culture of trust and reliability among his colleagues, but also continually seeks opportunities for improvement.

**Business Leadership Philosophy:**  
 Evans' leadership philosophy blends military and business insights: be involved but not controlling. He believes in leading by example, acknowledging the grittiness and mistakes. Leaders must balance engagement with stepping back, encouraging independence and fostering growth rather than micromanaging. While responsibility for outcomes remains, true leadership develops by empowering others — a skill honed through experience and trust.



**Morgan Farnell**  
*Nonprofit Administrator*  
**High Desert Chamber Music/United Way**  
**Professional Accomplishments:**  
 Farnell is a dedicated small business owner with over three years of experience in nonprofit administration right here in Bend. She has successfully run her business, FarMorCo, for seven years. Throughout her career in nonprofit administration, she has been fortunate to contribute to a variety of local events, including the High Desert Chamber Music Concert Series, the Juneteenth Celebration, Munch n Music, and many more!

**Civic, Industry & Community Involvement:**  
 Farnell is a passionate advocate and mentor for individuals with disabilities in Bend. For over a decade, she has been dedicated to distributing essential items — such as hygiene products, gift cards, and sleeping bags — to those experiencing homelessness. Currently, she works with both High Desert Chamber Music and United Way. She serves on a local board that allocates federal funds to agencies addressing food insecurity and shelter needs in Central Oregon. Meanwhile, at High Desert Chamber Music, she plays a key role in bringing world-renowned classical musicians to our community.

**Specific Characteristics that distinguish them from their peers:**  
 Farnell is deeply passionate about making a meaningful impact in her community. Her commitment to driving positive change is fueled by her empathy for those in need and her extensive knowledge of local resources. With a strong love for the arts, she combines her creative interests with her dedication to enriching her community.

**Business Leadership Philosophy:**  
 Farnell is committed to fostering an environment of equality through inclusion, empathy and understanding. She believes that through compassion and dedication as a leader, you can cultivate more positive and effective change.



**Dinah Real**  
*Commercial Green Tree*  
**Green Tree Commercial Real Estate**  
**Professional Accomplishments:**  
 Green, a licensed commercial real estate broker, brings over a decade of business experience to her real estate career. Since 2018, she's been a trusted business partner in Central Oregon. In 2024, she founded Green Tree Commercial Real Estate, a woman-owned firm dedicated to integrity, client-first service, and community values.

**Civic, Industry & Community Involvement:**  
 Green served as a board member for the Boys & Girls Clubs of Bend (2017-2020) and currently serves on the Advisory Board. She actively volunteers at Trinity Lutheran School, demonstrating her commitment to supporting local youth.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 In addition to her role as a respected local business owner, Green is an outdoor enthusiast and health advocate in Bend's fitness circle, formerly serving on the Girls on the Run of Central Oregon Council. She is also a devoted mom of three, skillfully balancing family life with her commitment to the community.

**Business Leadership Philosophy:**  
 Green's business leadership philosophy centers on collaboration, fostering success through teamwork and mutual respect. She champions hard work paired with kindness, values authenticity, and is committed to extraordinary results. Prioritizing trust over transactions, Green strives to build lasting relationships and ensuring that everyone wins together.



**Michael Klautzsch**  
*Project Executive*  
**Apollo Mechanical Contractors**  
**Professional Accomplishments:**  
 After graduating from OSU-Cascades with a degree in energy systems engineering in 2015, and completing a six-month internship with ColeBeir Engineering, Klautzsch was hired at Apollo Mechanical Contractors as a project engineer. He began his career in 2017 focusing on the high-tech construction industry of Central Oregon, which included pharmaceuticals and data center work throughout the area. As his career progressed, he was quickly promoted to lead the major project manager April 2021 and began managing all different types of construction work ranging from K-12 schools, high-tech, engineering, health care, pharma, food and beverage, and multifamily housing. Klautzsch and his team played a crucial role in the mechanical and plumbing construction of Caldera High School, multiple other Bend LA School District schools, the St. Charles ICU tower, The Hixon Apartments, multiple data centers, and many other large scale construction projects in the area.

**Civic, Industry & Community Involvement:**  
 Klautzsch was promoted again to project executive in October 2023. He is now leading an office of 13 and field team of 75 alongside Brent Bishop, Apollo Central Oregon overall superintendent. Klautzsch and his team have played a crucial role Apollo Mechanical Contractors growth in Central Oregon over the last seven years and currently manages \$35M+ of revenue annually, with consistent growth year after year. Klautzsch and the Apollo team take pride in playing such an active role in the development of the Central Oregon community and look forward to growing with the area.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Klautzsch has differentiated himself from his peers by taking a light-hearted and humble approach to leading his team while still maintaining the grittiness and technical aptitude required to succeed in the significant HVAC and plumbing industry. His vision and tenacity have led to consistent year-over-year growth in revenue, more than quadrupling the size of Apollo Mechanical Contractors in Central Oregon over the last seven years. He and his team have established many long-standing relationships with many local businesses, developers, engineers, and architects and have established themselves as one of the preferred mechanical and plumbing contractors in the area.

**Business Leadership Philosophy:**  
 Klautzsch empowers his team to operate in ways that suit them best and truly exemplifies Apollo's motto of "Building people who build great things." He pushes everyone on his team to be the best trade partners they can be on the many ongoing construction projects in the area. Klautzsch leads by example and takes extreme ownership of his actions and the actions of his team. He has elevated Apollo's level of professionalism and dedication to succeed and hopes to further engage the Apollo Mechanical Contractors network in the Central Oregon Community.

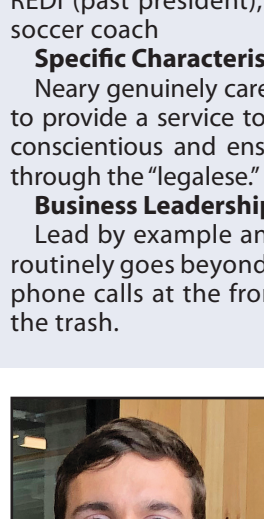


**Nathan Leigh**  
*Sustainable Lead*  
**BBT Architects**  
**Professional Accomplishments:**  
 As Sustainable Lead at BBT Architects, Leigh plays a pivotal role in ensuring that our projects and practice align seamlessly with our core values and sustainability goals. He is passionate and committed to being a steward of the Central Oregon built environment. As leader of our internal Sustainability Committee, he led the charge to sign the AIA 2030 Commitment that lays out energy reduction targets with a goal of carbon-neutral buildings by 2030.

**Civic, Industry & Community Involvement:**  
 A designer and builder at heart, Leigh enjoys volunteering with Bend-Redmond Habitat for Humanity. As Sustainable Lead, he is instrumental in coordinating BBT staff activities with the Environmental Center in Bend. Leigh also provides pro-bono design services for a small NGO focused on educational projects Phnom Penh, Cambodia.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Leigh focuses on sharing experience and knowledge. Leigh's steady demeanor parallels his approach to continually learning and finding design and sustainability solutions. He can calmly explain complex ideas and systems to diverse audiences through a methodical process.

**Business Leadership Philosophy:**  
 Leigh's leadership philosophy is based on providing creative spaces and formats where play and openness can lead to people doing their best work. Leigh believes that to have progress in the design industry there must be a balance of rigor with a creative spirit to unlock unexpected results where one can take ownership and pride in their ideas.

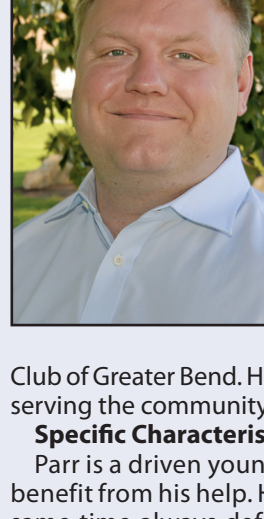


**Sean M. Neary**  
*Attorney*  
**Fitch & Neary PC**  
**Professional Accomplishments:**  
 Neary has a thriving estate planning and business transaction practice in Redmond. He has been practicing since 2011, becoming managing partner at Fitch & Neary in 2019. He was recently selected as a Rising Star in the area of Estate Planning and Probate. The distinction is awarded to the top 2.5% of attorneys under 40 after being evaluated through peer recognition and professional achievement.

**Civic, Industry & Community Involvement:**  
 Redmond Chamber of Commerce (past president), Redmond Budget Committee (past chair), Redmond Airport Committee (chair), REDI (past president), EDCO (past treasurer), Deschutes Bar Association, youth soccer coach

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Neary genuinely cares about his clients' needs. He believes that lawyers are truly to provide a service to clients and treats his practice as a customer service. He is conscientious and ensures his clients understand the details and nuances even through the "legalese".

**Business Leadership Philosophy:**  
 Lead by example and ask others nothing you wouldn't ask of yourself. Neary routinely goes beyond the usual "law practice" and can be seen routinely fielding phone calls at the front desk, greeting clients, fixing equipment, or taking out the trash.

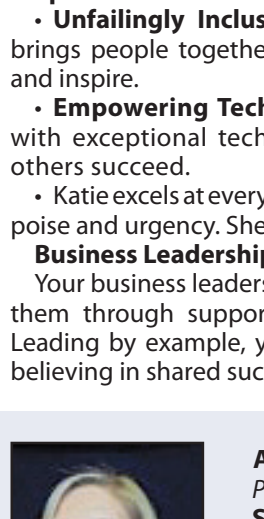


**Jacob Parla**  
*Owner*  
**Parla's Tax Service LLC & Ryan's Produce**  
**Professional Accomplishments:**  
 Parla has operated Ryan's Produce, a seasonal produce market in Redmond, since 2019 and started Parla's Tax Service, which will begin serving clients in 2025. Parla is both a licensed tax consultant and an enrolled agent. Additionally, he served in the U.S. Marine Corps for 5 1/2 years. Parla holds an associate's degree, bachelor's degree, and is currently pursuing his MBA at Oregon State University.

**Civic, Industry & Community Involvement:**  
 Through Ryan's Produce, Parla donates to various food banks and nonprofits in Central Oregon and has supported Redmond Police Department's National Night Out for several years. Parla also volunteers as a Sunday school teacher at Calvary Chapel Redmond.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 He is a loving family man, kind and respectful to everyone around, extremely hard working and takes time out of his busy schedule to talk and listen. He is also very caring and generous.

**Business Leadership Philosophy:**  
 Parla's leadership philosophy is to put others first and to lead by example. He is not afraid to get his hands dirty and will jump in to help. Parla strives to prioritize his employee's mental and physical health and seeks to maintain an appropriate work-life balance for his team.

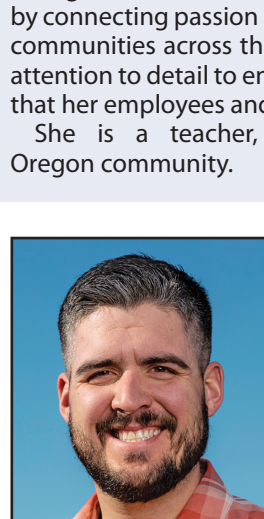


**Scott Parr**  
*HR Director*  
**J Bar J Youth Services**  
**Professional Accomplishments:**  
 Parr joined J Bar J Youth Services, a local nonprofit serving nearly 900 youth per year, as the HR Director. J Bar J has around 200 employees and Parr manages the HR needs of all personnel at the organization. He does so with kindness, integrity, and professionalism. He takes on new responsibilities, keeps current on position needs, and strives to genuinely help the people who serve the organization's mission. Parr has professional experience in accounting and legal considerations.

**Civic, Industry & Community Involvement:**  
 Parr is an active and dedicated Rotarian with the Rotary Club of Greater Bend. He's an active volunteer at numerous events and organizations serving the community.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Parr is a driven young professional. He always makes time for those who could benefit from his help. He represents the needs of the organization well and at the same time always defaults to the most caring and compassionate perspective. I see employees coming to Parr many times a day because they're comfortable speaking about issues and needs since Parr is one of the most approachable people that I know.

**Business Leadership Philosophy:**  
 Parr is an active leader. He's consistently out there volunteering with our programs and helping in any way that he can. He knows the names of every employee who he was involved in hiring which is nearly all 200 employees to date.

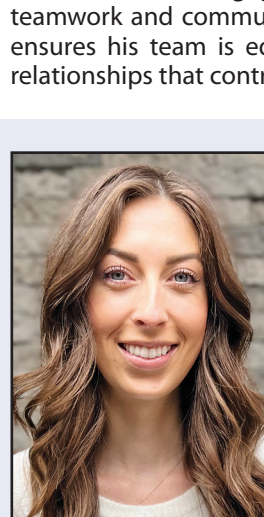


**Katie Pelchar**  
*Sales Manager*  
**loanDepot**  
**Professional Accomplishments:**  
 • Top Producer for Central Oregon loanDepot in 2023  
 • 2021 Nominee for Bend Chamber's Emerging Leader  
 • Youngest Manager for Central Oregon loanDepot  
 • Assisted in doubling the size of our Bend loanDepot Sales team and directly contributed to the company's significant expansion and success in Central Oregon

**Civic, Industry & Community Involvement:**  
 • Ambassador and Advisory Council for Bend Young Professionals (Emerging Leaders) 2019-Present  
 • Served as the Central Oregon Chapter President for Oregon Mortgage Association from 2019-2022  
 • Podcast Co-Host of the Truth in Lending 2022-Present

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 • **Unfinitely Inclusive Connector:** An infectious inclusive individual who brings people together, forging positive and meaningful connections that unite and inspire.  
 • **Empowering Technical Leader:** A team player who elevates all members with exceptional technical skills and an unwavering commitment to helping others succeed.  
 • Katie excels at everything she does but does so with kindness, positivity, integrity, poise and urgency. She also has superior product knowledge in the market.

**Business Leadership Philosophy:**  
 Your business leadership philosophy centers on valuing individuals, empowering them through support and encouragement, and fostering an open dialogue. Leading by example, you prioritize doing the right thing, supporting others and believing in shared success, inspired by the mentorship you've received.



**Angela Saraceno**  
*Philanthropy Manager*  
**St. Charles Health System**  
**Professional Accomplishments:**  
**CURRENT**  
 St. Charles Health System  
 • Philanthropy Manager, St. Charles Foundation  
 • Community Partnerships Officer  
 • Mentor and Philanthropy Advocate

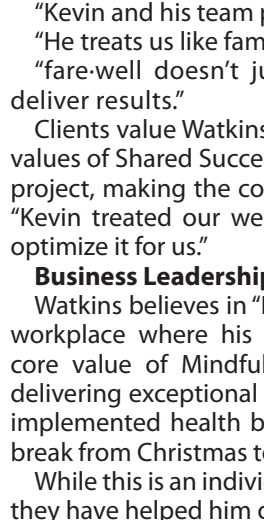
**PAST**  
 • Development Officer, Mosaic Community Health  
 • Donor and Community Engagement Officer, Childrens Therapy Center  
 • Development Director, Healthy Beginnings  
 • Director of Events, Relief Nursery

**Civic, Industry & Community Involvement:**  
**CURRENT**  
 • Board Member, Ronald McDonald House Charities  
 • Leadership Bend Alumni, Class of 2021  
**Recent Past Positions (within last two years):**  
 • COIC's Housing 4 All Initiative  
 • City Club Programs Committee member  
 • MountainStar Family Relief Nursery, Redmond Advisory Board

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 "Angela is a great leader, communicator, and peer to those around her. While attending OSU she constantly inspired others to try their hardest and settle for nothing less than the best. She was able to multitask working, leading the sorority, and achieving high marks in class" — OSU Peer

**Business Leadership Philosophy:**  
 Angela is an ambitious woman who gets setting out to better herself and those around her by connecting passion and interest with the greatest needs of others, organizations, communities across the region. As a leader, she works tirelessly and with extreme attention to detail and ensures that not only is her work done to utmost perfection but that her employees and colleagues thrive for that as well.

She is a teacher, coach, and a passionate supporter of the Central Oregon community.



**Kylene Schenk**  
*General Manager/Operations Director, Fly & Field Outfitters*  
**Owner, Troutdoors Marketing & Media**  
**Professional Accomplishments:**  
 Schenk is a Navy veteran with extensive experience in the fly fishing, outdoor, and tourism industries. He currently serves as the general manager and operations director at Fly & Field Outfitters in Bend, where he has successfully managed operations, streamlined processes, and implemented strategic sales programs to drive revenue growth. He also runs his own marketing company, Troutdoors Marketing & Media, providing specialized content creation, e-commerce, and marketing strategies for small and medium-sized businesses. With a recently earned MBA in marketing and organizational leadership from Colorado State University, Schenk is well versed in business development, market analysis, and operations management. He has demonstrated excellence in leadership, customer service, and process improvements across diverse roles, contributing to significant growth and success for multiple organizations.

**Civic, Industry & Community Involvement:**  
 Schenk is deeply involved in the veteran community, actively supporting organizations like Save a Warrior, Warfighter Outfitters, and the Travis Manion Foundation. Through these groups, he has played key roles in planning and leading initiatives to support fellow veterans. His commitment to giving back extends to organizing events and activities that strengthen community ties and provide meaningful experiences for veterans.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Schenk is known for his strategic mindset, strong leadership skills, and ability to balance analysis with instinct in decision-making. His proactive communication and collaborative approach enable him to identify challenges, implement improvements, and engage effectively with team members and clients. His managing a diverse range of responsibilities, from guiding backcountry fishing trips to overseeing business operations, he brings a unique blend of tactical expertise and business acumen to his roles. His commitment to enhancing operational efficiency, fostering community relationships, and pursuing continuous growth sets him apart as a leader in both business and community settings.

**Business Leadership Philosophy:**  
 Schenk's leadership philosophy is built on fostering strong customer relationships, delivering exceptional customer service, and cultivating a collaborative team environment. He believes that a successful business thrives on understanding customer needs, engaging with them authentically, and creating a culture where teamwork and communication drive success. By prioritizing these values, Schenk ensures his team is equipped to provide outstanding service and build lasting relationships that contribute to long-term business growth.



**Alyssa Snow**  
*Registered and Licensed Occupational Therapist*  
**Founder and Clinical Director**  
**Little Hands Therapy**  
**Professional Accomplishments**  
 Snow has had a passion for working with children her entire life. This passion has fueled her career and allowed her to open a thriving pediatric therapy clinic in Bend. Snow received her masters of occupational therapy after receiving her bachelors of science in psychology and quickly dove into the therapeutic world, specializing in two areas. She is a licensed pediatric occupational therapist, a certified sensory processing practitioner and an autism spectrum disorder clinical specialist. These two specialties have allowed her to work with many children who require individualized support.

**Civic, Industry & Community Involvement:**  
 Snow founded a pediatric therapy practice designed to support children with disabilities and their families. Her practice emphasizes a family-centered approach which allows families/caregivers to incorporate therapeutic strategies into their daily lives. This individualized strategies are created to improve development for each special child. Snow has created a space for families of all backgrounds to feel welcomed, educated, and supported. She has completed several community outreach programs, volunteering school staff, parents, foster care providers, and other medical professionals about sensory processing strategies. These strategies have made an immense impact on students and children in their care. Additionally, Snow closely collaborates with several therapy providers in Bend, helping to create a support network of therapists. By fostering positive connections within her community, Snow is making a significant impact on the lives of children with disabilities.

**Specific Characteristics that Distinguish Them from Their Peers:**  
 Snow is a passionate champion for children and families with developmental disabilities. This passion has been held since high school, when she began volunteering with special needs children. Her dedication, enthusiasm, and unwavering commitment drive her to make a significant difference in the lives of those she serves. Snow's integrity, responsibility, and ambition are evident in her work.

**Business Leadership Philosophy:**  
 Snow is a compassionate leader, who fosters empathy, inclusivity, and collaboration. Her dedication to cultural sensitivity strengthens relationships and enhance her work's impact. Her loyalty and enthusiasm inspire trust among colleagues, clients, and community partners. Snow's main goals as an entrepreneur is to support the families she works with, value her staff's time and expertise, and continue building a space for children and families to feel welcome, heard, and seen.



**Kevin Watkins**  
*Founder*  
**fare-well (formerly Farewell Media)**  
**Professional Accomplishments:**  
 Watkins turned fare-well from a "side hustle" on nights and weekends into a growing website agency with a team of 10, most of whom call Central Oregon home. Under Watkins' leadership, fare-well was honored with the 2023 Innovation Award at the Business Excellence Awards. He has previously served on the board of directors for Camp Fire Central Oregon and Bend Business Group. He has turned fare-well into one of Oregon's leading experts in website accessibility and ADA compliance, with the mission to create an internal that is accessible to all.

**Civic, Industry & Community Involvement:**  
 fare-well's mission is to support 1,000 community-focused organizations over the next decade. To help achieve this, fare-well provides one of its Unlimited Support package to a dedicated nonprofit every month and offers discounted rates to nonprofits across all services. Each team member receives four paid volunteer days annually, fare-well is a sponsor of The Scotch, which raises funds for Warrior Impact, a local nonprofit supporting veterans.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 "Kevin and his team provide insightful guidance and execute visions effectively."  
 "He treats us like family, always looking out for our best interests."  
 "fare-well doesn't just build websites; they build lasting relationships and deliver results."

"Clients value Watson's calm leadership and his genuine support. He is client-focused, making the company a trusted partner for its clients. As one client noted, "Kevin treated our website like his own, always finding ways to improve it and optimize it for us."

**Business Leadership Philosophy:**  
 Watkins believes in "Investing in People." He focuses on creating an empowering workplace where mindfulness can thrive personally and professionally, fare-well's core value of Mindful Productivity ensures the team remains balanced while delivering exceptional work and supporting their clients and communities. He has implemented health benefits, unlimited PTO, retirement planning, and a holiday break from Christmas to New Year's Day.

While this is an individual accomplishment, he would like to recognize his team as they have helped him grow as a leader and a person.



**Chad Young**  
*Project Manager*  
**Skanska USA Building Inc**  
**Professional Accomplishments:**  
 Over the last ten years in Central Oregon, Young has helped shape our community by managing significant projects such as the St. Charles Medical Center ICU Expansion, Tumalo Fire Station 302, Pilot Butte Fire Station 306, Jefferson County + Mosaic Medical Health and Wellness Building, Deschutes County Adult Parole and Probation Building, and the new LA Pine Community Health Center. Young provides both technical and managerial leadership of projects and exemplifies company values.

**Civic, Industry & Community Involvement:**  
 Having graduated Leadership Bend in 2023, Young is serving on a number of boards and commissions, including the Bend Economic Development Advisory Board, the Bend Emerging Talent Advisory Committee, the Bend Cascades Workforce Investment Board and the Board of Directors for BDNEXT.

**Specific Characteristics that Distinguishes Them from Their Peers:**  
 Young stands out by lifting others up, leading by example and being curious versus judgmental as a leader. Young values making meaningful connections and engaging in continued learning opportunities. He has a high degree of integrity and a remarkable level of commitment to his many endeavors. I've