

How Working with a Mentor Can Aid Your Business Success

— Page 6

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Real Estate Merger

RE/MAX Merges with West + Main Homes Oregon

by NOAH NELSON — CBN Feature Writer



RYAN BUCCOLA AND GREG FISCHER | PHOTO BY NOAH NELSON

RE/MAX Key Properties announced in a press release on September 12 that the company would be merging with the veteran-owned, independent boutique brokerage, West + Main Homes Oregon. Now operating jointly under the RE/MAX Key Properties brand, this coming together represents a strengthening of an already trusted resource in the world of real estate.

Ryan Buccola will remain as Broker/Owner at RE/MAX, while Greg Fischer, the former owner of West + Main Homes Oregon, will be coming on as the Head of Technology for RE/MAX.

Fischer said that the motivation for the merger had much to do with finding and creating stability in an ever changing professional landscape.

“Any smart business is always looking ahead,” said Fischer. “In real estate, we’re in a climate where the legal landscape and how real estate is practiced is constantly changing. There’s consolidation at many levels of the industry, from brokerage businesses and MLS’s that support data, to the realtor associations themselves. Looking ahead, it is so critical that these types of businesses have a very reliable structure of support.”

He continued, stating that he was seeking to combine his resources with other professionals who could help “see around the corner” and help his company stay agile.

“These companies can succeed independently, but there are resources that you get on a national scale that matter, and I believe they matter more at this time,” Fischer said. “In this moment, combined resources are the right call.”

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18th Annual



2024 Accomplished under 40

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

Washington Trust Bank and *Cascade Business News* are excited to celebrate the 18th Annual Accomplished Under 40, honoring young achievers living in Central Oregon.

We will hold an awards ceremony tonight, October 2 at the Oxford Hotel in downtown Bend, with lots on mingling and a fun, quick awards celebration.

Past award recipients include many well-known community and business leaders, as well as those who tend to fly under the radar. Their common dominator has always been their commitment to community, although the way they choose to give their time is as diverse as the industries they hail from.

Please take the time to read this year’s recipient profiles

starting on page 11.

You can also find recent past winners on page 17, and the entire list of winners at CascadeBusNews.com.

We received nearly 30 nominations this year — and all are worthy — but we have to limit the number of annual recipients. Community involvement weighs heavily with the selection committee, age can be a factor, and the decisions are not made easily. Some folks have been nominated several years before becoming a recipient.

Thank you to all the nominators for bringing to light these incredible young people.

Cheers to the class of 2024 and thank you for all you do for Central Oregon and beyond!

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Powder to the People Local group Intends to Purchase Mt. Bachelor with Community-Ownership Model

by NOAH NELSON — CBN Feature Writer

Mt. Bachelor Ski Resort was founded back in 1958 by local industry pioneer Bill Healy, a member of the Skyliners Ski Club. Since then, the success and expansion of the ski area and resort helped grow Bend into the outdoor destination that it is today. The Park City, Utah based company, Powdr Corp. purchased the property in 2001, and in August of this year, the company announced that Mt. Bachelor Ski Resort would be put up for sale.

Now, a local group has put together an effort to purchase Mt. Bachelor. However, they are approaching the potential purchase in a non-traditional way: with a model of community-ownership.

Meet Mt. Bachelor Community Inc. They have a stated mission to, “own and manage Mt. Bachelor with a focus on environmental care, supporting mountain enthusiasts, and

reinvesting profits to boost the local economy.”

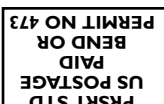
MBCI was founded by Chris Porter and Dan Cochrane, two area locals who have been making memories on Mt. Bachelor for years. The two met on the Mt. Bachelor Conditions Facebook group after they read an offhand

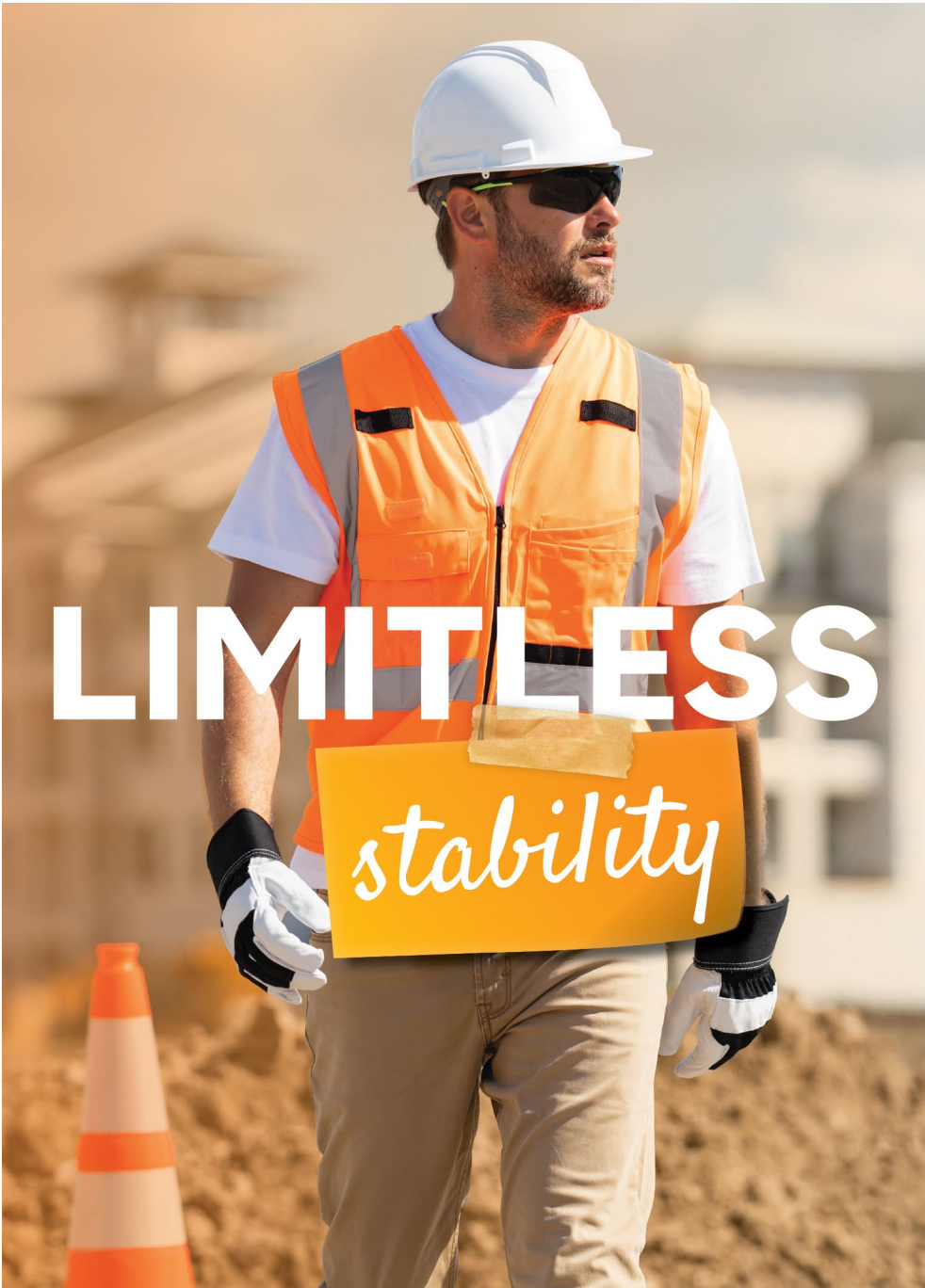


CHRIS PORTER (LEFT AND FRONT/CENTER IN BLUE ABOVE) AT MT. BACHELOR, TAKEN APPROXIMATELY 41 YEARS APART | PHOTOS COURTESY OF CHRIS PORTER

Nonprofit Charitable & Advocacy Groups — Pages 18-30

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Papé Recognized for 85 Years of Business Innovation & Community Service

The Oregon Historical Society is recognizing Papé for its 85 years of dedication to business innovation and community service at this year's prestigious Oregon History Makers event. This event, which honors individuals and organizations that have made significant contributions to Oregon's history, culture,

and landscape, will take place on Sunday, October 6 at the Portland Art Museum.

Established in 2009, the Oregon History Makers Awards & Dinner is an annual celebration that honors contemporary

Continued on Page 38 ▶

Serán Bioscience Announces \$200 Million Strategic Growth Transaction & Plans for New Commercial Facility

Serán Bioscience (Serán or the Company), a leading contract development and manufacturing organization (CDMO) providing a comprehensive suite of development, analytical and manufacturing services to pharmaceutical and biotechnology companies, today announced a strategic growth transaction of more than \$200 million. Bain Capital Life Sciences (Bain Capital) led the transaction, while existing investor Vivo Capital remains

a key shareholder in the company. The partnership will support Serán's continued growth with the build out of a new commercial-scale manufacturing facility that will enable the company to provide integrated capabilities across multiple drug delivery and final dose formats providing enabling and accelerated solutions for clients from early

Continued on Page 38 ▶

RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Dan Kemp, CCIM, Jay Lyons, CCIM** and **Howard Friedman** represented the landlord, **IBC Development**, in the lease of a new 23,400 SF industrial building on 1.33 acres located at 760 NE Jackpine Court in Redmond.

Broker **Terry O'Neil, CCIM** with **Compass Commercial Real Estate Services** represented the seller, **Best Life Ventures, LLC**, and the buyer, **Sisters Habitat for Humanity**,

Continued on Page 38 ▶

Submit your Recent Transactions to Jeff@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*

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Bend Outdoor Worx Hosts 2024 BreakOut Pitch Event & BootCamp

BendOutdoorWorx(BOW),the nation's first outdoor industry accelerator, now in its tenth year of operation, announces the 2024 BOW BreakOut pitch event and BOW BootCamp educational sessions. Both events will be held on October 16 at the Open Space Event Studio in Bend.

Dedicated to the outdoor industry, BOW kicks off the day with BOW BootCamp, a series of educational sessions designed to equip start-up businesses with the knowledge and

tools needed to reach the next level. This year's sessions will focus on sales, funding, and founders' stories, featuring in-depth panel discussions with time for Q&A. The panels will include top industry experts from well-known brands and attendees can sign up for individual sessions or all three.

In the evening, the seventh annual

Continued on Page 38 ▶

Request for Proposal for Architectural & Engineering Services

MountainStar Family Relief Nursery is soliciting proposals from qualified firms and businesses capable of providing architectural and engineering services for the expansion of MountainStar's site at 122 NE Tenth St., Madras.

Scope of Work:

Renovate the building to add/attach a new 450-square-foot classroom and a new concrete ADA access ramp on the upper level. Remodel the kitchenette and current storage area into a full

kitchen with pantry in the lower level. Including asbestos abatement in all areas of renovation and construction. Upgrades to HVAC and plumbing as needed for project. Anticipated total project cost around \$350,000.

Timeline:

Design can begin immediately with a phased construction schedule based on

Continued on Page 38 ▶

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Bridging East & West

Bend Engineering Director Talks Hawthorne Overcrossing

by NOAH NELSON — CBN Feature Writer

The Midtown Crossings Project is an ongoing project with the City of Bend that aims to upgrade transportation options for all users at four important corridors: Greenwood Avenue, Franklin Avenue, Hawthorne Avenue and Second Street. The project's listed goals include better and safer east-west travel for everyone (cars, bikes, pedestrians, etc...), as well as encouraging private development in the Core or Central District.

Part of this project includes the Hawthorne Overcrossing, a large pedestrian and bicycle bridge that will connect 2nd Street with Hill Street, crossing over the parkway and bridging the divide between East and West Bend.

"The idea of a bridge in the Central District has been kicking around for some time," said Engineering Director for the City of Bend, Ryan Oster. "Over the years, we've had many ideas of how to connect Downtown to the Central District."

Oster said that the Hawthorne location was selected for a number of reasons, but a chief one is that both Franklin and Greenwood have some downsides. "Franklin and Greenwood are limited in that they go below the parkway and rail line," he said. "There's not much wiggle room with that infrastructure."

Oster also mentioned that Hawthorne has a nearly unnoticeable detail that provides a key advantage, "There is a small dip in the parkway where the Hawthorne overcrossing will go," Oster said. "This will allow us to meet the required clearance of the bridge in the shortest possible distance, compared to what it might look like at Franklin or Greenwood."

According to Oster, the Hawthorne Overcrossing helps fulfill a number of

goals laid out by the City of Bend. The final product will assist the City Council's 2023-2025 Transportation and Infrastructure Goal to "Implement near-term multimodal and safety projects to capitalize on the existing system," according to the City of Bend website.

The overcrossing will also get Bend a step closer to the ultimate goal of having direct and safe bike/pedestrian options that can get people from Juniper Park to Downtown and further, including Drake Park and the Deschutes River Trail.

Oster mentioned that the overarching goal of all of these transportation-leaning projects is to help provide Bendites more transportation options and alleviate the pressure on our roads. Ideally, this will make transport, whether it's on feet or wheels, safer for everyone involved. "The city is growing and we know that traffic isn't solved by just adding more lanes," Oster said. "It is important to us to provide people with a multifaceted transportation system to address our growth."

As a final benefit, Oster included how the Hawthorne Overcrossing is, financially speaking, a great deal for the city.

"Right now, the total cost of the bridge is estimated to be between \$30-\$35 million, but our state and federal funding comes out to about \$32 million," he said. "Some city money will be spent for matching requirements, but that should be below \$5 million. Getting a \$35 million bridge for \$5 million is a great deal for the city."

Learn more about the Hawthorne Overcrossing and the Midtown Crossings project by visiting bendoregon.gov.

Concerns Over Hawthorne Bicycle/Pedestrian Bridge Remain

Is There a Better Solution ?

by ALLAN BRUCKNER

In a recent article published in *Cascade Business News*, I raised concerns about the proposed location of the Hawthorne bicycle bridge. An alternative must be offered.

First let me admit three city councilors presented objections to a comparable paper I wrote: two argued that my estimate of \$40 million was inflated and that I did not mention that nearly half of the project is federally funded. My response is that with a couple more years' inflation and when all related costs to make the bridge operational are considered, the total will reach \$40 million. Regarding the federal money, the source of funding does not affect whether the project is in the right location. A third councilor noted that I emphasized the potential closure of the parkway exit at Hawthorne, stating that such a closure is inevitable. I believe the importance of this cannot be overstated. Other key points in my article were not challenged.

A thorough review of the bridge's location is long overdue. To provide context, an August 2022 *Bulletin* editorial noted only a "slight preference" for the Hawthorne site based on a poll. This slight preference seems to have driven momentum without considering unacceptable negative impacts, many of which I detailed in my August 2024 *Cascade Business News* column. For the sake of taxpayers, a comprehensive unbiased review of bridge locations is necessary.

This situation is reminiscent of the city's Juniper Ridge project from a generation ago. Enthusiasm, optimism and promotion created a grand vision for a beautiful development around a new town center. However as more impacts were investigated it was clear the proposal would be an economic disaster. In the end, the council made the wise decision to cancel the project.

Today, we face a similar need for reassessment. The Hawthorne location is inefficient and inappropriate. A superior alternative is Franklin Avenue. It would address most of the concerns outlined in my previous article. And most importantly it would also align with the city's comprehensive biking system as envisioned in the 2020 and 2040 transportation plans. Franklin offers a far more suitable gateway to downtown and has development - ready properties with willing landowners. A bridge structure type at Franklin, as recommended by a 2016 consultant, could be built with fewer land issues and at a lower cost than the extravagant structure proposed at Hawthorne. It would efficiently and safely serve a larger area, reaching south of Franklin, and it would have a far greater impact on cycling infrastructure in Bend.

One of the main priorities of the city's 2020 Transportation Bond is to "complete east-west bike routes." A Franklin Avenue bridge would make significant strides toward this goal, while the Hawthorne location does not. Relocating the bridge to Franklin Avenue would thus advance two important objectives: serving the Bend Central District and enhancing the city's biking grid at a critical junction. This would ensure more effective use of both city and federal funds.

Franklin's current undercrossing is dangerous for both cyclists and motorists. A bike bridge at this location would significantly improve safety and establish a crucial east-west route. Franklin Avenue is part of Route 2 in the city's 12-crosstown bike routes, making it a key piece of Bend's planned bikeway network. In contrast, Hawthorne does not align with any major east-west bike movements. The city is now attempting to add validity to the Hawthorne bridge location by proposing a bike route from Drake Park to Juniper Park. However, this route is convoluted and does not enhance safety. The more direct safer route follows Franklin Avenue, which runs alongside Drake Park and is a mere half-block from Juniper Park. Hawthorne is simply locationally unsuitable.

Preserving the Hawthorne exit from the parkway is crucial. During the recent Midtown Crossing project open house, it was stated that the current plan includes closing the parkway entrance at Hawthorne, but maintaining the westbound exit. This is false. A bike bridge at Hawthorne would require closure of the Parkway exit to downtown. This would not be favorable to downtown businesses and must be avoided. It is used by approximately 3000 people daily and should not be closed for perhaps a couple hundred bikers a day, probably 8 months a year. Especially when a nearby alternate can serve bikers as well. The exit ramp should be improved by doubling its length and moving it slightly west to provide some separation from the Parkway.

Locating a bridge at Hawthorne would have major negative impacts as I noted in last month's article period. However a bridge at Franklin would serve the area well and have additional benefits, spelled out above. The city must acknowledge that, and change the location for the pedestrian/bicycle bridge to Franklin.

The above article was prepared by the author in his/her own personal capacity. The opinions expressed in the article are the author's own and do not necessarily reflect the views of Cascade Business News or of Cascade Publications Inc.

Measure 118 Would Be Bad for All Oregonians

by **KATY BROOKS, CEO — Bend Chamber & JON STARK, CEO — Economic Development for Central Oregon**

The Bend Chamber of Commerce and Economic Development for Central Oregon strongly urge you to vote no on Measure 118 in November. If approved by voters, Measure 118 would enact the largest tax increase in Oregon history to businesses, dealing a devastating blow to Oregon's economy and driving up costs for businesses and consumers alike.

What is Measure 118? It's a gross receipts tax on businesses with more than \$25 million in annual Oregon sales. To be clear, it would impose a 3% tax on a corporation's gross annual sales, not profits or income. That means regardless of whether a business makes a large profit, small profit or loses money, they would be forced to pay this new \$6.8 billion tax on the goods or services they provide. Businesses would have no choice but to raise prices, cut jobs, move out of the state, or even shut down completely.

If passed, the measure would result in a costly tax-on-a-tax, creating a compounding effect as it impacts every step of the supply chain in Oregon. Beginning with raw materials, a made-in-Oregon product could be taxed at the 3% rate as many as five times before it reaches a consumer, resulting in a cumulative 15% tax. What types of businesses would be affected? Consumers can expect price increases for everyday goods and services like fuel, phones, groceries, utilities, healthcare, prescriptions, clothes, and other home goods.



Katy Brooks



Jon Stark

effect. It will hurt those who can least afford it, including seniors and families on fixed incomes. The impact of this bill will cost Oregonians far more than the check they would allegedly receive. Add to that the fact that there is no guarantee the new revenue will end up in the hands of Oregonians—the legislature could redirect the funds elsewhere via simple majority vote with no accountability to the public—and the faults of Measure 118 are overwhelming.

The state's Legislative Revenue Office predicts Measure 118 would significantly dampen economic growth, costing 28,000 jobs and reducing wages. It would effectively result in a negative cash flow because the net increase in Corporation Excise Tax collections would be less than the amounts required to fund the program. Oregon is already one of the most highly taxed states in which to do business — ranked #49 on the Tax Foundation's Corporate Tax Index. If Measure 118 is approved by voters, it would put Oregon unenviably at the top of that list. Additionally, it would make Oregon the only state in the nation with two state-imposed gross receipts taxes (the other being the .57% Corporate Activities Tax').

Economic Development for Central Oregon's (EDCO's) role is to move, start and grow primary businesses in Deschutes, Jefferson and Crook Counties. These efforts are already facing significant headwinds due to issues like inflation, the cost of labor, interest rates, and housing costs. If Measure 118 is successful it will make new business recruitment virtually impossible and, more importantly, stagnate business growth for existing employers. Existing businesses, who contribute to the local economy through payments to other local suppliers and payroll and property taxes, will become less competitive against their out-of-state peers. In a state like Oregon, which doesn't have a sales tax, corporate income taxes shoulder the burden when it comes to the revenue stream for the State. Simply put, creating an environment where it doesn't make financial sense for businesses to operate would only break the branch we're sitting on.

Nearly every elected official in Oregon, regardless of political party, has come out in opposition to Measure 118. Joining them in opposition is Governor Tina Kotek and 500 businesses, groups and organizations. Are you interested in learning more? Please visit NOonMeasure118.com to join the growing coalition against Measure 118 and share this information broadly among your networks.

oregon.gov/dor/programs/businesses/pages/corporate-activity-tax.aspx%22%20/t%20%22_blank
bendchamber.org • edcoinfo.com

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The cost of living is already high, with Oregon households spending over \$11,000 per year more on the same goods and services than they did in 2021. Measure 118 would only exacerbate that — in perpetuity. Proponents of the measure, a group of out-of-state activists, are calling this the "Oregon Rebate," no doubt hoping that people will draw similarities between this and the Oregon Kicker. After all, who wouldn't want free money annually?

This measure, supposedly designed with the intention to help level the playing field and redistribute wealth from businesses to residents, will have the opposite

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How Working with a Mentor Can Aid Your Business Success

by **JIM DARCEY, Chapter Chair — SCORE Central Oregon**

Are you starting a business venture, or have an already up and running small business and want to grow it and improve profitability and efficiency?

Starting and growing a business can be daunting. What do you work on first? What are the priorities? Got a business up and running but need to hone the marketing to increase sales? Got a good plan in place to grow? Are you clearly aware of the “SWOT” elements (strengths, weaknesses, opportunities and threats) that would pertain to your business?



These are some of the areas for which the support and engagement of a mentor can be a very valuable asset to you as an entrepreneur. One source of mentoring support is via the national volunteer SCORE organization. Here in Central Oregon, our SCORE chapter has 50 volunteer mentors on our team. They all have extensive business experience as either owners of businesses or operating in a high-level management capacity. They can “overlay” their experience onto your business situation and use that to assist you, along with the many mentoring and educational tools that are part of the SCORE program. Our team of mentors includes both men and women. Some are fully retired; others are semi-retired; and some are still active in business. The common thread among all is the interest and desire to share their knowledge and help entrepreneurs.

A rough estimate is that the collective business knowledge of the SCORE team in our area probably exceeds 1,000 years of experience. That has value to you in helping you with your business pursuits. Mentors help point you in the right direction, asking pertinent questions and steering you to the best resources to help you move forward. Unlike a “consultant”, a mentor won’t tell you what decisions to make, but present the facts as they are and guide you to come to your own conclusions.

Chances are, you have friends and/or family who have ideas and input regarding your business. While that can be useful, the difference with a mentor is there can be much more “objectivity,” and that can be very helpful. Mentors working with SCORE are also bound by a strict code of ethics that includes complete confidentiality. Besides all that, SCORE mentoring is always completely free of charge.

In the last year, our local chapter has fulfilled well over 500 mentoring requests. Statistics show that aspiring or established entrepreneurs that work with SCORE mentors start businesses, create jobs and increase revenue.

Here is some feedback from a few recent clients:

“Our mentor made us both feel comfortable and help identify actionable steps to keep moving forward. Having lists helps in improving and having an end goal in mind.”

“She listened to my needs, gave tangible action-oriented advice, was very personable and knowledgeable, and was just generally enjoyable to connect with.”

“My mentor’s experience and advice are exactly what I need to help keep this business going and eventually expand it. I look forward to a continuing working relationship with him.”

The local SCORE chapter is holding an open house “Meet a Mentor” event starting at 5:30pm on October 21 at the Deschutes Library downtown branch. There will be an opportunity to get a further overview of how mentoring works and learn more about the extensive free SCORE business education opportunities. Members of our mentor team will be there to meet with you personally and answer questions as well. See the ad in this edition of CBN to get registration information.

centraloregon.score.org

C a s c a d e B u s N e w s . c o m

Open House

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SCORE
Mentor!**



SCORE Central Oregon offers free, confidential mentoring to new and existing business owners. The Open House is a chance to meet the team, ask questions, and learn more about how mentoring support could be valuable to you in your business endeavors.

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Brooks Room 601 NW Wall ST, Bend, OR

For more information about SCORE and this FREE event: centraloregon.score.org



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When the Price is Right

by EXPERT DAVE GROTJAHN —
Central Oregon Community College

Question:

In my business plan, I have completed my market research and competitive analysis, yet how do I address my pricing?

A: Excellent question and good job on developing your market and competitive profile. Your pricing methodology is dependent on several factors, which include your industry, target customer base, competition and your recurring business cost structure.

Here are some common pricing methodologies to consider — all designed to recoup your product and overhead costs with some measure of profit:

1. Cost-plus Pricing: Straightforward approach but may not address the competition. Calculate total cost of producing your product or service, including overhead, and then apply a markup percentage (profit) to your total cost to calculate your unit price.

2. Competitive Pricing: Establish prices based on what your competition is charging. This helps your product remain competitive in the market, assuming “form, fit and function” are on par.

3. Value-based Pricing: Start with either of the two models above, then adjust your profit margin to reflect the unique and/or premium value of your offering.

Take note: How does your product/service differ from similar products, what makes it attractive and how are those differences valuable to your customer? Pricing is then based on the perceived value to the customer.

When choosing a pricing strategy, ensure that it aligns with your business goals, target market and competitive landscape. Learn more with Central Oregon Community College’s Small Business Development Center (SBDC), which offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the business lifecycle.

About the Expert:

Dave Grotjahn is a business advisor with COCC’s Small Business Development Center. He is a retired senior finance leader from Boeing Commercial Airplanes where he led investor relations, estimating & pricing and financial planning teams across many programs. He also supports Habitat for Humanity as a financial mentor, assisting clients in attaining home ownership.

cocc.edu/sbdc

The Fed Just Cut Rates, Now What?

by RANDY VANCE, President — Boss Mortgage

The Federal Reserve just slashed interest rates by 50 basis points (bps), marking a significant shift in monetary policy. For homeowners and prospective buyers, this move could mean lower mortgage rates, but it’s important to understand the full picture.

When the Fed cuts rates, it influences the broader economy by making borrowing cheaper. Mortgage rates, while not directly tied to the Fed’s rate, often follow suit, especially on short-term loans like adjustable-rate mortgages (ARMs). Fixed-rate mortgages, however, are more closely linked to the ten-year Treasury yield, which can also drop in response to a Fed rate cut.

For current homeowners, this rate cut presents an opportunity to refinance at lower rates, potentially reducing monthly payments and saving money in the long term. However, refinancing comes with closing costs, so homeowners should weigh whether the savings justify the expense.

For prospective buyers, a rate cut can make home ownership more affordable by lowering monthly payments on new mortgages. But it’s essential to remember that a rate cut alone doesn’t solve affordability challenges—home prices, local demand, and personal credit scores still play major roles.

Ultimately, while the Fed’s rate cut is a positive development for the mortgage market, it’s just one piece of the puzzle. Whether you’re thinking of refinancing or buying, it’s a great time to explore your options and lock in a favorable rate.

Randy Vance, President, NMLS 1455628.
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“BBSI has been an integral part of our company team for many years now. First off and importantly, I want to say that we regularly review the cost verses the value of our relationship and we always conclude that BBSI is worth keeping as a partner for our payroll and human resources management. We could save money hiring a part-time payroll person but with BBSI you get a team that’s always there for you. BBSI also comes with valuable human resources services and OSHA and safety consulting that you generally would not find with a payroll person. Added to that, BBSI keeps current on applicable laws and regulations that not only keep us safe but helps in avoiding penalties and fines. Sometimes trying to save money and not hiring the right people can be very costly. And the staff at BBSI are the right people. Not only do they provide great service, but they are always very helpful and very friendly. I am open to talk with anyone who is researching their payroll options and is considering BBSI. We can setup a conference call or better yet, we can setup a tour of my factory.”

— Calvin Mann, Owner of VocalBooth



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Serving Central Oregon

Mt. Bachelor

Continued from page 1

comment about “the community buying the resort” and decided to meet up to plan out this goal. “Dan and I both realized that this was well within the realm of possibility, so we connected in person the following day to discuss our next steps, and here we are today advancing MBCI’s effort to purchase Mount Bachelor,” Porter said.

MBCI has a three-pronged mission: support the environment, support the local people, and support the local economy. This mission has garnered plenty of attention, and quickly. The group has a GoFundMe set up for the purpose of, “raising \$35,000 to set the stage for our benefit corporation bid to buy Mt. Bachelor and return ownership of the mountain to the local community.”

As of writing this article, the GoFundMe goal has already been surpassed by nearly \$1,000 in just nine days of fundraising, showing a surge of local support.

Speaking on their motivations, Porter said, “POWDR’s decision to sell the resort creates a once-in-a-lifetime opportunity to align the mountain with its community’s shared set of values, and ensure it is stewarded for the community’s benefit in the long term. This movement is special because, at its core, it’s about people coming together around a shared set of values to do something good for each other. This sense of community is deeply important, and it’s inspiring to see individuals, some of whom have never met, coalescing around our shared vision for Mount Bachelor.”

So how does community-ownership actually work? Porter said MBCI is structured as a B-corp, much like another locally-loved example, Patagonia. MBCI has the goal for residents of Bend, Redmond, Sisters and other Central Oregon communities to all own a stake.

“Their ownership stake would run through our organization, MBCI, a

registered B-corp. We’re looking forward to making an announcement outlining next steps for interested prospective local shareholders in the near future,” Porter said. “We’re closely studying how other organizations have accomplished similar feats. Locally, we can point to the Willamette Valley Vineyards IPO as inspiration. Bottom line, their success shows that it can be done.”

As to how profits will be reinvested to support the local economy and community, Porter emphasized community engagement going forward, saying, “As part of our due diligence during the sale process, we will conduct an economic analysis to determine how best to steward the mountain, both in terms of infrastructural and environmental investments. We want to be sure that MBCI responsibly stewards the resort, our lands, and our community moving forward.”

Continuing, he said, “We understand there are a lot of questions about how MBCI, if successful in its bid to purchase Mount Bachelor, would invest in the resort. That’s why we’re prioritizing community engagement and our economic analysis to ensure that we maximize the impact of every dollar invested in our effort and ensure that these investments align with our core values.”

Recently, MBCI saw success in that they have received the full backing of Bend City Mayor Melanie Kebler and the city council. According to Porter, the mayor and city council will be supporting MBCI in their outreach to additional stakeholders and prospective partners.

Now, the biggest thing on MBCI’s agenda is getting ready and spreading awareness for their kickoff event in Drake Park on October 12. This event will include live music, drinks, food trucks, and speeches from community leaders, “to underscore the broad community support for MBCI’s mission,” according to Porter.

Aside from the kickoff event, Porter said that, going forward, MBCI will focus on engaging with potential investors, stakeholders, local businesses and others to educate them about MBCI and their mission.

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Handling Employee Reports of Online (Off-Duty) Harassment

by **MISSY OAKLEY, Attorney & LEX SHVARTSMANN, Law Clerk** — Barran Liebman LLP

When we think of employee reports of harassment, we often think of harassment that occurs in the workplace. However, employers are also responsible for investigating employee reports of harassment that occurs *outside* of the workplace during non-work hours to the extent that it is impacting the employee's performance or the workplace. Further, the rise of social media has led to an increase in the number of employee reports of off-duty harassment. It is important for employers to understand that reports of off-duty harassment, including harassment that occurs on social media, should be treated the same as traditional reports of on-duty harassment.

The Ninth Circuit recently reviewed a case involving online harassment that resulted in the employee suing under Title VII for a hostile work environment. In analyzing hostile work environment claims, courts look to the "totality of the circumstances."

Okonowsky v. Garland

The employee in *Okonowsky* was a female staff psychologist in a federal prison. She left her job and claimed that her former employer, the Bureau of Prisons, failed to take action to address her complaints of a hostile work environment, specifically that a male co-worker was posting sexually hostile materials targeting her on his Instagram account.

The Ninth Circuit rejected the employer's argument that the employee failed to establish an objectively hostile work environment because the only relevant conduct at issue (five Instagram posts) "occurred entirely outside of the workplace." The Court noted that it made "little sense to describe a social media page that includes overt comments about a specific workplace as occurring in only a discrete location," and reiterated that conduct that takes place outside of the physical work environment is part of the totality of the circumstances that should be evaluated when considering a hostile work environment claim. The Court concluded that "even if discriminatory or intimidating conduct occurs wholly offsite, it remains relevant to the extent it affects the employee's working environment."

Social Media and Hostile Work Environment

The Ninth Circuit's opinion in *Okonowsky v. Garland* illustrates the threat facing employers when it comes to claims of a hostile work environment in the era of social media. The case serves as a good reminder for employers to review their complaint procedures and internal processes for responding to these complaints, as well as employee education regarding harassment in (and outside of) the workplace.

Preventing and Responding to Workplace Harassment

First, it is important that employers set in place policies and procedures that work to prevent harassment before it occurs. This can include training employees regarding language and behaviors that constitute harassment and having employees review and re-sign the company's anti-harassment/anti-discrimination policy every year.



Missy Oakley



Lex Shvartsmann

All Oregon employers must have a policy addressing unlawful harassment, discrimination, and sexual assault. The Oregon Bureau of Labor and Industries ("BOLI") provides a model policy on its website that employers can download. The model policy includes language regarding conduct that constitutes sexual harassment (e.g., "unwelcome verbal or physical conduct that is sufficiently severe or pervasive to have the purpose or effect of unreasonably interfering with work performance or creating a hostile, intimidating or offensive working environment.>").

Finally, when harassment is reported, employers should follow their outlined procedure for addressing and responding to the allegations. According to the Equal Employment Opportunity Commission and Oregon's Workplace Fairness Act, an effective complaint process must provide for prompt and effective investigations, corrective action, and adequate confidentiality and anti-retaliation protections.

Takeaways

Properly addressing online harassment is key for employers in maintaining a work environment free from unlawful discrimination or harassment. While employers typically consider employees' private conduct that occurs away from work as falling outside of their jurisdiction of concern, it is important for employers to be aware of how employees' online activity may impact the workplace and what their obligations are for responding to complaints of online harassment. Further, to the extent that a supervisor or management-level employee becomes aware of online activity that may be negatively impacting an employee's work environment, they are obligated to report that harassment so the company can properly respond.

Missy Oakley is an attorney with Barran Liebman LLP. She advises and represents employers on a wide range of workplace issues. For questions, contact Missy at 503-276-2122 or moakley@barran.com

Lex Shvartsmann is a law clerk with Barran Liebman LLP. She partners with attorneys in client trainings, legal research, and the drafting of employment policies and handbooks.

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Real Estate Merger

Continued from page 1

Fischer said that certain RE/MAX resources, like a highly-trained support staff and a state-of-the-art, modern facility to operate out of, all contribute to helping his brokers find stability and succeed.

Adding to the conversation about industry consolidation, Buccola said that, "There will be two main camps in the new world of real estate: those who can navigate the new landscape and those who can't. So I think, not just in Bend but on a national level, you're going to see more merging, acquiring and consolidating as the cream rises to the top."

With the shared goal of rising to the top, Fischer is eager to jump into his new role and support RE/MAX in a significant way, "There is an opportunity as a previous owner to bring the best things I can to Ryan [Buccola]," he said. "Instead of working through things that won't move the needle, I can come into this new position and support the business in ways that are substantial."

Fischer is coming in as Head of Technology, with experience managing software at the level of a large company like this, stating that, "At a brokerage like this, a lot of this comes down to making sure your people are equipped with the best tools possible, making sure everything is running smoothly, and making sure they have been properly onboarded so that they can utilize our latest tech."

Commenting on tech, Buccola clarified that the real purpose of new tech in the world of real estate is to support and facilitate face-to-face interaction. This is because of an overarching belief that unified Buccola and Fischer, even before this merger.

Both RE/MAX Key Properties and the former West + Main Homes Oregon share the philosophy that the chief operating procedure of any successful brokerage should be to support the brokers.

Buccola said that, "The merger made perfect sense because he [Fischer] has already been operating under a similar philosophy where his top priority was to support and promote the brokers, which in turn allows them to better serve our community and achieve the best results possible."

"We are a broker's-brokerage," Buccola continued. "The only reason we exist is to support our brokers so that they can go out and support their clients. That is the charter of our business."

To Buccola, this is also the key benefit of the merger: he can guarantee growth in his company in the form of obtaining around thirty highly-trained and knowledgeable brokers from West + Main Homes Oregon.

"What Fischer has done with Western + Main has proven that he has excellent brokers who are well trained and well equipped for the evolving legal landscape of real estate," Buccola said. "For us, it's a natural win because we get to guarantee good-growth with trained and trusted professionals."

On the consumer side, the merger delivers on a promise that when you talk to a RE/MAX Key Properties broker, you can guarantee that that person is trained, professional and knowledgeable of the industry while also boasting a strong network and support system that allows them to do their job well.

Buccola boasted another benefit of merging with RE/MAX, in the form of both local and national resources. "With RE/MAX, you get the best of both worlds. We're the number one real estate brand in the world and we bring with us that international level of connections and resources. At the same time, we are the last national real estate brand that are owned locally. For us, that represents the ability to have a global presence, but to still be nimble and adapt to local trends."

Lastly, both Buccola and Fischer see the merger as an honest look into the operating practices of both of their businesses.

"With two companies like this, we get the opportunity to look and analyze, and see what we've each been doing well, and where the gaps are," Buccola said. "It allows us to analyze our systems and make adjustments where needed — our goal is to be the best that we can be."

Going forward, Buccola and Fischer said that the main goal at the moment will be to onboard all of the new brokers and help them get up to speed so that they can operate at a high standard of excellence at RE/MAX Key Properties.

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 As appeared in the March 3 CBN, see what your colleagues, friends and competitors are up to! [CLICK HERE](#)
 Business Valuations Pre- & Post-COVID
 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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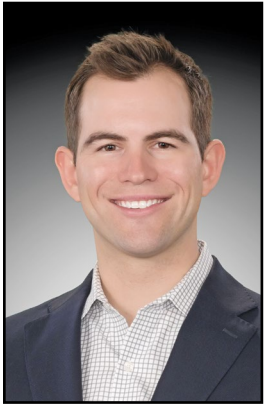
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2024 Accomplished Under 40 Award Recipients



Ryan Amerongen
CCIM, Broker
RE/MAX Key Properties

Professional Accomplishments:

- #1 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 are proud 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 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

Continued on Page 12 ▶



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Accomplished Under 40

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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 neuropsychometrist, 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 emphasizes 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.

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.

Civic, Industry & Community Involvement:

- 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
- Presenter 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

Specific Characteristics that Distinguishes Them from Their Peers:

Insight, organization, commitment, Integrity, delegation, problem-solving, creative thinking, relationship building, resilience, efficiency, work ethic, mentorship, and integration of PR and marketing tactics.

Business Leadership Philosophy:

Continued on Next Page ►



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"Emmah provides exceptional care to neurology patients both as the neurology clinic neurodiagnostic technician performing EEG's and autonomic/Tilt table studies but also as medical assistant. Her upbeat outlook and compassion is infectious in the clinic and makes everyone around her better." -Dr. Lanford



Accomplished Under 40

Continued from previous page

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 been working with Total Real Estate as director of 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 Bullpen. 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 various 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 unlevelled 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 analyst 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,

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Accomplished Under 40

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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 allowing team members to learn through their 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. At 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 Green
Commercial Real Estate Broker
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 strives for extraordinary results. Prioritizing trust over transactions, Green is committed to building 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 2016, and completing a six-month internship with ColeBreit 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 project manager April 2021 and began managing all different types of construction work ranging from K-12 schools, high-tech, collegiate, 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 Pine School District schools, the St. Charles ICU tower, The Hixon Apartments, multiple data centers, and many other large scale construction projects in the area.

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.

Civic, Industry & Community Involvement:

Apollo Mechanical Contractors have become a yearly donor to the Mount

Continued on Next Page ▶

Congratulations!



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2024 Accomplished Under 40

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Accomplished Under 40

Continued from previous page

Bachelor Sports Education Foundation (MBSEF) program, thanks to Klautzsch. He has been a supporter and volunteer with MBSEF for over 20 years and volunteers his time performing setup and tear down of Bend's annual Pole Pedal Paddle race while also snowboard coaching for the program.

The community outreach doesn't stop there. Over the last couple years, Apollo Mechanical Contractors and Klautzsch have been major contributors to OSU-Cascades Trio Student Support Scholarship Fund, the High Desert Stampede, and many other nonprofit organizations. When not working, you will find Klautzsch at the Mt. Bachelor Bike Park ripping Redline laps, Lake Billy Chinook surfing behind his boat, or in the Oregon backcountry snowboarding and sledding with his fellow outdoor enthusiasts. The more you dive in, the more you will find Klautzsch has established himself as someone who thrives in all facets of his life and truly lives life to the fullest alongside his wife, Alana.

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 commercial HVAC and plumbing industry. His vision and tenacity have led to significant 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 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 engrain the Apollo Mechanical Contractors name 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:

- **Unfailingly 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.

Accomplished Under 40

Continued from page 15



Angela Saraceno
Philanthropy Manager
St. Charles Health System
Professional Accomplishments:
CURRENT

- St. Charles Health System
- Philanthropy Manager, St. Charles Foundation
- Community Partnerships Officer
- Community 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 Alumna, 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 go-getter, 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 to ensure that not only is her work done to utmost perfection but that her employees and colleagues strive for that as well.

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



Kyle 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. Having managed 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

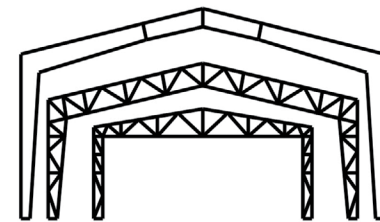
Little Hands Therapy
Professional Accomplishments

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. These individualized strategies are created to improve development for each special child. Snow has created a space for families of all backgrounds to feel welcomed, valued, and supported. She has completed several community outreach programs, educating 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.

Continued on Next Page ▶



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CONGRATULATIONS TO ALL ACCOMPLISHED UNDER 40 RECIPIENTS!

Accomplished Under 40

Continued from previous page

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 month of its Unlimited Support package to a different 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 Watkins' calm leadership and the steady support he offers. His core values of Shared Success and Calm Confidence define fare-well's approach to every

project, 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 his team 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 East Cascades Workforce Investment Board and the Board of Directors for BendNEXT.

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 seen him step up to define and lead projects in unfamiliar topic areas with confidence, instilling that in others and inspiring them to achieve more, together.

Business Leadership Philosophy:

Young's leadership philosophy revolves around empowerment and accountability. By empowering team members, they're given a sense of ownership over the deliverable. This typically leads to higher engagement by encouraging them to implement their own creative style. From there you're in alignment on what the deliverable should encompass. Obtaining buy-in from the team member early in the assignment allows a clear understanding of what they're going to be held accountable for.

40 & Under Accomplished Winners — All Years

Please note that some of the previous winners have changed positions,

some have even changed their names, but we've listed them exactly as when they first won the award.

Due to space restrictions, please find 2006-2021 online at cascadibusnews.com/accomplished-40.

2022

Rika Ayotte — Executive Director, Deschutes Land Trust

Joelle Blanchard — Community Relations Coordinator, Partners In Care

Kat Brookhart — Manager, Formulation & Process Dev., Thermo Fisher Scientific

Casey Campbell, AIA, LEED AP BD+C — Architect, BLRB Architects

Cody Cloyd — President / Operations Manager, Ablis CBD

Katie Cornelius — Director of Electrical Engineering, ColeBreit Engineering

Chloe Crabtree — Sponsor Relations Lead, Bend Chamber of Commerce

Bess Dietrich Goggins — CEO, Boys & Girls Clubs of Bend

Quinn Hanson — Division Manager, G.A. Rogers & Associates

Sarah Hix — Vice President Finance, Mid Oregon Credit Union

Brittania Leja — Associate Organizational Development Consultant, St. Charles Health System

Annie Nelson — Bend Partner, Best Best & Krieger

Chris Petty — Franchise Manager, Express Employment Professionals

Elise Rossman — Regional Marketing Director, Live Nation

Dan Ruffoni — Sr. Project Manager, Rosendin - Central Oregon

Grant Schultz — Broker, Compass Commercial Real Estate Services

Stephanie Shaver — Founder + CEO, Project 4 Marketing + Design

Lauren Simpson — Product Manager, Suterra

Lindsey Stailing — Patient Support Program Manager, Mosaic Medical

Alyson Walker — Business Development Representative, AmeriTitle, LLC

Jenn Kovitz — Director of Marketing and Public Relations, Central Oregon Community College

Jenni Carver Ross — Clinical Operations Director, Partners In Care

Kasey Every — Account Executive, Every Idea

Madeline (Mattie) Dumm — Safety Manager, Rosendin

Matt Stephens — Associate Director, Drug Product Manufacturing, Biogen

Paige Welsh — General Manager, StretchLab

Renata Garbowski — Financial Advisor, AGP Wealth Advisors

Shaunette White — Owner, High Desert Chocolates

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

2024

Ryan Amerongen — CCIM, Broker, RE/MAX Key Properties

Michael Bird — Financial Advisor, ASI Wealth Management

Emmah Collins — Certified Clinical Medical Assistant & Neurodiagnostic Technician, Pacific Crest Neurology

Sally Compton — Executive Director, Think Wild

Mandy Davis — Director of Operations, Total Real Estate

Myles Eastman — Commercial Relationships Manager, First Interstate Bank

John Evans — Property Manager, Compass Commercial Property Management

Morgan Farnell — Nonprofit Administrator, High Desert Chamber Music/United Way

Dinah Green — Commercial Real Estate Broker, Green Tree Commercial Real Estate

Michael Klautzsch — Project Executive, Apollo Mechanical Contractors

Nathan Leigh — Sustainable Lead, BBT Architects

Sean M. Neary — Attorney, Fitch & Neary PC

Jacob Parla — Owner, Parla's Tax Service LLC • Ryan's Produce

Scott Parr — HR Director, J Bar J Youth Services

Katie Pelchar — Sales Manager, loanDepot

Angela Saraceno — Philanthropy Manager, St. Charles Health System

Kyle Schenk — General Manager/Operations Director, Fly & Field Outfitters
Owner, Troutdoors Marketing & Media

Alyssa Snow — Registered and Licensed Occupational Therapist, Founder and Clinical Director, Little Hands Therapy

Kevin Watkins — Founder, fare-well (formerly Farewell Media)

Chad Young — Project Manager, Skanska USA Building Inc

2023

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

Caitlin Granberry — Staffing Consultant, PrideStaff

Caitlin Sims — Branch Manager, Washington Trust Bank

Christine Redmon — Owner, Blade + Ink

Eli Harrison — Broker, Compass Commercial Real Estate Services

Emily Freed — Project Manager, Pinnacle Architecture

Emily Kirk — Co-anchor, Good Morning Central Oregon — KOHD/KBNZ

Genevra Obregon — Design Staff, BBT Architects

Heather McMeekin — Partner/CPA, Price Fronk & Co.

Heather Wall — Director of Human Resources, Brightways Counseling Group


Jenelle McClary — Owner & Managing Principal Broker, Realty One Group Discovery

Nonprofit Organizations *(Listed Alphabetically)*

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

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Budget	Purpose
1017 Project PO Box 19 Powell Butte, OR 97753	541-419-0019	N/A	www.1017project.com administrator@1017project.com	Holly McLane	3	2014	\$500,000	Providing a sustainable supply of high-quality beef to local food banks.
A Smile for Kids 446 SW Seventh St. Redmond, OR 97756	541-280-4214	N/A	www.asmileforkids.org ask@asmileforkids.org	Diane Lee, Christian Moller-Andersen	4	2003	N/A	Providing equitable access to orthodontic care to improve the self-confidence, health & resilience of underserved youth throughout Oregon.
Abilitree 2680 NE Twin Knolls Dr., Ste. 150 Bend, OR 97708	541-388-8103	541-617-5845	www.abilitree.org gregs@abilitree.org	April O'Meara	50	1982	\$2,046,000	Empower people to grow their independence, expectations & inclusion in community life.
Academy at Sisters 62235 Silivis Rd. Bend, OR 97701	541-389-2748	541-389-2897	www.academyatsisters.org	Melina Elliott	27	1994	\$1,700,000	As a therapeutic boarding school for girls, empowering young women to find wholeness & achieve academic excellence. Proficiency-based academics, tranquil ranch-setting & more. We are J Bar J Youth Services.
Action Through Advocacy 1012 SE Cleveland Square Loop, Ste. 5 Bend, OR 97702	541-385-4741	N/A	www.actionthroughadvocacy.org actionthroughadvocacy@gmail.com	Heidi Myers	0	2012	N/A	Action Through Advocacy (ATA) provides services & support to foster & adoptive families of Deschutes, Jefferson & Crook Counties. Our purpose is to improve the retention & success of foster homes, inform & strengthen the families who adopt foster children & more.
AFCS 160 South Oak St., Ste. 100, Pmb 172 Sisters, or 97759	N/A	N/A	www.agefriendlysisters.com info@agefriendlysisters.com	Kristin Turnquist	0	2018	N/A	AFSC provides administrative & fiscal structure for community-led projects that enhance livability in an age-integrated Sisters Country.
After School Buddies, Inc. 62595 Hamby Rd. Bend, OR 97701	541-390-3046	N/A	www.afterschoolbuddies.org afterschoolbuddies@gmail.com	Charlene Schulz	35	2003	\$20,000/year	To prepare young girls for the social & academic challenges of middle school & to provide leadership development opportunities for teens, college students & adults with weekly after school mentoring programs.
Assistance League of Bend 210 SE Urania Lane, PO Box 115 Bend, OR 97702	541-389-2075	N/A	www.assistanceleague.org/bend info@assistanceleaguebend.org	Janet Martin	0	1989	N/A	Assistance League of Bend is dedicated to helping vulnerable children & adults within Deschutes County.
at: project 62895 Hamby Rd. Bend, OR 97701	541-647-0658	N/A	www.at-project.org	Breanne Barrett	7	2019	N/A	Helping victims of human trafficking become survivors. The local responders for the nation anti-trafficking hotline, working directly with victims, comprehensive case management & crisis intervention, assist in creating safety plans & more. We are J Bar J Youth Services.
Awbrey Place 2825 Neff Rd. Bend, OR 97701	541-317-8464	541-317-4147	www.enlivant.com cbull@enlivant.com	Cindy Bull	25	2005	N/A	Promotes independence & individuality while providing seniors with extra assistance in daily routines such as medication management, respiratory disorders requiring oxygen, transfer & mobility, bathing, dressing & more. Restaurant style dining, housekeeping & more
BEAT (Childrens Theatre) 1080 SE Ninth St., Ste. 120, PO Box 6361 Bend, OR 97702	541-419-4388	N/A	www.beatchildrenstheatre.org bree.beal@beatonline.org	Bree Beal	3	2006	N/A	BEAT's mission is to empower youth by fostering creativity, collaboration & self-confidence & to enrich the quality of life & culture of our community, through Theatre Arts.
Becca's Closet 1036 NE Fifth St., Bend, OR 97701	541-699-8200	N/A	beccascloset.org beccasclosetofbend@gmail.com	Lindsay Greco	1	2003	N/A	Ran by volunteers. Free dresses & tuxes for student formals. To, by & for teenagers.
Bella Acappella Harmony Chorus PO Box 2215, Bend, OR 97709	541-728-9392	N/A	www.bellaacappella.com bellaacappellasai@gmail.com	Pam White	0	2012	N/A	N/A
Bend 2030 PO Box 431 Bend, OR 97709	541-430-8603	N/A	www.bend2030.org info@bend2030.org	Erin Foote Morgan	1	2007	N/A	Community-based volunteer organization dedicated to engaging the residents of Bend & surrounding communities in implementing a long-term vision for how the community will develop, grow & sustain itself.
Bend Park & Recreation Foundation PO Box 1212 Bend, OR 97709	541-706-6127	N/A	www.bendparksandrec.org kim@bendparksandrec.org	Kim Johnson	1	1977	N/A	To preserve Bend's livability by enhancing our community's parks, trails & recreation programs, providing access & opportunity for all. Bend Park & Recreation Foundation raises funds to support recreation scholarships for lower income children, families & more.
Bend-La Pine Education Foundation PO Box 1436 Bend, OR 97709	541-355-5660	N/A	blpedfoundation.org info@blpedfoundation.org	Jamie Goldman, Anne Westerhoff	2	1988	N/A	The Bend-La Pine Education Foundation prepares our students for success & the future through exceptional educational & extracurricular opportunities. We provide financial support for Classroom Grants for educators in STEM, art, music & more.
Bend-Redmond Habitat For Humanity 224 NE Thurston Ave. Bend, OR 97701	541-385-5387	N/A	www.bendredmondhabitat.org rcooper@brhabitat.org	Robin Cooper Engle	28	1989	N/A	Builds strength, stability & self-reliance through affordable homeownership for families & individuals in Bend & Redmond. Since 1989, Bend-Redmond Habitat has built 167 homes & repaired 146 more, providing more than 1042 children & adults a safe, secure & healthy home.

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1 IN 3 WOMEN
1 IN 4 MEN

EXPERIENCE
DOMESTIC
VIOLENCE IN
THEIR LIFETIMES

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CASCADE BUSINESS NEWS
Central Oregon's Connection to Business

Click to Read the Stories on the CBN Website: March 11, 2021

EDCO's Central Oregon PubTalk March 25 at 5pm

Forget Spring Break and join us in-person or virtually for a stellar March PubTalk!

Cascade Business News 'Who's Who'

As appeared in the March 3 CBN, see what your colleagues, friends and competitors are up to! [Click Here](#)

Business Valuations Pre- & Post-COVID

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)

February 2021 Notable Commercial Transactions — First Half

TRANSACTIONS CLOSED DURING THE FIRST HALF OF THE

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CASCADE BUSINESS NEWS

Oregonians are Generously Supporting Nonprofits

Six Motivating Factors

CBN Staff Report

Oregonians generously support their nonprofits — of which more than 24,000 were registered as of December 2023. (By comparison, California had almost 200,000 nonprofits (with its population of 39 million, versus four million in Oregon), while Montana, Vermont, Iowa, and Wyoming — the four states with the most tax-exempt organizations per capita — are also among the nation's most rural.)

In Bend, to choose Central Oregon's largest metro area, there are close to 1,500 nonprofit organizations. (Of those, organizations with less than \$1 million in revenue account for 4.5% of combined nonprofit revenues, while organizations with more than \$100 million — such as St. Charles Health System, Central Electric Cooperative, NeighborImpact, Mosaic Community Health, and Midstate Electric Cooperative — account for 59.6% of nonprofit earnings.)

Whether large or small, rural or urban, nonprofits — it goes without saying — are reliant on funding to survive, with individual giving consistently standing out as the largest source. This drive to give, according to sociologists and behavioral psychologists, is motivated by a combination factors, among them:

1) **Being Asked.** A survey among charitable givers showed that 85% contributed as a direct result of simply being asked to do so. This makes sense because the simple act of asking conveys need, which directs attention of potential donors

to specific organizations seeking support.

- 2) **Sense of Altruism.** As humans have the capacity of caring for one another, they generally don't want others to suffer. From a scientific perspective, being altruistic releases chemicals in the brain (such as serotonin, dopamine, and oxytocin) that actually make people happier and healthier — and may even contribute to a longer life.
- 3) **Trust.** As behavioral studies show, establishing trust that an organization will actually make a difference for others is critical for turning one-time givers into regular donors and sponsors.
- 4) **Relatability.** A recent survey of American donors revealed that many gave an initial charitable contribution because it mattered to someone they know or care about, or because they know someone whom the cause (such as cancer research) directly benefited.
- 5) **Tax Benefits.** Donations to 501(c) organizations in the U.S. are deductible on the giver's yearly taxes.
- 6) **Recognition/Social Dynamics.** People want to be acknowledged by their peers as someone who is charitable, and whose values align with that of the organization to which they are contributing.

Cascade Youth & Family Center Expands Housing Options for Young Adults on the Path to Independence

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

Cascade Youth & Family Center continues to step up to meet needs of young people in our region by addressing one of our most urgent issues: housing. Central Oregon's housing crisis has made finding affordable housing difficult under the best circumstances. For young people striving to transition to independence while navigating additional barriers, the struggle is even greater.

In response, Cascade Youth and Family Center (CYFC), a program of J Bar J Youth Services, is expanding to offer more support for older youth as they bridge the gap into adulthood. CYFC's new Housing Program will serve young adults ages 16 to 24, offering a stable option for those who need more independence but still benefit from daily case management. This program is open to youth from various backgrounds, including those aging out of foster care or

facing homelessness, whether or not they have previously lived in one CYFC's three youth shelters.

While The LOFT, Grandmas House, and Canal House provide housing with 24-hour staff support and mentorship for minors and young adults, the new housing program offers a different level of support, supporting young adults to live independently. Whether it's a next step for those coming from the LOFT or a first entry point for others, the program helps them continue working toward self-sufficiency by furthering their education and gaining work experience, while still having access to critical housing resources.

This approach extends across all of J Bar J's programs, from Cascade Youth and Family Center's shelters for runaway and homeless youth to Big Brothers Big Sisters of Central Oregon, Grandma's House, and Kindred



PHOTO | COURTESY OF J BAR J YOUTH SERVICES

Continued on Page 28 ▶



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Les Schwab Supports Five Local Nonprofits with New Tires

by HEIDI DE LAUBENFELS

As part of its Tires for Purpose program, Les Schwab is advancing community services by donating new sets of tires to five nonprofits in Central Oregon. Last week, Les Schwab kicked off the first of the tire installations for Bethlehem Inn and NeighborImpact. Tire installations for the remaining three organizations will happen throughout the months of August to October.

“The life-changing work we do providing shelter services and case management for individuals and families experiencing homelessness could not be done without the generosity of our community. The new all-weather tires from Les Schwab help gear us up for the winter, during which we’ll continue to transport food and other high-need supplies on a daily basis between Bend and Redmond,” said Gwenn Wysling, executive director of Bethlehem Inn.

The five organizations receiving tire donations are:

- Bethlehem Inn
- Boys and Girls Club Bend
- Furnish Hope
- NeighborImpact
- Oregon Adaptive Sports

“This donation comes at a particularly crucial time of increased travel for our staff, who are making home visits for our Head Start program and traveling throughout Central Oregon for trainings,” said NeighborImpact Operations Coordinator Lexi O’Neal. “We are so thankful for this partnership with Les Schwab, as it also allows us to redirect funding to classroom necessities and day-to-day operating costs to ensure that our students have a high-quality experience.”

The Tires for Purpose program is rooted in Les Schwab’s commitment to strengthening and investing in communities. The program invites nonprofits that are making a positive difference to apply to receive a donation of a set of tires. Tires for Purpose is currently available in Central Oregon, North Dakota, South Dakota and Minnesota, and will continue to expand to more Les Schwab Tires locations.

“We are excited to continue to bring the Tires for Purpose program to more and more of the communities where we work, live and play,” said Les Schwab Chief Marketing Officer Gregory Waring. “This is a great way for us to help our community organizations to stay on the road and do more good.”

To learn more about the program and when interested Central Oregon nonprofits can apply, send an email to: tiresforpurpose@lesschwab.com

More information about Les Schwab’s commitment to helping its neighbors can be found on its website at lesschwab.com/community-news.

lesschwab.com



BETHLEHEM INN STAFF MEMBERS JOIN LES SCHWAB MANAGER ROBERT ENGELEN FOR THE INSTALLATION OF DONATED TIRES AT THE STORE LOCATED AT 63590 NE HUNNELL ROAD | PHOTO COURTESY OF LES SCHWAB

Nonprofit Organizations (Listed Alphabetically)

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

▶ CONTINUED FROM PAGE 18

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Budget	Purpose
Big Brothers Big Sisters of Central Oregon 2125 NE Daggett Lane Bend, OR 97701	541-312-6047	541-312-6052	www.bbbsco.org	Jenn Davis	6	1994	\$400,000	Redefining what is possible for children in Central Oregon: Matching professionally screened adult mentors (Bigs) & kids (Littles) to defend, ignite & empower their potential. Serving Deschutes, Crook & Jefferson Counties. A Program of J Bar J Youth Services.
Cascade School of Music 510 NE Third St. Bend, OR 97701	541-382-6866	N/A	www.cascadeschoolofmusic.org info@cascadeschoolofmusic.org	Robert Lambeth	35	2002	\$950,000	Our Belief is that human potential & connection are more fully realized through lifelong engagement with music & our Mission is to provide individuals with pathways to explore their interest in music through exceptional instruction in an inclusive, accessible & inspiring community.
Cascade Youth & Family Center 2125 NE Daggett Lane Bend, OR 97701	800-660-0934	541-383-3024	www.cascadeyouthandfamilycenter.org cyfc@jbarj.org	Eliza Wilson	27	1989	\$1,600,000	A safe haven for young people in jeopardy: Providing runaway & homeless teens & those at risk of running away, with crisis intervention, street outreach, family mediation, emergency shelter, transitional living & more.
Council On Aging of Central Oregon 1036 NE Fifth St., Bend, OR 97701	541-678-5483	541-647-2689	www.councilonaging.org info@councilonaging.org	Emma Fried-Cassorla	26	1975	N/A	Connect older adults & their loved ones to information & services that support their changing needs & the desire to age at home.
Deschutes Children's Foundation 1010 NW 14th St., Bend, OR 97703	541-388-3101	458-256-4141	www.deschuteschildrensfoundation.org info@deschuteschildrensfoundation.org	Cassi MacQueen	6	1990	\$550,000	Providing the space & support where nonprofits succeed at helping children & families, with four community campuses located in Bend, Redmond & La Pine & more.
Deschutes County Historical Society 129 NW Idaho Ave., Bend, OR 97703	541-389-1813	N/A	www.deschuteshistory.org info@deschuteshistory.org	Kelly Cannon-Miller	5	1975	N/A	N/A
Family Access Network Foundation 2125 NE Daggett Ln., Bend, OR 97701	541-693-5675	541-693-5651	www.familyaccessnetwork.org julie.lyche@hdesd.org	Julie N. Lyche	3	2005	\$1,100,000	Advocates are located in public schools in Central Oregon & serve families living in poverty with children ages 0-18.
First Story 963 SW Simpson Ave., Ste. 110 Bend, OR 97702	541-728-0830	541-728-0836	www.firststory.org info@firststory.org	Claire Duncan	2	1998	N/A	To promote giving & inspire communities through the creation of home ownership opportunities & financial support.
Grandma's House of Central Oregon PO Box 6372 Bend, OR 97708	541-383-3515	N/A	www.GrandmasHouseOfCO.org grandmashouse@grandmashouseofCO.org	Eliza Wilson	8	1992	\$380,000	Shelter & care for homeless or abused pregnant girls age 12-19. They enter the program to carry out healthy, full-term pregnancies, learn to parent an infant/child or complete a successful adoption & more. A Program of J Bar J Youth Services.
Heart Of Oregon Corps 1291 NE Fifth St., Bldgs. A & B, Bend, OR 97701	541-633-7834	N/A	www.heartoforegon.org info@heartoforegon.org	Laura Handy	41	2000	\$4.8 million	To empower youth & young adults through employment, job training, education & service to Central Oregon communities.
Human Dignity Coalition 155 NW Irving Ave., Bend, OR 97701	541-385-3320	N/A	www.humandignitycoalition.org humandignitycoalition@gmail.com	Jamie Bowman	0	1992	N/A	Works to promote & safeguard human rights. Main focus is on equality for the lesbian, gay, bisexual & transgender community.
Humane Society of Central Oregon 61170 SE 27th St., Bend, OR 97702	541-382-3537	541-312-8916	www.hsco.org info@hsco.org	Lynne Ouchida	42	1961	\$2.3 million	Mission Statement is Strengthening the human-animal bond by advocating & compassionately caring for animals.
J Bar J Boys Ranch & J5 62895 Hamby Rd. Bend, OR 97701	541-389-1409	N/A	www.jbarj.org/j-bar-j-boys-ranch	Peggy Carey	62	1968	\$4,100,000	The ranch is a residential treatment program for adjudicated teen boys, providing an opportunity for boys to restructure thinking, succeed academically & more. A Program of J Bar J Youth Services.
J Bar J Youth Services 62895 Hamby Rd. Bend, OR 97701	541-389-1409	N/A	www.jbarj.org	Eva Gill	193	1968	See program budgets.	Facilitating positive change for youth. Parent company to: Big Brothers Big Sisters of Central Oregon, Cascade Youth & Family Center, Grandma's House, at project, Kindred Connections, J Bar J Boy Ranch & J5, The Academy at Sisters & The Learning Center & Vocational School at J Bar J.
KIDS Center 1375 NW Kingston Ave., Bend, OR 97703	541-383-5958	541-647-1143	www.kidscenter.org info@kidscenter.org	Ginger Theis-Stevens	31	1994	\$3.8 Million	We lead our region's response to child abuse.
Kids in the Game 875 SE Third St., Ste. 240, Bend, OR 97702	541-508-3966	541-639-3645	www.kidsinthegame.org natalie@kidsinthegame.org	N/A	6	2010	\$630,000	Inspiring kids to thrive in life through sports by providing resources that get & keep kids in the game.
Kindred Connections 62895 Hamby Rd. Bend, OR 97701	541-306-9311	541-312-6052	www.kindred-connections.org kindredconnections.co@gmail.com	Jana Hill	3	2015	N/A	Help provide mentoring relationships for parents & temporary housing for children to families in crisis who lack a safety net. Mobilizing & equipping mentoring families & area church communities to provide support & more. We are J Bar J Youth Services.

BRIGHTER FUTURES FOR YOUTH

Help Youth Now. Change Their Trajectory for a Lifetime. Donate Today.



**RISK:
FAMILY CONFLICT**

75.5% - 90% of youth in shelters cite **family conflict** as a critical issue leading to their homelessness

CRISIS INTERVENTION

Cascade Youth & Family Center offers crisis intervention services, including family mediation




**RISK:
HUMAN TRAFFICKING**

Approximately **36%** of runaway and homeless youth reported trading sex for a place to stay or another need

AT. PROJECT (ANTI TRAFFICKING)

Direct support and assistance to victims and survivors of human trafficking




**RISK:
LACK OF MENTORS**

Mentors contribute significantly to the future success of youth. Yet **1 in 3** young people will grow up without a mentor

**BIG BROTHERS
BIG SISTERS OF CO**

Creating and supporting one-to-one mentoring relationships that ignite the power and promise of youth



**RISK:
HOMELESSNESS**

75% of homeless youth **drop out** of school. Those without a high school diploma or GED are **4.5x more likely** to experience homelessness

THE LOFT: LIVING OPTIONS FOR TEENS

Longer term shelter and support focused on personal accountability while youth complete their education & develop essential life skills



**RISK:
PREGNANCY & PARENTING**

Single parenting youth are **3x more likely** to experience homelessness than their non-parenting peers

GRANDMA'S HOUSE

Shelter and programs for youth who are pregnant or parenting where they can continue their education and gain life skills



Nonprofit Organizations *(Listed Alphabetically)*

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

▶ CONTINUED FROM PAGE 20

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Budget	Purpose
KPOV, High Desert Community Radio, 88.9 FM 501 NW Bond St., Bend, OR 97703	541-322-0863	N/A	www.kpov.org kate@kpov.org	Linda Orcelletto, Kate Tiernan	4	2005	\$250,000	KPOV is radio by the people & for the people of Central Oregon. Strengthens community, arts, culture & democracy through independent, non-commercial radio.
Latino Community Association 2680 NE Twin Knolls Dr., Ste. 110 Bend, OR 97701	541-382-4366	N/A	latinocommunityassociation.org info@latinocommunityassociation.org	Daniel Altamirano Hernandez	28	2000	\$3.1 million	Empowering Latino families to thrive through free tax preparation & ITIN enrollment; English & computer classes, tutoring, help with job search & starting a business & more. Offices in Redmond, Madras & Prineville.
MountainStar Family Relief Nursery 2125 NE Daggett Lane, Bend, OR 97701	541-322-6820	541-322-1884	www.mtstar.org info@mtstar.org	Staley Micken	47	2001	\$3.4 million	Prevent child abuse & neglect through community support & therapeutic services that help vulnerable children & families succeed.
NeighborImpact Early Head Start/Head Start 2303 SW First St. Redmond, OR 97756	541-548-2380 ext.128	541-504-5725	www.neighborimpact.org/headstart.html kimb@neighborimpact.org	Kimberly Brown	140	1985	N/A	Head Start & Early Head Start integrating high-quality early education with critical services such as medical visits; hearing, vision & dental checks; meals & nutrition; & family advocacy.
NeighborImpact: Child Care Resources 2303 SW First St. Redmond, OR 97756	541-323-6518	541-548-6013	www.neighborimpact.ccr ccrhelp@neighborimpact.org	Karen Prow	10	1985	N/A	Serves child care providers, preschools & early educators. Training, technical assistance & business support.
NeighborImpact: Energy Assistance 20310 Empire Ave., Ste. A100 Bend, OR 97701	541-504-2155	541-749-4948	www.neighborimpact.org/energy ea@neighborimpact.org	Lori Scharton	10	1985	N/A	Provides bill assistance for home heating/cooling expenses. Covers electricity, natural gas, propane, oil, wood & pellets.
NeighborImpact: Food Program 2303 SW First St. Redmond, OR 97756	541-548-6548	541-548-6013	www.neighborimpact.org/food food@neighborimpact.org	Carly Sanders	8	1985	N/A	Receives, warehouses & distributes food to emergency food sites. Direct distribution to residents through Mobile Food Pantry
NeighborImpact: Head Start & Early Head Start 2303 SW First St. Redmond, OR 97756	541-323-6543	541-548-6013	www.neighborimpact.org/headstart headstart@neighborimpact.org	Kim Brown	135	1985	N/A	Serves children 0-5 & pregnant women. High-quality early education & linkages to health care & other services.
NeighborImpact: HomeSource 20310 Empire Ave., Ste. A100 Bend, OR 97701	541-323-6567	541-749-4948	www.neighborimpact.org/homesource homesource@neighborimpact.org	Sonia Capece	6	1985	N/A	Offers counseling, coaching, classes & matched savings to strengthen household finances & to obtain, maintain & retain home ownership. Foreclosure counseling & mortgage assistance.
NeighborImpact: Housing Stabilization 20310 Empire Ave., Ste. A100 Bend, OR 97701	541-323-0222	541-749-4948	www.neighborimpact.org/rent rentassist@neighborimpact.org	Molly Heiss	12	1985	N/A	Serves literally unhoused: street outreach, short-term housing, homeless winter shelter. Serves people in housing crisis: rental assistance, case management.
NeighborImpact: Lending 20310 Empire Ave., Ste. A100 Bend, OR 97701	541-323-0085	541-749-4948	www.neighborimpact.org/lending lending@neighborimpact.org	John Cox	2	1985	N/A	Loans for home rehabilitation, wells, septic replacement & down payments.
NeighborImpact: Oregon Health Plan Assister 2303 SW First St. Redmond, OR 97756	541-323-6552	541-548-6013	www.neighborimpact.org/ohp elenas@neighborimpact.org	Elena Sierra	1	1985	N/A	Help navigating the Oregon Health Plan system, helping with things such as primary care services, dental services, finding providers in the area, educate on Coordinated Care Organization (CCO) & Dental Care Organization (DCO), report changes & more.
NeighborImpact: Rep Payee 20310 Empire Ave., Ste. A100 Bend, OR 97701	541-323-0089	541-749-4948	www.neighborimpact.org/payee jessicas@neighborimpact.org	Jessica Strecker	2	1985	N/A	Serves persons unable to manage their bills due to illness or disability. Budgets & disburses clients' funds to pay for living needs.
Partners In Care - Hospice-Home Health-Transitions-Palliative Care 2075 NE Wyatt Ct., Bend, OR 97701	541-382-5882	N/A	www.partnersbend.org lisamhurley@partnersbend.org	Lisa Hurley	220	1979	N/A	Medicare-certified home health, hospice & palliative care. Non-medical transitions & bereavement for adults & children. Skilled nursing; physical, occupational, speech therapy; medical social work; certified nursing assistants & more.
Saving Grace 990 NW Brooks St., Ste. 1 (Mailing) 37 NW Irving Ave. (Donations) Bend, OR 97701	541-382-9227	541-330-5067	www.saving-grace.org Shannon.r@saving-grace.org	Shannon Ries	36	1977	\$2 Million	Provide comprehensive family violence & assault services & promotes the value of living life free from violence.
The Environmental Center 16 NW Kansas Ave. Bend, OR 97703	541-385-6908 x100	N/A	www.envirocenter.org info@envirocenter.org	Front Desk	15	1989	N/A	Educate & empower Central Oregonians to advance a sustainable future, for people & the planet.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.



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Inside the new Summit Bank office in Redmond, Assistant Vice President/Market Development Officer Maarty Leunen and Senior Vice President/Commercial Banking Team Leader Jill Cummings meet with High Desert Property Management President Penny Free.

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Council on Aging of Central Oregon

by EMMA FRIED-CASSORLA, Director of Communications & Programs — Council on Aging of Central Oregon

At the Council on Aging of Central Oregon, our mission is to support all Central Oregonians to age well wherever and however they choose. We empower, advocate for, and provide services to older community members and their loved ones. We provide food and nutrition options like Meals on Wheels and community dining, Medicare and long term planning, family caregiver support, and social engagement programs, such as Caring Connections and Pet Pals. As aging experts, we ensure seniors can access the support, services, and resources they need across the tri-county.

In a 12-month period between 2022 and 2023, we delivered 115,665 Meals on Wheels, served 38,931 senior lunches, answered more than 4,200 calls with information and referrals, provided 631 hours of Medicare counseling, funded

close to 3,000 hours of home and personal care services, and provided 657 hours of paid respite support for caregivers. We also helped to facilitate more than 1,325 friendly phone calls between volunteers and isolated seniors, and delivered food, supplies, and veterinary care to beloved companions of 116 clients.

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

councilonaging.org

Enriching Education for Bend-La Pine Students for Over 35 Years

by SARA ODENDAHL

For over 35 years the Bend-La Pine Education Foundation has been enriching education in our community. Through the generosity of community-based and philanthropic fundraising, the Foundation invested over \$196,000 into schools and students in the Bend-La Pine School District in the 2023-24 academic year, including:

- Activity Fee Scholarships for 279 middle and high school students to participate in school sports and activities.
- Classroom Grants in both fall and spring to 105 innovative STEM, Art, Music, and Wellness programs at elementary, middle, and high schools.
- Perseverance Scholarships awarded to eleven graduating students with a life changing opportunity to pursue higher education.

As the Foundation plans to support our students and teachers, we are excited to launch a new fundraising campaign: **Elevating Education Step by Step**. This multi-year campaign aims to raise funds for the Foundation's core programs.

- **Classroom Enrichments:** The Classroom Enrichments program provides resources and support to educators in Central Oregon. Through this

program, we aim to enhance the learning experience and promote academic achievement with innovative classroom projects including STEM, Art & Music, Mental & Physical Health, and Career Technical Education.

- **Athletic Fee Scholarships:** By providing financial assistance to students for activity fees, we ensure that every student who wants to join a team can do so — whether that be sports teams or activity-based clubs. We believe that every student should have the opportunity to participate in extracurricular activities regardless of their financial situation.
- **Perseverance Scholarships:** The Perseverance Awards program celebrates individuals who have shown exceptional determination and resilience in the face of adversity. Established with the noble aim of acknowledging students who display dedication and persistence, this program celebrates their journey to high school graduation and the ambitions they hold for the future.

We invite you to join the Foundation in supporting our public schools, educators, and students.

blpedfoundation.org





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Oregon
seniors
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Every dollar counts, so please donate and thanks for your support!



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BEND - LA PINE
EDUCATION FOUNDATION
www.blpedfoundation.org

The True Cost of Care

How MountainStar Supports Vulnerable Children in Central Oregon

by SAMMI PENNINGTON, Events & Marketing Manager — MountainStar Family Relief Nursery

In Central Oregon, families dealing with overwhelming stress often struggle to provide safe, stable environments for their children. Issues like poverty, mental and physical health, domestic violence, and housing instability are connected to increased risks of child abuse and neglect.

MountainStar Family Relief Nursery (MountainStar) exists to help break this cycle — keeping kids safe and helping parents be successful. Through its therapeutic services, MountainStar creates pathways for families to build safer, healthier lives for their children. Providing these services costs \$10,000 per year for each child and their family, but the impact is priceless.

Meet Liam, a three-year-old boy, who found stability through MountainStar during a time of crisis. Liam's mother was a single parent struggling with financial difficulties and mental health challenges. After losing her job and home, Mom and Liam found themselves living in temporary shelters. This instability was taking a toll on Liam — he became anxious, withdrawn, and began showing developmental delays.

MountainStar welcomed Liam into its Therapeutic Early Childhood Program (TECP), designed for

children experiencing high levels of trauma or stress. In the TECP classroom, Liam received consistent care and attention from staff trained in trauma-informed approaches. This supported Liam's social and emotional development — the groundwork for a healthy start in life.

MountainStar's impact extended beyond Liam. It also provided mom with the support she needed to rebuild her life. Through home visits, MountainStar staff helped her secure housing and find mental health resources. Mom also received parenting education to help strengthen her relationship with Liam and reduce stressors at home.

MountainStar's two-generation approach not only keeps children safe but also helps parents succeed, setting a new, positive path for the entire family.

After a year in MountainStar's care, Liam made remarkable progress. His anxiety lessened, and he began to reach developmental milestones that once seemed out of reach. Mom also found stability, with steady housing and renewed confidence in her parenting, enabling her to provide Liam with the safe and supportive home he needed.

Liam's story is just one example of the life-changing impact MountainStar has on children and families in our community. Each child enrolled in MountainStar's program receives 300 hours of direct support to prevent abuse and break multi-generational cycles of trauma.

Some families served by MountainStar are able to keep their children safe with a little extra support, while for others, MountainStar may be the last step before foster care. MountainStar tailors its services to meet the unique needs of each family, offering critical intervention when it's most needed. Providing \$10,000 per year for each child not only

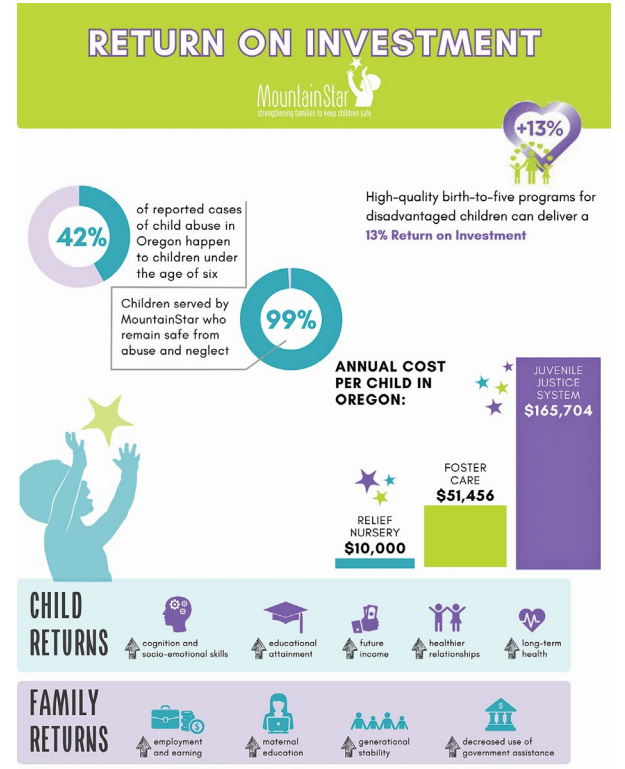


PHOTO AND GRAPHIC | COURTESY OF MOUNTAINSTAR FAMILY RELIEF NURSERY

protects their well-being but is also a wise investment for our community. Without this intervention, the cost of a child entering foster care rises to \$51,456, and if the child enters the Juvenile Justice System, that figure jumps to \$165,704 per year. From an investment standpoint, the choice is clear — but more importantly, we are safeguarding children from a life of instability and providing them with the support they need to thrive.

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MountainStar

Listen Up

Nonprofit Community Radio By the People & For the People of Central Oregon

by ANN FITZMAURICE — KPOV

While the diversity within the nonprofit sphere is vast and provides for various audiences, there is one that works to connect those audiences together.

KPOV 88.9FM broadcasts from downtown Bend, but its reach is virtually unlimited through a 1,000 watts transmitter and an on-demand program app. To be a central part of the community is one of the tenants of operation for KPOV whose mission includes, "radio by the people and for the people of Central Oregon."



Linda Orcelletto, KPOV's new executive director, is not new to nonprofits. She has worked with many organizations since 1996 and each has introduced her to the different needs of a particular community. "I work for cause-related issues that are close to my heart," Orcelletto said as she reflected on how KPOV is a critical link to unit the people, organizations and communities of Central Oregon.

KPOV board member, Stacy Koff, is a long time nonprofit professional. Koff sees

the community radio's role as a "go-to" for other nonprofits to get their voices heard and for audiences to become more educated about their community. "This is the kind of nonprofit that benefits all. It creates a full-circle of inclusion," said Koff.

Unlike public radio stations, KPOV does not receive federal funding. It is reliant upon listeners and sponsors to keep financially afloat. The four employees rely upon the 100 plus volunteers for the on-air programs and outreach events.

Like public radio stations, KPOV uses fund drives to help meet operating expenses. Kate Tiernan, KPOV's development director, knows both individual and business support are critical components to the station's bottom line. She believes it reflects the station's mission because underwriters who sponsor KPOV radio programs heighten community connection, truly making it radio by the people and for the people. This fall's fund drive runs October 11th thru the 19th.

Ann Fitzmaurice is a writer and KPOV volunteer.

kpv.org

Saving Grace Calls on Community to Support Survivors during Domestic Violence Awareness Month

by DONNA BRITT, Development Director — Saving Grace

One in three women and one in four men face domestic violence (also known as intimate partner violence) in their lifetimes. "Those startling statistics underscore the importance of community involvement to change the narrative around violence in our community through education, awareness and support," says Abby Rowland, executive director of Saving Grace, Central Oregon's sole provider of comprehensive services for survivors and their families, offering a 24-hour helpline, emergency shelter, legal advocacy, counseling and community education.

This October, Saving Grace participates in the nationally recognized Domestic Violence Awareness Month (DVAM), a time dedicated to raising awareness about domestic violence and supporting survivors.

Saving Grace provides free, confidential services for ALL survivors of domestic/intimate partner violence (IPV), sexual assault, stalking, human trafficking and dating violence.

In 2023 Saving Grace provided 14,938 individual services to survivors in Central Oregon, including 3,162 safe nights in shelter (35% of safe nights were provided

to children). The 24-hour help line answered 2,580 calls with trained advocates supporting survivors, directing them to services including emergency shelter, legal advocacy, counseling and Mary's Place safe exchange/visitation program as well as connecting them to community partners for healthcare and other needs.

Domestic/Intimate Partner Violence, fueled by power/control inequality in relationships, is a documented health risk and obstacle affecting individual quality of life and society as a whole. Local survivors face a variety of vulnerabilities and obstacles due to the trauma of an abusive relationship; warm handoffs to community resources are part of Saving Grace's wraparound services.

To show support for survivors, Saving Grace is asking community members to wear purple ribbons throughout the month of October and has partnered with area businesses for a series of events. Visit saving-grace.org/dvam for a complete list of events and info on the Indoor Winter Fun Package raffle prize.

24-hour Helpline: 541-389-7021
saving-grace.org



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Lessons Learned from Nonprofit Cash Management

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

Many professionals reach a point in their career where they start to seek a purpose outside of their work. For some, the search for meaning, connection, and purpose leads them to get involved in a nonprofit board.

Serving as a board chair for a nonprofit, has taught me that managing the finances of a nonprofit is a lot like steering a ship through unpredictable waters. It's not just about keeping the ship afloat; it's about making sure every resource is used to propel the mission forward. The responsibility is immense, but so is the reward when you see the impact of your work.

For new nonprofits, having a compelling vision and mission is just the beginning. Structuring your organization effectively is crucial for long-term success. Here are some lessons I've learned after serving as a board chair from 2021-2023 for Friends of the Children Central Oregon, a professional mentorship nonprofit designed to break the cycle of generational poverty.

Effective Cash Management for Nonprofits

1. Maintain Adequate Cash Reserves

Think of cash reserves as your safety net. Aim to have 3-6 months of operating cash on hand, net of any debt. This means if you look at your annual budget, you should be able to cover 3-6 months of expenses without raising additional funds. If you don't have at least 3 months of debt-free cash, that should be your first target. Once you achieve 3 months, work towards 6 months.

2. Monitor Cash Flow Regularly

Regularly review your cash flow to ensure you have enough liquidity to meet your obligations. This involves tracking all incoming and outgoing cash to identify trends and potential issues. It also means adopting a cash management approach combining the preservation of near-term liquidity (cash deposits and cash-equivalent securities such as money market mutual funds) with higher-yielding fixed-rate "near-term"



securities such as Certificates of Deposits and Treasury Bills. By keeping a close eye on your cash flow, you can make informed decisions, keep your cash working as hard as possible, and avoid financial shortfalls.

3. Diversify Revenue Streams

Relying on a single source of income can be risky. Diversify your revenue streams by seeking multiple funding sources such as grants, donations, and fundraising events. This not only provides financial stability but also reduces the impact of losing any one source of funding.

4. Create a Cash Flow Projection

Develop a cash flow forecast to project your income and expenses over a specific period. This helps you anticipate periods of surplus or deficit and plan accordingly. Due to the seasonality of expenses and revenues for some nonprofits, and the reality that those flows may not be in synch, there can be periods of being flush with cash followed by periods with high expenses and precious little revenue. A cash flow projection can, therefore, be a valuable tool for managing your finances proactively and ensuring you can meet your financial commitments.

5. Implement Strong Internal Controls

Establish strong internal controls to safeguard your cash. This includes separating financial duties, reconciling bank statements monthly, and adopting cash handling procedures. For example, cash donations should be counted by two people who both sign off on the receipt. These controls help prevent errors and ensure accountability.

6. Build an Emergency Fund

In addition to maintaining cash reserves, consider building an emergency fund, such as a Board Designated Operating Reserve Fund. This resource can be used to

Continued on Page 30 ▶

Bend-Redmond Habitat for Humanity Making Homeownership Possible

by **STEVE STEVENS, Marketing Coordinator — Bend-Redmond Habitat for Humanity**

Bend-Redmond Habitat for Humanity is excited to have about 30 homes currently under construction in Bend and Redmond, while working closely with future homeowners to help them achieve their mortgage readiness and homeownership goals.

Looking ahead, we have over 100 affordable, sustainable homes in our pipeline, with open applications for new homebuyers coming this spring.

If you're interested in other ways to get involved, we have volunteer opportunities available at our Bend ReStore, where you can also drop off donations or call to schedule a pick-up.

Join us in making homeownership possible for hardworking local families and building a brighter, more sustainable community!
bendredmondhabitat.org



PHOTO | COURTESY OF BEND-REDMOND HABITAT FOR HUMANITY



changing lives through affordable homeownership

At Bend-Redmond Habitat for Humanity, we believe that everyone deserves a place to call home – a safe, stable, and healthy environment where families can thrive and communities can flourish. Since 1989, we have served over 225 families with affordable homeownership and revitalized 145 homes, transforming the lives of more than 1,100 children and adults.

The Bend ReStore is a home improvement resale center that accepts and sells a wide variety of building materials, appliances, and home furnishings. All proceeds from the ReStore benefit Bend-Redmond Habitat's mission. More information at: bendredmondhabitat.org

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Redmond Donation Center - (Thur-Mon 10-4pm)

Romeo's Joy Brings Care Facility Residents 'Something to Nurture'

by **ANDREA HINE** — CBN Feature Writer

It all started with Romeo, an Australian Labradoodle, who — with his owner Cheryl Pellerin — trained to become a certified pet therapy team. "Romeo passed the tests — which included reacting to loud metal bowls being dropped behind us, and being cut off with wheelchairs — with flying colors," Pellerin said, "and subsequently spread joy at children's hospitals and care facilities for many years. The kids and nursing staff were always ecstatic when we visited."

As is suggested by numerous studies, pet therapy can positively impact the quality of life for those living alone or in care facilities by helping combat the serious effects of social isolation and loneliness. These effects include an increased risk of conditions such as heart disease, strokes, obesity, depression, sleep problems, anxiety, and dementia, and even premature death from all causes.

However, as Pellerin learned when her own mother developed Alzheimer's disease, some people may not be able to care for and/or afford a live pet. Some may suffer from allergies, while the companionship of a live pet may inadvertently result in a fall or injury to an older person or someone with a disability.

Armed with problem-solving skills developed during years of experience with IT projects, Pellerin came up with a solution: she purchased an animatronic



THE NONPROFIT WAS NAMED TO SPREAD THE JOYFUL SPIRIT OF ROMEO, AN AUSTRALIAN LABRADOODLE

dog from a company called Joy for All. "My mother's response was incredibly positive as she now had her own Romeo," Pellerin said.

After the inevitable passing of both her mother and Romeo, Pellerin — who moved with her family to Sisters in 2020 — attended a talk on the subject of grief sponsored by Citizens4Community, a non-partisan nonprofit that fosters a connected community in and around Sisters by encouraging civility, collaboration, and civic engagement. "The talk brought back unresolved grief on my part, and I decided to turn it around and make the experience a positive one."

Pellerin chose to design a community project that would continue sharing Romeo's joyful spirit — named Romeo's Joy — utilizing the animatronic pets that worked so well with her mother — but immediately recognized that "I didn't know anything about forming a nonprofit."

So she turned to another local organization — Age Friendly Sisters Country (AFSC) — which, according to its website, was "created to support our neighbors and friends who have the ideas and passion to help Sisters grow into a place where we can thrive at every age and every life stage — 8 to 80."

By serving as a fiscal sponsor, and helping complete legal paperwork and

other administrative tasks," AFSC — as Pellerin can vouch — makes "it easy for resident-led initiatives to get off the ground and have an impact quickly."

Legalities resolved, Pellerin also needed to "educate people about the positive effects of animatronic pets, which can be challenging. Many don't really get it." Those she selected from Joy for All — dogs, cats, and birds — are designed with sensors that enable them to respond to touch, sound, and light by movements such as turning their heads, wagging their tails, opening and closing their eyes, and licking their paws. The animals also make sounds like purring, meowing, chirping, soft snoring, and barking.

Organizations that have tried animatronic pets — including the U.S. Department of Veterans Affairs (VA) — report that they "have brought comfort, connection and therapeutic benefits to veterans with memory loss, dementia and depression. Patients tend to calm down when they have someone or something to nurture." As Pellerin noted, "this calming effect can be very important for caregivers."

Seeking help in delivering the first 15 Romeo's Joy pets to a local assisted living facility, Pellerin, through a teacher at Sisters Middle School, enlisted 5th graders belonging to The Sunshine Club. Equipped with adoption certificates and instructions on caring for the animals, "they were so polite and proper. It was a big hit," Pellerin said, leading to subsequent "opportunities to meet



PETS DISTRIBUTED TO A LOCAL ASSISTED NURSING FACILITY CAME WITH AN ADOPTION CERTIFICATE AND CARE INSTRUCTIONS | PHOTOS COURTESY OF ROMEO'S JOY

seniors living alone."

As one older recipient shared, "Now I have something to say 'good night' and 'good morning' to."

Animatronic animals have also been distributed to residents of a local facility that teaches life skills to its residents. "As I understand, one young man bought a collar and name tag for his pet," Pellerin said. "Now he's looking for a dog sitter who can take care of his pet while he goes out of town on vacation."

Pellerin, who has distributed a total of 42 pets to date, and "continues to discover more care facility residents in need," can be reached through the website.

romeosjoy.com

Stroke Awareness Oregon

by **GERRY O'BRIEN**

Back in April, Bend native Anne Birky believed she was in the peak of health. At 52, she exercised routinely, hiked and camped with her family. She had no markers for any health issues.

On April 12, she woke up with a severe headache, but went to work and even decided to workout during her lunch break. "After lunch, my left side felt kind of weird, but I attributed that to low blood sugar," said Birky, facilities support supervisor for the Bend-La Pine School District. She went back to work for a little bit and then decided to drive herself home.

It was a Friday afternoon, and a friend called her. During the conversation she noticed Birky was slurring her words. It was a surprise to Birky. But she said she was struggling to even stand. "My friend thought I was having a stroke. She called my husband, who arrived home and we called an ambulance," she said. Birky has suffered a burst blood vessel, a hemorrhagic stroke. It started with the headache and was likely exacerbated by the workout. She spent 13 days in the hospital.

She was lucky. Stroke is the fifth leading cause of death in the United States and a leading cause of disability worldwide. Yet 80 percent of the strokes can be prevented or ameliorated if caught in time. That is the rallying cry of Stroke Awareness Oregon (SAO), a



Anne Birky

nonprofit started in 2019 by Bend realtor and developer Lawnae Hunter, who is also a stroke survivor. "Time is of the essence for an oncoming stroke," Hunter said. "If people know the signs, many stroke survivors have a good chance of recovery if they can get to a hospital in time." The group's calling card for spotting a stroke is the acronym B.E.F.A.S.T., for Balance, Eyes, Face, Arm, Speech, Terrible headache.

For Birky, now 53, she had no risk factors, no high blood pressure, so the stroke cause remains a mystery. "I'm blessed. I have a family with a very strong Christian faith and I believe all that prayer is what carried me through. My recovery has been miraculous. On the outside, I don't look like I had a stroke. Yet there remains some left side weakness I have to work on."

Birky is a new board member for Stroke Awareness. After speaking with Carol Stiles, the interim executive director of SAO, about finding a venue for country music star Randy Travis — a stroke victim who came to Bend in May to address a crowd of supporters — she decided to learn more about the issue. "I connected with the support groups, the people just really drew me in. I didn't know anything about stroke or stroke awareness," Birky said. "The people at SAO are so inspiring. I really enjoy people who are care givers. I guess that because they are so inspiring to me when

I'm around them I just feel like I am with a group of people who are truly trying to make a difference in the world and I love that."

Stiles notes that the reason the group got started was to help survivors after they leave the hospital. "There is really no support group for stroke survivors," Stiles said. "You are left on your own to cope. Our group lends its support and encouragement to survivors so they don't feel alone or abandoned. They have people with similar issues fighting right alongside them."

Several of those recovery stories are documented in the group's book, *Just say 'Yes' to life*, a collection of survivor and recovery stories. A new book, *Stroke is a Family Affair* is due out in 2025.

The group has launched several online, Zoom-call-type forums to reach out to stroke victims, many of whom have no other connection with other victims. Participants range from New York to Hawaii. "They push each other to do better, work harder. It helps keep them focused," Stiles said.

A colleague of Birky also recently suffered a stroke and recovered enough to participate in the Ride The Rim bicycle event at Crater Lake National Park spread over two weekends in September. "I'm going to do that next year," she said. "You can still live your life. It may look a little different, but you can still make a difference. That is the message of SAO."

strokeawarenessoregon.org

J Bar J

Continued from page 19

Connections. It's also central to J Bar J's leadership in regional efforts to combat homelessness, including its role within the Homeless Leadership Coalition (HLC).

In fact, J Bar J Youth Services plays a key role in the regions response to youth homelessness. J Bar J Youth Services works collectively with partners like The Homeless Leadership Coalition, Central Oregon's Youth Action Board, COIC,

Neighbor Impact and others to prevent and end youth homelessness. These efforts have had notable successes, including the region being awarded a \$953,950 HUD grant to provide housing for homeless youth in Central Oregon, the finalization of the region's Coordinated Community Plan to Prevent and End Youth Homelessness, and a new housing project for youth on Wilson Ave.

Eliza Wilson, Director of Services for Runaway and Homeless Youth and Chair of the HLC, has been instrumental in these efforts, bringing together partners from Crook, Deschutes, and Jefferson counties,

as well as the Confederated Tribes of Warm Springs. The grant will help support youth housing efforts in the community.

Cascade Youth & Family Center's parent company, J Bar J Youth Services, has a long history of stepping up for Central Oregon's youth. From the early days when founder Lyle Jarvis opened his home to a couple of boys in need of stability, the organization has consistently provided options for young people facing significant challenges. Whether it's family conflict, homelessness, pregnancy, or simply needing a supportive mentor, J Bar J has been there for those who need it most.

These housing initiatives by J Bar J Youth Services are not only a response to the region's housing crisis but also an extension of the organization's long-standing mission: to provide young people with the tools, support, and encouragement they need to step confidently into adulthood.

J Bar J Youth Services programs also include Big Brothers Big Sisters of Central Oregon, at: project (anti-trafficking), Grandma's House, Kindred Connections, J Bar J Boys Ranch including the Vocational School, and The Academy at Sisters.

jbarj.org

Nonprofits: Cornerstones of Community & Economic Growth in Central Oregon

by CHRIS C PIPER, Area Manager — BBSI Central Oregon

Nonprofit organizations are integral to the social and economic fabric of Central Oregon. Having served on the boards of several impactful nonprofits — including the Council on Aging for Central Oregon, Boy Scouts of America (Crater Lake Council), Family Kitchen, Central Oregon Intergovernmental Council, and Stroke Awareness Oregon — I’ve witnessed the vital role these organizations play in supporting communities and contributing to local economic development.



Chamber focuses on workforce development, tackling the housing shortage, and representing business interests in policy discussions. We help businesses navigate current challenges,” she explains.

Moreover, nonprofits frequently collaborate with small businesses, creating opportunities for local entrepreneurs and generating economic activity. A well-managed nonprofit not only fulfills its mission but also stimulates the local economy through job creation and community engagement. Julie Lyche, Executive Director of Family Access Network (FAN), emphasizes, “Central Oregon has a rich history of nonprofits working together to better serve our community. The work we do at FAN could not be accomplished without the support of local businesses and donors.”

What Role Do Nonprofits Play in Long-Term Community Development?

Kim Gammond, Executive Director of Habitat for Humanity of La Pine Sunriver, explains, “We are building homes that can be purchased by a workforce priced out of market rate housing. Without housing providers like Habitat, our communities cannot develop the capacity needed to serve residents.”

Nonprofits serve as stabilizers and innovators within the community. They address immediate needs — whether through healthcare education or meal provision — while planting the seeds for long-term economic and social development. Their ability to mobilize resources quickly allows them to fill gaps in public services, helping communities thrive even in economic downturns.

Heather Dion, Executive Director of CASA Central Oregon, states, “Investing in nonprofit organizations is an investment in our dreams for the future. At CASA, we envision a future where all children learn and grow in safety. Our CASA volunteers provide stability for children in foster care, which has a long-term impact on their lives and our community.”

Nonprofits also serve as testing grounds for initiatives that can be scaled or adopted by larger entities. Many health and social service innovations originate in nonprofit settings and eventually influence public policy and business practices.

Questions for Central Oregon Business Leaders to Consider:

1. How can your business partner with nonprofits to address local challenges while driving mutual growth?
2. What lessons in governance and accountability can you adopt from nonprofit organizations to strengthen your business practices?
3. Are you leveraging the contributions of the nonprofit sector to enhance community resilience as part of your long-term strategy?

Synergy Between Sectors

In Central Oregon, nonprofits are not just charitable entities; they are critical economic players that strengthen the community’s social and financial foundations. My service on various nonprofit boards has shown me how these organizations, when properly managed, can drive both social change and economic growth.

As the lines between sectors continue to blur, the partnership between businesses and nonprofits will grow more vital. Business leaders must recognize that supporting nonprofits isn’t merely philanthropy — it’s a strategic investment in the region’s future.

bbsi.com

How Do Nonprofits Serve Diverse Communities?

Each nonprofit responds to the unique needs of the community it serves. Whether providing meals through Family Kitchen, supporting seniors via the Council on Aging, or promoting public health initiatives with Stroke Awareness Oregon, nonprofits in Central Oregon are at the forefront of addressing localized challenges.

Tammy Baney, Executive Director of COIC, emphasizes that nonprofits ensure the community’s most vulnerable populations receive necessary assistance. They respect the diversity of needs, offering targeted solutions that lead to lasting impact. “The richness of community is enhanced by celebrating the diversity within it. Nonprofits have proven that focused engagement brings voice to those who have historically felt voiceless,” she states, highlighting groups like the unhoused, LGBTQ+ community, and Native American populations. This approach fosters connection and builds a strong core of inclusivity.

From my experience with the Boy Scouts of America’s Crater Lake Council, I’ve seen how youth-focused organizations cultivate leadership skills and personal growth across demographics. By empowering the next generation, nonprofits help build a more resilient community.

What Can Businesses Learn from Nonprofits?

Despite differing core objectives, nonprofits and for-profit businesses share striking operational similarities. Nonprofits are small to medium-sized enterprises (SMEs) that require efficient management, financial acumen, and strategic planning to thrive. Principles governing successful businesses — sound governance, financial sustainability, and community engagement — apply equally to nonprofits.

One critical lesson from my time with the Central Oregon Intergovernmental Council is the importance of collaboration. Nonprofits often partner with businesses and government entities to achieve their goals. This symbiotic relationship teaches businesses about leveraging community partnerships for mutual benefit.

Nonprofits are also accountable to multiple stakeholders, similar to how businesses are accountable to investors and customers. By focusing on transparency and accountability, they earn the trust of their members, ensuring resources are used efficiently and ethically.

Nonprofits as Economic Drivers

Nonprofits significantly contribute to the local economy, often acting as employers and service providers. For example, organizations like the Council on Aging reduce strain on public health systems by providing essential services to seniors, while Family Kitchen addresses food insecurity, alleviating the economic and social costs associated with hunger.

Katy Brooks, CEO of the Bend Chamber of Commerce, notes that while businesses require nonprofit support, the landscape has become more complicated. “The Bend

1 IN 4 AMERICANS WILL HAVE A STROKE IN THEIR LIFETIME

⚡ Stroke is the #1 cause of permanent disability worldwide despite 80% of strokes being preventable ⚡

THE SAO MISSION IS LED BY C.A.R.E.

Collaboration

Working with hospitals, community leaders, and businesses to further provide stroke education, support, and resources.



Awareness

SAO is making a difference in stroke outcomes and recovery through B.E.F.A.S.T. education.



Recovery

From support groups to education and prevention, SAO is here to support families at every stage of the stroke journey.



Education

SAO facilitates presentations, support groups, medical partnerships, resource sharing, and early education.



WHO WE ARE

Stroke Awareness Oregon (SAO) is the only community-based 501(c)(3), in Oregon, dedicated to supporting the recovery of stroke survivors and their families, while emphasizing education, prevention, and recovery of stroke.

As an advocate for stroke survivors and in collaboration with the medical community, SAO is a hopeful force for a society of improved brain health and longevity, enhanced recovery, and the reduction of stroke related death and disability.

SAO Services

- Stroke + Caregiver Support Groups
- Peer-to-Peer Support Program
- B.E.F.A.S.T. Education
- Stroke 101 Community Presentations
- Stroke Heroes Training + Comic Book
- Community Collaboration
- Healthcare Partnerships
- Recovery Resources
- Stroke Warrior Events
- Just Say “Yes” to Life! Stories of Thriving After Stroke



STROKE AWARENESS OREGON

695 SW Mill View Way
Bend, OR 97702 USA

(541) 323-5641

strokeawarenessoregon.org

STROKE AWARENES OREGON 501(C)(3)

YouthBuild Program at Heart of Oregon Corps 'Is About Changing Lives'

by ANDREA HINE — CBN Feature Writer

Young people in Central Oregon facing barriers such as generational poverty, substance abuse, homelessness, court involvement, and/or lack of parental support have a path to “unlock their potential and build meaningful careers,” as Kara Johnson, deputy director of the Heart of Oregon Corps, knows from her 14 years with the nonprofit organization.

And as she tells those just getting started in its core YouthBuild program (which lasts nine-12 months, with 12 months of follow-up services), “We are not going to waste your time,” which is quite an understatement.

Designed to empower young people aged 16-24 by re-engaging them in school to earn their high school diploma or GED, while learning job skills that prepare them for the workplace, YouthBuild “is about changing lives,” Johnson said. “The program demonstrates how the trajectory leading to success and a living wage is not as burdensome as they imagined.”

Looking back to Oregon’s “Great Recession” some 15 years ago, “youth employment rates topped 40 percent,” Johnson noted, lending an urgency to the nonprofit’s goals. “Since that time, nearly 475

youth have come through the YouthBuild program, which is now divided into two tracks: construction and child and youth development.” (The latter includes teaching and counseling at local pre-schools, park & recreation districts, and summer day camps.) Both options provide a small living stipend, scholarship opportunities, and industry-recognized certification.

“One young man, who went through the YouthBuild program in 2013, is now a construction manager,” Johnson said. “Others, upon discovering that construction is undeniably hard work, initially vowed that ‘I’m never doing this’ — only to tell me later that they have chosen construction as their profession.”

Johnson is acutely aware that “our already-underserved target group has changed over the years, as we see an increase in their mental health needs, higher rates of houselessness (she cites sleeping on park benches or in their cars), and a significant percentage of high school drop-outs. We aim to find those young people, and get them back on track.”

This entails, in addition to education, job-skills training, and leadership development, “teaching a work ethic to those who may lack a role model, and —

basic as it sounds — just showing up.”

YouthBuild “allows participants to experience failures and learn from these failures,” according to Johnson. “As an example, we’ll say that ‘you screwed up’ if their attendance has been subpar. Yet interestingly, while some young people admit that their attendance in school has been bad, by allowing them to do something they enjoy, attendance is no longer an issue. This makes sense.”

Johnson added that “we also offer an experiential type of learning, so that, for example, youth learn math concepts by seeing and applying them during construction jobs. This hands-on application makes the concepts more real.”

Another part of the construction-track curriculum, Johnson said, “involves showing young people how building affordable housing impacts their communities, affirming how they can personally make a difference.”

Not surprisingly, “word of mouth is a really big recruitment tool for Heart of Oregon’s YouthBuild — whether it’s parents, aunts and uncles, or friends — especially those who have already completed our program. They know that we teach with caring, kindness, and love.”



YOUTHBUILD PARTICIPANTS BUILD FORMS FOR THE FOUNDATION AT THE SISTERS HABITAT BUILD SITE | PHOTO COURTESY OF YOUTHBUILD

Accolades at a recent YouthBuild job fair testify to the program’s value. “These young people demonstrate grit and leadership beyond measure,” said Employer Advisory Council members Ryan Eckman of Mike’s Fence Center and Gary North of R&H Construction. “When they reach their full potential as working citizens, all of us benefit. Our neighborhoods flourish with refreshed housing, public service projects, and young leaders who are equipped with the tools they need to thrive.”

heartoforegon.org/programs/youthbuild.html

'Love Has No Age Limit' at Silver Linings Rescue Ranch

by ANDREA HINE — CBS Feature Writer



SHOWN WITH THE DOG SHE ADOPTED, THIS WOMAN QUICKLY LEARNED THAT “TRUE LOVE HAS NO TIMELINE.” | PHOTO COURTESY OF SILVER LININGS RESCUE RANCH

A woman who adopted two senior dogs through Silver Linings Rescue Ranch in Powell Butte says it best: “Adopting senior dogs has taught me that companionship, devotion, and joy are ageless. Giving a dog in their golden years a second chance at life in a safe and loving home is such a gift for everyone involved. With the two seniors I’ve been

lucky enough to care for, we needed each other more than we needed years. True love has no timeline.”

Yet despite the rewards of giving a senior dog a loving, secure, and happy retirement home for whatever time he has left, the American Society of Cruelty to Animals reveals that: “Senior dogs have an adoption rate of 25 percent, while younger dogs, including puppies, have a 60 percent adoption rate. This means far too many great dogs are passed over simply because they are older. That’s a loss not only for those dogs but also for potential adopters.”

Erica Psaltis, who has “always been an animal lover,” founded the nonprofit Silver Linings Rescue Ranch after working at a local high-save shelter and seeing that “those seeking to adopt a dog were always interested in puppies. Yet people would also bring in senior dogs,” she added, “that perhaps belonged to their parents who had been moved into assisted living where pets weren’t allowed, or had passed away. These animals were much harder to place.”

A self-described “big dog person,” Psaltis was so moved by the situation she observed that she and her husband initially took in a senior toy poodle (named Noodles) to foster that soon “was everything to me, and my partner in crime. I loved her so much.” After Noodles passed

away, the couple adopted another senior dog, this time a long-haired dachshund, and — despite having a fulltime job — Psaltis decided to broaden her commitment to this deserving segment.

As she explained, the overall mission of Silver Linings — to give senior dogs a second chance at love and a comfortable life — has three specific goals: 1) To rescue senior dogs and place them into temporary homes through our foster network, allowing us to get to know them better; 2) To adopt senior dogs into new loving forever homes where they can live out their golden years with new families; and 3) To start conversations about planning for pets in case their guardianship needs to change. And to help provide information and resources to execute long-term planning and care.

To those who are concerned about the longevity of senior dogs, Psaltis responds that “puppies can pass away as well — after being hit by a car, or contracting Parvo, for example. No one has ever complained of being ripped off, but instead are so thankful for the time they and their dog spent together.”

“A lot of those who adopt from Silver Linings are older as well,” Psaltis said, “and don’t feel capable of taking on a puppy. And before being adopted, the

dogs undergo a complete senior panel, including dental extractions, that might otherwise prove unaffordable.”

Since becoming a 501(c)3 in March 2022, Silver Linings Rescue Ranch has placed 200 senior dogs, primarily small ones, in foster and adoptive homes. It has formed relationships with the Humane Society of Central Oregon, as well as rescue organizations in Multnomah and Marion counties, and has about 25 people in its foster network.

Relying primarily on donations to cover operational costs, Silver Linings also stages a “Senior Dog Prom” each May at Bend’s Midtown Yacht Club where “dogs of every size can come” and be formally photographed with their owners.

“It’s a fun time,” said Psaltis, and includes voting for a king and queen, with plans for 2025’s event (themed “Pawhide”) calling for an expanded scope of royalty. “We’ll have a full prom court with princes and princesses, and regalia including crowns, sashes, and fur-lined capes. Our goal is to have the event grow, and become Silver Linings’ signature fundraiser.”

Pointing out that November is “Adopt a Senior Pet Month,” Psaltis emphasized the motto of Silver Linings Rescue Ranch: “Love has no age limit.”

silverliningsrescueranch.org

Cash Management

Continued from page 27

cover unexpected expenses or financial shortfalls, providing an extra layer of security for your organization. And, if the process an Executive Director must follow is thoughtfully crafted, the use of reserves can trigger additional Board oversight and assistance during lean fiscal periods.

7. Do Your Homework

There are a variety of financial instruments used in cash management, from bank deposits to Certificates of Deposit to Treasury Bills. Many some banks offer their nonprofit depositors excess FDIC coverage beyond the \$250,000 limit via pooled deposit programs, those yields

are often very low. Shop around, and you will be pleasantly surprised at how much more yield you can pick up. Friends of the Children Central Oregon achieved fully FDIC-protected yields of 5% and higher on its cash over the past year at levels well in excess of \$250,000.

8. Put your Nonprofit First

In small towns like Bend and Redmond, it is hard not to be on a first name basis with many local bankers. Banks can be tremendous partners to nonprofits in a variety of ways. But don’t let personal friendships get in the way of helping your nonprofit to get the best cash management solutions possible. As a potential donor, I have evaluated the financial statements of some local nonprofits and, unfortunately, I can’t help but conclude that someone at the

nonprofit (presumably a Board member) is choosing to prioritize the banker relationship over the economics of the nonprofit. Needless to say, I choose not to support nonprofits which are not emphasizing good governance.

9. Regular Financial Reporting

Provide regular financial reports to your board and stakeholders. These reports should include detailed information on your cash flow, income, and expenses. Transparency in financial reporting builds trust and allows for better decision-making.

By focusing on these cash management practices, nonprofits can build a strong financial foundation and ensure long-term sustainability. Remember, effective cash management is not just about keeping the lights on; it’s about using your

resources wisely to further your mission and make a lasting impact.

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Bridging Expertise: Why CPAs, Financial Advisors & Estate Attorneys Make the Ultimate Team

Capstone CPAs Pioneers a Unified Approach to Financial Care

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

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



1. Comprehensive Financial Planning:

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

2. Tax Efficiency:

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

3. Asset Protection:

Protecting assets from unforeseen events or legal challenges is a critical

aspect of financial planning. Estate Attorneys can establish trusts and legal structures that shield assets, while Financial Advisors help select investments that balance risk and reward. The combined efforts of these professionals ensure that clients' wealth is safeguarded for both themselves and their heirs.

4. Estate Planning and Succession:

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

5. Peace of Mind and Long-Term Success:

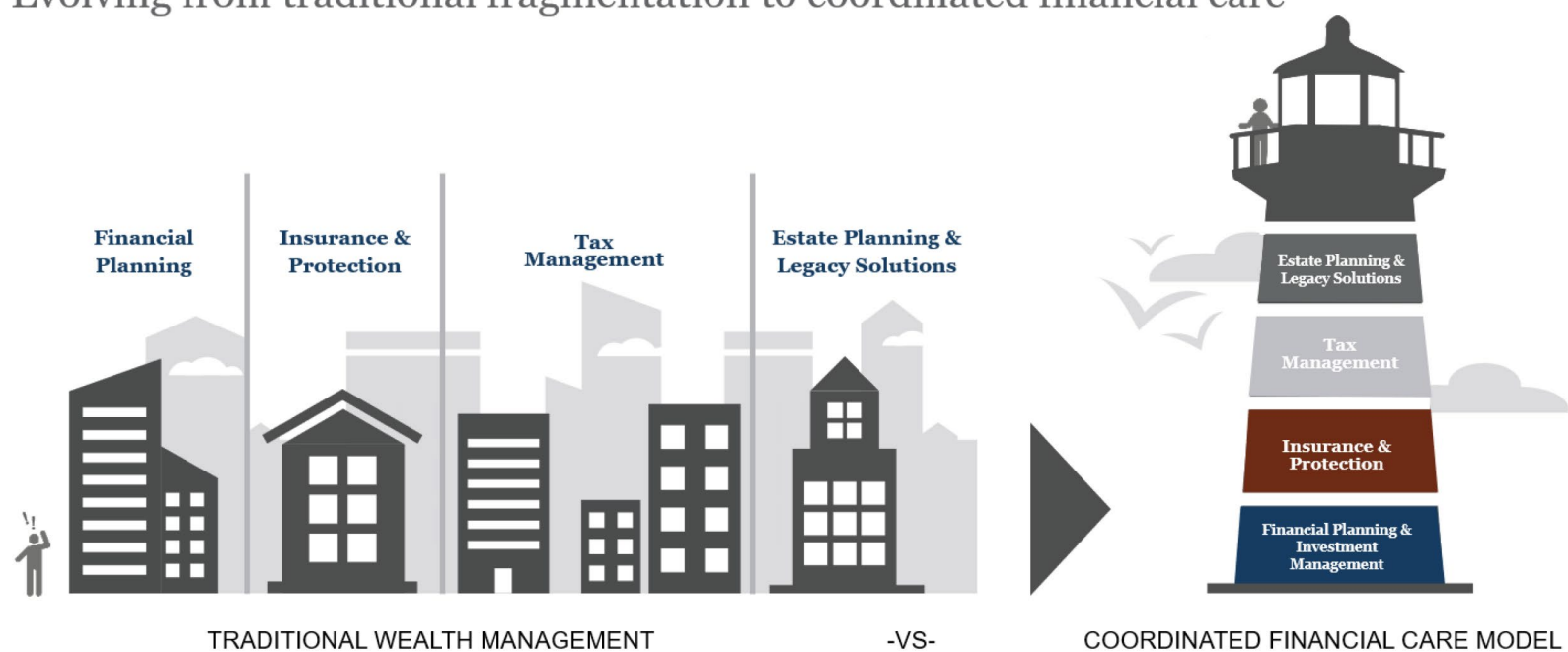
The collaboration of a CPA, Financial Advisor, and Estate Attorney provides clients with peace of mind knowing that their financial affairs are in capable hands. This teamwork fosters long-term financial success by ensuring that all aspects of a client's financial life are aligned and optimized. With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

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

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Accounting Firms *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	CPAs	Services
Alliance Professionals LLP 439 SW Umatilla Ave., Ste. 110 PO Box 1930 Redmond, OR 97756	541-548-1735	541-923-0211	www.redmondorcpas.com jwerner@alliancepros.net	Jennifer J. Werner	7	1992	2	Construction, real estate, agriculture & small business. Tax & financial, accounting & advisory service.
Ashford & Associates, LLP 1143 NE Fourth St. Bend, OR 97701	541-382-1021	541-382-7273	www.ashfordcpa.com katie@ashfordcpa.com	Katie Ashford	5	1977	4	Business consulting, estate & trust preparation, entities & individual income tax preparation in the areas of construction, real estate, professional services, medical, agriculture, manufacturing & retail.
Azure Tax & Accounting LLC 225 SW Franklin Ave., Ste. 3 Bend, OR 97703	541-550-5700	541-550-5718	www.azurecpa.com adam@azurecpa.com	Adam Groves	9	2017	6	Tax planning & preparation & consulting for small business, individuals, trusts & estates & bookkeeping services.
Callan Accounting CPAs & Advisors, LLC 855 SW Yates Dr., Ste. 101 Bend, OR 97702	541-388-3838	541-385-3270	callanpcpas.com johnita@callanpcpas.com	Johnita Callan	18	1987	7	Full scope of tax preparation & business accounting.
Capstone Certified Public Accountants, LLC 257 S Pine St. Sisters, OR 97759	541-549-1237	N/A	www.capstonecpas.com info@capstonecpas.com	Lance Brant	9	2004	3	Services tax, audit, business start up, financial planning, small business consulting & planning.
Capstone Certified Public Accountants, LLC 180 NW Second St. Prineville, OR 97754	541-447-6565	541-447-4274	www.capstonecpas.com info@capstonecpas.com	Lance Brant	10	2004	4	Tax planning & preparation, real estate, construction, agriculture, manufacturing, financial statement preparation, bookkeeping, business consulting & 1031 exchanges.
Capstone Certified Public Accountants, LLC 345 SE Third St. Bend, OR 97702	541-382-5099	541-388-1056	www.capstonecpas.com info@capstonecpas.com	Lance Brant	20	2004	4	Services tax, audit, business start up, financial planning, small business consulting & planning.
Capstone Certified Public Accountants, LLC 735 SW Ninth St. Redmond, OR 97756	541-548-3569	541-548-3580	www.capstonecpas.com info@capstonecpas.com	Lance Brant	7	2017	3	Services tax, audit, business start up, financial planning, small business consulting & planning.
Chris Mahr & Associates CPAs 805 SW Industrial Way, Ste. 1 Bend, OR 97702	541-647-2104	541-647-2189	www.mahrcpas.com kelli@mahrcpas.com	Chris Mahr	7	2011	4	Tax planning & preparation, business planning & consulting, audits of municipalities, commercial & nonprofit entities. Reviews & compilations.
Devon A. Gaines CPA, PC 404 SW Columbia St., Ste. 230 Bend, OR 97702	541-323-6750	541-330-0254	www.dgainescpa.com vikki@dgainescpa.com	Vikki Groshong	5	2009	2	Provides tax planning services & prepares individual, partnership, corporate & nonprofit tax returns.
Fowler & Co., Inc. 550 SW Industrial Way, Ste. 201 PO Box 243 Bend, OR 97702	541-306-5835	541-537-4312	www.fowler-cpa.com pr@fowler-cpa.com	Greg Fowler	7	2014	2	Business services: tax planning & preparation, business growth strategies, management improvement coaching, financial modeling, bookkeeping. Personal services: tax planning & preparation, personal financial strategies, retirement planning.
Gerdes Financial LLC 120 SW Crowell Way, Ste. 100 Bend, OR 97702	541-389-7090	541-389-6620	www.gerdesfinancial.com mandy@gerdesfinancial.com	Mandy Larson, Todd M. Gerdes	2	1988	2	Tax preparation, estate & gift taxation, real estate & 1031 exchanges, retirement planning, QuickBooks support, business succession planning & compilation services.
Hogue Accountancy, CPA, LLC 2514 NE Division St. Bend, OR 97703	541-382-8234	541-389-6084	www.hogueaccountancy.com carrie@hogueaccountancy.com	Gwen Hogue	4	1998	1	Tax returns, financial statements, bookkeeping & accounting. Install/training
Jana S. Arbow, CPA, LLP 225 SW Scalehouse Lp., Ste. 103 Bend, OR 97702	541-389-4975	541-389-4998	www.arbowcpa.com jana@arbowcpa.com	Jana Arbow	1	1988	1	Financial statement preparation, eldercare, income taxes & small business consulting

Continued on Page 34 ▶



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Ten Benefits of Outsourcing Your Finance Department to a Virtual Accounting Team

by **JENNIFER CRANFORD, CPA, Partner — Kernutt Stokes**

In today's complex business landscape, managing financial objectives is crucial for sustainability and growth. While many businesses start with an in-house finance team, there may come a point where a more cost-effective solution is needed. Outsourcing your accounting department to a CPA firm's virtual accounting practice offers numerous advantages.



- 1. Cost Efficiency:** Outsourcing reduces the need for full-time, in-house staff, saving on salaries, payroll taxes, and overhead costs.
- 2. Access to Expertise:** Virtual accounting teams provide specialized financial expertise, from tax compliance to strategic decision-making.
- 3. Flexibility:** Businesses can choose services that best meet their needs, whether it's transactional accounting or strategic financial insights.
- 4. Financial Strategy:** A virtual team can offer high-level financial analysis and strategy on an as-needed basis.
- 5. Reduced Compliance Risk:** Experts ensure adherence to financial regulations, reducing the risk of non-compliance.
- 6. Objectivity:** External accountants provide unbiased perspectives, helping businesses make informed decisions.

- 7. Refocused Priorities:** Outsourcing allows businesses to focus on core activities, enhancing overall productivity.
- 8. Mitigating Risk:** A virtual team can identify and address financial risks, safeguarding the company's assets.
- 9. Scalability:** Services can be scaled up or down based on the company's needs, providing flexibility in resource allocation.
- 10. Technology Integration:** Virtual accounting teams leverage the latest technology, ensuring efficient and accurate financial management.

Outsourcing to a virtual accounting team can be a strategic move for businesses looking to optimize their financial operations while maintaining cost efficiency and access to expert advice. By partnering with a trusted CPA firm, you can ensure your financial health is in capable hands, allowing you to focus on what you do best — growing your business.

Ready to take the next step? Contact Kernutt Stokes today to learn how our Virtual Accounting team can benefit your business.

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Accounting Firms *continued from Page 33 (Listed Alphabetically)*

▶ CONTINUED FROM PAGE 32

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	CPAs	Services
Jones & Roth CPAs & Business Advisors 300 SW Columbia St., Ste. 201 Bend, OR 97702	541-382-3590	541-382-3587	www.jrcpa.com info@jrcpa.com	Evan Dickens, Brian Newton	13	1946	7	Tax, audit, assurance, advisory, business transitions & retirement plans for companies of all sizes. Specialized industry practices in construction & real estate, dental, medical & nonprofit organizations. Retirement plan audit specialists.
Kernutt Stokes 1777 SW Chandler Ave., Ste. 280 Bend, OR 97702	541-749-4020	541-345-8540	www.kernuttstokes.com adelaney@kernuttstokes.com	Amy Delaney, Jennifer Cranford, Trevor Campbell	10	1945	3	Tax, audit/assurance, virtual accounting, business & accounting software consulting. Industries include family-owned business, construction, agriculture, transportation, medical/dental, beverage, manufacturing & real estate.
Michael J. Mohan, CPA 106 N Main St. Prineville, OR 97754	541-447-3299	541-447-2854	www.mohancpa.com office@mohancpa.com	Mike Mohan	6	1983	1	Tax planning & preparation, tax audits, financial statements, estate planning, financial planning, payroll & bookkeeping.
Mode Hanus, LLP 354 SW Upper Terrace Dr., Ste. 103 Bend, OR 97702	541-385-0534	541-385-0547	www.bendtax.com info@bendtax.com	Michelle Hanus, Patti Mode	2	1971	2	Income tax planning & preparation for businesses & individuals. Business consulting including start-up, acquisition & succession planning. Accounting services, including bookkeeping, payroll & financial statement preparation.
Nelson & Nicassio Tax Accountants, LLP 45 NW Hawthorne Ave. Bend, OR 97703	541-382-3468	541-382-0533	www.knbendcpa.com	Andrea Nicassio, Larry Nelson	4	1994	1	Tax preparation for individuals, small to medium size businesses & medical practices audits of municipalities, commercial & non-profit entities estate taxation.
Patrick Casey & Co. LLP 796 SW Bradbury Way, Ste. 101 Bend, OR 97702	541-322-2142	541-322-2146	www.patrickandcasey.com dover@patrickandcasey.com	Cody W. Martin, Kyle Dover	17	1980	8	Income taxes, accounting services & business consulting.
Price Fronk & Co. 395 SW Bluff Dr., Ste. 200 Bend, OR 97702	541-382-4791	541-388-1124	bendcpa.com email@bendcpa.com	Breanna Whitley	22	1973	12	Financial statements & audits, tax planning & preparation, financial planning, business consulting, bookkeeping & payroll services & estate planning.
Pro CFO 550 NW Franklin Ave., Ste. 328 Bend, OR 97703	541-728-0444	541-382-6175	www.procfco.com srnyon@procfco.com	Sheri Runyon	8	2007	4	ProCFO specifically helps family-based entrepreneurial businesses that have contributed to their communities as one of their line items. We provide the key fractional CFO & accounting services to allow these businesses to carry out their life-long mission.
Riley Wigle CPAs, LLC 53 NW Irving Ave. Bend, OR 97703	541-389-6401	541-389-5940	www.rileywiglecpas.com info@rileywiglecpas.com	Meah Cukrov, Kristin Wigle	6	1979	2	Financial statement presentation, business consulting. Tax preparation for construction, real estate, 1031 exchanges, manufacturing & retail.
Sensiba 499 SW Upper Terrace Dr., Ste. A Bend, OR 97702	541-388-7888	541-388-0739	sensiba.com info@sensiba.com	Customer Service	16	2021	N/A	Tax planning & preparation, auditing, business development, financial strategies & valuations. Fraud analysis - fraud prevention & detection.
Tyler Accounting LLP 243 SW Scalehouse Ln., Ste. 5A Bend, OR 97702	541-389-1237	541-389-2207	www.tyler-accounting.com info@tyler-accounting.com	Barbara Tyler, Merle Tyler	3	2009	1	Full-range of accounting, tax preparation, business consultation, estate tax returns, Quickbooks training & bookkeeping services.
Werner Crawford Accounting, LLP 250 NW Claypool St. Prineville, OR 97754	541-447-7776	541-416-8926	george@cpa-wc.com	George Werner, Susan Crawford	5	2008	3	Tax, financial & estate planning, tax preparation, payroll book-keeping, financial statements.

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A Business Owner’s Guide to Smart Giving Without Disinheriting Your Family

by **RODNEY A. COOK, CFP, Partner — Rosell Wealth Management**

So, you’ve spent years building your business—nurturing it from a scrappy startup to the successful powerhouse it is today. Now, you’re looking at the next chapter: retirement, freedom, maybe more time fishing in the Pacific Northwest rivers. But there’s one looming question: how do you leave a legacy, make a positive impact on the world, *and* ensure your family isn’t left out in the cold?

Welcome to the land of charitable giving strategies that can help you achieve your goals without disinheriting your Children (or grandkids). Let’s break it down.



Donor-Advised Funds (DAFs): Charitable Giving with Flexibility

Think of Donor-Advised Funds like the “choose-your-own-adventure” of charitable giving. You get to make a donation, receive a tax deduction, and then decide later which charities benefit. It’s a little like setting up a gift card for your favorite nonprofits. Plus, you can contribute now, invest the funds, and grant to charities over time.

It’s a great option if you’re selling your business and want to reduce your tax hit, but still want the freedom to take your time deciding which causes matter most. Just remember, it’s not a blank check for your favorite charity to spend on a Hawaii retreat for the staff (though tempting!). It’s a tool that allows thoughtful, strategic giving on your terms.

Charitable Remainder Trusts (CRTs): Give to Charity *and* Get Paid

Charitable Remainder Trusts are like hitting the “jackpot” button twice. You can sell your business, put the proceeds into the trust, and avoid that big ol’ capital gains tax bill. The trust then pays you (or another beneficiary) an income for life or a set term of years. When you’re done collecting those sweet, sweet payouts, the remainder goes to charity.

It’s a fantastic way to lock in a tax-efficient income stream while still giving a huge gift to causes you care about. Plus, your family doesn’t get cut out of the equation—there are strategies to use CRTs in combination with other tools like life insurance to provide for them as well.

Grantor Retained Trusts (GRTs): Passing Wealth Without a Massive Tax Bill

If you’re a business owner looking to pass the wealth down to your family but you’re staring down the barrel of estate taxes, Grantor Retained Trusts might be your new best friend. You place assets (like your business) into the trust and retain the right to income from it for a period. Once the term ends, whatever’s left in the trust can go to your heirs with little or no estate tax.

This strategy is ideal if you want to reduce the taxable estate value but still maintain some control over your assets for a time. It’s like having your cake, eating it, and then saving a slice for the kids.

Life Insurance:

Protecting Your Family While You Give

Now, I know what you’re thinking: “Life insurance? Isn’t that just for covering the mortgage and lost income potential?” Not quite. It can also be used as a powerful tool to ensure your family gets what they deserve when you’re off donating chunks of your estate to charity.

When structured correctly, life insurance can help replace the value of assets that are going to charity, effectively “making your family whole.” In other words, your kids can still inherit the bulk of your wealth, while your charitable plans remain intact. Win-win!

How to Navigate These Strategies

Look, I get it—this stuff can sound complicated. But the beauty of living and working in Oregon (whether you’re in Bend, Portland, or somewhere between) is that we understand the importance of planning ahead. Whether you’re selling your business next year or just starting to think about it, these strategies are key to making sure your retirement, family, and charitable goals all align.

And this is where team **Rosell Wealth Management** comes in. We work with business owners just like you, helping them transition into retirement with peace of mind. We specialize in tax-savvy strategies like Donor-Advised Funds, CRTs, GRTs, and life insurance planning, so you can keep more of what you’ve earned and give back in meaningful ways.

So, if you’ve ever wondered how to donate to charity without disinheriting your family, give me a call. Whether you’re selling your business next month or just dreaming of the day, we’re here to help you chart a course that leaves a legacy, protects your loved ones, and lets you sleep easy at night.

After all, in Central Oregon, we’re not just about hiking the trails—we’re about leaving them better for the next generation.

Rodney A. Cook CFP partner and director of financial planning at Rosell Wealth Management in Bend, and author of In the Know — Turning Your Unneeded Life Insurance Policy into Serious Cash! RosellWealthManagement.com. Investment advisory services offered through Valmark Advisers, Inc. an SEC Registered Investment Advisor. Securities offered through Valmark Securities, Inc. Member FINRA, SIPC 130 Springside Drive, Ste 300 Akron, Ohio 44333-2431. (800) 765-5201. Rosell Wealth Management is a separate entity from Valmark Securities, Inc. and Valmark Advisers, Inc. Certified Financial Planner Board of Standards, Inc. (CFP Board) owns the certification marks CFP, CERTIFIED FINANCIAL PLANNER, and CFP (with plaque design) in the United States, which it authorizes use of by individuals who successfully complete CFP Board’s initial and ongoing certification requirements.”

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Laurie Hill

Laurie Hill, a business leader with more than 20 years of executive leadership experience, has been appointed chief business officer for Oregon State University – Cascades. She will begin her new role on October 14 and serve on the campus's senior leadership team and oversee finance, facilities and business operations, and serve as a key partner in the campus's strategic planning.

As chief business officer, Hill will report to Bloomer and join leaders across campus in the development and execution of a strategic and financial business plan to support OSU-Cascades' goal to enroll 2,200 students by 2030.

Since 2022, she has served as chief executive officer of Central Oregon Pediatric Associates, where she oversees a staff of 27 clinical and allied health professionals and 180 employees across four sites. She also leads the development of strategic community alliances to improve regional access to pediatric health.

Previously, Hill spent more than a decade in the health care industry in California. She oversaw clinical operations for Huntington Health in Pasadena, California; outpatient operations for the Adventist Health Physician Network in the Glendale and Los Angeles markets; and clinical practices at Cedars-Sinai Medical Group in Los Angeles.

Before working in health care, she spent more than 10 years in the television industry, working as a vice president of development, management consultant and executive producer.

Hill has served on the board of directors of the Bend Chamber of Commerce since 2022 and on its executive committee since 2023. She is a former member of the operations committee of the Central Oregon Health Council.

Hill holds an MBA from the University of Southern California and a bachelor's degree in political science from Occidental College.

Recently, the Oregon Department of Education, in partnership with the Oregon Lottery, announced Oregon's 2024-25 Regional Teachers of the Year. Over the past week, communities all across the state have held celebrations recognizing these 18 regional winners.

Christa Rohrbach and Debra Sayre were named as one of Oregon's 18 Regional Teachers of the Year. Rohrbach teaches English at Jefferson County Middle School in Madras, and Sayre teaches special education and language arts at the Central Oregon Intergovernmental Council (COIC) in La Pine.



Christa Rohrbach



Debra Sayre

The Central Oregon Association of REALTORS (COAR) has selected the 2024 Building a Better Oregon (BBO) Award winners.

The 2024 BBO Awards winners include Black Butte Ranch Lodge, Juniper Mountain Counseling, Leading Edge Helihangar, Medline ReNewal, Shepherd's House Ministries Redmond Center, Subaru of Bend, The Giving Plate and Veterinary Referral Center of Central Oregon.

2024 honorable mention awardees include RE/MAX Key Properties and Testimony Wine Bar.

Deschutes County Community Justice Officer Andrea Abramson has been selected as the 2024 Juvenile Justice Professional of the Year for the Central and Eastern Oregon region by the Oregon Juvenile Department Directors' Association (OJDDA).

Abramson has worked in the County's Juvenile Department for more than 30 years. She carries a full case load, working with young people who require both formal and informal supervision. According to her co-workers, community partners, and the youth and parents that she counsels, Abramson is compassionate, caring, thoughtful and is committed to bringing positive change to people's lives.

Abramson was presented the award at the OJDDA Annual Conference on

September 16 in Seaside, Oregon.

Stroke Awareness Oregon (SAO) announces the appointment of Anne Birky to its Board of Directors. A native of Bend and dedicated employee of Bend-La Pine Schools, Birky currently serves as the Facilities Support Supervisor. After experiencing a hemorrhagic stroke in April 2024, Birky has become a passionate advocate for stroke recovery and support. Her personal journey, combined with her leadership skills, will be invaluable as SAO continues its mission to improve stroke awareness and provide essential resources to survivors and their families.



Anne Birky



Seth Anderson

SĀJ Architecture Principal Seth Anderson, AIA, NCARB, LEED AP, has successfully completed the Design-Build Institute of America's comprehensive education, training, and certification testing program to achieve the design-build industry's designation as a nationally certified Associate Design-Build Professional (Assoc. DBIA).

Design-build is a construction project delivery method that combines architectural and engineering services with construction into a single contract.

DBIA Certification is the nation's only measurable standard of an individual's knowledge of the association's Design-Build Done Right principles vital to successful project delivery. By completing these requirements, which touch on all aspects of design-build, candidates earn the right to display "Assoc. DBIA" after their names, identifying them as experienced design-build professionals.

The Center Orthopedic & Neurosurgical Care announces the following additions to our team of orthopedic providers.

Dr. Jason Koerner, an orthopedic surgeon specializing in hand, elbow, and shoulder surgery, joins The Center with extensive training and experience. He offers both surgical and non-surgical solutions for complex issues, helping patients regain mobility and return to the activities they love. A graduate of the University of Colorado with a focus on high-energy orthopedic trauma, Koerner has worked at multiple Level 1 trauma centers. He honed his skills further at the renowned Indiana Hand to Shoulder Center, mastering a wide range of procedures, including microvascular and nerve surgeries, as well as shoulder and elbow replacements.

Dr. Alex Lancaster, an orthopedic surgeon specializing in hip and knee replacements, brings advanced techniques to The Center, including image-guided and robotic-assisted surgeries. With expertise in both anterior and posterior approaches to hip replacement, Lancaster tailors her procedures to meet each patient's unique needs. Her dedication to patient care stems from a personal inspiration — her mother's career as a nurse. Lancaster is passionate about restoring mobility and function, helping her patients achieve improved quality of life.

Joshua Sprague, PA-C, is an orthopedic physician assistant with a focus on joint arthroplasty, sports medicine surgery, and orthopedic trauma. A former golf professional turned medical provider, Sprague brings a patient-centered approach to his practice, crafting individualized care plans to suit each patient's lifestyle and goals. His journey into healthcare began with a desire to help his clients overcome physical barriers, leading him to pursue a career that combines physical therapy and orthopedic expertise.



Jason Koerner



Alex Lancaster



Joshua Sprague

Tribe Equity Partners has become an approved industry partner for the Department of Defense's Skill Bridge Program. The DOD Skill Bridge program is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. DOD Skill Bridge connects transitioning service members with industry partners in real-world job experiences.

Tribe is a veteran-owned, alternative private equity firm located in Central Oregon that buys small businesses from retiring owners and subsequently operates them, oftentimes with military veterans in key management positions. The two partners, James Maxwell and Jordan Inman, both navigated their own transitions from the military, and so the opportunity to be an Industry Partner for the Department of Defense was a perfect fit.

Tribe is also partnered with Special Operations Command's (USSOCOM) Warrior Care Program. In this capacity, they provide internships to transitioning special operations members to help them develop and implement a customized career transition plan.

Tribe specializes in acquiring small and medium-sized businesses from retiring businesses owners in Central Oregon.

More Who's Who Next Page ►

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

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

Who's Who!

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

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Who's Who
Continued from previous page

OnPoint Community Credit Union has expanded its leadership team by promoting **Michelle Loftsgard**, who previously served as manager of OnPoint's Bend South branch, to Assistant vice president/area manager of Central Oregon. The promotion will allow OnPoint to align its resources, provide more focused and enhanced sales and service execution in Central Oregon, and position OnPoint for additional growth in the region.

Loftsgard will oversee operations for OnPoint's three branches in Bend in her new role. She began her career at OnPoint in 2010 as the manager of the Bend South branch. Loftsgard was the regional sales manager for Mid Oregon Credit Union before joining OnPoint.

Loftsgard is an active member of the Central Oregon community, volunteering with The Greater Bend Rotary Club of Greater Bend, Sleep in Heavenly Peace and M Perfectly. When she's not working, she enjoys gardening, cooking and raising her two fur babies, Angus and Josephine.



Michelle Loftsgard



Jack Burgeson

Central Oregon Pediatric Associates (COPA) announced the addition of Dr. **Jack Burgeson** to our team of dedicated pediatricians. Burgeson brings a deep passion for helping families navigate the complexities of childhood and adolescence, all while celebrating the uniqueness of each patient.

Originally from Minnesota, Burgeson attended a small college in Indiana, where he competed as an NCAA swimmer. His passion for sports evolved into a love for outdoor adventure during his residency in Salt Lake City, Utah. Burgeson and his wife, Alex, are thrilled to call Bend home and are eager to explore everything the area has to offer.

Outside of the office, you can find Burgeson trail running, biking, Nordic skiing, training for triathlons, golfing, and hiking with his wife and their dog, Juniper. His active lifestyle and commitment to community wellness make him a perfect fit for the Bend area and for COPA's mission of providing exceptional care to children and families.

Zydeco Kitchen and Cocktails celebrated 20 years on September 21. Steve and Cheri Helt came to Bend in 2004 to open their dream restaurant, and raise their family. For two decades they have served "casual, upscale American food with a southern flair," as well as the local Bend community.

Over the years, Zydeco Kitchen and Cocktails has been recognized time and time again in community choice awards including Best Dinner of Central Oregon and Restaurant of the Year by the *Source Weekly*, Best Parents Night Out by Bend Nest readers, and more. Zydeco was also an episode of *Diners, Drive-ins and Dives* with celebrity chef, Guy Fieri.

On September 23, **Deschutes County Clerk Steve Dennison** recognized the winner of the "I Voted" Sticker Contest for the 2024 General Election.

The winning entry, chosen from six submitted entries in the middle to high school category, was created by **Eli Hogan**, a senior at Mountain View High School in Bend. His digitally designed red, white and blue sticker, which highlights the beauty of the Deschutes County wilderness, will be handed out to voters during this year's General Election.

Hogan met with Dennison at the County Election Office where he was presented with a framed copy of the Deschutes County Voters' Pamphlet, which features his design on the front page. His design will be used on the "I Voted" stickers as well as on other election materials. While at the Election Office, Hogan filled out a voter registration form. He will turn 18 years old in October, so he will be eligible to vote for the first time in the General Election.

Earlier this year, **Ivy Sapp**, a second grader from Lava Ridge Elementary in Bend, won the sticker contest in the elementary school student category. Ivy's winning sticker was used on election materials, and the "I Voted" sticker for the 2024 Presidential Primary Election in May.



COUNTY CLERK STEVE DENNISON WITH CONTEST WINNER ELI HOGAN | PHOTO COURTESY OF DESCHUTES COUNTY



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Papé

Continued from page 3

leaders and organizations making history through scientific discovery and exploration, innovations in business, communications, and the arts, or dedicated community service. This event also aids the Oregon Historical Society in its essential mission to collect, preserve, and interpret Oregon's rich past for over 125 years.

As a leader in both business and community involvement, Papé is honored to be among this year's distinguished honorees. Alongside Papé, the Oregon History Makers will recognize the transformative technology of Dr. David Huang, the tribal and conservation leadership of Charles F. Sams III, and the pioneering

entrepreneurship of Susan Sokol Blosser in the Oregon wine industry.

Susie Papé, Board chair, Jordan Papé, CEO, and Ryan Papé, president of Papé Machinery Agriculture and Turf, express their sincere gratitude: "We are thrilled and honored to be recognized by the Oregon Historical Society. This recognition is not just about our success in the past, but how we build on the past to create a better future for generations to come." They also extend their heartfelt congratulations to each of the honorees, "We share this honor with our other amazing honorees, whose remarkable contributions have significantly shaped Oregon's vibrant history and promising future."

As a fourth-generation, family-owned business that has been instrumental in shaping the infrastructure of the West since 1938, Papé continually sets the standard for excellence within the industries it serves. From farming

to forestry, construction to trucking, Papé's commitment to keeping the West moving has remained steadfast. This year's recognition as an Oregon History Maker is a testament to Papé's legacy of innovation, community service, and leadership. In addition to being recognized, Papé is also a proud sponsor of this year's Oregon History Makers event. With a rich history of supporting local charities, such as FFA organizations, education foundations, family centers, churches, children's hospitals, and United Way of Lane County, their sponsorship of this event continues their tradition of community involvement.

Papé invites the community to join in celebrating this momentous occasion and to support the Oregon Historical Society's vital work in preserving the narratives that define Oregon. Together, we honor the past and build towards an even more dynamic and prosperous

future. Table sponsorships and individual tickets are available. For more information about the Oregon History Makers event, please visit the Oregon Historical Society's website at ohs.org.

About Papé:

Papé is the premier capital equipment provider in the West. For over 85 years, Papé has worked to maximize customers' uptime through top-quality equipment, convenient maintenance service, and consistent, quality customer service. This fourth-generation family-owned company is dedicated to providing customers with quality products and unmatched service. As the leading supplier of construction, logging, material handling, landscaping, trenching, and farm equipment, as well as semi-trucks and warehouse products, Papé makes good on providing customers with end-to-end solutions.

pape.com

Serán

Continued from page 3

development to commercial supply.

The new facility will be completed in 2026 and will support oral, pulmonary and nasal delivery modalities with commercial-scale particle engineering solutions, including spray drying, hot melt extrusion, nano-milling and fluid-bed manufacturing, as well as comprehensive finished dose capabilities including granulation, tableting, coating, encapsulation, powder filling, including for modified release products. An adjacent facility, already under construction, will enable extensive

packaging, labeling, serialization and distribution capabilities.

"This transaction is a significant milestone in Serán's evolution, which will enable us to rapidly scale our clinical manufacturing capability to support launches of new medicines, as well as serve new clients seeking state-of-the-art commercial capacity," said Dan Smithey, co-founder and CEO of Serán. "We are proud to have the additional support and resources of a preeminent life sciences investor in Bain Capital who shares our vision for expanding Serán's science-based drug development capabilities to enable commercial manufacturing of complex medicines."

"We are impressed with Serán's differentiated expertise and capabilities

in drug development and clinical manufacturing. We believe the Company is well-positioned to benefit from long-term secular tailwinds given the importance of drug delivery technology to help address increasing challenges facing next generation oral drugs," said Will Cozean, a managing director at Bain Capital. "Dan and his talented team have an exceptional track record of growing technology driven CDMO businesses in the solubility solution space. We look forward to an impactful partnership and to leveraging our experience and resources to build and scale Serán into a true end-to-end provider of manufacturing services for complex drug products."

Gaurav Aggarwal, a managing partner at Vivo Capital, said: "We have been

impressed by the accomplishments Dan and the team at Serán have achieved during our partnership thus far, and we are excited to partner with both Serán and Bain as the company advances in its next stage of development to expand into commercial-scale projects to serve pharma innovators in advancing their products to markets and patients worldwide."

Serán has over 200 team members, of which more than 150 are scientists and engineers and will hire as many as 150 additional employees as the build out progresses, resulting in the creation of a nearly 200,000 square foot campus in Bend.

seranbio.com

baincapitalifesciences.com

BOW

Continued from page 3

BOW BreakOut pitch event, created exclusively for the outdoor industry, will take the stage. Four early and growth-stage companies from BOW's most recent cohort will present their businesses, competing for a \$10,000 no-strings-attached cash award. The

competing companies include Aeronaut Outdoor (Ventura, California), Ryoken Instinct (Seattle, Washington), Rustek (Portland, Oregon), and Ahoya (Bend, Oregon). The winner will be determined by audience vote.

Following the pitches, keynote speaker Steve "Stix" Nilsen will share his story. Stix is a marketing and branding expert renowned for his innovative strategies and leadership at iconic companies such as Red Bull, Pabst Blue Ribbon,

and Airwalk. Most recently, he served as Vice President of Cult Indoctrination at Liquid Death, where his work has been instrumental in making drinking water and sustainability "50x cooler."

"We have some amazing companies ready to present this year, along with some great experts on our panels," said Gary Bracelin, BOW founder. "We're also super excited about our speaker from Liquid Death and will be sharing some big announcements as well. Should be a great event!"

BOW BootCamp and BreakOut are also part of the second annual High

Desert Innovation Week, which provides a platform to showcase the unique resources and collaborative spirit that make Central Oregon a great place to build a business.

BOW events are sponsored by White Summers Law, Price Fronk, Ruffwear, US Bank, Algofy, IMC, Village Family Capital, Anthony Poponi, Tokyo Starfish and the Relativity Agency.

For more information, including panelist bios, and to purchase tickets, visit bendoutdoorworx.com. Tickets are limited and expected to sell out quickly. bendoutdoorworx.com

RECENT TRANSACTIONS

Continued from Page 3

in the sale of 254 W Adams Street in Sisters. The 8,967 SF industrial building on 1.00 acre sold for \$1,650,000.

Compass Commercial Real Estate Services brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz, CCIM** represented the landlord, **Twenty Keys, LLC**, in the lease of a 674 SF retail suite in Discovery Corner at 1212 NW Skyline Ranch Road in Bend. Lyons also represented the tenant, **Harper House Design, LLC**.

Submit your Recent Transactions to Jeff@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*

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MountainStar

Continued from page 3

contractor availability and site accessibility.

To Indicate Interest:

For interested candidates, to schedule an optional site tour, ask questions, or to join the email list contact Kara Tachikawa (executive director), karat@mtstar.org, 541-508-8410.

Submission Process:

Proposals may be submitted to Shelly Partridge at shellyp@mtstar.org (subject line: MtStar Madras proposal) or mailed to 2125 NE Daggett Lane, Bend, OR 97701. Please submit proposals by October 11, 2024.

Proposal Criteria Being Judged:

Cost, scheduling/timeline, experience with similar projects, in-kind support, women and minority owned businesses, experience with projects funded with federal funds, and community references.

General Conditions:

MountainStar is an equal opportunity agency that encourages proposals from all individuals regardless of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Background:

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$5,055,844.00 with 22.99 percentage financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit HRSA.gov.

mtstar.org

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com
 Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS

- October 2**
4-6pm COAR 2027 Building a Better Oregon Award Ceremony at 10 Barrel Brewing Eastside, Bend.
- October 3**
11:45am-1pm ConnectW Munch & Mingle at Madaline's, Redmond.
- October 3**
6:30pm Madras Chamber County Treasurer Candidates Forum at Ranch Chapel, Crooked River Ranch.
- October 4**
5:30-8pm Discovery Corner Plaza Launch at Discovery Corner Plaza, 1125 NW Ochoa Dr., Bend.
- October 5**
10am-2pm Discovery Corner Plaza Launch at Discovery Corner Plaza, 1125 NW Ochoa Dr., Bend.
- October 7**
5:30pm League of Women Voters of Deschutes County and City Club of Central Oregon 2024 Bend City Council Candidate Forum at Deschutes County Building Sawyer Room.
- October 8**
5-7:30pm Bend Chamber What's Brewing: Exploring Economic Trends & What's on the Horizon, at Tetherow Resort Event Pavilion.
- October 8**
5:30-7:30pm SCORE Free, Confidential One-on-One Small Business Counseling at Bend Downtown Library.
- October 8**
6pm League of Women Voters of Deschutes County and City Club of Central Oregon Virtual 2024 House District 53 Candidate Forum.

- October 8**
6:30pm Madras Chamber In-Person County Commissioner Candidates Forum at Madras PAC.
- October 10**
11:45am -1pm ConnectW Munch & Mingle at Olive Garden, Bend.
- October 10**
5:30pm Deschutes County Board of Commissioners and Planning Commission Joint Meeting at Deschutes Services Building, 1300 NW Wall St., Bend.
- October 10-11**
8:30am-5pm Bend Chamber Cultivating Connection & Belonging in the Workplace at Seventh Mountain Resort.
- October 10**
6pm League of Women Voters of Deschutes County and City Club of Central Oregon 2024 Sisters City Council Candidate Forum at Sisters Camp Sherman Fire District Community Hall.
- October 10**
6:30pm Madras Chamber In-Person County Commissioner Candidates Forum at Ranch Chapel, Crooked River Ranch.
- October 14**
6:30pm Madras Chamber In-Person All County Candidates Forum at Camp Sherman Community Hall.

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 9-10-2024 & 9-17-24

City of Bend

- \$111,121.00 - Commercial (New) 1,840 sf. at 33 SE Scott St. Bend 97702 OR Owner: G3 Land Company, LLC Builder: Double R Products 541-476-1387 Permit # PRNC202404859
- \$87,616.00 - Commercial (Alteration) 20,300 sf. at 568 NE Savannah Dr. Bend 97701 OR Owner: Bend Equities, LLC Builder: Deschutes Roofing Company, LLC 541-241-5720 Permit # PRRE202405436
- \$13,538,628.00 - Commercial (Addition) 51,876 sf. at 1100 NW Bond St. Bend 97703 OR Owner: Multiple Builder: Pence Contractors, LLC 503-252-3802 Permit # PRAD202307709
- \$1,350,000.00 - Commercial (New) 8,395 sf. at 20717 Brinson Blvd. Bend 97701 OR Owner: Three Sisters Holdings, LLC Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202307386
- \$50,000.00 - Commercial (Alteration) 2,084 sf. at 40 NW Greenwood Ave. Bend 97703 OR Owner: Rascals Property, LLC Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRRE202403457
- \$25,000.00 - Commercial (Addition) at 61179 Hamilton Ln. Bend 97702 OR Owner: Roats Family, LLC Builder: Legacy Wireless Services, Inc. 503-656-5300 Permit # PRAD202403346
- \$10,000.00 - Commercial (Addition) 903 sf. at 60838 Brookwood Blvd Bend 97702 OR Owner: BB1, LLC Builder: Capstone Solutions, Inc. 425-861-9332 Permit # PRAD202405025

City of Redmond

- \$50,000.00 - Commercial (Addition) at 2303 SW 1st St. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 Permit # 711-24-001786
- \$44,820,520.00 - Commercial (New) 53,650 sf. at 180 NW Kingwood Ave. Redmond 97756 OR Owner: Cascade Healthcare Community, Inc. PO Box 5789 Bend, OR 97708 Builder: Skanska USA Building, Inc. 973-753-3579 Permit # 711-24-000712
- \$829,816.00 - Commercial (New) 5,077 sf. at 2728 SW 6th St. Redmond 97756 OR Owner: DJ Umatilla, LLC 20734 Amber Way Bend, OR 97701 Builder: Kellcon, Inc. 541-312-4034 Permit # 711-24-000955

Deschutes County

- \$7,099,470.00 - Commercial (New) 8,588 sf. at 63155 Gibson Air Rd. Bend 97701 OR Owner: City of Bend Permit # 247-24-000268
- \$608,400.00 - Commercial (New) 7,200 sf. at 16679 Assembly Way La Pine 97739 OR Owner: Bath Properties, LLC 21070 Scottsdale Dr. Bend, OR 97701 Permit # 247-24-002357
- \$318,512.00 - Commercial (Tenant Improvement) at 611 E Cascade Ave. Sisters 97759 OR Owner: Sisters School District #6 525 E Cascade Ave. Sisters, OR 97759 541-549-8521 Builder: Bremik Construction, Inc. 503-688-1000 Permit # 247-24-001421

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Only percentage of growth will be published.



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