



Modern Threats
& How to Keep Your
Business Safe

— Page 7

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

The Bend Economic Development Advisory Board

BEDAB Helps Guide Bend's Economy

by NOAH NELSON — CBN Feature Writer



PHOTO | COURTESY OF THE BEND ECONOMIC DEVELOPMENT ADVISORY BOARD

The Bend Economic Development Advisory Board (BEDAB) is a City Council chartered board that exists to provide input and policy advice to the City Council. BEDAB aims to represent major industries in town when it comes to policy decisions. While BEDAB members are not voting on the actual City Council decisions, their input is respected by the City Council and it often has an effect on the citizens of Bend.

According to founding member Bill Kuhn, "In late 2008 through 2012, the Bend economy was still dominated by lumber and secondary wood products, tourism, and real estate construction/development activity. We had little economic diversification so we were challenged with trying to stabilize a volatile local economy experiencing huge job losses. There was a consensus that concerned leaders needed to do something to counteract the significant economic erosion and combat the growing job losses."

Continuing, Bill said, "These issues were exacerbated by the closure of regional financial institutions by the FDIC, very limited lending activity by the remaining banks in the area, and concerns regarding what efforts we could take to stabilize the situation."

EDCO leadership, and particularly Eric Strobel, who was the Bend market manager for EDCO at the time, got a group of key individuals from affected industries to brainstorm ideas; Bill was the group's "token banker."

At first the group planned to report to EDCO, but they eventually opted for a more direct route in directly advising the City Council on policy, "Against the backdrop of a tanking local economy, we had to determine what efforts could be taken to slow the job losses, so we chose to initially focus on job retention, not job growth," said Bill.

PAGE 6

The State of the Job Market in Bend Unemployment & How it Affects Finding Workers

by NOAH NELSON — CBN Feature Writer

Employment, and unemployment, have been on the forefront of the minds of business owners and prospective workers since the most recent recession, spurred by the COVID-19 Pandemic. When looking at the numbers, what is Bend's unemployment like? And how does it affect the hiring process?

According to Nicole Ramos, a regional economist for the Oregon Employment Department, "When discussing unemployment as a concern, it's important to first clarify what we mean by 'issue.' If we focus solely on the number of unemployed individuals, we observe a modest increase since April 2023. While this trend might be seen as problematic by some, it could be viewed differently by businesses struggling to find workers. An increase in unemployment could potentially provide them with a larger pool of candidates."

This is backed up by the opinion of EDCO, a nonprofit that focuses on the economic development of the region. According to the group's CEO Jon Stark, "Simply put, higher unemployment rates can be welcome news for employers who are fatigued by finding and retaining talent."

That being said, Bend does not have particularly high rates of unemployment. According to Ramos, "When we factor

in the growing number of people in the labor market, we get a better measure of the impact unemployment has on a community because it accounts for both the availability of job seekers and the overall health of the job market. This approach gives us the unemployment rate. In our region, county-level unemployment rates have remained relatively low since the COVID-19 recession. Employment rebounded quickly after the pandemic, and job numbers are currently at or near historic highs across counties."

While unemployment isn't skyrocketing like it used to, EDCO has reported that many local businesses have had to adjust their hiring practices in order to attract and maintain workers.

"Locally, EDCO has seen companies rethink their hiring and onboarding processes, make investments in new equipment that increase efficiency and redistribute workloads through process improvements," Stark said.

The unemployment rate creates a bit of a balancing act for local businesses looking to hire, and for potential employees.

According to Ramos, A low unemployment rate

PAGE 8

Sisters Spotlight — Pages 12-17

Strong Roots Anchor New Growth in Sisters

by T. LEE BROWN



THE SISTERS AREA AND ITS BUSINESS SCENE ARE GROWING — INCLUDING SEED TO TABLE FARM, PICTURED RIGHT | PHOTO COURTESY OF T. LEE BROWN

Business opportunities are on the rise in Sisters. With a thriving tourist trade built around a Western feel, the Sisters area is creating new opportunities for makers, artisans, and small agricultural efforts. The quaint yet bustling town is evolving and looking toward future expansion. Growing pains inevitably follow.

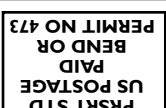
Justin Durham is president and co-owner of Sisters Coffee Company. Boasting 130 employees and three cafés — Portland, the Old Mill, and the Sisters flagship coffee-house — Sisters Coffee has evolved since Durham's parents set up

shop in a small house 35 years ago. Durham, his siblings, and his wife have shepherded the parents' vision into a 21st century powerhouse.

The company built a new roasting facility in the Sun Ranch area two years ago; now wholesale and online sales provide 40% of its revenue, featuring a shift to recycled packaging. From Whole Foods to Safeway, about 350 grocery stores carry its wares.

In its retail and wholesale expansions and a recent rebrand, the company worked hard to balance its history

PAGE 12



It's a rare thing, a bank our size that's still private.

Since 1902, we've operated from a foundational belief that still holds true today: The needs of our customers and clients come first. As a privately held bank, we gain the simple ability to do what's right for you, every time.

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

watrust.com/CentralOregon

Learn more about private ownership, give us a call.



Cory J. Allen
541.516.8324
NMLS 2130666



Ashley Mears
541.516.8319
NMLS 1010491



Paul MacMillan
541.516.8323
NMLS 2130660



INSIDE THIS ISSUE

- Business & Industry 2
- Hot News 3
- Sisters Spotlight 12
- Financial Services 18
- Financial & Investment Advisors 18
- Stock Brokers 24
- Who's Who 26
- Healthy Communities..... 28
- Business Calendar 31
- Building Permits 31



A Division of Cascade Publications Inc.

Opinions expressed by contributing writers and guest columnists do not necessarily reflect the opinions of the publisher and/or editorial board. Questions and comments about a particular article should be addressed to the individual contributor. Letters to the Editor will be accepted and possibly printed if signed by the writer. Reproduction in whole or in part is strictly prohibited without written permission.

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

Subscriptions are \$40 for one year (\$50 for out of tri-county).

CBN is a division of Cascade Publications Inc. which also publishes the monthly *Cascade Arts & Entertainment* magazine, *Book of Lists* and *Sunriver Magazine*.
Locally owned and operated since 1994.

404 NE Norton, Bend, Oregon 97701

541-388-5665

CascadeBusNews.com

Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

- T. LEE BROWN 1, 13, 16, 17
- CHRIS C PIPER 5
- JENNIFER L. HOBSON-HINSLEY 9
- BCC BUSINESS CONSULTING 10
- BRINETTE HOLDREN 10
- NICOLE MCNEW 11
- BRETT FERGUSON & RENATA GARBOWSKI 19
- MICHAEL SIPE 21
- BRIAN K. STALLCOP 23
- HEIDI HAGEMEIER 26
- EDCO 27
- MELANIE HERRON 28
- ADREA ALBIN 28
- THINK WILD 29

PRODUCERS

- Founder Pamela Hulse Andrews
- President/CEO Jeff Martin
- Editor/Production Director/
Feature Writer Marcee Hillman Moeggenberg
- Feature Writer Andrea Hine
- Feature Writer Simon Mather
- Feature Writer Noah Nelson
- Feature Writer Erika Oreskovich
- Distribution David Hill

Go Clean Energy Conference

350Deschutes hosts The ninth annual Go Clean Energy Conference at Central Oregon Community College. Electrify to Prosper, for you, your business, and the planet. 25 speakers, including four keynote thought leaders, will help you discover opportunities and solutions in green building, heat pumps, solar, clean energy, efficiency, sustainability, EV charging and electric vehicles. For individuals, businesses and government. Whether you own or rent, there are

options for you. For your home, apartment, farm, or commercial business, including nonprofit organizations, schools, and faith communities. Billed as the most affordable "how to" conference in the region, tickets are only \$25 earlybird by September 8 at GoCleanEnergy.org \$65 thereafter.

Senator Ron Wyden will keynote on "The role of Federal policies in Reducing

Continued on Page 31 ▶

New Culinary Destinations Iris & Blue Bar to Open at Juniper Preserve

Iris and Blue Bar, Bend's newest restaurant and lounge, will open on Friday, September 13, at Juniper Preserve, a Pacific Northwest wellness destination. Nestled within the resort's 20,000 acres of federally protected juniper forest, the two new concepts draw inspiration from their unique surroundings, blending locally sourced and seasonal ingredients with the unique charm of Central Oregon.

"Iris and Blue Bar mark a new chapter for Juniper Preserve, creating two distinct

settings for residents, guests, and locals alike to enjoy elevated cuisine and good company," said Juniper Preserve General Manager Spencer Schaub. "As a resort devoted to nurturing the mind, body, and spirit, we envisioned both dining outlets as a fusion of community, creativity, and health-forward philosophy."

Where Classic Meets Contemporary

Continued on Page 30 ▶

RECENT TRANSACTIONS

Katy Haines, of **NAI Cascade** represented the Landlord of a 722 SF office/retail space at 1404 NE Third St in Bend. Congrats to Results Imagery on their new location! **Compass Commercial Real Estate Services** broker **Graham Dent**, **SIOR** represented the seller, **Floyd Lewis Real Estate**, and the buyer, **JDM Leasing, LLC**, in the sale of a 11,160 SF industrial building on 0.80 acres.

Jenn Limoges, **CCIM**, of **NAI Cascade** represented the Seller of a highly visible professional office at 345 SE Third St in Bend. This property closed at \$2,500,000!

Brokers **Russell Huntamer**, **CCIM**, **Jay Lyons**, **SIOR**, **CCIM** and **Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord, **Old Mill Retail, LLC**, and the tenant, **MADabolic**, in the lease of a 3,023 SF Retail suite located in the Box Factory at 550 SW Industrial Way in Bend.

Paul Evers, of **NAI Cascade** represented the Tenant in subleasing 1,389 SF of office space at 1000 NW Wall in Bend. Additional space in this building is available for sublease.

Compass Commercial Real Estate Services principal broker **Bruce Churchill** represented the landlord, **Kevin Spencer**, and the tenant, **Cascade Van, LLC**, in the lease of a new 7,726 SF industrial space located at 63625 Old Deschutes Road in Bend.

Jeff Reed & Walt Ramage, of **NAI Cascade** represented the Buyer of 930 SE Textron in Bend. This property closed for \$1,973,000. This property will be the new home of Deschutes Plumbing with additional lease space available.

Brokers **Russell Huntamer**, **CCIM**, **Luke Ross** and **Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord, **VISCOM, LLC**, and the tenant, **Monkless Brewing, LLC**, in the renewal of Monkless Brewing's lease of their 2,958 SF restaurant space at the Greenchain Building, 803 SW Industrial Way in Bend.

Paul Evers & Walt Ramage, of **NAI Cascade** represented the Landlord and Tenant in leasing 2,322 SF of restaurant space at 1082 SW Yates Dr in Bend. Look for a Bend favorite coming soon!

Compass Commercial Real Estate Services brokers **Russell Huntamer**, **CCIM**, **Jay Lyons**,

Continued on Page 30 ▶

Mid Oregon Credit Union Installs RightHear to Improve Access for Visitors Who Are Blind or Low Vision

Mid Oregon Credit Union, the only locally-headquartered financial institution in Central Oregon, announces a pioneering step towards enhanced access to its facilities with the installation of the RightHear Accessibility system at all seven branch locations.

The member-owned financial cooperative is now fully accessible to people who are blind and visually impaired. With the implementation of the RightHear system, Mid Oregon

continues to build upon its award-winning commitment to providing excellent service to all members of the community.

The RightHear system offers a user-friendly experience, empowering individuals with visual impairments to explore and engage with their surroundings seamlessly. Upon entering

Continued on Page 30 ▶

Bicycle Accident Law Opens New Office in Bend

Cyclists in Oregon have a new lawyer on their side if they get injured in an accident. Attorney Matt Scarborough is opening a new law office in Bend. His practice, Bicycle Accident Law, specializes in helping cyclists, triathletes and other athletes recover after accidents and injuries from car accidents, negligence and more.

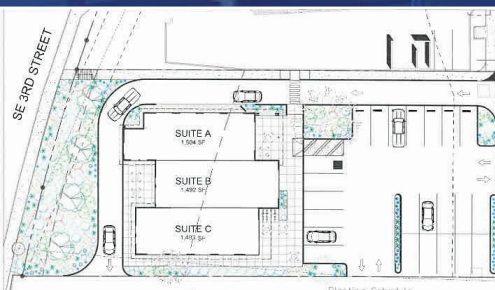
Gravel and mountain bikers know Bend as a great city for cyclists, with a thriving community of bicycle experts and enthusiasts. "This is an ideal locale because of the avid bike and athletic lifestyles in Central

Oregon," Scarborough said. He caught the cycling bug 30 years ago when he raced in a few biathlons. Since then, Scarborough has expanded his love of cycle sports to include mountain biking and racing.

Scarborough will be competing in The Ring of Fire on September 29, a 50-mile course beginning at Wanoga Snow Park. This challenging ride typically represents the end of mountain bike racing season in

Continued on Page 30 ▶

GLOBAL REACH.
LOCAL EXPERTISE.



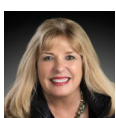
1025 SE Cleveland Square Loop, Bend
BEND RETAIL LEASE SPACE
Suite A - 1504 SF with Drive-Thru | Suite C - 1483 SF
3rd Street Frontage | Just North of Reed Market
Contact Paula ValVleck



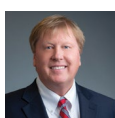
511 W Cascade Avenue, Sisters
BOUTIQUE HOTEL FOR SALE
11 Updated Units | Managers Quarters | Close to Downtown
\$2,695,000
Adjacent 0.86 Acre Lot Available
\$899,000
Contact Bill Pon



212 NE Revere Avenue, Bend
BEND COMMERCIAL KITCHEN FOR SALE
2756 SF | Fully Equipped Kitchen | Centrally Located
\$2,750,000
Contact Noah Lemas



PAULA VAN VLECK
541.280.7774
paula.vanvleck@cbrealty.com



BILL PON
541.815.4140
bill.pon@cbrealty.com



NOAH LEMAS
541.419.4603
noah.lemas@cbrealty.com



ESTABLISHED. EXPERIENCED. EXPERT.

cbcworldwide.com



services, and programs for people making up to 30 percent of area median income.

- Community Development Block Grant (CDBG): approximately \$415,000 for affordable housing and community development projects, and \$95,000 for social services.

Affordable housing developers, nonprofit service providers, and other entities that serve low-to-moderate income persons are eligible to apply. Individuals are not eligible to apply.

If you were unable to attend this virtual informational meeting, it is available to watch, information for viewing is on the **City's website** in the Request for Proposals (RFP) section. The application will be available on September 30.

Applicants with technical questions should direct them to housing@bendoregon.gov, and please include "2024 Funding Application" in the subject line. Questions may be submitted between September 9 to October 21.

All applications must be submitted before 2pm on October 28.

Please see attached for a schedule of the funding allocation process.

DESCHUTES COUNTY

◆ Deschutes County recently released reports that show the room tax collection results for FY 2024-25, updated through the month of

August 2024.

Please keep in mind that these funds are recorded on a cash basis; therefore, this information reflects the results of payments for activity through July 2024.

To access the full report go to CascadeBusNews.com and search *Transient Room Tax Collections*.

◆ The Deschutes County Board of Commissioners will meet this fall with governing boards from across the County to collaborate on a variety of topics impacting communities in Central Oregon.

Over the next three months, the Board will hold joint meetings with the city councils of Bend, Redmond, Sisters and La Pine, as well as with the County Planning Commission, the Deschutes County Fair Board and the Deschutes County Circuit Court.

"These meetings give us the opportunity to connect with our partner agencies," said Commissioner Chair Patti Adair. "We discuss current issues facing communities across the County, share information about upcoming projects and coordinate with one another on ways to best serve Deschutes County residents."

While the topics on the agenda will change with each jurisdiction, discussions with the city councils will include strategies and outcomes to address homelessness, city and county growth management, as well as an update on the siting of the future County Landfill.

Joint meetings on the Board's

schedule include:

- **City of Bend**
Thursday, September 5, at 2pm
Deschutes Services Building,
1300 NW Wall St. in Bend
- **Planning Commission**
Thursday, October 10, at 5:30pm
Deschutes Services Building,
1300 NW Wall St. in Bend
- **Deschutes County Circuit Court**
Wednesday, October 16, at 4pm
Deschutes Services Building,
1300 NW Wall St. in Bend
- **City of Redmond**
Tuesday, October 22, at 5:30pm
Redmond City Hall,
411 SW Ninth St. in Redmond
- **Fair Board**
Monday, October 28, at 6pm
Deschutes County Fair & Expo
Center, 3800 SW Airport Way
in Redmond
- **City of Sisters**
Wednesday, November 6, at 5pm
Sisters City Hall, 520 E Cascade
Ave. in Sisters
- **City of La Pine**
Wednesday, November 13,
at 5:30pm
La Pine City Hall, 16345 Sixth St.
in La Pine

*Please note that all joint meeting dates and times are subject to change

The joint meetings are open to the public and can be viewed in person or remotely. Agendas for each meeting will be posted at least 24 hours in advance of the meeting date on the Deschutes County website at deschutes.org/meetings.

BEND

◆ The City of Bend will soon be accepting proposals for funding for its Affordable Housing Fund (AHF), Commercial and Industrial Construction Tax (CICT), and Community Development Block Grant (CDBG) Program. Applicants may apply for multiple sources as appropriate for the proposed project. Funding amounts are estimates and subject to change. They include:

- Affordable Housing Fund (AHF): approximately \$1.2 million for the development of affordable housing.
- Commercial and Industrial Construction Tax (CICT): at least \$241,000 for affordable housing, and up to \$241,000 for support,

Online Book of Lists
Call to Subscribe • 541-388-5665



Empathy and creativity define our process.
We design for people.

Irsarchitects.com

BEND • 1777 SW CHANDLER AVE, #270 • 541.668.9554
PORTLAND • 720 NW DAVIS ST, #300 • 503.221.1121

Architecture | Interior Design | Planning



NIGHTLY BUSINESS PATROLS

30 YEARS

OREGON DPSST # 858

Security PROS INCORPORATED
Certified Security Professionals
Celebrating 30 Years 1994-2024

541-330-0404
securityprosbend.com

Can You Resist this Face?

HUMANE SOCIETY OF CENTRAL OREGON

TO VOLUNTEER OR DONATE
CALL 541.382.3537
WWW.HSCO.ORG

MAKE YOUR HOUSE A HOME. ADOPT TODAY.

FREE E-Headlines

Sent Directly to Your Email

To Receive, Send Your Email to:
CBN@CascadeBusNews.com

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 cbn.net.

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

DOWNLOAD THE MARCH 3 EDITION
CASCADE BUSINESS NEWS For FREE
Click HERE

Aloha Blinds & Designs
FREE ESTIMATES & INSTALLATION
541-317-4684
alohawindowcoverings.com

Know Its Value Chart Your Cow
Business valuations for key transactions closed during the first half of the

Building Success Together

The Power of Collaboration in Central Oregon's SMB Community

by CHRIS C PIPER, Area Manager — BBSI Central Oregon

Personal Inspiration

A My journey toward writing this article began with a personal encounter. As an advisor, I learned that a young entrepreneur was unaware of the many resources and collaborative groups available to support her business. This experience highlighted a need for more awareness of these resources, not only for aspiring entrepreneurs but also for established SMBs at various stages of their journey.



management or regulatory compliance, by offering tailored support and resources.

By connecting with others in their industry, SMBs can collaborate on joint ventures, share resources, and support each other's growth. The specialized focus of vertical industry associations fosters a sense of community and shared purpose, leading to more dynamic and resilient economic sectors.

The Role of County Libraries

County libraries are often overlooked as business development resources. They provide access to business databases, industry reports, and market research tools, along with hosting workshops and seminars. Libraries also offer meeting spaces and networking events, creating opportunities for businesses to connect with one another and with potential clients. This collaborative environment fosters a sense of community and shared purpose, further enhancing the region's economic vitality.

Economic Vitality Through Collaboration

The cumulative effect of these collaborative efforts is a more dynamic and resilient local economy. As SMBs share knowledge, resources, and support, they contribute to the overall economic health of Central Oregon. This interconnected approach helps to attract new businesses, retain existing ones, and create job opportunities.

Case Studies of Successful Collaboration

To illustrate the power of collaboration, consider these examples:

- **A partnership between a local brewery and a sustainable farming cooperative:** The brewery sources its ingredients locally, supporting the farmers while also promoting the region's agricultural heritage.
- **A collaboration between a tech startup and a local university:** The university provides the startup with access to research facilities and student interns, while the startup contributes to the university's innovation ecosystem.
- **A joint marketing campaign by a group of small retailers in a downtown district:** By pooling their resources, the retailers can create a more impactful marketing campaign that benefits all businesses.

Challenges and Opportunities

While collaboration offers numerous benefits, it also presents challenges. One common hurdle is the fear of competition. Some businesses may

Continued on Page 6 ►

Learning from Neighbors

One significant benefit of collaboration is the ability to learn from neighboring cities. Businesses in Sisters can leverage the successful strategies of companies in Bend or Redmond. For example, a retail store in Sisters might adopt inventory management practices from a successful retailer in Bend, or a tech startup in Prineville might emulate the customer service strategies of a tech firm in Redmond. By learning from each other, these businesses can avoid common pitfalls and accelerate their growth trajectories. The collective wisdom of neighboring markets provides a repository of practical knowledge that can be adapted to suit local conditions.

Resources for Growth

Central Oregon offers a robust network of resources designed to support SMBs. Organizations like BBSI (Barrett Business Services), Economic Development for Central Oregon (EDCO), local Chambers of Commerce, SCORE, Oregon State University Cascades, and Central Oregon Community College provide essential services that bolster business development.

The Rise of Vertical Industry Associations

In addition to general support resources, Central Oregon has seen growth in vertical industry associations. These organizations focus on specific sectors, offering specialized resources, networking opportunities, and sector-specific best practices. For example, an association for tech startups in Central Oregon might organize regular meetups, workshops, and conferences that address the latest trends and technologies in the industry. These events provide valuable opportunities for businesses to learn from experts, share experiences, and explore new market opportunities.

Similarly, an association for the outdoor recreation industry could provide members with insights into new market trends, regulatory changes, and best practices for sustainable business operations. These associations also help businesses address common industry-specific challenges, such as supply chain



Providing a benefits package that will leave your team feeling valued and engaged is more important than ever.

Marsh McLennan Agency helps HR teams provide inclusive and competitive benefits that attract and retain top talent and prioritize employee well-being.



To learn more, find an agent at MMANorthwest.com/Oregon

606 NW Arizona Ave, Ste 200 | Bend | (541) 306-2080

Global resources, local specialists, limitless possibilities

d/b/a in California as Marsh & McLennan Insurance Agency LLC; CA Insurance Lic: 0H18131. Copyright © 2024 Marsh & McLennan Agency LLC. All rights reserved.

BEDAB

Continued from page 1

These roots of BEDAB helped create the group as it is today: nine board members and five ex-officio (non-voting) members who help guide the City Council and make sure that business interests are not being overlooked.

According to Ben Hemson, the economic development manager for the City of Bend, BEDAB is a group that provides the perspective of the Bend business community with the City Council.

"They are a group who's stakeholder is the business community, while their audience is the City Council," Hemson said.

During the pandemic, the group was instrumental in communicating the concerns and issues business owners had with lockdowns and certain restrictions. BEDAB was responsible for making sure these concerns were heard and eventually discussed at the state level.

Aside from pandemic concerns, BEDAB, in general, helps economic groups like EDCO, the Bend Chamber and Visit Bend maintain their missions of economic growth, but in ways that don't bump each other or disrupt other industries in our economy.

BEDAB board members serve for stagger terms of three years. According to Hemson, the qualifications are broad because they want to open up the opportunity for anyone who might be an asset.

A BEDAB board member must live within the Bend City limits, and represent an industry. Over time, those preferences change; BEDAB always tries to have a land developer on the board to provide that perspective, while it has been a recent goal to get more representatives from the tech industry.

"A good board member can speak up and provide the input of the people and industry they represent," said Hemson. "We don't want anyone to get left behind,

which means it helps when our board members know how to communicate and advocate for their industry."

A major goal for the modern BEDAB is the Strategic Plan, which aims to map the coming years of economic development in Bend.

"Like any plan of this size, we have highlighted high level areas to focus on for the coming future," said Hemson. "The Strategic Plan is a living document that aims to tackle economic issues in the long term."

The Strategic Plan has four main goals; to promote city policy and activities that align with key business needs and address business community concerns; to monitor and provide input on other relevant City policies relating to economic development; to lead the development of an Economic Development Strategy as a critical component of a citywide Economic Opportunities Analysis and future Urban Growth Boundary (UGB) expansion efforts; and to maintain oversight roles for the City of Bend's contracts and grants relating to economic development and business assistance.

Aside from this plan, the main projects on the BEDAB plate include setting up an incentive program for future economic development, as well as ushering in phase two of the new transportation utility fees. In addition, BEDAB will be meeting with the local folks who want to purchase Mt. Bachelor Ski Resort for the community.

So how do BEDAB board members keep up with their respective industries? According to Hemson, it takes time, effort and commitment. The ideal board member is someone who is active in their industry, and someone who other industry leaders can talk to and trust. In addition, BEDAB maintains a business newsletter to update the community (and for the community to update BEDAB) as well as open public hearings where anyone can have their voice heard. Regardless of newsletters or hearings, anyone is allowed to go to the BEDAB website (on the City of Bend website) and get in contact with the group.

bendoregon.gov

Building Success

Continued from page 5

hesitate to share information or collaborate with rivals. However, it's important to recognize that collaboration can strengthen businesses and reduce competition. By working together, businesses can create a more vibrant and competitive local economy.

Another challenge is finding the right partners. Businesses need to identify other companies that share their values and goals. Networking events, industry associations, and online platforms can be helpful in finding

potential collaborators.

Overcoming Obstacles

To overcome these challenges, businesses should:

Foster a culture of trust and openness:

Building trust among businesses is essential for successful collaborations.

Clearly define goals and expectations:

Having a shared understanding of the goals and expectations of the collaboration can help prevent misunderstandings and conflicts.

Allocate resources effectively:

Collaborations require time, effort, and resources. Businesses need to allocate these resources appropriately to ensure the success of the partnership.

Communicate regularly and effectively:

Open and honest communication is essential for

maintaining a healthy collaborative relationship.

Conclusion

In Central Oregon, the value of SMB collaboration is evident in the vibrant, thriving business community. By leveraging the best practices of neighboring cities, accessing local resources, engaging with vertical industry associations, and fostering a spirit of mutual support, businesses in this region are not only achieving individual success but also contributing to a collective economic vitality. As Central Oregon continues to attract new entrepreneurs and businesses, the power of collaboration will remain a key driver of regional prosperity and innovation.

BBSI.com/CentralOregon

CONNECT TO SUCCESS

Unlock Your Potential with TDS® Business Internet

NEW CUSTOMER OFFER

High-Speed Internet

\$39.99/mo.

for 2 years when bundled
(Requires 2-year agreement)



Speeds up to 100 Mbps
24/7 Network Monitoring
Free Installation

Get in touch today!

1-833-418-0373

HelloTDS.com/0373



INTERNET | PHONE | TV

Internet speeds are "up to" and not guaranteed. Terms and conditions apply. See website for details. TDS® is a registered trademark of Telephone and Data Systems, Inc. Copyright © 2024, TDS Telecommunications LLC, All Rights Reserved. 211134b/6-24/12882

FREE E-Headlines




Sent Directly to Your Email
To Receive, Send Your Email to:
CBN@CascadeBusNews.com





NIGHTLY BUSINESS PATROLS

30 YEARS



OREGON DPSST # 858

1994 Celebrating 30 Years 2024

541-330-0404
securityprosbend.com

Cyber Security

Modern Threats & How to Keep Your Business Safe

by NOAH NELSON — CBN Feature Writer

Running a business in the digital age means keeping up with the evolution of technology meant to streamline your operations. Now, a small business can reach billions of people across the world with nothing but the same social media apps that we all have on our phones.

An unfortunate truth is that while the business world continues to advance, so do those who try to scam, cheat and steal their way through it. The need for cybersecurity education in the business world is high, and many business owners do not realize how likely the chance of being targeted really is.

"People need to realize that no one hears about the small and medium businesses being hacked. There still is plenty of activity in that area, though," said Evan Monson, an owner and the chief technology officer at Univision, an IT support company out of Missoula, Montana.

Univision services over 6,000 endpoints from businesses in a variety of industries, including healthcare, nonprofits, finance, manufacturing, education, government and more.

"Cybersecurity is what we do everyday," Evan said.

Evan's point is one that local businesses should consider; small and medium businesses getting hacked and scammed rarely make the news, which contributes to the commonly held belief that small and medium businesses don't get targeted. According to Evan, there are many reasons why this is a false belief.

"All of us are just dollar amounts to a hacker. If they think they can profit from you, they will try. It's never personal, and things like location and size don't matter," Evan said. "Hackers are targeting them because most of them don't have the same cybersecurity that large corporations do, and it's easier to cast a wide net."

He continued, explaining how it makes more sense for hackers to send out attacks to 1000 small businesses knowing that, at a certain point, it really is just a numbers game, waiting for some of those businesses to fall victim to that attack. This is opposed to spending weeks if not months trying to get into a large corporation, which can result in groups like the NSA or the FBI now having that hacker on their radar.

"Most hackers don't have the knowledge or skills to get into most large corporations, and it makes sense to stay small to avoid getting caught," Evan said.

One of the major threats is ransomware, a type of malicious software that is designed to halt or block access to a computer's systems until a sum of money is paid. The success of ransomware attacks increased by 50 percent in 2023, according to Evan, meaning that more businesses than ever are being hit.

Why the sudden surge? Evan points to AI. Normally, ransomware can be blocked



Evan Monson

by an antivirus software due to its known signature that the antivirus software knows to block. However, these new AI-built softwares, called payloads, do not typically contain any previously known signatures in their coding, because the AI is producing it all, basically from scratch. This means that these custom-built malware payloads are very effective at getting around the antivirus packages on most devices.

Another factor as to why these cyberattacks are more prevalent is simply the volume of attacks. As the world continues to modernize and connect, we open up all kinds of pathways for hackers and scammers to steal data. There are more targets to hack, and more hackers, than ever before.

According to Evan, ransomware might be the biggest threat to small and medium businesses, but social engineering attacks are the most common, and widely successful. A social engineering attack involves trying to trick a human. These are commonly encountered in the form of an AI model or an actual person calling a business's employee and pretending to be from their bank, the IRS, their IT provider, or another entity that would reasonably require the employee to share private or sensitive information.

A modern hacker can attack millions of endpoints in one attack, trusting that at least one of those endpoints belongs to a business that thinks that they will never be targeted.

The effects of being hacked go beyond the immediate financial loss, according to Evan, "A lot of people don't think about how much time and effort it takes to undo the damage of a cyber attack. From restoring backups and recovering money to restoring your image with the public who now thinks that their info may not be safe with you, it's all costly."

So what can a business owner do to keep their information safe and secure from these hackers? With varying levels of budget, Evan has some recommendations.

At the very least, Evan recommends having a cyber insurance policy to make sure all of your information is insured. In addition, each and every business should backup their data in some way, either on the cloud or on other physical harddrives.

He also says multi-factor identification, as well as security training for staff, is a must. Lastly, his essentials include Endpoint Detection and Response software (EDR) that comes with a Managed Detection and Response (MDR), along with a regular antivirus software. All together, these are a great line of defense.

At higher budgets, Evan recommends a next-gen firewall, an email security platform, as well as setting up a zero trust security system, which essentially means that no device is remembered or trusted, so log-in credentials must be given every time.

There might be more hackers out than before, but there are also more ways to protect your business than ever. With these tips from Evan, business owners can help protect their information, and that of their customers.

Step into Inspiration at

OREGON BLOCK
BLOCK & PAVER MANUFACTURING

ab
ALLAN BLOCK
allanblock.com

NEW SHOWROOM
Now Open in Bend, Oregon

SHOWROOM | DISTRIBUTION | TRAINING

oregonblock.com
541-728-2540
63085 NE 18th Street #104 Bend, Oregon

Affordable Clean Air Package for Small Businesses

sanalife E360

- 1x Beyond Guardian ActivePure Air Purifier
- 1x E360 Real-Time Indoor Air Quality Monitor
- 1 Year of E360 Software Subscription Included

allimaki.com • 971.275.7213

Bend's Job Market

Continued from page 1

indicates that many people are successfully finding jobs, which generally suggests a healthy job market. However, this can present challenges for businesses struggling to find employees, as low unemployment often means workers have more bargaining power. For businesses, a low unemployment rate can result in a smaller pool of available candidates, especially when considering factors such as job type, industry and location.

On the contrary, a high unemployment rate provides employers with more bargaining power, often leading to lower wages for workers, as there is a larger pool of available candidates to choose from. However, this situation also means that individuals face greater difficulty finding employment, which can force them to accept lower wages when they do secure a job. This would be problematic for our communities, and typically reflects the patterns seen during recessions, where higher unemployment rates correlate with economic hardship for communities and can lead to reduced wage levels.

Ramos mentioned that, while unemployment is at nearly a record low, not every industry has recovered so quickly after the pandemic.

"While some sectors have fully recovered and even surpassed their pre-pandemic employment levels, others have not fared as well," she said. "For example, in Deschutes County, employment in private education and health services has increased by approximately 18 percent compared to July 2019. In contrast, the retail trade industry has struggled to maintain pre-pandemic employment numbers and currently employs about 200 fewer people than it did in 2019. These disparities can be even more pronounced in other areas, such as Crook County, where industry-specific recovery rates may vary significantly."

Not only has unemployment changed, but the way we hire and maintain workers has also quickly evolved since the pandemic. According to Stark, "While the quality of life continues to be a competitive advantage for Central Oregon, employers have still had to increase wages, review their benefit packages, and in some cases, automate to remain competitive amid the landscape of rising inflation, low unemployment rates and the ongoing challenges related to the cost of living."

For businesses who are still struggling to hire and maintain a workforce, Ramos has some advice in the form of three steps: Reevaluate requirements,



Nicole Ramos

assess the offer and optimize your job posting.

Reassess what levels of education are necessary to perform the functions of the position. Broadening the educational criteria can open up the candidate pool to individuals who have the necessary skills but have different educational backgrounds.

Ask if the experience required is truly essential for the role. In Oregon, approximately 47 percent of unemployed individuals are either new to the workforce or reentering after an absence, according to Ramos.

Next, assess the offer. Is the offered wage and benefits package competitive, and will it realistically make an employee want to stay for the long term? Does the employee have a chance to grow and move up?

Now, optimize that job posting. Ramos said, "Location is key. Utilize various job boards, social media, and industry-specific sites to maximize visibility. Review your job descriptions to make sure they are clear, engaging, and accurately reflect the role. Highlighting the key responsibilities, required skills, and opportunities for growth can attract the right candidates. Reassess the minimum requirements listed in your job postings. Sometimes, overly restrictive criteria can deter potential candidates who might be a great fit for the role with a bit of additional training."

In EDCO specifically, there is currently work being done to spur positive growth, "EDCO has been coaching traded sector employers and connecting them to resources – one company at a time – for decades. Our personal connection to employers gives us the unique ability to share feedback with workforce partners and identify training programs that can improve hiring outcomes locally. In collaboration with partners like Central Oregon Community College and East Cascade Works, we have reincarnated the Business Response Network to provide coordinated support for Central Oregon employers," said Stark.

"Additionally, the State of Oregon launched "Future Ready" in 2022 and is in the process of deploying \$200 million in funding to support numerous workforce education and training programs and talent development strategies across the state. EDCO is dedicated to working alongside workforce partners to better prepare the emerging workforce and build a local pipeline of talent," said Stark.

When looking at the future, Ramos still projects growth, even if that varies per industry.

While growth has recently moderated, we still expect an increase in total payroll employment in the region, projected to rise by 11 percent from 2022 to 2032," she said. "Specific industries are expected to see even more significant growth: the leisure and hospitality industry, for instance, is projected to grow by 18 percent, while both the health care and social assistance sector and the construction industry are projected to grow by 16 percent. Other industries such as the financial activities industry are expected to grow at a much slower pace, with a projected increase of only three percent."



COMBINED COMMUNICATIONS
RADIO | DIGITAL MARKETING

Who handles your online marketing?
Let us help with:

- Retargeting those that have visited your website.
- Those that search and read about topics relevant to your product/service.
- Those that have physically visited your competitors' location(s).
- Those whose offline purchasing behaviors align with your product/service.
- Streaming television, to include; Hulu, Sling, Samsung TV-Plus, etc.

Don't wait another day – visit BendRadio.com and schedule a free consultation.

Free E-Headlines

Sent Directly to Your Email

To Receive, Send Your Email to:

CBN@CascadeBusNews.com



Free AEW Weekly
Sent Directly to Your Email

TO RECEIVE,
SEND YOUR EMAIL TO:
AE@CASCADEAE.COM

CASCADEAE.COM

CASCADEAE
ART & CULTURE WEEKLY

Design Bar | Bend Launches Design Bar | Collective

A Collaborative Approach to the Interior Design Industry in Bend & Beyond

by JENNIFER L. HOBSON-HINSLEY

Design Bar | Bend announces the launch of Design Bar | Collective, a first of its kind shared workspace for interior designers meant to facilitate creativity, resource-sharing and buying power that benefits both the designers and their clients.

Design Bar | Collective, which already includes Domaine Design House, PJ Hurst Design and Musings Design is currently evaluating additional design brands who share the Collective's values. Each design firm will maintain their brand autonomy while working within the collaborative space.

Founded by industry veteran Anne Mastalir in 2020, Design Bar | Bend is an award-winning interior design firm that offers services ranging from new construction on residential and commercial projects to renovations and furnishing purchases. The business has two locations in Northwest Crossing that serve as both a showroom to showcase an extensive yet curated collection of hard and soft materials and now, as shared workspaces.

Design Bar | Collective is designed to become a community where independent design firms unite to elevate their craft together while developing and celebrating their individuality. The innovative model enhances the quality and depth of design solutions and strengthens the local design community, positioning Bend as a hub for creative innovation and collective success. By pooling resources and knowledge, the Collective will enhance the quality of design solutions, innovating and adapting under an ever-changing design landscape more effectively.

"Opening Design Bar | Collective has been a longtime goal of mine," said Mastalir. "I've always believed that collectively inspiring each other, raising each other up — this provides the kind of creative energy that allows designers to achieve more together than we ever could alone. By sharing ideas, resources, and expertise, we and our Co-Creators enhance our capabilities to deliver exceptional design solutions and increase our purchasing power, which can help the bottom line for our clients."

"Anne and I have been friends for years, and we've always shared the belief that collaboration is not only more enjoyable but also highly effective," said co-creator and Domaine Design House owner Jennifer Gooding. "By designers combining resources and expertise, we create an environment of continuous learning, inspiration, and stay ahead of emerging trends, ensuring we all remain at the forefront of the design industry."



(L-R) ANNE MASTALIR, OWNER DESIGN BAR, BEND; CASTLE LARSON, OWNER MUSINGS DESIGN; PJ HURST, OWNER PJ HURST DESIGNS; JENNIFER GOODING, OWNER DOMAINE DESIGN HOUSE | PHOTO COURTESY OF DESIGN BAR

"Design Bar | Collective's model may be replicated in other markets if we find success here — that is the hope," said Mastalir.

Design Bar | Bend invites the public to join them for a launch party benefiting Hearts Unknown Education, Furnish Hope and Every Child on September 6, 2024 from 4-7pm at their studio; 2754 NW Crossing Drive in Northwest Crossing.

About Design Bar | Collective:

Design Bar | Collective is dedicated to empowering interior design firms to thrive through collaboration, creativity, and shared resources. With a focus on supporting individual brand identities while fostering a collaborative spirit, the collective aims to set new standards of excellence in the interior design industry.

*designbarbend.com/collective • Instagram: @DesignBarBend
Facebook: /DesignBarBend • LinkedIn: /DesignBarCollective*



www.BBSI.com/Bend

People, Process, and Prosperity for Your Business



"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 versus 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



Contact Me
Chris Piper, Area Manager
541-382-6946
Serving Central Oregon



Bend's Only Consistently 5-Star Ranked Executive Search Firm

Specializing in Engineering, Construction Management and Accounting

G.A. Rogers & Associates Bend

LOCALLY OWNED

541.797.7622

bend@ga-rogers.com

ga-rogers.com/bend

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

International Business Expert Launches Profit Acceleration Workshops for Central Oregon Business Owners

Workshops designed to Unlock Revenue & Profit Growth Without Additional Marketing Spend

provided by **BCC BUSINESS CONSULTING**

BCC Business Consulting, led by renowned speaker, author, and business strategist, Amanda Bedell, is excited to announce a series of Profit Acceleration Workshops aimed at helping Central Oregon business owners increase profits without increasing their marketing budgets. The workshops take place in-person and online, and multiple sessions are available each week.

For more details and to register for an upcoming workshop, visit businesschaosorter.com/workshop.

"There's a significant gap in business education when it comes to profitable growth," explained Bedell, who is affectionately known as "The Business Chaos Sorter" by her clients. "Countless no-cost strategies exist that business owners are often unaware of. My

goal is to bring these opportunities to light for as many businesses as possible."

Bedell's career is a testament to resilience and expertise, having transformed her own business challenges into opportunities. From growing a successful bakery in Seattle from a single farmers market booth and bootstrapping it to multi-seven figures, then increasing a thriving public relations firm and now a sought-after business consultancy, her journey has equipped her with deep insight into the hurdles entrepreneurs face.

"What I've found is that many business owners are exhausted from ineffective marketing, weak sales, disappointing profits and going broke," adds Bedell. "Through these workshops, I'm able to provide practical, actionable steps to change their financial

situation for the better."

This year, Bedell was honored with Focused.com's prestigious Adrian Ulsh Coach Of The Year award for her exceptional results with clients and her spirit of generosity within the coaching community.

Founder of Focused.com, Karl Bryan, praises Bedell's dedication, saying "Amanda's commitment to her clients and her collaborative nature within our coaching community make her an invaluable asset. She not only delivers impressive results but also supports and uplifts everyone around her."

Bedell's personal journey has also been marked

Continued on Next Page ▶

Serán More than Doubles Clinical Manufacturing Capacity in Bend

by **BRINETTE HOLDREN, Director of Marketing — Serán BioScience, LLC**

Serán BioScience, LLC, the science-driven drug development partner, recently announced that it has completed an expansion to increase the number of process manufacturing suites at its facility in Bend from six to 14, adding approximately 130% more CGMP clinical manufacturing capacity.

The additional eight state-of-the-art suites will provide increased flexible capacity for late-stage clinical trial supply for small-molecule medicines. Serán's 'Right-From-the-Start' approach to commercially relevant drug product solutions includes bioavailability enhancement by improving both

permeability and solubility, matrix tablet- and multiparticulate-based modified release, extensive capsule and immediate release/modified release tablet capabilities, and engineered particles for inhalation.

"Serán continues to see high demand for science-based drug product services," commented Dan Smithey, Ph.D., president, CEO and co-founder of Serán BioScience. "We are excited to announce the expansion at the site, where we can now provide mid- and large-scale manufacturing unit operations to support our clients' journey from first-in-human studies through to pivotal trials

and registration."

The new suites are housed within the existing footprint of Serán's campus in Bend, which includes ten buildings and a combined 90,000 square feet of space. The state-of-the-art facilities are equipped with the latest technologies that empower transformative pharmaceutical dosage-form solutions. The company offers clinical manufacturing capabilities at the site for a broad range of oral solid and inhaled dosage forms including unit operations in nano milling and micronization, particle engineering including dry and wet granulation,

spray-dried dispersions, twin-screw melt extrusion, tablet compression, tablet coating, encapsulation, and clinical packaging and labeling. Its workforce at the site exceeds 190.

About Serán Bioscience:

Serán Bioscience is a leading CDMO that uses a science-first approach to fundamentally understand and optimize our clients' molecules. Our team provides comprehensive drug product development, formulation, and manufacturing solutions to help overcome some of the pharmaceutical industry's toughest challenges.

seranbio.com • hello@seranbio.com

Are You One of the Fastest Growing Companies in Central Oregon?



Become a part of this impressive group of companies by filling out the simple form at CascadeBusNews.com or call 541-388-5665.

- Established and operating on or before January 1, 2021.
- Gross revenues, each year, need to reflect year-over-year growth. (2023>2022>2021).
- Gross annual revenues \$100,000 or greater in fiscal year 2023.

Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. **Deadline September 20, 2024.** Only percentage of growth will be published.



PRESENTED BY



SPONSORED BY



EVENT SPONSOR



High Desert Innovation Week Returns October 14-18

by **NICOLE MCNEW, Director of Marketing & Communications — EDCO**

Central Oregon's growing entrepreneurial community is preparing for the second annual High Desert Innovation Week, taking place from **October 14-18, 2024**. This multi-day program brings together local entrepreneurs, innovators, and investors to showcase the region's startup resources and celebrate its collaborative culture. Organized by Bend Startup Central, Cultivate Bend, Bend Outdoor Worx (BOW), and Economic Development for Central Oregon (EDCO), High Desert Innovation Week aims to spotlight the unique ecosystem that makes Central Oregon a great place to build a business.

Spread across various locations in Bend, High Desert Innovation Week features an exciting lineup of events designed to inspire, connect and celebrate innovation across multiple industries, including tech, outdoor products and consumer goods. Attendees will have the opportunity to participate in startup showcases, networking events, educational workshops, pitch competitions, and more, all with the aim of fostering innovation and supporting emerging businesses in the region.

ACTIVITIES BY DAY:

Monday, October 14, 2024

High Desert Innovation Fest by Central Oregon Innovation Network

The Haven | 5-7pm

The High Desert Innovation Fest is a unique event where aspiring entrepreneurs from across the Pacific Northwest get the opportunity to pitch their innovative ideas and network with a diverse audience of founders, investors, entrepreneurial organizations, and members of the general public interested in the startup ecosystem. At its core, this event is a chance to bring together the startup and entrepreneurial communities together with industry groups and investors to network across verticals and organizations. As a kickoff to innovation week, the High Desert Innovation Fest showcases Central Oregon as a center of innovation and entrepreneurship.

Tuesday, October 15, 2024

Cultivate LIVE! by Cultivate Bend

Unitarian Universalist Fellowship | 12-6:30pm

Get ready for Cultivate LIVE! — a growth summit for the natural products packaged goods industry in Central Oregon. Attendees will experience the pinnacle of entrepreneurial innovation at Cultivate Bend's premier annual event dedicated to fostering growth and collaboration. They will be inspired by industry expert keynote speakers and discussion panelists as they take the main stage to present their visionary expertise. Participants will engage in dynamic Buyer Pitch Slams where Cultivate Bend member brands will pitch to a panel of natural grocery buyers, receiving real-time feedback while competing for an impressive prize package. At the Community Marketplace, attendees can interact with Cultivate Bend members and brands, sampling, tasting, and purchasing a wide assortment of local natural products. The event will conclude with a Happy Hour, making Cultivate LIVE! an unmissable opportunity to network, inspire collaboration and cultivate growth in Central Oregon's thriving natural products community.

Wednesday, October 16, 2024

Bend Outdoor Worx (BOW) Bootcamp

Open Space Event Studios | 8:30am-1:30pm

BOW, the nation's first outdoor industry accelerator, now in its tenth year of operation, kicks off Wednesday with BOW BootCamp, a series of educational sessions designed to equip startup 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.

Bend Outdoor Worx (BOW) Breakout Pitch Event

Open Space Event Studios | 6-8:45pm

BOW's seventh annual BreakOut pitch event, created exclusively for the outdoor industry, will feature four early- and growth-stage companies from BOW's most recent cohort to present their businesses as they compete for a \$10,000 no-strings-attached cash award. The competing companies include Aeronaut Outdoor (Ventura, CA), Ryoken Instinct (Seattle, WA), Rustek (Portland, OR), and Ahoya (Bend, OR) and the winner will be determined by an audience vote. The entertainment continues with a keynote presentation by Steve "Stix" Nilsen, a marketing and branding expert who most recently served as Vice President of Cult Indoctrination (Lifestyle Marketing) at Liquid Death, who will share his compelling marketing and branding journey while the audience votes are tallied.

Thursday, October 17, 2024

Bend Venture Conference (BVC) by Economic Development for Central Oregon (EDCO)

Downtown Bend | 10am-7pm

As Central Oregon's flagship entrepreneurship event, BVC creates an opportunity

to connect investors and industry leaders with startups looking to scale. Thursday's agenda kicks off with pre-conference education seminars focused on strengthening startup business foundations across industries. Following the pre-conference seminars, attendees will watch as finalists in the BVC New Economy Track pitch at the Tower Theatre. Through a partnership with The BFM Fund, this competition track provides a platform for startups who provide significant economic and social returns aligned with the principles of the Solidarity Economy. The evening ends with the BVC Networking Reception at Broken Top Club, Central Oregon's biggest networking reception of the year.

Friday, October 18, 2024

Bend Venture Conference (BVC) by Economic Development for Central Oregon (EDCO)

Downtown Bend | 8:30am-5pm

Bend Venture Conference is the largest and longest standing angel investment conference in the Pacific Northwest. Each year, a new BVC Growth Fund is raised to invest in the most promising growth stage companies that compete in the annual conference. BVC has served as a catalyst to mobilize capital for participating companies and since its inception, investments and awards to participating startups have totaled over \$14 million. Friday's agenda will feature startup pitches by BVC Early Stage and Growth Stage finalists, as well as presentations from industry experts. The two-day event ends with a winner's ceremony and check presentations at Bend Brewing Company.

Friday, October 18, 2024

High Desert Innovation Week After Party by Bend Outdoor Worx (BOW)

Drop Thesis | 5-7:30pm

Wrapping up the week of events, Bend Outdoor Worx (BOW) invites the community to join them in celebrating and connecting with fellow attendees, entrepreneurs, and industry leaders who have contributed to establishing Central Oregon as a thriving hub of innovation.

Speaking on behalf of the committee of organizers, Kyle McLeod "High Desert Innovation Week continues to evolve as a cornerstone event for Central Oregon's entrepreneurial ecosystem. As more entrepreneurial groups emerge and our community grows, the opportunities in Central Oregon are more abundant than ever. From outdoor products to tech and natural goods, this region is proving to be an extraordinary place to nurture and scale innovative businesses. We're excited to see how this week's events will inspire and shape the future of entrepreneurship in Central Oregon."

More details and registration links for all the week's activities can be found at hdinnovationweek.com.

hdinnovationweek.com • edcoinfo.com

Profit Acceleration Workshops

Continued from previous page

by challenges, including her own battle with cancer, which she has now been in remission for three years. Receiving the Adian Ulsh award is particularly meaningful to her, given Adrian's own ongoing battle with Parkinson's Disease. "It's an incredible honor to receive the first award with Adrian's namesake," said Bedell. "His wisdom and influence have touched millions of business owners, and I can only aspire to make even a fraction of the impact he continues to make."

For more information on Amanda Bedell and her upcoming Profit Acceleration Workshops, visit BCC Business Consulting. bccbusinessconsulting.com



COI
Shaping Workplace Culture

CENTRAL OREGON OFFICE INTERIORS

Central Oregon's leading resource for workplace furnishings & design

- Workplace
- Healthcare
- Education
- Government
- Hospitality
- Multi-Family

Central Oregon Office Interiors
15 SW Colorado Ave.
Suite #310
Bend, Oregon 97702
541-797-3662
www.centraloregonoffice.com

New Growth in Sisters

Continued from page 1

with a strong vision for the future. “We have that conversation all the time,” says Durham. “What we’re trying to do is grow into a fuller version of who we already are, versus trying to chase something or try to be cool. How do we stay connected to our roots? And still get better and improve?”

“I think what’s going to be important for any organization, any city — it’s certainly true for Sisters Coffee — you have to grow deep as you grow out, like a tree,” says Durham. “If you don’t protect your roots, if you don’t grow downward as much as outward and upward, your tree is going to die.”

He recalls the doomed fate of an iconic local building. “Your tree’s going to fall over in a windstorm like the huge ponderosa that took out the Ski Inn. It must’ve been 500 years old.”

Contending with recent and projected changes, the Sisters community faces tension over housing, growth, the town’s brand, and Urban Growth Boundary (UGB) expansion. Local organizations, businesses, politicians, and residents have differing ideas about how Sisters should move forward.

“How can Sisters protect its root structure?” Durham wonders. “To me, that’s the rodeo, the quilt show, the folk fest. The things that make Sisters special.”

Small agriculture is one of those special attractions. An increasing array of fresh foods are grown and raised locally in a challenging physical environment. Innovative nonprofit Seed to Table farm passed its tenth anniversary of providing food access and education to the community, now yielding over 110,000 pounds of veggies annually. From upstart microgreens growers to stalwarts like Rainshadow Organics and Mahonia Gardens, farms and their points of distribution attract locals and tourists alike.

Amplifying the potential of small growers, makers, and artisans, the new Sisters Makers organization and the expanding Sisters Farmers Market are invigorating small business in town. EDCO’s Eric Strobel projects that within a few years, Sisters will have ample space them to grow.

“If these small businesses make the leap, there will be spaces as small as 900 square feet to accommodate them; zoning in some areas would also allow them to use 20% of it for retail,” he elaborates.

Sisters plays host to several traded-sector companies. Strobel is excited to see Metabolic Maintenance and Personalized Nutrients flourishing, retaining their current headquarters while opening new buildings down the road.

The light industrial zone is being developed out. “Those new buildings are



EVENTS LIKE SISTERS FOLK FESTIVAL HELP THE TOWN OF SISTERS BALANCE SMALL-TOWN INTIMACY WITH AN ACTIVE TOURISM AND BUSINESS SCENE | PHOTO BY ROB KERR/SFF PRESENTS

going to need people — they’ll be hiring,” Strobel states. “Housing is our number one issue.”

Durham remembers when his family first moved to Sisters, staying in the town’s first apartment building. “That’s how we were able to live here,” he explains. “Having affordable apartments for employees, being strategic with density, it’s important.” In general, “I feel like we’re doing pretty good in Sisters; there’s forward-thinking minds here.”

Protecting the town’s roots and its special character can be balanced with growth and change. “For 25 years we didn’t have a high school in Sisters,” he reminisces. “I remember when we didn’t have a City sewer. Would we want to go back there?”

He considers his life and business in Sisters a blessing, one that fills him with a deep sense of gratitude and a profound sense of responsibility. Durham concludes, “My hope is that people will have conviction about honoring the past and continuing the legacy, an inheritance governing the vision for the future of Sisters.”

Disclosure: Sisters is a small town. The writer may have worked or volunteered with entities appearing in this series of articles.



**Got Green?
We Do!**



MIRROR POND CLEANERS

(541) 389-1411

615 NW Franklin Ave. • Bend, Oregon 97701



New Approaches Change the Shape of Sisters Business

by T. LEE BROWN

The Sisters business community has been adapting to change: a new brand for the town, altered distribution of the City's TRT tax, and two new organizations playing a role in how local businesses gather and operate. Some business owners and residents are excited; others are concerned about losing what makes Sisters special.

Sisters Business Association (SBA) is a new group offering business memberships beginning at \$325/year. Harmony Thomas, who bought beloved Sisters clothing boutique Bedouin store six years ago, plans to join. "They have wonderful, fresh energy and a lot of great ideas," she explained. Thomas also appreciates that they allow non-members to join meetings.

"SBA wants to see advocacy, and consistency in business hours, and draw more customers from Redmond and Bend," according to EDCO's Eric Strobel. The group's appeal for Thomas includes its focus on "local connection, local customers, and local events." She's also pleased to see that many of SBA's founding members are newer business owners in town — folks like her who purchased existing businesses, along with those starting up new ventures. Learn more at sistersba.com.

Sisters Area Chamber of Commerce has long provided marketing and promotional services for Sisters businesses. CEO Judy Trego notes, "These include the Sisters Country brand, website, and social media." The website at sisterscountry.com is public-facing, featuring lodging, dining, retail, and tourism-related materials.

The Chamber produces publications including a tourist map and the annual Sisters Rodeo insert. Resources are available to help struggling members, according to Trego. Membership starts at \$278/year. Sisters Harvest Faire is produced by the Chamber as well, bringing in 10,000 visitors during the autumn shoulder season.

For over 30 years, the Chamber received a portion of the transient room tax (TRT a.k.a. TLT) collected by the City of Sisters from lodging establishments. Over the last two years, the City has transitioned to a new tourism marketing approach: destination management organization (DMO).

The nonprofit Explore Sisters was launched, receiving those TRT revenues and aiming to strike a balance between the older tactic of luring as many visitors to town as possible — the "heads in beds" approach — and supporting area livability, safety, and natural environment.

Executive director Scott Humpert was recruited from Lincoln City and met with stakeholders to form a board of directors. The Chamber, however, retained ownership of creative assets developed in its decades of marketing for the City: photography, website, and the whole Sisters Country brand. Explore Sisters had to start from scratch.

"It's not just about marketing and bringing visitors in, it's acknowledging that there are impacts both good and bad," explains Humpert. The organization's primary source of revenue is the TRT; Humpert plans to expand the funding base.

Bedouin's Thomas sat on a committee for developing a new Sisters brand. Explore Sisters hired an agency from outside Central Oregon that specializes in culinary and wine destination marketing. "I love that Explore Sisters is making a strong attempt to share all the businesses on social media," Thomas says.

Not everyone has been pleased. An article in *The Nugget* found residents angered by the DMO's rollout. "Where's the beef?" asked Bill Kelly, a retiree with marketing experience who serves as chair of the Public Works Advisory Board. "Where are the deliverables?"

Since then, a website has launched at exploresisters.com, along with advertising and an information vestibule. The approach is noticeably different from old-school Sisters charm; now Portland writers exhort people to think of Sisters "as a Western town that got a mani-pedi and developed an impeccable taste in Oregon wine and craft cocktails."

This is not your grandpa's Sisters, Oregon. Yet the rise of Sisters as a tourist destination owes much to its old-timey flavor. Events with deep roots in Western settler traditions built the town's strong reputation and tourism infrastructure: Sisters Rodeo, Sisters Outdoor Quilt Show, and Sisters Folk Festival.

The DMO still promotes those events. It's also stepped up to support local happenings such as a new Fourth of July gathering at the Village Green, and the creation of Sisters Makers.

Kelly notes that the Sisters Country brand "is more of a Western scene," whereas "Explore Sisters is more of the Central Oregon theme: outdoors, events, concerts."



BEDOUIN | PHOTO COURTESY OF BEDOUIN

The town has been known for decades as a quirky spot with plenty of character and a slow pace that appealed to urban visitors. "Like the sticker says, 'Don't Bend Sisters,'" declares Kelly. "It's frustrating for the people who live here."

Humpert describes the new vision of Sisters as "The Old West, all grown up." Will the approach pencil out for locals and visitors alike? Only time will tell.



The Sisters Area Chamber of Commerce has been working for you for 50 years and it is more important than ever to be a part of your local business community.

Your local Sisters Chamber offers visibility, credibility, support and more for your new or growing business.

Your customers in Central Oregon are looking for you... make sure they can find you at sisterscountry.com

Your membership represents your commitment to the growth and prosperity of your business and to your customers.

To join, please contact turi@sisterscountry.com



SISTERS AREA
CHAMBER OF
COMMERCE

Sisters, ‘Growing Really, Really Fast,’ Partners to Meet Housing Needs

by **ANDREA HINE** — CBN Feature Writer

The many charms of Sisters — touted as “a gem of the High Desert” with “its reputation as a western Camelot in the shadow of the Cascades” — are indisputable. Also undeniable is its scarcity of affordable housing (a challenge faced by Deschutes County as a whole) — unless you fall into the category of those making an average household income of \$109,585.

A look at 125 current real estate listings in Sisters — starting with the fact that the median price for a single-family home in Sisters has steadily increased to \$768,000 — underscores this economic disparity. While one 700-square-foot cabin built in 1969 can be had for \$450,000, at the other end of the scale is a 10,463-square-foot home on ten acres with an asking price of \$3,699,000. (Features include an elevator and indoor pool.)

Increasing Housing Supply in the Face of Population Growth

Community Development Director Scott Woodford readily admits that “one of the most important (issues facing Sisters) is increasing the housing supply to address affordability and meet anticipated demand” — especially as “our current population is projected to almost double in the next 20 years, which is kind of daunting.”

From 2,038 people in 2010, and 3,075 in 2020, projections for 2024 — according to Portland State University’s Population Research Center (PSU) — estimate that this number will grow to 3,823, making Sisters the fastest growing area in Central Oregon — with the population increasing by 23 percent, compared to Bend’s 6.6 percent.

City Manager Jordan Wheeler, who described the town as “growing really, really fast,” used new single-family home permits — 350 since 2020 — as a key indicator. “Even making a conservative estimate that only two people are living in those homes, that equals 700-800 more people,” he said, “and that doesn’t account for new multifamily developments.” Wheeler also pointed out that “the local school system built a new elementary school this year to accommodate recent growth.”



CONSTRUCTION IS UNDERWAY ON FOUR HOMES IN THE WOODLANDS, WITH A TOTAL OF TEN SLATED FOR THIS HABITAT FOR HUMANITY SUBDIVISION

As a result of the fact that “Sisters is growing so fast,” the city has started the two-year process to expand its urban growth boundary (UGB) by 200-250 acres, Wheeler said.

According to Woodford, this figure was determined by calculating the town’s anticipated population growth, and resultant needs (including residential housing, employment lands, and school and park requirements) over the next 20 years. “We’ve drawn a one-half mile study area around the existing city boundary



SISTERS WOODLANDS, A MIXED-USE COMMUNITY, IS PARTNERING WITH HABITAT FOR HUMANITY TO BUILD AFFORDABLE HOMES FOR LOW-INCOME DWELLERS | PHOTOS COURTESY OF SISTERS HABITAT FOR HUMANITY

(per the State prerequisites), and “are now starting to hone in on areas that make the most sense to bring in the needed 250 acres — (excluding forest and farm land),” he said.

“By early next year, we will have incorporated key factors such as utilities, transportation, and environmental constraints into the proposal to come up with alternative expansion areas for the public to review, having set the number of residential acres at between 131 and 168.”

Woodford added that “Sisters is required by state law to accommodate future growth, and has chosen a path of partially growing up through increased landfill, and partially out by expanding the UGB. In fact, we have already amended the development code to allow both increased minimum and maximum density for multi-family units, thereby reducing the amount of expanded UGB land required to meet housing needs.”

Sisters Has County’s Highest Homeless Concentration

Underscoring the town’s lack of affordable housing is the harsh fact that, as County Commissioner Phil Chang has pointed out, “the highest concentration of homelessness in all of Deschutes County exists right there in Sisters.” And, he criticized, “it is a sign of a failed community that so many people who are part of the Sisters’ workforce (employed by local restaurants and grocery stores, for example), part of the family fabric of that community, are living in substandard conditions.”

Chang added that “there will come a time when people recognize that it is a reflection upon their community that this condition exists amongst them.”

Acknowledging that increasing housing supply can be a volatile subject, Woodford detailed a range of efforts Sisters is undertaking to address the problem.

City’s Focus on Affordable Housing — Grant Fund Programs & Trinity Place

In addition to two grant fund programs created for affordable and workplace housing, the City of Sisters helped facilitate a new affordable rental project with Northwest Housing Alternatives¹ to construct Trinity Place². This 40-unit apartment home complex (with one-, two- and three-bedroom units), adjacent to the Wellhouse Church & Market, will target those households making 50-80% of the area median income.

For its contribution, the City Sisters plans to donate \$500,000 in ARPA funds received from Deschutes County to the project, while Oregon Housing and Community Services (OHCS) has awarded substantial grants and tax credits to cover construction and design costs. Construction is expected to begin in early 2025, with leasing anticipated in 2026^{3,4}.

Sisters Habitat for Humanity and Housing Works

Nonprofits such as Sisters Habitat for Humanity⁵ and Housing Works⁶ are known for their commitment to building long-term, income-restricted housing in Sisters. Habitat has four homes currently under construction in its Woodlands subdivision, located southeast of the Hwy 20 and Barclay Drive intersection, with a total of ten slated. All will be built to Earth Advantage Platinum standards to assure energy efficiency.

Housing Works’ Village Meadows Apartments — located on north Brooks Camp Road behind Ray’s Shopping Center — consists of 48 affordable apartments: 32 one-bedroom flats, eight two-bedroom units and eight three-bedroom units for households at or below 60% area median income (AMI).

As previous Housing Works’ Executive Director Tom Kemper stated before construction began: “As rental rates continue to rise and multifamily housing vacancy rates remain incredibly low, Central Oregon’s workforce struggles to find affordable housing. The addition of these units will make a great step forward in assisting families find good homes in the Sisters’ community.”

Rooted Homes

Rooted Homes, a nonprofit with affordable homes in Bend and Redmond, has expanded into Sisters with The Woodlands — a planned community that will eventually consist of 168 homes, as well as multi-family and mixed-use structures — abutting downtown Sisters. The homes are being built specifically for local educators and workforce members.

During a ribbon-cutting ceremony in July for the first home — purchased by a teacher from the Sisters School District — Executive Director Jackie Keogh explained that “RootedHomes is selling these for less than \$430,000 to households earning 120% of the area median income. We make sure that the home prices are no more than 30% of the homeowner’s mortgage, which means they’ll likely be paying a lot less in their mortgage than they are in rent.”

Tune in to KPOV to Hear Local Programs



High Desert Community Radio

Local Music
Local Talk
Local Concerts

Streaming at kpv.org • 88.9FM

Volunteer Powered | Listener Supported

Continued on Next Page ►

Sisters Housing Needs

Continued from previous page

(As Woodford explained, the 120% determinant for workforce housing “fills in the gap between free market housing and affordable housing” for those who make too much money to qualify for the latter category.)

Furthermore, RootedHomes will oversee the land under the homes — a 35-acre parcel previously owned by the U.S. Forest Service — and the subsequent resale of homes to future employees of the Sisters School District indefinitely.

The expansion into Sisters was made possible thanks to Oregon Housing and Community Services, Business Oregon, Oregon Community Foundation, the Echo Foundation, and Deschutes County’s new HOME program.

Hayden Homes & First Story’s Loan Program

Private development has also contributed to providing more affordable housing in the community. For example, Hayden Homes constructed one affordable unit for every ten market rate homes in the McKenzie Meadows development as part of a city requirement during annexation. Clear Pine Subdivision had a requirement for seven units.

In McKenzie Meadows, Hayden Homes partnered with First Story — a nonprofit organization dedicated to providing affordable homeownership opportunities in the Northwest — through its loan program that provides zero-down, zero-percent interest loans for 30 years. This initiative aims to break cycles of generational poverty by making home ownership accessible to under-resourced families. (First Story works exclusively with Hayden Homes to offer loans on pre-selected homes in existing Hayden Homes communities.)



THESE GONZAGA UNIVERSITY STUDENTS GAVE UP THEIR SPRING BREAK TO HELP SISTERS HABITAT BUILD HOUSES | PHOTOS COURTESY OF SISTERS HABITAT FOR HUMANITY

City of Sisters Housing Plan

As Woodford also pointed out, Sisters has a Housing Plan⁷ that includes strategies the City can employ to encourage more affordable housing. Several of the recommendations have already been implemented in addition to increasing the allowed density in the Multi-Family Residential Zone: adding a density bonus for providing affordable housing, adding middle housing unit options (duplex, triplex and four-plex), and decreasing the minimum lot size for a single family.

Partnerships Credited for Housing Strides

The strides Sisters is making result from a “collective group of builders, nonprofits, the City, Deschutes County, and others all coming together,” Woodford credited. “It’s great to see these projects come to fruition as a result of these partnerships.”

Accommodating Growth While Maintaining ‘Small Town Feel’

“While many in the community might prefer to maintain the town as it is,” Woodford said, “we must plan for, and accommodate, projected future growth. Not only because we are required to do by the State, but because it is smart to be proactive and plan properly so growth doesn’t overwhelm us. Instead, we’ll be able to work toward meeting identified community needs — such as building homes for our workforce, and setting land aside for future parks and open spaces — to help maintain the small town feel that we know and love.”

¹nwhousing.org

²ci.sisters.or.us/sites/default/files/fileattachments/community_development/page/19761/trintiy_place_general_information_narrative_wellhouse_20240117.pdf

³ci.sisters.or.us/community-development/page/affordable-housing

⁴ktvz.com/news/sisters/2023/11/07/oregon-housing-agencys-small-projects-awards-include-9-8-million-for-40-unit-sisters-workforce-housing-development

⁵sistershabitat.org

⁶housing-works.org

⁷ci.sisters.or.us/sites/default/files/fileattachments/community_development/page/13306/sisters_housing_plan_final_-_3.21.23.pdf



VOLUNTEERS AT THE SISTERS HABITAT BUILD SITE RAISE THE WALLS OF A NEW AFFORDABLE HOME

OFFICE



INDUSTRIAL



RETAIL



MULTI FAMILY



Light Industrial

MLS# 220183598 \$1.25/SF NNN

New Light Industrial building on Brinson Blvd in Bend's NE industrial area. Three, 3,000sf suites are available in this building with off-street parking, one rollup door with office and restroom in each bay, demising walls in place. Open shop with 20' free span interior. One unit on the South end has a small outdoor storage yard. 220 power is available.



Pete Rencher, Broker
541.420.3423
pete@windermere.com



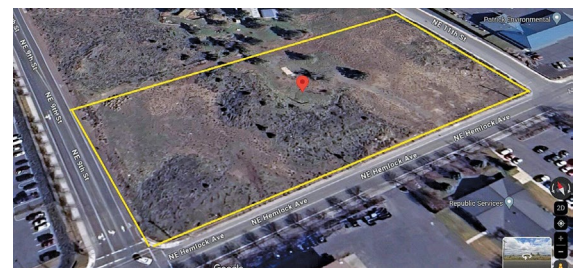
10,000 sf Warehouse Building

MLS# 220189740 \$1.15/SF NNN

Hard to find, 10,000sf warehouse building w/extensive office area. Could be used as a trucking terminal. Five loading docks w/ 14ft rollup doors. Two additional, ground level rollups on Southwest end of building. Office entrance on Northeast side into reception area & offices. 3 phase power in the warehouse area is separated by a rollup for maintenance activity, rack storage or assembly. Office area has main office, three private offices, breakroom & restroom.

"INVEST IN
YOUR FUTURE"

Windermere
COMMERCIAL



4+ Acres Zoned Heavy Industrial M2

MLS# 220188553 \$1,400,000

Hard to find Vacant lot with Heavy Industrial, M2 Zoning on Redmond's East Side. Located on Hemlock Ave between 9th and 11th. Easy access to Hwy 97 Northbound. Utilities in street on Hemlock Ave. Uses include automotive, truck terminal, manufacturing, warehouse, equipment sales, and more. Buyer responsible for zoning due diligence.



Bruce Barrett, Broker
541.410.3484
barrett@windermere.com

Windermere Central Oregon Real Estate

www.windermerecentraloregonrealestate.com

807 SW Industrial Way, Bend OR 97702 538 SW Highland Ave., Redmond OR 97756

Sisters Opens Up New Opportunities for Artists & Makers

by T. LEE BROWN

Five years ago, Sisters residents, nonprofits, consultants, and the City developed the Sisters Country Vision. The document specified creating a Sisters Makers District and promoting Sisters as the artisanal capital of Oregon.

But it can be rough, starting a small business in Sisters. The popular destination town has seen an increase in real estate and rental costs while both commercial and residential availability is often scarce. Thankfully, new avenues to success have opened up this year.

Makers, artists, craftspeople, artisans, and growers have cause to celebrate. The launch of the new Sisters Makers building and the expansion of Sisters Farmers Market bring new possibilities to town. Close collaboration between the two organizations benefits makers, vendors, and customers alike.

“We’re interested in serving folks,” explains Sisters Makers founder Shannon Thorson. “In Sisters, when you look at the cost of livability, it’s important that we do everything we can to strengthen this group of people because let’s face it, they need to be able to earn a good income in order to live here. So we’re looking for people that are business-minded, not your hobby artist or your hobby maker.”

At the edge of Fir Street Park alongside the farmers market, Sisters Makers engages members with infrastructure, exposure, resources, and an exceptional location. Small spaces in the building, which is owned by the City and leased to Makers at a reduced rate, serve as offices and studios.

Renters go through an application process, showing their commitment to growing their small businesses, and receive a bargain on rent: 30 percent below market rate. A community area with vaulted ceilings provides open



STANDING IN FRONT OF THE NEW SISTERS MAKERS BUILDING, WILLA BAUMAN AND SHANNON THORSON PROVIDE LEADERSHIP FOR SMALL ARTISANAL BUSINESSES | PHOTO BY TL BROWN

working space for all Makers members — a shared space with large tables where members can rent lockers.

Eric Strobel of EDCO is thrilled by the organization’s rapid progress. “Makers has blossomed!” he exclaims. “All the studio offices in the Makers building are rented now — including Leafy Luxuries growing microgreens, Glimfeather Farms making soap and bath bombs.”

Winter Robinson is a co-owner of Leafy Luxuries. Originally from elsewhere in Central Oregon, Robinson returned to the area over a year ago, settling in Sisters to be near family.

“Maybe there’s a community amongst the young people who’ve lived here in Sisters their whole lives, but as something of an outsider, I didn’t feel like there was a place, a building, an opportunity for younger artists and makers to do stuff, to come together,” Robinson says. “I think that’s what Makers will become.”

The expansion of Sisters Farmers Market and solid growth of its nonprofit parent organization, Seed to Table Oregon, brings additional opportunities to local makers. The market has expanded into a second lot across the street from its home base at Fir Street Park in an arrangement with First Interstate Bank.

Collaborating with Makers, the farmers market now offers indoor vendor spaces and public activities as well, every Sunday during the market season, May through October. “The farmers market is somewhat of an entry point for many incipient-phase artists, makers, and growers,” explains Thorson, herself a designer and maker. “Involving them in the process is really important.”

Sisters Farmers Market manager Willa Bauman and the team at Seed to Table helped Makers gain a foothold in the city earlier this year. Sisters Makers is currently sponsored by RE:Vive Construction Services and Milroy Thorson Custom furniture makers.

Additionally, the organization is collaborating with Citizens 4 Community, School of Ranch, and Central Oregon Community College to bring small business and maker education to downtown Sisters. The mission of Sisters Makers is “to support entrepreneurial-minded artists, makers, growers and innovators through facilities, education, and advocacy,” Thorson says.

“We’ve got quite a few partners, folks that are interested in seeing this mission carried forward,” she adds. In addition to Sisters Farmers Market, she names EDCO, Explore Oregon, the City of Sisters, and Sisters Arts Association (SAA).

Where Makers occupies a niche, SAA is a broad-based membership group serving galleries, artists, and community for nearly a decade. The organization’s bustling Fourth Friday Artwalks and annual Artist Studio Tour provide the backbone for the visual arts scene in Sisters. The SAA helped provide artwork for the Makers launch; the new Makers building is on the map for SAA’s programming.

Collaborations make the Sisters community tick. With increasing opportunities for making, selling, networking, and learning, the town may well be on its way to becoming an artisanal hotspot.

sistersmakers.com

one stop writing shop
Incubating writers & writing

Do you have a book or a blog you want to write?

Two-time *New York Times* bestselling writer —
Linden Gross — can help.

WRITING COACH ■ EDITOR ■ WRITER



Writing that
sounds like you
**ONLY
BETTER.**



541-317-1509 | linden@lindengross.com | OneStopWritingShop.com

Co-Working & Conferencing in Sisters

by T. LEE BROWN

Workers are discovering the secret of Sisters. Locals who live on ranches and in forests nearby seek community and decent Internet in town. Remote workers escape from cities to enjoy the area's natural wonders. The small town of Sisters offers a surprising variety of workspace and conferencing options at various price points.

It's pleasant, working at Canoe Club. Today I sit at a handsome wood slab table under unobtrusive lighting and occasionally glance at The Barn across the street, where locals and tourists flock for food and drink. As I put the kettle on and wait for my cup of Earl Grey tea, I also notice the silence. I'm the only person here.

Leather sofas, fridge, coffee, extra monitors on loan, affordable mini snacks: the relatively new co-working space Canoe Club clearly knows what matters to remote workers, peripatetic hybrid employees, and freelancers with home offices. Such workers often seek a change of scene or need a meeting spot outside the public eye.

Membership options include a \$100 punch card, a \$150/month café option for shared space, a dedicated standing desk for \$350, and private offices starting at \$750. Access is available around the clock.

For Internet, the Canoe Club offers two TDS (formerly Bend Broadband) lines operating at 250 Mbps. TDS is not known for being fast and smooth in Sisters Country, but Canoe Club's Abhi Chaudhuri, a 19-year veteran tech executive, says that the access has functioned well so far.

Small meeting rooms and larger conference rooms are available. A recent meeting I attended in a Canoe Club conference room went smoothly for participants. Details at canooclubcoworking.com.

If all you need is spot for meetings, the Sisters branch of Deschutes Public Library offers new options. In its recent remodel, the Sisters library traded its cozy, friendly vibe for a streamlined, airport-like feel. The remodel included refurbishing the large conference room and adding in small study rooms. Expect matter-of-fact rooms with white boards and some technical capabilities; see deschuteslibrary.org/services/meeting-rooms.

The jewel in Sisters' crown is a coffeehouse called Fika, which boasts a tiny co-working space called Jobb upstairs. Many a local tête-à-tête takes place at Fika; one City of Sisters employee called Fika "the unofficial meeting space for the City."

Downstairs, the coffeehouse's gorgeous view of the mountains is slowly being gobbled up by commercial development. It's still lovely, with *hygge* on ample display and a plethora of stunning plants. In a loft upstairs—unbeknownst to many visitors—the Jobb space includes a lounge, phone booth, whiteboard and eight workstations.

Owner Renee Reitmeier specifies that Jobb is looking for "kind, creative people" to join its small community. Full-time members receive a dedicated desk, while "floaters" come to the space and work with a laptop. TDS provides Internet service at the highest bandwidth available, routed to split between café and Jobb usage.

Coffee is included, or head downstairs for a latte and a slice of delicious quiche, based on a Reitmeier family recipe—as are many of Fika's Swedish-inspired treats. Learn more at fikasisters.com.

For those working with more than a laptop, the town has a new option: Sisters Makers (see related article). Their new space downtown at the edge of Fir Street Park welcomes members growing businesses in art, craft, agriculture, and artisanal goods. Studios and offices are leased at 30 percent below market rate; shared open workspace is available for other members starting at \$150/month. View the spaces at sistersmakers.com.

Full conference amenities and smaller breakout rooms can also be found in the forests of Sisters Country. FivePine Lodge and Conference Center, nestled among the pines at the southeast corner of town, hosts local gatherings and banquets along with larger conferences (fivepine.com).

A 20 minute drive north lies Black Butte Ranch, with meeting rooms, event and wedding spaces, and several restaurants. Resort amenities are set amid trees, horse pastures, a bubbling creek, and a small lake (blackbutteranch.com). Back on the western edge of town, the Ponderosa Lodge Best Western offers a tech-ready meeting room for up to 50 attendees (bestwesternsisters.com).

The small town of Sisters offers a surprising variety of workspace and conferencing options at various price points.

3231 S Highway 97, Redmond
 Zoned C-1 Vacant Land

Prime location with Highway 97 exposure and over 36,000 vehicles per day.

Offered at \$900,000

0.75 ACRES OF COMMERCIAL LAND
 Excellent retail development opportunity on the south end of Redmond



RYAN AMERONGEN
 CCIM, Broker
 541.213.8967
ra@buccolagroup.com

42 NW Greenwood Avenue, Bend 541.728.0033
info@rmkporegon.com www.keypropertiesoregon.com



Financial & Investment Advisors *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Ascend Financial Solutions LLC 1295 NW Promontory Dr. Bend, OR 97703	541-410-3875	N/A	www.ascend-financial.com belinda.afs@gmail.com	Belinda Britt Adler	1	2018	Financial consulting, business lending & bookkeeping.
Ascent Capital Management, LLC 395 SW Bluff Dr., Ste. 200 Bend, OR 97702	541-382-4847	541-388-1124	www.ascentbend.com scott@ascentcap.com	Scott Agnew, Devin Harrigan	6	2001	Registered investment advisor.
ASI Wealth Management 15 SW Colorado Ave., Ste. 280 Bend, OR 97702	541-617-0898	541-617-0498	www.asiwealthmanagement.com info@asiwealthmanagement.com	Susan Langdon	16	1998	Wealth management for affluent individuals & families. Investment consulting for endowments, foundations & corporations. Corporate service areas include retirement plans, cash mgmt, reserve assets & fiduciary oversight.
Axiom Wealth Strategies, LLC 243 SW Scalehouse Loop, Ste. 5B Bend, OR 97702	541-389-7777	541-508-5400	www.axiomwealthstrategies.com Neal@axiomwealthstrategies.com	Neal Richards	3	2021	Financial planning, asset management, wealth management.
Becker Capital Management, Inc. 1051 NW Bond St., Suite 200 Bend, Or 97703	541-410-3778	503-223-3624	www.beckercap.com sgueck@beckercap.com	Sharon Gueck	2	2021	Boutique firm providing a range of investment management services for high net worth individuals, families, nonprofit organizations & institutions. 2Boutique firm providing a range of investment management services for high net worth individuals, families, nonprofit organizations & institutions more.
Bend Wealth Advisors 523 NW Colorado Ave., Ste. 100 Bend, OR 97703	541-306-4324	541-588-5609	www.bendwealth.com stu@bendwealth.com	Stu Malakoff	8	2020	Retirement guidance, divorce planning, investment management, generational succession planning, business planning, strategic tax planning, insurance & risk management & more.
Black Diamond Financial, LLC 855 SW Yates Dr., Ste. 101 Bend, OR 97702	541-647-8718	N/A	www.blackdfinancial.com paul@blackdfinancial.com	Paul Svendsen	16	2008	Financial planning, estate planning & investments.
Buckingham Strategic Wealth 1777 SW Chandler Ave., Ste. 205 Bend, OR 97702	541-317-1617	866-371-7889	www.buckinghamadvisor.com/locations/bend alafferriere@buckinghamgroup.com	Ann LaFerriere, Lex Grecu	4	2002	Fee-only fiduciary: investment management & retirement planning.
Capstone Wealth Management Group, LLC 404 SW Columbia St., Ste. 230 Bend, OR 97702	541-330-0266	541-330-0254	www.capstonewmg.com mike@capstonewmg.com	Michael Conrads	5	2003	Registered investment advisor. Independent, fee-based, customized portfolio management, wealth management & tax, financial & estate planning strategies.
Cascade Financial Strategies 243 Scalehouse Ip., Ste. 1A Bend, OR 97702	541-678-5475	541-678-5476	www.cascadefs.com jack@cascadefs.com	Jack Schniepp, Marc Eppinger	2	2013	Fee-only investment management, comprehensive financial planning, socially responsible ESG investing, risk management, savings maximization & preservation.
Central Financial Services Bend, OR 97701	541-382-6400	541-388-0205	insurebend.com henrik@insurebend.com	Henrik Jahn	7	1986	Medicare, long-term care, disability, life insurance.
Charles Schwab & Co., Inc. 777 NW Wall St., Ste. 201 Bend, OR 97701	541-318-1794	541-318-1841	www.schwab.com luiz.soutomaior@schwab.com	Luiz Soutomaior	2	1999	Full-service brokerage from non-commissioned brokers, financial, estate, college & retirement planning.
Country Financial 8283 11th St., Ste. 4 Terrebonne, OR 97760	541-923-7105	541-548-1466	www.countryfinancial.com/ray.austin ray.austin@countryfinancial.com	Ray Austin	34	1925	All lines.

Continued on Page 20 ▶

Find your community!

Learn more about the City Club of Central Oregon

SCAN ME

Fostering an informed community through dialogue and education that enhances responsible civic engagement.

cityclubco.org

NOT ON THE LIST?

Central Oregon's Most Effective B2B Marketing Tool

GET ON IT!

ads@cascadebusnews.com | 541-388-5665

Generational Wealth

What Is It & How Can You Create It?

by **BRETT FERGUSON, APMA, Financial Advisor** & **RENATA GARBOWSKI, APMA, Financial Advisor** — AGP Wealth Advisors

In a recent survey from Ameriprise Financial, more than three out of four Americans (78%) said they have taken at least one step to build generational wealth¹. But what exactly constitutes “generational wealth” — and how can you achieve it?

The most common answer (44%), according to survey respondents, is wealth in excess of \$500,000 that’s passed down to loved ones. Depending on your financial situation, half a million dollars may or may not sound like a lot of money. But one thing is clear: no matter how much you intend to one day bestow upon your family and friends, it helps to have a plan.

If you, like the majority of survey respondents (68%), say passing generational wealth onto your heirs is important to you, here are some things to keep in mind:

STRATEGIES FOR GROWING GENERATIONAL WEALTH

1. Be a strategic saver. Rather than leaving wealth accumulation to chance, strategic savers set goals and work to actively increase their savings. They make regular contributions to savings accounts. Active saving curbs spending and influences earning behavior. They may defer purchases, work longer, pursue higher-paying employment, or make other choices (and sacrifices) to ensure their savings goals are met.

2. Invest in stocks. Investors who are serious about income growth utilize the stock market. Most experts recommend a buy-and-hold approach to optimize earnings over time. A risk-adjusted, diversified, and balanced portfolio can help investors meet their investment goals.

3. Invest in real estate. Historically, property values have increased over time, making homeownership a leading method of wealth accumulation. Investors may also diversify their portfolios with Real Estate Investment Trusts (REITs) and other purchases of property.

4. Pass along financial wisdom. Financial values are another important asset to pass along to heirs. Many families find it beneficial to discuss their financial decisions with their adult children and stepchildren. Clear communication can help establish realistic expectations and avoid surprises and conflicts when it comes time to pass along your assets.



Brett Ferguson



Renata Garbowski

5. Consider “Giving While Living.” Plans for sharing generational wealth can include giving now rather than waiting to hand down assets after death. Beneficiaries are often adult children but can also include charitable organizations. Giving in the present can satisfy the desire to help now and enable you to see the impact of your generosity. That said, it shouldn’t come at the risk of your financial security, so make sure you have the means necessary before writing a check to your favorite cause.

Building generational wealth is a lifelong process. Along the way, an experienced financial advisor can help you develop a financial plan and set achievable goals aligned to your estate planning needs. Your advisor can work with you and your estate planning attorney to ensure your will facilitates your wishes for sharing generational wealth.

¹Ameriprise Money and Family study (Money & Family: A new study on generational wealth)

Brett Ferguson, APMA, Financial Advisor, and Renata Garbowski, APMA, Financial Advisor are a part of AGP Wealth Advisors, a private wealth advisory practice of Ameriprise Financial Services, LLC, in Bend. They specialize in fee-based financial planning and asset management strategies. To contact them, visit our website at agpwealthadvisors.com or call (800) 563-1636.

This information is being provided only as a general source of information and is not intended to be used as a primary basis for investment decisions, nor should it be construed as advice designed to meet the particular needs of an individual investor.

Investment advisory products and services are made available through Ameriprise Financial Services, LLC, a registered investment adviser.

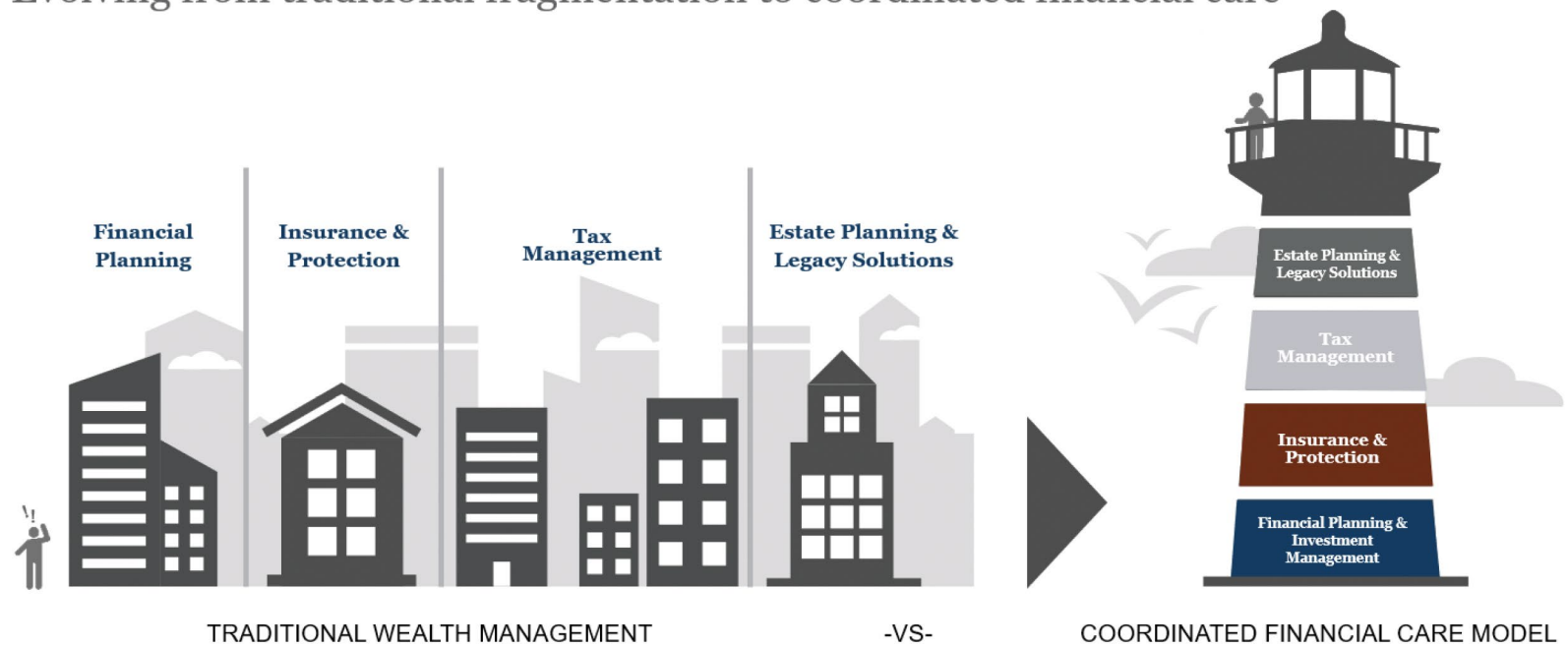
Investment products are not insured by the FDIC, NCUA or any federal agency, are not deposits or obligations of, or guaranteed by any financial institution, and involve investment risks including possible loss of principal and fluctuation in value.

Ameriprise Financial Services, LLC. Member FINRA and SIPC.

© 2023 Ameriprise Financial, Inc. All rights reserved.

Our Coordinated Financial Care services model:

Evolving from traditional fragmentation to coordinated financial care



Tax, Finance and Legal — Partnered Together
capstonecpas.com - agpwealthadvisors.com - elegacylaw.com

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



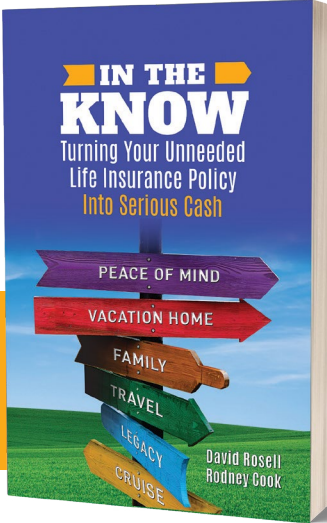
Financial & Investment Advisors *(Listed Alphabetically)*

▶ CONTINUED FROM PAGE 18

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Edward Jones & Co. 701 NW Arizona Ave., Ste. 210 Bend, OR 97702	541-617-8861	877-843-3790	www.edwardjones.com austin.ouderkirk@edwardjones.com	Austin Ouderkirk	2	1968	Financial Planning, asset mgmt. & investment advisory services. Stocks, bonds, mutual funds, cd's, government & tax exempt municipal services: variable annuities, life insurance, long term care insurance, estate, retirement planning & retirement savings. Business financial services including cash mgmt. Lines of credit & succession planning.
Edward Jones Investments 320 SW Upper Terrace Dr., Ste. 103 Bend, OR 97702	541-330-4096	877-566-9510	www.edwardjones.com mark.schang@edwardjones.com	Mark Schang	3	2002	Asset management & investment advisory services. Stocks, bonds, mutual funds, CD's, government & tax exempt municipal services: variable annuities, life insurance, long term care, estate, retirement planning & retirement savings. Business financial services including cash mgmt. lines of credit & succession planning. Business IRAs including sep, simple & 401K.
Edward Jones Investments 8222 N Hwy. 97, Ste. 103 PO Box 174 Terrebonne, OR 97760	541-504-7817	855-379-0714	www.edwardjones.com hadi.sale@edwardjones.com	Hadi Sale	2	1968	Financial planning, asset mgmt. & investment advisory services. Stocks, bonds, mutual funds, cd's, government & tax exempt municipal services: variable annuities, life insurance, long term care, estate, retirement planning, retirement savings & more.
Edward Jones Investments 1705 SW Highland Ave. Redmond, OR 97756	541-923-5135	866-462-7274	www.edwardjones.com jeanie.eberle@edwardjones.com	Jeanie Eberle	2	2002	Asset management & investment advisory services. Stocks, bonds, mutual funds, cd's, government & tax exempt municipal services: variable annuities, life insurance, long term care, mortgage financing, estate, retirement planning, retirement savings & more.
Edward Jones Investments 1020 SW Indian Ave., Ste. 103 Redmond, OR 97756	541-923-8848	888-239-6409	www.edwardjones.com/ michael-bishop michael.bishop@edwardjones.com	Michael Bishop	3	2013	Financial planning, asset mgmt. & investment advisory services. Stocks, bonds, mutual funds, cd's, government & tax exempt municipal services: variable annuities, life insurance, long term care, estate, retirement planning, retirement savings & more.
Elevation Capital Strategies 775 SW Bonnett Way, Ste. 220 Bend, OR 97702	541-728-0321	N/A	elevationcapitalstrategies.com info@elevationcapitalstrategies.com	Ryan Sanford	10	2009	Offers comprehensive wealth management with a focus on preservation, appreciation & income generating solutions.
First Interstate Bank Wealth Management 1070 NW Bond St. Bend, OR 97703	541-617-6883	N/A	www.firstinterstatebank.com	Customer Service	2	1977	Full service trust, investment management, financial & retirement planning.
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	Brian Newton, Evan Dickens	13	1946	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.
LPL Financial Member FINRA/SIPC 50 SW Bond St., Ste 101 Bend, OR 97702	541-382-9212	541-610-1880	www.josephferrinlpl.com joseph.ferrin@lpl.com	Joseph Ferrin	3	1994	Full service private money management.
Mackeson Advisory 777 SW Mill View Way, Ste. 200 Bend, OR 97702	541-323-6300	541-323-6301	www.mackesonadvisory.com eric@mackesonadvisory.com	Eric Maki, Tyler Mackeson	4	2015	Investment strategy & financial planning.

Continued on Page 22 ▶

DID YOU KNOW ABOUT 90% OF LIFE INSURANCE POLICIES NEVER PAY A DEATH BENEFIT*?




"A concise, entertaining, and informative read on how you might be able to unlock the hidden value of life insurance you may no longer want or need."
—CALEB J. CALLAHAN, CFP
President of Valmark Financial Group


Get your copy at **amazon**
or at David@RosellWealthManagement.com

Securities offered through ValMark Securities, Inc. Member FINRA, SIPC. 130 Springside Drive, Suite 300, Akron, OH 44333 800.765.5201 Investment Advisory Services offered through ValMark Advisers, Inc., a SEC-registered investment advisor. Rosell Wealth Management is a separate entity from ValMark Securities, Inc. and ValMark Advisers, Inc.
*National Institutes of Health

NIGHTLY BUSINESS PATROLS

30 YEARS





Security PROS
INCORPORATED
Certified Security Professionals

1994 Celebrating 30 Years 2024

541-330-0404

securityprosbend.com

Not listed?

Call 541-388-5665

& get your
company on
a list!

Helping clients thrive and communities prosper | Proud to support the following causes:

- | | | | | |
|---|--|---|--|--|
| 4-H Deschutes County
American Heart Association
Bend Heroes Foundation
Bethlehem Inn
Boys & Girls Clubs of Central Oregon
Cascades Academy | Central Oregon Veterans Outreach
Central Oregon Veterans Village
Central Oregon Shriners Club
Classroom Law Project | Deschutes Children's Foundation
Deschutes River Conservancy
Forests Forever, Inc.
The Giving Plate
Humane Society of Central Oregon | It Gets Better Project
Oregon Cultural Trust
Oregon Public Broadcasting
Oregon Supported Living Program
PATH International | Shepherd's House
Special Olympics of Oregon
Susan G. Komen for the Cure
United Way of Central Oregon
Youth Music Project |
|---|--|---|--|--|



RBC Wealth Management – Bend | 2220 N.W. Labiche Lane, Suite 210, Bend, OR 97703 | (541) 385-5026

RBC Wealth Management, a division of RBC Capital Markets, LLC, registered investment adviser and Member NYSE/FINRA/SIPC.
23-BN-03439 (12/23)

Accelerate Your Leadership

by **MICHAEL SIPE, President — CrossPointe, Inc.**

If you are a leader, you're well-aware of the need to continually grow and build your leadership skills. The marketplace is in constant change. Shifting employee demographics demand fresh leadership perspectives. A steady stream of new government regulations, a troubled economy, political uncertainty... the list goes on and on. And it requires all of us as leaders to unrelentingly sharpen our abilities.



However, unless networking contacts are actively converted into more advanced forms of leadership conversation, they prove to be simply an in-person form of connecting. There's nothing wrong with networking. It can serve a purpose, but except for the relatively few of us who are "networking masters," attending endless events simply to "network," quickly grows tiring and unproductive.

But how do you do it? You can read leadership books and articles. You can listen to podcasts. You can attend workshops and seminars. You can watch TED Talks and YouTube videos. All those resources have their place and can be valuable. However, after 50 years in leadership roles, what I have found to be indispensable for leadership growth is to be in regular conversation with other excellent business leaders, sharing ideas, exchanging best practices and innovating together. However, not all leadership conversations are created equal.

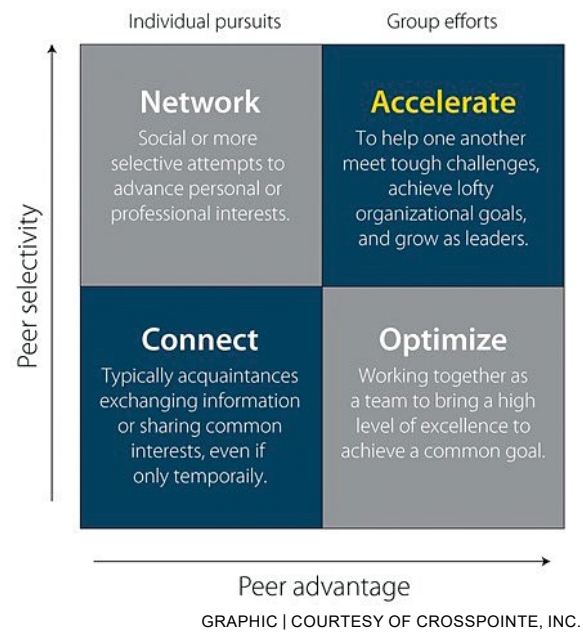
In their book *The Power of Peers*, Leon Shapiro and Leo Bottary make distinctions essential to leadership growth, from which the diagram associated with this article is drawn. Leaders typically interact with one another in four ways:

1. Connecting. Leaders stay loosely connected with one another these days primarily through social media, especially using LinkedIn. The key word here is "loosely." Social media connections (when followed) produce awareness and some exchange of information and sharing of common interests, even if only temporarily. This connection is valuable to leaders, but does not truly build leadership proficiency or capacity.

2. Networking. Networking, most commonly and most effectively done in person, provides a space for advancing personal or professional interests.

3. Optimizing. Leaders who come together to achieve a common goal are in pursuit of optimal outcomes, typically on a project basis. Leadership teams within an organization work together to achieve specific objectives. We also see this happening with productive non-profit boards, for example, perhaps for an annual fundraising campaign, or in the selection process for a new executive director. Another example is the way leaders who participate in service clubs like Rotary come together to produce a high impact event, like the annual Great Drake Park Duck Race. Although this might seem like just a simple fun opportunity to watch some plastic ducks frolic on the Deschutes River, the Duck Race is amazingly complex to execute, requiring the coordinated efforts of hundreds of highly skilled and motivated Rotarians. The outcome? A fun time... and millions of dollars raised for local nonprofits.

4. Accelerating. While all the above ways for leaders to interact are valuable, they don't directly address the need for each of us to accelerate our individual leadership capacity on a long-term, ongoing basis. The most effective way to produce accelerated leadership growth is for leaders to participate in confidential, noncompeting peer groups with other high-performing leaders. One example of this is participation in Vistage International, (Vistage.com) the largest private advisory program for CEOs in the world. Over



64-years old, Vistage has approximately 45,000 members worldwide. I've been associated with Vistage for over 30 years, as a member, speaker, consultant and as a mergers and acquisitions advisor to many Vistage member companies. As a mergers and acquisitions advisor, what I have consistently experienced is that when comparing a Vistage member company to a seemingly similar non-member company, the Vistage company always runs more efficiently, the company culture is healthier, the CEO's life is more balanced (and more fun), the company is more profitable and more valuable. When the time comes to sell, the Vistage company is worth more... typically a lot more. The business is more marketable, more transferrable and operates more successfully post-closing, continuing the founder's legacy. In short, through

Continued on Page 25 ▶



WE'RE AS VERSATILE AS A –
WELL, YOU KNOW.



523 N.W. Colorado Ave. | Suite 100
 Bend, OR 97703 | 541.306.4324
 bendwealth.com

While our name says "wealth advisors," we also advise on a lot of important matters, such as retirement guidance, business planning, college funding and insurance planning. Best of all, you can get any advice you need a la carte. To get started, simply email info@bendwealth.com.

Insurance products offered through Raymond James Insurance Group, an affiliate of Raymond James & Associates, Inc. and Raymond James Financial Services, Inc. © 2023 Securities offered through Raymond James Financial Services, Inc., member FINRA/SIPC. Investment advisory services offered through Raymond James Financial Services Advisors, Inc. Bend Wealth Advisors is not a registered broker/dealer and is independent of Raymond James Financial Services. 23-BRAGN24-0010 TA 9/23

Financial & Investment Advisors *(Listed Alphabetically)*

▶ CONTINUED FROM PAGE 20

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Mainspring Wealth Advisors LLC. 25 NW Irving Ave. Bend, OR 97703	541-330-7590	541-749-2729	www.mainspringwa.com amber@mainspringwa.com	Kristin Artman, Amber Billeter	2	2007	Financial planning, retirement planning, investment management, risk management.
Merit Wealth Management, LLC 61239 Tetherow Dr., Ste. 209 Bend, OR 97702	888-516-3748	541-550-2223	www.meritwealth.com jeff@meritwealth.com	Jeff Griswold	5	2008	Fee-only investment advise & portfolio management, comprehensive financial planning, access to DFA funds & other no-load & low-cost institutional grade investments & more.
Mid Oregon Wealth Management 1386 NE Cushing Dr., Ste. 200 Bend, OR 97701	541-322-5745	N/A	www.midoregon.com m.cabanilla@lpl.com	Marc Cabanilla	2	2002	Wealth management.
Northwest Quadrant Wealth Management 63088 NE 18th, Ste. 190 Bend, OR 97701	541-388-9888	541-388-3492	www.northwestquadrantwealth.com troy@northwestquadrantwealth.com	Tyler Simones, Troy Reinhart	9	1981	Fee based wealth management, financial planning, estate planning, retirement & charitable planning.
Northwestern Mutual 225 SW Scalehouse Ln., Ste. 102 Bend, OR 97702	541-389-7878	541-383-3846	www.northwesternmutual.com	Customer Service	4	1975	Insurance planning, investment products & services, retirement planning, education funding, estate & business planning, long-term care, disability insurance.
Northwind Financial LLC 2445 NE Division, Ste. 204 Bend, OR 97703	541-318-7871	888-320-7095	www.northwindfinancial.net BJ@northwindfinancial.net	B.J. Boeck	3	1985	Customized wealth management.
Ocean's Edge 334 NE Irving Ave., Ste. 102 Bend, OR 97701	541-382-1456	541-382-2172	www.oceansedge.com Abbie@OceansEdge.com	Edward Guest, Duane J. Silbernagel, Abbie Summers	4	1984	Fee-based financial planning, retirement & estate planning, wide variety of mutual funds, annuities, life insurance, money market accounts.
Paltzer Wealth Management 404 SW Columbia St., Ste. 130 Bend, OR 97702	541-389-3624	541-389-3579	www.jakepaltzer.com jake@jakepaltzer.com	Jake Paltzer	2	2009	Comprehensive wealth management & investment advisory for successful individuals & families.
RBC Wealth Management 2220 NW Labiche Lane, Bend, OR 97703	800-678-5026	N/A	www.rbcwealthmanagement.com cal.blethen@rbc.com	Cal Blethen	23	1909	Financial planning, asset mgmt. & investment advisory services, stocks, bonds, mutual funds, CDs, government & tax exempt municipal services: variable annuities, life insurance, long term care, estate & more.
Rosell Wealth Management 550 NW Franklin Ave., Ste. 368 Bend, OR 97703	541-385-8831	N/A	www.rosellwealthmanagment.com david@rosellwealthmanagement.com	David Rosell	5	2001	We have a unique planning process, THE RETIREMENT ADVANTAGE, to help our clients achieve three critical things: 1. Enjoy retirement 2. Mitigate taxes 3. Create a Legacy.
Seglund Financial Group 750 NW Charbonneau Ste. 108 Bend, OR 97703	541-647-8157	N/A	www.paulseglund.com paul@seglund.com	Paul Seglund	2	2007	Services include: independent investment advisory & financial planning. Business retirement & benefit plans. Business exit planning strategies & asset protection analysis.
Sherpa Wealth Strategies LLC 444 NE Norton Ave., Ste. 101 Bend, OR 97701	541-633-7728	541-633-7759	www.sherpawealthstrategies.com brian@sherpawealthstrategies.com	Brian K. Stallcop	5	2011	Business exit planning, investment advisory, financial planning, insurance.
Sundowner Capital Management, LLC 725 NW Broadway St. Bend, OR 97703	541-389-3311	541-389-3322	www.sundownercapital.com doug@sundownercapital.com	Douglas Downer	3	2000	Portfolio management for affluent investors.
The Bahnsen Group 5 NW Minnesota Ave., Ste. 220 Bend, OR 97703	541-604-8603	N/A	thebahnsengroup.com pnwoffice@thebahnsengroup.com	John Swanson	4	2014	Asset management, financial planning, wealth management.
The Pacific Wealth Group at UBS Financial Services Inc. 600 SW Columbia, Ste. 6200 Bend, OR 97702	503-225-9225	855-333-1711	www.ubs.com/team/pacificwealthgrou jim.mead@ubs.com	Jim Mead	16	1997	Our team has extensive experience in guiding prominent business owners up to, through & long after the sale of their business.
U.S. Bank 1025 NW Bond St. Bend, OR 97703	541-388-8742	541-388-8726	www.usbank.com james.boss@usbank.com	James Boss	4	1891	Securities & insurance products, stocks, bonds, mutual funds, fixed & variable annuities, employer sponsored retirement plans, wealth management/fee based & more.
U.S. Bank Private Wealth Management 86 SW Century Dr. Bend, OR 97702	541-633-1205	541-388-8704	www.usbank.com/wealth-management charles.yeaman@usbank.com	Chuck Yeaman, Cody Michael	6	1891	High net worth wealth management banking services including personal & business lending. Retirement & financial planning & more.
United Financial Northwest 424 NE Kearney Ave. Bend, OR 97701	541-516-0923	541-919-0141	www.unitedfinancialnw.com ed@unitedfinancialnw.com	Ed Wettig	4	2022	Investment management, IRA Rollovers, comprehensive financial planning, retirement income strategies, insurance & annuities.
Wells Fargo Advisors 320 SW Upper Terrace Dr., Ste. 200 Bend, OR 97702	541-388-1221	541-388-4274	www.wellsfargo.com	Customer Service	14	1986	Full-service brokerage firm.
Wells Fargo Wealth Management 650 SW Bond St., Ste. 200 Bend, OR 97702	971-978-4700	541-633-1921	www.wellsfargo.com	Customer Service	24	1852	Full service & online brokerage, wealth planning, equity research, portfolio mgmt., investment consulting, personal trust, private banking & more.
Wychick Investment Advisors Inc. 70 SW Century Dr., Ste. 100-448 Bend, OR 97702	866-992-4425	N/A	www.wychick.com gparker@wychick.com	Glenn Parker, Stein Swenson	2	2005	Investment advisory services, retirement planning, financial planning, trust administration.

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.



Marc Cabanilla
LPL Financial Advisor

m.cabanilla@lpl.com
(541) 322-5745
1386 NE Cushing Drive
Bend, OR 97701

Your financial professional located at your credit union

By working together, we can devise strategies for achieving your financial goals:

- Retirement Planning
- Estate Planning
- Investment Management
- IRA Distributions



Securities and advisory services are offered through LPL Financial (LPL), a registered investment advisor and broker-dealer (member FINRA/SIPC). Insurance products are offered through LPL or its licensed affiliates. Mid Oregon Credit Union (MOCU) and Mid Oregon Wealth Management Retirement and Investment Planning (MOWM) are not registered as a broker-dealer or investment advisor. Registered representatives of LPL offer products and services using MOWM, and may also be employees of MOCU. These products and services are being offered through LPL or its affiliates, which are separate entities from, and not affiliates of, MOCU and MOWM. Securities and insurance offered through LPL or its affiliates are:

Not Insured by NCUA or Any Other Government Agency	Not Credit Union Guaranteed	Not Credit Union Deposits or Obligations	May Lose Value
--	-----------------------------	--	----------------

Preparing to Sell Your Business

A Strategic Guide

by **BRIAN K. STALLCOP, Certified Financial Planner — Sherpa Wealth Strategies**

Selling a business is a significant decision that requires careful planning to ensure a successful exit. It's not just about securing the best price; it involves considering your personal financial future, planning for life after the sale, and optimizing your business for potential buyers. Here are key steps to help you prepare effectively.



1. Personal Financial and Life Planning

Before selling your business, start with personal financial planning. Consider not just how much you will sell the business for, but also what your life will look like after the sale.

- **Wealth Management:** Work with a Certified Financial Planner to create a plan for managing sale proceeds. This might involve diversifying investments, updating your estate plan, protecting your assets and exploring philanthropic opportunities.
- **Tax Mitigation Strategies:** Plan ahead to reduce the tax impact of the sale. Options like installment sales, charitable planning and reinvesting in Opportunity Zone Funds can help manage tax liabilities.
- **Life After Business:** Many business owners struggle to find a sense of purpose after selling, so it's crucial to have a clear vision for what comes next. Whether it's a new venture, philanthropy, or personal pursuits, planning your next steps will ease the transition.

2. Understand Your Business's Value

Obtaining a professional business valuation well in advance of your planned exit is critical. Knowing your business's current value will help you understand whether the sale proceeds will meet your personal financial needs and allow you to identify ways to increase the sale price.

- **It's a Reality Check:** A business valuation provides a third-party range of value for what your business is worth today, and how it compares with others in your industry.
- **Identify Areas for Improvement:** The valuation process can uncover weaknesses or inefficiencies in your business. Use this information to make strategic improvements to make your business more attractive to buyers.
- **Monitor Market Conditions:** A valuation also allows you to keep track of market trends and can help you time your sale to maximize the sale price.

3. Enhance Your Business Value

To attract the best offers, focus on increasing your business's value well before you put it on the market. Buyers are drawn to companies that demonstrate strong financial health and growth potential.

- **Improve Financial Statements:** Ensure your financial records are transparent and accurate. Address any cash flow issues and eliminate non-essential expenses to boost profitability.
- **Strengthen Management:** Develop a robust management team that can operate independently of you. This reduces perceived risks for buyers.
- **Document Processes:** Create detailed documentation of your business operations, including key customer relationships and day-to-day procedures. This smooths the transition for the new owner and makes your business more attractive.

4. Explore Exit Options

Consider the various exit strategies based on your business structure, market conditions, and personal goals:

- **Third-Party Sale:** Selling to an external buyer is a common option but requires substantial preparation to maximize value.
- **Management Buyout (MBO):** Selling to your management team can ensure continuity and preserve the company's culture.
- **Family Succession:** If you wish to pass your business to the next generation, careful succession planning is essential to address governance, management training, and family dynamics.

Build Your Team

Preparing to sell your business requires careful personal financial planning, business improvements and understanding your exit options. Your team should include a Certified Exit Planning Advisor, a Certified Financial Planner, your banker, a valuation expert, business consultants, a business broker or M&A advisor, and a CPA and attorney who are experienced in buy-sell transactions.

Brian K. Stallcop is the founder of Sherpa Wealth Strategies, LLC, is a Certified Financial Planner and Certified Exit Planning Advisor in Bend. sherpawealthstrategies.com brian@sherpawealthstrategies.com

Visit us at CascadeBusNews.com

THE BEST TIME TO PLAN YOUR EXIT? NOW.

YOU BUILT YOUR BUSINESS WITH CARE. NOW, IT'S TIME TO PLAN YOUR EXIT WITH THE SAME PRECISION.

At Sherpa Wealth Strategies, we understand that selling a business is more than just a transaction. It's about ensuring your financial future, safeguarding your legacy, and preparing for life after the sale.

Start planning 3 to 4 years BEFORE you hope to sell your business. It's never too early plan for a successful exit. Our CERTIFIED FINANCIAL PLANNER™ and Certified Exit Planning Advisor, Brian K. Stallcop, will guide you through every step—from understanding your business's true value to creating a financial strategy that minimizes tax impact and maximizes your return.

We don't just help you sell. We help you thrive beyond the sale.

SHERPA WEALTH STRATEGIES—NAVIGATING YOUR EXIT FOR A PROSPEROUS TOMORROW.



SHERPA
WEALTH STRATEGIES

(541) 633-7728

sherpawealthstrategies.com

444 NE Norton Ave. #101
Bend OR 97701

Advisory Services offered through
Investor's Fiduciary Advisor Network, LLC

Stock Brokerage Firms *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Number of Brokers	Services
D.A. Davidson & Co. 360 SW Bond St., Ste. 300 Bend, OR 97702	541-330-8964	541-330-1293	www.dadavidson.com dpollock@dadco.com	Jacque Burchard, Dave Pollock	11	2000	8	Full service investment firm featuring asset management, financial planning, investment banking, research & public finance.
Edward Jones 247 North Main St. Prineville, OR 97754	541-447-7013	888-805-0812	www.edwardjones.com darrel.wisseman@edwardjones.com	Oliver Wisseman, Darrel Wisseman	4	2002	1	Financial planning, asset mgmt. & investment advisory services. Stocks, bonds, mutual funds, CDs, government & tax exempt municipal services: variable annuities, life insurance, long term care, estate, retirement planning & retirement savings. Business financial services including cash mgmt. lines of credit & succession planning.
Edward Jones Investments 8222 N Hwy. 97, Ste. 103 PO Box 174 Terrebonne, OR 97760	541-504-7817	855-379-0714	www.edwardjones.com hadi.sale@edwardjones.com	Hadi Sale	2	1968	1	See above.
Edward Jones Investments 320 SW Upper Terrace Dr., Ste. 103 Bend, OR 97702	541-330-4096	877-566-9510	www.edwardjones.com mark.schang@edwardjones.com	Mark Schang	2	2002	1	See above.
Edward Jones Investments 16345 Sixth St., Ste. 101 La Pine, OR 97739	541-536-8822	866-462-0145	www.edwardjones.com bob.cox@edwardjones.com	Bob Cox	2	2002	1	See above.
Edward Jones Investments 413 NW Larch Ave., Ste. 203 Redmond, OR 97756	541-548-1300	866-229-7019	www.edwardjones.com annette.vardanega@edwardjones.com	Annette Vardanega	2	2002	1	See above.
Edward Jones Investments 655 SW Greenwood Ave., Ste. 4 Redmond, OR 97756	541-923-7773	800-303-0134	www.edwardjones.com	Dan Young	1	2002	1	See above.
Edward Jones Investments 585 SW Sixth St., Ste. 1 Redmond, OR 97756	541-923-2532	888-516-6327	www.edwardjones.com john.lmeyer@edwardjones.com	John Meyer	2	2002	1	See above.
Edward Jones Investments 1705 SW Highland Ave. Redmond, OR 97756	541-923-5135	866-462-7274	www.edwardjones.com jeanie.eberle@edwardjones.com	Jeanie Eberle	2	2002	1	See above.
Edward Jones Investments 1020 SW Indian Ave., Ste. 103 Redmond, OR 97756	541-923-8848	888-239-6409	www.edwardjones.com/ michael-bishop michael.bishop@edwardjones.com	Michael Bishop	3	2013	1	See above.
Edward Jones Investments 1247 NE Medical Center Dr., Ste. 2 Bend, OR 97701	541-382-0853	888-452-0159	www.edwardjones.com john.morgan@edwardjones.com	John Morgan	2	2002	1	See above.
Edward Jones Investments 334 NE Irving Ave., Ste. 101 Bend, OR 97701	541-389-0100	888-232-0664	www.edwardjones.com danielle.baptist@edwardjones.com	Danielle Baptist	2	1968	1	See above.
Edward Jones Investments 1444 NW College Way, Ste. 2 Bend, OR 97703	541-330-4329	866-411-6564	www.edwardjones.com justin.lappe@edwardjones.com	Justin Lappe	1	2002	1	See above.
Edward Jones Investments 1345 NW Wall St., Ste. 300 Bend, OR 97703	541-389-4363	888-449-5591	www.edwardjones.com kate.gaughan@edwardjones.com	Kate Gaughan	1	2002	1	See above.
Merrill Lynch 755 SW Bonnett Way, Ste. 2200 Bend, OR 97702	541-382-4373	541-326-0291	www.ml.com	Stuart C Malakoff	13	1994	10	See above.
Morgan Stanley 705 SW Bonnett Way, Ste. 1200 Bend, OR 97702	541-389-1282	541-382-7329	www.morganstanley.com william.brewer@morganstanley.com	William Brewer	17	1974	12	Full-service brokerage firm.
RBC Wealth Management 2220 NW Labiche Lane, C Bend, OR 97703	541-385-5026	N/A	www.rbcwealthmanagement.com cal.blethen@rbc.com	Cal Blethen	23	1909	14	Financial planning, asset mgmt. & investment advisory services, stocks, bonds, mutual funds, CDs, government & tax exempt municipal services: variable annuities, life insurance, long term care, estate, retirement planning & retirement savings. Business financial services include cash mgmt. IRA & college planning.
UBS Financial Services Inc. 600 SW Columbia St., Ste. 6200 Bend, OR 97702	541-617-7020	N/A	www.ubs.com cy.aleman@ubs.com	Cy Aleman	9	1998	4	Full-service brokerage firm offering financial planning wealth management, consulting, discretionary & non-discretionary portfolio mngmt, equities, fixed income, cash mngmt, lending, equity research & retirement planning.
Wells Fargo Advisors 320 SW Upper Terrace Dr., Ste. 200 Bend, OR 97702	541-388-1221	541-318-0715	www.wellsfargoadvisors.com	Brad Waterman, Grant Aspell	27	1986	19	Full-service brokerage firm.

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.

Not listed?

Call 541-388-5665 & get your company on a list!

Accelerate Your Leadership
Continued from page 21

participation in Vistage, the business owner has accelerated their leadership capacity exponentially — and VERY profitably. In the Vistage group I facilitate locally, some of the region’s top business leaders meet monthly in private peer-advisory board sessions to innovate their businesses, strategize with each other to seize compelling opportunities, share best business practices, and tackle each other’s most pressing challenges in a confidential, noncompetitive, synergistic environment.

If you have high ambitions for your business and desire to operate with

excellence, consider participating in a quality executive-level peer group, whether with Vistage or in some other format. If you do, you’ll discover the unparalleled power of an exceptional group of peers to help you grow your leadership capacity and accelerate your business. One way to get a small taste of peer-power is to join hundreds of top leaders at the upcoming Excellerate Central Oregon Business Forum, the region’s premier annual business conference on September 27, 2024 at the Riverhouse Convention Center. ExcellerateCentralOregon.com.

Michael Sipe is a mergers and acquisitions advisor and executive coach.

Crosspointecapital.com
10xGroups.com
Vistage.com

Online Book of Lists
Call to Subscribe • 541-388-5665



Michael J Bishop
recognized as a **Forbes Top Next-Gen Wealth Advisor Best-In-State** for three consecutive years.

Serving Central Oregon with distinction.

Let’s talk about your financial goals. Contact me today.

Michael J Bishop, AAMS™
Financial Advisor
1020 Sw Indian Ave Suite 103
Redmond, OR 97756
541-923-8848

2022- 2024 Forbes Top Next-Gen Wealth Advisors Best-in-State for OR, published in August each year, research by SHOOK Research LLC, data as of March of the same year. Compensation provided for using, not obtaining, the rating. The rating is not based on quality of investment advice, investment performance or client feedback.

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



GOOD NEIGHBOR HOWARD FRIEDMAN | PHOTO COURTESY OF NATIONAL ASSOCIATION OF REALTORS

The **National Association of Realtors (NAR)** has selected **Howard Friedman**, a realtor from Bend, among ten finalists for its 2024 Good Neighbor Awards program. This award honors NAR members who make extraordinary differences in their communities through volunteer work by giving time, money, energy and expertise to uplift people. Now in its 25th year, the Good Neighbor Awards have recognized 250 Realtors making an impact in 43 states, Puerto Rico and 17 countries worldwide.

Friedman, a former board president of the Bethlehem Inn homeless shelter, has leveraged his real estate expertise to help the nonprofit purchase and renovate properties, boosting resident capacity by 30%. A chef and former restaurant owner, Friedman has also dedicated nearly two decades to preparing meals for shelter residents.

Five winners will each receive a \$10,000 grant and national media exposure for their charity, including a feature in the fall issue of *REALTOR Magazine*. The winners will also be honored in November during NAR NXT, The REALTOR Experience in Boston. Five honorable mentions will receive \$2,500 grants.

Starting now, the public can vote for their favorite Good Neighbor finalists. The top three vote-getters will be recognized as Web Choice Favorites, with the winner taking home \$2,500, and the second- and third-place finishers each receiving \$1,250, funded by Realtor.com. People may cast their vote at realtor.com/goodneighbor between September 4 and October 2. Both the winners, as determined by judges, and the Web Choice Favorites, determined by online voting, will be announced on October 7.

Nominees were judged on their personal contributions of time as well as financial and material resources to benefit their causes. NAR's Good Neighbor Awards are supported by primary sponsor Realtor.com.

Cayuse Holdings, a tribally owned enterprise of the **Confederated Tribes of the Umatilla Indian Reservation (CTUIR)**, announced that **Randall (Randy) Willis** has officially taken over as chief executive officer effective May 17, 2024. Willis brings more than 40 years of global business leadership and consulting experience, having driven transformational programs for clients across North America, South America, and Europe. His career is marked by significant contributions to business and technology solutions, particularly in large-scale professional services, consulting and systems integration projects for commercial and government clientele worldwide.

Prior to his new role, Willis served as the executive managing director of Cayuse Government Operations business unit for six years, where his leadership was instrumental in the unit's rapid growth, rising from less than \$1m per year in 2019 to over \$100m in 2024. Willis is also the founder of Cayuse Technologies, LLC, and Indigena Solutions, LLP, a First Nations technology delivery center in British Columbia, Canada. An innovator and member of the Oglala Lakota (Sioux) nation, Willis is credited with developing the concept of near-shore indigenous technology delivery centers. Throughout his career, he has demonstrated a deep commitment to diversity and inclusion, and economic development in tribal communities. Willis founded the Accenture American Indian Scholarship Program, served as executive sponsor for Accenture's American Indian diversity group for nearly two decades, and was a member of the Board of Trustees of the Smithsonian's National Museum of the American Indian for six years, including three years as Chairman.

In conjunction with Willis' appointment as CEO, Cayuse Holdings is proud to announce that **Jonas Moses-Conner** has been named the new executive managing director of Cayuse Government Operations. Moses-Conner, who also remains managing director of Cayuse Technologies, will be responsible for overseeing the strategic direction and operations of the government services business unit. His leadership and vision will be key as Cayuse continues to expand its footprint and deliver innovative solutions to government clients. Moses-Conner brings a wealth of experience in business development and operations management from Accenture, and having previously served in various leadership roles within Cayuse where he successfully drove growth and operational excellence. He holds a Bachelor's degree from the University of Oregon and an MBA from Gonzaga University. Moses-Conner is a tribal member of the Confederated Tribes of the Umatilla Indian Reservation.

Merrill O'Sullivan Stewart (formerly Merrill O'Sullivan, LLP), has moved office locations, remaining in the heart of historic Bend.

The firm, established in 1974, enters its 50th year, and is now headquartered at 354 SW Upper Terrace Drive, Suite 101. The move marks an exciting update for Partner **Alan Stewart**, Associate **Kate Burns** and Of Counsel attorney, **Terrence O'Sullivan**, to continue serving and supporting their clients. Centrally located just above Old Mill, the new location brings a modern feel to such a long-standing and historic firm. The relocation underscores Merrill O'Sullivan Stewarts' commitment to growth and innovation, aligning with the firm's mission to deliver top-tier legal services throughout Oregon.



Alan Stewart

High Desert Museum's High Desert Rendezvous Sets New Fundraising Record

by **HEIDI HAGEMEIER, Director of Communications & Visitor Experience — High Desert Museum**

The 35th annual High Desert Rendezvous — one of Central Oregon's longest-running charitable events — set a new fundraising record this year, grossing more than \$630,000 to support the programs and exhibitions of the High Desert Museum.

The record was set with help from the 2024 High Desert Rendezvous Honoree, The Bend Foundation. Founded in 1947 by Brooks Scanlon, Brooks Resources and its shareholders, The Bend Foundation has continuously invested in the health and vitality of Central Oregon. And The Bend Foundation has championed the Museum and the educational opportunities it brings to the region, from the initial idea for a museum to its grand opening in 1982 to today.

The Bend Foundation's community support focuses on adding to the legacy of providing public art in Bend, promoting cultural, educational and intellectual enrichment programs, and enhancing or preserving our physical environment.

"It is our pleasure to continue to support nonprofit and public organizations that work to enhance the cultural and intellectual experiences in our community," said Romy Mortensen, Bend Foundation Trustee. "The High Desert Museum is a shining example of one of these organizations that is consistently providing opportunities for growth, discovery and enlightenment and we are proud to support it."

"We are extraordinarily grateful to the generosity of Rendezvous attendees and this community in supporting the work of the Museum," said Museum Executive Director Dana Whitelaw, Ph.D. "The Bend Foundation in particular has provided continued leadership and commitment to the Museum throughout its 42 years, which is all the more vital as we consider what the next four decades will look like."

The High Desert Rendezvous took place on Saturday, August 24 at the Museum. Funds from Rendezvous support the Museum's exhibitions, wildlife encounters and educational programs that inspire wonder and learning about the High Desert region. The Museum every year opens up to nine new temporary exhibitions, cares for more than 120 animals and welcomes thousands of school children for field trips. In the 2023-24 fiscal year, nearly 225,000 people visited the Museum.

The 2024 High Desert Rendezvous was presented by Bonta Gelato and Ferguson Wellman Wealth Management with support from First Interstate Bank.

About The Bend Foundation:

Established and funded by Brooks Scanlon, Brooks Resources and its shareholders, The Bend Foundation was originally formed in 1947 as a resource for injured loggers



MICHAEL P. HOLLERN, A TRUSTEE OF THE BEND FOUNDATION, SPEAKS AT THE 2024 HIGH DESERT RENDEZVOUS WHILE HIGH DESERT MUSEUM EXECUTIVE DIRECTOR DANA WHITELAW LOOKS ON. THE BEND FOUNDATION IS A LONGTIME MUSEUM SUPPORTER AND SERVED AS THIS YEAR'S RENDEZVOUS HONOREE | PHOTO BY BILL JORGENSEN

and mill workers, and to provide scholarships for industry workers. With its mission having evolved to assist in enriching the lives of the residents of Bend, Oregon, its key focus is to contribute to nonprofit and public organizations that add to the legacy of providing public art in Bend, promote cultural, educational and intellectual enrichment programs that benefit the community, and enhance or preserve our physical environment.

About The High Desert Museum:

The High Desert Museum opened in Bend, Oregon in 1982. It brings together wildlife, cultures, art, history and the natural world to convey the wonder of North America's High Desert. The Museum is a 501(c)3 nonprofit organization accredited by the American Alliance of Museums, is a Smithsonian Affiliate, was the 2019 recipient of the Western Museums Association's Charles Redd Award for Exhibition Excellence and was a 2021 recipient of the National Medal for Museum and Library Service.

highdesertmuseum.org • [Facebook](https://www.facebook.com/highdesertmuseum) • [Instagram](https://www.instagram.com/highdesertmuseum) • bendfoundation.org

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

Meet the 2024 BVC Semifinalist Companies

provided by EDCO

Hundreds of entrepreneurs, investors, business leaders, and students will soon descend on Bend, Oregon for the largest angel investment conference in the Pacific Northwest. After hours of reviewing applications and meeting with companies, BVC investors and partners have identified the most well-positioned startups to compete in each of BVC's three competition tracks: Early Stage, Growth Stage and New Economy.

BVC has served as a catalyst to mobilize capital for participating companies, with investments and awards to finalists totaling more than \$14 million over the past 21 years. Tickets are on sale now and attendees who register before Monday, September 30 will receive ten percent off their order.

EARLY STAGE SEMIFINALISTS

Economic Development for Central Oregon (EDCO) announced the ten semifinalist companies advancing in the Early Stage competition for the 21st Annual Bend Venture Conference (BVC), which will take place at the Tower Theatre in Bend on Thursday, October 17-Friday, October 18, 2024.

In the next round of competition, the following Early Stage semifinalists will pitch against each other at the September 26 Central Oregon PubTalk: Road to BVC. This high-energy entrepreneurial event showcases the semifinalists as they deliver fast-paced, three-minute pitches to a live crowd. The audience, along with an expert panel of judges, will vote to decide which companies advance to present at BVC next month. In addition to influencing which companies advance to the BVC stage, the audience vote will determine which Early Stage company receives a \$3,000 cash award, courtesy of Washington Trust Bank.

Speaking on behalf of EDCO, Venture Catalyst Brian Vierra said, "Congratulations to all of the semifinalists in this year's Early Stage track for the Bend Venture Conference. We were thrilled to see such an extremely talented group of entrepreneurs apply, each showcasing innovative ideas and tremendous potential. Central Oregon PubTalk and the Bend Venture Conference serve to highlight new, emerging startups and provide opportunities for local investors and business leaders to engage with and witness the latest industry innovations firsthand."

In alphabetical order, the BVC Early Stage semifinalists that will compete at the September 26 Central Oregon PubTalk are:

Dayo (Portland, Oregon) — A free and frictionless app that rewards users for curbing their social media use.

Ecobadlandsz, Inc. dba Ranger EV (Portland, Oregon) — A scalable software solution that allows vacation rental hosts to sell energy to guests with electric vehicles.

Fordje (Portland, Oregon) — An AI software platform to help construction developers and cities clarify city codes, allowing both markets to build faster the first time.

Howl at the Spoon (Beaverton, Oregon) — Portable, flavor-packed, single-serve artisan sauces for every meal.

HumanKind Homes (Portland, Oregon) — Develops, builds and sells healthy and sustainable homes priced to be affordable to those making 80-120% Area Median Income (AMI).

Kickplan, Inc. (Portland, Oregon) — A comprehensive SaaS solution that provides developer-friendly infrastructure for billing, pricing, feature access control, and metric instrumentation and an intuitive web console for management.

Mesh (Bend, Oregon) — An iOS fitness, health and wellness application that increases personal accountability, improves mental health and brings community together through activity.

Offer Haus (Eugene, Oregon) — A simplified online platform that allows buyers to purchase a home without a realtor.

Prophetic (Portland, Oregon) — A SaaS platform that finds and analyzes real estate development opportunities in seconds, not hours.

Rose City Robotics (Portland, Oregon) — Autonomous robotic disassembly that enables direct recycling of lithium-ion EV batteries.

Central Oregon PubTalk on September 26 will feature these Early Stage semifinalists pitching on the outdoor "Drink up Dream on" stage at Worthy Brewing in Bend.

PubTalk Agenda

4:30-5pm: networking, drinks and appetizers, 5-7:30pm: Early Stage company pitches, audience vote and winner announcement.

PubTalk Cost and Registration

Register through Eventbrite here.

Ticket price is \$32 for EDCO Members (become an EDCO member here); \$48 for Non-Members. Attendance includes appetizers and a beverage (beer, wine or non-alcoholic options available).

GROWTH STAGE SEMIFINALISTS

As Central Oregon's flagship entrepreneurship event, BVC creates an opportunity to connect investors and industry leaders with startups looking to scale. Each year, a new BVC Growth Fund is raised to invest in the most promising growth stage companies that compete in the annual conference. Since applications closed on August 9, investors and partners have evaluated each company to identify the most well-positioned startups to compete in each of BVC's three tracks.

"The investors in the Bend Venture Conference Fund are passionate about supporting the growth of the Central Oregon startup ecosystem and bring a wealth of professional experience to evaluating the merits of new innovations," Vierra explained. "We're excited to see the growth potential represented in this year's semifinalist companies, and we look forward to the impact they will have."

In alphabetical order, the semifinalists are:

Beginly Health (Portland, Oregon) — An AI curated job matching platform for healthcare professionals.

Canopii Inc. (Silverton, Oregon) — A technology company building robotic greenhouse farms to make local food production more viable.

Green Canopy NODE (Seattle, Washington) — A company that addresses the complex challenges of affordable housing through configurable, prefabricated kits for residential housing.

Health Elements AI (Bend, Oregon) — A technology platform that leverages AI to streamline health data abstraction.

ProMedix Inc. (Portland, Oregon) — A revolutionary, noninvasive wearable sensor for accelerating sepsis detection at the patient bedside.

Square Baby (Bend, Oregon) — Dietician-designed, Organic baby and toddler meals customized to age, stage and dietary needs including allergen introduction, vegan and animal proteins.

Stiira (Portland, Oregon) — A specialized SaaS solution designed to help organizations effectively manage the complexities of government-regulated leaves of absence.

Trace Biosciences (Portland, Oregon) — A biotech startup creating agents for surgery that highlight nerves in real time to eliminate surgical nerve damage.

The Bend Venture Conference is the longest standing and largest angel investment conference in the Pacific Northwest. BVC has served as a catalyst to mobilize capital for participating companies and since its inception, investments and awards to participating startups have totaled over \$14 million.

Bend Venture Conference cannot guarantee that investments will be made in any specific amount because the final amounts to be awarded are dependent on investment commitments received from third-party investors and the ability of the winning companies and the investors to agree on the terms and conditions of the investment.

NEW ECONOMY SEMIFINALISTS

This year's conference continues BVC's legacy as the largest and longest standing angel investment event in the Pacific Northwest, driving innovation and entrepreneurship in Central Oregon and beyond. Throughout the two-day event, startup companies from around the country will take the Tower Theatre stage to pitch their businesses to BVC's community of investors. Through a new partnership with The BFM Fund, the New Economy Track provides a platform for startups who provide significant economic and social returns aligned with the principles of the Solidarity Economy.

Himalaya Rao, managing director of The BFM Fund, said, "We are delighted for the partnership with BVC. This opportunity creates a new track of entrepreneurs and helps bring outside talent and funding resources into Oregon. We firmly believe that cross-regional and multi-state collaborations will help elevate Oregon's next ten-year innovation plan, particularly in the area of social enterprise investing. The semifinalists represent a diverse set of companies who all work in alignment with the Solidarity Economy framework, paving the way for the future of venture capital— where both investor returns, and inclusive innovation are inextricably linked."

The New Economy Track is dedicated to supporting startups that are creating impactful technologies with a specific focus on accelerating inclusive innovation that encourages participation for marginalized or socially and economically disadvantaged (SEDI) communities.

In alphabetical order, the semifinalists are:

Asha AI (Seattle, Washington) — Asha AI is a clinical trial management tool that empowers pharmaceutical companies to achieve better outcomes, decrease trial cost and timelines and increases access to actionable data through a conversational AI that is accessible to anyone—including the elderly and disabled.

Eco-Shelter Inc. (Tacoma, Washington) — Eco-Shelter delivers an affordable roofing and building product made from bamboo that can profitably shelter millions with nearly no carbon emissions.

Fortuna Cools (Dover, Delaware) — Fortuna Cools partners with coconut oil factories to process their waste and turn it into insulation for recreational coolers and business packaging.

Hardcore Peanut Butter Spread (Minneapolis, Minnesota) — Hardcore Peanut Butter Spread uses superfood ingredients, mixed into allergen-free peanut butter, to give all consumers a better-for-you, safe product.

Home Lending Pal (Orlando, Florida) — Home Lending Pal uses trusted digital financial and credit sources to simulate the home purchasing process to help educate first-time home buyers on their mortgage approval odds.

Hamilton Perkins Collection (Los Angeles, California) — Hamilton Perkins Collection creates award-winning products from recycled materials and develops regenerative materials for the circular economy.

Samay (Mountain View, California) — Samay is commercializing a wearable system, Sylvee, that non-invasively monitors lung function in patients with chronic respiratory disease in clinical and home environments.

Wildfire Watchdog (Bend, Oregon) — Wildfire Watchdog offers automated wildfire protection with real-time alerts, remote monitoring and automated responses.

Over the upcoming weeks, semifinalist companies will participate in a series of due diligence meetings to determine the list of finalists. Companies in the New Economy Track have an opportunity at investment of \$100,000, thanks to BVC's partnership with The BFM Fund. Attendees who register before Monday, September 30, will receive ten percent off their order.

Bend Venture Conference cannot guarantee that investments will be made in any specific amount because the final amounts to be awarded are dependent on investment commitments received from third-party investors and the ability of the winning companies and the investors to agree on the terms and conditions of the investment.

Tickets at bendvc.com

bendvc.com

RootedHomes Breaks Ground on First Redmond Affordable Homeownership Community

by MELANIE HERRON, MHA

RootedHomes announced that the groundbreaking ceremony for their first community in Redmond, Rooted at 19th, will occur at 11am on Friday, September 27, 2024. The general public is invited to attend the launch of 23 affordable homeownership units. Rooted at 19th is the first community in Redmond that RootedHomes will develop. Commissioner Adair, several City of Redmond city council members, and other dignitaries and supporters will attend.

“At RootedHomes, we are honored to break ground in Redmond,” commented Jackie Keogh, RootedHomes Executive Director. “This is the first of four planned affordable communities in Redmond and is a culmination of extensive feedback from Redmond residents and city partnership with our organization.”

Rooted at 19th will include 23 two-, three-, and four-bedroom homes available for ownership. The community design offers on-site parking, electric vehicle charging, covered bike parking, and community gardens. Construction will begin this month. Homeowners will be selected in the Spring of 2025, and homes will be sold through 2025.

Rooted at 19th is funded by Oregon Housing Community Services, Washington Trust Bank, Business Oregon, the City of Redmond, and Central Oregon Health Council.

The development team includes Open Concept Architecture, Solaire Homebuilders, York Bros. Excavation, Lord Consulting, Transight Consulting,

Blackmore Planning, S&F Land Services, Earth Advantage, Energy Trust of Oregon, Evergreen Energy Partners, and Greensavers.

The Rooted at 19th groundbreaking ceremony will be held at 345 NW 19th Street, Redmond, Oregon, 97756. The ceremony will begin with a networking session from 11-11:15am, followed by speaker comments from 11:15am-12pm. The groundbreaking ceremony and photo-op will occur by noon. Warm beverages and pastries will be available for attendees. An RSVP is requested for those planning to attend. RSVPs can be made directly to Destiny@rootedhomes.org.

RootedHomes:

RootedHomes, formerly Kôr Community Land Trust, is a nonprofit that creates sustainable, affordable homeownership communities for Central Oregon’s workforce. Using the Community Land Trust model,

RootedHomes ensures that the community can access healthy, affordable homes for generations. RootedHomes develops to goal net-zero energy standards to ensure equitable access to energy-efficient homes and the health and savings that come with it. RootedHomes is committed to providing access to healthy homes to homebuyers who have been excluded from the opportunity to build wealth through homeownership.

rootedhomes.org

Food Safety & Sustainability Summit

by ADREA ALBIN, Environmental Health Specialist — Deschutes County Health Services

Do you own or operate a Restaurant, Food Truck and Grocery Store? Foodservice operators throughout Central Oregon are invited to attend the inaugural Food Safety and Sustainability Summit hosted by Deschutes County Health Services, COCC Cascade Culinary Institute and Love Yourself Nutrition! on Tuesday, October 15 from 10am-2pm at COCC Cascade Culinary Institute (2555 NW Campus Village Way, Bend, Oregon 97703).

organization, a Food Donation Toolkit and a tour of the composting and emission systems at Knott Landfill.

Early Registration by September 27: \$10 (entry and hors d’oeuvres made by CCI student chefs) or \$15 (after September 27) on Eventbrite: eventbrite.com/e/964616392597?aff=oddtcreator.

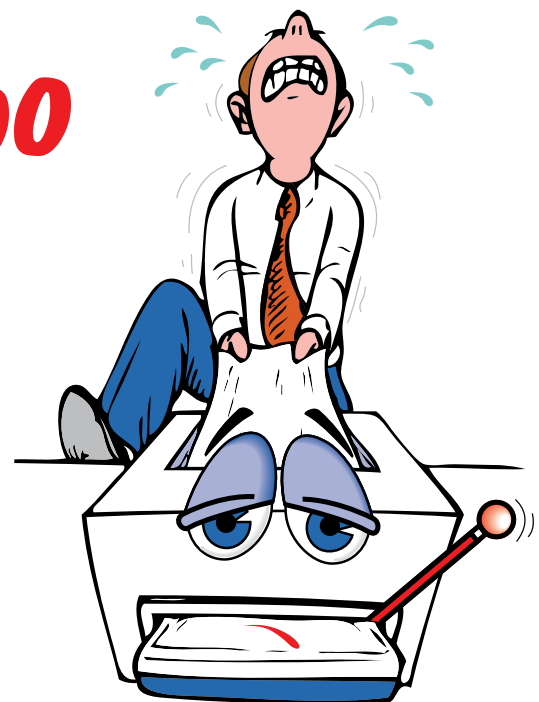
The Summit will feature local inspection findings, waste reduction ideas for your

Limited tickets available. Register today!

PAYING TOO MUCH FOR YOUR PRINTER'S MAINTENANCE?

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

\$59⁰⁰



If we cannot fix it, No charge to you!



PRINTER RESOURCES AND RECYCLING
23 Years proudly serving Central & Eastern Oregon

2669 NE Twin Knolls Dr., Suite 205, Bend

(541) 318-5211

www.MyPrinterResources.com



How do Wildfires & Poor Air Quality Affect Oregon Wildlife?

provided by **THINK WILD**

Despite summer winding to an end, wildfire season is rearing its head again as many more wildfires have popped up throughout the state, causing evacuations, poor air quality, and concerns around life and property. At Think Wild, a wildlife hospital and conservation center in Bend, Oregon, nearby fires — including the Little Lava Fire near Mt. Bachelor, Firestone and Flat Top Fires — and associated poor air quality have renewed questions around how wildfires affect Oregon wildlife. And how can us humans help?

Fortunately, Oregon’s native species are adapted to forest fires, but that doesn’t mean that many won’t suffer or lose their lives. Wildfires cause immediate habitat loss and potential die-offs, and they change ecosystem structure for years to come. Some species that depend on mature forests — tree cavity-nesting owls, for example — may experience population reductions while those that thrive in young forests, like songbirds and burrowing mammals, may increase.

In the short term, with the severity and scale of the current wildfires, wildlife may be more likely to enter urban areas and exhibit unusual behavior while fleeing smoke and fire over the next few weeks. They will also be in search of food resources, which will be significantly depleted in the immediate aftermath of the fire.

“This late in the season, there are thankfully fewer nestlings and very young and vulnerable wildlife to get caught in a wildfire. By mid-September, most first-year wildlife have fledged or are mobile enough to escape and seek shelter,” said Sally Compton, Think Wild executive director. “That being said, the fires will diminish territories and available habitat, making resources more scarce and increasing competition. This can be especially challenging for young wildlife still learning to hunt or forage, as well as those needing to bulk up before the winter.”

Heat, wildfire, and poor air quality can also have similar effects on wildlife that we experience ourselves. “During times of extreme heat or poor air quality, we do have animals that come in exhibiting symptoms related to dehydration, heat exhaustion, general disorientation, and respiratory issues,” said Think Wild’s Director of Wildlife Rehabilitation, Pauline Hice. She advises people to “watch for wildlife traveling through your property fleeing fire, seeking shelter and looking for food and water. Do not panic or approach these animals but monitor at a safe distance. If you notice wildlife exhibiting odd behaviors or are concerned about an injury, please contact your local wildlife rehabilitation center.”

Though wildlife hospitals across Oregon are not yet being inundated with wildfire-specific calls, we expect cases to increase as ecosystem changes take effect and as people enter back into affected areas and are more likely to come across wildlife in need of help.

Here are some ways that you can help native wildlife and your local wildlife hospitals:

- Do not leave food out or feed wildlife. If you have a bird feeder, clean it often. You can leave water out away from your house as long as you change it often.
- Make sure water features on your property, such as irrigation ponds, provide an exit strategy for wildlife to climb out. Rocks, rope, and logs are helpful additions to prevent wildlife from drowning.
- Keep dogs and cats indoors as much as possible during times of hazardous air quality. This will protect them and also prevent cat- and dog-related injuries to small animals and baby wildlife that may be moving about or seeking refuge.
- Do not approach wildlife. Call your local wildlife hospital if you find injured or orphaned wildlife or if you see wildlife behaving strangely and are uncertain of how to proceed.
- If you find an animal that has been burnt and are waiting to get in contact with a wildlife hospital or vet, do not feed them. Wrap the animal loosely in 100% cotton and place them in a well-ventilated box in a dark and quiet place.
- Be conscious of your water usage. Try to minimize water use, especially during droughts, the hot, dry summer months and wildfire season.
- Pay attention to burning restrictions, especially when traveling to another location. Stay educated on potential fire hazards — small, contained fires can become disastrous very quickly.
- Your local wildlife hospital could always use more donations and supplies. Most wildlife hospitals (including Think Wild) receive little to no government funding and rely on individual in-kind and cash donations.

This list is non-exhaustive, but we hope that you find it helpful. If you ever have questions, Think Wild’s wildlife hotline, 541-241-8680, is available seven days a week, 8am-5pm. Think Wild is a 501(c)(3) nonprofit organization and tax-deductible donations can be made at thinkwildco.org/donate or mailed to PO Box 5093 Bend, OR 97708.

About Think Wild:
Think Wild is a 501(c)(3) nonprofit organization located in Bend. Our mission is to inspire the High Desert community to care for and protect native wildlife through rescue and rehabilitation, outreach and education, and conservation. We



PHOTO | COURTESY OF THINK WILD CENTRAL OREGON

provide veterinary treatment and care at the wildlife hospital, staffed by expert wildlife rehabilitation staff, animal husbandry volunteers, and our staff veterinarian. Wildlife conflicts or injuries can be reported to our Wildlife Hotline at 541-241-8680, which is monitored seven days a week from 8am-5pm.
thinkwildco.org • Instagram • Facebook @thinkwildco

NIGHTLY BUSINESS PATROLS

30 YEARS

OREGON DPSST # 858

541-330-0404
securityprosbend.com

TIRED OF INTERNET OUTAGES?

GET REAL

RELIABLE TECHNOLOGY

BendTel
Locally Owned & Operated since 2003

GIG INTERNET **VoIP PHONES** **REMOTE FEATURES**

(541) 389 - 4020 | 130 NW GREENWOOD AVE | BENDTEL.COM

Iris & Blue Bar

Continued from page 3

Serving as Juniper Preserve's new signature restaurant, Iris redefines American cuisine with a contemporary twist on classic favorites. Helmed by Chef Ryan Eisert, a three-year veteran at Juniper Preserve, the menu evolves seasonally, incorporating ingredients from local farmers and purveyors. Signature dishes feature a range of vegetarian, vegan, and gluten-free alternatives — a reflection of Iris' commitment to high-quality and inclusive dining.

Showcasing Chef Eisert's nearly two decades of experience, culinary highlights for the fall menu include the Tomahawk on a bed of crushed Moulard duck fat potatoes, which serves up to four with premier optional additions such as lobster

thermidor and black Oregon truffle; the handmade Porcini Mushroom Ravioli tossed with seasonal porcini mushrooms, fresh herbs and clarified butter; and the Filet of Branzino, served with a side of herbed pearl couscous. Guests can also enjoy a tableside cheese cart featuring a curated selection of locally sourced cheeses alongside house-made jams and pickles.

Just as the native wild iris represents the resilience of the high desert, Iris offers a dining experience that is both elevated and grounded in its natural environment. The restaurant's ambiance is a careful balance of high desert chic with modern amenities and sophisticated décor set against the Cascade Mountain Range. Each element of the design — from the elegant tile work to the plush furniture and natural textures — contributes to a cohesive atmosphere that invites guests to relax and enjoy the serene mountain setting, either indoors or on the

connecting patio.

"At Iris, we're transforming beloved classics with inventive techniques and artistic presentation while embracing slow food and the farm-to-table philosophy," said Chef Eisert. "Our strong ties with local farmers and artisans allow us to procure exceptional ingredients, from coastal tuna and locally foraged truffles to artisanal cheeses from just down the road. This direct connection to our food sources ensures that every dish authentically represents Central Oregon's dynamic culinary landscape."

Designed To Be Shared

Adjacent to Iris, Blue Bar provides a setting reminiscent of a classic speakeasy inspired by the adventurous spirit of old-time explorers and the unique blue hue of the juniper berry. Patrons can enjoy a selection of communal-style bites alongside an array of quirky and creative cocktails tucked within a sophisticated

and modern lounge.

Blue Bar's savory shareables include the Portobello Fries, including parmesan cheese and chimichurri aioli; the Fresh Maine Lobster Roll, a classic with celery, mayonnaise, lemon and old bay; and Wagyu Burger, a local fare served with secret sauce, heirloom tomato, zucchini pickles, power greens and Manchego cheese. Signature libations include craft cocktails such as the Secret Garden, a blend of Hendrick's Gin, St. Germain, lime mint, basil, simple syrup and cucumber bitters; and Matcha Picchu, a combination of Pisco, housemade matcha syrup, lime and aquafaba.

Iris and Blue Bar will be open Wednesday through Sunday, 5-9pm until the end of the fall, and open Monday through Sunday, 7am-9pm, with Brunch on Sundays in the off-season.

juniperpreserve.com/dine/iris

juniperpreserve.com/dine/blue-bar

RightHear

Continued from page 3

the premises, users can easily access audio instructions and directions through their smartphones, guiding them to key points of interest such as restrooms, teller windows, entrances, and more. The information can be delivered in up to 26 languages, ensuring that the solution meets the needs of the diverse population residing in Central Oregon.

Key features of the RightHear system at Mid Oregon include:

- **Real-Time Audio Assistance:** The RightHear mobile app, available for both iOS and Android, provides users with real-time audio guidance and information about branch services.

- **Orientation Assistance:** Users can effortlessly acquire better orientation, receive audio descriptions about their surroundings, and easily locate

important areas, enhancing their overall experience and independence.

- **Event and Service Information:** The RightHear system is capable of delivering detailed information about upcoming events, and any relevant announcements, ensuring that everyone is well-informed when they arrive at a branch location.

"Mid Oregon believes that everyone should have equal access to affordable and convenient financial services," said Kyle Frick, VP Marketing at Mid Oregon. "With the installation of RightHear, we are taking a significant step in improving access for all members, including those who are blind or low vision. The implementation of the RightHear system aligns with our ongoing dedication to supporting our community and leading the way in providing better convenience through enhanced technology."

Idan Meir, Co-Founder and CEO of RightHear added: "We are thrilled to collaborate with Mid Oregon in their

commitment to accessibility and inclusion. By embracing innovative solutions like RightHear, organizations and businesses can create welcoming environments that cater to diverse visitor needs and preferences. Our mission is to make the whole world more accessible, one building at a time, and thanks to partners like Mid Oregon, our mission continues to move forward."

Mid Oregon Credit Union is a full-service, member-owned financial cooperative headquartered in and serving Central Oregonians since 1957. With over 48,000 members in Deschutes, Jefferson, Crook, Wheeler, Lake, and North Klamath Counties and over \$736 million in assets, Mid Oregon partners with members to meet their financial needs and to help them achieve their dreams. Mid Oregon was named a Top Workplace in Oregon and Southwest Washington for 2022 and 2023. It was also ranked the #1 credit union in Oregon by *Forbes* for 2023 and 2024, and

received the *Bend Bulletin's* Best of the Best of Bend Community Choice Award in the credit union category for 2023. For more information about its services and branch locations in Bend, La Pine, Madras, Prineville, Redmond and Sisters, please visit midoregon.com.

RightHear is a leading provider of indoor orientation and audio format signage systems that empower people with visual impairments to acquire better orientation in public and private spaces independently. The RightHear system combines cutting-edge technology with user-friendly mobile apps to help businesses and organizations to achieve greater ADA Compliance and to ultimately create more inclusive environments for all. To learn more about the RightHear system installation at Mid Oregon Credit Union, please contact: Darren Gladstone, U.S. Operations Director, RightHear; darren@right-hear.com; phone: 240-789-9008.

midoregon.com • right-hear.com

RECENT TRANSACTIONS

Continued from Page 3

SIOR, CCIM and **Eli Harrison** represented the landlord, **360 Bond Holding, LLC**, in the lease of a 3,825 SF office suite at 360 SW Bond in Bend. **Compass Commercial** broker **Graham Dent, SIOR** represented the tenant, **Allegiant Partners Incorporated**.

Walt Ramage, of **NAI Cascade** represented the Tenant in leasing 3,133 SF of build to suit medical office at 2220 NW Labiche Ln at Shevlin Wellness Center in Bend.

Broker **Robert Raimondi, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **Aero Facilities, LLC**, in the sale of a 3,600 SF industrial hangar located at the Bend Airport at 63205 Gibson Air Road in Bend. The hangar sold for \$375,000.

Walt Ramage, of **NAI Cascade** represented the Landlord and Tenant in leasing 906 SF of medical office space at 865 SW Veterans Way in Redmond.

Compass Commercial Real Estate Services brokers **Terry O'Neil, CCIM** and **Luke Ross** represented the landlord, **Jane McCleery**, and the tenant, **EKHO Audiology, LLC**, in the lease of a 1,445 SF medical office suite located at 780 NW York Drive in Bend.

Corey Charon, of **NAI Cascade** represented the Buyer of 1491 N Central Ave in Medford. This industrial property closed at \$2,050,000.

Jenn Limoges, CCIM, of **NAI Cascade** represented the Seller of 200 SE Combs Flat Rd., a 6,750 SF office building in Prineville. This property closed at \$985,000.

Jenn Limoges, CCIM, of **NAI Cascade** represented the Buyer of Lot 10 & Lot 15 in Tom McCall Business Park in Prineville. These properties closed at \$207,781 and \$244,371 (\$3.00/SF).

Corey Charon & Walt Ramage, of **NAI Cascade** represented the Landlord and Tenant in leasing 3,636 SF of industrial space at 2447 NE 4th St in Bend. Congrats to Clear Media Group on their new space!

Jenn Limoges, CCIM & Paul Evers, of **NAI Cascade** represented the Landlord and Tenant in leasing +/- 2,085 SF of office space to The Bahnsen Group at 919 NW Bond St in Downtown Bend.

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

Connecting our clients to innovative real estate solutions



NAI Cascade
COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE
+1 541 706 9370 | NAICascade.com

Scan to see
our recent
transactions



Bike Law Office

Continued from page 3

Bend, but it will also be the start of an annual partnership with Mudslinger Events, which specializes in outdoor cycling races.

Riding on trails, which Bend has in abundance, is inherently safer than sharing the roadways with cars. Over Labor Day weekend, a cyclist was struck and seriously injured in Bend when a driver hit them while turning. While the driver was uninjured, the cyclist was taken to the hospital. Unfortunately, this is usually how the story plays out for cyclists involved in car accident as Scarborough has seen all too often with clients and fellow cyclists.

After Scarborough saw that the losses cyclists suffered after an accident weren't being properly compensated for by insurance companies or personal injury settlements, he decided to specialize in working with injured cyclists. Bicycles and hospital bills might have

obvious monetary values, but it's harder to quantify the losses suffered by a cyclist who has to take months away from the sport after an accident. Scarborough uses his knowledge as a competitive cyclist to fight for his clients to get the resources they need.

While expanding to the Pacific Northwest, Scarborough will be maintaining his original office in Florida which will give injured cyclists coast-to-coast representation. "With offices in Tampa, Florida and the addition of the Bend, Oregon office, we are geographically poised to help cyclists and triathletes across the country recover from personal injury and receive the compensation they deserve," Scarborough said of the new office.

The Bend office of Bicycle Accident Law is located within the Haven Coworking space and available by appointment only: 1001 SW Disk Dr., Ste. 250, Bend, OR 97702. The Tampa office, which will remain open and active, is located at Island Center: 2701 N. Rocky Point Dr., Ste. 925 Tampa, FL 33607.

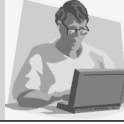
bicycleaccidentlaw.com/oregon

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



September 18

5:30-8pm ConnectW Monthly Dinner Meeting at Open Space Event Studios, Bend.

September 19

11am Deschutes County Coordinated Houseless Response Office Meeting.

September 19

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

September 19

5:30pm Madras Chamber Business After Hours at BunkHouse Motel, Madras.

September 19

5:30-7pm Redmond Chamber Business After Hours at Heart of Oregon Corps.

September 20

8am Madras Chamber Coffee Cuppers at the Jefferson County Community Center, Madras.

September 20

Noon City of Bend Virtual and In-Person BMPO Policy Board Meeting.

September 21

2-9pm Redmond Kiwanis R'Oktoberfest Celebration at Wild Ride Brewing, Redmond.

September 24

5:30-7:30pm SCORE Free, Confidential One-on-One Small Business Counseling at Bend Downtown Library.

September 24

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

WORKSHOPS & TRAINING



October 10-11

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

(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 8-3024 & 8-23-24

City of Bend

\$20,200.00	-	Commercial (Alteration) 39 sf. w 1212 SW Simpson Ave. Bend 97702 OR Owner: City of Bend Builder: L and A Construction, LLC 971-255-2574 Permit # PRRE202405133
\$150,000.00	-	SFD Alteration 1,279 sf. at 2332 NW Marken Pl. Bend 97703 OR Owner: Adam Huddart Builder: Lar Moon Construction, LLC 541-693-4252 Permit # PRRE202401276
\$225,000.00	-	Commercial (Alteration) 1,452 sf. at 1501 NE Medical Center Dr. Bend 97701 OR Owner: EPC Sparti, LLC Builder: Stilson Builders 541-728-3322 Permit # PRRE202401211
\$300,000.00	-	Commercial (Alteration) 10,788 sf. at 1007 SW Emkay Dr. Bend 97702 OR Owner: The State of Oregon Employment Division Builder: R & H Construction, Co. 503-228-7177 Permit # PRRE202307105
\$20,000.00	-	Commercial (Alteration) 210 sf. at 63255 Service Rd. Bend 97703 OR Owner: Deschutes County Builder: Hayes Building and Design, LLC 541-390-4094 Permit # PRRE202404945
\$160,000.00	-	Commercial (Alteration) 9,088 sf. at 2838 NW Crossing Dr. Ste. 220 Bend 97703 OR Owner: Grove NWX, LLC Builder: Sunwest Builders 541-548-7341 Permit # PRRE202307946
\$95,000.00	-	Commercial (New) 693 sf. at 1208 NW Skyline Ranch Rd. Ste. 100 Bend 97703 OR Owner: Twenty Keys, LLC Builder: Sunwest Builders 541-548-7341 Permit # PRNC202403741
\$1,600,000.00	-	Commercial (New) 10,900 sf. at 20789 NW Henry Ave. Bend 97703 OR Owner: Powell Ryka Permit # PRNC202302748
\$1,300,000.00	-	Commercial (New) 8,700 sf. at 20785 NW Henry Ave. Bend 97703 OR Owner: Powell Ryka Permit # PRNC202302754

City of Redmond

\$165,620.00	-	Commercial (New) 1,960 sf. at 2960 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. #110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-24-000745
\$147,284.00	-	Commercial (New) 1,743 sf. at 2960 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. #110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-24-000746
\$138,411.00	-	Commercial (New) 1,638 sf. at 2960 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. #110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-24-000747
\$60,000.00	-	Commercial (Tenant Improvement) 30,882 sf. at 725 SW Umatilla Ave. Redmond 97756 OR Owner: Space Industries, LLC 725 SW Umatilla Ave. Redmond, OR 97756 Permit # 711-24-000344
\$41,802,242.00	-	Commercial (New) 56,000 sf. at 3515 SW Lava Ave. Redmond 97756 OR Owner: Redmond Area Park & Recreation District 465 SW Rimrock Redmond, OR 97756 Permit # 711-24-001212
\$1,214,828.00	-	Commercial (New) 8,736 sf. at 2930 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. #110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-23-000240-
\$803,489.00	-	Commercial (New) 5,778 sf. at 2950 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. #110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-23-000238
\$736,452.00	-	Commercial (New) 3,860 sf. at 2960 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. #110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-23-000446

Deschutes County

\$45,000.00	-	Commercial (Alteration) at 55555 Foster Rd. Bend 97707 OR Owner: AT & T 57 E Washington St. Chargin Falls, OH 44022 Permit # 247-24-004329
\$400,000.00	-	Commercial (New) 450 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Permit # 247-23-005075
\$368,393.00	-	Commercial (Alteration) 2,704 sf. at 52400 Skidgel Rd. La Pine 97739 OR Owner: Wickiup Rose Properties, LLC 1700 Burgess Rd. La Pine, OR 97739 Permit # 247-24-003620
\$25,000.00	-	Commercial (Alteration) 2,500 sf. at 70400 McAllister Rd. Sisters 97759 OR Owner: New Cingular Wireless PCS, LLC 754 Peachtree St. NE #16th Floor Atlanta, GA 30308 Permit # 247-24-004073

Go Clean Energy Conference

Continued from page 3

Costs and Advancing Clean Energy." Dr. Maya Buchanan, a climate scientist, will discuss resiliency, and also assist local governments and businesses with assessing the true cost of policies and actions. Christine Ransome of Cameron McCarthy, a local landscape architecture firm, will discuss the importance of trees. Lastly, Nathan Kipnis, an award winning architect, will discuss why Green Building is taking off. People will also have an induction burner demonstration from Colin Vogel, pastry chef from

the restaurant, 900 Wall, in Bend.

Two tracks will engage both individuals, as well as businesses, and government. The new technology known as the heat pump is a financial and health game changer for heating and cooling of spaces and water. Speakers will advise on some of the choices available, as well as cash incentives. Low to moderate income individuals have the most significant incentives, amounting to several thousand dollars in some cases. Presenters will also address solar incentives, both cash and federal tax credits that can help to pay for solar, as well as reduce monthly bills. Financial options are available. Discover Commercial Property Assessed Clean Energy (CPACE), a pivotal finance tool now available to

help lower the cost of capital for clean energy projects. Not to be missed is the afternoon session on electric vehicles and EV charging. Several presenters provide an in depth view of individual options and discuss how electric fleets save money on maintenance and fuel costs. Jim Burness of National Car Charging, will guide attendees with "Rightsizing" their EV charging project. 350Deschutes and Pacific Power will discuss incentives to pay for fleet and home chargers.

When: October 2, 2024, 8:30am to 4:30pm, followed by social hour.

Host: 350Deschutes, a nonprofit organization working on a just transition for all people to a clean low carbon economy. GoCleanEnergy.org

Are You One of the Fastest Growing Companies in Central Oregon?

2024 CASCADE BUSINESS NEWS FASTEST 20

Become a part of this impressive group of companies by filling out the simple form at CascadeBusNews.com or call 541-388-5665.

- » Established and operating on or before January 1, 2021.
- » Gross revenues, each year, need to reflect year-over-year growth. (2023>2022>2021).
- » Gross annual revenues \$100,000 or greater in fiscal year 2023.

The #1 Fastest Growing Company will receive:

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

Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon.

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS.

Deadline — September 20, 2024.

Only percentage of growth will be published.



PRESENTED BY



SPONSORED BY



EVENT SPONSOR

