



The (Mis)Stakes  
 Are High  
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Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

## SBA Visits Bend

### Five Downtown Businesses Featured on Tour

by **NOAH NELSON** — CBN Feature Writer

On November 25 and 26 of this year, The Small Business Development Center at Central Oregon Community College (COCC) and the Bend Chamber of Commerce hosted the U.S. Small Business Administration (SBA) Portland District Director Martin Golden in Bend. As part of their annual Small Business Saturday campaign, the SBA toured several downtown Bend businesses that have benefited from COCC's Small Business Development Center (SBDC) and community support.

The businesses visited were Bronwen Active Jewelry, Good Drop Wine Shop, Lark Mountain Modern, Dudley's Bookshop Café and Haven Home Style.

Notable attendees to the tour included Bend Mayor Melanie Kebler, Bend city council members, COCC's SBDC Director Jennifer Gould, Biz Oregon, the Bend Chamber members and CEO/President Katy Brooks, and the Bend Downtown Business Association.

"Small Business Saturday has become America's call to action to support the backbone of our economy and heart of our communities – our small businesses," said SBA Administrator Isabel Guzman. "America's incredible entrepreneurs create jobs, drive innovation, and strengthen our communities, shaping the unique character of neighborhoods across America."

Of the businesses toured, every owner mentioned that Small Business Saturday is one of, if not the most, significant days of the year for their business. The only other day that seemed to compare was Black Friday, and owners remarked that while Black Friday is for the shopper, Small Business Saturday is for the business.

"What really excited me was the level of support and engagement we received from the invited attendees who wanted to come out, talk to the business owners and engage with them on a personal level," said Jennifer Gould. "It helps us all find out what we can do to help support small businesses, along with teaching us what we are doing well already. What can we do to get more tourists and locals to shop locally?"

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## Construction Underway for Bend's Tallest Building at Bend Municipal Airport

by **ANDREA HINE** — CBN Feature Writer

The seven-story Oxford Hotel, at 70 feet in height, will lose its claim to being Bend's tallest building once the Bend Municipal Airport's new air traffic control tower is completed in the fall of 2025. Standing at 115 feet, the "first-class, state-of-the-art facility," in the words of Airport Manager Tracy Williams, will be strategically located on the 420 acres that serve as home to some 300 aircraft, and is being designed to "bring greater safety to Central Oregon skies."

Bend's airport — with around 140,000 takeoffs and landings per year, or 380 per day—is the third busiest in the state, and the only one of Oregon's top-five busiest airports without a tower to direct traffic. (Of Oregon's 97 public airports, eight have air traffic control towers, according to Williams. Bend will be the state's ninth tower.)

Currently, she explained, pilots must communicate with each other directly to coordinate who's next to take off and land. With the new tower, air traffic controllers will orchestrate safe separation of aircraft and proper sequencing from a perch about 85 feet above the single, 5,200-foot runway that gives them



THE 115-FOOT AIR TRAFFIC CONTROL TOWER IS DESIGNED TO BRING GREATER SAFETY TO CENTRAL OREGON SKIES | RENDERING COURTESY OF MORRISON-MAIERLE

a 360-degree view around the airport. "It's all about safety, safety, safety," Williams said. "The pilots are just overjoyed."

She noted that control towers "don't get built that often, perhaps

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### Aviation Spotlight — Pages 11-20

## New Building Replaces "Round House"

### Operations Teams Had Been Working Out of Converted Old Sewer Digester

by **SIMON MATHER** — CBN Feature Writer



PHOTO | BY GRANT FLOYD

A modern 13,500 square foot Public Works Facility for employees that had been operating in cramped conditions out of a converted 80-year-old one-time cylindrical sewer digester, known as the "Round House", has been unveiled in Sunriver.

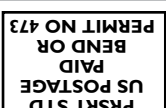
The customized building, with distinct segments for different functions, will provide a new base for the Sunriver Owners' Association (SROA) Operations Team — the people

that keep the roads, pathway, parks, and many other areas in Sunriver safe and cared for.

Central Oregon's Wolf Construction & Development was General Contractor for the project, with structural/civil engineering and design provided by Bend's LB Engineering.

Public Works crews work to maintain Sunriver as a top-tier community year-round, with responsibilities including maintenance and snowplowing of some 66

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**FOR SALE - TUMALO**

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**RECENT TRANSACTIONS**

**Jenn Limoges, CCIM, NAI Cascade**, represented the Landlord and Tenant in leasing +/-2,734 SF of retail space at 405 NW Third St in Prineville.

**Jeff Reed, NAI Cascade**, represented the seller in the disposition of a net-leased, 5,616 SF building on 1.57 AC offering additional development land. This Prineville property closed at \$1,075,000.

**Jenn Limoges, CCIM, NAI Cascade**, represented the Sublessor in subleasing +/-5,335 SF of flex/office space at 160 SW Scalehouse Lp in Bend.

**Walt Ramage, NAI Cascade**, represented the Landlord in leasing +/-1,641 SF of industrial/flex space at 68290 Peerless Ct in Bend.

**Walt Ramage, NAI Cascade**, represented the Landlord and Tenant in leasing +/- 2,000 SF of industrial space to Sparkle Cleaning Service at 920 SE Textron Dr in Bend.

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

**The Technology Association of Oregon Hosts the Oregon Semiconductor & AI Innovation Summit alongside Oregon State University & Intel Corporation**

The Technology Association of Oregon (TAO), a pivotal force in the Pacific Northwest’s tech industry, Oregon State University (OSU), and Intel Corporation are set to host The Oregon Semiconductor and AI Innovation Summit, gathering industry leaders from both the public and private sectors to discuss the future of the industry in Oregon and how to spur the next stage of innovation in the sector through advancements in Artificial Intelligence (AI). Sponsors of the Summit include OSU, Synopsys, and the Provenance Chain Network.

• **WHO:** The Summit will gather leaders from the semiconductor design, manufacturing, and testing industry, as well as university research experts, AI subject matter experts, and state and local government officials who are focused on economic and workforce development. Some of the confirmed speakers include:

- Skip Newberry, President and CEO, TAO
- Jayathi Murthy, President, OSU
- Christopher George, President and General Manager, Intel Federal LLC
- Tom Weller, Gaulke Professor and Head, School of EECS, OSU
- Representative Nathan Sosa
- Shashi Jain, Portland Seed Fund
- Karl Mundorf, Executive Director of Innovation and Entrepreneurship, OSU
- Melissa Cowan, Program Director, Intel

• **WHAT:** The summit will feature keynote speeches and presentations, followed by lunch, and breakout tracks.

• **WHEN:** Friday, December 6, 2024, from 10am-3:30pm Pacific Time

• **WHERE:** Intel Campus, Jones Farm Conference Center, 2111 NE 25th Ave., Hillsboro, OR 97124

• **WHY:** Oregon has long been a powerhouse for semiconductor research and development and this event will explore the future of the industry and how to continue to advance regional competitiveness through AI advancements. It will concentrate on the development of a “Regional Innovation Engine” and examine the wider impact of federal funding, the CHIPS Act, and the FAST Initiative in

Continued on Page 30 ▶

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**S**BA  
Continued from page 1

Director of Government Affairs & Strategic Initiatives for the Bend Chamber of Commerce Sara Odendahl remarked on the significance of the SBA making a visit to Bend.

“We are thrilled that the SBA has come to Bend to see our community and these local businesses,” she said. “Oftentimes, being on this side of the Cascades makes it so we don’t see some of the same action that the I-5 corridor does, but we still have such a strong and robust local community here. It feels amazing to see it shine.”

Each of the business owners mentioned the significance of COCC’s SBDC in their own success, citing examples like the classes taken, access to advisors and professional assistance at every step of the way, even years after each of their grand openings.

On the significance of Small Business Saturday, Martin Golden mentioned that small businesses employ more than half of the private sector workforce,

and emphasized that it is important for local communities to support these businesses.

“Oregon is a small business state,” he said. “Money you spend in the local community, from an economic standpoint, is much more powerful than money spent in big corporations that ends up being sent to another community, state or country.”

“I think it’s huge for folks to get out and shop at our small businesses, every day, but especially on Small Business Saturday,” said Mayor Kebler. “Bend small businesses are the heart and soul of the community. By shopping small, you get to support that heart and soul, and find unique items that you won’t get elsewhere. It’s a win-win.”

Aside from supporting the economic benefits of small businesses, the conversations across the tour also emphasized the need to support local culture. Small businesses are unique and in a place like Bend, our small businesses provide a sense-of-place that towns dominated corporations don’t have.

Simply put, small businesses help keep Bend, Bend. This Saturday and every one after that, consider making your next purchase at a small business, and help support the local culture and economy.



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COCC is seeking individuals interested in serving on the College’s budget committee. Budget committee members are board-appointed for three-year terms. The committee meets two to three times per year and recommends an annual operating budget to the board of directors. Vacancies include:

- Zone 1:** Jefferson County and a southern portion of Wasco County
- Zone 3:** Redmond
- Zone 4:** Bend
- Zone 6:** Sisters and the northwest portions of Deschutes County
- Zone 7:** Deschutes County and the northern portion of Klamath County

Zone boundaries and map available on COCC’s website. **Application deadline is January 15, 2025.** To apply, send a cover letter and resume to Michael LaLonde, vice president of finance and operations, at [mlalonde@cocc.edu](mailto:mlalonde@cocc.edu). Please include address of residence to confirm qualification within the appropriate zone.

**CENTRAL OREGON**  
community college

Questions  
[mlalonde@cocc.edu](mailto:mlalonde@cocc.edu)

# New 131-Room Hotel Planned for Bend's West Side

by **SIMON MATHER** — CBN Feature Writer

**G**roundbreaking is scheduled soon for a new 131-room Cambria Hotel near Bend's Old Mill District, one of several new hospitality ventures recently opening or being built by parent company Choice Hotels International around the country.

The move is part of Choice Hotels' continuation of its upscale category growth with new Cambria Hotels openings and key groundbreakings across the U.S.

The Bend location will be off SW Columbia Street, with a company spokesperson describing the proposed site as: "Within walking distance of the Old Mill District, the Deschutes River, and downtown Bend," adding: "Hotel demand in the area is driven by a year-round demand for hiking, fishing and skiing at the Mt. Bachelor Ski Resort, the official training center for many Winter Olympics athletes. The hotel is expected to open in 2026."

Choice Hotels International, Inc.'s recently opened properties are located in Imperial, California; Pigeon Forge, Tennessee; and Spokane, Washington, with upcoming groundbreakings in O'Fallon, Missouri and Bend, introducing Cambria into new markets and building on Choice's goal to bring the brand to more regions nationwide.

With these latest openings, Choice has introduced 18 new Cambria properties in the last two years, including those in downtown Denver, Delaware's Rehoboth Beach and Niagara Falls, New York. They add to an expanding pipeline of 62 hotels, including the much-anticipated Cambria New York Times Square, opening in 2025.

Indy Adenaw, senior vice president and general manager of upscale brands for Choice Hotels International said, "Our strategic investments in upscale are reaping rewards and there's little doubt that the Cambria brand is a vital part of this success.

"Each of these new openings represents our commitment to bringing Cambria to every state and giving more travelers the chance to experience the unique amenities, local-inspired design and unparalleled service that have cemented this brand as a top upscale option."

**About Cambria Hotels:**

The Cambria Hotels brand is designed for the modern traveler, offering guests a distinct experience with simple, guilt-free indulgences allowing them to treat themselves while on the road. Cambria hotels feature compelling design inspired by the location, spacious and comfortable rooms, flexible



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meeting spaces, and locally inspired food and beverages. Cambria Hotels is rapidly expanding in major U.S. cities, with 75 hotels open in locations like Chicago, New York, Los Angeles, Washington, D.C., Nashville, and Phoenix. Cambria was ranked #1 in the upscale segment in the J.D. Power 2023 North America Hotel Guest Satisfaction Index Study.

**About Choice Hotels:**

Choice Hotels International, Inc. (NYSE: CHH) is one of the largest lodging franchisors in the world. The challenger in upscale and a leader in midscale and extended stay, Choice has more than 7,500 hotels, representing more than 630,000 rooms, in more than 45 countries and territories. A diverse portfolio of 22 brands that range from full-service upper upscale properties to midscale, extended stay and economy enables Choice to meet travelers' needs in more places and for more occasions while driving more value for franchise owners and shareholders.

[choicehotels.com/cambria](http://choicehotels.com/cambria)



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# CEO Focus

## Four Critical Issues for 2025

by **MICHAEL SIPE, Chairman — Vistage Int'l 667**

If you're a business leader, chances are you are beginning to turn your attention to strategic planning for 2025, like most CEOs around the world. As the world's largest private advisory program, serving 45,000 CEOs and business leaders worldwide, Vistage International has the best and most accurate insights into the challenges and opportunities facing small to mid-sized businesses as we move into a new year.



The following is a summary of the results of a recent survey of Vistage CEOs. These are the top four issues that CEOs worldwide and the business leaders in my Central Oregon Vistage Group are laser focused on. Consider paying critical attention to these areas as you launch your planning process for 2025.

**1. Engagement and Culture.** A positive workplace culture is essential for employee engagement, leading to higher productivity and reduced turnover. When team members feel valued, they are more motivated and committed to their work. Creating an environment of open communication, appreciation and work-life balance helps employees invest more in their roles and work more efficiently.

Addressing engagement and culture is more complicated than ever before due to challenges such as: a. Residual dis-engagement from the "quiet quitting" phenomenon of recent years, b. A multigenerational workforce, with at least four and perhaps five generations represented in your workplace, c. Embracing, accommodating, or rejecting hybrid work practices (in-office and remote), and d. Navigating a persistent talent shortage.

**2. Workforce Development.** Investing in employee development ensures team members have the skills they need to perform at their best. Businesses can build a more capable and adaptable workforce through targeted training programs, mentorship, coaching (which is different than mentoring), and continuous learning programs. This approach enhances productivity, and fosters a culture of growth and loyalty, encouraging employees to stay and grow with the company.

Investing in your teammates sometimes get pushback from financial types. One of my CEO clients reported that she faced resistance from an investor who objected to her plan for continual investment in employee development. The investor complained, "What if you spend the money on them and then they leave?" To which my friend replied, "But what if I don't invest in them and then they stay?" It's an insight to consider, because, of the CEOs in our survey who reported increased productivity in the past year, 82% invested in skills training and 81% have leadership development programs in place.

**3. Optimizing Business Processes.** With inflation and interest rates currently moderating incremental investments, one of the fastest ways to improve productivity is to get more from what you have today. The first step is to pause and evaluate the effectiveness and efficiency of your current processes. The time invested in refining your processes and team training will result in both short-and-long term returns. Consider this Vistage perspective:

**"If you automate the menial and systematize the predictable, you can humanize the exceptional."**

Your team's time will be used more effectively. They will be happier because they are adding more value to each other and to your customers. You'll be able to build a stronger culture, which will assure a brighter future for all.



PHOTO | COURTESY OF VISTAGE INTERNATIONAL

**4. Automation and AI.** Over 60% of our surveyed CEOs who experienced increased productivity invested in automation, while over 40% invested in artificial intelligence. It should be obvious that automation and artificial intelligence tools will be increasingly essential elements of your business going forward. However, they are not a panacea. If you ignore points 1-3 above when implementing automation and AI strategies, you risk: a. de-motivating and dehumanizing your business, b. having a team ill-equipped to utilize the new technologies, and c. automating and speeding up poor business processes, which is foolish.

However, when you invest the time to implement it wisely, automation and artificial intelligence tools can clearly produce a competitive advantage. The quicker you implement new technology well and streamline your business, the more difficult it will be for your competitors to catch up. The question is not whether you will need to invest in new technologies, the question is how soon, and how effectively will you do so.

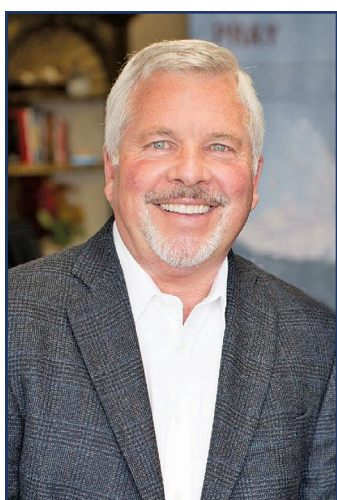
As our CEO respondents noted, addressing these issues is essential, but it will not be easy. What is your plan to master them and excel in 2025?

One solution, that 45,000 of us have discovered, which makes facing challenges like those in the year ahead easier and less fraught with risk, is to leverage participation in a peer group, like a Vistage group, with non-competitive, confidential, high-performing business leaders. Your questions will get answered and your "answers" will get questioned. You'll avoid expensive mistakes, make wiser decisions and accelerate your growth dramatically, yet prudently.

If you'd like to review the CEO survey and our more detailed recommendations for addressing each point, email me at [Michael.Sipe@VistageChair.com](mailto:Michael.Sipe@VistageChair.com). I'll be happy to provide it at no cost or obligation, because, as our local businesses prosper, we all prosper.

Michael Sipe is an executive coach, business consultant and mergers and acquisitions advisor.

[Vistage.com](http://Vistage.com) • [CrossPointeCapital.com](http://CrossPointeCapital.com)



Michael Sipe, President  
CrossPointe, Inc.



## Thinking of Selling Your Business? Don't Leave Money on the Table.

Considering a sale raises many challenging questions:

- How much is it worth?
- How can I keep a sale confidential?
- How can I find a great buyer?
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- How can I Finish Strong and Exit Well?

For the past 34 years, I've been helping entrepreneurs sell their businesses. I recently wrote an Amazon #1 best-selling book. It's a street-smart guide on how to prepare, position and sell your business for top dollar. You might not be considering selling now, but it's never too soon to plan and prepare for your eventual profitable exit. Grab your copy of Finish Strong – Exit Well on Amazon and contact me confidentially to explore your business options.



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## The Business of Tax Time

by Expert SUE MEYER —  
Central Oregon Community College

### Question:

I'm a retail gift store owner, and after the busy holiday season I often struggle with organizing my tax documents and meeting filing deadlines. What are the key business tax deadlines I should be aware of for 2025, and what steps can I take if I need more time to file or can't pay my taxes in full?

**A:** Thanks for reaching out, as this is a common concern as we start a new year.

1. Business tax deadlines are different from individual tax filing dates, and are based on the type of business. The first tax returns are due on **March 17, 2025**. This deadline applies to partnerships, LLCs taxed as a partnership and S Corporations.
2. The next deadline is **April 15, 2025**. This deadline applies to C corporations and sole proprietorships, which report on a Schedule C. **April 15 is also the tax deadline for individual income tax returns.**
3. If you need more time, you can file a business tax extension with Form 7004 (multi-member LLCs, partnerships, corporations) by March 17, or Form 4868 (C corporations, LLCs taxed as C Corps, sole proprietors and individuals) by April 15.

Once you file for a tax extension, your new updated deadlines will be:

- **September 15:** Partnership and S Corp tax deadlines
- **October 15:** Individual, sole proprietorship, and C Corp filing deadline
- 4. If you owe more than you can pay, you may qualify for a short-term or long-term payment plan. The IRS will determine what you qualify for, depending on your individual tax situation. For specific questions, visit [irs.gov/businesses](https://irs.gov/businesses).

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

**About the Expert:**

With decades of small business ownership, teaching and advising experience, Sue Meyer works alongside the skilled team of business advisers at Central Oregon Community College's Small Business Development Center.

[cocc.edu/sbdc](https://cocc.edu/sbdc)

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# 2024 Impact Conference

## Bend's Business World & a Message from Ron Wyden

by NOAH NELSON — CBN Feature Writer

The 2024 Impact Conference, held in the beautiful Riverhouse Lodge, promised to be a 360-view of the important issues, challenges, and opportunities on the horizon for businesses right now and into the future. That promise was kept with informative and insightful speakers, one after another for a day of education, collaboration and celebration.

After a complimentary breakfast buffet, Bend Chamber President and CEO Katy Brooks kicked off the day, and introduced U.S. Senator Ron Wyden for a special message. Senator Wyden called in via video call and took questions from Katy, where he shared his insights into upcoming legislation that would affect the world of business in some way.

First, Wyden emphasized the importance of advocating for housing and childcare. He said that he will be pushing "aggressively" for housing-focused legislation. In addition, he is looking for approaches that address housing issues, including both low-income and middle-income housing tax credits.

Next, Wyden addressed workforce issues, stating that the problem was especially bad in healthcare, saying that, "we need more people to get trained and get into the workforce, but we also need training that addresses new technological advancements, such as AI.

This was his next topic, and a big topic throughout the day. The question of "what is AI and how will it affect my business?" seemed to be a major one on the minds of the speakers, and most attendees. This is likely due to the recent (and very rapid) advancement of AI into the world of business software, which has introduced older generations that might not keep up with all the new tech advancements, to what might be the most significant tech advancement of a generation.

Wyden recalled that when he first joined the Senate, none of his colleagues could even use a computer. Entering the Senate, Wyden knew that Oregon was all about natural resources, with an economy based heavily in that sector. As time went on, Wyden spoke about his role in helping Oregon diversify, and getting things like the tech industry to grow faster than before.

Speaking more on AI, Wyden mentioned how upcoming legislation could be foundational, in how it affects the way we interact with AI, and how it will evolve, for years to come.

Rounding out his talk, Wyden ended with another sentiment on healthcare, stating, "I'm in public service because of healthcare. If you and your loved ones don't have your health, everything else goes by the board."

Wyden ended his statement by sharing the idea that, while we spend more on healthcare than any other country, we are clearly spending it in the wrong places.

After Wyden said his goodbye, Katy Brooks retook the stage to go over some overarching findings from the 2024 Horizon Initiative, which gives insights into the local and national state of business, today, in the future, and navigating in between.

The main topic is the same main topic that has been spoken and written about endlessly for nearly every industry, post-COVID. That would be employment, and the struggle to maintain a workforce in Bend. A number of reasons, from the rising cost of insurance and pay for the employer and the cost of living for the employee, to the professional and workplace standards held by different generations, have all had an effect on whether or not businesses can maintain a trained staff.

The conversation of generational differences became a big one, especially in the next ten years. Brooks mentioned that Baby Boomers are aging out of the workforce, even with the rising retirement age. Many Gen Xers are approaching that mark and will be aging out in the next ten years, meaning that the workforce will primarily be made up of millennials, Gen Z and the newly maturing Gen Alpha, the oldest of which are currently 14.

The conference continued with Keynote Speaker Sheree Anne Kelly, CEO of the Association of Chamber of Commerce Executives. Kelly spoke about what lies ahead for chambers and how they can adapt and evolve when faced with the after-effects of things like a global pandemic, a monumental economic downturn, the changing nature of business and a tumultuous political climate.

In all, the 2024 Impact Conference was a successful convening of the professional world, to address the issues, trends and more that we are all facing.

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



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PHOTOS | BY GRANT FLOYD

# Sunriver Public Works Facility

*Continued from page 1*

miles of roads and 34 miles of pathways.

The Round House once served as a sewer treatment digester and many years ago was converted into an operations building to house equipment, tools, and personnel.

One of the old structures was demolished to make way for the new custom-built facility, which includes enclosed bays to keep vehicles and heavy equipment out of the elements — saving staff time digging them out every time it snows.

SROA Director of Public Works Mark Smith said, “This new, more efficient building for crews and equipment is going to boost our effectiveness tremendously.

“We can take better care of equipment, and not have to store outside, with the added benefit of residents not having to view daily.

“The number one benefit is the efficiencies we will derive. We oversee maintenance and other needs for some 4200 homes and the resort and so forth, and the crews are excited to move in.

“Wolf Construction owner Scott Wolf did a great job, going above and beyond to deliver a successful project within the budget.”

The former one-bathroom shop with a single window in the round house was used primarily to store equipment and house the crews tasked with maintaining a range of infrastructure and service needs.

But Public Works had long outgrown the aging facility, which also presented a number of functional challenges after it was adapted from its days as a 1940s-era sewage holding tank, or wastewater treatment “digester,” from the time of World War II and the Camp Abbot military training center.

The concrete-walled plant was still in use up until 1967, before being converted into an operations building to house equipment, tools, and personnel.

SROA Public Works Director Mark Smith said the department’s crews work diligently 365 days a year and are proud of the services they provide to keep the resort in prime condition, for residents and visitors alike, but deserve to share a similar sense of pride in their work environment.

And now, the long-discussed goal to create a new, more efficient, base has become reality thanks to the \$1.6 million project sanctioned by the SROA

Board and funded from association reserves.

One of the old buildings was demolished to make way for the tailor-made 13,500-square-foot facility including enclosed bays to keep vehicles and heavy equipment out of the elements — which will save staff time digging them out every time it snows.

The building is a pre-engineered metal structure including a sizeable reinforced 3,600 square foot mezzanine for additional storage and future expansion potential.

The design adhered to SROA’s aesthetic guidelines, with the exterior focusing on natural materials and a more welcoming façade.

Wolf Construction and Development Principal Scott Wolf said, “This is a greatly needed facility for the public works department.

“They have been working out of an old building that used to be a former sewage digester. I was impressed with the repurposing of the retired digester, however, due to its shape and size it had long since outgrown its temporary use.

“The new building consolidates operations and storage needs in a bigger more efficient space. Public Works is a busy and productive department, and this move is better for employees and the whole community; it is something all parties can feel good about.

“I worked with SROA previously on the north pool project — they are an exceptionally good client, and we had a great collaborative team all round.

“We provided a lot of upgrades within a tight budget, and I believe delivered unbeatable value through a lot of hard work, time, and effort, including intensive value engineering.

“There was a lot of input on the design front from multiple stakeholders to help deliver a successful project which turned out even better than planned.

“Challenges on the projects included dealing with the weather in Sunriver and the labor shortage in the construction industry, which has been compounded by the lack of high school graduates going into the traditional construction-related trades.”

He added that the shop space in the new facility included 14ft overhead doors giving the ability to drive through the building, with allowance made for

Continued on Page 10 ►





PHOTO | BY GRANT FLOYD

## Sunriver Public Works Facility

*Continued from page 9*

expansion and addition of employees. The old space had a cramped meeting room area, and the round house did not have a lot of separation.

Smith said the new facility will improve the overall efficiency, safety and well-being of staff, including conditioned workspaces to get out of the elements during heat or cold events, wildfire smoke days, etc.; efficient working spaces and tool storage as part of the larger shop; safer chemical and paint storage; additional office and locker space; appropriately sized and efficient breakroom; separate restrooms for men and women, and proper storage space for items such as maps, archives and owner directories.

The project was processed publicly through the Deschutes County Planning Department in accordance with SROA Design Committee Manual of Rules & Procedures, including holding informational neighborhood meetings.

Public Works crews year-round responsibilities include: Maintenance and snowplowing of roads and pathways, maintenance of SROA-owned facilities including: SHARC, Member Pool, boat launch, tennis and pickleball courts; Fort Rock, Paulina & Mary McCallum parks; Street signage; Buildings & infrastructure; Landscaping; Restrooms; Daily pathway trash can pick up; "Ladder fuels" reduction, and tree removal on commons.

The Department has a fleet of snow removal vehicles for clearing Sunriver's roads and pathways. Crews generally start plowing after 3" has accumulated on the main roads and during heavy or continued snowfall and will work around the clock in 12-hour shifts to keep roads clear.

The 9.85-acre site for the new building — located in the Sunriver Community General District (SUCG) and the Airport Safety (AS) Combining Zone off Sun Eagle Lane and Abbott Drive — is currently developed with a number of buildings for the Sunriver Owners Association.

Uses and structures on the property include a fire station, administration building, equipment and cinder storage, and public works buildings.

The new facility also provides additional sheltered bicycle parking to be utilized in conjunction with the neighboring, existing administration building.

During approval proceedings, SROA staff commented, "The building is

replacing a repurposed wastewater treatment building and will be more aesthetically pleasing.

"The proposed structure will utilize masonry and non-reflective materials in muted, earth-tone colors to blend in and reduce contrast with surrounding vegetation and landscaping.

"The primary purpose of the proposed building is to provide interior storage of vehicles that are currently stored outside. This will reduce the visual impact of stored vehicles as well as reducing the noise from vehicle startups and idling.

"A landscape plan has been provided to show additional, new landscaping between the proposed structure and Sun Eagle Lane. This new landscaping, along with the landscaping (trees/vegetation) currently existing on the north and south sides of Sun Eagle Lane provides ample, natural screening to the proposed structure."

The resort community of Sunriver has a full-time population of about 1,700, but during peak tourist times can swell to 20,000 or more. These ebbs and flows in population can place a unique strain on the local district.

Following almost two-years work, SROA's Infrastructure & Amenities Master Plan (IAMP) Task Force previously presented its final report to the Sunriver Owners Association Board of Directors at an annual meeting, identifying replacement of the Public Works "round house" facility as one of its top priorities in the 2023-2024 cycle.

A task force report said, "The SROA Public Works campus is the road/pathway maintenance and overall infrastructure backbone of Sunriver.

"Many of its current buildings and equipment storage bays are close to the end of their useful lives and/or inefficient. Even a building still used a lot today, is from the Camp Abbot days.

"This is a cause for concern from a functionality and community safety standpoint. New improvements and additions to Public Works facilities would increase safety and efficiency for staff operations, snow removal services, and daily functions such as maintaining SROA's common areas."

The move to build a new Public Works facility was also in conformance with the Sunriver Owners Association Mission Statement, which prioritizes: "Maintaining Sunriver as a premier residential and resort community, protecting and enhancing its quality of life, natural environment and property values."

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



# Epic E1000 GX Proves to Be a ‘Truly Game-Changing Aircraft’

by **ANDREA HINE** — CBN Feature Writer

To call Epic Aircraft CEO Doug King “hands on” is a thoroughly accurate descriptor, as invited guests from as far away as South Carolina, Montana, and Texas learned during a recent visit to the company’s Bend factory headquarters.

Having received FAA certification five years ago for the company’s all-carbon fiber Epic E1000 GX — after seven years of design, manufacturing and testing — King describes the six-seat, fully factory-built aircraft as “the fastest and most fuel-efficient single-engine aircraft in its class.”

And King (who has led the company since 2010) has good reason to be proud, as the sought-after FAA certification “signaled the arrival of a truly game-changing aircraft — one that is going to disrupt the aviation industry, and set a new standard for innovation, performance, and price,” he has been quoted as saying.

He also pointed out that the Epic E100 GX was just named the “Coolest Thing Made in Oregon” during the second annual Vision Oregon event held in Portland — standing out among more than 250 nominations and 16 products that were selected by a panel of experts.

Said King in accepting the honor: “Epic Aircraft is

honored to have landed the top spot for the high-performance, single-engine turboprop that we build from start to finish. What comes in as a roll of carbon fiber fabric in one end of the factory comes out of the other end as a beautiful, sleek airplane built by a talented team of over 475 employees. I am really proud of what we’ve accomplished.”

“Doug always has a smile on his face when talking about the Epic E1000 GX,” observed Amy Foster Trenz, the company’s sales and marketing director.

Epic Aircraft is ramping up production to meet increased demand, with King’s goal for 2025 “to be sold out for several years. We currently produce a new aircraft every nine business days, or just over two a month,” he said. The 80th certified airplane will be delivered by the end of 2024.

The company owns and occupies 300,000 square feet of factory space, which King showed to his guests during a walk-through that encompassed the production process from fabrication to bonding to final assembly. “We’re the largest renter of land from the City of Bend,” he said.

“Our philosophy is ‘safety first,’ from the spinner to the tail, and we are delivering an incredibly safe aircraft. Safety is paramount,” he emphasized.

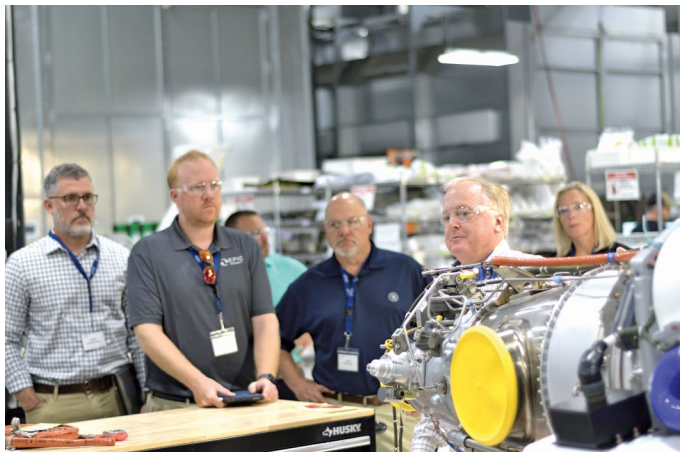
That ethos extends to the company’s factory-based, customer training program, which Peter King, Epic’s chief pilot (and no relation to the company’s CEO), spent five years developing. As customers range from part-time pilots to those for whom “flying is their career,” the program’s lesson plan is flexible to accommodate a range of abilities until mastery of some 83 tasks and skills has been demonstrated. “It’s all about setting you up for success,” he said.

King further claimed that “We have the best safety record in the industry,” adding that “Epic has had zero accidents or incidents in the last five years. I’m holding that close.”

It’s obvious that the sense of pride shown by Peter King is characteristic of Epic Aircraft’s



AMONG OTHER ACCOLADES, THE EPIC E1000 GX WAS NAMED THIS YEAR’S ‘COOLEST THING MADE IN OREGON’ | PHOTO COURTESY OF GARY CHAMBERS



EPIC AIRCRAFT’S CEO DOUG KING (SECOND FROM RIGHT) IS SHOWN WITH A GROUP OF VISITORS DURING A TOUR OF THE COMPANY’S FACTORY | PHOTO COURTESY OF EPIC AIRCRAFT

culture. “We like to foster a family feeling,” said Amy Foster Trenz, “which includes partners and owners. It’s an all-company effort to produce this aircraft involving a lot of people and a lot of hands.”

In a related vein, “The on-the-job learning we offer attracts a wide spectrum of talent. It’s a great entry-level job with huge advancement opportunities,” she said. “We’re always hiring here,” added CEO King.

The owner of an Epic himself, he has flown it around the world and amassed 3,600 hours. “The plane is like part of the family,” King said.

As part of the event, guests gathered around a simulator of the all-composite, single-engine turboprop airplane that is used extensively during training. Sitting side by side with King in the cabin, a colleague from the early days said to him, “You’ve come a very, very long way.” [epicaircraft.com](http://epicaircraft.com)

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Advanced Aviation Inc. 63336 Powell Butte Hwy. Bend, OR 97701	541-330-5817	541-318-4776	www.advancedaviationinc.com aaron@advancedaviationinc.com	Aaron Brook	2	1994	Experimental aircraft builders assist shop.
Aircraft Rubber Manufacturing (ARM-USA) 1550 NE Kingwood Ave. Redmond, OR 97756	800-433-6524	541-923-6015	www.fuelsafe.com sales@fuelsafe.com	William Hare	43	1988	Fuel cells for race cars, planes & boats. Armored tanks, industrial tanks. Welding & fabrication. Liquid storage containers. Wide variety of fuel, fluid & gas containment systems.
AircraftPartsandSupplies.com Central Oregon	541-241-8673	N/A	www.AircraftPartsandSupplies.com George@aircraftpartsandsupplies.com	George Wescott	10	2023	Aircraft parts & supplies marketplace, for consumers, business & government.
CIES, Inc. 1375 SE Wilson Ave., Ste. 150 Bend, OR 97702	541-977-1043	N/A	www.ciescorp.net scott.philiben@ciescorp.com	Scott Philiben	14	2010	Digital fuel, oil & glycol senders for aircraft & other high value applications.
Composite Approach 1475 NE Jackpine Ave., Ste. 300 Redmond, OR 97756	541-316-7161	N/A	www.compositeapproach.com info@compositeapproach.com	Brian Harris, Holly Harris	52	2008	Aircraft composites.
CV International 20680 & 20676 Carmen Loop Bend, OR 97702	541-205-0195	541-639-4633	www.cvintrl.com info@cvintrl.com	Dan Warden	26	1981	50 innovative solutions ranging from nitrogen generators, contaminated fuel detection systems, cryogenic sampling kits, nitrogen servicing carts, jacking systems to custom designed aviation maintenance platforms.
Epic Aircraft, LLC 22590 Nelson Rd. Bend, OR 97701	541-318-8849	N/A	www.epicaircraft.com info@epicaircraft.com	Doug King	455	2004	High-performance, all-composite, six-seat, single-engine turboprop aircraft.
Erickson Aero Tanker (Aero Air) 2322 NW Berg Dr. Madras, OR 97741	N/A	N/A	www.aeroair.com	Kevin McCullough	46	1956	Aerial firefighting.
Flight Line Air Conditioning, Inc. 1842 SE First St., Unit B Redmond, OR 97756	541-330-5466	N/A	www.flightlineac.com	John Stream	3	2000	Develops the most highly efficient & effective air conditioning systems available for the light aircraft industry.
Garmin - Bend (PulsedLight, Inc.) Bend, OR 97701	541-639-8842	N/A	www.pulsedlight3d.com sensors@pulsedlight3d.com	N/A	50	2011	Developed a patented, optical proximity & distance measurement technology that can be quickly & inexpensively adapted to a variety of applications, from single beam distance measurement to line scanning & complex 3-D imaging. Technology can yield a tenfold improvement in cost, size or performance over competitive non-contact sensors.
Innoviator LLC 15820 Barclay Dr. Sisters, OR 97759	541-719-1797	N/A	www.innoviator.com sales@innoviator.com	Steve Marsan	12	2014	Aircraft certification, engineering, fabrication, quality & integration services.
Kawak Aviation Technologies 20690 Carmen Ln., Ste. 102 Bend, OR 97702	541-385-5051	541-617-9857	www.kawakaviation.com andrew@kawakaviation.com	Mike Reightley, Andrew Sawyer, Steven Sawyer	34	1993	Aviation company that manufactures & fully supports many mission equipment product lines & is known as an industry leading mission equipment supplier in helicopter firefighting systems, aerial agri-culture, propulsion systems, motion control, flight control products, auxiliary power & precision agricultural power systems. Produces auxiliary power systems for aircraft & ground vehicle support including hydraulic & custom electric motor solutions. Complete aerial firefighting systems & product lines for wildfire support & suppression. Aircraft engine control quadrants & more.
Leading Edge Aviation, Inc. 63048 Powell Butte Rd. Bend, OR 97701	541-383-8825	N/A	www.flyleadingedge.com info@flybend.com	Noma Nelson, Travis Warthen, Brad Fraley	80	1989	Largest flight school in Central Oregon utilizing a growing fleet of Robinson R22s & R44s as well as Bell helicopters for helicopter training & Cessna 172s & Beechcraft Bonanzas more. Flight provider for the COCC associates degree program in applied science for aviation & train students from other countries under the M1 visa, certified Robinson Helicopter sales, service, maintenance & more. Operates a USFS & DOI approved charter division assisting with wild land firefighting activities as well as oil & gas exploration & more. Parent company to Leading Edge Jet Center, the leading Fixed Base Operator & fuel provider in Central Oregon, located at Redmond's Roberts Field Airport, servicing all commercial airlines & transient aircraft.

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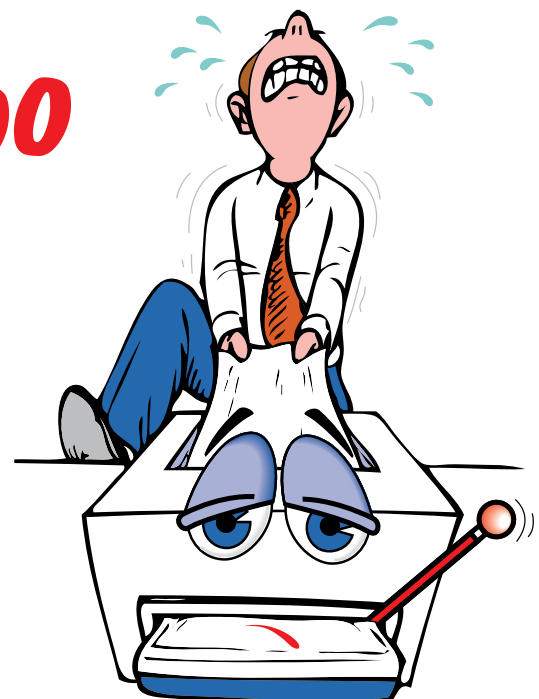
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Mountain High Equipment & Supply/ Aerospace Instrumentation Research 2244 SE Airport Way, Ste. 100 Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxygen.com sales@mhoxygen.com	Brad Stankey, Eric Westernen, Patrick McLaughlin	15	1985	Specialized inventory of custom built-in & carry on aviation oxygen systems & support accessories for private pilots, hang gliders, sailplanes & high-altitude adventurers around the globe. Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment.
PCC Schlosser 345 NE Hemlock Ave. Redmond, OR 97756	541-548-0766	N/A	www.pccstructurals.com	Keith Colvin	328	1989	A subsidiary of PCC Structural, Inc., headquartered in Portland. They manufacture complex titanium castings for use in the aerospace industry & for the U.S. Military.
Precise Flight, Inc. 63354 Powell Butte Rd. PO Box 7168 Bend, OR 97701	541-382-8684	541-388-1105	www.preciseflight.com Sales@preciseflight.com	Bill Hoback	24	1980	Supplier of advanced technology to the aviation industry including lighting, oxygen & electromechanical technologies.
Prineville Aviation 4597 SW Airport Rd. Prineville, OR 97754	541-447-1118	N/A	pvia@prinetime.net	Eldon Nimmo, Peggy Nimmo	2	1998	Aircraft maintenance, flight instruction.
RDD Enterprises 2244 Airport Way, Ste. 130 Redmond, OR 97756	541-504-0305	N/A	www.rddent.com info@rddent.com	David McRae	16	2006	The LX7 Conversion is RDD's flagship product. The LX7 provides great speed & useful load capability with modern aerodynamics & handling. RDD also offers custom aircraft paint, aircraft interiors, composite manufacturing, avionics installations & aircraft maintenance & fabrication for discerning high-performance aircraft owners. Follow us on Facebook @RDDEnterprises.
Samson Sky 1450 NW Gardner Rd. Prineville, OR 97754	855-772-6766	N/A	www.samsonsky.com GailG@SamsonSky.com	Gail Gallegos	8	2008	Flying sports car, Kit Aircraft; builder assist center.
Snowline Manufacturing 63360 Powell Butte Hwy. Bend, OR 97701	541-617-1107	N/A	www.snowlinemfg.com mikes@snowlinemfg.com	Mike Snow	10	1990	Precision welding & machinery providing a wide variety of structural & non-structural components
Stratos Aircraft 253 SE Franklin St. Redmond, OR 97756	541-330-0714	N/A	www.stratosaircraft.com info@stratosaircraft.com	Carsten Sundin, Kevin Jordan	17	2013	The Stratos 714 is a Very Light Personal Jet (VLPJ).
Tiger Tugs 2895 SW 13th St., Ste. A Redmond, OR 97756	541-585-4041	N/A	www.tigertugs.com info@tigertugs.com	Scott Mills	4	2009	Helicopter transport system.
Windward Performance LLC 63008 Powell Butte Hwy. Bend, OR 97701	541-382-1056	N/A	www.windward-performance.com info@windward-performance.com	Greg Cole	28	1999	Aerospace products, glider & sailplane design & manufacturing.

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# Starting One's Own Flight Path

A Q&A with Lisa Shipman, Central Oregon Community College's New Aviation Program Director

by MARK RUSSELL JOHNSON, Staff Writer, Marketing & Public Relations — Central Oregon Community College

**Q:** What is your background in aviation?

**A:** I have been a professional aviator for 40 years, owning and operating a flight school in Reno, Nevada, for ten years, working as a corporate and jet charter pilot, and spending the last seven-plus years as the airplane degree advisor and classroom instructor for the COCC aviation program. I became program director in 2023.

**Q:** What sets the COCC aviation program apart from its competition?

**A:** We serve over 200 students who come from all over the U.S., including a large population of veteran students. We are one of the few two-year degree programs still enrolling veteran students in aviation and flight-training degree programs, simply because of the complexity of administering to the regulations within the U.S. Department of Veterans Affairs. Our classroom instructors are all experienced aviation professionals with industry experience. We believe a solid foundation in "ground school" studies and mentoring is as important as the flight training.

**Q:** Can you describe the areas of flight study COCC offers, for helicopter, fixed-wing and unmanned aerial systems?

**A:** COCC aviation offers professional pilot associate degree programs for all three disciplines. Classes at the campus consist of a few general education subjects and electives, and a variety of aviation subjects consistent with the certification standards of the Federal Aviation Administration (FAA). Our students graduate with their associate degree in professional aviation and all FAA flight certifications required to become a professional aviator, including flight instructor certifications.

**Q:** What sort of prerequisites or testing is needed in advance?

**A:** A high school diploma and an FAA Class 1 or 2 medical certificate in order to apply for the program. There is currently a waitlist for the airplane degree, so students should apply at least six months in advance.

**Q:** Is there financial aid available, beyond veterans' benefits?



COCC AVIATION | PHOTO BY ROSIE DAY

**A:** Yes, students not only have federal financial aid opportunities, but many scholarships also become available as the students complete their first pilot certification.

**Q:** How soon will students be up in an aircraft with an instructor?

**A:** Flight training begins the very first term, along with classes to support that training. Students engage in flight-training sessions approximately three times per week.

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# Free Flight Instruction has RDD Employees Soaring with Enthusiasm

by CAM DAVIS — RDD Enterprises

Let's face it. With the high cost of living in Central Oregon, the aviation industry is severely challenged with attracting and retaining good employees. But leave it to the relentlessly innovative crew at RDD to develop a unique way to invest in its valuable team members: Free flying lessons.



OHAD GOLANI (CFII), RDD'S CERTIFIED FLIGHT INSTRUCTOR | PHOTOS COURTESY OF RDD ENTERPRISES

"Most everyone who contributes to the creation of a revolutionary experimental aircraft like our LX7 has a passion for flying," said David McRae, co-owner and director of Marketing, Sales & Business Development. "So, for those who are eager to push their careers to new heights, we've taken the steps to help fuel that passion."

The "Learn to Fly" program was made possible by the addition of certified flight instructor Ohad Golani (CFII) to the staff early in 2024. Born and raised in Israel, Golani has logged hundreds of hours in the air. His sole purpose at RDD is to share his expertise and tremendous passion for flying with RDD employees in order to advance their current experience level and ultimately obtain their pilot certificate if they have not yet done so.

"I always wanted to become a pilot," said Golani. "A few years ago, I finally gathered the courage to pursue this incredible journey at a small flight school, just up the street from RDD and acquired all of my ratings. Now, as a Certified Flight Instructor, I try to incorporate my values and experience into a safe and enjoyable flight-training environment."

Golani takes all of his students up in a 1966 two-seat Cessna 150F, which is known to be excellent for flight-training purposes. He says RDD is thankful to partners

like Precise Flight, Cies, Flight Ready, Icom, AEROLEDS and Whelen Aerospace Technologies for providing equipment and sponsor support for the aircraft.

"Training is going well," said Golani. "Our trainer airplane has exceeded my expectations and is flying nicely. I'm currently working with two employees, one of whom is ready to do his first solo flight in order to get his private pilot's license. Two others are waiting in the wings, so to speak. One of them is focusing on ground schoolwork while he loses a few pounds and another will be ready to begin her training when she completes three early-morning ground sessions."

For the students, the chance to receive flying instruction for free is not taken lightly and for some, it can be a game-changer for their futures. RDD Project Manager Joel Timmerman grew up on a 300-acre, family-run cattle ranch and hay farm in Powell Butte. His dad was also a Private Pilot who often took Joel up in his Piper Cherokee 6. Before his junior year in college in 1988, a flight in a Falcon 20 business jet introduced him to the world of corporate flying and he has dreamed of being a pilot ever since.

"This opportunity means everything to me," said Timmerman. "Obviously, there is a large financial barrier to becoming a professional pilot. To earn the Private, Instrument, Commercial, Instructor and Instrument Instructor ratings can exceed \$60,000. Once I joined the Navy in 1998, I also started a family, so flying took a backseat as we raised those young



GOLANI (CFII) INSPECTING A PLANE AT RDD'S HEADQUARTERS IN REDMOND

humans. I now have five grown boys (ages 31, 27, 25, 23 and 15) and it's finally time for Dad to become a professional pilot. Thanks to RDD covering the cost of instruction as well as the aircraft expenses, this is truly a dream come true for me!"

Timmerman's ultimate goal is to fly every day and help the company by demonstrating the superior technology of the LX7 to prospective customers. But that's not all.

"Once I retire from RDD," he says, "I want to be that old guy at the airport giving flight instruction and inspiring the next generation of aviators."

The demand for RDD's ground-breaking



GOLANI WITH ONE OF HIS STUDENTS | PHOTOS COURTESY OF RDD ENTERPRISES

LX7 aircraft continues to present tremendous opportunities for growth at its Redmond facility, and McRae knows the company won't be able to achieve its goals without dedicated employees who are excited about coming to work and investing in their future.

"We are extremely fortunate to have someone like Ohad on board to offer this unique employee incentive," said McRae. "In less than a year, we've seen tremendous enthusiasm within our ranks and we expect even more in the years to come."

**About RDD:**

RDD Enterprises, located in Redmond, is a premiere aviation research, design and development group with a rich aviation heritage serving the experimental aircraft community. Our goal is to service serious aviators by providing technologically advanced aircraft systems with impeccable safety and world-class support.

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JOEL TIMMERMAN, RDD PROJECT MANAGER AND FLIGHT STUDENT

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# The Redmond Air Center

## A Forest Service Aviation Hub in the PNW

by **NOAH NELSON** — CBN Feature Writer

The Redmond Air Center (RAC) serves as a U.S. Forest Service hub for regional training, aviation resources and wildland firefighting support in the Pacific Northwest.

The RAC was founded back in 1961 when fire operations managers came to the conclusion that the region needed a centralized fire operations facility. According to Air Center Manager Maurice Evans, Redmond was selected from a number of other local options due to the size and quality of the existing airport, and the overall favorable weather conditions.

Evans has a long career with the U.S. Forest Service, stretching back to the early 90s when he began his career as a Forester with the Apalachicola Ranger District in Florida. "Throughout my career, I have served in various jobs in Natural Resources Management and Fire Management, which helped prepare me for my current role since 2012, the Redmond Air Center Manager," Evans said.

According to Evans, the mission of RAC is, "to provide quality service to Federal, State and local wildland fire management agencies by supporting

and managing national and shared resources.

These shared resources include many groups that play an important role in helping the RAC achieve their mission and serve the PNW.

Smokejumpers are well known for being ready to fight fires at a moment's notice. Smokejumpers are primarily an initial attack for suppressing wildland fires. By air or by land, smokejumpers respond to any fire by the most effective and efficient means available. Of course, many people know them for their ability to parachute out of airplanes to reach the fire, hence their name.

The Redmond Interagency Hotshot Crew, like others across the country, are a highly trained and specialized wildland fire crew. Interagency Hotshot Crews perform some of the most demanding and hazardous tasks in firefighting. Evan's says they also provide a developmental program designed to give future managers a sound background in fire suppression, prescribed fire and leadership.

The Redmond Airtanker Base provides supervision, coordination, and contract administration of assigned air tankers, while also maintaining retardant storage and air tanker loading equipment for delivery to wildland fires throughout the Western United States.

The Redmond Interagency Support Cache is another important factor. According to Evans, "We are one of five Type 1 caches in the nation. We support Type 1, 2 and 3 wildland fire incidents. We are



PHOTOS | COURTESY OF REDMOND AIR CENTER

responsible for maintaining, repairing, transporting and accounting for fire equipment and supplies. The cache also operates the regional Pump Shop that is cost effective with quality service for all users."

In addition, the mission at RAC is supported by; the Regional Aviation Group, which provides guidance for regional air operations, contract administration for aircraft, and pilots for lead planes and smokejumper aircraft; the Pacific Northwest Training Center, which operates all facets of the RAC's regional aviation and Fire Management training programs; and the Administrative Section, which provides support services for all programs located at the RAC.

Besides fire suppression and response, the RAC is a major contributor to both the local and national economy with expenditures exceeding \$11 million dollars annually. According to Evans, "We employ about 200 plus employees and can increase during fire emergencies. Community involvement and building relationships is very important to the RAC and the leadership."

Lastly, the main challenge the RAC and their associated groups are all facing centers around employment, and the rising cost of living in Central Oregon. According to Evans, "Hiring and retention, due to affordability when it comes to housing and rent, is a main challenge."



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# Bend Municipal Airport

*Continued from page 1*

two new a year, not counting sponsor-owned and funded control towers such as the one dedicated to the late Senator John McCain at Arizona's Phoenix-Mesa Gateway Airport."

The reason, Williams said, is that federal support is normally needed to champion such a project. Bend's \$15 million price tag is based on "very good estimates of the total cost, excluding, unforeseen circumstances such as supply chain issues that could come up," added Julie Thiessen, project manager and senior airport engineer at Morrison-Maierle.

The final piece of the \$15 million funding puzzle fell into place this month when Oregon Senators Jeff Merkley and Ron Wyden announced that the Federal Aviation Administration (FAA) is awarding \$17,364,442 to the state under the Airport Improvement Program, including \$3.75 million to Bend Municipal Airport for its new control tower.



THIS "BEFORE" PHOTO SHOWS THE CONTROL TOWER DURING ITS FIRST STEPS OF CONSTRUCTION | PHOTO COURTESY OF MORRISON-MAIERLE

(Roberts Field in Redmond received \$1.3 million, which Airport Manager Zachary Bass said "was expected and is part of our annual entitlement from the FAA.")

In addition to Senators Merkley and Wyden, Williams singled out Lori Chavez-DeRemer — previously a member of the U.S. House of Representatives who was just chosen to serve as labor secretary by the incoming president—for her support. She also credited the FAA for giving the project "higher priority than other similar projects in the past, as they don't fit within the agency's normal funding scheme."

"Coincidentally, the combination of various federal and state grants that will fund the project came in within months of each other," said Williams, who admitted to periodically losing sleep up until that point. (She began the grant application process back in 2020, when assuming her airport manager position.)

"Tracy did her job remarkably well," praised Thiessen, "meeting with the

legislators face-to-face in Washington, D.C., and explaining in detail where the requested money would be going" and the benefits that would be entailed — not just for Bend, but for Central Oregon overall — in helping reduce congestion in the air. "Her efforts were key to the project's funding success," Thiessen said.

Williams emphasized that there are no plans to bring commercial flights to Bend. "There's no reason to compete with Redmond, especially since Bend is heavily used for general aviation and business and its runway isn't long enough to accommodate commercial jets. This is how we distinguish between the two airports."

Nor is the control tower project designed to attract other larger aircraft. "All of our planes meet the criteria of having a 79-foot-wide wing span, and a 30,000-pound, single-wheel, weight-bearing capacity," Williams said. "While the new tower might change the mix of aircraft, there is still a limit on who can come in."

Both Williams and Thiessen noted that collaboration has been integral to the project from its earliest pre-funding days — a prime example being the initial site selection study that involved some 45 professionals (including an air traffic control manager from the Redmond Airport) who spent a day together discussing details as minute as adjusting window mullions in the control tower to prevent aircraft signals from being obscured, and rotating the tower ten degrees off center. "Everyone got to weigh in," Williams said.

"Working under the FAA's strict schedule (as the agency will staff the tower and develop a timeline for hiring and training), everyone is stretched thin, and we have less overall time to solve concerns that might come up," added Thiessen. "Our constant collaboration, transparency, and open communication foster more efficient problem-solving, and have been key to the success of the project thus far."

"It's a great example of collaboration," Williams agreed, "and in fact, will be used as a model for the FAA when moving forward. Although not realizing it at the time, we were trailblazers."

The two professional partners summed up the positive momentum that has been forged among project participants and stakeholders: "We're still in pattern and on the approach," they said.



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# Bend Municipal Airport Control Tower Construction is Underway & on Schedule

by **KAITY BURKE — Morrison-Maierle**

The Bend Municipal Airport, consistently ranked among the top five busiest airports in Oregon, reached another major milestone in November as the construction of its highly anticipated air traffic control tower (ATCT) is proceeding and will be going vertical soon. The addition of this crucial infrastructure is key to enhancing safety, efficiency and economic prosperity for the region.

## FAA Contract Tower Program Acceptance and Siting Study

The planning process for an ATCT originated in 2008 when the Bend Municipal Airport began to look at tower siting options and cost-benefit analyses. In a pivotal move on October 14, 2020, the Bend Municipal Airport was accepted into the Federal Aviation Administration (FAA) Contract Tower Program, signaling a critical milestone for air traffic control in the region. Subsequently, a formal siting study was completed in 2023, providing essential insights into the optimal location and specifications for the upcoming ATCT.



BEND ATCT | RENDERING COURTESY OF MORRISON-MAIERLE

## Design and Construction Teams

A multi-disciplinary project team — Morrison-Maierle for full engineering services, AJT Engineering for cab design and tower specialties, LSW Architects for interior and exterior design and finishes, and Rammah Design for civil engineering and FAA specifications support — designed the tower in accordance with the siting study. In addition to the design team, GRI, Inc. performed the geotechnical analysis for the project, which allowed the team to develop a design that meets seismic requirements. Design surveying was performed by 45th Parallel from Hood River. Progress estimates were developed by Connico, and ESA performed environmental services. The team worked on an accelerated schedule to secure multiple sources of federal funding and maintain eligibility in the Federal Contract Tower Program.

The City of Bend put the project out for construction bids in March 2024, and Corp, Inc. was the successful bidder. Tracy Williams, airport manager, has been involved directly with the team throughout the planning, design, and construction of this project.

## Key Project Components and Cost

The Bend ATCT project encompasses these main components: the tower structure, a service road, a parking area, utility connections, a tower security fence, and supplemental weather sensors. The unique exterior façade of the eight-story ATCT is tailored to complement Central Oregon's natural beauty with an eye to being a part of this landscape. The interior layout and components are focused on maximizing functionality, safety, and well-being for employees based in the tower.

The total estimated cost for design and construction is \$15 million, with funds secured from federal, state, and local sources, including grants. This investment is not only a commitment to enhanced safety but also a boost to the local economy, providing above-average wage jobs to the community.

## Construction Timeline

Construction began in July 2024, progressing through the summer and fall of this year, and completion is on track for the fall of 2025. To date, the foundation has been excavated and poured, subfloor utilities have been routed, and the ground-floor concrete surface has been poured.

The next major step, erecting the tower's steel infrastructure, is anticipated to begin in early December.

"We are pleased that, owing to the planning efforts of our design team, construction of this long-awaited project is proceeding on schedule," said Williams. "The control tower will result in safer and more efficient aircraft operations at the Bend Municipal Airport, which will benefit the direct users of the airport as well as our greater community."

Morrison Maierle and our partners are honored to be a part of this project, which will enhance the experience of residents and visitors to the Central Oregon area. We look forward to updating the community this time next year when the tower is reaching completion.

## About Bend Municipal Airport:

The Bend Municipal Airport is the third busiest airport in Oregon, serving as a critical hub for aviation activities in Central Oregon. As a major contributor to the regional economy, the airport continues to grow, attracting fixed-wing and helicopter flight training programs in connection to Central Oregon Community College and contributing to the area's vibrancy. With the addition of the ATCT, the Bend Municipal Airport is poised to further elevate its role in ensuring safe and efficient air travel.

Morrison-Maierle: [m-m.net](http://m-m.net) • LSW Architects: [lswarchitects.com](http://lswarchitects.com) • AJT Engineering: [ajteng.com](http://ajteng.com) • Rammah Design: [rammah.com](http://rammah.com) • GRI: [gri.com](http://gri.com) • 45th Parallel: [45geomatics.com](http://45geomatics.com) • Connico: [connico.com](http://connico.com) • ESA: [esassoc.com](http://esassoc.com)



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# Improved Switchblade Design Moves Flying Sports Car Closer to Production

by **ANDREA HINE** — CBN Feature Writer

If an aerodynamically designed, high-performance sports car that accelerates from zero to 60 mph in just 60 seconds sounds appealing, imagine if that vehicle could be driven to a nearby airport and transformed into an equally high-performance aircraft in under three minutes — able to reach a flying cruise speed of 160 mph. That's no longer the stuff of science fiction, but rather the culmination of a 15-year effort to create the world's most sought-after flying sports car — the Switchblade.

"There have been hundreds of designs for flying cars, but no one has pulled it off until now," said Sam Bousfield, whose path from initial conception to production started with drawings when he was in kindergarten, and has reached the point where 2,700 buyers from 57 countries (and all 50 U.S. states) — a number that grows daily — are clamoring for their own Switchblade once the vehicles are available.

Developing an enhanced body design is the latest milestone for Bousfield and his Samson Sky team, spurred by flight testing that — while validating many key parameters of the original design — resulted in a sleeker body and thruster propellers that "elevate the Switchblade to the next level, and give us the green light for production," he said.

As Bousfield explained, "A company developing a brand-new aircraft never goes into production with their initial design, as there are always changes and modifications based on things learned from flight testing, as was the case with the Switchblade. Our new design improves performance by 20 percent — increasing the aircraft's ability to fly faster. In addition, the cockpit is wider, and the wings are bigger, which allow it to carry more weight."

He also noted that "Although the tail pulled forward into the back of the Switchblade and was protected by the bumpers in the original design, neither the tail nor the propeller was fully enclosed when driving on the ground. In the streamlined design, both the wings and tail are completely tucked away and protected inside the vehicle — just the body of the Switchblade shows."



THE NEWLY DESIGNED SWITCHBLADE IS SHOWN HERE IN FLYING MODE | RENDERINGS COURTESY OF SAMSON SKY

Bottom line: These improvements result in an aircraft that is simpler and easier to build. "Everything we do is with the mindset of how we are going to produce thousands of Switchblades to meet the incredible demand we have," said Bousfield. (Existing reservations represent a potential sales value of more than \$450 million.)

Having validated the Switchblade's "new and improved" design through wind tunnel testing — standard practice in the aviation industry, and widely used by Boeing, Airbus, Cessna, and many others — Samson Sky will be building three test vehicles over the next 18 months. These will be used for intensive testing on every aspect of the vehicle, both flying and driving.

"Once testing is completed, we'll shift everything to a new production facility (location TBD), and initially hire about 130 employees," Bousfield said. Samson Sky's existing facility in Prineville will be devoted to R&D, with a staff of about 20 people, including composites manufacturing expert Steve McGinnis, who has worked in leadership roles at Virgin Galactic, Mooney Aircraft, ICON Aircraft, and the Amazon Drone Project, and been instrumental in over 20 aircraft designs.

Bousfield envisions production of the Switchblade starting in late spring or early summer of 2026.

Samson Sky will subsequently build assembly facilities around the country where customers can fulfill FAA requirements to build 51% of the aircraft they have purchased. (This process, lasting about a week, will be supervised and highly computerized to maintain a consistent quality level, Bousfield emphasized.)

Estimated pricing for the Switchblade's base model remains at \$170k, despite the time spent in modifying its original design. "We feel this is very reasonable for a street-legal, hybrid electric vehicle that can be parked in a garage, as opposed to renting an airplane hangar for as much as \$2,000/month," he said.

A limited Switchblade model with an estimated pricing of \$770k is also in the pipeline. "Individually crafted, it includes a higher horsepower engine; different tires and wheels; a choice of interior finishes; a different tail; and even bullet-proof construction, if desired," noted Bousfield. "Each person's Switchblade will be the only one in the world — their own customized personal space." Base-model buyers also have options such their choice of paint colors.

Bousfield's wife Martha, who has been an integral part of Samson's development from the beginning, serves as reservations manager. In communicating with customers from around the world, she has learned that "the majority plan to utilize the Switchblade for a combination of business and pleasure. By copying their logo and company colors onto their Switchblade, for example, they'll be able to use the vehicle as a business tool, with its mobility allowing them to be much more responsive to their clients."

Sam Bousfield, who is understandably excited about moving Samson Sky into the production mode, can still recall those first years when he was focused on R&D issues such as ground handling and steering to keep the Switchblade from overturning, choosing an engine, and creating the aircraft's own transmission. "We didn't even get into major design until after the first five years," he said, "and I recognize that the production phase will be just as challenging — if not more so. I'm learning something every time I turn around, but realizing this many years ago, I have put together the team to make it happen."

Bousfield credits the success of the Switchblade to "a great team that keeps moving forward despite the setbacks we've faced along the way. In our minds, we're so close, and need to keep our word and our integrity by producing what we promised."

Will the Bousfields use a Switchblade themselves? "Heck, yes," said the husband-wife team. "From a practical perspective, we can't wait. Plus it's so cool." [samsonsky.com](http://samsonsky.com)



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Bend Patrol Services PO Box 1374 Bend, OR 97709	541-617-9999	N/A	www.patrolservices.org bendpatrolservices@yahoo.com	Suzanne Bowers, Nick Thompson	40	2005	Full service security patrol & special events.
Cascade Security Training & Consulting PO Box 247 Redmond, OR 97756	541-848-7763	N/A	www.cascade-security.com info@cascade-security.com	Sue Meyer, Steve Meyer	2	2005	State certified security training & consulting services & private investigations.
East Cascade Security 410 SW Columbia St., Ste. 120 Bend, OR 97702	541-389-0015	541-389-0715	www.ecssecurity.com mattk@ecssecurity.com	Matt King	9	1969	Home security, business security, fire alarm, video surveillance, access control, cyber security, home theater, custom audio, central vacuum, local security monitoring.
Innovate Security for Life 1436 NW Harmon Blvd. Bend, OR 97703	541-948-0207	N/A	www.innovatesfl.com ghousler@innovatesfl.com	Graham Hausler	3	2020	Professional, residential & business security - video & automation, easy DIY or professionally installed locally.
North Pacific Security Inc. 960 SW Disk Dr., Ste. 103 Bend, OR 97701	541-617-7491	541-617-3895	Weguardit.com jsmith@weguardit.com	Joshua Smith	45	1980	Posted security officers, patrol service, commercial, industrial, government & medical.
Security One 60899 Parrell Rd. Bend, OR 97702	541-312-2266	N/A	centraloregon@outlook.com	Kathy Leming	2	1989	Residential & commercial security system design & installation with UL Certified Monitoring Services. CCB# 74101
Security Pros Inc. 61533 American Ln., Ste. 12 Bend, OR 97702	541-330-0404	N/A	www.securityprosbend.com info@securityprosbend.com	Brian Shawver	25	1994	Commercial-only business security services: posted on-site officers, nightly business patrol checks. We now also offer alarm systems & security cameras, combined with our mobile patrol alarm response!
SOS Alarm 1560 NE First St., Unit #6 Bend, OR 97701	541-585-3613	N/A	www.sosasap.com sales@sosasap.com	Customer Service	50	1968	Residential systems, commercial systems, camera systems, OLCC.
Syscor Protection Services, LLC PO Box 6687 Bend, OR 97708	541-728-0301	844-342-7428	www.syscorprotection.com koryfriedman@syscorprotection.com	Kory Friedman	3	2008	Residential & commercial security system design & installation, fire alarm systems, fire alarm system testing, fire & security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.
Trident Professional Security 300 NE Kilnwood Pl., Ste. B Redmond, OR 97756	541-480-0184	N/A	www.tridentprofessionalsecurity.com cmattison@tridentprofessionalsecurity.com	Chris Mattison	35	2019	Security patrol, physical security for events, private investigation, DPSS† instructor & training, 24-hour dispatch, live reporting, posted onsite security, alarm response, security consulting & more.

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Ambrose Law Group LLC 1133 NW Wall St., Ste. 104 Bend, OR 97703	541-617-0707	541-330-0589	www.ambroselaw.com jkalexander@ambroselaw.com	Christopher R. Ambrose, Janis K. Alexander	6	1991	Legal services.
Best Best & Krieger LLP (formerly Karnopp Petersen LLP) 360 SW Bond St., Ste. 400 Bend, OR 97702	541-382-3011	541-388-5410	www.bbklaw.com erin.macdonald@bbklaw.com	Erin MacDonald	22	1935	Business law, corporate finance & securities, creditor's rights, employment law, franchise law, Indian law, intellectual property & licensing, land use, litigation & appellate practice, mediation & arbitration, mergers & acquisitions, natural resources & water law, probate & trust administration, real estate & construction, taxation, trusts & estates. (15 attorneys.)
Brix Law 15 SW Colorado Ave., Ste. 3 Bend, OR 97702	541-693-0075	N/A	www.brixlaw.com bbayliss@brixlaw.com	Bronte Bayliss	7	2015	Real estate, land use & corporate law, including acquisitions, leasing, equity investment negotiations, financing, construction & design, zoning & permitting, employment & more.
Bryant Emerson, LLC 888 SW Evergreen Ave. PO Box 457 Redmond, OR 97756	541-548-2151	541-548-1895	www.redmond-lawyers.com be@redmond-lawyers.com	Steven D. Bryant	4	1905	Conservatorships & guardianships, estate planning & probate, family law, corporate, real estate, trust administration.
Bryant, Lovlien & Jarvis, PC 591 SW Mill View Way Bend, OR 97702	541-382-4331	541-389-3386	www.bljlawyers.com bljadmin@bljlawyers.com	Melissa Lande	25	1915	General civil trial & appellate litigation, business, corporate, taxation, real estate, land use, water, municipal law, estate planning.
Buchanan Schmid LLC 937 NW Newport Ave., Ste. 220 Bend, OR 97703	541-388-1107	541-388-7370	www.buchananschmid.com kym@buchananschmid.com	Kym Tyson, William Buchanan, Kyle Schmid	3	2010	Representation in disputes involving business, real estate, torts, probate, elder abuse & employment.
D'Amore Law Group 750 NW Charbonneau St., Ste. 201 Bend, OR 97701	541-382-2032	N/A	www.damorelaw.com marketing@damorelaw.com	Tom D'Amore	19	1994	Represents clients in catastrophic injury, wrongful death & complex litigation claims.
De Alicante Law Group, LLC 19570 Amber Meadow Dr., Ste. 140 Bend, OR 97702	541-390-8961	N/A	www.dealicante.com hello@dealicante.com	Tony De Alicante	1	2013	Estate planning, trusts, wills, living trusts, revocable living trusts, power of attorney, living wills, probate & business law.
Deschutes Devenders 215 NW Greenwood Ave., Ste. 200 Bend, OR 97703	541-389-7723	541-383-7177	www.despd.org karla@despd.org	Joel Wirtz, Karla	25	1981	Criminal, juvenile.
Donn Harms, Registered Patent Attorney 20475 Outback Ct. Bend, OR 97702	541-678-5209	N/A	www.patentpending.com dharms@patentpending.com	Donn Harms	5	1998	Patents, trademarks, patent searches & trademark searches.

Continued on Page 24 ▶



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# The (Mis)Stakes Are High

## Wage & Hour Traps for Employers

by SEAN RAY, Partner — Barran Liebman LLP

In my employment litigation defense practice, I've noticed a recent proliferation of wage and hour mistakes, which serves as a reminder to Oregon employers to take heed of legal obligations with respect to employee pay before it becomes a costly business expense.

### Meal Breaks

While meal and rest breaks are required by Oregon regulations for shifts of certain lengths, shortened meal breaks provide a potential wrinkle for employers. Under Oregon law, meal periods of at least thirty minutes must be provided to non-exempt employees who work a shift of at least six hours during a work period (though a second meal break is required if the shift length is fourteen hours or more). During this 30-minute break, the employee must be relieved of all duties; that is, they must take a full thirty-minute period where they do not perform any work. If an employee returns to work early (i.e., does not take the full thirty minutes for their meal break), then the employer must pay for the entire meal period, regardless of the reason the employee returned early. This becomes even more important when the employee's employment ends if it has not been caught beforehand due to the penalties that can be levied against Oregon employers.

### Final Paycheck Penalties

In Oregon, an employee's final paycheck is due on a certain date, dependent upon how the employment relationship ended (termination, quit with notice, or quit without notice). Failure to timely issue the final paycheck, including all wages due and owing to the employee as a result of their work for the employer, can lead to Draconian penalties which can be quite severe and vastly outweigh the minimal wages owed.

Imagine a situation where a minimum wage worker returns early from a meal period one time during their employment tenure. Let's say they clock in one minute early so that they are not late. 29 minutes—the amount of time that should be paid under Oregon law in such circumstances—at Oregon's minimum wage (in the Portland metro area) is equivalent to \$7.47. If the employee comes back early from a meal period one time during their employment, and the 29 minutes is never paid to them, including on their final paycheck, the maximum penalty amounts to \$3,708—nearly 500 times the amount of the mistake. Now, the law does have some exceptions built in that an employer can take advantage of in certain circumstances to cap the penalties, but they are time dependent, so if employers ever receive a demand for payment of wages, they should inform their employment law attorney immediately.



### Deductions for Employee Loans or Paycheck Advances

Many Oregon employers care deeply about their employees, and want to help them out when times are hard. Some employers elect to loan money to employees, or provide a paycheck advance, when bills pile up for their workers. While these magnanimous acts wonderfully illustrate the benevolence of many Oregon businesses, such actions are fraught with the potential for wage and hour liability. Is the loan documented? How is it going to be paid back? Often, employees and employers simply want paycheck deductions to be made under some agreed-upon plan to repay the loan or advance. However, Oregon law has strict requirements as to what can be deducted from paychecks and when.

With respect to loan repayments, under Oregon law, "[a]n employer may not withhold, deduct or divert any portion of an employee's wages unless . . . [t]he deductions are voluntarily authorized in writing by the employee, are for the employee's benefit and are recorded in the employer's books." Therefore, if an employer loans money to an employee, they should have a signed, written agreement with the employee that characterizes the money as a loan for the employee's benefit, lays out the terms of the loan, and authorizes the employer to deduct the acceptable loan repayment amounts from the employee's paycheck.

Deductions from a final paycheck, however, have a slightly different set of restrictions. If an employee leaves employment and the employer wishes to deduct the remaining loan balance from the final paycheck, they need to jump through even more hoops to comply with Oregon's wage and hour laws. In such situations, in addition to needing a written agreement, all of the following conditions must also be met:

"the employee has voluntarily signed the agreement; [t]he loan was paid to the employee in cash or other [method of paying employees that complies with Oregon law]; [t]he loan was made solely for the employee's benefit and was not used, either directly or indirectly, for any purpose required by the employer or connected with the employee's employment with the employer; the amount of the deduction at termination of employment does not exceed the amount permitted to be garnished under [Oregon law]; and [t]he deduction is recorded in the employer's books."

Because paycheck deductions can be risky endeavors, and incorrect deductions subject employers to liability not only for the deduction but the aforementioned final paycheck penalties, it is wise to carefully consider such actions before undertaking them and, if unsure, talk to an employment attorney to ensure all appropriate steps are taken before making the deductions.

Sean Ray is a partner at Barran Liebman LLP. For questions, contact him at 503-276-2134 or at [sray@barran.com](mailto:sray@barran.com).

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Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Dwyer Williams Cherkoss Attorneys, PC 1558 SW Nancy Way, Ste. 101 Bend, OR 97702	541-617-0555	541-617-0984	www.roydwyer.com	Tim Williams	19	1982	Personal injury litigation.
EagerLaw PC 15 NW Park Place, Unit 125 Bend, OR 97703	541-323-5850	N/A	www.eagerlawpc.com Jeff@eagerlawpc.com	Jeff Eager	2	2015	Helping business owners clear legal hurdles so they can focus on their goals.
Fitch & Neary, PC 210 SW Fifth St., Ste. 2 Redmond, OR 97756	541-316-1588	541-316-1943	www.fitchandneary.com info@fitchandneary.com	Andrew Fitch, Sean M. Neary	9	2013	Civil litigation, estate planning, business, real estate, family law, bankruptcy, immigration, wills & trusts, probate, land-use & landlord/tenant.
Francis Hansen & Martin LLP 1148 NW Hill St. Bend, OR 97701	541-389-5010	N/A	www.francishansen.com info@francishansen.com	Theresa Trudeau	17	1993	Business & commercial law, construction, real estate, employment law, wills, trusts & probate.
Hart Wagner LLP 439 SW Umatilla Ave. Redmond, OR 97756	541-548-6044	541-548-6034	www.hartwagner.com sck@hartwagner.com	Erika L. Wilson, Stephanie C. Kucera	2	1998	Business & commercial litigation, appellate law, employment litigation, general & product liability, health law, insurance coverage, licensing, board matters & regulatory agencies, medical malpractice defense, municipal defense & consultation, personal injury & wrongful death, professional liability defense.
Hawn & Walsh LLC 965 SW Emkay Dr. Bend, OR 97702	541-241-6991	541-382-3328	www.brotherslaw.com	Jennifer L. Coughlin	4	1980	Personal injury, automobile accidents, insurance claims, medical malpractice, insurance coverage/claims.
Horner Law, LLP 250 NW Franklin Ave. 101 Bend, OR 97703	541-382-4980	541-382-9060	www.bboregonlaw.com	Amanda Gibson, Ariah Gibson, Megan Horner	6	1988	Elder law, estate planning, probate & trust administration.
Hurley Re Law Group, LLC 404 SW Columbia St., Ste. 200 Bend, OR 97702	541-317-5505	541-317-5507	www.hurley-re.com info@hurley-re.com	Michele Huntington-Palmer	8	1994	ills & trusts, probate, trust administration, divorce, legal separation, custody, guardianships & conservatorships, estate tax planning, estate litigation.
Jamie L. Gerlitz Bend, OR 97701	541-389-6964	541-389-6969	jamie@gerlitzlaw.com	Jamie Gerlitz	1	2009	Criminal defense.
Jordan Ramis PC, Attorneys at Law 360 SW Bond St., Ste. 510 Bend, OR 97702	541-550-7900	503-598-7373	www.jordanramis.com steve.shropshire@jordanramis.com	Steve Shropshire	5	1963	Bankruptcy & creditors' rights, business formation, structuring, capitalization & governance, succession planning & business transitions, tax strategies, construction, employment. Environmental & natural resources: Administrative advocacy & rulemaking, endangered species, hazardous waste. Estate planning & probate, governmental services & more.
Krider Law Office 203 N Main St. Prineville, OR 97754	541-447-1830	541-447-1833	www.kriderlaw.com frontdesk@kriderlaw.com	Ellen Krider	3	2011	General practice including domestic relations, real estate litigation, business & estate planning.
Lynch Murphy McLane LLP 747 SW Mill View Way Bend, OR 97702	541-383-5857	541-383-3968	www.lynychmurphy.com info@lynchmurphy.com	Kaci Price	24	2016	Legal services.
McCord & Hemphill LLC 65 NW Greeley Bend, OR 97703	541-388-4434	541-550-2007	www.ourbendlawyer.com brian@ourbendlawyer.com	Brian T. Hemphill, Michael B. McCord	3	2005	Estate planning, probate & trust administration, small business, bankruptcy.
Merrill O'Sullivan, LLP 805 SW Industrial Way, Ste. 5 Bend, OR 97702	541-389-1770	541-389-1777	mosattorneys.com lawfirm@mosattorneys.com	Louanne MacKenzie	18	1974	Provides counsel & representation in business transactions, commercial litigation, land use, taxation, real estate transactions, employment law, estate planning, probate administration, family law & appeals & adoption.
Obsidian Legal LLC 915 SW Rimrock Way, Ste. 201-301 Redmond, Or 97756	541-526-8337	541-526-8353	www.obsidianlegalbend.com admin@obsidianlegalbend.com	Brian J. Beck	2	2024	Contracts, real property, civil litigation, probate & appeals.
Oregon Legacy Law LLC 438 NE Irving Ave. Bend, OR 97701	541-241-6655	N/A	oregonlegacy.com linda@oregonlegacy.com	Linda Ratcliffe	2	2014	Elder law, Medicaid, estate planning, probate.
Paul F. Sumner, PC 185 SW B St. PO Box 16 Madras, OR 97741	541-475-7277	541-475-2857	N/A	Paul F. Sumner	1	1979	General practice, land use, real property, land development, criminal law, adoption, estate planning & trusts.



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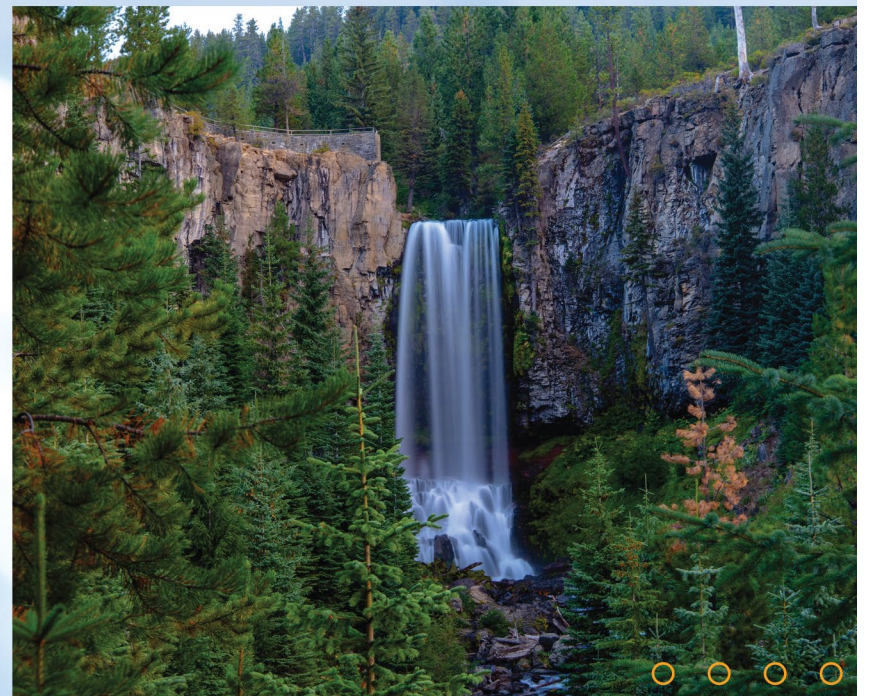
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Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Peterkin Burgess 222 NW Irving Ave. Bend, OR 97703	541-389-2572	541-389-6298	www.peterkinburgess.com mburgess@peterkinburgess.com	Megan K. Burgess	4	1989	Real estate, construction, commercial litigation & trust litigation.
Resonate IP 115 NW Oregon Ave., Ste. 12 Bend, OR 97703	541-240-8020	N/A	www.resonateip.com dsmith@resonateip.com	Drew Smith	2	2021	Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution & enforcement.
Schwabe, Williamson & Wyatt 360 Bond St., Ste. 500 Bend, OR 97702	541-749-4044	541-330-1153	www.schwabe.com tlewis@schwabe.com	Tia Lewis	12	1997	Real estate, land use, condemnation, environmental, forest products, water & agriculture, employment & labor, business formation & transaction, construction, business & commercial litigation, intellectual property, estate planning & tax, immigration.
SKH PC. 158 NE Greenwood Ave. Bend, OR 97701	541-318-9115	541-318-9116	www.centraloregondivorce.com joel@stahancyk.com	Joel J. Kent	30	1998	Family law & estate planning.
The Hughes Companies 1001 SW Disk Dr., Ste. 250 Bend, OR 97702	541-408-9884	541-408-9894	www.mrhugheslaw.com mrhughes@mrhugheslaw.com	Michael Hughes	1	2013	Legal & consulting services specializing in NIL - sports law, criminal defense, cannabis - hemp law, business law & ag law. Featuring business formation, hemp industries. Representing businesses & investors. Structuring, licensing, compliance, land use, zoning & expert opinion in legal cases. Business formation & structuring. Licensing & compliance. Land use & zoning. Expert opinion for legal cases. Criminal defense (State & Federal). www.onnillaw.com
Western Environmental Law Center Bend, OR 97702	541-914-9698	N/A	westernlaw.org mcmillan@westernlaw.org	Sarah McMillan	1	2017	We represent organizations & individuals aligned with our mission who are seeking to safeguard the public lands, wildlife & communities of the American West in the face of a changing climate. We envision a thriving, resilient West, abundant with protected public lands & wildlife, powered by clean energy & defended by communities rooted in an ethic of conservation.
Will Dennis, Attorney at Law 438 NE Irving Ave. Bend, OR 97701	541-388-3877	541-388-3878	www.willdennislaw.com wd@willdennislaw.com	Will Dennis	2	2006	Elder care, medicaid, VA aid & attendance, estate planning, asset protection. Licensed in Oregon & California.

**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](mailto:cbn@cascadebusnews.com).**

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# Testing Turf: A Local Collaborative Water-Saving Experiment Aims to Transform Landscape Choices

## Volunteers in Medicine, Clinic of the Cascades partners with High Desert Horticultural Center, Accent Landscaping & City of Bend on turf testing project.

provided by **VOLUNTEERS IN MEDICINE**

As awareness of climate change and water shortages grows, many of us are taking a second look at our landscape choices. What once seemed to be a reasonable balance of verdant green to hardy dryland plants now feels a bit extravagant. The City of Bend's 2024 turf rebate demonstrated in two weeks (the time it took for the program to max out for the year) that lawns and their impacts are at the top of everyone's mind.

Eliminating lawns and establishing a native plant landscape is one good method of reducing water use in created landscapes. The High Desert Horticultural Center (HDHC) was recently established to advance the use of native plants for resource conservation in the high desert West. As a part of this mission, the HDHC recently partnered with Accent Landscaping and the City of Bend to create a water-wise and pollinator-friendly landscape for Volunteers in Medicine, Clinic of the Cascades (VIM).

on what would truly be a lower water-use turf option so informed recommendations can be made to homeowners and developers locally," says Marrone.

The plan is to plant three 10' x 10' squares, each with these four seed mixes: Companion Mix (a low maintenance dwarf grass mix), Turf-type tall fescue (a rhizomatous variety), Central Oregon Micro-lawn Mix (a micro clover and dwarf grass mix), and Ecoturf (a pollinator meadow mix of perennial flowering plants and fescues). Each of the three squares will be in separate irrigation zones. One plot will act as a control on a typical irrigation schedule; the other two with irrigation reduced by a consistent percentage. By tracking irrigation flows and soil moisture in the 12 plots over time, the potential water savings of these specific turf alternatives will be quantified. The results will provide valuable data for local governments as they evaluate code updates and respond to anticipated water resources legislation at the state level.

"We are excited to be the test-site for this project," says Kat Mastrangelo, executive director at VIM. "As a healthcare facility with patients who are low-income and uninsured, we know that people's physical environment impacts their overall health and well-being. This project will illustrate how a healthy, natural landscape can improve livability for all of us in Central Oregon."

In the experiment's first phase, the seed will go directly on existing soil without amendment (mimicking practices typical in most Central Oregon large-scale developments). Denning explains, "We'd also like to see how different management scenarios impact the species and contribute to more efficiency over time." In the second phase, Denning and Marrone plan to re-seed over improved soil. If the alternatives to traditional turf prove to be as resilient and less reliant on precious water as they hope, they'll have a strong case for their recommendation.

The project is underway, the High Desert Horticultural Center and Accent Landscaping set up plots and planted native foliage in mid-September of this year. While the project will take time to produce important data about the best landscaping for our natural environment



PHOTOS | COURTESY OF VOLUNTEERS IN MEDICINE, CLINIC OF THE CASCADES

and water conservation, project partners will provide regular updates to the community through social media. Like and follow High Desert Horticultural Center, Accent Landscape Design & Construction, and Volunteers in Medicine to see how the project develops. [vim-csacdes.org](http://vim-csacdes.org)



Water-wise landscapes are clearly on the to-do list for local citizens and communities, but since there will always be a desire for play space in our yards, in our parks, and in other gathering areas, how can we at least mitigate impacts on our water resources and the local natural environment? Is using sod, widely marketed in Central Oregon, a poor decision? Do turf alternatives really save water? The truth is we don't have a definitive answer -- yet.

But Bend's water resources department is aiming to find out. Dan Denning, the City of Bend's Water Conservation Program Manager, has been working on the design of some turf test plots at the Volunteers in Medicine, Clinic of the Cascades (VIM) facility along with Chris Marrone, owner of Accent Landscaping and The Central Oregon Lawn Center. "We need baseline data



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# Finding Your Freedom Number

## The Business Owner's Path to Financial Independence

by EMMA JAMES — Rosell Wealth Management

As a business owner, you have likely invested decades of blood, sweat, and tears into growing your company. Congratulations on your success! However, you may now find yourself yearning to get out of the stress of the day-to-day and begin the next chapter of your life, start that project you've been dreaming up, or spend quality time with your family again (or all of the above!). As you ponder the future, one crucial question might arise: How much can I sell my company for? Better yet, you should be asking: How much do I need to sell my company for? This is where the concept of your **freedom number** comes into play, and understanding it can be the key to ensure you have the confidence to move forward with selling your business and transition to a life of financial independence.



### What Is a Freedom Number?

A **freedom number** is the amount of money you need to sell your business for to sustain your lifestyle for the rest of your life, without having to work again unless you want to. It's a personalized figure that is unique to you, based on your desired standard of living, the big goals you have post-business sale, and perhaps your desire to give back to the community or to your family members.

While the concept may sound simple, the path to finding it requires careful consideration of both your **gross** and **net** numbers. **Gross** refers to the total amount you would sell your business for before any deductions (taxes, fees, etc.). **Net** is the actual amount you take home after taxes, debt repayment, and other costs. Understanding the difference is critical because the gross figure doesn't necessarily equate to what you'll have in your pocket after the sale.

### Why Is It Important?

Knowing your freedom number provides several key benefits. First, can give you a **clear goal** when it comes time to sell your business. Without a clear target in mind, it's easy to under or overestimate what you need to achieve financial independence. By determining your number, it can help you avoid this guesswork and can make more informed decisions during the sale process.

Second, understanding your freedom number helps you assess if your current estimated business value is enough to fund your future lifestyle, or if additional steps need to be taken to grow the business before putting it on the market. This could include boosting profits, streamlining operations, or making the company more attractive to potential buyers.

### How Do You Figure It Out?

The process of determining your freedom number requires a thoughtful, strategic approach, and typically it's something that shouldn't be done alone. A financial advisor can be essential in helping you assess your financial needs and build a plan that works toward your goal. But not just any financial advisor—ideally, you need someone who is knowledgeable about the nuances of business sales and has expertise in **tax mitigation strategies**.

The sale of a business can trigger significant tax implications, including capital gains taxes, which can take a large bite out of your net proceeds. A financial advisor who understands tax law and has experience in managing business sales can help you implement strategies to minimize those taxes, such as structuring the sale in a tax-efficient way or using tax-deferred investment strategies. These strategies can significantly impact how much of your freedom number you are able to keep, rather than giving it away to Uncle Sam.

### When Is the Right Time to Find Your Freedom Number?

While there's never a bad time to start planning, the ideal time to get serious about it may be about **3-5 years before you plan to sell your business**. This timeline can allow for enough lead time to make any necessary adjustments to your business, financial plans, and tax strategies to meet your target. According to the National Center for Middle Market 2022 study, only 6% of business owners begin the process of preparing for a transition more than 2 years in advance. Don't be part of the remaining 94%! If you really want to maximize the sale of your business, proactive planning is key so that you can avoid the stress of scrambling to make decisions and end up with a fire sale.

We borrowed the term "freedom number" from Paul Niccum, author of *No Regrets* and CEO of Paradise Capital. Paul has helped hundreds of business owners successfully transition out of their business and wisely says, "If there's one thing you need to know about selling a business, it's that the only sale you'll truly enjoy is the one that leaves no regrets." A business sale without regrets is one that is often proactively planned for and done with thoughtful intention about the years ahead.

### Making It Count

As we close out one year and move into the next, take the time to

prioritize your future. For business owners, the idea of selling and stepping away from your company can feel overwhelming, but having a clear understanding of your freedom number may give you the confidence to make decisions that align with your personal and financial goals. It's about **creating a life of financial independence**, where you don't have to worry about money, but instead, focus on living life on your own terms. You've worked so hard to build your company - make it count! Ensure that the next chapter of your life is one of freedom, adventure, and peace of mind.

*Rosell Wealth Management is passionate about helping business owners prepare for the sale of their businesses, mitigate taxes during the transaction, and ultimately transition into the retirement lifestyle of their dreams.*

*Call 541-385-8831 to schedule a complimentary meeting with our team to learn more about how you can find your freedom number or visit our website [rosellwealthmanagement.com/begin-a-dialogue](https://rosellwealthmanagement.com/begin-a-dialogue) to start a conversation with one of our Financial Advisors.*

*The information presented here is for educational purposes only and is not intended to provide specific advice or recommendations. This material is not intended to provide, and should not be relied on for tax advice. Any tax advice contained herein is of a general nature. You should seek specific advice from your tax professional before pursuing any idea contemplated.*

*Certain individuals at Rosell Wealth Management can offer Investment advisory services offered through Valmark Advisers, Inc. an SEC Registered Investment Advisor an also offer Securities through Valmark Securities, Inc. Member FINRA, SIPC 130 Springside Drive, Ste 300 Akron, Ohio 44333-2431. (800) 765-5201. Rosell Wealth Management is a separate entity from Valmark Securities, Inc. and Valmark Advisers, Inc*

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# The Future of Mt. Bachelor



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- Stuart Winchester, The Storm Skiing Journal & Podcast
- ordan Elliott, PNW Ski Area Association
- Mt. Bachelor Community, Inc.

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Stacy Koff

**Tower Theatre Foundation** welcomes **Stacy Koff** as its new programming director. Koff, an experienced promoter and founder of 4 Peaks Presents, will report to executive director Ray Solley to steer the theatre's artistic direction and curate its lineup of 50-70 Foundation-presented performances each year.

Koff brings a wealth of experience to the Tower, having presented the annual 4 Peaks Music Festival in Bend since 2007, where she showcased an impressive range of national and local artists, including Billy Strings and Trampled by Turtles. With an exceptional instinct for emerging talent and a commitment to mission-driven performances, Koff is poised to strengthen the Foundation's vision of furthering Central Oregon as a dynamic hub of culture.

As programming director, Koff will oversee planning the Foundation's season, selecting and booking the lineup of performances, from theater, dance, live music, movies and comedy. She will work closely with the theatre's team to ensure programming remains accessible and resonates with a wide range of audiences. Koff is currently scheduling events for spring 2025 and beyond.

**Sunriver Resort** and **Caldera Springs** recently announced two key leadership appointments as part of its ongoing commitment to excellence and growth. **Krista Miller** has been named vice president of Real Estate and Development, and **Megan Roe** has been appointed general manager of Caldera Springs. Both promotions follow the retirement of longtime Sunriver Resort real estate executive and Caldera Springs Expansion Project Director **John Fettig**, whose career with Sunriver Resort has spanned over three decades.

Fettig joined Sunriver Resort in 1988 as a real estate broker for Sunriver Realty, later becoming the managing principal broker in 1995 and director of real estate in 2004. Over the years, Fettig has profoundly impacted the resort's growth, leading real estate operations, including Crosswater, Lodge Village condominium parcels, and multiple land acquisitions. As project director of Caldera Springs since 2021, Fettig has overseen an expansion that has driven over \$85 million in sales and includes a \$100 million enhancement of amenities such as Forestbrook homes, strategic homesite releases, and new attractions like Forest House, Forest Park, and the reimagined Lake House. His leadership has positioned Caldera Springs as one of the best-selling residential resort communities in the Pacific Northwest.

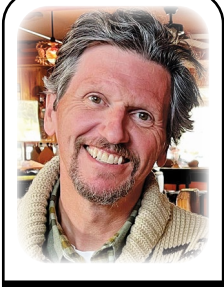
Stepping into the newly created Vice President of Real Estate and Development role, Miller brings extensive experience and a deep-rooted history with Sunriver Resort. Miller began her career at Sunriver Resort in 1993 as a recreation intern and, after earning her bachelor's degree in business from Oregon State University, returned to the resort in various leadership roles, including guest services manager, director of convention services, and catering, and director of operations. Since 2013, Miller has served as General Manager of Caldera Springs, where she was responsible for all resort and community operations and played a pivotal role on the development team, significantly contributing to the success of the Caldera Springs expansion. In her new role, Miller will oversee the Caldera Springs expansion project, all Sunriver Resort development projects, Caldera Springs Real Estate, and Sunriver Realty, ensuring that Sunriver Resort and Caldera Springs continue to thrive.



Krista Miller



Megan Roe



John Fettig

Roe, a seasoned hospitality professional who started her career at Sunriver Resort in 2004, will succeed Miller as general manager of Caldera Springs. Roe's tenure at the resort has included roles in guest relations, the rooms division, and, most recently, as director of Rooms, where she managed operations across the front office, Cove, Housekeeping, vacation rental operations, and spa & wellness. As general manager of Caldera Springs, Roe will oversee all operations, including Forest House, Lake House, Shore Shack, Caldera Links, and The Outpost.

As **Cultivate Bend** approaches its second anniversary in February, the nonprofit mutual benefit trade organization is thrilled to announce the election of five new board members, elected by over 130 members.

These new board members are all proven business leaders bringing a breadth and depth of experience and expertise, ensuring that Cultivate Bend continues its mission to support entrepreneurs at all stages of business development while reinforcing a sustainable future for the organization.

**Barb Myers**, founder of Fixa Foods, is the driving force behind Fixa Foods, a small business known for creating healthy and accessible food options. She spearheads the monthly Women in CPG meeting.

**Katie Horgan**, founder and CEO of Bravo CPG, is an experienced CPG operations leader dedicated to bringing resources, training, and community support to Cultivate Bend. Her extensive industry network and operational insights allow her to support and advise CPG brands at any stage.

**Andy Vaughn**, founder of Pure Polish Products, has founded and helped grow several Oregon companies and is the visionary behind Pure Polish Products, an eco-friendly shoe and leather care startup. Vaughn also provides consulting for global product brands, professional services, and nonprofits across digital marketing, SEO, and operations.

**Jim Carmack**, REI, brings a wealth of financial expertise to the board, including a 30+ year career on Wall Street in capital markets, capital raising for an equity hedge fund, and helping to take MedMen public. Carmack works part-time at REI and has loved learning about the outdoor industry firsthand.

**Amanda Bedell**, founder of BCC Business Consulting and recognized business strategist known as the "Business Chaos Sorter," brings over two decades of experience in helping small businesses scale, including growing a bakery to multi-seven figures, focusing on optimizing profitability, and guiding companies through complex growth stages.

Founding Board Members still serving on the board include **Dominic DeMaria**, DeMaria Consulting; **Paul Evers**, NAI Cascade; and **Natalie (Gibbens) Moller**, Voyage Foods, along with **Kyle Krull**, Kettle & Fire; **Shawn Theriot**, SYSTM



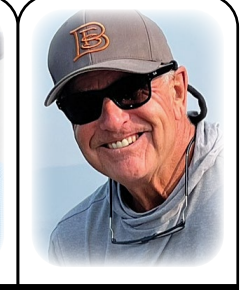
Barb Myers



Katie Horgan



Andy Vaughn



Jim Carmack



Amanda Bedell

More Who's Who Next Page ►

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# Who's Who!

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

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# Partners In Care Achieves Five Star CMS Ratings for Patient Care

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

For the third year in a row, Partners In Care has been recognized with a prestigious five-star rating on the Consumer Assessment of Healthcare Providers and Systems (CAHPS) Hospice Survey. The Home Health team at Partners In Care also achieved a five-star rating from the Home Health Consumer Assessment of Healthcare Providers and Systems (HHCAPHS) Home Health Survey from the Centers for Medicare & Medicaid Services (CMS).

Long renowned for an unwavering commitment to delivering high-quality, compassionate, patient-centered hospice and home health care to individuals and their families in Central Oregon, this dual recognition reflects the nonprofit's dedication to excellence and service.

A nationally recognized tool, the CAHPS Hospice Survey measures family satisfaction with hospice care teams across many aspects of the care experience including emotional and spiritual support, communication, respect, and overall satisfaction. Achieving a five-star rating signifies an exceptional level of service that ranks Partners In Care in the top 13% statewide and 15% nationally. Notably, Partners In Care is one of five hospices in all of Oregon with this five-star quality rating, and the only one in Central Oregon. Of those families surveyed by Medicare, 95 percent would recommend Partners In Care hospice services to others seeking care, 11% higher than the national average.

Receiving a five-star rating on the HHCAPHS demonstrates a high level of home health patient satisfaction, well above average when compared with other agencies nationwide. Of patients surveyed by CMS following home health services, 88 percent would recommend Partners In Care home health services to others, 10 percent higher than the national average.

These ratings serve as a valuable resource for patients and families, empowering them to make informed decisions about their healthcare options. Star ratings are posted at Medicare's Care Compare website, which provides a single user-friendly interface that offers helpful information including cost, quality of care, volume of services, and caregiver feedback, such as the willingness to recommend an organization for care.

"We are very proud of our team and the exemplary care that our clinicians provide every day to our patients, their family members, and caregivers," said Kristi Williams, RN, quality program manager at Partners In Care. "This dual recognition for hospice and home health is a testament to the strong and patient-focused team we have here at Partners In Care. We take care of patients and families as if they were our own family members and strive for excellence, compassion, and dignity across all service lines."

The success of the hospice and home health services at Partners In Care can be attributed to the exceptional team of healthcare professionals who demonstrate unparalleled expertise and empathy in their work. From doctors and nurses to home care aides, social workers, therapists, chaplains, volunteers, and administrative support, the Partners In Care team is driven by a genuine passion for serving their patients and their loved ones during some of life's most challenging journeys.

Partner In Care's strong emphasis on building relationships and fostering open lines of communication with patients and their families also sets the organization apart. Hospice and home health clinicians understand the importance of keeping families informed, listening to concerns, and meeting patients' individual needs. Through responsive and compassionate communication, Partners In Care creates a supportive and trusting environment for everyone involved and keeps the focus of care on the patient.

As Central Oregon's population continues to grow and age, the demand for high-quality hospice and home health services in the region also increases. Dedicated to our communities in Bend, Redmond, La Pine, Sisters, Sunriver, Prineville, Tumalo, Terrebonne, Madras, Crooked River Ranch, Gilchrist, Chemult, Fort Rock, and Christmas Valley, the Partners In Care hospice and home health teams are committed to serving our patients and their families while continuing to set the standard for exceptional care for those with chronic, serious, or terminal illnesses.

## About Partners In Care:

Partners In Care is a local, independent, 501(c)(3) nonprofit organization serving a 10,000 square mile region of Central Oregon. It is now the leading provider of hospice, home health, and palliative care in the region, with over 200 staff members and nearly 200 volunteers. In addition to community Hospice care in homes, facilities, and Hospice House, Partners In Care also provides: Home Health in the patient's home or care facility; Palliative Care symptom management and support; a non-medical case management program called Transitions; and Grief Support for adults and children experiencing a loss.

Partners In Care has achieved a five-star hospice and home health rating from patient and family surveys through CMS in 2024. The nonprofit is also a five-star We Honor Veterans national hospice partner, selected by the National Hospice and Palliative Care Organization as a leader in caring for veterans' unique needs at end of life. Partners In Care was also chosen by the Central Oregon community as the *Bend Bulletin's* 'Best of Bend' hospice for 2024.

[partnersbend.org](http://partnersbend.org) • 541-382-5882

## Who's Who

Continued from previous page

Foods; **Katie Thomson**, Square Baby; and **Kelly La Plante**, See Level Design, who were appointed in 2023.



BRAD TISDEL AT THE 2018 SISTERS FOLK FESTIVAL | PHOTO BY TIM LABARGE

The **SFF Presents** organization announces that **Brad Tisdel**, a long-time employee and foundational contributor to the nonprofit, will be leaving his current role as full time creative director at the end of the year. Tisdel has formed a company that will be hired to coordinate talent booking for both of the group's annual music festivals, the Sisters Folk Festival and Big Ponderoo.

Tisdel has been instrumental in the success of SFF Presents (formerly Sisters Folk Festival Inc.) since he joined the organization in its early stages in 2000. His dedication and visionary leadership were critical in co-founding and establishing the innovative Americana Project at Sisters High School, creating and running the Americana Song Academy, co-writing and implementing the five-year Studio to School OCF grant in partnership with Sisters public schools, and growing the Sisters Folk Festival to a year-round cultural arts organization.

He was a key member of the Connected by Creativity capital campaign committee that concluded in 2019 and helped SFF Presents to raise the funds needed to purchase the Sisters Artworks Building and adjacent land, which serves as their headquarters, community space, and a music and event venue.

Tisdel has been the artistic/creative director of the organization since 2003, while also serving as the executive director from 2008-2014. During his tenure, the Sisters Folk Festival grew to include 11 venues throughout Sisters with the moniker "All the Town's a Stage," a model he helped create with the SFF board,

staff and key community partners. The Sisters Folk Festival has garnered national and international recognition in large part due to the musical lineup that is carefully curated by Tisdel for artistic excellence.

Tisdel was the co-founder of the 20-year music and arts fundraiser My Own Two Hands, and helped launch its replacement event in 2023, the Big Ponderoo Music + Art Festival. Through his new company, Tisdel will continue to serve as a contracted talent buyer for the Sisters Folk Festival, Americana Song Academy, and Big Ponderoo.

This transition marks a new chapter for SFF Presents. The organization remains committed to its mission of strengthening community and transforming lives through music and art, and the board and staff look forward to continuing their important work with the help of Tisdel in his new role.



SUPERINTENDENT STEVEN COOK, RIGHT, WITH EXCELLENCE IN EDUCATION AWARD RECIPIENT TIFFANY SCHREIBER, CENTER, WITH HER HUSBAND ADAM AND THEIR CHILDREN BRADY AND SYDNEY. AT LEFT ARE JESSICA KIDD AND TIFFANY ZEILER WITH MIDOREGON CREDIT UNION | PHOTO COURTESY OF BEND-LA PINE SCHOOLS

**Bend-La Pine Schools** has presented its Excellence in Education Award to **Tiffany Schreiber**, an Inclusion Educational assistant at La Pine Middle School. As a classified employee, Schreiber is the district's Support Staff Member of the Year.

Superintendent Steven Cook, Deputy Superintendent Lisa Birk and other District administrators, along with School Board Director Shirley Olson and members of Miller's family, celebrated her during a surprise school visit Tuesday afternoon. Representatives of MidOregon Credit Union presented the school with a \$500 check in honor of the recognition.

In her eighth year at La Pine Middle School, Schreiber's influence extends far beyond the classroom. She is a natural leader who leads by example and cultivates a sense of connection among the team. From sharing resources to organizing weekly team lunches, she builds camaraderie and contributes to a positive school culture.

# TAO

*Continued from page 3*

fostering regional tech innovation. By aligning industry, academia, and government, this event will lay the groundwork for long-term collaboration and economic growth in the state.

“This Summit is coming at a critical inflection point for the industry in Oregon. As a long-time leader in the space for research and development, our state has the unique opportunity to usher in the next era of innovation through concerted efforts across academic, government, and the private sector,” said Skip Newberry, president and CEO of TAO. “We look forward to gathering some

of the brightest minds in the region to discuss everything from the impact of the new presidential administration on funding to the ways university research can continue to foster our talent pipeline.”

To reserve your spot at the Summit, kindly visit the registration link here: [web.cvent.com/event/8a3a99b8-f9c4-443a-a41b-859440777afc/summary](http://web.cvent.com/event/8a3a99b8-f9c4-443a-a41b-859440777afc/summary).

**About the Technology Association of Oregon (TAO):**

The Technology Association of Oregon is the preeminent organization dedicated to promoting growth, innovation, and leadership within the Pacific Northwest’s tech industry. Since its transformation from the Software Association of Oregon, TAO has been at the forefront of advocating for education, policy, and community engagement, representing the interests and aspirations of technology companies and professionals across the region. [techoregon.org](http://techoregon.org)

## Watch for Upcoming Editions of **CASCADE BUSINESS NEWS**

### 2024 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
December 18 <i>Deadline Dec 11</i>	Top Commercial Projects/Construction Review	Commercial Contractors
January 2025 <i>Deadline Nov 27</i>	Book of Lists	

### 2025 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
January 15 <i>Deadline Jan 8</i>		Architects, Landscape Architects
February 5 <i>Deadline Jan 29</i>	Central Oregon Economic Outlook	Coaches, Business Consultants, Chambers, Business Organizations
February 19 <i>Deadline Feb 12</i>	Family Business Special	Art Galleries, Arts Organizations, Framers
March 5 <i>Deadline Feb 26</i>	Meeting Guide	B&B's, Facilities with Conference Space, Event Rentals, Caterers, Event Planners, Golf Courses, Hotels/Motels, Tour Companies
March 19 <i>Deadline Mar 12</i>	Marketing Industry	Ad Agencies, Media, Printers, Media Productions, Ad Specialties, Publishers, Public Relations & Marketing Professionals, Photographers, Sign Cos, Graphic Designers, Social Media, Web Designers
April 2 <i>Deadline Mar 26</i>	Environmental Special	Landscaping Businesses, Environmental Companies, Recycled Products & Services
April 16 <i>Deadline Apr 9</i>	Real Estate Report	Realtors, Title Companies, Mortgage Companies, Property Managers
May 7 <i>Deadline Apr 30</i>		Banks, Credit Unions
May 21 <i>Deadline May 14</i>	Custom Home Builders	Custom Homes, Log Homes, Building Designers, Interior Designers, Fine Furniture
June 4 <i>Deadline May 28</i>	Business of Pets / Madras / Jefferson Co Profile	Grooming, Boarding, Pet Services, Vets
June 18 <i>Deadline Jun 11</i>	Prineville Profile	Employment Resources, Largest Employers, Office Supplies
July 2 <i>Deadline Jun 25</i>	Sunriver Profile/Summer Recreation Special	Travel Agencies, Athletic Clubs, Spas, Tour Companies, Mailing Services, Golf Courses
July 16 <i>Deadline Jul 9</i>		Engineers, Insurance Companies, Health Plan Companies
August 6 <i>Deadline Jul 30</i>		Internet Services, Computer Services, Education Services, Web Design & Digital Marketing



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# Central Oregon Business Calendar

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

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

## BUSINESS EVENTS



### December 4

4:30-6pm Bend Chamber Biz & Bevs at Taylor Brooks at Shevlin Crossing, Bend.

### December 4

5pm Deschutes County City of Sisters Joint Board of County Commissioners Meeting.

### December 5

8-9:30am City Club of Central Oregon Pop Up Forum, The Future of Mt. Bachelor: Bend's Beloved Mountain on the Market, at COCC Wille Hall, Bend.

### December 5

11:30am Bend Chamber Ribbon Cutting at Serengeti Home Care, Bend.

### December 5

11:45am-1pm ConnectW Munch & Mingle, Feast in Redmond.

### December 6

8-9am Madras-Jefferson County Chamber weekly Coffee Cuppers at Jefferson County Fairgrounds.

### December 6

11:30am-1pm Latino Community Association Annual Empowering Families Luncheon at UUFCO, Bend.

### December 7

6pm Madras-Jefferson County Chamber Christmas Lights Parade - Frosty Nights around Sahalee Park, including Santa.

### December 10

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

### December 10

6pm City of Redmond City Council Meeting.

### December 12

5-7pm Bend ET Holiday Social at Silver Moon Brewing.

### December 12

5:30pm Deschutes County Board of Planning Commission.

### December 13

8-9am Madras-Jefferson County Chamber weekly Coffee Cuppers at The Children's Learning Center.

### December 13

Noon Deschutes County Audit Committee Meeting.

### December 16

5:30pm Deschutes River Conservancy Virtual and In-Person Raise the Deschutes Seminar Series, Beneath the Surface: Navigating Oregon's New Groundwater Rules and Their Impact in Central Oregon, at Open Space Event Studios, Bend.

### December 19

11am Deschutes County Coordinated Houseless Response Office Meeting.

### December 19

5:30-7pm Madras-Jefferson County Chamber monthly Business After Hours at BestCare Prevention.

### January 14, 2025

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

### January 28, 2025

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

## WORKSHOPS & TRAINING



### December 4

10am-11:30am Your Business Chaos Sorter and Washington Trust Bank Virtual and In-Person Free Workshop, Get Funded: A Path To Bank-Ready, at Washington Trust Bank, Bend.

### December 10

10:30am-12:30pm Your Business Chaos Sorter Virtual and In-Person Free Profit Acceleration Workshop at The Haven Coworking, Bend.

### December 17

10:30am-12:30pm Your Business Chaos Sorter Virtual and In-Person Profit Acceleration Workshop at The Haven Coworking, Bend.

### December 19

7:30am-9:30am Your Business Chaos Sorter Virtual and In-Person Profit Acceleration Workshop at EDCO, Bend.

### January 7

8am-10am Your Business Chaos Sorter Virtual and In-Person Profit Acceleration Workshop at Summit Bank, Bend.

### January 16

7:30am-9:30am Your Business Chaos Sorter Virtual and In-Person Profit Acceleration Workshop at EDCO, Bend.

### (Ongoing)

COCC Small Business Development Center Virtual Classes.

## Building Permits

### COMMERCIAL PERMITS WEEK ENDING 11-15-2024 & 11-22-24

#### Crook Co. & City of Redmond

\$900,000.00 - Commercial (New) 4,492 sf. at 1622 W Antler Ave. Redmond 97756 OR Owner: Wittmer Enterprises, LLC PO Box 376 Redmond, OR 97756  
Builder: Wittmer Construction, Inc. 541-480-4074 Permit # 711-24-002026

\$112,979.00 - Commercial (New) at 1600 SW Baldwin Rd. Prineville 97754 OR Owner: Apple, Inc. 1 infinite Ip Ms 36-2TX Cupertino, CA 95014  
Builder: Turner Construction Company 503-226-9825 Permit # 217-24-002150

#### City of Bend

\$6,123,400.00 - Commercial (New) 101,015 sf. at 21041 NE Talus Pl. Bend 97701 OR Owner: City of Bend PO Box 431 Bend, OR 97709  
Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRNC202400861

\$259,006.00 - Commercial (Alteration) 6,907 sf. at 1501 NE Medical Center Dr. Bend 97701 OR Owner: EPC Sparti, LLC Builder: Stilson Builders 541-728-3322 Permit # PRRE202403183

\$67,931.00 - Commercial (Alteration) 10 sf. at 745 NW Mt. Washington Dr. Ste. 205 Bend 97703 OR Owner: MWC E, LLC  
Builder: Russell Anderson Contracting, LLC 541-280-0315 Permit # PRRE202405096

\$40,000.00 - Commercial (Alteration) 619 sf. at 1375 SE Wilson Ave. Ste. 170 Bend 97702 OR Owner: Werner Family Trust Permit # PRRE202405308

\$20,000.00 - Commercial (Alteration) 512 sf. at 709 NW Wall St. Bend 97703 OR Owner: Werner Family Trust Builder: City of Bend Permit # PRRE202406547

#### Deschutes Co.

\$450,000.00 - Commercial (Tenant Improvement) 5,254 sf. at 64500 OB Riley Rd. Bend 97703 OR  
Owner: Knife River Corporation Northwest 64500 OB Riley Rd. Bend, OR 97703 Permit # 247-24-004885

\$20,000.00 - Commercial (Alteration) 487 sf. at 63048 Powell Butte Hwy Bend 97701 OR Owner: City of Bend PO Box 431 Bend, OR 97709 Permit # 247-24-004486

# COMING SOON!

## 2025

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