COWIC Central Oregon Women in Construction

— Page 14

**Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994** 

# Accomplished under 40

## **CBN Staff Report**

s CBN celebrates our 19th year of honoring young business leaders in Central Oregon, we — along with our sponsor, Washington Trust Bank — thought it would be fun to reach out to some of our past award winners and ask...

# WHERE ARE THEY NOW?



JILL CUMMINGS ~ 2019 AWARD WINNER

# What advice would you give to your former self at the time you were featured as an Accomplished Under 40 Award recipient?

Don't be afraid to take on new challenges. Explore opportunities that may push you outside your comfort zone. Growth often happens when navigating unfamiliar territory and taking calculated risks. Use the momentum from the award to fuel future endeavors and set new, bigger and more ambitious goals that challenge and inspire you to keep pushing forward. Cultivate genuine connections with your peers. Build a strong support system within your industry and personally.

# What has changed the most in Central Oregon since then?

In terms of population growth — everything. Central Oregon has experienced a significant influx of people and businesses which has brought change in the form of both new opportunities and challenges. What hasn't changed is the need for authentic community. If anything, it's needed now more than ever. That's why I'm proud Summit Bank expanded to Redmond in 2024 while keeping the same core model we started in Bend in 2015: relationship-based, community-first banking. Staying local, listening and taking care of your

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# **A Rising Tide**

# **Women-Owned Businesses in Oregon**

### by LEAH ETLING — CBN Feature Writer

ascade Business News proudly presents our 2026 Women in Business Edition, celebrating the brilliance, resilience and innovation of women-led enterprises of Central Oregon. This special issue highlights not only success stories but also the evolving landscape that empowers women entrepreneurs to thrive, shaping our regional economy and blazing a trail for generations to come.

In 2024, women-owned businesses in the U.S. accounted for 39% of all businesses, employing 12.2 million workers and generating \$2.7 trillion in revenue.

Statewide, Oregon stands as a beacon for women in business: as of 2024, nearly 48.5% of all businesses in the state are women-owned<sup>1</sup> — the highest rate in the nation outside Washington D.C., according to B2B Reviews. That translates into tens of thousands of enterprises injecting creativity, revenue and jobs into the Oregon economy. "What's behind these huge numbers is that we're seeing women continue to start businesses at incredible high rates," Isabel Guzman, head of the federal Small Business Administration until January of 2025, told OPB. "It's double the rate of men."

With nearly a third of women-owned businesses in Oregon generating more than \$1 million in annual revenue,

it's clear that women entrepreneurs<sup>2</sup> aren't just launching ventures, they're scaling them. Oregon women also lead nationally in innovation: they filed 15% of the state's patents in 2024, according to *Portland Monthly*.

Across the U.S., women now own around 42% of all businesses, up from 26% in 2000 and just five percent in 1975. With over 14 million women-owned firms generating approximately \$2.7 trillion in revenue and employing around 12 million people, women-owned businesses form a foundational pillar of our national economy.

Oregon's female entrepreneurial boom is backed by robust local ecosystems. Nonprofits like the Oregon Entrepreneurs Network<sup>3</sup> offer training, mentor matchups and investor networks tailored to women-led startups. From Bend to Portland, women are launching businesses across industries — technology, food service, healthcare, manufacturing, legal consulting and creative arts. Central Oregon has seen an incredible surge in women-led ventures driving innovation and job creation.

Oregon's ascent signals that women are not just participating in entrepreneurship; they are defining it. This

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# Celebrating Women in Business — Pages 13-33

# Redmond Unveils Public Safety Facility

# Completion of 42,000 sq. ft. Police Department Hub Ushers in New Era

# by SIMON MATHER — CBN Feature Writer

ribbon-cutting ceremony, held August 12, heralded completion of the new 42,000-square-foot, state-of-the-art Redmond Public Safety Facility (RPSF), designed to give the City's police department the necessary tools to better meet the current and future needs of the fast-growing Central Oregon hub.

Following the event, the public was invited to tour the \$49 million two-story facility at 111 NW Teak Avenue alongside Highway 97, before it is slated to become the official new full-time home of the Redmond Police Department by August 25.

The new building is a marked improvement on the previous cramped

13,000 sq. ft. downtown headquarters, built in 1998, which the department had long since outgrown, and features more privacy for crime victims to meet with officers, high visibility locations for custody exchanges and marketplace



PHOTO | COURTESY OF PENCE CONTRACTORS

transactions, and modern technology to help with policework and investigations.

The City estimated the Deschutes Avenue location was also costing nearly \$30,000 in maintenance and repairs

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

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

CBN is a division of Cascade Publications Inc.

which also publishes the monthly

Cascade Arts & Entertainment magazine, Book of Lists and Sunriver Magazine.

Locally owned and operated since 1994.

PO Box 53, Bend, Oregon 97707 541-388-5665

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# **HOT NEWS**

# Bitcoin Lands on the Menu at Beach Hut Deli

Beach Hut Deli in downtown Bend has become the first business in Central Oregon to accept Bitcoin as payment. New franchise owner Sean McDonell, who bought the shop less than two months ago, says the move reflects both his passion for cryptocurrency and his

appetite for innovation.

Located in the breezeway downtown, Beach Hut Deli serves artisan sandwiches, fresh salads and craft beers. The shop's new

Continued on Page 38 ►

# Oregon Retakes No. 2 Spot for U.S. Hop Crop

Next week, many of Oregon's hop growers begin the first round of harvest, with fresh hop beer season soon to follow as brewers pick up fresh hops from local farms for a once-a-year beer experience unique to the Pacific Northwest.

"Oregon hop growers are proud to again be the second largest hop producing state in the U.S.," said Michelle Palacios, executive director of the Oregon Hop Growers Association. "The Willamette Valley's unique terroir allows us to produce hops specifically for craft brewers. And with our proximity to major brewing cities, like Portland, aka Beervana, means

Continued on Page 38 ►

# Community Raises \$54,000 Toward New Livestock Pavilion Honoring Late FFA Advisor Lance Hill

The Deschutes County Livestock Auction raised an extraordinary \$54,000 on Saturday to support the possible future construction of a new livestock pavilion at the Deschutes County Fairgrounds. The proposed facility would stand as a permanent tribute to

Lance Hill, the beloved Redmond High School FFA Advisor who passed away in December 2023.

For years, Hill envisioned a space that

Continued on Page 39 ►

# **RECENT TRANSACTIONS**

**Bill Pon** of **Coldwell Banker Commercial** and **Madison Pollard** of **Coldwell Banker Bain** represented the Buyer, DOD Investments, LLC Et Al in the purchase of 601 N. Larch St. in Sisters. The 32,640 SF building on 2.73 acres of land sold for \$5,500,000.

Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM, Eli Harrison, and Jay Lyons, SIOR, CCIM, represented the landlord, Industrial Way QOZB, LLC, in leasing a 3,801 SF retail space located at 310 SW Industrial Way in Bend. The tenant, Bend Brewing Co., was represented

by Compass Commercial brokers Russell Huntamer, CCIM, Eli Harrison, Peter May, CCIM,

Continued on Page 38 ►

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

# Shevlin Crossing Announces New Tenant: WildRoots Coffeehouse

Taylor Brooks announced yesterday that a new tenant will be waking up its Shevlin Crossing development this fall: WildRoots Coffeehouse. The coffee shop will be a great addition to both the neighborhood and the beautiful new complex, which is located at 2230 NW Labiche Lane, along Shevlin Park Road in northwest Bend.

Kris and Laura Steinke, the coffeehouse owners, said that they chose the Shelvin Crossing location for its central location as well as the beauty of the building itself.

Continued on Page 38 ►

# Help Shape Oregon's Cannabis Rules for 2025 The Oregon Liquor and Cannabis the committee will address changes

Commission (OLCC) invites interested individuals to apply for the 2025 Cannabis Legislative & Technical Rules Advisory Committee (RAC). This committee will play a critical role in developing and refining rules to implement new legislation passed during the 2025 Oregon legislative session. Additionally,

the committee will address changes within the cannabis industry and assess the need for technical updates to existing regulations.

The OLCC is seeking participants from the cannabis industry, public health

Continued on Page 38 ▶

# BPRD Invites Applications for Naming Committee — Deadline August 29

The Bend Park and Recreation District (BPRD) is seeking community members to help name future park, facility and trail projects. Applications are being accepted for five positions on the board of directors' appointed Naming Committee.

Applications are being accepted through Friday, August 29. The applicant questionnaire is online. "Serving on the naming committee is an opportunity

Continued on Page 39 ►

# Hot Topics from the Executive Suite

Join Central Oregon's leading executives for an insightful dialogue on the latest business trends.

Gain valuable insights from industry leaders, network with Central Oregon's top executives, stay ahead of the latest business trends and strategies, and engage in thought-provoking discussions on the future of business in our region. And lots of networking with peers and

folks you might not have met yet.

Learn about the following hot topics affecting Central Oregon: Area population growth, lack of affordable housing, inflation, supply chain disruptions, new tariffs impacting local industries, federal funding cuts affecting regional programs,

Continued on Page 38 ▶











# **Business & Industry**

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**DESCHUTES COUNTY** 

♦ The Deschutes County Board of Com-

missioners (BOCC) is celebrating several

legislative victories for Central Oregon

following an end-of-session report on the

2025 Oregon Legislature presented during

its meeting on August 4. Throughout the 158-day legislative session, commission-

ers and county staff actively engaged

with state legislators, offering support for

bills benefiting Deschutes County and the

Central Oregon region. The Board's legislative priorities included a path forward for

wildfire funding, building a mental health

facility for youth, securing funding for ju-

niper remediation projects, continuing the

development of a CORE3 emergency oper-

ations center, and advocating for a trans-

One of the top successes celebrated by

the Board is the legislature's approval of

\$3.1 million to establish a mental health

facility for youth in Central Oregon. Cur-

rently, there are no psychiatric beds

available for young people in the region.

In addition to the funding approved by

state lawmakers, the Oregon Health Au-

thority will provide matching funds, and

portation funding package.

the Central Oregon Health Council will contribute a \$750,000 grant to have the facility built by the fall of 2026.

"When we met with Rep. Emerson Levy and Sen. Anthony Broadman last year to discuss the need for a youth-centered mental health facility, they became dedicated supporters of the initiative," said Commissioner Phil Chang. "Through this facility, healthcare providers and families will be able to meet both acute and respite care needs for young people across Eastern Oregon."

Juniper removal and water restoration initiatives received a boost with the allocation of \$5.2 million in funding, focusing on areas of more than 100 acres (HB 3135). Juniper removal activities help preserve water and reduce wildfire risk. The funds will be distributed in varying amounts to seven counties in Eastern and Southern Oregon, including Crook, Deschutes, Harney, Jefferson, Klamath, Lake and Wheeler.

"I want to give special thanks to Rep. Vikki Breese Iverson and Rep. Emerson Levy for pushing this bill forward," said Commissioner Patti Adair. "This legislation plays a critical role in reducing the wildfire risks for thousands of high-risk properties in Deschutes County and significantly enhances our community's safety and resilience."

Another highlight from the 2025 legislative session is the \$10 million allocated for the CORE3 project, an emergency response and training facility to be used by local, state and federal public safety and emergency management personnel.

"The CORE3 facilities are designated for first responder training and for providing a multi-agency emergency operations center in support of large-scale emergencies," said Commissioner Chair Tony DeBone. "We greatly appreciate legislators including this essential facility in the Capital Construction funding, which will allow us to

move the project forward."

One of the major issues of the legislative session was wildfire funding. While lawmakers did not pass a single comprehensive funding package, the BOCC acknowledges the measures passed by state lawmakers that aim to reduce the risk and cover the cost of wildfires in Central Oregon and across the state. During the final week of the legislative session, lawmakers established a tax on oral nicotine products, with an estimated biennial revenue of \$60 million going toward wildfire mitigation. Legislators also voted to repeal the controversial wildfire hazard map, which classified more than 21,000 properties within Deschutes County's wildland-urban interface as high hazard (SB 83).

While state legislators failed to pass a transportation funding package before the session ended, the BOCC is awaiting the outcome of the upcoming special session, starting Friday, Aug. 29. The hope is that legislators will find ways to adequately fund critical operations and maintenance programs, as well as public safety improvements along key targeted areas like U.S. Highway 97.

These legislative achievements, along with others, reflect the Board of County Commissioners' commitment to advancing the health, safety and infrastructure of Deschutes County, while ensuring our grow-

ing community is resilient and continues to thrive for years to come.

# **BEND**

♦ The City Council recently approved the construction contract for the Butler Market & Wells Acres Roundabout & Butler Market Key Route Project. Construction is expected to begin in early-mid September. To reduce traffic impacts, eastbound traffic on Butler Market Road will remain open throughout construction. Westbound Butler Market Road will be closed from Brinson Boulevard to Eighth Street.

Improving the intersection of Butler Market and Wells Acres Roads has been a priority for the surrounding neighborhoods for many years. A new roundabout at this location will improve safety and efficiency for all modes of travel. The project includes sewer main installation, construction of a new roundabout and key route bicycle and pedestrian improvements.

Once complete, the project will deliver a long-desired improvement to intersection safety and time reliability, and provide safer, easier connections for pedestrians and bicyclists traveling between neighborhoods, schools, parks and businesses in the area.

Sign up to receive project email updates and download the construction detour map at bendoregon.gov/butler-wells.

# here Are They Now Continued from page 1

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customers still matters.

### How has your career and community involvement changed since you were selected?

The nature of my involvement has evolved, but the commitment has stayed the same. Like life, it ebbs and flows — some years are heavier with board service, others with volunteer work or mentorship. But I've never stepped away from being engaged. That is a nonnegotiable for me. I believe leadership means showing up where you're needed, even when it's not convenient.

# What did it mean to you to receive the award?

It meant the world. Not just because of the recognition, but because someone I respected took the time to see me, to believe in me and to nominate me. That kind of support is incredibly meaningful. It was a moment that reminded me how much impact we can have on each other's lives — just by showing up, speaking up and lifting up one another.

# What are some of your proudest accomplishments that make you who you are today?

At the top of the list is my family. Watching one of my sons get married and the other graduate from high school has been a beautiful reminder of what matters most. Professionally, stepping into the SVP, Commercial Banking

Team Leader role and helping lead the growth of our bank has been fulfilling. The bank's expansion to Redmond-where we have raised our family-has been highly successful and meaningful. It's not just about expansion; it's about deepening roots in a place I call home.

# What advice would you give to this year's — and future — recipients of the Accomplished Under 40 Award?

Don't shy away from doing the hard stuff. Show up when it's not easy or flashy. Volunteer. Mentor. Say yes, and raise your hand. It's amazing to discover the next doors that open after you step through the first one by being receptive to something new and even uncomfortable. The titles and achievements are great, but what really lasts is the impact you have on others and the legacy you help build in your community.

# What question would you ask yourself for this interview?

Who inspired you along the way, or supported you when you needed it most? None of us become "accomplished" alone, especially in business. I think it's important to reflect on the people — colleagues, mentors, friends, family — who poured their experience, knowledge and wisdom on us when we were still figuring it out. Then we ask ourselves: how can we be that person for someone else now?





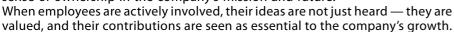
# **Empowering Employees**

# The Key to Lasting Business Growth

# by CHRIS PIPER, Central Oregon Area Manager — BBSI

n today's competitive landscape, many businesses focus on a top-down approach, where strategy and direction are dictated from the highest levels. But what if the most powerful engine for growth and innovation is already within your organization, waiting to be unleashed?

The truth is, true business success and a strong, resilient company culture are not built in a boardroom. They are forged in the daily work of employees who feel a deep sense of ownership in the company's mission and future.





So, how can business leaders transition from simply managing people to empowering them? It starts with creating an environment where employees feel they are part of something bigger than their daily tasks. This means more than just having an open-door policy; it means actively seeking and incorporating their input.

"To win in the marketplace, you must first win in the workplace." ~ Doug Conant, former CEO of Campbell Soup Company

- Foster a culture of idea-sharing. Create regular forums, whether formal or informal, for employees to share their insights, challenges and solutions. This could be anything from a weekly "innovation huddle" to a companywide suggestion box with transparent follow-up. The key is to show that their ideas are not just being collected but are being seriously considered and acted upon.
- Encourage calculated risk-taking. A fear of failure can stifle innovation. Leaders must make it clear that taking smart, informed risks is not only acceptable but encouraged. Celebrate these efforts, regardless of the outcome, to build a culture where learning and experimentation are more important than being perfect.
- Connect work to the big picture. Employees are more engaged when they understand how their specific role contributes to the company's overall success. Regularly communicate company performance, strategic goals and how individual teams or projects are moving the needle. This transparency helps every employee see their importance in the journey.

# The Ripple Effect of Empowerment

When employees feel this sense of ownership, the benefits ripple throughout the entire organization.

"Give people a role and a voice; they will take care of the rest." ~ David Marquet, former Navy submarine commander and author of *Turn the Ship Around!* 

- **Increased Innovation:** Employees on the front lines often have the most direct insight into customer needs and operational inefficiencies. Giving them a voice unleashes a torrent of practical and creative solutions that might otherwise be missed.
- Stronger Culture and Retention: A feeling of ownership fosters loyalty.
   Employees who are invested in the company's success are more likely to stay, reducing turnover and building a more stable and experienced workforce. They also become fierce defenders and promoters of the company culture.
- **Enhanced Performance:** Engaged employees are motivated employees. When people feel that their work matters and their ideas are valued, they are more productive and committed to achieving shared goals.

### The Ultimate Brand Ambassadors: Your Employees

This sense of ownership extends far beyond the office walls. When employees are truly connected to the company's mission and values, they naturally become its most powerful ambassadors. Their actions, conversations and online presence outside of work hours become a living representation of the brand.

"The way you treat your employees is the way they will treat your customers." ~ Richard Branson, founder of Virgin Group

A disengaged employee, who feels unheard and undervalued, may unknowingly damage the company's reputation through casual complaints or indifference. Conversely, an employee who feels like a partner in the business will speak about it with pride and enthusiasm. They are the ones who advocate for the brand to friends, family and their broader community, building trust and credibility in ways that no marketing campaign ever could. This isn't about micromanaging their lives; it's about building a culture so strong and so positive that they *want* to represent it well.

Ultimately, a business that thrives is one where every employee sees themselves not just as a cog in the machine, but as an integral part of the engine driving it forward. By empowering your team to contribute, take risks and feel a sense of ownership, you're not just building a better business — you're building a stronger, more resilient company culture poised for lasting success.

Chris Piper is BBSI Central Oregon's Area Manager where he and his team provide business strategy toward their client's success.

bbsi.com/CentralOregon



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# Business Leaders: Prepare for the Unknown... Here's How

by MICHAEL SIPE, Mergers & Acquisitions Advisor, Executive Coach — CrossPointe Capital

are three types of people in this world: Those who make things happen, those who watch things happen and those who wonder what just happened." In a world where market shifts can happen overnight, and new threats, both physical and digital, emerge without warning, leaders can't afford to watch what's happening, let alone be left wondering what just happened to their company. Today's leaders face a stark reality: those who prepare and adapt will survive and thrive. Those who wait and react may be



left behind. The modern business environment demands more than operational efficiency. It requires strategic foresight, proactive preparation and the courage to act decisively and with resilience when challenges strike.

We live in uncertain times. Cyber threats powered by artificial intelligence. Natural disasters. Civil unrest. Supply chain disruptions. Economic volatility. Trade wars. Global conflicts. Changing demographics. The risks facing organizations in 2026 are as complex as they are unpredictable. Now more than ever, leaders need sound strategies and proven tools to prepare for and navigate the unknown.

### Welcome to Excellerate Central Oregon Business Forum 2025

On September 11, 2025, Central Oregon's most forward-thinking leaders will gather at the Riverhouse Convention Center in Bend for the fourth annual Excellerate Business Forum. Designed for those who want to sharpen their competitive edge, this dynamic four-hour event brings together top voices from business, military and technology for an immersive time of insight, strategy and connection.

 $Break fast\,will\,be\,served\,as\,attendees\,hear\,from\,an\,extraordinary\,lineup\,of\,speakers:$ 

- Jordan Smith VP, CMIT Solutions, presenting Cyber Security in the Age of Artificial Intelligence
- Jenn Donahue U.S. Navy Commodore (Ret), Entrepreneur and Coach, presenting Building Resilient Teams in Challenging Times
- Laurence R. Kennedy National Security Strategist and Global Secure Logistics Expert, presenting Deterring The Risks You Do Not See Coming

Beyond keynote talks, participants will engage in powerful roundtable discussions and interactive Q and A sessions, designed to equip leaders with



PHOTO | COURTESY OF CROSSPOINTE CAPITAL

clear, actionable next steps. Networking opportunities will connect like-minded professionals from across the region, fostering relationships that extend beyond the conference room.

### **Event Details:**

Date: Thursday, September 11, 2025

Time: 6:30-10am

**Location:** Riverhouse Convention Center, Bend

**Registration:** ExcellerateCentralOregon.com or Excellerate2025Tickets. eventbrite.com

Whether you are looking to get out ahead of potential threats, design contingency plans, strengthen your leadership team, safeguard your business, or position your organization for sustainable growth, join hundreds of other regional leaders committed to making things happen at Central Oregon's premier business conference. It's your opportunity to gain a competitive edge in an unpredictable world.

Michael Sipe is the event producer. He's a local mergers and acquisitions advisor and executive coach.

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# Navigating Employment Terminations

# Best Practices for When & How to Make the Decision to Terminate

### by BECKY ZUSCHLAG, Attorney & AVERY TUNSTILL, Law Clerk — Barran Liebman LLP

ike any relationship, employment relationships can be challenging, and some simply do not work out.

Whether it is poor performance, policy violations, or more serious wrongdoings, separation may be the best course of action for the employer and/or the employee. Employers that find themselves struggling to manage a problem employee, or an employee who is not a "good fit," sometimes jump to termination without considering potential legal risk associated with the termination. While Oregon is an employment "at-will" state, meaning that an employer or employee may terminate the employment



Becky Zuschlag

relationship at any time, for any reason, employers can still find themselves in hot water after terminating an employee.

The decision to terminate the employment relationship should be made after careful consideration and thorough documentation of the concern(s) that led to the decision to terminate. Absent any serious policy violation or unsafe behavior, providing the employee with an opportunity to improve or change their behavior is generally recommended over a hasty termination decision. In many instances, the conduct that led to the breakdown in the relationship can be altered via clear communication and resetting expectations with the employee.

Creating interventions, such as a performance improvement plan (PIP), communicates expectations for performance and provides an opportunity to resolve performance gaps within a set time frame. If the employee has not met the goals or benchmarks identified in the PIP within the prescribed timeframe, the employer may choose to extend the PIP or opt to terminate the employment relationship.

### **Document Performance Concerns**

When concerns with an employee's performance or conduct arise, those concerns should be documented and added to the employee's personnel file. Additionally, the concerns should be communicated to the employee, with an explanation of what is expected moving forward. This conversation should also be documented. The process of collecting and creating such documentation helps insulate the employer from potential liability.

Documenting concerns can be as simple as the manager emailing themselves a brief summary of the issue and what was communicated to the employee. When documenting a conversation with the employee, the manager may also consider emailing the employee a summary of the conversation, including the issue discussed, the reason for concern, and expectations moving forward. This provides the employee with the opportunity to provide feedback if they disagree with the manager's recollection of the conversation. It also serves as proof that the



Avery Tunstill

employee acknowledged that the conversation occurred and that they were aware of the performance concerns and the employer's expectations.

Depending on the situation and type of concern the employer has with the employee's performance or conduct, continued coaching and performance management may be warranted. However, when coaching and performance management are unsuccessful, or if the concern is more egregious such that the employer is unwilling to provide the employee with an opportunity to improve or change their behavior, termination may be the next step.

### **Termination Considerations**

Most terminations come with some level of risk. An employer may have well-documented, legitimate reasons for the termination, but an employee may feel their termination was unlawful and decide to file a complaint with an administrative agency, like the Oregon Bureau of Labor and Industries (BOLI) or the federal Equal Employment Opportunity Commission (EEOC), or file a lawsuit against the employer. If this happens, even a strong case can be expensive to defend.

To mitigate risk, employers contemplating terminating an employee should consider several factors, including the following:

- Is the employee a member of a protected class (e.g., age, sex, religion, disability)?
- Has the employee taken protected leave recently?
- Has the employee engaged in any other protected activity recently (e.g., filing a workers' compensation claim, putting the employer on notice of their disability, or complaining about harassment, discrimination, retaliation, or other prohibited conduct in the workplace)?
- Were other past employees who had similar performance issues or engaged in similar conduct also terminated?

If the employee is a member of a protected class or otherwise engaged in protected activities, the employer should ensure that the reason for termination is thoroughly and clearly documented, including any communications with the employee regarding the concerns that led to the termination decision. If the employer is unable to show that the employee was terminated for a legitimate, nondiscriminatory reason, the risk of future litigation and potential liability increases. In these circumstances, or in conjunction with any termination, an employer could offer the departing employee severance pay in exchange for a full release of claims

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# One Day Doors & Closet

# Newcomer to Construction Market Brings Laser Precision

by NOAH NELSON — CBN Feature Writer

entral Oregon is always happy to welcome skilled laborers and new technology that can help bolster the construction and renovation industry. Across town, new builds and renovations typically require the help of experienced contractors, and plenty of time.

When it comes to installing doors with a perfect fit, a newcomer to the local industry brings with them a new level of technology that could potentially change the standard. One Day Doors & Closets has opened up a location here in Bend, led by Nate Gladney and Michael Sackin.

The key factor that One Day Doors & Closets brings to the table lies in their



PHOTOS | COURTESY OF ONE DAY DOORS & CLOSET

3D measuring technology. During a new build or a renovation, doors can be tricky. Houses settle over time, slightly adjusting the measurements needed for any given door to fit perfectly. Combined with the cost of equipment and potential labor, it is unsurprising that clients expect quality work that meets their expectations, the first time.

Now, that quality is guaranteed by the latest technology. One Day Doors & Closets utilizes a 3D measuring device that measures up to 20 points of contact on any door frame. Then, those exact measurements are sent to a factory in California where the door of the client's choosing can be laser cut with extreme precision. The door is shipped to Bend, and it is installed in under a day. No mess, no contractors in your space for too long, and a guaranteed perfect fit, every time.



This process not only saves time, but money. Removing the middleman (or several middlemen) from the process of putting a door up can save clients immensely, which is why the average cost per door at One Day Doors & Closets is far below the average cost per door when going with a contractor, handyman or even installing things yourself.

The doors themselves are of a higher quality than many you see in standard, cookie-cutter builds. The door selection here is solid, not hollow, and provides a wide variety of traditional and modern styles, all of which can be cut down for a perfect fit in any build.

The entire process boils down to four simple steps, for the client. Schedule a consultation, personalize your style, measure your needs and install in one day, without any messy construction.

In a market like Bend where so many homes and buildings are being renovated, this technology could greatly assist in restoration efforts that aim to preserve the old home as much as possible. Afterall, homes settle over time, so laser measuring and cutting is a great way to ensure a great fit, without any risk of damage to the existing trim.

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arran Liebman LLP
Continued from page 7

to mitigate any risk of litigation.

Conclusion

Many employers rely on Oregon's employment "at-will" status as permission to terminate employees quickly and without a thorough and thoughtful consideration process. Although Oregon employers can technically terminate employees at any time, for any reason, wrongful termination claims or claims that an employee was terminated for discriminatory or retaliatory reasons

are common. To mitigate the risk of such litigation, employers should contemplate the steps and considerations outlined in this article and contact trusted employment counsel for guidance before terminating an employee's employment.

Becky Zuschlag is an attorney at Barran Liebman LLP, where she represents employers on a wide range of employment issues. Contact her at 503-276-2151 or bzuschlag@barran.com.

Avery Tunstill is a law clerk at Barran Liebman LLP, where she partners with attorneys in client trainings, legal research, and the drafting of employment policies and handbooks.

barran.com

# ne Day Doors & Closet Continued from previous page



One Day Doors & Closets also offers custom closet design and installation, making great use out of small spaces with unique designs that maximize what any given space can do. Clients get to view 3D renderings of their new closet before making any decisions, and they have the freedom to personalize it

One Day Doors & Closets offers a service that feels very at home in a market like Bend. They've only been in operation in Bend for a little over a month, but the owners are ready to branch out, get themselves in the industry and offer their services to a market filled with clients who could greatly benefit from their

however they choose, while still coming in way below the average price of a

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custom closet install.

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# edmond Public Safety Facility Continued from page 1

each year. Currently, the future of the building being vacated is to be determined. The majority of the funding for the relocation project came from a 2022 voter-approved \$40 million Bond issue, with the balance coming from 2021 American Rescue Plan Act (ARPA) funds, the City of Redmond and other sources.

Redmond Mayor Ed Fitch said, "On behalf of the City of Redmond, I would like to emphasize how grateful we are to our citizens for supporting construction of this superb new facility. It was their approval of the \$40 million bond issue that made this vision possible.

"Everyone did a great job on the project, which came in on time and under budget.
"It is going to be a great facility for the police department going forward for many decades to come, and we were really happy that the community sees its police department as an integral part of their livelihood.

"I think everyone agrees that the police department does a great job here, and that was really evident during the National Night Out (the annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie).

"The City of Redmond is blessed to have an outstanding police department. This marks the realization of a facility that matches the quality and commitment of our officers."

The RPSF building is a welcome new home for the Redmond PD, as the former facility became too small to accommodate a growing staff and call volume, with its systems failing, according to the City.

Redmond Police Chief Devin Lewis said the new facility was crucially needed to keep up with the city's significant population growth and increased community needs.

Redmond has experienced rapid growth since the former police station was built in 1998. The population has increased by nearly 41% since the 2010 census, and that facility was not built to keep up with such rapidly expanding and evolving



(L-R) DEVIN LEWIS, REDMOND POLICE CHIEF; WAYNE POWDERLY, DIRECTOR PROJECT MANAGEMENT, CUMMING GROUP; APRIL HUEY, LIEUTENANT; AND JOHN WILLIAMSON, VICE PRESIDENT, PENCE CONTRACTORS | PHOTOS BY CASCADE BUSINESS NEWS

community needs.

Redmond is acknowledged as one of the fastest-growing communities in Oregon, with a growth rate of over 25% since 2016. As a result, Redmond PD needed a significantly larger facility to accommodate the growth in staff to support their expanding population and community needs.

The facility was designed by FFA Architecture and Interiors, Inc. and built by Pence Contractors, with Bend-based Cumming Group, led by Project Management Director Wayne Powderly, serving as owner representative.

Construction was aligned to meet LEED (Leadership in Energy and Environmental Design) specifications, including electrical vehicle charging stations in the extensive visitor and staff parking areas, and an array of solar panels on the roof.

Redmond ARPA funds were used for acquisition of the eight-acre site, with a surplus area of approximately 1.5 acres anticipated to be developed over the next few years. Chief Lewis added, "We are grateful for the support we have received from the

community to make this project possible; it is a testament to our City's leadership and the respect garnered by the dedicated men and women who serve Redmond."

He said the project includes an emergency operations center, as needed, which doubles as a training room which can be utilized by the public as a multi-use space for group events.

Pre-design community interactions included attendees participating in image and word visioning exercises, shaping the design inspiration for the new facility; as well as engaging directly with the design team regarding the building program and site.

The FFA Architecture + Interior (FFA) team has honed a reputation for civic work, including in the public safety realm, and notably designed the 2017 reconstruction and revitalization of the 100+ year old historic Redmond Union High School building, which now serves as Redmond's City Hall.

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PHOTO | COURTESY OF PENCE CONTRACTORS

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# edmond Public Safety Facility Continued from previous page

Architect/Associate with FFA Rachel Zanetti said, "Early on in the process we held community meetings for public feedback, and group sessions with Redmond PD, including input from departmental user groups as design progressed.

"We also conducted 3-D virtual reality walkthroughs and cost estimates to help with the funding application process, and tours of other public safety facilities in the state to identify best current practices.

"Throughout the project, we aimed to maximize local landscape vistas through view corridors in open shared spaces — without compromising safety — to emphasize that connection with the surrounding environment.

"In shadowing LEED standards, mechanical systems were designed in alignment with sustainable practices, with other elements including a full roof of solar panels, with infrastructure for additional modules in the future.

"The increasingly popular mass timber construction style employed utilizes large, prefabricated wood panels, beams, and columns to create strong, durable, and sustainable structures. It's a viable alternative to concrete and steel, offering benefits like faster construction times, reduced environmental impact, inherent fire resistance and enhanced aesthetics.

"We had a great collaborative project team, alongside the City as exceptional partners in the process of creating a facility the community can be proud of and providing an enduring legacy."

Throughout the project's development, the design team focused on where people gathered in the facility and how those spaces could relate to the natural environment,

whether through direct connection to landscape or through views of the surrounding mountains and Smith Rock.

The team worked to balance these direct and visual connections with concerns of security. These gathering spaces were also positioned to maximize chance interactions between staff members, aiming to strengthen relationships and team dynamics throughout the entire organization.

Community spaces were also carefully considered relative to the natural environment and privacy, including an entry path leading to a vestibule that separates the lobby from the community room. This gives more privacy to the lobby, which looks out into landscaped courtyards, with the connection to nature a key component of "trauma informed" design.



PHOTOS I BY CASCADE BUSINESS NEWS

The landscape of Central Oregon was a key reference in the expression of the architecture. The use of mass timber and a heavy masonry base echoes the local environment and volcanic rock found on site, and weaves around captured exterior spaces.

The white stucco volume floats above the walls, contrasting the warm colors of the group plane and connecting to the snow-capped mountains in the distance.

In addition to FFA, the project team included civil and structural engineer KPFF, landscape architect Knot Studio, mechanical, electrical and plumbing contractor PAE, as well as general contractor Pence Contractors.

FFA facilitated workshops with 60-plus city staffers to ensure the new building met their needs. Ian Gelbrich, an FFA partner and design lead for the project, added, "There was careful consideration for the flow of staff through the building, and how to provide natural views without compromising security."

Along with officer space, evidence rooms and storage, the new public safety base includes community benefits the former building couldn't provide, like privacy for crime victims to meet with officers, abundant parking, and a facility built to leverage modern technology.

 $Wayne \ Powderly, project\ management\ director\ for\ Bend-based\ building\ consultant$ Cumming Group, said, "The old building is outdated and staff were squeezed in there like a sardine can. The new facility is a modern police station with the latest technology, which also offers room for potential expansion projects."

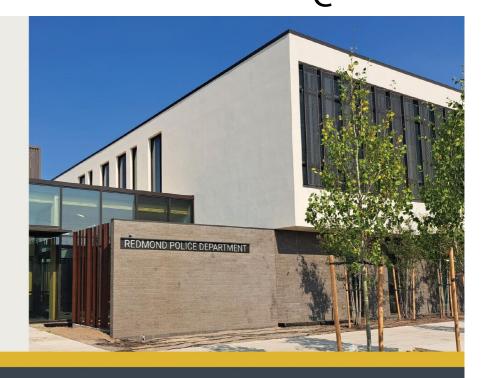
Chief Lewis said the new lobby offers separate entrances for people accessing

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Cumming Group extends our heartfelt thanks to the City of Redmond, Redmond Police Department, FFA Architecture, Pence Contractors, and the many consultants and subcontractors who brought the Redmond Public Safety Facility to life.

Cumming Group is proud to have served as the Owner's Representative and Construction Manager for this critical community asset.

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# edmond Public Safety Facility Continued from page 11

different services, to provide privacy, which is lacking at the current building.

He said, "Unfortunately, we previously have had people in there that are victims of crime trying to report a crime; and at the same time, we've had somebody who's there trying to do their annual registration as a sex offender. Both of those people deserve auditory and visual privacy.

"There's also more parking for employees and the public at the new site. Tied into that, there is a safe exchange area of two spots under 24/7 video surveillance, well-lit, right in the front of the police department, offering a safe place for custody exchanges or to pick up an item bought online."

Other new amenities include holding cells, a sally port (a secure entryway, that



allows for controlled access and egress for the safe transfer of individuals in custody), fitness rooms, wellness rooms, expanded locker rooms, increased evidence storage, separate spaces for each function within the department, a patrol room, break room, conference rooms, police dog kennels and a washing area. Protective glass and soundproofed interview rooms are additional improvements.

Chief Lewis said, "The team visited other public safety facilities in the state including in Oregon City, Salem and Beaverton, to gain insights into best practices from each.

"When fully staffed the new facility will accommodate 70 people, while the previous



one was designed for 36, and we outgrew it fairly rapidly.

"This is a big investment from the community and built to last, while also allowing for further growth as the population expands.

The open concourse is key in offering opportunities for interaction and enhancing the family culture feeling."

There are also improvements regarding weapon storage, a bull pen area for patrol sergeants and separate lieutenants and detective/investigators areas, as well as more evidence processing tools.

The new building incorporates garage space for CERT (Central Oregon Emergency Response Team) tactical vehicles — the squad being our version of SWAT, comprised





of tri-county specially trained officers from various agencies, including Redmond, Bend, Jefferson County, Crook County and Prineville — as well as a separate loading dock, and a warehouse area able to process regional response vehicles, complete with biohazard decontamination ability, and an exhaust system.

Lewis added, "We didn't even have space to house canines previously, and now we have kennels with a dog run and washing station.

"We will be operating out of both locations until the transition is complete, as it is a big process moving evidence and so forth.

The whole team worked wonderfully along with the City to provide a legacy facility we can all be proud of — as well as being great for staff morale, recruitment and retention."



# REDMOND PUBLIC SAFETY FACILITY

111 NW Teak Ave., Redmond, OR 97756

# **Property Owner/Developer:**

City of Redmond Owners Representative:

Cumming Group - Wayne Powderly, **Director Project Management** 

**Contractor:** Pence Contactors

**Project Cost:** Construction cost \$38 million; total project cost \$49 million Sitework Start: May 2024

Completion: July 2025 Square Footage: 43,000 sq. ft.

Amenities: Modern and state-of-theart with admin offices and training/ multipurpose public space, two-story, mass timber facility balances secure police operations with inviting public space, daylight-filled corridors and preserved view corridors to Mount Jefferson, the Sisters and Smith Rock. Welcoming entry plaza and EV charging stations available and more. Exposed cross-laminated timber ceilings and wall panels offer biophilic benefits and reduce the building's embodied carbon, 70kW photovoltaic solar panel array on roof with potential of additional future infrastructure.

Financing: Public Approved Bond **Project Manager:** 

Dan VanBrabant, Pence Contactors

# **Superintendent:**

Ben Hoover, Pence Contactors

**Assistant Superintendent:** 

Brad Lauziere, Pence Contactors **Project Engineer:** 

Grace Ray, Pence Contactors

**Architect:** 

FFA Architecture + Interiors

**Principal-in-Charge Architect:** 

Richard Grace,

FFA Architecture + Interiors

**Principal Designer:** 

Ian Gelbrich,

FFA Architecture + Interiors **Project Architect:** 

Rachel Zanetti,

FFA Architecture + Interiors

**Project Designer:** 

Phil Lopez,

FFA Architecture + Interiors Project Manager: John Pete,

FFA Architecture + Interiors

tructural Engineers

**KPFF Consulting Engineers** Civil Engineer: KPFF Civil

**Mechanical Engineer:** PAE Engineers **Electrical Engineer:** PAE Engineers

**Geotechnical Engineer:** Wallace Group

Landscape Architect: Knot Studio

# **Subcontractors and Suppliers:**

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# Cascade Business News Founded by an Incredible Woman

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

As seen in the August 24, 2021 edition of CBN

ascade Business New (CBN) was founded by the late Pamela Hulse Andrews in 1994. She was told by many advisors that starting a business journal was going to be difficult and was advised against the endeavor. She did it anyway. Relying upon her past experiences in marketing and owning an advertising agency, she secured a small business loan and went to work.

Pamela was tireless, feisty and incredibly smart, but most of all, she had grit, and her will wouldn't let the doubters stand in the way of her vision.

CBN, Cascade A&E Magazine and the annual Book of Lists were the core publications. In 1998 I joined the team, and we created Cascade Publications Inc., expanding the business and adding new products -Cascade Discovery and Sunriver Magazine, to name a couple — as well as helping others with their own publications such as the Rotary Sports Programs, annual Wedding Planning Guide, Redmond Visitors guide and so on. Some of these have come and gone, but the core remains solid.

Pamela was never one to rest. She had just launched Bend Fashion Quarterly (BQ) in 2017; a quarterly, slick magazine that no one thought possible in little Bend,

Oregon. The magazine had celebrated it's one-year anniversary when at 72 years old she got cancer and passed away not long after diagnosis.

Pamela loved a good party. Her Christmas parties were legendary. Her last party — her celebration of life — was attended by hundreds, and for good reason. Not only was Pamela a huge part of the Central Oregon business community, she had also become an advocate for the arts and culture. But most of all, she had become a mentor to many, especially women. Through her business and her women's group, she inspired so many to reach for the stars, get out of their comfort zones and just go for it!

I could go on and on about her, but really, I just wanted to say, "Cheers mom! You are missed and won't be forgotten!"

In this edition of CBN, we celebrate ALL the nanas, moms, sisters and daughters who make up Central Oregon's women in business!

Cheers to you!

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# Have a dreamsicle kind of day.



omen-Owned Businesses in Oregon Continued from page 1

edition of Cascade Business News invites you to explore transformative stories, insightful data and experts charting a course toward a more inclusive and vibrant business future. Enjoy their stories and support their work!

<sup>1</sup>b2breviews.com/best-states-for-women-owned-businesses

<sup>2</sup>pdxmonthly.com/news-and-city-life/2024/04/oregon-among-best-stateswomen-owned-businesses

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# COWIC — Central Oregon Women in Construction

by COLLEEN WADESON, Creative Operations & Marketing Support — BBT Architects

or many women in the business of Architecture, Engineering and Construction (AEC), navigating the challenges of charting a successful career in a predominately male field can be a daunting journey, especially for younger female professionals. Fortunately for those in our region, the Central Oregon Women in Construction (COWIC) group is providing avenues of support.

Since launching their first kickoff meeting in early 2024, an enthusiastic team of female AEC professionals is championing a vision to encourage the career aspirations and professional development of women in these interdisciplinary fields.

After being approached by several colleagues to mentor younger female staff in various offices - and with resounding interest within her network — Heidi Slaybaugh, principal at Cole Architects, contacted heads of local firms and construction companies to gauge interest in regular gatherings to support women in these industries. "A lot of the men who lead these companies were very interested (in COWIC) because they can't provide that level of feedback and input to their younger women staff... they were probably the biggest advocates of this program getting started," Slaybaugh noted.

Upon completing her licensure requirements, Genevra Obregon, project architect with BBT Architects, knew that she wanted to create community and provide mentorship for women within the region. "At BBT, there's a majority of women in the firm; I know this is not the case for everybody...COWIC is not just architecture firms; we try to reach out to all disciplines in this field." Obregon organizes regular core committee meetings, and along with others, schedules site visits, project tours and social and networking events for the larger group.

Connections created among female colleagues is a foundational reason why this grassroots group exists and is evolving with the inclusion of professionals in architecture, design, engineering, construction, various trades and region-wide organizations.

A rotation of firm-hosted COWIC events provides spaces for larger groups to gather and engage in Q&A sessions,



discuss field-based scenarios, share lessons learned and expand important alliances. Establishing environments of learning, inquiry, development and improvement is beneficial for all members in their representative fields.

Site tours of different building types and construction methods are exposing women to a range of project experiences outside the scope of what they may be working on in their own company. As Ellen Hassett, project

architect with BBT Architects, described, "The tours have just been wonderful - to get to see projects that we're not working on and understand the different construction systems. The Mass Timber project (Shevlin Crossing) was really cool; to have another female architect explain how they designed it and worked with the contractor was very inspiring."

In contexts where the knowledge and expertise of others is valued and sought out, Kimberly Stroup, KSA-Bend Architectural Services, perceives barriers beginning to break down and connect disparate entities within the design community with the potential to positively affect change in the overall design culture.

As stated by Virginia Bailey, architect with Steele Associates Architects: "Being a woman in the field and learning from so many different people reaffirms a sense of empowerment; this is exactly the environment that I need as a young professional woman in architecture and just construction in general."

Mentoring is an intentional focus for COWIC with Kaitlin Baker, architect with Steele Associates Architects, at the helm in pairing mentors with mentees. After several positions in her career where she always wanted a mentor but never worked with a female architect, it's serendipitous for Baker to lead the formation of mentoring teams.

Mentors contribute an inestimable form of support for younger female colleagues, especially in imparting their expertise and insights within their specific disciplines. In reviewing feedback submitted by mentors, Baker conveyed, "Areas of contribution by mentors is where they feel their strengths are and can help others. They want to share their experiences and how they've overcome their own challenges. Starting a family is a big thing with

women, (along with) a family-life-work balance in the work and construction world."

Mentees seek support through a range of realities they confront in their professional development — from learning how to confidently participate in project meetings, effectively collaborate with male counterparts on site, to building credibility as a young professional, and receiving guidance through exam study and testing strategies for licensure requirements.

As Baker emphasized: "Younger people who are studying and taking their exams really want (to connect with) somebody who's gone through it recently...it can be quite daunting, the whole process of becoming a licensed architect... talking to somebody who's been through it and hearing everything's going to be okay, (affirms that) we're going to make it, too."

In Oregon, the National Association of Women in Construction (NAWIC) has chapters in Portland, Salem and Eugene, but there is no chapter or presence east of the Cascades. The informative and inspirational impact of COWIC for over 100 participants in Central Oregon is significant. For the woman working within multidisciplinary teams where she is often the only woman in the room, a female-centric gathering is gratifying and provides a sense of empowerment that she is not alone in the industry. For women in fields where connecting opportunities are limited, COWIC welcomes involvement and provides support within a multi-faceted community of professionals.

Stronger together as women in the AEC fields, COWIC represents a powerful catalyst for growth, change and innovation. In the local landscape of architecture, engineering and construction, the ideas, perspectives, technical skills and diverse leadership roles of women are vital contributions in the overall industry. As an educated and engaged network, COWIC increasingly brings a holistic approach to projects, a collaborative mindset among disciplines and advocacy for beautiful, functional, sustainable and equitable spaces in the built environment.

# Learn More and Join In:

Heidi Slaybaugh: heidis@colearchitects.com Genevra Obregon: gobregon@bbtarchitects.com COWIC LinkedIn: linkedin.com/groups/14719622





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# Seven Women Powering Central Oregon's Green Economy

### by ROB BLACK, CEO — E2 Solar

rom their work facilitating rooftop solar installations and hands-on river restoration to wildlife advocacy and grassroots organizing, many Central Oregon women are making a positive impact in sustainable industries and in their communities.

We got to know seven of these women, whose backgrounds span boardrooms, backyards, classrooms and conservation fields. Among them all, we found leaders, advocates and change makers who are driving progress in Oregon. Read on to learn more about them.





Lindsey Hardy

### Lindsey Hardy, Climate Solutions Program Director at The Environmental Center

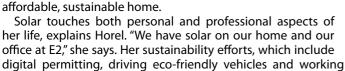
"In my son's mind, my job is simply 'saving the planet," says Lindsey Hardy, Climate Solutions Program Director at The Environmental Center. He takes this responsibility seriously, much like his mom, who is always "building bridges: connecting people to the resources, tools and policies that make sustainable choices more accessible and achievable." Recently, Hardy co-launched a zero-interest loan program for home energy upgrades, focused on communities often excluded from traditional programs.

Her view on sustainability is refreshingly honest: "It's not about perfect," says Hardy. "It's about doing what you can, when you can." Whether preserving local food in the fall, investing in a heat pump, hang-drying cloth diapers or shaping policy efforts, she is making sure that future generations, including her children, inherit a livable planet.

Advice for women: "I've been incredibly lucky to work alongside amazing women who have supported me in this work. Just in the last year, I've learned from so many great collaborators... So find your people. Learn from them, cheer for them and let them cheer for you!"

# Adrienne Horel, Permit Technician at E2 Solar

As E2 Solar's permit technician, Adrienne Horel makes it easier for Oregonians to adopt clean energy and decrease strain on the grid. "The health of our planet is what motivates me," she says. Her recent work permitting for Habitat for Humanity's latest build was "challenging but rewarding," says Horel, reflecting her belief that everyone deserves an affordable, sustainable home.





from home, are everyday choices that add up. "I believe everyone should power their





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home affordably, and in an environmentally friendly way," she says.

Advice for women: "Don't be forced to stay little on things that matter to you. Get big, be loud, hold your ground and don't back down just because others might have a different opinion."

### Lace Thornberg, Communications Director at Central Oregon Landwatch

Lace Thornberg's love for the environment began in childhood, when she helped to band monarch butterflies at a nature preserve during day camp. Today, as Communications Director for Central Oregon LandWatch, she makes it simple for people to get involved in conservation work. Currently, Thornberg is advocating for a wildlife crossing project along Highway 20, a practical solution to protect animals, restore habitat connections and prevent car accidents.



Outside the office, she embraces sustainable living through biking, eating a plant-based diet, installing solar on her home, native gardening and reducing single-use plastics. She also believes "collective action matters." Thornberg explains, "I am buoyed to see how many people sign petitions, send messages, go to rallies, vote with their wallets and take other steps to make their wishes heard."

Advice for women: "There's a huge potential and need to shift large and small businesses toward sustainability. I'd encourage environmentally-minded women to seek out positions with the power and authority to make those shifts.'

# Alice Weston, Community Organizer at The Sierra Club

"I have genuine hope for a climate-just future where we can all thrive — breathe clean air, drink clean water and continue to enjoy nature," says Alice Weston, Community Organizer for the Sierra Club Oregon. Her work spans endangered species protection, forest and public land advocacy, and supporting Oregon's transition to 100 percent renewable energy.

With a master's in Social Design and naturalist certification underway, Weston makes environmental science and policy work more acceptable to people so they can imagine, propose and help implement community-based climate

solutions. This summer, she co-led "Action Night in the Garden," inviting residents together to learn, connect and take steps on environmental and social justice issues.

Advice for women: "Talk about climate issues with friends and family. Consider how you can use your passions, skills and interests to support the environment. Join a local environmental group (like the Sierra Club Oregon Chapter!) and show up in whatever way you can. It's the love of our natural environment that fuels this movement. Go outside and enjoy it!"

# Molly Honea, Development and Communications **Coordinator at Think Wild**

A love of the outdoors has shaped Molly Honea's career and her daily life. As Think Wild's Development and Communications Coordinator, her work spans organizing events, fundraising, media outreach, mentoring interns and helping release rehabilitated wildlife back into their habitats. "For me, the wildlife patients we care for are a daily reminder of both the impact people have — and the hope we can create when we act responsibly," she says.



Honea is especially proud of helping launch Think Wild's hotline internship program, which offers guidance to residents seeking to help wildlife. A former science teacher, she brings those communication skills into every conversation. "When people get excited about protecting habitat," she says, "it gives me hope."

Advice for women: "Find a job, volunteer role, board position or way to connect with a local organization whose cause aligns with your passions. You'll find wonderful people who share your motivations and interests, which to me is what makes this work possible and sustainable."



Helen Wallace, HR Specialist and Accountant at E2 Solar

"I have always felt grateful for the gifts nature provides," says Helen Wallace, Bookkeeper and HR specialist at E2 Solar. "Growing up, I spent a lot of time outdoors on trails, rivers and lakes, which instilled in me a deep appreciation for our planet," she adds. Wallace leads by example in sustainability, fostering a workplace that values people and the environment. And because no act is too small when it comes to protecting the environment, she's switched to reusable grocery bags as well as reusable water bottles instead of single-use plastic. "I've made it a practice to ban water bottles from my routine," she says.

Advice for women: "Focus on areas where you already have knowledge, skills or personal interests, whether it's gardening, reducing plastic waste or advocating for policy change. Remember to Reduce, Reuse and Recycle!"

# Katie Wareham, Education and Outreach Coordinator at **Upper Deschutes Watershed Council**

"Nature has always been my happy place — a source of comfort, joy and clarity," says Katie Wareham. As the Education and Outreach Coordinator with the Upper Deschutes Watershed Council, she shares that joy with students, helping them discover their sense of place outdoors through hands-on programs and restoration projects. "Each student's spark of curiosity is a seed for a lifetime of environmental stewardship," she says.



Katie Wareham

This summer, Wareham worked with local teens to build beaver dam analogues along Whychus Creek. "It's incredibly rewarding for them to see the immediate impact of their efforts," she says. With a Master's in Science Education and Master Environmental Educator certification, Wareham leads by example: composting food scraps, planting natives and shopping local.

**Advice for women:** "Don't be afraid to speak up and take a stand for what you believe in. Your voice matters, and your unique perspective is powerful. Embrace your femininity whatever that means to you — and use it as a force for change. There's a reason we call her 'Mother Earth."

e2solar.com

# Reluctant Leader, Resilient Company

Sarah Smith Leads at SEND Transportation

### by LEAH ETLING — CBN Feature Writer

In the heart of a freight recession, SEND Transportation, based in Bend, has not only survived, but it has also grown. At the center of this turnaround is Sarah Smith, a co-founder who never envisioned herself in the CEO seat.

Smith was chosen as the CEO of SEND in 2023, following the tenure of an external hire that wasn't the right fit for the employee-owned company's vision and goals.

"I was a bit of a reluctant CEO," Smith admitted in a recent interview for *Cascade Business News*' Women in Business edition. "I had always been sort of the passenger, never the CEO," she recalled. "I was super scared. I had serious imposter syndrome."



Sarah Smith

Though she had helped build SEND from the ground up beginning in 2013 (along with her husband, Nate, and initial partners Dru and Erin Allen, who later exited the company), Smith had spent most of her time behind the scenes in accounting and human resources roles.

When she took the CEO role, Smith immediately worked to implement a companywide reset. "We just started back at the basics," she said. "I found every possible way to cut expenses that did not include cutting payroll."

She led the team through a move to a smaller office, streamlined technology costs, and stabilized cash flow. The company finished 2024 with nearly 15 percent growth and remains on solid footing midway through 2025, all while navigating what Smith calls "the longest freight recession this century."

SENDTransportation specializes in food logistics, a choice grounded in stability. "Food is a little bit more insulated from economic highs and lows than other commodities," Smith explained. "People have to eat." That strategy has served them well; even during the 2008 recession and the pandemic.

While 98% of SEND's shipments involve food, the company also maintains a long-standing book of nursery and plant freight — a legacy from one of their earliest employees, Howard Rackham. "He was actually the one who brought my husband and co-founder Dru into the transport industry 30 years ago."

SEND operates as a freight broker, serving as the link between shippers and trucking companies across the 11 Western states and beyond. What sets them apart, according to Smith, is not just customer service but also how they treat their carrier partners. "We pay our trucking companies in 24 hours with no fee," she said, referencing the industry-standard "quick pay" charge that SEND deliberately avoids. "We understand that trucks are the absolute foundation of everything we do."

This relationship-first approach allows SEND to build long-term partnerships with reliable carriers, which in turn creates more stable pricing for customers. "It serves us, and it serves our customers," Smith added. "We've been working with some of the same trucking companies for over 20 years."

A major source of strength for SEND is its employee ownership structure. The company, which has 23 team members, became a 100 percent ESOP (Employee Stock Ownership Plan) years ago. "Growth for the company doesn't fatten my wallet, it builds



SEND TRANSPORTATION TEAM | PHOTO COURTESY OF SEND TRANSPORTATION

their retirement," Smith said. "Employee-owned companies offer larger retirement benefits, and companies see more engagement, less turnover, and less burnout."

This model, Smith believes, is central to SEND's resilience. "Employee ownership gives organizational resilience," she explained. "We leaned on that so heavily during our difficult time. I think it would have been a lot harder if we weren't employee-owned. All companies go through difficult periods, and employee ownership gives you that resilience that can help you"

Now firmly established in her role, Smith says leadership is less about knowing all the answers and more about consistency and authenticity. "I've learned that so much of being a leader is showing up," she said. "I think the team trusted that I wasn't going to jump ship... and that trust allowed them to focus on where we were going."

As the only woman in a prestigious leadership peer group in Bend, Smith has benefited from monthly meetings with other executives from other industries. "I look at problems differently than they do sometimes, and that's been a really great way for me to grow," she noted.

Michael Mack, chair of the Vistage group and Smith's professional mentor, observed her leadership strengths: "Sarah has this wonderful combination of a strong strategic mind and the capacity to notice what's going on with people," Mack said, noting that he has seen her become more confident and steadfast in her voice and vision over the last two and half years.

"She taps into her intuition and really listens to that inner voice that may not be analytical, but she combines it with grounded business principles. That's just rare to see someone who has that capability," Mack said.

Smith offered advice for young women hoping to climb the leadership ladder: "Know yourself, trust yourself, and bring all of it to work," she said. "There's no separation. Who I am outside (of work) is who I am here."

sendtrans.com



# High Desert Florals 'Always Tries to Go Above & Beyond'

### by ANDREA HINE — CBN Feature Writer

've always loved the wedding industry in general," said Gloria Rice, who worked in it for many years before moving from Atlanta to Central Oregon. "Enhancing special occasions with flowers gives me peace in my life."

Combining the opportunity to "share beauty with others, inspire them and also earn money," Rice started High Desert Florals as a home-based venture in 2021. Its success led her to eventually move to a brick-and-mortar location in downtown Redmond where weddings — while constituting an undeniable mainstay of the business — are only part of the reason for the shop's growing customer base.

"Our daily floral deliveries and subscription services (to both local businesses and individuals) are extremely popular," she said, "as are the gift options like a single wrapped rose we call a 'pocket hug' that is accompanied by a card with a sweet sentiment. Customers love walking around our 'super-cute little shop' to select items — we always get great feedback."

From a \$12.95 trinket to a lavish wedding highlighted by \$25,000 worth of floral arrangements, High Desert Florals is known for its creativity in fulfilling customer needs. "We do a lot of large-scale events other than weddings such as funerals, birthday parties and corporate events," Rice said, "and always try to go above and beyond what customers might expect. As two examples,

we offer free consultations and send pictures of the gifted floral arrangement to the purchaser."

"Our design style is very organic," she added, "with an English garden feel marked by movement and texture. Even the choice of flowers makes the arrangements special, with customers sometimes asking 'what is it?' about a specific bloom or unique local filler they can't identify."

All the care that goes into what High Desert Florals creates — and satisfying its customers — has



LS IN DOWNTOWN REDMOND | PHOTOS COURTESY OF HIGH DESERT FLORALS

SHOWN IS A FULL-SCALE BROKEN ARCH FOR A WEDDING CEREMONY AT MONET VINEYARDS IN BRUSH PRAIRIE, WASHINGTON not gone unnoticed. The business

 $received \, the \, Red mond \, Chamber \, of \, Commerce's \, 2024 \, Customer \, Service \, Award \,$ an acknowledgement that made Rice "super happy." It was also voted top five wedding florists in Oregon by Oregon Wedding Day magazine.

Customers are equally delighted, which translates into "a lot of repeat business, and orders from other parts of the world, including the UK," she said. As one reviewer rhapsodized, "Gloria and her team went above and beyond in bringing my vision to life even more than I could have ever imagined. I can't recommend them highly enough."

Not content to simply run a highly successful business, Rice has also immersed herself in the community. She is on the board of directors for the Redmond Chamber of Commerce and Brightside Animal Center, a member of the local Kiwanis Club, and an active participant in fundraisers for nonprofits such as the Ronald McDonald House that serves Bend and Redmond.

In addition, after cleaning up from events, the High Desert Florals team repurposes its bouquets for Hospice of Redmond. "We love to pass them on and bring joy to others," Rice explained.

Like other business owners who have contributed to the remarkable revitalization of downtown, Rice appreciates Redmond's "small-town charm" and its "super-tight, supportive community." As she said, "I can walk down the street and be greeted at the doorways by people who have become my friends."

highdesertflorals.com



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# Cares & Whoas Celebrates the Spirit of the West

## by ANDREA HINE — CBN Feature Writer

"m a horse girl," said Erica Rubalcaba in introducing herself. "Horses have been an active part of my entire life, both personally and occupationally." Given this focus, as both a horse owner and competitor, it comes as no surprise to learn that the welcome addition she brought to downtown Redmond in 2024 called Cares & Whoas (originally a pop up) "brings together fashion and home décor embodying the rugged beauty and authenticity of western style."

Turning back the clock about 15 years, Rubalcaba (who had studied design, with an interest in fashion and retail) found herself at a crossroads, and wanted to lay groundwork for a path forward. After meeting the owner of Murieta Equestrian Center in Rancho Murieta, California at a horse show, and getting to know each other, the two women reopened a boutique on the property that offered a limited inventory of equestrian-themed items under the name Cares & Whoas.

"In 2022, while selling our merchandise at a cutting horse competition at the Deschutes County Fairgrounds, I received retail feedback on a wider scale — and local horse enthusiasts loved what we offered," Rubalcaba said. "There's nothing else here that compares," typified their comments.

"I've loved Central Oregon's high desert since living here from 2003-2007, and consider Redmond my home," she added. "So within a few days of the competition, I began asking myself, 'Why not do something like this locally?""



REATA RESERVE "CONVEYS A WARM, INTIMATE FEELING THAT BRINGS GATHERINGS TO LIFE



CARES & WHOAS BRINGS TOGETHER FASHION AND HOME DECOR THAT EMBODY THE RUGGED BEAUTY AND AUTHENTICITY OF WESTERN STYLE | PHOTOS COURTESY OF CARES & WHOAS

Armed with the buy-in of the Murieta Equestrian Center owner, Rubalcaba signed a 90-day lease for space formerly occupied by Green Plow Coffee Roasters during the holiday season. "We named it Cares & Whoas as a tie-in to our original location," Rubalcaba said.

"It became evident very quickly that customers wanted us to find a way to stay," she noted, so the lease was extended for a year while undertaking a search for "what would be our next home in Redmond."

Once a lease was secured at 498 SW Sixth Street, Redmond's Urban Renewal Agency, awarded Rubalcaba two grants to help her upgrade what had been a print shop "to make it work for us. We pretty much gutted the interior, put in new flooring and redesigned the façade and windows to bring in more natural light, open up the space and highlight the merchandise."

Occupying about a third of the 3,000 square feet is a private event space called Reata Reserve ("reata" being Spanish for rope). "Whether you're hosting, launching, celebrating, or creating meaningful connections, this room conveys a warm, intimate feeling that brings gatherings to life," Rubalcaba said. Just launched this month, Reata Reserve hosted two events in the first week alone.

"I just love this town, which has grown in such a beautiful way, and am honored to be back here," said Rubalcaba. "The owner of the original Cares & Whoas has entrusted me to execute our vision, and been there to support me the whole way. Establishing the Redmond location would not have been possible without her." caresandwhoas.com



# Building Community Through Women in Business

# by BOBBIE BASHIAN

ince its founding in 1986, ConnectW has transformed Central Oregon by empowering women in business and in life through:

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- Growth and learning
- · Excellence in business and in life
- Compassion and support

We welcome women from all walks of life — from seasoned entrepreneurs and professionals to those simply seeking to explore, expand, and enhance their lives and businesses. Our membership spans a broad spectrum of professions. Women in retail sales, health care, banking and finance, computing, marketing, printing, real estate, law, insurance, personnel and business services, writing, and more have joined together in a spirit of mutual support. We are a nonexclusive small business networking group.

We welcome visitors to join us at any of our monthly events listed below:

- Munch and Mingle first and second Thursday of each month
- Monthly Dinner Meeting third Wednesday of each month

Every month, our gatherings offer both structure and warmth. Munch and Mingle is a casual midday opportunity in two locations to meet, share ideas, and connect without an agenda. Our Dinner Meetings offer more focused learning and networking during an evening gathering. Both types of events open doors to

growth, new relationships, and potential opportunities.

For additional information on our events, dates and to RSVP, visit us at connectw.org.

2025–2026 ConnectW Board of Directors are Bobbie Bashian, president; Rebecca Seago-Coyle, board development; Christine Eisenhower, treasurer; Samantha McClintic, facilities director; Melinda Young, membership director; Hollie Choe, business promotions; Ginger Weeden, website director; Lisa McCarthy, community marketing director; and Brandie Foster, programs director.

ConnectW does more than build professional networks — it creates community. Through our events and gatherings, women find connection, inspiration, and practical support. Whether through sharing best practices, building new collaborations, or simply finding encouragement, each woman brings her unique strengths to enrich this community.

ConnectW offers more than networking; we offer a place to belong and to flourish. Through business sharing, mentoring, and shared celebrations, women grow their confidence and expand their reach — not just professionally but personally too.

Our invitation is simple: come experience ConnectW and see how community changes everything.

connectw.org







# Collaboration by Design

# How Element Design Collective is Shaping Spaces in Central Oregon

### by CARLOS A PEREZ

n the ever-evolving world of residential design, where trends can change as quickly as the seasons, it's rare to find a team that blends experience, vision and approachability quite like Element Design Collective. Founded by longtime interior designer Jane Wirth, and today co-led by her design collaborator Jenn Adams, the Bend-based studio has carved out a distinctive niche: a place where thoughtful material curation meets down-to-earth expertise.

Wirth's path to opening Element Design Collective wasn't a straight line. She began her career in 2003 at Cascade Design, learning interior design through what she describes as "real-life trial and error." By 2008, she'd stepped into the world of custom homebuilding, co-founding Holly Contracting with her brother, Dave Hall, who is now a partner of his own custom home and remodeling company here in Bend, DH Builders. That experience bridging construction timelines, trade coordination and finish selection became the backbone of her design approach. "Being a builder for five years gave me a whole different outlook on how this process goes," she says. "I understand why builders get frustrated with designers, and vice versa. That perspective helps me guide clients in a realistic way."

After wrapping up Holly Contracting's final projects in 2012, Wirth returned to her first love: interior design. By 2021, she'd opened Element Design Collective — a showroom designed not only to serve architects, builders and homeowners but to empower other independent designers with access to resources and industry support. "We don't believe designers need

scenes by purchasing agent Lorina Gravat. Gravat coordinates orders, manages vendor relationships and ensures that everything from custom tile to engineered flooring arrives on time and as specified. Just as important, Element Design Collective functions as a true collective — on any given day, several independent designers can be found working alongside Wirth and Adams, using the showroom as a hub to source materials, meet with clients and develop projects on their own schedules. "You don't have to work with us directly to be part of Element,"Wirth notes. "The whole point was to create an environment where designers could feel supported, whether they're collaborating with us or running their own studios."

That flexibility extends beyond project styles to how the space operates. Unlike traditional showrooms with fixed hours and retail counters, Element is open by appointment, with designers booking times that work best for them and their clients — including evenings and weekends. "We love that our space is accessible without being bound to nine-to-five," Adams says. "It means the showroom stays focused and intentional."

Despite their combined decades of experience, neither Wirth nor Adams are interested in pushing a signature look. "We don't have an Element Design Collective aesthetic," Wirth notes. "It's about reading the client, understanding the space and advising appropriately — even if they can't quite put words to what they want." That adaptability is especially important in Central Oregon, where projects range from sleek modern builds to legacy remodels. Whether it's reimagining a kitchen to feel



(L-R) JENN ADAMS, JANE WIRTH AND LORINA GRAVAT | PHOTOS COURTESY OF ELEMENT DESIGN CO

trying to separate ourselves," Wirth adds. "We want to bring in materials you won't find everywhere else."

As women in the traditionally male-dominated field of home building and remodeling, Wirth and Adams have both seen the landscape change over time. "When I started, there was this old-guard mentality — an assumption you didn't really know what you were doing," Adams says. "Over the years, that's shifted. There's a lot more respect now, and clients value experience over stereotypes." Wirth agrees, adding that the practical realities of building

and remodeling often level the playing field. "At the end of the day, everyone just wants their project done well."

Asked what advice they'd offer other women looking to build their own businesses, Wirth doesn't hesitate. "Go for it," she says with a smile. "Nothing worth doing is easy, but it's worth it." Adams nods in agreement. "Trust your gut and surround yourself with people you respect. That makes all the difference."

Element Design Collective is located just off American Lane at 20700 Carmen Loop. elementdesignbend.com



to be employees," Wirth explains. "We wanted a space where everyone could work on their own terms."

For Adams, the journey into design was equally hands-on. After studying ceramics and printmaking, she spent two decades in the tile world — first making it, then specifying it for clients at Baptista Tile and Austin Tile. Though Wirth and Adams knew each other for years as industry peers, they didn't team up until 2022. "We were friends from way back," Adams recalls. "It was one of those connections where you know you'd work well together."

That hunch proved right. Today, the two share design responsibilities, blending their strengths seamlessly. Adams often leads initial client meetings and product selections, while Wirth manages estimating, pricing and the business side of the process. "It's a great balance," Adams says. "We each get to focus on what we love most." The arrangement not only benefits clients but also helps maintain a nimble studio culture where creative collaboration is the rule, not the exception.

While Wirth and Adams are the design leads, their work is supported behind the

more contemporary or preserving the character of a mid-century fireplace, the studio's approach is rooted in listening first.

This commitment to flexibility also extends to their vendor partnerships. With longstanding relationships across the industry, the team is able to source both the staples and the statement pieces that make a project feel personal — not just for their own clients but for any designer using the showroom. "When we're not working on our own design projects, we're supporting the independent designers who use this space for their sourcing needs," Adams explains. "That's really the heart of what makes it a collective."

That ethos will be on display later this year when Element Design Collective hosts an exclusive event with Clayhaus Tile, a Portland-based studio known for its handcrafted, highly customizable tile. "Clayhaus has such a beautiful range — colorful, textural and made right here in Oregon," Adams says. "We're thrilled to be their exclusive partner in Bend." The event will showcase new collections and offer designers and homeowners a first look at custom options. "It's one of the ways we're



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# From the Woodshop to the Corner Office

# Angela Christensen Named VP of Operations at Breedlove Guitars

# provided by BREEDLOVE GUITARS

B reedlove Guitars has always been about more than just building instruments — it's about people, purpose and the pursuit of craft. And there may be no better embodiment of that ethos than Angela Christensen, who was recently promoted to vice president of Operations after more than two decades of hands-on experience across every corner of the company.

We sat down with Christensen at the Breedlove Custom Shop to reflect on her journey from woodshop apprentice to executive leadership, and to hear what's next for the brand as it enters a bold new chapter.

### **A Serendipitous Start**

Christensen didn't come to Bend in search of a guitar career. In 2002, freshly graduated with a fine arts degree from Arizona State University — emphasis in sculpture and woodworking — she moved to Oregon for a change of pace and quality of life.

"I just wanted to live somewhere beautiful," she says. "I thought I'd end up building cabinets or custom furniture."

But fate intervened. Driving back from a visit to a foundry in Sisters, Christensen spotted a modest sign on the roadside for Breedlove

Guitars, then based in nearby Tumalo. On a whim, portfolio in hand, she walked in and asked if they were hiring.

They were. She was hired on the spot.

### **Learning from the Inside Out**

Christensen's early days were spent in the woodshop — milling braces, processing raw tonewoods and prepping guitar bodies for assembly. She worked under the guidance of Breedlove co-founder Kim Breedlove, who saw her curiosity and potential.

"I wanted to learn everything," she recalls. "From brace carving to side bending, to inlay and final assembly — I just kept asking questions."

Over the years, Christensen's role evolved. She began purchasing wood. Then managing inventory. Then working in product development, final assembly and CNC inlay processing. When Tom Bedell purchased the company in 2010, she helped design and launch the U.S.-built Bedell Guitars line.

# 2025 State Legislative Session Review



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ANGELA CHRISTENSEN | PHOTO COURTESY OF BREEDLOVE GUITARS

"I had my hands in everything," Christensen says. "Wood sourcing, SAP system design, bill of materials, costing, inventory — you name it. I never stopped learning."

### **Leading the Next Chapter**

Now, under the new ownership of Nashville-based musicians Pete Mroz and Shannon Pollard, Breedlove is entering a new era — and Christensen is helping lead the way.

As VP of Operations, she now oversees every aspect of the business: production, product design, sales and go-to-market strategy.

"I'm excited to simplify," she says. "To take a step back, refocus on what we do best and build a line that's easier to understand and get into players' hands. It's about clarity and purpose."

She's also laser-focused on USA-made instruments: "We're starting at the roots — getting the foundation right here before expanding outward."

# **Quiet Trailblazer**

While she's reluctant to draw attention to it, Christensen is likely one of the highest-ranking women in the guitar manufacturing world — a historically male-dominated space. But it's not something she's let define her.

"I grew up a tomboy. I've always been comfortable in the shop or out in the field," she says. "I just never saw gender as something that should limit me."

That said, representation matters. And Christensen knows her story may inspire others.

"I'd love to be a touchpoint for younger women," she says. "When I was in high school, I didn't know what I wanted to do — but I knew I wanted to be part of music. Follow your passion. Be authentic. And don't be afraid to start somewhere unexpected."

Her own path into woodworking started on a road trip — after visiting a wolf sanctuary in Idaho and falling in love with a pair of hand-carved wooden doors. "I got home and immediately started looking for jobs in cabinet shops. That one moment changed my whole life."

# What's Next

Breedlove is at a turning point, and Christensen is helping shape what

Her approach? Intentional, collaborative and grounded in decades of craft.

"We're not just making guitars," she says. "We're building something meaningful — for our customers, our artists and our team. And we're just getting started."

breedlovemusic.com



# New Podcast, *My Manager Coach*, Equips Managers to Build Team Vibe & Culture That Scales

# provided by JAZZ BUSINESS CONSULTING

new podcast is making waves in leadership circles by addressing one of the most pressing yet overlooked challenges in business today: helping managers coach, not command. My Manager Coach, created by Executive Coach and Growth Strategist Jody Bagno-Dill, brings real-time coaching insights to the earbuds of managers seeking to build a sustainable team culture rooted in what Jazz Business Consulting calls "Team Vibe" — the critical intersection of Clarity, Chemistry and Competency.



Jody Bagno-Dill

With six episodes already live, the weekly podcast explores timely, relatable topics for leaders trying to keep their teams engaged, aligned and results-oriented. It blends both training-focused episodes and interviews with Vibe-building Grammy Award Winners and CEOs of thriving organizations.

### **Titles include:**

- Vibe Killers: The 4 Horsemen of Dialogue Destruction
- Kiss-Cam Culture: What Scandals Reveal About Silent Cracks in Your Culture
- Core Values: Your Culture's First Line of Defense Against Opportunists

The podcast delivers more than commentary. It offers practical tools from JazzBC's coaching framework, used with six corporate clients who have been named to the Best Places to Work in the San Francisco Bay Area list for ten consecutive years.

"We're in an era where managers are expected to lead like coaches, but most have never been trained for it," says Bagno-Dill, host of the podcast and cofounder of Jazz Business Consulting. "My Manager Coach gives them the language, structure and mindset to shift their personal and team 'vibe' — because culture doesn't live in posters, it lives in conversations."

The show is based on JazzBC's proprietary Organizational Vibe model, which guides companies to build companies through targeted training of basic management, communication and people skills. It also draws from the firm's popular tools, including the Personal Vibe Assessment & Training, and The Organizational Vibe Assessment, which measures the three elements that comprise Vibe (Clarity, Competency and Chemistry).

Whether dealing with interpersonal conflict, silent disengagement or culture drift, *My Manager Coach* positions itself as a must-listen for leaders who want to manage well.

The podcast is available on Apple Podcasts, Spotify and all major platforms. Visit MyManagerCoach.com to learn more.

# **About Jazz Business Consulting:**

Founded almost 20 years ago, Jazz Business Consulting (JazzBC) is a leadership and organizational development firm specializing in building sustainable, high-performance cultures through its proprietary Team Vibe framework — the alignment of Clarity, Competency and Chemistry. Co-founded by Jody Bagno-Dill, executive coach, growth strategist and host of the *My Manager Coach* podcast, and Roger Dill, author of the book *Board Development: Maximize the Impact of Your Nonprofit or Church Board of Directors.* JazzBC blends deep relational insight with strategic business tools. Bagno-Dill is also the creator of the 90- Second Management Planning System, a field-tested tool to help managers prioritize, plan and lead with confidence. Headquartered in Bend, with a presence in the San Francisco Bay Area, JazzBC has supported leaders across sectors — including six companies consistently named to the Best Places to Work in the Bay Area for over a decade.

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# Sisters, Patients & a Studio that Feels Like Home

# Meet the Team Behind Salt Aesthetics

## by REILLY RENWICK

You know that feeling when you walk into a space and instantly *exhale*? That's the magic of Salt Aesthetics — a tucked-away med spa in Bend where the vibe is cozy, the faces are friendly and the glow-ups are subtle (but seriously effective).

Founded by sisters Suzanne Puryear and Shannon Patterson — known to many as "The Salt Sisters" — Salt Aesthetics has quickly become a local favorite for patients looking for honest, expert aesthetic care without the big-city pressure. Whether you're popping in for Botox or just curious about your options, this place feels more like a best friend's living room than a sterile clinic. And that's 100% on purpose.

# From Siblings to Co-Founders

Suzanne and Shannon didn't just decide to go into business one day. This is a story built on long shifts, early coffee runs and a shared love of helping people feel good — inside and out.

Suzanne, a board-certified nurse practitioner, came from the world of family medicine. She's the kind of person who can explain complex procedures with zero ego and all the heart. (Also an oil painter in her spare time — yes, really.)

Shannon is a cardiac ICU nurse turned aesthetic injector who's known for her warmth, eye for detail and ability to make even the most needle-shy patients feel at ease. After struggling with her own skin issues for years, she knew she wanted to help others skip the frustration and go straight to confidence.

Together? They're the dream team.

### A Little Salt Philosophy

Here's what you won't find at Salt Aesthetics: pressure to "do more," overfilled lips, or salesy vibes.

Here's what you will find: thoughtful consultations, honest advice and treatments designed to bring out your natural beauty — not hide it.

"We don't believe in trends that make everyone look the same," says Suzanne. "Our goal is to enhance what's already there, so you still look like you — just more refreshed."

Whether it's a few tiny drops of Skinvive for that post-vacation glow, or a carefully planned dermal filler session, everything is customized. No one-size-fits-all here.

# A Studio That Feels Like Home

Their little studio got a glow-up recently (yes, they love a good before-and-after, too). With more space and storage, the vibe is still intimate — but now with room to breathe.

And if you've gotten a few too many reminder texts lately? They're on it. "We're dialing in our messaging system," Shannon admits with a laugh. "But we always read every reply — and it's *always* a real human on the other end."

Patients say the best part of visiting Salt isn't just the skin results — it's how seen, heard and genuinely cared for they feel.

# What They Offer (In Case You're Wondering)

Some of their most popular services include:

- Neuromodulators like Botox, Dysport and Xeomin (aka, wrinkle relaxers that still let you smile)
- Dermal fillers from brands like Juvederm and Restylane
- Skinvive, a microdroplet treatment for a hydrated, smooth cheek glow
- Medical weight loss for patients looking for long-term, physiciansupported plans

But it all starts with a no-pressure consult. Come in, chat, ask questions and leave with a plan (or just some answers and peace of mind).

# Come Say Hi

If you're thinking about taking the next step in your skincare journey — or just want to meet two sisters doing something *really* special here in Bend — Salt Aesthetics is ready when you are.

Fair warning: You might walk in for a consult and leave with new friends.

Swing by their cozy studio in Central Bend, just a few blocks away from Crux.

saltbend.com

# BendFilm's IndieWomen Revives Pamela Hulse Andrews' Mission to Champion Women Filmmakers

### by ELISE FURGURSON

BendFilm's IndieWomen mission is to support all women filmmakers at the Bend Film Festival and beyond. Female-identifying, non-binary and trans individuals are welcome to join. Your funding supports increased filmmaker representation at the Festival in order to help build filmmaking careers!

In early 2018, we lost a legend, Pamela Hulse Andrews, founder of Cascades Publications who touched so many lives and made an incredible impact on the Bend Community — especially at BendFilm. Pamela founded Independent Women for Independent Film as a way to strengthen the bonds of leading women in the arts and business and to support filmmakers at the Bend Film Festival. Since 1929, only one woman has ever won the Academy Award for Best Director. In 2010 nearly 35 years after the first woman was ever nominated, Kathryn Bigelow won an Academy Award for Best Director for *The Hurt Locker*.

Each year Pamela enlisted the support of 100 women to donate \$100 to support women filmmakers at the Bend Film Festival. These funds help Indie filmmakers with travel and room and board so they can participate in a full-festival experience giving them access to colleagues, mentors and actors — as well as name an Indie(Woman) Filmmaker of the year award.

In 2024 BendFilm announced Karyn Kusama as Indie Filmmaker of the Year. Most recently, Kusama is an executive producer of Showtime's coming-of-age survival drama, the nine-time Emmy-nominated *Yellowjackets*; prior to that, she helmed the Golden Globe-nominated *Destroyer* starring Nicole Kidman; other feature credits include indie thriller *The Invitation*, cult horror comedy, *Jennifer's Body*, sci-fi love story *Aeon Flux* and her Cannes



PHOTOS | COURTESY OF BEND FILM FESTIVAL

and Sundance award winning debut, Girlfight.

"I'm honored to be accepting the Indie Filmmaker of the Year award at the 2024 Bend Film Festival," said Kusama. "It's particularly special to me to be acknowledged within the indie film space, as it's long been the stomping ground for artists who make work with a specific and deeply personal point of view — I'm humbled to have joined those ranks."

Moving forward, BendFilm hopes to re-invigorate this program, continue pursuing Pamela's goal and honor her legacy. Keep an eye out for IndieWomen exclusive meet-ups, special screenings and more. While many strides have been made in the filmmaking world, there is still a long way to go!

bendfilm.org/indiewomen



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



# Iron Roots

# Design + Build for the Modern Bend

### by NOAH NELSON — CBN Feature Writer

ron Roots Design + Build, a premier interior design and construction firm based out of Central Oregon, was founded on the basis of curiosity, according to CEO and Principal Designer Celeste McGowan. "For me, design is the ultimate puzzle, the 'why,' and construction is the 'how,' said McGowan "Where the two meet is where my interests are in harmony. The early stages of business ownership were nervewracking! At times it all felt insurmountable but my curiosity, the drive to solve the design puzzle and pure tenacity got me through. That desire to create spaces that truly nurture people continued to grow and so did the business."



That desire to create safe, nurturing spaces comes in part from McGowan's youth, when she experienced a period of insecure housing. Creating comfort and stability has been a deeply personal pursuit ever since.

Iron Roots' speciality in the modern day lies in being a completely well-rounded option, providing clients a one-stop-shop for design and construction needs. "What sets Iron Roots Design apart is that we operate as a true full service design and build firm," said McGowan. "This means we curate full scope projects from the blueprints to furnishings and lighting design to construction. We work closely with our clients to ensure the project is buildable, durable and aligned with their long-term goals. Our design process is unlike any other offered in our area, it's been carefully refined, we utilize advanced technology, and bring our hands-on construction experience into all phases of the project."

Along the way owning and operating her own business, McGowan has picked up some tenacious advice for other young entrepreneurs who are just starting out. "I'd say the biggest lesson I've learned is that growth comes from tackling the challenges you don't want to face," she said. "The difficult projects, the

inevitable setbacks, all those moments that make you dig deep and figure out how to solve problems. That's where opportunities live.

For young women starting out, I'd say, don't play small. Start where you are, take advantage of the resources you have and don't be afraid to build something big if that's what you want. Be open to collaboration and befriend peers who believe in your vision. Your perspective is unique and valuable, even if that sentiment isn't always reflected in your industry."

As a woman-owned business in an industry that is still predominantly male, McGowan has faced her share of discrimination and assumptions made around her gender. "As designers, women's representation could be more accurate in terms of how our work impacts the construction team and how providing documentation makes for a successful build," she said. "On the construction side of the industry, we're still underrepresented. Early on, I was often met with the assumption that my role was purely decorative rather than having any technical or strategic value. To change the narrative I showed up over-prepared, speaking the language of construction and backing my ideas with documented and actionable construction plant sets."



Continuing, McGowan spoke on how we might be able to improve women's (and everyone's) experiences in this industry. "To address discrimination, the industry needs a better understanding of what an interior designer actually brings to the table and more mentorship opportunities. This won't happen without thoughtful action like inclusive hiring, amplifying women's voices and creating space for more women in leadership roles."

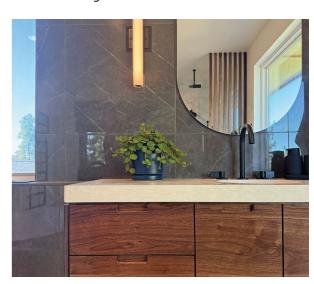
Looking to the future of her business, McGowan has plenty ahead of her. "We're in an exciting growth



CELESTE MCGOWAN | PHOTOS COURTESY OF IRON ROOTS DESIGN + BUILD

phase right now as we expand our team and take on larger, more complex projects to challenge our skill and creativity," she said. "We currently have three full time roles, three part time and three remote workers on staff. We're always strengthening partnerships with local makers, artisans and other vendors to bring an edge to our offerings. Looking ahead, I see Iron Roots Design as a company where collaboration thrives with a commitment to sustainability and community involvement. Our company values are rooted in community and we have plans to continue supporting local nonprofits like COAM and eventually expand our ability to contribute to causes we feel connected to."

ironrootsdesign.com





# Isabelle LaForêt Senger Leads High Desert Chamber Music into 18th Season

### provided by HIGH DESERT CHAMBER MUSIC

n 2008, Isabelle LaForêt Senger, founder and executive director of High Desert Chamber Music (HDCM), recognized a gap in Central Oregon's cultural offerings — there was no dedicated platform for classical chamber music. She took a bold entrepreneurial leap, building the organization from the ground up. Seventeen years later, her vision has grown into one of the region's most respected arts organizations, attracting world-class performers, cultivating new audiences and proving that small cities can be major players in the arts economy.

As both founder and executive director, Senger wears many hats — visionary leader, fundraiser, administrator and program curator — in addition to her own accomplished career as a violinist. She has built HDCM like a startup, navigating all aspects of business growth: strategic planning, budgeting, marketing, sponsor cultivation, community partnerships and audience development. From negotiating contracts with international artists to managing the financial health of the nonprofit, she has consistently balanced artistic excellence with fiscal responsibility.

Raised in Southern California, Senger earned her bachelor's and master's degrees in violin performance and built a thriving career performing with top-tier ensembles and as a studio musician for film, television and recording projects. She is a founding member of the Crown City String Quartet, and when she relocated to Bend, she leveraged her professional network and business instincts to launch a venture that combined her artistic passion with entrepreneurial drive. Her tireless efforts as an artist, educator and administrator have led to HDCM's continued success.

One of Senger's key innovations has been

developing programs that serve both the present and the future of the arts. Her Spotlight Chamber Players program instructs and mentors dedicated young musicians in performance and professionalism, giving them high-level training and opportunities to perform in the community. Many alumni have gone on to top conservatories, a testament to the program's impact.

A highlight of the season is HDCM's Annual Gala — a festive evening featuring a cocktail hour and silent auction, a performance by the Spotlight Chamber Players, dinner and the lively Dessert Dash. The Gala is both a major source of support for HDCM's educational outreach and programming and a gathering that brings together community members, sponsors and artists in a celebratory setting that captures the spirit of the organization.

This year, HDCM Concert Series launches its most ambitious season yet. The 18th anniversary lineup features an entirely new roster of ensembles making their Central Oregon debuts — from Jordan, France, the Czech Republic and New York. "Bringing these internationally acclaimed artists to Bend has truly put our organization on the map," she says. "We're proud that High Desert Chamber Music is now an essential stop for classical musicians touring the Pacific Northwest."

Through her artistry, entrepreneurial drive and unwavering dedication, Senger has not only built a respected arts organization but also reshaped the musical landscape of Central Oregon — proving that vision, passion and persistence can create lasting cultural impact, one concert at a time.

highdesertchambermusic.com



# **Annual Healthcare Edition**

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Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com



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DEADLINE FOR SPACE & ART IS AUGUST 27

# Dedicated Project Managers at ColeBreit Engineering

It's a win-win to have a

dedicated project manager

on a project.

Clear expectations

### by HALEY POLIS, Director of Strategic Initiatives — ColeBreit Engineering

project manager, project lead, program manager... a role by many names, but what does someone in this role really do? The short answer — they are the person in charge of making sure the project runs smoothly. It means they are making sure the project is on time, on budget and in scope. The challenge comes when the person who is accountable for making sure

the project runs smoothly is also responsible for the technical side of the project. This includes keeping track of what each technical area is responsible for, balancing workloads, producing parts of the design, reviewing and approving contractor submissions, answering questions from the field, checking the work for quality and accuracy and taking legal responsibility for the final plans. This sounds like a lot of hats to wear, particularly when you're managing ten-plus projects in active design. This is why ColeBreit decided to try something different from the status que

Instead of dividing our team members' attention and creating what I like to call a 2-in-1 shampoo effect

(you're doing multiple things but no one thing particularly well); we decided to focus our efforts, and the efforts of our team, on each individual operating at the highest and best use of their skills. This means that we have our top designers spending their time designing, and our most skilled folks in each

discipline, leading teams of designers for their discipline.

Now the next logical question might be, what about the role of project manager? If we have an excellent team of technical staff, filling technical roles, who is going to make sure the project runs smoothly? The answer is dedicated project managers. These are not engineers with a knack for leading projects.

These are people who manage projects professionally, that's what they do, and they have chosen project management as their career because it is their superpower. How does this benefit the project team? The project manager knows how to clearly communicate with clients and our internal team, they manage schedules, track scope creep and keep the project on budget, and most importantly, they ensure we show up as strong partners and meet our milestones. They make the lives of the architects, owners and contractors that we work with easier, rather than harder.

It's a win-win to have a dedicated project manager on a project. Communication is streamlined, projects run smoothly and all team

members (internal and external) know what is expected of them. Clear expectations lead to success — on every project, every time.

colebreit.com

decided to try something different from the status quo.

Instead of dividing our team

lead to success—
on every project, every time.

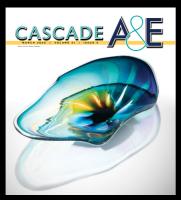
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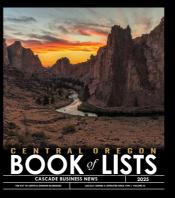


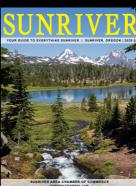
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# Drybar Opening Latest Shop in Bend

# by SARAH BITTINGER

rybar, the leading blowout concept centered around professional blowouts, has announced another Oregon location at 310 SW Industrial Way, in the Jackstraw Shopping Center. The new shop will introduce the

brand's signature blowouts, styling, and exceptional customer service to the vibrant and rapidly growing Madison community.

Franchisees Lori Harrison and Raegan Chapman, who already operate a successful Drybar location, are leading the expansion into Bend. The pair plans to open a total of three locations, building on their strong track record of franchise excellence.

The Drybar brand has revolutionized the beauty industry by mastering the art of blowouts. With more than 180 shops across the world, Drybar has earned its place as a nationally recognized and highly sought-after brand. Its innovative membershipbased model and commitment to exceptional service continue to drive its success, solidifying the Drybar brand's position as a leader in the beauty space.

Franchisees Lori Harrison & Raegan Chapman Bring Drybar to Bend Launching Three-Location

Starting in the Jackstraw Shopping Center

**Oregon Expansion** 

Elements Massage and Amazing Lash Studio brands. Colorado-based WellBiz Brands now has nearly 750 locations across all of its portfolio brands. As a high-growth franchise brand, Drybar Franchise LLC offers franchise ownership opportunities in select territories

across the country.

To learn more about the Drybar brand and franchise ownership opportunities, visit DrybarShops.com.

### **About WellBiz Brands Inc.:**

WellBiz Brands Inc. is the preeminent beauty and wellness franchise platform catering to the needs of the affluent female consumer. The WellBiz Brands' portfolio features category leaders including Drybar, Amazing Lash Studio, Radiant Waxing, Elements Massage and Fitness Together. With expertise in supply chain management, e-commerce and product innovation, WellBiz Brands provides franchisees with a leading edge. The company has received national recognition on lists such as the Inc. 5000 Fastest Growing Companies,

Entrepreneur's Franchise 500 and Franchise Times Fast & Serious, among others.

drybar.com WellBizBrands.com

The brand was founded in 2010 and revolutionized the beauty industry with its focus on professional blowouts — no cuts or color involved. Featuring a modern, stylish ambiance, a Drybar shop offers a chic, fun environment where clients leave feeling confident. With a range of signature blowout styles and styling products, Drybar shops have become the go-to destination for women seeking the perfect blowout without the hassle of traditional salon services. As a leader in the beauty industry, the Drybar brand delivers an elevated client experience that enhances natural beauty and positively impacts all aspects of life, from work to social events.

The Drybar brand is a part of the WellBiz Brands portfolio of beauty and wellness brands, which also include the Radiant Waxing, Fitness Together,



# by MIKE CHENEY

o you have what it takes to represent the western way of life, lead with poise and grit and carry the rodeo tradition into the next generation? The Sisters Rodeo Association is now accepting applications for its 2026 Rodeo Queen contest and invites young women from across the state of Oregon to step into the arena who are between the ages of 18-25.

This annual tradition is more than a crown; it's a life-changing opportunity to serve as a rodeo ambassador, gain leadership and public speaking experience and make lasting connections in the rodeo community.

The contest will be held on September 7 at the Sisters Rodeo grounds. Applications are due by Thursday, September 4, 2025.

# **Contest Highlights:**

- Horsemanship competition
- Speech and Personal Interviews
- Community engagement and ambassador duties throughout the year

"We're looking for candidates who love rodeo, are passionate about representing our sport and community and want to grow as leaders," said Aly Fazz, Queen Advisor. "Our queen becomes the face of our rodeo and travels to events across Oregon; it's a year of incredible memories and impact."

# Who Can Apply:

- Oregon residents ages 18-25
- Riders with access to a horse and transportation
- Young women with strong communication skills and a love for the rodeo way of life No prior pageant or rodeo queen experience is required, just a positive attitude and a willingness to learn.

# **Statewide Outreach & Representation**

The Sisters Rodeo Queen serves as a representative across Oregon, making appearances at community events, rodeos, parades and school programs. Past titleholders have gone on to compete at the state and national level and have become leaders in agriculture, business and education.

# To Apply:

Visit sistersrodeo.com/queen-tryouts for full contest rules, application packet and important dates.

Follow us on Facebook and Instagram for updates, spotlights on past queens and behind-the-scenes features.

Sisters Rodeo Association is proud to continue its legacy of promoting the values of the western lifestyle, empowering young women and bringing the spirit of rodeo to communities across Oregon.



sistersrodeo.com/queen-tryouts • sistersrodeo.com

# Central Oregon Women in Law Enforcement Host Second Annual Jr. Women's Law Enforcement Academy





DAY 2 GROUP | PHOTOS COURTESY OF REDMOND POLICE DEPARTMENT

# provided by REDMOND POLICE DEPARTMENT

n July 9 and July 10, the Central Oregon Women in Law Enforcement (COWIL) group hosted their second annual Jr. Women's Law Enforcement Academy. COWIL was founded in 2022 with the intent to mentor and support current and future women in law enforcement. One of the goals of COWIL was to host a camp for teens to recruit the future of law enforcement and to show all the different possibilities the law enforcement profession has to offer.

Last year, COWIL hosted their first camp which was a one-day camp supplied by all female instructors in a variety of roles of law enforcement and designed for teen girls 13-18 years of age. The camp was very successful and grew into a twoday camp this year. Central Christian Schools allowed COWIL to use their facilities for the camp this year.

This camp is a great showcase of all the different possibilities available in law enforcement and first responder careers. Additionally, this year the camp was designed to follow the cycle of law enforcement from hiring to the 9-1-1 call, to responding with all the different specialties, the booking process, the court process and followed by parole and probation.

The instructors at the JR. Women's Law Enforcement Academy are all held by women in all different roles of law enforcement to show that "If you can see her, you can be her". The interactive sessions at this year's camp included traffic stops,

crime Lab processing, jail cell search and simulated booking process, mock trial, Tac-Med including CPR and tourniquets, Search and Rescue, handcuffing, ORPAT, Parole and Probation, Dispatch, DUII/SFST, K9, drone and CERT to name a few.

The agencies who participated in the event included: Redmond Police Department, Bend Police Department, Deschutes County Sheriff's Office, Prineville Police Department, Crook County Sheriff's Office, Deschutes County District Attorney's Office, Oregon State Police, Deschutes County 9-1-1, Central Oregon Chaplaincy, Redmond Fire and Rescue, Deschutes County Parole & Probation, Crook County Parole & Probation, Deschutes County Circuit Court and the Honorable Deschutes County Circuit Court Judge Emerson. Funding for the event was provided by COLES (Central Oregon Law Enforcement Services).

Central Oregon Women In Law Enforcement (COWIL) would like to thank the help and support of all the agencies who participated in the event, Central Christian Schools and all the girls who attended. If you would like more information on COWIL, or to donate to COWIL for future events, please contact Lt. April Huey at the Redmond Police Department at 541-504-3474, or email april.huey@ redmondoregon.gov.

redmondoregon.gov













# Women's Organizations

# To Enhance Your Business & Get Involved in Your Community, Check Out These Groups

# **CENTRAL OREGON**

# 100 Women Who Care Central Oregon

A giving circle of 100+ women pooling funds to support local nonprofits with direct, impactful philanthropy. 100wwcco.com.

# **Bend Bella Cyclists**

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

### **Bend Women for Good**

A local leadership circle of women combining social networking with giving to community nonprofits. grapevine.org/join/by-circle-id/6orhkMq.

### Beta Sigma Phi

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

### ConnectW

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

# **COWIC** — Central Oregon Women in Construction

COWIC is a local group comprised of over 100 female professionals in architecture, engineering, construction, various trades and region-wide organizations. The local COWIC group exists to help establish connections among female colleagues, provide spaces for small to large group discussions and social events, create mentoring opportunities and coordinate project tours. COWIC is a network of women providing support for women in a multidisciplinary community of design-related professions. Heidi Slaybaugh: heidis@colearchitects.com, Genevra Obregon: gobregon@bbtarchitects.com, LinkedIn linkedin.com/groups/14719622.

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### **Deschutes Women in Business**

Grassroots women-only network hosting monthly meetups and events to foster business and community connections. instagram.com/deschuteswomeninbusiness.

### Daughters of the American Revolution, Bend Chapter

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

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

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

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

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

### **League of Women Voters of Deschutes County**

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

### **Redmond Women's Group**

Local women-only group (adults only for now) focused on community connection in the Redmond area. unitycentraloregon.org/redmond-womens-group.

# The Ninety-Nines, Northwest Section, Cascade Chapter

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

# **United Methodist Women**

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

# **Quota International of Central Oregon**

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

# Sisters on the Fly

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

# **Soroptimist International of Bend**

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

# **Soroptimist International of Prineville**

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

# **Sunriver Women's Club**

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

# **TAO STEAM**

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

ontinued on Next Page

Not On The List?
Call & Be Added ~ 541-388-5665

# omen's Organizations Continued from previous page

### Wild Women of the Water (Central Oregon Flyfishers)

Women-only fly fishing group offering on-water outings, fly-tying, camping and volunteer opportunities through the Central Oregon Flyfishers. coflyfishers.org/Wild-Women-of-the-Water. coflyfishers.org/Wild-Women-of-the-Water.n

### **Women's Council of Realtors**

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

# **World Muse**

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

# **OREGON GROUPS**

### AdventurUs Women

Women-only outdoor-skill and community-building group, promoting joy and inclusivity in nature-based experiences. adventuruswomen.com.

# **Dress for Success Oregon**

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

### **Oregon Commission for Women**

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

### Oregon Women's Land Trust (OWL Farm)

A membership-based nonprofit offering land access, ecological and educational programs, hikes and gatherings for women interested in land stewardship and community. oregonwomenslandtrust.org.

# **Oregon Women Lawyers**

To transform the practice of law and ensure justice and equality by advancing

women and minorities in the legal profession. admincoordinator@ oregonwomenlawyers.org, linda@oregonwomenlawyers.org, 503-841-5720, oregonwomenlawyers.org.

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

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

### Women's Foundation of Oregon

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

# **NATIONALLY**

## Alley to the Valley

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

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

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

### **Association for Women in Communications (AWC)**

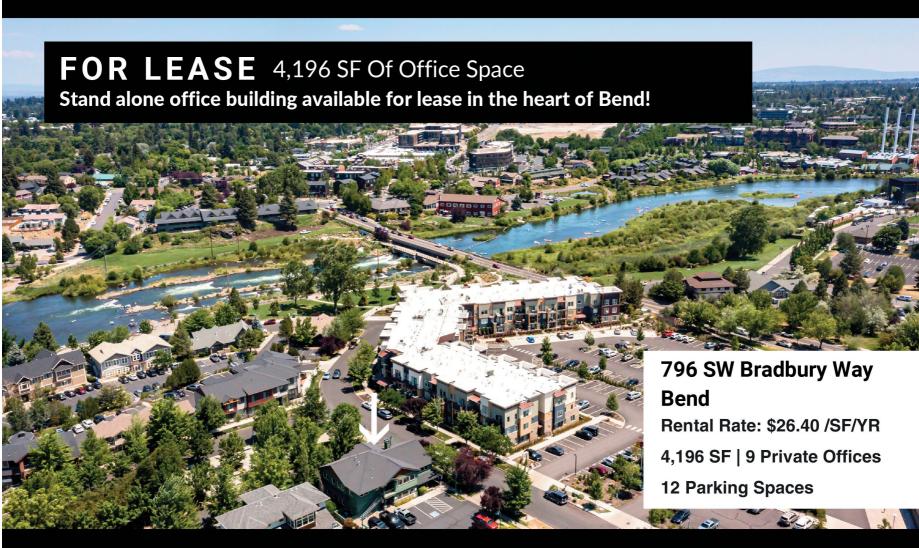
Professional organization that champions the advancement of women across all communications disciplines by recognizing excellence, promoting leadership and positioning its members at the forefront of the evolving communications era. 417-409-2492, members@womcom.org, linkedin.com/company/awc-hq.

# **Association for Women in Science (AWIS)**

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

# **Business and Professional Women's Foundation (BPW)**

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





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RE/MAX
KEY PROPERTIES
COMMERCIAL

# who's who who's who who's who who's who who's who who's who



Scott Schaier

Scott Schaier, broker, has joined Fratzke Commercial **Real Advisors** to focus on commercial real estate in Central Oregon. With a real estate career that began in 2015, Schaier brings a decade of experience and expertise, licensed in Oregon and Arizona. Before entering the real estate industry, Schaier proudly served as a police officer with the City of Bend Police Department.

Schaier has a deep commitment to the Central Oregon community — both as a public servant and as a father raising his family in Central Oregon, giving Schaier a unique perspective on the people and potential that this region offers.

Schaier is passionate about helping clients invest, grow and build their businesses in a place he's proud to call home. He

works with clients who are commercial real estate buyers, sellers, owners, tenants, developers and those clients needing commercial consulting. Schaier is committed to delivering collaborative, ethical and results-driven service to all of our clients – regardless of transaction type, project scope or investment goals.

The Central Oregon Disability Support Network (CODSN) welcomes Caela McKeever to its executive board. Her expertise, leadership and shared commitment to advancing disability support and inclusion will be invaluable as CODSN continues to expand its mission of promoting inclusive communities and empowering families across eight counties in Oregon.



Caela McKeever



**Antonio** Becerra

PIRS welcomes Antonio Becerra as their newest member, stepping into the role of certified recovery mentor and peer support specialist.

Becerra is a proud father of eight and lives in Warm Springs, where he plans to lead men's meetings and offer grounded, heart-centered support to those navigating their own recovery journeys. His commitment to living with purpose, integrity and personal growth is palpable — and it's rooted in deep, lived experience.

After walking through his own challenges, Becerra now lives his life as a powerful reminder that recovery isn't just possible — it's transformative. He shows up every day with the intention of becoming a better version of himself, not only for his family, but for the communities he serves. His

hope is that his story will inspire others to believe in their own capacity to heal, grow and thrive.

What struck us most about Becerra is how naturally he leads by example. There's no performance — just presence, honesty and a quiet strength. He reminds us that real change doesn't always shout. Sometimes it speaks in showing up, again and again, with compassion and courage.

As students across Oregon return to school facing growing mental health challenges and deep inequities in access to the arts, Caldera is stepping forward with renewed purpose — and new leadership. The Oregon nonprofit founded by Wieden+Kennedy co-founder Dan Wieden proudly announces the appointment of four new board members whose expertise spans creative leadership, equity-driven philanthropy, civic innovation and sustainable finance. Their leadership arrives at a critical juncture for Oregon youth — and signals Caldera's deepening commitment to meeting the moment with bold imagination, mentorship and action.

This transition comes as nearly 38% of Oregon high school students report persistent feelings of sadness or hopelessness, and close to half of rural elementary students lack access to formal arts instruction — underscoring the urgent need for creative, community-rooted interventions. For many lowincome youth — one in five children in Oregon — opportunities to engage in creativity are especially limited. Caldera's tuition-free programs in the arts and outdoors offer a proven path forward, helping young people build confidence, connection and creative leadership.

Joining the board are:

Jae Goodman is the founder and CEO of Superconnector Studios, a management consultancy, brand entertainment producer and talent-led consumer product accelerator. In 2024, Fast Company named Superconnector Studios one of the World's Most Innovative Companies.

Previously, Goodman was co-head and chief creative officer of CAA Marketing at Creative Artists Agency, where he helped brands like Coca-Cola, Mattel, Harley-Davidson and Dell harness entertainment to drive business success. He spearheaded Microsoft's bing-a-thon, the first live interactive show on Hulu, the first brand films accepted into the Sundance Film Festival, and Mattel's resurgence in entertainment, including the first-ever Barbie movie. Before CAA, he was SVP and executive creative director at Publicis



Jae Goodman

& Hal Riney, leading branded entertainment for Sprint, Jamba Juice and Univision, and held roles at Wieden+Kennedy and Leagas-Delaney.

Goodman's accolades include four Emmys, four Cannes Lions Grand Prix across four categories, 36 Cannes Lions total, 17 Webbys and five Gold Effies, including the David vs. Goliath award. He's been named to Fast Company's Most Creative People in Business, AdWeek's Creative 100 and Ad Age's Creativity 50, and is a two-time Cannes Lions jury president.

Currently, Goodman serves as board chair of Effie Worldwide, sits on the Board

of Trustees for St. John's Hospital and the Board of Directors for Ryff, and teaches at UCLA. He splits his time between Nashville and Los Angeles with his wife and two children.



Kaberi **Banerjee Murthy** 

Kaberi Banerjee Murthy is a passionate leader dedicated to transforming philanthropy to better serve and empower historically underserved communities. Since entering the philanthropic sector in 2000, she has championed social justice and systems-level change at local, regional and national levels, leading grantmaking, programs and advocacy efforts.

Before joining Meyer in 2018, Murthy held leadership roles at the Brooklyn Community Foundation, Crown Family Philanthropies and several other philanthropic organizations. She serves on multiple national boards, including Neighborhood Funders Group and Philanthropy Northwest, and has been recognized through prestigious fellowships such as GEO Change Leaders in Philanthropy and

Rockwood Art of Leadership.

Murthy holds a bachelor of arts from Carleton College and an Ed.M. from Harvard University, focusing on access and equity for students of color. Based in Portland, she is actively engaged in local and national philanthropic initiatives while enjoying life with her husband and two sons.

Matthew Claudel is a visionary urban strategist and the founder of Field States, a Portland-based firm shaping the future of cities through design and innovation. With a PhD in Advanced Urbanism from MIT, his work explores how urban experimentation can drive civic value.

A prolific writer, Claudel has co-authored two books, Open Source Architecture and The City of Tomorrow, along with numerous peer-reviewed articles and fiction centered on technology, art and urban life.

During the COVID-19 pandemic, he played a key role as Strategic Design Lead at Curative, helping scale nationwide testing and vaccination efforts. His expertise has earned him roles as a Futures Fellow at the Purpose Foundation and a Juror for the Canadian Federal Smart Cities Challenge.



**Matthew** Claudel

Claudel is also deeply involved in academia. He co-founded MIT's designX program in 2016, leading civic innovation efforts and teaching for four years. He has been a Visiting Assistant Professor at the University of Michigan's Taubman School of Architecture and is currently an Affiliate Faculty Member at Portland State University's Geography Department.



Casea Delaney

Casey Delaney is the senior vice president of Financial Operations at Equilibrium. In this role, she leads the accounting, financial operations and reporting for a portfolio of sustainability-focused funds and investments. In partnership with the CFO and executive team, Delaney manages accounting operations across both corporate and fund entities, focusing on financial strategy, cash flow planning, investor relations and reporting, administration and audit oversight.

Delaney also leads the valuation process for the funds' portfolio investments, which include large-scale, high-tech greenhouses, renewable energy infrastructure and private equity investments in controlled environment agriculture.

She is deeply committed to working with inclusive, values-

driven teams and aligning her efforts with a broader mission to contribute to a more sustainable and equitable future.

Before joining Equilibrium, Delaney was an accounting manager at Nike, where she focused on the transformation of global lease accounting, including a major system implementation and the development of an enterprise-wide risk and controls framework. Delaney began her career at Deloitte in New York City, managing corporate reporting and investment banking audit teams for large, multinational clients. At Deloitte, she also held a leadership role as the Chief of Staff for the Inclusion Council of New York, driving firmwide diversity and inclusion strategies.

Delaney holds a bachelor of arts in economics-accounting with a concentration in Women & Gender Studies from the College of the Holy Cross. She is an active Certified Public Accountant (CPA) and a member of the American Institute of Certified Public Accountants (AICPA).

With over 15,000 youth served since 1996 — 72% of whom identify as BIPOC — Caldera continues to be a national model for creative youth development. As it approaches its 30th anniversary, the organization is scaling its reach and reaffirming its role as a vital source of opportunity, equity and creative possibility for the next generation.

Partners In Care announced its recognition as a top-performing hospice organization in the nation, achieving a place in the top 20% of the SHP (Strategic Healthcare Programs) national CAHPS Hospice benchmark rankings. This distinction reflects Partners In Care's commitment to providing exceptional, compassionate care to patients and families during life's most tender moments.

The CAHPS Hospice survey — centered around the experience of caregivers measures quality of care across multiple categories, including communication, emotional and spiritual support and timely responsiveness. Partners In Care surpassed the SHP national average in every quality measure, underscoring the organization's dedication to excellence through the eyes of those who matter most: the families served.

Partners In Care continues to lead in hospice innovation, providing services across Central Oregon with a mission rooted in compassion, integrity and respect. This recent milestone reinforces its reputation as a beacon of excellence in end-of-life care.

The Mt. Bachelor Sports Education Foundation (MBSEF) announced that in the spring of 2025 they were awarded Silver Certification from the U.S. Ski & Snowboard Association, marking a significant milestone in the organization's commitment to

# Local Nonprofits are Collaborating to Launch Marked for Love Diaper Bank in Central Oregon

# provided by EVERY CHILD CENTRAL OREGON

ocal nonprofit, Every Child Central Oregon (ECCO) is expanding it's programming to address a critical but often overlooked need in our community — diapers. ■ Today, the organization announces the launch of the Marked for Love Diaper Bank, to ensure that families in Central Oregon have consistent access to clean, dry diapers for their children.

One in two U.S. families with young children cannot afford enough diapers to keep their infant or child clean, dry and healthy. These babies are more vulnerable to painful rashes and urinary tract infections and have more trips to the doctor. One in four parents miss work or school because they can't afford the diapers required to leave their baby in Childcare. A baby can require up to 12 diapers a day, and the cost quickly adds up to over \$100 per month — an expense many families simply cannot afford.

"Diaper need is a real crisis that touches families across Central Oregon," says Melissa Lovemark, executive director of Marked for Love and ECCO. "Diapers are not covered by SNAP, WIC or any social service safety net for families that need them the most.

"Through our ECCO and strategic partnerships with Baby2Baby, The Ford Family Foundation and The Oregon Community Foundation we have been able to distribute and see the impact of providing over 60,000 diapers a year to families working with child welfare, Lovemark continued. "Every year, we have seen this need grow and have had other social service agencies and nonprofits approach us needing diapers. Today we are so thrilled to announce the launch of Marked for Love Diaper Bank made possible through the generosity and support of NeighborImpact providing warehouse space. We can now get diapers into the hands of parents who need them most, faster and more efficiently than ever."

Scott Cooper, executive director of NeighborImpact, says "Diaper distribution not only meets an immediate and urgent need, it makes a lot of economic sense. Research from the University of Connecticut shows that for every dollar invested in diapers, families gain an additional \$11 in personal income. You can see how that could add up.

"NeighborImpact has been partnering with Every Child Central Oregon and Marked for Love for several years," Cooper continued. "It is gratifying and exciting to see their organization take off and to see big change initiatives hitting the ground and transforming the lives of families."

### **How the Community Can Help**

The Diaper Bank invites community members to join this effort by:



PHOTO | COURTESY OF EVERY CHILD CENTRAL OREGON

- Partner financially to support this growing need in our community. This work will not be sustainable without generous community partners and individuals
- Hosting a Diaper Drive at a workplace, school, faith community or neighborhood.
- **Sign Up to Volunteer** at warehouse or with diaper distribution.
- Follow our Journey on Socials: Facebook, Instagram

To donate or learn how to start a Diaper Drive, visit markedforlove.org.

### **How Community to Access Diapers:**

The Marked for Love Diaper Bank provides diapers to social service organizations and government agencies that are already helping families in need through comprehensive programs and services.

Learn more about partnerships here at markedforlove.org/our-initiatives/ diaper-bank.

### **About Marked For Love:**

Marked for Love currently operates Every Child Central Oregon and The Diaper Bank. Its mission is to unite the local community to strengthen the child welfare system and address economic risk factors that contribute to family instability

# TMP Brings Joseph and the Amazing Technicolor Dreamcoat to the Tower Theatre

by DAVID DaCOSTA, Artistic Director — Thoroughly Modern Productions

he Tower Theatre is about to light up with color, music and heart as Thoroughly Modern Productions (TMP) proudly presents Joseph and the Amazing Technicolor Dreamcoat, running August 21-24, 2025. This vibrant, high-energy musical marks the highly anticipated return of TMP's **Summer** Intensive Youth/Adult Program to the main stage and promises a show unlike any other.

# A New Chapter of Collaboration

For the first time, TMP has joined forces with the Caldera High School Theater Program in a bold new partnership. Under the leadership of TMP choreographer and mentor Lindsay Nickerson, 15 talented Caldera students are joining the cast, ushering in a new era of Summer Stock theatre in Central Oregon. This collaboration is set to become a cherished annual tradition benefiting both organizations and young performers across

the region.

# A Heartfelt Farewell to a TMP Icon

This production also serves as a touching farewell to Harlan Daniels, a cherished TMP veteran known for unforgettable performances in The Little Mermaid, Chicago, The Wizard of Oz and more. After 11 years with TMP, Harlan will take his final Central Oregon bow in this production. His presence has been a constant source of inspiration, mentorship and joy. Audiences won't want to miss the chance to celebrate his incredible journey.

# A Stellar Intergenerational Cast

The cast features a dynamic mix of youth and adult performers, showcasing the strength of community theatre in Central Oregon. Sharing the title roles are Max Fulkerson, Sage Goldstein, Boston Trapp and Aurora Dixon, each bringing unique flair to the characters of Joseph and the Narrator. Joining them are local favorites Eryn Bartz, Jenn Dixon, Steve Herron, Trey Hinkle and many more.

# A Celebration for All Ages

With its infectious music, dazzling choreography and uplifting message, Joseph and the Amazing Technicolor Dreamcoat is a joyous celebration of creativity, diversity and community spirit. Whether you're a longtime TMP supporter or a first-time attendee, this is a show you won't want to miss.

# **Show Information:**

Venue: Tower Theatre, Bend **Dates:** August 21–24, 2025

**Tickets:** Available now at towertheatre.org

Contact: 541-317-0700

Come join us and help pack the house in support of youth arts, community theatre and the power of storytelling.

tmp-bend.com

excellence. This prestigious certification acknowledges that MBSEF has established the systems, structures and quality of training environments necessary to foster high-performing athletes.

MBSEF offers a wide range of programs in Alpine Skiing, Nordic Skiing, Freeride Skiing, Freeride Snowboarding and Cycling for athletes of all ages, from youth to masters. For the 2025/2026 winter season, programs will begin in December 2025 and run through March 2026.

Registration opened to the general public on August 1, 2025.

The Bend Endurance Academy (BEA) Race Team showcased excellent performances this July and August, traveling from the Pacific Northwest to two premier downhill mountain biking events. Taking on new courses, unfamiliar conditions and the country's top riders, the team delivered impressive results while gaining valuable experience for future goals.

The journey began at Solitude Resort, Utah, for the Monster Energy Pro Downhill Series, before heading directly to Big Bear, California, for the USA Cycling Downhill National Championships. Both events drew elite riders from across the nation, challenging athletes to test their speed, skill and grit on some of the most demanding courses in the sport.

## Monster Energy Pro Downhill Series — Round 3 Solitude Resort, Utah

Cat 2 Boys 13—14 | 4th Teague Lester

Cat 2 Youth Men 15—16 | 3rd Eli Grass | 5th Harper Molan |

10th Layne Hawbecker | 33rd Wade Arnold

Cat 1 Youth Men 15—16 | 33rd Emile Chabu

Cat 1 Men Junior 17—18 | 46th Ian van Kriedt

Cat 1 Men 19—29 | 1st Conor Munns

Pro Men | 38th Wyatt Parsons

## Monster Energy Pro Downhill Series — Round 4 & USA Cycling Nationals Big Bear, California

Cat 2 Boys 13—14 | 2nd Teague Lester

Cat 2 Youth Men 15—16 | 3rd Eli Grass | 6th Harper Molan |

7th Layne Hawbecker | 13th Wade Arnold

Cat 1 Youth Men 15—16 — National Championship | 33rd Emile Chabu Cat 1 Men Junior 17—18 — National Championship | 49th Ian van Kriedt

Cat 1 Men 24—29 — National Championship |

1st Conor Munns (BEA Program Director, Coach) Elite Men — National Championship | 99th Wyatt Parsons

These impressive results for the BEA Race Team come on the heels of a successful USA Climbing National Championships for the BEA Climbing Team, where athlete Nathaniel Peruillo secured a first place finish in Bouldering and fourth place in **Lead**. Earlier this month, Nathaniel also represented the United States on the world stage in Helsinki, Finland.

# CASA of Central Oregon Urgently Needs Volunteer Advocates for Children in Foster Care

### by LENA FELT, Development and Marketing Specialist — CASA of Central Oregon

ASA of Central Oregon is sounding the alarm after a record-breaking number of children are waiting for an advocate. As of today, more than 90 children across Deschutes, Jefferson and Crook counties are waiting for a Court Appointed Special Advocate (CASA) to be their voice in court and the community.

"These kids are facing one of the hardest times of their lives," said Heather Dion, executive director of CASA of Central Oregon. "When children have a CASA by their side, they fare better during their time in foster care. CASA volunteers fill a critical role and we need more of them."

To help meet this urgent need, CASA is now recruiting volunteers for two upcoming fall training sessions: one in Prineville on Tuesdays from 3-6:30pm, September 9-October 28, and another in Bend on Thursdays from 1-4:30pm, September 11-October 30.

The training consists of approximately 40 hours over the course of eight weeks. Participants will learn about the child welfare system, childhood trauma, cultural competency and how to advocate effectively for children in foster care. Volunteers also learn how to write court reports, which provide essential updates to the judge and include the CASA's recommendations for what is in the child's best interest.

CASA volunteers come from all backgrounds, and no legal experience is required. After completing training and being sworn in by a judge, each CASA is matched with a child or sibling group to advocate for throughout their case. "This is one of the most impactful ways to support a child in our community," said Dion. "If you've ever thought about becoming a CASA, now is the time. These children can't wait."

To learn more or apply, visit casaofcentraloregon.org/volunteer or contact Training and Recruitment Coordinator Laura Fitzgerald at lfitzgerald@ casaofcentraloregon.org.

### **About CASA of Central Oregon:**

CASA of Central Oregon is a nonprofit organization that recruits, trains and supports volunteers who advocate for the best interests of abused and neglected children in the court system. Established in 1992 and serving Crook, Deschutes and Jefferson Counties, CASA of Central Oregon is committed to ensuring that every child in foster care can transition into a safe and permanent home.

casaofcentraloregon.org







# **Education Foundation Receives** \$5,000 Grant to Support Classroom Enrichments

# by MARY PAULSON

he Bend-LaPine Education Foundation announces a recent award from the Cow Creek Umpqua Indian Foundation. The \$5,000 award will help to fund the Foundation's Classroom Enrichment projects.

"We are grateful for these generous grants that will support teaching and learning in our schools," said Michele Emery, Education Foundation board president. "Last year, we were able to fund 130 teacher requests, and this award helps us continue to encourage classroom innovation. We appreciate our local grantmakers and look forward to putting these resources directly into classrooms."

The Cow Creek Band of the Umpqua Tribe of Indians has a long-time-honored tradition of giving to their communities. In 1997 the Tribe formalized this tradition of philanthropy by establishing a grantmaking Foundation. The Cow Creek Umpqua Indian Foundation makes grants to nonprofit organizations for the benefit of the public within Coos, Deschutes, Douglas, Jackson, Josephine, Klamath and Lane counties. Primary categories of support include basic needs, abuse prevention and intervention, education, health and wellness and community support.

Started in 1988, the Bend-La Pine Education

Foundation is an independent, 501(c)(3) nonprofit composed of parents, community leaders, educators and citizens who share the belief that a vibrant public school system is essential to the social and economic well-being of our community. The Foundation mobilizes community resources to fund innovative academic, STEAM, CTE, art, music and wellness programs that go beyond normal school funding at the 33 schools within the Bend-La Pine School District. Other programs include Activity Fee Scholarships and Perseverance Scholarships.

blpedfoundation.org

# Deschutes Children's Foundation Announces The Big Dill

# First-Ever Pickleball Fundraiser

# by STEPHANIE POWELL, Events & Marketing Manager — Deschutes Children's Foundation

eschutes Children's Foundation (DCF) launchs its first-ever pickleball fundraiser, The Big Dill, presented by The Brewer Group at Morgan Stanley and sponsored by Widgi Creek Golf Club. The event will take place on Thursday, September 11, 2025, from 5-9pm at the Widgi Creek Golf Club Pickleball Courts.

The evening will feature a casual round robin tournament open to all skill levels, with food, drinks, raffle prizes, a silent auction and awards — all to support DCF's mission to provide the space and support where nonprofits succeed at helping children and families thrive.

The Big Dill is a wonderful opportunity to introduce more people to the heart of our work," said Cassi MacQueen, executive director of Deschutes Children's Foundation. "When our community comes together, we make it possible for even more children and families in Central Oregon to access the support and resources they need to thrive."

This inaugural event comes at a time when many nonprofits are facing growing demand for services and shrinking resources. Rising operational costs, workforce shortages and increased pressure on frontline providers make DCF's mission — to eliminate overhead for nonprofit partners — more vital than ever. By providing space and support across four campuses in Bend, Redmond and La Pine, DCF allows 23 local organizations to focus on what they do best: delivering lifechanging programs for children and families.

That's exactly why community support and sponsorship of The Big Dill matters. "We're proud to support Deschutes Children's Foundation through The Big Dill," said Chris Brewer, senior vice president, financial advisor at The Brewer Group at Morgan Stanley. "At The Brewer Group, we believe strong communities are built

when families and children have access to the support they need — and DCF makes that possible every day. This event is a fun, meaningful way to give back while rallying the community around a great cause."

And it wouldn't be a pickleball tournament without a little fun.

Molly Renner, DCF Board Member, Widgi Creek member and pickleball enthusiast, added: "The Big Dill brings together three things I love — community, purpose and a little healthy competition. As a DCF board member and a Widgi Creek regular, I'm thrilled to see this event bring so many people together in support of children and families across Central Oregon. Whether you're a seasoned player or brand new to the game, it's going to be a fantastic evening."

Since 1990, Deschutes Children's Foundation has served as a backbone for Central Oregon's nonprofit community, providing collaborative space and operational support to agencies that collectively serve over 19,000 vulnerable children and families each year. Today, one in ten families in Central Oregon benefit from programs hosted on DCF campuses.

Registration is open now — space is limited: deschuteschildrensfoundation.org/ events/pickleball.

# **About Deschutes Children's Foundation:**

Founded in 1990, Deschutes Children's Foundation manages and maintains four nonprofit service centers in Bend, Redmond and La Pine. By providing collaborative spaces and operational support, DCF empowers its 23 nonprofit partners to focus on their core missions, collectively serving over 19,000 vulnerable children and families each year.

deschuteschildrensfoundation.org

# From Employees to Community

# Oregon Nonprofits Chosen for \$1M Grant Program

# by AYAKA JONES

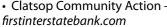
s First Interstate Bank's fourth annual Believe in Local program draws to a close, we're proud to share that 40 nonprofits across the Bank's footprint received a total of \$1M in funding, including five organizations in Oregon.

"In this first year as president and CEO, I am truly humbled by First Interstate's people and their unwavering commitment to community," said Jim Reuter, CEO of First Interstate Bank. "In experiencing my inaugural 'Believe in Local' campaign, I am impressed by the advocacy and passion exhibited in every market as team members work to bring about real, meaningful, and positive change in the places where they live and work. I look forward to celebrating the fifth year of this impactful program in 2026."

Unlike many corporate giving programs that can often feel impersonal, what sets Believe in Local apart is that this program is driven by employees who live and work in the communities they serve. This year, First Interstate employees submitted more than 615 nominations, all grounded in personal stories and alignment with the Bank's philanthropic goals.

In Oregon, the following nonprofits received \$25,000 Believe in Local grants:

- Project Patchwork Portland
- Klamath Advocacy Center Klamath Falls
- Family Access Network Foundation Bend
- · MountainStar Family Relief Nursery Bend
- Clatsop Community Action Astoria





FAMILY ACCESS NETWORK FOUNDATION | PHOTOS COURTESY OF FIRST INTERSTATE BANK



MOUNTAINSTAR FAMILY RELIEF NURSER'

# Happiness-First Training Group this Fall

# provided by CEILING: UNLIMITED HEALTH COACHING

ichelle Poirot of Ceiling: Unlimited Health Coaching will broach new coaching territory with a women's training group called Run Your Happiest this fall. "The midlife women I coach are less concerned with winning races than they are with being rejuvenated by their workouts and buoyed by community. With that in mind, I'm creating a training group with movement happiness as our primary objective, even as we gain skills and mileage each week. Run Your Happiest will encourage runners to consciously create the running practice that brings them the greatest joy." Run Your Happiest is a nine-week, intermediatedistance women's training group that starts September 6.

Prospective runners can experience Ceiling: Unlimited's happiness-first philosophy by joining a free workout on August 27 at 6pm. Coach Michelle will lead participants through a running workout that can be personalized such that each runner will feel nurtured and energized.

Michelle has also created a private podcast called Shifts in Stride to help midlife

women run their happiest 10k! "I wanted to create a resource for busy women who need running to be enlivening and soul-filling. Each short episode contains coach-tested mindset shifts that help women replace toxic fitness messaging with self-trust, compassion, and movement joy."

Michelle Poirot has coached beginner runners for 12 years and is an RRCAcertified running coach and a Duke University-certified health coach. As the owner of Ceiling: Unlimited Health Coaching, she encourages midlife women to build a joyful, consistent, and sustainable relationship with movement.

Registration: ceilingunlimitedhealthcoaching.com/event-details/run-yourhappiest-fall-training-group

**RSVP:** ceilingunlimitedhealthcoaching.com/event-details/free-happinessfirst-workout

app.helloaudio.fm/feed/637689f1-9b20-4c10-8f79-1c17831b0442/signup linktr.ee/CeilingUnlimited



# **RECENT TRANSACTIONS**

Continued from Page 3

and Emilio Tiscareno.

**Bill Pon** of **Coldwell Banker Commercial** and **Madison Pollard** of **Coldwell Banker Bain** represented the buyer, DOD 1031, LLC in the purchase of 265&275 E. Barclay Dr. in Sisters. The 9,445 SF building on 2.11 acres of land sold for \$2,600,000.

Compass Commercial Real Estate Services brokers Dan Kemp, CCIM, Adam Bledsoe, and Emilio Tiscareno represented the seller, HLM, Inc. in the sale of a 6,384 SF office building at 2464 SW Glacier Place in Redmond. The deal transacted for \$1.475,000.

**Bill Pon** of **Coldwell Banker Commercial** represented the seller of 515 NE Bellevue Dr. in Bend The 1,520 SF building on .32 acres of land sold for \$1,100,000.

Brokers **Terry O'Neil** and **Luke Ross**, with **Compass Commercial Real Estate Services**, represented the landlord in the lease of a 7,700 SF industrial space on 61526 American Lane in Bend. The landlord was Scharpf Investments, LLC.

**Bill Pon** of **Coldwell Banker Commercial** represented the buyer, Steve Charron Trust on lot 103 in the Fairground Business Park in Redmond. The 1.84 acres of light industrial zoned land sold for \$561.050.

Brokers Russell Huntamer, CCIM, Peter May, CCIM, Eli Harrison, and Emilio Tiscareno with Compass Commercial Real Estate Services represented the landlord, Northwest Asset Management Company, in the lease of a 9,467 SF retail suite located at 61334 S Highway 97 in Bend. The tenant was Victoria's Secret Stores.

**Bill Pon** of **Coldwell Banker Commercial** represented the seller, Neal and Elizabeth Mapes in the sale of 985 NW Madras Hwy. in Prineville. The 5,698 S building plus 49 storage units sold for \$970,000.

Compass Commercial Real Estate Services brokers Dan Kemp, CCIM, Peter May, CCIM, and Emilio Tiscareno represented the seller, Colvin Oil 1, LLC, in the sale of a land parcel off OB Riley Road in Bend. The 0.45 AC lot sold for \$499,000.

**Bill Pon** of **Coldwell Banker Commercial** represented the tenant, Clean Harbor Environmental Services, Inc. in leasing 8,200 SF of industrial space at 601 NE Antler Ave. in Redmond.

Compass Commercial Real Estate Services brokers Bruce Churchill, Russell Huntamer, CCIM, and Eli Harrison represented the landlord, Rhine Family Ventures, LLC & Three Sisters Holdings, LLC, in the lease of a 1,977 SF retail space located at 21175 & 21185 SE Reed Market Rd in Bend. The tenant was Elevation Family Practice.

Brokers Russell Huntamer, CCIM, Eli Harrison, and Jay Lyons, SIOR, CCIM, with Compass Commercial Real Estate Services represented both the landlord, Lyman Place LLC, and the tenant, Solaris Ventures, LLC, in the lease of a 28,492 SF industrial building located at 63270 Lyman Place in Bend.

Compass Commercial Real Estate Services brokers Graham Dent, SIOR, and Jay Lyons, SIOR, CCIM, represented the landlord, JCIP-Simpson, LLC, in the lease of a 5,000 SF office space located at 1160 SW Simpson Avenue in Bend. The tenant was Landover Corporation.

Brokers **Terry O'Neil** and **Graham Dent, SIOR**, with **Compass Commercial Real Estate Services**, represented the landlord in the lease of a 4,680 SF office space on 563 SW 13th Street in Bend. The landlord was Robinson Family Investments LLC.

Compass Commercial Real Estate Services broker Graham Dent, SIOR, represented the landlord, BBD Properties, LLC, in leasing a 20,550 SF office space at 1645 NE Forbes Road. Compass Commercial Real Estate Services broker Jay Lyons, SIOR, CCIM, represented the tenant.

Broker **Luke Ross** with **Compass Commercial Real Estate Services** represented the landlord, JJDAS Properties, LLC, in the lease of a Bend office suite located at 955 NW Wall Street.

Brokers Jay Lyons, SIOR, CCIM, and Graham Dent, SIOR, with Compass Commercial Real Estate Services, represented the landlord in the lease of a 4,979 SF office suite at 1001 SW Emkay Drive in Bend. The landlord was 1001 Building Associates, LLC.

Broker Robert Raimondi, CCIM, with Compass Commercial Real Estate Services, represented the seller, NFT Investments II, LLC, in the sale of an industrial building at 63360 Powel Butte Highway in Bend. Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM, and Eli Harrison represented the buyer, 63360 Powell Butte, LLC of the 9,600 SF property. The building sold for \$1,190,000.

Compass Commercial Real Estate Services brokers Jay Lyons, SIOR, CCIM, and Graham Dent, SIOR, represented the seller, QBW Investments LLC, while Compass Commercial Real Estate Services broker Bruce Churchill represented the buyer, DEH LLC in the sale of a mixed-use space at 413 W. Hood Avenue in Sisters. The 10,184 SF building sold for \$2,025,000.

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

# Connecting our clients to innovative real estate solutions







# each Hut Deli

payment option uses the Bitcoin Lightning Network integrated into the TOAST POS system. Customers place an order, a QR code is generated and payment is made through Cash App or another Bitcoin wallet — without any fees for the buyer and less than a 1% fee for the deli.

The location also offers a Bitcoin ATM for purchasing cryptocurrency with cash or credit card. TOAST POS is widely used across the restaurant industry, and the Bitcoin Lightning Network is "a layer-2 payment protocol designed to enable fast, low-cost transactions on the Bitcoin blockchain, addressing scalability issues," according to Wikipedia.

More information is available on Instagram at @beachhutdelibend. beachhutdeli.com

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ildRoots

They noted that the building features high ceilings, expansive windows and ample light. Kris Steinke said, "The location and building feels like the perfect fit for our second shop. It's open and inviting, easy to get to with plenty of parking, and really supports the next chapter of our growth. We're excited to settle in, meet our new neighbors, and welcome guests when we open in a couple of months."

The Shevlin Crossing location will be the second shop the partners will open. The first is in northeast Bend on Lancaster Street, just off of Boyd Acres Road.

Taylor Brooks General Manager, Jeremy McPherson, said, "We love the idea of having this beloved coffee shop join our tenants and provide them with a lovely spot for casual meetings, quick bites from Sparrow Bakery, and of course that important cup of morning coffee. Having WildRoots right on site will be a big 'perk,' not just for the tenants, but for the whole area."

The opening date will be announced later this fall, and those interested should follow WildRoots on instagram at @ wildroots\_coffeehouse, or follow Taylor Brooks on LinkedIn, and by subscribing to the Taylor Brooks newsletter.

taylorbrooksdev.com

op Crop
Continued from page 3

our hops hit brewers' tanks within hours of harvest. Our fresh hop beer season is unlike anywhere else in America."

According to U.S. Department of Agriculture, Oregon hop growers strung 5,421 acres in 2025 retaking second place from Idaho, which strung 5,109 acres, while Washington state continues to grow the most with 31,701 acres.

"We've been serving our communities for 130 years," said Gayle Goschie, comanager of Goschie Farms. "We've been fortunate enough to work with some of the most beloved Oregon breweries, which desperately need our support as beer sales are down and brewery closures are up. Nothing is more exciting than inviting a talented brewer to visit the farm so they can feel the soil and see all the hard work and care that goes into producing the hops that will one day make their

way into glasses, bottles and cans. Fresh hop beer season is the perfect time to celebrate local brewers and growers."

Depending on the hop variety, some will begin harvest as soon as next week, while others will continue through mid-September. As beer sales decline, so has hop production. Last year, hop acreage declined -18% nationally as well as in Oregon. In 2023, hop production was down -12%. The Brewers Association is projecting craft beer sales down -5% halfway through 2025, and similarly, Oregon hop acreage is down just -4%.

Oregon's more than 300 breweries help create 46,700 jobs, \$2.8 billion in wages and \$8.9 billion in economic activity for the state each year. Sadly, in the last two years, Oregon lost at least 70 breweries, taprooms or brewpubs. Brewers are dealing with inflation, supply chain issues, employee shortages, tariffs and fewer people drinking beer overall. Fresh hop beer season is a way to help support this vital, local industry.

DontTaxMyDrink.org



organizations, and agency partners to contribute their expertise and perspectives. Your input will help ensure that the rulemaking process is informed, balanced, and responsive to the evolving needs of the regulated marketplace.

This is a valuable opportunity to

collaborate on shaping policies that will impact Oregon's cannabis industry. If you are interested in being a part of this important work, please consider applying to join the committee.

• 2025 OLCC Cannabis Legislative & Technical Rules Advisory Committee (RAC) Application<sup>1</sup>

For questions, please contact: OLCC. Rulemaking@olcc.oregon.gov.

¹bit.ly/3Jc583i

oregon.gov/olcc

ot Topics
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integration of technology, including AI, cybersecurity and digital transformation, as well as eco-friendly and sustainability practices. Our panelists will address all of these and more!

There will be plenty of time for questions throughout this panel. We hope to see you there! **Panelists:** 

- Katy Brooks, Economic Development Officer, City of Bend
- Matt Swafford, CFO of St. Charles Health System
- Paul Evers, Co-Founder of Crux Fermentation Project & Cultivate Bend and NAI Commercial Real Estate Broker
- Michael Hancock, Executive Director of Bethlehem Inn
- Steve Buettner, CEO and Founder of Sunwest Builders

Facilitated by Don Paumier, COEC Board President

Wednesday, September 3, 2025

7:50am // Announcements and Introductions; 8-10 // Presentation

Location: // Hampton Inn, 730 SW Columbia St, Bend OR

**Pre-registration Required:** bit.ly/46SXViC **Cost:** \$25

This program is eligible for 2 SHRM PDCs

Please contact Sandy Stephenson at 541-410-9181 or sandys@bendcable.com with questions.

# Central Oregon Business Calendar

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

# **BUSINESS EVENTS**



1pm City of Bend Virtual and In-Person Civil Service Commission Meeting at Bend Fire Administration.

### August 26

11:30am-1pm Redmond Chamber Lunch & Learn at Redmond Chamber of Commerce.

### August 26

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

7:30-9am Sunriver Area Chamber Coffee & Conversation at Brewed Awakenings in The Village at Sunriver.

### September 3

\$30,000.00

\$25,000.00

7:30-9am Sunriver Area Chamber Coffee & Conversation at Brewed Awakenings

in The Village at Sunriver.

### September 9

8-9:30am Bend Chamber Commerce & Coffee at The Element Hotel.

### September 10

5-7pm Bend Chamber Bend ET Social at Johnson Brothers Appliances.

### September 17

3-6pm Bend Chamber Ribbon Cutting at Central Oregon Veterans Ranch.

# September 23

9am-2pm OMEP Ready or Not - Central Oregon Business Simulation Game at COCC Wille Hall, Bend.

# **WORKSHOPS & TRAINING**



COCC Small Business Development Center Virtual Classes.

# **Building Permits**

# **DESCHUTES COUNTY 8.5.25 & 8.12.25**

\$350,000.00 Commercial (New) 1,600 sf. at 6142 S Hwy 97 Redmond 97756 OR Owner: Colonial Ventures, LLC 3800 Airport Rd. Nampa, ID 83687 Permit # 247-25-001916

\$67,000.00 Commercial (New) at 63365 Rotor Way Bend 97701 OR Owner: City of Bend PO Box 431 Bend, OR 97709 Permit # 247-25-004181

Commercial (Alteration) 180 sf. at 52205 Masten Butte Rd. La Pine 97739 OR Owner: Verizon PO Box 2549 Addison, TX 75001

Builder: Legacy Telecommunications, LLC 253-858-0214 Permit # 247-25-002960

Commercial (Alteration) 288 sf. at 19310 Tumalo Reservoir Rd. Bend 97703 OR Owner: AT & T 64697 Cook Dr. Bend, OR 97703 \$100,000.00

Builder: Ericsson, Inc. 469-266-1818 Permit # 247-25-003248

### **CITY OF BEND 8.5.25 & 8.12.25**

\$700,000.00 Commercial (Alteration) 5,068 sf. at 61379 S Hwy 97 Bend 97702 OR Owner: 61379 Hwy 97, LLC

Builder: Kellcon, Inc. 541-312-4034 Permit # PRRE202503704

\$65,000.00 Commercial (Alteration) 200 sf. at 19660 Mountaineer Way Bend 97702 OR Owner: Friends of SPS, LLC

Builder: Griffin Construction, LLC 541-447-7237 Permit # PRRE202504013

\$3,000,000.00 Commercial (New) 18,076 sf. at 63353 Nels Anderson Rd. Bend 97701 OR Owner: Five Sac Self-Storage Corporation

Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRNC202408086

\$37,000.00 Commercial (Alteration) 204 sf. at OR Owner: Multiple Permit # PRRE202502711

# <u>CITY OF REDMOND 8.5.25 & 8.12.25</u>

Commercial (New) 6,842 sf. at 815 NW Canal Blvd Redmond 97756 OR Owner: BH-OR Redmond, LLC 815 NW Canal Blvd Redmond, OR 97756 \$1,441,668.00

Builder: Veridis Construction, Inc. 503-839-4030 Permit # 711-25-000819

\$65,000.00 Commercial (Alteration) at 1200 NW Upas Ave. Redmond 97756 OR Owner: Redmond School District 2J 145 NE Salmon Redmond, OR 97756 Permit # 711-25-001181 \$35,000.00

Commercial (Alteration) 60 sf. at 300 NW Oak Tree Ln. Redmond 97756 OR Owner: Wal-Mart Stores, Inc. PO Box 8050 MS 0555 Bentonville, AR 72716-055 Builder: Stratus Unlimited, LLC 888-503-1569 Permit # 711-25-000839

Commercial (Alteration) at 1847 NW 6th St. Redmond 97756 OR Owner: North Redmond Properties, LLC 888 SW Evergreen Redmond, OR 97756

Builder: ACOM Consulting, Inc. 503-708-5382 Permit # 711-25-000357 \$579,150.00 Commercial (New) 1,044 sf. at 1515 W Antler Ave. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756

Builder: Keeton King Contracting, LLC 541-923-0704 Permit # 711-25-000309

# ance Hill Pavilion

Continued from page 3

would better serve the youth of Deschutes County — a dedicated facility for livestock auctions and shows, educational events and community gatherings. He shared this dream often with friends, colleagues and local leaders, always searching for a path to make it happen. Thanks to the generosity and support of the community he served so passionately, that vision is one step closer to becoming a reality.

"Lance was born and raised in Redmond," said Shawn Storey, a member of the grassroots committee leading the project. "He may have left to pursue his education and start his career, but he came home at the first opportunity and from then on, he poured his heart into this community."

Hill's influence reached far beyond the classroom. As an educator, mentor, community leader and volunteer, he impacted thousands of lives through his work with FFA and countless local organizations. He served on several boards, was the voice of Panther football on Friday nights and was known for manning the grill at benefit events across the region. His legacy will be felt for generations.

When he passed last December, Candi Bothum, Oregon State 4-H Animal Science coordinator and long-time friend, shared a public tribute reflecting on his legacy and the pavilion he had long hoped to see built — a message that resonated deeply with the agricultural community across Central Oregon.

In response, a grassroots committee of family, friends and supporters came together to carry that dream forward. The \$54,000 raised at the recent Livestock Auction marks a major first step toward turning the Lance Hill Pavilion into a reality. Ongoing fundraising efforts will continue in the coming months to help fully fund the project.

"This pavilion will not just carry Lance's name," said Bothum. "It will carry his spirit - the countless hours he devoted to his students, his community and to making

sure every kid has the chance to succeed."

The Lance Hill Pavilion Committee is currently working to establish a formal partnership with the Deschutes County Fair & Expo Center, coordinating on early design ideas and initiating the process for formal review and approval. The project remains in the early planning stages and any construction or development would be subject to authorization by the Deschutes County Fair Board, Deschutes County Board of Commissioners and other appropriate county entities.

Updates on the project — including opportunities to contribute participate — will be shared with the public as planning continues.

secure.anedot.com/lance-hill-pavilion/donate

Continued from page 3

to share perspective and insights that will have lasting impacts on our places in the future," said Rachel Colton, BPRD planner. "We invite all interested residents to consider applying for an open position."

BPRD welcomes committee members from an underrepresented population of

the community, and those who have relevant historical knowledge, are familiar with the district and community character, or have a passion for placemaking and community building.

In 2021, the board of directors approved an updated policy and naming process that established a five-member Naming Committee that makes recommendations to the elected board.

Naming committee meetings are typically scheduled up to twice per year, and committee members must reside within BPRD's service district boundary.

bendparksandrec.org

# Town of Country

# **Sunriver Art Fair**

PHOTOS BY LAURIE PITTMON



Amanda Paul



Katherine Dietzel Dutremble



Kim Mickens



Lessa Clayton



Liane Crigler



Maile Boeke Sand



Michelle and Michael Luque and Rex Johnson



Phil McCrain



Sandi and Mark Mueller