New Market Snapshot Indicates Optimism for Central Oregon

— Page 5

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?**



IENN LIMOGES ~ 2015 AWARD WINNER

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

Trust your instincts and take risks. Working hard for someone else is one thing but building something of your own is entirely different. The early days may be uncertain and even frustrating but once you've built it, it's yours.

Be the first to invest in a relationship because it's all about the relationships: staff, clients and partners. Take care of your people, and they'll take care of the business.

What has changed the most in Central Oregon since then?

Central Oregon's growth has been staggering. The commercial real estate landscape has shifted from small-town to regional player. With that comes increased sophistication, more competition and bigger opportunities for firms willing to scale responsibly and stay rooted in local values.

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

Since receiving the award, I moved from broker to business owner. In 2020, I purchased NAI Cascade Commercial Real Estate with partner Walt Ramage

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Central Oregon's Labor Market Sending Mixed Signals

by LEAH ETLING — CBN Feature Writer

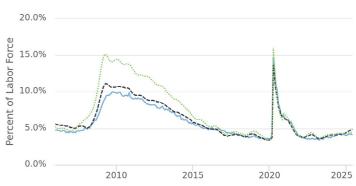
entral Oregon's labor market is currently navigating a delicate balance between growth and emerging caution signals. While the region's unemployment rate is trending upward, it remains lower than the state average and historically low overall.

"The Central Oregon unemployment rate is trending upward, similar to Oregon overall — but to a lesser degree," said Nicole Ramos, regional economist with the Oregon Employment Department (OED).

Ramos emphasized that although the region is not immune to statewide economic shifts, "Central Oregon is performing slightly better" compared to Oregon as a whole. According to OED data, Oregon's unemployment rate hit 4.9% in June, up from 4.8% in May 2025, extending a gradual upward trend over the past year. In June 2024, the statewide rate was 4.1%.

The Bend Metropolitan Statistical Area (MSA), encompassing Crook, Deschutes, and Jefferson counties, continues to show resilience. Ramos noted that the number of employed individuals in Central Oregon "remains historically high," despite recent signs of softening.

Unemployment Rate



United States (Seasonally Adjusted)- Oregon (Seasonally Adjusted) Bend, OR MSA (Seasonally Adjusted)

GRAPH | COURTESY OF OREGON EMPLOYMENT DEPARTMENT

"We still have the largest employment sector in our region's history, and this is absolutely something to celebrate," said Matt Ertle, co-owner of Bend employment agency PrideStaff.

The Bend MSA unemployment rate was 4.6% in

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Educational Services Spotlight — Pages 19-25

Tribe Equity Partners

Veteran-Owned, People First

by NOAH NELSON — CBN Feature Writer

ordan and James met when they joined the Marine Corps at the same time and became officers. James eventually transitioned over to the Navy, while Jordan stayed with the Marines. When they both got out and faced the reality that all veterans must face, they decided upon opening a business together.

"One of the challenges you have as a veteran is the transition from the military back to the civilian world," said Jordan. "We both understood that well. We figured jumping into your average corporate environment wouldn't be a good fit. We wanted to be the masters of our own destiny and we both shared a passion and strength in small unit leadership."

This inspired them to look into buying a small business to get themselves into the mix. James said, "we bought our first small business

about 4 years ago. We didn't know what that would bring or what exactly the future would look like but we knew that was our stepping stone."

Tribe Equity Partners is a veteran-owned private



(L-R) CHRISTOPHER LOONEY, JAMES MAXWELL AND JORDAN INMAN | PHOTO BY NOAH NELSON

equity firm that was founded on unique principles and a guiding philosophy that puts people and community above all. Their main specialization lies in giving retiring business owners the opportunity to pass their business

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BEND OR SOSTAGE OF SURE OF SUR PRSRT STD

Bend, Oregon

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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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City of Bend Joins Youth Career Connect Program to Offer Internships

The City of Bend is joining the Youth Career Connect program to engage with local youth, offer valuable interview and on-the-job experience and foster a deeper understanding of the essential services that keep our City thriving. Youth Career Connect is a program that brings together Central Oregon high

schools, local businesses, Central Oregon Intergovernmental Council (COIC) and East Cascades Works to empower young individuals to kickstart their careers while also enabling local employers to

'ontinued on Page 38 🕨

How Filling Potholes Builds Skills, Community & Business

School of Ranch (SoR), a Central Oregon-based nonprofit dedicated to teaching practical skills and community strengthening ties, brought its popular Gravel Road Basics workshop to the parking lot of Left Coast Lodge last month. But this was more than a class about crowning,

compacting and grading gravel it was a story about how School of Ranch workshops help local businesses thrive while deepening community connections.

'ontinued on Page 21 🕨

Pacific Power Foundation Provides Over \$300k in Grants to Support Education & Stem Programs

The Pacific Power Foundation is proud to provide grant funds and support to 89 nonprofits and community organizations that are expanding access to quality STEM (science, technology, engineering and math) education and strengthening learning opportunities in the communities that Pacific Power serves.

"The foundation is delighted to support local organizations that uplift the next generation of STEM professionals," said Ryan Flynn, director of the Pacific Power Foundation and

'ontinued on Page 24 🕨

East Cascades Works Seeks Contractor for Central Oregon Behavioral Health Services

East Cascades Works (EC Works), the local workforce development board serving the East Cascades region, is now accepting qualifications from individuals or organizations interested in contracting to support the Central Oregon Behavioral Health Consortium (COBHC).

COBHC is a collaborative initiative focused on strengthening the region's behavioral health workforce by providing high-quality training, supervision, and scholarship opportunities. To support continued growth and engagement for COBHC members, EC Works seeks a qualified contractor to administer the

'ontinued on Page 38 🕨

Visit Central Oregon Launches Central Oregon Regional Business Development Initiative

Visit Central Oregon (VCO) announces the launch of the Central Oregon Business Regional Development Initiative, a collaborative effort between the destination marketing organizations of Visit Bend, Discover Redmond, Explore Sisters and Explore Prineville. The initiative was designed to leverage regional resources and marketing

strategies to support the greater lodging community and foster a robust, year-round tourism economy.

Visit Central Oregon's Director of Business Development JoAnna Eisler is spearheading the Central Oregon

ontinued on Page 38 🕨

Affordable Homeownership Applications Now Open in Park View Neighborhood

Habitat for Humanity of La Pine- families build equity while ensuring affordable homes in the new Park View neighborhood in north La Pine. Applications will be accepted through September 15, 2025.

These homes are part of a permanent affordability model designed to help

Sunriver (HFHLPS) is now accepting long-term housing affordability for applications for the first four future homeowners. Each home features three bedrooms, two bathrooms and an attached garage, with fire-resistant landscaping, energy-efficient design

🖜 ontinued on Page 36

City of Bend Opens Application Period for Climate Action Partner Grant Program

September 21, nonprofit organizations and government entities (including colleges and universities) are invited to apply for funding through the City of Bend's new Climate Action Partner Grant Program. This is the first year that the program is being offered, and the program goal is to help reduce greenhouse gas emissions and

Starting July 21 and through strengthen our community's resilience to climate change. By working together with local partners, the City hopes to support projects that protect our environment and create a healthier future for everyone. A total budget of \$150,000 is available, and there is no

'ontinued on Page 38 🕨

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- Currently under construction by R&H Construction
- Estimated completion: October 2025
- Estimated NNN: \$0.30/SF
- 800 AMP Electric Service
- Currently under construction, expected completion: Sept. 2025





DESCHUTES COUNTY

♦ Deschutes County recently released reports that show the transient lodging tax collection results for FY 2024-25, updated through the month of June 2025.

Please keep in mind that these funds are recorded on a cash basis; therefore, this information reflects the results of payments for activity through May 2025.

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

BEND

◆ This legislation marks a significant step forward in helping Central Oregon expand more flexible and efficient water management to support farms, cities and rivers alike.

The Oregon State Legislature has passed House Bill 3806, approving pilot water bank authorities in the Deschutes Basin. This legislation marks a significant step forward in helping Central Oregon expand more flexible

and efficient water management to support farms, cities and rivers alike.

Water is over-allocated in the Deschutes River Basin. Shortages to meet instream, agricultural and municipal needs can range upwards of 300,000 acre-feet in a dry year (for reference, Wickiup Reservoir holds about 200,000 acre feet of water). Rivers and streams bear the brunt of shortages, as do farmers in Jefferson County with more junior water rights.

What is Water Banking?

Water banking is a process that allows unused water to be moved and used where it's needed most. It's a flexible tool that helps balance agricultural, environmental and urban water needs. All transactions are voluntary, transparent and governed by clear protections for water rights and the environment.

Examples of how a water bank works:

- Water Rights Holders/Irrigators who don't need all their water in a given season can deposit it in the water bank and receive payment.
- Farmers can lease banked water to reduce fallowing and increase crop productivity.
- Cities and towns can access banked water to help meet growing demand.
- Rivers benefit from reserves of banked water specifically dedicated to improving instream flows and supporting overall river health.

What HB 3806 Does

 Oregon's current water laws make it difficult to share water among users in an efficient and coordinated way. HB 3806 addresses this by authorizing the Water Resources Commission to approve a Deschutes River water bank pilot program that will:

- Help coordinate and expand processes for short-term water transfers
- Protect water rights in the bank from forfeiture due to non-use (water rights must be used once every five years under Oregon water law)
- Ensure water rights users engaging in water conservation do not lose water rights

HB 3806 accomplishes this in a way that:

- Protects against speculation, waste and harm to rivers and other water users
- Provides economic incentives while maintaining water

rights security

- Establishes clear annual reporting requirements for transparency and accountability
- Includes additional oversight opportunity with tribal and state agency review and public comment
- Supports local priorities like agricultural viability, economic resilience and river health

This pilot represents a locally driven, innovative approach to managing the region's limited water supply more sustainably. The Deschutes River Conservancy will manage the water bank in coordination with irrigation and municipal partners. Bank activities will focus on mainstem middle and upper Deschutes River systems and can include irrigation districts and cities that use water from these sources.

FROM THE LEGISLATIVE DESK...

SALEM

♦ The Oregon Legislative Assembly adjourned at the end of June. The State of Oregon Employment Department wanted to call attention to some of the new laws affecting employers.

For a complete list of business legislation passed during the recent session, see the Secretary of State's legislation site.

Bills Related to the Employment Department

SB 69

Helps employers better coordinate their employee's paid leave by allowing OED to share their employees' benefit amounts. This information lets employers align paid leave with their own leave policies. It also supports clearer communication between employers and employees on return-to-work timelines. This bill takes effect January 1, 2026.

SB 916

Allows striking workers to receive up to 10 weeks of UI benefits after a two-week disqualification. This change starts January 1, 2026. OED has drafted three rule changes related to UI, including updates to implement this law. We invite you to the two virtual listening sessions scheduled for July 31 and August 4 to provide feedback on all three draft rule changes related to this bill. For more information or to register, visit our event page.

SB 859

Supports fairer treatment of employers by allowing OED to waive or reduce penalties and interest on Paid Leave Oregon debts. It also allows OED to write off uncollectible debts, aligning these practices with those used in the Unemployment Insurance program.

SB 1148

Prohibits insurers and employers from requiring employees to use paid leave before short-term disability benefits. This bill applies to policies offered, issued, or renewed on January 1, 2026.

HB 2236

Gives professional employer organizations (PEOs) flexibility in how they report employees for calculating their clients' UI tax experience rates.

HB 2271

Offers a one-time, non-refundable tax credit of up to \$5,000 for calendar year 2025. It applies to employers whose unemployment insurance tax rates drop by at least 2.5 percentage points from 2024 to 2025. The credit helps businesses that missed out on lower rates during earlier pandemic-related relief.

In response to the COVID-19 pandemic, 2021's HB 3389 froze employer experience ratings at pre-COVID levels from 2022 to 2024 to ease the burden of pandemic-related layoffs. However, some employers would have qualified for lower rates during that period if the freeze hadn't been in place.

Other Bills Affecting Employers

SB 426

Creates liability for property owners and contractors for the unpaid wages of unrepresented (those not represented by a union) employees on construction projects. Effective January 1, 2026.

HB 2248

Formally establishes the Employer Assistance Division within the Bureau of Labor and Industries (BOLI). The division provides education, training, and interpretive guidance, including advisory opinions, to employers regarding the laws enforced by BOLI. Effective September 26, 2025.

HB 3187

Changes the laws that prohibit employment discrimination based on age. It will generally be against the law for an employer or a prospective employer to ask an applicant's age, date of birth, or when the applicant attended or graduated from any educational institution. Effective September 26, 2025.

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New Market Snapshot Indicates Optimism for Central Oregon

by CORY J. ALLEN, Senior Vice President & Team Leader — Washington Trust Bank

entral Oregon has long been considered a desirable place to live and work, and over the past decade, the community has achieved overall growth through economic ups and downs. While it can be easy to get mired in the day's headlines and focus on uncertainty, taking a step back and considering a longer-term view of the region's progress provides reassurance that its people and businesses have the flexibility, spirit and resilience to persevere no matter what comes next.



Washington Trust Bank recently issued a new Central Oregon Market Snapshot, delving into data points from the past decade to gain insights into potential opportunities and challenges ahead as well as to help local businesses, community members and civic leaders plan accordingly. Recognizing that the Bend-Redmond Metropolitan Statistical Area (MSA) is a key economic engine for the region, the report also explores how this area, in particular, has been faring and how it compares to peers around Oregon.

Labor Force Appears Stable, Growing

With enviable numbers when it comes to days of sunshine and recreational opportunities, Central Oregon has often been a draw for seniors seeking an active and fulfilling retirement. In the past decade, however, the region has seen an influx of working-age adults who are putting down roots. With few exceptions, Crook, Deschutes and Jefferson counties have all experienced modest and steady increases in their civilian labor force over the past ten years.

In 2024, job growth in the Bend-Redmond MSA was concentrated in the public sector — including education, health services and government — and generally followed statewide trends. While job growth is good news, this remains an area to watch, as long-term economic vitality rests with maintaining a diverse employment mix with a robust private sector component. Although leisure and hospitality as well as trade, transportation and utilities lost jobs in 2024, these two broad areas remain among the largest employers in the region.

Bucking a state trend, the Bend-Redmond MSA saw an uptick in construction sector jobs last year. One driver of employment here was a spike in residential building permits in 2024, which is welcome news in a market where the housing supply remains tight against a backdrop of elevated prices and relatively high mortgage rates.

Businesses, Incomes Are on the Rise

Small businesses are the lifeblood of communities in Central Oregon. Many of these businesses are thriving, and an entrepreneurial spirit is alive and well. The number of private establishments in the region have increased more than 70% in the past decade, with much of the growth slow and steady. While numbers are up for the decade overall, they did dip in 2024, with the effects of the inflationary environment and high interest rates of 2022 and 2023 considered at least partly to blame.

As private establishments have grown in Central Oregon, so have incomes. From 2013 through 2023, the median household income in Deschutes County nearly doubled, while the median household incomes in Crook and Jefferson counties have risen 69% and 66%, respectively. This growth in income reflects the success of area employers, which continue to be diverse and attractive to talent in key areas such as technology, healthcare, advanced manufacturing and outdoor recreation.

Housing Remains a Growing Pain

Central Oregon's population continues to grow and has largely done so since 2000. Only around the years of the Global Financial Crisis (2007-2009) did growth stagnate, but by 2011 it resumed its upward climb and was little deterred by the COVID-19 pandemic. While population growth has translated into economic opportunity, new enterprise and a larger workforce, it has also come with added pressure on the local housing market.

Home affordability is an issue nationwide, and it continues to be a challenge in Central Oregon. In addition to mortgage rates that remain high relative to recent history, housing pricing themselves could be pushed up further should materials in the supply chain be subject to tariffs or shortages. As noted earlier, the increase in building permits in 2024 is a positive sign that buyers may see the local housing stock expand soon, and consumers also appear to be adapting, albeit slowly, to what may be the new normal in rates.

For many workers, homeownership remains stubbornly out of reach, and renting is the best option. However, as with home prices, rents have risen in the region and remain well ahead of those in similarly sized markets around Oregon, such as Eugene-Springfield, Medford and Salem. Looking back to 2015, rents in Bend have always come at a premium, but the gap widened considerably in pandemic years and has yet to narrow measurably. Dedicated local nonprofits are working diligently to ensure individuals and families have a roof over their heads.

Read the Market Snapshot

Central Oregon continues to demonstrate adaptability and resilience, and this dynamic region keeps drawing individuals, families and enterprise seeking a sense of community, opportunity and adventure. For a deeper dive into the data and Washington Trust Bank's interpretation of what has been and what is to come, please visit watrust.com/central-oregon. With the right elements in place, we are optimistic that Central Oregon can achieve and sustain balanced growth in years ahead.

Cory Allen is a senior vice president and team leader for Washington Trust, Member FDIC and Equal Housing Lender. He is based in Bend, Oregon, and leads Washington Trust Bank's Central Oregon commercial banking portfolios and branch leadership. He can be reached at cjallen@watrust.com.

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Michael Sipe, President CrossPointe, Inc.

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ccomplished Under 40 Continued from page 1

and added property management in 2021. We've focused on building the business, expanding our market share, recruiting talent and strengthening our operational capacity. My role has evolved from focusing solely on clients and transactions to cultivating company culture and growing a high-performing team. This evolution has deepened my capacity for community involvement and my professional purpose.

What did it mean to you to receive the award?

It was a meaningful checkpoint. Recognition from a community I had returned to, rebuilt my career in and was committed to contributing to — it affirmed the path I was on. It also reminded me how many people there are behind every success story.

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

- Returning to Bend and building a career in a new sector
- Becoming NAI Cascade's first non-partner broker in 2014 and helping build the brand from the ground up
- Purchasing the business in 2020 with Walt and growing it through talent, systems, and culture
 - Building a team that genuinely enjoys working together — and having fun along the way
 - Staying committed to personal and professional growth

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

Stay curious. Stay involved. Don't be afraid to pivot. Success rarely follows a straight line — own your story and keep building on it. Find a mentor, build a support system of people you trust and take risks. Be committed to long-term growth and as you rise, make it a priority to lift others along the way.

What question would you ask yourself for this interview?

What would you have done differently along the way? And my answer would be: If I could go back, I'd trust myself sooner, take the leap earlier and start laying the groundwork for long-term growth without waiting for the "perfect" moment. You learn as you go and what matters most is staying true to your purpose while adapting along the way.

Additional Comments

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LRS Architects Designs Terava High Desert Apartments Adjacent to Oregon State University – Cascades Campus

by IOANA GOOD

RS Architects, a firm that values innovation, creativity and collaboration, announces the completion of the Terava Apartments, a six-story, 129-unit apartment community located adjacent to the Oregon State University-Cascades campus. The 148,000-square-foot building will address the ongoing need for housing in Bend as the City — and the student population — experiences unprecedented growth. Terava opened to residents in winter 2025.

LRS Architects designed this mixed-use project to maximize the site along a central thoroughfare in Central Oregon that connects Bend to the nearby ski resort. The community offers amenities such as a modern fitness center, resident lounge, outdoor grilling and deck area and a pet park and spa. A centrally located vertical lobby on Century Drive greets residents with LRS Architect's signature design blend of functional aesthetic and urban design. Additionally, it offers both pedestrian and bicycle access to the campus as well as nearby commercial businesses. Residential options range from studio to three-bedroom layouts, offering stunning views of the nearby Cascade mountains.

LRS Architects" podium style" design for Terava includes a concrete ground floor and wood-framed upper floors. Concrete at the ground floor was pressed with form liners designed to replicate the grain of tree bark, adding an organic texture and layering inspired by local tree species. The vibrant colors of the local tree canopy inspired the color palette of the building's cladding, capturing the regional high desert aesthetic. In another design flourish, the team designed a three-dimensional wood carving mosaic in the style of the Cascade foothills that screens the resident parking area and enhances the pedestrian experience.

The site shape and building requirements made the inclusion of ground-floor retail a challenge; to meet the zoning demands for commercial space, the design





creates an adjacent retail-commercial building on Century Drive, envisioned as a market or grocery that is well-positioned to serve the OSU-Cascades campus and the rest of the neighborhood.

"Because Bend's high desert environment can be harsh in both summer and winter, we were cognizant to design Terava for year-round resilience," said Greg Mitchell, LRS Architects associate principal. "We considered the needs of resident comfort and incorporated sustainability and resilience elements tailored to the local climate."

As water can be scarce in the high desert environment, the LRS team applied sustainable design practices where feasible, including installing low-flow showers and toilets and incorporating native landscaping treatments to better control irrigation. Having greenery that can survive in Bend's climate throughout the year assists in both water conservation and suppressing potential fire outbreaks.

"LRS is known for delivering projects that achieve the client's wishes, adhering to complex site and zoning requirements, and always considering the experience of the end-user," Mitchell said. "Terava delivers on that promise while ensuring that students and other Bend residents have a special place to call home in a beautiful setting."

About LRS Architects:

LRS Architects is a majority women-owned architecture and interior design firm based in Portland and Bend, Oregon. Founded in 1976, LRS specializes in design for the automotive, civic, commercial office and workplace, multifamily housing, retail and senior living sectors, with projects represented in over 30 states and internationally. The award-winning practice is driven by 100+ design professionals with a passion for good design that goes beyond aesthetics to create vibrant, resilient spaces that enhance human well-being. The firm's diverse portfolio is tied together by a design philosophy of empathy, creativity and collaboration and backed by a deep reputation for excellent client service. LRS is a certified WBE through the Women's Business Enterprise National Council, participates in the International Living Future Institute's Just Label program, and has been named an Oregon Top Workplace Award Winner annually since 2016. Their work has been featured in dozens of publications.

Irsarchitects.com



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entral Oregon Labor Market Continued from page 1

June, up from 4.4% in May and up 4.3% year-over-year. In Deschutes County, the June unemployment rate rose to 4.5%, from 4.4% in May, and was 1.2 percentage points above its pre-pandemic low of 3.3%. In Crook County, the June unemployment rate was 5.3%, a slight increase over 5.2% in May.

"We're hearing that businesses continue to remain cautious about additional hiring or growth plans due to uncertainty at the federal levels, and the implications for tariffs on specific industry sectors," said Sara Odendahl, interim director of the Bend Chamber of Commerce.

The Bend MSA gained 150 jobs from May to June and total nonfarm employment is now 113,400. Job gains were concentrated in leisure and hospitality, which added 740 jobs – 650 of those were in accommodation and food services. Trade, transportation, utilities, manufacturing, information, and financial activities also saw job increases.

"Unlike in Central Oregon, the number of employed individuals across Oregon has been tapering off for some time," Ramos said. Locally, this tapering trend is more recent, only emerging in the last few months.

Ramos pointed out that "the number of unemployed individuals has been steadily increasing in both areas, but the increase has been steeper at the state level." This rising unemployment rate, paired with slowing hiring, raises questions about what lies ahead.

Most of June's regional job losses occurred in private education and health services, and government employment, each category shedding over 240 roles.

Nonfarm employment, a key indicator of economic vitality, has also provided mixed signals. "This metric has been trending upward in Central Oregon," Ramos said, but she noted a recent decline of 90 jobs from May to June. While that drop is minor, it mirrors a more prolonged hiring slowdown observed statewide since late 2023.

Looking forward, Ramos posed a key question: "Will the long-term growth trend in Central Oregon continue or begin to mirror the state's pattern?" For now, the answer remains uncertain. "Business hiring in the area and the number of employed remains historically high," Ramos concluded. "But the number of unemployed individuals is also rising, which could signal weakness or further loosening in the labor market."

Employer Perspectives

Regional employment continues to show strength across key industries, including healthcare and hospitality, with many employers reporting steady applicant interest and low turnover. However, challenges such as housing affordability and specialized recruitment remain a reality.

"Attracting and retaining talent continues to be challenging, due to the high cost of living in Bend," said Odendahl. "Other communities in Central Oregon are not immune to these cost-of-living challenges, as housing prices continue to be a barrier to hiring. As such, we're hearing that the hiring cycle is often longer and more costly to businesses."

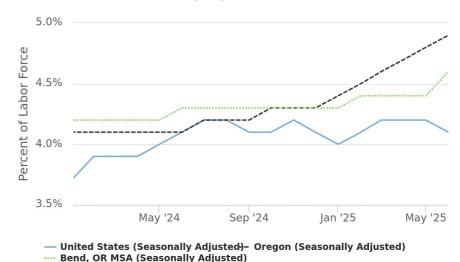
Ertle celebrated the variety of jobs available locally: "The local Central Oregon job market remains one of the best in our country given our overall size. We are

Number of Employed



urce: Oregon Employment Department Qualityinfo.org

Unemployment Rate



Source: Oregon Employment Department Qualityinfo.org

GRAPHS | COURTESY OF OREGON EMPLOYMENT DEPARTMENT

a small market compared to most regions with comparable cost of living, and we have a wide range of diverse positions from seasonal jobs in tourism and firefighting, to technical positions in health care, aviation, construction and engineering. Our public employment sector is also very strong."

At St. Charles Health System, the region's largest healthcare provider, hiring remains steady with targeted expansion plans in motion.

"Our vacancy rate remains relatively low, and we're fortunate that many of our open positions receive strong interest from applicants," said Paige McAndrews, Director of Talent Acquisition for St. Charles. "As Central Oregon continues to grow, we're excited to expand access to specialized care in areas like Gastroenterology, Rheumatology and Neurosurgery."

McAndrews also acknowledged that growth in these specialty departments brings new recruitment demands. "While we do experience some recruitment challenges in these growing departments, particularly for physicians, advanced practice providers and medical assistants, we see these as opportunities to attract top talent and strengthen our teams to meet the evolving needs of our community," she said.

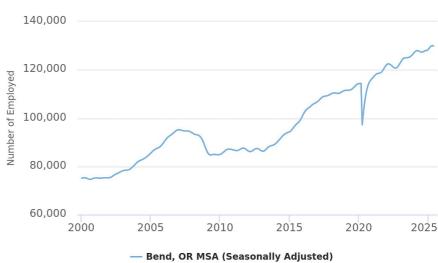
Ertle noted that salaries are a factor in today's recruiting game. "The biggest challenge for employers is finding employees in the \$42-60k/year range because this income level for the workforce does not support the cost of living in our region," he said. "This salary range is still the most common for our employers in the region of almost any size."

In the hospitality sector, Sunriver Resort also reports encouraging hiring trends during the busy tourism season. The resort held two early-season job fairs this spring to help fill available roles for its busiest months of the year.

"I think the Central Oregon job market is strong. Sunriver Resort's applicant flow was the strongest it has been in years," said Erika Stohl, Director of Human Resources for the resort.

"Sunriver has a strong employment brand with many perks and benefits resulting in low turnover and associates who return year over year," Stohl said. She also pointed out the strength of employee-driven recruitment, noting, "Our largest referral source is employee referral, which also speaks to our strong brand and competitive wages and benefits."

Number of Employed



Source: Oregon Employment Department Qualityinfo.org



2025 Prineville Economic Profile

by KELSEY LUCAS, Prineville/Crook County Director — Economic Development for Central Oregon

rineville, Oregon is quickly emerging as a dynamic hub in Central Oregon, attracting attention for its blend of small-town charm and forward-looking growth. Nestled in a scenic high desert valley, Prineville offers access to abundant outdoor recreation, including hiking, biking, fishing and camping, making it an attractive destination for families, adventure seekers and remote workers alike.

Long known for its roots in timber and agriculture, Prineville has evolved into a modern economic engine powered by

data centers, advanced manufacturing and logistics. Home to major facilities for Meta and Apple, Prineville plays a pivotal role in the digital economy while maintaining its strong sense of community and heritage. Its strategic location, access to affordable land and pro-business climate have made it one of Oregon's fastest-growing communities for industrial development.

Whether you're a business owner, investor, or outdoor enthusiast, Prineville offers a rare mix of opportunity, livability and natural beauty that makes it more than just a place to visit, it's a place to build a future.

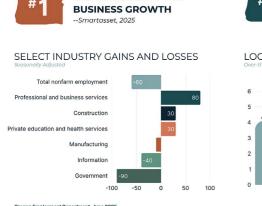
Economic Diversity

As part of the Central Oregon region ranked #4 on the Milken Institute's 2025 Best Performing Small Cities Report, Prineville benefits from regional momentum while carving out a unique identity. Crook County has experienced significant growth, with the population increasing by approximately 9% and the workforce by 12%. Prineville was ranked the 9th Most Dynamic Micropolitan by Heartland Forward out of 536 U.S. cities based on economic performance indicators. Even more remarkably, Crook County wages have surged, achieving the highest growth rate in the state with an astonishing increase of over 80% in the past five years, as reported by the U.S. Census Bureau.

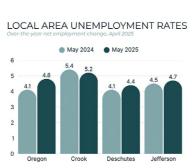
The city supports a growing entrepreneurial scene, aided by efforts from EDCO and local leadership to foster business development and workforce training. With infrastructure investments and a spirit of innovation, Prineville is well-positioned for continued expansion in natural products, building products, high-technology, renewable energy, aviation/aerospace and advanced manufacturing.

Community & Business Assets Education

Prineville enjoys the advantage of being close to a robust and growing education sector, featuring institutions such as Oregon State University-Cascades and Central Oregon Community College, which has a campus right in Prineville. Crook County School District currently offers nine Career Technical Education (CTE) pathways, including Agriculture Science, Business, Culinary Arts, Construction, Graphic Design/ Media, Health Science, Manufacturing, Natural Resources and Robotics/ Computer Science. The mission in offering CTE programs is for students to pursue career pathways in high-demand, high-skill, high-wage jobs. The presence of internship programs and strong industry partnerships enhances the local talent pipeline, providing businesses with access to highly skilled professionals.



OREGON COUNTY FOR



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Geographic Accessibility

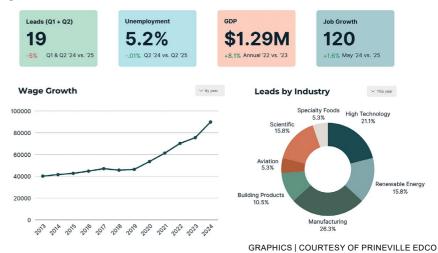
An expanding regional airport provides convenient daily direct flights to 12 destinations, enhancing connectivity for both business and leisure travelers. To meet the region's rising demand, the Redmond Municipal Airport is set to begin a major terminal expansion in the summer of 2025.

Prineville's location near the intersection of key state highways allows for easy and scenic drives to the Willamette Valley, the Oregon Coast, Portland, Boise and Seattle.

Quality Of Life

Beyond its affordability and business-friendly atmosphere, Prineville offers a wealth of outdoor amenities that make it an attractive place to live and work. Through the newly launched 'Explore Prineville' initiative by the Prineville-Crook County Chamber of Commerce, the city is inviting visitors to discover rural outdoor adventures and immerse themselves in authentic cultural experiences.

The award-winning Brasada Ranch ranks as one of Oregon's top tourism draws. The Prineville Reservoir, Oregon's first International Dark Sky Association Park, is perfect for boating, fishing and stargazing. Meanwhile, the Crooked River is ideal for fishing and kayaking, and Ochoco National Forest boasts hiking and mountain biking trails.



Population: 26,366 (2024 estimates from PSU Population Research Center)

Regional Labor Force: (2024 estimates from Oregon Prospector) 135,838 Median Household Income: \$77,182 (2024 estimates from Oregon Prospector)

Resources

- · Carl Riccadonna, Oregon Office of Economic Analysis
- Beacon Appraisal Group, Beacon Report and Market Overview
- Compass Points Commercial and Industrial Market Report
- Central Oregon Economic Indicators (OED)
- · Statewide Economic Data

24/7 Remote Video Monitoring

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Sonos Audio

Unoccupied Area Camera Alarms

- Redmond Airport Flight Statistics
- · City of Prineville Permit Center Portal
- Crook County Permits

Central Oregon (Crook, Deschutes and Jefferson counties) stands out as the region's employment powerhouse, driving most of the employment growth seen in the East Cascades. The sub-region is projected to grow the fastest, with an 8.6% increase that will add nearly 9,900 new nonfarm jobs by 2033.

2023-2033 Industry Projections in the East Cascades, Oregon Employment Department: qualityinfo.org/-/2023-2033-industry-projections-in-the-east-cascades?utm campaign=March2025&utm_medium=email&utm_source=newsletter&utm_content=Crook%20County



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Business & Industry

"One of our goals is to support businesses

that keep our economy and our community

moving. We look for businesses that are

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books. Our sellers should care about the

legacy they have built, and ideally, we're

looking for businesses with long-tenured

management and team members."

ribe Equity Partners

Continued from page 1

along to trained and trusted hands. The priority is not to flip any business for immediate profit but instead to foster success, growth and opportunities for veterans to reenter the civilian world.

Among the businesses they have bought, they have either maintained their employees or grown their number, provided raises to team members and promoted from within. The priority is to support people and watch them succeed.

This aspect is a founding principle of the organization. The two founding partners of Tribe are military veterans with more than 25 years of service between them. Their team has taken away many lessons from their time in the military; lessons that can be very useful in the world of business.

The philosophy at Tribe is headon, tenacious and unafraid to face challenges. The team is actionoriented and motivated to take the leap required to realize their goals and aspirations. They plan for the future but stay adaptable, ready to adjust at a moment's notice.

An important aspect of Tribe involves their criteria for selecting businesses to buy. Aside from providing retiring leaders the chance to pass the reins,

they also remain conscious of their impact on the community, focusing on businesses that they believe provide a positive impact.

"One of our goals is to support businesses that keep our economy and our community moving," said Jordan. "We look for businesses that are local, established and well-built with clean books. Our sellers should care about the legacy they have built, and ideally, we're looking for businesses with long-tenured management and team members."

One way that Tribe supports the community is by offering an internship

program to veterans to help them transition their military skills into small business skills.

"What we do is facilitate a journey down a path that took us years to get through," said James. "We bring folks who are coming fresh out of the military and we give them an opportunity to dive into small business operations and acquisitions. At the end of the program, we do a capstone project where they go through an entire acquisition cycle and provide our interns the chance to pitch to real investors. It's an excellent culmination of one's skills and helps prove to many veterans that they can succeed outside of the military."

The Tribe team remarked on the transformations they have seen and the success stories they have helped write. Whether a former intern wants to stay

and work with the team or move on to their own venture, Tribe is happy to support their endeavors.

"These interns, depending on fit, can get placed in our portfolio companies or here at Tribe," said James. "Some want to go off and do their own thing, purchasing small businesses or even starting their own and we're in a position where we can financially support them. Imitation is the best form of flattery and if some of our past interns want to start their own Tribe somewhere else, we are happy to be a part of that."

A major part of the journey back into the civilian world involves a veteran adjusting their skills and mindset to a new host of tasks, teams and challenges. "In the military, we were taught a very specific set of skills that

could only be applied to very specific situations," said Chris, Tribe's operations associate. "Working at Tribe helped me open up my aperture and realize I know more than I think I know."

Tribe is not just supporting the community through supporting essential local businesses, they are also helping veterans realize their potential for success in the business world. They provide Central Oregon with hard-working leaders who bring a unique skillset and mindset to the table.

tribeequitypartners.com



Parkside Place

New Community in Bend Prioritizes Affordability & Homeownership

by NOAH NELSON — CBN Feature Writer ayden Homes has unveiled a new community in Bend called Parkside Place, aimed at improving connectivity and providing housing for income levels that are

neglected or underrepresented in the current housing market.

The affordability achieved at Parkside Place is a direct result of an innovative multi-year public-private partnership between Hayden Homes and the City of Bend made possible by HB 4079, passed in 2016. This community will help to meet Oregon Housing Needs Analysis goals for Bend that outline the need to build 7,474 new homes for the 81-120% AMI income level over the next 20 years.

In 2016, the Oregon Legislature passed HB 4079, which formed a pilot program aimed to help cities build affordable housing. The program allows two cities to add new housing units on lands currently outside their urban growth boundaries (UGBs) without going through the normal UGB expansion process. The selected cities can use an expedited UGB process if at least 30 percent of the newly built housing is affordable and the newly added land is protected for this use for at least 50 years. Bend was selected in 2018 for the pilot program.



PHOTO | COURTESY OF HAYDEN HOMES

According to Deb Flagan, Hayden Homes' vice president of community engagement and giving, the process in Bend saw a somewhat rocky start. The City of Bend had some difficulty finding a development company that could tackle the project at the scale and pricepoint it needed to be at. Flagan says that after many conversations with the City, they accepted the opportunity to develop this community.

"After evaluating, we decided that it was going to be us or no one for this pilot project," said Flagan. "That's why we entered into it. It's an incredibly important opportunity to see if this is viable and to provide real info back to the state to see if this can be a tool for affordable and market rate housing in the future, across other Oregon communities."

A unique caveat of this bill is that while it incentivizes workforce and affordable housing, it does not exclusively do so by developing rental properties. "Many of the bills and implementations that the state has done prior to this have largely been focused around rentals," said Flagan. "HB 4079 encourages homeownership as well as rentals, with a mix of income levels as well. We are very excited about Parkside Place, as it integrates many different types of housing."

Those kinds of housing include both affordable and market rate rental units like apartments, as well as cottages, duplexes and homes for purchase. This diversity of housing options is complemented by a requirement within HB 4079 that requires "complete communities."

Parkside Place is within walking distance of both groceries and a medical center (Safeway and St. Charles Family Care Clinic) and features walking trails within the development to connect the community and provide ease of access for residents. There is a 4.95 acre park within the community and a water canal with a trail alongside.

At its core, Parkside Place offers Bendites a clear and accessible path to homeownership. In a housing market with prices that make homeownership seem unreachable to many locals, Parkside Place provides a rare solution.

"This community offers not just housing, but homeownership, to working class people," said Flagan. "Providing opportunities like this is essential for the health of our community, as many if not most homeownership opportunities have escaped the median wage earner. For this very reason, it has become challenging to recruit qualified candidates such as teachers or nurses. Our goal is to give people like this a path towards staying local and investing in their own community."

"Parkside Place has achieved a level of affordability for Central Oregon families that is almost unheard of in our community today," said Brett Swanson, regional director of Hayden Homes. "When government and market rate builders collaborate, we can create life-changing affordable homeownership opportunities, and we're so excited for the families who will soon make this new community their home."

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Leading People & Managing Processes

Why Al Is Reshaping the Future of Work

by MICHAEL SIPE, Chairman — Vistage Int'l 667

here has always been an organizational conversation about the difference between leading and managing. But now, with the rise of Al and automation, that distinction is more than theoretical. It marks a turning point.

Smart businesses are learning to lead people and manage processes — not manage people and command them through outdated systems. This shift isn't just about better culture. It's about surviving and thriving in a world where routine tasks are no longer done by humans.



Al Is Redefining the Balance

Al-driven tools can now handle a growing share of business operations. From scheduling and data entry to customer service, reporting and even decision support, the systems we used to manage by hand can now run on their own or with minimal input.

As this automation spreads, the traditional role of management becomes less critical. Teams no longer need someone to supervise every step of the process. Compiling data, formulating reports and tracking metrics will no longer require much human labor. The Al-driven systems will do that. This will free up time, reduce headcount and eliminate layers of unnecessary oversight.

But it doesn't eliminate the need for leadership. In fact, it does the opposite.

The New Demand: Strategic Leadership

When automation takes care of the routine, leadership becomes the differentiator. The business world still needs people who can think clearly, inspire others and move teams forward with purpose.

The question shifts from "how do we manage this process" to "who do we want leading this mission" and "what kind of system supports our long-term goals."

Leadership becomes about:

- Choosing the right people, not just skilled ones but mission-aligned and adaptable.
- Designing strategic systems that evolve as the business changes.
- Creating a culture that values ownership, creativity and resilience.
- Making decisions in uncertain environments with limited information.

Managing routine is no longer the hard part. Choosing what to automate, what to delegate and what to focus on — that's the challenge. And it takes wise leadership, not more management.



Leading People, **Not Controlling Them**

Processes are important. They create consistency, reduce confusion and help people work smarter. But once they are defined and digitized, the human side of work becomes even more important.

This is where leadership steps in. Not to micromanage, but to coach, align and support. People want to know that their work matters. They want autonomy, not control. They want to grow with

In this environment, great leaders:

· Hire for values and strategic thinking.

the company, not be managed like a workflow.

- Clarify mission and outcomes, then let people lead.
- · Adjust systems when they stop serving the team.

Stay close enough to guide, but far enough to let others grow.

A Call to Rethink Roles

The takeaway is simple. Routine tasks will continue to disappear. Al is not just coming — it's already here. The businesses that succeed will be the ones that stop managing people through processes and start leading people who understand purpose and strategy.

- This requires a full reset in how we build teams:
- · Fewer layers of management.
- Smarter and more agile systems.
- Stronger leadership focused on people, vision and values.

The future of work isn't about controlling the process. It's about choosing the right direction, empowering the right people and letting technology take care of the rest. If you'd like to be part of a community of leaders that is rapidly figuring all this out, consider membership in Vistage.

Michael Sipe is a local mergers and acquisition advisor and executive coach.

Michael-Sipe.com • Michael.Sipe@VistageChair.com • Mike@CrossPointeCapital.com

Tony Sprando Embarks on New Chapter in Audiovisual Consulting After Retiring AV Bend

CBN Staff Report

fter more than two decades as a pillar in Central Oregon's commercial audiovisual (AV) industry, Tony Sprando is turning the page on his storied career. The longtime expert, who founded and led AV Bend since 1999, has officially retired the company to focus exclusively on high-level consulting services under his new venture, Sprando Audio Visual.

"Hello and welcome to your local professional audiovisual consulting hub," Sprando says with his characteristic enthusiasm. As a seasoned specialist in



the commercial AV space, he built AV Bend into a trusted name for innovative solutions across the region. Now, in this next phase of life, Sprando is channeling his expertise into tailored consulting, helping clients navigate the complexities of modern AV projects without the demands of full-scale operations.

Sprando's services include expert AV technology selection, pre-buildout planning, room design and layout, professional drawings, custom programming, commissioning and procurement assistance.

What makes Sprando's approach unique is his dual residency in the United States and Italy, which expands his reach and resources. "This has opened doors to provide services abroad, giving access to manufacturers, resources and practices not typically considered here," he explains. From corporate environments to professional setups in restaurants, retail spaces and event venues — or "audiovisivo," as it's known in Italy — Sprando brings a global perspective to local needs.

His target clients reflect the diversity of the AV landscape: architects integrating AV into designs, IT departments aligning systems with infrastructure, technology directors in schools creating engaging classrooms, places of worship enhancing services with clear sound and visuals, corporations building advanced conference spaces and more.

For those seeking hands-on installation or repair services, Sprando wholeheartedly recommends Freddie Gateley and his company, Revel Pro AV and Acoustics. As the premier commercial AV integrator in Central Oregon, Revel stands out as the highest-rated group in town, known for exceptional craftsmanship and customer satisfaction. Visit revelproav.com to learn more.

As Sprando steps into this consulting-focused era, he remains committed to elevating the region's AV standards. "I'm excited to collaborate and create experiences that inspire," he says. With his international flair and deep local roots, Tony Sprando's next chapter promises to be as impactful as his last.

SprandoAV.com • 541-241-6222 • tony@sprandoav.com

2025 Bend Venture Conference Prioritizes Local

BVC's 22nd Year Adds New Opportunities for Oregon Startups

by NOAH NELSON — CBN Feature Writer

he Bend Venture Conference (BVC), hosted by Economic Development for Central Oregon (EDCO), is Bend's premier opportunity for prominent investors and industry leaders to connect with ambitious startup founders who are looking to scale their businesses. Each fall, this event attracts hundreds of entrepreneurs and investors to Bend, and BVC can be credited for the advancement of many local businesses across a wide range of industries. Through the BVC Funds LLC, more than \$14 million has been invested across 59 companies.

The 2025 BVC will feature an Early Stage Track open exclusively to Oregonbased startups, with a cash award reserved for a company headquartered in Central Oregon.

"This year, we're narrowing the focus of the Early Stage Track to highlight Oregon-based startups, with a special emphasis on supporting our local ecosystem," said Brian Vierra, EDCO's Venture Catalyst director. "The cash award will be granted exclusively to a company based in Central Oregon. It's a way to invest directly in the entrepreneurial energy that's growing right here in our backyard and help promising founders take that critical next step."

Now in its 22nd year, BVC is one of the longest-running and most active



early-stage investment conferences in the Pacific Northwest. The event has featured a variety of speakers, ranging from academics and government officials to industry leaders. Past speakers have included president and CEO of Columbia Sportswear Tim Boyle, anchor and executive producer at Bloomberg Technology Emily Chang, Oregon State treasurer Ted Wheeler, CEO of Dutch Bros. Coffee Joth Ricci and Super Bowl Champion Vernon Davis.

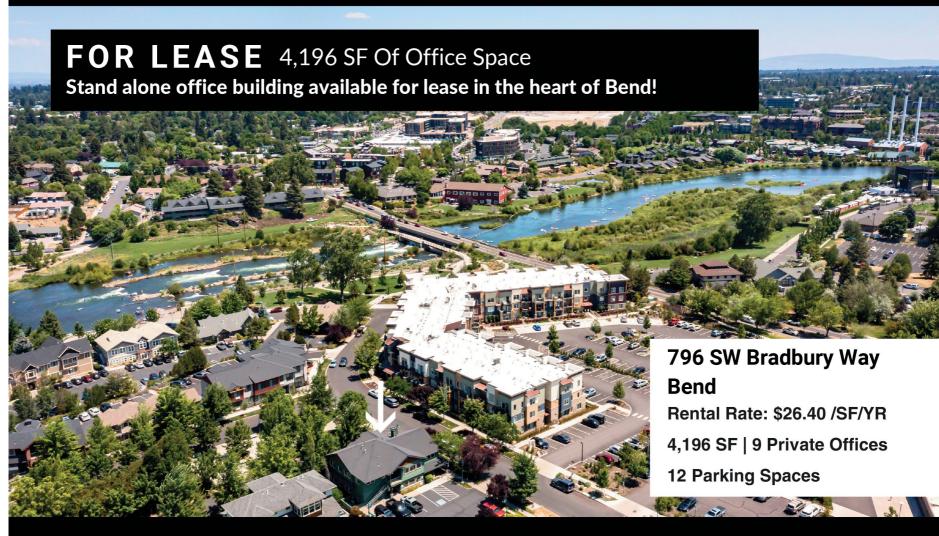
This year's keynote and speakers are yet to be announced.

The conference will take place October 16-17, 2025, in downtown Bend. Applications are now open through August 14. Startups interested in competing must apply by August 14, 2025. More information about eligibility, selection criteria and how to apply is available at bendvc.com.

Anyone looking for more information regarding sponsoring BVC 2025 should contact Larry Holeman at larry@edcoinfo.com for opportunities to support this premier event.

bendvc.com







RYAN AMERONGEN Broker, CCIM 541.213.8967 ra@buccolagroup.com

COMMERCIAL

Downtown Redmond's Revival

Balancing Heritage & Progress

by LUKE ROSS, Broker — Compass Commercial Real Estate Services

owntown Redmond, Oregon, has undergone a remarkable transformation in recent years, evolving into a lively hub for business, dining, entertainment and community life. This resurgence is the result of thoughtful urban planning, strong collaboration between the public and private sectors, and a commitment to blending economic growth with the preservation of the city's historical character and charm.

A cornerstone of this revitalization has been giving new life to old buildings. One standout project is the SCP Redmond

Hotel, which underwent a \$7 million, two-year renovation. The hotel preserved its historical charm while incorporating modern amenities, and the project was made possible through a partnership that included \$3.53 million in funding from the city's Urban Renewal Agency. The reopening of the hotel marked a turning point for downtown, encouraging further investment and development in the area, which has helped reshape the identity of downtown Redmond.

Another exciting venture is the construction and opening of the new Redmond Library. Located in the heart of the city at 827 SW Deschutes Avenue, the two-story, 40,000 SF building is more than just a library — it is a modern, sustainably designed community space that reflects Redmond's commitment to lifelong learning and community engagement. As a new landmark in the heart of downtown, the library is expected to serve as a cultural and educational anchor for decades to come.

To meet the needs of a growing population and workforce, Redmond has introduced and prioritized the construction of mixed-use housing. The NOVA Apartments project is a prime example, as it replaced an aging downtown motel with 24 quality housing units targeted towards local workers. Supported through

the city's Urban Renewal initiative, the project provides much-needed affordable housing while also boosting the liveliness and walkability of the downtown area. In addition to these major projects, the city has launched several programs to help small businesses enhance the visual appeal of their downtown spaces. These include:

SMALL PROJECTS GRANT PROGRAM

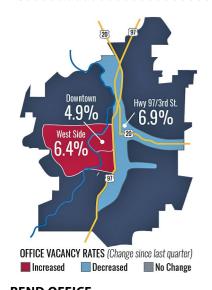
This program provides up to \$5,000 for exterior improvements that enhance a building's curb appeal. Eligible improvements include new signage, paint, awnings, lighting and landscaping. The program is designed to encourage small-scale but impactful upgrades that contribute to a cohesive and attractive downtown environment.

FAÇADE REHABILITATION AND REIMBURSEMENT GRANT

This grant offers financial assistance for significant updates to building exteriors, including the restoration of historic architectural features, replacement of windows and doors, masonry repair and other structural enhancements. The goal is to preserve Redmond's historic downtown character while making spaces more functional and inviting for businesses and visitors.

DESIGN ASSISTANCE PROGRAM

Through this initiative, property and business owners can access expert design consultation at no cost. Professional architects and designers help plan exterior renovations that align with the city's design standards and longterm vision for downtown. This ensures that individual improvements contribute to a harmonious and aesthetically pleasing streetscape. Collectively, these three initiatives show Redmond's dedication to supporting local businesses and continuing the revitalization of its downtown. By empowering property owners to invest in their storefronts, the city is creating a vibrant and welcoming space for its residents, business owners and tourists alike.



BEND OFFICE by JAY LYONS, SIOR, CCIM, Partner & Broker

Compass Commercial Real Estate Services

Compass Commercial surveyed 226 office buildings totaling 2.78 million square feet for the first quarter office report of 2025. The market experienced 7,947 SF of negative absorption in Q1 which increased the vacancy rate from 5.72% in Q4 to 6.05% in Q1. Available sublease space did decrease from 67,704 SF in Q4 to 59,535 SF in Q1. The cumulative result is a negligible increase in the availability rate going from 8.16% in Q4 to 8.18% in Q1.

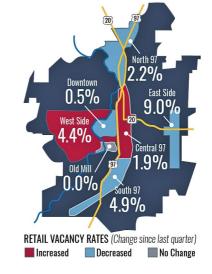
LEASING: Leasing demand remains steady with increased activity in

certain segments of the market while other segments remain slow. The West Side submarket, the largest of the three submarkets, experienced positive absorption of 10,052 SF this quarter. The Downtown and Highway 97/3rd St. submarkets both experienced negative absorption of 1,264 SF and 16,735 SF respectively. Worksource Bend vacating 15,695 SF at 1645 NE Forbes Rd. had a significant impact on the Highway 97/3rd St. submarket and the office market in general.

RENTS: Lease rates continue to remain flat with the high end of the market ranging from \$2.00 to \$3.05/ SF/Mo. NNN and more affordable space ranging from \$1.40 to \$2.00/SF/ Mo. NNN.

CONSTRUCTION: Construction is nearing completion for two Taylor Brooks developments. The first is Shevlin Crossing — Building B, a 26,000 SF, two-story office building located in NorthWest Crossing. The second is a 6,413 SF single-story medical office building directly across the street from Shevlin Crossing. Both buildings remain on track to be delivered Q2 of 2025.

SALES: There was one notable sale this quarter. A 7,341 SF, single tenant office building located at 698 NW York Dr. sold in January for \$2,700,000 or \$368/ SF. The building was available for lease at the time of sale.



BEND RETAIL by ELI HARRISON, Broker Compass Commercial Real Estate Services

Compass Commercial surveyed over 4.75 million square feet of retail space across 273 buildings in Bend to compile the first quarter retail report of 2025. Bend experienced a slight decrease in overall vacancy, with a total retail vacancy rate of 6.17%, down slightly from 6.20% at the end of

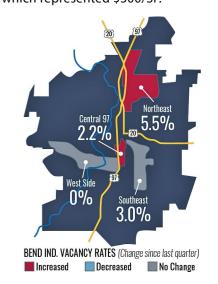
last year. **LEASING:** Bend's East Side market showed the most change this quarter, with over 8,000 SF of positive absorption that reduced the East Side vacancy rate to 24.66%. Bend's downtown vacancy also fell, from 2.26% vacant to 1.80%. The Old Mill District sustained its 0% vacancy rate. Most other submarkets in Bend saw increasing vacancy rates, most notably in the northern submarket, with a new vacancy rate of 2.46%, marking a 0.57% increase from the end of last vear, and Bend's central submarket, with 0.32% increase in vacancy for a new rate of 1.55%.

RENTS: Asking rental rates in Bend range from \$1.00 to \$3.75/SF/ Mo. NNN, with an average of \$2.20/SF/ Mo. NNN. Excluded from these rates are two outliers: a 21,376 SF building at 355 NE 2nd St., priced at \$0.50/SF/ Mo. NNN, and the under-construction retail pads at Gateway North, priced between \$4.17 and \$5.00/SF/Mo. NNN.

CONSTRUCTION: Construction continued on the retail buildings adjacent to the new Costco at the Bend Gateway North development,

totaling around 23,000 SF. These buildings are part of a 52-acre master plan development, which will also include 422 multifamily units. Killian Pacific's Jackstraw mixed-use complex is set for completion in October 2025, featuring 313 apartments and 16,885 SF of ground-floor retail space.

SALES: Notable sales this quarter include the sale of 8 acres of commercial land connected to Pahlisch's Easton development. The commercial land sold for \$4,599,936 or \$13.20/SF. The Applebee's building located at 3807 SW 21st St. in Redmond sold for \$1,680,000, or \$329/SF. The 4,000 SF retail building located at 651 NW 6th St. in Redmond sold for \$1,200,000 which represented \$300/SF.



BEND INDUSTRIAL by GRAHAM DENT, SIOR, Partner & Broker

Compass Commercial Real Estate Services

Compass Commercial surveyed 325 Bend industrial buildings totaling 4.72 million square feet for the first quarter of 2025. The market experienced 30,903 SF of positive absorption during the quarter resulting in an overall vacancy rate of 3.52%, down from the 3.99% recorded in Q4 2024. There is now 166,026 SF of industrial space currently available in Bend.

LEASING: Overall, industrial leasing activity remained stagnant this quarter. The most notable activity occurred in the Southeast Submarket where a handful of leases were



ompass Points Continued from previous page

completed bringing the vacancy rate down to 2.95%. With very little new inventory in the pipeline and companies holding tight to their existing space, we expect a similar slow and steady pace in coming quarters.

RENTS: The average asking lease rate for raw industrial space is \$1.09/SF/Mo. NNN, up slightly from the last quarter. Asking lease rates for new construction are starting around \$1.75/SF/Mo. NNN, assuming a basic shell delivery and highly improved and specialized industrial spaces are in the \$1.50/SF/Mo. NNN range.

CONSTRUCTION: There are only a couple of speculative industrial projects underway in Bend. The Midway project located at the corner of SE Wilson Ave. and SE 9th St. is under construction with delivery slated for late 2025. That project consists of approximately 23,000 SF of speculative industrial/flex space. Taylor Brooks is under construction on NOCO at Juniper Ridge. The first phase, consisting of three industrial/flex buildings totaling 62,429 SF, is slated to be complete in Q1 of 2026.

SALES: A couple of notable sales occurred during the quarter. An industrial building at 635 SE Business Way sold for \$2,200,000 or \$198/SF and a building located at 1837 NE Lytle St., sold to an investor for \$1,200,000 or \$249/SF.

RDM INDUSTRIAL

by PAT KESGARD, CCIM, Partner & Broker **Compass Commercial Real Estate Services**

Compass Commercial surveyed 94 buildings totaling 1.79 million square feet for the first quarter Redmond industrial market report of 2025. The Redmond

industrial market experienced 12,595 SF of negative absorption resulting in the vacancy rate increasing from 3.41% in Q4 2024 to 4.12% in Q1 2025. There is now 73,744 SF of available space.

LEASING: Demand for industrial spaces in Redmond remained steady. with interest in units ranging from 1,500 to 5,000 SF. This aligns with the previous quarter's observations, indicating a consistent preference among tenants for small to mid-sized spaces. Notably, two industrial suites became available for lease at 601 E Antler Ave., offering up to 28,000 SF of space.

RENTS: Lease rates in Redmond's industrial sector have stabilized, with asking rates between \$0.90 and \$1.25/

SF/Mo. NNN, depending on the condition and size of the space. Notably, some landlords have continued to offer short-term reduced rates as incentives to attract tenants.

CONSTRUCTION: The pace of new speculative industrial construction in Redmond has decelerated. Over the past two years, significant square footage was developed primarily as owner-user buildings or pre-leased spaces. This trend has led to a cautious approach toward speculative developments, with builders focusing on projects that have secured tenants or buyers prior to construction.

RDM IND. VACANCY RATES (Change since last quarter) Increased Decreased No Change

Multifamily Report

Valuations & Opportunities In A Changing Market

by RON ROSS, Broker — Compass Commercial Real Estate Services

he market has shifted — and with it, so have investor expectations. One of the most common guestions we get today is: "How has the changing market impacted the value of my multifamily asset?"

To answer that, we need to look at three core fundamentals: income, operating expenses capitalization rates.



After years of consistent rent growth, rents in the Central Oregon multifamily market have flattened over



the past three years. In some submarkets, they've even declined — some properties have experienced drops of up to 20%. This trend is largely driven by oversupply: currently, about 1,000 apartment units sit vacant in Bend and Redmond, with an additional 1,000 units either newly delivered or expected within the next 18 months.

To attract tenants, landlords are offering major concessions — up to two months' free rent and reduced security deposits.

ontinued on Page 16 🕨

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Business & Industry

ompass Points Continued from page 15

OPERATING EXPENSES

At the same time, operating costs have jumped significantly:

- Electricity: up 42% over three years
- City of Bend water/sewer: up 27%
- Property taxes: up 12%
- Insurance: up 25-50% or more

CAPITALIZATION RATES

Cap rates have also risen. Since they're closely tied to interest rates — which are significantly higher than three years ago — investors now demand greater returns to offset higher borrowing costs and opportunity costs.

Let's take a quick comparison of a hypothetical multifamily asset today versus three years ago:

	HYPOTHETICAL 15-UNIT MF BUILDING IN BEND, OREGON									
	Income	Expenses	NOI	Cap Rate	Market Value					
2022	\$311,320.00	\$110,000.00	\$201,320.00	5.00%	\$4,026,400.00					
2025	\$320,000.00	\$125,600.00	\$194,400.00	5.75%	\$3,380,869.57					

This example shows a 16% decline in market value, consistent with the 15-20% range we're seeing across the board.

What will it take to reverse the trend? Several things will need to happen:

- Sustained population growth to absorb excess inventory
- Stabilized operating costs
- Lower interest rates to boost investor returns

In the meantime, the region's housing shortage has been alleviated. Housing is more affordable. Incomes have risen, while rents have stayed flat or declined.

This is part of a typical real estate cycle: shortages lead to overbuilding, which creates surplus, then construction slows until demand catches up again. These cycles have been more volatile in recent years, influenced by events like the 2007 financial crash, COVID-19 and Central Oregon's rapid growth.

It's safe to assume the cycle will continue. Over the next several years, we're likely to see the market re-balance — or even swing back to a shortage. And higher interest rates create a larger renter pool as many would be home buyers remain renters. This could be a great entry point for investors that have been unable to find attractive deals in recent years.

compasscommercial.com

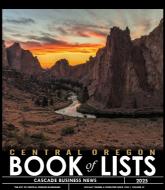


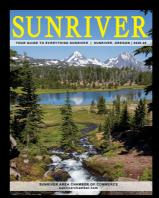
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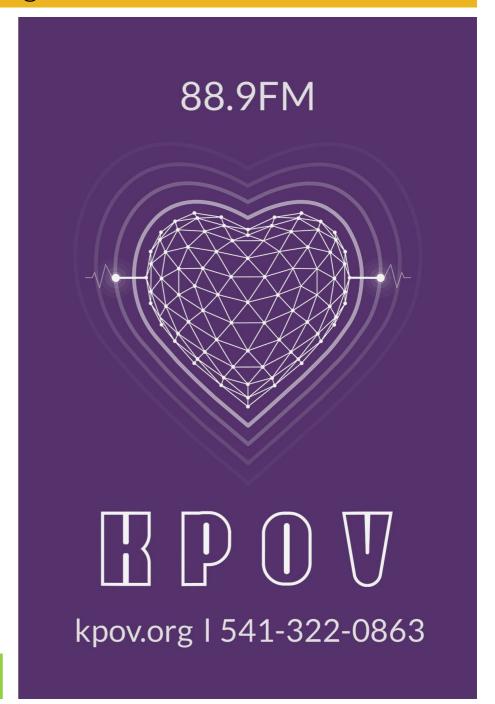






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Hiring Confidence Wavers as U.S. Employers Reassess Growth Plans for 2025

New Survey Reveals a Shift in Sentiment as Companies Weigh Caution Against Opportunity

by, SHRM-CP | Managing Director — Specialized Recruiting Group

s summer unfolds, many U.S. employers are taking a hard look at their hiring plans, and what they see is prompting a more cautious approach.

A new survey conducted by The Harris Poll on behalf of Express Employment Professionals reveals that while most hiring managers (78%) still feel positive about their company's hiring outlook for the remainder of 2025, that optimism has dimmed since last fall, when 84% felt confident. At the same time, concern is growing: 37% now express a negative outlook, up from 30% just months ago.

Behind these shifting sentiments lies a more restrained hiring strategy. Only 58% of companies plan to increase their workforce in the second half of the year, a noticeable drop from 63% in the fall of 2024. One-third of employers expect to hold steady, while 7% anticipate cutting back.

For those still planning to hire, the reasons are clear: they need to manage growing workloads (52%), fill newly created roles (49%) and replace employees lost to turnover (42%). But for others, the focus has shifted to tightening budgets. Among companies planning to reduce staff, more than half (54%) cite cost-cutting as the primary driver, followed by adapting to government policy changes (26%) and responding to declining demand (25%).

The types of roles companies are targeting are also evolving. Full-time positions remain the most sought-after (81%), though that figure has dipped from 86% last fall. Part-time roles are gaining traction (28%), and hiring is now evenly split between entry-level and mid-level positions (50% each). Notably, entry-level hiring has dropped sharply from 68% in the spring of 2024.

Survey Methodology

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from June 2 to 28, 2025, among 1,000 U.S. hiring decision-makers.

Positive U.S.
Hiring Sentiments
for Late 2025

81%

78%

AMERICA
EMPLOYED

Source: The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from June 2 to 28, 2025, among 1,000 U.S. hiring decision-makers.

GRAPHIC | COURTESY OF EXPRESS EMPLOYMENT PROFESSIONALS

For full survey methodologies, please contact Sheena. Hollander@ExpressPros.com, director of Corporate Communications and PR.

About Express Employment Professionals:

At Express Employment Professionals, we're in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. Our international network of franchises offers localized staffing solutions to the communities they serve across the U.S., Canada, South Africa, Australia and New Zealand, employing 492,000 people globally in 2023 and more than 11 million since its inception. For more information, visit ExpressPros.com.

The Central Oregon Express office is located at 296 SW Columbia, Suite B, Bend, Oregon 97702 and serves Deschutes, Crook and Jefferson counties. expresspros.com/bendor • 541-389-1505







Employee Turnover is Costing Companies Big

provided by SPECIALIZED RECRUITING GROUP

 \blacksquare he unemployment rate changed little from 4.2% and nonfarm payroll employment increased by 147,000 in June. Healthcare and state government saw job gains, and decreases in federal government continued.

The labor force participation rate decreased little by 0.1 percentage points to 62.3%. Average hourly earnings rose by 8 cents (0.2%) to \$36.30 and the average workweek was 34.2 hours.

According to the American Staffing Association, temporary help employment was 1.59% of total nonfarm employment in June.

MAJOR INDUSTRY EMPLOYMENT

Notable Gains and Losses

- Government: +73,000
- Healthcare and Social Assistance: +58,600
- Leisure and Hospitality: +20,000
- Construction: +15,000
- Transportation and Warehousing: +7,500
- Manufacturing: -7,000
- Professional and Business Services: -7,000

Read the full report at BLS.gov

WORKFORCE AND ECONOMIC NEWS

Why Supporting Caregivers Benefits Everyone Forbes — July 6, 2025

Supporting caregivers is more than compassionate, it's a strategic imperative for creating inclusive, resilient workplaces. Facilitating opportunities to share experiences, advocating for the caregiver experience, and leading with vulnerability fosters a supportive workplace where caregivers can thrive without sacrificing personal responsibilities.

Is It Really Cheating If It's on Your Job? Why Bosses Are Cracking Down on 'Polygamous' Workers

Investopedia — July 5, 2025

Polygamous working, holding multiple full-time jobs without disclosing them to an employer, has become a growing concern. Though not illegal, this practice can erode trust and breach employment contracts. Employers are cracking down on this trend, prompting a need for clearer policies, improved monitoring, and open conversations about workload and expectations.

How to Keep a Workplace Functioning in the Face of Layoffs Fast Company — July 7, 2025

As layoffs surge to near-record levels, leaders must prioritize compassion and transparency to maintain morale and retain top talent. It's crucial to treat departing employees with dignity, and post-layoff, streamline workflows and rebuild a positive work environment that emphasizes employee engagement and well-being for remaining talent.

INSIGHTS FROM SPECIALIZED RECRUITING GROUP

Third-party research commissioned from The Harris Poll on behalf of Express **Employment International.**

56% of Employers Say It's Workers Who Must Adapt to Company Culture— **But Job Seekers Disagree**

ExpressPros.com — June 25, 2025

In today's competitive job market, hiring managers are facing a hard truth: sticking to traditional policies could cost them top talent. This is according to a recent Express Employment Professionals-Harris Poll survey. Flexibility and adaptability are often essential in business, as change is an inevitable part of the process. But when it comes to company culture, U.S. hiring managers appear torn on who is responsible for adapting to the current landscape.

More than half of employers (56%) say it's up to workers to adapt to company culture, while 44% argue it's time for company culture to evolve with the times. What's driving this mindset? A striking 88% of companies say they already have the tools to train new hires to fit in, with 42% strongly backing their ability to shape cultural alignment from day one.

The \$100,000/Year Drain: How Employee Turnover Is Costing Companies Big in 2025

ExpressPros.com — June 11, 2025

At the midpoint of 2025, many companies are not only focused on hiring but also preparing for a potential rise in employee turnover. According to a recent Express Employment Professionals-Harris Poll survey, nearly 2 in 5 U.S. hiring managers (39%) expect turnover at their company to increase this year—a notable jump from 33% who said the same about 2024.

While just more than half (51%) believe turnover will remain steady, the growing concern is already impacting company budgets. On average, turnover costs businesses \$36,723 annually in expenses like rehiring and lost productivity. For 1 in 5 hiring managers (20%), that number climbs to \$100,000 or more each year.

Nobody Wants to Be a Supervisor Anymore

Here's Why That Should Terrify Companies

by KAREN TURNER, SHRM-CP, Managing Director — Specialized Recruiting Group

xpress Employment Professionals announces the release of a new white paper, Strained, Stressed and Stepping Away: The Supervisor Crisis and What Employers Must Do Now, which explores the growing leadership vacuum in American workplaces and the high cost of failing to support frontline supervisors.

As companies face increasing turnover, rising workplace toxicity and a shrinking pipeline of future leaders, this new research, developed in partnership with The Harris Poll, reveals a troubling disconnect between what supervisors need and what employers provide.

Key findings include:

- 55% of supervisors who left or plan to leave their roles cite a lack of fulfillment or advancement.
- 86% of hiring managers believe supervisors have the tools they need, but only a third offer training on critical skills like conflict resolution or giving feedback.

- 72% of hiring managers admit their companies should be doing more to support supervisors.
- Nearly 3 in 4 Gen Z professionals say they'd rather develop individual expertise than manage people.

Drawing on exclusive survey data and insights from Express franchise owners across the U.S., the white paper outlines the consequences of neglecting supervisor development, ranging from burnout and disengagement to lost revenue and a weakened culture. It also offers a roadmap for companies to reverse the trend, including:

- Building real-world leadership training programs
- · Creating peer and mentorship networks
- Investing in mental health and work-life balance
- Recognizing leadership behaviors just outcomes

Download the full white paper to learn how your

organization can close the leadership gap and build a stronger, more resilient workforce: ExpressPros. com/SupervisorsUS.

Survey Methodology

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 11 to 26, 2024, among 1,001 U.S. hiring decision-makers.

The Job Seeker Report was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 21 to December 10, 2024, among 1,039 adults ages 18

For full survey methodologies, please contact Sheena. Hollander@ExpressPros.com, Director of Corporate Communications & PR.

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Sylvan Learning Center of Bend Partners with Boys & Girls Club to Deliver Free Literacy Tutoring Through State Grant

provided by SYLVAN LEARNING CENTER

ylvan Learning Center of Bend announced a new partnership with the Boys & Girls Club of Bend to provide free, high-dosage tutoring in reading for all Club members in kindergarten through third grade. This initiative is made possible through Oregon's Early

Literacy Success Community Grants, part of a statewide investment in early childhood literacy.

Launched under the leadership of Governor Tina Kotek, the Early Literacy Success Initiative was created in 2023 to improve reading outcomes for children from birth through third grade, close longstanding academic disparities, and support families in nurturing early literacy development. In March 2025, the Boys & Girls Club of Bend was selected as one of 13 organizations across the state to join Cohort 1 of the Community Grant recipients — and Sylvan Learning Center of Bend is proud to be their implementation partner.

tutoring will be provided onsite at the Boys & Girls Club of Bend, removing barriers to access and ensuring that every eligible child has the opportunity to strengthen their reading skills in a supportive and engaging environment.

"We're honored to be part of Oregon's bold vision for early literacy. Partnering with the Boys & Girls Club allows us to reach students where they already feel safe and supported, and to deliver targeted instruction that can make a lasting difference."

"We're honored to be part of Oregon's bold vision for early literacy," said Audra Bohn, owner/director at Sylvan Learning Center of Bend. "Partnering with the Boys & Girls Club allows us to reach students where they already feel safe and supported, and to deliver targeted instruction that can make a lasting difference."

Interested families can enroll by signing up with the Boys & Girls Club of Bend.

Together, Sylvan Learning Center of Bend and the Boys & Girls Club of Bend are working to ensure that every child has the support they need to become a strong and confident reader!

Over the next 2.5 years, Sylvan will deliver free, individualized literacy tutoring to Club members in K–3, using evidence-based practices aligned with Oregon's commitment to culturally responsive, student-centered learning. All

sylvanlearning.com bgcbend.org bend.or@sylvanlearning.com

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Educational Services

Educational Services (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Bend Montessori School PO Box 460 Bend, OR 97709	541-678-3248	N/A	www.bendmontessorischool.com info@bendmontessorischool.com	Client Services	3	2012	Independent school using Montessori method for students ages 3 through 6.
Cascade Culinary Institute & Elevation Restaurant at Central Oregon Community College 2555 NW Campus Village Way Bend, OR 97703	541-318-3780	N/A	www.cascadeculinary.com info@cascadeculinary.com	N/A	14	1992	Cascade Culinary Institute (CCI) at Central Oregon Community College offers students a hands-on, skills-based education in culinary arts, baking & pastry & hospitality management. CCI features professional-grade kitchens, a student-run restaurant & instruction from experienced chef educators. Programs are designed to prepare students for a wide range of careers in the culinary & hospitality industries, with an emphasis on sustainability, creativity & real-world experience.
Cascades Academy 19860 Tumalo Reservoir Rd. Bend, OR 97703	541-382-0699	541-382-0225	www.cascadesacademy.org info@cascadesacademy.org	Front Desk	61	2003	Primary through secondary education.
Central Oregon Community College 2600 NW College Way Bend, OR 97703	541-383-7700	541-383-7506	www.cocc.edu feedback@cocc.edu	Zachary J. Boone, Dr. Greg Pereira	760	1949	Transfer programs, career & technical education programs, community learning, business advising, business & employee development, adult basic education/college preparation, English language learning classes & GED preparation.
Central Oregon Community College - Madras 1170 E Ashwood Rd. Madras, OR 97741	541-550-4100	N/A	www.cocc.edu/Madras jrodriguez2@cocc.edu	James Rod r iguez	20	1949	COCC's Madras campus provides local access to college classes, academic support & community resources. Students can complete general education courses, begin training programs or prepare for transfer. Stand alone programs include nursing, medical assistant, nursing Assistant & early childhood education.
Central Oregon Community College - Prineville 510 SE Lynn Blvd. Prineville, OR 97754	541-447-6442	541-447-9155	www.cocc.edu/Prineville prinevillecampus@cocc.edu	Suzie Kristensen	2	1949	Offering community college classes, GED preparation & personal enrichment programs.
Central Oregon Community College - Redmond 2030 SE College Loop Redmond, OR 97756	541-504-2900	541-504-2939	www.cocc.edu/Redmond infoRedmond@cocc.edu	Amy Ward	39	1949	COCC's Redmond Campus serves as a hub for academic programs, career training & community learning. The campus offers a wide variety of credit & non credit classes, including programs in manufacturing & veterinary tech. Facilities include computer labs, manufacturing facilities & a technology center. With flexible course options & hands on learning opportunities, the Redmond campus supports students in reaching their educational & career goals close to home.
COCC's Center for Business Industry & Professional Development Cascades Hall 2600 NW College Way Bend, OR 97703	541-383-7575	N/A	cocc.edu/cbipd cbipd@cocc.edu	Workforce Training & Development	12	1953	Offering comprehensive professional development, customizable & industry-specific workforce training & expert business advice & education to help existing & future business owners grow & succeed.
COCC's Small Business Development Center Cascades Hall 2600 NW College Way Bend, OR 97703	541-383-7290	541-383-7503	www.cocc.edu/sbdc sbdc@cocc.edu	Jennifer Gould	10	1984	Confidential business advising at no cost, plus af- fordable workshops & training. Business planning assistance for all stages of business.
COIC Classroom - Bend 1645 NE Forbes Rd., Ste. 101 Bend, OR 97701	541-706-1458	541-389-8265	www.coic.org pjordan@coic.org	Patrick Jordan	4	1972	Provides GED preparation, certified alternative high school education.
Current Conceptions, Inc. PO Box 2388 Sisters, OR 97759	541-904-4715	541-904-4716	www.currentconceptions.com cciadmin@currentconceptions.com	Dr. Angela Oki, Dr. P. L. Senger	2	2011	Specializing in on-line curriculum development & global distribution to academic programs at the university level in the field of reproductive physiology.
Eastern Oregon University Central Oregon Center Central, OR	541-550-4000	541-550-4002	www.eou.edu/central-oregon dcecchini@eou.edu	Danny Pic	1	1997	Online bachelors & masters degrees. www.eou. edu/online.
George Fox University, Redmond/Madras Campuses 4555 SW Elkhorn Ave. Redmond, OR 97756	503-554-6027	N/A	www.georgefox.edu kwilfong@georgefox.edu	Kipp Wilfong, Katy Turpen, Dr. Kris Molitor	3	2003	Master of arts in teaching, reading, ESOL & special education endorsements, bachelor of science in elementary education (with ESOL endorsement) & administrative licensure. MAT Degree (Redmond)-georgefox.edu/education/become-a-teacher/masters-in-teaching/index. html, Elementary Education Degree (Madras)-georgefox.edu/education/become-a-teacher/bachelors-degree/elementary/degree-completion/index.html
IITR Truck School 667 Jackpine Ct. Redmond, OR 97756	541-504-1465	N/A	www.iitrrc.com kristah@msn.com	Krista Hendrickson	2	1981	Commercial truck driving school & third party CDL examiner, A & B & passenger testing, Class A & C Hazmat.

What's New at COCC?

New Courses, New Locations, New Cohorts Are All Part of a New School Year at COCC

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

ith fall term looming at Central Oregon Community College (COCC) — classes start September 22 — the new academic year is bringing more than a new wave of students. Across campuses and classrooms, plenty of other "new" awaits.

For instance, the college's one-year medical assistant training program — which prepares students to perform front-line care skills, like drawing blood, giving vaccines and recording vital signs — has long had its base of operations at the Bend campus. Starting soon, due to the surge in demand for medical assistants, a new chapter will begin for the training: The newly expanding Madras campus will begin housing an added site for the medical assistant program, along with other health care training opportunities.

"The program will stream lectures to the existing Madras building from the Bend campus, and until the new facility is open, all labs will be done at St. Charles in Madras," explains Shannon Waller, program director of medical assisting. Now in the final phases of construction, the building is expected to open its doors for winter term, when labs will move to the new building.

Medical assistants are certainly entering the field at a novel moment. Current projections from the U.S. Bureau of Labor Statistics call for a 15% growth rate of the entry-level health care occupation nationwide between 2023 and 2033, a response to the growing need for health care workers as the Baby Boomer generation ages. In Oregon, that growth rate goes even higher: to 21%. Another Oregon plus is the median annual wage, \$49,900, compared to a national median of \$44,200.

Over at the Redmond campus, the two-year veterinary technician degree program is debuting a brand-new design. Originally launched in 2013, the program will for the first time start a new cohort of 20 students each year, rather than every other year. (The cohort for 2025 is full, but openings are available for 2026.) With the demand for vet techs rising both regionally and nationally, the college is meeting the industry's shortage of workers and an increasing interest in the career path, explains Beth Palmer, program director.

"We're being recognized as a place with a stellar reputation," adds Palmer, who points out that her current students have come from places near and far, including Washington and Nebraska, drawn to COCC in part by the fact that grads of the program have hit a 100% passing rate on the national exam since 2018. COCC's is also only one of two American Veterinary Medical Association-accredited programs in Oregon.

New coursework for other Redmond-based programs includes a welding class that focuses on interpreting technical drawings for fabrication. Previously offered with a more generalized manufacturing lens, the welding-specific print reading class explores things like dimensioning, cut lists, bills of material, assembly prints and symbols of the American Welding Society. "We've hired two new manufacturing faculty members," says Amy Ward, campus director, "which opens up a lot of sections for entry-level classes."

At Bend's campus, while "Forestry Perspectives" is a forestry class that's been available for several years — with material that covers tree harvesting, stream restoration and fire management, packaged together with an overview of state and local employment opportunities — it will soon serve a new purpose. The class



THE U.S. BUREAU OF LABOR STATISTICS PROJECTS A 21% SECTOR GROWTH RATE IN OREGON | PHOTO COURTESY OF COCC

will be part of Education Pathways at COCC, a well-proven, comprehensive learning model that narrows down college majors into categories, helping students more easily find their ideal educational track.

These introductory classes will offer COCC students an up-close look at fields and occupations — from forestry and pharmacy tech to engineering and exercise science — with equal measure inspiration and insight. "It includes asking, early and often, 'What are your interests, what are your goals, how can we help you get there?" says Annemarie Hamlin, vice president of academic affairs. Beginning October 6, the Pathways learning model will go live on cocc.edu to help students orient toward their certificate or degree, with the full structure of the program — including wraparound support and advising — launching in fall term 2026.

Also new at COCC this year: the college's president, Dr. Greg Pereira. A native Oregonian who comes to COCC from a higher education background in Arizona, Pereira is excited to welcome students to fall term. "Whether you're seeking a college degree, sharpening skills or continuing a lifelong love of learning, we're with you every step of the way," he says. "Together, there's no limit to what we can achieve."

Explore what else is new at cocc.edu, or call 541-383-7700. COCC's fall term starts September 22; admissions deadline is September 12.



SoR met Left Coast Lodge thanks to Citizen4Community (C4C), a nonprofit devoted to fostering collaboration and civic engagement in Sisters Country. This C4C introduction not only paved the way for a creative workshop location but also delivered real economic benefit for Left Coast Lodge, which will see its parking lot upgraded and improved at a fraction of typical costs — all while hosting a hands-on learning experience for Central Oregon residents.

"This is what School of Ranch is about: equipping people with practical skills and using those moments to bring people and businesses together," said Mark Gross, founder and executive director of School of Ranch. "Thanks to C4C's role as a connector and the generosity of Left Coast Lodge, we're delivering value to participants, to local businesses and to the community as a whole."

Practical Skills, Real-World Impact

The Gravel Road Basics workshop taught participants the fundamentals of rural road construction and maintenance: grading, crowning, layering and compacting gravel for durability and drainage. The course emphasized safe, efficient work around heavy machinery — no experience required.

At the same time, Left Coast Lodge gained a fully refreshed parking lot, an immediate improvement that supports its reputation as a community-oriented business. "This partnership reflects our values at Left Coast Lodge," said David "Owl" Chen, manager of Left Coast Lodge. "We love supporting local nonprofits like School of Ranch, and this workshop is a win-win — for us, for their students and for the community we all serve."

For C4C, this collaboration was a prime example of their mission in action. "Our role is to foster relationshipsthatmakethiscommunity stronger," said Kellen Klein, executive director of Citizen4Community. "We're proud to help connect organizations like School of Ranch and Left Coast Lodge to create partnerships that benefit everyone."

The day concluded with participants gathering in C4C's new community workspace, a space created precisely to encourage more partnerships like this one.

About School of Ranch:

School of Ranch is a Central Oregonbased, volunteer-led, student-run 501(c)(3) nonprofit. School of Ranch hires skilled community members to teach practical and artisan skills to newcomers and curious locals. School of Ranch's product is education, but its purpose is to help people discover common ground regardless of politics, age, background or belief.

schoolofranch.org



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Fall Term Begins September 22



541-383-7705 cocc.edu/welcome

 ${\tt COCC}\ is\ an\ affirmative\ action,\ equal\ opportunity\ institution.$

Educational Services

Educational Services (Listed Alphabetically)

CONTINUED FROM PAGE 20

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Latino Community Association - Bend 2680 NE Twin Knolls Dr., Ste. 110 Bend, OR 97701	541-382-4366	N/A	latinocommunityassociation.org info@latinocommunityasssociation.org	Catalina Frank	24	2000	Empowering Latino families to thrive through free tax preparation & ITIN enrollment; English & computer classes, tutoring, help with job search & starting a business; U.S. citizenship preparation & legal assistance for immigrants; enrollment in the Oregon Health Plan & health system navigation assistance; cultural programs for youth & seniors; & advocacy to encourage participation in civic life. Offices in Bend: 2680 NE Twin Knolls Dr., Ste. 110; Redmond: 636 NW Cedar Ave.; Madras: 231 SE Sixth St.; & Prineville: 185 NE Fourth St., Ste. 1.
Latino Community Association - Madras 231 SE Sixth St. Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org info@latinocommunityasssociation.org	Catalina Frank	24	2010	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Bend: 2680 NE Twin Knolls Dr., Ste. 110; Redmond: 636 NW Cedar Ave.; Madras: 231 SE Sixth St.; & Prineville: 185 NE Fourth St., Ste. 1.
Leading Edge Aviation, Inc. 63048 Powell Butte Hwy. Bend, OR 97701	541-383-8825	N/A	www.flybend.com launch@flybend.com	Travis Warthen	80	1989	Helicopter & airplane pilot training, tours, charter operations, fuel services, avionics, aircraft sales & maintenance, FAA written testing center.
Morning Star Christian School 19741 Baker Rd. Bend, OR 97702	541-382-5091	N/A	www.mscsbend.org Office@mscsbend.org	Stacie Roats	43	1982	Nursery through 8th grade.
Oregon State University - Cascades 1500 SW Chandler Avc. Bend, OR 97702	541-322-3100	541-383-7501	www.OSUcascades.edu christine.coffin@osucascades.edu	Christine Coffin	323	2001	Serving Central Oregon's higher education needs with a growing slate of bachelor's, master's & doctoral degrees; research labs & programs; & public lectures & events.
Osher Lifelong Learning Institute through the University of Oregon (OLLI-UO) UO Central Oregon	800-824-2714	N/A	osher.uoregon.edu osher@uoregon.edu	Brenda McDonald	2	2003	Offers noncredit courses, informative programs & events geared towards those 50+. OLLI-UO is part of a thriving network of over 120 university & college-based programs supported in part by the Bernard Osher Foundation.
Phagans' Central Oregon Beauty College 1310 NE Cushing Dr. Bend, OR 97701	541-382-6171	541-385-0782	www.phagans-schools.com bend@phagans-schools.com	Debbie Patrick	10	1963	Hair design, facial & nail technology & barber styling course, code & teacher training. Hair design, esthetics, nail technology, barbering courses & services to the public.
Portland State University Masters in Social Work Program 1027 NW Trenton Ave. Bend, OR 97703	312-523-9234	N/A	www.pdx.edu/ssw/msw-distance-op- tion-bend-site lbuehrig@pdx.edu	Leah Allen	2	2010	Portland State University of Social Work. Masters in social work distance option.
Superior Schools, Inc.	541-388-1021	N/A	www.a1schools.co team@a1schools.co	Stacey Harrison	1	1978	Real estate & property manager, pre-license courses & continuing education. Online.
Sylvan Learning Center Satellite Location: 2754 NW Crossing Dr., Ste. 101	541-389-9252	N/A	www.sylvanlearning.com/bendor bend.or@sylvanlearning.com	Audra Bohn	4	1986	Tutoring, testing & academic services for kinder-garten-college students.
Sylvan Learning Center 2150 NE Studio Rd., Ste. 10 Bend, OR 97701	541-389-9252	N/A	www.sylvanlearning.com/bendor bend.or@sylvanlearning.com	Audra Bohn	14	1986	Tutoring, testing & academic services for kinder-garten-college students.
Waldorf School of Bend 2150 NE Studio Rd., Ste. 2 Bend, OR 97701	541-330-8841	541-330-9713	www.bendwaldorf.com info@bendwaldorf.com	Cecelia McClellan, Cyndi Pointer, Katherine Caballero	18	1997	Offers a holistic, developmentally appropriate education to children from preschool through 8th grade in Bend.

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

Not listed? Call 541-388-5665 or email cbn@cascadebusnews.com & get your company on a list!

Student Internships at OSU-Cascades Are 'A Core Component of Who We Are'

by ANDREA HINE — CBN Feature Writer

xperiential learning, including internships, has always been an integral part of Career Services at OSU-Cascades," said Cynthia Engel, the department's director. "It's a core component of who we are and what we do."

Internships, as she explained, "provide the opportunity for students and participating businesses to 'try each other on.' Sometimes students start out on one career path, and subsequently choose an entirely different major as a result of this experience — which provides a really important piece of feedback.

In "coaching students and helping them identify their goals," Engel and her colleagues emphasize that "you don't have to know everything at first; the whole process is one of exploring and growing," she said.

"One student, for example, thought that she wanted to be a veterinarian, but as a result of interning, realized that she didn't care to spend her career working with sick animals. She is now working with Guide Dogs for the Blind. Interning is a great way to understand the difference between the idea versus the reality," Engel said. "To see what really happens in a job, and explore those fields that demand additional schooling before making the commitment."

"Feedback from participating organizations and businesses shows that they love working with students from OSU-Cascades," added Engel. "We hear that a lot. Rather than just being an add-on, our students really make a difference, and the internship becomes a valuable two-way experience."

"OSU-Cascades students are amazing — deeply committed to what they're doing, passionate and excited," she said. "For them, becoming an intern is not just a matter of checking off a requirement, which makes the outcome even more impressive."

According to Engel, 207 students across 13 different majors completed internships for credit in 2024-2025. (This number does not count those students engaged in not-for-credit internships that are more difficult to track). And more than half of all OSU-Cascades graduates say that an internship got them a job.



ALEX KRAUSSE FINDS THAT HER OSP INTERNSHIP "HAS REALLY SOLIDIFIED MY PASSION FOR FORENSICS

Below are several examples.

One of My Key Players

Internship host Stephanie Camara, a 20-year veteran of the hospitality industry who previously worked at Walt Disney Resort World and described herself as having been "raised by the mouse," joined Tetherow Resort in January as banquet

She emphasized that "I rely on OSU-Cascades intern Miroslav Lysak (one of five employees she inherited upon assuming her new job), who is one of my key players. He brings tribal knowledge of how events are executed at Tetherow (including corporate meetings, retreats, weddings and golf tournaments), and is a really integral part of my 20-person staff."

Camara added that "Miro has a hunger to learn more about the industry and always wants to be the best version of himself. Being from Russia/Ukraine, Miro also offers a different cultural perspective on the world, which is valuable in bringing the team together to deliver great service to our guests. I just love him."

A Wonderful Opportunity

Admitting that she had "hit a wall on the kind of care I could deliver" after 14 years as a massage therapist, OSU-Cascades kinesiology major Raylen Peets "fell in love with the science of the human body" during previous studies at a massage school in her home town — and developed a "passion I wanted to share with others" that was reinforced after the rehabilitative side of physical therapy "gave me my life back."

"I got really lucky when offered a wonderful opportunity" to intern at Therapeutic Associates," she said, "which has given me a great perspective," and the impetus to become certified as a strength and conditioning specialist.

Peets, who described herself as "innately curious and hungry for knowledge," plans to open her own business that "won't be just a clinic," but rather will combine various modalities (or therapeutic tools) in a tiered subscription model where patients have access to massage and manual tissue work, and sets of exercises customized to their

Based on her own experience, Peets is also "interested in sharing insights that could be encouraging and educational for future OSU-Cascades interns."

A Step Ahead in Getting a Job

After spending eight years in the U.S. Navy, Alex Krausse enrolled at OSU-Cascades with the goal of entering the field of forensics (which applies scientific methods to analyze objects or substances such as DNA, fingerprints, ballistics and toxicology that were involved in crimes). Initially planning to take courses in criminology, she



ALEX KRAUSSE, SHOWN IN THE OSP FORENS S DIVISION LAB, IS CURRENTLY CONDUCTING EXPERIMENTS TO HELP ANALYSTS FIND BETTER CASTING TECHNIQUES FOR PROCESSING EVIDENCE | PHOTOS BY ALEX

was persuaded to instead get a degree in the natural sciences (she chose biology) by a long-time trooper with the Oregon State Police (OSP).

Now a summer intern with OSP, Krausse has "enjoyed all of it," and has "yet to experience the 'ick' response" to any of the work involved — which has included fingerprinting, criminal scene photography, drug analysis and impression casting (a technique used to preserve three-dimensional impressions, like those from footwear or tires). In fact, she is currently conducting experiments to help forensics analysts find better casting techniques that will "really capture the 3-D image that is brought before the judge and jury during trials."

The internship "has really solidified my passion for forensics," Krausse said. "I've learned the importance of taking your time to process evidence correctly, and better understand why each element (such as thumbprints) matters. It's exciting to

Director of OSP's Forensics Services Division, Brian Medlock, is currently overseeing three interns, Krausse among them. "Alex is great," he said, "and it warms my heart to get eager, smart students like her in our program — which is mutually valuable for them and for OSP. This experience really puts the students a step ahead in getting a iob here."

osucascades.edu



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OSU-Cascades Launches Degree in Accountancy to Address Statewide Shortage of Accountants

by CHRISTINE COFFIN — Oregon State University - Cascades

regon State University – Cascades will offer a new bachelor's degree in accountancy in the fall of 2025 to address the growing need for financial experts in Central Oregon and across the state.

About 1,300 jobs are projected to open annually for accountants and auditors through 2032 in Oregon, according to the U.S. Bureau of Labor Statistics.

Openings for certified public accountants in Oregon are expected to further increase as current CPAs retire. According to the American Institute of Certified Public Accountants, 75% of CPAs in the U.S. were nearing or have reached retirement age.

To address the shortage, the Oregon State Legislature passed an emergency bill that took effect on July 1 establishing the Oregon Board of Accountancy Pipeline Fund, a \$1 million, needs-based scholarship program for students seeking higher education in accounting. The application will open in early 2026 and scholarships will be awarded starting in the 2026 spring term.

"It's a dynamic and opportune time for young people, or people hoping to advance or change careers, to enter the accounting profession," said Logan Steele, an associate professor of accounting. "Employers and clients are actively seeking tech-savvy accounting graduates who can strategically problem-solve and help find solutions for the most complex financial challenges."

Steele, who serves on the Oregon Board of Accountancy and will lead the program, said that while powerful software platforms produce mathematical processes and analyses that inform the work of CPAs and other financial experts, the human component will remain essential.

The accountancy degree is offered through OSU's College of Business, where

the Corvallis-based program experienced a 98% job placement rate in 2024 and accountancy graduates' average starting salary was \$67,880.

Top employers for alumni of the accounting program include KPMG International, Moss Adams, LLP and Deloitte & Touche.

Students in the program will take courses in specialized business topics, including financial and managerial accounting, as well as courses in economics and communications. They will also participate in career development activities throughout their academic experience that might include internships, practicums and networking activities.

The accountancy program at OSU-Cascades will be delivered primarily inperson, with some courses delivered online via OSU's Ecampus.

Programs also offered through the College of Business at OSU-Cascades include business administration and hospitality management.

About OSU-Cascades:

Oregon State University's campus in Bend brings higher education to Central Oregon, the fastest growing region in the state. Surrounded by mountains, forest and high desert, OSU-Cascades is a highly innovative campus of a toptier land grant research university, offering small classes that accelerate faculty-student mentoring and experiential learning. Degree programs meet industry and economic needs in areas such as innovation and entrepreneurship, natural ecosystems, health and wellness, and arts and sciences, and prepare students for tomorrow's challenges. OSU-Cascades is expanding to serve 3,000 to 5,000 students, building a 128-acre campus with net-zero goals.

osucascades.edu

Sylvan Learning Center of Bend Partners with Boys & Girls Club to Deliver Free Literacy Tutoring

provided by SYLVAN LEARNING CENTER

ylvan Learning Center of Bend announced a new partnership with the Boys & Girls Club of Bend to provide free, high-dosage tutoring in reading for all Club members in kindergarten through third grade. This initiative is made possible through Oregon's Early Literacy Success Community Grants, part of a statewide investment in early childhood literacy.

Launched under the leadership of Governor Tina Kotek, the Early Literacy Success Initiative was created in 2023 to improve reading outcomes for children from birth through third grade, close longstanding academic disparities, and support families in nurturing early literacy development. In March 2025, the Boys & Girls

Club of Bend was selected as one of 13 organizations across the state to join Cohort 1 of the Community Grant recipients — and Sylvan Learning Center of Bend is proud to be their implementation partner.

Over the next 2.5 years, Sylvan will deliver free, individualized literacy tutoring to Club members in K–3, using evidence-based practices aligned with Oregon's commitment to culturally responsive, student-centered learning. All tutoring will be provided onsite at the Boys & Girls Club of Bend, removing barriers to access and ensuring that every eligible child has the opportunity to strengthen their reading skills in a supportive and engaging environment.

"We're honored to be part of Oregon's bold vision for early literacy," said Audra Bohn, owner/director at Sylvan Learning Center of Bend. "Partnering with the Boys & Girls Club allows us to reach students where they already feel safe and supported, and to deliver targeted instruction that can make a lasting difference."

Interested families can enroll by signing up with the Boys & Girls Club of Bend.

Together, Sylvan Learning Center of Bend and the Boys & Girls Club of Bend are working to ensure that every child has the support they need to become a strong and confident reader!

sylvanlearning.com • bgcbend.org

Oregon State University – Cascades Updates

Class of 2025, Our Economic Impact, Native Landscaping

provided by OREGON STATE UNIVERSITY - CASCADES

nother proud class of Bend Beavs is off and making a difference in the world! And what a powerful difference our alums make. Read on to learn how they contribute to OSU-Cascades' economic impact in the region reaching \$90 million last year, and how one alumna has gained national recognition for her work.

OSU-Cascades Contributes \$90 Million in Impact to Region

A new study shows OSU-Cascades contributed \$89.9 million in economic impact to Central Oregon in 2024, reflecting the campus growth, spending, research and other contributions to the community. The analysis showed OSU-Cascades generated 701 jobs in Crook, Deschutes and Jefferson counties and drove \$6.6 million in state and local taxes.

Learn more at bit.ly/4l3jws7.

Meet the Class of 2025

The latest class of Bend Beavs, 340 strong, is headed out into the world to make a difference. The class includes five students who earned two bachelor's degrees, 89 students who earned master's or doctoral degrees, 23 graduates who are activeduty military personnel or veterans, and 58 who are the first in their family to earn a college degree. Meet a few of these new graduates.

Learn more at bit.ly/4l1pklU.

Writer Kim Johnson '23 Wins LA Times Book Prize

Many authors at the Los Angeles Times 2025 Book Prizes wrote of fraught and

ontinued on Page 39

acific Power Continued from page 3

president of Pacific Power. "We are truly inspired by the communities' efforts in opening doors for the next generation of innovators, problem-solver and leaders."

These education and STEM grants are made through **one of four grant cycles** offered by the Pacific Power Foundation each year. The foundation supports a wide range of organizations within the communities served by Pacific Power.

The following are some of the Central Oregon community organizations that were awarded grants, totaling \$313,000:

Crook County

Prineville Lions Foundation to provide eyeglasses and hearing aids for students. The organization also provides vocational scholarships to graduating students preparing to go directly into the workforce.

Deschutes County:

Bend-La Pine Education Foundation to support STEM and Career Technical Education classroom activities in low-income and rural schools where the average graduation rate is lower than state and district averages.

Boys & Girls Clubs of Bend to support the Academic Success program, which nurtures kids through mentorship, hands-on learning and personalized tutoring.

Children's Forest of Central Oregon to support the Green Jobs Internship, which connects BIPOC youth to career training and development opportunities that introduce them to outdoor and environmental jobs in the community.

Jefferson County:

PIRS (Prevention, Intervention, & Recovery Services) to support their education program, which provides one-on-one help with youth ages 13-16 who are struggling with online schooling.

About the Pacific Power Foundation:

The PacifiCorp Foundation, doing business as the Pacific Power Foundation in Oregon, Washington and California, is one of the largest utility-endowed foundations in the United States. The foundation was created by PacifiCorp, an energy company that serves over 2 million customers across a diverse six-state region as Rocky Mountain Power (Utah, Wyoming and Idaho) and as Pacific Power (Oregon, Washington and California). The foundation's mission, through charitable investments, is to support the growth and vitality of the communities served by Rocky Mountain Power and Pacific Power. Since it started in 1988, the PacifiCorp Foundation has awarded more than \$80 million to nonprofit organizations.

PacificPower.net/Foundation





Catching a Crowdfunding Wave

by Expert KEITH SHERRILL — Central Oregon Community College

Question:

What's the deal with regulation crowdfunding? Is it free money?

Crowdfunding can mean a lot of things. The kind I'm familiar with isn't free money at all — it's a way to raise capital under Regulation • Crowdfunding, or Regulation CF (created by President Obama's 2012 JOBS Act and regulated by the Securities and Exchange Commission). Suffice it to say that raising cash like this isn't any easier than going to your local bank or any other traditional route. I know this firsthand because I raised \$267,000 this way in 2016. Here's what I learned:

- 1. Entrepreneurship is an Action Word. A benefit to pursuing a crowdfunding "raise" is that it pushes founders and small business owners to act like CEOs. To launch a campaign, I needed reviewed or audited financials, a pitch deck with a clear value proposition for the uninitiated, and positive proof of contact with an actual customer. This requires market traction but the process can be as valuable as the outcome.
- 2. It's More Like a Funding Campaign. Raising money this way is a full-time job in itself. It's not a single meeting or weekly agenda item. It took me a little over two months 61 days to be exact of being fully focused on balancing the marketing strategy of the raise with the legal landscape of SEC compliance, fielding timely answers to potential investors' questions, and essentially just keeping the cash flowing while somehow managing a myriad of other business tasks and functions.
- 3. You'd Better Enjoy Crowds. Regulation CF allows everyday folks anyone specifically non-accredited investors, to invest small amounts, perhaps just \$100, into small businesses. Later, when the round closes, all these investors can be grouped into one line on your capitalization table. However, I think it's important, and in my case ironically counterintuitive, to note that you'll continue to hear from many of them individually, at random intervals. I had 271 investors and I'm not sure that I ever handled this expectation for

individual communication well. This should be viewed in light of the fact that the overall idea of Regulation CF has been branded as putting the "humanity back into capitalism."

Ultimately, I think Regulation CF can be a piece of a larger capital strategy. Raises can be debt or equity; SAFEs (Simple Agreement for Future Equity) are common. Like any funding, there's a catch-22; you only get this money if you can show you don't really need it. People support traction and momentum, not desperation. Unlike a bank loan, you won't sign a personal guarantee or put up outside collateral, but you should believe in what you're doing enough to give everyone a fair shake and list the risks plainly. You can set your own terms; don't copy what's trending. This isn't "smart money" like you'd get from a venture capitalist, private equity firm or local banker with industry know-how and connections.

Know what you're getting, and what you're not. With that said, my business experience shared here should not be taken as legal or accounting advice.

Central Oregon Community College's Small Business Development Center (SBDC) offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the business lifecycle. Visit cocc.edu/sbdc to learn more and read testimonials from successful businesses.

About the Expert

Keith Sherrill served most of his adult life in the U.S. Army, quickly rising in the ranks within the elite 75th Ranger Regiment and 160th Special Operations Aviation Regiment. Upon exiting the military, Keith applied his lessons learned and leadership to his own entrepreneurial pursuit, building an award-winning microbrewery and beer brand from the ground up. He holds an MBA from William & Mary and is a graduate of the Stanford Graduate School of Business's Ignite program.

cocc.edu/sbdc

Annual Healthcare Edition

Don't miss your opportunity

to market directly to Central Oregon's business community in our September 3rd edition of Cascade Business News

Along with providing a comprehensive list of Assisted Living, Chiropractors, Dentists, Eye Care, Home Care, Hospitals, Physical Therapy, Physician Groups, Reconstructive Surgery, Audiologists, Emergency Transport & Acupuncture, we will feature informative articles on the industry.

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



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DEADLINE FOR SPACE & ART IS AUGUST 27

Internet, Computer Services & Web Design

Web Designers & Digital Marketing (Listed Alphabetically)

See Advertising Agencies in the Book of Lists for more companies that include web design.

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
alpine.io 115 NW Oregon Ave., Ste. 19 PO Box 31 Bend, OR 97701	541-312-4704	N/A	alpine.io	Brian Cash	8	1999	Website & app development, hosting, cloud services, support & devops, data-drivenresults, WordPress development, email & social marketing, webmaster services, webdatabases, consulting services, Apple developer, certified Google Apps partner, certified Google AdWords partner.
Bend Web Design 63109 Turret Ct. Bend, OR 97701	541-678-3668	N/A	www.bendwebdesign.com info@bendwebdesign.com	Jason Morgan	1	2014	Web design, search engine optimization, social media marketing, graphic design, IT & more.
Camp Creative, Inc. 2900 NW Clearwater Dr., Ste. 200 Bend, OR 97703	415-309-5450	N/A	www.campcreative.net rcamp@campcreative.net	Richard Camp, Steve Bredt	10	2015	Full service UX design, customer journey development, web application design & development, interactive touch screens, content development, copywriting, SEO, social media strategy & management. Web application development.
Campbell Consulting Group, Inc. Bend, OR 97701	541-410-9113	N/A	www.campbellconsulting.com judy@campbellconsulting.com	Judy Campbell	5	1996	Serving tourism, craft beer, cannabis & software companies with strategic media relations, public relations, media training, social media, branding & website development.
Effectual Inc. 320 SW Upper Terrace Dr., Ste. 101 Bend, OR 97702	800-770-1868	N/A	www.Effectual.com info@Effectual.com	Robb Allen	350	2019	Build-to-suit custom applications such as enterprise web apps, mobile apps, IoT, AI/ML & responsive websites; content strategy & digital marketing; strategic consulting for digital product/service strategies & amazon web services (AWS) Premier Partner.
fare.well 2900 NW Clearwater Dr., Ste. 200-121 Bend, OR 97703	541-280-4647	N/A	www.farewellmedia.com creative@farewellmedia.com	Kevin Watkins	11	2016	Web design, webflow CMS, web development, SEO, copywriting, website maintenance, website hosting.
FM Civic Central Oregon	541-420-8603	N/A	www.fmcivic.com hello@fmcivic.com	Erin Foote Morgan	5	2021	Web design & development, copy writing, graphic design, content planning, social media management, social media marketing, digital marketing.
Inspired Melissa 60951 McMullin Dr. Bend, OR 97702	541-280-3642	N/A	www.inspiredmelissa.com info@inspiredmelissa.com	Melissa McGlenn	1	2012	Beautiful, affordable websites tailored to your business, whether you're starting fresh or ready for a redesign. Unique one-page, multi-page, e-commerce & service-based sites using WordPress, Shopify & Squarespace. Ongoing support includes updates, hosting, maintenance, email management & SEO.
JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739	541-410-2760	N/A	www.jfpossibilities.com info@jfpossibilities.com	Jon Foster	2	2003	Server Management, website & application development, consulting & computer security.
LuLish Design 3720 NW 25th St. Redmond, OR 97756	541-350-0594	N/A	www.LuL.ish.com lynnette@lulish.com	Lynnette Braillard	2	2005	Full-service agency: web development + design, SEO/SEM, digital marketing, marketing plans & strategy, content marketing, PR, copywriting, campaigns & more.
Project 4 Home Office in La Pine, OR 97739	541-306-9979	N/A	www.project4marketing.com stephanie@project4marketing.com	Stephanie Shaver	7	2020	Website design, development & maintenance. SEO. Social media management.
SMART'Z 917 NW Harriman St., Ste. 101 Bend, OR 97701	541-388-4398	N/A	www.smartz.com sales@smartz.com	Mark Knowles	22	1987	Smartz can help your business with paid marketing, creative web design, development & disciplined web marketing principles to deliver bright, meaningful results & ROI. Certified Google Premier Partner.
Studio Absolute 65400 Hwy. 20 Bend, OR 97703	541-280-6836	N/A	www.studioabsolute.com russ@studioabsolute.com	Russ McIntosh	3	2009	Graphic design, branding, website design, photography services for architecture, lifestyle, food & beverage & product.
The Garage, Inc. PO Box 8531 Bend, OR 97708	541-977-2827	N/A	www.thegarageinc.com art@thegarageinc.com	Art Wirtz, Marie Wirtz	4	1996	Website design, web marketing, Wordpress CMS, custom CMS development, SEO/user experience.
Web Mentors 160 S Oak St., Ste. 414 PO Box 3500-414 Sisters, OR 97759	541-408-1693	N/A	www.webmentors.com michael@webmentors.com	Michael Curry	3	2002	eBusiness solutions for strategic direction, new websites, updated branding, logo & search engine optimization.
WebBlox Bend, OR 97703	541-848-7749	N/A	www.webblox.com paul@webblox.com	Paul Ruettgers	3	2012	Custom Web Design, Web Development, Content Management System, Search Engine Optimization, Social Media, E-Commerce.

Is Your Website Obsolete in the Age of AI?

Think Again

by TOBY WEISS, Weiss Productions LLC

hy Google's Al-driven search makes a strategic online home more critical than ever for Central Oregon businesses.

You've probably noticed it yourself — ask Google a question, and it often gives you the answer directly, no clicking required. This shift, driven by powerful Artificial Intelligence, is fundamentally changing how we all find information. Personally, I've begun to appreciate



the convenience. But as a business owner, it also made me pause and ask a critical question: "In an age of instant Al answers, is my website still a necessary investment?"

That question is exactly what sparked this article. If you're asking it too, you're thinking like a strategist. And the answer, I've found, is a resounding yes. In fact, your website's strategic importance has never been greater. At Weiss Productions, as we've expanded from capturing our clients' stories through video to building their complete digital homes, we see this evolution not as a threat, but as a clarifying moment. The game has changed, but the right game plan ensures you'll win.

Your Digital Homestead in a Rented World

Let's explore why this makes sense. Think of your social media profiles as rented stalls at a busy market. You can attract a crowd, but you're ultimately subject to the market's rules — changing layouts, noisy neighbors and the risk of the entire market losing popularity overnight. How often do you see posts from frustrated peers titled something like, "The algorithm has changed again?"

Your website, however, is your homestead. It's the land you own. It's your permanent address online, the central hub where all your marketing efforts — from social media and email to print ads — should lead. It's the one space where you have complete control over your brand's narrative and the customer's journey. And on your own property, video is king for creating a space where visitors want to stay awhile.

Here in Central Oregon, where business is built on relationships and a solid handshake, that control is paramount. A professional, well-maintained website is your 24/7 digital handshake. It signals legitimacy and stability, showing potential clients you are a serious, enduring part of this community. It's where you can showcase testimonials from local customers and tell your authentic story with a depth and creativity that an Al summary can never replicate. This is where you move beyond just being found and start building real trust.

Ultimately, your website is your most powerful conversion machine. It's the final destination where interest becomes action — where a curious visitor watches your videos, views your portfolio, reads about your successes and then feels confident enough to fill out a contact form, book an appointment or purchase a product.

One Size Doesn't Fit All: Matching the Tool to the Goal

The crucial question isn't if you need a website, but what job you need your website to do. The answer dictates the right tool.

The Digital Business Card (The One-Pager): For many businesses, the goal is to provide essential information and a single, clear call to action. A one-page website does this brilliantly. It's a simple, focused site that gets straight to the point. Think of your favorite local food truck wanting to show its menu and location, or a contractor highlighting their specialty and phone number. It's cost-effective, easy for users to navigate on mobile and laser-focused on a single objective.

The Comprehensive Digital Experience (The Multi-Page Site): For businesses with multiple services, an e-commerce store or a need to establish deep expertise, a multi-page site is essential. This is the traditional website structure with dedicated pages for everything from service details and product catalogs to project galleries and a blog. A real estate agency with property listings or a professional services firm building thought leadership needs this comprehensive structure. It's a powerhouse for Search Engine Optimization (SEO), allows for rich, in-depth storytelling and can cater to the diverse needs of a broad customer base.

Your Next Move

The evolution of search doesn't make your website obsolete; it makes it the star player. All is becoming a powerful filter, weeding out casual browsers and delivering more qualified, high-intent customers to your digital doorstep. Your website's job is to be ready for them.

So, take a fresh look at your online presence. Think about how you can use powerful tools like video to make it more engaging. It's time to stop seeing your website as a static brochure and start treating it as the most active, valuable tool for your business's growth. The question is no longer about having a presence, but about having a purpose.

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Internet, Computer Services & Web Design

Computer Products & Services (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Aristocat Development Corp 423 NE Clay Ave. Bend, OR 97701	541-389-8145	N/A	www.aristocat.com aristocat@aristocat.com	Larry Hunt	Larry Hunt 1 1985		Specialized vertical marketing software development.
Cascade Chips Technical Services 19417 Seminole Cir. Bend, OR 97702	541-382-6650	N/A	www.cascadechips.com rick@cascadechips.com	Rick Olson	1	1992	Network design, installation & troubleshooting. Broadcast & studio engineering. Computer sales, service, upgrades, data recovery & virus/spyware removal. PC repair, upgrades, virus & spyware re- moval, data backup, wireless & wired networking.
Cascade Networking 14 NW Hawthorne Ave. Bend, OR 97703	541-617-0553	N/A	www.cascadenetworking.com info@cascadenetworking.com	Lee Johnson	6	2005	Business IT Consulting, Microsoft 365 solutions, LAN/WAN design & infrastructure, wireless networking, network security, remote access/VPN solutions, cloud hosting, disaster recovery, colocation services & environment proactive monitoring & maintenance services.
Cascade Telecommunications / Cascade IT Services 220 SE Davis Ave. Bend, OR 97702	541-388-5158	541-382-9186	www.cascadetel.com helpdesk@cascadetel.com	Allan Clack	4	1990	Telecommunications, IT Networks, VOIP Networks, IT Managed services network, fiber optic, WAN, multi-site data cabling systems, pre-wire high speed data circuits.
CLASSY KEYS Computer Services, Inc. 20149 Lora Ln. Bend, OR 97702	541-317-1242	541-312-5280	www.ClassyKeys.com evelyn@classykeys.com	Evelyn Whitaker	2	1987	Intuit advanced certified QuickBooks ProAdvisor providing QB consulting, bookkeeping & customization solutions.
CMIT Solutions of Central Oregon 129 SE Third St. Bend, OR 97702	541-330-0555	N/A	www.cmitsolutions.com/centralor mcapell@cmitsolutions.com	Mark Capell	6	2003	IT outsourcing for small businesses, training & mentoring, technical support & troubleshooting, networking & computer sales.
Copiers Northwest 20370 Empire Ave., Ste. C8 Bend, OR 97703	541-388-1797	206-282-2010	www.copiersnw.com contact@copiersnw.com	Garrett Coughlin, Jeff Mowbray	4	1986	Canon, HP, Sharp, Lexmark copiers & printers. Sales, supplies & outstanding service. Production printing, wide format, large format, Colorado, Arizona, Duplo. 12 branch offices throughout Oregon & Washington.
Evolution Software Design, Inc. 64739 Alcor Place Bend, OR 97703	541-350-6408	N/A	www.evolutionsoftware.com gerfen@evolutionsoftware.com	Michael Gerfen	3	2003	Technology partner for ecommerce, web, cross-platform mobile & enterprise software projects.
GreenLoop IT Solutions 61383 S Hwy. 97, Ste. C Bend, OR 97702	541-749-1105	480-968-5541	www.greenloopsolutions.com info@greenloopsolutions.com	Peter Wheary	20	2011	Provides managed & co-managed IT support, cybersecurity & consulting services to growing businesses with 20-100 employees in the financial, construction & real-estate development, healthcare, manufacturing & nonprofit sectors who rely on the Microsoft tech stack as their core communication & authentication backbone.
JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739	541-410-2760	N/A	www.jfpossibilities.com info@jfpossibilities.com	Jon Foster	2	2003	Server Management, website & application development, consulting & computer security.
MPS Consulting 575 SE Ninth St., Bldg. A, Ste. 7 Bend, OR 97702	541-389-9430	N/A	www.mpsconsulting.com michael@mpsconsulting.com	Michael P. Sullivan	3	1990	MPS Consulting provides consulting & training on all aspects of life with Apple Technology: desktop & laptop Macs, iPhones, iPads, Apple Watches & Apple TVs purchases, data transfers, syncing & data recovery, secure remote support & tutoring, virus removal, network management, security & password training, managed off-site backups, from complete IT services to customized solutions for personal users.
Nine Peaks Solutions LLC 5 NW Hawthorne Ave., Ste. 100 Bend, OR 97703	541-797-7595	270-912-6554	NinePeaksSolutions.com EMailUs@NinePeaksSolutions.com	Eric D. Skidmore	10	2015	Technology consulting & services firm working with business solutions & Microsoft SQL Server software. Organization is an authorized platinum level solution provider of Laserfiche, an enterprise content management & paperless workflow system; also partner with Microsoft, Dell EMC, Epson, Dropbox, DocuSign & SIGNiX. Extensive payroll & human resources application consulting experience.
Paul the Computer Guy 354 NE Greenwood Ave., Ste. 103 Bend, OR 97703	541-330-0610	N/A	www.paulthecomputerguy.com paul@paulthecomputerguy.com	Paul Spencer	2	2005	Computer repair for PC & Mac. Walk-in & on-site service for business or home. Virus removal, tuneups, wireless setup, data recovery, backups & more.

CONTINUED FROM PREVIOUS PAGE

Computer Products & Services (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Printer Resources & Recycling, LLC 2669 NE Twin Knolls Dr., Ste. 205 Bend, OR 97701	541-318-5211	N/A	www.MyPrinterResources.com frank@myprinterresources.com	Jennifer Clark, Mark Giltner, Frank Patka, Mickey Meszaro	5	2000	Printer, multifunction, copier, plotter service & supplies. Discounted quality toner & inks, E-waste recycling services - printers, faxes, desktop copiers, computers, monitors, toners, inks, cell phones, home batteries; IT services.
Solutions YES 888 NW Hill, Ste. 3 Bend, OR 97703	541-306-2222	N/A	www.solutionsyes.com sean.bell@solutionsyes.com	Dave Pfaff, Sean Bell	30	2011	Supplier of Canon & Kyocera multifunction printers, desktop printers, scanners, wide format printers, fax servers, secure document portals, document management systems & AI as a service for process automation.
Steven Floyd Consulting, Inc. 20360 Empire Ave., Ste. B7 Bend, OR 97703	541-330-0930	541-330-0949	sfcbend.com sfloyd@sfcbend.com	Steven Floyd	4	1996	Networking, computer maintenance & repair, virus removal & data recovery for MAC & PC computers.
TEKsystems 900 NW Mt. Washington Dr., Ste. 210 Bend, OR 97701	458-206-2244	N/A	www.teksystems.com kdrake@teksystems.com	Kelly Ulinski	6	2001	IT staffing & services.
TKO Computers, Inc. PO Box 664 Bend, OR 97709	541-317-8484	N/A	www.tkocomputers.com todd@tkocomputers.com	Todd Konwinski	2	2003	Computer sales & service, business & network support, custom built laptops & desktops.
Weston Technology Solutions 2214 NE Division, Ste. 201 Bend, OR 97703	541-383-2340	541-383-2350	www.weston-tech.com sales@weston-tech.com	Jake Ortman, Brock McFarlane	21	2002	MSPVerify audited & approved, people-focused, SLA-driven, consistent & well-executed tech support & IT services. Provides proactive maintenance, vCIO, Office 365 & cloud solutions to reduce downtime & increase security & productivity.
William Sillas Computer Services Bend, OR 97701	541-350-4810	N/A	protechbend@live.com	William Sillas	1	1999	Upgrades, networking, repair, system diagnostics, system maintenance, Virus & spyware removal, wireless support & setups, new system sales & service.

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

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Central Oregon-Based Internet Providers (Listed Alphabetically)

Company / Address	Phone	WebSite/Email	Contact	CO Year Est.	Dialup Service	DSL Service	Cable Service	Wireless Service	Residential Cost (monthly)	Business Cost (monthly)	Areas Covered	Services
BendTel 136 NW Greenwood Ave. Bend, OR 97703	541-389-4020	www.bendtel.com sales@bendtel.com	Tom Barrett	2003	No	Yes	No	Yes	Competitively priced residential fiber internet available in select areas only. Proudly delivering residential fiber internet to MDUs such as Native Sun Apts, The Eddy Apts & The Rapids on Portland.	Competitively priced business phone & internet.	USA with a focus in Central Oregon & Portland.	Business high speed internet & hosted voice services. Built on the best technology available, BendTel's Metro Ethernet delivers guaranteed speeds up to 10 GBPs. Enjoy Low latency, Fast ping time, no data caps & symmetrical upload & download speeds with BendTel's dedicated & secure fiber optic internet. Engineered by local experts, supported 24/7 by local techs. BendTel provides fiber service, broadband service & high-speed internet service to local businesses in Central Oregon & beyond. Dual-stack IPv6 configurations available.
Blue Mountain Networks 2133 NW Andrews Dr. Madras, OR 97741	541-370-3000	www.bluemountain- net.com bmnsales@blue- mountainnet.com	Blue Mountain Marketing Team	2013	No	No	Yes	Yes	Starting at \$50	Custom pricing based on the needs of your business	Select areas in Oregon & Washington	Local fiber internet & reliable phone service provider. Reliable advanced digital services for residential customers & businesses throughout the Pacific Northwest, specifically focusing on providing high-quality phone & internet services to underserved rural communities. No data caps, lightning-fast speeds, unparalleled reliability & performance.
Central Oregon Internet 740 NE Third St., Ste. 3 Pmb 213 Bend, OR 97701	541-389-1303	www.coinet.com sales@coinet.com	Gary Mart	1997	Yes	Yes	No	No (only wireless router)	Starting at \$10	Starting at \$10	Central Oregon within calling area.	High-speed DSL, dial-up accounts, domain registration, website storage, website development & voice over IP, virus removal, spyware, spam services, upgrades, business phone systems.
LS Networks (Subsidiary: Quantum Communications) 258 SE Salmon Dr. Redmond, OR 97756	541-923-5599	www.lsnetworks.net marketing@lsnet- works.net	LoriAnn Kuhn	2005	No	No	No	Yes	N/A	Call for pricing & availability.	Oregon, Southern Washington	Business network connectivity & communications services including: High-speed fiber internet, unified communications & Ethernet transport. Fully redundant network backbone with 24/7 proactive support & network monitoring.
Para-tech Satellite Systems 361 NE Franklin Ave., Bldg. E #15 Bend, OR 97701	541-389-1514	www.paratechsatel- lite.com paratechsat@gmail.com	Nancy Baker	1983	No	Cen- tury Link	Bend- broad- band Inter- net	Century Link, Bend- broadband, Yellowknife, Webformix, HughesNet Satellite Internet, DishNet Satellite Internet	Century Link starts at \$45/ mo	N/A	Bend, Redmond, Sisters, Sunriver, Tumalo	High Speed internet access & phone, satellite TV, local antenna TV

Not listed?

Call 541-388-5665

or email cbn@cascadebusnews.com

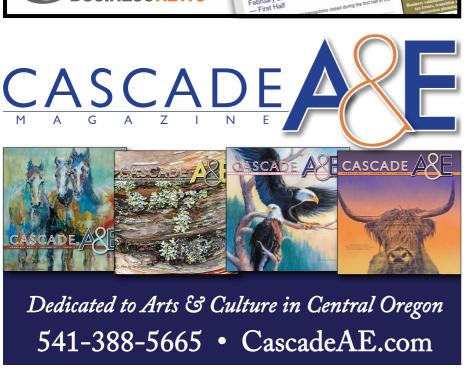
& get your company on a list!

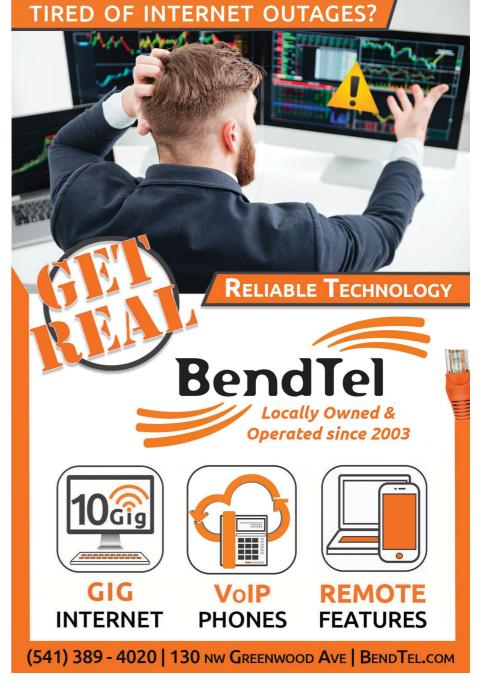
Central Oregon-Based Internet Providers (Listed Alphabetically)

Company / Address	Phone	WebSite/Email	Contact	CO Year Est.	Dialup Service	DSL Service	Cable Service	Wireless Service	Residential Cost (monthly)	Business Cost (monthly)	Areas Covered	Services
PrineTime.net 976 NW Third St. Prineville, OR 97754	541-447-9840	www.Prinetime.net ptadmin@prine- time.net	Jason & Denise Wilkins	2001	No	No	No	Yes	Starting at \$44 mo.	Please call.	Central Oregon, Hep- pner & Ione.	High speed wireless service, virtual domain hosting. Including web hosting & design, point-to-point, line of sight wireless, phone service.
TDS (Previously BendBroadband) 63090 Sherman Rd. Bend, OR 97703	855-696-8368	www.HelloTDS.com	Cus- tomer Service	1969	No	No	Yes	No	Call for the latest rates & promotions.	Call for the latest rates & promotions.	Internet/Telecom: Bend, Crooked River Ranch, Culver, La Pine, Madras, Metolius, Prineville, Redmond, Sisters, Sunriver, Terre- bonne, Tumalo.	Full-service telecommunications company providing internet, phone, TV, data backup & restore, T-1, PRI, fiber, cloud & colocation services.
Webformix 67 NW Hawthorne Ave. Bend, OR 97703	541-385-8532	www.webformix.com info@webformix.com	Eric Ozrelic	2004	No	No	No	Yes	\$35-\$200	\$35-\$200	Bend, Redmond, Madras, Prineville, Sisters, Culver, Three Rivers, Crooked River Ranch, Terrebonne, Alfalfa, Powell Butte, Grants Pass, Merlin & Rogue River.	Residential & business high- speed internet.
Yellowknife Wireless Company, LLC 1259 NE Second St., Ste. 200 Bend, OR 97701	541-385-0111	www.ykwc.com info@ykwc.com	Chris Cappuc- cio	2005	No	No	No	Yes	Internet starting at \$49.95/month; unlimited local & long distance phone service starting at \$27.00/ month.	Internet starting at \$59.95/ month; unlimited local & long distance phone service starting at \$40.00/ month.	From Bend to Tumalo, Sisters, Brothers, Eagle Crest, Redmond, Crooked River Ranch, Terrebonne, Powell Butte, Alfalfa, Sunriver, La Pine, Gilchrist, Crescent, Madras, Culver, Prineville, Millican,Crescent Lake, Chemult	Residential high-speed rural internet. 1 & 10 Gigabit speeds available for business. Phone lines, server co-location & other custom services available.

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







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Angela Christensen

Breedlove Guitars announces that Angela Christensen, after 23 years of dedication across design, production and leadership, has been named vice president of operations. From her early days in our woodshop managing raw tonewoods, through roles in product design, inventory and assembly, Christensen has been the quiet engine behind Breedlove's growth. As VP of operations, she'll now oversee our entire production, product and go-to-market strategy, guiding a focused renewal rooted in clarity, purpose and our USA-made legacy. Her journey from apprentice of Kim Breedlove to executive exemplifies the passion, craftsmanship and quiet leadership at the heart of Breedlove.

Habitat for Humanity La Pine Sunriver announced the addition of four new members to its Board of Directors. These individuals bring deep community roots, professional expertise, and a shared commitment to the mission of creating affordable housing and strengthening neighborhoods across South Deschutes County.



These new board members will play an integral role in advancing Habitat's mission, supporting homebuilding initiatives, and expanding outreach in the La Pine and Sunriver communities.



Patrick Jackson

Jessica McIntyre



Jennifer Michaud



Adam Stephen

Adam Stephen, principal at **STEELE Associates Architects** in Bend, has joined a growing industry of Design-Build professionals redefining how America builds.

Stephen successfully completed the Design-Build Institute of America's comprehensive education and certification testing program to achieve the design-build industry's highest designation as a nationally certified Design-Build Professional. Years of substantial, documented direct project experience with design-build project delivery is a prerequisite for Designated Design-Build Professional certification.

DBIA Certification is the nation's only measurable standard of an individual's knowledge of the Design-Build Done Right principles vital to successful project delivery.

By completing these requirements, which touch on all aspects of design-build, Stephen earns the right to display "DBIA" after his name, identifying him as experienced design-build professional.

Stephen's decade of Progressive Design-Build experience has been an asset to his clients and their projects and has forged strong and successful working relationships with Design-Build Contractors in the region. STEELE is proud of Stephen's continued pursuit of Progressive Design-Build expertise and excellence.

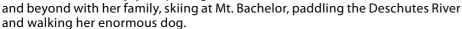
The Skjersaa Group has welcomed **Kimberly Morse** as a full-time broker. Morse, who moved to Bend with her family in 2012 from Crested Butte, had a long career in sales before joining Duke Warner Realty as a broker in 2019.

Originally from the east coast, Morse has a lifelong connection to the real estate industry. She was raised by a builder and interior designer, and her siblings are architects, builders and property managers.

Morse says her experience of living in two mountain towns has given her a great love for the outdoors and access to wide open spaces, a sense of adventure and a strong appreciation of community. When she's not helping her clients, Morse enjoys exploring the outskirts of Bend

two mountain outdoors and venture and a e's not helping

Kimberly
Morse



The Deschutes County Board of Commissioners (BOCC) has appointed seven community members to serve on the county's District Mapping Advisory Committee (DMAC). This committee will draft a commissioner district map, which will first be considered by the Board before being put to Deschutes County voters as a ballot measure in 2026.

Commissioner Chair Tony DeBone appointed two committee members:

Bernie Brader and **Ned Dempsey**. Brader, an Air Force veteran, has lived in La Pine for more than 20 years. In his career, he has worked in industrial water treatment and, outside of work, he serves on the La Pine Frontier Days board, participates in the Ponderosa Mountain Men and is president of the La Pine RC Fliers. Dempsey, a resident of Bend since 1973 and a licensed professional engineer, founded Century West Engineering Corporation, which is based in Deschutes County. He serves on several boards and committees, including the Deschutes County Solid Waste Committee, the Oregon Sustainability Board and the High Desert Museum Board of Directors.

Commissioner Patti Adair appointed two committee members: **Matt Cyrus** and **Phil Henderson**. Cyrus, a sixth-generation Oregon Farmer, resides in the community of Cloverdale. He is president of the Deschutes County Farm Bureau and chairman of the Deschutes County Planning Commission. Henderson grew up in Hood River working in his family's fruit orchards. He has lived in Bend since 1989, where he has worked as a private attorney, general contractor and served as a Deschutes County Commissioner from 2017 to 2020.

Commissioner Phil Chang appointed three committee members: **Andrew Kaza**, **Carol Loesche** and **Melanie Kebler**. Kaza, a resident of Redmond, has owned and operated the Sisters Movie House and Cafe since 2016. He serves as co-chair of the Independent Party of Oregon. Loesche has lived in Bend for eight years, works part-time and enjoys volunteering in the community. She is a longtime member of the League of Women Voters and previously served as president of the Deschutes County League. Kebler, who grew up in Bend, has spent her career working as an attorney working for the public. She currently serves as the mayor of Bend, with her term ending in 2026.

Last November, voters approved Ballot Measure 9-173, which expands the Board of County Commissioners from three to five members, with two new commissioners to be elected at-large in 2026. In response, the BOCC agreed to appoint a citizen advisory committee to draft district map representing each commissioner position, moving away from five at-large positions. If the BOCC — and ultimately the voters — approve the DMAC's recommended map, the new districts would be in place for each election of commissioners, beginning in 2028.

Following their confirmation of the DMAC appointees on July 23, the BOCC reviewed and provided recommendations to the committee's guidelines. The DMAC will hold an orientation meeting in August and will meet weekly from early September to mid-November as necessary. Facilitated by Neil Bryant and supported by a county project management team, the committee will draft district map following specific criteria.

DMAC meetings will be open to the public, and community members are encouraged to participate in person or virtually, providing input during designated public comment periods. The meeting locations, agendas and virtual login information will be available online at deschutes.org/meetings.

A District Mapping Advisory Committee website is currently being developed and will be available soon at deschutes.org.

Engel & Völkers recently announced its newest shop in Sisters. Leading the venture are license partners Marcel Dolak and Michelle Rea, who also co-own Engel & Völkers Bend, and collectively bring more than four decades of real estate experience in Central Oregon and reciprocal markets. Dolak also independently owns and leads Engel & Völkers' Kirkland and North Cascades Cle Elum shop in Washington, and is a partner in the Palm Desert, California, shop.







Michelle Rea

Engel & Völkers Sisters will be located at 101 W Main Ave., serving the markets of Sisters, Camp Sherman, Black Butte, Tumalo and Redmond. Attracting residents from all walks of life, Sisters is known for the wellness and outdoor lifestyles that characterize Central Oregon. The area offers premier skiing and snowboarding, golfing, fly fishing, biking, hiking and horseback riding, while also offering daily flights from the nearby Redmond Airport to Seattle, Los Angeles, San Francisco, Denver and other metropolitan areas.



Ty Rupert

The **Board of County Commissioners** (BOCC) has announced the appointment of Capt. **Ty Rupert** as the interim Deschutes County Sheriff. The decision follows the retirement announcement of Sheriff Kent van der Kamp, whose final day in office is Thursday, July 31.

Commissioners Tony Debone and Patti Adair voted to select Rupert from a competitive pool of five candidates, and Commissioner Phil Chang abstained during the BOCC meeting on Tuesday, July 29.

All three Commissioners expressed their confidence in Rupert's ability to lead the Sheriff's Office during this transition period and until a new Sheriff is elected in 2026.

The Source has received national recognition for its cover art, earning First Place in Cover Design at the 2025 Association of Alternative Newsmedia (AAN) Awards. The winning entry, created by art director **Jennifer Galler** and illustrator

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Adrian Galler, was praised for its bold visual storytelling, clever wordplay and compelling design.

This award places *The Source* alongside some of the country's most respected independent publications, including Seven Days, The Austin Chronicle and Washington City Paper. The AAN Awards celebrate excellence in alternative journalism across the U.S. and Canada, recognizing outlets that provide independent, investigative and community-centered reporting.



Jon Baker

The Bethlehem Inn announces the hiring of their new development director Jon Baker.

Baker has been a Central Oregon community member for nearly 20 years and in recent years has served as the director of development for a partner agency serving youth experiencing homelessness here in Bend.

Serving businesses and organizations who help vulnerable youth and adults has been the focus of Baker's professional work for his entire career.

As the development director, Baker will help continue the wonderful work of the organization and will strive to maintain the high level of service that the Central Oregon Community has been able to rely on for the past 26 years.



Rick **Eisenbrandt**

brokerage,

Central Oregon.

Premiere Property Group, LLC announces the addition of six

experienced real estate professionals

to its Bend office. Rick Eisenbrandt,

Ashley Eisenbrandt, Robyn Tuttle,

Scott Tuttle, Jordan Bailey and

Leighton D. Tuttle have joined the

Premiere's commitment to delivering

top-tier real estate services across

With deep ties to the region and

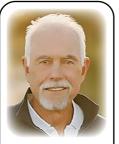
further reinforcing



Ashley Eisenbrandt



Robyn **Tuttle**



Scott

Tuttle



Jordan **Bailey**



Leighton D. **Tuttle**

a passion for service, these agents reflect the values that have made Premiere Property Group the brokerage of choice for over 1,300 agents across 19 offices. Their addition expands the firm's capabilities in an increasingly competitive market, where experience and local insight matter most.

Aaron Tarnow of **4 Seasons Home Services** in Bend has been appointed to the National Home Watch Association's Education Committee. The Education Committee is active in creating new educational content for NHWA members.



Agron **Tarnow**



Melanie Rudiger

AP Equipment Financing announced the promotion of Melanie Rudiger, CLFP, to Vice President of Operations.

Rudiger joined AP as documentation and funding manager in 2023, bringing with her many years of experience and expertise from previous roles at banks and similar institutions. During her tenure as documentation and funding manager, she became deeply involved with the inner workings of AP's proprietary loan origination platform and worked closely with sales, credit, servicing and many other departments. Her ability to communicate effectively, prioritize efficiency and manage personnel has proven her abilities as a strong leader within AP

More Who's Who Page 34 ▶

Businesses Serving Community

HIGH DESERT FOOD AND FARM ALLIANCE

High Desert Food and Farm Alliance (HDFFA) was selected from a competitive grant process to receive funding from Travel Oregon. Travel Oregon awarded nearly 6.2 million dollars in grants to 65 organizations across the state, including \$120,385 to the High Desert Food and Farm Alliance. HDFFA will use this funding for a broad Taste Central Oregon campaign, educating visitors and residents about the importance of supporting Central Oregon farmers and ranchers by buying and dining locally and how and where to find local food.

HDFFA also received funding from Republic Services to support the Grow and Give program. Grow and Give, is a ten-year-running HDFFA program that reduces food waste, provides fresh produce for people in Central Oregon experiencing food insecurity and supports local farmers. The program works by collecting excess produce and delivering it to partners like NeighborImpact, Family Kitchen and others, and then reimbursing farming partners for their excess produce supporting local growers by providing additional income. With the Republic Services' partnership this program can continue creating a more resilient local food system.

A grant from The Environmental Center's Innovation Fund will further enhance HDFFA's work to reduce food waste by funding a new Perfectly Imperfect Produce program that will kick off with delicious food sampling at HDFFA's Northwest Crossing Farmers Market booth this summer.

"We're thrilled to receive support from these wonderful organizations," said HDFFA Executive Director Sharon Maier-Kennelly. "With this funding, we can continue and expand our work in sharing the importance of local food, reducing food waste and building a resilient food system for Central Oregonians."

HDFFA is a 501(c)3 nonprofit serving Crook, Deschutes and Jefferson Counties as well as the Confederated Tribes of Warm Springs. HDFFA's mission is to support a healthy and thriving food & farm network through education, collaboration and inclusion.

FAMILY ACCESS NETWORK

The Family Access Network (FAN) received a \$15,000 grant from Les Schwab to kick start the upcoming school year. \$7,500 of the grant will be spent in Crook County, where Les Schwab has deep roots, with the remaining \$7,500 going towards children in need across Central Oregon. According to Kids Count research, "Children may not come to school ready to learn, or come to school at all, if they are experiencing instability," this can include housing instability, poverty and, other unmet basic needs, making FAN's work in the community essential to helping kids thrive in school. Les Schwab's funding comes during a crucial time, ensuring FAN can continue to remove barriers to assistance so children can come to school, well-fed, well-rested and prepared to learn.

"Les Schwab is a pillar of community support and we greatly value their partnership," says Julie N. Lyche, FAN's executive director. "The targeted regional support and flexible funding this grant provides allows FAN to make the biggest difference in the lives of local families."

For over 71 years, Les Schwab has been a trusted partner in communities across the West, supporting local programs that make a large impact. From sponsoring youth sports and Special Olympics Oregon to helping families in need, employees at local Les Schwab Tire Centers are committed to strengthening their communities every day.

Unique to Central Oregon, FAN began in 1993 and currently employs 28 advocates at 65 sites in Deschutes, Crook and Jefferson counties. These advocates work tirelessly to help families break the cycle of poverty. The direct placement of FAN advocates within schools allows FAN to effectively reach and connect children and families in need to essential resources to thrive.

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Equipment Financing.

In this expanded role, Rudiger will continue to strengthen AP's efficient, technology-enabled operational infrastructure, with a focus on delivering consistent, scalable and compliant outcomes across all departments.



Eric J.
Brehm

SCORE Central Oregon announced Eric J. Brehm as one of its newest members, serving as a certified mentor. Brehm is a seasoned technology executive with over 30 years of leadership experience in software product companies. Known for his ability to transform ideas into successful products and build high-performing teams, Brehm has played a key role in supporting the success of thousands of small and large client businesses. From his roles as senior vice president at Deltek, to vice president of product engineering at Wolters Kluwer (WK), to chief product officer at Rightworks, Brehm's expertise spans strategy, product development, organizational growth, recruiting, staff development, partnerships, acquisitions and sales. He now channels his passion for innovation and

organizational development into mentoring emerging leaders and entrepreneurs. He also utilizes his technology background as a volunteer, helping a number of nonprofit organizations to implement and improve systems. He lives with his wife and their dog, splitting time between Maine and Oregon, and enjoys outdoor adventures and time with their two adult children and their partners.

Trish Smith was honored with the 2025 Soul of Central Oregon Award during *Bend Magazine's* tenth anniversary celebration.

A longtime advocate for education, culture and community, Smith has helped shape the region through decades of service and generosity. From board leadership to her heart-filled cookbook Feeding My Friends, her legacy continues to nourish Central Oregon in more ways than one.

Pacific Firs announces that Greg Dickey has joined the team as general manager. Dickey brings over 30 years of experience in the lumber industry and a career marked by steady progression, deep operational expertise and proven leadership. Dickey began his lumber journey at Weyerhaeuser, steadily rising through the ranks to become Mill Manager at Southport Lumber Co. His decades of experience, strategic insight and operational excellence through multiple economic cycles have made him a respected leader in the industry. Now, as general manager of one of the leading lumber remanufacturing companies in the Pacific Northwest, he will focus on driving operational excellence and leading the Pacific Firs team through its next phase of growth. His leadership will be



Greg Dickey

key in ensuring the continued success of the company while producing only the highest quality products for its customers.

Outside of work, Dickey enjoys spending time with his family, traveling, dirt bike riding, hiking and playing golf.



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

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Mid Oregon Launches Annual Supplies 4 Schools Fundraiser

by STEPHANIE CURTIS, Marketing & Communications Engagement Specialist — Mid Oregon Credit Union

id Oregon Credit Union, in partnership with the Family Access Network (FAN), is excited to announce the kickoff of its annual Supplies 4 Schools fundraiser throughout the month of August. This initiative helps supply K-12 students across Central Oregon with the essential tools they need for a successful academic year.

How to Donate:

Beginning August 1, community members can drop off new school supplies or make financial donations at any of Mid Oregon's eight branch locations in Bend, La Pine, Madras, Redmond, Prineville and Sisters. For added convenience, secure online financial donations can also be made using debit or credit cards by visiting the Supplies 4 Schools page at midoregon.com.

Local Impact, Local Support:

Every donation to Supplies 4 Schools directly benefits students in the communities where they are collected. Mid Oregon collaborates closely with local FAN advocates and school districts to ensure that supplies reach students in Deschutes, Crook and Jefferson Counties who may lack necessary items, especially as classroom needs continue to evolve.

"FAN is an amazing organization that helps kids stay in school by removing barriers and helping meet their family's basic needs," said Kyle Frick, SVP of Marketing and Community Relations at Mid Oregon. "We are proud to partner with our community to collect school supplies, supporting FAN's vital work in Central Oregon school districts for over 20 years."

Meeting Evolving Student Needs:

For over two decades, Mid Oregon members have generously supported Central Oregon students, helping them start the school year strong. The demand for various supplies remains high, including both traditional and modern necessities.

"In uncertain times like these it is the tangible, donated items like school supplies that give students a concrete sense of stability and belonging, said Kelsey Seymour, FAN Community Outreach Coordinator. We are so grateful to Supplies 4 Schools for meeting the needs of the moment with us."

Most-needed items for the 2025-26 school year include water bottles, backpacks (all sizes), headphones, mechanical pencils and lead, 3" binders, college-ruled spiral notebooks, pencil pouches and highlighters.

About Mid Oregon Credit Union:

Mid Oregon Credit Union is a full-service, member-owned financial cooperative headquartered in and serving Central Oregonians since 1957. With over 50,000 members in Deschutes, Jefferson, Crook, Wheeler, Lake and North Klamath Counties and more than \$800 million in assets, Mid Oregon partners with members



MID OREGON MADRAS 2024 SUPPLIES 4 SCHOOLS DONATIONS | PHOTO COURTESY OF MID OREGON CREDIT UNION

to meet their financial needs and to help them achieve their dreams. Mid Oregon was named a Top Workplace in Oregon and Southwest Washington for 2022, 2023 and 2024. It was also ranked the #1 credit union in Oregon by *Forbes* for 2023 and 2024 and received the *Bend Bulletin's* Best of the Best of Bend Community Choice Award in the credit union category for 2023 and 2024.

About Family Access Network:

Family Access Network (FAN) offers assistance, possibility and hope to Central Oregon families in need by connecting them with crucial resources to help children flourish in school and life. FAN is unique to Central Oregon, located in nearly all public schools across Central Oregon. Working through a dedicated FAN advocate, a child or parent is connected to essential services such as food, shelter, heating, health care, clothing and more.

midoregon.com • familyaccessnetwork.org



Mt. Bachelor Partners with St. Charles on Medical Services

by ALANDRA JOHNSON — St. Charles Health Systems

Starting this winter, health care providers from St. Charles will begin offering services to guests and employees of Mt. Bachelor at the clinic located in the ski patrol building near the West Village area. Providers from St. Charles Urgent Care clinics will staff the St. Charles Mountain Clinic Fridays through Sundays and during holidays.

"We are very excited and also humbled to take on this responsibility for the community," said Dr. Steve Gordon, president and CEO of St. Charles. "Our organization and Mt. Bachelor have a lot in common in terms of our history and commitment to the Central Oregon community and we are thrilled to be able to work more closely together through this new collaboration."

The St. Charles and Mt. Bachelor teams will work together over the next few months to determine what level of services will be provided, levels of staffing and more before ski season opens — typically in late November.

"At Mt. Bachelor, the safety and well-being of our guests and employees is critical," said John Merriman, Mt. Bachelor President and General Manager. "Partnering with St. Charles — an organization deeply rooted in this community — allows us to expand on that commitment with expert medical support right here at the mountain. We're incredibly proud to offer this new level of care as part of the Mt. Bachelor experience."

About St. Charles Health System:

St. Charles Health System, Inc., headquartered in Bend, owns and operates hospital campuses in Bend, Madras, Prineville and Redmond along with primary and specialty care clinics throughout the Central Oregon region. St. Charles is a private, nonprofit Oregon corporation and is the largest employer in Central Oregon with more than 5,300 caregivers. We proudly partner with our local medical community to provide a wide variety of health services.

About Mt. Bachelor:

Mt. Bachelor is the premier ski area in the Pacific Northwest, offering 4,323 acres of lift-accessible terrain with 360-degree descents from its 9,065' volcanic peak. The mountain resort is served by two carpets and 12 lifts, including seven high-speed quads and one



ST. CHARLES MOUNTAIN CLINIC WILL OPEN THIS WINTER IN THE WEST VILLAGE AREA AT MT. BACHELOR, PROVIDING HEALTH CARE SERVICES TO GUESTS AND EMPLOYEES | PHOTO COURTESY OF ST. CHARLES

high-speed 6-pack. Mt. Bachelor also features 15 Woodward Mountain Parks, 56 km of groomed cross-country trails, snowshoeing, and sled dog rides. Summer attractions include downhill mountain biking, ZipTour ziplining, hiking, dining, camping, and tubing or whitewater rafting with Sun Country Tours. Mt. Bachelor is part of POWDR, a family-owned and operated Adventure Lifestyle Company.

stcharleshealthcare.org • mtbachelor.com

Big Brothers Big Sisters of Central Oregon Launches "30 Bigs in 30 Days" Campaign to Recruit Mentors for Boys Waiting for a Big Brother

by JENNIFER DAVIS — Big Brothers Big Sisters of Central Oregon

his August, Big Brothers Big Sisters of Central Oregon (BBBSCO), a program of J Bar J Youth Services, is calling on men across Central Oregon to step up and make a difference in a child's life. With over 70 boys currently waiting for a Big Brother, Big Brothers Big Sisters has launched a bold campaign to recruit 30 Big Brothers in 30 days.

The need is urgent — boys on our waitlist often wait months, and sometimes more than a year longer than girls, simply because there aren't enough male mentors. "This is a critical time for the boys on our waitlist," said Jenn Davis, program director of BBBSCO. "They're waiting for someone to show up, believe in

them, and help ignite their potential. We're asking local men to be that someone."

Big Brothers are matched with youth (Littles) ages 6–17 who benefit from positive, consistent mentorship. Big Brothers Big Sisters offers unmatched support to volunteers, including access to their 20+ acre campus, where Bigs and Littles can shoot hoops, play board games, cook together, do homework, or just hang out and talk all while having the support of staff.

Mentors receive guidance, activity ideas, and ongoing coaching from dedicated staff to ensure every match is safe, supported, and meaningful. All it takes is a few hours a month to make a lifelong difference.

Be the reason a boy stops waiting. Become a Big Brother today.

About Big Brothers Big Sisters of Central Oregon: A program of J Bar J Youth Services, Big Brothers Big Sisters of Central Oregon was founded in 1994. The

mission of Big Brothers Big Sisters of Central Oregon is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. BBBSCO serves over 220 youth annually and continues to grow programming. We are committed to serving at-risk youth and youth facing adversity with mentors in our community.

bbbsco.org • info@bbbsco.org

abitat for Humanity Continued from page 3

and a commitment to Dark Sky community standards.

Eligible applicants must meet income qualifications. Applicants should be between 60-80% area median income but are encouraged to contact HFHLPS if outside these parameters.

Applications can be found on the HFHLPS website: habitatlapinesunriver.org/home-ownership and prospective homeowners learn more about the home here: habitatlapinesunriver.org/homes.

The estimated sales price for these homes range from \$175,000 to \$225,000 after subsidies.

Habitat encourages community members to spread the word to anyone who may benefit — including employees, friends and family.

Founded in 1993, Habitat for Humanity of La Pine Sunriver has built more than 40 affordable homes in three neighborhoods, including Putney Place. Habitat provides more than 100 critical, health and safety repairs to neighbors across South Deschutes County each year and runs a thriving ReStore in La Pine.



RENDERING | COURTESY OF HABITAT FOR HUMANITY OF LA PINE-SUNRIVER

Deschutes Children's Foundation Announces 2025 Every Kid Fund Grant Recipients

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

eschutes Children's Foundation (DCF) announces the 2025 Every Kid Fund recipients. Managed by DCF, this endowment fund provides scholarships for children who cannot afford after-school activities, ensuring every child has access to enriching experiences that build confidence, resilience and a sense of belonging.

One inspiring example is Cale Culbertson. When Cale was six years old, he began music lessons at the Cascade School of Music with his teacher, Meshem Jackson, and quickly discovered a deep passion for drumming. Over the next twelve years, despite some challenging family circumstances, the Every Kid Fund support allowed Cale to continue his music education uninterrupted.

"I appreciate that I got to keep drumming and learn from my mentor and teacher Meshem Jackson—really grateful to Cascade School of Music for making it all happen, and without the Every Kid Fund, I wouldn't have been able to continue my twelve years of lessons!" said Culbertson.

Thanks to funding support from Washington Trust Bank, DCF was able to award an additional \$2,000 to local nonprofits this year. The total amount awarded through the Every Kid Fund was over \$12,000, benefiting the Boys and Girls Club of Bend, Big Brothers Big Sisters Central Oregon, Camp Fire Central Oregon, Cascade School of Music, Central Oregon Autism Movement, Youth Choir of Central Oregon, Family Access Network and Healing Reins.

"Every child carries within them a world of possibility, but sometimes life's hardships threaten to silence their dreams," said Cassi MacQueen, executive director of Deschutes Children's Foundation. "Cale's story is a powerful reminder that with just a little support, we can keep the music playing, the confidence growing and the hope alive. When we invest in these kids, we're not just funding lessons or programs — we're nurturing futures, healing hearts and lighting a path for every child to find their voice and sense of belonging."

Grants are awarded annually to DCF's on-campus partners and local nonprofits through a competitive application process, helping them respond to real-time needs and strengthen programs that help kids thrive.

To learn more about the Every Kid Fund, visit: deschuteschildrensfoundation. org/mission-vision/every-kid-fund.

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

Mid Oregon Pledges \$225K in Support of St. Charles Health System

by STEPHANIE CURTIS, Marketing Manager — Mid Oregon Credit Union

id Oregon Credit Union recently pledged \$225,000 to support health care initiatives across Central Oregon with a donation to St. Charles Foundation. The funding from Mid Oregon will help support St. Charles new Cancer Center in Redmond, creation of a new wellness trail in Prineville, the new Community Pharmacy in Madras as well as hospice care, breast cancer patient support and a new residency program for rural family doctors.

"We see this as an investment in the communities we serve," said Kevin Cole, Mid Oregon president and

CEO. "St. Charles Health System plays a vital role in helping Central Oregon communities stay healthy. Our organizations share a common service area and a strong focus on service quality and positive community impact. We look forward to helping build a healthier Central Oregon together."

Jenny O'Bryan, executive director of St. Charles Foundation, says this commitment is significant for the Foundation and its mission. "This support ensures increased access to high-quality, compassionate health care for people across our region. We're so



PHOTO | COURTESY OF MID OREGON CREDIT UNIO

grateful for Mid Oregon's partnership." midoreaon.com

Celebrating Women in Business

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DEADLINE FOR SPACE & ART IS AUGUST 13

ity of Bend Continued from page 3

train and build our future workforce. Youth Career Connect connects young individuals between the ages of 15 and 21 to local internships, offering valuable work experiences.

The City will be working with a total

of 10 interns throughout the summer across a wide variety of departments. During their time with the City, interns will work on various projects, ranging from operational experiences such as exploring the City's water infrastructure, building safety and Code compliance, and street maintenance to contributing to community-focused communications initiatives.

"The City is proud to partner

with Youth Career Connect to welcome summer interns across City departments," said Human Resources Business Partner Carly Murray, "We are excited to play a role in helping prepare the next generation of the workforce as they explore potential career paths and build professional skills, while also providing them with the opportunity to understand our operation and what it means to be a public steward. And, if

we happen to get a future employee or two out of these experiences, well that's a double win in our eyes!"

Accommodation Information for People with Disabilities:

To obtain this information in an alternate format such as Braille, large print, electronic formats, etc. please contact René Mitchell at 541-323-5977 or rmitchell@bendoregon.gov.

bendoregon.gov

ast Cascades Works

Continued from page 3

delivery of three service lines with a clinical focus: quarterly CEU trainings, clinical supervision consultation, and didactic instruction. These services require subject-matter expertise in behavioral health practice and clinical education, along with professional experience in logistics and contract

management. Other operational and administrative services of COBHC will be administered by EC Works Business Services Program Manager in close collaboration with the contractor.

The contract period for this opportunity will run from September 1, 2025 through June 30, 2027, with a maximum available budget of \$100,000. This opportunity is funded through grants from the Central Oregon Health Council.

Interested applicants must demonstrate relevant experience

in behavioral health training and supervision, provide a clear and reasonable budget, and submit all required proposal materials by 5pm on August 11, 2025.

The full RFQ and submission instructions can be found at cobhc.org/resources/rfq.

For questions about this opportunity, email ECWorks.RFP@ecworks.org. The deadline to submit written questions is August 4, 2025.

About East Cascades Works:

East Cascades Works is a nonprofit workforce development board serving a ten-county region east of the Cascades, including Crook, Deschutes, Gilliam, Hood River, Jefferson, Klamath, Lake, Sherman, Wasco, and Wheeler counties. EC Works partners with businesses, government agencies, education providers, and community-based organizations to align workforce investments, support career goals, and fuel a thriving regional economy.

eastcascadesworks.org

isit Central Oregon Continued from page 3

Regional Business Development Initiative as executive director. Jointly funded by the participating DMO partners, the initiative aims to drive consistent travel demand during the off-season, helping Central Oregon's hotels, resorts, and other lodging partners sustain stable operations and year-round employment.

"Central Oregon's hospitality sector is a vital component of our regional economy," said Eisler. "By working together, we can encourage travel during traditionally slower seasons for our region, helping lodging partners provide steady, year-round employment and plan for the future with greater predictability."

"Proactive and collaborative efforts to attract group business are the next chapter for sustainable and balanced visitation in Central Oregon," said Jeff Knapp, CEO of Visit Bend. "Group travel for events and conferences helps mitigate the potential negative economic impacts of smoke on leisure travel and reduces pressure on our natural resources by attracting a more diverse visitor base."

Key objectives of the Central Oregon Regional Business Development Initiative include:

- Strategic Sales, Marketing and Services: Cultivate an integrated sales, marketing and services strategy to drive visitation to Central Oregon during shoulder seasons and optimize promotional efforts and partnerships for expanded regional brand awareness.
- Enhance Regional Collaboration: Unite regional DMOs to amplify Central Oregon's appeal and share resources for greater economic impact.
- Strengthen Community Well-Being: Support stable jobs and generate substantial spending to the region to strengthen the tourism economy and overall local business health.

"We're thrilled to see this level of collaboration taking shape across Central Oregon," said Jeanine Conforti, director of sales and marketing at Riverhouse Lodge in Bend. "The Central Oregon Regional Business Development Initiative is exactly the kind of strategic, forward- thinking effort our industry needs to support lodging partners and drive sustainable, year-round tourism. It's exciting to be part of something that strengthens our region while honoring the unique character of each community."

""I am incredibly excited to see Visit Central Oregon launching this new regional initiative, particularly with the mix of amazing partners we have involved," said Scott Larson, CEO of Visit Central Oregon. "When thinking about growing group business, especially during shoulder and winter seasons, this is a great way for us to increase regional collaboration, go places together that none of us can go alone, and bring some of our smaller, regional partners to the table in ways that they previously were unable to do. We believe in supporting a strong, year-round tourism economy that works for all of Central Oregon, and we believe this will be a great addition to our work toward that goal."

Through the establishment of the

Central Oregon Regional Business Development Initiative, Visit Central Oregon and its partners are committed to ensuring that the benefits of tourism are felt across the region, from Sunriver, Bend and Redmond to Prineville and Sisters, for both visitors and residents alike.

About Visit Central Oregon:

Visit Central Oregon is a 501c6 that serves as the regional destination marketing organization. We drive overnight visitation to the region to support a thriving tourism economy. We inspire travel to the region through an integrated marketing campaign that celebrates our unique culture, people, and landscapes. As the Regional **Destination Management Organization** (RDMO) appointed by the Oregon Tourism Commission, we manage the Regional Cooperative Tourism Program (RCTP), which is leveraged by the Deschutes County budget to optimize the economic impact of tourism to the region. We collaborate with industry partners towards a shared healthy vision of tourism for the region.

visitcentraloregon.com

limate Action Continued from page 3

restriction on the amount that can be requested by applicants.

Bend's Community Climate Action Plan [is a] community-driven roadmap that outlines strategies and actions to reduce fossil fuel use and achieve the City's climate goals. The plan emphasizes collaboration, empowering local organizations to lead meaningful

climate actions. The Climate Action Partner Grant Program helps bring these efforts to life by funding initiatives that protect the environment, reduce emissions and promote a healthier, more sustainable future.

The grant program website contains a list of eligible projects, examples of projects that can get funding, instructions regarding how to apply, information about the review process and answers to frequently asked questions. A link to the application form can be found going to bendoregon.gov and searching for

Comate Action. The City will host two virtual information sessions to provide an overview of the grant program and answer any questions. Details about session dates and registration can be found on the website.

"The Climate Action Partner Grant program is an exciting step towards working together with the community to help meet the City's emission reduction goals and enhance our community's ability to adapt to climate impacts," said Councilor Megan Norris, who also acts as the Council liaison on the City of Bend's Environment and

Climate Committee, "We know the City can't achieve our climate action goals alone and hope that the grant program can support community organizations doing great work to help keep our community healthy and resilient."

Accommodation Information for People with Disabilities:

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Central Oregon Business Calendar

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

BUSINESS EVENTS



11:45am-1pm ConnectW Munch & Mingle at Feast Food Co.

3:30pm City of Redmond Parks Committee Meeting.

3:30pm BrightSide Animal Center Annual Paw Crawl starting at Local Paws, Redmond.

August 13

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

August 14

11:45am-1pm ConnectW Munch & Mingle at Currents at The Riverhouse.

August 14

3-4pm Bend Chamber Ribbon Cutting at Ace Handyman Services.

3-5pm MonteVist Homes Grand Opening Celebration of Feather Ridge Community, 4092 SW Obsidian Place, Redmond.

August 19

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

August 20

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

WORKSHOPS & TRAINING



(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

DESCHUTES COUNTY 7.14.25 & 7.22.25

Commercial (New) 3,498 sf. at 51775 Huntington Rd. La Pine 97739 OR Owner: La Pine Huntington Rd LTD Partnership 17890 SW Elsner Rd. Sherwood, OR 97140 \$36,588.00 Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-24-001632

Commercial (Alteration) 9,416 sf. at 3800 SW Airport Way Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 \$195,000.00

Builder: E2 Solar Limited Liability Company 541-388-1151 Permit # 711-25-001378

\$138,249.00 Commercial (New) 668 sf. at 611 E Cascade Ave. Sisters 97759 OR Owner: Sisters School District No. 6 525 E Cascade Ave. Sisters, OR 97759 Permit # 247-25-001993

\$30,000.00 Commercial (Alteration) at 150 N Fir St. Sisters 97759 OR Owner: T-Mobile PO Box 39 Sisters, OR 97759 Builder: Nokia of America Corporation 360-606-6142 Permit # 247-25-002071

\$30,000.00 Commercial (Alteration) at 67585 Cline Falls Rd. Redmond 97756 OR Owner: Cline Falls Property Trust 760 NE Gumwood Ln. Madras, OR 97741 Permit # 247-25-003570

JEFFERSON COUNTY 7.29.25

\$216,480.00

\$134,457.00

\$80,000.00

\$60,200.00 Commercial (Solar) at 412 SE Buff St. Madras 97741 OR Owner: Jefferson County School District 509J 1301 Buff St. Madras, OR 97741 Builder: Earthlight Technologies, LLC 503-874-4142 Permit # 451-25-001102

<u>CITY OF BEND 7.14.25 & 7.22.25 & 7.29.25</u>

\$257,017.00 Commercial (New) 2,291 sf. at 20300 Halfway Rd. Bend 97703 OR Owner: JKC Britta Ridge, LLC

Builder: CS Construction 541-617-9190 Permit # PRNC202301859

\$257,017.00 Commercial (New) 2,291 sf. at 20300 Halfway Rd. Bend 97703 OR Owner: JKC Britta Ridge, LLC Builder: CS Construction 541-617-9190 Permit # PRNC202301858

Commercial (Alteration) 36,387 sf. at 1501 NE Medical Center Dr. Bend 97701 OR Owner: EPC Sparti, LLC

Builder: Stilson Builders 541-728-3322 Permit # PRRE202502340

Commercial (Alteration) 1,135 sf. at 20789 NW Henry Ave. Ste.160 Bend 97703 OR Owner: Powell-Bend, LLC

\$142,500.00 Builder: Bella Custom Homes, LLC 503-329-8014 Permit # PRRE202501414

Commercial (New) 2,510 sf. at 20300 Halfway Rd. Bend 97703 OR Owner: JKC Britta Ridge, LLC

Builder: CS Construction 541-617-9190 Permit # PRNC202301860 \$29,580.00 Commercial (Alteration) 1,204 sf. at 230 NE 6th St. Bend 97701 OR Owner: School Dist #1 520 NW Wall St. Bend, OR 97703

Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRRE202501954

\$131,000.00 Commercial (Alteration) 4,896 sf. at 563 SW 13th St. Ste. 201 Bend 97702 OR Owner: Robinson Family Investments, LLC

Builder: Robinson Construction Co. 503-645-8531 Permit # PRRE202500143

Commercial (Alteration) 7,356 sf. at 360 SW Bond St. Ste 200 Bend 97702 OR Owner: Multiple Permit # PRRE202501394 \$100,000.00 \$400,000.00

Commercial (New) 2,733 sf. at 63009 Lower Meadow Dr. Bend 97701 OR Owner: Kidny Farms, LLC Builder: CS Construction 541-617-9190 Permit # PRNC202500920

Commercial (New) 320 sf. at 62691 Mt. Hood Dr. Bend 97703 OR Owner: Bend Park and Recreation District

Builder: Mountain Sky Landscaping, Inc. 541-389-8474 Permit # PRNC202501429

CITY OF REDMOND 7.14.25 & 7.22.25

Commercial (New) at 2522 SE Jesse Butler Cir. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 \$349,000.00

Builder: E2 Solar Limited Liability Company 541-388-1151 Permit # 711-25-000478

Commercial (Alteration) at 3800 SW Airport Way Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708

Builder: E2 Solar Limited Liability Company 541-388-1151 Permit # 711-25-001090

Commercial (Alteration) 459 sf. at 1266 SW Lake Rd. Redmond 97756 OR Owner: Charron Properties, Inc. 8670 Leavesley Rd. Gilroy, CA 95020 \$46,000.00

Builder: James Quinn Company, LLC 503-481-8002 Permit # 711-25-001087



uncertain times. Kim Johnson's book The Color of a Lie, won the newspaper's award for young-adult literature. A graduate of OSU-Cascades' MFA in Writing program, Johnson set her book in 1955 Levittown, Pennsylvania, in the county where the writer's first novel was banned.

Learn more at bit.ly/4l32z0K.

In the News: Outdoor Products Student Showcase

Students in the outdoor products degree program undertake a year-end project, taking an idea from concept to research to buy-ready prototype. KTVZ came to the final showcase and spoke with instructor Naomi Morrison and student Jaili Moffitt, and explored a range of prototypes, from snowboards to sustainable textile products to innovative car tents.

Learn more at bit.ly/4lWTJml.

In the News: A Conversation About Net Zero Energy

Campus planners have defined a path to achieving net zero energy — where the campus produces as much energy as it consumes. Jarrod Penttila, associate director of capital planning and construction, recently spoke with Bulletin reporter Mark Kohn about the thought and planning behind the net zero goal, from building design to leveraging temperate water in an aquifer beneath the campus's surface.

Read more at bit.ly/4mfZnzZ osucascades.edu

Town of Country.

July 2025 First Friday ~ Bend

PHOTOS BY LAURIE PITTMON









Dorothy Freudenberg

n Lebart

Laura and Julia Nunn

Linda Van Auken

July 2025 Second Saturday ~ Sunriver







Jayne Huegli

Jayne and Chris Buttner

Jesica Carleton



Marjorie Cossairt and Laura Jo Sherman



Megan and Noah Eden



Perry Drevo



Stacey Colgan

June 2025 Fourth Friday ~ Sisters







Dale McCullough



Danica Thomas



Dyrk Godby



Henrietta Heiny



J. Chester Armstrong and Helen Schmidling



Suzanne Harrison