# Scott's Roofing

# **Brings Innovation** & Latest Technology

by NOAH NELSON — CBN Feature Writer



SPENCER GRAVELLE PRESIDENT & OWNER OF SCOTT'S ROOFING

ounded in 2003 by husband and wife duo Scott and Stacy Rightmire, Scott's Roofing strives to promote quality and integrity, and they provide exceptional service in every customer interaction. In 2024, Scott and Stacy transitioned ownership to Spencer and Alyssa Gravelle, local residents with strong industry ties. The Gravelles have infused the company with fresh energy and innovative perspectives while steadfastly upholding the core values of Safety, Competency, Ownership, Truth, Teamwork and Service (SCOTTS) that have defined Scott's Roofing since day one.

"From its inception, the company has focused on delivering professional and reliable roofing services for homes and businesses, including repairs, replacements and new installations," Spencer said. "Scott's fills a critical need in Central Oregon for a dependable, local, family owned, customerfirst roofer that prioritizes outstanding workmanship and treats every project with the care of a family endeavor."

Scott's Roofing fills a vital niche as the go-to experts for comprehensive roofing solutions tailored to both residential and commercial needs. They are established in the community and have formed strong connections with local businesses and suppliers. They are proud members of COBA, and source all of their materials from the USA.

"We fill the need of a customer that wants to pay a fair price for a great service and the best quality in the market," Spencer said. "We pride ourselves on our workmanship, and we actually answer the phones when there is an issue with your new roof, and come out and fix it as soon as possible."

The team at Scott's Roofing hold themselves to a high standard, prioritizing not just the client relationship, but everything down to the cleanliness of their worksite. Their roofers will conduct final inspections, and they will not sign off on their work unless they can guarantee its

PAGE 6

# Annual



# **Celebrates 19 Years of Honoring Young Achievers**

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

ashington Trust Bank and Cascade Business News are excited to celebrate the 19th Annual Accomplished Under 40, honoring young professionals living in Central Oregon.

We will hold the awards ceremony tonight, October 1 at the Oxford Hotel in downtown Bend, with a fun mix and mingle, light hors d'oeuvres, plenty of beverages and a quick awards celebration.

Past award recipients include many well-known community and business leaders, as well as those who tend to fly under the radar. Their common dominator has always been their commitment to community, although the way they choose to give their time is as diverse as the industries they hail from. Please take the time to read this year's recipient profiles starting on page 9.

You can also find recent past winners on page 18, and the entire list of winners at CascadeBusNews.com.

We received over 40 nominations this year, I believe a record number — and all are worthy — but we have to limit the number of annual recipients. Community involvement weighs heavily with the selection committee, age can be a factor, and the decisions are not made easily. Some folks have been nominated several years before becoming a recipient.

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

Cheers to the class of 2025 and thank you for all you do for Central Oregon and beyond!

CascadeBusNews.com

**PAGES 9-18** 

# The Nonprofit Sector

# **Nonprofits Adapt to Growing Need in Central Oregon**

by NOAH NELSON — CBN Feature Writer

onprofits, like many other organizations, are facing a host of changes in 2025 here in Central Oregon, and on a national level. Funding cuts at the state and federal levels have trickled their way down and nonprofits are left to address growing needs, often with fewer and fewer resources. As the cost of living continues to rise, nonprofits will be tasked with an ever-expanding caseload. In short, many nonprofits across the country are simply being asked to do more, with less. So how can nonprofits in Central Oregon continue to commit themselves to their crucial work

surrounding childcare, homelessness, addiction recovery and so much more?

Cassi MacQueen, the executive director of Deschutes Children's Foundation (DCF), says that the future of nonprofit work in Central Oregon will have to focus on collaboration. "Families are facing more complex challenges — housing insecurity, childcare gaps, and



PHOTO I COURTESY OF DESCHUTES CHILDREN'S FOUNDATION AND HEART OF OREGON CORPS

behavioral health needs — at the same time resources are stretched thin," said MacQueen. "Nonprofits are being asked to do more with less, which makes collaboration not just helpful but essential."

This point is echoed by Cassie Regimbal, executive director of the Council on Aging of Central Oregon. "We also see a growing emphasis on collaboration across

Nonprofit Charitable & Advocacy Groups — Pages 19-30

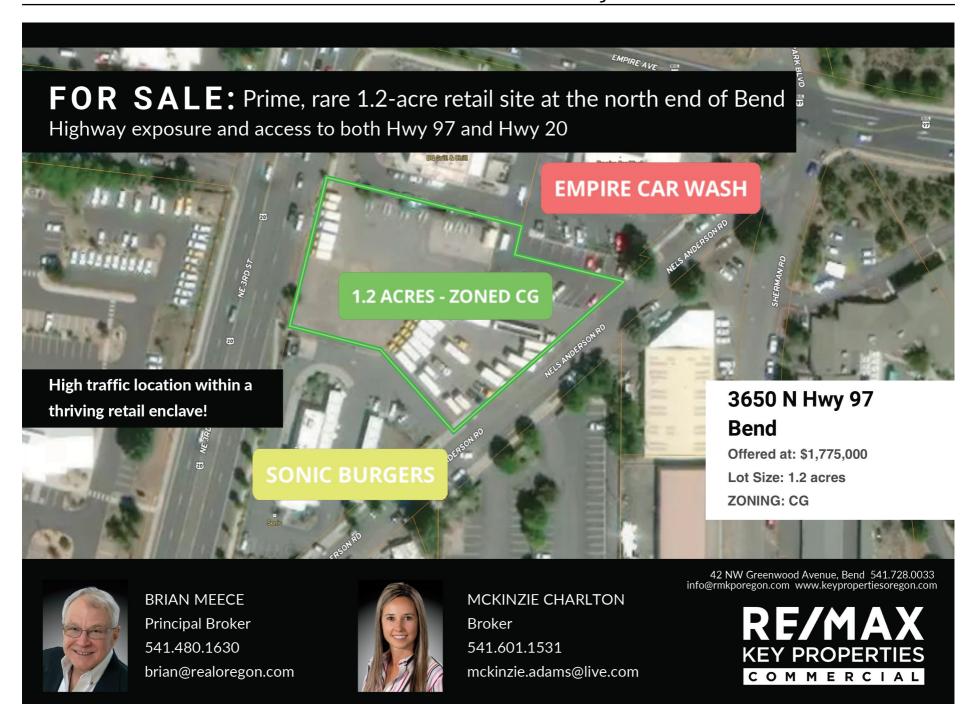
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CBN is published the first and third Wednesdays of each month.

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.

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# **HOT NEWS**

# OSU-Cascades One of Eight Universities Selected for National Career Development Pilot

by CHRISTINE COFFIN — Oregon State University - Cascades)

Oregon State University - Cascades students will have new opportunities to gain valuable workplace experience through a new career accelerator program.

OSU-Cascades is one of a handful of universities from around the country selected to participate in the National Work-Integrated Learning Accelerator, which aims to help university institutions pilot scalable models of career-integrated learning that align with regional workforce needs.

The accelerator is a two-year project led by Arizona State University, a recognized leader in advancing student career preparation, and funded by the JPMorgan Chase Foundation and Strada Education Foundation.

OSU-Cascades was selected in part for its success launching activities that integrate

ontinued on Page 38 🕨

# **RECENT TRANSACTIONS**

Wendolyn Cooper, Keller Williams, represented the tenant in leasing 3,811 sq ft of retail space at 528-530 SW 6th Street, Redmond, OR 97756.

Wendolyn Cooper, Keller Williams represented the tenant and the landlord in leasing 1830 sq ft of retail space at 522 SW 6th Street, Redmond, OR 97756.

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

# Connecting our clients to innovative real estate solutions







# St. Charles Reaches Agreements to Remain In-Network with Aetna, Cigna

On September 23, St. Charles Health System announced contract agreements with two insurance providers — Aetna and Cigna — that address concerns about denials, inefficiencies and administrative burden and will allow

patients using those insurance plans to remain in-network for elective services at St. Charles facilities.

"For the past several years, St. Charles has

🖜 ontinued on Page 38

# Live from Bend: 2025 BreakOut Pitch Event + BootCamp

nation's first outdoor industry accelerator, is bringing its exclusive outdoor industry event to a new stage. On October 15, the spotlight will shine at the Volcanic Theatre Pub for a one-day doubleheader:

Bend Outdoor Worx (BOW), the BootCamp in the morning and the BreakOut Pitch Event in the evening. Morning Opener - BOW BootCamp

'ontinued on Page 38 🕨

# Zydeco Owners Bringing Delicatessen to the Old Mill District

will soon include a Pacific Northwest delicatessen thanks to expansion plans released by the founders of one of Bend's most popular restaurants.

Cheri and Steve Helt, owners of

The dining scene at the Old Mill District Zydeco Kitchen and Cocktails in downtown Bend, along with their Chef Eric Joppie and management team,

'ontinued on Page 38 🕨

# Cultivate Bend Announces CULTIVATE LIVE! 2025

Cultivate Bend launches Cultivate LIVE! 2025, the only growth summit for natural product and consumer packaged goods (CPG) founders, service providers and industry enthusiasts in Central Oregon. Slated for October 14, 2025 in Bend, this

focused gathering brings together 150-200 entrepreneurs, industry veterans and visionaries for a full day of strategic

ontinued on Page 38 🕨

# Redmond Municipal Airport to Host TSA PreCheck Enrollment Event

Redmond Municipal Airport (RDM) will be hosting a TSA PreCheck enrollment event in collaboration with IDEMIA, a TSA PreCheck authorized enrollment provider.

Travelers will be able to enroll or renew membership at 2252 Jesse Butler Circle, in

ontinued on Page 39 🕨



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# **Business & Industry**



# **DESCHUTES COUNTY**

This October, the Deschutes County Department of Solid Waste will host household hazardous waste collection events in the communities of La Pine, Sisters and Redmond. These one-day events give residents an opportunity to dispose of household hazardous waste items free of charge.

'We are excited to offer additional collection events in our rural communities so residents can discard their household hazardous waste items safely and responsibly," said Deschutes County Hazardous Waste Supervisor Greg Brady. "Items like cleaning supplies, old paint, pesticides, and fluorescent lightbulbs can harm the environment and pose health risks if not disposed of properly."

Items that will be accepted at the collection events include:

- Oil and latex paints and stains
- Thinners, solvents, fuels
- Oil soaked rags and absorbents
- Pool and spa chemicals
- Garden products (herbicides, pesticides, fertilizers, etc.)

 Vehicle fluids (coolants, lubricants, fuels, brake fluid, transmission fluid, etc.)

- Propane tanks and camp stove cylinders
- Aerosols (paints, garden sprays, cleaners, etc.)
  - Mercury and Mercurycontaining items (thermometers, thermostats, etc.)
  - Fluorescent tubes and compact fluorescent bulbs
- Rechargeable batteries Household cleaners

Items that will not be accepted include:

- **Business-generated**
- hazardous waste
- · Medical waste
- Explosives, fireworks and ammunition
- Compressed gas cylinders (propane tanks and cylinders are accepted)
- Barrels

Collection event locations, dates, and hours of operation are as follows:

La Pine - South County Services Center, 51340 U.S. 97, in the front parking lot: Saturday, October 4, 9am-1pm.

Sisters — Sisters Recycling Center, 328 W Sisters Park Dr.: Saturday, October 11, 9am-1pm.

**Redmond** – Negus Transfer Station, 2400 NE Maple Ave.: Saturday, October 18, 9am-1pm.

Household hazardous waste is also accepted free of charge at the Knott Landfill Hazardous Waste Facility every Friday and Saturday from 9am to 3pm. The facility is located at 62060 SE 27th St. in southeast Bend. To learn more about common hazardous waste materials visit the Solid Waste Department website.

For more information call the

Department of Solid Waste at 541-317-3163.

♦ Deschutes County is accepting statements of interest individuals who want to serve on the Wolf Depredation Compensation and Financial Assistance Committee.

The Wolf Depredation Committee oversees grant funds awarded by the Oregon Department of Agriculture to Deschutes County for wolf depredation compensation non-lethal preventive assistance. seven-member committee makes recommendations to the Board of County Commissioners on how to distribute the funds, which compensate ranchers or producers for the confirmed depredation of livestock or working dogs due to wolves. Additionally, grants support livestock management strategies and other non-lethal measures to reduce conflicts between livestock and wolves.

Community members representing a business sector with relevance to wolf activity — such as eco-tourism, livestock management, veterinary services, or those working as ranchers or producers — are encouraged to submit a statement of interest for the vacant committee position.

Committee positions are unpaid. Members serve a two-year term and typically meet quarterly, though additional meetings may occur if necessary.

For more information about the Wolf Depredation Compensation and Financial Assistance Committee please visit the committee's website.

To apply, please submit a twoparagraph statement of interest via email to Jen Patterson at jen. patterson@deschutes.org by 5pm on Friday, October 17, 2025.

♦ The City of Bend is requesting proposals from qualified parties to analyze permitting processes and recommend best practices. This work is intended to improve housing permit review times in Bend. The Request

for Proposals (RFP) closes October 13

This analysis intends to fulfill a purpose outlined by the Pathways to Removing Obstacles to Housing grant that was awarded to the City of Bend by the U.S. Department of Housing and Urban Development (HUD). That purpose is to support the identification and removal of barriers to affordable housing production and preservation, including ways to streamline and modernize local permit processing and eliminate requirements that unduly delay the permitting process or establish unreasonable thresholds for approvals.

Specific requirements are outlined within the Request for Proposals document, which can be found at bendoregon.gov/housing. The City will select one respondent, and cost proposals shall not exceed \$175,000. The respondent could be a single person, or one agency with multiple designated staff, and the work deliverables should be completed within six months of entering an Agreement for Award.

Interested parties should direct questions to the Issuing Officer, Mellissa Kamanya, either via email or by attending virtual office hours (registration is required, and the process is indicated in the Request for Proposals document).

For additional information on the PRO Housing grant and its planned outcomes, the PRO Housing grant application and its approved Action Plan can be found by visiting bendoregon.gov/housing.



**DOWNTOWN BEND** 

# Central Oregon's Flagship **Entrepeneurship Event**

The longest-running angel investment conference in the Pacific Northwest, fosters startup investment in Central Oregon. Each fall, hundreds of entrepreneurs and investors gather in Bend for two days of company pitches, networking and insights from industry leaders. Now in its 22<sup>nd</sup> year, BVC has awarded over \$14 million to startups, providing a crucial platform for growth and exposure. BVC connects prominent investors with founders, facilitating additional funding and support for participating businesses.

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# Do MBAs Make Better Entrepreneurs?

by Expert KEITH SHERRILL — Central Oregon Community College

# Question:

# I'm considering pursuing an MBA before starting my business. Will it really make me a better entrepreneur?

For me, earning an MBA made sense, especially as a military veteran using the GI Bill. An MBA will not automatically make you a better entrepreneur, but in my experience, it can provide a strong foundation, practical tools and the confidence to build and lead a company.

Here are key lessons from my experience:

- **1. Learning the language.** An MBA helps you "talk the talk" with bankers, investors and partners. Using financial and strategic terms fluently builds credibility and keeps you from being sidelined in important conversations.
- 2. Managing the numbers without getting lost in them. In business training, accounting courses teach you to spot errors and finance courses show you how to use that information for decisions. When I was starting my beer company, keg deposits were mistakenly recorded as revenue, not once, but twice, years apart, by two different firms. Left unchecked, those errors inflated income and could have misled investors. Federal laws like the Sarbanes-Oxley Act require CEOs of public companies to share responsibility with CFOs for financial reporting accuracy though small businesses are not bound by this the principle still applies. My advice is simple: Entrepreneurs should not solely manage their books. Pay a qualified professional to do that, but review their work each month, not only at tax time or when paperwork is due. The numbers should be used to inform strategy and decision-making, not just filed away to satisfy obligations.
- **3.** Recognizing and building the seven forms of capital. Entrepreneurs often think only about financial capital, but there are at least seven widely recognized forms: financial, human, social, intellectual, physical, natural and cultural. An MBA builds human capital, knowledge and leadership skills, and social capital,

networks and mentors. With these in place, you are better equipped to recognize and manage others, from intellectual property to cultural capital that shapes customers and community. Education gives you the confidence to see opportunity across all these forms of capital, not just money.

**4. Committing to lifelong learning.** An MBA is one option, not the only one. Leaders grow by continually investing in themselves. Community colleges and Small Business Development Centers offer excellent noncredit courses, advising and peer networks that shorten the time from idea to implementation.

For me, the MBA did not make me an entrepreneur, but it gave me tools that help me think, lead and grow. Whether you pursue a degree or not, the key is to keep learning, stay curious and surround yourself with advisers and peers who strengthen your vision.

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.

# **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.

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# **Business & Industry**

# Continued from page 1

effectiveness for the next 15 years.

In a time when nearly every industry is having trouble maintaining a workforce, Scott's Roofing is proud to say they have held on to a team of very valuable players. "The team of roofers we have right now is the best it's ever been," said Spencer. "It's getting harder and harder to find quality labor in our industry, and be able to pay them a living wage. Scott's prides ourselves on our roofing employees, and we are always seeking the best and brightest to come work here. Without our roofers, who work long days exposed to the elements of Central Oregon, we would be nothing."

According to Spencer, Scott's stands out because of their priority in embracing new tech, along with staying up to date on the latest and most efficient ways to provide their service. "Innovation is at the core of how we operate at Scott's Roofing," he said. "It's how we



PHOTOS | COURTESY OF SCOTTS ROOFING



deliver smarter, faster and more efficient results for our Central Oregon clients. The latest roofing technologies save our customers time and allow them to stay up to date on their roofing progress, from a free instant estimator on our website that gives you an instant quote online, to utilizing a product like Company Cam that allows us to document and save pictures from the original roof walkthrough to tear off, installation and final inspection."

Embracing the new also involves a commitment to sustainability. According to Spencer, "sustainability is woven into the commitment we have for our community, and the land we call home here in Central Oregon. Our sustainable practices extend to sourcing durable, long-lasting products that minimize waste and extend roof lifespans, so you're not just getting a new roof — you're investing in a greener future for your home or business."

Continuing, Spencer said that as part of the Central Oregon community and as a local family, they are deeply invested in sustainability. "As a family-owned operation with deep roots in Bend, we live and breathe this high-

desert paradise, and we believe in protecting it for generations to come. Going green isn't just good for the planet; it's good business, helping our clients save on energy bills while aligning with our values of integrity and forward-thinking stewardship. In a place like Central Oregon, where natural beauty is our biggest asset, it's our way of giving back and ensuring every project leaves a positive legacy."

Recently, Scott's Roofing has welcomed Kenny Courtney into the role of preconstruction manager. "Courtney will be responsible for all the sales in the company, as well as the bidding for larger commercial projects," Spencer said. "Kenny has made a lot of connections in the Central Oregon roofing and business community, he is a very smart and competent roofing estimator that brings a wealth of knowledge about residential and commercial roofing. Starting his career as a roofer, he's worked his way up to being the best roofing estimator in Central Oregon. Everyone who's anyone in the industry knows Kenny Courtney, and we feel very fortunate he chose to come work at Scott's Roofing to grow this company for many years to come."

The future of Scott's Roofing is bright. With Courtney added to their already impressive team, Spencer says that they will focus on being Central Oregon's goto roofers and staying on top of new developments that they can turn into wins for their clients, and the community.

scottsroof.com



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

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# Designing the Office of the Future to Promote Inclusivity & Retain Top Talent

# provided by IOANA GOOD

s we enter the final quarter of the year and move towards 2026, Amalia Mohr and Jenny Baines weigh in on the latest office design trends. Mohr is a principal and senior interior designer at LRS Architects. Baines is a senior interior designer at LRS Architects.

1. As we move into Q4 of 2025, why has designing with neurodiversity in mind shifted

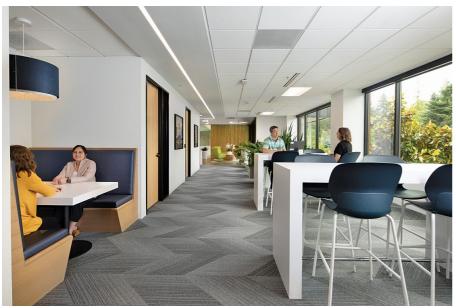


Amalia Mohr

from a trend to a fundamental principle of workplace design?

The "standard office" just doesn't cut it anymore — people work in totally different ways, and we can't ignore that. Hybrid work has proved that employees need different setups to focus, recharge, and collaborate. The office environment has to keep up as employees needs shift. Designing for different brains is just smart design; at this point, it's not a "special feature."

Neurodiversity is no longer invisible, and increased awareness and self-





PHOTOS | COURTESY OF LRS ARCHITECT

identification mean more employees are openly advocating for environments that support how they work best. Innovation for businesses depends on diverse thinkers, and supporting neurodiverse minds fuels creative problemsolving — a key differentiator in today's hyper-competitive markets. Inclusion also drives corporate culture, and culture drives growth. Workplaces that foster psychological safety and cognitive inclusion build stronger, more resilient teams — and support a business's bottom line.

2. How has the conversation around inclusive and neurodiverse design evolved in recent years, and what forces (research, client demand, workplace culture) are driving this shift?

The research proves real results — and we can now point to how sound, light, and flexibility with design affect performance and stress levels. Clients are asking tougher questions. They don't just want a cool space; they want proof that it helps people thrive. Corporate cultures have shifted too — inclusivity isn't just a buzzword anymore; it's how companies demonstrate who they are.

Continued on Page 8 ►



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# COCC's 'JobFest' Coming to Bend, Redmond Campuses

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

ith nearly 40 local companies and agencies set to participate, Central Oregon Community College (COCC) is staging JobFest events for career-seekers at its Bend and Redmond campuses, October 2 and October 7, respectively, from 10am-1pm on both dates. These events are free and open to the public. Visit cocc.edu/departments/cap/career-services/ jobfest for details and a list of participating employers.

Additionally, both campuses will hold free resume-building workshops in advance: on the Bend campus in Cascades Hall, room 240A, from 11am-12pm on Tuesday, September 30, and on the Redmond campus in the Technology Education Center, room 135, from 3-4pm on Monday, October 6. No registration is required.

"JobFest is a chance to explore different career fields and learn more about individual organizations," said Diane Pritchard, COCC's director of career

services, academic advising and placement, or CAP services. Attendees can discover employment, internship and volunteer opportunities while determining the types of skills and experiences required for those positions.

For more information, contact COCC's CAP services at 541-383-7200 or capservices@cocc.edu.

In advance of college events, persons needing accommodation or transportation because of a physical or mobility disability should contact campusservices at 541-383-7775. For accommodation because of other disability such as hearing impairment, contact student accessibility services at sas@cocc.edu or 541-383-7583.

cocc.edu

# RS Architects

Continued from page 7

As retention and talent attraction become more competitive and imperative, organizations are increasingly embracing neurodiverse-friendly environments to foster a corporate culture of inclusion and belonging. Neurodiversity has become a mainstream topic, driven by advocacy groups, employee selfadvocacy, and increased awareness in both the public and private sectors.

3. From a business perspective, what benefits have companies seen when investing in neuroinclusive design — from retention to productivity to culture?

Employees stay with companies longer when the office works for them its retention built into the walls. Productivity also increases when distractions are reduced and people have choices in how they work. The corporate culture feels more authentic when inclusivity is implemented into the design, not just talked about in meetings.

Neuroinclusive environments foster diverse perspectives, stimulate creative solutions, and help companies innovate and stay ahead of the competition.

Inclusive design promotes a sense of belonging, boosting employee morale, engagement, and commitment to organizational goals. Companies that prioritize inclusive design create appealing work environments, attracting top-tier candidates from a wider talent pool.

### 4. What are some design trends you are seeing in office spaces as we head into 2026?

Top design trends include:

- Spaces you can "fine-tune" with lighting, sound, and even furniture that shifts with the vibe of the day.
- **Biophilia beyond plants** think textures, patterns, and natural rhythms that help people reset.
- Offices-within-offices specific zones for quiet focus, energy boosts, or casual hangouts, all under one roof.
- Activity-based layouts offices are increasingly designed for specific activities, with distinct zones for collaboration, focus, and relaxation to cater to various work styles.
- **Wellness-focused environments** design is placing a stronger emphasis on mental health and physical wellness, with features like meditation rooms, ergonomic furniture, and accessible fitness facilities.

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# 2024 Accomplished Under 40 Award Recipients



Pat Addabbo

Executive Director

Oregon Adaptive Sports

# **Professional Accomplishments:**

Pat began his career as a leader in the nonprofit and adaptive sports industry in 2008. Pat worked for Move United in Washington DC, then the Adaptive Sports Center in Crested Butte, Colorado, increasing access to sports and the outdoors for people with disabilities across the country. Since 2016, Pat has led Oregon Adaptive Sports through a period of tremendous growth, reaching over 3,000 athletes with disabilities through over 12,000 high-quality outdoor experiences

while growing annual revenue from \$300,000 to over \$1.4M. Early in 2025, OAS at Mt. Bachelor was recognized as third best Adaptive Ski Program by *Powder Magazine*. OAS was also the recipient of the 2018 Oregon Niche Tourism Award from Travel Oregon.

# **Civic, Industry & Community Involvement:**

- Executive Director, Oregon Adaptive Sports;
- Member, Deschutes County Bicycle & Pedestrian Advisory Committee

# **Specific Characteristics that Distinguishes Them from Their Peers:**

Ability to build community. From leading a talented Board of Directors to welcoming the youngest of athletes into the program, Pat strives to find a common thread to inspire all to better themselves and their community through the transformative power of the outdoors.

# **Business Leadership Philosophy:**

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has." ~ Margaret Mead. Pat lives and leads by this philosophy. That even the smallest group can make a big impact when led with purpose and intention.



Brian Barks
Director of Industry Relations
Systems West Engineers

# **Professional Accomplishments:**

Brian leads Systems West's Central Oregon office, is a shareholder of the firm, and serves as a key member of the leadership team as Director of Industry Relations. A licensed mechanical engineer and certified commissioning provider, he was recognized by BCxA's 20 Under 40 for advancing commissioning excellence and fostering industry partnerships that drive project success and long-term client impact.

# **Civic, Industry & Community Involvement:**

Brian serves as President of the BCxA Northwest Chapter and sits on the OSU Engineering Industry Advisory Board. He mentors students at OSU-Cascades by sponsoring a senior engineering capstone project and advocates for energy efficiency and system optimization across the built environment. In 2025, he was selected for the Leadership Bend program, reflecting his commitment to regional leadership and community engagement.

# **Specific Characteristics that Distinguish Them from Their Peers:**

Brian leads with clarity, authenticity and a deep commitment to helping others succeed. He has a unique ability to connect people, ideas and opportunities in ways that create momentum and drive meaningful results. Whether guiding a project team or mentoring future engineers, he builds confidence, earns trust and turns potential into progress. His leadership consistently elevates those around him and strengthens the organizations he serves.

# **Business Leadership Philosophy:**

Brian leads with a unique, people-centered perspective that empowers others to excel. His consistent drive, belief that anything is possible, and commitment to open, collaborative communication create an environment where teams thrive. He focuses on building strong relationships, aligning purpose with action and fostering the kind of momentum that leads to lasting success.

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Emily Boynton
Senior Development Officer
Mosaic Community Health

# **Professional Accomplishments:**

As the senior development officer at Mosaic Community Health, a local nonprofit health system, Emily raises vital funds and awareness for its mission and has earned two leadership awards in her four years with Mosaic. Prior for over seven years, Emily gave of her time and talent to the mission of Breakthrough T1D, formerly JDRF, accelerating life-changing breakthroughs to cure, prevent and treat type 1 diabetes (T1D) and its complications. She demonstrated outstanding leadership by overseeing multiple events within and around the Washington DC region, raising

millions of dollars for Breakthrough T1D's mission and the T1D community. Her outstanding drive to create a community of support and strength for those living with and impacted by T1D was felt not only through her fundraising efforts, but through the relationships she developed and continues to maintain to this day. Emily's impact on Breakthrough T1D and her vivacious spirit for helping others is felt to this day!

### Civic, Industry & Community Involvement:

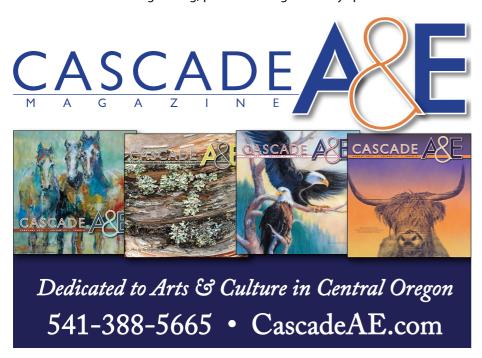
- Red Cross of Central and Eastern Oregon Vice-President, Board of Directors
- City Club Program Committee Co-Chair, Programs Committee
- Leadership Bend Alumni Association Resource Development Committee Chair, Steering Committee
- Central Oregon Masters Singers Member
- Franklin University Switzerland President, Alumni Association (2022-2025)
- BreakthroughT1D Volunteer and Cyclist

### Specific Characteristics that Distinguishes Them from Their Peers:

Emily stands out for her deep, sustained commitment to community leadership across sectors. Her rare blend of strategic vision, inclusive leadership and hands-on service in disaster relief, health advocacy and civic engagement demonstrates a powerful ability to inspire, mobilize and unite people around meaningful causes with energy, empathy and long-term impact.

# **Business Leadership Philosophy:**

Emily leads with vision, empathy and purpose. She builds strong relationships, fosters collaboration and empowers others to lead. Her approach blends strategic thinking with hands-on service, prioritizing community impact, equity and sustainability. She believes leadership is about inspiring action, cultivating connection and creating lasting, positive change in every sphere.







Jimmy Clark Resident Services Manager & Home Care Administrator Touchmark

# **Professional Accomplishments:**

A member of the key leadership team at Touchmark for the past four years, Jimmy successfully transformed two underperforming departments, home care and resident services into the highest revenue generating of those departments, in the company. He oversees multiple critical departments and leads a team of 30+ direct reports and created home care gold and operational standards to enhance company practices and ensure consistent, high-quality service delivery.

# **Civic, Industry & Community Involvement:**

- Bend Chamber Emerging Talent AAC Vice-Chair
- Big Brother Big Sisters of Central Oregon
- · Local girls club basketball coach

# **Specific Characteristics that Distinguishes Them from Their Peers:**

Proven leader with a track record of rapid growth and meaningful impact. Known for operational excellence, teamwork, and uplifting others. Always ready to help, he fosters success in those around him and effortlessly balances professionalism with humor and approachability.

# **Business Leadership Philosophy:**

"Lead by example, empower others, and foster an environment where people feel valued, challenged and inspired."



**Lauren Evans** *Business Development Specialist* **LRS Architects** 

# **Professional Accomplishments:**

Lauren has a proven track record of enhancing brand identity, increasing community engagement and driving growth. She has spearheaded a company-wide website redesign, played a key role in advancing public relations efforts, and now contributes to LRS Architect's company-wide strategic planning efforts, primarily through business development and marketing efforts for the Bend office. She currently leads business development pursuits for LRS's Bend location by

driving growth and visibility locally.

# Civic, Industry & Community Involvement:

Lauren is passionate about serving the Central Oregon community. She currently serves on the Hearts Unknown Education board supporting marketing efforts. She also contributes to LRS Architects' Charitable Giving Committee, an internal organization that actively seeks opportunities to give back to local communities. Most notably, Lauren was recently selected for the Leadership Bend Class of 2026.

# **Specific Characteristics that Distinguishes Them from Their Peers:**

Lauren strives to lead with compassion and empathy, consistently demonstrating a commitment to excellence. She supports her peers' goals and aspirations through her natural warmth and approachability. Lauren holds herself to high standards and has an outstanding work ethic. What makes her truly stand out is her ability to uplift others and communicate effectively with those around her.

# **Business Leadership Philosophy:**

A true leader champions those whose voices are often overlooked and strives to create inclusive, collaborative environments. Lauren's business leadership philosophy lies in her belief that good leadership is built on a foundation of trust and respect. Her passion lies in bringing people together to help others grow and contribute in meaningful ways.

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Jennifer Graham MA Youth Programs Manager East Cascades Works

# **Professional Accomplishments:**

As Youth Programs Manager for the East Cascades Works, Jennifer leads youth workforce initiatives across a tencounty region, advancing equity and access for underserved communities. She develops and oversees programs that create secondary and post-secondary education pathways, paid internships, employment-based training, and career exploration opportunities, ensuring that youth in urban, rural, and frontier communities can pursue meaningful futures. Each year, her leadership connects hundreds of

young people with employers and educational institutions, breaking down systemic barriers and expanding inclusive opportunities across the region. She is also the co-founder of Summit Sound and Visuals, a thriving low-voltage company serving residential and commercial clients throughout Oregon. Jennifer's work reflects a deep commitment to strengthening communities and building brighter futures.

# **Civic, Industry & Community Involvement:**

Jennifer serves on the Oregon STEM Board of Directors, the Central Oregon STEM Hub Advisory Board, and as Chair of the Redmond School District Budget Committee. Through these roles, she strengthens STEM education, workforce opportunities, and fiscal stewardship, ensuring that community resources support innovation and equity

### **Specific Characteristics that Distinguishes Them from Their Peers:**

Jennifer brings long-standing expertise across the P–20 education continuum, workforce development, and small business ownership. As someone who left high school before graduating and later earned a master's degree, she understands that traditional systems are not the only pathway to success and that no single route holds more value than another. This perspective drives her commitment to designing alternative options that honor different starting points, expand access, and validate the diverse ways people achieve their goals. She combines technical expertise with empathy, translating policy into practical systems that prioritize both equity and implementation, ensuring opportunities are built to last.

# **Business Leadership Philosophy:**

Jennifer views leadership as creating an environment where others can thrive. She leads with integrity, curiosity, and care, focusing on equity, honoring lived experiences, and building systems that reflect the dignity and potential of the people she serves.



**Kevin Hansen** *Project Manager* **EC Electric** 

### **Professional Accomplishments:**

A fourth-generation electrician with 15 years of experience, Kevin became a foreman right after his apprenticeship and later led the service department. He helped build Facebook's original HQ and has grown his regional service group to over \$1 million annually — showcasing leadership, technical skill and a drive for results.

# **Civic, Industry & Community Involvement:**

- Member of Central Oregon Trail Association
- Member of Design-Build Institute of America (DIBA)
- · Swim instructor
- Placed in the top three for Pole Peddle Paddle events

# **Specific Characteristics that Distinguishes Them from Their Peers:**

Kevin is a versatile leader who bridges field and project management. Adaptable and team-focused, he mentors others through hands-on teaching. Always pushing for excellence, he drives results and builds people. In his words: "I hate losing more than I love winning" — a mindset that fuels his relentless work ethic.

### **Business Leadership Philosophy:**

Kevin leads with a growth mindset, believing the best results come from shared knowledge and team success. He's passionate about teaching, quick to support others, and thrives on collaboration. Resilient and driven, he takes immense pride in his work and energizes those around him to reach higher together.

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# 2025 Accomplished Under 40

**Award Recipients** 



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Ellen Hassett
Project Architect
BBT Architects
Professional Accomplishments:

With nearly a decade of experience, Ellen brings a diverse design perspective shaped by her background in a range of projects types and scales. At BBT she leads project teams, promotes collaboration and design excellence, advances graphic standards, and serves on an internal design review committee, contributing to firm-wide quality and innovation. With a passion for continued learning, Ellen mentors younger design staff, ARE (Architect Registration Examination) candidates and helps guide summer interns in growing their

technical skills and navigating activities at a design studio.

### Civic, Industry & Community Involvement:

Since 2019, Ellen has volunteered with Oregon Adaptive Sports (OAS), a Bend-based adaptive sports organization that provides outdoor access and experiences for people with disabilities. In the winter, Ellen takes her background in the mountains and assists with winter ski lessons and when the snow melts, brings her mountain bike experience to help get OAS athletes on our local trails. She is also using her design skills pro bono to help the nonprofit renovate its mountain office. She is an active and charter member of Central Oregon Women in Construction, where she helps plan COWIC events and learning opportunities. A passionate Central Oregon community member, Ellen, volunteers annually with the Sisters Folk Festival, participates in regional Habitat for Humanity builds, and is an active participant in sustainability opportunities through the Bend-based Environmental Center.

# Specific Characteristics that Distinguishes Them from Their Peers:

Highly knowledgeable and authentically interested in the accessibility code, Ellen is an advocate for universal design providing equity and access beyond code requirements. From the ice rink with her hockey team to her professional work, she continually emphasizes the importance of inclusion to strengthen team dynamics and relationships. Ellen is a key leader in the multi-phase Bend Senior High School Modernization project where she collaborates with diverse teams and encourages all team members' ideas.

### **Business Leadership Philosophy:**

Inspired by the strong, cohesive culture of a women-led firm, Ellen helps lead an internal 'Women in Design' group, creating a safe space for individuals, men and women, to share their experiences, foster deeper understanding and support within the workplace. She is a leader in progressing graphic standards within the firm and is an ardent promoter of a high level of design quality.





Holley Jensen
Partner, Director of Property Management, Broker
Compass Commercial Property Management

# **Professional Accomplishments:**

I serve as Director of Property Management and Broker at Compass Commercial, where I lead with a focus on client success and team growth. In 2025, I was honored to become a Partner, recognizing my contributions to the company's leadership and long-term success.

### **Civic, Industry & Community Involvement:**

Former IREM Associate Member Chair, former Special Olympics swim coach, Compass Cares Charities fundraiser, and local road race participant—dedicated to leadership, service, and community impact.

### **Specific Characteristics that Distinguishes Them from Their Peers:**

What distinguishes me from peers is my ability to manage multiple priorities with focus, adapt to diverse personalities, and maintain positivity under pressure. I combine quick, sound decision-making with an outgoing, approachable style and strong analytical skills — balancing people-first leadership with clear, strategic thinking.

### **Business Leadership Philosophy:**

I lead by fostering a culture of support, growth, and authenticity. I encourage learning from failure, pushing limits, and celebrating progress. We work hard and have fun together, while respecting life beyond work. My goal is a thriving team where people feel valued, challenged, and inspired.



Brad Lesher
Project Manager
Sierra James
Professional Accomplishments:

In just four years with Sierra James Construction, Brad has grown into a vital member of the Design Build Remodel team. He also leads our Safety Committee, running monthly trainings for 60 employees and staying current with OSHA requirements to keep our team safe on every job.

# Civic, Industry & Community Involvement:

Brad is deeply involved as a wrestling coach at La Pine High School, passionately supporting his athletes and frequently sharing his pride in their growth.

# Specific Characteristics that Distinguishes Them from Their Peers:

Brad is devoted, hard-working, and eager to grow. He approaches challenges with calm, methodical problem-solving and continually betters himself as both a person and employee. On the Safety Committee, he has excelled as a teacher and public speaker, distinguishing himself as a leader among his peers.

# **Business Leadership Philosophy:**

Brad's leadership philosophy balances confidence and collaboration. He commands a room with clarity, as seen in his Safety trainings, while fostering teamwork and shared ownership to drive success.

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Trevor Lewis
Business Developer
Express Employment Professionals

# **Professional Accomplishments:**

Trevor has consistently been a top sales rep at Express. With over 900 locations with sales reps, he is currently the #3 sales rep in the entire company. He has been asked to speak on national sales calls and always puts his clients and community first.

### Civic, Industry & Community Involvement:

Trevor volunteers with multiple groups that lead towards protecting out waters and our lands, including Neighbor Impact, High Desert Food and Farm Alliance, Deschutes River Alliance as well as Deschutes River Conservancy. As an avid fisherman Trevor is always looking to protect nature and the place he calls home.

### **Specific Characteristics that Distinguishes Them from Their Peers:**

Trevor is a go getter who always goes above and beyond. Not only in his role in our office, but for his community and other sales reps. Trevor is a natural leader and his ceiling is still so very high. Can't wait to see what he does next.

### **Business Leadership Philosophy:**

Trevor believes in helping others is second to none. He leads by example and is always willing to jump in at a moments notice to help his team. If I could describe him in three words it would be humble, hungry and smart.



**Celeste McGowan** CEO + Principal Designer Iron Roots Design + Build

# **Professional Accomplishments:**

Celeste McGowan Co-Founded Iron Roots Design + Build in 2017 and is now leading a growing team in Central Oregon. Featured in *Bend Home & Design Magazine, Bend Magazine, Oregon Home Magazine, Cascade Business News* and *Hospitality Design Magazine*. Iron Roots Design has won second place in *The Source's* Best of Central Oregon Awards for two years running. Other awards include Community Votes 2025 where Iron Roots Design was honored to receive three awards

in interior design, architecture and design, and general contracting categories. Celeste played a key role in the acclaimed Dear Irene restaurant project in downtown Bend and is currently spearheading the design of a prominent new hospitality destination in the community, encompassing more than 6,000 square feet.

# **Civic, Industry & Community Involvement:**

Former youth mentor with Sonoma Valley Mentoring Alliance, Celeste now advocates for disability rights, as well as supports LGBTQ inclusion in Deschutes County. Iron Roots Design makes regular donations to COAM (Central Oregon Autism Movement), has donated services and participated in silent auctions for Friends of the Children and Namaspa Foundation. She is a former member of Business Networking International and now holds memberships with Bend Boss Babes and Bend Business Networking. Celeste is actively involved with the greater Bend community, supporting other small business owners through these networking groups, and has developed employment opportunities related to Iron Roots Design + Build.

# ${\bf Specific\ Characteristics\ that\ Distinguishes\ Them\ from\ Their\ Peers:}$

She brings together a sharp, creative vision and strong business discipline, building trust through collaboration and clear systems. She has developed signature design and construction processes that are unlike any other in the region. These systems in conjunction with her design expertise, knowledge of architecture, and building operations gives the design-build firm a distinctive edge in Bend. This rare combination of technical aptitude and creative leadership, shaped by her perspective as a woman in the field, brings balance and innovation to every project. The result is work that not only stands out in design but endures in craftsmanship.

# **Business Leadership Philosophy:**

Celeste's journey shapes the way she leads and creates. The first in her family to earn a higher education, she transformed early experiences with housing insecurity into a deep commitment to family, advocacy, and community. Leading with joy, integrity and inclusivity, she believes great design starts with human connection and thrives on thoughtful communication. She has created a welcoming and flexible work environment and wants her clients and employees to always feel at home.



Allison Phillips, M.S., CCC-SLP Founder Sagebrush Speech Therapy

# **Professional Accomplishments:**

Allison is a highly accomplished speech-language pathologist and the founder of Sagebrush Speech Therapy (2023), the only adult-focused speech therapy clinic in Central Oregon. Her practice specializes in stroke, brain injury, ADHD, Parkinson's disease and dementia, offering a full spectrum of services including cognitive therapy, swallowing therapy, speech therapy, voice therapy and language therapy — demonstrating that

speech-language pathology goes far beyond speech alone.

Allison's vision was to create a practice that delivers personalized, whole-person and whole-family therapy, designed to produce meaningful improvements in daily life. Since its founding, Sagebrush Speech Therapy has achieved remarkable milestones under her leadership:

- **Grown to a five-member team**, expanding its capacity to serve the community
- Opened a dedicated brick-and-mortar clinic space, establishing a permanent home for patients
- Voted Best of Bend 2025, a recognition of excellence and patient satisfaction
- Forged a strategic partnership with Spark Rehab + Wellness, enhancing patient care resources
- Co-leads a community-based traumatic brain injury support group with Aspire Physical Therapy's Laura Ahmed, PT, DPT
- Featured on Stroke Warrior Radio, sharing expertise with a broader audience
- Delivered multiple community outreach and education presentations for organizations such as Partners in Care, Parkinson's Resources of Oregon and Touchmark
- Maintains a 4.9-star Google Review rating, reflecting consistent patient satisfaction and high-quality care

Through her clinical excellence, innovative approach and community engagement, Allison has established Sagebrush Speech Therapy as a trusted leader in adult rehabilitation and neurological care in Central Oregon.

# Civic, Industry & Community Involvement:

Beyond her clinical work, Allison is dedicated to giving back to the Central Oregon community. She served as a co-facilitator for Parkinson's resources of organ band support group for two years. She currently serves as the secretary for the central Oregon Parkinson's Council and volunteers regularly for stroke awareness organ. She also recently was certified as a brain injury yoga instructor with hopes to offer community classes at the practice.

Her leadership and advocacy efforts further permission to support individuals with neurological conditions and improve access to quality care.

# Specific Characteristics that Distinguishes Them from Their Peers:

Allison stands out for her unwavering commitment to improving the lives of adults facing neurological and communication challenges. Beyond her clinical expertise, she demonstrates a proactive approach to expanding available resources, continually seeking advanced training to stay at the forefront of evidence-based practices. She takes an active leadership role in her community, organizing and leading volunteer-based support groups that provide guidance, education and social connection for patients and their families. Her advocacy for accessible, high-quality care ensures that individuals receive the support they need regardless of circumstances. By founding Sagebrush Speech Therapy in Central Oregon, Allison addressed a critical gap in adult-focused services, establishing a practice that is not only clinically exceptional but also grounded in empathy, reliability and compassionate leadership. Her colleagues and patients alike recognize her as a professional who combines expertise with a genuine dedication to improving quality of life.

# **Business Leadership Philosophy:**

Allison believes that true leadership in healthcare begins with putting people first. She approaches every decision with empathy, integrity and a collaborative mindset, ensuring that the needs of both patients and staff guide the direction of her practice. By fostering a supportive and respectful environment, she empowers her team to deliver the highest standard of care while encouraging professional growth and innovation. Allison extends the same compassion to her staff and patients that she gives her own family, creating a culture where individuals feel valued, understood and motivated. Her leadership is rooted not just in operational success but in making a lasting, positive impact on the Central Oregon community by transforming lives, strengthening trust and setting a standard for patient-centered care that reaches far beyond the walls of her clinic.

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**Camille Poynter Director of Human Operations** fare•well

# **Professional Accomplishments:**

In her two years at fare-well, Camille climbed from web designer to director of human operations. She manages complex project launches like SaltSaun. NW, Trangistics and Northwest Framing Systems with impressive skill, while also mentoring and leading her team to ensure their success. Her Webflow expertise and sharp UI/UX instincts consistently deliver results that wow clients across different industries.

# **Civic, Industry & Community Involvement:**

Through fare-well's volunteer initiatives, Camille harvests produce for food banks with HDFFA and packs diaper donations for Every Child Central Oregon's "Marked for Love" program.

### **Specific Characteristics that Distinguishes Them from Their Peers:**

Where others might rush in, Camille takes a step back and finds the smart path forward. She has this amazing ability to spot problems brewing and quietly guide things toward solutions. Her team knows her as someone with gentle strength. She handles the heavy stuff while making everyone feel supported.

### **Business Leadership Philosophy:**

Camille leads through strategic gentleness, believing that thoughtful communication prevents most problems from becoming crises. She delegates thoughtfully, taking on substantial workloads herself while ensuring her team has what they need to succeed. Her leadership philosophy is simple yet effective: Create clarity and support, then trust people to deliver excellence.



Ashleigh Schwerbel Wealth Management Banker U.S. Bank

### **Professional Accomplishments:**

Ashleigh has been with U.S. Bank for 20 years and was promoted to Wealth Banker in August 2025. She's a seven-time Legend Award winner, consistently ranking in the top 5% of her role. Her peers deeply respect her as a trusted resource and go-to for support and guidance.

### Civic, Industry & Community Involvement:

- Youth Soccer coach
- · Little League Softball coach
- Redmond Youth Cheer Coach nominated for Coach of the year
- Redmond Chamber Committee raised funds for Kaye Eberhardts statue at the library.
- · and more.

### **Specific Characteristics that Distinguishes Them from Their Peers:**

Ashleigh leads with heart. Her deep knowledge is matched by integrity and a true desire to help others. She lifts up those around her — customers and peers alike — creating a space where everyone feels supported and empowered. Her people-first mindset makes a lasting impact every day.

### **Business Leadership Philosophy:**

Ashleigh is a driven, high-performing professional with a heart of gold. She's committed to doing what's best for her customers and U.S. Bank. Always learning and growing, she works hard to deliver thoughtful, personalized financial solutions that truly meet her customers' needs.

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Congratulations

# **Ashleigh Schwerbel**

from all of us at U.S. Bank on receiving the 2025 Accomplished Under 40 award!





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# ccomplished Under 40

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**Dustin Smith Director of Mountain Operations** Mt. Bachelor

### **Professional Accomplishments:**

Smith graduated from Boise State University with a bachelor's degree in business administration before relocating to Bend to pursue his passion for mountain sports. At just 36 years old, he serves as director of mountain operations for the seventh largest mountain resort in North America, making him one of the youngest operations directors in the entire ski industry. His career trajectory at Mt. Bachelor has been remarkable, beginning as terrain park day crew

in summer 2013 and advancing through supervisor and terrain park manager roles before his promotion to director of mountain operations in 2021. Over his 14-year tenure, Smith has demonstrated exceptional leadership in managing complex mountain operations including lift systems, snow management, guest safety protocols, and comprehensive resort operations. He has been instrumental in the construction and development of the Mt. Bachelor Bike Park since its initial phases began in 2012, contributing his expertise to expand the resort's year-round recreational offerings.

# **Civic, Industry & Community Involvement:**

Smith serves on the Board of Directors for the Central Oregon Trail Alliance, where he applies his operational expertise and passion for outdoor recreation to benefit the broader Central Oregon community. His involvement reflects his commitment to sustainable trail development and outdoor recreation advocacy throughout the region. Through his role at Mt. Bachelor, he has contributed to the growth of Central Oregon as a premier outdoor recreation destination.

# **Specific Characteristics that Distinguishes Them from Their Peers:**

Smith stands out in the demanding field of mountain operations through his people-first leadership philosophy that prioritizes employee well-being while maintaining unwavering focus on creating exceptional guest experiences. Despite managing the complex operations of a major mountain resort, he approaches his role with genuine care and accessibility. He consistently goes above and beyond to address mountain issues personally and takes time to connect with both staff and guests on an individual level. His leadership style combines strategic oversight with hands-on involvement, as he readily works alongside his team to demonstrate proper procedures and mentor staff. This approachable yet highly effective management style, combined with his deep technical knowledge and passion for mountain recreation, has made him an invaluable leader who successfully balances operational excellence with authentic human connection.





Sam Terrell Principal Broker Northwest Ranch Group, LandLeader NW

# **Professional Accomplishments:**

Sam is a well-established member of the rural real estate community. He is a principal broker with Northwest Ranch Group, a real estate team specializing in ranches, farms, waterfront and recreational properties across the Pacific Northwest. With an emphasis on conservation, land stewardship and strategic storytelling, Sam draws upon a strong background in marketing high-value rural and agricultural properties.

# **Civic, Industry & Community Involvement:**

I was introduced to Sam through the Bend NEXT Foundation's Emerging Talent (ET) program. As an active member of the ET Ambassador & Advisory Council, he is a frequent participant in ET programming and was recently elected as Council Secretary. He also serves as the ET representative on the Bend Chamber Board for 2025, helping bridge the next generation of leaders with the broader business community. Beyond his Chamber work, Sam is the President of the Central Oregon Chapter of Delta Waterfowl, where he advances outdoor and conservation initiatives, aligning his professional expertise with his personal passion for the outdoors and community impact.

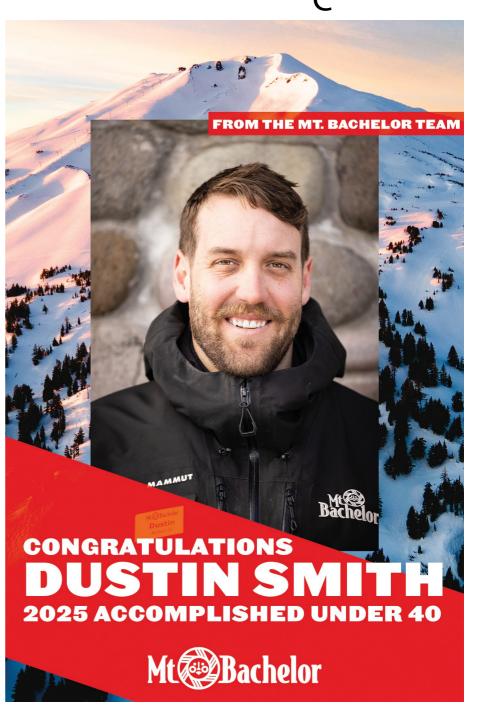
# **Specific Characteristics that Distinguish Him from His Peers:**

Sam is thoughtful, curious and always one to bring interesting and novel ideas to the table. He is an active participant in conversations and consistently shares a unique perspective while respecting others. He has been a wonderful addition to the Chamber Board of Directors and is well respected by both his peers and board colleagues.

### **Business Leadership Philosophy:**

Sam leads with authenticity and a strong sense of place and purpose. He has invested heavily in his own professional development through the ET program and uses those skills to mentor others. His philosophy emphasizes collaboration, relationship building and long-term impact, whether in business, community leadership, or land conservation. He demonstrates a commitment to balancing professional growth with creating value for his clients, peers and community.

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# ccomplished Under 40 Continued from page 15



**Eric Webber, PE**Bend Operations Manager, Vice President **Morrison-Maierle** 

### **Professional Accomplishments:**

He relocated from Montana to launch Morrison-Maierle's Central Oregon office in July 2020. Since then, he's grown the team to nearly 20 staff and built a strong portfolio of major regional projects - including Redmond Terminal Expansion, City of Bend Public Works Campus, Bend Air Traffic Control Tower, Redmond and Jefferson County SD bond work, Sunriver Public Safety and the Central Oregon Ready/Responsive/Resilient (CORE3) Campus.

# **Civic, Industry & Community Involvement:**

Morrison-Maierle's motto is 'We Create Solutions That Build Better Communities,' and Eric truly lives it. He leads by example, encouraging staff community involvement while actively engaging himself as a Leadership Bend Class of 2022 graduate and a board member of the Deschutes Public Library Foundation.

- Board Member for the Deschutes Public Library Foundation responsible for raising \$10M to fund three core areas of the new library construction that were not covered by the 2020 approved bond + focus on youth initiatives to develop literacy skills in children ages 0-5.
- Manages Morrison-Maierle's Bend 'Community Giving' committee, which aims to donate over eight percent of our net operating profits through cash donations and/or compensated time to employees. This has equated to donations to ten-plus different local organizations and nonprofits in 2025.
- A committee member of the 'Celebration of Community Leadership' group sponsored by the Bend Chamber of Commerce. This committee reviews nominations for individual community leaders, organizations, or teams who have demonstrated service to the community, residents and organizations.
- Leadership Bend Graduating class of 2022. Eric was part of the team that undertook a campaign to increase participation in the City's WaterSmart program by commercial water users to track usage, alert to possible leaks and provide water-saving tips for this vital natural resource.

# Congratulations Eric Webber PE, LEED AP BD+C, GPP Vice President | Regional Operations Manager 2025 accomplished under 40

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# **Specific Characteristics that Distinguishes Them from Their Peers:**

What sets him apart is his mix of sharp business instincts and a down-to-earth style. He's never satisfied with the status quo and is always searching for smarter ways to grow. People trust him — because he listens, supports and inspires. He makes big things happen without making it about himself, and that's rare.

# **Business Leadership Philosophy:**

He leads by empowering others - placing people where they thrive, trusting them with autonomy and focusing on outcomes and results over rigid processes. Approachable and growth-driven, he excels in business development while remaining a trusted technical resource, blending strategic vision with handson support.



Melanie Whedon Architect TEN OVER STUDIO

# **Professional Accomplishments:**

Melanie is a licensed architect with a decade of experience improving communities through historic renovations, community facilities, housing and wellness centers. She's been a key contributor to affordable housing in Bend for Rooted Homes at Simpson and Poplar, as well as the Discovery West Live/ Work Development. She received the John Stewardson Memorial Fellowship.

### **Civic, Industry & Community Involvement:**

Active member of Central Oregon Women in Construction (COWIC), contributing to professional growth, mentorship and community engagement within the design and construction industry.

# **Specific Characteristics that Distinguishes Them from Their Peers:**

Melanie is consistently praised for her organization, communication and attention to detail. Clients value her knowledge of code and collaborative approach. She balances technical precision with community-centered design, ensuring projects respect historic context while meeting modern needs, proving herself as both a trusted partner and an exceptional architect.

# **Business Leadership Philosophy:**

Melanie believes effective leadership stems from collaboration and inclusivity. She prioritizes listening, empowering teams and ensuring all voices are valued. Her approach fosters trust, encourages innovation and results in designs that reflect shared vision and community impact.

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Amanda Windlinx
Student
COCC and OSU Cascades HC

# **Professional Accomplishments:**

After nearly six successful years in banking, Amanda decided to shift and further her career with a focus on community leadership. In 2024, she enrolled as a full-time business administration student at COCC, where she received a scholarship to participate in a study abroad program in Barcelona for the Fall 2025 term. Amanda worked with the Bend Chamber to steward and grow the Emerging Talent program, amongst other

responsibilities, where she had a positive impact on our rising workforce.

# **Civic, Industry & Community Involvement:**

Amanda is a graduate of the Leadership Bend Class of 2025, a volunteer leader with others with ease.

of the Bend Emerging Talent program, and a graduate of the NEXTUp Leader program. Amanda is currently a Big Sister for Big Brothers Big Sisters Central Oregon. She's also volunteered for a wide variety of local nonprofits, including KIDS Center, City Club, the Upper Deschutes Watershed Council and more.

### Specific Characteristics that Distinguishes Them from Their Peers:

Amanda is highly collaborative, inquisitive and service-oriented. She embraces challenges thoughtfully and inspires others around her to be their best self. Amanda has always found herself drawn to work that develops and gives back to the community to help maintain Central Oregon as a wonderful place to live for current and future residents.

# **Business Leadership Philosophy:**

Amanda's true servant leader's heart serves her well in the professional setting. She believes in helping to develop people to perform to their highest potential and in the well-being of her team. She shares leadership opportunities with others yet doesn't hesitate to take the reins solo to drive a project over the finish line as needed. She is relationship focused and builds trust and loyalty with others with ease.

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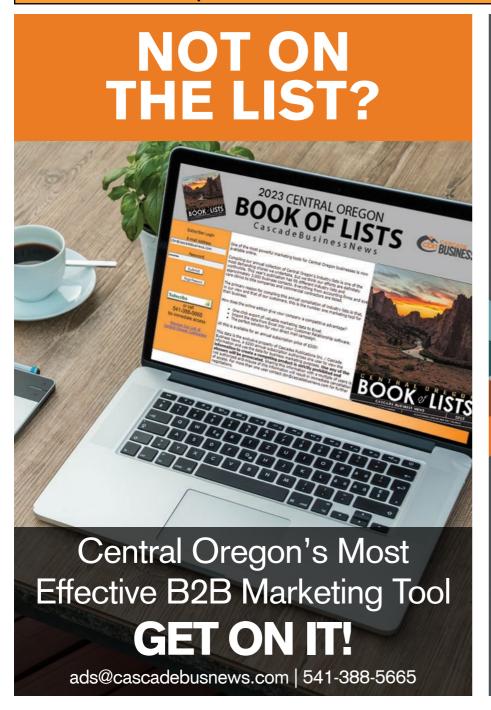
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# 40 & Under Accomplished Winners — All Years

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

some have even changed their names, but we've listed them exactly as when they first won the award. Due to space restrictions, please find 2006-2020 online at cascadebusnews.com/accomplished-40.

# 2021

Cole Billings — Skjersaa Group

**Danielle Burns** — Steele Associates Architects LLC

**Tiffany Cordano** — Cascade Heating and Specialties, Inc.

**Lucas Crespin** — Steele Associates Architects LLC

Penny Farrow, CISR Elite — Brown & Brown Insurance

James Fleming — PayneWest Insurance Sydney Forbes — Tonsil Tech

Katy Haines — NAI Cascade Commercial Real Estate

**Keever Henry** 

Karen Hinckle — State Farm — Paul Finch

Gail Hodge — High Desert Museum

**Derek E. Hopp, JD, MEM, PMP** — Therapy Works Physical Therapy

**Ryan Johnson** — Brent Woodward, Inc.

**Gregory S Lankston III CPA, MBA** — Capstone Certified Public Accountants, LLC

**Cody A. Michael, CFP** — U.S. Bank Wealth Management

**Kathleen Nass** — Fortis Construction, Inc.

Kate Schrumpf — Rosendin

Michelle Seiler-Godfrey, Ph.D. — High Desert Museum

Kerry R. Witterschein — The Westhoff Group

of Raymond James Financial Services

**Charles (Chuck) Yeaman** — U.S. Bank Wealth Management

### 2022

**Rika Ayotte** — Executive Director, Deschutes Land Trust

**Joelle Blanchard** — Community Relations Coordinator, Partners In Care

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

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

**Cody Cloyd** — President / Operations Manager, Ablis CBD

**Katie Cornelius** — Director of Electrical Engineering, ColeBreit Engineering **Chloe Crabtree** — Sponsor Relations Lead, Bend Chamber of Commerce

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

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

Sarah Hix — Vice President Finance, Mid Oregon Credit Union

**Brittania Leja** — Associate Organizational Development Consultant,

St. Charles Health System

Annie Nelson — Bend Partner, Best Best & Krieger

**Chris Petty** — Franchise Manager, Express Employment Professionals

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# **2022** continued

**Elise Rossman** — Regional Marketing Director, Live Nation **Dan Ruffoni** — Sr. Project Manager, Rosendin – Central Oregon **Grant Schultz** — Broker, Compass Commercial Real Estate Services **Stephanie Shaver** — Founder + CEO, Project 4 Marketing + Design

Lauren Simpson — Product Manager, Suterra

**Lindsey Stailing** — Patient Support Program Manager, Mosaic Medical **Alyson Walker** — Business Development Representative, AmeriTitle, LLC

# 2023

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

Caitlin Granberry — Staffing Consultant, PrideStaff

Caitlin Sims — Branch Manager, Washington Trust Bank

Christine Redmon — Owner, Blade + Ink

Eli Harrison — Broker, Compass Commercial Real Estate Services

**Emily Freed** — Project Manager, Pinnacle Architecture

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

**Genevra Obregon** — Design Staff, BBT Architects

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

**Heather Wall** — Director of Human Resources, Brightways Counseling Group

Jenelle McCleary — Owner & Managing Principal Broker,

Realty One Group Discovery

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

Jenni Carver Ross — Clinical Operations Director, Partners In Care

Kasey Every — Account Executive, Every Idea

**Madeline (Mattie) Dumm** — Safety Manager, Rosendin

Matt Stephens — Associate Director, Drug Product Manufacturing, Biogen

Paige Welsh — General Manager, StretchLab

Renata Garbowski — Financial Advisor, AGP Wealth Advisors

**Shaunette White** — Owner, High Desert Chocolates

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

# 2024

2025

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

Michael Bird — Financial Advisor, ASI Wealth Management

**Emmah Collins** — Certified Clinical Medical Assistant & Neurodiagnostic

Technician, Pacific Crest Neurology

Sally Compton — Executive Director, Think Wild

Mandy Davis — Director of Operations, Total Real Estate

**Myles Eastman** — Commercial Relationships Manager, First Interstate Bank John Evans — Property Manager, Compass Commercial Property Management

Morgan Farnell — Nonprofit Administrator,

High Desert Chamber Music/United Way

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

Green Tree Commercial Real Estate

**Michael Klautzsch** — Project Executive, Apollo Mechanical Contractors Nathan Leigh — Sustainable Lead, BBT Architects

**Sean M. Neary** — Attorney, Fitch & Neary PC

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

Scott Parr — HR Director, J Bar J Youth Services

**Katie Pelchar** — Sales Manager, loanDepot

**Angela Saraceno** — Philanthropy Manager, St. Charles Health System

Kyle Schenk — General Manager/Operations Director, Fly & Field Outfitters

Owner, Troutdoors Marketing & Media

Alyssa Snow — Registered and Licensed Occupational Therapist,

Founder and Clinical Director, Little Hands Therapy **Kevin Watkins** — Founder, fare-well (formerly Farewell Media)

**Chad Young** — Project Manager, Skanska USA Building Inc

Pat Addabbo — Executive Director, Oregon Adaptive Sports

**Brian Barks** — Director of Industry Relations, Systems West Engineers **Emily Boynton** — Senior Development Officer, Mosaic Community Health

**Jimmy Clark** — Resident Services Manager &

Home Care Administrator, Touchmark

**Lauren Evans** — Business Development Specialist, LRS Architects

**Jennifer Graham MA** — Youth Programs Manager, East Cascades Works

**Kevin Hansen** — Project Manager, EC Electric

Ellen Hassett — Project Architect, BBT Architects

Holley Jensen — Partner, Director of Property Management, Broker,

**Compass Commercial Property Management** 

**Brad Lesher** — Project Manager, Sierra James

**Trevor Lewis** — Business Developer, Express Employment Professionals

**Celeste McGowan** — CEO + Principal Designer, Iron Roots Design + Build Allison Phillips, M.S., CCC-SLP — Founder, Sagebrush Speech Therapy

Camille Poynter — Director of Human Operations, fare-well

Ashleigh Schwerbel — Wealth Management Banker, U.S. Bank **Dustin Smith** — Director of Mountain Operations, Mt. Bachelor

Sam Terrell — Principal Broker, Northwest Ranch Group, LandLeader NW **Eric Webber, PE** — Bend Operations Manager, Vice President, Morrison-Maierle

Melanie Whedon — Architect, TEN OVER STUDIO

Amanda Windlinx — Student, COCC and OSU Cascades HC

# Compassion at the Core

# Central Oregon's First Volunteer Doula Program Expands Holistic End of Life Care

### by TYLER CARSKADON — Partners In Care

n a groundbreaking move that redefines the landscape of end-of-life care in Central Oregon, Partners In Care has launched the region's first integrated end-of-life volunteer doula program. Developed in collaboration with The Peaceful Presence Project, this initiative brings a deeply personal, non-clinical layer of support to patients and families navigating serious illness and the final stages of life.

The program is housed within Partners In Care's volunteer department and draws on the strength of its nearly 200-person volunteer base. Selected volunteers undergo specialized training through a curriculum co-designed by The Peaceful Presence Project and Partners In Care's hospice teams. The curriculum emphasizes emotional presence, active listening, and companioning — skills that complement clinical care by addressing the human experience of dying.

End-of-life doulas — sometimes called death doulas — are trained to provide comfort, guidance, and companionship during the final chapter of life. While the concept is gaining traction nationally, only six percent of hospice providers in the U.S. plan to integrate doulas into their care teams as of 2024. Partners

In Care is the first hospice organization in Central Oregon to do so, positioning itself as a leader in innovative, heart-centered care.

"This program builds on our long-standing relationship with The Peaceful Presence Project and reflects our commitment to meeting patients where they are," said Shannon Campbell, who oversees the volunteer department at Partners In Care. "Our volunteers already offer music, pet therapy, medication delivery, and companionship. The doula program adds another dimension — one that's grounded in presence, empathy, and dignity."

For nonprofit leaders and healthcare organizations, this model offers a compelling blueprint for expanding care without expanding clinical overhead. By leveraging trained volunteers and community partnerships, Partners In Care demonstrates how mission-driven innovation can transform service delivery and deepen impact.

Those interested in volunteering or learning more about the doula program can visit partnersbend.org or call 541-382-5882.

partnersbend.org

# Habitat for Humanity Launches ReStore Upcycle Challenge to Support Affordable Housing

# provided by HABITAT FOR HUMANITY OF LA PINE SUNRIVER

abitat for Humanity of La Pine Sunriver is calling on creative minds and DIY enthusiasts to take part in the ReStore Upcycle Challenge, a unique opportunity to turn discarded items into one-of-a-kind treasures — all while helping build homes for local families in need.

Beginning September 16, participants can visit the La Pine ReStore to select an item to upcycle from the store's Upcycle collection then transform it using their imagination, tools, and talent. Finished pieces must be returned by November 17 to be entered into a silent auction, running November 19 through December 19 both in-store and online. All proceeds support Habitat's mission to build safe, affordable housing in South Deschutes County.

"This challenge is about more than just creativity," said Executive Director Kim Gammond. "It's about sustainability, community pride, and giving new life to materials — just like Habitat gives new life to families through homeownership."

The event will culminate with a public showcase of the top entries at Habitat's BINGO Night Fundraiser on December 10 at Century Commons. Entries will also be judged by community leafers, with prizes awarded to the top three upcycles:

- 1st Place \$150 ReStore Gift Card
- 2nd Place \$100 Gift Card
- 3rd Place \$50 Gift Card

Entry Fee: \$50, which includes one item from the ReStore and entry into the challenge. All ages and skill levels are encouraged to participate.

# How to Join the Challenge

- Pick up a project item from the La Pine ReStore at 52684 U.S. Hwy. 97, La Pine, OR 97739
- Fill out entry form and pay entry fee
- Create something amazing from your selected piece
- Return it to the ReStore by November 17
- Silent auction begins November 19
- Celebrate with us at BINGO Night on December 10!

For more information and to download the entry form, visit: habitatlapine sunriver. org/restore-upcycle-challenge.

habitatlapinesunriver.org



# How Design Supports Food Security in Central Oregon

by BRIANA MANFRASS, President — Pinnacle Architecture

s Central Oregon's population grows, the need for affordable housing and essential resources continues to outpace availability. Many residents face rent burdens that leave little room for basic necessities like food. To help address food insecurity, NeighborImpact Food Network operates the region's largest food assistance program, serving three counties and the Confederated Tribes of Warm Springs, and feeding approximately 75,000 individuals each month.



To support NeighborImpact's expanding operations, Pinnacle Architecture designed a new, 10,000-square-foot efficient warehouse facility at 2303 SW First Street in Redmond that replaces the organization's former warehouse and repacking center. The new building includes loading docks, adequate storage, administrative offices and a flexible community space with [a] teaching kitchen, reflecting the evolving needs of the organization.

As NeighborImpact's food distribution has shifted toward more fresh produce and perishable items, the facility required increased refrigerated



NEIGHBORIMPACT | PHOTOS COURTESY OF GRIFFIN CONSTRUCTION

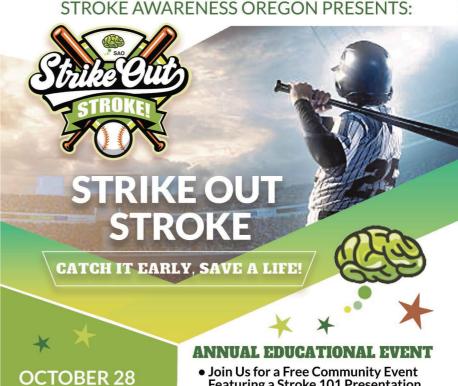


storage and larger repacking areas. Pinnacle's design maximizes the building footprint through high-density racking and multiuse spaces, ensuring operational efficiency. Site circulation, previously a challenge due to the mix of warehouse traffic, administrative staff, public volunteers and other services, was thoughtfully reimagined to improve safety and flow. Cost-conscious features were prioritized, including floor-to-ceiling windows in the community and office areas and strategically placed skylights throughout the warehouse to provide abundant natural light. The facility was constructed by Griffin Construction and completed in January.

With the new facility complete, NeighborImpact is now better positioned to meet the growing demand for food assistance across Central Oregon. The thoughtfully designed space enhances operational efficiency while supporting the organization's mission to serve the community with dignity and care. Recognizing the broader need across the state, Pinnacle Architecture is also partnering with the Community Action Program of East Central Oregon to renovate their existing food warehouse and assist with the planned expansion of the Madras Community Food Pantry, which

ontinued on Page 26





4:00pm - 7:00pm

LOCATION: Westside Church 2051 NW Shevlin Park Rd, **Bend Oregon** 

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- Featuring a Stroke 101 Presentation
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- 6:30-7:00pm Raffle Announcements Stroke Awareness Oregon 541-323-5641 695 SW Mill View Way, Bend, Oregon 97702 strokeawarnessoregon.org a non-profit













# A sense of community

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# Assistance League of Bend Transforms Lives Countywide

# by ANN SCHMIDT

assistance League of Bend is the leading provider of new clothing for children in need throughout Deschutes County, where one in ten children live below the poverty level. For more than 35 years, this all-volunteer 501(c)(3) nonprofit has been dedicated to improving the lives of local children and adults through hands-on service and community-based support.

At the heart of its mission is Operation School Bell. This year we will provide more than 2,700 students with brand-new school clothes, shoes and coats. Children select items that fit and reflect their personal style, fostering dignity, confidence and a sense of belonging. The benefits extend well beyond physical comfort — new clothes nurture emotional well-being, boost self-esteem, reduce the likelihood of being bullied, improve school attendance and inspire success in and out of the classroom.

In addition to Operation School Bell, Assistance League of Bend offers several other vital programs that support children and adults experiencing hardship:

- Emergency Clothing Bundles In partnership with Every Child Central Oregon, children entering foster care receive essential clothing items that bring warmth and comfort during a difficult transition.
- **Cinderella's Closet** A "boutique" that offers high school students free formal wear and accessories to borrow so they can participate fully in milestone events like prom.
- **Literacy Initiative** Distributes new, age-appropriate books, both in English and in Spanish, to underserved children to improve reading skills, promote early learning and encourage a lifelong love of reading.

- These Kids Are Cookin' A series of four after school classes taught to students in low-income elementary schools focusing on nutrition, kitchen safety and basic cooking skills.
- **Breakfast with Santa** Foster children and their families enjoy a festive holiday celebration at a local restaurant, complete with a plush toy and a photo with Santa and Mrs. Claus.
- Hats & More Handmade hats, shawls and other comfort items for cancer patients, the homeless and low-income children.
- **Senior Caring** Provides complimentary personal care items and handmade cards to low-income seniors in 18-memory care and assisted living facilities. Personalized holiday gifts, based on each senior's wish list, are delivered every December. This program runs at no cost to the organization, thanks to the support of our volunteer and loyal friends of Assistance League of Bend.
- Our mission to transform lives in Deschutes County is made possible through the collaboration of caring people and vital resources. We are deeply grateful for the generosity of our community, including financial gifts, grants and in-kind donations. Every contribution stays local, directly benefiting our neighbors in need. Guided by compassion, each of our initiatives is designed to meet real needs with dignity and respect.

Learn more by contacting Ann Schmidt, VP Marketing at marketing@ assistanceleaguebend.org.

AssistanceLeagueBend.org

# onprofit Sector Continued from page 1

the nonprofit sector. Nonprofits are increasingly working together to expand reach, share resources, and combine complementary expertise, allowing us to serve communities more effectively than we could alone. Funders have further reinforced this trend by prioritizing collaboration to qualify for grants. We see this in our own work, partnering with organizations like Seed to Table, High Desert Food & Farm Alliance, and NeighborImpact."

The three main challenges MacQueen called out are workforce shortages, rising operating cost and funding volatility. "Many of our partners struggle to recruit and retain staff because the cost of living here is so high, especially in fields like childcare and behavioral health," MacQueen said. "Rising costs for utilities, insurance, and maintenance also put pressure on nonprofits, including DCF. Finally, funding cycles can be unpredictable — pandemic-era resources are ending, and philanthropy is shifting."

These challenges were mentioned by a myriad of other nonprofits. Across nearly every industry, including every industry in the for-profit sector, workforce shortages and related issues have been the most mentioned challenge, by far. It is unfortunately unsurprising that across the nonprofit sector, workforce shortages are also common.

Interim CEO of the Boys & Girls Club spoke on this issue, "Hiring is a persistent challenge. While we have made strides in paying and providing additional benefits for our staff, the cost of living in our area still is a challenge for most. Staffing and payroll costs are most nonprofits' largest expenses due to the nature of the work. I would love to see the county or City of Bend create a program where nonprofit workers could apply for designated housing that was below market cost."

Philanthropy is in fact shifting, and Central Oregon is feeling that shift in a few ways. A trend that has been growing for decades lies in the growth of Bend and the finite amount of capital in the area. As Bend grows and the nonprofit sector grows with it, there is increased competition around funding.

"Central Oregon has more than 350 nonprofit organizations, all competing for limited funding," said Michele Emery, president of the Bend-LaPine Education Foundation. "A clear trend we're seeing is that donor dollars are increasingly directed toward meeting basic necessities such as food, shelter, and clothing. This shift is largely driven by rising costs of living, housing shortages, and community needs that have become more visible post-pandemic."

In addition to competition, the trend

of donors prioritizing essential services has also been felt across the sector.

A big driving factor for many of the trends and challenges within this article is the rising cost of living. Of the seven nonprofits interviewed for this article, all of them mentioned this in some way. Michael Hancock, the executive director of Bethlehem Inn said, "Nonprofits are being stretched as more individuals and families face homelessness, driven by high housing costs, economic pressures, and local policy changes like new camping regulations. At Bethlehem Inn, we're seeing more guests with complex challenges — chronic homelessness, mental health needs, and limited access to stable housing. This has pushed us to expand services, deepen partnerships, and secure more flexible funding."

Ann Schmidt, the VP of marketing for Assistance League of Bend, made a similar point, "As the cost of school clothing and household essentials continue to rise, we expect to see an increase in the number of children and families in need. And likely the value of the clothing vouchers we provide won't stretch as far, especially during the colder months when cold-weather clothing like shoes and coats are essential. This means we'll be able to help fewer children, even as demand grows."

Hancock and Schmidt both mentioned that collaboration will likely be a useful tool as this trend continues. It would seem that as funding potentially freezes up, the nonprofits of Central Oregon are

Continued on Page 27 ►







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# RISK: \_ Family Conflict

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

# CIZISIS INTERZVENTION

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

# RISK: \_ Human Trafficking

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

# AT. PROJECT (ANTI TRAPPICKING)

Direct support and assistance to victims and survivors of human trafficking

# RISK: LACK OF MENTORS

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

# BIG BIZOTHETZS BIG SISTETZS OF CO

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

# RISK: — Homelessness



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

# THE LOFT & CANAL HOUSE

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

# RISK: Preservancy & Parentines



# GRANDMA'S HOUSE

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

















jbarj.org

# Our Students, Our Future

### by MARY PAULSON — Bend-La Pine Education Foundation

ounded in 1988, the Bend-La Pine Education Foundation is an independent, nonprofit organization made up of parents, community leaders, educators and citizens. United by a shared commitment, we believe that maintaining a strong and dynamic public school system is vital to the social and economic health of the community.

Through the generosity of local business leaders, foundation partners and individual donors, we are able to invest in classrooms and students, through Classroom Enrichments, Activity Fee Scholarships and Perseverance Scholarships.

**Classroom Enrichments:** This program channels resources directly into classrooms, empowering teachers to implement innovative projects and programs such as STEM, career technical education, art, music and wellness. Last year, the Foundation invested \$126,200 directly into 71 classrooms for innovative instructional programs at elementary, middle and high schools.

**Activity Fee Scholarships:** We provide financial assistance to students, ensuring that activity fees do not become a barrier to participation in sports and other after-school activities. This support makes it possible for students, regardless of their financial circumstances, to engage in after-school activities and build valuable life skills.

Last year, 263 students received scholarship assistance. **Perseverance Scholarships:** The Perseverance Awards program honors students who have demonstrated outstanding determination and resilience when confronted with adversity. Established to recognize those who consistently show



(L-R BACK ROW) JESS CHERRY, MATT NELSON, JOSE NAVARRO, TODD BILLETER, ANDY FRANK, MARY PAULSON, ANNE WESTERHOFF AND BONNIE PEARCE (L-R FRONT ROW) JENN LYNCH, CHERI HELT, SHIRLEY OLSON AND SARA ODENDAHL | PHOTO COURTESY OF BEND-LA PINE EDUCATION FOUNDATION

dedication and persistence, this initiative acknowledges the aspirations they hold for their future endeavors.

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

blpedfoundation.org

# 25 Years of Service, 25 Years of Community Impact

# by DENISE HOLLEY, Research & Communications Assistant — Latino Community Association

or a quarter of a century, the Latino Community
Association (LCA) has stood with and for the
Latine community of Central Oregon. What
began as a grassroots effort has grown into a
trusted organization providing vital services and
opportunities for thousands of families.

Today, LCA offers a wide range of programs designed to strengthen families, empower individuals and build a more resilient community in Deschutes, Crook and Jefferson counties. From workforce empowerment and small business support, to family

services, health and wellness, financial coaching and senior engagement, LCA continues to be a reliable source of guidance and connection.

As we celebrate 25 years of service, we're also looking ahead. Our commitment to protecting our community has never been stronger. With an in-house immigration team, we are expanding our capacity to help people navigate the complex process of legalizing their immigration status — paving a path to opportunity, stability and dignity for families across the region.

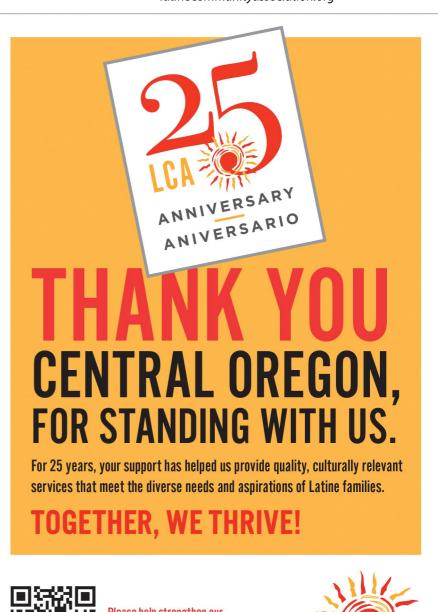
But we can't do this work alone. LCA thrives because of the support of volunteers, donors and community partners who believe in our mission. Whether you give your time, your financial support, or your voice, you are part of the movement to ensure every family has the chance to thrive.

Join us as we honor 25 years of service — and step boldly into the next chapter of building a stronger, more inclusive Central Oregon.

latinocommunityassociation.org



www.blpedfoundation.org





Please help strengthen our community — scan to donate or volunteer — or both!



# Supporting Foster Families 'One Diaper at a Time'

by ANDREA HINE — CBN Feature Writer

hile issues such as climate change, water pollution, hunger and economic instability that affect millions of people globally can seem insurmountable, an area nonprofit has been mobilizing communities to tackle one specific concern: supporting families in Central Oregon's foster care system — one diaper at a time.

"I realized that the foster care system in this country has a lot of areas for improvement ranging from insufficient funding to overwhelmed caseworkers and a lack of mental health services — and that many people would like to do something to help," said Melissa Lovemark, founder of Every Child Central Oregon, who has first-hand experience as a foster parent. "The majority simply don't know what they can do, and I wanted to give them an easy on-ramp."

"Diaper need, as I realized after taking time to dive into the data, is a growing problem," she said. "A clean diaper means a happy baby or toddler, yet a 2023 study by the National Diaper Bank Network (NDBN) revealed that one in two U.S. families with young children cannot afford enough diapers to keep their infant or child clean, dry and healthy. Clean diapers are a basic necessity."

Without clean diapers, Lovemark continued, babies are exposed to potential health risks such as painful rashes and urinary tract infections, and have more trips to the doctor; mothers are at risk for increased maternal depression; and parents may miss work or school because they can't afford the diapers required to leave their children in child care.

A pilot study in 2024 provided Head Start families with a one-month supply of diapers, and "the results were remarkable," according to Lovemark. "The diapers helped the ability of parents to go to work, and as a result, gave them hundreds of dollars back into their budget. The free supply also led to a reduction of stress: as financial security increased, families could afford to take their kids to child care. The bottom line is that \$11 went back into the economy for every \$1 in diaper aid provided," she said.

Jazlyn Lepez, warehouse & volunteer coordinator

for Every Child Central Oregon, shared her firsthand experiences. "It's been very impactful just to see how much difference a pack of diapers makes. I've had people literally tearing up at the generosity of the community."

Initially operating out of her garage, Lovemark subsequently expanded into two small storage units, and then to six units in the Tri-County area — "which involved a lot of driving around," she said.

The next step was acquiring a 5,000-square-foot warehouse through grant funding and donors "who really believed in us." (She singled out NeighborImpact for its partnership)." Lovemark admitted that "It was a risk, and I was terrified, but it proved to be a major breakthrough. I hadn't realized how just moving things in and out of a considerably larger space could make the process so much more efficient. Yet despite its size, the warehouse already feels tight, given the growing demand for what we offer."

She noted that in addition to diapers, Every Child Central Oregon also provides "other tangible items that kids require — everything from car seats to clothes, hygiene items, shoes and specialty items like toys. We'll do one-off special requests as well," Lovemark said, adding that "We're not just trying to give the bare minimum. We want to be extremely generous."

As the nonprofit "kept being reminded of the need for more diapers, early this year we became a member of a national diaper bank — Marked for Love — and are now able to reach further, buy in bulk and at an extreme discount and tap into larger corporate donations — which gives us a quicker impact. We have developed a reputation of reliability and trust, and companies know we have supplies to meet the most basic necessities of foster families before child welfare is involved."

In addition, Lovemark said, as the nonprofit "has become more established, we've expanded our network of partner organizations, which are passing on their needs. Agencies, nonprofits and social services organizations are lining up, and we now have over 10 community partners."



MAJOR BREAKTHROUGH FOR THE NONPROFIT | PHOTO COURTESY OF **EVERY CHILD CENTRAL OREGON** 

On the large donor side, she included Hayden Homes, 1st Interstate Bank, WHH Foundation, PacificSource, Guild Mortgage, the Deschutes Children's Foundation and KTVZ 21. "We have so many wonderful partners, and are filled with gratitude beyond words."

In her organization's work to support foster children in Deschutes, Jefferson and Crook counties, as well as Warm Springs, Lovemark is all too aware of the ever-growing need for its services. "In 2024, we had a 300 percent increase in requests just out of our warehouse. And this year, we're already up another 20 percent. We're currently meeting about 95-98 percent of requests that are sent in," she said, "but don't see the needs slowing down anytime soon."

Lovemark urged "people interested in joining our efforts to go to our website and sign up to help. There are always opportunities, and we will be launching new ones, while continuing to rely upon the love, generosity and dedication of our community partners, volunteers, donors and the incredible ECCO staff."

"Supporting members of our community who need it the most is my heart and my passion," Lovemark said. "We're humbled by what we've accomplished as an organization, and deeply grateful for everyone who has joined us on this journey."

everychildoregon.org/centraloregon



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# Deschutes Children's Foundation & Heart of Oregon Corps Partner to Reduce Fire Risk at East Bend Campus

by CASSI MacQUEEN, Executive Director — Deschutes Children's Foundation

eschutes Children's Foundation (DCF) and Heart of Oregon Corps are once again teaming up to protect Central Oregon families by reducing fire risk at DCF's East Bend Campus. Funded through a grant from the Oregon State Fire Marshal, this project supports the safety of the ten-plus nonprofit partners and hundreds of children and families who access essential services at the campus each year.

The fuels reduction work includes thinning vegetation, clearing brush and creating defensible space around the campus buildings. These efforts not only reduce wildfire risk but also create a safer and more welcoming environment for families who come to the campus to receive services such as health care, foster care advocacy and early childhood education.

"Partnerships like this allow us to create safer, healthier environments for children and families across Central Oregon," said Cassi MacQueen, executive director of Deschutes Children's Foundation. "We are deeply grateful to Heart of Oregon Corps and the Oregon State Fire Marshal for their commitment to protecting our campuses and the families we serve."

"At Heart of Oregon Corps, we're proud to put local young people to work on projects that directly benefit our community," said Laura Handy, executive director of Heart of Oregon Corps. "This partnership not only protects children and families who rely on these vital services, but also gives our youth meaningful, handson job training."

The East Bend Campus is one of four operated by Deschutes Children's Foundation across Central Oregon. Together, these campuses provide the space and support where 23 nonprofit partners serve more than 19,000 children and families each year, saving partners more than \$1.4 million annually in overhead costs.

# **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



PHOTO I COURTESY OF DESCHUTES CHILDREN'S FOUNDATION AND

# innacle Architecture Continued from page 20

is currently seeking funding. These efforts reflect a statewide commitment to strengthening food security and supporting vulnerable populations through purposeful design.

Briana is Pinnacle's president and a specialist in healthcare, housing and civic design. She is an Evidence-Based Design (EBD) certified professional. She bases decisions about the built environment on credible research to achieve the best possible outcomes. With more than 17 years of experience designing healthcare environments, she thrives on working with her clients to explore unique design ideas and integrate proven design solutions. Briana is actively involved in the Central Oregon community, currently serving on the Bend Development Advisory Board. Briana@parch.biz • 541-388-9897x22

pinnaclearchitecture.com





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# Turning Scarcity into Strength

# MountainStar's Vision for Thriving Communities

by KARA TACHIKAWA, Executive Director — MountainStar Family Relief Nursery

s I reflect on this past year, I am struck by the theme of growth — not only in the numbers of families MountainStar serves or programs we offer, but in the mindset that drives our work. A growth mindset reminds us that change is always possible, that resilience can be built, and that by engaging together we can create a stronger, healthier future for our community.

For families in our programs, that can mean learning how to self-advocate, share their stories and embrace new skills that help create long-term stability. We see parents discover their voice, children flourish in therapeutic classrooms and families grow stronger by leaning into the support around them.

For our supporters, engagement is about moving beyond a place of scarcity into abundance. Your attention, generosity and advocacy make a profound impact on children and families in Central Oregon. When you show up — whether by giving,

volunteering, or amplifying our mission — you become part of the circle of growth that sustains MountainStar.

Even as we navigate uncertain times, we choose to focus on possibility. With your partnership, we've strengthened our mental health support, invested in staff development and deepened the ways we walk alongside families. These successes remind us that engagement — rooted in abundance — is powerful and can transform lives.

Looking ahead, we will continue to nurture engagement in every corner of our work: for children, for families and for MountainStar. Together, we are cultivating a community where every child can grow up safe, healthy, and full of potential.

Thank you for engaging with us and believing in what is possible. *mtstar.org* 

onprofit Sector
Continued from page 22

coming together, huddling for warmth and doing what they can to continue to offer their crucial services. A statement from Regimbal from the Council on Aging accurately reflects how our Central Oregon nonprofits are coming together for the greater good.

"Running a nonprofit is different from running a business because success isn't measured by profit, but by impact. Every decision is centered on how to best serve older adults and their loved ones in our community, even when resources are limited and needs are growing. We're accountable not only to our board and funders, but also to the people we serve, our volunteers, and the community at large. This requires higher levels of transparency, trust, and a constant focus on mission over revenue."

Because nonprofits are so reliant on federal and state funding, there is

growing concern over how the actions of the current administration will affect (or have already) affected the nonprofit sector of Central Oregon.

From the Bend-La Pine Education Foundation, Emery said, "Budget cuts in education are the greatest challenge facing our sector. In the past, our Classroom Enrichment funding supported innovative educator projects; while we continue to prioritize those, we are now seeing a growing number of requests for CTE supplies, behavior management tools, art replenishments, and other basic classroom needs. To help alleviate this, it's critical to raise awareness of our organization and remind the community how essential proper funding for education is."

Kara Tachikawa, the executive director at MountainStar Family Relief Nursery, said the following. "We are keeping our eyes on what the federal budget changes will be at the end of this month (if Congress is able to pass a budget bill), because any federal funding changes that affect state funding will likely trickle into MountainStar's state

contracts. We are super concerned with how federal funding changes will affect the clients of MountainStar and other local nonprofits - limits or requirements placed on Medicaid/Oregon Health Plan mean that many children who come to MountainStar classrooms might lose access to health insurance. Similar limits or requirements placed on food stamps/ SNAP benefits means that MountainStar families might lose the ability to purchase food at the grocery store. Our country is on the cusp of changes that will hurt the most vulnerable people in our communities, at the same time that the nonprofit services that could help them are also facing cuts to government contracts. It is a painful backto-back hit for families and individuals who are already struggling."

MacQueen at DCF spoke about budget uncertainty, and the growing issue of rhetoric. "Policy uncertainty makes it difficult for organizations to plan long term, and frequent shifts in funding priorities can disrupt the continuity of critical services for children and families. In addition, the public rhetoric around

nonprofits s ometimes d iminishes t he importance of the work being done. This can undermine community confidence and make fundraising and advocacy more difficult, even as no nprofits are on the front lines addressing real challenges like childcare shortages, housing insecurity, and behavioral health needs. At Deschutes Children's Foundation, we see these impacts every day across our 23 nonprofit partners."

Speaking for Bethlehem Inn and the future of nonprofits as a whole, Hancock said, "The future is one of both challenge and opportunity. Demand for services is likely to remain high, but we're also seeing stronger collaboration, growing public awareness, and more innovative approaches to addressing homelessness. We believe the future will require more flexible funding, deeper partnerships, and sustained investment in long-term solutions like affordable housing and mental health support. With the right support, nonprofits can continue to be a powerful force for change in our community."

# Keeping Kids Safe, Families Strong & Building Communities of Hope

MountainStar Family Relief Nursery provides critical support for children and families across Central Oregon—serving La Pine, Bend, Redmond, Prineville, and Madras, with outreach in Warm Springs. Together, we're creating brighter futures, one family at a time.



Learn more



mtstar.org

# Finding Stability Through Connection

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

hen a young mother in Central Oregon found herself living in a motorhome without running water or electricity, she wasn't sure where to turn. What changed her story was a connection between programs within J Bar J Youth Services' continuum of care.

She was first referred by our Independent Living Program, which supports youth transitioning out of foster care. Case managers connected her with our Street Outreach Program, where staff walked her through the community's coordinated entry system for housing. Street Outreach also provided immediate support — help with food boxes, warm supplies for cold nights and rides to her baby's medical appointments.

As trust grew, she shared that she had been a victim of human trafficking. Street Outreach quickly referred her to the at:project, J Bar J's program that provides specialized support for survivors. At the same time, Street Outreach made sure she had options, referring her to Grandma's House, the LOFT and even a family shelter when housing instability loomed.

Ultimately, with the collaboration of Street Outreach and Cascade Youth & Family Center's Housing Program, she was approved for her own apartment before the holidays. For the first time, she and her little family had a safe, stable home — and even the chance to bring their beloved cat back to join them.

Her journey wasn't just about finding housing. It was about the power of connection — how one referral led to another, and how, together, J Bar J's programs helped her move from crisis toward stability, hope and the future she wanted to create for her family.

Her story is just one of more than a thousand each year. Every day, J Bar J Youth Services helps young people across Central Oregon find safety, support and the tools to build the future they want.

# J Bar J Youth Services: Empowering Youth, Strengthening Futures

For more than 55 years, J Bar J Youth Services has helped young people in Central

Oregon build the skills and confidence to create the future they want. Whether facing homelessness, human trafficking, simply needing a caring mentor, family conflict needing mediation and support, or treatment services we provide the guidance and resources to help youth navigate life's challenges.

At the heart of our work is the belief that thoughts shape choices, and choices shape futures. Through mentorship, education, shelter and crisis support, we help youth recognize their strengths, overcome barriers and take meaningful steps toward independence.

As Central Oregon's largest youth serving human services nonprofit, we don't just operate programs — we create pathways to opportunity, stability and growth. By centralizing essential services like accounting, HR and development, we streamline operations and allow our programs to focus on what matters most: supporting youth and families in our community.

# **Programs that Make a Difference**

Our continuum of care includes a wide range of programs designed to meet youth where they are. Cascade Youth & Family Center provides shelter, street outreach and crisis intervention. Grandma's House offers safe housing and support for young parents and their babies. Kindred Connections connects families in crisis with volunteer host families and community resources. Big Brothers Big Sisters of Central Oregon matches youth with caring mentors. For young people moving toward independence, our Transitional Living and new Assisted Housing programs provide stability and guidance. We also operate the Boys Ranch/J5 for treatment for youth referred through the justice system and the at:project, which responds to human trafficking cases and supports survivors.

Together, these programs serve more than 1,000 young people each year — helping them discover their strengths, find stability and create brighter futures. *jbarj.org* 

# MountainStar Named Beneficiary of Bend to Balance Mental Health Expo

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

ountainStar Family Relief Nursery is honored to be selected as the nonprofit beneficiary of the first annual Bend to Balance Mental Health Expo & Experience, presented by Soundshala.

This three-day mental health expo and experience will take place October 10, with an opening Kirtan at Continuum Yoga, continuing with a full day of classes at the Unitarian Universalist Fellowship of Central Oregon on October 11 and at the Hanai Foundation on Sunday, October 12 in Bend. This event will bring together

community members, practitioners, and businesses to focus on holistic well-being and the many ways we support our mental health in Central Oregon.

As part of the festival, MountainStar will host a special raffle fundraiser with proceeds supporting the organization's mission to prevent child abuse and neglect in Central Oregon.

# How It Works:

- Local businesses have generously donated raffle prizes.
- $\bullet \ \, \text{Tickets will be available for purchase at the Mountain Star}$

table during the event on October 11 and 12.

• Adrawingwilloccurattheendofeachdayofthefestival. Guests must be present to win.

"We are thrilled to partner with Soundshala and Bend to Balance for this inspiring new community event," said Kara Tachikawa, executive director of MountainStar Family Relief Nursery. "The focus on

ontinued on Next Page

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# Council on Aging Strengthens Central Oregon's Senior Community

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

A t the Council on Aging of Central Oregon, our mission is to help all Central Oregonians age well wherever and however they choose. We empower, advocate for, and provide services to older adults and their loved ones. Our programs include Meals on Wheels and community dining, Medicare and long-term planning support, family caregiver services, and opportunities for connection through Caring Connections and Pet Pals. As the region's aging experts, we ensure older adults have access to the resources they need across the tri-county area.

Between 2023 and 2024, we delivered 134,471 Meals on Wheels and served 43,842 community lunches across Central Oregon. Our resource specialists answered 6,079 calls for information and referrals, while case managers provided 8,830 hours of home and personal care services and 658 hours of paid respite

for caregivers. We also provided more than 1,250 hours of Medicare counseling, matched 63 clients with Caring Connections companions, and delivered pet food, supplies, and veterinary care to 117 clients with 169 pets.

None of this would be possible without the commitment of our volunteers and donors. Their generosity strengthens our community and ensures older adults can thrive in Central Oregon. If you'd like to be part of this work, we invite you to join our volunteer team. You'll find a welcoming community and the chance to make a real difference in the lives of your neighbors. Visit councilonaging.org and click "Get Involved" to learn more.

councilonaging.org

# 298 Dogs Rescued from a Horrific Hoarding Situation in Ensenada, Mexico

by KELLI DELPERDANG, Marketing & Communications Manager — Street Dog Hero

n a heartbreaking case of animal hoarding, 298 dogs were recently confiscated from a property in Ensenada, Mexico, where they were found living in unimaginable conditions. Most of the dogs were crammed into tiny metal cages, trapped in complete darkness, suffering from malnutrition, untreated injuries and severe neglect. The scale and severity of the abuse are truly shocking.

In response, Street Dog Hero, a Central Oregon-based nonprofit dedicated to rescuing dogs in need, is stepping up to help. In just two weeks, the organization will welcome ten of the rescued dogs to Oregon, where they will receive critical medical care and begin the journey toward finding loving homes.

"Rescue is tough everywhere right now," says Marianna Cox, founder of Street Dog Hero. "But we couldn't turn our backs on these dogs. They've already gone through so much, and they deserve a second chance."

Street Dog Hero's mission extends beyond international borders. Just last week, nearly 50 dogs were rescued from a hoarding case in Central Oregon, and Street Dog Hero has reached out to the Humane Society of Central Oregon to offer assistance once a court order is lifted.

"These heartbreaking hoarding situations happen far more often than people realize," adds Cox. "Each of these dogs deserves safety, care and the chance to live a happy life. That's what we're here to provide."

To support their efforts, Street Dog Hero is inviting the community to participate in their biggest fundraiser of the year — the Sixth Annual Heroes on the Run, a 5K, 10K and Kids' Mini-Run event. Funds raised will directly support rescues like the Ensenada case, helping provide veterinary care, shelter, transport and adoption services.

Heroes on the Run 2025: Sunday, September 28, 9am-2pm at Riverbend Park. Register at: bit.ly/45jOmbk, use code HERO25 for 20% off all registrations

Your participation makes a lifesaving difference. Proceeds will help dogs recover from abuse, find loving homes and ensure no dog is left behind — no matter where they come from.

Together, we can give these innocent animals the future they deserve. streetdoghero.org



PHOTO | COURTESY OF STREET DOG HER



ountainStar
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mental health and resilience aligns closely with our mission, and we're grateful for the opportunity to connect with the community while raising vital support for children and families."

The Bend to Balance Wellness Fest features workshops, live experiences, and local vendors, creating a unique space for individuals and families to learn, grow, and invest in their health and well-being. By joining the raffle or participating in the festival, attendees will also help MountainStar strengthen its therapeutic early childhood programs and family support services across Central Oregon.

For event details and to purchase tickets, visit Bend to Balance Wellness Fest at soundshala.com/bend-to-balance-expo.

# **About MountainStar Family Relief Nursery:**

MountainStar prevents child abuse and neglect through therapeutic early childhood programs, home visiting, and wraparound family services. With five sites in La Pine, Bend, Redmond, Madras, and Prineville, MountainStar strengthens vulnerable families and helps children build safe, stable futures. *mtstar.org* 

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# KPOV High Desert Community Radio Celebrates 20 Years!

### provided by KPOV HIGH DESERT COMMUNITY RADIO

POV High Desert Community Radio first went on the air June 26, 2005. For more than 20 years, KPOV has been a trusted and vibrant voice for Central Oregon, delivering local news, arts and entertainment to the community. Our mission is to provide *radio by the people and for the people* of Central Oregon, strengthening community, arts, culture and democracy through independent, non-commercial radio.

Located at 88.9 FM and broadcasting from Bend, KPOV is listener-supported, volunteer-powered independent, nonprofit community radio. More than 100 volunteers contribute their time to our wide-ranging and eclectic music and talk programming to keep us running 24/7/365. Listen live, check out our app or anytime, anywhere by streaming at kpov.org.

KPOV's signal reaches Bend, Sisters, Redmond, Terrebonne, Prineville, La Pine and beyond to rural Central Oregon. KPOV does not rely on public funding or government support. Every gift from private donors, grants and underwriting ensures that community radio thrives in Central Oregon. You can support KPOV by donating at kpov.org.

In addition to diverse programming, we offer our summer kids camp through Bend Park & Rec, as well as our twice yearly Be a DJ class in partnership with COCC, livestream from



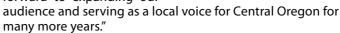
CENTER STAGE CREW



LINDSEY HALLIDA

Bend Roots Revival, plus showcase live, local music every week on Center Stage.

"It's remarkable what our volunteers, board and staff have built together over the past 20 years," says Linda Orcelletto, executive director for KPOV. "At a time when access to free, independent media is more vital than ever, KPOV remains strong because of the dedication of our community. With continued support, we look forward to expanding our



KPOV will host a special Open House on Sunday, October 19, from 12-3pm during our Fall Fund Drive (October 17–25). Stop by the station at 501 NW Bond Street in Bend to enjoy food from Laughing Planet, meet our DJs, tour the studio and see community radio in action.



**Values:** At KPOV, High Desert Community Radio, we value:

- Grassroots participation in the station and community
- Dialogue over debate
- The dignity of our listeners
- Entertaining local programming
- Equality, peace, and economic justice
- Solutions
- Diverse voices not commonly heard in the mainstream media
- Healthy individuals and community

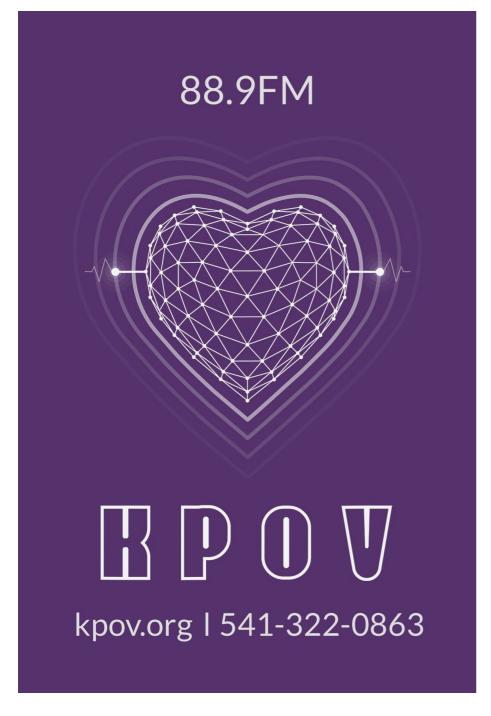


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### **About KPOV:**

On the airwaves since June 2005, KPOV High Desert Community Radio is celebrating 20 years of service to Central Oregon. KPOV is a 501(c)(3) nonprofit, listener-supported and volunteer-powered. We broadcast on 88.9 FM from our studio in Bend, on our app and stream live via our website.

kpov.org





# New Tax Law Brings Big Wins for Small Businesses

# by LANCE BRANT, CPA & Founder — Capstone Accounting

In July 2025, President Trump signed the One Big Beautiful Bill Act (OBBBA) into law, ushering in major tax changes designed to support small businesses. The bipartisan legislation not only preserves key provisions from the 2017 Tax Cuts and Jobs Act (TCJA), but also introduces new incentives to encourage investment, innovation, and hiring.

# **Key Highlights**

# **Permanent QBI Deduction**

The 20% pass-through deduction is now permanent, with expanded income thresholds and a new minimum deduction—helping small businesses avoid potential tax hikes.

### **100% Bonus Depreciation Restored**

Businesses can fully deduct the cost of qualifying property placed in service after January 19, 2025, boosting cash flow and investment.

### **Immediate R&D Expensing**

Domestic research and experimental costs are now fully deductible, reversing the previous five-year amortization rule and supporting innovation.

### **Expanded Section 179 Expensing**

The maximum immediate deduction rises to \$2.5 million, with a phase-out starting at \$4 million—ideal for equipment and technology upgrades.

### **New & Enhanced Tax Credits**

- Employer-Provided Childcare Credit increased to \$600,000 annually.
- Paid Family and Medical Leave Credit made permanent.
- Temporary deductions for tips, overtime, and vehicle loan interest (up to \$10,000) available through 2028.

# **Reporting Relief:**

• 1099-K Threshold Raised: Now applies only to sellers with over \$20,000 in payments and 200+ transactions.

### **Take Action:**

Business owners should consult their tax advisors before year-end to take full advantage of these changes. With generous depreciation rules now in place, 2025 is an especially attractive year for capital investments.

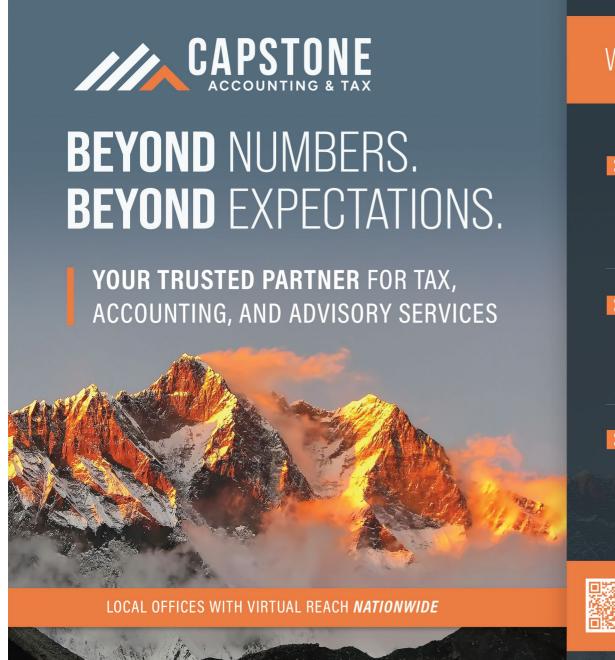
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Ashford & Associates, LLP 1143 NE Fourth St. Bend, OR 97701	541-382-1021	541-382-7273	www.ashfordcpa.com katie@ashfordcpa.com	Katie Ashford	5	1977	1	Business consulting, estate & trust preparation, entities & individual income tax preparation in the areas of construction, real estate, professional services, medical, agriculture, manufacturing & retail.
Azure Tax & Accounting LLC 225 NW Franklin Ave., Ste. 3 Bend, OR 97703	541-550-5700	541-550-5718	www.azurecpa.com adam@azurecpa.com	Adam Groves	8	2017	6	Tax planning & preparation & consulting for small business,individuals, trusts & estates & bookkeeping services.
Callan Accounting CPAs & Advisors, LLC 855 SW Yates Dr., Ste. 101 Bend, OR 97702	541-388-3838	541-385-3270	callancpas.com johnita@callancpas.com	Johnita Callan	18	1987	7	Full scope of tax preparation & business accounting.
Capstone Accounting & Tax 257 S Pine St. Sisters, OR 97759	541-549-1237	541-549-4465	www.capstoneaccounting.com info@capstoneaccounting.com	Lance Brant	9	2004	3	Services tax, audit, business start up, financial planning, small business consulting & planning.
Capstone Accounting & Tax 180 NW Second St. Prineville, OR 97754	541-447-6565	541-447-4274	www.capstoneaccounting.com info@capstoneaccounting.com	Lance Brant	10	2004	4	Tax planning & preparation, real estate, construction, agriculture, manufacturing, financial statement preparation, bookkeeping, business consulting & 1031 exchanges.
Capstone Accounting & Tax 345 SE Third St. Bend, OR 97702	541-382-5099	541-388-1056	www.capstoneaccounting.com info@capstoneaccounting.com	Lance Brant	20	2004	4	Services tax, audit, business start up, financial planning, small business consulting & planning.
Capstone Accounting & Tax 735 SW Ninth St. Redmond, OR 97756	541-548-3569	541-548-3580	www.capstoneaccounting.com info@capstoneaccounting.com	Lance Brant	7	2017	3	Services tax, audit, business start up, financial planning, small business consulting & planning.
Chris Mahr & Associates CPAs 805 SW Industrial Way, Ste. 1 Bend, OR 97702	541-647-2104	541-647-2189	www.mahrcpas.com kelli@mahrcpas.com	Chris Mahr	5	2011	3	Tax planning & preparation, business planning & consulting, audits of municipalities, commercial & nonprofit entities. Reviews & compilations.
Devon A. Gaines CPA, PC 404 SW Columbia St., Ste. 230 Bend, OR 97702	541-323-6750	541-330-0254	www.dgainescpa.com vikki@dgainescpa.com	Vikki Groshong	3	2009	1	Provides tax planning services & prepares individual, partnership, corporate & nonprofit tax returns.
Fowler & Co., Inc. 550 SW Industrial Way, Ste. 201 Bend, OR 97702	541-550-1656	541-550-1656	www.fowler-cpa.com pr@fowler-cpa.com	Greg Fowler	6	2014	2	Business services: tax planning & preparation, business growth strategies, management improvement coaching, financial modeling, bookkeeping. Personal services: tax planning & preparation, personal financial strategies, retirement planning.
Gerdes Financial LLC 120 SW Crowell Way, Ste. 100 Bend, OR 97702	541-389-7090	541-389-6620	www.gerdesfinancial.com mandy@gerdesfinancial.com	Mandy Larson, Todd M. Gerdes	2	1988	2	Tax preparation, estate & gift taxation, real estate & 1031 exchanges, retirement planning, QuickBooks support, business succession planning & compilation services.
Hogue Accountancy, LLC 2514 NE Division St. Bend, OR 97703	541-382-8234	541-389-6084	www.hogueaccountancy.com carrie@hogueaccountancy.com	Travis Hogue	4	1998	1	Tax returns, financial statements, bookkeeping & accounting. Install/training

Continued on Page 34



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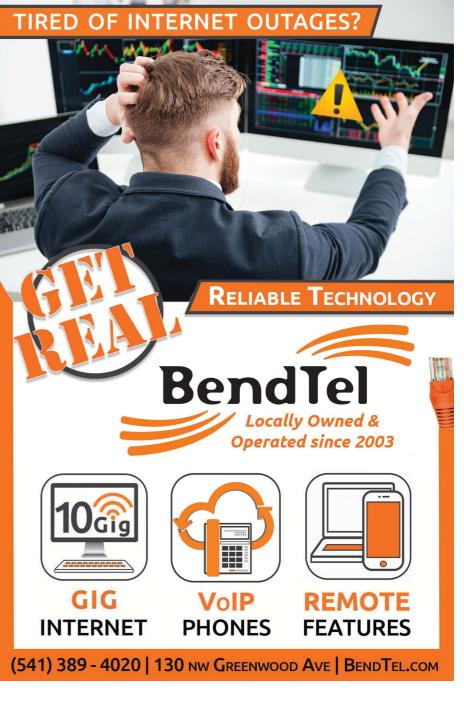
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# Navigating 2026 Tax Strategies for Central Oregon's Key Industries

# by KRYSTA SMITH, CPA, Senior Manager — Kernutt Stokes

all is here — the temperature is slowly dropping, the leaves are changing color and the fresh-hop selections are at their peak. The instinct to get cozy is at an all time high, but that doesn't mean you should be complacent with your year-end tax planning. If you haven't thought about what you can do before year-end to prepare for the 2026 tax filing season, here are some things to consider while enjoying these sunny, crisp fall days.

### Construction Industry

Bonus depreciation is back! Assets placed in-service after January 19, 2025, can be fully depreciated in the year of acquisition for tax purposes. Review your placed in-service dates to ensure proper tax treatment, and consider the binding contract rules.

Have you reviewed your tax accounting method recently? Cash, Accrual, Percentage of Completion and Completed Contract are your most common options, each having their own advantages and disadvantages depending on the size of your company and the length of jobs on your WIP schedule. Due to recent law changes, or if there's been a change in your business activity, it may be valuable to spend time analyzing a potential change.

Opportunity Zones (OZ) are getting a makeover, and the chance to defer capital gains using this investment vehicle has been made permanent. The Central Oregon area currently has several designated opportunity area tracts related to the first OZ program established by the Tax Cuts and Jobs Act of 2017. The new program will designate new zones, with special incentives for rural areas. This is a great opportunity for builders in Central Oregon, with new areas needing to be identified by the governor by July 1, 2026.

### **Manufacturing and Beverage Industries**

Gone are the days of capitalizing R&D costs. For taxable years beginning after December 31, 2024, taxpayers will be able to immediately deduct domestic research or experimental expenditures paid or incurred during the taxable year. Taxpayers who previously capitalized and amortized domestic R&D costs under the prior law are given transition relief: they may elect to deduct any remaining unamortized domestic R&D expenditures in the first taxable year beginning after December 31, 2024, or alternatively, deduct such remaining unamortized amounts ratably over the two taxable years beginning after that date. This election is available to all taxpayers, but the bill provides a special retroactive option for certain small businesses with gross receipts of less than \$31 million, allowing them to apply the new expensing rules retroactively to taxable years beginning after December 31, 2021, by filing amended returns within one year of enactment. This retroactive relief is not available to large taxpayers, who must apply the new rules prospectively.

Considering constructing a new manufacturing facility? For qualified production

property where construction begins after January 19, 2025, and before January 1, 2029, there's a new election available to immediately expense new or original use property. Currently, Oregon conforms to federal depreciation rules, so the deduction would apply at the federal and state level. Consider a cost segregation study from a reputable service provider to ensure proper classification of construction costs for purposes of this election.

Do you have a large amount of interest expense on your books? The limitation on the deductibility of business interest expense is governed by IRC Section 163(j). Generally, the deduction for business interest is limited to the sum of business interest income and 30% of adjusted taxable income, with certain exceptions for small businesses and electing real property trades or businesses. The limitation on deducting business interest expense is now permanently based on EBITDA (earnings before interest, taxes, depreciation and amortization), allowing larger deductions for many businesses.

### **Medical and Dental**

The 20% Qualified Business Income (QBI) deduction for pass-through business owners has been extended permanently, with a higher phase-in threshold (\$75,000 for single filers, \$150,000 for joint filers, indexed for inflation) beginning in 2026. There is also a new minimum deduction of \$400 for active business owners with at least \$1,000 in QBI, starting in 2026.

It's worth noting that income from a Specified Service Trade or Business (SSTB) is generally excluded from the QBI deduction if the taxpayer's taxable income exceeds the applicable threshold amount, but these thresholds have been increased (Married Filing Jointly: Threshold \$394,600; Phase-in Range \$394,600 to \$494,600 for 2025). With these adjusted thresholds, medical and dental businesses should consider the potential impact of the QBI deduction on their personal tax returns.

### **Other Considerations**

Great news for Oregon residents: Beginning with tax year 2025, the state and local tax (SALT) deduction cap increases from \$10,000 to \$40,000 for single filers and married couples filing jointly (\$20,000 for married filing separately). This higher cap applies for 2025 and is indexed for inflation in subsequent years, rising to \$40,400 in 2026 and increasing by 1% annually through 2029. For high-income taxpayers, the allowable SALT deduction is phased out: the cap is reduced by 30% of the amount by which a taxpayer's modified adjusted gross income (MAGI) exceeds \$500,000 (\$250,000 for married filing separately), but the deduction cannot be reduced below \$10,000.For business owners, you should consider planning scenarios for pass-through entity elections and this increased deduction amount at the individual level.

Here at Kernutt Stokes, we strive to be a trusted business advisor for you and your family. If you have questions about your taxes, we're here to help.

kernuttstokes.com

# If you think of your CPA as just your "tax person," maybe it's time for a change.

Filing tax returns is a service your CPA provides, but it shouldn't be the only one. The complexity of business today means you need a partner that considers all facets of your business, from hiring strategies, to retirement plans, to succession planning, and beyond. When you're ready to think beyond the tax return, give us a call.

Expect more from your CPA. Get more with Kernutt Stokes.

K E R N U T T S T O K E S Certified Public Accountants & Consultants





# Accounting & Bookkeeping Services

# Accounting Firms (Listed Alphabetically)

CONTINUED FROM PAGE 32

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	CPAs	Services
Jones & Roth CPAs & Business Advisors 300 SW Columbia St., Ste. 201 Bend, OR 97702	541-382-3590	541-382-3587	www.jrcpa.com info@jrcpa.com	Jordan Dawley, Evan Dickens, Brian Newton	13	1946	6	Tax, audit, assurance, advisory, business transitions & retirement plans for companies of all sizes. Specialized industry practices in construction & real estate, dental, medical & nonprofit organizations. Retirement plan audit specialists.
Kernutt Stokes 1777 SW Chandler Ave., Ste. 280 Bend, OR 97702	541-749-4020	541-345-8540	www.kernuttstokes.com adelaney@kernuttstokes.com	Trever Campbell, Amy Delaney	14	1945	3	Tax, audit/assurance, virtual accounting, business & accounting software consulting. Industries include family-owned business, construction, agriculture, transportation, medical/dental, beverage, manufacturing & real estate.
Michael J. Mohan, CPA 106 N Main St. Prineville, OR 97754	541-447-3299	541-447-2854	www.mohancpa.com office@mohancpa.com	Mike Mohan	6	1983	1	Tax planning & preparation, tax audits, financial statements, estate planning, financial planning, payroll & bookkeeping.
Mode Hanus, LLP 354 SW Upper Terrace Dr., Ste. 103 Bend, OR 97702	541-385-0534	541-385-0547	www.bendtax.com info@bendtax.com	Patti Mode, Michelle Hanus	2	1971	2	Income tax planning & preparation for businesses & individuals. Business consulting including start-up, acquisition & succession planning. Accounting services, including bookkeeping, payroll & financial statement preparation.
Nelson & Nicassio Tax Accountants, LLP 45 NW Hawthorne Ave. Bend, OR 97703	541-382-3468	541-382-0533	www.nnbendtax.com	Larry Nelson, Andrea Nicassio	4	1994	1	Tax preparation for individuals, small to medium size businesses & medical practices audits of municipalities, commercial & nonprofit entities estate taxation.
Patrick Casey & Co. LLP 796 SW Bradbury Way, Ste. 101 Bend, OR 97702	541-322-2142	541-322-2146	www.patrickandcasey.com dover@patrickandcasey.com	Kyle Dover, Cody W. Martin	17	1980	8	Income taxes, accounting services & business consulting.
Pro CFO 550 NW Franklin Ave., Ste. 328 Bend, OR 97703	541-728-0444	541-382-6175	www.procfo.com srunyon@procfo.com	Sheri Runyon	8	2007	4	ProCFO specifically helps family-based entrepreneurial businesses that have contributed to their communities as one of their line items. We provide the key fractional CFO & accounting services to allow these businesses to carry out their life-long mission.
Riley Wigle CPAs, LLC 53 NW Irving Ave. Bend, OR 97703	541-389-6401	541-389-5940	www.rileywiglecpas.com info@rileywiglecpas.com	Kristin Wigle, Meah Cukrov	6	1979	4	Financial statement presentation, business consulting Tax preparation for construction, real estate, 1031 exchanges, manufacturing & retail.
Sorreen Inc 395 SW Bluff Dr., Ste. 200 Bend, OR 97702	541-382-4791	541-388-1124	www.sorren.com email@bendcpa.com	Breanna Whitley	22	1973	12	Financial statements & audits, tax planning & preparation, financial planning, business consulting, bookkeeping & payroll services & estate planning.
Tyler Accounting LLP 243 SW Scalehouse Lp., Ste. 5A Bend, OR 97702	541-389-1237	541-389-2207	www.tyler-accounting.com info@tyler-accounting.com	Barbara Tyler, Merle Tyler	3	2009	1	Full-range of accounting, tax preparation, business consultation, estate tax returns, Quickbooks training & bookkeeping services.
Werner Crawford Accounting, LLP 250 NW Claypool St. Prineville, OR 97754	541-447-7776	541-416-8926	george@cpa-wc.com	Susan Crawford, George Werner	5	2008	3	Tax, financial & estate planning, tax preparation, payroll bookkeeping, financial statements.

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.

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

2025 CASCADE BUSINESS NEWS -ASTEST 20 Become a part of this impressive group of companies by filling out the simple form at **CascadeBusNews.com** or call 541-388-5665.

- Established and operating on or before January 1, 2022.
- Gross revenues, each year, need to reflect year-over-year growth. (2024>2023>2022).
- Gross annual revenues \$100,000 or greater in fiscal year 2024.

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

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. **Deadline September 30, 2025**.

Only percentage of growth will be published.



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



Jason Buchanan

**OnPoint Community Credit Union** recently announced that after an extensive nationwide search, it has appointed credit and operations expert **Jason Buchanan** as chief credit officer. Buchanan joins the executive team of Oregon's largest credit union, with more than 618,000 members and \$9.56 billion in assets.

As chief credit officer, Buchanan will oversee the credit union's collections, consumer lending, credit administration, mortgage underwriting, commercial credit administration and indirect lending teams. He also brings a passion for improving processes and integrating technology into the lending world.

Before joining OnPoint, Buchanan served in credit and risk management roles at Blue Federal Credit Union in

Wyoming, BBVA USA and Texas Capital Bank. He also has experience with startup incubation and portfolio management.

Outside of work, Buchanan is an active community volunteer, serving on the board of Arts and Songwriting Foundations and founding a nonprofit that funds micro-grants for individuals and groups who face challenges in obtaining funding.

**ORW Architecture** has announced the hiring of **Paul Kim** as director of marketing. Kim comes to ORW with more than 20 years of marketing and business development experience in the A/E industry with a focus on building authentic relationships with clients, colleagues and community.

Based in ORW's Bend office, Kim will be responsible for highlighting the firm's presence and brand across the state while leading internal teams in discovering and connecting to meaningful projects and people.

With offices in Medford and Bend, ORW Architecture is a collaborative design organization providing design and planning services for public and commercial facilities, including educational environments, civic buildings, healthcare facilities and community-focused projects.



Paul Kim

Holley Jensen

**Compass Commercial Real Estate Services** proudly announces that **Holley Jensen** has been named the firm's newest partner, joining the leadership team that guides the company's vision and growth.

Jensen, director of property management and a licensed broker, has been instrumental in leading Compass Commercial's property management team and overseeing a diverse portfolio of office, retail, mixed-use and medical properties across Central Oregon. Since rejoining Compass Commercial in 2023, she has streamlined operations, grown the management team and elevated client service by introducing best practices and leveraging new technologies.

In addition to becoming a partner, Jensen has been named a 2025 Cascade Business News Accomplished Under 40 recipient, which celebrates professionals who excel in their careers while making a difference in their communities. She's the 17th Compass Commercial employee to receive this honor, further underscoring her professional achievements and community engagement.

Before joining Compass Commercial, Jensen built a strong foundation in Austin, Texas, where she worked with AQUILA Commercial and Live Oak Real Estate managing a wide-ranging portfolio. She holds a Bachelor of Science in Communications from Boston College and is actively involved in professional organizations.

Her commitment to community service has been a hallmark of her career. In Texas, Jensen served as a mentor on the Austin Young Women's Alliance membership committee, volunteered as a Special Olympics swim coach, and regularly supported local road races and triathlons. She also chaired the special events committee for the IREM chapter in Austin. Now in Bend, she looks forward to volunteering this school year at Silver Rail Elementary while raising her son, Jake.

SCORE Central Oregon announced Richard Wayper as one of its newest members, serving as a Certified Mentor. Wayper is a seasoned executive with over 33 years of leadership in the demolition, mining and environmental remediation industries. His career spans business development, technical oversight, project management and corporate leadership, culminating in nearly a decade as president of Northwest Demolition & Dismantling. Raised in New Zealand and educated as an economic geologist (MS Science), Wayper worked overseas in the mining exploration field. After moving to the U.S., Wayper moved into the environmental remediation field. During this time, fascinated with the business development process, Wayper became certified as a sales trainer.



Richard Wayper

Intending to stay in the industrial business sector, Wayper seized upon the opportunity to enter a small local demolition firm. Joining the company in 1998, Wayper advanced from business development and project management to program manager, vice president of business development and ultimately president. Under his leadership, the firm became a nationally recognized demolition and environmental services provider, executing complex projects across the U.S. and internationally, including Canada, Australia, Argentina, the Pacific Islands and Antarctica.

SCORE Central Oregon provides free mentoring, workshops and resources to help small businesses start, grow and succeed. Experienced business

professionals volunteer their time to offer guidance on strategy, operations and financial planning. The organization also connects entrepreneurs with valuable local and national resources to support their long-term success.

Meet the Compass Commercial Office Dogs!



Name: **Griffin**Owner: **Ellisse Dickey**Age: 7
Celebrity Look-Alike: The Lorax
Likes: Swimming and playing fetch
Dislikes: Certain Compass employees, we aren't
quite sure why.

Name: **Roddie**Owner: **Melissa Coconas**Age: 6
Celebrity Look-Alike: Dobby the Elf
Likes: His Hawaiian shirt collection, the sun
Dislikes: Griffin





Name: **Marlow**Owner: **Sophie Brentlinger**Age: 4
Celebrity Look-Alike: Joe Pesci
Likes: Treats and squeaky toys
Dislikes: Vacuums

Name: **filtred**Owner: **Adam McKenzie**Age: Puppy
Celebrity Look-Alike: Chewbacca
Likes: The entire construction department
Dislikes: Being contained





Name: Olive Oyl
Owner: Tara O'Connor
Age: 9
Celebrity Look-Alike: Biggie Smalls
Likes: Pinecones
Dislikes: N/A

Central Oregon Community College's (COCC) seven-person board of directors recently chose member Erica Skatvold of Bend to chair the 2025-26 year, a leadership post she will hold through June of 2026. Skatvold, a former COCC student, chaired the board for the 2020-21 year and was vice chair from 2024-25 and from 2019-20. Representing Zone 4, which covers most of Bend, Skatvold will complete her board term in 2029.

Having grown up in Bend — where, as a student at Bend Senior High



college's dual-credit program

School, she took classes at COCC through the college's dual-credit program — Skatvold's background combines local community understanding with firsthand COCC student experience. In the 2018-19 academic year she was an enrolled student at COCC, working on nursing program prerequisites. Skatvold has been the director of quality management at St. Charles Healthcare System since 2020.

Board member **Jim Porter**, former Bend Police chief, was selected to serve as vice chair. He represents Zone 6, most of northwest Deschutes County. Porter has been both a student and instructor at the college. His board term expires in 2027.

**High Desert Food and Farm Alliance** recently announced the appointment of **Kristin Points** as the new executive director, effective September 15, 2025.

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Points replaces Sharon Maier-Kennelly who resigned in August 2025. HDFFA staff and board are all eager to have Points as a part of the team.

Points brings more than 20 years of nonprofit leadership experience to HDFFA, with a background in fundraising, communications and community engagement. Prior to joining HDFFA, she served as Director of Development and Marketing at Friendship Shelter in Southern California, where she led successful fundraising campaigns and guided strategic communications.

**Redmond Municipal Airport** (RDM) has been nominated for USA Today's 10Best Readers' Choice Award for "Best Resort Airport," and voting is open now through Monday, October 6, 2025, at 11:59am EDT.

Nestled in the heart of Central Oregon, RDM offers travelers a gateway to a region rich with outdoor adventure. From forest hikes and mountain biking to serene lakes and luxurious resort lodges, Central Oregon is a premier destination for those seeking both excitement and relaxation. With Mt. Bachelor visible in the distance, RDM places visitors right in the center of it all.

RDM is served by five major airlines, including Alaska, American and Delta, all operating from a single, traveler-friendly terminal. The airport features family-friendly amenities such as a Kid-Port play area on the public side, the "Flybrary" which is a free library, and the Avalon Aeropub bar and restaurant. It also serves as a convenient hub for resort shuttles, rental car services and rideshare options, making travel to nearby resorts seamless and stress-free.

Support RDM by casting your vote at: 10best.usatoday.com/awards/redmond-municipal-airport-rdm-redmond-oregon.

Recently, the **Oregon Department of Education**, in partnership with the Oregon Lottery, announced Oregon's 2025-26 Regional Teachers of the Year. Over the past two weeks, communities statewide have celebrated the 16 regional honorees through surprise announcements and local gatherings.

Classroom teachers in Oregon are essential to nurturing environments where students experience belonging, wellness and academic excellence. The Oregon Teacher of the Year program recognizes and honors educators whose exceptional dedication, expertise and leadership place these values at the heart of their work.

Regional Teachers of the Year are selected through a nomination, application and selection process led by the 19 regional Education Service Districts across Oregon. Applicants submit testimonials, essays and letters of support, and are evaluated by regional panels on leadership, instructional expertise, commitment to equity, community involvement, understanding of educational issues, vision and professional development.

Thanks to a partnership with Oregon Lottery, each Regional Teacher of the Year will receive a \$1,000 award and is considered a semi-finalist for the honor of 2025-26 Oregon Teacher of the Year, which will be announced later this fall.

Congratulations to Oregon's 2025-26 Regional Teachers of the Year!

Kimberly Agricola, Sunset Middle School, Coos Bay School District

Sarah Anderson, Dufur School, Dufur School District

Kacey Baxter, Newport Middle School, Lincoln County School District

Jennifer Bracken, Sutherlin East Primary, Sutherlin School District

Maria Crowley, Jefferson County Middle School, Jefferson County
School District

Jason Galbraith, Sunset High School, Beaverton School District Sally Golden, Community Transition Program, Springfield School District Makenna Heffington, Fremont Elementary, Lake County School District Amy Huffman, Little Explorers Preschool, Sherman County School District Maximillian Jones, North Valley High School, Three Rivers School District



Jo Lane, Roosevelt High School, Portland Public Schools
Mona Mensing, Redmond High School, Redmond School District
Margot Peek, Willamette Primary School, West Linn-Wilsonville School District
Sena Raschio, Humbolt Elementary, John Day School District
Korrie Shull, John F. Kennedy High School, Mt. Angel School District
Marianne Smith, McLoughlin High School, Milton-Freewater School District

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

# Who's Who!

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

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# COCC Receives \$1.3 Million Federal Grant for Futures in Behavioral Health

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

newly awarded four-year, \$1,335,113 grant by the U.S. Health Resources and Services Administration to Central Oregon Community College will provide scholarships and paid field placements in behavioral health for up to 18 students per year.

"This funding will bring essential support for students pursuing futures as qualified mental health associates and certified alcohol and drug counselors, with an overall goal of increasing the number of behavioral health paraprofessionals in our area," said project lead Sean Roberts, Ph.D., an assistant professor in COCC's human services program.

Enrolled COCC students pursuing a certificate or associate degree will receive scholarships of \$4,000 and living stipends of \$6,000 to complete a practicum. "These students will fill a critical health gap in Oregon while building meaningful careers," Roberts added.

The U.S. Health Resources and Services Administration has designated Central Oregon as a health professional shortage area. A 2022 study by the Oregon Health Authority found that Oregon ranked fourth in the U.S. in unmet

mental health needs.

The behavioral health employment need across the country is significant, expected to rise by 17% between 2024-34, according to the U.S. Bureau of Labor Statistics.

COCC's addiction counseling and behavioral health program offers a workforce-ready associate degree and three-term certificate — the latter with 100 of the 1,000 supervised hours required for the state exam. Students can complete all the certificate-focused coursework needed to pursue their addiction counseling certification in just nine months, attending classes two days a week. The trainings provide all the necessary coursework and field experience for students to attain state certification to become a certified alcohol and drug counselor and/or a qualified mental health associate.

The program also offers an Associate of Arts Oregon Transfer degree with a focus on behavioral health.

For more information, contact Sean Roberts at 541-617-4614 or sroberts5@cocc.edu.

cocc.edu

# Street Dog Hero Spays & Neuters 50 Local Animals

by KELLI DELPERDANG, Marketing & Communications Manager — Street Dog Hero

his past weekend, Street Dog Hero successfully hosted a low-cost spay/ neuter clinic at their facility in Bend, providing essential veterinary services to 50 families and their beloved pets across Central Oregon. The initiative aims to reduce pet overpopulation and prevent overcrowded shelters by making spay/neuter procedures affordable and accessible to the community.

With the cost of spaying or neutering a large male dog reaching an estimated \$700 at local veterinary offices, many pet owners face financial barriers to accessing these essential services. "Money should not be an obstacle for people wanting to get their animals spayed or neutered," said Jaymie Friesner, Medical Manager at Street Dog Hero. "That's why we offer low-cost options so that every pet owner can do what's best for their animals and our community."

Since its founding in 2017, Street Dog Hero has facilitated over 11,000 low-cost spay/neuter surgeries both locally and internationally. Their commitment to animal welfare continues with monthly clinics at their Bend facility, providing ongoing opportunities for pet owners to access affordable veterinary care.

The clinics are open to the public, and pet owners interested in registering

their animals for upcoming events are encouraged to visit streetdoghero.org for more information and to sign up.

### **About Street Dog Hero:**

For over eight years, Street Dog Hero has been fulfilling its mission of helping end animal overpopulation by spaying and neutering owned and street dogs and cats around the world. To date, the organization has provided more than 11,495 free or reduced-rate spay/neuter and other wellness services to animals in Mexico, Jamaica, as well as locally. They have also rescued over 3,936 dogs from more than a dozen countries like Mexico, South Korea, China, India, Bahamas, Afghanistan, Armenia and right here in the United States and have found them forever homes. Street Dog Hero is making lasting positive changes in the lives of animals and their humans, working towards a world where all dogs are healthy, safe, cared for, and wanted. Through this work, SDH makes a lasting impact on owned and street dogs and cats and the families that surround them.

streetdoghero.org







t. Charles Continued from page 3

asked insurance companies to work with us to address concerns about coverage denials for medical treatments, increasing

administrative burdens for our care teams, inefficiencies and delays in patient care," said Matt Swafford, chief financial officer for St. Charles. "Though not perfect, both contracts with Aetna and with Cigna include elements that better address these issues. We will remain in-network for both insurance companies."

The contract with Aetna was resolved recently and Aetna estimates it covers about 7,500 people in Central Oregon. The contract with Cigna was set to expire on September 30, which would have affected about 5,000 patients.

'We understand that some individuals were concerned about potentially losing

or having to switch coverage, and that's a worry we take seriously," Swafford said. "We are moving ahead with these newly negotiated agreements because we believe it is in the best interest of patients and for preserving health care access in Central Oregon."

stcharleshealthcare.org

# OW

Continued from page 3

BootCamp kicks off the day with educational sessions designed to help startups level up. This year's lineup of sessions includes:

- How to Get into Retail Outdoor industry buyers will share what drives their decisions and offer insights to help sellers connect, respond to objections, refine their approach and perfect their pitch.
- How We Did It Founders of successful outdoor businesses will share their personal stories and insights on how they built their brands from the ground up.

Attendees can expect top industry experts, plenty of Q&A time and practical takeaways to fuel their next set of moves.

### **BootCamp Panelists confirmed to date include:** Buyers

- Adam Gerken, Retail Director, Tactics Boardshop
- Bryce Phillips, Founder, evo

- Lindsay Peters, Buyer, Pine Mountain Sports
- Dave Manchester, Store Manager, REI Bend, OR/ **Northern Rockies**

### **Founders**

- Kirby Erderly, Founder of Orange Screw
- Martha Santos, Founder of Ryöken Instinct
- Justin Guld, Co-Founder of MODL
- Harold Olaf Cecil, Co-Founder of Giant Loop Evening Headliner – BreakOut Pitch Event

The eighth annual BreakOut takes center stage in the evening, showcasing a roster of emerging outdoor companies competing for \$20,000 in cash no-stringsattached awards with winners chosen by audience vote. This year's lineup highlights Oregon talent: the majority of companies are based in Bend.

On the bill:

### **Early Stage**

- Eyeonize (Bend)
- Giddy Up Glove (Bend)
- WanderHut Vehicle (Bend)

### **Growth Stage**

• Howl at The Spoon (Beaverton)

- Snowshoe Leather Care (Bend)
- StoryBooth Experience (Bend)
- Spiral Wax (Bend)

"We've got an incredible lineup this year," said Gary Bracelin, BOW founder. "Thanks to support from a Business Oregon grant and our sponsors, we're able to shine a spotlight on more local companies than ever before something truly unique for our region — while also doubling the prize money and the energy at the Volcanic."

BOW's BreakOut and BootCamp are also part of the third annual High Desert Innovation Week, celebrating the unique resources, creativity and collaboration that make Central Oregon a great place to build a business.

This year's events are sponsored by White-Summers Law, Sorren, City of Bend, U.S. Bank, Algofy Outdoors, Relativity Agency, Embark Co-Working Space, Tokyo Starfish, Focus on the 40 and 10 Barrel Brewing.

Tickets for BootCamp and BreakOut are sold separately, are limited and expected to sell out. For more information, including BootCamp panelist bios, visit bendoutdoorworx.com.

bendoutdoorworx.com

# elicatessen

Continued from page 3

are set to open Stacks Dinner and Delicatessen, a gourmet delicatessen in the Old Mill District. The deli will sit on Center Plaza in the heart of the district in a space that formerly housed Gap Kids. Stacks Dinner and Delicatessen will serve a from scratch menu that guests can choose to enjoy inside the restaurant, on the patio by the river, or with grab-and-go options.

SunWest Builders and many incredible local electricians, plumbers, carpenters, masons, and technicians are diligently working with a goal of opening before the holidays.

"It has been incredible to see the hard

work of our local tradesmen and women transform this retail space into the restaurant we have been dreaming about for years," Cheri Helt said. "We are incredibly grateful."

Last year, the Helts and their staff celebrated 20 years of serving "casual, upscale American food with a southern flair" at Zydeco Kitchen and Cocktails. For more than two decades Zydeco has been a local Bend favorite, regularly earning rave reviews and community choice awards from patrons and local media alike.

In 2021, Zydeco was even featured in an episode of the popular Food Network show, "Diners, Drive-Ins and Dives," which is hosted by celebrity chef Guy Fieri.

"We couldn't be more excited to welcome the team behind Zydeco to the Old Mill District," said Beau Eastes, marketing director for the Old Mill District. "They've already helped shape Bend's dining scene, and this new deli's going to be another home run."

Stacks Dinner and Delicatessen chef Eric Joppie and the rest of the culinary team will offer a menu featuring in-house cured and smoked meats and fish, fresh-caught fish, and local farm-fresh vegetables. Signature dishes are expected to include cured in-house pastrami and corned beef, beet-cured salmon lox, latkes, and rotisserie-roasted meats. Customers will also be able to purchase charcuterie, smoked fish, artisan cheeses, farm fresh salads, and pickles by the pound.

"Our team is excited to bring the traditional style of a New York City deli and combine it with the farm-fresh ingredients of the Pacific Northwest," added co-owner Steve Helt.

Located in a high-traffic space, the Stacks will offer a modernized dining approach; a place to grab a quick sandwich, have a traditional dinner, enjoy a drink with a friend, or take a fine dining quality meal to-go creating a lively, European-style atmosphere where you can choose your own dining adventure. Guests at Stacks Dinner and Delicatessen will enjoy their meals while taking in scenic views of the Deschutes River and the pedestrian bridge, making it an inviting place to gather with friends and family.

"With one of the most visible and dynamic locations in the Old Mill District right on the plaza by the pedestrian bridge — this spot is primed to become a go-to gathering place for locals and visitors alike," Eastes added.

Stacks Dinner and Delicatessen can be found on Instagram and Facebook at @ stacksdinneranddelicatessen.

oldmilldistrict.com

# ultivate Bend

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learning, bold pitches and powerful networking designed to help early- and scaling brands grow smarter, faster and more resilient.

Cultivate LIVE! is also part of the High Desert Innovation Week, a region-wide effort (October 13-17) to bring together innovators, startups and resources across sectors in Central Oregon. This alignment amplifies the impact of the summit and broadens the reach of attendees and partners alike.

# What to Expect at Cultivate LIVE!

# Keynote Speaker – Mark Maggio

Industry pioneer, co-founder of Boulder Canyon, visionary leader behind multiple of Madhava Foods, Mark Maggio will deliver core insights on scaling brands, navigating buy/sell transactions and thriving in competitive markets. Cultivate Bend

# Pitch Slam

Up to five Cultivate Bend member brands will take the stage to present a 5-minute business pitch to a panel of national CPG judges — which includes experts like Bill Capsalis, Sara Schor, Natalie Wieder and Karmen Olson. Each presenter will receive detailed, live feedback on strategy, branding, product positioning and business challenges. Cultivate Bend

# Community Marketplace

Attendees will sample, taste and engage with a wide variety of local natural products from Cultivate Bend members. A chance to connect directly with brand stories, product innovations and potential collaborators. Cultivate Bend

# **After-Hours Networking**

To cap off the day with an informal Happy Hour, providing speakers, panelists, entrepreneurs and attendees a relaxed environment to reflect, build relationships and explore partnership opportunities. Cultivate Bend.

# Why This Matters

Natural product and CPG founders often face steep barriers: figuring out distribution, refining product stories, scaling production, securing investment and building systems that avoid guesswork. Cultivate LIVE! is built to meet those needs not just inspire, but deliver tactical takeaways, real feedback and connections that move the business forward.

Cultivate Bend's mission has always centered on strengthening the natural products CPG community in Central Oregon. This summit is the embodiment that mission: bringing

(community, inspiration) together with hard results (business growth, merchandising insights, investment readiness).

# **Who Should Attend**

- Early-to-mid stage CPG brand founders seeking clarity on scaling, cost control and distribution
- · Local entrepreneurs in the natural products space ready to pitch, learn and grow
- Investors, buyers and service providers who support, equip or collaborate with growing brands

# **Registration & Participation**

Ticket sales, booth opportunities and Pitch Slam applications are open now via Eventbrite and the Cultivate Bend website. Interested brands, sponsors or media should visit cultivatebend.com/cultivatelive to learn more. Member brands have priority for Marketplace booths.

# SU-Cascades Continued from page 3

career readiness into the student experience, including the Cascades Edge career preparation program launched in 2023, and SnoPlanks Academy, where students lead and manage all functions of a snowboard company. The award will help launch similar opportunities in the coming years.

Other participating universities, also noted for prioritizing undergraduates' academic learning in conjunction with career preparation, include Bowling Green State University, Morgan State University, Rowan College at Burlington, University of Central Florida, University of Maryland Baltimore County and University of North Texas.

"At OSU-Cascades, our goal is for every student to graduate with the ability to articulate the leadership and career outcomes they've cultivated during their academic experience," said Cynthia Engel, director of the OSU-Cascades' Career Development Center. "Through the Work-Integrated Learning Accelerator pilot, we'll scale that vision and design, test and build a dynamic and inclusive model that prepares students for even more meaningful and durable professional success — and work with employer partners to collaborate in that success."

OSU-Cascades' Work-Integrated Learning Accelerator pilot will be led by a cross-functional team of faculty, staff and administrators to include representatives from across degree fields, as well as information technology and industry relations experts. The team's work will be guided by input from students and industry partners.

The team will collaborate with ASU and participating institutions to co-develop and test innovative approaches to workintegrated learning, such as embedding work experiences into courses through micro-internships, project-based learning and employer challenges.

The pilot will also consider future opportunities to take place within OSU-Cascades' planned innovation district, which is designed to foster collaborations between the university, industry and the community.

OSU-Cascades' pilot activities anticipated to launch in spring 2026.

Participating universities were each awarded \$150,000 in funding to support startup costs and technology adoption.

Through learnings from the pilots, accelerator leaders at ASU will develop an open-access digital resource available to share with higher education institutions, employers and others.

The pilot at OSU-Cascades will support OSU's strategic goal of becoming a university where every student graduates, and complement a new university-wide requirement launched in summer 2025 that ensures every student graduates with career skills and connections.

osucascades.edu

# Central Oregon Business Calendar

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

# **BUSINESS EVENTS**



### October 1

6pm City of Bend Virtual and In-Person Bend City Council Business Meeting at Bend City Hall Council Chambers.

### October 2

11:30am-1pm League of Women Voters of Deschutes County Virtual and In-Person First Thursday Speaker Series Free Public Information Meeting at Redmond Public Library.

### October 2

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

### October 2

4-6pm MountainStar Family Relief Nursery Grand Re-Opening at MountainStar Redmond.

### October 7

5-7:30pm Bend Chamber BEND 101: Growth in Bend - Where We Stand & Where

We're Going, at OSU-Cascades.

### October 8

7:30-9am Sunriver Area Chamber Coffee & Conversation at SHARC in Sunriver.

### October 8

5pm Deschutes County Board of Commissioners Joint Meeting with City of La Pine at La Pine City Hall.

### October 9

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

# **WORKSHOPS & TRAINING**



### October 10-1

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

# (Ongoing)

COCC Small Business Development Center Virtual Classes.

# **Building Permits**

### **DESCHUTES COUNTY 9.16.25 & 9.23.25**

\$106,499.00 - Commercial (Alteration) at 1590 Mountain Quail Dr. Redmond 97756 OR

Owner: Eagle Crest Resort Development, LLC PO Box 1215 Redmond, OR 97756 Permit # 247-24-007560

\$25,000.00 - Commercial (Alteration) at 16270 Paulina View Rd. La Pine 97739 OR Owner: Verizon Wireless PO Box 1368 La Pine, OR 97739 Permit # 247-25-003973

\$2,255,318.00 - Commercial (New) 5,852 sf. at 130 E Cascade Ave. Sisters 97759 OR Owner: Dixies Properties, LLC 71110 Holmes Rd. Sisters, OR 97759

Builder: Tac Construction, Inc. 541-318-9090 Permit # 247-24-001580

\$180,000.00 - Commercial (Alteration) 360 sf. at 63225 Lookout Dr. Bend 97701 OR Owner: Verizon 1220 Augusta Dr. Ste. 500 Houston, TX 77057

Builder: M & A Contracting, Inc. 503-931-3895 Permit # 247-25-001439

\$165,451.00 - Commercial (New) 600 sf. at 21420 Stevens Rd. Bend 97702 OR Owner: Church of God Cleveland 21420 Stevens Rd. Bend, OR 97702 Permit # 247-25-001312

\$66,227.00 - Commercial (Alteration) 1,600 sf. at 51538 Hwy 97 La Pine 97739 OR Owner: Altra, LLC PO Box 1287 La Pine, OR 97739 Permit # 247-25-004711

# **CITY OF BEND 9.16.25 & 9.23.25**

\$15,000.00

\$300,000.00 - Commercial (Alteration) 5,052 sf. at 125 NW Oregon Ave. Bend 97703 OR Owner: Columbia Brick Works, Inc.

Builder: TJ Nisbet Construction, Inc. 503-257-0308 Permit # PRRE202501379

\$216,489.00 - Commercial (Alteration) 9 sf. at 3098 N Hwy 97 Bend 97703 OR Owner: RPP Bend, LLC

Builder: JHC Commercial, LLC 503-624-7100 Permit # PRRE202503655
\$65,851.00 - Commercial (New) 721 sf. at 912 NW Newport Ave. Bend 97703 OR Owner: Truax Corporation

Builder: Double R Products 541-476-1387 Permit # PRNC202505201
\$65,000.00 - Commercial (Alteration) 1,237 sf. at 150 NW Oregon Ave. Bend 97703 OR Owner: Eastern Western Corpo

Commercial (Alteration) 1,237 sf. at 150 NW Oregon Ave. Bend 97703 OR Owner: Eastern Western Corporation Builder: HK Development, Inc. 503-740-9711 Permit # PRRE202503377

\$27,804.00 - Commercial (New) at 63701 NE 18th St. Bend 97701 OR Owner: Triton 1, LLC

Builder: TJ Nisbet Construction, Inc. 503-257-0308 Permit # PRNC202505619

- Commercial (New) 408 sf. at 1460 NE Medical Center Dr. Bend 97701 OR Owner: Radiology Building

Builder: Sunwest Builders 541-548-7341 Permit # PRNC202505715

\$1,905,417.00 - Commercial (New) 15,579 sf. at 63624 OLD Deschutes Rd. Bend 97701 OR Owner: Kevin Spencer

Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202501139

\$1,067,217.00 - Commercial (New) 5,139 sf. at 1711 SE Wilson Ave. Bend 97702 OR

Builder: Pence Kelly Construction, LLC 503-252-3802 Permit # PRNC202407285

\$225,000.00 - Commercial (Alteration) 2,805 sf. at 62960 Boyd Acres Rd. Bend 97701 OR Owner: Wight Investments, LLC Permit # PRRE202503265

\$22,500.00 - Commercial (Alteration) 6,028 sf. at 20505 Robal Ln. Ste. 4 Bend 97701 OR Owner: Multiple

Builder: Bigfoot Contracting, LLC 541-904-5438 Permit # PRRE202502721 \$20,000.00 - Commercial (Alteration) 1,411 sf. at 840 SE Woodland Blvd St. 175 Bend 97702 OR Owner: HH & R Investments, LLC

Builder: Greg Blea Construction 541-350-2881 Permit # PRRE202502380

# <u>CITY OF REDMOND 9.16.25 & 9.23.25</u>

\$3,344,694.00 - Commercial (New) 6,600 sf. at 800 SE Evergreen Ave. Redmond 97756 OR Owner: Heart of Oregon Corps, Inc. PO Box 279 Bend, OR 97709

Builder: R & H Construction, Co. 503-228-7177 Permit # 711-25-001113

\$2,950,000.00 - Commercial (New) 15,953 sf. at 2520 NW 7th St. Redmond 97756 OR Owner: MDTH Redmond, LLC 1301 E Pocket Rd. Bennettsville, SC 29512

Builder: Payase Commercial, LLC 541-948-2730 Permit # 711-25-000994

\$75,000.00 - Commercial (Addition) 280 sf. at 823 SW 14th St. Redmond 97756 OR Owner: John and Kristen Meyer 127 SW Canyon Dr. Redmond, OR 97756 Permit # 711-25-001629

\$32,224.00 - Commercial (Tenant Improvement) at 1470 NE Kingwood Ave. Redmond 97756 OR Owner: Western Bus Properties, LLC 30355 SE Hwy 212 Boring, OR 97009

Builder: Baxter Builders, LLC 541-647-2595 Permit # 711-25-001511



the terminal between the Terminal West entrance and Airport Gift Shop across from the Airline ticket counters.

The enrollment process is quick, convenient, and even faster when the application is completed online (tsaenrollmentbyidemia.tsa.dhs.gov/programs/precheck) beforehand. During the in-person appointment, applicants are required to provide identity and

citizenship documents, fingerprints and a photo will be captured, and then pay for the application fee. IDEMIA offers TSA PreCheck enrollment for \$76.75 and if approved, travelers get a five-year membership with the program.

Following the in-person enrollment appointment, most applicants receive their Known Traveler Number (KTN) in about three to five days. The KTN number must be added to flight reservations to enjoy TSA PreCheck benefits.

"The holiday travel season is the busiest times for airports which means travelers should be prepared for longer lines at airline counters and security checkpoints," states Airport Director Zachary Bass. "Enrolling in TSA PreCheck before traveling can make navigating airport congestion a bit more manageable."

TSA PreCheck was created in October 2011 as a way to provide low-risk travelers with a smoother experience through airport security. It's a great option for travelers looking to save time. Enrolled members have access to TSA PreCheck dedicated screening lanes at over 200 participating U.S. airports nationwide, and 99% of members wait ten minutes or less in a screening lane. TSA PreCheck passengers

travel with ease and keep their shoes, belts and light jackets on and keep laptops, 3-1-1 liquids and food items in their bags.

If you are unable to make the Redmond Municipal Airport enrollment event, but are still interested in enrolling in the TSA PreCheck Application Program, please complete the application online and schedule an appointment at one of IDEMIA's 630+ enrollment centers nationwide. To get started visit: tsaenrollmentbyidemia.tsa.dhs.gov. For more information on the TSA PreCheck program, visit tsa.gov/precheck.

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# **REDMOND COMMUNITY SPOTLIGHT**

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