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**Turning Discarded Hides** into Enduring Pieces of **Functional Art** 

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### **Snowshoe Leather Care**

#### **Nearly 100 Years** of Local Excellence

by NOAH NELSON — CBN Feature Writer



CEO AND RE-FOUNDER, TIFFANY HUEY | PHOTO COURTESY OF SNOWSHOE LEATHER CARE

nowshoe Leather Care was founded back in 1927, when the average snowshoe was still made with leather. The leather would mold to your foot to create a near perfect fit, but the leather itself struggled to survive the cold and wet conditions, without proper leather care. Lessons like this were learned on a massive scale following the WW1, resulting in a surge of leather care products in the post-war era.

Tiffany Huey, the current CEO and "refounder" of Snowshoe Leather Care says that her family purchased the company in 1950. Her great grandpa, Jack Dees, retired from the railroad business and spent his leisure time at his cabin on Mt. Hood. His son decided to purchase a little something to keep his dad busy; that little something was Snowshoe Leather Care. Three generations later, and Huey is now leading the family business into a new era.

The company has evolved a lot over the years, and these days, their main focus lies in the broad outdoor industry, the rodeo and ranching industry, and outdoor retailers. They sell a particularly high amount of their product to markets like Texas and Florida, where leather products are common; as common as the hot and either wet or dry conditions that cause the leather to wear down faster. In Central Oregon, the many days of dry sunshine we get throughout the year means that leather needs extra care in this region to avoid cracking

Their main product, the one that has been a staple for nearly a century, is their snowshoe leather conditioner, which can be purchased in quantities as large as one gallon. This leather conditioner works great on any kind of leather, and with proper use, can keep items in top-quality for decades.

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# **Blueprint to Guide Bend's Future Growth**

## **City Developing Document as** Population Set to Hit Over 160,000 by 2050

by SIMON MATHER — CBN Feature Writer

ith Bend's population set to swell to over 160,000 by 2050, development of a blueprint that will shape the city's growth for two decades into the future is starting to take shape. The City of Bend's Growth Management Division is gearing up to work on planning for this project — which will cover the years 2030-2050 — leading to an update of Bend's current Comprehensive Plan.

Efforts will begin with technical work in 2026, including a Housing Needs Analysis (HNA) and will continue with community engagement in 2027. The final update to the Comprehensive Plan will be voted on by the Bend City Council nearer to 2030. The Comprehensive Plan is the city's primary document for guiding future growth and development over each 20-year timeframe, covering parameters for land use, housing, jobs and infrastructure. It sets goals and policies for how the city will manage its growth and protect its natural and built environments, influencing everything from zoning to transportation and recreation. The plan is periodically updated to ensure it aligns with current and future needs and state requirements.

The planning effort intends to make sure there is enough land for housing, jobs and infrastructure for everyone within Bend's Urban Growth Boundary (UGB) — a figurative border around the city that controls how far urban development can grow. This conversation takes place within the context of the latest population forecasts from Portland State University, which estimate that 160,361 people will live in Bend by 2050.

For next year, the focus will be on staff doing technical data work to get started, researching questions like how many housing units may be needed by 2045 to

### Made in Central Oregon — Pages 12-23

# **High Desert Veterans Village to Bring New Housing for Veterans in Burns**



new housing development aimed at supporting veterans is coming to Burns, Oregon. Home First Development, in partnership with Harney Hub, Oregon Housing and Community Services (OHCS), and Momentasize Construction, is launching the High Desert Veterans Village — a thoughtfully designed, 20-unit community tailored to the needs of veterans.

Located just one block from Harney District Hospital at 220 N Harney Avenue, the village will offer 20 one-bedroom townhome-style units centered around a landscaped courtyard. Each home will have a private entrance, and residents will also have access to a shared community building for gatherings and support services.

Designed by architect Doug Circosta with trauma-

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Bend, Oregon

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Send press releases/photos to cbn@cascadebusnews.com

#### CONTRIBUTORS

IOANA GOOD	
MICHAEL SIPE	10
LEX SHVARTSMANN	11
CHRISTINE COFFIN	26
ALANDRA JOHNSON	26, 28
MATTHEW BOWLER	20
ASHLEY SMITH	27
VETERINARY REFERRAL CENTER OF CENTRAL OREGON	
CAILYN TEGEL	

#### PRODUCERS

COMMERCIAL

IRODUCERS
FounderPamela Hulse Andrews
President/CEO Jeff Martin
Editor/Production Director/ Feature WriterMarcee Hillman Moeggenberg
Content Proofreader Emma Carpenter
Feature WriterLeah Etling
Feature WriterAndrea Hine
Feature Writer Simon Mather
Feature WriterNoah Nelson
Distribution David Hill

#### **HOT NEWS**

#### **High Desert Museum Launches** Schnitzer Prize of the West

announces the Schnitzer Prize of the West, an inaugural initiative launched in close partnership with Jordan D. Schnitzer and the Harold and Arlene

Recently, the High Desert Museum Schnitzer CARE Foundation. The new Prize — the first of its kind in the region —

'ontinued on Page 29 🕨

### Morrow County School District Bond Work Morrow County School District an additional \$6 million Oregon Dept.

(MCSD) has hired Bend-based SĀJ Architecture to complete design work supported by the \$204.4 million bond the community passed in May, with

of INSIDE Public Accounting's 2025 "Best

of the Best" firms in North America,

distinction recognizing the top-

of Education Oregon School Capital

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#### RECENT TRANSACTIONS

Compass Commercial Real Estate Services broker Terry O'Neil represented the buyer, 2138 SW 2nd Court LLC, in the purchase of a 9,850 SF industrial property located at 2138 SW 2nd Court in Redmond. The property sold for \$2,350,000.

Compass Commercial Real Estate Services brokers Adam Bledsoe, Dan Kemp, **CCIM**, and **Emilio Tiscareno** represented the seller, Michael & Sharlyn Kelly Joint Trust, in the sale of a 7,420 SF industrial property at 720 SE Business Way in Bend. The property sold for \$1,977,500.

Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM, and Eli Harrison represented the buyer, D&C Familys

Property LLC, while Compass Commercial Real

ontinued on Page 30 🕨

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

#### performing public accounting firms Changes to County Outdoor Lighting Rules Take Effect December 23

Kernutt Stokes Earns 2025 "Best of the Best"

Distinction from INSIDE Public Accounting

Kernutt Stokes has been named one for their excellence in management,

SAJ Architecture Secures

amended its outdoor lighting ordinance to reduce light pollution and protect Central Oregon's night skies while maintaining

Earlier this year, Deschutes County safety. The updated rules take effect December 23 for all new outdoor light

growth and strategic execution.

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Continued on Page 30 ►

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#### **Deschutes Cultural Coalition Announces** 2026 Cultural Grants Deadline

The Deschutes Cultural Coalition (DCC) is seeking applications for grant funding from all sectors within the culture field including arts, heritage and humanities. Grant funding is sponsored by the Oregon

Cultural Trust and Deschutes County. The partnership with the county, which

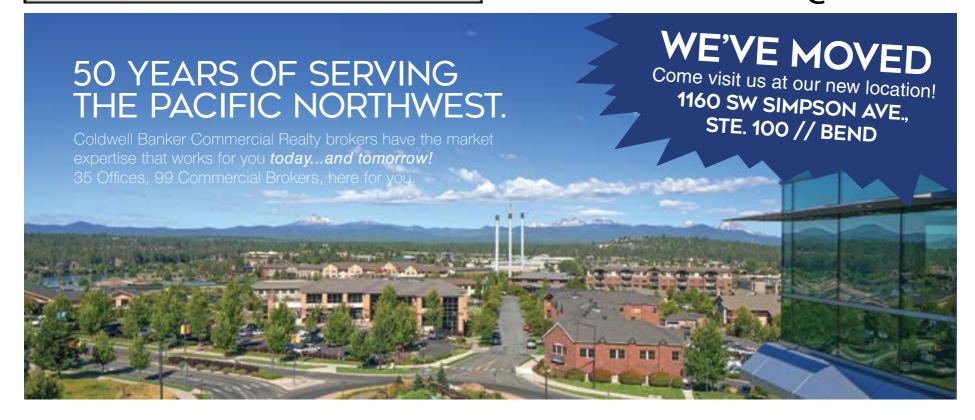
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## WildRoots Coffee House Opens at Shevlin Crossing

Real estate developer Taylor Brooks announced that its newest tenant, WildRoots coffee house, is now open and welcoming quests in its beautiful new space in Shevlin Crossing in northwest Bend. WildRoots' original northeast Bend location has been one of the city's most beloved

coffee shops, and owners Kris and Laura Steinke are excited about opening in a new part of town. The new WildRoots opened last week, and is conveniently located at the roundabout at Shevlin Park Road and

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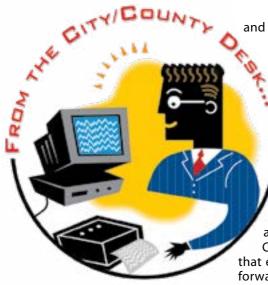












♦ The Bend Metropolitan Planning Organization (BMPO) Policy Board will be selecting transportation-related projects for funding at their November 25 meeting. Projects applying for funding include sidewalk gap infill, education programs, and public transit service. A total of \$939,750 is available. Public comments can be submitted via email to anapoli@ bendoregon.gov by November 23, or during Public Comment at the hybrid (in-person/online) BMPO Policy Board meeting.

In-person meeting information, including a Zoom link to attend online, will be posted to the BMPO Policy Board webpage one week prior to the meeting date.

♦ At its November 12 City Council Work Session, Council began a strategically discussion about activating City-owned properties in Downtown and the Bend Central District (BCD) while addressing future long-term planning for Bend City Hall and administrative space needs.

Part of this planning effort is for the development of a future City Hall and administrative

facility that can keep up with projected growth and space requirements through the year 2060 and beyond. By developing a new City Hall, the City of Bend is aiming to create more administrative efficiencies and consolidate operations to improve service delivery, reduce long-term costs and plan for anticipated growth.

Council will evaluate options that emphasize the City's vision to be forward thinking about transforming underutilized land in the city to foster economic development and enhance quality of life. The City is also exploring a potential collaborative delivery method in a Public-Private Partnerships (P3) to leverage private sector expertise and investment while maintaining public ownership and oversight.

"We promised to invest in the Bend Central District because we believe in its potential to bring people together and to be an economic driver for our community," said Mayor Pro Tem Megan Perkins. "Our commitment is to activate that area while also finding a way to create a City Hall that is a welcoming, safe and functional environment for both City staff and our community."

"We are taking a look at how we can use all of our existing assets to meet multiple community needs, including enhancing downtown with a community gathering space and other investments," said Councilor Mike Riley. "By looking at this in a more holistic view, we hope to efficiently use our resources to drive arts and

cultural, economic and social benefits for the community."

City of Bend staff will continue to evaluate options, including assessing short-term space needs and conducting additional analysis with the consultant team to determine the highest and best use of City owned property. Staff aim to return to the Bend City Council within six months with more information and further recommendations. City Council encourages our community members to give input throughout this process.

#### DESCHUTES COUNTY

♦ On November 12, the Deschutes County District Mapping Advisory Committee (DMAC) voted to send a proposed county commissioner district map to the Board of County Commissioners (BOCC) for consideration.

The committee selected Map C as its final proposed map and recommended the Board assign district numbers by random drawing. The vote was 4-3: Bernie Brader, Matt Cyrus, Ned Dempsey, and Phil Henderson in favor and Andrew Kaza, Carol Loesche, and Melanie Kebler opposed.

findings and the recommended map at a Board of County Commissioners meeting in the coming weeks. If the Board approves the proposal, voters will vote on it in the May 2026 primary. If voters approve the map, it will take effect during the 2028 election.

#### Background

In November 2024, voters approved Measure 9-173 to expand the BOCC from three to five members. In response, the Board met several times to consider moving from five at-large positions to district-based positions. A majority of the Board voted to appoint a committee of seven community volunteers to draft a district map. Commissioners DeBone and Adair appointed two committee members each and Commissioner Chang appointed three.

The DMAC held weekly work sessions starting in early September to draft a map with approximately equal populations in each commissioner district. Over the course of 11 weeks, committee members reviewed several draft maps using Board-approved guidelines, Deschutes County voter registration data, 2020 census data, race and ethnicity population data Staff will present the DMAC's and building permit trends since 2022.

# FROM THE LEGISLATIVE DESK ...

#### **SALEM**

 Oregon legislators convened in Salem recently for three days of committee hearings focused on addressing the fallout of the Trump administration's economic chaos, and preparing for the 2026 legislative session.

The Trump administration's budget bill created a nearly \$900 million hole in the state budget — threatening critical services like schools, health care, food assistance, natural resources and public safety.

To start the budget rebalancing process, state agencies were directed earlier this autumn to compile potential budget reduction options. The results of this process were reviewed by Ways and Means subcommittees next week, giving legislators and the public a clearer picture of what's at stake.

"The Trump administration created a multi-biennial, billion-dollar budget crisis for Oregon, and now it is up to the Legislature to work with local

communities and make tough choices to best preserve the core, mandatory state services that support everyday Oregonians," said Senate President Rob Wagner (D-Lake Oswego). "We know the value of the programs and services under review, and we will work to ensure Oregon protects core services and emerges from this crisis stronger."

Legislators will also informational meetings to lay the groundwork for potential policy initiatives in 2026.

"While the Trump administration is wreaking havoc on Oregonians' pocketbooks, our focus in this difficult budget environment is on making Oregon more affordable, protecting essential services, and ensuring every taxpayer dollar is being spent efficiently and effectively," said Oregon House Speaker Julie Fahey (D-West Eugene and Veneta).

Links to playback can be found on the Oregon Legislative Information System.



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# end's Future Growth Continued from page 1

meet state requirements, or assessing what land is developable and for what uses. Concurrently, some public outreach will begin. By the year 2027, public outreach and engagement will increase, offering an optimal time for community members to get involved to give input on how and where Bend should grow. This is also the earliest a conversation will start about land being potentially brought into the UGB.

In the years 2028-2029 more community engagement will take place. This timeframe will also likely be when the Bend City Council starts making key decisions related to the growth plan. "A major focus of the exercise is to prioritize community engagement," said Brian Rankin, senior strategist for the City of Bend. "We are hoping to do a better job this time around regarding getting about in the community and gaining feedback on what people hope for in the plan. This will include events, education materials, surveys, focus groups and new ways to involve people in the discussion. We want to work with as many neighborhoods as possible in Bend and shift more meetings to outreach, as well as those held at City Hall. It is an exciting challenge and we want to welcome everyone into the conversation in trying to shape how Bend will grow. Members of the community want and deserve to be included in these deliberations."

Other deliverables are to include identifying land needs and how to grow, development of a Transportation System Plan (TSP), a community climate action plan (CCAP), and potential changes to water and sewer infrastructure through a Public Facilities Plan (PFP). Bend's growth rate is actually slowing compared to recent history but we do our best to plan for the future while adjusting and reacting to current circumstances," Rankin added. "The idea is to create coordination and move forward with a shared vision, while allowing for flexibility as changes may occur. We should have a new land use pattern and changes to the UGB by 2029."

A Housing Capacity Analysis carried out in 2023 to understand the current status and assess the need for potential land for housing, came up with 240 to 700 residential acres, on top of infill redevelopment inside the UGB. The City is also looking at land to support economic development, including accommodating target industries such as: recreation and tourism; health systems; industries involved in building for growth (such as architectural and engineering residential and commercial construction), and emerging technology and innovation businesses, including aerospace and high-tech manufacturing.

Steps will focus on determining land need and capacity, assessing options for meeting any additional need (including whether to expand the Urban Growth Boundary), and adopting a Transportation System Plan (TSP) that reflects the chosen land-use outcomes. Rankin said the growth-plan work must satisfy several new state-level requirements — including the Oregon Housing Needs Assessment and the Climate-Friendly and Equitable Communities rules — and that the project will incorporate equity and engagement activities throughout.

Rankin said the City expects to identify both infill opportunities inside the existing Urban Growth Boundary and options for an expansion if the housing-capacity analysis shows an unmet need. He also said the work will feed long-term transportation and utility planning and that the city must coordinate with Deschutes County and other agencies for any UGB change.

Expansion often favors areas with less topographical challenges and where it may be easier to access existing infrastructure. Beyond the 20-year plan, the city may then consider creating an Urban Area Reserve (UAR) for potential logical growth areas to provide more certainty where the city will grow in the longer term and influence policy.

Rankin said current steps include work evaluating options for putting a consultant team under contract by early 2026, with more formal work starting soon after. He described technical tasks the team will undertake including a buildable lands inventory, a housing-need analysis, an employment/industrial land analysis and integrated transportation modeling. Rankin also highlighted new state requirements that require ongoing monitoring of outcomes such as housing production and equity metrics.

Staff is drafting the consultant RFP and will return to council with a contract request by the end of the year. Rankin described several public-facing deliverables that will be considered in packages and said the city will host outreach events and online open houses during the analysis phases. Unlike most states, the State of Oregon requires cities to make room and plan for future population and employment growth within an urban growth boundary (UGB). A UGB acts as an invisible boundary around a city protecting farm and forest lands. State law provides two main ways for a city to make room for future population and employment growth: growing up through taller and more dense development closer to the core of the city, and growing out, focusing on expanding the UGB, which is the main way cities in Oregon can add land to their boundary.

Expansion provides land for additional housing, employment opportunities and complete communities. It can also create a wider variety of uses over time to have more convenient and enjoyable neighborhoods. Planning for the future includes thoughtfully considering how and where housing will be built in relation to other amenities. Complete communities have varied housing options and many of the essential amenities needed for daily living. These include schools, parks and open spaces, shops and services, all within a convenient walking or biking distance.

Growth also means making sure plans encourage and accommodate creating new jobs to support a larger population. Rankin said currently the City is planning to have enough space for more than 60,000 jobs in Bend by 2028.

A recent target sectors report examined economic trends (national, state and local) and identified which industries and sectors are more concentrated in Bend and growing more than national and state averages. The goal was to identify these sectors before beginning work on a new economic opportunities analysis (EOA) in 2026. An EOA is an evaluation of Bend's land supply for employment — land for commercial, industrial and mixed and public facility uses for all economic sectors that maintain, support and grow a diverse economy.

bendoregon.gov/government/departments/growth-management



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# LRS Architects Addresses Housing Crisis

#### Designs Three Affordable Housing Projects in Central Oregon

#### by IOANA GOOD

RS Architects announces the groundbreakings of three affordable housing communities designed by the firm across Central Oregon — Wickiup Station Apartments in La Pine, Nine Peaks in Bend and Trinity Place in Sisters. LRS provided architecture and interior design services, land use planning and related services for all three projects, each of which is designed to meet rigorous sustainable design certification standards.

"All three of these projects have an important role to play in addressing an urgent housing crisis that impacts all of Central Oregon, and has a ripple effect across the state," said LRS President Trish Nixon, a managing principal and multifamily housing leader. "LRS is committed to quality housing for all, and we are proud to lead the design of affordable housing projects that contribute to the resilience and vibrancy of the region."

#### Wickiup Station Apartments — 52695 Drafter Road, La Pine

Wickiup Station Apartments is a three-story complex with 39 units and shared amenities totaling 46,847 square feet. The La Pine affordable housing project is estimated to be completed in the summer of 2026 on behalf of the Foundation for Affordable Housing. The affordable community is dedicated for households earning at or below 30-60% of the area's median income, with ten units reserved for veterans. The building is designed for universal accessibility, anticipating the needs of disabled veterans and seniors. It features enclosed breezeways to make circulation more comfortable year-round, sheltering residents from heavy snowfall in winter and from high summer temperatures up to 90 degrees.

The contemporary design aesthetic, particularly the butterfly roof, creates a modern and dynamic architectural statement. The roof will also have an 85-kilowatt photovoltaic array that will lower the electricity costs of the building. The design team optimized the building envelope to meet Earth Advantage Platinum Certification, exceeding code requirements for thermal performance with high R-values in the walls, contributing to improved sound transmission control, and high R-values in the attic insulation to significantly reduce the cooling and heating requirements for the building.

Upon completion, the property will feature a range of amenities, including a large community room, game rooms, a fitness area and a common deck with mountain views. The grounds will also include a playground, raised bed gardens, covered bike storage and natural areas, fostering a sense of community and well-being among residents.

#### Nine Peaks — 2720 NE Conners, Bend

Located on the northeast side of Bend, Nine Peaks is a three-story, gardenstyle apartment community with 45 units, featuring a mix of one-, two- and



three-bedroom homes totaling 47,234 square feet. The community is expected to be completed in the summer of 2026 on behalf of Housing Works at a construction cost of \$10.7 million. Once completed, the upper west-facing stories will gain breathtaking views of nine mountain peaks, giving the building its name.

The building's contemporary architecture blends gable and half-butterfly rooflines to create a modern profile. Designed with Central Oregon's dramatic weather in mind, the building's enclosed breezeway connectors offer residents protection from the high desert's temperature swings and the elements. Nine Peaks has also been designed to meet Earth Advantage Platinum Certification, including future solar panel installation on the roof. Each unit is equipped with high-efficiency mini split systems for heating and cooling — an investment in comfort and lower utility costs for residents.

#### Trinity Place — 302 N. Trinity Way, Sisters

The final affordable housing project set to break ground at the end of 2025, Trinity Place, is a 40-unit three-story complex with one-, two- and three-

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#### **Business & Industry**

# igh Desert Veterans Village Continued from page 1

informed principles in mind, the project emphasizes comfort, security, and connection — key elements in helping veterans rebuild stability and dignity.

The development addresses a critical housing shortage for low-income veterans in Oregon's frontier regions and will work in tandem with local organizations like the Harney County Senior and Community Services Center and veterans' groups to connect residents with needed services.

Funding for the project is provided by Oregon Housing and Community Services. "The High Desert Veterans Village is Home First Development's seventh project serving veterans, and our second time supporting Harney Hub," said Ben Pray, CEO of Home First Development. "We are proud to be a part of this project, and the development team looks forward to welcoming residents to their new homes next summer."

Construction is underway, with the village expected to welcome residents by next summer.

momentasize.com



PHOTO | COURTESY OF HIGH DESERT VETERANS VILLAGE

#### RS Architects

Continued from page 7

bedroom apartment homes totaling 49,174 square feet. The project located in Sisters is estimated to be completed in the spring of 2027 on behalf of Northwest Housing Alternatives at a construction cost of \$12.8 million. Durability, sustainability and fire resilience are the main design focuses, incorporating fire-resistant materials and defensible space landscaping. The larger goal of the development is to

provide housing for folks who are essential to the Sisters community but have been priced out of the area or are overburdened by local housing costs. Many of the units on the property will be reserved for local agricultural workers, forestry professionals — some of whom are involved in wildfire prevention efforts — and families who work in Sisters with children in the local school system.

The site has many large, beautiful ponderosa pines that have been incorporated into the community. A National Green Building Standard (NGBS) Certification will be applied for, as this complex incorporates numerous green



design and construction practices that emphasize water and energy efficiency, site design, building operations and maintenance best practices, indoor environmental quality and the use of sustainable materials that reduce waste and promote recycling.

"It is really exciting to see these projects break ground," said Matt Dreska, senior associate. "Our goal is to design high-quality, affordable housing that can withstand the climate and the high desert, and we always put resident comfort first. These projects can have a huge impact on the livability of La Pine, Sisters and Bend."

#### **About LRS Architects:**

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

#### **About Foundation for Affordable Housing:**

For over 35 years, The Foundation for Affordable Housing has been a preferred partner of many of the nation's premiere real estate development companies. The organization is a tax-exempt 501(c)(3) public benefit nonprofit corporation. They pride themselves on easing the burden of State, County and Local Housing Authorities through the construction, acquisition and operation of low-income and senior housing. For information on leasing a unit, please email contact@ffah.org.

#### **About Housing Works:**

Housing Works is the largest affordable housing provider in Central Oregon. It provides people with quality, safe and affordable homes; and through a number of collaborations, it provides the resources to help people stabilize their lives. Housing Works developments in Bend, Redmond, Prineville, Madras and Sisters have won awards for innovation, economic impact, design and beautification.

#### **About Northwest Housing Alternatives:**

Founded in 1982, Northwest Housing Alternatives (NHA) is the leading notfor-profit developer of affordable housing in Oregon. Our mission is to create opportunity through housing. To that end, NHA develops, builds and manages rental housing designed for Oregonians with extremely limited incomes; most NHA households earn less than \$22,000 per year. These homes help families live healthy and stable lives, allow older adults to age in place, and give people with disabilities a dignified residence. Along with providing affordable housing, NHA provides services that connect tenants to critical health and community resources, work to prevent homelessness before it begins, and offer emergency shelter and services for families experiencing homelessness. NHA has developed affordable housing in 17 Oregon counties and manages a portfolio of over 2,500 units across 101 properties. Our residents collectively save more than \$24.2 million each year by living in NHA properties compared to market rate rents. Each night, more than 3,400 people are sheltered in NHA properties. NHA has been recognized as a fiscally sound organization and annual audits have never revealed a material weakness or internal control deficiency.

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# Redmond Chamber Exceeds New Membership Goal by 30 Percent

#### by ANDREA HINE — CBN Feature Writer

s Executive Director of the Redmond Chamber of Commerce since 1999, Eric Sande has guided the organization into its position as one of the largest chambers of commerce in Oregon, per capita. "Yet despite its current size and a membership of 600+ that encompass the great majority of the town's businesses, our goal remains keeping people connected and in touch," he emphasized.

"What we're currently seeing, above and beyond new Chamber memberships per se, is that local businesses are joining at the Premier Level, and participating in sponsorships to a greater degree — recognizing their return on investment through connectivity with the larger community." As Sande noted, "We did a really big push last year to reach our goal al of 100 new memberships, and actually exceeded that by 30 percent."

With the City of Redmond's shift to a tourism marketing agency, a function previously handled by the Chamber, "We're no longer involved in paid advertising for the City," he said. "But we've kept doing what we've always done, and in fact have doubled down on our efforts to promote our strong, vibrant business community, help our members make connections, and enhance the perception of Redmond as a healthy, attractive, fun place to come visit."

In a related vein, Sande said, "We couldn't envision dropping the many events that draw families downtown, and are relying more heavily on others to help us put them on through funding and sponsorships."

One example is this year's Halloween Trick or Treat event that closed a section of Sixth Street to create a safe, community-focused area for kids to get candy from local businesses and vendors. The annual event, co-sponsored this year by the Chamber and First Interstate Bank, historically attracts thousands. Sande greeted kids, as he does each year, in his role as the Great Pumpkin.

Another popular festivity is Redmond's Holiday Village Market staged at Centennial Park (which will be open November 28 and 29, December 6 and December 13 from 10am-4pm). Featuring local artists, artisan, crafters and nonprofits in European-style kiosks, as well as pop-up vendors, the event began almost 20 years ago, Sande noted, "when, in fact, my brother and I made the first two kiosks, a clock tower and a church. We're up to 11 kiosks this year, with highlights that include Santa and the tree lighting ceremony."

Sande himself is a little amazed at the longevity of activities such as this. "There weren't a lot of community events when I assumed the Chamber's top job back in 1999," he recalled, which motivated him to create events for "the memories and sense of place they inspire. Those who sat on my knee when I started as the Great Pumpkin now have kids of their own," he said.

Addressing the current economic climate, Sande said that "a lot of our nonprofits are understandably worried, while I'd characterize our businesses as being cautiously concerned. But people are staying resilient, and we'll get through, given

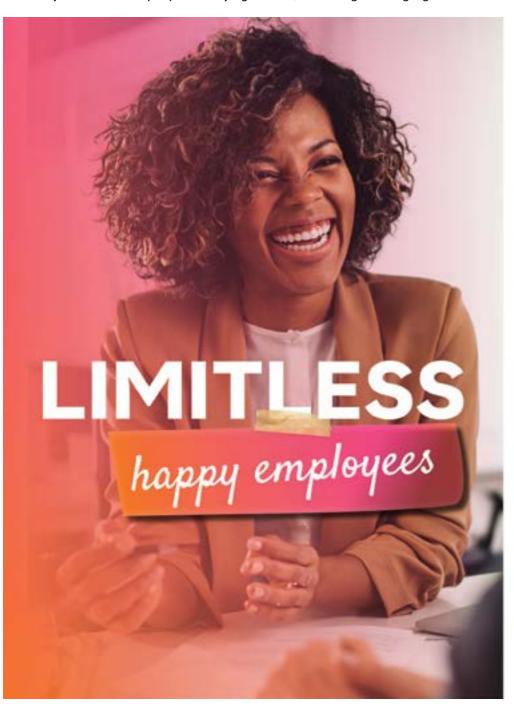


REDMOND'S HOLIDAY VILLAGE MARKET HAS BEEN A LOCAL TRADITION FOR ALMOST 20 YEARS | PHOTO COURTESY OF REDMOND CHAMBER OF COMMERCE

our historical positivity," which he first observed when being hired to work at the Chamber's front desk in 1992, and the population was around 7,800 (compared to today's 37,000+).

"I've been fortunate to have had a front-row seat in observing the town's evolution," Sande said. "This spirit of excitement and optimism, as well as our constructive attitude and ability to forge partnerships to make things happen, continue to characterize Redmond despite its constant growth and upward trajectory. It's a fun challenge to meet the demands of growth without changing that sense of caring."

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## How to Lose \$3,000,000

#### The Valuation Meltdown

#### by MICHAEL SIPE, Mergers & Acquisitions Advisor, Executive Coach — 10xGroups.com

Recently I received a call from a business owner that is, sadly, all too common. "Hey, I heard you sell businesses. I just tried to sell mine and the deal blew up when the buyer reduced the original price they offered from \$10,000,000 to \$7,000,000. It should have been worth \$10,000,000 according to the EBITDA multiples the online valuation tool I used. What did I do wrong?"



After three and a half decades in helping buyers and sellers through the mergers and acquisitions process — and a few hundred transactions completed — I've learned that the biggest shocks in a sale process are rarely the fault of the buyer. They come from the realities of the seller's business.

What happened to the caller is simple. It was predictable and it could have been avoided with proper preparation. He got hit with a valuation meltdown. From his perspective, \$3 million "evaporated." Not because the business was failing, but because its foundations were weaker than the financials suggested.

#### **The Meltdown Discounts**

#### 1. Founder Dependency

When the founder is the product, process, and IP, buyers see a single point of failure. Documentation, delegation, and succession are valuation levers — not administrative tasks.

#### 2. "Close-Enough" Financials

If books don't reconcile, if adjustments get fuzzy, or if revenue recognition is "creative," trust disappears and so does enterprise value. Clean financials are not value enhancers. They are table stakes.

#### 3. Hockey Stick Optimism

Projections without defensible sales pipeline, unit economics, and customer data are discounted as fiction. Buyers have been burned before.

#### 4. Customer Concentration

When a single customer accounts for more than 20%, it's risk. At 80%, it's





PHOTO | COURTESY OF 10X GROUPS

dependency. One big customer and a contract with a 30-day termination clause will spook a buyer in a flash.

#### 5. Corporate Un-Governance

Buyers and their professional advisors expect to see corporate discipline — meetings, minutes, reporting. When governance looks like it runs through texts and Slack screenshots, buyers assume the rest of the business is equally chaotic.

#### 6. Working Capital Mismanagement

Sellers want to point to top-line growth. But if cash is leaking faster than revenue arrives, the growth is coming at a cost that will cost you. Multiples fall when buyers see bloated receivables, long collection cycles, short payables, and escalating cash-sucking growth.

#### The Brutal Reality

Most small companies suffer from at least one — three of these issues. That's enough to drive the price down millions or more. Or drive a good buyer away entirely.

A business that has all six flaws? The business owner will be fortunate to even sell — at any price.

#### **Defending Value**

Smart Sellers prepare to exit well in advance. They operate as if the business is always ready to sell... even if they have no intention of selling any time soon. They install:

- Systems that run independently of the founder
- Audited or review-ready financials
- A functioning Board and formal governance
- Customer diversification
- Strong working capital discipline
- Centralized, organized contracts and documentation

I've helped clients boost their valuation by 10-50% — with zero new revenue — simply by fixing foundational flaws.

#### The Uncomfortable Truth

When you want to sell your company, you're not selling your story, or even your numbers.

You're selling certainty.

Every doubt creates a discount.

Every discount costs real money — sometimes a major meltdown in valuation.

Entrepreneurs who win the valuation game don't just build businesses that show a profit. They build sustainable, transferable, trustworthy organizations that can grow predictably under new ownership. If you'd like to get some professional guidance on how to do that, grab my number one selling book on Amazon: Finish Strong-Exit Well: How to Prepare, Position and Sell Your Business for Top Dollar.

CrossPointeCapital.com 10xGroups.com Vistage.com

# When the Day Begins, the Pay Begins

#### Reminders for Wage & Hour Compliance

#### by LEX SHVARTSMANN, Attorney — Barran Liebman LLP

hen navigating all the intricate and ever-changing employment laws, it can be easy to let the seemingly simple issues go to the wayside. That's just one reason why it is especially important to make sure that your employment policies and practices on the more stable issues are airtight. As we enter the chaos of the holiday season, here are some reminders on wage and hour compliance to help you ensure a strong foundation for dealing with whatever else the new year brings your way.



#### **Proper Classification**

Before jumping into the specifics of wage and hour issues, it is important to consider whether you are dealing with exempt or non-exempt employees. Misclassifying employees can expose employers to legal risk and may result in violation of employees' rights.

Exempt employees are typically employees with executive, administrative, or professional roles whose salary meets a specified threshold. In contrast, nonexempt employees are typically hourly workers who do not have administrative, executive, or professional duties and who earn below the salary threshold. It is important to note that not all salaried employees are automatically exempt; employers should carefully analyze whether each employee is classified correctly to ensure compliance with applicable laws.

#### "Hours Worked" and Overtime

The federal Fair Labor Standards Act (FLSA) requires that all non-exempt employees be paid for all "hours worked." This phrase is deceivingly simple and encompasses a lot more than one might think. It includes not only all time spent actively working, but also any time that an employee is "suffered or permitted" to work. Accordingly, any time that an employer has directed their employees to be working or has knowledge that the employee is working on their behalf, counts as "hours worked" for purposes of FLSA compliance.

Tracking an employee's hours worked each week is important not only to ensure that they are properly compensated, but also for the purpose of calculating overtime payments that might be owed. Non-exempt employees are entitled to payment at a rate one-and-a-half times higher than their regular rate of pay for all hours worked in excess of 40 each workweek.

#### **Time to and From Work**

In considering what constitutes "hours worked," employers may have questions about when the workday is considered to begin. Most often, non-exempt employees are not entitled to payment for their normal commute to or from work. Accordingly, employees' right to pay begins when their workday begins, not when they leave their residence. Employees who travel for work, however, should be

paid for travel in between their work sites. As always, there are exceptions to this general rule.

#### **Meal & Rest Breaks**

In Oregon, whether a non-exempt employee is entitled to meal and rest breaks depends on how many hours they are working. Non-exempt employees are entitled to one paid rest breaks for every four-hour period worked and one 30-minute unpaid meal break for the same. Importantly, rest breaks must be paid, while meal breaks need not be.

Absent exceptional circumstances, employees should not be permitted to skip breaks or to use break time to start their day late or end it early. Rather, eligible employees must their breaks near the middle of each work period. Employers may also require their employees to clock out for unpaid meal breaks and to record their rest breaks to ensure proof of compliance with applicable laws.

#### **Training Time**

Employees must be paid for time spent attending lectures, meetings, training programs, and things of the like in most instances. However, there are exceptions. If the training program is outside of the employee's normal working hours, is voluntarily undertaken, is not related to their job, and the employee does not perform any work while they attend it, then the employee does not need to be paid for that time.

#### Recordkeeping

As with all employment matters, it is essential to keep records of all employees' time worked and their pay for each period. This is especially true for non-exempt, hourly employees, whose potential claims for penalty wages can be extremely costly for employers. Having a record that accurately identifies all hours worked by such employees, records that all breaks owed were taken, and reflects that employees were paid for all time worked can help decrease risk of costly litigation in the future. As the statute of limitations for wage claims in Oregon is six years, it is best practice to hold on to your records for at least that long.

#### **Takeaways**

Before the new year starts, it's a good idea to ensure that your business has a solid foundation for compliance with wage and hour issues. By ensuring that employees are classified properly, paid for all hours worked and applicable overtime, and given proper meal and rest breaks, you can ensure that your business is in a good position to implement more nuanced changes in employment law that may arise

Lex Shvartsmann is an attorney at Barran Liebman LLP. She represents and advises employers regarding a full range of employment matters. Contact her at 503-276-2111 or lshvartsmann@barran.com.

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## Made in Central Oregon

# Made in Central Oregon (Listed Alphabetically)

This list is just a sampling of Made in Central Oregon products. Numerous other people in Central Oregon are responsible for making hundreds of other fabulous items, it would be impossible to list every single one. If you would like a complete list of small manufacturers, see the CBN Book of Lists or email cbn@cascadebusnews.com.

Please call us if you'd like to be added to the list: 541-388-5665.

Who Makes It	Phone/Web	Product	Where to Find It
Angelina Organic Skincare	541-647-1655 aosskincare.com customercare@aosskincare.com	Handcrafted, organic & fair trade products.	838 NW Bond St. #1, online, Anjou Spa, select retail stores in Bend & Sage Springs Spa in Sunriver.
Baldwin's Custom Hat & Boot Co.	541-610-9978 baldwinhats.com info@baldwinhats.com	Custom-made hats & boots.	See website.
Barebones Cajon	541-420-2290 facebook.com/BareBonesCajon	Handmade custom snare cajón drums made by local craftsmen.	Special order.
Be-Bop Biscotti	888-545-7487 be-bop.net orders@be-bop.net	Hand decorated, gourmet Biscotti.	Online, various local stores & retailers.
Bend Soap Company	541-241-6185 bendsoap.com info@bendsoap.com	All-natural skincare.	See website for locations.
BlackStrap	541-213-2500 ext 1 blackstrap.com support@blackstrap.com	Outdoor gear built to stay out longer & play harder.	Several places in Bend, Sunriver and online.
Bontá Gelato	541-728-3433 bontagelato.com info@bontagelato.com	Small batch, natural artisan gelato Italian style ice cream & sorbetto.	C.E. Lovejoy's, Central Oregon Locavore, Devore's, Farmer Brown's Farm Stand, Natural Grocers, Newport Market, Whole Foods, Melvin's Fir St. Market, Ray's Food Place, Market of Choice
Branch + Barrel	branchand barrelde signs.com branchand barrel@gmail.com	Hand-made jewelry designs utilizing natural wood or reclaimed oak barrel staves accented with hand-forged precious metals.	Online.
Breedlove & Bedell Guitar Company	877-800-4848 breedlovemusic.com tohinfo@twooldhippies.com	Guitars & mandolins.	Breedlove Guitar Company & dealers throughout the world.
Broken Top Brands	541-306-3079 Brokentopcandleco.com	Candles, linen sprays, body lotions, soaps and more.	See website.
Bronwen Jewelry	541-640-3567 bronwenjewelry.com	Handcrafted versatile & durable outdoor jewelry.	Online & at North Soles Footwear, Black Butte Ranch, Hopscotch Kids & locations throughout the U.S.
Cascade Lavender	541-546-9390 cascadelavender.com info@cascadelavender.com	Approximately 5,000 plants & 24 different cultivars available for U-pic, essential oils, hydrosol, dried lavender bunches, buds, aromatherapy products, plants, eye pillows, neck & body wraps, sachets & gift baskets.	Farm & store located at 5000 SW Feather Dr., Madras.
Cascade Spa Covers	541-388-7963 cascadespacovers.com	Spas, spa covers, hot tubs, whirlpool baths.	Store located north side of Bend.
Central Oregon Garage Door	541-593-5700 centraloregongaragedoor.com customerservice@centraloregongargedoor.com	Builder & installer of high-quality custom garage doors for residential & commercial clients.	See website for locations.
Crater Lake Spirits	541-318-0200 craterlakespirits.com	Locally sourced ingredients including infused vodkas, Reserve products, ground to bottle Estate products, Special Projects & Rye Whiskey under their Crater Lake Spirits by Bendistillery label.	See website.
DANI Naturals	541-382-2339 888-306-SOAP daninaturals.com orders@daninaturals.com	Hand wash, body lotion, butter, sugar scrub, hand creme, shower gel, vitamin bath soak, 100 percent soy wax candles, reed diffusers.	Online, or at Newport Market, Paper Jazz, C.E. Lovejoy's, Anjou Spa, Jinsei Spa, Nashelle, Oregon Bath & Body, Pine Ridge Inn, Postal Connections, St. Charles Gift Shop, Wall St. Suites & Spa Brasada.

# Healing Though Natural Medicine

#### by NOAH NELSON

anuka Mana was born out of the necessity to heal. The company was founded by a husband and wife team, Josiah and Courtney Rebel. Josiah was working as a chef, and Courtney was working in the wellness industry. At the age of just 32, Josiah suffered a Transient Ischemic Attack (TIA), also known as a mini stroke, brought on from teenage concussions that were never properly addressed. Courtney was pregnant at the time, and dealing with constant neurologist appointments and medical testing while raising a newborn was quite difficult.

Courtney and Josiah were aware of what a TIA can mean for future health. Specifically, it dramatically increases the likelihood of the individual suffering a full-blown stroke, which means proper and prompt medical treatment is a necessity to focus on long-term health.

Courtney and Josiah wanted to seriously address this problem, but they found that there wasn't much out there, in terms of effective treatment. That is what spurred them to dive into the emerging research behind what can actually repair neurons and the myelin sheath, which is a layer of fat or lipids that surrounds and protects neurons.

What they found was thousands of studies that pointed towards lion's mane mushrooms and their ability to strengthen that lipid lining. These findings inspired the duo to get serious and to start working on their own formula designed to promote brain function and health.

This is what led to Manuka Mana. They use a triple extraction process to make the lion's mane mushrooms more bioavailable, and combine that with Manuka honey, from New Zealand. Manuka honey contains antibacterial, antiviral, anti-inflammatory, and antioxidant benefits, making it a quality supplement for long-term human health.

As a chef, Josiah wanted to create a supplement that tastes as good as it is healthy, which led to the creation of their current product line. Manuka Mana offers tinctures, honeyblends, tonics and sprays that are all designed to utilize these two ingredients — triple extracted lion's mane mushrooms and Manuka honey — to promote brain health, energy, focus and more.

Moving to Bend after losing nearly everything in a wildfire, Josiah and Courtney spend most of COVID in

the research and development phase. They launched Manuka Mana four years ago here in Bend, and found rapid popularity in the local market. They had some initial doubt, as to whether or not people would be interested, but after selling out of their product at the local Sunriver Fungi Fest, they realized they had something special.

A lesson learned along the way is to get connected with your local community and build relationships that last. Courtney remarked that COVID was isolating, and self motivation can be tough when you are the only person keeping track of your progress.

In addition, Courtney mentioned the benefit of deciding upon values early on, so that the company can be built on them as it grows. For example, Manuka Mana decided early on that they have a dedication to the planet, and want to get people a product that is as close to nature as possible. That is why they only use mushrooms that have been harvested in the wild, not grown by humans.

Looking ahead, Courtney wants to focus on perfecting the extraction process, and expanding their product line to include dried or powdered products that are still as bioavailable as the rest of their line. She also wants to hold more events, partake in more fests and farmers markets, and get people interested in the benefits of mushrooms by maintaining their fun samples, such as offering blue mushroom ice cream at farmers markets.

manukamana.com



CO-FOUNDERS COURTNEY AND JOSIAH REBEL | PHOTOS COURTESY
OF MANUKA MANA









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### Made in Central Oregon

## Made in Central Oregon (Listed Alphabetically)

CONTINUED FROM PAGE 12

Who Makes It	Phone/Web	Product	Where to Find It
Eberhard's Dairy	541-548-5181 eberhardsdairy.com ebdairy@eberhardsdairy.com	Dairy products: milk, ice cream, butter & cottage cheese, sour cream, eggnog.	Local grocery outlets.
EP Climbing	541-388-5463 epclimbing.com info@epusa.com	Climbing walls.	Globally & online.
Faith, Hope & Charity Vineyard & Winery	541-526-5075 faithhopeandcharityevents.com info@faithhopeandcharityevents.com	Wine by the bottle, glass or case.	Faith, Hope & Charity Tasting Room in Terrebonne.
Fernweh Woodworking	541-241-2257 fernwehwoodworking.com justin@fernwehwoodworking.com	Small batch, hand-crafted furniture.	See website.
Free Range Equipment	freerangeequipment.com 541-241-8702	Backpacks, phanny packs.	Online.
Giant Loop	888-358-8347 giantloopmoto.com	Saddlebags & motorcycle tank bags: panniers, soft luggage for adventure & sport touring, snow gear for snow bikes & snowmobiles & more.	Online.
Goody's	541-385-7085 goodyschocolates.com info@goodyschocolates.com	Handmade chocolate & ice cream treats.	Goody's in Bend, Sunriver & Prineville, also at partner locations available on website.

Continued on Page 16



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# Turning Discarded Hides into Enduring Pieces of Functional Art

#### by ANDREA HINE — CBN Feature Writer

"Range Revolution is the world's first luxury leather goods company built entirely around regenerative agriculture principles," said founder Cate Havstad-Casad. "We've created what didn't exist before: a traceable supply chain that sources hides directly from American ranches that monitor for ecological outcomes, and transforms them into heirloom-quality bags, luggage and accessories."

Havstad-Casad was only 22 years old when she founded her first entrepreneurial venture, Havstad Hat Company — "an obvious career choice when you're making no money as a wrangler and trail guide in Sisters, Oregon." But after a decade of building custom western hats for music icons like Shania Twain, and exhibiting across the U.S. and Japan, she "hit a wall."

In Havstad-Casad's words, "I wanted to use leather that mirrored how I live the rest of my life — local, sustainable, connected to this land. But that leather simply didn't exist. As I dug deeper, I uncovered a staggering reality: over five million hides are thrown away annually in the United States alone."

Meanwhile, Havstad-Casad continued, "Most leather in our fashion supply chains can be traced to Brazil, and is comprised of deforestation by-products. This wasn't just a supply problem — it was a systemic failure that violated everything I believe about ethical production and land stewardship. I couldn't unsee this disconnect. I wouldn't accept it."

And that's how Range Revolution came to be. "Since incorporating in 2021, we've been building a regenerative, regional leather supply chain from the ground up," Havstad-Casad said. "It's been more than creating beautiful products — it's been about forging direct relationships with ranchers, finding tanneries committed to responsible processes, and growing a company where every decision centers on regenerative outcomes: economically, socially and environmentally."

Range Revolution's clientele primarily comes from the U.S., "which is where we've focused our marketing efforts through avenues such as an online presence, including Instagram," Havstad-Casad noted. "We do an extremely minimal amount of paid advertising."

"We have our best traction through in-person activations — examples being privately-hosted salons; music festivals; and a 10-day Cowboy Christmas Gift Show in Las Vegas that occurs simultaneously with the town's annual Wrangler National Finals Rodeo."

As a result of activities such as these, "our wholesale distribution is definitely growing, with sales up 117 percent over last year," Havstad-Casad said." It takes time to grow this category, primarily through trade shows, and learning what these customers are looking for — everything is cumulative."

She added that "Word of mouth has also proved very powerful, and I'm honored and grateful for the early adopters of our products who have followed my work."

Havstad-Casad described two major developments in the evolution of Range Revolution: "Until this year, we were focused on building a direct consumer band. We're now also selling through other fashion brands that order material from us (e.g., 2,500 square feet



THE COMPANY EXPANDED ITS ORIGINAL PRODUCT OFFERINGS TO LAUNCH A LINE OF BOOTS THAT WERE INITIALLY ORDERED BY EXISTING CUSTOMERS



of leather) to build their own products."

IE COMPANY TRANSFORMS HIDES THAT WOULD OTHERWISE BE DISCARDED INTO HEIRLOOM-QUALITY BAGS, LUGGAGE AND ACCESSORIES





SHOWN WITH HER SON IS CATE HAVSTAD-CASAD, FOUNDER OF RANGE REVOLUTION | PHOTOS COURTESY

"We're also streamlining our transportation logistics," she continued, "and went from shipping in pallets to aggregating full truckloads in 2025. This resulted in an overall improvement in efficiencies — proving that sourcing leather is economically a smart business move — and makes a mass market scale feasible."

As Havstad-Casad summed up: "Range Revolution is committed to turning discarded hides into enduring pieces of functional art. Design at its best can be an agent for change, revolutions can be beautiful, and businesses built for circularity are the future."

havstadhatco.com



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# Made in Central Oregon

# Made in Central Oregon (Listed Alphabetically)

CONTINUED FROM PAGE 14			
Who Makes It	Phone/Web	Product	Where to Find It
Holm Made Toffee Co.	541-430-7092 holmmadetoffee.com randi@holmmadetoffee.com	Artisan confectioner using local ingredients.	Online, Jackson's Corner, Newport. Market, Tumalo Garden Market, C.E. Lovejoy's, Central Oregon Locavore, Desperado Boutique, Taste Oregon, Sunriver Country Store at The Village at Sunriver, Merchant Trader in Sunriver & various Central Oregon farmers markets.
Humm Kombucha	541-306-6329 hummkombucha.com hello@hummkombucha.com	Kombucha.	Over 40 locations throughout Central Oregon & at the Humm Kombucha Brewery & Tasting Room on NE Second St.
Inspired Leaf	541-388-4823 inspiredleaf.com cindi@inspiredleaf.com	Tea, accessories.	Online, Newport Market, Café Sintra & CE Lovejoy's. See website for all locations.
JD Paddleboards	541-788-1967 facebook.com/jdpaddleboards jdpaddleboards@gmail.com	Inflatable stand up paddle boards.	Online.
Jem Organic Nut Butters	541-728-3844 jemorganics.com info@jemorganics.com	Raw organic gourmet specialty food.	In stores & restaurants around Oregon & the U.S. S ee website for full listings & online store.
Johan Closet Solutions	541-318-5200 johan closets.com erik@johan closets.com	Quality custom closet solutions. Woodworking.	Retail location on SE Bridgeford Blvd. or online.
Lava Terrace Cellars	541-280-9935 lavaterracecellars.com duane@barkergroupnw.com	Wine.	3rd Street Beverage, Bend-South Liquor Store, Black Butte Ranch - General Store, CE Lovejoys Brookswood Market, East Bend Liquor, Market of Choice - Bend, Newport Avenue Market, Oliver Lemon's - Sisters, Trailhead Liquor & online.
LeCol's Soap Bar	541-390-8934 lecolssoapbar.com	Handcrafted soaps, body creams, balms, scrubs & candles.	Clementine Urban Mercantile, Hello Sunshine, Oregon Body & Bath, The WorkHouse. More listed online.
Light Elegance Nail Products	800-275-5596 541-526-1417 lightelegance.com sales@lightelegance.com	Cosmetic nail products.	Check online for nearest retailer.
Con Lo Common	conlocommon.com info@conlocommon.com	Bouquets of juniper, sage & other foraged materials, which, while beautiful, are also intended to ultimately be burned in a fire pit or fireplace.	Lululemon, Wren & Wild, Botanic & Luxe, Barre 3.
Lone Pine Coffee Roasters	541-306-1010 Ionepine coffeero asters.com	Micro-roastery & café.	Lone Pine Coffee Roasters, Devores, Whole Foods, Newport Market, Nature's, Chow, Common Table, Madison Coffee, Hometown Grounds.
Manuka Mana	541-972-3428 manukamana.com hello@manukamana.com	Wellness-focused food and supplement blends.	Online, Manuka Mana, Cornucopia Natural Foods, Natural Grocers, Market of Choice, Country Store Health Foods and more.
Maragas Winery	541-546-5464 maragaswinery.com info@maragaswinery.com	Handcrafted barrel-aged wine.	Maragas Winery, Giorgio's West Bend Liquor, Jackson's Corner East & West & online.
Metolius Tea	833-242-4832 metoliustea.com	Artisan teas: chai, lattes, matcha, loose leaf teas & syrups.	Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Food4Less, Natural Grocers, Palate Coffee Bar & online.
MG Custom Creations	541-280-3337 Insta: @ryan.moeggenberg mgcustomcreations@gmail.com	Custom woodworking, specialty cutting & charcuterie boards, holiday ornaments & items, custom frames of various styles, outdoor furniture, custom family keepsakes & more.	Instagram & call-in orders.
Museum at Warm Springs	541-553-3331 museumatwarmsprings.org museum@redmond-net.com	Native American handcrafted jewelry, beadwork & baskets.	The Museum at Warm Springs off Hwy. 26.
Nashelle Jewelry	458-206-4811 855-853-1900 nashelle.com customerservice@nashelle.com	Creating beautiful jewelry using recycled precious metals & natural gemstones.	Store location in the Old Mill District & online.

# Thoughtful Human

#### Radical Compassion Through Greeting Cards

#### by NOAH NELSON — CBN Feature Writer

li O'Grady has always been passionate about helping her community and having honest conversations. Back in 2006, she was championing climate change awareness, which brought her to UC Santa Cruz. She learned that there are many people who have those sciences under control at an expert level, and decided to shift her area of focus towards psychology.

Near the same time, O'Grady lost a very important person in her life; her father, who had spent the last decade battling with cancer.

"I'm not sure how everyone deals with grief, but it changed me profoundly," she said. "It left me with so many questions about the emotional journey he went through, and I thought about all the conversations about fear, mortality, and life after death that could have been had if we had the right words."

O'Grady said she saw this happening in other aspects of her life, and with family and friends going through their own struggles. In dealing with her own grief, she said it felt like no one knew how to touch it, and this contributed to her feeling alone and isolated.

"I began to feel this growing awareness that people wanted to show up and be there for me, but they lacked the vocab or knowhow required to get the conversation going," O'Grady said.

O'Grady founded Thoughtful Human in 2017 to help people find honest ways to communicate in complex relationships and challenging circumstances like these.



"To me, Thoughtful Human represents our shared struggle to love, fight, grieve, forgive, overcome, and celebrate — even in some of our darkest moments," said O'Grady. "It's accepting and de-stigmatizing our differences and meeting our loved ones where they're at. It's being there — consistently — when it really counts, and leading these difficult conversations with kindness."

Thoughtful Human offers cards for all kinds of tough situations, including cancer diagnoses, addiction recovery, dealing with grief after losing a loved one, and more. They have cards that illustrate the stress we feel during the holidays, and cards that deal with relationship issues with quotes like, "thanks for loving me enough to deal with my family."

With a background in climate justice, O'Grady wanted to make sure her brand was sustainable, from the ground up. That is why Thoughtful Human operates with a zero-waste, plastic free philosophy. In addition to sustainable packaging and materials, the cards themselves contain wildflower seeds that can be planted by following some simple instructions that can be found on their website. These seeds are all non-GMO and also tested by a 3rd party lab to ensure they are free of noxious weeds.

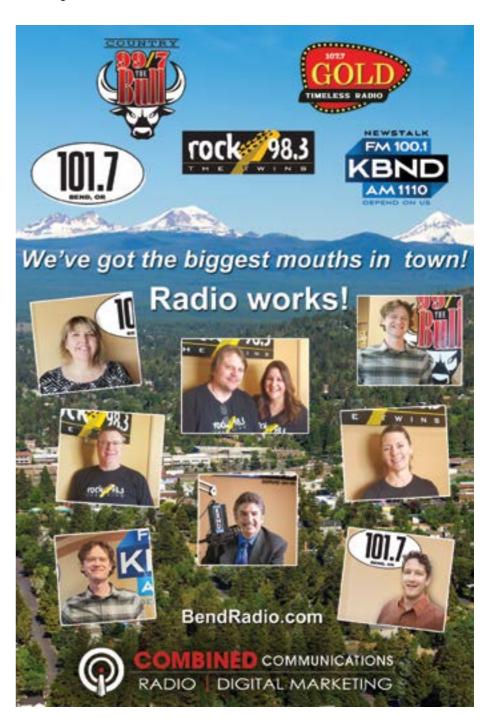
In recent years, their product line has expanded to include everyday cards like birthdays, anniversaries and more, still with the trademark Thoughtful Human style and honesty.

It is important to O'Grady to help people find resources, which is why she is pushing to partner with organizations and nonprofits that can help people on their healing journeys, because as O'Grady said, "The cards are not the solution,





but the catalyst for change, conversation and healing." Looking to the future, O'Grady wants to focus on more intentional growth, prioritizing the local PNW market. thoughtfulhuman.co



CONTINUED FROM PAGE 16

## Made in Central Oregon

# Made in Central Oregon (Listed Alphabetically)

Who Makes It	Phone/Web	Product	Where to Find It
New Growth Clothing	facebook.com/newgrowthclothing info@newgrowthclothing.com	Locally designed & manufactured eco-friendly, sustainable garments.	Skjersaa's Ski & Snowboard Shop, Rescue Moderne Consignment & online store.
Nomad Leather	541-815-4356 nomadleather@hotmail.com	Handmade custom leather items & accessories.	etsy.com/shop/nomadleathernw, Desperado, The Silver Otter, Sweet Tease Salon, Lulu's Boutique, Element 909, Cowgirl Cash, Bedouin.
Purley Maxwell	purleymaxwell.com	Natural body, bath and wellness products.	Newport Avenue Market, Desert Prairie Boutique, online and more.
Rhino Skin Solutions	541-639-1372 RhinoSkinSolutions.com info@RhinoSkinSolutions.com	Kin solutions, apparel, dog care, accessories.	Locally & internationally, see website.
Riff Cold Brewed Coffee	458-206-0825 letsriff.com	Cold-brewed coffee with two simple ingredients; sustainably sourced, artisanal coffee & pure Cascade mountain water.	Throughout Oregon & online at letsriff. com, GoPuff, Instacart, Amazon & more.
Ruff Wear	888-783-3932 541-388-1821 ruffwear.com	Gear for dogs on the go.	On website, Tumalo Creek & Kayak, pet & outdoor stores.
Sakari Farms	541-647-9604 sakarifarms.com sakarifarms@gmail.com	Organic & local flowers & native plant materials producing Hop, Rosehip, Lavender & Sweetgrass Oils, Lip Butters & Teas. Specialize in producing custom medicinal native products, contract wholesale plant sales & native plant consulting services.	Online.
Sisters Cascade of Gifts	541-549-8591 sisterscascade.com	Handmade fudge.	150 W Cascades Ave., Sisters.
Sisters Coffee Company	541-549-0527 800-524-5282 sisterscoffee.com	Coffee, tea & coffee accessories.	Sisters Coffee Company, Rays Markets, Sunriver Market Store & Sunriver Country Store, Farmer Johns, see website for more locations.
Snowshoe Leather Care	snowshoeleathercare.com	Leather care.	Online, Gear Fix, A Bit Less Tack, Dixies, Prineville Men's Wear and more.
Spindrift	541-280-8283 spindrift.dog help@spindrift.dog	Dog gear.	Bend Pet Express, Foot Zone, Sebastian's Healthy Pet Food & Supplies, online.
Strictly Organic Coffee Co.	541-383-1570 541-330-6061 541-647-1402 strictlyorganic.com contact@strictlyorganic.com	100% certified fair trade & certified organic coffee.	Local grocery stores, at coffee shops in Bend, restaurants & on website.
Sullivan Glove Co.	541-382-3092 800-627-7954 sullivanglove.com orders@sullivanglove.com	Leather gloves & slippers.	Online & Sullivan Glove in Bend & other retailers.
Tastefully Bend	541-797-9691 facebook.com/tastefullybend	Biscotti.	See website.
Urlacher Guitars	541-554-1802 urlacherguitars.com	Custom-made guitars.	See website.
Wild Roots	wildrootsspirits.com	Each bottle of Wild Roots starts with a 6 times distilled & 100 times filtered corn-based vodka, infused with over a pound of natural Northwest-grown fruit. To capture the essence of the beautiful Northwest.	Wild Roots Tasting Room, Cascade Street Distillery. See website for locations.
Zealios Skin Care	teamzealios.com info@teamzealios.com	Sunscreen, shampoo & other personal care products for performance athletes.	See website for locations.

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.

# Purely Maxwell Products Based on the 'Power & Beauty of Plants'

#### by ANDREA HINE — CBN Feature Writer

self-described "mad scientist," Scott Blaylock said that his predilection for experimentation dates back to age four — when he was given a child's chemistry set. "Just as I was transfixed when two clear liquids turned blue after being poured together, I've made it my mission to combine different plant-based substances to create products that actively help people. Simple, clean and formulated with intention, everything sold by Purely Maxwell (the company Blaylock founded in 2020), comes from an identified need. My goal is to touch the entire ecosystem of wellness concerns."

Blaylock's impetus to "start down this path" was a personal one. As he explained, "After working in a super high-paced but incredibly rewarding field for 25+ years, I was diagnosed with anxiety and panic disorder, and soon realized that being treated with pharmaceuticals wasn't right for me."

Long fascinated by "the power and beauty of plants" (he prefers reading books about flowers, herbs, and vegetables rather than novels), Blaylock began researching alternatives for his own condition — aided by his "inquisitive nature and a lifetime love of learning." This led to developing an entire brand inspired by "the path that the universe laid in front of me that would positively impact other health-conscious consumers."

One example is a non-gender-specific face serum created to ameliorate the acne Blalock had suffered from for 35 years. "Friends soon wondered what I'd been doing for my skin to make it noticeably lighter and brighter," he said.

Another popular product is Purely Maxwell's wound salve, designed to relieve minor nicks, cuts, scrapes, or abrasions, which is formulated around an infusion of four key herbs — as well as specific essential oils — that help promote skin cell regeneration and minor wound healing,

And does it work? "An amazing salve," praised one user. "I have used this numerous times, and it is a great addition to our medicine cabinet. I ordered six to give to friends!"

"Feedback like this from customers, which I receive regularly, is what drives me and further reinforces the commitment to my mission," Blaylock said. Additional conditions addressed by Purely Maxwell's all-natural product line include eczema, cold sores, arthritis, itching caused by outdoor elements, chapped lips, and dry skin.

Underscoring his "aim for perfection, and desire to make the best products possible" is the decision not to use palm oil in Purely Maxwell's array of face and body soap bars, "as its harvesting is a major driver of deforestation and loss of biodiversity in places such as Brazil," Blaylock explained. The company creates, produces, and packages all its products in Bend, and supports local Oregon suppliers in its sourcing process.

Seeing broader horizons than local outlets such as Newport Market, Local Acres, Locavore, and Market of Choice (which also stocks products in several Portland-



PURELY MAXWELL'S ARRAY OF FACE AND BODY SOAP BARS IS MADE WITHOUT PALM OIL, "AS ITS HARVESTING IS A MAJOR DRIVER OF DEFORESTATION AND LOSS OF BIODIVERSITY IN PLACES LIKE BRAZIL"



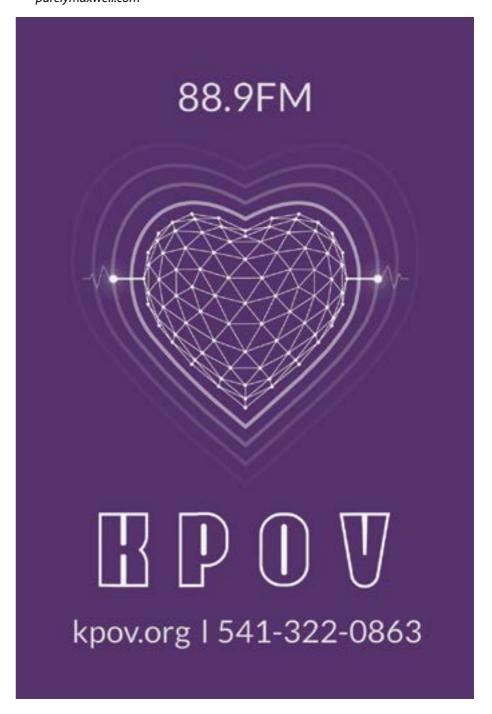
RADIANCE FACE SERUM IS ONE OF THE COMPANY'S MOST POPULAR PRODUCTS



SCOTT BLAYLOCK IS DRIVEN BY HIS "AIM FOR PERFECTION, AND DESIRE TO MAKE THE BEST PRODUCTS POSSIBLE" | PHOTOS COURTESY OF PURELY MAXWELL

area locations), Blaylock's distribution goals extend to the entire Pacific Northwest, as he "works to drive the brand forward." However, he said, "I don't need to be nationwide. I'm focused on the right stores — such as wellness centers and specialty boutiques — for the right reasons."

Blaylock admits that "of course I have competition, as the wellness category is increasingly saturated and products sit side-by-side on the shelves. But I've been told that — despite using premium stock — our price point is really accessible. And once you've tried our amazingly functional and effective products, and understand the intention guiding their development, they stand on their own." purelymaxwell.com



# Organic Not Bread Seed Loaves 'Check Every Single Box'

#### by ANDREA HINE — CBN Feature Writer

f you grew up eating white sandwich bread, which still dominates grocery store sales in the U.S., the concept of a gluten- and dairy-free seed loaf crafted from organic oats, seeds, honey, olive oil and sea salt — made without flour, eggs, or butter — might sound like science fiction. Especially when learning that it is not only nutritious but delicious — available in apricot almond, cranberry walnut, pumpkin seed and dark chocolate flavors.

Jerek Lovey, co-owner of Bend-based Not Bread with his wife Beth, would love to tell you more. Coming from an entrepreneurial background, Lovey launched his first company at age 27, and has been "building sustainable and regenerative food companies



ORGANIC NOT BREAD IS RICH IN PROTEIN AND FIBER, AND FREE OF ALL ADDITIVES AND ARTIFICIAL INGREDIENTS

throughout my career."

A particularly notable example was a partnership with Anheuser-Busch InBev developed to reuse spent barley — the leftover malted grain from the brewing process that comprises 85 percent of brewing waste — by converting it into protein in the form of plant-based milk.

"Eight billion tons of spent barley are either tossed or used as cattle feed each year," he said. "Moreover, 30 percent of the global food supply goes to waste, which highlights the food system's inefficiencies."

Lovey continued: "Given our love and passion for building purpose-driven companies, combined with the value we place on nutrition, subsequently buying Not Bread from its French founder, Marie Sonalet — an extraordinary woman who developed a wholesome alternative to traditional bread — was a no-brainer," Lovey said.

"It's rare to find a high-quality nourishing product that is organic, gluten- and dairy-free, rich in protein and fiber (each slice of bread contains 5 grams of fiber and 6 grams of protein), and free of all additives and artificial ingredients," Lovey said. "The seed loaves check every single box."

Originally sold at a single farmers market in Bend, Not Bread's reach has expanded to 14 markets in Bend/Central Oregon, Portland, Eugene and Ashland — with lines of customers typically surrounding the vendor's booth — and is also available at select stores such as Central Oregon Locavore, Market of Choice and Newport Market.

And, when the season ends for farmers markets, local pick-ups become an option. "We don't want to lose the one-to-one interaction with our customers, and find it pretty special to maintain those connections year-round," Lovey said.

Lovey is quick to emphasize that he and his wife Beth "are co-partners and co-creators, and very handson, doing whatever is needed. It's a lot of fun to be in this business together."

Fueling their enthusiasm is feedback from customers



JEREK AND BETH LOVEY ARE CO-OWNERS OF NOT BREAD, AND CO-CREATORS OF ITS LINE OF GLUTEN- AND DAIRY-FREE SEED LOAVES | PHOTOS COURTESY OF NOT BREAD

who, for example, have had to sacrifice eating bread due to celiac disease or other health issues. (A typical comment: "Now I can finally eat it again!") He added that "People also share with us how well they feel, given the product's influence on digestive wellness, which can be life changing."

As part of Not Bread's strategic plan, the couple is committed to building a "truly thoughtful and sustainable enterprise" that includes "establishing a deep presence in the Pacific Northwest" and possible national distribution in the future.

"We're finding our place at specialty grocery stores, while simultaneously innovating." Lovey said. Two examples are developing a cookie that "maintains the same principles as our existing loaves, but gives customers the option of enjoying a truly nourishing snack, as well as a savory seed cracker slated for introduction in 2026."

"Beth and I have high aspirations for Not Bread," Lovey said, "and believe very strongly in the positive impact of our products — which bring a lot of joy."

not-bread.com

# nowshoe Leather Care Continued from page 1

"My grandpa would condition his dress shoes with our leather conditioner every week as he watched 60 minutes," Huey said. "And he kept using those shoes for decades."

Up until 2025, that leather conditioner was the only product they sold. Now, Huey has expanded the product line to help push the business to address the needs and wants of the modern market. With so many people diving into fast fashion, Huey wants her product line to reflect her mission: preserving beloved leather items and the stories they hold, for generations.

Now on their website, customers can purchase leather care balms, with specific varieties for boots, bags, belts, gloves and saddles, ensuring that each type of leatherworking gets a specific formula designed to keep it strong and healthy for years.

Huey said that going into the near year, the company's biggest focus

is on scaling.

In terms of scaling, her

focus is on scaling distribution, as a current goal is to get Snowshoe and saw great benefit in working with the experts Leather Care products into local Bend distributors.

Huey participated in the Bend Outdoor Worx Accelerator Program







DEES, CIRCA 1938 | PHOTOS COURTESY OF SNOWSHOE LEATHER CARE

and saw great benefit in working with the experts and advisors available through the program. She says that a main benefit was learning what important questions to ask herself, in terms of what can be done in house, and what must be outsourced. As a "solopreneur" it was and is very important for Huey to understand what she can do herself, with her background in marketing, and what she might need help with. Accurately addressing strengths and weaknesses means accurately addressing any problems that might pop up in the course of running a business.

Looking at the future of her company, Huey has plans to expand and modernize her manufacturing, which currently happens in a barn on the east end of Bend. She also plans to continue giving back to the wonderfully collaborative community that is Bend by being open to talks with new founders looking for guidance, and keeping up her volunteer work with the local nonprofit, Healing Reigns.

snowshoeleathercare.com

# Central Oregon Garage Door Opens Up New Horizons

#### Redmond-Based Company Marks 20 Years of Industry-Leading Products

by SIMON MATHER — CBN Feature Writer

entral Oregon Garage Door is celebrating its 20th year as a locally-based business with a continuing commitment to the community and to crafting custom high quality products.

Back in 2005, founder Kyle Fetzer began crafting durable, fine garage doors in Salem, Oregon, before swiftly relocating to the drier side of the Cascades and creating an offshoot that has been serving the greater Central Oregon area ever since.

A key first step was purchasing a hydraulic press for production — used to apply heat and pressure to wood, veneers, and other materials to form a durable,

Another priority was for the new company to specialize in creating bespoke wooden garage doors with personalized options for wood type, style, windows, and hardware.

Fetzer's company has grown to a 35-strong workforce delivering a wide range of innovative residential and commercial creations. Expansion has also seen Central Oregon Garage Door move six times in the last two decades, and they now base operations out of a 20,000 square foot warehouse in Redmond. "Our business has always been family-owned and operated and we welcome each employee and customer into our family values and care," he said. "We are committed to responsive customer service, taking care of our team, quality in our products and services, and giving back to causes in our community.

"What really sets Central Oregon Garage Door apart is that we handle every aspect of the project in-house," Fetzer continued. "From initial design concepts and engineering to fabrication and installation, we do it all. This level of involvement ensures that we deliver exactly what you want, down to the smallest detail. The outcome is a custom garage door that not only meets the functional needs of a space but also can add a bold, industrial touch that ties together the design elements of the entire home.

"Each member of our Central Oregon Garage Door team brings a unique set of skills to the table and to each project. They are always excited and ready to take on new challenges and we would not be who we are today without each and every one of them. We are passionate about creating our customers' dream wood doors and designs. Our motto is: 'If you can dream it, we can build it!' "We can also install and build garage doors with unconventional applications, including for restaurant and commercial spaces."



Part of Central Oregon Garage Door's expertise includes providing commercial garage doors for businesses, industrial complexes, farm buildings, and all types of small or large facilities. Fetzer said particular highlights over the years included work on the fire stations at Pilot Butte and Tumalo, and The Quad commercial complex in Bend. Pilot Butte Station #306 in Bend, was a brand new fire station for the city and the 10,000 sq/ft building featured custom red carriage-style garage doors that were reminiscent of the original doors on the downtown fire station that was built in 1919. The Quad featured an array of garage style doors in an 86,000 sq ft 20-unit commercial mixed use business campus on Bend's west side

that formerly housed The Bulletin newspaper's headquarters. Fretzer said the process starts with setting up a meeting to go over customer wants and needs aligning with their budget, and to assess the site. Options for design and materials are discussed as part of an information gathering process to "dial in" pricing and produce drawings for review through an in-house engineer. "An often important step is for clients to visit our production facility and see and smell the cedar or other wood products and watch the process of a vision being realized.





CLEAR CEDAR VERTICAL GLASS | PHOTOS COURTESY OF CENTRAL OREGON GARAGE DOORS

"Our employees are real craftsmen producing high quality and detailed products. It has been an amazing journey and we are deeply thankful for the community's support. A big part of our philosophy is giving back to the community including sponsoring events. Central Oregon is our home and this community is our family. Each of the organizations we support give back to the community – from local sports clubs to holiday help. Our sponsorships run year round."

Fetzer said a popular current trend for residential customers is a modern design look with glass down the sides, prominently featured in neighborhoods like NorthWest Crossing. "At Central Oregon Garage Door, we take our craft seriously," he concluded. "Each manufactured and custom garage door that leaves our shop is installed with expert care into your home or business. We have been part of this community since 2005, and we are deeply committed to Central Oregon's residents and businesses. Every property is unique so our team works closely with you, your architect, or your builder to design a custom wood door that is a reflection of your style and property. From CAD drawings to careful installation and finishing touches, your custom wood door is truly a piece of art.

"As our slogan says, we are devoted to 'custom, commitment and quality."" centraloregongaragedoor.com • 541-593-5700



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Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature

## **TOP PROJECTS COMPLETED in 2025**

in our December 17 edition!

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

## **DEADLINE TO SUBMIT TOP PROJECTS IS NOV. 26**





## Tonsil Tech

#### Safe & Smart Solutions for a Common Problem

#### by NOAH NELSON — CBN Feature Writer

onsil Tech was founded in 2020 with the goal of bringing a safe and easy tonsil stone removal solution to market. "In 2017 we were asked, 'What are ten things in the medical field you want to change?' and tonsil stones was at the top of our list. This question sparked the idea to work on tonsil stones which at the time was not openly discussed," said Sydney Forbes, cofounder and CEO of Tonsil Tech.

Tonsil stones are the soft calcifications of food, mucus and bacteria that form in the pits of people's tonsils. They look like little bumpy white Nerds candy and have a strong, pungent odor that contributes to bad breath. Tonsil stones affect over one in ten people, but there is a higher concentration among those in their 40s and younger because doctors stopped performing routine tonsillectomies on children in the 1980s. Forbes and her team are working to create awareness around this oral care issue so the next generation has a safe way to remove tonsil stones at home. No more having to use their fingers, bobby pins and chopsticks to remove tonsil stones!

The products that Forbes found across the market for tonsil stones were originally developed for other parts of the body like ears and noses that do not take into account the safety concerns of the back of the throat. Tonsil Tech set out to engineer a tool to safely remove tonsil stone without the risk of choking so a key design feature is no detachable tips.

With such a common problem and an oral care industry that has yet to offer a true solution, Forbes and the team at Tonsil Tech got to work on building their own tonsil stone removal kit, completely from the ground up. Simply loop, scoop and pull the stones out, and find immediate relief to that bad breath.

The results speak for themselves. One happy customer shared the following review: "I have suffered from tonsil stones since I was a child. When I have them, I obsess over them, trying to remove them with my tongue, a Q-tip, or at times more dangerous objects when I was desperate. Tonsil Tech Stone Removal Kits is now one of my most prized and valued possessions. The design of the tools is perfect. I have never been able to remove my tonsil stones so easily and so safely. I would recommend this product to anyone who gets tonsil stones. It's brought me so much relief."



Forbes said that her ultimate goal with Tonsil Tech is to normalize the issue by getting the tools in more retail spaces, so that as people walk down the oral care aisles and see a product for tonsil stones, they know that they are not alone in this issue.

Along the way, Forbes has learned a lot about what it takes to be a founder and run a successful startup. For Tonsil Tech, she talked about how important it is to set up a supply chain that can scale with demand, as well as making connections within the business community and collaborating with other founders. Being based in Bend allows Forbes to tap into Oregon's thriving community of founders and connect with organizations like Cultivate Bend that champion local consumer product brands.

For more information on Tonsil





FOUNDER, SYDNEY FORBES | PHOTOS COURTESY OF TONSIL TECH

Tech and their tonsil stone solutions, please visit tonsiltech.com and you can find their products locally at Market of Choice, Newport Avenue Market and Local Acres.

tonsiltech.com



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





(Amy Thomas

Tristy Osbon

**350 Deschutes** has hired two new staff members to continue strong climate advocacy and education work in Central Oregon.

Amy Thomas is the interim executive director of 350 Deschutes, bringing a strong commitment to climate advocacy, policy development and community education with a focus on equity and collaboration. Drawing on her extensive experience-including collegiate and professional basketball — Thomas values the power of discipline, perseverance and

leadership to drive impactful change. Her passion for the outdoors and dedication to environmental stewardship shape her vision to empower the community toward a just, lowcarbon future, working closely with the 350 Deschutes board and education team to build strong, resilient organizations rooted in family and community values.

**Tristy Osbon** is a graduate of Whitworth University with a bachelors in environmental science. She has led various environmental initiatives, represented youth voices at the United Nations Climate Change Conference (COP), worked in Zero Waste at Gonzaga University, and worked on hands-on ecological research and conservation across the U.S. and Australia. Now back in the Pacific Northwest — and in the Central Oregon region that first sparked her passion for the environment — Osbon is excited to apply her unique skill set in a place close to her roots. At the heart of her work is a deep commitment to building an inclusive and just climate movement that makes tangible difference by acting locally while thinking globally. Outside of work, Osbon is usually on the move — trail running, mountain biking, climbing, swimming in the nearest lake or river, or soaking up the sun with a good cup of coffee.

**Bend Chamber** welcomes **Chris Hart**, leadership programs manager, and **Julia Keyes**, operations manager, to the feam.

Hart brings extensive experience in nonprofit executive leadership and a talent for bringing community partners together to help solve complex challenges. At the Chamber, Hart's work focuses on convening people and knowledge to expose tomorrow's leaders to the foundation they need to guide Bend forward — together. Through the BendNEXT initiative, these



leadership development programs encourage collaboration and foster relationships throughout the community, strengthening Central Oregon's network of business and community leaders.

Hart holds a master's in marine and environmental affairs and a bachelor's in biology, both from the University of Washington. Hart grew up in Portland, Oregon, and is excited to return to the Pacific Northwest after spending the past five years in Phoenix, Arizona. Hart, his wife and their two children (along with three rescue animals) enjoy spending as much time as possible exploring the great outdoors.

Keyes brings two decades of experience in business management, strategic operations, HR and financial leadership to the Bend Chamber. After 15 years of running her own business and several years supporting the operations of nonprofits and creative organizations, Keyes is excited to channel her passion for small business into work that supports the wider Bend community.

Originally from Austin, Texas, Keyes played a key role in establishing the aerial arts industry in Austin and San Antonio, mentoring students who have since gone on to create successful companies of their own.

Her background in building and leading high-performing teams, managing payroll and budgets and streamlining systems has given her a deep understanding of what helps organizations thrive.

Outside the office, Keyes enjoys coaching aerial arts, making pottery and exploring Central Oregon's trails and creative community.



Chris LaRue

The **Family Access Network** (FAN) welcomes our newest team member, **Chris LaRue**. LaRue joins the FAN Foundation team as the community outreach and events coordinator, focusing on donor relations, events and marketing.

A Florida native, LaRue moved to Bend in the fall of 2005 and very quickly fell in love with the Pacific Northwest. Her nonprofit experience began with her role as the Executive Director of the Oregon Brewers Guild, where she honed her skills in fundraising, event management and legislative support. During her time on the PTO board for Jewell Elementary and as a substitute EA within the Bend-La Pine school district, she witnessed in real time the life-changing difference FAN and our advocates create for Central Oregon students in need. In her free time, LaRue loves spending time

with her partner and daughter, and can be found outdoors camping, hiking and chasing waterfalls.

**Partners In Care** announces that all four members of its Transitions team are now officially certified as Community Health Workers (CHWs) by the Oregon Health Authority. This significant achievement strengthens the team's ability to deliver compassionate, personalized support to individuals and families navigating serious illness throughout Central Oregon.

For more than 21 years, the Transitions program has been a vital part of Partners In Care's mission to serve the community. Offered at no cost, the program supports individuals living with life-limiting illnesses who are not yet eligible for hospice care.

With CHW certification, Transitions coordinators now bring enhanced training in healthcare navigation, resource access, client advocacy and emotional support—ensuring patients and families receive the guidance they need during some of life's most vulnerable moments.

Serving communities from Madras to Christmas Valley, the Transitions program offers a lifeline to those facing complex health challenges. This milestone reflects Partners In Care's continued leadership in providing compassionate, community-based care across Central Oregon.

The Transitions team was recently honored as 2023 Health Heroes by Deschutes County Health Services, recognizing their dedication and impact. Since 2004, the team has been transforming lives not only in Deschutes County but also in Crook, Jefferson and parts of Lake and Klamath counties.









Jose Lais Navarro

Matt Nelson

Amber Billeter

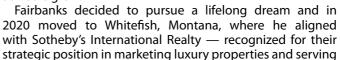
Brian Barringer

Bend-La Pine Schools welcomes new board members.

**Jose Luis Navarro**, LAEP - Lead Coach; **Matt Nelson**, Deschutes County D.A.-Lead Deputy D.A.; **Amber Billeter**, Mainspring Wealth Advisors - Financial Advisor; and **Brian Barringer**, La Pine Middle School – Principal.

**Cascade Hasson Sotheby's International Realty** has appointed **Brandon Fairbanks** as vice president of sales for Central Oregon. He will lead the Bend and Sisters offices and support sales managers in Redmond and Sunriver.

Fairbanks brings over 20 years of real estate experience, including luxury home and ranch sales, brokerage leadership, and agent development. His "service from the heart" approach blends deep industry knowledge with a collaborative, mentorship-driven style that helps our advisors grow.





Brandon Fairbanks

the needs of high-net-worth clientele. Deeply impressed by the brand, he chose to continue his affiliation with Sotheby's when he returned to Central Oregon in late 2024. Before joining Cascade Hasson Sotheby's International Realty, Fairbanks served in senior leadership roles at Coldwell Banker Morris Real Estate and Coldwell Banker Bain, overseeing more than 100 brokers and thousands of annual transactions. He also founded multiple real estate, lending, and property management companies built on integrity, innovation, and service.

With deep roots in Central Oregon and a career built on integrity and community engagement, his return reflects his commitment to both his profession and the region he calls home.

Fairbanks officially begins his role on November 12, 2025.

Business Oregon announces the hiring of Amy Lewin as the new arts and culture director, overseeing the Oregon Arts Commission and the Oregon Cultural Trust programming at Business Oregon. Lewin brings more than 15 years of leadership experience in cultural programming, strategic communications, and statewide engagement to the role. As the arts and culture director, Lewin will be a part of Business Oregon's leadership team, reporting to agency director Sophorn Cheang. Lewin will lead the development and implementation of policies and programs that support Oregon's vibrant arts and culture sectors, critical to a thriving economy.



Amy Lewin

Lewin will also work closely with the Oregon Arts Commission and the Oregon Cultural Trust Board to advance a shared vision for arts and cultural vitality across the state.

strengthening operational continuity

Lewin previously served as vice president of brand and strategic partnerships at Oregonian Media Group, where she launched *Here is Oregon*, a statewide digital storytelling platform that celebrated Oregon's cultural and creative assets. Her career includes leadership roles in nonprofit, media, and public sectors, with a focus on equity, economic development, and cultural inclusion.

Lewin holds a bachelor of science in journalism from the University of Oregon and recently completed a graduate certificate in emerging COO leadership from Stanford Graduate School of Business.

**High Plateau Capital, LLC** recently announced that, effective immediately, **Emily Morey**, who currently serves as executive vice president, has been promoted to the role of chief operations officer (COO). In her expanded capacity, Morey will lead operational strategy and organizational alignment across High Plateau Capital's affiliated companies, including High Plateau Asset Management, Cobalt Properties Group, Meridian Development and the firm's Aviation operations, among others.

Morey has played a central role in the firm's growth, guiding day-to-day operational management, infrastructure development and multi-disciplinary coordination across complex real estate, hospitality and asset management environments. Her leadership has been instrumental in

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and establishing scalable systems to support continued expansion.

As COO, Morey will oversee cross-company workflows, operational governance and strategic execution. Her leadership responsibilities will include real estate and development operations, asset and property management oversight, organizational culture and team structure, and the continued development of the firm's Aviation platform, ensuring safe, efficient and mission-aligned operations.









Megan Lindley

Stephanie Russell

Corrin Tammy Kalinich Russell

Synergy Health & Wellness (Synergy) introduces six new providers whose diverse expertise in nutrition therapy, diabetes education and massage therapy strengthens the clinic's ability serve Central Oregon with compassion and innovation. By bringing fresh skills, from advanced diabetes technology and personalized nutrition counseling to restorative massage, these providers expand Synergy's hands-on, accessible approach to care, ensuring patients families have even more





Vanessa Green

Wyatt Winterbottom

opportunities to feel supported on their health journeys.

The newest team members include:

Megan Lindley, MS, RDN, CDCES is a registered dietitian and certified diabetes care and education specialist with more than ten years of clinical experience. A graduate of Bastyr University in Seattle, she works with individuals across the lifespan, supporting all types of diabetes and nutrition therapy needs. Lindley is also expanding her expertise in advanced diabetes technology to assist patients in the use of many insulin pumps. She is passionate about empowering patients with practical tools, education, and confidence to manage their health and thrive in daily life.

Stephanie Russell, MS, RDN, LD is a registered dietitian with more than 17 years of experience in nutrition education and counseling. A graduate of Oregon State University with a bachelor of science in Nutrition and Dietetics, she also completed her MS at Central Washington University. Russell spent much of her career with the OSU Extension Service, teaching over 1,000 nutrition and cooking classes for students and families across Oregon. She also has experience providing medical nutrition therapy to oncology patients, where she learned the power of empathy, connection, and individualized care. Russell is passionate about helping people discover the joy in healthy eating and lifelong wellness.

Corrin Kalinich, MS, CDCES, RDN, LD graduated from OHSU's dietetic internship and combined master's degree program. She is in the process of becoming a trainer with many insulin pumps. Kalinich brings clinical interests in metabolic health, insulin resistance, diabetes care and education, gut health, disordered eating, women's health, anti-inflammatory nutrition, and food sensitivities. She is passionate about supporting individuals in building sustainable, personalized strategies for long-term health.

Tammy Russell, MS, RDN, LD brings decades of experience as a registered

dietitian, spanning inpatient and outpatient care, clinical research, academia, and private practice. She holds a bachelors and masters in Nutrition from Rutgers University and completed her internship at the University of Michigan Hospital. In addition to expertise in gut health, autoimmune conditions, and functional medicine, Russell is trained in Reiki and Certified in Biofield Tuning, integrating holistic approaches to support mind-body wellness. She is dedicated to creating a safe, supportive space where clients feel seen, valued, and empowered in their healing journey.

Vanessa Green, LMT is a licensed massage therapist and graduate of the Costa Rica School of Massage Therapy. She specializes in Swedish, craniosacral, trigger point therapy, myofascial release, prenatal massage, cupping, Gua Sha, assisted stretching, and deep tissue massage. Green is passionate about helping clients feel at home in their bodies, reduce stress, and restore balance through therapeutic touch. With a background in holistic and traditional healing practices, she believes massage is a powerful tool for both physical and emotional well-being.

Wyatt Winterbottom, LMT is a licensed massage therapist and graduate of Central Oregon Community College, where he earned an Associate of Applied Science in Massage Therapy. He specializes in deep tissue and sports massage, as well as Swedish relaxation techniques, cupping, and hydrotherapy. Winterbottom is dedicated to helping clients relieve pain, enhance mobility, and restore balance through personalized, therapeutic bodywork.

The Museum at Warm Springs has announced the awards for the 32nd Annual Warm Springs Tribal Member and Youth Exhibit.

**Judge's Choice Awards** 

Traditional Category: artist: Terry Lynn Stradley, title: Blue Flamez Logo, medium: beaded necklace, (not for sale). Contemporary Category: artist: Natalie Kirk, title: KsKs Nukwashái Ayats Patłapa, medium: Ceremonial Basket

Honorable Mentions: artist: Mona Cochran, title: Ishaptikai, medium: Horse Bag, (not for sale); artist: Marjorie Kalama, title: Girls Fancy Dance Sequins Yoke, (not for sale); artist: Leora Strong, title: Chokecherry Thighs, medium: Earrings, (for sale: \$100); artist: Aurolyn Stwyer, title: Men's Denim Coat (size extra-large), (for sale: \$300); artist: Aurolyn Stwyer, title: Double Beaded Necklace with Celilo Commemoration Coin, (not for sale); artist: Aurolyn Stwyer, title: Pink Rose Beaded Bag, (not for sale)



PHOTO | COURTESY OF COLDWELL BANKER BAIN

Kristi Kaufman and Catherine Scanland, Coldwell Banker Global Luxury Property Specialists and real estate brokers affiliated with the Bend office of **Coldwell Banker Bain**, were the only Oregon brokers selected for Coldwell Banker's 2025 Hawaii Celebration of Success, an event recognizing the Top 1% of all Coldwell Banker Agents from the Western region. Attendees enjoyed a welcome reception, networking breakfast, general sessions, shaved ice happy hour and final night luau dinner at Fairmont Kea Lani in Maui, Hawaii.

# Businesses Serving Community



Local McDonald's Owner Operator Mason Rodby welcomed the City of Redmond to its newest location at 625 NW Oak Tree Ln. in the north end. In honor of Veterans Day, the Grand Opening gave over 200 free meals to veterans, active-duty service members and first responders.

During the ribbon cutting ceremony, Rodby presented two \$2,500 checks: one to the Central Oregon Veterans Ranch, an organization helping veterans find purpose and community, and second to Family Access Network (FAN) who provides children and families with basic needs and critical services.

The Family Access Network (FAN) received a multi-year grant of \$50,000 for the next three years, totaling \$150,000 in support of rural FAN families. These funds will be utilized in the communities of Sisters, La Pine, Prineville, Sunriver, Terrebonne, Tumalo and Jefferson County to ensure children have access to the basic need resources necessary to arrive in the classroom prepared to learn. Rural families face increased challenges, now more than ever, including higher gas prices, limited access to childcare and the need to travel long distances for grocery stores and other essential food resources. This grant will assist in alleviating the high burden placed on our rural families.

The Roundhouse Foundation champions creative solutions to the unique challenges and opportunities of living in rural Oregon. Rooted in the spirit of the Pacific Northwest, the Foundation invests in art, environmental stewardship, education and community leadership. Through generous support, Roundhouse empowers organizations that foster connection, innovation and sustainability across Sisters, rural Oregon and select international communities. Since 2002, Roundhouse's work has reflected a deep passion for enriching lives, nurturing leadership in youth and celebrating creativity.

# More than 85 Student Veterans are Pursuing Degrees at OSU-Cascades

#### by CHRISTINE COFFIN - Oregon State University - Cascades

his fall, 65 former active-duty veterans and an additional 22 students who are receiving veteran dependent benefits are studying towards undergraduate and graduate degrees at Oregon State University – Cascades (OSU-Cascades). In total, more than 321 veterans have received bachelor's or master's degrees since OSU-Cascades was founded in 2021.

Of the student veterans:

- 18 are women.
- The oldest is 46; the youngest is 19.
- 37 are from Central Oregon; nine are from elsewhere in Oregon; 18 are from ten other states.
- Of those residing in Central Oregon, 18 are from Bend; eight are from Redmond; five are from La Pine and three each are from Sisters and Prineville.

Services at OSU-Cascades that support student veterans include a dedicated lounge where students can meet peers and access academic, financial aid and community resources, and a student-led veterans club.

To learn more about services for veterans at OSU-Cascades, visit osucascades. edu/honoring-our-veterans.

osucascades.edu



LUCAS AMAYA IS A VETERAN STUDYING PSYCHOLOGY | PHOTO OREGON STATE UNIVERSITY - CASCADE

# Local Health Care Providers Unite for Vaccine Message

#### by ALANDRA JOHNSON, Manager of Public Relations — St. Charles Health System

s respiratory virus season arrives in Central Oregon, providers from local health care organizations are joining together to share an important message about vaccination. Six health care organizations are releasing a joint video message to emphasize the importance of vaccines and to reassure the community that providers are ready to answer any questions.

"Our message is simple: vaccines are safe, effective and they protect the health of our community, including the most vulnerable. We also recognize that people may have questions about vaccinations, and we want Central Oregonians to know that we are

here to listen," said Deschutes County Health Officer Dr. Richard Fawcett.

The message comes at a time when vaccine rates are decreasing across the United States and here in Oregon.

"Our voices are more powerful together. We want our community to see that health care providers in Central Oregon stand together," said Dr. Carey Allen, clinical division director of primary care medicine for St. Charles. "Above all, we care about the health of our patients and our community."

#### **About St. Charles Health System:**

St. Charles Health System, Inc., headquartered in

Bend, owns and operates St. Charles Bend, Madras, Prineville and Redmond. It also owns family care and specialty clinics in Bend, La Pine, Madras, Prineville, Redmond and Sisters. St. Charles is a private, nonprofit Oregon corporation and is the largest employer in Central Oregon with more than 5,000 caregivers. In addition, there are more than 400 active medical staff members and nearly 200 visiting medical staff members who partner with the health system to provide a wide range of care and service to our communities.

stcharleshealthcare.org

# The Peaks 360 Commits an Additional \$25,000 to NeighborImpact Amid Government Shutdown, Continuing Support for Central Oregon Community

#### by MATTHEW BOWLER

he team at The Peaks 360 rural residential community, recently announced an immediate \$25,000 donation to NeighborImpact, a Central Oregon-based nonprofit organization serving Crook, Deschutes and Jefferson counties and Warm Springs. This donation is in direct response to the food insecurity emergency faced by many Central Oregon residents due to the ongoing government shutdown, as well as a delay in State funding.

"The current government shutdown is creating significant hardship for families throughout Central Oregon, and we feel compelled to step up and provide additional immediate support," said Mark Stockamp, The Peaks 360 Research & Development manager. "NeighborImpact is on the front lines, providing vital resources to those in need, and we are proud to partner with them to help alleviate the burden during this challenging time."

NeighborImpact provides a network of support to meet basic needs, alleviate poverty, and build stability for Central Oregon residents through a large variety of programs, including food assistance, housing support, energy assistance, and early childhood education, among others. The \$25,000 donation from The Peaks 360 will directly support NeighborImpact's food assistance programs, helping to ensure that individuals and families have access to nutritious meals during the shutdown.

"We're deeply grateful to The Peaks 360 for their continued commitment to our community," said Scott Cooper, executive director of Neighborlmpact. "This funding comes at a critical moment. Although SNAP benefits have been restored, uncertainty remains. Until the federal government reopens, there is no guarantee that December SNAP benefits — or other federal safety-net programs — will be funded. Meanwhile, the need for food assistance remains at record levels."

He added that NeighborImpact's food network continues to work diligently to keep food moving to families across Central Oregon.

"The food network will need to work hard in the coming months to keep

shelves stocked and food flowing during the busiest time of the year," Cooper said. "Community support like this helps make that possible."

This commitment reflects the team at The Peaks 360's existing pledge to donate the majority of profits from The Peaks 360 rural residential community to the great work that nonprofits here in Central Oregon and beyond are doing. Despite The Peaks 360 not yet generating profits, the project has already donated over \$300,000 to Central Oregon nonprofits that support the local community.

The Peaks 360 invites others to donate to NeighborImpact to support the immediate food insecurity needs of Central Oregon residents. Donate at: neighborimpact.org/#donate and select "The Peaks 360 Matching Gift" from the drop-down menu.

#### **About NeighborImpact:**

NeighborImpact is a private nonprofit organization dedicated to helping individuals and families access skills for success, family services, financial security, housing, healthy homes, and food. NeighborImpact serves Crook, Deschutes, and Jefferson counties.

#### **About The Peaks 360**

The Peaks 360 is a 710-acre rural residential community located northwest of Redmond, Oregon. Designed to meet the changing needs of homebuyers while ensuring long-term environmental sustainability, it stands apart by dedicating the majority of its proceeds, including the majority owner's commitment to give all their profits to nonprofits, including many local nonprofit organizations that strengthen the Central Oregon community.

neighborimpact.org thepeaks360.com

# Empowering Women, Sustaining Communities

#### How M Perfectly Leverages Education for Long-Term Impact in Central Oregon

#### by ASHLEY SMITH, Founder-Chief Soul Sister — M Perfectly

n a region where rising costs, housing pressures and social challenges strain local resources, one nonprofit is quietly redefining the pathway to lasting change. M Perfectly is restoring not just lives — but hope — by investing in education, life skills and community partnerships. Its approach offers a compelling blueprint for how nonprofits can deliver sustainable value not just to individuals, but to the region as a whole.

#### From Crisis to Capability: The M Perfectly Mission

Based in Central Oregon, M Perfectly was founded to serve women who have endured trauma such as homelessness, addiction, domestic violence, human trafficking and or those navigating the justice system. Their core focus: helping participants reclaim dignity, self-reliance and opportunity through structured education and mentorship.

Unlike many recovery- or shelter-based models that stop at meeting immediate needs, M Perfectly bridges the gap to lasting independence. They partner with local shelters and transitional homes — like Shepherd's House Ministries and DAWNS House — to deliver holistic, real-world training in areas such as:

- · Financial literacy and personal budgeting
- · Career development and job skills
- Effective communication and conflict resolution
- · Health, nutrition and personal wellness
- Goal-setting using SMART frameworks (Specific, Measurable, Achievable, Relevant, Time-bound) M Perfectly Nonprofit

Crucially, the support continues *after* program "graduation." M Perfectly "walks alongside" participants, helping them to sustain progress, navigate setbacks and thrive in the real world rather than drifting back into crises.

#### Outcomes You Can See — and Feel

Over the past year alone, more than 100 women from local recovery and transitional programs have taken part in M Perfectly's training. Collectively, participants have achieved over 84 distinct goals — ranging from regaining driver's licenses, securing stable employment, to pursuing reunification with family. KTVZ One client shared:

"I got my license back, a steady job, my kids are about to come home permanently... my life continues to go up, and up, and up." M Perfectly Nonprofit

This is not just an anecdote. Behind the scenes, M Perfectly sustains modest financial stability: according to IRS filings, the organization reported revenues of about \$128,000 in 2024 against expenses of about \$46,800. That fiscal profile underscores both its ambition and the need for scaling partnerships and investment.

#### **Why Education Forges Lasting Sustainability**

The transformative power of education lies in its ripple effects. Teaching

budgeting, job readiness and communication does more than fill knowledge gaps — it redefines how a person engages with the world. When an individual is equipped to contribute, to manage their finances, to build stable relationships, the benefits radiate into their families, workplaces and neighborhoods.

In Central Oregon's nonprofit landscape, collaboration is increasingly essential. As *Cascade Business News* recently observed, nonprofits in 2025 are being asked to do more with less, making cross-sector partnerships and shared resources vital. *Cascade Business News* M Perfectly exemplifies that ethos — partnering with shelters, recovery organizations and community groups to magnify impact.

#### **What the Business Community Gains**

Why should Central Oregon's business leaders care? Because stability at the individual level translates to strength in community:

- **1. Reduced social costs** fewer emergencies, less strain on public services and less recidivism
- **2.** A more prepared local workforce women who complete M Perfectly's programs enter jobs with greater confidence and competence
- **3. Stronger community cohesion** as once-displaced individuals become contributors, they restore neighborhoods and social capital

M Perfectly is not just a safety net — it's a springboard. By investing in education, they convert moments of vulnerability into decades of possibility.

#### **Looking Ahead: How You Can Help**

M Perfectly is poised for growth. To expand deeper into Central Oregon, it needs:

- Corporate sponsorships or grants to scale curriculum, staff support and participant stipends
- Volunteer mentors and coaches from business and professional communities
- **Employer partnerships** willing to offer internships, on-ramps, or jobs for graduated participants
- Amplified visibility through media, corporate networks and civic platforms

Readers of Cascade Business News who care about sustainable impact — those in leadership, philanthropy, or regional development — are invited to engage. Learn more, connect, or partner via mperfectly.org.

In a world where many change efforts are fleeting, M Perfectly stands out because it doesn't just respond to crisis — it builds new capacity, one woman at a time. The result is a ripple of change that strengthens not just individuals, but the entire fabric of Central Oregon's future.

mperfectly.org

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# Veterinary Referral Center of Central Oregon Launches PetsForward

#### provided by VETERINARY REFERRAL CENTER OF CENTRAL OREGON

hat began as a local act of compassion has grown into a powerful mission to change the future of animal healthcare. PetsForward, an advanced veterinary healthcare fund and nonprofit organization, is proud to announce its official launch, an expansion of the beloved VRCCO Care Fund, which has already touched hundreds of lives in Central Oregon.

When the Veterinary Referral Center of Central Oregon (VRCCO) opened its doors in 2018, the team quickly recognized that not all pet parents could afford the quality of advanced medical services they provide. As healthcare costs continued to rise, economic euthanasia became more prevalent throughout the veterinary industry. In response, VRCCO partnered with the Veterinary Care Foundation to establish the VRCCO Care Fund, a philanthropic initiative created to bridge this gap and provide critical medical assistance to pets in need.

Through the generous support of donors and community members, the VRCCO Care Fund raised nearly \$200,000 in two years, helping countless pets receive the advanced treatments and procedures that gave them a second chance at a long and healthy life. Additionally, more than 300 pets have benefited from rehabilitation therapy to enhance their recoveries, resources made possible through funding.

As the Care Fund grew, VRCCO realized that the challenges facing pets and their families extend beyond emergency care; they also include access to advanced treatments, innovations in medicine, and the resources veterinarians need to provide the best possible outcomes. To meet this broader mission, VRCCO created PetsForward. This 501(c)(3) nonprofit organization will build on years of community support and philanthropic success to create a larger platform for impact, supporting both pets in need and advancing access to innovative veterinary care options.

PetsForward will continue to be the heart of the Care Fund by ensuring pets like Pumpkin get the urgent care they require, but it will also take bold steps to move veterinary medicine forward. Through the support of donors, PetsForward can ensure that pet patients have access to the high-quality medical care they deserve. Contributions will help shape a future where financial limitations never determine an animal's quality of life.

You can help them wag their way forward by making a donation to help move PetsForward today:

- •.\$25 First Step: Give a little love that leaves a lasting mark.
- •.\$50 Meaningful Advance: Help provide food, comfort, or medication.
- •.\$100 Bold Stride: Support an urgent exam or diagnostics for a pet in need.
- •.\$250 Lasting Leap: Give pets a real shot at recovery through treatment.
- •.\$500 Taking the Lead: Contribute to a lifesaving procedure or specialty care.



PHOTO | COURTESY OF VETERINARY REFERRAL CENTER OF CENTRAL OREGON

•.\$1,000+ - Wagging the Way Forward: Transform the life of a pet in need. **About Pets***Forward:* 

PetsForward, a 501(c)(3) nonprofit organization, is building a future where every animal, regardless of financial means, can access top-quality veterinary care. petsforward.org

# St. Charles Reaches Agreement to Remain In-Network with Pacificsource

#### by ALANDRA JOHNSON, Manager of Public Relations — St. Charles Health System

n November 13, St. Charles Health System announced an agreement with PacificSource, allowing thousands of patients on both the commercial and Medicare Advantage plans to remain in-network for St. Charles hospitals and clinics.

"We are grateful we were able to come to an agreement with PacificSource to maintain in-network coverage for thousands of local residents, who we hope will welcome this news," said Matt Swafford,

chief financial officer for St. Charles. "We appreciate PacificSource coming to the table and working with us on a solution that meets all of our needs."

The agreements reached are for one year for the Medicare Advantage contract and two years for the commercial contract. "We recognize that uncertainty about insurance coverage can cause stress for our patients, especially given state and national trends in declining Medicare Advantage options," Swafford said. "Negotiations like these are an important part of the overall process that ensures St. Charles can continue to provide access to health care services locally for the communities we serve."

St. Charles continues to work closely with insurance providers on coverage options for local residents and also recently reached an agreement with Providence Health Plans, along with Aetna and Cigna.

stcharleshealthcare.org

# Windermere Real Estate Shares the Warmth Again this Winter

#### by CAILYN TEGEL

s temperatures drop, Windermere Real Estate brokers are once again coming together to help keep their neighbors warm by providing essential winter items for those in need. As part of the annual Share the Warmth campaign, the Windermere office in Bend will be collecting donations through Friday, December 19, to benefit Bethlehem Inn and Central Oregon Veterans Outreach. This year, the organizations are asking for coats, hats, waterproof gloves and boots, wool socks, snowpants and long underwear in all sizes, as well as blankets and hand warmers.

Those who wish to contribute can stop by participating Bend and Sunriver locations (listed below) to drop off donations. Here is a full list of all dropoff locations.

- Windermere's Bend Office: 807 SW Industrial Way, Bend Open weekdays from 9am-5pm
- Amerititle: 354 SW Upper Terrace Drive, Suite 104, and 15 NW Oregon Ave., Bend. Open weekdays from 8am-5pm
- Athletic Club of Bend: 61615 Athletic Club Dr., Bend Open Monday through Thursday 5:30am-9pm, Friday 5:30am-8pm, Saturday and Sunday 8am-7pm
- Grocery Outlet: 694 SE Third St., Bend Open daily from 7am-9pm
- Sunriver Homeowners Aquatic & Recreation Center:

57250 Overlook Rd., Sunriver Open daily from 7am-7:30pm

- Western Title & Escrow Company: 1777 SW Chandler Ave., Ste. 100, Bend Open weekdays from 8am-5pm
- Widgi Creek Pickleball Club: 18707 SW Century Dr., Bend Open daily from 7am-7pm

"For those experiencing difficult circumstances, cold winter weather can create even more challenges," said Christine Wood, executive director of the Windermere Foundation. "That's why efforts like Share the Warmth are so meaningful. Coming together to provide coats and blankets, or even something as simple as a warm hat or pair of gloves, can make a real difference for our neighbors in need."

#### **About Windermere Real Estate:**

Windermere Real Estate is the largest regional real estate company in the Western U.S. with over 300 offices and 6,500 agents in nine states and Mexico. Last year, Windermere closed over 49,000 home sales for \$38 billion in volume. The Windermere family has a proud heritage of serving our neighbors via the Windermere Foundation, which funds services for low-income and homeless families. Since 1989, the Windermere Foundation has contributed more than \$56 million toward improving lives in the communities where we live and work. windermere.com

# Central Oregon Business Calendar

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

#### **BUSINESS EVENTS**



#### **November 19**

5:30pm-8pm ConnectW Monthly Dinner Meeting at The Newberry Hotel, Bend.

#### November 19

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

#### **November 20**

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

#### **November 21**

10:30am-12:30pm Central Oregon Intergovernmental Council Virtual and In-Person Deschutes Basin Water Collaborative Public Meeting at Bend Police Department Bend Municipal Court Room.

#### **November 25**

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

#### **December 9**

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

#### **December 11**

4:30-6pm Bend Chamber Biz & Bevs at U.S. Bank.

### **WORKSHOPS & TRAINING**



#### (Ongoing)

COCC Small Business Development Center Virtual Classes.

#### **Building Permits**

#### **DESCHUTES COUNTY 11.04.25 & 11.10.25**

\$57,803.00 - Commercial (New) 438 sf. at 22222 Erickson Rd. Bend 97701 OR Owner: Cory and Ariel Siebe 22222 Erickson Rd. Bend, OR 97701 Permit # 247-25-003285

\$35,000.00 - Commercial (Alteration) at 395 NW Pershall Way Redmond 97756 OR Owner: AT & T PO Box 395 Terrebonne, OR 97760

Builder: Legacy Wireless Services, Inc. 503-656-5300 Permit # 247-25-006116

\$25,750.00 - Commercial (Alteration) 702 sf. at 17900 Finley Butte Rd. La Pine, OR 97739 La Pine 97739 OR Owner: AT & T PO Box 2520 La Pine, OR 97739 Permit # 247-25-006215

#### CITY OF BEND 11.04.25 & 11.11.25

\$5,319,333.00 - Commercial (Addition) 60,465 sf. at 62425 Eagle Rd. Bend 97701 OR Owner: Eastmont Church

Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRAD202400640

\$1,200,000.00 - Commercial (New) 4,206 sf. at 1069 SE 15th St. Bend 97702 OR Owner: First Community Credit Union 200 N Adams St. Coquille, OR 97423

Builder: Harmon Construction, Co. 541-266-9725 Permit # PRNC202502342

\$972,669.00 - Commercial (New) 14,914 sf. at 850 SE 15th St. Bend 97702 OR Owner: Petra One, LLC Permit # PRNC202407497

\$110,000.00 - Commercial (Alteration) 1,413 sf. at 273 SE 9th St. Ste. 100 Bend 97702 OR Owner: Multiple Permit # PRRE202500275

\$20,000.00 - Commercial (Alteration) 8 sf. at 1001 SW Emkay Dr. Ste. 120 Bend 97702 OR Owner: 1001 Building Associates, LLC

Builder: RC Carter Construction 541-815-0387 Permit # PRRE202506468

\$488,000.00 - Commercial (Alteration) 537 sf. at 2500 NE Neff Rd. Bend 97701 OR Owner: Multiple Builder: Skanska USA Building, Inc. 973-753-3579 Permit # PRRE202505110

\$86,932.00 - Commercial (Alteration) 10,101 sf. at 999 NE 2nd St. Bend 97701 OR Owner: MG Properties, LLC

Builder: Sierra James Construction, LLC 541-306-3775 Permit # PRRE202505989

Commercial (Alteration) 718 sf. at 21000 Cooley Rd. Bend 97701 OR Owner: Pacificorp Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRRE202505491

\$17,000.00 - Commercial (Alteration) 367 sf. at 785 SE 3rd St. Bend 97702 OR Owner: Arias Holdings, LLC

Builder: C Potterf Construction, Inc. 541-410-0949 Permit # PRRE202506765

#### CITY OF REDMOND 11.04.25

\$25,798.00

\$518,430.00 - Commercial (Alteration) at 1253 NW Canal Blvd Redmond 97756 OR Owner: Cascade Healthcare Community, Inc. PO Box 5789 Bend, OR 97708

Builder: Skanska USA Building, Inc. 973-753-3579 Permit # 711-25-001821

\$418,040.00 - Commercial (Tenant Improvement) at 3500 SW 21st Pl. Redmond 97756 OR Owner: BASX, Inc. 3500 SW 21st Pl. Redmond, OR 97756

Builder: Sunwest One, Inc. 541-548-7341 Permit # 711-25-001747

# H

#### gh Desert Museum

Continued from page 3

will award \$50,000 annually to an individual or a small group of individuals whose work addresses environmental and conservation challenges of the American West, with a particular focus on honoring innovation, social impact, and uncommon collaboration. The open call for self- and third-party nominations runs on the High Desert Museum's website from today through January 1, 2026.

In a moment when the American West — and the world-at-large — is confronting unprecedented ecological challenges, the Prize seeks to highlight innovative responses to urgent issues such as water scarcity, tribal rights and sovereignty, land-stewardship, changing climate, and more — offering models that can be replicated in other areas of the country facing similar pressures.

Since its founding in 1982, the High Desert Museum has been dedicated to sharing the stories of the High Desert through wildlife, art, cultures, history, and interdisciplinary experiences, creating a shared connection and dialogue among its community. The Prize builds on this commitment to conservation and on past initiatives such as the **Earle A. Chiles Award** — which recognized significant "Win-Win" contributions to managing the High Desert region's natural resources —

as well as the Museum's partnership with lifelong Portland resident and West Coast businessman **Jordan D. Schnitzer**, a dedicated steward of the local community and the region's advancement.

"The Schnitzer Prize of the West is an exceedingly timely and relevant effort to shine a light on the innovators, collaborators and visionaries among us," says **Dana Whitelaw, Ph.D, Executive Director of High Desert Museum**. "Their work demonstrates that we can look toward our future together even as we consider the economic and ecological challenges before us."

"The Schnitzer Prize celebrates remarkable individuals and teams, who through their uncommon collaborations, are producing actionable solutions to the legacy challenges we face in the West," said Jordan D. Schnitzer, President of Schnitzer Properties and The Harold & Arlene Schnitzer CARE Foundation.

Administered through the High Desert Museum, Prize nominations and applications will be evaluated by an esteemed panel of advisors comprised of former tribal leaders, ranchers and farmers, water policy and river restoration practitioners, a poet laureate and renowned historian, directors of prominent academic centers that focus on the study of the American West and more. To learn more about this dynamic group, visit the High Desert Museum website.

The Prize is now accepting nominations, and selected nominees will be invited to submit a formal application in early 2026. Nominations not selected

in this inaugural cycle will automatically carry over for two forthcoming cycles. The Prize Winner will be announced in the spring of 2026. In addition to the \$50,000 cash prize, the Winner will also receive a unique piece of art during an award ceremony in Portland, Oregon.

For more information on the Schnitzer Prize of the West, nomination eligibility, and selection process, please visit highdesertmuseum.org/schnitzer-prize.

#### About Jordan D. Schnitzer and the Harold & Arlene Schnitzer CARE Foundation:

Jordan Schnitzer has a vibrant legacy supporting the High Desert Museum. He is the visionary and sponsor of the Schnitzer Prize of the West.

Through the Harold & Arlene Schnitzer CARE Foundation, Jordan carries on the legacy of his late parents and their belief that "to whom much is given, much is expected." Headquartered in Portland, Oregon, the CARE Foundation and its leaders have given over \$300 million to fund hundreds of nonprofit projects that touch lives and enrich communities.

Schnitzer is also a prominent West Coast businessman. He is President and CEO of Schnitzer Properties, one of the West Coast's Top 10 private real estate owners with offices in six Western states. Schnitzer is also an ARTnews Top 200 Art Collector globally and shares his vast contemporary art collections at no charge to museums and institutions and supports accompanying programming, educational opportunities and publications.

highdesertmuseum.org

# AJ Architecture Continued from page 3

Improvement Matching (OSCIM) grant adding to the projects.

The bond work includes replacement of Irrigon Junior/Senior High School, modernization of Riverside Junior/High School, transforming Heppner Junior/ Senior High School into a K-12 school, and additional districtwide upgrades.

The district selected SAJ after a competitive public proposal and interview process, which drew 43 firms to a mandatory preproposal meeting. The district's project manager, Wenaha Group of Pendleton, facilitated the procurement process.

Wenaha Project Executive Scott Rogers said the district sought an architecture firm that would ensure the design process meets the district's goals, which include a focus on "strong community engagement; buildings that allow for greater districtwide operating efficiencies; and buildings that each reflect Morrow County's unique characteristics."

The district received 11 proposals

and selected two firms for in-person interviews. Interviews focused community engagement, with the architecture teams developing and leading a K-12 design exercise tailored to the district. Architects use these types of engagement activities to gather input that informs school design. "The district used a design charrette to see how the top two firms engaged and collaborated with members of the evaluation committee and, importantly, how the architectural team worked with each other," Rogers said.

SĀJ Architecture stood out as the clear winner, he said.

"The mock charette sealed the deal for the interview panel," said MCSD **Facility** Maintenance Coordinator Brandi Sweeney. "We tasked the firms with presenting a design meeting to our panel, showcasing how they would interact with a design committee. SAJ's was outstanding — very detailed and unique in their use of different design tools such as their patent-pending 3D model kit, which was fun!"

The SAJ Architecture team is headed by Principal Architect Jonah Jensen, AIA, NCARB, LEED AP, Assoc. DBIA, who has 25 years of public-school design experience. The firm's other principal architects, Seth Anderson, AIA, NCARB, LEED AP, Assoc. DBIA, and Amy Vohs, AIA, NCARB, ALEP, also participated in the interview.

"We're always looking for opportunities to engage students, staff and the community in ways that are memorable, hands-on and invite in different perspectives," Jensen said. "To us, this means meeting people where they're at with a variety of activities that help them visualize and understand spaces."

SĀJ's architects and designers especially enjoy working in smaller communities and with rural school districts. Recent SAJ education projects include modernizations for Redmond High School, Obsidian Middle School (Redmond School District), Black Butte K-8 School, Madras High School, and Culver High School. SAJ also designed the new Oregon Dept. of Fish and Wildlife administration building in Pendleton and seismic upgrades for Blue Mountain Community College.

The district and design team will start in November to engage with the broader Design Advisory Committee, which consists of community members,

staff, and students from throughout Morrow County. The initial intention is to identify themes and needs that are consistent throughout the district, Rogers said. The design team will then shift focus to the replacement of Irrigon Junior/Senior High School.

"We look forward to getting to know the district and its communities better and understanding more about each school's needs," Jensen said.

On October 31, 2025, the district posted the Irrigon Junior/Senior High School construction manager/general contractor request for proposal, Sweeney said. The school board expects to finalize contractor selection for Irrigon at its January 2026 meeting.

Morrow County School District serves the communities of Boardman, Heppner, Ione, Irrigon, and Lexington in rural northeastern Oregon. The district, in partnership with families and communities, provides students with the opportunities to develop values, knowledge, skills and selfconfidence to become lifelong learners and responsible citizens. For more information, visit morrow.k12.or.us.

saj-architecture.com



The annual "Best of the Best" list, limited to just 75 firms across North America, is based on more than 35 key performance metrics, including growth, profitability, strategic planning, and professional development. Kernutt Stokes was recognized in the Best Over \$10 Million revenue category.

"We're honored to be named among the Best of the Best," said Steve Ritchie, CPA, CFE, managing partner at Kernutt Stokes. "This recognition reflects the dedication and discipline of our people — not just in delivering outstanding results for clients, but in building a firm that continues to grow and evolve with purpose."

Earlier this year, Kernutt Stokes was named a third time as one of Oregon Business magazine's "100 Best Companies to Work For in Oregon," underscoring the firm's ongoing commitment to both performance and people.

"These two distinctions speak to who we are," Ritchie added. "We believe that when we invest in our culture and operate with excellence, success and recognition follow."

Kernutt Stokes, the fourth largest CPA firm in Oregon, is a full-service accounting and business consulting firm established in 1945 with offices in Eugene, Bend, Corvallis, and Lake Oswego. The firm was named one of the "100" Best Companies to Work for In Oregon" by Oregon Business magazine in 2025, 2023, and 2021, and one of the nation's top 50 accounting firms of 2022 and 2025 by INSIDE Public Accounting. Kernutt Stokes has 13 partners, 68 accounting professionals, and more than 95 employees. The firm specializes in

privately held and family-owned companies in construction, manufacturing, transportation, beverage, and professional services. In addition to core accounting services, the firm provides virtual accounting, 401(k) plan administration, business valuation, retirement planning, business consulting, and other services. Kernutt Stokes is an independent member of BDO Alliance USA, a nationwide association of independently owned local and regional accounting, consulting, and service firms with similar client service goals.

KernuttStokes.com



installations in unincorporated areas of the county. Property owners with existing outdoor lights installed and working before that date will have until December 2028 to comply.

After receiving feedback from two advisory panels and holding multiple public hearings, the Board of County Commissioners unanimously approved changes to the outdoor ordinance lighting during its September 24 meeting.

#### **Changes include:**

 Using guidance from DarkSky International to promote safe, responsible lighting.

- Updating terminology, which includes "downcast," "light trespass," "fully shielded" and "string lights."
- Setting three primary requirements for non-exempt fixtures:
  - 1. Lights must be downcast.
  - 2. Fixtures must be fully shielded.
  - 3. Light trespass is prohibited.

· Clarifying existing exemptions and

adding others. For example: the updated ordinance clarifies that holiday lighting is allowed from the day after Thanksgiving through January 15 each year.

Learn more about the County's outdoor lighting ordinance by listening to the Inside Deschutes County podcast or visiting the Community Development Department website.

deschutes.org

Continued from page 3

began in 2022, will continue into 2026 to help cultural nonprofits build program and operation capacity.

The online grant application for Cultural Grants opened on Monday, November 3, 2025. The complete application is due Friday, January 16, 2026 at 5pm. Guidelines and instructions are available at: deschutesculturalcoalition.org/grants. The Coalition will make its awards in February.

"Essential general program and operating support continue to be challenging for cultural organizations to raise," said Cate O'Hagan,

president of the DCC. "The DCC, in partnership with Deschutes County, is on the ground in this county to supply some of that support to our cultural organizations so they, in turn, can serve our communities."

In 2025, the DCC awarded \$42,500 to local nonprofits such as Dry Canyon Arts Association, Sunriver Music Festival and Ellipse Theatre Community. The Deschutes Cultural Coalition provides grant funding from all sectors within the culture field including arts, heritage and humanities. This grant funding must support projects and activities that address one of the four priorities outlined within the Deschutes Cultural Plan:

- · Encourage greater awareness of local culture.
- Ensure that a variety of cultural resources and programming accessible to all residents.
- Provide cultural education **Deschutes County**
- Help new and established cultural organizations increase their capacity to fulfill their mission.

To learn more and see a list of past grantees, go to DCC's website deschutescultural coalition.org. deschutesculturalcoalition.org

ildRoots Continued from page 3

NW Crossing Dr., on the first floor of Shevlin

Crossing, at 2230 NW Labiche Lane in Bend.

"We could not be more excited to open our second location in northwest Bend," said Kris Steinke, owner of WildRoots. "Shelving Crossing is a beautiful complex with great neighbors, and we are already feeling welcomed and embraced by the local community. We hope coffee lovers from around town will stop by and stay awhile — we have a beautiful space for

meeting up with friends and colleagues, and are excited to meet new guests."

"WildRoots is the perfect fit for Shevlin Crossing," said Taylor Brooks General Manager Jeremy McPherson. "Our other tenants are excited to have the coffee house right here, and the neighborhood's anticipation has been palpable as well. I foresee many great meetings and relaxing get togethers taking place here, now that WildRoots has opened."

WildRoots' new location is now serving guests Monday-Friday, 6am-4pm and Saturday and Sunday, 7am-4pm.

tavlorbrooksdev.com wildrootscoffeehouse.com

#### **RECENT TRANSACTIONS**

Continued from Page 3

Estate Services brokers Ron Ross, Terry O'Neil, and Luke Ross represented the seller, BookCooks, LLC, in the sale of a 2,756 SF Bend retail space. The property is located at 212 NE Revere Avenue and sold for \$1,850,000.

Brokers Jay Lyons, SIOR, CCIM, and Luke Ross with Compass Commercial Real Estate Services represented both the buyer and seller in the sale of a 1,588 SF office building at 16455 William Foss Road in La Pine. The buyer was Patrick Gruhn and the seller was Robert D Willis et al. The property sold for \$480,000.

Compass Commercial Real Estate Services broker Adam Bledsoe represented the tenant, Catalyst Counseling, in the lease of a 2,642 Bend office suite located at 700 NW Hill Street. Compass Commercial Real Estate Services brokers Terry O'Neil and Luke Ross represented the landlord, Hill Street General Partnership.

Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM, Dan Kemp, CCIM, Eli Harrison and Emilio Tiscareno represented the landlord in the lease of a 2,775 SF retail suite at 798 NW 5th Street in Redmond. The landlord was Downs Families LLC, while the tenant was Coco's Kids.

Peter May, CCIM, Russell Huntamer, CCIM, Emilio Tiscareno and Eli Harrison with Compass Commercial Real Estate Services represented the seller, Cassidy Copelan, LLC, in the sale of a restaurant business, The Fold, in Sunriver. **Huntamer** and **Harrison** also represented the buyer, Acoustic Pizza, LLC.

Compass Commercial Real Estate Services broker Luke Ross represented the tenant, Crosswaters Wealth Management, LLC, in the lease of a 1,109 SF office suite at Cascades Building in Bend. Jay Lyons, SIOR, CCIM, Grant Schultz, SIOR, CCIM, and Graham Dent, SIOR, represented the landlord, Hashknife Holdings LLC.

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

# November 19, 2025 • Country

# **Johnson Brothers Celebrates 75 Years**

Photos by Laurie Pittmon



Patricia Smith and Marsha Johnson



Zach Waterman and Dave Johnson



Curt Bondurant, Bill Hopp, Kay Bondurant



Daniela Hensley and Erika Teshima



Derrick Hughes and Bruce Weinberg



Eric Hale



Jake Thomas and Alex Nelson



Kyle Tasa, Daniel Fausette and Colin Sutton



Nora Lilly and Kathleen Stark



Kerri Rossi, Alicia Bugbey and Jim Chapel



Tony Pendleton and Cory Allen



Andre Verbrugge



Bruce Weinberg and Carly Carmichael

# + Town of Country -

# Celebrating Central Oregon's Fastest 20 Growing Businesses 2025

**Fastest 20 Growing Businesses 2025**