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Chelan Valley's first permanent jeweler making a mark

An exciting new venture in the valley, Chelan Links Permanent Jewelry, was recognized with the 2023 New Business of the Year award at the Lake Chelan Chamber Gala held in October. The first ever permanent jeweler in the valley, Chelan Links is quickly gaining momentum and community interest.

By **Katie Lindert** | Ward Media Staff Reporter

Colleen "Coco" Corbin and her husband purchased property in Chelan over 20 years ago, finally moving permanently to the valley in 2018.

Corbin has always been immensely creative, enjoying knitting, organic gardening, and painting in her free time. But it was not until retiring last year from corporate work that she was fully able to shift her focus to expressing herself creatively.

She also desired to do something in her retirement that

would generate revenue that could be put back into the community. She does not work out of a store-front, rather she is hosted primarily by wineries, coffee shops, spas, and at private parties. Whomever is hosting her is asked to choose a local non-profit that then 5% of her revenue will go to support.

"It's really important for me to donate money back to the community," Corbin explained. "I also want to highlight this

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COURTESY OF JOHN CORBIN

Colleen Corbin showcasing her beautiful array of permanent wares.

Plein air painter enchants valley with live local landscapes



KATIE LINDERT/WARD MEDIA

Painter Rowan Carey tunes his work with a palette knife. SEE STORY PAGE 20

New education fund established

In a heartwarming tribute to the memory of a dedicated healthcare leader, the Cascade Medical Foundation has introduced the Mark Judy Memorial Caregiver Education Fund. This initiative aims to provide ongoing support to Cascade Medical employees in their pursuit of further education and the enhancement of job-related skills.

By **Ward Media** | Wenatchee Business Journal

The Mark Judy Memorial Caregiver Education Fund is dedicated to the late Mark Judy, a former Cascade Medical CEO and a devoted volunteer on the Cascade Medical Foundation board. Following his unexpected pass-

ing in March, the Foundation board, in collaboration with Mark's family and Cascade Medical administrators, decided to honor his legacy through this innovative fund.

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Recruiting and retaining top sales talent

By **Terry Ward** | CEO and Publisher

Ten best practices

Recruiting and retaining top sales talent can be a thrilling journey in the world of business. Imagine building a team of enthusiastic, skilled individuals who are not just dedicated to your company's success but are genuinely excited to be a part of it. It's like assembling a dream team for your favorite sport, where every member brings their unique talents to the game. Now, as someone who not only manages Ward Media but also operates a consulting business, working closely with businesses on sales training and development, I understand the importance of having a stellar sales team. To help you on this exciting path, I've put together a list of ten best practices that will not only make your recruitment process more enjoyable but will also ensure that the stars you bring on board stay shining bright.

Before I dive into these ten best practices, think of this as your roadmap to building an all-star sales team. Just as a skilled coach knows the strengths and weaknesses of each player, you'll come to understand how to harness

the unique abilities of your sales professionals. So, let's huddle up and explore these strategies that will not only bring top talent onto your team but will also keep them eager to be a part of your winning strategy.

1. Define Your Ideal Candidate: Start by identifying the specific traits, skills, and experiences you seek in a sales professional. Knowing what you're looking for is the first step in finding the right fit.

2. Leverage Your Network: Tap into your professional network, and encourage your current team to do the same. Great salespeople often know other great salespeople, so referrals can be invaluable.

3. Comprehensive Training: Invest in thorough training and development programs. Ongoing education not only improves skills but also demonstrates your commitment to your sales team's growth.

4. Offer Competitive Compensation: It's a simple fact – competitive compensation packages attract and retain top performers. Ensure that your salespeople are compen-

sated fairly and receive commissions or bonuses that motivate them.

5. Provide Clear Goals and Targets: Set clear, achievable sales goals and targets. A well-defined path to success motivates your team and provides a sense of purpose.

6. Supportive Work Environment: Create a supportive and inclusive work environment that fosters teamwork and collaboration. A positive workplace culture can significantly impact employee satisfaction and retention.

7. Regular Feedback: Implement regular performance evaluations and feedback sessions. Constructive criticism helps individuals grow, while recognition of achievements boosts morale.

8. Use Technology Wisely: Employ modern sales technologies

From the Publisher



and tools to streamline processes and increase efficiency. This not only helps your team perform better but also demonstrates your commitment to staying competitive.

9. Encourage Work-Life Balance: Promote work-life balance to prevent burnout and maintain a happy, productive sales force. A well-balanced employee is more likely to stay with your company for the long haul.

10. Provide Growth Opportunities: Outline clear career paths within your organization.

Top talent wants to know they can advance and grow with your company. Offering advancement opportunities can set you apart.

Recruiting and retaining top sales talent is an ongoing process that requires dedication and strategic thinking. By implementing these ten best practices, your company can build a sales team that not only achieves outstanding results but also remains committed to your long-term success. Remember, success in sales often starts with the right people on your team.

LOCAL JEWELER

Continued from page 1

as an opportunity to talk about things that are going on in our community, to help other people get involved with nonprofits."

She has not always been a jeweler, though, as a jewelry-making class taken once in high school was foundational to her interest. She mentions things coming forward yet in her mind from that experience.

First learning of permanent jewelry in Alabama, she was immediately taken by the concept and realized that making it may be a perfect outlet for her.

Permanent jewelry, a take-off of the idea of friendship bracelets, is jewelry that is welded together while one is wearing it – a chain not having a clasp but, rather, the ends permanently melded.

People may wonder what the draws and benefits of permanent jewelry may be, and these are as varied as its clientele.

Corbin explains, "There are different events in

people's lives that they want to celebrate with a piece of jewelry. It's not terribly expensive, it's a good price point. It's more about the memory-making, the experience of acquiring this jewelry. I think it's more about that and less about the jewelry to be honest."

There are also logistical benefits to permanent jewelry. Not only does one not risk taking off an item of jewelry and misplacing it, pieces can be worn safely in the shower, or while swimming.

Additionally, sometimes fastening clasps can be a challenge for people, and having a permanently-clasped piece completely eliminates this issue. Corbin shares, "Permanent jewelry is more inclusive, and allows older people who may struggle with jewelry to still have something fun and trending."

Her jewelry is made exclusively from high quality materials – everything is either 14-k gold-filled, sterling silver, enamel, or rose gold – and she only purchases supplies (raw chains, charms, etc.) from

U.S. wholesalers. She also sells small beaded jewelry bracelets for children.

"I wanted everything to be inclusive," Corbin said. "There's a single price regardless of whether you have a big wrist or a little wrist. I wanted something for kids. I wanted something for men. I wanted people to have part in the experience, not just young women."

Corbin has experienced so much success in this part-time business venture in just a few short months that she is currently finding herself needing to turn away businesses. Next year as she approaches spring she will have a whole duplicate of her inventory, and plans to work with someone so as to be able to operate two different booths simultaneously.

For more information about how to either host Chelan Links Permanent Jewelry, or for a current schedule of pop-up events, please visit <https://chelanlinks.com>.

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Letter of Intent to Purchase Business

Individuals seeking to start or grow a business often look to acquisition strategies to achieve those goals. Once a prospective Buyer has identified a potential business to acquire and once the Buyer has engaged in preliminary talks with the Seller, an important next step is often overlooked. Prior to the Purchase and Sale Agreement and anticipated Closing, it is in the best interest of both parties to formalize the potential acquisition with a Letter of Intent.

Imagine a young entrepreneur named Lori finds a sign company she is interested in buying from Mark. Lori and Mark start talking about the potential purchase and what it might look like. Mark might share with Lori a price that he is looking to receive on the sale and share, in a general sense, the revenue or profit to support the proposed sale price. If a Letter of Intent is skipped, several potentially

unforeseen risks can arise, even if the parties begin working on a formal Purchase and Sale Agreement.

First, look at the deal from Mark's perspective. Lori is going to expect Mark to share specific financial information with her before she can commit to the purchase. This means that Mark will be forced to open his books and share important information about his company. The disclosures might include trade secrets or customer lists or other confidential information that Mark needs to share in order to substantiate his sales strategy and prove to Lori she should pay the asking price. Lori might tour Mark's sign company and meet his employees. This means that Lori is getting free exposure to Mark's business and will be gathering important information and connections that might allow her to compete with Mark.

Assume, then, that Lori completes her investiga-



STOCK PHOTO

tion and decides not to purchase (and accordingly not to sign any formal Purchase and Sale Agreement). Instead, Lori sees an opportunity to compete with Mark. Armed with all of Mark's trade secrets, she opens her own sign company and goes into the business on her own. Mark has spent time and energy that is not only wasted, but he has facilitated a competitor into his marketplace.

From Lori's perspective, she is also at risk. As she walks down the road of inspections and due diligence over the course of weeks or months, her attorney might be contemporaneously charging big

bucks in the negotiation and drafting of the Purchase and Sale Agreement. As Lori and Mark get close to the final document, Lori finds out that Mark was simultaneously courting another Buyer and using Lori to raise the bid on the company, but with no intention of actually selling to her. Lori is out her time and money on the deal.

A Letter of Intent solves these challenges and more. So, imagine again Lori and Mark start talking about the sign company, and Mark again discusses what the sale might look like and what he is looking to receive from the sale. Lori is interested. Now, they

engage attorneys to draft a Letter of Intent. The Letter of Intent expresses Lori's intent to purchase the business at the price that Mark has suggested. Recognizing the fact that Lori hasn't yet fully investigated the company, the Letter of Intent is typically not binding regarding any requirement to actually purchase the business. So, how does a non-binding agreement help?

The Letter of Intent is binding on other matters. It generally requires that, in exchange for investigating the company and learning seller secrets and both parties spending time and money, they each agree to certain binding conditions. They will generally agree and be bound to things like: (1) keeping all information confidential (non-disclosure); (2) not competing against the seller... ever (non-competition); (3) not soliciting customers or employees from the seller (non-solicitation); (4) a period of

exclusivity where they can only discuss the purchase and sale with each other.

With the Letter of Intent, Mark can feel secure in opening up his books and records for inspection to help Lori determine if she wants to purchase. Lori can feel confident that she is able to spend the time and money to investigate without losing the opportunity to purchase to another buyer.

Though the potential for another legal document can seem overwhelming or unnecessary, the benefits to both parties are clear. If you are looking to purchase or sell a business, keep the Letter of Intent front of mind before getting too deep into negotiations and talk to your attorney for guidance.

Beau Ruff, a licensed attorney and certified financial planner, is the director of planning at Cornerstone Wealth Strategies in Kennewick, WA.

Point of view

Rep. Keith Goehner

State Representative, 12th Legislative District



Washington state transportation system at a critical crossroad

If you traveled around Washington State this summer, you likely experienced some of the extensive road construction that was happening. While it was great to see the much-needed work on our roads, our transportation system is quickly approaching a critical crossroad.

Washington state is not keeping up with road maintenance and preser-

vation, bridges and railroads are outdated and need to be replaced, state ferries are operating at reduced levels of service, and construction projects have been delayed and are exceeding expected costs.

Inflation is driving up contract prices, labor shortages continue, there are fewer bids for construction projects, and there is a decrease in revenue coming from fuel taxes

with more fuel-efficient and electric vehicles using our roadways.

This year's study by the Reason Foundation ranked Washington state 46th in the nation in overall highway performance and cost-effectiveness. The state ranks last, meaning the most expensive, in costs to build new and widen existing highways and bridges, as well as last in costs to perform routine

upkeep such as repaving. It ranked in the bottom ten nationally in six of the report's 13 metrics.

We are facing many difficult issues as our transportation funding model is languishing.

In fact, according to a recent article, a Washington State Department of Transportation (WSDOT) official told the Washington State Transportation Commission at its Oct.

17 meeting that the department has amassed an \$11 billion gap over the past decade between the revenue they're receiving and the amount they need to preserve and maintain the infrastructure. He said WSDOT would need an additional \$1.1 billion each year "to meet all the agency maintenance and preservation needs."

During the 2023 legislative session, it took a

strong, bipartisan effort to reverse the governor's proposal to eliminate or delay transportation projects already underway.

There are no easy answers, but we need to examine our transportation priorities.

Recently, a contract was awarded to start electrifying the state ferry system. The cost to retrofit three vessels amounts to \$150 million, which is part of an approximate \$4 billion plan to electrify or build

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Health

Confluence Health celebrates grand opening of Moses Lake Radiation Oncology Center

Confluence Health marked a significant milestone in October with the grand opening of the Moses Lake Radiation Oncology Center. The eagerly awaited facility, which came in under its \$14.8 million budget, stands as a testament to years of dedication and commitment to cancer patients in the region.

Ward Media | Wenatchee Business Journal

For patients in need of radiation therapy, the center brings a ray of hope closer to home, eliminating the need for extensive travel to places like Wenatchee or Spokane. Dr. Andrew Jones, CEO of Confluence Health, emphasized the importance of offering cutting-edge care right in the heart of the Columbia Basin. "This new facility will provide state-of-the-art care and

support for our patients," he stated.

The successful launch of the center was the result of a collective effort involving numerous community groups. The Columbia Basin Cancer Foundation, initially established as the Moses Lake Cancer Foundation in 2000, has been steadfast in its mission to aid cancer patients in both Grant and Adams County. The collaboration

between the Confluence Health Foundation and the Columbia Basin Cancer Foundation, under the "Your Local Cancer Care" campaign, garnered significant contributions from donors throughout the region, amounting to \$3.5 million.

State representatives played a pivotal role in securing the project's funding. Washington State Sen. Judy Warnick (13th Legislative District), Rep. Alex Ybarra (13th Legis-

lative District), and Rep. Mike Steele (12th Legislative District) championed the cause and secured a state grant of \$1.2 million. Efforts are underway to finalize the grant funding, with hopes of reaching \$3.7 million in state grants. The Washington State Legislature's support, notably backed by Rep. Steve Tharinger (24th Legislative District), was instrumental in realizing the project.

To bridge the remaining

funding gap, Confluence Health committed to supporting the center, aligning with their vision of patient-centric care. "Our aim was to create a space that prioritizes patient well-being and adheres to top construction standards," said Brent Witt, the project management office (PMO) program manager at Confluence Health. "With our dedicated team and trusted partners, we've transformed this into a symbol of un-

wavering commitment to exceptional care for our patients and community."

The grand opening ceremony was a joyous event, uniting donors, staff, and community leaders who witnessed the realization of their long-held dream. Speeches were delivered by key figures in the project, including Confluence Health CEO Dr. Andrew Jones, Confluence Health Foundation vice president

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COURTESY OF CONFLUENCE HEALTH



COURTESY OF CONFLUENCE HEALTH



COURTESY OF CONFLUENCE HEALTH

Quick Read

The Moses Lake Radiation Oncology Center opened in October, under budget at \$14.8 million, offering local cancer patients hope with accessible radiation therapy. Dr. Andrew Jones, Confluence Health's CEO, stressed the importance of cutting-edge care in the Columbia Basin. The center's success involved collaboration with the Columbia Basin Cancer Foundation and state representatives, securing significant funding. The grand opening celebrated the community's dedication to accessible care, uniting donors and leaders. It's a symbol of exceptional patient-centric care in the region.

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QA
& A

Meet Danielle Martin, CEO of Building North Central Washington

By **Quinn Propst** | Staff Reporter

Building North Central Washington CEO Danielle Martin has a passion for advocating for small businesses and people here in the valley. Martin believes the people she represents deserve to be heard, considered, and valued, and she strives to ensure they are.

Building NCW, a non-profit trade association, is dedicated to fostering the growth and sustainability of the local building industry, small businesses, and the quality of life in North Central Washington.

This member-driven organization works diligently to advocate for its members and address issues that affect them, particularly focusing on the challenges posed by overregulation within the building industry and small businesses.

Building NCW actively engages local elected officials with a grassroots approach, ensuring that they are well informed about the concerns and needs of their members.

The organization's primary goal is to support and promote the building industry for economic stability and growth in North Central Washington.

Recently, we caught up with Martin to talk about her vision and goals for the organization.

Can you provide a brief overview of Building North Central Washington's mission and the key initiatives it focuses on in the region?

Our Mission at Building NCW is to promote and protect small businesses. Our valley has a rich history of small businesses thriving, and we want to protect, nurture, and support that. As far as our membership goes, tradi-

tionally, they are builders and builder-adjacent businesses – contractors, lenders, real estate agencies, building suppliers, architects, etc. We have branched out and added members like photographers, staging and interior designers, auto dealerships, and more. We are here for all the business owners in North Central Washington. These businesses are worth protecting as they're the livelihoods and legacies of our community members.

What inspired you to take on the role of CEO at Building NCW, and what do you hope to achieve in this position?

After working for this organization for nearly three years, the opportunity arose to step into this position. I stepped into it with the knowledge of what this organization is about, a passion for the events, already established relationships with the members, and a love for this valley. I have many hopes for this organization, one of which has come to pass already – we reintroduced ourselves this summer with a new logo, new colors, and a renewed vision of where we are headed! We will always drive to be better. Protect our community better, promote more small businesses, and advocate for the valley. We are the voice of hundreds of businesses and people – their voices deserve to be heard, considered, and valued, and BNCW will ensure that happens.

How has the organization evolved and grown since its inception, and what significant milestones or accomplishments

can you highlight?

Building NCW has been in the Valley for almost 30 years; our organization has grown and been challenged like all businesses. A huge hurdle for our organization and many others was the pandemic. We are an event-based organization, and when all events stopped, our organization suffered. Now we are back on track and better than ever!

Building NCW appears to play a crucial role in the local community's economic development. Could you share some success stories or examples of projects that have had a significant impact on the region?

Building NCW's goal is to help our membership by promoting and protecting them. We play a role in our local community, but it is more of a silent "We Got You" role. I can't pinpoint a huge success; more of little successes that add up over time.

In your opinion, what are the most pressing challenges and opportunities currently facing the construction and development industry in North Central Washington?

There are several challenges facing the construction industry locally. One of them is the labor force, and we need more people going into trades. This is a great opportunity for someone wanting to go into construction. Jobs are waiting that have great base pay and benefits that our younger generation isn't aware of. Another struggle is the housing

and building market. The price of building has exponentially increased, and everyone is feeling it, from our builders, supply companies, labor force, and home buyers.

Can you describe any collaborative efforts or partnerships your organization has formed with other businesses or entities to further its goals and benefit the community?

We enjoy partnering with businesses and organizations to collaboratively work on making North Central Washington the best place to live, work, and play. We are blessed that all those who we work with believe that as well.

Looking ahead, what are the strategic priorities and vision for Building NCW in the coming years, and how do you plan to achieve them?

Looking ahead, we want to grow and continue to make a difference in the valley we all call home. We want to continue to build relationships with local leaders and businesses and to host events that promote our members and that are fun for our community. We have a beautiful area, and we want to protect what makes Wenatchee such a great place to be. A large part of that is protecting the people, keeping the small-town feel, and making sure every business has an opportunity to thrive.

On a personal note, what drives and motivates you as the CEO of Building NCW, and what do you find most rewarding about your role in the organization?

I love my family and this valley. My family has a deep history here in the valley. My kids are growing up here, and I want to make a positive difference in this community. I want to leave a legacy of change and involvement.

Is there anything else you want our readers to know?

Continue to keep an eye out on our social media and on the WBJ Member Messenger for event news, things going on in the valley, and ways to get involved!

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East Wenatchee and Leavenworth to benefit from \$575,000 in public works grants and loans

Ward Media | Wenatchee Business Journal

The Washington State Public Works Board (PWB) has approved \$4.3 million in critical infrastructure funding aimed at bolstering essential services in Chelan and Douglas counties. The allocated funds comprise \$575,000 designated for emergency construction projects and \$3.7 million to bolster broadband connectivity.

At a special meeting convened on Oct. 19 to address an urgent funding request, the PWB granted \$400,000 for an emergency construction project in Chelan County.

The City of Leavenworth secured \$400,000 in emergency funding, comprising a \$340,000 loan and a \$60,000 grant, to address advanced deterioration in the city's Pine Street Water Main.

This project will play a vital role in preventing substantial water service interruptions and fortifying fire protection for the 26 single-family residences, three businesses, and two fire hydrants served by the main.

The initiative includes the installation of a temporary water system during construction, replacing the deteriorated water main, and repaving the affected asphalt.

In a subsequent meeting on Oct. 27, the PWB approved \$3.7 million for a broadband infrastructure project in Island County and an additional

\$175,000 for an emergency construction award in Douglas County.

Whidbey Telecom granted a \$3,723,727 low-interest loan for the Deer Lake West broadband infrastructure project.

This undertaking aims to establish an open access network spanning approximately 14.3 miles of middle and last-mile fiber, providing connectivity to around 584 previously underserved locations in the Deer Lake West area of Clinton on Whidbey Island.

The City of East Wenatchee received \$175,000 in emergency funding, comprising a \$148,750 loan and a \$26,250 grant, to address a failed segment of the stormwater line on North Baker Avenue.

The project will involve the removal of the problematic section, which has caused settling in the pavement above it. Preliminary assessments have indicated imminent failure of the remaining pipe.

See **FUNDING** Page 8

Quick Read

East Wenatchee and Leavenworth are set to receive a substantial boost of \$575,000 in public works grants and loans, thanks to the Washington State Public Works Board's recent approval. These funds are aimed at strengthening crucial infrastructure in Chelan and Douglas counties. Leavenworth will use \$400,000 for an emergency Pine Street Water Main project, addressing pressing issues. Additionally, the PWB granted \$3.7 million for broadband infrastructure in Island County and \$175,000 for an emergency construction award in Douglas County. This support reflects the PWB's commitment to improving critical infrastructure and enhancing the quality of life in Washington communities, and more funding opportunities lie ahead.

Washington Retail Report



U.S. retail vacancy drops to record 5.4% in Q3

A robust demand from tenants and steadfast consumer expenditure are propelling the U.S. retail property market, as highlighted in Cushman & Wakefield's Q3 2023 U.S. Shopping Center Market-beat analysis. The retail property vacancy rate in the U.S. declined by five basis points from Q2 to Q3 and by 40 basis points compared to last year, reaching 5.4%, the lowest since the inception of Cushman & Wakefield's records in 2007. The firm notes that such a sharp decline in nationwide va-

cancies has driven average rent prices up in sought-after markets.

Despite the uncertainty in other real estate sectors due to rising interest rates, the retail segment remains resilient, stated James Bohnaker, a senior economist at Cushman & Wakefield. "With a surge in consumer expenditure, we're seeing more store openings than closures," Bohnaker observed. He also mentioned shifts in demographic and shopping behaviors, leading service-centric businesses to opt for more expansive

spaces, especially in Sunbelt suburban areas.

The southern U.S. retains the tightest vacancy rate at 4.9%.

While 2022 saw the lowest retail space completions at 9.8 million square feet, 2023 is on course to surpass this, with only 2 million square feet of new retail space rolled out nationally by the close of Q3. Nonetheless, a revival in retail construction is evident, with Cushman & Wakefield noting an ongoing 13.2 million square feet project.

Holiday spending expected to rise this year

According to combined forecasts from the National Retail Federation (NRF) and the International Council of Shopping Centers (ICSC), consumers are planning to spend more this year than they did in 2022. On average, shoppers anticipate spending \$875 on holiday essentials, representing a growth of 3.8% in retail sales this season. Additionally, a 7.6% boost in Food & Beverage spending is projected, culminating in an expected season total of \$1.60 trillion.

Interestingly, while 92% of U.S. adults plan to enjoy winter holiday festivities, the ICSC's Annual Holiday Shopping Intentions Survey revealed that a staggering 235 million (90%) consumers have shopping on their agenda.

Factors like inflation and the rising costs of holiday items are influencing

consumer spending habits. 42% of shoppers admit these economic pressures will result in them spending more, while 54% plan to spend less for the same reasons. However, the allure of holiday deals and promotions is anticipated to encourage 38% of the respondents to increase their expenditure.

Consumer behavior surrounding the shopping environment is evolving. Although 204 million (87%) are expected to visit physical stores, online shopping is not far behind. The projected spending is almost equally divided between these two platforms: 41% in brick-and-mortar stores, 42% online, and a notable 17% using click-and-collect services.

One notable trend is consumers' intent to consolidate their shopping, aiming to purchase from an average of 2.4 retailer

types this year, a decrease from 3.4 in 2022. Discount department stores are the top choice for 63% of shoppers, followed by traditional department stores and electronics outlets.

Gift cards remain the hot favorite among consumers, with 63% aiming to buy them. Apparel and footwear, toys, games, food items, and electronics follow closely. Notably, experiential gifts are on the list for 22% of consumers, reflecting a rising trend towards gifting experiences over tangible items.

Another shift in consumer behavior is the timeframe of shopping. With retailers starting their promotions earlier, 79% of consumers intend to commence their holiday shopping sooner than usual. Early promotions are the primary motivation for 51% of those starting ahead of time.

From forklift driver to CEO, thanks to Costco's culture of opportunity

Costco, a retail giant known for nurturing talent from within, is witnessing another exemplary career journey as Ron Vachris is set to become its next CEO. With a tenure spanning over four decades at the company, Vachris's ascent to the top is a testament to the many career opportunities that Costco offers.

Starting humbly as a forklift driver, Vachris's dedication saw him rise through various leadership positions. He served significant stints as the executive vice president of merchandising, senior

vice president of real estate development, and as the general manager of the Northwest Region. Each role reflected Costco's faith in Vachris's capabilities and ability to handle diverse portfolios.

Vachris will be succeeding Craig Jelinek, the current CEO, who has a 39-year journey with Costco, starting as a store manager. Jelinek's era saw phenomenal growth, with the company's warehouse count soaring from 617 to 861 and revenues more than doubling from \$99 billion in 2012 to a staggering \$242.3 billion in the recent fiscal year.

Jelinek's trust in Vachris is evident. "I have total confidence in Ron," Jelinek commented, emphasizing the caliber of leadership Vachris brings to the table.

The tale of Vachris and Jelinek encapsulates Costco's culture of internal growth. It is a company where dedication and hard work can see one rise from the grassroots to the highest echelons. This tradition began when James Sinegal, Costco's co-founder and CEO, passed the torch to Jelinek in 2012, and it continues with Vachris's incoming leadership.

Washington's job market sees growth in September

Washington's job market experienced a boost in September with the addition of approximately 7,900 jobs. Despite the increase in jobs, the unemployment rate stayed steady at 3.6%, according to the Employment Security Department (ESD).

ESD's State Economist, Paul Turek, observed, "The rate at which jobs grew this month surpassed the growth from the previous month." He noted that while there's a consistent demand for workers, the general trend still leans towards a slower job growth rate.

In September, 54,073

individuals received unemployment benefits from the ESD-2,862 fewer than in August. The reduction in claims primarily came from the transportation, warehousing, health care, and social assistance sectors.

Interestingly, in the data for August 2023, it was initially estimated that 2,900 jobs were added. However, this number was later adjusted to a growth of 2,500 jobs. National figures reflected a similar trend, with the national unemployment rate in September at 3.8%.

Examining the broader workforce in Washington,

there was a slight dip in September, with 6,000 fewer people. This labor force includes everyone above 16, both employed and unemployed. It's important to understand that being part of the labor force doesn't just mean being employed. Even if someone is jobless but is actively seeking work, they're counted. So, a decline in the labor force indicates that people have stopped actively looking for jobs for over a month.

Zooming into specific sectors in September, private companies added

See JOB Page 13

It is safe to say that our staff is one of the reasons I believe in what I can do and strive to make myself the best person I can be. It is GREAT to be a TIGER!

Shannon Bell, Grade 12
Entitat High School

This month we Focus on Education because we ♥ our schools! Our communities are stronger when our schools are stronger, and we thank you for supporting your local school districts.



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Keeping Up with people

Seven Acres Foundation Board elects new president

The Seven Acres Foundation Board, which oversees the construction and operation of the new Lake Chelan Community Center, has announced a change in its leadership. Effective immediately, Dr. Ty Witt, a long-time board member and community leader, has been elected as the board's new president. He succeeds Ben Williams, who has served as the organization's president since the project's inception.

Ward Media | Wenatchee Business Journal

Williams said that he decided to step down from his role due to his professional demands, which have exceeded his available time to devote to this project.

He said he would remain on the board of directors to maintain the same level of institutional knowledge and insight. He also expressed his confidence in Witt's leadership and experience, saying that he is well-positioned to take on the subsequent phases of this project with a ton of knowledge and wisdom.

"Nothing will change concerning the progress of the project, or our vision or mission... it's a simple change of leadership. The reason is that my professional workload is too high for sustainable, effective leadership within the organization, and my term will be up next year anyway," Williams said.

If anything, this is exciting news, not bad news."

Witt thanked Williams for his invaluable contributions to the project, which included overseeing the relocation, pro forma, financing, groundbreaking, and 100% funding for phase one of the construction.

He said he plans to represent the next phases of completion, occupancy, second and third-phase funding, grand opening, and operations.

"Our board's mission

and vision are unchanged. The shift can be explained most easily by term limit parameters in our bylaws. Ben has agreed to stay on the board to aid in the succession/transition," Witt said.

"We are looking to tran-



Dr. Ty Witt

sition from a construction oversight and planning board to a governance and operational board as the building reaches completion and occupancy."

Witt also praised the board members for their dedication and generosity, saying they are all volunteers who spend significant time, effort, and personal funds to see this project progress.

He said he is honored to serve as the new president and looks forward to working with the board, the staff, and the community to ensure the Lake Chelan Community is open to the public as soon as possible.

The Lake Chelan Community Center is a 46,000-square-foot multi-purpose facility that will provide various services and programs for residents and visitors of all ages.

The center will include a fitness center, gymnasium, auditorium, conference rooms, computer stations, a youth center, toddlers play area, a coffee shop, a commercial kitchen, a swimming pool, and more. The center is to be operating in 2024.

For more information about the project, please visit <https://chelancommunity.org>.

Health

Continued from page 4

and executive trustee Abel Noah, Columbia Basin Cancer Foundation volunteer board president Dr. Michael Graham, Columbia Basin Cancer Foundation executive director Angel Ledesma, and Confluence Health radiation oncologist Dr. Thomas Carlson. Confluence Health staff and

providers, particularly those from the oncology department, were present to explore the new facility. Many wore colorful custom lanyards adorned with ribbons, symbolizing the fight against cancer.

Dr. Graham reflected on the original vision of the Columbia Basin Cancer Foundation: "To bring care closer to home so people weren't away

Lake Chelan Community Center welcomes Maribel Cruz as first executive director

Seven Acres Foundation President Ty Witt announced the appointment of Maribel Cruz as the inaugural Executive Director for the Lake Chelan Community Center. Cruz, who has been instrumental in the center's development as Director of Operations for the past year-and-a-half, is set to lead the project to fruition.

Ward Media | Wenatchee Business Journal

"We are excited to welcome Maribel Cruz as our Executive Director," Witt declared. "She has played an essential role in our development as Director of Operations for the past year-and-a-half. The first-hand knowledge Maribel gained while wearing many hats on critical committees has prepared her well for all that's ahead of us."

Maribel Cruz's journey to this pivotal role is marked by her commitment to the community and professional background. After earning her bachelor's degree in Business Management, Cruz worked for a Seattle-based corporate event planning company, gaining diverse experiences and a love for travel. Her journey took a new turn when she married her high school sweetheart, Chris, in 2004, and she transitioned to a career as a civil servant for the City of Seattle.

The allure of the Lake Chelan Valley drew Maribel Cruz and her family to Manson in June 2021. They were captivated by the small-town atmosphere, the strong sense of community, and the emphasis on personal connections. Maribel expressed her dedication to fostering relationships and ensuring a safe environment for people to live, work, learn, and play.

One of her driving motivations is to support those who may have been overlooked, forgotten, or underrepresented. As a Latina and Mexican



Maribel Cruz

American, Cruz understands the complexities of duality and the challenges of living in an area isolated from major metropolitan hubs. She recognized the need for a central hub to provide convenient access to essential resources, which the Lake Chelan Community Center aims to address.

When asked about her excitement for the Executive Director role, Cruz commented, "I'm honored to be entrusted with the opportunity, which will allow me to make a greater impact on how The Lake Chelan Community Center will function for years to come." She expressed her enthusiasm for the wide range of possibilities the center will offer, from fitness and recreation to meetings and gatherings.

Maribel Cruz's dedication to transparent communication is a key aspect of her approach. She encourages community members to reach out with questions, emphasizing that despite the enormity of the project, she is accessible and eager to share updates about The Community Center's progress. She can be reached via email at maribel@chelancommunity.org.

The Lake Chelan Community Center, under Maribel Cruz's leadership, is set to become a cornerstone of the community, providing a safe space for residents to connect, grow, and thrive. With her wealth of experience and passion for community development, Cruz is poised to lead the center to new heights.

from family and friends. They could sleep in their own bed; they could live a more normal life and have more quality of life." Angel Ledesma expressed her gratitude to the Moses Lake community, Confluence Health, and state representatives for their unwavering support.

Attendees were invited to tour the facility, where Confluence Health tech-

nologists and oncology radiologists were on hand to explain the radiation treatment process. The linear accelerator, a specialized medical device, offers precise and targeted radiation therapy while minimizing damage to healthy tissue. The atmosphere was filled with enthusiasm as people shared stories of their contributions and their hopes for the center's positive

impact on the community. Spencer Green, oncology service line director for Confluence Health, summed up the importance of the project, saying, "This project represents the hopes, efforts, and investment of this entire community in the health and well-being of their friends and neighbors, and we're so happy to be a part of it."

Point of view

Supreme Court keeps school construction decisions in the hands of local voters

State's high court strikes down key lawsuit regarding funding school buildings

Education is Washington's paramount duty, according to our State Constitution. Providing adequate funding for education has long been debated in our state and eventually resulted in a landmark court ruling in 2012 known as the McCleary decision. The Washington State Supreme Court's ruling in that case brought significant changes to school funding. The State Supreme Court recently issued a ruling on a case some legal observers referred to as "McCleary II" brought by the Wahkiakum School District in southwest Washington. Many legal observers believed this case could have required the state to fully fund school building improvements. Based on the court's decision, however, school buildings will continue to be a shared cost between Washington state and local communities.

Supreme Court decision on school facilities

The Wahkiakum School District lawsuit argued that school districts with lower property values are at a disadvantage in gaining community support for the passage of school construction bonds and that the state is constitutionally obligated to more fairly fund school facilities. In its opinion issued on September 7th, the Washington State Supreme Court clarified that the state's obligation to funding education does not entirely extend to funding school facilities, stating that Article IX, Section 1 of the State Constitution "treats school capital construction costs differently than it treats other education costs" and requires the state and local school districts to share the responsibility for school facilities.

How are school facilities funded?

For new school facilities or major renovations, school districts seek voter approval for issuing bonds. School "bond" proposals are longer-term property

taxes because they are paid back to investors over time with interest and often include a long-term payback schedule. As such, there is a higher threshold of 60 percent required for school bond approval. For school districts whose communities support the requested school construction bonds, the state provides matching revenues through its School Construction and Assistance Program.

The difference between school "levies" and "bonds"

School "levies" should not be confused with school "bonds," although both involve local schools, property taxes, and a community vote. School districts seek levies to supplement their operating costs and request bonds to build and renovate facilities. Levies are short-term taxes lasting up to four years and require a 50 percent approval.

Bonds are longer-term taxes, lasting up to 25 years, and require a 60 percent approval. An easy way to remember the difference between the two tax proposals is levies are for learning and bonds are for buildings. School districts that gain a community's 60 percent approval for their bonds are often eligible to receive state matching dollars at various levels for their new or renovated buildings.

Proposals to reduce voter approval for bonds

In recent years, some school advocates have sought to reduce the existing 60 percent approval threshold for school construction bonds to a 50 percent simple majority.

In 2007, before my service began in the Legislature, the state reduced school levy approval from 60 percent to 50 percent, where it still stands today. The effort to do the same for school construction bonds has been active for at least the past few years.

In order to make this

change, since it would involve altering a provision in the State Constitution, both the House and Senate would need to approve the legislation by a two-thirds vote, and then the measure must receive statewide voter approval.

Past legislation has failed

A few years ago in the Senate, a proposal to reduce the threshold for school bond approval came to the Senate floor for consideration but failed to garner the votes required to pass.

There were two bills in 2021 related to lowering the bond approval threshold. Senate Bill 5386 would have lowered the threshold for school bond votes from 60 percent to 55 percent.

House Bill 1226 would lower the threshold from 60 percent to 50 percent. In 2019, Senate Joint Resolution 8201 was advanced to the Senate floor for a vote but failed with only 28 "yes" votes.

This resolution – seeking to adjust the State Constitution relating to school district indebtedness – was five votes short of the required 33-vote two-thirds approval.

Reasons "For" and "Against" lowering the threshold

For: Supporters of the measures argue that a simple majority vote is sufficient to put elected officials in office for local, state, and federal positions as well as to establish laws by citizen initiatives. They say those same standards should apply to commu-

nity votes on school construction bonds. They do not want different standards for school district levies and bonds. They say school districts often gain a majority of voters in support of school construction proposals, but those votes fail because they did not achieve the 60 percent voter-approval threshold for bonds.

Some school districts have proposed their school bonds to voters multiple times and are repeatedly unsuccessful.

School advocates also argue that school buildings are key to any community and help provide students with services critically important to their future. School advocates also add that almost all school district requests to voters are reasonable, and school buildings across the state are in dire need of replacement or renovation.

Against: As your state senator, I support a simple majority threshold for school levy proposals, but I do not support a simple majority for school bond approvals.

School levies have short-term tax impacts for communities and are subject to reauthorization, whereas bonds have long-term tax impacts upwards of 25 years.

These votes can significantly alter the property taxes in a community for many years and, as such, warrant some sort of higher threshold. School bonds are difficult to pass at 60 percent, but it is achievable if the requests are reasonable and communications are good.

During my school board service at Eastmont School District in 2010, we passed

a bond to remodel Eastmont High School, Sterling Middle School, and Grant Elementary – along with other capital improvements – with 60 percent approval on the first try, during a recession, and on a general election ballot. Yes, school facilities are very important, but property taxpayers deserve reasonable protections and realistic school district requests. While I am a supporter of schools, I am concerned about increased property tax pressures.

Other Programs: Rather than lowering the voting threshold to approve school bonds, the state could look to enhance School District Modernization Program.

This would be a helpful way to facilitate building improvements to school districts without increasing homeowner property taxes.

This program and other options will likely be considered during the 2024 session.

School boards oversee operations and facilities

Since so much focus is directed at the state meeting education funding needs, whether for school operations or facilities, the important role of school boards is often overshadowed, especially when it comes to tax votes.

Washington state has 295 school districts. Those districts are local government entities, not state agencies. They are governed by their own elected boards and administered by school superintendents.

School districts collect revenues, develop local priorities, and administer their budgets. They should prudently invest taxpayer dollars (local, state, and federal) to implement programs, negotiate sustainable contracts with



Senator **Brad Hawkins**

State Senator, 12th Legislative District

employees, manage operations, and maintain their buildings.

School boards have significant authority within their districts and are the first to decide what property tax measures – both for school levies and school bonds – that voters are asked to consider.

School facilities will continue as a shared responsibility

As a former school board president, I greatly appreciate anyone who steps up to serve on their local school board. It is a difficult job with year-round responsibilities and public expectations.

Maintaining adequate funding for their school facilities while keeping property tax burdens reasonable continues to be one of the many challenges for our schools. School funding, including financing options for improving school buildings, will continue to be discussed at the State Capitol.

State grant programs may be expanded in the years ahead to help school districts better meet their school facility needs.

However, based on the recent State Supreme Court decision, the financing of school facilities will continue to be a shared responsibility between the state and local communities, not entirely a responsibility of the state.

Thank you for the opportunity to serve as your state senator.

Brad Hawkins is the state senator for the 12th District. He serves as the Ranking Member on the Early Learning & K-12 Education Committee. Prior to his election to the Legislature, he served as a board member for the North Central Educational Service District and the Eastmont School District.

Funding

Continued from page 5

A natural spring flows through this system, producing an estimated 30 gallons per minute year-round. The replacement line in the second phase of the project will mitigate risks and extend the system's remaining lifespan, helping to ensure the integrity of the entire system.

Kathryn A. Gardow, Chair of the PWB, expressed the board's commitment to supporting critical emergency repairs and broadband infrastructure projects in Washington communities.

The favorable loan terms and below-market interest rates aim to make funding more accessible for various infrastructure systems, aiding local jurisdictions in

meeting their most pressing needs. Functional infrastructure is essential for the quality of life for all Washingtonians, and the PWB is proud to partner with communities to enhance the lives of their residents.

The PWB looks forward to the upcoming funding cycles, with the next construction funding cycle set for spring 2024, offer-

ing up to \$148 million in available resources, and a broadband funding cycle scheduled for November 2023, with over \$15 million in state resources at its disposal.

The PWB will continue to offer funding for pre-construction and emergency construction projects on an ongoing basis until all available funds are exhausted.

MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

NOVEMBER 2023 ASSOCIATION NEWSLETTER

PAGE 1



KTS Development takes home the prize



The Building NCW Home Tour attendees hold the power every year to vote for their overall favorite home.

The winner received a full year of promotion, builder spotlight, and the award title “People’s Choice”.

Attendees had eight homes to choose from for this year’s People’s Choice. It was a close vote and, in the end, KTS Development’s incredible home and outdoor living space took the vote.

2,500 Square Feet, panoramic view, pool with a tanning ledge, putting green, outside kitchen, pool house with a bathroom and kitchen, surround sound inside the home and out, and a full security system with live

video - just to name a few special features for this home. KTS Development’s Kyle Steinburg’s craftsmanship is top tier, and his creativity was unleashed to create the newest luxury home in the new Edgewood Development.

This home received full marks from the Home Tour judges. Winning five stars in all four categories.

The categories included exterior appeal, kitchen, master suite, and interior appeal. Only two other homes out of eight received full marks along side KTS Development’s build. Those two other homes were built by Lexar Homes and Gann Construction. These homes are judged on curb appeal, materials, details, first impression, functionality, quality, interior visual appeal, color and texture coordination, and workmanship.

Building NCW reached out to Kyle Steinberg, owner of KTS Development, regarding his 2023 People’s Choice award winning home.

What does winning People’s Choice mean to you and to KTS Development?

Winning the People’s Choice is the most important award. Being the majority of attendees favorite house is a special honor; especially with some of the other great builders that participated in the tour.

Tell me about this house, what is your favorite part of it?

Without question the outdoor entertaining space in general and my personal favorite the awesome outdoor kitchen.

KTS Development’s Home Tour home was in the new Edgeview development, correct? Are there lots available to

SEE KTS INTERVIEW, PAGE 10



MD PHOTOGRAPHY, OFFICIAL PHOTOGRAPHER OF THE 2023 HOME TOUR

KTS Development’s panoramic view with pool and tanning ledge with fire features at twilight.

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MEMBER MESSENGER

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PAGE 2



The luxurious outdoor living space with outdoor kitchen, putting green, and outdoor pool house.



KTS Development's attention to detail won Five Stars for Interior Appeal.



PHOTOS BY MD PHOTOGRAPHY

Remarkable view from the full kitchen inside of the pool house that can be open or closed to the elements.



Five Star Master Suite with zero entry shower, heated floors, and large windows maximizing location.



WSBC & BNCW Endorsed



The **Washington Small Business Council** (WSBC) serves as Building North Central Washington's **Political Action Committee** (PAC). As such, one of the WSBC's more important purposes is to evaluate and understand the philosophies and records of elected office holders and candidates for such offices, for the purpose of advancing endorsements of those candidates and initiatives believed to best promote the beliefs, ideals, and interests of not only the building industry, but small businesses in general - including a commitment to the free enterprise system; the protection of private property rights and a strong belief in government regulatory accountability.

The WSBC & Building NCW endorsed candidates for the 2023 General Election are:

Mayor of Wenatchee

Bryan Campbell

Mayor of Leavenworth

Rich Brinkman

Douglas County Commissioner

Mark Straub

Wenatchee School Board District #1

Julie Norton

Wenatchee School Board District #2

Randy Smith

Wenatchee School Board District #5

Tricia Cleek

Supported by WSBC
PO Box 3556 Wenatchee, WA 98807

KTS Interview

Continued from page 9

purchase and how would someone reach out to you to build their forever home?

This house is featured in the brand new Edgeview Development, there are lot available in all price ranges, contact Sharmon Evenhouse with Berkshire Hathaway.

How did you start your business? What was the motivation?

I wanted to work in a business I was passionate about, it is something I wanted to build with

my sons and eventually have them take it over.

What are the struggles you are currently dealing with as a builder?

Currently the biggest challenge to building is the affordability with constant rate hikes, and increased governmental regulation people are being priced out of houses.

What does being a member of Building NCW mean to you?

Being a member of BNCW is great, they stand for small business values and work to protect our way of life!

Winter Home Maintenance

- Winterize outdoor water system
- Weatherproof doors and windows
- Prepare snow blower, shovel, salt
- Check Smoke and CO detectors
- Check extension cords for holiday
- Check HVAC unit outside for debris
- Clean air ducts
- Check HVAC filter
- Check dryer vent for clogs
- Insulate Pipes before Winter
- Clean Gutters
- Reverse ceiling fan to clockwise

MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

NOVEMBER 2023 ASSOCIATION NEWSLETTER

PAGE 3



Malaga, WA's Three Lakes Golf Course was the host for the 2nd Annual BNCW's Fall Golf tournament.



Thank you to our visitor Iron Horse for coming and visiting our Golfers!



PHOTOS BY BUILDING NCW

Building NCW's 2nd Annual Fall Golf presented by Draggoo Financial

The 2023 BNCW 2nd Annual Fall Golf Classic was a hit! Our amazing presenting sponsor, **Draggoo Financial Group**, helped make this event even better than last year. This year our golfers had beautiful weather and amazing views at 3 Lakes Golf Course

in Malaga. Our teams were treated to breakfast sponsored by **Marson and Marson** and a complimentary drink sponsored by **Community Glass**.

Congratulations to our top two winners – First Place, Draggoo

Financial Group, and Second Place, Clearwater Catering! Both teams were excited to spend their winnings in the clubhouse.

Thank you again to the 3 Lakes Golf Course for being such great hosts, **Draggoo Financial Group**, **Marson**

and **Marson**, and **Community Glass** for their support! A huge round of applause to our other sponsors – Asbestos Central, Intermountain West Insulation, and Mountain Excavators. We couldn't do what we do without you, and we appreciate all of your support!

Happy Thanksgiving

Wishing you a happy and thankful Thanksgiving

Building NCW Offices will be closed
Thursday November 23rd
&
Friday November 24th

Upcoming Events

NOVEMBER

- NOV. 15TH - BOARD MEETING DAY
- NOV. 16TH - CPR @ PLUMBCO WAREHOUSE
- NOV. 23RD - THANKSGIVING DAY - OFFICE CLOSED
- NOV. 24TH - OFFICE CLOSED

DECEMBER

- DEC. 13TH - BOARD MEETING DAY
- DEC. 24TH - CHRISTMAS EVE
- DEC. 25TH - CHRISTMAS DAY

JANUARY

- JAN. 1ST - NEW YEAR'S DAY - OFFICE CLOSED
- JAN. 16TH - WENATCHEE WILD HOCKEY GAME
- JAN. 17TH - BOARD MEETING DAY

2024

- FEB. 3RD - 4TH - HOME SHOW
- JUN. 21ST - 28TH ANNUAL BNCW GOLF
- SEPT. 19TH - 10TH ANNUAL CHEFS ON TOUR
- SEPT. 20TH - 22ND - 30TH ANNUAL HOME TOUR

← VISIT OUR NEW UPDATED WEBSITE FOR MORE INFORMATION!

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Visit **BNCW.ORG** for more information

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MORGAN DOBBINS

Morgan@BuildingNCW.org
509-293-5840



MEMBER MESSENGER

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NOVEMBER 2023 ASSOCIATION NEWSLETTER

PAGE 4



Mental health in construction industry

In the construction industry, mental health and suicide are on the increase. These are statics that are becoming more and more problematic and alarming.

Why? – The construction industry risk factors for suicide: lend itself to a tough person culture, chronic pain, sleep problems, isolation/separation, layoffs, prevalent drug/opioids and alcohol abuse. Also, high-pressure schedules; lack of leadership training; and reluctance to seek help all lead to this demise.

Two mental health conditions that are most frequently observed in the workplace are depression and anxiety.

It is important to treat mental health like we do physical health. We do not blame individuals for getting sick, so we should be accepting of individuals who may be struggling

with mental-health issues.

It is important to treat all employees with respect. A company's safety culture is intended to build a caring culture where we look after one another.

By checking in with your teammates, to let them know you care, demonstrates respect and concern for their well-being. Taking time to listen or being patient, can go a long way to making people feel respected and cared for.

Mental health is a personal issue, a family issue, a community issue and a society issue.

We are starting to see mental health increasingly being integrated into safety, health & wellness programs:

Prevention programs are available for companies from associations and other creditable organizations.

Lifeline assistance provides various mental health resources from many

organizations. Religious organizations, churches, medical facilities your own Human Resources department are places to get help.

A great resource that is free, confidential, and available on a 24/7 basis is the **Crisis Text Line**.

This service is available for people of all ages who are looking for help.

To contact Crisis Text Line, all you do is text "hello" or "help" 741741. You will quickly receive a confirmation that your message is being routed to a counselor.

If you need an ear, or need to talk to someone, reach out to a trusted friend or family member.

Don't live as an island to yourself. You are important, you are valued by your family, friends and co-workers, please communicate.

We care and will listen!!

BNCW EVENTS

BNCW's November Board of Directors Meeting

■ **Wednesday, November 15, 2023**

7:00 a.m. to 9:00 a.m.

at Building North Central Washington
2201 N. Wenatchee Ave, Wenatchee
Chairman: Ed Gardner

The Board of Directors is the policy-making body of the Association and is responsible for the business affairs of the Corporation according to BNCW's bylaws.

Our Directors meet the third Wednesday of each Month in the boardroom of the BNCW offices.

These meetings begin at 7:00 a.m. and are open to any BNCW member to attend. If you wish to contact any of the officers or directors, please visit the BNCW website for their contact information.

CPR Class

■ **November 16, 2023** from 4:00 p.m. to 6:00 p.m.
Held at Plumbco

Class size is limited to 16 people.

\$50/person for BNCW Members and \$55/person for non-members, includes Continuing Ed credits and is good for new and recertification.

Call BNCW at (509) 293-5840 to Register!

Were you aware that as an employer, unless you are able to get an injured employee to medical care within 3-4 minutes, you are required to have trained and equipped employees? This two-hour class will provide attendees with their certification.

Our instructor — George Templeton — puts on a great class that is enjoyable and informative, too.

Pre-registration Required. Seats are limited to 16 and fill-up quickly, so reserve your spots early!

You may also register online at BuildingNCW.org.

Offices Closed for Thanksgiving

■ **November 23 & 24, 2023**

Recognize the Signs to Speak Up

WHAT ARE THEY SAYING?

- ◆ Talking about feeling trapped
- ◆ Saying they want to die
- ◆ Feeling like they are a burden to others
- ◆ Expressing hopelessness or helplessness
- ◆ Conflict or confrontations with co-workers

WHAT'S HAPPENING IN THEIR LIVES?

- ◆ Relationship issues
- ◆ Major life changes
- ◆ Loss of a loved one
- ◆ Financial difficulties
- ◆ Illness or injury

WHAT ARE THEY DOING?

- ◆ Increased tardiness or absenteeism
- ◆ Decreased productivity and problem solving
- ◆ Near misses, hits or other safety incidents
- ◆ Misusing drugs or alcohol
- ◆ Acting anxious, agitated or reckless
- ◆ Withdrawing from social groups and interactions
- ◆ Extreme mood swings

STANDUP
FOR SUICIDE PREVENTION

RESOURCES

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Real Estate Top Properties Douglas County September 2023

Residential

Sale Price	Address	Total Acres	Year Built	Residential Area	Basement Area	Bedr.	Bathr.	Garage Area
\$1,700,000	2425 BASALT DR	0.45	1966	1968	1968	6.00	4.00	648
\$1,395,000	23197 COLUMBIA POINTE LN	0.41	2007	1657	608	4.00	3.00	890
\$915,000	1490 EASTMONT AVE	0.67		3384		2.0	2.0	576
\$860,000	2823 SUNSET HWY	1.04	2005	2971	2841	4.00	3.00	972
\$824,900	3410 NW EMPIRE AVE	0.52	1978	3156	1167	4.00	3.50	650
\$794,990	2080 LEGACY PL SE	0.19	2021	2564		3	2.75	759
\$749,950	675 S PERRY AVE	0.23	2021	2139		3.00	2.00	872
\$710,000	1301 N ARBOR TERRACE	0.81		2404	960	1	1	672
\$679,222	2055 LEGACY PL SE	0.19	2022	2499		3	2.75	505
\$663,000	236 SOLOMON LOOP NW	0.1	2020	2247		3.00	3.00	528
\$600,000	823 AMY CT	0.27	1993	2397		4.00	3.00	736
\$585,000	1111 DALE ST SE	0.27	1975	1390	1300	5.00	3.00	572
\$578,000	245 21ST ST NW	0.08	2020	2104		3.00	3.00	528
\$495,000	1185 JUNO ST SE	0.18	2010	1445		3.00	2.00	440
\$490,000	1560 3RD ST SE	0.22	1991	1509		3.00	2.00	973
\$470,000	2422 NW CASCADE AVE	0.26	1959	1160	1160	3.00	2.00	286
\$470,000	17031 BADGER MOUNTAIN RD	8.11	1994	1680		3.00	2.00	
\$460,000	2475 1ST ST NE	0.48	1995	1568		3.00	2.00	504
\$455,000	2507 AVIATION DR	0.18	2005	1356		3.00	2.00	480
\$450,000	168 ISLAND LOOP	0.21	2017	1540		3.00	2.00	484
\$450,000	1494 EASTMONT AVE #57	0	2000	1692		2.00	2.50	460
\$449,900	627 12TH ST NE	0.23	1987	1512		3.00	2.50	1056
\$449,900	211 21ST ST NW	0.08	2022	1733		2	1.75	506
\$440,000	2452 NW COLUMBIA AVE	0	2014	1494		3.00	2.50	504
\$429,900	302 PINE VIEW DR	0.17	1994	1344		3.00	1.50	336
\$415,000	317 E ASH ST	0.21	1949	1479	1160	3.00	2.00	440
\$415,000	416 S KANSAS LOOP	0.08	2019	1443		3.00	2.50	439
\$409,900	1406 N AURORA AVE	0.2	1979	1269	1269	4.00	3.00	500
\$408,000	690 DEGAGE ST	0.28	1977	1517	1384	3.00	3.00	760
\$379,000	825 N JAMES AVE	0.25	1994	1714	1328	4.00	3.00	506
\$377,000	329 7TH ST NE	0.19	1954	1351		3.00	1.00	
\$330,000	567 MORNING VIEW AVE	0.11	2006	1404		3.00	2.00	300
\$327,000	619 E BIRCH ST	0.88	1915	1936	1008	3.00	2.50	550
\$320,000	6 S GARDEN AVE	0.23	1976	1848		4.00	2.00	252
\$315,000	531 NAHALEE RD	0	2000	1976		2.00	2.00	588
\$300,000	117 SAGE ST	0.46	1951	1406	864	2.00	1.00	336

Farm

Seller	Buyer	Sale Price	Street	Total Acres
BANDIT LANE LLC	MACKENZIE, SCOTT & DANA	\$675,000	STILLWATER LN	5.2
MASON, ROBERT C & LAVONNA L	LOPEZ LAVARIEGA & CONRADO	\$600,000	862 SR 173	9.4
LAUDERMILK & HARRY	LONG III, JOSEPH O & TIFFINI M	\$475,000	52 KLUDT RD	2.45
WELTON ORCHARDS & STORAGE LLC	JORDAN, CODY LEE & GRACE SCOTT	\$430,000		8.63
NORTH MISSION ENTERPRISES LLC	VAN POLEN, DANIEL & CHERYL L	\$330,000	13512 A US HWY 2	6.61
STROUD, DENETTE	LEWANDOWSKI, JOHN P	\$275,000		20.6
UHRICH FAMILY FARMS LLC	401 MANAGEMENT LLC	\$236,000		472
MORRIS, KEVIN W & MINDY L	GARCIA & LUIS SOTO	\$140,000	105 MORRIS LN	34.1
SACHS RANCH HOLDINGS LLC	MCMASTER, WILLIAM J	\$100,000		10
UHRICH FAMILY FARMS LLC	401 MANAGEMENT LLC	\$85,000		158
STROUD, DENETTE	DAVIS, AUSTIN R	\$20,000		27.7
SHEARER, SHAYLA	SNYDER, JOHN	\$20,000		63.95

Commercial

Seller	Buyer	Sale Price	Street	Acres
STAR I LLC	H4H INVESTMENTS LLC	\$350,000	640 VALLEY MALL PKWY	0.13
MCGRAW, ARTHUR D & CHRISTINA M	SEHBAAZ INC	\$185,000	30 MAIN ST	0.16
ALLSTOT, RYAN & BETTY	HERNANDEZ & VICENTE	\$40,000	1111 COLUMBIA AVE	0.14
PIKE, RICHARD & STEPHEN	RICHARDSON JR, RONNIE LEE	\$2,000	3950 AIRPORT WAY	0

Job

Continued from page 6

6,900 jobs, while government positions increased by 1,000. Major job growth sectors included professional and business services, education, and health. On the flip side,

construction and other services witnessed a decline in employment. Retail services lost 800 jobs in September – 3,200 jobs in total year-over-year.

Looking at the yearly growth from September 2022 to September 2023, Washington saw

an impressive addition of 55,300 jobs.

The sectors that led this growth were education and health services, leisure and hospitality, and government. However, some sectors, like information and retail trade, experienced a decrease in jobs.

Marketing 101

Jennifer Bushong

Owner of JBe Marketing Group, LLC.,



The power of giving thanks

There is a saying that being grateful daily changes your attitude and will improve your life. There are thousands of studies and articles that identify marketing success, including a breakthrough to reaching the right customer at the right time. One common characteristic is “gratitude”.

In 2021, Harvard Health

published “Giving Thanks Can Make You Happier.” The article cites numerous sources who were happier after practicing thanks and daily gratitude than those who did not.

Gratitude is a thankful appreciation for what an individual receives, although it is not necessarily physical items. Marketers can harness the power of gratitude to improve cus-

tomers relationships, team interactions, and add to their overall brand power.

To show gratitude that improves customer relationships, we need to start with honest and authentic communication. If you are forced to write a thank you letter, but you truly do not understand why your boss or manager wants the note to be written, the communication will appear shal-

low. Put some real thought into the sentiment. Be empathic and ensure you clearly understand why it is important to show gratitude. What does it mean to the receiver? Who should be the recipient or recipients of the message? A thank you note, letter, or email can help build a stronger relationship. This relationship will help build brand loyalty, something that is beyond monetary value.

Here are some ways to show gratitude with customers, employees, and consumers:

1. Recognize and give thanks to the individual(s) publicly or privately. A beautiful handwritten thank you note, a typed letter, or an email will make the receiver(s) feel valued.

2. In a meeting, show gratitude for employees’ extra efforts. Give credit where credit is due and use their outstanding work as an example for others. Have an employee of the month, an awards ceremony, or other sources of recognition to build gratitude into the employee culture.

3. In an article published by Forbes in 2022, it was noted that “successful marketers realize that consumers have a different relationship with brands now than in the past.” When clients and customers feel a brand’s gratitude, it makes them feel better cared for. Therefore, demonstrate why you care and act with respect, now more than ever.

Spend time thinking

how you can give thanks to help bolster client and employee relationships. Most likely, it will have a reciprocal effect and translate into a positive impact and may even increase profits.

Jennifer Bushong, MA is the owner of JBe Marketing Group, LLC., a full-service marketing and communications firm in Washington State. Bushong earned a Master of Arts in Journalism with a concentration in public relations from Kent State University and graduated cum laude with a communication degree from the University of Washington. To connect, email jennifer@jbemarketinggroup.com or visit www.jbemarketing.com

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Real Estate

Top Properties Chelan County September 2023

Buyer	Seller	Sale Price	Street	City	Legal acreage	Year Built	Living Area	Bed-rooms	Bath-rooms	Pool	Fire-place
QUANTUM PROP HOLDINGS LLC	ALTURAS MISSION VILLAGE LLC	\$7,000,000	212 5TH ST	WENATCHEE	2.25	1961	32213			N	N
MTA CHELAN LLC	ANDERSON MARK T & CARRIE L	\$3,200,000	4102 US HWY 97A	CHELAN	0.86	1960	3262		3	N	Y
DAVIS AARON & THERESA	SCHROTH TED GIFT TRUST	\$2,450,000	132 GOLDFINCH LN	CHELAN	0.08	2017	1986	4	4.5	N	Y
PORT OF CHELAN COUNTY	MALAGA SPRINGS LLC	\$2,250,000	4770 SATURDAY AVE	MALAGA	101.02	1980	1060			N	N
BRILLER NOAH & TILLACK ALLISON	CLEMMONS DENNIS W	\$1,800,000	19990 S SHUGART FLATS RD	PLAIN	2.57	2009	1772	3	2.5	N	Y
BRILLER NOAH & TILLACK ALLISON	CLEMMONS DENNIS W	\$1,800,000	UNASSIGNED	PLAIN	2.67	0	0			N	N
WA RIVERSIDE 9 PHASE II LLC	KAMKON DEVELOPMENT LLC	\$1,750,000	706 RIVERSIDE DR	WENATCHEE	2.41	1920	1961			N	N
VANDERHOFF DREW W & ROSE I	MC KEE CHARLES A	\$1,500,000	9534 SAUNDERS RD	PESHASTIN	20.3	1915	1592	3	1	N	Y
COMPTON WILLIAM R & SHELLY R	HALL WILLIAM & JERI TRUSTEES	\$1,275,000	131 N SHUGART FLATS RD	PLAIN	2.32	2006	1970	2	2.5	N	Y
CENTRAL HAUS LLC	GA SEXTON INC	\$1,275,000	602 CENTRAL AVE	LEAVENWORTH	0.18	2022	3534	5	3	N	Y
ESKELIN JENNIFER & KALLE	MILITESCU MICHAEL	\$905,000	323 STONEYBROOK LN	WENATCHEE	0.41	1999	2359	5	3.5	Y	Y
MORTON SAMUEL K & MORGAN A	ROLFS DONALD A	\$895,000	508 DAY RD	WENATCHEE	0.74	1990	3505	5	3.5	Y	Y
OSBORNE DONALD J III & JENNIFER S	BERMINGHAM J MICHELLE	\$834,700	395 STONEYBROOK LN	WENATCHEE	0.27	2006	2507	4	3.5	Y	Y
REID WHITNEY L	DROLET KIRK & KIM	\$813,700	1437 APPLERIDGE ST	WENATCHEE	0.26	2016	2830	4	3.25	N	N
T & J LEGACY LLC	DANCING CRAB LLC	\$775,000	115 S CHELAN AVE	WENATCHEE	0.14	1908	5400			N	N
KNEEDLER REECE A & BRIANNA L	PINNACLE CUSTOM BUILDERS INC	\$755,625	100 FREEDOM HILLS	CASHMERE	0.16	2023	2260	3	2.5	N	Y
BREEDLOVE DOMINIKA & WHITFIELD MISHA	WALKER JAMES A & SARA M	\$740,000	12718 SHORE ST	LEAVENWORTH	1	1996	1782			N	N
NAGY SARA & GARY	BRUGGER LIVING TRUST ETAL	\$727,000	19 BRUCE LN	LAKE WENATCHEE	1.03	2020	1296	3	2	N	N
MONARCH ONE HOMES LLC	BIDWELL JOHN R & TAMATHA M	\$720,000	34340 S NASON RD	STEVENS PASS	0.28	1985	2736	4	3	N	Y
GAYNOR BRADLEY ETAL	MONARCH ONE HOMES LLC	\$720,000	34340 S NASON RD	STEVENS PASS	0.28	1985	2736	4	3	N	Y
WRIGHT CHERYL S	SEVERNS JIM & AMIKO	\$715,000	110 DIVISION ST	MANSON	0.46	1996	1786	2	1.75	N	N
BROWNLEE LORENA Y	YE MEIXIU	\$705,000	812 AUTUMN CREST DR	WENATCHEE	0.35	2015	1913	3	2.5	N	Y
CULBERTSON DOUG & JESSICA	STORY JEFFREY D & SHELLEY R	\$695,000	2090 CHAMPION LN	WENATCHEE	0.29	2008	1457	5	3	N	N
HOARD JASON & KOTTKAMP ANNA	COWEN JEFFREY T & STACY G	\$685,000	1405 1ST ST	WENATCHEE	0.25	1959	2008	3	2.5	N	Y
BRUNNER LISA	HAHNE RAYMOND W & BERNADINE M	\$668,000	195 SUN VALLEY DR	WENATCHEE	0.29	2014	1799	3	2	N	Y
BAIN TYLER & BRULOTTE ELISE	BRADEN WOODY L & ASHLEY M	\$659,000	316 MEADOW DR	LEAVENWORTH	0.14	1997	1394	3	2	N	Y
WAGNER AMY & BOUNDS MICHAEL	UHLES RICK & JENNIE	\$649,990	332 TERMINAL AVE	WENATCHEE	0.26	1992	4688			N	N
WITTHUHN TYLER & KARISSA	LARSON LAWRENCE R JR & KRISTAL N BALTERA	\$645,000	1502 9TH ST	WENATCHEE	0.36	1948	1893	4	2	Y	Y
CHILES ZACHARY R & ZUTTER ASHLEIGH M	DUNCAN LEE P	\$640,000	5579 BIG SPRINGS RANCH RD	MALAGA	4.87	2011	2080	5	2.5	N	N
LENDY FAMILY LIVING TRUST	SUND TIMOTHY & NANCY	\$637,000	1719 BRAMBLING BRAE LN	WENATCHEE	0.18	2017	1911	4	3	N	N
JENSEN MARIE E & MARK S	ZARAGOZA JOSE E & ESPERANZA Y LOPEZ	\$635,000	11 JONAGOLD LN	MANSON	0.24	2020	1768	3	2.5	N	N
PRPICH LUCAS W & LACEY R	AYLING DOROTHY	\$631,000	945 CIRCLE ST	WENATCHEE	1.27	1957	2356	4	2.5	Y	Y
GRAVES DAVID A & BARBARA S	HAMMONTRE DIANE R	\$625,000	840 WAPATO WAY	MANSON	0.32	1921	2718	3	1	N	Y
STEFFENSEN SAMUEL & MARYSSA	FOOS MATTHEW Z & ELIZABETH	\$615,000	136 CHATHAM HILL RD	WENATCHEE	0.35	2019	2120	3	2.5	N	N
MARSH SHAWN J & NATALIA	BOOTH BROOKE	\$610,000	221 EVANS ST	LEAVENWORTH	0.07	1993	1064	2	1.5	N	N
ARTIM KYLE & TIFFANY	MATSON CHRISTA & PATRICK MC SWEENEY	\$600,000	3011 MEMORY LN	LAKE WENATCHEE	0.25	1975	1372	2	2	N	Y
DOERR MICHAEL D & MARY	HARLINGTON FLOYD E TRUSTEE ETAL	\$599,000	2010 SKYLINE DR	WENATCHEE	0.25	1971	2258	3	3	N	Y
MILTCEV STEFAN & ZORNITZA	REXRODE CASEY R & LISA M	\$599,000	24215 MORGAN ST	PLAIN	0.39	1997	1008	2	1	N	N
HORAN JEAN M	HARRIS JEANETTE R	\$599,000	100 LAKE CHELAN SHORES DR	CHELAN	0	0	1095			N	N
HARMS BRIAN N & LINDSEY E	ASPLUND WILLIAM R TRUSTEE	\$590,000	3208 OHME RD	WENATCHEE	0.83	1959	1960	3	2	N	Y
MILLER BRANDON D & ELIZABETH J MOUNTER	STEPHENS ERNEST L & DEBORAH L	\$580,000	44 PIPKIN LN	CASHMERE	0.34	2011	2125	4	2	N	N
PAUL DAVID C & PATRICIA M	WAUNCH GARY	\$570,000	103 W COMMERCIAL ST	LEAVENWORTH	0.22	1910	1870	4	2	N	N
HEARD HILLARY P	KURPUS JEFFREY & LEANNA	\$539,900	1218 MILLERDALE AVE	WENATCHEE	0.22	1912	2298	5	1.5	N	Y
POTVIN BIRD CHELENE	BENITZ BRIAN & BRITTANY HERRERA	\$539,000	103 LOOKOUT WAY	CHELAN	0.19	1979	1248	3	2	N	Y
CRUTCHER AARON R	BROWN ESTHER B	\$538,000	12780 PINE RIDGE DR	PESHASTIN	0.44	1996	1512	2	2	N	N
BRYANT GARY P & KIM ETAL	TURNER TRAVIS W	\$535,000	1420 WESTWOOD AVE	WENATCHEE	0.35	1976	1336	4	1	N	Y
O CAIN PETER & TESSA	SCHAUSS LISA J	\$525,400	601 MARIAN AVE	WENATCHEE	0.28	1955	1344	4	2	N	Y
DIETZMAN DANIEL B	LAU DON & RENAE	\$525,000	1900 GRANDVIEW LOOP	WENATCHEE	0.26	2006	1502	3	2	N	N
LINTON JAMES E & DANA L	BIERMAN ELLEN M & RAYMOND L MADIGAN	\$525,000	140 WATERVIEW DR	CHELAN	0.63	0	0			N	N
WILSON ADAM ETAL	VOTH MICHAEL J & MARGARET J	\$520,000	506 SURRY RD	WENATCHEE	0.47	1956	1530	4	2	N	Y
NELSON JOHN & WANDA	DUNLAP DAANE A	\$520,000	1601 RUSSELL ST	WENATCHEE	0.28	1926	1064	3	2.25	N	Y
CIUCA GABRIEL C & SIMONE I	JESSUP JOSHUA D	\$500,000	21817 COLT RD	PLAIN	0.33	2022	1488	3	2	N	Y
MATHISEN LAURA E & MATHISEN COLLEEN	DALEY SUSAN	\$490,000	20701 CLUB HOUSE DR	LAKE WENATCHEE	0	0	1530			N	N
CASH THOMAS E & ESTER M	VERNON LYNDA	\$490,000	416 KITTITAS ST	WENATCHEE	0.1	0	0			N	N
CASH THOMAS E & ESTER M	VERNON LYNDA	\$490,000	422 KITTITAS ST	WENATCHEE	0.07	1926	1340	6	3	N	Y
HEINE LOGAN R & NOELLE R	WILLIAMS COLLEEN	\$480,000	932 CRAWFORD AVE	WENATCHEE	0.23	1977	1357	3	2.5	N	Y
HOANG NGUYEN D	SNYDER ANNA MAE LIVING TRUST	\$479,900	1562 VIRGINIA WAY	WENATCHEE	0.16	2004	1702	3	1.75	N	N
WHITLEY TIMOTHY L	SHAPOVALOV GREG D	\$475,000	1115 WEDGEWOOD AVE	WENATCHEE	0.18	1958	1884	3	1.75	N	Y

Real Estate Top Properties Chelan County September 2023

Buyer	Seller	Sale Price	Street	City	Legal acreage	Year Built	Living Area	Bed-rooms	Bath-rooms	Pool	Fire-place
PISCOPO MICHAEL & KIMBERLY	SMITH LARRY	\$470,000	605 LOWE ST	WENATCHEE	0.15	1957	1274	4	3	N	Y
SERVIN MADRIGAL LUIS & CURIEL GUZMAN ESTEFANIA	HARMON ROBERT D & MOLLIE T	\$468,000	403 MARILYN AVE	WENATCHEE	0.21	1967	1436	3	1.5	N	Y
WRIGHT DANIEL	CMELIK JACOB & THERESA	\$455,000	910 PLUM ST	WENATCHEE	0.13	1951	1294	5	2	N	Y
REPPAS MARIKA G ETAL	BITTERMAN DEBORAH	\$450,000	506 COTTAGE AVE	CASHMERE	0.21	1921	968	4	1.5	N	Y
EAT THIRTEEN LLC	AYLWARD J PATRICK & PEGGY D	\$450,000	280 E PENNY RD	WENATCHEE	0.89	1985	3430			N	N
NORTHEAST NORTHWEST HOLDINGS LLC	LOMCEVAK PROPERTIES LLC	\$450,000	33 GREEN AVE	MANSON	0.05	1949	2000			N	N
RAMIREZ ROSA M	AGUILAR ANGELICA	\$449,900	3668 SEARLES RD	MALAGA	0.5	1954	1152	3	2	N	N
SUTTON JASON C & DANIKA M	MENARD MARIE	\$447,975	2220 W WOODIN AVE	CHELAN	0	0	884			N	N
AVALOS TORRES BRENDA	NEWBERRY SHERRY L	\$445,000	1609 ANGELA ST	WENATCHEE	0.17	1995	1215	3	2	N	Y
ASHFORD JEREMY R	NELSON JOHN & WANDA	\$445,000	14383 CHUMSTICK HWY	LEAVENWORTH	2.07	1987	1232			N	N
DILLEY TIMOTHY M & AMY M ETAL	SUMMERS WILLIAM	\$442,000	2433 ENTIAT WAY	ENTIAT	0.26	1951	1112	3	2	N	Y
GAREY MICHAEL H ETAL	FORSYTH SHIRIN M ETAL	\$440,000	UNASSIGNED	CHELAN	40	0	0			N	N
EMERSON AMANDA J & BRANDON V	ZDENKA BABANKOVA ETAL	\$435,000	124 E GIBSON AVE	CHELAN	0.19	2006	902	2	2	N	N
SHEPHERD NICOLE J & BETZ CHRISTIAN M	DEICH MARY N	\$433,700	804 EMERALD AVE	CASHMERE	0.16	1959	1110	3	1	N	Y
VENEGAS CHANEL S & GUILLERMO	KEATING TERRY A & ALMA J	\$430,000	2639 2ND ST	ENTIAT	0.43	1951	1020	4	2	N	Y
MILLER LOGAN	WHITE MICHAEL B	\$428,000	1004 PRINCETON AVE	WENATCHEE	0.13	1939	1282	4	1.5	N	Y
ESTRADA GARCIA JOSE ETAL	REINHARDT RITA	\$427,000	203 E RAYMOND ST	CHELAN	0.14	1998	1215			N	N
VERDUZCO JAIR & CORIA ABIGAIL S	LOGAN DAN J	\$425,000	819 MONROE ST	WENATCHEE	0.15	1970	1602	1	1	N	N
WHITE DAVID & SUSAN LIVING TRUST ETAL	HINTERLAND FARMS TRS LLC	\$425,000		MANSON	2.5	0	0			N	N
GROLL ALEXANDER M & WILES JANET	SMITH ROGER A & KRISTINA	\$415,000	1232 8TH ST	WENATCHEE	0.14	1954	832	3	2	N	N
JOHNSON PATRICK	SMITH DONNA	\$400,000	808 STEWART ST	WENATCHEE	0.19	1988	1120	3	1.75	N	N
INTERMOUNTAIN INFRASTRUCTURE GROUP LLC	BARNES O ALYSE	\$400,000	UNASSIGNED	MALAGA	4.61	0	0			N	N
ROMISCH DONALD & ARDETH	WEAR JACQUELINE	\$400,000	1816 HERITAGE DR	WENATCHEE	0.11	1999	1432			N	N
MOES ASPHALT PATCHING & SEAL COATING INC	JOHNSON JAMES D	\$400,000	11626 ENTIAT RIVER RD	ENTIAT	5.05	1937	1286	3	1	N	N
HANSON VALERIE S	COLE JOHN H & ANNE E	\$395,000	20795 KAHLER DR	LAKE WENATCHEE	0	0	1266			N	N
CHRISTOPHERSON REBECCA J	MC LEAN PATRICK	\$390,000	234 DINKELMAN LN	ENTIAT	0.88	2000	2874	3	1	N	N
MILL KAYLEIGH & OPPEN BRIAN	HASBHOUCK DENNIS R	\$386,000	319 PRINCETON AVE	WENATCHEE	0.13	1954	888	3	1	N	N
UTLEY STUART B	WEST PAUL B & HOLLY T	\$385,000	11 S DELAWARE AVE	WENATCHEE	0.11	1912	1038	3	2	N	N
MRS CLAUS COTTAGE INC	RUSSELL WARREN D	\$385,000	10153 JONES RD	PESHASTIN	0.37	1924	1736	5	1.5	N	N
CLOSE MATTHEW D & KATHERINE E	LAVIGNE THEODORE IV P ETAL	\$383,000	20795 KAHLER DR	LAKE WENATCHEE	0	0	1266			N	N
HARDING BRENT S & LUCINDA A	LYON STEWART H & ANN S	\$375,000	RIDGEVIEW DR	CHELAN	2.24	0	0			N	N
MULLIGAN BRIAN C & HOWARD LOGAN M ETAL	LEBER TERRY J	\$370,000	21617 CAMP 12 RD	PLAIN	0.84	1987	1232			N	N
FIRESTONE JESSE & JOHNSON KIMBERLY	SAGE HOMES LLC	\$369,000	270 EMMA DR	WENATCHEE	0.14	2022	1657	3	1.5	N	Y
PEREZ GUTIERREZ YANELI & LOPEZ ISIDRO MIGUEL	QUEZADA LEONARDO & BRITNEY A	\$363,000	13462 DUNN ST	ENTIAT	0.42	1993	1248			N	N
NYBO JESSICA K & JASON L	SELECT HOMES INC	\$360,000	288 APPLE AVE	CHELAN	1.22	0	0			N	N
CHELAN DOUGLAS CHILD SERVICES ASSOCIATION	BRADY SONDR A E	\$356,923	1300 KITTITAS ST	WENATCHEE	0.17	1955	1632	2	1	N	N
LITWILLER FRANK D & JILL D	COLUMBIA RIVER RANCH LLC	\$355,000	509 RAVENS HOME LN	MALAGA	1.74	0	0			N	N

Goehner

Continued from page 3

new ferries and add charging power to 16 terminals. Is this the best bang for our buck as we fall behind on crucial projects and our roads deteriorate?

The Climate Commitment Act (CCA) is bringing in a massive amount of dollars at taxpayers' expense. However, there is limited transportation benefit because the dollars generated by the CCA are not dedicated to roads and can only be used on aspects of electrification of the ferries, not the complete price of a boat despite the overall cost being hundreds of millions more due to the need for a new design for the hybrid-electric ferries. Wouldn't it be better to use these dollars to address the \$7 billion backlog of crumbling roads, structurally unsound bridges, and

a lengthy list of maintenance needs?

Finally, some Congressional members and legislators in the Puget Sound area have requested \$200 million from the federal government just to study a high-speed rail system between Portland and Vancouver, B.C., with a stop in Seattle.

An independent legislative review in June estimated construction costs of potentially \$63 billion. Last session, the transportation budget included \$50 million for state matching funds for any federal grant for the bullet train project. Have we not learned anything from the failed experiment in California to build a similar project? Many legislators realize this is a massive and unrealistic endeavor with a huge price tag that could take decades to build if it is

finished at all! Meanwhile, we cannot pay to maintain the roads and rails we have.

Instead of throwing money at these wasteful projects, it would be better to prioritize getting the existing system into a state of good repair.

It is time to get away from drivers paying for other modes of transportation infrastructure. Two years ago, I was able to get a provision in the transportation budget that would have taken a

more proactive approach to creating a sustainable and resilient transportation spending plan. Unfortunately, the governor vetoed it.

With the general fund having billions of dollars in unexpected revenues, Republicans continue to call for revenue from the general fund, such as the state sales tax paid on motor vehicles, to fund the preservation and maintenance of existing infrastructure.

We can take some pressure off the increasing cost

of gas driven by the CCA and vehicle license fees by shifting funding for the removal of fish-passage barriers, multimodal programs, and Amtrak from the transportation budget to the operating budget because of their benefits to the environment, public health, and air quality. Keep in mind the Legislature is spending a record amount of money, including the funding of new programs. The focus should be on much-needed transportation infrastruc-

ture projects – not new programs.

We must explore new options. A strong, high-quality transportation system is essential to our economy, public safety, and quality of life.

Rep. Keith Goehner serves on the House Transportation Committee, is the ranking Republican on the House Local Government Committee, and serves on the Environment and Energy Committee



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Real Estate

U.S. existing home sales declined by 2.0% in September revealing ongoing housing challenges

Ward Media | Wenatchee Business Journal

The National Association of Realtors® reports a 2.0% decline in existing home sales for the month of September, indicating persistent challenges in the housing market. These challenges are attributed to limited inventory and ongoing issues with housing affordability.

The total number of existing-home sales, which include single-family homes, townhomes, condominiums, and co-ops, fell to a seasonally adjusted annual rate of 3.96 million in September, a decrease of 15.4% compared to the same period last year when it stood at 4.68 million.

NAR Chief Economist Lawrence Yun pointed out, "As has been the case throughout this year, limited inventory and low housing affordability continue to hamper home sales. The Federal Reserve

simply cannot keep raising interest rates in light of softening inflation and weakening job gains."

The housing inventory at the end of September stood at 1.13 million units, marking a 2.7% increase from August. However, this inventory is down 8.1% from one year ago. Unsold inventory currently represents a 3.4-month supply at the current sales pace, which is slightly up from 3.3 months in August and 3.2 months in September 2022.

The median existing home price for all hous-

ing types in September was \$394,300, a 2.8% increase from the same month in 2022 when it was \$383,500. This marks the third consecutive month of year-over-year price increases.

Yun emphasized, "For the third straight month, home prices are up from a year ago, confirming the pressing need for more housing supply."

The REALTORS® Confidence Index also revealed that properties typically remained on the market for 21 days in September, up from 20 days in August

and 19 days in September 2022. Of the homes sold in September, 69% were on the market for less than a month.

First-time buyers accounted for 27% of sales in September, a decrease from 29% in August 2023 and September 2022. This is in line with NAR's 2022 Profile of Home Buyers and Sellers, which found that the annual share of first-time buyers was 26%, the lowest since NAR began tracking the data.

All-cash sales represented 29% of transactions in September, up from 27% in August and 22% in September 2022. Individual investors or second-home buyers, who make up many

cash sales, purchased 18% of homes in September, up from 16% in August and 15% one year ago.

Distressed sales, including foreclosures and short sales, remained unchanged at 1% of sales in September.

Mortgage rates also saw an increase, with the 30-year fixed-rate mortgage averaging 7.57% as of October 12, up from 7.49% the previous week and 6.92% one year ago.

In terms of specific property types, single-family home sales dipped to a seasonally adjusted annual rate of 3.53 million in September, down 1.9% from August and 15.8% from the previous year.

median price in the Midwest was \$293,300, up 4.7% from September 2022.

South

Existing home sales in the South dipped 1.1% from August and decreased by 11.7% from the previous year. The median price in the South was \$360,500, up 3.1% from September 2022.

West

Existing home sales in the West declined by 5.3% from the previous month and were down 19.3% from the previous year. The median price in the West was \$606,100, up 1.8% from September 2022.

Regional variations

In the housing markets across the United States, regional variations have marked the recent trends, offering a snapshot of the diverse conditions that continue to shape the real estate landscape.

Northeast

Existing home sales increased by 4.2% from August but were down 16.7% from the previous year. The median price in the Northeast was \$439,900, up 5.2% from the previous year.

Midwest

Existing home sales in the Midwest declined by 4.1% from the previous month, down 18.4% from one year ago. The

The median price for existing single-family homes was \$399,200 in September, a 2.5% increase from September 2022.

Existing condominium and co-op sales recorded a seasonally adjusted annual rate of 430,000 units in September, down 2.3% from August and 12.2% from one year ago. The median existing condo price was \$353,800 in September, up 6.8% from the prior year.

The September data highlights the continued complexity of the housing market, with inventory constraints and affordability issues posing significant challenges for buyers and sellers.

Real Estate

Brian Fair

Owner and operator of Pioneer Title Company



Chelan-Douglas housing market bucks national trend with strong 3rd quarter

While the National Association of Realtors has consistently reported monthly declines in existing home sales across the nation, the Chelan-Douglas single-family home market, encompassing both new and existing homes, has shown remarkable resilience during the 3rd Quarter. The quarterly results, segmented by price range and payment method, reveal a noteworthy departure from the nationwide trend.

Though specific data figures are not available in this report, it's evident that the Chelan-Douglas housing market experienced substantial growth during the 3rd Quarter. July's home sales surged by an impressive 41% compared to the previous year, with August following suit at a remarkable 35% increase and September maintaining the positive momentum with a 10%

rise. Cumulatively, these substantial gains translated into a 3rd Quarter that saw a remarkable increase of \$53 million in sales compared to the same period in the previous year.

One of the most striking aspects of this remarkable 3rd Quarter is the resurgence in financed transactions, which had been trailing for the majority of the year. Notably, these transactions saw a

substantial \$35 million uptick in their dollar volume compared to the 3rd Quarter of the previous year. The question arises: Has the initial shock of rising interest rates subsided, contributing to this surge in financed real estate transactions? The market's reaction to the traditionally slower winter season, coupled with mortgage rates touching 8%, will provide valuable insights.

Year-to-date data re-

How teens spend their \$\$ across beauty, food, and fashion



Taylor Swift and TikTok are unquestionable favorites among teenagers, as revealed in Piper Sandler's semiannual Taking Stock with Teens survey. However, the report offers intriguing insights into their current interests.

Based on responses from 9,193 teenagers, the survey indicates a slight dip in their spending, down 1% year-on-year and 4% from the spring. Piper Sandler's senior research analyst, Edward Yruma, noted these "initial signs of a slowdown." There's a significant gender gap, with upper-income males increasing spending by 11% year-on-year while female spending decreased by 8%.

Over the past year, teenagers have shifted their shopping preferences towards off-price and e-commerce retailers. Amazon is their favorite shopping website, displacing specialty, discount, and outlet stores.

Get Ready with Me (GRWM): Beauty products have become a hot commodity for teens. The "core beauty wallet" encompassing cosmetics, skincare, and fragrance has surged by 23%, averaging \$324 annually. Cosmetics, in particular, take the lead, with an average expenditure of \$127, marking the highest spending in this category since 2019. Specialized beauty retailers are reaping the benefits,

hitting an all-time high of 79%, while purchases from mass, department, or drugstores reached a new low of 11%.

Snack Time: In the realm of food, Goldfish remains the top snack brand for teenagers, with Lay's a close second. Regarding energy drinks, Monster leads the pack as the preferred brand, followed by Red Bull. However, Celsius, with only a 10% market share in the category, appears to be overindexing with teens, as 16% choose it as their favorite. Chick-fil-A continues to be the teenagers' favorite restaurant, with Starbucks and McDonald's following closely behind.

veals that the local housing market had been trailing behind the previous year throughout 2023. However, thanks to this robust 3rd quarter performance, the total sales for 2023

now exceed those of 2022 by a notable 1%.

As the Chelan-Douglas housing market continues to defy the national trend, industry experts and homeowners alike will

be closely watching to see how this trend evolves during the upcoming winter season and whether the recent spike in mortgage rates will influence buyer behavior.

Labor Area Reports

Wenatchee area economy shows resilience amidst national trends

Ward Media | Wenatchee Business Journal

In a report compiled by Donald W. Meseck, Regional Labor Economist for the Washington State Employment Security Department, the economic landscape of the Wenatchee Metropolitan Statistical Area (MSA) has shown promising trends, even as the nation grapples with fluctuating employment figures and workforce dynamics. The analysis, based on year-over-year data from September 2022 to September 2023 and average annual changes between 2021 and 2022, provides valuable insights into the local economy.

Declining unemployment rates

Washington State witnessed a remarkable decline in unemployment rates, with the average annual rate dropping from 5.2 percent in 2021 to 4.2 percent in 2022. Furthermore, the monthly unemployment rate in the state decreased from 4.0 percent in September 2022 to 3.6 percent in September 2023. Within the Wenatchee MSA, the average annual unemployment rate fell from 5.5 percent to 5.0 percent between 2021 and 2022. In an unprecedented achievement, September 2023 saw the lowest September unemployment rate since electronic record-keeping began in 1990, at just 3.2 percent.

Steady nonfarm employment growth

Nonfarm employment in Washington experienced robust growth, adding 55,300 jobs and growing by 1.5 percent between September 2022 and September 2023, reaching 3,625,800 jobs. While this growth is a positive sign, it's worth noting that job growth rates have been slowing over the past year.

In the Wenatchee MSA, the local economy added 2,000 jobs during 2022, reflecting a 4.3 percent increase. However, it was slightly less robust than the state's

4.7 percent growth rate between 2021 and 2022. Despite this, the Wenatchee MSA's nonfarm market showed growth for 28 months, starting in April 2021 and continuing through July 2023, before experiencing a slight contraction in August and September 2023.

Labor force and unemployment

The Civilian Labor Force in Washington State increased by 91,636 residents between 2021 and 2022, a 2.4 percent upturn. The state's labor force continued to expand for 25 consecutive months from September 2021 through September 2023. In contrast, the Wenatchee MSA's local labor force expanded for 11 months, from July 2022 to May 2023, before declining over the following four months. Despite this reduction, the number of unemployed residents in the Wenatchee MSA decreased by 19.4 percent year-over-year, contributing to a substantial drop in the unemployment rate from 3.8 percent in September 2022 to 3.2 percent in September 2023.

Industry-specific trends

In the construction sector, both locally and statewide, employment exhib-

ited fluctuating patterns. Construction employment in the Wenatchee MSA expanded or stagnated from November 2020 through July 2023 before contracting in August and September 2023. Between September 2022 and September 2023, the sector experienced a slight loss of 100 jobs, a decrease of 2.8 percent.

Retail trade employment in the Wenatchee MSA decreased by 3.0 percent between September 2022 and September 2023, reflecting national trends. Washington's retailers saw employment decline by 0.9 percent, driven in part by lower employment levels in furniture and home furnishings stores and building material and garden supply stores.

The combined education and health services category in the Wenatchee MSA, predominantly driven by health services, showed significant stability and growth. Year over year, employment in this category increased by 3.8 percent between September 2022 and September 2023. Statewide, this industry expanded by 4.3 percent during the same period.

Agricultural employment and production

Agricultural employment in Chelan County decreased by 20.5 percent between 2012 and 2022, resulting in a loss of 1,979 jobs. Despite this decline, total covered employment increased by 10.4 percent during the same period. The agricultural industry's share of total covered employment decreased from 24.5 percent to 17.6 percent over the decade.

In Douglas County, agricultural employment experienced a sharp decline of 24.8 percent between 2012 and 2022, with a loss of 737 jobs. Similar to Chelan County, total covered employment increased by 14.8 percent. The agricultural industry's share of total covered employment in Douglas County

fell from 27.6 percent to 18.1 percent over the same period.

While agriculture remains a crucial aspect of the local economy in both counties, these trends highlight a shift in the employment landscape, potentially influenced by automation, changes in seasonal job dynamics, and the use of H-2A agricultural labor.

In summary, the Wenatchee MSA's economy has demonstrated resilience, despite fluctuations in national employment figures and shifting industry dynamics. The region continues to be a vital contributor to the state's economic landscape, with its unique strengths and challenges. The coming months will be crucial to monitor job market trends and the impact of these economic shifts on the local workforce.

Quick Read

The Wenatchee Metropolitan Statistical Area (MSA) is showing promise amid national employment fluctuations. The state saw a notable drop in unemployment rates, reaching a record low of 3.2% in September 2023. In 2022, the MSA added 2,000 jobs, a 4.3% increase, although job growth rates slowed. Various industries experienced fluctuations, with construction and retail trade showing changes, while education and health services demonstrated stability. In agriculture, employment decreased, but total covered employment increased, reflecting shifting dynamics. Despite challenges, the Wenatchee MSA remains a vital part of the state's economy.

EDUCATION FUND

Continued from page 1

The primary objective of the fund is to grant financial resources to Cascade Medical employees seeking to broaden their

knowledge and capabilities. These grants will cover a range of educational opportunities, including certifications, training for new programs or services, as well as ongoing coursework to embark on new

career paths. This investment in staff development is expected to benefit both Cascade Medical and the broader community.

Diane Blake, CEO of Cascade Medical, emphasized the positive impact of this initiative on the organization. "It means more opportunity to grow our workforce and, ultimately, ensure we have the right resources to provide the best care for our community over the long term. To be able to have a tool to help development be attainable for people who are already valued team members is very exciting. There's a big benefit to the organization to have a stable, rooted team for so many reasons," she stated.

The Mark Judy Memorial Caregiver Education Fund was established in the fall of 2023 to honor

Mark Judy's legacy. Mark served as Cascade Medical CEO from 2009 through 2011 and remained an active member of the Cascade Medical Foundation board. The Foundation board's proposal to use donations made in his memory to initiate and perpetually add to the fund was warmly embraced by Mark's family and Cascade Medical administrators.

Rachel Avery, Cascade Medical's director of quality, expressed her gratitude for this new opportunity, saying, "This is such a great opportunity for staff to obtain education that will help them to reach their career goals. Many staff want to have more education, but it is costly. I am so grateful to see this opportunity for them!"

Mark Judy's dedication to education and em-

powerment of individuals inspired this initiative. Diane Blake reflected on Mark's vision, stating, "He believed in education and giving people the space and lift to make the most of themselves. I'm sure that was because he could see and want both the best for the person and then also the ripple of good things that extended to others around that person. It's a lovely way of consistently making the world a better place. This is a great way to honor him, to have financial lift available in perpetuity, for helping individuals and thus the world."

Historically, the Cascade Medical Foundation focused on capital projects to benefit Cascade Medical. Since its establishment in 1992, the Foundation has contributed more than

\$1.8 million to various projects, including lab and radiology equipment, a new ambulance, and a mobile health clinic. Their commitment to enhancing healthcare services continues with their recent achievement of raising \$87,000 for a new cardiac rehabilitation center, set to open in January 2024.

The Mark Judy Memorial Caregiver Education Fund represents a new direction for the Foundation, adding a meaningful dimension to their mission. The first application period for scholarships from the education fund is expected to open in the spring, with potential benefits for Cascade Medical and the wider community. The Foundation's dedication to advancing healthcare and education remains unwavering.

Quick Read

The Cascade Medical Foundation has introduced the Mark Judy Memorial Caregiver Education Fund in memory of the late Mark Judy, a former CEO of Cascade Medical. This fund provides financial support to Cascade Medical employees for education and skill enhancement, benefiting the organization and the community. Diane Blake, CEO of Cascade Medical, emphasized its significance in promoting workforce growth. The fund represents a meaningful shift in the Foundation's mission, with the first scholarship application round opening in the spring. Their commitment to advancing healthcare and education remains unwavering.

Getting Your Office Ready for

Fall & Winter SEASON

Preparing your workspace for winter

Ward Media | Wenatchee Business Journal

As winter fast approaches, ensuring a comfortable and efficient workspace becomes paramount for many. Whether at the helm of a bustling empire or simply tackling your daily tasks from the cozy confines of your home office, optimizing your workspace for colder

weather is essential.

Here is a guide to help you prepare for the chilly months ahead.

Heating Solutions:

When it comes to maintaining a warm and inviting workspace during the winter, heating solutions

are a top priority. Ensure your space remains cozy with these tips:

- **Space Heaters:** Invest in energy-efficient space heaters to warm up specific areas of your office. Make sure they have safety features like tip-over protection and overheat-

ing shut-off.

- **Draft Stoppers:** Identify and seal any drafts around windows, doors, and other openings. Draft stoppers and weatherstripping can help keep the cold air out.
- **Adjustable Thermostat:** If you have central heating, program your thermostat to lower the temperature when you're not working and set it to warm up your workspace before you start your day.

during the day to let in natural sunlight and close them at night to retain warmth.

- **Window Film:** Consider applying window film to reduce heat transfer. This transparent film can help insulate your windows without blocking your view.

Workspace Comfort:

Your personal comfort is vital to productivity, so consider these additional tips:

- **Layer Up:** Dress in layers to stay warm. This way, you can easily adjust your clothing to your comfort.
- **Ergonomic Furniture:** Invest in ergonomic office furniture, including chairs with proper lumbar support and adjustable desks to prevent discomfort during

long working hours.

- **Humidity Control:** Maintaining the right level of humidity can make a significant difference in how warm your space feels. Use a humidifier to add moisture to the air.
- **Stay Active:** Periodically get up and move around to keep your blood flowing. This not only helps maintain warmth but also enhances your overall well-being.

As you prepare your workspace for the winter months, remember to prioritize safety. Check heating equipment for any maintenance needs and be cautious about fire hazards. By following these tips, you can ensure a warm, cozy, and efficient workspace during the colder season, allowing you to stay productive and comfortable.

Eco-friendly heating solutions for sustainable offices

Ward Media | Wenatchee Business Journal

In an era when environmental sustainability is at the forefront of business priorities, the quest for greener, more eco-conscious solutions extends to the workplace. One such area of innovation revolves around heating systems, where companies are now exploring eco-friendly alternatives to reduce their carbon footprint and energy consumption.

Energy-efficient heating systems have emerged as a key player in the push for sustainable office spaces. These systems are designed to provide warmth and comfort while significantly reducing energy usage. This reduction in energy consumption not only benefits the environment but also translates into cost savings for businesses.

One popular approach to eco-conscious heating is the utilization of smart

thermostats. These devices offer businesses the ability to optimize temperature control within their office spaces. By monitoring occupancy and adjusting heating settings accordingly, smart thermostats help prevent unnecessary heating during unoccupied hours, resulting in further energy savings.

Moreover, the smart technology embedded in these thermostats allows for remote control, enabling office managers to fine-tune heating systems even when they're away from the premises. This level of control and customization not only contributes to sustainability but also caters to the comfort of employees, as temperature preferences can be tailored to individual needs.

For environmentally-conscious businesses, embracing energy-efficient

heating solutions and smart thermostats represents a positive step towards reducing their carbon footprint. By integrating these technologies, companies can create a more sustainable, eco-friendly office environment while simultaneously enjoying the benefits of reduced energy costs.

As the global focus on sustainability continues to grow, it's clear that businesses are becoming increasingly committed to adopting eco-friendly practices, even when it comes to something as fundamental as office heating.

These innovative solutions are poised to transform the way companies think about energy consumption and environmental impact, creating a brighter and greener future for workplaces around the world.

Window Insulation:

- **Windows are often the weakest link** when it comes to maintaining warmth. Enhance your window insulation to keep the cold at bay:
- **Curtains and Drapes:** Thick, insulating curtains can reduce heat loss. Keep them open



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OWN WHAT MATTERS

Getting Your Office Ready for

Fall & Winter SEASON

Cozy office environments fuel employee morale and productivity amid winter chill

Ward Media | Wenatchee Business Journal

In the heart of North Central Washington, as winter's chill descends upon the region, a subtle yet powerful force is at play within the corporate landscape. It's the magic of a cozy office, and its profound impact on employee morale and performance cannot be underestimated.

The onset of colder months often ushers in a desire for warmth and comfort. For employees at various workplaces in the region, the ambiance and comfort of their office spaces can make all the difference in their daily work experience. With the region's frigid winters, companies that invest in creating a cozy office environment are reaping the rewards of a happier, more productive workforce.

Studies have shown that a comfortable and inviting office setting can significantly enhance employee morale and productivity. Cozy offices, complete with comfortable furniture, soft lighting, and a well-regulated temperature, create a welcoming atmosphere that can boost overall well-being. Employees who feel at ease in their workspace are more likely to arrive at work with a positive attitude, ready to tackle their tasks with enthusiasm.

Moreover, in North Central Washington, where the winters can be quite harsh, the importance

of maintaining a pleasant indoor environment cannot be overstated. A warm and cozy office can act as a refuge from the cold, ensuring that employees can focus on their work without the distraction of discomfort. This, in turn, helps maintain higher levels of productivity throughout the winter season.

In addition to enhancing morale, a cozy office can also foster stronger team cohesion. Employees are more likely to engage in conversations and collaboration when they feel comfortable in their surroundings. The

bonds formed in these welcoming workspaces can lead to improved teamwork and problem-solving abilities.

As the snowflakes begin to fall in North Central Washington, it's evident that a cozy office isn't merely a luxury; it's a strategic investment in employee satisfaction and performance. The region's forward-thinking companies recognize that a warm and inviting workplace can have a significant impact on their bottom line, making the colder months a time of increased productivity, camaraderie, and overall well-being for their workforce.



STOCK PHOTO



STOCK PHOTO

Productivity in darker days

Lighting tips for office environments

Ward Media | Wenatchee Business Journal

As winter approaches and daylight hours grow shorter, maintaining optimal lighting in the workplace becomes a critical factor in employee productivity and overall well-being. With reduced natural light available, it's essential for businesses to consider lighting strategies that can create a more conducive work environment.

Experts in the field of workplace design and ergonomics recommend several lighting tips to boost employee morale and efficiency during the darker days of the year:

1. Utilize Natural Light: If your office space has windows, make the most of natural daylight by positioning workstations near windows. Providing access to outdoor views and natural light can significantly improve mood and productivity. Keep window areas clear of obstructions to ensure light can penetrate the workspace effectively.

2. Adjustable Lighting: Install adjustable lighting fixtures such as task lights, desk lamps, or overhead lights with dimmer controls. These allow employees to customize their lighting to suit their individual preferences and tasks, reducing eyestrain and enhancing focus.

3. Color Temperature: Choose the right color temperature for your lighting. Warmer, soft white lights are more suitable for relaxation and collaboration areas, while cooler, daylight-toned lights are better for tasks requiring high concentration. Combining both can create a balanced atmosphere.

4. Task Lighting: Encourage employees to use task lighting for specific activities, such as reading, writing, or working on a computer. Adjustable desk lamps or under-cabinet lighting can reduce glare and provide targeted illumination.

5. Avoid Glare: Minimize glare on screens and

reflective surfaces by positioning light sources strategically. Use anti-glare screens on monitors and consider matte finishes on furniture and equipment to reduce reflections.

6. Maintenance: Regularly maintain lighting fixtures to ensure they are in good working condition. Replace burnt-out bulbs promptly, and keep fixtures clean to maximize the effectiveness of your lighting system.

7. Biophilic Design: Incorporate elements of biophilic design, which seeks to connect employees with nature. This can include adding plants, artwork, or natural materials that bring a sense of the outdoors into the workplace.

By implementing these lighting tips, businesses can create a more comfortable and productive environment for their employees, even as the days grow shorter. Prioritizing well-designed lighting not only boosts productivity but also contributes to overall employee satisfaction and well-being.

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Plein air painter enchants valley with live local landscapes

Snohomish-based painter Rowan Carey has been an artist since early childhood, always having enjoyed drawing and painting. It wasn't until more recently, however, that he decided to make a drastic change, transitioning from a 16-year career in excavation to one of full-time art production.

By **Katie Lindert** | Ward Media Staff Reporter

Rowan started on this new path about a year and a half ago, and hasn't looked back. Most recently, he's endeavored into newer territory, the art of plein air painting. Plein air painting stems from the French term, en plein air, which translates to "in the open air." Having its roots in French Impressionism, the original practice of plein air painting drew upon a desire to depict natural light as it transforms a setting, a feat made possible with the convenience of easily transportable box paints.

He cites inspiration from painters like Scott Christensen, Clyde Aspevig, and Edgar Alwin Pain. "Edgar Pain," he shares, "he was a guy that would go hike up in the mountains and paint, you know, big paintings... I'm trying to kind of emulate that sort of style and lifestyle where I'll throw all of my plein air gear in a backpack, go hike up to an alpine lake and paint it and then take that stuff and use that plein air painting as maybe a study to do a bigger studio piece, but [it will] have that plein air feel..."

Of his enjoyment for employing this painting style, Rowan explains, "It makes for more of a spontaneous style of painting, depending on location, whereas in the studio I tend to get a little too tight...that's

why I started doing plein air painting on location... three years ago might have been my first [attempt at] plein air painting. I actually did it here on the other side of the lake...my first plein air painting was in Chelan, now all this is kind of coming full circle here... I'm passionate about the landscape over here."

He and his own family do not live here, but they do have family in the area that they spend as much time with as possible. This connection has lent Rowan the opportunity to become more familiar and enchanted with the local scenery, and inspired to focus much of his attention here. Over the summer while visiting, he posted pieces on social media that garnered sudden community attention and interest. At this point, his pieces are selling quickly, and he's now being offered more consistent live-painting and showing opportunities in the valley. Fielding Hills Winery recently hosted Rowan on Saturday, Oct. 7 to help raise funds for District 7 Fire and Rescue which was an immense success, the event raising over a startling \$3,000.

Rowan is largely self-taught, having not studied art formally post-high school. Around 2012 he decided to pick painting back up more seriously, endeavoring first into primarily still-life work. He

mentions painting a lot of pictures of bottles for a time, his work once often decorating wineries, though he eventually grew to desire opportunities to depict more vibrant subjects. At this point, when not working on location, he paints almost exclusively in his studio, focusing on landscapes and wildlife.

He works primarily in oil paint, a medium which typically requires immense patience and dedication, one small brushstroke having the capacity to dramatically alter a piece. In this way oil paint is also very forgiving in its malleability. That said, it dries very slowly, sometimes requiring an artist to wait for extended periods of time before being able to add more detail. Working in this medium is maybe not for the faint of heart.

For all of this, oil paint lends itself very well to Rowan's work in the studio, where he is enabled to spend extensive time working on each painting. He often has at least 40 hours in each of his studio pieces. That intensive amount of time spent on a piece does not deter him from working on many things simultaneously, however, and clearly he is passionate about consistently getting outside of his studio as well to work en plein air.

"A lot of times I'll have different projects going on at the same time. I might get a little bit burned out on one, go on to another one, or I'll have a really big painting going and I don't want to paint big so I do a small little study. Sometimes, I've got a run of small ones and I'm thinking I want to paint big... I'll have a commission going and then I'll have just my stuff that I'll want to paint at the same time, kind of go back and forth between the two..."

At some point Rowan and his wife hope to move to the Chelan Valley permanently, potentially after their children are grown. That said, they visit as often as possible, and have

interest in maybe owning a gallery one day. In the meantime, Rowan plans to continue toward his dream of painting as much as he can for a living. Clearly immensely passionate about his work, he is unwavering in his dedication, and about what the act of painting brings to his life.

"Art is not a stable business," he said, "but it's still fun, it's still the dream."

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KATIE LINDERT/WARD MEDIA
Rowan Carey paints a majestic midday rendering at Fielding Hills Winery.

Quick Read

Snohomish artist Rowan Carey, who transitioned from excavation to full-time art, recently embraced plein air painting, influenced by French Impressionism. Inspired by artists like Scott Christensen, he creates spontaneously, capturing natural light's transformations. Despite not living in the Chelan Valley, his strong connections to the area have fueled his passion. His art has gained local attention, selling rapidly. Rowan, mainly self-taught, works with oil paint, dedicating extensive time to each piece while managing multiple projects simultaneously. He aspires to make Chelan Valley his permanent home and potentially own a gallery, driven by his unwavering dedication to art. In his words, "Art is not a stable business, but it's still fun, it's still the dream."



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