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BUSINESS JOURNAL

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New Hiring Strategies and Executive Director Hiring Hopes to alleviate Staffing Workload



RiverCom 911 Management still Contending with Understaffing

By Megan Sokol

At the Wenatchee Convention Center, Misty Viebrock waits in anticipation for one person to show up to her booth at the Wenatchee Job Fair. She looks at the crowd, in search of potential dispatchers to help fill her chronically understaffed RiverCom 911 Call Center.

“We did get to talk to, I would range, probably 15-20 people that stopped by that were interested,” Viebrock confided.

“Hopefully that results in maybe a few people applying, definitely was not a wasted day in my opinion.”

In 2019, RiverCom processed nearly 48,385 calls with only 30 telecommunicators at the time. With the pandemic severely limiting the general applicant pool, RiverCom’s understaffing problem becomes even more extreme.

“Many 911 centers, not only in Washington State but nationwide, do struggle and have struggled for years to staff their centers,”

Viebrock explained. “Some do believe, in our industry, that COVID has really changed people and what’s important to them.”



COURTESY PHOTO

Misty Viebrock

RiverCom Board Member and Chelan County Commissioner Kevin Overbay maintains his stance on RiverCom’s priority be focused on staffing.

He also agrees with Viebrock in regards to staff recruitment issues and retention “You just don’t have the workforce level that you’ve had in years past.”

With the job requiring staff to work long hours and miss holidays with loved ones, employment opportunities that may leave dispatchers more time with families cause a sharp turnover.

Viebrock admits that there are many complexities to staffing problems and tries not to paint COVID-19 as the main culprit for RiverCom’s staffing, but she does admit that it has impacted RiverCom’s ability to motivate individuals to join the center.

“They realize long-term that this is not what [they] wanna do for the rest of [their] life, I’m missing out on Christmas morning with my children or missing out on my best friend’s wedding,” Viebrock said.

Another complexity within RiverCom’s hiring process involves lengthy tests and training programs that new hires must complete before starting.

Some of the main traits a telecommunicator needs are things that cannot be measured by testing.

Viebrock provides an example

of one of these hard-earned traits called a “split-ear,” where they listen to a 911 call in one ear and Police and EMT authorities in another ear. This can be a tremendous hurdle to new trainees.

“We believe it is either a natural skill, it’s not really something that you can learn to do, so you have it or you don’t,” Viebrock said.

“It takes a very unique individual to be able to do the multitasking, of all the demands that are coming their way at one time. There are just aspects to the job that we simply cannot test for.”

RiverCom claims to be ramping up their recruitment efforts and looking to potentially bring in ‘lateral hires’ from outside the area, which would reduce their training time.

Viebrock notes her confidence in collaborating with new Executive Director Lowell Porter. She believes that her institutional knowledge and his executive leadership would make the pair a dynamic team. “I wish he was starting tomorrow.”

Porter will start working for RiverCom 911 on Nov. 1.



PHOTO BY MEGAN SOKOL

Weidner Apartment homes has purchased a 26 acre property from Upper Valley MEND. Weidner has just completed their Leavenworth Haus project and is looking to do more apartment homes.

Weidner Apartment Homes Buys Meadowlark for \$2.7 mil.

By Megan Sokol

Upper Valley MEND sold the Meadowlark property to Weidner Apartment homes for \$27 million. After several years of frustration and financial issues for the Meadowlark Property, MEND hopes to reinvest the proceeds towards future affordable housing ventures.

MEND started buying the 26-acre property between Titus Road and Chumstick Highway in 2001, and had started production on it after MEND finished building 10 homes for their Aldea Village project. It was only after March of 2016 that the group

concluded that Meadowlark was financially out of their hands after construction costs started to skyrocket and the Washington State Housing Trust Fund Grant, that they were counting on, fell through.

“Once we shut down the planning on that, we determined that it really wasn’t feasible for us to restart development on that site. It’s a very large and complicated site,” Upper Valley MEND Executive Director Kaylin Bettinger explained.

“It needs a lot of infrastructure. There’s

SEE WEIDNER APARTMENT HOMES, PAGE 10

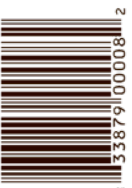
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Happy Thanksgiving

to you from the NCW Media, Inc. owners and staff.

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Plaza Super Jet
106 Okanogan Ave.

Safeway, 501 N. Miller St.

East Wenatchee

Safeway, 510 Grant Road

Cashmere

Martin's Market Place
130 Titchenal Way

Leavenworth

Dan's Food Market
1329 U.S. Highway 2

The Leavenworth Echo
215 14th St.

Chelan

Safeway, 106 W. Manson Rd.

Lake Chelan Mirror
310 E. Johnson Ave.

Brewster

Quik E Mart #2 (Exxon)
26048 U.S. Highway 97

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Publisher's Page

How much is Big Pharma influencing our news?

By Bill Forhan

It is no secret that advertising drives the news business. Newspapers would not exist if they had to depend on subscription revenue.

Electronic media is even more dependent on advertising to sustain their business model.

So, it's a legitimate question. Just how much influence does that advertising have on the news?

Some relevant facts. According to an article in Forbes magazine; "In the 2019-2020 election cycle, total political advertising spending reached \$8.5 billion across TV, radio and digital media. This was 30% higher than the \$6.7 billion projected earlier this year, and 108% more than spending in 2017-2018, which was a record at that time."

According to Statista, an organization that collects data on electronic media advertising, traditional TV ad revenues are declining.

It seems streaming services are eroding traditional media's advertising market share as younger viewers move away from traditional TV. Other organizations that collect information on over the air broadcasting services like traditional TV and radio are predicting declines in advertising revenues for 2021 from 4 percent to 7 percent.

Statista also reports that TV spending by Big Pharma in 2020 was \$4.58 billion up 20.8 percent from 2019.

In other words, between political advertising and Big Pharma, TV news programs are becoming increasingly dependent on political and drug advertising to sustain their business.

Is it not legitimate to question their objectivity when it comes to covering important news stories like COVID?

There is no doubt that COVID is a serious disease. A disease each of us should examine closely and make decisions regarding our own personal response, but the issue has become far too politicized.

Evidence would suggest that governments' response to the Pandemic is not working, but have you seen any news programs questioning the effectiveness of government mandates?

In 2021 deaths from COVID have exceeded the total from 2020 despite the fact that 56 percent of the population is fully vaccinated and 65% of those eligible for vaccination having received at least one shot.

According to the NY Times 70 percent of people over 65, the most vulnerable, have been fully vaccinated.

The question then remains that despite the draconian efforts to force everyone to get vaccinated what are we really accomplishing?

Masks do not appear to be reducing the rate of infection. The vaccine is

not reducing the number of deaths. What it is accomplishing is turning us against each other.

We have people being fired from their jobs because they refuse to be vaccinated. We even have critical hospital staff being terminated for "spreading disinformation."

This includes individuals in critical health and public safety positions leaving us with fewer people to protect us from other diseases, or criminals and medical issues that need immediate attention.

People who refuse to wear a mask or get vaccinated are described as anti-social misfits who must be removed from civilized society.

Patrick Henry has been credited with the pledge, "give me liberty or give me death." Today anyone who would choose to follow

Patrick Henry would be banned from "polite" society.

I have on my desk, letters from Mountain Meadows in Leavenworth and Heritage Heights in Chelan that requires me to sign a document certifying that I will not send any employee to their business that is not vaccinated and that I will personally obtain copies of the employees' vaccination records.

They say this is required by Governor Jay Inslee's proclamation of August 9, 2021.

In other words, our dictatorial governor is requiring every employer in the state to police their employees.

This proclamation applies to all businesses regardless of size. Unlike the Federal program that applies only to businesses with 100 employees or more.

Our once thriving

economy is floundering under COVID regulations that have failed to stop the disease. Small business is now being forced to take on the work of our ever more oppressive government.

We should ask if the drive to full vaccination is really required or just a refusal by impotent tyrants to admit that they are wrong.

It's time to say enough is enough.

Attached to this opinion is a letter I received this week from a distraught mother who was in need of some special care for her daughter. She has asked that I not include her name. I do not normally run anonymous letters but I am making an exception here because her frustration is an example of much of the harm that is being done because of the inept government programs that are being driven by this crisis.



Bill Forhan

Letter to the Editor



Did you know that our country has been corrupted with greed and lust of power? Historically, we have not seen this at the local level, but currently we are seeing it in epic proportions.

Did you know? Confluence Health has been a part of a long term study with Pfizer near the beginning of the vaccination push. Ever wonder why the Moderna vaccine is no longer readily available? At the start of the vaccination push – it was the most readily available in Wenatchee.

Did you know? Confluence Health has put employees who have refused vaccination due to their religious beliefs on 12 weeks of non-paid administrative leave? That is the only accommodation they were able to allow. There was no option for additional PPE (Personal Protective Equipment) or regular testing. Religion is one of the designated protected classes as identified by your federal government. This is blatant discrimination. Why 12 weeks? Perhaps so God can change their mind? Or maybe it is to allow them time to abandon their personal beliefs for income security. Is this not manipulation?

Did you know? Confluence Health paid \$500 to employees who vac-

inated for their continued service in the health care industry during the pandemic. They identify this as a "bonus". Or perhaps it is a bribe at a time when people are concerned about their livelihood and inflation is at an all time high. Healthcare workers who showed up to work daily, prior to a vaccine, have been let go or put on unpaid leave for 12 weeks. Prior to vaccination mandates, all healthcare workers were held up as heroes for continuing to support citizens with their medical needs – regardless of their personal health risks. Our community and nation now look down on those individuals who have exercised their individual choice with resentment, condensation, and questioned their intelligence. Why are there are no vaccine mandates for individuals on public assistance – despite a high unemployment rate, employers begging for employees, and fast-food chains paying in excess of \$18 an hour? Ummm?

Did you know? You cannot trust your federal government. Our government sold out decades ago – I believe starting when Roosevelt utilized JP Morgan to bail out the Federal Reserve. Prior to that,

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AWB visits Liberty Orchard during Manufacturing Tour

By Megan Sokol

With scents of fruit and sugar in the air, Cashmere Mayor Jim Fletcher and State Representative Mike Steele welcome the Association of Washington Business (AWB) team at the Liberty Orchards factory.

As the AWB team meanders their way around the Liberty Orchards factory and rifles through the stacked Aplets and Cotlets boxes, they discover the hidden beauty of Cashmere that locals have known for years.

President and CEO of AWB Kris Johnson notes his own pride for the Liberty Orchards operation and their longstanding mark on North Central Washington.

“Aplets and Cotlets are kind of a signature brand and product in our state,” Johnson stated. “When I go to out-of-state conferences, they are often one of the things I’m taking with me.”

The purpose of AWB’s manufacturing tour has been to promote the growing potential within manufacturing jobs across Washington State. Johnson notes his own observations on Chelan County’s manufacturing sector.

Over 142 manufacturing companies are housed within Chelan County, employing less than 2,000 jobs with an average wage of \$44.6k.

“That can buy a young person



PHOTO BY MEGAN SOKOL

Association of Washington Business (AWB) President and CEO Kris Johnson talks with Cashmere Mayor Jim Fletcher after AWB’s tour at the Liberty Orchards factory.

a really nice home in places like Wenatchee, Spokane and Tri-cities, it’s a great family wage.”

Their hope for North Central Washington is for more progressive infrastructure once the recently passed Washington BEST Manufacturing Act (which calls

for doubling the number of manufacturing jobs over the next decade including firms owned by women and people of color) goes into effect.

“Think about the increased number of homes you have built, the number of schools you

have to have ready, think about healthcare that needs to be in there, think about all of the different elements that make up a community that has to be ready to go through that process as you double,” Johnson proclaimed.

The second focus in AWB’s manufacturing tour is to promote STEM-focused careers and technical trades with students. Before they came to Liberty Orchards, they visited Wenatchee Valley College to connect more students with the manufacturing industry.

“For our state, but really important for the Wenatchee region, we are the most trade-driven state of the 50 states,” Johnson said. “So, think about all the products we manufacture or produce, many of them are exported to other states or to other countries all across the globe.”

What truly grabbed the organization’s attention was the unexpected growth that rural areas have been receiving throughout the pandemic.

“If you look at the census data that just recently came out, the average state lost .2% population in rural areas. We grew it 8.5% in our rural areas,” Johnson beamed. “So, we know that our rural areas play an important part of the workforce solution going forward.”

At the end of the tour, Johnson was seen talking to Mayor Jim Fletcher as the rest of his team were buying some goodies from the Aplets and Cotlets selection as they prepare for another stop in their tour.

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NCW Tech Announces 2021 Innovator Award Winners

Submitted by Jenny Rojanasthien,
Executive Director

WENATCHEE – NCW Tech Alliance hosted the 20th Annual Innovator Awards at the Wenatchee Convention Center and Numerica Performing Arts Center in a first-ever cinematic format on September 29, 2021. The Innovator Awards celebrates the drive, passion, and spirit of innovators in North Central Washington while inspiring those just starting their journey. During the event, innovators from North Central Washington received awards in five categories:

- **Dr. Virginia Emery, Beta Hatch (Entrepreneur of the Year Winner)**
- **STOKE Space Technologies (Newcomer in Technology Winner)**
- **Mario A. Godoy-Gonzalez, Red Rock Elementary School (STEM Champion of the Year Winner)**
- **Nicole Warren, Danielle Johnson, Dean Barker, Sasha Cooper, Mia Lopez, Ashley Thoroughman, & Katlyn Watt, Wenatchee Valley College (STEM College Innovator of the Year Winners)**
- **Peter Kyle, Cascade Christian Academy (Future Technology Leader of the Year Winner)**

Following the announcement of the 2021 award winners, three legacy awards were given to honorees Andrew Metcalfe, Stemilt Growers, and Doug Merrill.

The three Legacy Innovator Award recipients were selected by the NCW Tech Alliance Board of Directors. Over 70 individuals, businesses have received innovator awards since the event's inception in 2001. The Board reviewed all past Innovator Award winners and selected Andrew Metcalfe, Stemilt Growers, and Doug Merrill as they have continued to be innovative in technology, entrepreneurship,

and STEM education, respectively.

A limited audience consisting of nominees and sponsors celebrated in person. At the same time, over four hundred viewers attended online to celebrate and recognize the nominees, finalists and hear the live announcement of the winners. As the event was moved online in August due to COVID concerns, NCW Tech Alliance and Microsoft partnered together to deliver the meals that would have been served to in-person attendees to healthcare workers in East Wenatchee and Wenatchee. NCW Tech board members delivered nearly 200 meals to Confluence Health employees.

The 2021 Innovator Award Winners were among thirty-eight individuals/organizations nominated by the community for their innovation and accomplishments in entrepreneurship, technology, or education.

Peoples Bank presented the Entrepreneur of the Year Award to Dr. Virginia Emery. Virginia is the country's most innovative insect entrepreneur, recognized as a Visionary Grist 50 Fixer. Virginia has a Ph.D. in Entomology from the University of California, Berkeley, has been awarded over 20 grants and honors, and has published on subjects ranging from chemical communication to genetics to insect behavior.

Ogden Murphy Wallace presented the Newcomer in Technology Award to STOKE Space Technologies. STOKE Space Technologies is working to develop low-cost, on-demand access to and from



space. They envision a future where space is even more critical to the global economy than inter-continental trade is today to preserve our planet while scaling our civilization. For more information, visit www.stokespace.com

Boeing sponsored Jody Leonard of Eastmont High School to present the STEM Champion of the Year Award to Mario A. Godoy-Gonzalez from Red Rock Elementary School. Mario Godoy-Gonzalez has been teaching in Royal City for over 30 years. He teaches students at Red Rock Elementary and has had a vital role in introducing biotechnology, molecular modeling, and robotics to the Royal School District. Mario is an advocate of his students, willing to go the extra mile to support them by writing letters of recommendation, helping them with scholarships to attend college, and advocating for DACA students. He has received dozens of honors and awards over his career for excellence in science and teaching. He recently started a STEM Academy to fulfill his desire to share knowledge and skills with kids.

Apple STEM Network presented the STEM College Student Innovator of the Year to the Student Graphic Design Team from Wenatchee Valley College, including Nicole Warren; Danielle Johnston, Dean Barker; Sasha Cooper; Mia Lopez; Ashley Thoroughman, and Katlyn Watt. Their innovative project was the development and creation of the 9/11 Spirit of America Memorial Foundation website. Through hard work and problem-solving, the students started with no content. They created a

visual impact that now reaches people worldwide and provides a destination for our local community and tourists alike. As a team, they gathered information, created social media platforms, and produced a comprehensive, professional website. All seven of these students are pursuing a Graphic Design degree.

Equilus Capital Partners, LLC presented the Future Technology Leader Award to Peter Kyle from Cascade Christian Academy. Peter has been working on a project he created called OpenChime. He started working on it when his school's IT director showed him the current bell system. The existing system is quite expensive and uses proprietary software and hardware. OpenChime is an open-source school bell system that hooks to an existing PA system. It runs on a Raspberry Pi but will also work on any computer running Linux - Peter created and coded the project by himself. This project is innovative because it will improve existing bell systems and save schools money. Peter runs his website and YouTube channel, is a full-stack web developer, programmer, and tech enthusiast.

In addition to the awards, the winners in each education category received a scholarship prize to continue their education or fund special projects. Thanks to the community's donations, NCW Tech Alliance awarded \$8,400 in scholarship money.

NCW Tech Alliance would like to thank the presenting sponsors of the 2021 Innovator Awards: Microsoft, Boeing, Equilus Capital Partners, Peoples Bank, Apple STEM Network, and Ogden Murphy Wallace. NCW Tech would also like to recognize supporting partners at Confluence Health, LocalTel Communications, Native Network, and North Forty Film Co.

County not seeing the influx of short-term rental applications it expected

Submitted by
Kirsten Ryles,
Manager, Short-Term Rental Division

Chelan County Community Development reminds existing owners of vacation rentals that time is slipping away for any pre-existing short-term rentals to apply to operate legally

in the county. The department opened up the application period for existing short-term rentals on Sept. 27. That application period ends Dec. 31. But as of Oct. 18, the county has received only 40 completed applications from existing operators.

However, the department estimates Chelan County has at least 1,300 businesses in the county operating as short-term rentals.

The county didn't want a rush of applications on Sept. 27; however, a few dozen applications at this point in the process is concerning,

according to Kirsten Ryles, manager of Community Development's Short-Term Rental Division. "If people have questions about the process, give us a call. We are here to help."

In July, Chelan County commissioners passed a new code, Chapter 11.88.290, that establishes the operating standards of the county's short-term rental industry, which has seen rapid growth in most recent years.

Chelan County created an application process for existing short-term rentals to give current operators the opportunity to be grandfathered into the new code and not have to comply with certain requirements, such as density caps and lot size minimums that all new rentals will have to follow. That "grandfathered" rental permit process only runs through Dec. 31.

After Dec. 31, if a full application has not been handed into Community Development, short-term rental operators must apply

as a new business, meaning they will be subject to any short-term rental caps and lot size and spacing restrictions established in several areas of Chelan County known to have high numbers of existing rentals.

"If you meet the requirements for an existing short-term rental in Chelan County, we encourage you to visit our website, download the application and forms, and get started on this process," Ryles said. "If operators put off the process, they may find themselves competing in the new year for limited opportunities with other new businesses."

For existing short-term rental applicants, a provisional permitting process is being used for the 2021 and 2022 permitting years because of the large volume of applications expected.

Upon turning in their applications and paying their fees, applicants are issued a provisional permit, giving Community Development time to review the appli-



cation and determine if a final permit will be issued, or if an issue needs to be corrected prior to issuance of the final permit. Operating a short-term rental without a valid permit after the cut-off date carries a \$750 a day penalty, which may increase to \$1,500 a day for repeat violations.

The application period for new short-term rentals opens Dec. 1 and runs through July 29, 2022.

Visit Community Development's Short-Term Rental page for more information: <https://www.co.chelan.wa.us/community-development/pages/short-term-rentals> or Contact: Kirsten Ryles, Manager, Short-Term Rental Division Kirsten.Ryles@co.chelan.wa.us 509-667-6225

Palisades School is awesome because people don't point out the bad things; they look for the good things. So just be yourself and don't worry about what other people are thinking.

Cole Riggs, 5th Grade
Palisades School District

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.

It's Pumpkin Fever in Chelan County!



PHOTOS BY BARBARA WASHBURN

Craig Sorenson and Jori Delvo prepare to finish one of their glass pumpkins.

By Barbara Washburn

You might have seen the sign outside driving by: "Come and in and get your glass pumpkin!" Well, it made this reporter somewhat curious. Plus, all the amusing remarks I have heard about the many different colors and design a glass pumpkin can have.

However, seeing them being made in action was really something to write to all of you about. Our local area glass blowing studio has been described by visitors as a magical place.

Boulder Bend Glasswork off Hwy 2 in Peshastin is a lively location during the autumn season. Actually, it is pretty much full of life

every time I drive by.

Once you get inside you can quickly see why. There are always new, often seasonal and bright items that are being created.

The owners, Craig Sorenson and Jori Delvo who spend their days working with very large torches and glass blowing instruments, have been local residents for some years and are excited for many more of their design ideas to take on their physical form.

The name Boulder Bend was chosen for the set of rapids on the Wenatchee River, and the owners love for their scenic display and salmon watching.

They had met each other

in 2005 at a Leavenworth restaurant.

Jori developed a passion for the glass blowing industry when she met Craig. After retiring from the Navy he had studied glass blowing at California Polytechnic and also The Studio at the Corning Museum of Glass.

No matter how small the pumpkins, their tools being used are impressive and very large in size. Glass blowing is most certainly a constant team effort.

"The hot glass needs to be rolled, so it will not change its shape as the mass cools down," Jori explains.

The work area of course is restricted for safety



A variety of colorful glass pumpkins made by Boulder Bend Glassworks in Peshastin.

reasons but given the very large building it is easy to watch as a visitor. The sales display area is more than striking.

Other than pumpkins the owners created incredible shapes, such as their well-known and very distinctive salmon glass designs.

The pumpkins can be shaped in three different

mold sizes, always called dip molds in the glass blowing industry.

The tank which holds the clear glass is kept at 2080 degrees; whereas the reheating oven runs at about 2200 degrees.

With firing, shaping, re-firing and cooling, it takes two days to make each pumpkin yet less than one minute to shape it. When making it the glass comes in a crushed form which is a product specifically made for glass blowing. "We combine generally 5 to 7 colors," Craig explains. "The colors are encased in non-colored glass, with

roughly 95% of the pumpkin remaining clear."

Jori and Craig also enjoy the vision of creating something new from something old. They give the term Upcycling, also known as imaginative reuse, a new meaning and most certainly an artistic and environmental value. The store which has been around a little over a year now, is open between 9 a.m. and 6 p.m. through Christmas with the exception of Thanksgiving Day itself. Their business hours are updated on Google Maps. On the web they can be found at www.boulderbendglassworks.com

3 Cs

By Jeff Norem
Numerica Credit Union

If anyone knows how to plan for the future, it's a farmer.

The evidence is as clear and organized as the rows of Concord and Niagara grapes outside my farmhouse window. They represent generations of rewarding work, treasured stories, and careful planning. That's life on the family farm where I live, and that's life on farms and orchards across Central Washington.

Imagine my surprise, then, when I see statistics that point to a lack of planning:

- 69% of family farms expect ownership to continue into the next generation, but only 23% have a plan, according to the U.S. Department of Agriculture National Agricultural Statistics Service.

- In Washington state, 75% of farmers over age 65 lack a succession plan or identified heir, according to the American Farmland Trust.

I know several Washington state farmers. These are men and women who are already thinking of spring the second the fall harvest wraps up. Why the disconnect?

to protect your farm's legacy

I can only speculate. For one thing, unlike the weather forecast or that needed tractor repair, retirement planning isn't always top of mind. Delaying the important in favor of the urgent is common to all of us.

But as I work with families to preserve the legacies of their farms and orchards, I can vouch for them. The same foresight farmers employ to make a living comes in handy when making a retirement plan. Here are three Cs to guide the process.

Collaborate

Whether you will sell your farm or transition it to an heir, the best time to decide is now.

This is especially true if you plan for your farm to pass on to your family's next generation. Most farmers I talk to prefer this option. They feel connected to the land. When they can pass it on to a loved one who shares this affinity, starting the transition immediately makes sense. That way, the inheriting generation can establish a financial footing and learn the business.

Regardless of whether an heir is apparent, the time to start planning isn't an age – it's an answer. Collaborate with your loved ones until you

can answer this question: "When I retire, will I sell this farm or pass it on to the next generation?"

Yes, it's a difficult question. For some, it's delayed retirement planning for years and years. But it's to the benefit of the entire family to answer it ASAP, as the next C makes clear.

Calculate

If you decide to sell your farm, maximizing value is the name of the game. But if you're transitioning a farm to a family member, you want to do the exact opposite. It's important to minimize the value of the farm so you can transfer with the least amount of tax.

That's why it's vital to calculate the path forward and seek out expertise to help. Tax, legal, and banking professionals can assist you in maximizing your retirement. Like an excellent harvest, the best outcomes take time, expertise, and a lot of planning.

You can make significant strides today to mitigate the impact of inheritance and estate taxes. Without this planning, massive tax bills have a way of taking decision-making out of

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5 ways to boost your home's curb appeal

(BPT) – It's no secret that the U.S. housing market is booming right now.

According to *realtor.com*, "Strong demand and insufficient supply pushed home prices up at a record-breaking 16.6% pace.

The combination of historically low mortgage rates, businesses reopening and the lifting of pandemic restrictions fueled a buying frenzy with multiple bids," creating a seller's market, while making the path to home ownership difficult for some buyers.

Whether you're purchasing a fixer-upper as an attainable option to home ownership or selling your home and want to create a positive first impression, licensed landscape contractor, author, TV personality and STIHL spokesperson Sara Bendrick suggests five ways to boost your home's curb appeal.

1) Create a welcoming front walk

The entrance of your home should be your first point of focus. A great way to work with what you

already have is to add color to your concrete walkway and steps.

Concrete can wear over time and become somewhat of an eyesore and dull in nature. Staining is an easy and perfect way to soften up the look of concrete in any landscape and many colors of stain are available to complement your outdoor spaces.

Always remember to pressure wash your concrete before staining it to remove dirt. This is important as you need a clean surface so that the stain can absorb easily and evenly.

A clean surface will also help the stain soak entirely through.

2) Trim hedges and shrubs for definition

Bushes, hedges and shrubs possess a natural beauty that can boost the curb appeal of your home, while providing an attractive complement to lawns, trees, gardens and hardscapes.

Well-trimmed plants also prevent your outdoor spaces from looking overgrown and open up

walkways and sightlines.

Consider pruning low-hanging branches that obscure the view of your home from the road and reduce the aesthetic impact of your landscaping features.

3) Don't forget to mulch

After trimming your hedges and shrubs for definition and planting flowers, add two to four inches of mulch to your beds.

Mulch keeps weeds down and helps dissipate heat from the sun to protect the soil from drying out, and it also provides a refined look to your landscape.

As an alternative to mulch, you can purchase wood chips made of bark.

4) Make a statement in your yard with flowers and blooms

Pick flowers with colors that complement the house colors, which will bring softness to the front yard.

Be sure to choose plants that are climate appropriate and thrive in your area; local nurseries are



great resources for this.

Consider using an auger instead of a shovel to help get through the planting process quickly.

Also, be sure to spread your new plants out so that they have enough room to grow and thrive.

5) Add a finishing touch

To draw the eye toward the entryway of your home, hang a wreath on the front door; place a potted plant near the steps and add a water feature such as a

self-circulating fountain.

Water features such as ponds and fountains can add an architectural element to soften your landscape design and may also attract natural wildlife to your yard.

Whether you're a seller trying to create an unforgettable memory for a prospective buyer, or a new homeowner trying to make your home more inviting, these landscaping improvements are easy ways to boost your home's curb appeal.

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Designing Gardens for Year-Round Color and Protecting Your Investment

by Melinda Myers

Create a colorful year-round garden filled with flowers, greenery, colorful fruit, fall color, winter interest and a few surprises. Consider seasonal interest when planning a new garden or landscape. Adding a few key plants to existing gardens can help boost your landscape's seasonal appeal.

Include a variety of plants with multiple seasons of interest as well as bird and pollinator appeal. You will look forward to the change of seasons as your landscape transforms throughout the year.

Use trees and shrubs to provide the framework and longevity in your landscape. Serviceberries, crabapples, dogwoods, and many others have flowers, fruit, pollinator, and bird

appeal and add winter interest with their bark or form. Look for those with colorful exfoliating bark like paperbark maple, heptacodium, and river birch for a beautiful statement in the winter garden.

Include a few summer blooming shrubs like St John's wort, buttonbush, panicle hydrangeas and Rose of Sharon. They add an unexpected fresh look to your summer landscape.

Perennials combine nicely with trees, shrubs, and annuals, adding seasons of color and texture. Include those that also attract songbirds, bees, and butterflies by creating a beautiful habitat.

Blue star (Amsonia), Siberian iris, sedum, Rudbeckia, coneflower, and grasses are just a few that can brighten any garden with several seasons of color; provide homes for beneficial insects and food for the birds.

End the season with fall bloomers like goldenrod, asters, and hardy mums. These provide food for late season pollinators. Leave healthy plants stand, providing homes for many beneficial insects, winter interest in the garden, and food for the songbirds.

Use annuals to fill any voids, add season long color and yearly changes in the landscape. Containers on steps, decks and patios help bring the garden to your front and back door.

Include spring flowering bulbs like tulips, daffodils and hyacinths planted in fall for a colorful welcome to spring.

These and many of the earliest bloomers like winter aconites, grape hyacinths, and crocus provide needed nectar for early season pollinators.



PHOTO COURTESY OF MELINDAMYERS.COM

Include shrubs like this Blue Satin Rose of Sharon to add color and interest to the garden.

Evergreens are always a welcome addition to any landscape. They provide shelter for the birds and year-round greenery. Find new and interesting ways to include them in your landscape.

Use taller evergreens for screening bad views, buffering traffic and other noises, or creating privacy. Use evergreens with interesting form and texture to create a focal point in a garden bed or landscape. Combine them with perennials and flowering shrubs for added seasonal interest.

Then keep your landscape looking its best by protecting key plants from hungry critters like deer, rabbits and voles. Skip the fencing and scare tactics by applying a rain resistant, organic repellent like Plantskydd (plantskydd.com) at planting.

You will need fewer applications and the odor-based repellent sends animals dining elsewhere before taking a bite out of your plants.

Apply repellent before animals start feeding and follow the label directions for best results.

Continue to gather ideas with visits to public gardens and partaking in garden tours. Be sure to take notes and pictures that you can reference later. Creating a year-round landscape is an ongoing process that is part of the fun and adventure of gardening.

Melinda Myers has written more than 20 gardening books, including *Small Space Gardening*. She hosts *The Great Courses "How to Grow Anything"* DVD series and the nationally-syndicated *Melinda's Garden Moment TV & radio program*. Myers is a columnist and contributing editor for *Birds & Blooms* magazine and was commissioned by *Tree World Plant Care* for her expertise to write this article. Myers' website is www.MelindaMyers.com.

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Inexpensive home maintenance projects to do this weekend

(BPT) – Home maintenance. The very words might evoke thoughts of an entire weekend spent laboring at home instead of relaxing in it, but that doesn't always have to be the case.

"Not every home maintenance project has to be a large undertaking or one that takes up all of your free time," said Christopher O'Rourke, Mercury Insurance vice president of property claims. There are small weekend projects that can save you time, worry and money in the long run."

Here are six home maintenance projects you can do this weekend that will save you the headache of costly repairs later on.

Clean refrigerator coils

To keep your refrigerator properly working, it's best to clean the coolant coils every six months.

Coolant coils, which can be located on the back or bottom of the refrigerator, keep warm air out. When the coils are covered with dust, dirt or hair they aren't able to release heat efficiently. In turn, the coils work harder and longer, using more energy and shortening the life of the appliance.

This might end up costing you more in the form of a higher energy bill or purchase of a new refrigerator.

Clean your refrigerator coils with a vacuum and coil cleaning brush. Coil cleaning brushes can be found at



appliance stores or online for \$10 or less.

Check caulking

Caulking is customary around wet areas like bathtubs and sinks to keep water from seeping into the wall, but it is also used around windows and doors to prevent air from escaping.

Check for significant air temperature differences near windows and walls and use a digital thermometer to verify air leaks. Make sure to also check areas where vents and plumbing fixtures meet the outside wall.

Old caulking can dry out and crack, making it vulnerable to air and water leaks. If you notice dry or cracked caulking, remove as much of it as possible and reseal. Caulking gun sets that include the sealant, scraping and smoothing tool can begin at \$35 and be found online or at your local hardware store.

Examine the roof

The first step of roof inspection is to check the inside of your home. Look for damp spots or water

stains on the ceiling or for cracked plaster along the wall. These can be signs of water damage.

At ground level do a visual examination of your roof's exterior for any cracked or missing shingles. Notice if you have to trim back tree branches that may make contact as they can damage your roof's exterior. If you suspect any type of damage, contact an experienced roofer who can perform a thorough inspection.

Clean the gutters

Gutters are necessary to direct water away from your home's foundation. Their exposure to the elements means that they need to be cleaned and inspected regularly. While cleaning out dirt and leaves, make sure the gutters are securely attached to your house.

The weight of heavy snowfall, rain and dirt can cause gutters to loosen and pull away from the home.

"Gutters that are free of dirt and debris will keep rain from running down the sides of your home and coming in through the foundation,"

said O'Rourke. "Routine maintenance means lower homeowner costs by addressing small issues before they become problematic."

Clean chimney

Chimneys should be cleaned once a year, especially before the first fire of the season. Check the inside of the chimney to make sure it is clear of any debris or small animals nesting as these types of blockages could cause a fire. Thoroughly clear away ash or soot around the chimney before the cold weather starts.

Install a programmable thermostat

Programmable thermostats are both a money and energy saver. They allow you to set a comfortable temperature when you're home and can be scheduled to lower the temperature while you're away, helping you save money by cutting down energy usage.

"Programmable thermostats allow homeowners to set the heating and cooling of their home to their schedule," said O'Rourke. "It's one less thing for homeowners to worry about and they are fairly easy to install." Your home is not only your sanctuary, it's your commitment.

Assessing your homeowners' coverage and understanding your policy is a simple household task you can accomplish this weekend and one that can save you money.

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SBA Economic Injury Disaster Loans Available to Washington Small Businesses

SACRAMENTO – Small nonfarm businesses in 24 Washington counties and neighboring counties in Idaho and Oregon are now eligible to apply for low interest federal disaster loans from the U.S. Small Business Administration, announced Director Tanya N. Garfield of SBA's Disaster Field Operations Center-West.

These loans offset economic losses because of reduced revenues caused by drought in the following primary counties that began April 1, 2021.

Primary Washington counties: Adams, Asotin, Columbia, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Spokane, Stevens, Walla Walla, Whitman and Yakima;

Neighboring Washington counties: Benton, Chelan, Douglas, Ferry, King, Lewis, Okanogan, Pend Oreille, Pierce and Skamania.

"SBA eligibility covers both the economic impacts on businesses dependent on farmers and ranchers that have suffered agricultural production losses caused by the disaster and businesses directly impacted by the disaster," Garfield said.

Small nonfarm businesses, small agricultural cooperatives, small businesses engaged in aquaculture and most private nonprofit organizations of any size may qualify for Economic Injury Disaster Loans of up to \$2 million to help meet financial obligations and operating expenses which could have been met had the disaster not occurred.

"Eligibility for these loans is based on

the financial impact of the disaster only and not on any actual property damage. These loans have an interest rate of 3 percent for businesses and 2 percent for private nonprofit organizations, a maximum term of 30 years and are available to small businesses and most private nonprofits without the financial ability to offset the adverse impact without hardship," Garfield said.

By law, SBA makes Economic Injury Disaster Loans available when the U.S. Secretary of Agriculture designates an agricultural disaster. The Secretary declared this disaster on June 22, 2021.

Businesses primarily engaged in farming or ranching are not eligible for SBA disaster assistance. Agricultural enterprises should contact the Farm Services Agency about the U.S. Department of Agriculture assistance made available by the Secretary's declaration. However, nurseries are eligible for SBA disaster assistance in drought disasters.

Applicants may apply online, receive additional disaster assistance information and download applications at <https://disasterloanassistance.sba.gov/>.

Applicants may also call SBA's Customer Service Center at (800) 659-2955 or email disastercustomerservice@sba.gov for more information on SBA disaster assistance. Individuals who are deaf or hard of hearing may call (800) 877-8339.

Completed applications should be mailed to U.S. Small Business Administration, Processing and Disbursement Center, 14925 Kingsport Road, Fort Worth, TX 76155.



Staffing Challenges Threaten Long Term Care Facilities Access to Care

The COVID-19 pandemic has put a tremendous strain on nursing homes and assisted living communities across the country, but one area that continues to worsen among facilities is the workforce crisis. Long term care facilities are experiencing growing staff vacancies as burned-out caregivers exit the profession.

A recent American Health Care Association and National Center for Assisted Living (AHCA/NCAL) survey found that 86 percent of nursing homes and 77 percent of assisted living providers say their workforce situation has gotten worse in just a few months.

Providers want to offer higher wages and better benefits to attract and retain employees but lack the necessary funds to do so. For years nursing homes have faced low Medicaid reimbursement rates that do not adequately cover the cost of care.

These low rates, coupled with additional expenses from the pandemic, have left many facilities in financial turmoil. And now as staff challenges grow, providers are left without the means to hire new workers or keep their current ones.

Washington Newsday recently reported the dire labor shortages in long term care. According to data from the Bureau of Labor, nursing homes and residential care facilities have lost more than 425,000 employees during the course of the pandemic.

Fewer caregivers are forcing many facilities to have to turn away new residents.

The AHCA/NCAL survey also found that 58 percent of nursing homes have had to

limit new admissions because of a lack of employees. A recent story in MarketWatch highlighted the significant drop in nursing home occupancy during the pandemic. In just the span of a year, occupancy rates fell from 85 percent to 68 percent.

Now, nursing homes are struggling to recover due, in part, to staffing shortages, as occupancy rates have only increased to 72 percent.

These alarming drops in employment signify the urgent need from Congress. Lawmakers can address chronic staffing challenges through the reconciliation package currently in discussion.

In addition, the Care for Our Seniors Act, a comprehensive reform proposal developed by AHCA and LeadingAge, offers solutions such as assistance programs for caregivers through tax credits, loan forgiveness and childcare, as well as incentives for higher learning institutions to train the next generation of health care heroes.

Long term residents require around-the-clock clinical assistance. When they cannot access the nursing home or assisted living community they want due to staffing shortages, they are left scrambling to look for alternative options often farther away from their families and community of choice.

Lawmakers must recognize the severity of the workforce shortage plaguing long term care and work together to invest in these heroic caregivers, so no resident is left without the care they need.

Chelan-Douglas Community Action Council Reduce Requirements for Rental Assistance



By Megan Sokol

After hearing feedback from the State Department of Commerce, the U.S. Treasury Department has relaxed certain require-

ments for the Eviction Rent Assistance (ERAP) financial assistance program, resulting in an increased applicancy pool for the Chelan-Douglas Community

Council. In just one week, the council distributed over \$401k in rental assistance funds.

In the first two weeks of October, they provided support to 142 households, with a total of 825 qualifying households since January, 2021.

The dramatic increase in applicants has prompted the council to hire 14 new staff members.

"There is a strong need in our region and our staff is working very hard to meet that need. It's exciting to see the change in eligibility requirements. This allows us to offer financial assistance to individuals and families that need it, but were having difficulty meeting existing criteria," explained Chelan Douglas Community Action Council Executive Director Alan Walker.

The change was made possible after the State Department of Commerce lis-

tened to the testimonies of the council and other providers on the challenges they were experiencing with the previous requirements.

"The America Recovery Plan Act that passed earlier this year is the funding stream for this round of funding and it originally started out being managed by the U.S. Treasury Department, who interestingly enough had never managed a rent assistance program before," Walker explained.

"They established eligibility requirements and also reporting requirements, both of which really caused a difficult situation to get the funding out to individuals that were in need, which was the purpose of the act in the first place and so it kind of created a bottle-neck."

The new requirements for the ERAP financial assistance program only require that your income is at or below 80% of Area Median

Income (AMI), meaning that you have had a missed/past due rent payment that hasn't been paid or has been partially unpaid since March 1, 2020 for the place you currently live in.

"There is not a limit as to what an individual is eligible for so theoretically we pay rent all the way back to March 1st of 2020, and in some cases perhaps forward as well," Walker explained.

"If someone comes in and is eligible for the program and has a missed back rent payment, we can get them caught up and then we can also pay up to 3 months forward for rent and/or utilities."

United States citizenship is not an eligibility requirement, so those who may be undocumented citizens or are in the process of applying for citizenship can apply.

The council also pays the landlord directly, so they can be assured that

the money is used only for rental assistance.

"The landlord has to sign off that they are accepting the funds for rent that is due and so therefore we know that the rent is being caught up." Walker then added, "If they have mortgages or repairs that they haven't been able to do because rent hasn't been coming in, it's really an opportunity for the landlords as much as it's for the renters."

The Action Council Press Release states the following:

"Several regional nonprofit organizations are again supporting the effort, including Hand In Hand Immigration Services, Community for the Advancement of Family Education (CAFE), and Children's Home Society of Washington.

To apply, contact the Chelan-Douglas Community Action Council office at (509) 662-6156 to schedule an appointment and ask for 'Rent Assistance.'"

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The History of Veterans Day

Veterans Day, originally celebrated as Armistice Day, was first issued on November 11, 1919, by President Woodrow Wilson a year after the end of World War I.

The purpose of Armistice Day was to honor the fallen soldiers of the Great War for their sacrifice and bravery.

Seven years later, in 1926, Congress adopted a resolution requesting that President Calvin Coolidge issue annual proclamations on November 11, making Armistice Day a legal holiday.

In 1945, World War II veteran Raymond Weeks had the idea to expand Armistice Day to celebrate all

veterans rather than just the ones who died in World War I.

He led a delegation to General Dwight Eisenhower, who was all for the idea. Weeks then organized the first Veterans Day celebration in 1945 in Alabama and every year since, until he died in 1985.

In 1982, he was honored by President Reagan with the Presidential Citizenship Medal. Weeks was also named the 'Father of Veterans Day' by Elizabeth Dole.

In 1954, Ed Rees, the U.S. Representative from Emporia, Kansas, presented a bill to establish the holiday

to Congress. Eisenhower, who was then the president and also from Kansas, signed the bill into law on May 26, 1954, eight and a half years after Raymond Weeks held the first Veterans Day.

After having been through both World War II and the Korean War, the 83rd U.S. Congress – at the urge of the veterans' service organizations – amended the Act of 1938 by striking out the word 'Armistice' and inserting the word 'Veterans.'

With the approval of this legislation on June 1, 1954, November 11 became a day to honor American veterans of all wars.

The National Veterans Award was also created in 1954, first received by Congressman Rees for his support in making Veterans Day a federal holiday.

Though the holiday is currently and was originally celebrated on November 11, the day was moved to the fourth Monday of October in 1971 due to the Uniform Monday Holiday Act.

Finally, on September 20, 1975, President Gerald R. Ford signed a law that returned the annual observance of Veterans Day to its original date of November 11, beginning in 1978.

The holiday is observed by

Veterans by the numbers

- 19.5 million** – the approximate number of veterans in the United States.
- 9 million** – the number of veterans over the age of 65.
- 5.06 million** – the number of veterans receiving disability compensation.
- 2 million** – the number of female veterans of those receiving disability compensation.
- 500k** – the number of World War II veterans still living in the United States.
- 1.56 million** – the number of veterans in California, the highest number in the country.
- 1.46 million** – the number of veterans in Texas, the second-highest number in the country.
- 11%** – the percentage of veterans who experience homelessness.
- 50%** – the percentage of veterans experiencing homelessness who also live with a mental illness like PTSD.

the federal government on a Friday, if the holiday falls on Saturday, or on a Monday, if the holiday falls on a Sunday.

Federal government closings are established by the U.S. Office of Personnel Management. State and local government closings are determined locally and non-government businesses can close or remain open as they see fit, regardless of federal, state, or local government

operation determinations.

The United States Senate Resolution 143, which was passed on August 4, 2001, designated the week of November 11 through November 17, 2001, as National Veterans Awareness Week.

The resolution called for educational efforts directed at elementary and secondary school students concerning the contributions and sacrifices of veterans.

Veterans Day

By Doc Hastings

More than 100 years ago, President Teddy Roosevelt spoke to the residents of

Springfield, Ill. about how vital it was for the government to keep its commitment to those who fought

for our nation, our veterans.

He said that, "A man who is good enough to shed his blood for his country is good enough to be given a square deal afterwards. More than that no man is entitled, and less than that no man shall have."

With veterans returning from Iraq and Afghanistan joining those veterans who fought and served in World War II, Korea, Vietnam, the Gulf War and in other conflicts around the globe, those words still ring true today.

Originally begun in 1918 as Armistice Day to recognize those veterans of

World War I, this holiday was changed in 1954 to focus on surviving veterans of all American military service. Today Veterans Day is celebrated each November 11 at events all across our great nation.

In communities large and small, Americans will pause this month to praise the brave men and women who served in our military.

They are the soldiers who volunteer to help keep America secure and protect our freedoms and liberties throughout the world.



Photo of Cashmere resident Ken Komro by Megan Sokol.



File photo

While Veterans Day is an important holiday to honor our heroes, Congress must work year-round to support policies and laws that take care of the needs of all veterans.

I will work hard to meet that challenge during the next two years and do my

utmost to appropriately honor Central Washington veterans.

As always, any veteran needing help with federal issues should me for assistance.

Written in 2009 but still relevant today

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CONTINUED FROM PAGE 1

Weidner Apartment Homes Buys Meadowlark for \$2.7 mil.

a lot of roads that need to go through there, water and utility connections, things like that.”

After listing the property in 2017, many developers pitched their concepts to MEND, some wanting to create more second-homes and others wanting to capitalize more on vacation rentals.

“Vacation homes, overnight rental stuff in Leavenworth [...] it’s challenging to do overnight rentals outside of the rental zones in town,” Upper Valley

MEND Board President Andrew Lane explained, “They can be done, but it is more like an AirBnB-type situation.”

The best offer came from Weidner Apartment Homes, the same developers behind Leavenworth Haus and Riverside 9 in Wenatchee.

Both Bettinger and Lane agreed that Weidner’s business model and commitment to long-term rentals were the best fit for the Meadowlark property.

“Not only do they build

them, but they continue to own them and manage them,” Lane said. “Some developers will build something, sell it, then leave, but Weidner has a business model where they stay and operate, they’re connected to the community, so we were kind of excited about that possibility.”

The Weidner homes will be priced at market rates, meaning the units themselves will not be used for affordable housing. Upper Valley MEND has no comment or knowledge on

how the units will be designed or sold.

“It’s not something just like if you sell a home on the open market or if you sell it to someone, we don’t know what the exact details are, what they’re going to do with it,” Bettinger explained.

Bettinger describes how affordable housing calculates their cost based on a tenant’s income and works backwards from there.

“Affordable housing is kind of a difficult concept sometimes for people to understand because housing affordability is going to be different for everyone, depending on how much they earn,” Bettinger explained.

“This isn’t going to be classic affordable housing. Weidner, doesn’t do affordable housing. But the apartment units may be affordable to certain people who work in Leavenworth.”

Part of the \$2.7 million will go towards paying back Meadowlark’s property debts and paying back investors. There are no final figures as of yet, however MEND hopes to divert any proceeds towards future affordable housing projects, including more development on Community Land Trust (CLT) homes, similar



File photo

to those in Aldea Village and Alpine Heights.

“We’re hoping that we’ll add three new affordable home ownership homes to Leavenworth on Cedar Street,” Bettinger said.

MEND’s press release describes the process of CLT homeownership in greater detail:

“In a Community Land Trust, all homes are owned by individuals who live in the homes full time. The owner purchases the home at an affordable price. If the homeowner decides to sell the home, they must sell for an affordable price, so all subsequent homeowners have the opportunity to own an affordable home too.”

Andrew Lane, who is also on the Planning Commission for the City of Leavenworth, explains their current workforce housing proposition for the City of Leavenworth.

“The city has a grant available for \$400k and we applied for that grant and we’re working with Borealis Builders in town. It would be kind of a partner-

ship between MEND and Borealis Builders and the city.”

Essentially MEND would put up \$500k, the city would put up \$400k, and Borealis Builders would build and sell the land at a reduced rate cost to them, enabling them to afford the construction of CLT homes with the current state of construction costs.

No final decision has been made on whether this will progress further. If the grant falls through, MEND hopes to reserve the funds for an affordable housing project for the future.

“We’re going to honor that commitment that the community made,” Lane states. “We kind of know big picture stuff at the moment, but we don’t have like exact numbers and things yet.”

If you are interested in getting involved with the Community Land Trust, call Upper Valley MEND at (509) 548-0408.

This is an ongoing story, so make sure to look for more developments in future issues.

Medical Response Teams Deploy to Confluence Health



Submitted by
Jennifer Korfiatis
Communications,
Confluence Health

WENATCHEE – *Confluence Health has welcomed two Medical Response Teams (MRT) within the past week.*

On October 22, 2021, a 20-person MRT from the United States Department of Defense arrived and included four physicians, 14 registered nurses, and two respiratory therapists.

These much-needed resources come after an application was filed by Confluence Health in August of 2021 with the U.S. Department of Health (DOH).

The DOH application prompted officials to explore the Department of Defense MRT as a possible resource to support clinical operations.

“As we continue to respond to this pandemic, our service members are working tirelessly to provide the best support possible to hospitals and communities in need,” said Lt. Gen. John R. Evans, Jr., ARNORTH commander. “As defenders of our nation, they are deployed within the homeland to support our local, state and federal partners as we work together to defeat COVID-19.”

A total of 11 teams were deployed to health care centers across the U.S. In addition to the team that arrived at Confluence

Health, another team was dispatched to Providence Sacred Heart Medical Center in Spokane, three were assigned to centers in Louisiana, two in Mississippi, two in Alabama, one in Idaho, and one in Tennessee.

A second team of medical professionals dispatched by ACI Federal began arriving on October 23, 2021. ACI Federal is a Joint Commission (JCA) certified company that supports local, regional, and national public and federal hospital systems across the U.S. by providing health-care staffing support.

The National Disaster Medical System (NDMS) assessed critical healthcare needs due to the COVID-19 emergency. Assessment findings informed federal Emergency Support Function 8 (ESF8) and FEMA as to how to best fill a state’s resource request. This process follows a rigid state-to-federal resource request protocol; direct requests for federal resources from local agencies are not processed.

“We are extremely grateful for the additional support of these highly trained medical professionals as our regional system continues to try and meet the needs for both COVID-related care and non-COVID care,” said Confluence Health CEO Peter Rutherford, MD.

“Our own teams have

been working above and beyond to mitigate the surging needs, and this additional support arrives after an exhausting 20-month battle with COVID-19 that continues to tax our staff and daily operations. Employees are doing extraordinary work under unrelenting conditions, but they are both physically and emotionally tired, and we need the support to continue to provide high-quality care. Our inpatient utilization is at an all-time high. Nationally, we understand that the pandemic has put a strong demand on federal staffing resources, and support is scarce. We are grateful to have been selected as a recipient.”

Teams began serving patients after meeting with Confluence Health leadership and staff for training and onboarding.

“Our goal is to do everything we can to keep patients safe and healthy. We will continue to explore all options available to us as we continue our mission of safe, high-quality care in a compassionate and cost-effective manner for the people of this region,” Rutherford explained.

Confluence Health is an integrated healthcare delivery system that includes two hospitals, more than 40 medical specialties and primary care, and provides comprehensive medical care throughout North Central Washington. Confluence Health serves as the major medical provider between Seattle and Spokane. The organization is focused on delivering high-quality, safe, compassionate, and cost-effective care close to home.

CONTINUED FROM PAGE 5

3 Cs to protect your farm’s legacy

the hands of families. After all, farming is a land-rich business. And taxes aren’t paid in land.

So here’s the bottom line. If the retirement harvest you are looking for is a sale, plant with the sale in mind. If your harvest is passing the baton to a loved one, you’re going to want to lay an entirely different type of seed.

Communicate

What’s more important than maximizing money? Preserving relationships.

A lack of communication in succession planning causes all kinds of friction. This can happen in a lot of ways, like when one child inherits the bulk of operations and his or her siblings don’t understand the arrangement. Or when a plan intended to be “equitable” leaves one sibling with the same share of inheritance but the lion’s share of work.

It doesn’t have to be this way. I remember one family of grape and cherry farmers who identified an heir for the farm early on. The entire family sat down with an attorney, accountant, and banker to discuss the details. Every person was in every meeting. Everyone knew what was going on and why. An LLC was set up to transfer assets over time. The sibling who would operate the



Pixabay

farm received resources and protections. And the farm’s legacy was preserved – a legacy the whole family cared about.

When this family gets together for Christmas, there’s no animosity. Why? Because long ago, they collaborated and calculated. Along the way, they communicated.

In short, they did what you might expect a farming family to do. They planned for the harvest.

As a relationship officer at Numerica Credit Union, **Jeff Norem** specializes on enhancing the lives and fulfilling the dreams of the agriculture community. He lives on a juice grape farm owned by his wife’s family, where he can occasionally be found repairing irrigation pipes, bringing in the harvest, and gaining newfound respect and perspective for local farmers. “I am a better banker than I am a farm laborer,” he says, “although I still find time to take the tractor another round.”

Building! MEMBER MESSENGER

North Central Washington "Driven to Promote and Protect Small Business"

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MEMBER HIGHLIGHTS

Renewing Members This Month

Thank You to the following valued renewing members this month. We're extremely grateful to each of you for your continued membership, involvement and support!

- Berkshire Hathaway Home Services – Jessup Real Estate – 5 years
- Christine Douglas Broker, Realtor @ Laura Mounter Real Estate – 3 years
- Country Financial – 3 years
- Lince Family Construction – 1 year
- Pinnacle Custom Builders, Inc. – 3 years
- Riverway Contractor Inc. – 24 years
- Stimac Construction, Inc. – 24 years
- Story Construction, LLC – 8 years



- The ADG Media Group, LLC – 13 years
- The Wenatchee World – 18 Years
- Vita Green, LLC – 24 years
- Windermere Real Estate/NCW – 5 years

GOVERNMENT AFFAIRS UPDATE by: Dan Beardslee, BNCW's Government Affairs Director

As usual, there are many things going on in both Chelan and Douglas County:

Chelan County

The County is being sued over the adoption of the new Short Term Rental (STR) Code. A pre-hearing conference was held on October 22. That's the first step in the process. It may be that a settlement will be reached, or it could go beyond the Growth Management Hearings Board and into the Court system. In the meantime, STR operators that have been declared "non-conforming" have until Dec. 31 to submit an application for a "provisional permit" that will allow them to continue to operate. There are by the County's reckoning, some 1300 or so STR's subject to that rule, but as of this writing only 40 or so have applied. This will get interesting. You can follow the progress of the appeal here: <https://elaho.wa.gov/content/51>

Douglas County

According to the building department

there are a great number of applications for "accessory" structures that are later turned in as accessory dwelling units or STR's. The Building Official is suggesting that these permits should be pre-emptively denied. Another situation to watch.

Both Counties

A huge solar energy farm is being proposed on Badger Mountain on some 5000 acres of wheatland. The County Commissioners have initiated a code proposal to deal with the issue and it's in the process of being adopted. However, under State Laws the Energy Facility Site Evaluation Council (EFSEC) has the ability to trump any local regulations. Given the State's appetite for renewable energy projects, it's highly likely that EFSEC will pay little, if any, attention to whatever rules Douglas County adopts.

Both Counties

This is the time of year that zone

changes are being heard by the County Planning Commissions and there are a number of interesting applications.

If you are interested, more information can be found on the respective County websites.

Lead/Arsenic contamination and cleanup continues to be an emerging issue in terms of how the local Counties and Cities will deal with it.

The State Department of Ecology has published maps that illustrate properties they suspect have lead and arsenic contamination. You can find the map here: <https://apps.ecology.wa.gov/dirtalert/orchard?lat=47.463565&lon=-120.304647&zoom=14>

How each jurisdiction handles these properties is still undetermined. As this issue develops, BNCW will be following it, and engaging where appropriate and try to keep the members updated.

WELCOME NEW BNCW MEMBERS!

To view each of our valued member company's complete profile, we invite you to visit BNCW's website at www.BuildingNCW.org and click on the membership directory tab. Thank you!

■ **Cascade Closet Co.**

Tyler Christensen
 509-881-1835

■ **NCW Air Barrier**

Aaron Schreiner
 509-393-5829

For more information about becoming a BNCW member, please contact Membership Development Specialist Sarah Daggett at (509) 293-5840. We look forward to sharing with you the benefits of membership!



Building North Central Washington is a nonprofit trade association dedicated to promoting and protecting the North Central Washington building industry for the preservation and growth of the local economy, small business and quality of life.

LOCATED AT:
 2201 N. Wenatchee Ave. Wenatchee, WA 98801
 PHONE: (509) 293-5840
 FAX: (509) 665-6669

Email us for more information:
Info@BuildingNCW.org
 Visit us online at:
www.BuildingNCW.org





MEMBER MESSENGER

"Driven to Promote and Protect Small Business"

NOVEMBER 2021 ASSOCIATION NEWSLETTER

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BNCW's:

FROM A DIFFERENT PERSPECTIVE

Old Orbit

"On Wednesday, October 13, 2021, Star Trek's Captain Kirk (William Shatner) went where almost no man has gone before, space, in a convergence of science fiction and science. At age 90, Shatner became the oldest person in space, eclipsing the record set in July by 82-year-old Wally Funk, who remains the oldest woman in space. Accompanying Ms. Funk was Oliver Deamen, who at age 18 is the youngest space traveler to date."

Elliot F. Eisenberg, Ph.D.

GraphsandLaughs LLC, elliott@graphsandlaughs.net
Cell: 202.306.2731,
www.econ70.com



October Nothing But Networking an AWESOME Time!



On Thursday, October 21st, not even a dose of rain could stop over 30 people from showing up to the BNCW Nothing But Networking Event hosted by **Cornerstone Home Lending** held at Wenatchee Valley Brewery!

Everyone gathered to enjoy some great food and beverages while they were entertained with incredible give-a-ways. A special THANK YOU to Cornerstone for the amazing night.

Networking events are an excellent opportunity to meet and greet with fellow like-minded business owners and help to grow your business contacts.

While events like these are primarily meant for members of BNCW, they are also the perfect way for prospective members to come out and see what we are all about and get an idea of how much fun we can have as a group. We also make sure everyone has a nametag on, making your connections with others that much

easier! If you haven't had a chance to attend a Nothing But Networking event yet... for whatever your reason maybe... you should!

They are fun and a great opportunity to meet new people and it is one of the ways you can help to make your BNCW membership work for you.

We promise you won't regret it, just don't forget your business cards, and come prepared to shake a few hands!

Thank you to the Wenatchee Valley Brewery staff for their great service, exceptional food, and tasty drinks.

Thank you again to **Cornerstone Home Lending** for hosting this event!



**INTERESTED IN BECOMING A VENDOR?
CALL THE BNCW OFFICE TODAY 509-293-5840
THIS SHOW ALWAYS SELLS OUT FAST!**



MARK YOUR CALENDARS

**TOWN TOYOTA CENTER
FEBRUARY 10TH, 11TH & 12TH**



**2021 HOME TOUR CASH DRAWING
WINNER – PEGGY VINES!
Congratulations Peggy!**



MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

NOVEMBER 2021 ASSOCIATION NEWSLETTER

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SHORT TERM RENTALS (STRs)

On September 27, 2021, Chelan County enacted a complex new ordinance regulating Short Term Rentals (STRs). The process to arrive at this new code has been messy and contentious on all sides. The new code development has spanned three years and included a year-long plus moratorium on creating new STRs in unincorporated Chelan County.

One side of the issue has been a small but dedicated group of full-time residents in rural areas calling for the cessation of any STR activity unless the homeowner lives onsite.

On the other side is a group of individual homeowners who have been struggling to retain their right to use their property as they have done for years. The benefits and detriments that STRs bring to our local communities are not unique to our area but are a vast nationally discussed topic and across our entire planet. The issues are exponentially magnified in tourist-driven economies where STRs have flourished in the last ten years due to market demand and the advent of popular online travel agency platforms such as Airbnb and VRBO.

In July of 2019, the State of Washington passed RCW 64.37, creating a set of intelligent and straightforward rules regulating STRs that was passed relatively unchallenged by the STR industry. The state ordinance focused on tax collection, consumer safety, liability issues and is simple and effective.

Fast forward to today and the passage of the Chelan County STR ordinance 11.88.290. The positives of the new code include: Language clearly defining new permitted STRs as a legal operation in unincorporated Chelan County and identifying STRs, which will enable and encourage full-time residences to com-

municate with STR operators to resolve issues. The law identifies and sets reasonable operating standards to reduce nuisance issues, sets reasonable occupancy limits, creates mostly fair life and safety issue standards.

The new law wisely has created a mechanism of enforcement to target and revoke the permits of problem operators with legitimate repeated offenses. The negatives include an ordinance that is incredibly complex with circular references, vague language, and rife with grey areas that will likely be interpreted in various manners, invariably laying the groundwork for multiple legitimate legal challenges. The zoning requirements are biased, restrictive, complicated, and will likely be legally challenged.

One significant unintended consequence will be STRs spreading into neighborhoods outside of traditional communities adjacent to heavily tourist-driven economies as the STR market reacts to restrictive cap rates of STRs to single-family residences per zip code.

Love them or hate them STRs are woven into the lodging fabric of tourist destinations and are integral to the success of Chelan County's tourist economy and service industry workforce.

According to an economic study published in September 2020, STRs generated an astonishing \$108 million in direct spending in unincorporated Chelan County and another \$45 million in indirect spending, accounting for an estimated 10% of the total general sales tax collected in Chelan County. STRs also generated \$42 million in wages, supporting over 1400 jobs, and generated \$2.3 million in lodging taxes on rental fees to promote tourism in our beautiful area.

For those who currently own or operate a Short Term Rental today or know someone who does, it is imperative to visit the Community Development website and review the new permitting requirements ASAP.

The deadline for accepting applications for existing STRs expires on December 31, 2021. To date, there have only been 40 applications submitted out of an estimated 1500 estimated existing rentals, and time is quickly running out to ensure receiving an STR permit.

Many STR operators have found the process difficult; however, the Community Development staff managing the STR program has been patient and helpful.

To contact Chelan County Community Development, please visit <https://www.co.chelan.wa.us/community-development/pages/short-term-rentals> or call 509 667 6225.

For additional non-government resources or if you need assistance with questions, resolving permitting issues, or challenging denied permits, please direct questions to the Short Term Rental Alliance of Chelan County at www.straccwa.org.

The author owns and operates Love Leavenworth Vacation Rentals, lives in Leavenworth, Washington, with his wife and three boys. He has lobbied tirelessly for simple and effective regulatory solutions for many years, is a Short Term Rental task force member, and currently sits on the Board of Directors at BNCW.

**Sean Lynn -Team Member
Love Leavenworth Vacation Rentals
Leavenworth, Washington
Open 8AM to 8PM Daily
509 548 5683**

BNCW OFFERING EPA CERTIFIED LEAD-SAFETY CLASS (Certification and Re-Certification)

Firms who knowingly or willingly violate EPA's RRP Program requirements could result in penalties of up to \$37,500 per day per violation.

The US Environmental Protection Agency requires that Renovation, repair and painting projects that disturb lead-based paint in pre-1978 homes, childcare facilities and schools must be performed by an EPA Certified Renovator working for an EPA Certified Firm and specific work practices must be implemented to prevent lead contamination.

When:

November 11, 2021
8:00am to 5:00pm
(Limit 8 Students)

Where:

BNCW Conference Room
2201 N. Wenatchee Avenue

Cost:

Certification \$250 for BNCW Members
Recertification \$210 for BNCW Members
Certification \$300 for Non-Members
Recertification \$240 for Non-Members

Pre-Registration is required at (509) 293-5840 or online at www.BuildingNCW.org
Check-in is at 7:45am.

EPA Certified Lead-Safety for Renovation, Repair, and Painting Training Combined Class

Are You Current With Your Certification? Firm & Individual



November 11, 2021
8:00 am—5:00 pm

BNCW Office
2201 N. Wenatchee Ave.
Wenatchee, WA 98801

AVOID EPA fines of up to \$37,500 for each violation!
Firms who knowingly or willingly violate EPA's RRP Program requirements could result in penalties of up to \$37,500 per day per violation and/or face imprisonment!



Instructor: N.I.C.A Training

Does your business involve the renovation, repair or painting of structures built before 1978?

If so, there are new federal regulations that went into effect in April 2010 which may prevent you from performing your work. Under the U.S. Environmental Protection Agencies Lead-Based Paint Renovation, Repair, and Painting (RRP) Program, construction firms must apply for and receive EPA Certification to disturb paint as part of their work in pre-1978 housing and child-occupied facilities. In addition, all of these jobs must be supervised by Certified Renovators, specifically, individuals who have completed an EPA-accredited, full-day training course. The training course is required for any contractor that is involved in any activity that will—or has the potential to—disturb six square feet of lead-based paint in a room or 20 square feet on the exterior. The rule does not apply to minor maintenance or repair activities; however window replacement is not considered minor maintenance or repair.

Who Should Take This Class?

- Home Improvement/Renovation Contractors
- Remodelers/Carpenters
- Painters
- Plumbers
- Electricians
- Maintenance Personnel
- Residential Property Managers/Owners
- Workers Removing or Modifying Painted Surfaces
- Anyone disturbing more than 6 sq. ft. (interior) & 20 sq. ft. (exterior) of lead-based paint

What Activities are Subject to the RRP Program?

- Remodeling and Repair/Maintenance
- Electrical Work
- Plumbing
- Painting
- Carpentry
- Siding/Window Replacement

Additional Information

Lead Renovation, Repair & Painting Certification and Re-Certification

November 11, 2021

Class size limited to 8 attendees

Check-in 7:45 am
Session: 8:00 am—5:00 pm

Re-Cert Session:
Check-in 7:45 am
Session: 8:00 am—3:00 pm

Location:
BNCW Boardroom
2201 N. Wenatchee Ave.
Wenatchee, WA 98801

Pre-Registration Required
Call the office with questions at 509-293-5840.

To Register

By Phone
509-293-5840

By Mail
PO Box 3556
Wenatchee, WA 98807

Online At:
www.BuildingNCW.org

Registration Information

(one form per attendee)

NAME _____

COMPANY _____

MAILING ADDRESS _____

CITY, STATE, ZIP _____

PHONE _____

E-MAIL ADDRESS _____

Please note: it is the policy of BNCW not to share or sell its email addresses.

Registration Fees

Includes course materials.

Initial
 Member \$250 Non-Member \$300

Re-Certification
 Member \$210 Non-Member \$240

Payment Information

Check (Make payable to BNCW) AmEx

VISA MasterCard Discover

CREDIT CARD NUMBER _____

EXP DATE _____ V CODE _____

NAME ON CARD _____

SIGNATURE _____

Payment and Cancellation Information
PAYMENT MUST ACCOMPANY REGISTRATION
CANCELLATION POLICY: 48 hours or more prior to the course—full refund
Less than 48 hours or failure to attend—liable for the entire fee



MEMBER MESSENGER

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NOVEMBER 2021 ASSOCIATION NEWSLETTER

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The Right Choice for
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Health Insurance solutions
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Our members say one of their largest expenses is Health Insurance.
-We've heard you loud and clear.

One of the goals of Building North Central Washington is to help our members save money. That is why we are announcing our preferred provider, **Mitchell, Reed & Schmitten Insurance.**

Mitchell, Reed & Schmitten Insurance will provide the BNCW members with the lowest health insurance quotes available from health insurance carriers all over the state such as Regence Blue Shield, Premera Blue Cross, Asuris NW Health, LifeWise, United Healthcare, Cigna, Aetna, HealthNet, Kaiser, Assurant Health, Ambetter, UNUM, Aflac, and more.

Building North Central Washington members will receive a customized proposal that is simple and easy to understand, with side-by-side comparisons of the most competitive health rates in Washington State.

Plus, members will receive one-on-one customer service from a licensed agent to assist with questions, enrollment, and claims issues – saving our members time and money.

Mitchell, Reed & Schmitten Insurance offers health plans for self-employed individuals and group plans for member businesses between 1 – 1,000 employees.

For more information, please call **Craig Field** at 509-665-0500 or 1-800-253-1442



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Why settle for one Health Insurance quote, when you can choose from them all?

Mitchell, Reed & Schmitten Insurance offers BNCW members competitive health insurance rates from several insurance carriers.

BNCW EVENTS

BNCW's November Board of Directors Meeting

■ **Wednesday, November 17, 2021**
7:00am to 9:00am
at Building North Central Washington
2201 N. Wenatchee Ave, Wenatchee
Chairman: Jeff Story

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 7:00am 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.

BNCW's November CPR & First Aid Training

■ **November 17, 2021** from 4:00pm to 6:00pm Held at Building North Central Washington, 2201 N. Wenatchee Avenue, Wenatchee

Class size is limited to 16 people.

\$49/person, 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.

BNCW's EPA Certified Lead-Safety Training

■ **November 11, 2021** from 8:00am to 5:00pm Held at Building North Central Washington, 2201 N. Wenatchee Avenue, Wenatchee

Initial Training - \$250/Member Student

Initial Training - \$300/Non-Member Student

Recertification - \$210/Member Student

Recertification - \$240/Non-Member Student

Class Size is Limited to 8 Students.

Pre-Registration is Required.

Check-in is at 7:45am.

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

This certification training course is required for any contractor that is involved in any activity that will - or has the potential to - disturb six square feet of lead-based paint in a room, or 20 square feet on the exterior.

Our instructor — Dale Yerabek — puts on an excellent class and implements an important perspective as a former contractor.

Seats are limited to eight students and fill-up quickly!

Reserve your seat early!

You may also register online at BuildingNCW.org.

WENATCHEE BUSINESS JOURNAL



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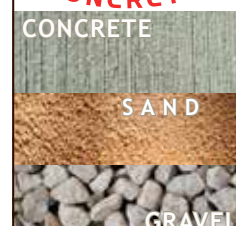


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Pam Brulotte

Pam Brulotte is Recognized with a National Award from the Brewers Association

market their beers.”

Brulotte explained each of these aspects further. “Over the years there have been many attempts to increase beer taxes. Most breweries are small businesses.

Small businesses need to be taxed less than big breweries. We have shared our story – how we employ more people and give back to our communities.” She also said that brewing requires a lot of equipment; thus it’s capital heavy, which has a bigger impact on small companies.

Small breweries’ canned beers have become much more common in local chain supermarkets, like Safeway, Costco, Fred Meyer and Walmart, and at stadiums and even at farmer’s markets.

Brulotte’s efforts greatly contributed to that market access. “We’ve helped to create a more fair and level playing field,” she said.

In contrast, her companies have always received support from local stores like Cheesemonger’s, Leavenworth Safeway and Dan’s Food Market. “Dan’s is awesome,” said Brulotte. “They usually sell every beer we can!” And the restaurants have been loyal partners, buying draft beer from the very beginning from Icicle Brewing Company.

Brulotte has spent time advocating and building relationships with legislators. Every year she participates in the “Hill Climb” in Olympia and has testified in the Washington State House and Senate, and to committees.

Brulotte claims the success on industry matters, working with partners in hospitality and distribution, is through a three-pronged approach of legislate, educate (within the industry about quality, safety and best practices) and collaborate (working together to share stories).

The BA award ceremony on September 11 was part of the annual conference in Denver. Brulotte accepted her award with her whole family in attendance.

In her acceptance speech, she spoke of being thankful to the München Haus and Icicle Brewing teams who work hard in all the day to day operations, enabling Brulotte to volunteer time to these organizations.

Brulotte has spearheaded many efforts to help others succeed. She’s involved in the Seattle chapter of the

Pink Boots Society, which aims to expand the role for females in the beer industry. She’s been working on Diversity, Equity and Inclusion (DEI) issues with the guild for a few years, and it’s more formalized and gaining momentum this last year.

For the workforce of 80 to 100 people at München Haus and Icicle Brewing Company, the Brulottes, utilizing a Skill Source grant, have offered the option to become Cicerone Certified Beer Servers, and eleven have completed level 1, while Brulotte and one other have level 2.

Another innovation is the development of a sensory lab to monitor the consistency and quality of all the beers they produce and which is also used for staff training.

“We can reduce the entry requirements for positions because we have training in-house,” Brulotte said, speaking of a way they have increased equity in employment opportunity. “Now we can hire a candidate who is eager to learn.”

Icicle Brewing Company has pledged to give 1% for the planet from their wholesale sales as a “1% for the

Planet” partner.

Locally those proceeds have gone to nonprofits such as Wenatchee River Institute, Waste Loop, Chelan Douglas Land Trust, Evergreen, Friends of the Hatchery and Sustainable Wenatchee. München Haus also supports many local nonprofits with their monthly Benevolent Nights.

Brulotte and husband, Oliver, have developed a brand that stands for quality, safety, integrity and sustainability. They have even gifted key team members some ownership.

Oliver now serves as chair of the board, and oversees property management and new projects.

Pam focuses on community outreach, professional development, DEI and makes time to be on the board of three other nonprofits, one of which, Wellness Place, is close to her heart as a breast cancer survivor.

Brulotte well deserves the BA award because she leads with passion and courage, a love of learning and a vision of how to make things better for her staff, her industry and her community.

By Marlene Farrell

München Haus and Icicle Brewing Company are well known sister companies, celebrating twenty and ten years, respectively, of outstanding brews and fare.

Additionally, the two establishments, under the ownership of Pam and Oliver Brulotte, are leaders in community philanthropy.

Pam Brulotte recently received prestigious recognition from the Brewers Association (BA), the national nonprofit dedicated to small and independent American craft brewers.

She was one of three industry award recipients, and hers was specifically the F.X. Matt Defense of the Industry Award.

Brulotte was chosen for her years of work with the Washington Brewers Guild, through which she served as an at-large board member, President and Past President.

The BA applauded how, “Under Brulotte’s leadership, the guild has challenged increasing beer excise taxes and secured marketplace access for brewers, increasing their ability to sell and



ALL PHOTOS PROVIDED BY PAM BRULOTTE.

Pam Brulotte with colleagues from the Washington State Brewers Guild, participating in the “Hill Climb” to speak to Olympia legislators on behalf of their industry.

Cordell, Neher & Company, PLLC Announces New Managing Partner

Wenatchee – Cordell, Neher & Company, PLLC has announced the appointment of Steve Neher as Managing Partner of the Firm. Kris Loomis has served in this capacity since 2013.

As Managing Partner, Neher will lead the Firm toward continued growth and oversee strategic direction with support from the partnership team. The transition is effective on October 1, 2021.

Neher specializes in providing Accounting and Attestation services to agricultural cooperatives, manufacturing, and distribution entities, 401(k) plans and various other industries. He has vast experience in preparing complex consolidated tax returns and the filing requirements for multi-state entities.

In addition to participating in numerous volunteer projects for local non-profit organizations, he serves as:

- Member of Wenatchee Lions Club
- President of Mission Vista
- Vice President of the Confluence Health Foundation
- Volunteer for the Apple Blossom Festival Pageant selection process



Steve Neher



Kris Loomis

Loomis will continue to offer tax and financial guidance and services to Cordell, Neher & Company, PLLC clients. Under her leadership, she has facilitated nearly 200 staff meetings, and has guided the Firm through technology changes, a global pandemic, and rapidly changing economic and legal environments. She has been instrumental in the growth of the Firm, the team, and client success.

Cordell, Neher & Company, PLLC is one of the largest Certified Public Accounting firms in North Central Washington with individual and business clients spanning the globe.

The Firm has been providing businesses, not-for-profit organizations and individuals with financial and tax planning assistance for more than 50 years. The Firm is comprised of experienced, dedicated professionals with widely diverse backgrounds and areas of technical expertise.

Teams will vet and develop ideas designed to improve the region's quality of life

OVOF appoints more than 80 residents to community Action Teams

Submitted by OVOF

WENATCHEE – The Our Valley Our Future Board of Directors has appointed more than 80 people to serve on citizen teams charged with spearheading development of the new OVOF Action Plan, a strategic roadmap for achieving the community vision's over the next five years (2022-2026).

Members of the six "Action Teams" were selected based on their special interest or expertise in certain fields or focus areas, as well as citizens-at-large drawn from the wider community. Here are the people appointed to the Action Teams:

Our Shared Prosperity Action Team (jobs, economic development, business growth, technology)

- Blake Baldwin, Chelan County economic development director
- Rob Blakey, Stemilt Growers research and development manager
- Alyce Brown, NCW Economic Development District executive director
- Alejandro Cruz, Cashmere Valley Bank vice president
- Karen Francis-McWhite, state Department of Commerce
- Jim Huffman, Chelan Douglas Regional Port Authority commissioner
- Josh Jorgensen, Mission Ridge Ski & Board Resort general manager
- Judi Kuntz, NCW Tech Alliance board member
- Dr. Gautam Nayak, Cognition Med chief executive officer
- Jenny Rojanasthien, NCW Tech Alliance executive director
- Autum Rookard, Rookard Custom Pools co-owner
- Renee Swearingen, Entiat Chamber executive director
- Danny Zavala, Butte Brand clothing company owner

Our Well-Planned, Resilient Region Action Team (housing, transportation, infrastructure, planning, resiliency)

- Cristina Barone, Link Transit lead planner
- Mia Bretz, City of Leavenworth councilwoman
- Janice Brown, American Pacific Mortgage loan officer
- Kim Craig, owner of KCraig Strategic Communications, former Chelan County PUD spokeswoman
- Kristi Hills, Chelan-Douglas Community Action Council deputy director
- Dan Ireland, SCJ Alliance principal
- Curtis Lillquist, City of East Wenatchee associated planner
- Lexine Long, City of Wenatchee associate planner
- Kris Loomis, Cordell Neher managing partner
- Alicia McRae, Wenatchee Chelan County Housing Authority executive director
- Thom Nees, Common Ground housing trust founder, Serve Wenatchee Valley executive director
- Sasha Sleiman, Chelan County Housing Program coordinator, City of East Wenatchee councilwoman
- Jeff Wilkens, Chelan-Douglas Transportation Council executive director

Our Sustainable Environment Action Team (environmental sustainability, natural resources, wildfires, outdoor recreation)

- Susan Ballinger, Wenatchee Valley Chapter Washington Native Plant Society Board member
- Hanne Beener, Chelan-Douglas Land Trust trails program manager
- Bob Bugert, Chelan County commissioner
- Troy Campbell, Leavenworth Chamber executive director
- Jana Fischback, Sustainable Wenatchee executive director
- Austin Gast, CMI Orchards food safety manager
- Tony Hickok, Mission Ridge Ski & Board Resort marketing director



- Mike Kaputa, Chelan County Department of Natural Resources director
- Elisa Lopez, Team Naturaleza project director
- Mat Lyons, TREAD executive director
- Cindy Luksus, Wenatchee retired accountant
- Joan Qazi, Wenatchee Valley College geography instructor
- Laura Rivera, CAFÉ environmental justice coordinator
- Sarah Shaffer, Wenatchee Outdoors executive director
- Amanda Ward, Foster Creek Conservation District executive director
- Victoria Wilkins, U.S. Forest Service public affairs officer
- Ryan Williams, Cascadia Conservation District executive director

Our Safe, Healthy, Supported People Action Team (health care and wellness, social services, public safety)

- Diane Blake, Cascade Medical Center CEO
- Sally Brawley, Eastmont Metropolitan Parks District executive director
- Tamara Burns, Chelan-Douglas Developmental Disabilities executive director
- Dr. Edwin Carmack, Confluence Health medical director of quality
- Blake Edwards, Columbia Valley Community Health behavioral health director
- Ana Gonzalez, Chelan County Diversion Program manager
- Donny Guerrero, Molina Healthcare community engagement specialist
- Dr. Jason Lake, Confluence Health chief medical officer
- Deb Miller, Action Health Partners executive director
- Caroll Opel, Parkside administrator
- Dr. Julie Rickard, Suicide Prevention Coalition of NCW director
- John Schapman, North Central Accountable Community of Health deputy director
- Matt Shales, Chelan County PUD licensing and social science project manager
- Loretta Stover, The Center for Alcohol & Drug Treatment executive director

Our Educated and Inspired People Action Team (K-12 and higher education, job and career training, life-long learning, arts and culture)

- Tracey Beckendorf-Edou, Cascade School District superintendent
- Janelle Bersch, North Central Educational Service District managing director of early learning
- Jake Bucholz, Wenatchee School District CTE director
- Rachel Carter, Wenatchee student
- Matt Charlton, Eastmont School District assistant superintendent of secondary education

- Alex Haley, Numerica Performing Arts Center program director
- Sue Kane, Apple STEM Network director
- Jocelyn Kummer, Washington Elementary and Orchard Middle School parent volunteer, former paraeducator
- Alfonso Lopez, Lewis and Clark Elementary School principal
- Michelle Price, North Central Educational Service District superintendent
- Jim Richardson, Wenatchee Valley College president
- Joy Robertson, TEAMS Learning Center owner
- Nancy Spurgeon, NCW Early Learning Collaborative member
- Keni Sturgeon, Wenatchee Valley Museum executive director
- Pat Whitfield, retired college administrator, NCW Equity Alliance board member,
- Rick Wray, Pinnacles Prep co-founder and board president

Our Inclusive and Inspired Communities Action Team (inclusion, participation, governance, decision-making, community cohesiveness)

- Karen Alman, Wenatchee Valley College instructor
- Dominick Bonny, Digital Media Northwest co-owner
- Rebecca Carter, Insight Schools teacher
- Mike Endsley, Endsley & Co. owner
- Sean Flaherty, Wenatchee World publisher
- Maria "Chio" Flores, WVC vice president of student services & enrollment management
- Dorry Foster, YMCA executive director
- Summer Hess, Measure Meant social impact advisor, One-Block Revolution book editor
- Brooklyn Holton, Firm Foundation owner
- Arlette Lopez-Rodriguez, WVC student and Communities For Our Colleges intern
- Jennifer Talbot, Wenatchee Valley Dispute Resolution Center
- Courtney Tiffany, NCW Libraries area manager
- Anabel Torres, Chelan County Clerk of the Board
- Chyvonna Torres, Chelan-Douglas Community Action Council housing specialist
- Dave Tosch, Wenatchee Valley Senior Center director

The Action Teams began meeting virtually in late September. Their role is to vet a list of project and program ideas submitted by the wider community, determine which of these ideas are the most realistic with the greatest potential for positive community impact, and then develop descriptions of these projects, including local organizations that might serve as a Lead Partner in implementing them.

The ideas were suggested by community members during OVOF's outreach work this year. More than 1,300 residents participated in that process.

Team members have received copies of OVOF's Community Input Report, which summarizes what was learned from residents during this year's outreach work, including what people here value most, what they see as the region's biggest needs and challenges. OVOF also has provided Action Team members with an analysis of trends occurring elsewhere in the country and world.

The first OVOF Action Plan (for the years 2017-21) expires at the end of this year. As of December 2020, objectives have been met in four of the seven game-changer projects and in 94 of the 161 other projects and programs in that initial Action Plan. OVOF plans to carryover some of the uncompleted projects to the next Action Plan, which is for the years 2022-26.

Our Valley Our Future, founded in 2015, is a nonprofit organization that brings together residents and organizations to improve the region's quality of life. Its guiding document is its Action Plan. OVOF serves as convener, facilitator, data-collector, planner and communicator in furthering the community's vision.

REAL ESTATE

TOP PROPERTIES - SEPTEMBER 2021

Buyer	Seller	Sale Price	Street	City	Legal acreage	Living area	Year Built	Bed-rooms	Bath-rooms	Pool	Fire-place
PAC NOR LODGING LLC ETAL	LIMSTER CORP	\$6,200,000	1017 N WENATCHEE AVE	WENATCHEE	2.3400	54582	1956			N	N
KOSTER HENRY L & STEPHANIE J	PETTIT FAMILY TRUST	\$2,900,000	303 S HARRIS AVE	MANSON	0.7300	1844	1976	4	3.5	N	Y
OM SAIRAM LLC	OMGAYATRI LLC	\$2,700,000	1004 N WENATCHEE AVE	WENATCHEE	1.0000	15866	1948			N	N
WESCOTT GARY & PAIGE RVCBL LVNG TRUST	ADAMS TRI-CITIES ENTERPRISES INC	\$1,750,000	1308 S LAKESHORE RD	CHELAN	0.2100	1620	1989			N	N
FATAKHOVA SOFIA & PEYSAKHOV DMITRY	INGALLS DEREK & JOY	\$1,735,000	85 WALL ST	MANSON	0.3200	3768	2007	5	3	Y	Y
PAGLIA JENNA L & LOUIS J JR	STEWART JAMES O	\$1,575,000	4080 LAKEVIEW PL	CHELAN	0.5500	2820	2005	3	4	N	Y
DIXON WILL & PICARD JAY	MC CARTY WAYNE	\$1,450,000	2634 KINNIKINNICK DR	LAKE WENATCHEE	1.9600	2220	1984	2	2	N	Y
TURCER FILIP & ANDREA L	KILGORE KIRK	\$1,300,000	6412 FOREST RIDGE DR	WENATCHEE	0.8600	2136	2019	3	5.5	N	N
KAUFMAN ROBERT E & DAWN T	GILLIVER DAVID & MELINDA	\$1,300,000	3775 VIEWMONT DR	WENATCHEE	0.9700	3859	2005	4	4	N	Y
MAAS BRIAN & VY	SMITH D BROOKS	\$1,300,000	423 MANSON BLVD	MANSON	0.0900	1652	1961	3	1.75	N	Y
CORNELIUS HOLDINGS LLC	K AND Y PROPERTIES LLC	\$1,200,000	603 SR 150	MANSON	2.4500	7536	1990			N	N
WASH CENTRAL NORTH LLC	PETERS STREET MANAGEMENT LLC	\$1,149,685	701 N MISSION ST	WENATCHEE	0.2800	3169	2008			N	N
STALIN SCOTT E & MARIE	COWELL WENDY D TRTEE	\$1,100,000	4305 W EAGLEROCK DR	WENATCHEE	1.8300	2670	1997	5	3.5	N	Y
TANAKA ERIC M & ALISSA S	WALLITNER RAYMOND J	\$1,100,000	15309 LAKEVIEW ST	ENTIAT	0.2200	0	0			N	N
CYNKUS NEAL A	OLSON BROCK & MEAGAN	\$1,099,000	3111 FIRCREST PL	WENATCHEE	0.4400	1632	2016	3	2.5	N	Y
KPSCHEREE4PLEX LLC	HUGHES WILLIAM V TRUSTEE	\$1,044,000	1602 STELLA AVE	WENATCHEE	0.1400	4672	2006			N	N
ANDERSON TIMOTHY & LANG LINDSAY	SCHULZE GARY F	\$1,007,000	UNASSIGNED	LAKE WENATCHEE	0.4600	0	0			N	N
PETERS BENJAMIN & WENDT DIANA	BAUMAN ROBERT C	\$1,000,000	12872 SHORE ST	LEAVENWORTH	1.2500	2870	2006	4	4	N	N
STENDERA AUSTIN & BROOKE	TORNETTA DEBORAH A ETAL	\$1,000,000	955 S LAKESHORE RD	CHELAN	0.3600	3424	2002	3	2	Y	N
DOWDELL ROBERT M & TAMMY L	BURBERY JAMES & JILL	\$1,000,000	461 HOWSER HILL LN	CHELAN	4.6000	2916	2003	3	3	N	Y
HARTWELL BRIAN & SUSAN E	STOUDT PATRICIA A	\$983,000	12795 SHORE ST	LEAVENWORTH	1.0300	2959	2006	1	1	N	N
GRAHAM DANIEL H & CHRISTINE S	GOEHNER RESIDENTIAL COMMUNITY PROPERTY REV TRT	\$975,000	6685 STINE HILL RD	CASHMERE	3.0200	1996	2004	3	3	N	Y
PENRY DAREN J & NADJA	4C INVESTMENTS LLC	\$975,000	158 BIG PINE DR	LAKE WENATCHEE	2.5000	2358	2018	3	3.5	N	N
GUGLIADA KUMUD	RICHARDSON JAMES&KIMBERLY	\$915,000	1901 BROADWAY PL	WENATCHEE	0.2700	1914	1996	3	2.5	N	Y
MALOOF STEVE & TRUDY	CREVELING DEANNA E	\$894,799	8980 S LAKESHORE RD	CHELAN	0.8700	1025	2018	2	1.5	N	Y
TR3 HOLDINGS LLC	OAK PARK PROPERTIES LLC	\$869,000	1301 S COLUMBIA ST	WENATCHEE	1.0400	13820	1975			N	N
BATES WILLIAM A & MARILYN A	NOVICH MARSHA	\$862,500	116 BOGEY BLVD	CHELAN	0.2900	2920	1991	3	3.5	N	Y
MARDEN JUSTIN T & KATHERINE	O BRIEN SCOTT M	\$850,000	5905 LARSON ST	CASHMERE	0.4100	3560	2018			N	N
MARDEN JUSTIN T & KATHERINE	O BRIEN SCOTT M	\$850,000	5820 SUNSET HWY	CASHMERE	0.3600	1520	1949	2	2	N	Y
MUNIZ ARROYO JUAN M	GARCIA PROPERTIES LLC	\$830,000	800 N WENATCHEE AVE	WENATCHEE	0.5300	4780	1963			N	N
GONZALEZ AMANDA & NICHOLAS	STANTON NICK & LISA	\$828,000	6200 STEMILT CREEK RD	WENATCHEE	10.0000	2596	2020	3	2.5	N	N
WHITE COLIN & JENNIFER	FANT SHAWN M & MOLLY M	\$825,000	2452 SALAL DR	LAKE WENATCHEE	0.7400	1949	2000	3	2	N	N
BONNETT COLIN R & KATE	OVENELL STEPHEN & KATHRYN	\$810,000	111 CASCADE PL	CASHMERE	0.4500	1678	2015	3	2.5	N	Y
RIMMER JAMES P	WHITMAN SCOTT ETAL	\$800,000	886 SAGE CREST DR	WENATCHEE	0.4000	2718	2018	3	2.5	N	Y
MJB ASSOCIATES LLC	NOYD MICHAEL E & JENNIFER L	\$750,000	3781 SCHOOL ST	WENATCHEE	2.0700	2312	1990	5	3.5	N	Y
CHO CHARLES & KYUNG YU L	PELHAM LARRY D & LYNN L	\$725,000	57 STARLIGHT AVE	WENATCHEE	0.3600	2168	2019	3	2	N	Y
ELWELL DANA	BURKE GWENDOLYN F	\$715,000	162 GOBBLERS KNOB LN	MANSON	0.6600	1616	1991	2	2	N	Y
304-PLEX LLC	ARCHIBALD INVESTMENTS LLC	\$700,000	304 PESHASTIN ST	CASHMERE	0.3100	4020	1985			N	N
PARRISH JOSHUA	SANDERS ROBERT S & LINDA C	\$687,000	6294 ALDER CT	WENATCHEE	1.0600	1874	1990	3	2.5	N	N
SOVDE BARBARA J	LODWIG MELANIE	\$680,000	208 VILLAGE DR	MANSON	0.1200	1901	2014	3	2	N	N
HOWE DAVID W & BARBARA S	CHELAN LOOKOUT LLLP	\$680,000	1337 DRAGONFLY CT	CHELAN	0.1000	0	0			N	N
DIGGS TIMOTHY & JENNIFER	COCHRAN JOHN W & MARY M DOWNEY	\$670,000	102 N FRANKLIN AVE	WENATCHEE	0.1500	1598	1929	4	3	N	Y
MARION WESELY	KELLEY DOUGLAS G & THERESA L	\$650,000	1310 RED APPLE RD	WENATCHEE	1.2400	1462	1951	3	2	N	Y
RYLO HOLDINGS LLC	GARGUILE TIMOTHY P	\$625,000	322 W WOODIN AVE	CHELAN	1.7000	569	0			N	N
SAYERS ROBIN	HOPKINS STANLEY	\$625,000	38 NARROWS LN	MANSON	0.1400	1251	1987	2	2	N	Y
MCNEILL JOHN S & CHRISTA	CARTWRIGHT JONI C	\$625,000	113 FUREY AVE	MANSON	0.2900	1199	1987	2	1.75	N	N
LETTS DOUGLAS & ELLE S	BECKER HOMES LLC	\$615,000	304 PINE ST	LEAVENWORTH	0.1500	1609	2021			N	Y
MUGGLI CONNIE & URS R	RINKE ROBERT C	\$600,000	814 PINE ST	LEAVENWORTH	0.2300	1064	1986	2	1	N	N
NOYES GARY E & SHEREE L	CLARK LEWIS & MARIBETH	\$600,000	317 S 3RD ST	CHELAN	0.2400	1471	1900	3	1.5	N	Y

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Buyer	Seller	Sale Price	Street			City	Legal acreage	Living area	Year Built	Bed-rooms	Bath-rooms	Pool	Fire-place
SCHILDWACHTER LYN	TERRY ALYSON M & WAYNE L	\$600,000	1	BROOKSIDE	WAY	WENATCHEE	0.3600	3867	1959	4	2.5	N	Y
BAHR MELISSA D	RUETSCHLE HEATHER	\$600,000	1109	CRAWFORD	AVE	WENATCHEE	0.4600	2390	1929	5	1.5	N	Y
BAILEY RYAN D & CAITLIN	SCHMID WALTER D & MADONNA M	\$599,000	309	W NIXON	AVE	CHELAN	0.1400	1344	1968	3	1.5	N	Y
BROOKS SMITH DENNIS	LARSEN ERIN M & RONALD C	\$585,000	558	VILLAGE	DR	MANSON	0.1400	1753	2017	3	2.5	N	Y
LEBERT GARY D & MICHELLE J	GIORDANO GREGORY M	\$575,000	100	LAKE CHELAN SHORES	DR	CHELAN	0.0000	1060	0			N	N
BOHR ASHLEY	BONNETT COLIN & KATE	\$565,000	418	ELBERTA	AVE	CASHMERE	0.2000	2108	1934	4	3	N	Y
DARLINGTON MARINA ETAL	RIFE MICHAEL W & VALERIE A	\$565,000	1007	SUNNY BROOKE	LN	CHELAN	0.2400	1517	2014	3	1.5	N	N
SCHROEDER MONDA JENNIFER A ETAL	HOWARD SUSAN N	\$560,000	36	JENNINGS	ST	WENATCHEE	2.5100	2431	1978	3	2.5	N	Y
HARRINGTON KEVIN B & LISA E	FARMER FAMILY PROPERTIES LLC	\$560,000	4300	KINGSBURY	RD	MALAGA	40.0000	1092	1999			N	N
JOHNSON KAYLA & COLTON	SHAMLEY MICHAEL R	\$540,000	1215	1ST	ST	WENATCHEE	0.2200	1688	1954	5	2.5	N	Y
DIMITROVA GUINKA	CULLITON NANCY G	\$540,000	1059	SUNNY BROOKE	LN	CHELAN	0.1900	1500	2016	3	2	N	N
POTTER LEAH P & GARRETT S	D & T CAMPBELL INVESTMENTS LLC	\$529,000	111	MANZANITA	DR	MANSON	0.2800	1888	2021	3	2.5	N	N
DOWELL CAROLYN	ROBERTS CONSTRUCTION LLC	\$525,900	1015	RACINE SPRINGS	DR	WENATCHEE	0.1500	1835	2021	3	2	N	Y
TIMPE QUAN MICHELLE L	PETERSEN METTA A	\$525,000	324	CANYON CREEK	DR	WENATCHEE	0.2600	1882	2006	3	2	N	N
CAMP PAMELA A	DUNCAN DEBORAH J	\$523,500	109	PERSHING	ST	WENATCHEE	0.2300	1628	1991	3	1.75	N	Y
MC LEOD GLEN M & SANDRA	OSBORNE JOSHUA G & ALLISON	\$515,000	1703	HARRIS	PL	WENATCHEE	0.2800	1540	1961	3	2	N	Y
KONSHUK RUBIO KETARAE A ETAL	JANISCH TODD	\$515,000	704	E WOODIN	AVE	CHELAN	0.2400	1092	1925	2	2	Y	Y
MINOR BRETT & BRITNEY	WENDT EDWARD J	\$515,000	1300	ORMISTON	ST	WENATCHEE	0.2400	1352	1964	4	1.5	N	Y
PALAZZO TONY M & JAMIE R	VAN DIEST BARY G ETAL	\$512,000	4470	UNION VALLEY	RD	CHELAN	11.8400	2211	2003	3	2	N	N
HAMMRRICH KYLE & BOSKOVIC SONJA	GH LEAVENWORTH	\$510,000	217	8TH	ST	LEAVENWORTH	0.0000	807	0			N	N
ALCALA BRENDA	A HOME DOCTOR INC	\$509,320	22	FRANKIE	LN	MALAGA	0.2900	2352	2021	4	2.5	N	Y
MATHEW BONEY & SUNIYA	EIKENBERRY DONALD A	\$505,000	322	W WOODIN	AVE	CHELAN	0.0000	894	0			N	N
NAVARRO VEGA ISELA & NAVARRO JOSE D	DESGROSELLIER THOMAS J & KRISTINE R	\$500,000	1329	CASTLEROCK	AVE	WENATCHEE	0.5000	1623	1947	4	1.75	N	Y
CLOAKEY CHRISTOPHER R & NELSON SAMANTHA L	LITTLE LENA M ETAL	\$499,000	328	BRANDI	LN	WENATCHEE	0.2000	1840	1995	3	2	N	Y
FREDERICKS BRIAN & CHRISTINA M	SIMPSON ROBERT W & LYNNE A	\$499,000	144	WATERVIEW	DR	CHELAN	1.8900	0	0			N	N
BUSHMAKER KARLA J	DILLY STEVEN & TONJA	\$490,000	1325	E WAPATO LAKE	RD	MANSON	5.0500	0	0			N	N
CLARK SHELLY R & WILLIAM G JR	HADLEY PAUL D & KAYCEE	\$484,900	11574	ENTIAT RIVER	RD	ENTIAT	3.1100	1984	1927	3	1.5	N	Y
SITTMAN CLIFFORD ETAL	WINTERS DONALD S & VANIA B	\$480,000	8210	RIVER VIEW	RD	PESHASTIN	0.2600	1200	1947	3	2	N	Y
NEWELL FAMILY LLC	WILLET STEPHEN F	\$480,000		UNASSIGNED		PLAIN	40.4400	0	0			N	N
WINTER RETREAT LLC	BAIN BRUCE N & BRENDA F REV LVNG TRST	\$480,000	100	LAKE CHELAN SHORES	DR	CHELAN	0.0000	685	0			N	N
CONLEY KRISTEN M & HEPWORTH BRYAN P	SCHARPS NEOMAH ETAL	\$475,000	218	CHATHAM HILL	RD	WENATCHEE	0.2100	1476	1976	4	1.75	N	N
KRASNOVSKY SERGEY	D & T CAMPBELL INVESTMENTS LLC	\$475,000	27	JONAGOLD	LN	MANSON	0.2600	1678	2021	3	2	N	N
MAINS DEBRA L	JACKSON JUSTIN A	\$469,900	125	N FRANKLIN	AVE	WENATCHEE	0.1200	1610	1930	4	2	N	Y
REDTHORNE CHELAN LLC	KRAFT VIRGINIA ETAL	\$469,500	14240	S LAKESHORE	RD	CHELAN	0.2400	1232	1966	2	1	N	Y
WALKER VICTOR E & APRIL C	CMH HOMES INC	\$469,000	21	RYAN	LN	WENATCHEE	0.4000	1512	2020			N	N
PIEPEL DAVID & TRACY	DONAHUE STEPHEN M & KASEY A	\$465,000	414	RIVERSIDE MEADOW		CASHMERE	0.1200	1684	2020	3	3	N	N
PENDRY CAROL	WILLIAMS MARINA S ETAL	\$460,050	808	W MANSON	RD	CHELAN	0.0000	1035	0			N	N
CHAVOLLA EMILIE A & PABLO JR	POIRIER MICHAEL G & MAUREEN A	\$450,000	1900	CUMBO	CT	WENATCHEE	0.4200	2014	2021		2.5	N	N
251 RAVENWING LANE LLC	COLUMBIA RIVER RANCH LLC	\$450,000	251	RAVENWING	LN	MALAGA	1.7700	0	0			N	N
ATKINSON CHARLES E & CARLEE D	WALKER VICTOR E & APRIL C	\$449,950	3015	RIVERVIEW	LN	MALAGA	0.4000	1757	2018	2	2	N	N
GRACE CITY CHURCH	SCHNELLER BRUCE S	\$445,000	329	MELODY	LN	WENATCHEE	0.6100	1564	1958	3	1.5	N	Y
CRISWELL JENNA L & TIMOTHY D	MAGANA ANTHONY	\$435,000	23201	CORRAL	ST	PLAIN	0.2600	936	1991	1	1	N	N
STAATS INVESTMENTS LLC	CIGROUP LLC ETAL	\$430,000	1519	SPRINGWATER	AVE	WENATCHEE	0.3000	1350	2015	3	2	N	N
GIORDANO GREGORY	MANSON PROPERTIES LLC	\$430,000	815	BOETZKES	AVE	MANSON	0.2200	1512	2005			N	N
BURNHAM NICHOLAS A & MILLER PAIGHTON J	CORDELL DAWN B	\$427,000	3597	IROQUOIS	LN	MONITOR	0.6900	1296	1920	3	1.75	N	Y
LESTER KYLE W	ANDERSON GENE E	\$425,000	1704	RAINIER	ST	WENATCHEE	0.2600	1786	1994	3	2	N	Y
BERG RICHARD	MESERVE COTY	\$425,000	14542	VRADENBURG	ST	ENTIAT	0.2000	1188	2005			N	N
COBLE ANTHONY R & WISEMORE KASSIDY S	MC CALL HAYDEN L & SHANNON M	\$425,000	427	E ALLEN	AVE	CHELAN	0.1200	1432	1964	3	1	N	Y
CHAMBERLAIN SONYA & LAURENCE	FITZ MICHAEL	\$422,000	715	YAKIMA	ST	WENATCHEE	0.1400	1596	1928	3	2	N	Y
BOSTWICK MCKENZIE & CHAD	RAE JANET & JOHN	\$420,000	1915	LINVILLE	DR	WENATCHEE	0.2100	2084	1967	3	2.5	N	Y
DAY ANDREW D & COGBURN CONSTANCE L	ZAPKE JAMES & LAUREL C	\$420,000	340	PROSPECT	ST	LEAVENWORTH	0.0000	972	0			N	N
BRANIN WILLIAM D	DUNBAR TRUST THOMAS LEE & ELLEN IDA	\$420,000	411	E ALLEN	AVE	CHELAN	0.1200	1092	1960	3	2	N	Y



The Washington Cares Fund

By Senator Brad Hawkins

Many of you have written to me recently asking about the “Washington Cares Fund.” This is a trust fund created by a 2019 law to implement the state’s new long-term care program.

The Legislature that year approved and Governor Inslee signed House Bill 1087 concerning long-term services and supports.

In accordance with the law, Washington state will be requiring all workers to pay into its long-term care program regardless of whether they will receive benefits from it.

This mandatory long-

term care program has a maximum lifetime benefit of \$36,500. It is funded by a .58% payroll tax, which amounts to \$5.80 for every \$1,000 of earnings.

What is funded by the program?

I suspect that the program will be adjusted multiple times over the next several years and beyond.

However, as initially authorized, the program is available to any Washington state resident over the age of 18 who has paid the payroll tax premium for at least three of the last six years or for a total of 10 years, with at least five

years paid without interruption.

The program has a maximum lifetime benefit of \$36,500 and people qualify if they need assistance with at least three of the following daily activities: medication management, personal hygiene, eating, toileting, cognitive functioning, transfer assistance, body care, bathing, ambulation/mobility, and dressing.

The Washington State Employment Security Department will help implement the tax collection.

People can apply for an exemption through the department if they have purchased long-term care insurance

through a private provider by November 1, 2021.

Why I voted against the long-term care tax

Ensuring that our population has access to quality long-term care is a very important issue.

As many of you know from friends and relatives, long-term care service is very costly.

While this new program is intended to help people and may benefit some, creating a government program to tax everyone’s paychecks for years and years – including younger workers struggling to repay student loans and save for a home – seems

very burdensome.

This is especially true for a limited benefit that workers may never receive, either because they end up not needing long-term care or they have moved away.

This benefit is also, at least currently, not “portable” across state lines.

Many private or employer-based long-term care insurance programs are portable.

Since the state program is currently not portable, workers who someday move to another state are no longer eligible to receive benefits despite paying into the system throughout

their working careers in our state.

Lastly, the cost of long-term care can far exceed the program’s maximum lifetime benefit of \$36,500, so this program will likely significantly underperform in its efforts to fund people’s long-term care needs.

For all these reasons, I voted against House Bill 1087 in 2019.

The bill, however, passed the House of Representatives (63-33) and the Senate (26-22). I have joined many of my colleagues to call upon Governor Inslee to intervene related to the new long-term care tax.

Letter to the Editor

CONTINUED FROM PAGE 2

Roosevelt fought against corruption and monopolies. Financial ruin for the people and the country caused him to make a deal with the devil – which we have all benefited from in ways, however, this was the beginning of the end. Money is now what controls this government. Organizations and entities who have the most money pay lobbyists to advocate for their greedy agendas. There are several culprits who engage in this adultery of the democratic political system. Pharmaceutical companies are among the worst. Certainly, there have been times in the past where the federal government has mandated masks and even vaccines. However, the growth of power and greed with pharmaceutical companies were in no comparison to what it is today. Remember the outrage in 2016 when a pharmaceutical company hiked the price of an epi pen 550%? But somehow, we are able to offer Narcan to those who overdose on heroine.

Did you know? Confluence Health would rather have qualified physicians and medical staff be unemployed, rather than take universal precautions to support the health of individuals in their community. Recently, we traveled to Moses Lake to a Confluence Health loca-

tion to meet with a provider who was the only specialist in Central Washington that could support our young daughter. We checked into our appointment that Friday morning at 8:30 am, after waking her early to travel to Moses Lake for the needed support. We received notification on My Chart, after we had checked in, that the appointment was canceled. Puzzled, and waiting in the car for her appointment, we questioned the notification. We were told that the provider was no longer employed, given affirmation that there were no other providers in our area, and we should look for services for our daughter outside of the area. But wait – we were offered a \$10 gift card to Albertsons for the inconvenience. Certainly, we would have much rather been seen by the provider – vaccinated or not – utilizing universal precautions and whatever other safety measures needed to allow for care for our daughter after waiting for this appointment for weeks.

Did you know? Family and community is under attack. Self-righteous individuals who have committed to vaccination are now pressuring their friends and family to be vaccinated. In some families, there are individuals who no longer speak

to each other, verbally attack each other, and sabotage each other as a result of disagreement over the vaccine.

Did you know? The writer of this article was vaccinated to avoid the potential of divorce.

Did you know? The other members of our community that you are fighting are people. We are all doing our best to make decisions that we feel are sound and healthy. Clearly, and I do not dispute, there are many who are ignorant and do not do their due diligence to educate themselves to make sound decisions. That is not everyone, and there are ignorant people on both sides of this debate.

Did you know? The one consistency in our current world is inconsistency. Inconsistency in policy. Inconsistency in the value of hard-working employees. Inconsistency in how we treat people we supposedly care about - enough. Words matter. Actions matter. Remember your fellow man is a father, mother, son, daughter, brother, sister, nurse, doctor, truck driver, law enforcement officer, etc. We all have our concerns for “good” reasons. The change starts with you.

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The Power and Flexibility of a Donor Advised Fund

By Tyler Mickey

CPA, MST Senior Tax Manager, Moss Adams LLP

I have been working with clients for over 25 years and I have found that Donor Advised Funds (DAFs) like those managed by the Community Foundation of NCW offer some of the best opportunities for not only substantial tax savings but also the ability to carry out your charitable intentions.

Some time ago, I was talking with a client who had worked at a publicly traded technology company for many years.

The appreciation in some of the stock he held was about 100%. On the verge of retirement, we discussed his future goals as well as estate planning and charitable giving.

The client said that he and his wife gave consistently every year, about \$15,000 to their favorite organizations, and did not see this changing.

These gifts had always been in cash. Since he did not have a mortgage

and they were capped at \$10,000 for deducting state and local taxes, he was receiving very little benefit



Tyler Mickey

from their annual charitable giving since his total itemized deductions were around the standard deduction for a married couple (\$25,100 for 2021).

I suggested an alternative for leveraging his highly appreciated stock.

Instead of giving his cash to charity, why not give multiple years' worth of highly appreciated stock to a DAF?

Since he had held the

company stock for more than a year, a gift to a qualified charitable organization would result in a tax deduction of the fair market value of the stock.

By gifting the stock, he could avoid the long-term capital gains tax at 20% as well as the Net Investment Income Tax at 3.8%.

In addition, his charitable contribution could offset his ordinary income which was currently being taxed at 37%.

The potential tax benefit was therefore 61.9% on his \$100,000 gift. While this example is extreme, given the client's tax brackets and stock appreciation, it highlights the power of giving appreciated assets to charity.

Further, by using the DAF specifically as his charitable vehicle, he can continue his regular annual giving to his favorite charities every year.

Another client of mine left a substantial amount in his will to a specific charity in which he was very involved throughout his life.

After his passing, the

charity headed in a new direction which the donor's family felt was not in line with his intentions.

However, there was nothing that could be done because that specific bequest was made in his will. Had he instead established a DAF with his family as the advisors, the family would have had more latitude in advising as to which organizations the client's

generous donations went.

This option might have allowed them to pause gifting to a specific organization or redirected to other causes that were important to the him.

A charitable bequest at death to a DAF with family or friends listed as advisors allows the donor to better support his or her passions long past their lifetime.

Using the Community

Foundation of NCW's DAF gives you the opportunity to maximize the benefits of charitable giving.

I encourage you to consult with your professional advisor (CPA, lawyer, or financial planner) in supporting the causes you care about most.

For more information about Workplace Giving, visit cfncw.org/workplacegiving or give us a call at 509-663-7716.

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Pybus Public Market and Pybus Foundation Announce New General Manager

Pybus Public Market and Pybus Foundation Board of Directors, is pleased to announce **Travis Hornby** as General Manager/Foundation Director, replacing retiring Leslie Freytag, Transitional Executive Director.

He will lead the Pybus Public Market and Pybus Foundation team as they continue to build on the success of the market.

"It has been an honor to lead the market the past 2 1/2 years as we prepared for this transition," said Leslie Freytag.

"We have an amazing tenant family and staff here at Pybus and a special community that supports us all. I am looking forward to retirement and plan to stay engaged in our great community," said Ms. Freytag.

Ms. Freytag helped the board to transition from their first Executive Director and plan for the future. When Freytag took the reins of the market and the foundation, she spent six months listening, learning and trying to understand the dynamics of operating the market. She was starting to make some adjustments when the pandemic emerged and that changed everything.

The focus became adapting to evolving health rules and working to keep the market and its businesses going.

One thing Freytag and the board learned is that the role is best described as a general manager because it

isa hands-on job.

There is a staff of five full and part-time employees who keep the market running seven days a week.

Travis is a community focused hands-on leader with a proven track record of success working with



Travis Hornby

board driven organizations to achieve financial growth and stability. He has 15 years of customer service focused experience and a passion for small business.

Travis has operated his own small business in Moses Lake. Most recently he was the President of the Evergreen Mountain Bike Alliance, a non-profit dedicated to the vision of building and sustaining trail systems throughout the Northwest. In this role he was responsible for delivering trail projects within scope, schedule, and budget. Travis has a broad background with experience in retail, hospitality, nonprofits, and construction.

"I am honored to continue the work of building our community treasure focusing on our mission to offer a platform for farmers, artisans and non-profit organizations. And I am especially looking forward to partnering with all the great tenants and artisans of Pybus Public Market and the Wenatchee Valley Farmer's Market," said Mr. Hornby.

"The Search Committee found Travis to be a strong, collaborative leader who brings a great set of skills and past experiences to lead the market for years to come", said Ron Berschauer, Pybus President-Elect, and Search Committee Chair.

Mr. Hornby received his RN Nursing Degree from Walla Walla Community College in 1999. He was the Owner/Operator of Blue Palm Frozen Yogurt in Moses Lake. Travis has dedicated his career to serving our local community. He was a Cofounder of Wenatchee Valley TREAD, is Chair of the Recreation Advisory Committee, served as President, Evergreen Mountain Bike Alliance, Central Chapter and currently serves as a City Council Member (District 4).

Mr. Hornby will begin November 15 working with Ms. Freytag as they prepare for her departure at the end of December.

Okanogan County Labor Area Summary – August 2021

Overview

This report provides an update on the Okanogan County economy incorporating not seasonally adjusted, nonfarm employment and civilian labor force data. Analysis focuses on year over year (August 2020 and August 2021) and average annual data changes (between 2019 and 2020) in the labor market.

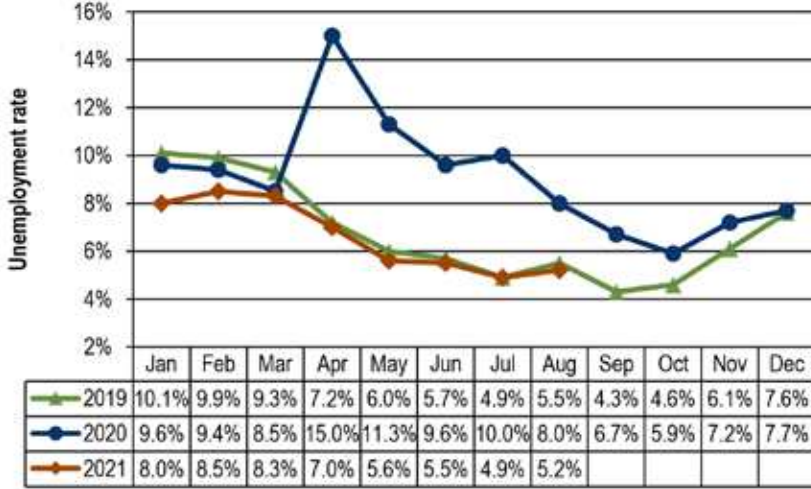
Unemployment rates

Civilian Labor Force (CLF) data show that Washington's not seasonally adjusted average annual unemployment rate jumped

from 4.1 percent in 2019 to 8.4 percent in 2020. Between August 2020 and August 2021, the rate declined from 8.6 to 5.0 percent, a three and six-tenths percentage points downturn.

In Okanogan County, the not seasonally adjusted average annual unemployment rate increased two and four-tenths percentage points between 2019 and 2020, from 6.7 to 9.1 percent. On a monthly basis, COVID-19-related layoffs pushed unemployment rates upwards, year over year, from April through December 2020; but rates have declined from January through August of this year

Okanogan County unemployment rates, not seasonally adjusted Washington state, January 2019 through August 2021. Source: Employment Security Department/LMEA; Current Employment Statistics (CES)



Okanogan County's unemployment rate dropped by two and eight-tenths percentage points between August 2020 and August 2021.

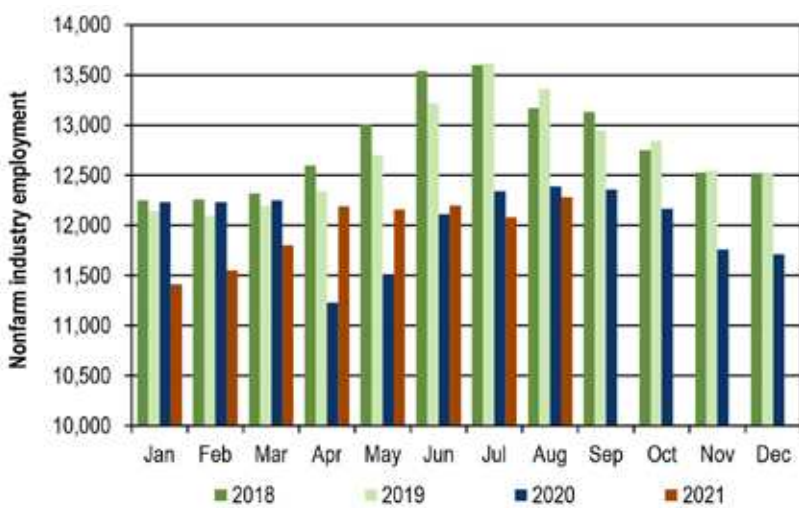
Total nonfarm employment

Between 2019 and 2020, estimates indicate that Washington's labor market provided 183,500 fewer nonfarm jobs, an average annual decrease of -5.3 percent. Year over year, Washington's nonfarm market contracted from April 2020 through March 2021 prior to expanding from April through August 2021.

This August, business and government organizations statewide tallied 3,424,450 jobs (not seasonally adjusted) compared with 3,249,900 in August 2020, a gain of 174,600 jobs and a 5.4 percent upturn. The Okanogan County economy peaked at 13,040 nonfarm jobs in 2008, before the national Great Recession (December 2007 through June 2009) "hit" the local job market. Average annual total nonfarm employment countywide has experienced some ups and downs ever since, but 2008 was the apex of nonfarm employment in Okanogan County. In 2020, the local nonfarm market lost 690 jobs (-5.4 percent) from the prior year; primarily caused by COVID-19-related layoffs, which pushed average annual nonfarm employment down to 12,020 – the lowest point in the past 13 years (2008 through 2020, inclusive). Calendar year 2021 started out well for the Okanogan County economy with year over year nonfarm job growth in January, February and March. However, estimates indicate that local nonfarm job growth retrenched in July and August 2021. Recently, between August 2020 and August 2021, the number of nonfarm jobs sank by 110 (-0.9 percent) from 12,390 jobs in August 2020 to 12,280 this August

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Okanogan County nonfarm industry employment, not seasonally adjusted, in thousands Washington state, January 2018 through August 2021. Source: Employment Security Department/LMEA; Current Employment Statistics (CES)



In August 2021, nonfarm employment decreased to 12,280, a 110-job loss from the 12,390 jobs tallied in August 2020.

Employment and unemployment

Washington's Civilian Labor Force (CLF) edged upwards by 5,550 residents (a marginal 0.1 percent upturn) from 2019 to 2020. Most of this expansion occurred in the first half of 2020. Statewide, the labor force retrenched

from November 2020 through May 2021 before expanding in each of the past three months (June through August 2021). Most recently, Washington's labor force increased by 73,367 residents (up 1.9 percent), from 3,886,399 residents in August 2020 to 3,959,766 in



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 Website: <https://esd.wa.gov/labormarketinfo>

Okanogan County labor force and industry employment, not seasonally adjusted Washington state, August 2021. Source: Employment Security Department/LMEA; Local Area Unemployment Statistics (LAUS), Current Employment Statistics (CES)

Okanogan County	Preliminary Aug-21	Revised Jul-21	Revised Aug-20	Change		Percent change
				Jul-21 Aug-21	Aug-20 Aug-21	Aug-20 Aug-21
Labor force and unemployment						
Civilian labor force	19,901	20,007	20,294	-106	-393	-1.9%
Resident employment	18,858	19,027	18,670	-169	188	1.0%
Unemployment	1,043	980	1,624	63	-581	-35.8%
Unemployment rate	5.2	4.9	8.0	0.3	-2.8	
Industry employment						
Total nonfarm ¹	12,280	12,080	12,390	200	-110	-0.9%
Total private	7,120	7,050	7,520	70	-400	-5.3%
Goods producing	700	670	690	30	-180	-21.3%
Mining, logging and construction	480	460	600	20	-120	-20.0%
Manufacturing	220	210	290	10	-70	-24.1%
Service providing	11,580	11,410	11,500	170	80	0.7%
Trade, transportation and utilities	2,580	2,560	2,620	20	-40	-1.5%
Wholesale trade	190	190	200	0	-10	-5.0%
Retail trade	1,850	1,840	1,900	10	-50	-2.6%
Information and financial activities	430	420	450	10	-20	-4.4%
Professional and business services	440	430	450	10	-10	-2.2%
Education and health services	1,620	1,630	1,610	-10	10	0.6%
Leisure and hospitality	1,110	1,100	1,240	10	-130	-10.5%
Government	5,160	5,030	4,870	130	290	6.0%
Federal government	500	500	560	0	-60	-10.7%
State and local government	4,660	4,530	4,310	130	350	8.1%
State and local government education	1,510	1,570	1,450	-60	80	4.1%
Workers in labor/management disputes	0	0	0	0	0	

¹ Excludes proprietors, self-employed, members of the armed services, workers in private households and agriculture. Includes all full- and part-time wage and salary workers receiving pay during the pay period including the 12th of the month. Columns may not add due to rounding.

Between August 2020 and August 2021, the Okanogan County nonfarm market shrank by 110 jobs, a downturn of -0.9 percent.

➤➤ August 2021. Okanogan County's CLF declined by -5.2 percent between 2019 (20,388 residents) and 2020 (19,338 residents). Year over year the Okanogan County labor force has contracted in each of the past three months (June through August 2021). Recently, the number of residents in the CLF slipped by 393, from 20,294 in August 2020 to 19,901 in August 2021. On the positive side, the number of unemployed plunged by 35.8 percent during this timeframe as 581 fewer Okanogan County residents were out of work this August than in August 2020. The modest, year-over-year

shrinkage in the labor force (bad news) was more than offset by this dramatic decline in the number of residents unemployed in August 2021 (very good news). The result: the county's not seasonally adjusted unemployment rate dropped from 8.0 percent in August 2020 to 5.2 percent in August 2021. In fact, the Okanogan County unemployment rate of 5.2 percent this August was three-tenths of a percentage point lower than the 5.5 percent reading in August 2019 (two years ago) – an indication that the local economy may be slowly returning to some level of "normalcy."

Nonfarm industry employment

Not seasonally adjusted total nonfarm employment in Okanogan County dipped by -0.9 percent (down 110 jobs) in August 2021, as employment declined to 12,280 from the 12,390 jobs tallied in August 2020, during the heyday of COVID-19-related layoffs. Also, total nonfarm employment countywide this August (12,280 jobs) was a substantial 1,080 jobs (-8.1 percent) less than the 13,360 jobs tallied in August 2019 (two years ago). Hence, the economic recovery in Okanogan County, to employment levels of the pre-COVID days (of 2019), is likely to be slow in coming.

The following paragraphs highlight job changes in three local industries (retail trade, leisure and hospitality, and government) between August 2020 and August 2021:

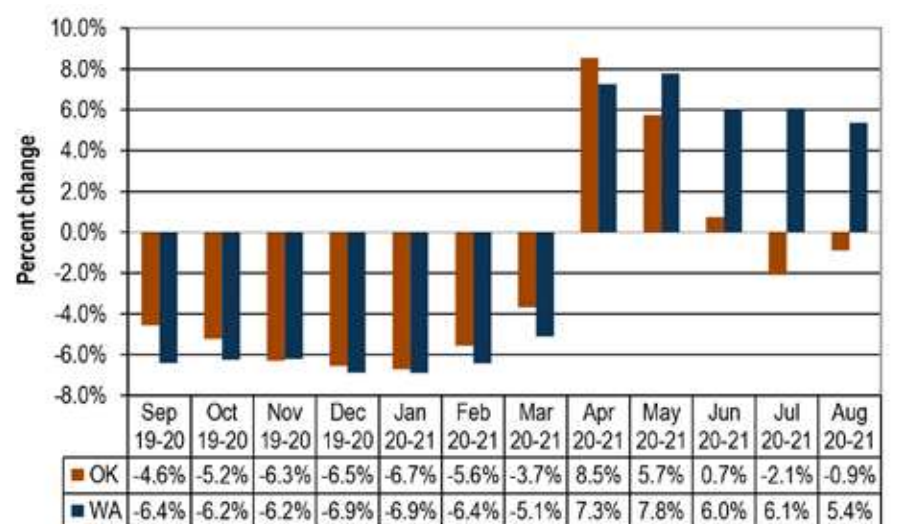
◆ In calendar year 2018 employment in Okanogan County's retail trade sector netted 50 new jobs, an increase of 2.7 percent. But in the past two years employment in the County's retail trade businesses has declined;

down by 60 jobs and -3.2 percent in 2019, and down by 40 jobs and -2.2 percent in 2020. Hence, even before COVID-19 related layoffs hit the local economy in 2020, the local retail trade sector was struggling. Okanogan County's retail trade industry then expanded from March through June 2021 before contracting by -1.6 percent in July 2021 and by -2.6 percent in August 2021. Recently, employment waned from 1,900 retail jobs countywide in August 2020 to 1,850 jobs in August 2021, a 50 job and -2.6 percent downturn. Statewide, retail trade employment has increased from September 2020 through August 2021. Recently, Washington state's retail sector advanced from 394,200 jobs in August 2020 to 402,500 in August 2021 (up by 8,300 jobs and 2.1 percent).

◆ Leisure and hospitality employment in Okanogan County contracted from February 2019 through March 2021 (23 consecutive months), expanded this April and May, but

SEE OKANOGAN COUNTY, PAGE 22

Okanogan County and Washington total nonfarm employment changes Washington state, September 2019 through August 2021. Source: Employment Security Department/LMEA; Current Employment Statistics (CES)



Year over year, nonfarm employment in Okanogan County retrenched in July and August 2021 following expansions in April, May, and June 2021. Washington's nonfarm market expanded from April through August 2021.

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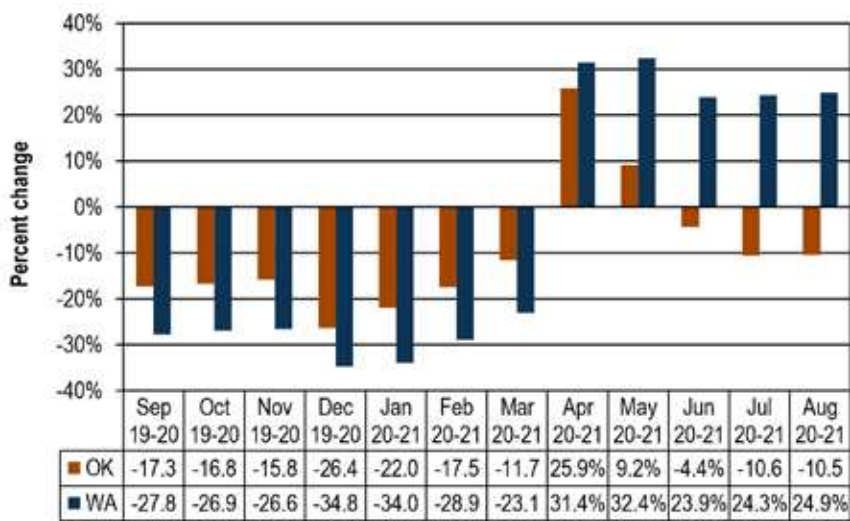
Okanogan County Labor Area Summary – August 2021

retrenched from June through August 2021. Between August 2020 and August 2021, leisure and hospitality (primarily hotels, eating and drinking places, and amusement and recreation services) declined by 130 jobs in Okanogan County, an appreciable -10.5 percent downturn as employment decreased from 1,240 jobs to 1,110. Two years ago (in August 2019) there were 1,570 leisure and hospitality jobs in the County. Thus, this August leisure and hospitality businesses provided 460 fewer jobs (-29.3

percent) than the 1,570 jobs tallied in August 2019. It is safe to say that local tourism related employment has still not rebounded to the pre-COVID-related levels of 2019. Employment in Washington state's leisure and hospitality industry retrenched for 13 months (March 2020 through March 2021) but has added jobs in each of the past five months.

◆ Year over year, government employment in Okanogan County contracted for 13 months (March 2020 through March 2021) before expanding from April through August 2021. Government was the only major local sector which posted significant year over year growth this August. Specifically, between August 2020 and August 2021, government (federal, state, and local) organizations grew by 290 jobs countywide, ➤➤

Okanogan County and Washington leisure and hospitality employment changes Washington state, September 2019 through August 2021. Source: Employment Security Department/LMEA; Current Employment Statistics (CES)



Leisure and hospitality employment in Okanogan County contracted from February 2019 through March 2021, expanded this April and May, but retrenched from June through August 2021. Employment in Washington state's leisure and hospitality industry retrenched for 13 months (March 2020 through March 2021) before adding jobs from April through August 2021.

➤➤ a 6.0 percent upturn as employment rose from 4,870 jobs to 5,160. Government is an extremely important sector in the local economy and typically accounts for approxi-

mately 40 percent of total nonfarm employment in Okanogan County. This is not to say that all levels of government advanced at the same pace this August.

Agricultural employment

The Bureau of Labor Statistics' Quarterly Census of Employment and Wage (QCEW) program, conducted by the Washington State Employment Security Department, provides agricultural and nonagricultural employment and wages for firms, organizations and individuals whose employees are covered by the Washington State Employment Security Act. Frequently termed "covered" or "QCEW" data, this information provides a reliable data set for comparing employment and wage trends in major industries at the county level. In September 2021, revised average annual QCEW data for calendar year 2020 became available. An analysis of employment changes from 2010 through 2020 shows that in Okanogan County:

◆ Total covered employment decreased from 17,329 in 2010 to 15,899 in 2020, a 1,430-job and -8.3 percent downturn, with annualized employment growth between 2010 and 2020 of minus-0.9 percent. The number of agricultural jobs (a subset of total covered employment) decreased from 5,560 in 2010 to 4,184 in 2020, a 1,376 job and -24.7 percent downtrend, with annualized employment growth between 2010 and 2020 of -2.8 percent. In 2010, Okanogan County's agricultural industry accounted for 32.1 percent of total covered employment. In 2020, agricultural employment accounted for just 26.3 percent of total covered employment countywide. Hence, the share of agricultural employment dropped by 5.8 percentage points (from 32.1 to 26.3 percent) in Okanogan County during this most recent ten-year period.

◆ Total covered wages rose from \$439.5 million (in 2010) to \$625.0 million (in 2020), a \$185.5 million and 42.2 percent upturn, with annualized wage growth between 2010 and 2020 of 3.6 percent. The agricultural payroll (a subset of total covered wages) advanced from \$82.3 million in 2010 to \$115.7 million in 2020, an \$33.3 million and 40.5 percent uptrend, with annualized wage growth between 2010 and 2020 at 3.5 percent. In 2010, Okanogan County's agricultural industry accounted for 18.7 percent of total covered wages. In 2020, agricultural wages accounted for 18.5 percent of total covered payroll countywide. Hence, the share of agricultural wages (compared with total covered payroll) virtually stabilized at 18.7 percent in 2010 versus 18.5 percent in 2020 whereas agricultural employment trends showed that the agricultural industry has become less influential in Okanogan County's economy (when comparing the agriculture/total covered employment ratios in 2010 and in 2020). Certainly, agriculture is still a seasonal industry in Okanogan County, but anecdotal evidence indicates that more agricultural workers are being hired into full-time year-round positions (with relatively fewer hires into part-time/seasonal positions); plus, automation in the picking, packing, and sorting of fresh fruit and vegetables appears to have reduced the need for labor. These are two apparent reasons why the agricultural share of total covered employment receded during this most recent ten-year period (see previous paragraph) while the agricultural share of total covered wages/payroll remained virtually unchanged.

Wenatchee MSA (Chelan and Douglas Counties) Labor Area Summary – August 2021

Overview

This report provides an update on the Wenatchee Metropolitan Statistical Area (MSA) economy using not seasonally adjusted, nonfarm employment and civilian labor force data. Analysis focuses on year over year (August 2020 and August 2021) and average annual data changes (between 2019 and 2020).

Unemployment rates

Civilian Labor Force (CLF) data show that Washington's not seasonally adjusted average annual unemployment rate jumped from 4.1 percent in 2019 to 8.4 percent in 2020. Between August 2020 and August 2021, the rate declined from 8.6 to 5.0 percent, a three and six-tenths percentage points downturn.

In the Wenatchee MSA, the average annual unemployment rate rose from 5.1 percent to 8.4 percent between 2019 and 2020. COVID-19-related layoffs pushed monthly unemployment rates upwards, year over

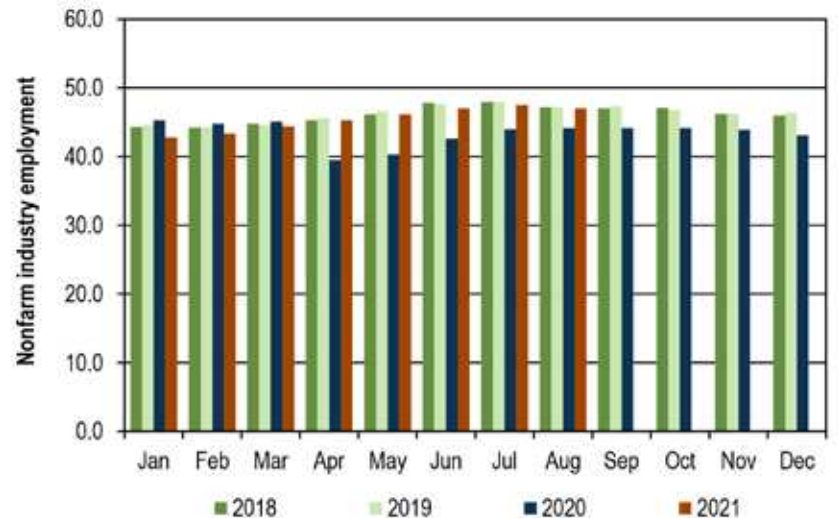
year, from April 2020 through March 2021. However, rates declined dramatically in the Wenatchee MSA from April through August 2021 - steps in the right direction for the local economy.

Total nonfarm employment

Between 2019 and 2020, estimates indicate that Washington's labor market provided 183,500 fewer nonfarm jobs, an average annual decrease of -5.3 percent. Year over year, Washington's nonfarm market contracted from April 2020 through March 2021 prior to expanding from April through August 2021. This August, business and government organizations statewide tallied 3,424,450 jobs (not seasonally adjusted) compared with 3,249,900 in August 2020, a gain of 174,600 jobs and a 5.4 percent upturn.

The Wenatchee MSA's economy lost 2,900 jobs during 2020, a -6.2 percent downturn, higher than Washington's -5.3 percent loss rate between 2019 and 2020. Year over year,

Wenatchee MSA nonfarm industry employment, not seasonally adjusted, in thousands Washington state, January 2018 through August 2021. Source: Employment Security Department/LMEA; Current Employment Statistics (CES)



Nonfarm employment in the Wenatchee MSA increased by 6.6 percent between August 2020 and August 2021

the Wenatchee MSA's nonfarm market also contracted for 12 months (April 2020 through March 2021) prior to employment increases from April through August 2021. This August, nonfarm employment rose 2,900 jobs (up 6.6 percent) over the August 2020 job level of 44,100. However, the economy has not quite recovered all jobs lost since August 2019 (two years ago) when total nonfarm employment in the two-county MSA provided 47,200 jobs, 200 more than the 47,000 jobs tallied this August. Hence employment in the Wenatchee MSA in August 2021 is down -0.4 percent from August 2019.

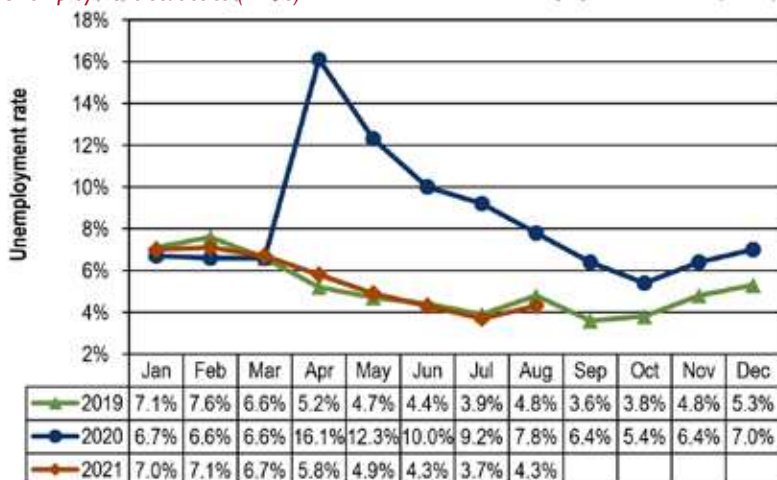
Employment and unemployment

Washington's Civilian Labor Force (CLF) edged upwards by 5,550 residents (a marginal 0.1 percent upturn) from 2019 to 2020. Most of this expansion occurred in the first half of 2020. Statewide, the labor force retrenched from November 2020 through May 2021 before expanding in each of the past three months (June through August 2021). Most recently, Washington's labor force increased by 73,367 residents (up 1.9 percent), from 3,886,399 resi-

dents in August 2020 to 3,959,766 in August 2021.

The Wenatchee MSA's CLF shrank from 66,981 residents in 2019 to 65,471 in 2020, a -2.3 percent downturn. Year over year the Wenatchee MSA's Civilian Labor Force (CLF) contracted for 13 months (May 2020 through May 2021) before expanding in the past three months (June through August 2021). This recent 1,415 resident and 2.1 percent increase in the local CLF between August 2020 (67,405 residents) and August 2021 (68,820 residents) is encouraging because it is the third consecutive month in which the labor force has expanded. Also, the number of unemployed residents in the Wenatchee MSA (Chelan and Douglas counties) shrank from 5,270 in August of last year to 2,980 in August 2021, a noteworthy -43.5 percent decrease. Hence, the moderate growth in the labor force combined with this substantial drop in the number of residents out of work between August 2020 and August 2021 caused the Wenatchee MSA's unemployment rate to fall from 7.8 percent to 4.3 percent.

Wenatchee MSA unemployment rates, not seasonally adjusted Washington state, January 2019 through August 2021. Source: Employment Security Department/LMEA; Local Area Unemployment Statistics (LAUS)



The Wenatchee MSA's unemployment rate fell by three and five-tenths percentage points between August 2020 and August 2021.

Wenatchee MSA labor force and industry employment, not seasonally adjusted Washington state, August 2021. Source: Employment Security Department/LMEA; Local Area Unemployment Statistics (LAUS), Current Employment Statistics (CES)

Wenatchee MSA	Preliminary Aug-21	Revised Jul-21	Revised Aug-20	Change		Percent change Aug-20 Aug-21
				Jul-21 Aug-21	Aug-20 Aug-21	
Labor force and unemployment						
Civilian labor force	68,820	74,116	67,405	-5,296	1,415	2.1%
Resident employment	65,840	71,377	62,135	-5,537	3,705	6.0%
Unemployment	2,980	2,739	5,270	241	-2,290	-43.5%
Unemployment rate	4.3	3.7	7.8	0.6	-3.5	
Industry employment (numbers are in thousands)						
Total nonfarm ¹	47.0	47.5	44.1	-0.5	2.9	6.6%
Total private	38.0	38.1	35.2	-0.1	2.8	8.0%
Goods producing	5.9	6.1	5.3	-0.2	0.6	11.3%
Mining, logging and construction	3.2	3.3	2.9	-0.1	0.3	10.3%
Manufacturing	2.7	2.8	2.4	-0.1	0.3	12.5%
Service providing	41.1	41.4	38.8	-0.3	2.3	5.9%
Private services providing	32.1	32.0	29.9	0.1	2.2	7.4%
Trade, transportation, warehousing and utilities	9.9	9.7	9.9	0.2	0.0	0.0%
Retail trade	6.7	6.6	6.4	0.1	0.3	4.7%
Education and health services	7.8	7.8	7.5	0.0	0.3	4.0%
Leisure and hospitality	6.8	6.7	5.6	0.1	1.2	21.4%
Government	9.0	9.4	8.9	-0.4	0.1	1.1%
Federal government	1.0	1.0	1.1	0.0	-0.1	-9.1%
State government	1.1	1.1	1.2	0.0	-0.1	-8.3%
Local government	6.9	7.3	6.6	-0.4	0.3	4.5%
Workers in labor/management disputes	0.0	0.0	0.0	0.0	0.0	

¹ Excludes proprietors, self-employed, members of the armed services, workers in private households and agriculture. Includes all full- and part-time wage and salary workers receiving pay during the pay period including the 12th of the month. Columns may not add due to rounding.

The Wenatchee MSA nonfarm market provided 47,000 jobs in August 2021, a gain of 2,900 jobs since August 2020.

Nonfarm industry employment

Between August 2020 and August 2021, total nonfarm employment in Chelan and Douglas counties (the Wenatchee MSA) increased from 44,100 to 47,700 jobs, a 2,900 job and 6.6 percent upturn. Year over year, the Wenatchee MSA's nonfarm market contracted for 12 months (April 2020 through March 2021) prior to employment increases during each of the past five months (April through August 2021). These year-over-year employment increases from April through August 2021 are the first upturns since the start of COVID-19-related layoffs back in April 2020 – and are indications that the local labor market is starting to “strengthen.”

Summaries of employment changes between August 2020 and August 2021 for three local industries (construction, retail trade, and leisure and hospitality) are provided as follows:

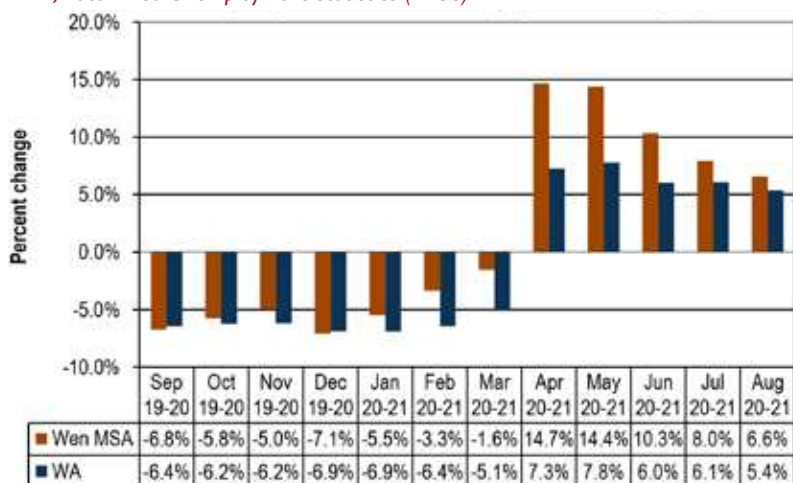
◆ In the mining, logging and construction category, most jobs are in “construction.” The Wenatchee MSA's construction industry lost jobs year over year from April through October 2020, stabilized in November and December 2020 and has expanded in every month so far this year. This August, construction provided approximately 3,200 jobs in the MSA, a 300 job and 10.3 percent upturn from the 2,900 tallied in August 2020. A glimpse at the number of closed sales in August 2020 versus August 2021 in the Wenatchee market (i.e., in Wenatchee, Malaga, East Wenatchee, Orondo and Rock Island, WA), from the August 2021 Real Estate Snapshot newsletter published by Pacific Appraisal Associates, shows that the number of single-

family homes or condominiums sold in the Wenatchee market year to date (YTD) fell by -2.2 percent. Specifically, from January through August 2020, there were 678 closed sales in the Wenatchee market. This reduction in active listings is likely occurring simply because homes/condos are selling quickly. One indicator of this “hot” residential market is rising home prices.

◆ Year over year, retail trade employment in the Wenatchee MSA has expanded in every month so far this year (from January through August 2021). The retail trade sector is comprised of the following subsectors: motor vehicle and parts dealers, furniture and home furnishing stores, building material and garden supply stores, food and beverage stores, health and personal care stores, clothing and clothing accessories stores, general merchandise stores, and other retail trade businesses (i.e., internet shopping). In aggregate, between August 2020 and August 2021, the number of part- and full-time jobs in the Wenatchee MSA's retail trade sector rose 4.7 percent, from 6,400 to 6,700 jobs. Statewide, retail trade employment has increased in each of the past 12 months (September 2020 through August 2021).

◆ COVID-19-related layoffs in leisure and hospitality were more severe than layoffs in any other Wenatchee MSA industry during 2020. In fact, of the 2,900 nonfarm jobs lost in 2020 across the MSA, 1,600 jobs, or 55.2 percent, were in the leisure and hospitality sector. However, between August 2020 and August 2021, leisure and hospitality (primarily hotels, eating and drinking places, and amusement and recreation services)

Wenatchee MSA and Washington state total nonfarm employment changes Washington state, June 2019 through August 2021. Source: Employment Security Department/LMEA; Local Area Unemployment Statistics (LAUS)

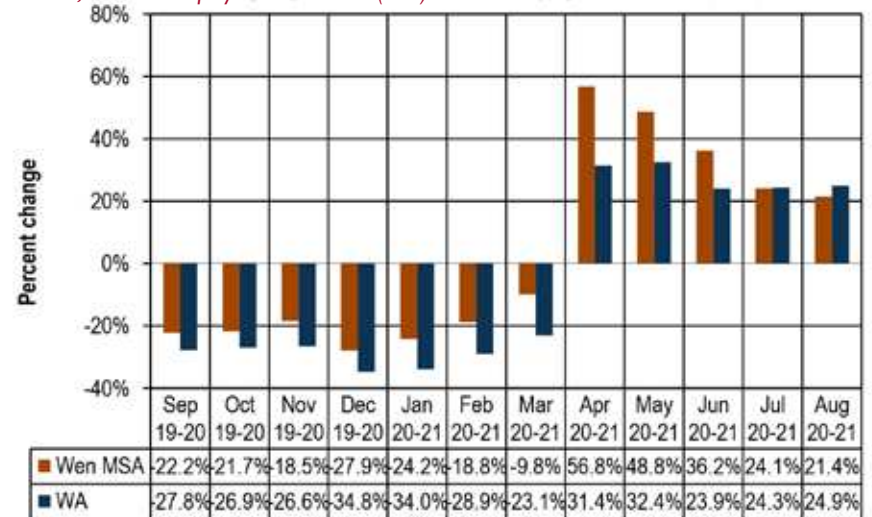


Year over year, the Wenatchee MSA's nonfarm market contracted for 12 months (April 2020 through March 2021) prior to employment increases during each of the past five months (April through August 2021). Washington's nonfarm market also contracted from April 2020 through March 2021 prior to expanding from April through August 2021.

added 1,200 jobs across the MSA, a lively 21.4 percent upturn, as employment revived from 5,600 jobs to 6,800. In fact, between August 2020 and August 2021 leisure and hospitality added more jobs to the Wenatchee MSA nonfarm economy than any other major industry, accounting for 41.4 percent of total nonfarm growth during this timeframe. Employment in Washington state's leisure and hospitality industry also retrenched for 13

months (March 2020 through March 2021) before posting year-over-year job gains from April through August 2021. Statewide, leisure and hospitality employment elevated by 24.9 percent between the Augusts of 2020 and 2021; with arts, entertainment and recreation businesses (within this leisure and hospitality sector) jumping by 50.8 percent, from 31,700 jobs in August of last year to 47,800 in August 2021 – quite a comeback.

Wenatchee MSA and Washington state leisure and hospitality employment changes Washington state, July 2019 through August 2021. Source: Employment Security Department/LMEA; Current Employment Statistics (CES)



Year over year, employment in the Wenatchee MSA's leisure and hospitality industry has increased in each of the most recent five months (April through August 2021). Employment in Washington state's leisure and hospitality industry also retrenched for 13 months (March 2020 through March 2021) and posted year over year job gains from April through August 2021.

Agricultural employment

The Bureau of Labor Statistics' Quarterly Census of Employment and Wage (QCEW) program, conducted by the Washington State Employment Security Department provides agricultural and nonagricultural employment and wages for firms, organizations and individuals whose employees are covered by the Washington State Employment Security Act. Frequently termed “covered” or “QCEW” data, this information provides a reliable data set for comparing employment and wage trends at the county level. In September 2021, revised average annual QCEW data for calendar year 2020 became available. An analysis of industry employment changes from 2010 through 2020 shows that in Chelan County:

◆ Total covered employment rose from 38,179 in 2010 to 40,871 in 2020, a 2,692 job and 7.1 percent upturn with an annualized growth rate of 0.7 percent. However, agricultural employment (a subset of total covered employment) decreased from 8,983 jobs in 2009 to 8,708 in 2020, a 275 job and -3.1 percent downturn with an annualized loss rate of -0.3 percent. In 2010, Chelan County's agricultural industry accounted for 23.5 percent of total covered employment; but ten years later in 2020, this industry provided only 21.3 percent of total covered employment countywide.

◆ Total covered wages (not adjusted for inflation) rose from \$1.23 billion (in 2010) to \$1.88 billion (in 2020), a \$649.5 million and 52.6 percent upturn with an annualized growth rate of 4.3 percent. The agricultural payroll (a subset of total covered wages) advanced from \$171.8 million in 2010 to \$279.1 million in 2020, an \$107.3 million and 62.5 percent uptrend with an annualized growth rate of 5.0 percent. In 2010, Chelan County's agricultural industry accounted for 13.9 percent of total covered wages, and by 2020, agricultural wages tallied 14.8 percent of total covered payroll; meaning that the agricultural share of total nonfarm payroll advanced a marginal nine-tenths of a percentage point (from 13.9 to 14.8 percent) during this timeframe. Hence, the agricultural share of wages (versus total covered payroll) showed a marginal upturn, whereas agricultural employment trends showed that the agricultural industry has become less influential in Chelan County's economy (when comparing the agriculture/total covered employment ratios in 2010 and in 2020). Cer-

tainly, agriculture is still a seasonal industry in Chelan County, but anecdotal evidence indicates that more agricultural workers are being hired into full-time year-round positions (with relatively fewer hires into part-time/seasonal positions); plus, automation in the picking, packing, and sorting of fresh fruit and vegetables appears to have reduced the need for labor.

For Douglas County, an analysis of industry employment changes from 2010 through 2020 shows that:

◆ Total covered employment rose from 10,823 in 2010 to 11,875 in 2020, a 1,052 job and 9.7 percent upturn with an annualized growth rate of 0.9 percent. The number of agricultural jobs (a subset of total covered employment) decreased from 3,038 in 2010 to 2,690 in 2020, a 348 job and -11.5 percent downturn with an annualized loss rate of -1.2 percent. In 2010, Douglas County's agricultural industry accounted for 28.1 percent of total covered employment. In 2020, agricultural employment accounted for only 22.7 percent of total covered employment countywide. Hence, the agricultural share of employment contracted by five and four-tenths percentage points (from 28.1 to 22.7 percent) in Douglas County during this ten-year period.

◆ Total covered wages (not adjusted for inflation) rose from \$312.9 million in 2010 to \$502.4 million in 2020, a \$189.5 million and 60.6 percent upturn with an annualized growth rate of 4.8 percent. The agricultural payroll (a subset of total covered wages) advanced from \$51.7 million in 2010 to \$80.6 million in 2020, a \$28.9 million and 55.8 percent uptrend with an annualized growth rate of 4.5 percent. In 2010, Douglas County's agricultural industry accounted for 16.5 percent of total covered wages, and by 2020, agricultural wages tallied 16.0 percent of total covered payroll. Hence, the agricultural share of wages (versus total covered payroll) showed only a negligible five-tenths percentage point dip whereas agricultural employment trends showed that the agricultural industry has become considerably less influential in Douglas County's economy when comparing the agriculture/total covered employment ratios in 2010 and in 2020.

Web link to Monthly Employment Report (MER) for Washington state

<https://esd.wa.gov/labormarketinfo/monthly-employment-report>



Jennifer Witherbee to step down as WAEF Executive Director

After leading the Washington Apple Education Foundation (WAEF) as its Executive Director for 20 years, Jennifer Witherbee has announced her intent to step down at the end of March 2022.

Witherbee shared that the timing of her departure has much to do with the current health of the organization.

"WAEF is in a great place with loyal donor support, a strong staff, involved industry leaders on the board of directors, and a proven track record," said Witherbee. "I am truly fortunate to have had the opportunity to be part of WAEF for 20 years and couldn't feel more proud of the impact we've had on thousands of students. The timing feels right to step away and allow others to contribute their ideas and energy."

Witherbee will stay on through the end of March to assist the board of directors



Jennifer Witherbee

with the search for a new executive director and ensure a smooth transition.

Laurie Knebusch is the foundation's chairman and shared this about Witherbee's upcoming departure. "For 20 years, not only has Jennifer left her mark on the students and foundation, but she has also impacted the apple industry as well. We can all proudly hold up WAEF as a shining example of what can be achieved when we all come together for a worthy cause,

in large part thanks to Jennifer's leadership."

Knebusch, along with a board of directors committee, will be leading the search for the new Executive Director, a process that is expected to take two to three months.

WAEF is the charity of Washington's tree fruit industry. It was founded in 1994 and is best known for its scholarship program that assists hundreds of students annually with scholarship awards in excess of \$1 million, however, the foundation only considers scholarship funding as one element of its support to students.

During Witherbee's tenure at the foundation, scholarships granted grew from just under \$100,000 to over \$1 million awarded annually. Currently, over 90% of WAEF scholarship recipients meet renewal requirements or graduate each year.

The Fall Prevention Program Will be Offered to Over Six Counties

Healthy Aging Program Matter of Balance Introduces In-Person Classes

By Megan Sokol

The Healthy Aging Program is offering both in-person and virtual classes for their Matter of Balance program, a training regiment that helps seniors reduce their fear of falling and increase their level of activity.

The Healthy Aging Program was created in 2019 by former Wellness Place Executive Director Erin Cass. She was a master trainer at their Stay Active and Independent for Life (SAIL) program, training new SAIL instructors and assisting with instructor training.

"I contract with Department of Health, the Senior Fall Program, and also Aging and Adult Care of Central Washington to promote, deliver, and coordinate health promotion programs that are evidence-based."

Master of Balance is run by Cass alongside two other SAIL master trainers Lynette Gahringer and Maggie Kaminoff.

Cass states that the program is designed to empower older adults by reducing their fear of falling and to increase activity levels.

"The premise is many of the older adults [are] experienced with fear of falling, and so often that people who develop this fear can limit their activities which results in physical weakness, it also creates more of a risk of falling even greater," Cass explained.

Matter of Balance program is a nationally recognized group-focused program developed by the Roybal Center at Boston University.

With eight sessions in total, the class is designed to set goals for increasing activity so that participants can work on their fear of falling along with removing fall risk factors within their home.

"The class does a really good job of doing a consistent delivery method in that they do a warm-up, you do aerobics, [a] cardio component, you do some static and dynamic balance exercises, you do training, and then you finish the class with flexibility and stretching," Cass explained.

After recently holding in-person classes, Cass



has started implementing COVID-19 safeguards and asks participants to wear a mask and be vaccinated.

"We meet in a very large space, six-feet apart, we open windows when possible, but right now I'm only offering one class in-



Erin Cass

person and it's kind of a smaller group, it's been working pretty well," Cass said.

"If people are not comfortable with that, we certainly refer people to a virtual option, so no one's ever excluded from this program."

However, many seniors may have difficulty accessing the class via zoom. When asked on how to bridge the gap between unvaccinated seniors and technological accessibility, Cass stated the following:

"We want to make sure that this program is reached to all households, not just people who have technology. So, I've been working on writing grants to get Chrome notebook computers and/or tablets that are preloaded with this program, the Zoom platform."

She claims that tech accessibility has been an issue for Matter of Balance trainers all across the nation. One solution she

has found is individually meeting interested virtual participants within their homes.

"It's a delicate process, trying to make sure everyone's safe and comfortable continuing on that socialization and getting together, whether it be via zoom or in-person is really important too," Cass said. "[I] think we've lost connection over the last 18-20 months."

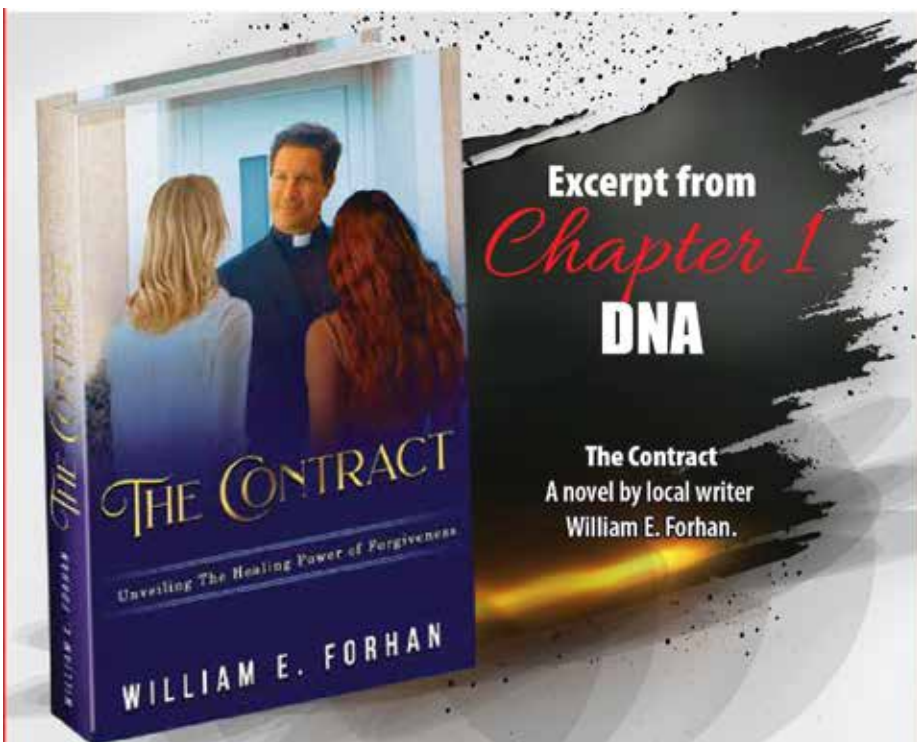
Last August, the Healthy Aging program recently partnered with Aging and Adult Care, a senior service agency. Healthy Aging exchanges their evidence-based programs for Aging and Adult Care's clientele base.

"Our goal is to help people stay at home rather than having to go to a residential facility like assisted living or a nursing facility," Diane Tribble said, who is the Director of Information & Assistance for Aging and Adult Care.

"The fact that her program helps people to learn how to identify fall risks in their home and exercises and things they can do to build strength is really important to us, so that we can help the people we serve remain at home and age in place basically."

All of their evidence-based programs are free and are open to those living in Chelan, Douglas, Okanogan, Grant, Lincoln, and Adams counties.

The Matter of Balance in-person workshop starts on Nov. 4 -5, 11-12, 18-19, and December 2-3 (8 sessions total). The times are 10:00 a.m. to 12:00 p.m. and the location is TBD. Those interested can call and register at sailwithmeec@gmail.com or call (509)-393-9113.



Most mothers can tell you the moment their child was born. It's not the same for fathers. But I can tell you precisely the moment I met my daughters. It was 2:46 on a Sunday afternoon in October.

I had rushed back from church and just sat down to watch the game of the week. My Denver Broncos were playing their most despised of opponents – the Oakland Raiders. My game was interrupted by a knock on my front door.

My wife had taken our two sons to help her with grocery shopping. So I had to get up from my game to respond to that irritating knock.

I opened the door to two attractive young women. They seemed surprised.

"You're a priest?" one queried.

In my rush to watch the game I had not removed my clerical collar.

"Well, yes I am," I responded. Fully expecting they were a couple of young evangelists looking to tell me about the gospel.

There was a sudden and distinctly deafening pause.

"Can I help you?" I finally said.

They looked at each other. Then almost in unison burst out, "We think you're our father!"

In an instant twenty-three years of guilt and remorse overcame me. I could not help it. Tears poured out like a river. My heart began to pound and I could not hear a sound.

We looked at each other for what seemed like an eternity. None of us knowing what to say next, but I knew in my heart they were correct.

Bill's Book is now available online through Amazon.com, BarnesandNoble.com and Apple iBook The paperback is \$16.99 and the ebook is \$8.99. Or you can order the book directly from Bill at The Leavenworth Echo (509-548-5286), the Lake Chelan Mirror (509-682-2213), or by emailing your contact information to Bill.Forhan@gmail.com. Orders placed directly with the author have the added advantage of being signed including a short message if you like. Sales tax applies and if you request mail delivery add \$3.00 for postage. There is no charge if your order is picked up at the Echo or Mirror office.

