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## Leavenworth's new Eastside Cycleworks finds its niche, offering specialized ski and mountain bike services

Leavenworth's newest ski and bike shop, Eastside Cycleworks, is expanding the options for ski services in the Upper Valley.

By **TAYLOR CALDWELL** | Ward Media Staff Reporter

**E**astside Cycleworks opened in August of 2023, and announced its ski services in October. The shop specializes in ski and mountain bike services, as well as multi-day rentals on winter and summer activities.

"We've been totally buried in ski mounts for two months now. We've had a lot of boot fitting appointments. Cole can punch up on touring boots, which tend to be a little bit harder to work on because they're thinner," said Donahue.

Eastside Cycleworks is unique to the Upper Valley in its ability to cater to backcountry skiers. In addition to boot-fitting, the

shop can mount any type of binding such as tech (backcountry), alpine or telemark, as well as make binding adjustments to already mounted skis. Before Eastside Cycleworks, Arlberg Sports in Wenatchee was the only spot in the valley that could offer tech mounts, making it susceptible to a large backlog at peak times.

"People will drive to Pro Ski, like North Bend, to get things mounted or to get a boot fit, which is crazy to me. That's a four hour round trip... I saw a definite need for this for how big of a ski town this is, and like no

See **NEW SHOP** Page 13



TAYLOR CALDWELL / WARD MEDIA

Pat Donahue, the owner of Eastside Cycleworks, stands in front of a pair of ready to mount skis.

## Rocky Pond Winery opens wedding and event venue



COURTESY OF MILESTONE EVENTS AT ROCKY POND VINEYARDS  
Milestone Events at Rocky Pond Vineyards surrounded by the stunning Columbia River Valley. **SEE STORY PAGE 20**

## North Central Washington gets increased commuting options

**Commuting just got easier for residents across North Central Washington. Link Transit is rolling out significant enhancements to its service in January, aiming to streamline commuting options for the denizens of North Central Washington.**

Ward Media | Wenatchee Business Journal

**T**his initiative includes a host of improvements featuring increased frequency, extended operating hours, and the introduction of new routes tailored to meet the growing demands of the region's workforce.

Effective Jan. 2, commuters can expect a more compre-

hensive schedule catering to a variety of travel needs.

Here's a breakdown of the key changes set to take place:

Expanding routes and frequencies

- South Wenatchee to Walmart: Fresh weekday trips

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# Embracing community stories

By **Terry Ward** | CEO and Publisher

**A** we stride into the dawn of a promising year, I take this opportunity to extend my heartfelt appreciation to all of you who have continuously supported and contributed to the Wenatchee Business Journal.

Your unwavering commitment to sharing your stories and insights has been the cornerstone of our publication's success, and for that, we are immensely grateful.

Since we acquired the Wenatchee Business Journal in August 2023, we've embarked on a transformative journey to enhance the quality and relevance of the content we provide. We earnestly hope that you, our readers, have noticed the positive changes we've implemented. Your feedback and engagement are invaluable to us as we

strive to tailor our offerings to suit your needs and interests better.

One of the paramount sections in our publication, "Keeping People Connected," serves as a testament to our dedication to showcasing the vibrancy and achievements within our business community. This section is a platform to celebrate milestones such as staffing changes, promotions, awards, and the commendable efforts in enhanced training and certifications received by individuals. Your submissions in this segment are pivotal; they allow us to shed light on the remarkable accomplishments of your businesses and employees. Through your press releases and news tips, we endeavor to amplify your achievements, ensuring that the recognition you deserve resonates

far and wide.

We invite you to submit your information to news@ward.media to continue this collaborative effort. Your contributions, whether press releases or news tips, make the Wenatchee Business Journal a true reflection of our thriving business landscape. Together, let us illuminate the accomplishments and successes that define our remarkable community.

Each story shared with us adds a layer of richness to the tapestry of our community, fostering connections and inspiring others. Your contributions have enlivened our pages and served as beacons of inspiration to our readership.

As we progress into this new year, please continue sharing your milestones, innovations, and updates with us. Your contributions are what make the Wenatchee Business Journal a true reflection of our

## From the Publisher



thriving business landscape. Together, let us illuminate the accomplishments and successes that define our remarkable community.

Thank you for entrusting us with your stories. We eagerly await the privilege of sharing more of your triumphs and endeavors in the pages of

the Wenatchee Business Journal.

*Terry Ward is the CEO of Ward Media and the publisher of the Wenatchee Business Journal, Cashmere Valley Record, Lake Chelan Mirror, The Leavenworth Echo, and Quad City Herald.*

# Icicle Brewing Company wins large brewery of the year award

**Amidst a field of 175 competing breweries in Washington, Icicle Brewing Company emerged as the Large Brewery Of The Year winner at the 2023 Washington Beer Awards. This annual competition is Washington's most prestigious beer competition, where trained panels of judges evaluated 1,276 beers spanning 139 unique styles.**

**Press Release** | Icicle Brewing Company

**T**o win Large Brewery Of The Year, Icicle Brewing Company was awarded five gold medals and two bronze medals for a wide variety of beers across multiple styles. Here is the list of winning beers:

- Gold Medal: Magic Meadow Hazy Double IPA | Category: Juicy/Hazy Imperial/Double IPA
- Gold Medal: Enchantments Hazy IPA | Category: Juicy/Hazy IPA
- Gold Medal: Cot In The Heat: Category | Chili Pepper Beer

- Gold Medal: Premium Pilsner: Category | International-Style Pilseners
- Gold Medal: Alpenhaze Fresh Hop-Citra | Category: Fresh Hop Juicy/Hazy Pale Ales
- Bronze Medal: New Zealand Pilsner | Category: Contemporary American-Style Pilsners
- Bronze Medal: Colchuck Raspberry Wheat | Category: Fruit Wheat Beers

Icicle co-founder Pamela Brulotte beamed with pride while attending the award ceremony in Puyal-

lup, where she celebrated with a dozen colleagues.

"I am so incredibly proud of our team!" she exclaimed, "I'm honored and grateful to be surrounded by such a dedicated group of hard-working people at the top of their game! Our brewers have been doing such a wonderful job these last few years, and it's fantastic to see them get this recognition."

Icicle Brewing Company is no stranger to winning awards for producing quality beers, recently receiving national and international recognition.

Last year, their flagship hazy IPA Alpenhaze won a silver medal in the Great American Beer Festival, and in 2023 it won gold at the World Beer Cup, often referred to as "the Olympics of Beer Competitions." Premium Pilsner was awarded a bronze medal in the same competition.

Icicle Brewing Company is amongst the top ten largest craft breweries in

Washington and brews beer in two Leavenworth locations.

Three of the seven gold medal-winning beers from this year's competition are currently available in distribution across the Pacific Northwest, while the others are taproom-exclusive releases.

Washington is well

known for producing a large majority of the nation's hops, and the quality of craft beer production in the state is well-renowned.

The Washington Beer Awards is in its tenth year, and winners were announced Nov. 3 at the Washington Craft Beer Summit at the Puyallup Fairgrounds.



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# Finance

**Beau Ruff**

Contributor for Ward Media



## Setting up a solo LLC is simple; a Multi-Member LLC is infinitely more complex

**W**hen setting up a business, conventional wisdom dictates that the business be set up in a legal entity providing limited liability protection, like a Limited Liability Company (LLC). This is true too when a business wants additional capital by allowing investors to participate as equity owners in exchange for that infusion of cash to the business. But the business owner should be forewarned: the complexity of any business endeavor is infinitely more complex when other people are included in the ownership pool.

The simplest way to set up and run a business is to have just one owner (in most cases, I count a married couple as one owner because their interests are usually so closely aligned). In setting up a one-owner LLC, the process is straightforward as is the documentation needed. A person setting up an LLC this way can usually opt for boilerplate LLC organizational documents that don't need much in the way of customization. Why? The sole owner has

unilateral authority to change the business any time he or she chooses. In effect, the owner is not bound by any enforceable provisions in the entity that preclude the owner from making any conceivable decision for the company. It's simple.

Introduce just one more owner and the calculation is vastly different. With all due respect to the TV shows that popularize the concept of equating complete control to 51% ownership, that is just not the case, and it is naïve to rely solely on default controlling ownership rights.

Take the example of an LLC owned 60% by Fred and 40% by Julie. Let's assume that Fred exercises his authority to declare that the LLC should purchase assets (maybe inventory or land). To obtain the necessary financing, the bank might require all owners to sign the loan agreement in their personal names (this would be customary for a small business loan). Without addressing it in a customized agreement, the default is a 60% owner of an LLC can never compel the 40% owner to of-



STOCK PHOTO

fer a personal guarantee. Therefore, the 40% owner effectively has veto power.

Similarly, a buyer might offer to buy the entire business in a transaction paying 10 times the true value of the business in an LLC ownership sale... but only if the buyer can buy 100% of the company. Here too, the 40% owner can effectively veto the sale.

More important than simplistically saying that one owner is "in control" and the other is not, there are a host of issues that should prudently be discussed and agreed upon (in writing) before the decision is made to go into business together. Often these agreements are contained in the Operating Agreement but can also be

ing it in a customized agreement, Julie can sell to whomever she chooses.

Are there issues that Julie would want to address to feel more comfortable with her investment? Absolutely. Imagine Fred buys his fertilizer and pesticides from his brother – they cost a bit more, but it stays in the family. Should Fred be required to disclose this, or perhaps should he be prohibited from engaging in any transactions that personally benefit him or his family? Can Fred start a competing landscape company? Can Julie? Can Fred singularly choose when and how much of the profits get pushed to the owners or can he unilaterally choose to use the funds to facilitate growth (or increase his own salary)? What if Julie owes taxes on the business's profits but doesn't receive any distribution to even cover the taxes?

Sometimes owners want to include family members in the business. Is Fred or Julie within their rights to demand that his or her child be employed at the landscaping company? What about Julie... should

she be able to work for the company? Remember the distinction between ownership and authority. The two need not go hand in hand. A person can own stock in Microsoft but have no right or obligation to work for the company.

This article just skims the surface of planning opportunities when setting up an LLC with another person. There are many more issues to discuss and many ways to address each. Work with an experienced attorney to plan for items like those mentioned here... and many more.

Note: for simplicity's sake, this article only discusses LLCs. There are other forms of doing business as an entity to include Limited Partnerships, Corporations, Sole Proprietors, and General Partnerships. Still any entity with more than one owner faces similar challenges.

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

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# Health

## Confluence Health names Brian Barry as Chief Ambulatory and Clinic Network Officer

Confluence Health has appointed Brian Barry to the position of Chief Ambulatory and Clinic Network Officer. The newly created role, set within the executive leadership team alongside the Chief Executive Officer, Chief Nursing Officer, Chief Financial Officer, and others, is geared toward reshaping outpatient service lines in alignment with Confluence Health's ongoing commitment to revamp primary care and uphold its mission of "Local care by and for our community."

Ward Media | Wenatchee Business Journal

**B**arry joins Confluence Health after his recent tenure as the chief operating officer at MultiCare Medical Associates in Tacoma.

His experience in steering a large medical group comprising more than 600 physicians and advanced practice providers across South Puget Sound has been marked by a focus on setting and maintaining standards for access, quality, safety, and operational workflows.

Barry's leadership also emphasized the delivery of excellent service and care, accumulated over his 22-year tenure in various healthcare leadership roles, rendering his expertise expansive and diverse.

"We are excited to have Brian Barry join us as our first chief ambulatory and clinic network officer," remarked Dr. Andrew Jones, chief executive officer of Confluence Health.

"Along with an impressive amount of experience and a legacy of success, we look forward to the passion and commitment he brings to this new role."

Barry, a father of two adult children pursuing a college education, looks



Brian Barry

forward to joining Confluence Health. Beyond his professional pursuits, he nurtures hobbies in snow skiing, hiking, soccer, and exploring the Pacific Northwest alongside his wife and their two rescue dogs.

His professional focus remains steadfastly aimed at enhancing performance across quality and access to care. He is especially passionate about population healthcare management, value-based care models, and effectuating positive changes in community health and financial operations.

"It is a privilege to join the exceptional leadership team at Confluence Health," commented Barry.

"We have an incredible opportunity to further advance local care by building on our dedication towards enabling pride in our work, focusing on local sustainability, and ensuring access for all while continuing our commitment to excellent care and service. I am excited to join such a dynamic organization that provides such comprehensive medical care to the North Central Washington community."

## Confluence Health appoints Dr. James Murray as Chief Medical Officer

Confluence Health unveiled its new Chief Medical Officer (CMO), Dr. James Murray, following approval by the Confluence Health Board. Dr. Murray, who had been serving as interim CMO since late July 2023, succeeds Dr. Jason Lake, the former CMO.

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**I**n this pivotal role, Dr. Murray will play a critical part in ensuring the delivery of safe and effective healthcare, aligning with Confluence Health's commitment to providing community-centered care.

His responsibilities encompass operational leadership, collaboration with medical staff, and overseeing the healthcare system's operational aspects.

"Dr. Murray brings many years of experience to this position, not only in medicine and healthcare leadership but in understanding our community and its needs," remarked Dr. Jennifer Jorgensen, president of the Wenatchee Valley Medical Group, the largest physician group affiliated with Confluence Health. "We are excited to have him take on this important role."

Boasting board certification from the American Board of Internal Medicine, Dr. Murray commenced his journey with what would later become Confluence Health in 2005 as a hospitalist. His professional background includes a residency in internal medicine at Grand Rapids Medical Education and Research, Michigan, as well as an internship in



Dr. James Murray

general surgery at Portsmouth Naval Hospital in Portsmouth, Virginia. He attained his medical degree from Loyola University.

With a focus on critical care and medical education, Dr. Murray most recently held roles as the medical director for inpatient medicine and the core medical director for specialty and ancillary medicine for Confluence Health.

"I am in full support of the Confluence Health Board's selection and know that Dr. Murray's years of leadership experience and the respect he has earned among his colleagues will make him an excellent CMO," commented Dr.

Andrew Jones, CEO of Confluence Health. "During his time as interim CMO, Dr. Murray has already stepped into the role and come rapidly up to speed on the challenges and opportunities we have. The executive leadership team has valued his input and insights and we want to congratulate and welcome him as he officially assumes the CMO role."

Dr. Murray assumes the role of CMO equipped with extensive expertise, a deep understanding of the community's healthcare needs, and a proven track record in healthcare leadership, signaling a promising trajectory for Confluence Health under his guidance.

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# Q & A



## Meet Steve Wilkinson executive director of the Wenatchee Valley Chamber of Commerce

By **Quinn Propst** | Ward Media Staff Reporter

**S**teering the Wenatchee Valley Chamber of Commerce toward a dynamic future is Steve Wilkinson, the executive director, who brings a wealth of experience and a passion for community growth.

As a seasoned professional in commercial banking and economic development, Wilkinson took the reins in April 2022, embracing the Chamber's mission to champion our region's economic vitality and quality of life.

With a dedication to inclusive partnerships and representing diverse business interests, Wilkinson's leadership is poised to propel the Chamber and the Wenatchee Valley into a thriving era of collaboration and progress. Recently, we caught up with Wilkinson to learn more about him and his goals for the Wenatchee Valley Chamber of Commerce.

### Please tell our readers what the Wenatchee Valley Chamber of Commerce does.

The Wenatchee Valley Chamber of Commerce (Chamber) is a non-profit membership organization that has served to promote and represent the issues, interests, and needs of our business community since 1903.

The Chamber's mission is to champion our community's quality of life and economic vitality through

collaborative leadership and sound business advocacy. We strive to unify our community around objectives that will strengthen and grow our local economy, build business diversity, and create a more vibrant and prosperous business climate in our region.

The Chamber also has the pleasure of serving the community by promoting our area as a destination for business, sports, and leisure travel.

### How long have you been in this role?

I will celebrate two years in April 2024.

### Tell our readers a little bit about yourself.

My professional background is principally commercial banking; however, in 2016, my wife Ronda and I moved to Kansas for five years, where I was asked to lead an economic development organization that served fourteen rural counties in south-central Kansas. This experience was hugely impactful in my life, working with a tremendous team serving the needs of over 100 small rural communities by providing much-needed capital to entrepreneurial and expanding businesses not able to attain traditional bank financing, crucial residential weatherization services to low-income households, and providing state and federal grant

writing and administration expertise. I am also very proud of the organization's success in convening economic development workshops and seminars to strengthen regional partnerships and creating new collaborative relationships between urban communities and rural towns.

Three years ago, Ronda and I were blessed when Ronda was hired by the Chelan PUD, and we moved to Wenatchee. I commuted back and forth from Wenatchee to Wichita for approximately a year; however, I realized the lack of proximity leading a growing organization that was taking on more complex and larger economic development responsibilities was not sustainable, and the organization's phenomenal employees deserved a leader that was physically immediate and daily visible spearheading the mission of the organization.

### What led you to this position?

My professional background has given me endless wonderful experiences working with small business owners, expanding corporations, and innovative startups. These experiences have fostered great admiration for business owners and a deep comprehension of the challenges business owners face and the determination it takes to persevere. I tend to be drawn to those who take

professional risks, lead with a positive spirit, and desire to be distinct trailblazers.

When I was asked to apply for the Chamber Executive Director role, I was quietly overjoyed at the possibility of serving the community. I was humbly confident that my skillset, character, knowledge, and experiences, could be absolutely applied to complement the past successes of the Chamber and enhance the future growth of the Chamber.

The combination of commercial and financial expertise, endless rewarding relationships with business owners, and my experience working, learning, and being introduced to economic development programs applied across the country inspired me to fulfill a role that ideally demands a leader who seeks constructive, collaborative partnerships and values the legacy of the community, pursues alliance with other leading agencies, organizations, and decision-makers that reflect this broad and diverse business community.

### What are you most looking forward to in your role as executive director of the Wenatchee Valley Chamber of Commerce?

I am fortunate that I work in a unique environment where years previously, the community leaders gathered to develop an action plan titled "Our Valley Our Future." This enduring action plan has laid out a marvelous foundation of partnerships, relationships, and concerted actions that are exceptional and hugely responsible for the ever-expanding higher quality of life in the community.

I enjoy the responsibility of representing the business community's interests and needs when meeting and conversing with local, state, and federal decision-makers. To share how local and state policies and regulations impact our community's quality of life and economic vitality. The Wenatchee Valley is located in the heart of Washington, and it reflects distinctive qualities, issues, and challenges that require

informed, thoughtful, and intentional creative strategies. The Chamber has a duty to be an influential voice that skillfully represents a business community comprised of owners from all walks of life.

### What does a normal day look like as executive director of the Wenatchee Valley Chamber of Commerce?

My days are always wide-ranging and require focusing throughout the day on multiple economic and business development topics and issues. My day can encompass working with the team to implement the many Chamber programs and events, ensuring the Chamber is providing great value to its members, and jumping on my computer to correspond swiftly with business members, community organizations, and government organizations about public safety, public policies, and regulations, then running out the door for several hours attending community meetings learning about local and regional infrastructure projects or participating in groups to discuss activities to increase available affordable housing, reduce homelessness, or coordinate business development opportunities.

### What is your favorite part about your job and why?

I really enjoy my job, but what I enjoy most by far is meeting our members and learning about their business or organization. There are so many wonderful positive people in this community, and taking the opportunity to introduce myself and learn about a businessperson, community leader, or entrepreneur energizes me. I like listening and learning new ideas, hearing about innovative business strategies, and discovering the adventures that creators are exploring to be at the forefront. These positive and affirmative people are fun and encouraging, making special moments that make me smile and exuberant.

### What are some of your goals for the Wenatchee Valley area?

I have several goals that center around our business community located in Wenatchee Valley. The goals include leading a Chamber that fully and wholly reflects the wide range of business industries and sectors in the Wenatchee Valley and that employs thousands of residents located in North Central Washington, a Chamber that provides value to all business sizes, from the startup company and entrepreneur to the local legacy companies that have spread to regional and national markets and offer effective benefits to businesses owners that reflect all walks of life.

### Who or what inspires you?

I am inspired by the success of our business members. I am inspired by business owners who work tirelessly to overcome both micro and macroeconomic factors, the long hours they work, the continuous creativity to compete in the marketplace, and to build upon ideas to attract new customers and clients. To hire and train new employees, and then retrain, plus develop key employees to take on greater responsibilities. Our community, economy, and quality of life is sustained and enriched by the financial force of our business community. That is inspiring.

### What do you like to do with your free time?

I enjoy working outdoors, and right now, my wife and I are developing property for a final home, so the manual labor to create a homestead is very fulfilling and rewarding.

### Is there anything else you want our readers to know?

The Wenatchee Valley is a great place to live, work, and play. I treasure the legacy of the region, cherish the many individuals who influence positive change and appreciate the organizations and entities that are building a healthier quality of life for those that reside in our region.

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# Keeping Up with people

## Dan Legard assumes role of Chief Financial and Risk Officer at Chelan PUD

**Recently commencing his tenure, Dan Legard steps into the Chief Financial and Risk Officer role at Chelan PUD, marking a pivotal transition within the utility's leadership.**

Ward Media | Wenatchee Business Journal

**L**egard arrives at the utility with an extensive background, boasting 21 years of service at the City of Kennewick. His journey there encompassed pivotal roles, including deputy city manager and Finance Director.

Additionally, he lent his expertise to the Washington Finance Officers Association (WFOA) as its president and chaired the Board for the United Way of Benton and Franklin Counties.

A certified public accountant by profession, Legard initiated his public accounting career following acquiring an accounting degree from Western Washington University.

Originating from the Tri-Cities area, he has contributed significantly to the local community, dedicating time to coach various youth sports such as AAU basketball for boys and girls, t-ball, soccer, and Cal Ripken baseball.

Eagerly embracing the transition to the

Wenatchee Valley, Legard and his family express their enthusiasm for this new chapter.

General Manager Kirk Hudson expressed his confidence in Legard's abilities, stating, "I have a lot of confidence in Dan as our next CFO, and I look forward to him carrying on and expanding on the great work under Kelly Boyd."

The imminent departure of Kelly Boyd, who retires on Jan. 12, marks the conclusion of a remarkable 30-year journey at Chelan PUD, where she served for 13 years as the chief financial/risk officer.

Boyd's tenure was marked by resilient financial stewardship, steering the utility through economic downturns, debt reduction, and establishing a robust financial position.

Her leadership contributed to Chelan PUD's status as one of the nation's few utilities rated AA+ by Fitch and S&P Global and Aa2 by Moody's Investors Service.



Randy Pollock



Kathi Nash



Wade Nash



Bob Adamson

## Cascade Medical Foundation welcomes four new board members and unveils 2024 slate of officers

**The Cascade Medical Foundation four new board members and announced a fresh slate of officers for the upcoming year.**

Ward Media | Wenatchee Business Journal

**T**he addition of these new board members brings a diverse blend of business acumen and experience in public education to the volunteer-based panel, which now comprises 20 dedicated members.

Randy Pollock, a retired grocery industry executive residing in Plain since 2018, alongside his wife Elizabeth, has actively

participated in the Lake Wenatchee Fire & Rescue Auxiliary. Intrigued by the Foundation's work, Pollock stepped forward to serve a three-year term on the Cascade Medical Foundation Board.

Joining Pollock are Kathi and Wade Nash of Leavenworth, along with Bob Adamson of Plain. The Nashes, both having previously served six-year

terms on the Foundation board, bring in extensive experience. Kathi, a retired school teacher, and Wade, a retired small business owner, return after a bylaw-required one-year hiatus. Similarly, Adamson, a retired school principal, re-enters the board after the mandated hiatus and will also serve as a "member at large" on the Foundation's executive committee for 2024, replacing Vangie Schasse, who concluded six years of dedicated service and is stepping down from the board.

In the upcoming term, the 2024 executive committee will be led by Chairperson Shannon

Keller and Vice Chairperson Shari Campbell, completing their two-year officer posts. Treasurer Strode Weaver, Secretary Dana Wilson, and Ann MacPherson, the other at-large member, have been re-elected to their respective one-year positions.

Other board members are: Rich Adamson, Vito Fedor, Julie French, Bob Jennings, Terri Judy,

Carol Kasper, Bob Keller, Rex McMillian, Kathy Montgomery, Ted Montgomery and Aileen Yost.

The Cascade Medical Foundation's mission revolves around supporting

See **NEW MEMBERS** Page 7

## Local attorney enhances mediation expertise following Harvard University training

**Scott Volyn, the proprietor of Volyn Law Firm, LLC based in Wenatchee, recently concluded a comprehensive week-long training program at Harvard University in Cambridge, MA.**

Ward Media | Wenatchee Business Journal

**T**he Harvard Mediation Intensive, overseen by mediation experts Audrey Lee and Alain Lempereur, took place on the Harvard campus in November.

This intensive course extensively covered mediation principles and methodologies via interactive presentations and practical exercises.

Examining a spectrum of disputes encompassing employment, business, public, and international

conflicts, Volyn and fellow professionals delved into effective mechanisms to facilitate resolution across various contexts.

In progressing toward state and national certification as a mediator, Volyn's firm intends to extend its service offerings to encompass mediating cases currently entangled in litigation.

This newly emphasized facet, positioned as a precursor to litigation, aims to present an alternative



Scott Volyn

avenue potentially circumventing court involvement.

Voicing his interest in broadening his professional focus, Volyn remarked, "I am interested in expanding my practice to incorporate a greater

focus on mediation. I employ a holistic approach to finding solutions for my clients and in so doing, I am now able to best work with parties to identify cutting-edge solutions that may eliminate the need to appear in court."



Dan Legard



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# Keeping Up with people

# Washington Winegrowers Association appoints new executive director

**The Washington Winegrowers Association announced the appointment of Colleen Frei as the new Executive Director of the nonprofit organization, dedicated to serving winegrowers and vintners across the state.**

**Ward Media** | Wenatchee Business Journal

**B**ringing with her a wealth of experience, Frei served as a partner at Jeffers, Danielson, Sonn & Aylward, P.S. for 18 years, specializing in agriculture, water rights, business, and succession planning.

Her extensive background also includes active involvement in various community boards and state and professional groups, exhibiting a remarkable tenure in nonprofit leadership.

Shane Collins, Board Chair of Washington Winegrowers, expressed enthusiasm about Frei's appointment, stating,

"Colleen's background makes it possible for her to hit the ground running as Winegrowers continues to meet member and broader industry needs. We're excited for her experience navigating the issues that face the wine industry, and her passion and drive to adapt to our ever-changing environment."

In her new role, effective from Jan. 1, Frei assumes the responsibility of fostering relationships with growers, vintners, policymakers, educational institutions, and other industry partners.

Her mandate encom-

passes providing vision and leadership to Washington Winegrowers, overseeing government relations, advocacy efforts, educational programming, strategic planning, and organizational development.

Frei expressed her delight in joining the Washington Winegrowers team, saying, "I am thrilled to join the Washington Winegrowers team to continue strengthening the wine industry. Winegrowers is at the forefront of innovation and change, engaging all sides of the wine industry with Sustainable WA™ as the first statewide certified sustainability program, the Latino Agricultural Education Program, and

WineVit® convention and trade show as examples. I look forward to building on the legacy accomplished to date and am excited to be part of future success."

Frei succeeds Vicky Scharlau, who held the position since 1999.

Scharlau, while stepping down as Executive Director, will continue her association with Washington Winegrowers as of-counsel, facilitating select programs.

Reflecting on her tenure, Scharlau commented, "It has truly been an honor to serve Winegrowers. The needs of the wine industry are so unique, and advocating for the Washington wine industry



Colleen Frei

has been exhilarating and the greatest challenge of my professional career. Colleen's impressive credentials and leadership skills are exactly what is needed in the next phase of Washington's growth."

## New Members

Continued from page 6

Cascade Medical's provision of quality healthcare to the community. The Foundation orchestrates several prominent fundraising events, including the Marson and Marson Cascade Golf Classic scheduled for June 17 at Kahler Mountain Club, the upcoming Jive Time in the Cascades big band concert on Sep. 21 at the Leavenworth Festhalle, and a series of popular

Benevolent Night events in collaboration with local restaurants.

2023's fundraising efforts facilitated the establishment of a cardiac rehabilitation center at Cascade Medical, poised to open its doors in January. Previous campaigns have successfully funded critical medical initiatives such as a mobile health clinic, 3D mammography, ambulance safety equipment, and community AEDs. The ongoing campaign aims to replace an aging blood analyzer in the lab. Addi-

tionally, the Foundation is introducing an education fund to provide training opportunities for Cascade Medical employees, established in memory of former Cascade Medical CEO and CMF Board Member Mark Judy, who passed away in March 2023.

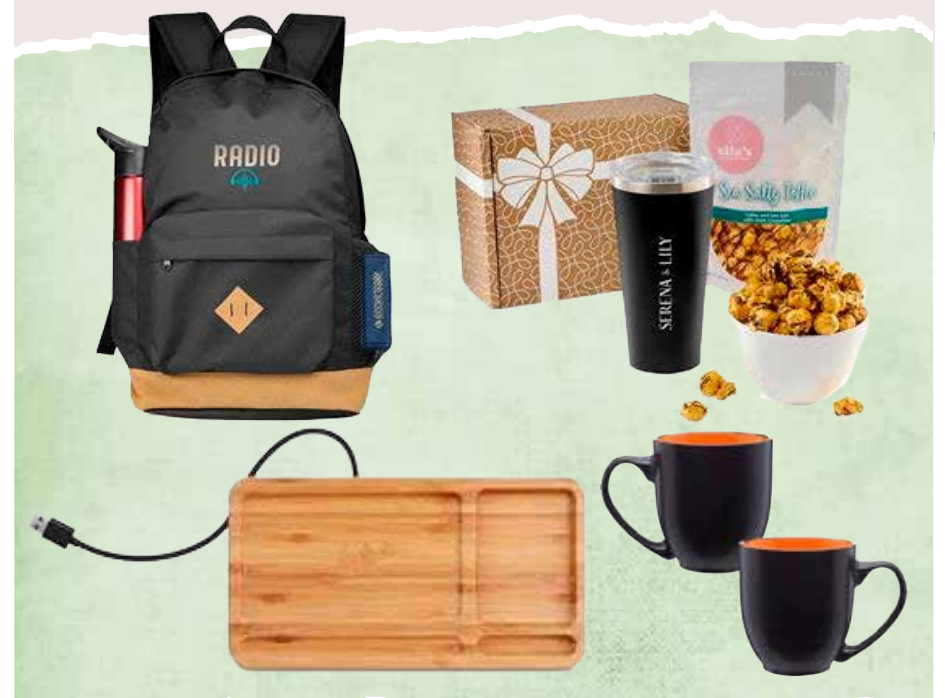
Since its inception in 1992, the Foundation has contributed over \$1.9 million towards the acquisition of vital medical equipment for Cascade Medical.

For more information, visit [cascadermedicalfoundation.org](http://cascadermedicalfoundation.org).



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# Washington Retail Report



## Retail crime is a persistent and underreported issue

Recent discussions around retail crime, particularly shoplifting, have sparked controversy. Last week, a New York Times article suggested that the surge in shoplifting is overstated and localized to certain cities.

However, this view is challenged by experts who point out significant flaws in the reporting and perception of retail crime.

Firstly, the categorization of retail theft varies widely, often labeled as shoplifting, theft, robbery, or property crime, depending on the jurisdiction and even the officer reporting the incident. This inconsistency leads to a misleading representation of the full scale of the problem.

Additionally, retail theft is notoriously underreported. Law enforcement agencies, especially in large urban areas, are stretched thin, often treating retail theft as a low-priority issue.

This underreporting is not confined to New York City; cities like Seattle, San Francisco, Los Angeles, and Chicago contribute significantly to the problem.

The argument that retailers use theft as a scape-

goat for declining sales is flawed.

Retailers invest heavily in anti-theft measures, which would be counterproductive if the issue were not serious. These measures can inconvenience legitimate customers and potentially dampen sales, indicating that retailers would not undertake such steps without a genuine need.

Moreover, the impact of retail theft extends beyond the stores. It affects tax revenue, as stolen items do not contribute to sales tax. Retailers operating on narrow profit margins are forced to raise prices or sell more, affecting consumers. The closure of stores due to theft leads to loss of convenient access to goods and services, impacting local economies and com-



munities.

The Retail Industry Leaders Association (RILA) emphasizes that organized retail crime is a nationwide issue, not confined to big cities or certain political landscapes.

The challenge is compounded by the difficulty in tracking retail theft accurately, as law enforcement often prioritizes other crimes, leading to underreporting of shoplifting incidents.

Retailers are not only concerned about their bottom line but also the safety of their employees and customers. They are actively engaged in community partnerships to address broader societal issues contributing to retail crime, such as addiction, homelessness, and mental health.

In conclusion, dismissing retail theft as a minor or localized issue overlooks the complex, multifaceted nature of the problem.

It is a significant concern that affects retailers, consumers, and communities nationwide, necessitating a more nuanced and informed approach to understanding and addressing it.

weekday trips at 7 a.m., 2, and 3 p.m. for Route 21.

- Leavenworth Express (Rt 122): Expanding to six round-trips per weekday.

- Rock Island: Introducing new Saturday trips at 11 a.m., 12, and 1 p.m. and adding Sunday service mirroring Saturday's schedule for Route 23.

- Malaga and Waterville: Both will now offer Sunday service for Routes 24 and 25 respectively.

- Chelan DART: Commencing new service from 7:30 a.m. to 9 a.m. on weekdays.

For commuters eager to plan their journeys in advance, Link Transit provides easy access to the updated schedule book.

Whether through downloadable copies available on Link Transit's Ride Guide at [www.linktransit.com/rideguide](http://www.linktransit.com/rideguide) or physical copies obtainable on Link buses, at Columbia Station, and various loca-

tions across the service area, staying informed is convenient.

Additionally, the My-Stop mobile app offers a seamless avenue to access route and schedule information anytime, ensuring commuters are always a tap away from planning their next trip.

These significant service enhancements align with Link Transit's commitment to actualizing the objectives outlined in Vision 2020.

This ambitious six-year plan, initiated in 2020 after voters' approval of a sales tax increase in 2019, aims to optimize transit services in the region.

North Central Washington is gearing up for an improved commuting experience, with Link Transit's January schedule changes set to pave the way for enhanced accessibility and convenience in daily travel routines.

# Chelan County Commissioners allocate over \$319K in Lodging Tax dollars to boost local tourism initiatives

**Chelan County Commissioners greenlit the allocation of nearly \$320,000 in lodging tax dollars toward various tourism-related entities, benefitting a gamut of local organizations.**

Ward Media | Wenatchee Business Journal

These funds, generated by local lodging establishments, are distributed with precision.

Half of the yearly revenue is designated for six local chambers, Ohme Gardens, the Cascade Loop, and TREAD.

Additionally, a part is reserved for the county's Visit Chelan County initiative.

The balance is annually earmarked for grants aiding tourism-related bodies, like festivals and museums.

The Lodging Tax Advisory Committee (LTAC) thoroughly reviews applications, recommending disbursement to the Board of County Commissioners.

"LTAC budgeted \$280,000 for this round of 2024 grant applications," said Commissioner Tiffany Gering, who chairs the nine-member advisory committee.

"The committee recommended allocating nearly \$40,000 more because of the quality of applications that came in. These dollars are an investment in our communities and the organizations that play a vital role in our tourism-dependent economy."

In 2024, a total of 23 local groups and nonprofits will benefit from the \$319,681 granted.

This financial boost will support diverse endeavors, from marketing and outreach efforts to enhancing new and established festivals, museum exhibits, and event arrangements.

Beneficiaries include:

- Cashmere Museum & Pioneer Village: Awarded \$12,200
- Cascade Community Markets: Secured \$20,000 for the Leav-

enworth and Cashmere Community Farmers Markets

- Chelan Boys Basketball Boosters: \$1,580 for the East-West Classic Tournament

- Icicle Creek Center for the Arts: \$20,000 for Music in the Meadow Summer Concerts

- Lake Chelan Arts Council: \$5,500

- Lake Chelan Bach Fest: \$12,500

- Lake Chelan Chamber of Commerce: \$10,000 for the Lake Chelan Wine and Jazz Festival

- Lake Chelan Wine Alliance: \$35,000 for the Experience Wine in Washington's Paradise event

- Leavenworth Summer Theater: \$30,000 for the 30th anniversary season

- Leavenworth Village Voices: \$7,150 for 2024 Christmas choral performances

- Manson Chamber of Commerce: \$5,000 for a pickleball tournament

- Northwest Accordion Society: \$3,000 for the Leavenworth International Accordion Celebration

- Numerica Performing Arts Center: \$17,400 for marketing efforts for the 2023-2024 season

- Stehekin Heritage: \$3,500 for the Stehekin Guidebook

- TREAD: \$20,000

for the 2024 Washington State Trails Conference in Wenatchee

- Two Rivers Medieval Faire: \$4,351

- Upper Valley Historical Society: \$12,000 for the Greater Leavenworth Museum

- Wenatchee River Bluegrass Festival: \$15,000

- Wenatchee River Institute: \$8,000 for the Leavenworth Spring Bird Fest

- Washington State Autumn Leaf Festival Association: \$15,000

- Wenatchee Valley Chamber of Commerce: \$20,000 for the Rails and Ales event in Wenatchee

- Wenatchee Valley Museum & Cultural Center: \$25,000

- Wenatchee Valley Velo Club: \$17,500 for the annual Tour de Bloom cycling event

The awarded entities intend to utilize these funds to further their initiatives, solidifying their roles in fostering community engagement and bolstering tourism prospects.

The LTAC has a biannual call for grant applications, opening annually on Sept. 1 (for events and marketing grants) and Feb. 1 (for capital grants), with respective deadlines on Oct. 15 and March 15.

### Link Transit

Continued from page 1

at 5:56 p.m. for Route 1N and 6:25 p.m. for Route 1S.

- East Wenatchee to Walmart: New weekday trip at 5:30 p.m. on Route 2.

- Central Washington Hospital: New weekday trips at 6:30 a.m. and 7:30 p.m. for Route 3.

- Pybus Market/Walla Walla Point Park: A boost in service to 30-minute intervals on weekdays for Route 4.

- Cherry/Western to Walmart: Restoring 30-minute service on weekdays for Route 5.

- WVC / Target / Walmart: A fresh weekday trip at 7:30 p.m. and expanded 30-minute service on weekends for Route 7.

- South Wenatchee: Additional weekday trips at 8, 8:30, and 9 p.m. for Route 9.

- Chelan/Manson: New

### Quick Read

Chelan County allocated \$320,000 in lodging tax funds to support local tourism. Half aids chambers, gardens, and initiatives; the rest aids festivals and museums. Commissioner Tiffany Gering praised quality applications, adding \$40,000. 23 groups benefit, enhancing events like Wenatchee Valley Chamber's Rails and Ales. Biannual grant applications sustain tourism and community growth, due October 15 and March 15.



# MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

JANUARY 2024 ASSOCIATION NEWSLETTER

PAGE 1



## BNCW Catches Up With Home Show Sponsors

Building NCW's 2024 Home Show is Presented by Complete Design. The Town Toyota Center will be filled with tremendous vendors. This event is supported by Marson and Marson Lumber, Community Glass, Boyer Mountain Pool and Excavation, and Cashmere Valley Mortgage. Associate sponsors of the 2024 Home Show are E. D. Y Construction, Artisan Flooring, Moonlight Stone Works, Valley Tractor, and Western Ranch Buildings.

For December's Member Messenger we heard from Community Glass, Cashmere Valley Mortgage, and E.D.Y Construction.



For this edition, we reached out and talked with Ryan Kelso, CEO of Complete Design. Ryan is an industry leader as well as a Lifetime Board Member of Building NCW. Complete Design has been integral in the design of many residential and commercial construction projects in the region.

**BNCW:** Complete Design has been the main sponsor of the Home Show for years, what drives you to sponsor?

**Ryan Kelso:** Ability to help support our local industry and give back to this industry that has been instrumental in our success.

**BNCW:** For someone who may not know what you offer, what does Complete Design do and if they want to work with you, what would be the first steps?

**Ryan Kelso:** Complete Design offers a comprehensive range of professional services that encompass the intellectual and documentation aspects of construction projects, including:

- Architectural Services – Residential & Commercial Design, Pre-Design Services, Design Presentations, Master Planning, Design Development, Project Management, Renovation & Addition Services.
- Engineering Services – Subdivisions, Infrastructure Design, Water & Sewer Design, Construction Services, Structural Design, Feasibility Studies, Retaining Walls, Observations & Inspections
- Land Surveying – ALTA, Architectural, As-Builts, Binding Site Plans, Boundary Surveys, Boundary Line Adjustment, Condo Surveys, Construction Staking, Control Survey, Deformation Survey, Foundation Survey, Hydrographic Survey, Mortgage Survey, Planned Unit Development, Short Plat Subdivisions, Topographic, Underwater Survey.
- Leveling, LOMA Survey
- Land Use Planning – Master Planning, Land-Use, Conditional Use Permits, Subdivisions, Planned Unit Development, Plating
- Interior Design – Material Selections, Specifications, Space Planning
- Renderings – Interior & Exterior of Buildings, Real-estate Marketing, Developments

If you're interested in any of the services mentioned above, please contact us to

discuss your project. Share details about your objectives, and provide the address or parcel number of your project location. As we gather your information, we can offer insights on navigating your project more efficiently, helping you overcome industry and bureaucratic challenges. This approach is designed to streamline your timeline and conserve resources, giving you a competitive edge in time and cost savings.

**BNCW:** Complete Design is responsible for designing so many of the homes and buildings in the Wenatchee Valley and surrounding area, what sets Complete Design apart?

**Ryan Kelso:** As a premier design firm our profound understanding of construction practices and our personalized approach in collaborating with local tradesmen. We have cultivated strong relationships, understanding the preferences and methods of each tradesperson, ensuring a seamless and efficient execution of their work. This combination of extensive knowledge and a personal touch distinguishes Complete Design in delivering exceptional results in every project we undertake.

**BNCW:** Ryan, you are very involved in the community, what values drive you to do the work you do?

**Ryan Kelso:** Commitment driven by a continuous pursuit of improvement. I am dedicated to refining my knowledge, enhancing the quality of our surroundings, elevating deliverables, and optimizing timelines – all with the overarching goal of benefiting the community.

**BNCW:** You're a lifetime board member of Building NCW, what makes BNCW special to you and worth giving your time to?

**Ryan Kelso:** The commitment of every member to collaborate and assist one another in achieving shared goals.

**BNCW:** The building industry is headed toward some changes, what do you see being the biggest obstacles and how can individuals adapt?

**Ryan Kelso:** In the face of elevated rates compared to what we've become accustomed to in recent years, it's crucial to focus on minimizing the waste of time and materials. This involves maximizing the use of available resources, repurposing items that might otherwise go unused, and working efficiently with what's at hand. Additionally, a collaborative approach is key – taking the time to support friends, family, co-workers, and others by sharing skills can lighten the load on their projects and contribute to a more adaptive and resilient industry.

**BNCW:** Who is your biggest inspiration as a business owner?

**Ryan Kelso:** The individual starting with minimal resources, investing in themselves, and consistently striving for the improvement of the products or services they deliver.

**BNCW:** What would you recommend to

someone who wants to get involved in the building industry or who wants to start their own business?

**Ryan Kelso:** I recommend actively participating in all available activities to expand connections. Learn extensively about the various trades and services integral to construction projects. Recognize that the focus of your discipline impacts others, and conversely, their work influences yours. This holistic understanding is key to success in the industry and as an entrepreneur.



Building NCW's staff also chatted with Marson & Marson Lumber's Rich Pipkin regarding their supporting sponsorship of the Home Show. Marson and Marson Lumber is a division of TAL Holdings, LLC. and have a reputation for being your friendly hometown hardware store with quite a reach around the region.

**BNCW:** Marson and Marson Lumber are supporting sponsors of the Home Show, what do you love about the Home Show?

**Rich Pipkin:** I like how we get to interact with potential customers. We get to showcase our products and knowledge with all the items we provide. Additionally, our mission statement is “we build better communities” so it's fun for us to engage with the public and support Building NCW.

**BNCW:** Marson and Marson Lumber has a rich history in the valley. How did Marson and Marson start and how long have they been in the region?

**Rich Pipkin:** Marson and Marson started in 1955 when Ken Marson was 9 months old. Ken's parents Gordon and Marydell, and his grandparents Ken and Marie were farmers in the valley. The lumber business started organically by them purchasing wood materials from the mills for their farm. Neighbors started noticing and asked if they could get some stuff for them. With one truckload of materials, the Marson's made more money than a whole month of farming.

Seeing a niche in the valley, the Marson's purchased the land where the Marson and Marson store sits today, the rest as you say is history.

**BNCW:** You provide materials to contractors and homeowners alike, what is the best way for someone to reach out to you for their project?

**Rich Pipkin:** The old school way is to pick up the phone and ask for contractor sales. Once a contact with an associate is made, he or she will guide you through the process. We also have a website that

SEE INTERVIEWS, PAGE 10



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PAGE 2

## INTERVIEWS

Continued from page 9

showcases our products along with contact information.

Our favorite way is to come in and speak with one of our highly trained sales staffs.

**BNCW:** *What makes Marson and Marson Lumber stand out in Central Washington?*

**Rich Pipkin:** The first thing that stands out is our Swiss Acqua Marine paint scheme on our delivery trucks. Most importantly though, we stand out because of our service, competitive prices, and our product knowledge. We are literally a one stop shop for any of your project needs.

**BNCW:** *You're mostly known for your lumber, what other materials and services do you provide?*

**Rich Pipkin:** We can provide anything from the concrete up, including cabinets, doors, and windows, trusses; we can literally order you up a kitchen sink. In addition, we provide drywall stocking, and with our crane service we can place your beams and trusses. If you ask, we will do our best to accommodate.



The other supporting sponsor of the 2024 Home Show is Boyer Mountain Pool and Excavation. Chuck Adams spoke about BMP's incredible products and services and impeccable customer service.

**BNCW:** *Boyer Mountain Pool and Excavation is a supporting sponsor of the Home Show, what do you love about the Home Show?*

**Chuck Adams:** The Home Show affords BMP the opportunity to get in touch with our community. We are able to discuss potential new pool & excavation projects with people here in the valley, but we often see our previous clients who stop by to say hello and share how a new pool has enhanced their home. Installing a pool, and/or a new hardscape can truly create a backyard oasis for a family and



Boyer Mountain Pool and Excavation

provide years of memories.

**BNCW:** *Boyer Mountain Pool and Excavation provides so many options for pools, what are the options for a buyer?*

**Chuck Adams:** We install both fiberglass and custom gunite pools, ranging in size from a 10'x16' pool, to a large commercial pool in the 22'x 64' range for a pool & spa combo. For our fiberglass pool options, our client can choose from over 40 options in design from a rectangle pool, to a modern or traditional free form pool, or also a kidney shape. There are several offerings for an in-ground or raised fiberglass spa as well. We pride ourselves in our custom gunite pool installation as well. We have recently completed a 12' x 45' lap pool, a gorgeous free form pool on the Columbia, to a large commercial project in the newly designed Crescent Ridge development at Crescent Bar.

**BNCW:** *Boyer Mountain Pool and Excavation does more than pool insulation, what is the full list of products and services that you have?*

**Chuck Adams:** On top of being Washington State's #1 fiberglass pool installer, setting 50-70 pools we do each year, BMP is also a full-service excavation firm (land clearing, septic & drain field installation, ADU & pool house consultations, foundation digs, Hot Tub sales, DIY Pool Kits, and hardscape installation.) We also consult for investigations pertaining to faulty installations for attorneys and insurance companies.

**BNCW:** *What should a potential pool buyer do to prepare for buying a pool?*

**Chuck Adams:** First, I always recommend that they contact a

professional pool contractor for a preliminary discussion. There are several areas that can be daunting to a homeowner, and we always attempt to be transparent on what the complete installation entails. Next, often an on-site consultation will assist the homeowner in terms of understanding topography, access to their site, and various setbacks that are required in their area. Lastly, we always recommend that a homeowner obtain a preliminary bid so that they are fully aware of all costs that are associated with their pool installation.

**BNCW:** *You cover a large area of Washington, what areas can you serve?*

**Chuck Adams:** Our primary service areas are broken up into three geographic regions; First, our local area that encompasses the Wenatchee area, Orondo, Chelan, and Manson. Second, we have our Tri Cities areas to include Richland, Kennewick, Pasco, and the outlying areas of Yakima, Cle Elum, down to Prosser. Our third area is the eastern part of Central Washington, including Moses Lake, Quincy, Ephrata, and Coulee City. We have installed a few projects in the Spokane Valley as well. We also have a Do It Yourself Kit program in which we have sold pool shells state-wide, with several pool shells motoring over the mountains to destinations such as Maple Valley, Bellevue, and even Gig Harbor.

**BNCW:** *Is there anything else you want people to know about BMP?*

**Chuck Adams:** Our goal is to provide excellent customer service to our clients from our first consultation to the day they are swimming in their new pool. We

are a phone call away from turning your yard into a backyard oasis.



Building NCW talked to Associate Sponsor Moonlight Stone Works. Mitch Trochmann shares valuable insight into their love for their customers, their industry knowledge, what products and services they have, and their involvement with the Home Show.

**BNCW:** *Moonlight Stone Works is an Associate Sponsor of the Home Show, what do you love about the Home Show?*

**Mitch Trochmann:** I love meeting new and old customers. We get to meet new customers and help them with the whole process, whether it's just new countertops, a remodel, or a new custom house. I also love hearing from old customers and how they enjoyed working with the Moonlight Stone Works team!

**BNCW:** *You have beautiful stone slabs displayed out front at the Home Show, how can someone see all the options for your products?*

**Mitch Trochmann:** We have a new showroom and stone yard at 5564 Industry Lane Unit A, in East Wenatchee. Drop ins are welcome!

**BNCW:** *Trending home interior styles change annually; how do you stay up to date on the industry and what do you recommend to individuals?*

**Mitch Trochmann:** I have over 20 years in the home design business, I talk to our suppliers and get their top 20 colors every quarter to see how things are trending, we go to trades shows, industry events, and

check out the latest model homes. Individuals can go to events too, the BNCW Home Tour is a great event every year to see the newest in not only counters but all the newest design trends. The BNCW Home Show has lots of vendors with new and different products, but stopping by our showroom we keep all our suppliers' newest products up to date and they can also check out Houzz our Pinterest online.

**BNCW:** *What would be the first step for a customer to work with you?*

**Mitch Trochmann:** Stopping by the showroom we can talk to customers about all the elements of the job, sinks, faucets, backsplashes, timelines and all that go with new counters, but also the Moonlight Stone Works team has multiple decades of experience walking customers through the different options whether its Natural Stone (granite, marble, quartzite, soapstone) or Engineered Stone (quartz, paper stone, recycled glass) we can help explain the nuances of each.

**BNCW:** *What would a client expect to get when working with you? (what is the full process, bidding to installation)*

**Mitch Trochmann:** Each project is different, but we are very good at helping explain the whole process, what is needed, and timelines whether a customer is working with a builder, general contractor, or just doing it themselves. We commit to quotes in three days, templates in 7-10 days, and installation 7-10 days after template.

**BNCW:** *Is there anything else you want people to know about Moonlight Stone Works?*

**Mitch Trochmann:** We truly care about our customers and will do anything in our power to ensure the best results!



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BNCW

## BNCW Out and About

The BNCW staff attended the Wenatchee Chamber of Commerce’s Coffee and Commerce Legislative Preview in December. Three state representatives were there. Washington State Senator of the 12th District Brad Hawkins, Washington State House Representative GOP 12th District Keith Goehner, and Washington State House Republican Deputy Leader 12th District Mike Steele. The conversation included hot topics like affordable housing, the new Gas Tax, legislation that affects Washington farmers, and how to get involved in changing legislation. There are initiatives to repeal some of the taxes that have recently affected Washington residents. There will be a 6-day Washington legislative session in Olympia starting Jan. 8, 2024 to review budget, initiatives that have met qualification requirements, and any other necessary items.

An important issue in the valley that could affect the community is the U. S. Postal Service is calling for most mail in the region to be sent to Spokane for processing. Both Chelan and Douglas Auditors regarded that this could potentially

affect the elections next year.

Building NCW was invited to the Clean Energy Expo hosted by the Chelan PUD, Douglas PUD, and Grant PUD. This expo was held to invite the public to listen to conversations and speakers regarding finding power to support our region and expand beyond our hydro power and looking to clean, sustainable, and renewable energy.

A perfect storm of environmental factors, growing population, energy demands, legislation, and infrastructure has set up our area for a potential energy shortfall in the coming decades. To get ahead of the potential issues, the local PUD’s invited global energy producers to speak on different options and get the public’s opinion on solutions.



BNCW



BNCW

The staff at Building NCW has been out and about in the community, working to stay involved this holiday season, including visiting the Chelan and Douglas County Commissioner meetings. Meetings for both have been centered on the budgets for the counties. A notable topic has been the Chelan and Douglas Unifying Port Authority Tax. We will be keeping a watch out to see how that might play out. Great news for builders, both Counties’ permitting departments have made great improvements in their customer service and their turnaround time.

## Building NCW and CWHBA Team up to sponsor a Construction Appreciation Night at the Wenatchee Wild!



Come out and get WILD with our members on January 16, 2024, at 6 PM, doors open at 5 PM. We have special ticket pricing for our members so reach out to BNCW, visit the Building NCW Facebook page or visit [buildingncw.org](http://buildingncw.org) to get your tickets!

We look forward to seeing you there and GO WILD!



**Welcome**  
**NEW MEMBERS**

## Need a Meeting Room?

As a valued BNCW member company, you’re welcome to utilize the BNCW conference room if you require a place to meet with clients or prospective clients, or simply need access to a meeting room. The room will seat up to 16 people comfortably, has wireless internet access and other amenities.



Please contact **Morgan Dobbins** at 509-293-5840 to make the necessary arrangements.

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# MEMBER MESSENGER

"Driven to Promote and Protect Small Business"

JANUARY 2024 ASSOCIATION NEWSLETTER

PAGE 4

## Don't be a tool this year!



Drills come in a wide range of types and sizes and equipped with the correct bit are used to bore or drill holes into virtually any material.

The drill's size designation is determined by the chuck capacity. Bits designed for use in portable electric drills are determined by the material being drilled.

**Variable speed drills** have a trigger switch with an adjusting knob or speed is regulated by the position of the trigger switch.

The direction of rotation can also be reversed. Cordless portable drills are handy for many jobs. Power is supplied by lithium batteries that can be quickly recharged. Such drills are used for general maintenance

work and on production jobs where power is not close enough for power cords to be strung.

**The primary requirements** related to portable electric drill use state that "Each employer shall be responsible for the safe condition of tools and equipment used by employees, including tools and equipment which may be furnished by employees.

All hand-held powered drills shall be equipped with a momentary contact "on-off" control and may have a lock-on control provided that turnoff can be accomplished by a single motion of the same finger or fingers that turn it on. Electric power operated tools shall either be of the approved

double-insulated type or properly grounded." **Most drilling or boring related injuries involve the hands, fingers, eyes, and face. Follow these safety guidelines and procedures prior to commencing power drilling or boring operations:**

- **Do not allow** anyone to use an electric drill that has not been properly trained.

- **Be familiar** with the power drill being used. When using a new or unfamiliar tool, take time to "test-run" it and get a feel for its performance.

- **Operate only properly maintained equipment.** Before use, carefully inspect the machine for obvious defects that could cause malfunctions. Ensure the

tool's power cord is secure and intact, the trigger switch functions properly, and that all fasteners and attachments are tight and correctly fitted. When possible, operate the tool using both hands and follow the manufacturer's operating instructions.

- **Eye protection** is extremely important and must always be worn when doing overhead operations. When operations present potential eye injuries, appropriate protection must be selected. Depending on the task, use a face shield, protective goggles, or approved safety glasses.

- **Wear clothing appropriate** for drilling or boring; avoid long, loose shirt-sleeves, neckwear, or untied long hair.

- **Check that the electrical circuit** to be used is of the proper rating and that cords, plugs, and fittings are intact and secure.

- **Use only extension cords** that are free of splices, taps, bare wires, or frayed and deteriorated insulation. Use 3-prong adaptors.

- **Select the correct drill** and bit for the job and mount it securely in the chuck. Avoid using bits that are dull or bent.

- **When possible**, always secure your work on a stable platform using clamps or vices. The work-piece must be secured so it does not move.

- **Prior to beginning drilling operations**, inspect each work piece for nails, knots, or flaws that could cause the tool to buck or jump.

- **Turn on** the switch for a moment to see if the bit is properly centered and running true.

- **With the switch off**, place the point of the bit in the punched layout or pilot hole.

- **Hold the drill firmly** in one or both hands and at the correct drilling angle.



stock photo

- **Turn on the switch** and feed the drill into the work-piece. The pressure required will vary with the size of the drill, the diameter of the drill bit, and the kind of material being drilled.

- **During operation**, keep the drill aligned with the direction of the hole. Keep your free hand away from point of operation.

- **If any operational problems** are noted, remove the drill from service and get it repaired immediately.

- **When repairing tools** or changing bits, always disconnect the power source.

- **Unsafe practices** and inadequate housekeeping create potentially dangerous work-zones; keep the work area free of trip hazards

such as tangled power cords, cluttered material, scraps, stones, bricks, or other obstacles and obstructions.

- **Be aware of your surroundings** and always on the lookout for hazards. Avoid using electric drills in a wet environment.

Many construction processes require the use of electric drills to bore holes in various materials and are essential for completing some jobs. However, if power drills are operated in a careless or unsafe manner, they can cause serious injury. Ensure the selected drill and bits are appropriate for the task at hand and that they are in proper operating condition.

Let's be safe out there!!

## Upcoming Events

### JANUARY

- JAN. 1ST - NEW YEAR'S DAY - OFFICE CLOSED
- JAN. 8TH - RRP CLASS AT BNCW OFFICES
- JAN. 16TH - WENATCHEE WILD HOCKEY GAME
- JAN. 17TH - BOARD MEETING DAY

### FEBRUARY

- FEB. 2ND - HOME SHOW SET UP
- FEB. 3RD - 4TH - HOME SHOW
- FEB. 14TH - VALENTINES DAY
- FEB. 21ST - BOARD MEETING

### MARCH

- MARCH 20TH - BOARD MEETING

### 2024

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



# 2024



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# Real Estate

## Top Properties Douglas County November 2023

### Residential

Sale Price	Address	Total Acres	Year Built	Residential Area	Basement Area	Bedr.	Bathr.	Garage Area
\$375,000	318 32ND ST NW	0.56	1965	1736	1636	3.00	2.00	506
\$398,000	4078 BLUEROCK DR NE	0.64	2003	1620		3.00	2.00	528
\$415,500	19 N NILE AVE	0.56	1947	1195	560	4.00	1.75	
\$447,000	117 RIDGEMONT DR	0.19	1978	1230	1008	5.00	2.00	
\$457,900	300 23RD ST NE	0.2	2003	1558		3.00	2.00	400
\$470,400	195 1ST ST SE	0.31	1958	1139	567	4.00	2.00	336
\$485,000	1510 EASTMONT AVE	0.28	1961	1632	1632	3.00	2.50	440
\$540,000	141 IRONWOOD PL	0.14	1999	2051		3.00	2.00	462
\$554,000	1426 COPPER LOOP	0.17	2009	1881		3.00	2.00	620
\$571,000	1460 SUNSET HWY	0.77	1954	1668	756	3.0	2	1368
\$619,000	1380 EASTMONT AVE #801	0	1997	2679		3.00	2.00	702
\$625,000	4620 HURST LANDING RD	1.36	1997	1791	1791	3.00	2.00	504
\$625,000	1810 10TH ST NE	0.37	1975	1252	624	3.00	2.00	560
\$693,000	1987 STONERIDGE DR	0.29	2007	2410		3.00	2.50	576
\$790,000	2124 N DEVON AVE	0.54	1987	1512	1332	4.00	3.25	576
\$895,000	11 W ROCKY ROAD DR	1	1958	1489	1489	3.00	2.00	400

### Commercial

Seller	Buyer	Sale Price	Street	Acres
STATE OF WASHINGTON	BALDOCK, STEPHEN J & JANE E	\$99,000		0
STATE OF WASHINGTON	MCCAIN, DONALD W & LOIS A	\$187,300		0
STATE OF WASHINGTON	MAXWELL PROPERTIES LLC	\$133,500		0
PALOMINO, MANUEL RAMOS	CASTILLO-ESTRADA, JOSE ARMANDO	\$260,000	COLUMBIA AVE	0.14

#### New Shop

Continued from page 1

one's really doing it," said Patrick Donahue, owner of Eastside Cycleworks.

Arlberg Sports, Eastside Cycleworks, and Cashmere's Downtown Bike are all some of the Upper Valley's offerings for ski and bike shops. While they have some overlap, such as ski tuning and bike repair, each has a slight difference that makes them unique to the area. Downtown Bike specializes in bike fitting and news and con-

signed bike sales, Arlberg has a large retail side in Wenatchee, and Eastside Cycleworks has found its niche with localized ski services and expansive rentals.

"Everyone's been pretty supportive, because I do think we're not necessarily super competitive with a lot of other shops, because we're not trying to sell stuff. We're kind of service based, and then the rental thing makes us pretty different," said Donahue.

Donahue offers multi-day rentals for nordic skis, alpine skis, and snow-

boards. Those who love to bike year round also have the option to rent bikes with wide tires called fat bikes, which are made for riding in the snow.

Come spring and summer, the Eastside Cycleworks will transition back into a bike shop, offering bike repairs and builds. The shop offers online bike rentals, with options for riders of all levels, including e-bikes.

"I want to be inviting, [and] make sure that if you've never ridden a bike before that you could be comfortable coming in here and getting set up with A, a rental bike or B, we can talk to you about what's wrong with your bike without making you feel like a novice or like your stuff isn't nice," said Donahue.

Eastside Cycleworks is also becoming a welcoming place for events such as a Women's Mechanic Night and an avalanche awareness class. The shop's opening party doubled as a benefit for Evergreen Mountain Bike Alliance.

"When I opened the business, I thought the tourism thing would be the key driver, but it's very much been the local community, which is awesome. We've received tons of positive feedback," said Donahue.

*Taylor Caldwell:*  
509-433-7276 or  
[taylor@ward.media](mailto:taylor@ward.media)



TAYLOR CALDWELL/WARD MEDIA  
Andrew Blacketer, Eastside Cycleworks' lead bike mechanic, working on a bike frame.

### Farm

Seller	Buyer	Sale Price	Street	Total Acres
CAIRNS, JOSEPH	RAYMOND, CRIZTILL	\$120,000		60.3
DOUBLE D VINEYARDS LLC	KINNEY, MICHAEL B & MEGAN K	\$45,856	Vineyard Dr	14.16
DOUBLE D VINEYARDS LLC	HARNETIAUX &, ROBERT B	\$55,852	Vineyard Dr	14.57
DAVIS, JACK FAMILY LLC	DEPARTMENT OF FISH AND WILDLIFE	\$230,000		649.64
JNJ FARMS PARTNERSHIP	CYRUS HOLDING LLC	\$121,000		156
DOUBLE D VINEYARDS LLC	VINEYARD DRIVE LLC	\$1,200,000	Vineyard Dr	17.41
PFUELLER, GRETCHEN M	PFUELLER, GRETCHEN M	\$212,500		233
MATTHIESEN, ROBERT A	GRENINGER, GARRETT	\$124,800		156
CRANE & CRANE INC	C & S RANCH LLC	\$45,000	CRANE ORCHARD RD	52.55
CRANE & CRANE INC	C & S RANCH LLC	\$15,000	CRANE ORCHARD RD	52.55
CRANE & CRANE INC	C & S RANCH LLC	\$15,000	CRANE ORCHARD RD	52.55
CRANE & CRANE INC	C & S RANCH LLC	\$15,000	CENTRAL FERRY CANYON RD	68.97
C & S ORCHARDS II LP	C & S RANCH LLC	\$60,000	CRANE ORCHARD RD	52.55
CRANE & CRANE INC	C & S RANCH LLC	\$15,000	CRANE ORCHARD RD	52.55
CRANE & CRANE INC	C & S RANCH LLC	\$75,000	CRANE ORCHARD RD	143.28
CRANE & CRANE INC	C & S RANCH LLC	\$75,000	CRANE ORCHARD RD	52.76
C & S ORCHARDS II LP	C & S RANCH LLC	\$55,000	RD 31 NW	46.26

## Marketing Matters

### AMY YALEY

COO of Ward Media



## Crafting your brand: The importance of a consistent presence

In last month's article, we explored the transformative power of marketing as an investment rather than a cost, emphasizing the significance of a well-structured marketing plan as the cornerstone for sustainable growth. As we delve deeper into this journey, the next critical step is defining your business identity. Why is your business unique, and how does it stand out among competitors? This foundational knowledge not only brings clarity to your business but also forms the bedrock for effective communication with your target audience.

Once you've established your identity, the spotlight turns to creating awareness around your brand and business. Awareness campaigns play a pivotal role in fostering recognition and connecting with your audience on a deeper level. However, it's not just about being known; it's about securing a prime spot in the minds of your customers. This is where the concept of "Top of Mind Awareness" (TOMA) comes into play.

Top of Mind Awareness refers to the ability of a brand to be the first

one that comes to mind when a customer thinks about a particular product or service. Achieving TOMA means consistently occupying a prominent space in the minds of your audience. It's not merely about having a presence; it's about being the go-to option when a need arises.

Consistency is the key to building and maintaining Top of Mind Awareness. Regularly engaging with your audience through various channels, be it social media, email campaigns, digital or print advertising, reinforces your brand presence. The more frequently your audience encounters your brand, the more likely they will remember and choose you when making purchasing decisions.

Imagine your brand as a



STOCK PHOTO

familiar face in a crowded room — the more often that face appears, the more likely it is to be recognized and remembered. Consistent visibility builds trust, familiarity, and a sense of reliability among your audience.

At Ward Media, we understand the importance of Top of Mind Awareness when it comes to brand building. With decades of combined experience, our team is dedicated to crafting, tailoring, and launching awareness campaigns that go beyond mere visibility. We create awareness that resonates with your audience, ensuring that your brand not only stands out but remains at the forefront of their minds.

As you embark on your marketing journey this year, remember that brand awareness goes beyond being recognized; it's about being remembered. Cultivate Top of Mind Awareness through consistent, strategic engagement, and let the team at Ward Media guide you in creating a customized plan that aligns with the unique identity of your business. Our expertise is your success.

## Real Estate

Top Properties Chelan County **November 2023**

Buyer	Seller	Sale Price	Street	City	Legal acreage	Year Built	Living Area	Bed-rooms	Bath-rooms	Pool	Fire-place
THOMPSON MARY L & JOHN R	RASMUSSEN ADAM T & CYNTHIA A	\$985,000	CLOUDLESS	MANSON	0.4	2023	2839	4	3	N	Y
WHITMAN ROY & KATHLEEN	MARKEY CLYDE J	\$950,000	LODGE POLE	CHELAN	19.44	2006	2244	4	2	N	N
LINDSAY MATTHEW & ELLEN	SUMMERS BRAD & MARTY	\$943,667	WILSON	LEAVENWORTH	1.26	1950	1212	2	1	N	Y
HEMINGER KAREN L & MARC C	RYAN RICHARD C & JULIE M	\$939,000	BROADWAY	WENATCHEE	0.2	2012	2392		3	N	N
WARD JOHN A & JULIE M ETAL	MILAN RUTH	\$825,000	NORLING	LEAVENWORTH	0.35	1998	2176	3	2.25	N	N
WOOD NICHOLAS P & KIRA M	RYAN RICHARD C	\$800,000	SUNSET	CASHMERE	0.42	1997	8676			N	N
JNJ INVESTMENT PROPERTIES LLC	KOCH VISION PROPERTIES LLC	\$775,000	5TH	WENATCHEE	0.37	2007	3286			N	N
SHORT RD LLC	HOLBROOK SIDNEY E	\$750,000	SHORT	CHELAN	1.1	0	0			N	N
BURNS LESLIE	ROBERTS CONSTRUCTION LLC	\$750,000	LIGHTNING LN	WENATCHEE	0.16	2023	1933	3	2	N	Y
SHORT RD LLC	HOLBROOK SIDNEY E & JULIE A	\$750,000	SHORT	CHELAN	1.3	0	0			N	N
SAVAGE PHILIP W & TARA L	ROBERTS CONSTRUCTION LLC	\$749,900	LIGHTNING LN	WENATCHEE	0.15	2023	2054	3	2	N	Y
LUSCHER MARK E	BISHOP WILLIAM L	\$745,000	MONTE CARLO	CHELAN	0.19	1987	964	3	2.25	N	Y
CHELAN STIRLING LLC	SAGE PACIFIC LLC	\$742,000	CHELAN	CHELAN	0.19	1941	1604	2	2	N	N
SLACK LESLIE B & ELIZABETH J	JOHNSON MICHAEL J & TAMARA F	\$715,000	BRAMBLING BRAE	WENATCHEE	0.19	2017	2408	3	2	N	N
PARK FAMILY TRUST	NIKOLAS DEANNA L & COURTNEY L BEUTLER	\$703,000	DOGWOOD	WENATCHEE	0.2	2004	3277	5	3.5	N	Y
FROST PAUL M & KRISTAL N	ROBERTS CONSTRUCTION LLC	\$699,900	RACINE SPRINGS DR	WENATCHEE	0.15	2023	1869	3	2	N	Y
FOWLER MELISSA A	ROBERTS CONSTRUCTION LLC	\$699,000	LIGHTNING LN	WENATCHEE	0.19	2023	1932	3	2	N	Y
JERALD KATHERINE	BURNS LESLIE	\$698,400	HAVENWOOD	MANSON	0.15	2015	1853	3	2	N	N
JONES ANDREW D & ANNA RONYA MH	RUSH WILLIAM L & MARGIE O	\$687,950	LINVILLE	WENATCHEE	0.27	1997	2128	4	2.5	N	N
BOWEN TYLER J & BADER ANNA L	COCHRANE LISA	\$680,000	LEAVENWORTH	LEAVENWORTH	0.41	1916	1136	2	1	N	N
EVANS GUY T & ANNI J	GOBBATO MARION & CHRISTINE A	\$675,000	OKANOGAN	WENATCHEE	0.28	1920	2765	1	5.75	N	Y
HUMAN FAMILY REVOCABLE TRUST	SYSUM PETER G & MOLLY S	\$675,000	PINEDROP	LAKE WENATCHEE	6.8	2001	576	1	1	N	Y
JOHNSON BENJAMIN W & HEATHER	ROCHON NATHAN P	\$675,000	CRANMER	WENATCHEE	5.2	2006	1648	3	3.5	N	Y
CICCANTI ANTHONY D & PAMELA M	PATTERSON SUSAN L & MICHAEL E ADAMS	\$655,000	COLUMBIA	ENTIAT	0.37	2014	2128	3	2	N	N
115 S WENATCHEE AVE LLC	B & P INVESTMENTS LLC	\$650,000	WENATCHEE	WENATCHEE	0.07	1908	2750			N	N
CAISMAN JEFFREY M	SEPANSKI RONALD & MICHELLE	\$649,000	CROWN	WENATCHEE	0.35	1965	1540	3	2.5	N	Y
SHALETT MONTE C ETAL	MACKEY GREGORY	\$638,500	DIVISION	CASHMERE	0.32	1955	3384	4	2.5	N	Y
BASIC ELEMENT LLC	JENKINS DARLENE R	\$610,000	ALPINE	LEAVENWORTH	0	0	958			N	N
MEMMOTT JOSEPH T & RACHEL	PRPICH LUKE W & LACEY R	\$604,000	SADDLEHORN	WENATCHEE	0.18	2010	1988	4	2.5	N	Y
COOPER JAMES J SR & CAROL A	DONAGHY JOHN M & VANESSA K	\$602,000	WASHINGTON	WENATCHEE	0.21	2008	2128	3	2.5	N	Y
SECOND RESTATED LIVING TRUST	SMITH GAIL M	\$580,000	MAPLE	WENATCHEE	0.18	2005	1614	2		N	N
RAUVOLA EDWARD & IOLA	CUEVAS KIM J & JAQUISH JASON D	\$580,000	SPRING MOUNTAIN	WENATCHEE	0.16	2020	1758	3	2	N	N
CUEVAS KIM J & JAQUISH JASON D	ELDRED JORDYN L	\$575,000	PETERS	WENATCHEE	0.74	2023	1784	3	2	N	N
FUDGE COLEY & ERIKA	MERRILL MICHAEL J & ENDICOTT PATRICIA L	\$567,400	CONCORD	WENATCHEE	0.19	1976	1756	3	2	N	Y
POLSON CARL B	HOGENHOUT ARNOLD	\$560,000	DELAWARE	WENATCHEE	0.14	1922	1618	3	2.5	N	Y
HALL DOROTHY K & WHITE LARRY L	HILLYEAR-HILL JEANNE M	\$549,900	ELLIOTT	WENATCHEE	0	0	1605			N	N
SWANSON KURT F & KAY E	ANDERSON LARRY E & SHIRLEY A	\$539,000	DORNER	WENATCHEE	0.27	2001	1864			N	N
FLETCHER FAMILY REVOCABLE TRST	CHRISTIE SCOTT M & MEGAN	\$525,000	STINE HILL	CASHMERE	1.89	2000	1824	3	2	N	Y
SCHEPPERS STEVEN	ROBINSON BRIAN P & ADRIENNE S	\$510,000	RIVER	PLAIN	0.56	1991	1200	2	1.5	N	N
PIRA DIANA	HARLOW SIOBHAN L	\$510,000	LAMBERT	WENATCHEE	0.15	1956	1780	4	2	N	Y
ROSALES ENRIQUE & MARIA	THEODORAKEAS ALEXANDROS	\$500,000	IROQUOIS	MONITOR	0.92	1974	1066			N	N
SPRAGUE GARY L	ARNDT ARTHUR J	\$500,000	MADISON	WENATCHEE	0.2	1952	2226	5	3.5	N	Y
GONZALEZ MARAVILLA SALVADOR & OLSEN MIKAYLA	MINKS MICAH & AMIE	\$496,400	NUMERAL POINTE	ENTIAT	0.42	2021	1748	3	2.5	N	N
MULLARKEY LUCKY ETAL	WOODS MARY	\$494,350	HIGHLAND	WENATCHEE	0.15	1931	1109	3	1.75	N	Y
ALVAREZ SANDOVAL DAVID & ITZIA	GALEY LACEY LYNN ETAL	\$490,000	WELCH	WENATCHEE	0.19	1984	1689	4	1.75	N	N
FITZPATRICK CHADD & MELANIE K	COOPER JAMES J SR	\$482,000	EL CAMINO	MALAGA	0.34	1992	1431	3	2.25	N	Y
MARCHMONTE CAMERON W & DANNA	BORELL JONATHAN A	\$462,000	MEDINA	WENATCHEE	0.21	1987	1566	3	2.25	N	N
SCHUBERT MICHELLE ETAL	SEXTON DARLENE M	\$455,000	WEDGEWOOD	WENATCHEE	0.24	1961	1568	3	2	N	Y
DEARIE IAN & MIRSEL R	GEORGE DEBORAH E	\$450,000	CHELAN	WENATCHEE	0.16	1948	2000	3	2	N	N
CURIEL ESTELA A & HERNANDEZ CHAVARRIA CARLOS ETAL	ARMOUR TYLER J & SARAH E	\$450,000	ELLIOTT	WENATCHEE	0.11	1994	1236	3	2.5	N	N
DEARIE IAN & MIRSEL R	GEORGE DEBORAH E	\$450,000	CHELAN	WENATCHEE	0.16	1948	2000	3	1	N	N
SCARSELLA MATTHEW & NICOLE	CORNWELL DOUGLAS R & LEAH	\$450,000	PENSIONE	WENATCHEE	0.18	1995	1510	3	2.5	N	Y

# Real Estate

## Top Properties Chelan County November 2023

Buyer	Seller	Sale Price	Street	City	Legal acreage	Year Built	Living Area	Bed-rooms	Bath-rooms	Pool	Fire-place
CHRISTIANSON MARK S & LUCINDA J	HART JAMES R	\$445,000	STIRRUP	PLAIN	0.31	1984	1344	3	1.75	N	Y
ARROYO ELIZABETH	ROACH JUDY J	\$443,000	WILLIS	WENATCHEE	0.22	1979	2097	4	2.5	N	Y
PETERSON JUSTIN A	DANIEL C RONALD ETAL	\$434,500	HAZEL	CASHMERE	0.43	1968	1220	3	1.25	N	Y
ROBINSON AARON D & ALEXANDRIA G	BARNHART MICHAEL J & NANCY A	\$425,000	UNASSIGNED	STEHEKIN	0.43	1968	1032			N	Y
CHEVRETTE LISA	PARA MICHAEL & TERI	\$415,000	SUMMIT	MANSON	1.26	0	0			N	N
STEEL CURTAIN TRUST	PHOENIX INVESTMENT PROPERTIES LLC	\$400,000	NAVARRE COULEE	CHELAN	10.1	0	0			N	N
RICHTER RONALD P	ZACHER KALCIC PIXIEANN IRREVOCABLE GIFTING TRT	\$399,000	FAIRHAVEN	WENATCHEE	0.12	1993	1078	4	2.5	N	Y
CERVANTES AMANDA S	DELNERO JESSICA I	\$398,500	SCHONS	WENATCHEE	0.16	1977	1044	3	1.5	N	N
NAND VIKASH & PRASAD AISHWARYA	BEARDSLEY LAURA M	\$387,000	FRANKLIN	WENATCHEE	0.14	1941	996	4	2	N	N
FISHBURN KASADI ETAL	SAGE HOMES LLC	\$385,500	EMMA	WENATCHEE	0.15	2022	1760	3	2	N	Y
MORENO MONICA B	HARTNELL JULIA E	\$385,000	MADISON	WENATCHEE	0.14	1950	884	3	2	N	N
CARROLL TEGRITY A & AMANDA	PELLELY ELIZABETH M	\$381,000	GARFIELD	WENATCHEE	0.12	1927	1258	4	1	N	Y
CARMODY MATTHEW ETAL	ROSENZWEIG BRENDA	\$370,000	MANSON	CHELAN	0	0	510			N	N
CAMPBELL TIMOTHY P & SHARON D	RICHARDSON WILLIAM B & SUZANNE H MOONEY	\$359,000	CEDAR BRAE	LAKE WENATCHEE	0.3	1980	540	1		N	Y
HERKENRATH JOSEPH & HERKENRATH BECKER MOLLY	KAVET DANIEL	\$350,000	DELAWARE	WENATCHEE	0.11	1918	1128	2	1	N	Y
HURTADO CENDEJAS GUIILLERMO & RIVERA GARCIA CONSUELO	4 DREAMS INVESTMENTS LLC	\$350,000	DAKOTA	WENATCHEE	0.16	1928	748	2	1.5	N	N
LASKOWSKI DAVID & CHUC	BARNEDT FAMILY LIVING TRT	\$95,000	W WOODIN AVE	CHELAN	0	2017	450			N	N
KNM DESIGN LLC	KOSSIAN EDWARD B	\$88,000	NEVERLAND LN	WENATCHEE	5.06	0	0			N	N
POLTZ HEATHER	DUELL MELBA H	\$70,000	UNASSIGNED	CASHMERE	3.86	0	0			N	N
CERVANTES RAFAEL	ELEMENT HOMES LLC	\$63,000	CONARTY	MALAGA	0.29	0	0			N	N
HURD ROSS A & LISA A	LAW CHERYL ANN	\$50,000	UNASSIGNED	WENATCHEE	21.01	0	0			N	N

# Washington Retail Report



## Federal Reserve signals shift to rate cuts in 2023 as inflation nears target

In a significant policy shift, Federal Reserve comments have signaled a move towards interest rate cuts in the coming year, deviating from its recent aggressive rate hiking strategy.

The Fed's latest meeting concluded with the decision to maintain the federal funds rate at its current level, between 5.25% and 5.5%, the highest since 2001.

This unanimous deci-

sion marks the first time since March 2021 that the Fed has not projected further rate hikes.

Chair Jerome Powell indicated that while the Fed is prepared to increase rates if inflationary pressures reemerge, the focus is now shifting toward when to reduce rates. This change in stance is in response to inflation moving closer to the Fed's 2% target.

The Fed's projections

suggest a potential 75 basis point cut in rates next year, though Powell emphasized these are not fixed plans and will depend on economic data.

The Fed's "dot plot" shows a division among officials on the extent of the anticipated rate cuts in 2023. This reflects the uncertainty in the economic outlook and the Fed's policy response.

The post-meeting statement also indicated a more

data-driven approach to future policy decisions, highlighting the need to monitor various economic indicators.

Inflation has eased but remains a concern, with the Fed's preferred price gauge expected to increase by 2.4% in 2024. Economic growth forecasts for the next year have been slight-

ly lowered, with stable unemployment projections.

This pivot follows a total of 5.25 percentage points in rate hikes aimed at controlling inflation.

The challenge for the Fed is to time the rate reductions appropriately to avoid reigniting inflation.

Recent comments from Governor Christopher

Waller and the decrease in Treasury yields suggest the market is already responding to these policy changes.

Powell's remarks indicate a shift from his earlier cautious position on policy easing, reflecting the Fed's balancing act between inflation control and supporting economic growth.

## Right to Repair and Data Equity bills return to the legislature

Two issues familiar to retailers will be reintroduced during the 2024 legislative session for another attempt at passage.

Representative Mia Gregerson (D, 33rd LD) will be the prime sponsor of both the "Right to Repair" and "Digital Equity" bills.

### Right to Repair

Representative Gregerson pre-filed the latest iteration of the "Right to Repair" legislation - HB 1933.

The bill has adopted a more expansive scope than similar bills from prior sessions.

In response to the national momentum be-

hind the Right to Repair movement, the legislation now extends its coverage to encompass consumer products that have been granted the right to repair in other states.

This includes a wide range of items, from personal electronic devices,

See **RIGHT TO REPAIR** Page 18

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# Real Estate

## Existing home sales rise in November, ending a five-month decline

Existing home sales in November saw an uptick, putting an end to a five-month consecutive decline, as reported by the National Association of Realtors® (NAR). The report highlighted a nuanced pattern across the nation's four major regions, where sales ascended in the Midwest and South but faltered in the Northeast and West. All regions experienced a decline in year-over-year sales figures.

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The total count of existing home sales, encompassing completed transactions involving single-family residences, townhomes, condominiums, and co-ops, displayed a modest surge of 0.8% from October, achieving a seasonally adjusted annual rate of 3.82 million in November.

However, the year-over-year comparison revealed a 7.3% decrease in sales, dropping from 4.12 million in November 2022.

NAR's Chief Economist, Lawrence Yun, pointed out, "The latest weakness in existing home sales still reflects the buyer bidding process in most of October when mortgage rates were at a two-decade high before the actual closings in November. A marked turn can be expected as mortgage rates have plunged in recent weeks."

According to data from Freddie Mac, as of December 14, the 30-year fixed-rate mortgage averaged 6.95%, marking a notable decline below the 7% threshold for the first time since August. This decrease contrasts with the 7.03% recorded in the preceding week but remains higher than the 6.31% observed a year ago.

The inventory of available unsold existing homes by the conclusion of November totaled 1.13 million units, representing a marginal 1.7% decline from October. This figure showed a marginal 0.9% increase from the prior year (1.12 million). The unsold inventory currently equates to a 3.5-month supply based on the prevailing sales pace, marking a slight reduction from 3.6 months in October but an increase from 3.3 months

noted in November 2022.

During November, the median price of existing homes across all housing types surged to \$387,600, marking a 4.0% increase from November 2022, which signifies the fifth consecutive month of year-over-year price hikes. This steadfast rise in prices was evident across all four geographical regions in the United States.

"Home prices keep marching higher," Yun added. "Only a dramatic rise in supply will dampen price appreciation."

The Realtors® Confidence Index divulged that properties typically lingered on the market for 25 days in November, slightly higher than the 23 days recorded in October and 24 days noted in November 2022. Notably, 62% of homes sold during November found buyers within a

## Regional variations

November revealed distinct regional trends in existing home sales across the United States.

### Northeast

Existing home sales in the Northeast stumbled by 2.1% from October, achieving an annual rate of 470,000 in November, reflecting a substantial 13.0% drop from November 2022. However, the median price in the Northeast surged to \$428,600, marking a 4.8% increase from the preceding year.

### Midwest

The Midwest observed a 1.1% increase in existing home sales from the previous month, reaching an annual rate of 940,000 in November. Nevertheless, this figure signified an 8.7% decline from one year ago. The median price in the Midwest climbed to

\$280,800, showcasing a 4.9% rise from November 2022.

### South

The South exhibited a notable 4.7% surge in existing home sales from October, attaining an annual rate of 1.77 million in November, marking a 4.3% dip from the prior year. The median price in the South ascended to \$351,500, representing a 3.4% uptick from the previous year.

### West

The West encountered a substantial 7.2% decline in existing home sales from the previous month, registering an annual rate of 640,000 in November, denoting an 8.6% drop from one year ago. The median price in the West elevated to \$603,200, showcasing a 5.3% increase from November 2022.

month of being listed.

In terms of buyer demographics, first-time buyers accounted for 31% of sales in November, marking an increase from 28% in both October 2023 and November 2022, as per the NAR's 2023 Profile of Home Buyers and Sellers, unveiled in November.

Cash transactions constituted 27% of total sales in November, a marginal decrease from 29% in October but an increase from 26% in November 2022. Individual investors or second-home buyers, majorly contributing to cash sales, acquired 18% of homes in November,

showcasing an upturn from 15% in October and 14% a year prior.

Distressed sales, encompassing foreclosures and short sales, accounted for a mere 1% of transactions in November, maintaining consistency with the figures from the previous month and the corresponding period last year.

The data also highlighted specific sales trends concerning single-family homes and condominiums or co-ops. Single-family home sales rose to a seasonally adjusted annual rate of 3.41 million in November, marking a 0.9% increase from October

but indicating a 7.3% decline from the previous year. Concurrently, the median existing single-family home price reached \$392,100 in November, denoting a 3.5% surge from November 2022.

In contrast, existing condominium and co-op sales remained stagnant at a seasonally adjusted annual rate of 410,000 units in November, aligning with October figures but displaying a 6.8% decrease from one year ago. The median existing condo price recorded at \$350,100 in November, representing an 8.6% upswing from the previous year's \$322,400.

## NRCS-WA implements Act Now policy to expedite assistance to producers

**The Natural Resources Conservation Service in Washington (NRCS-WA) has embarked on a swift and efficient approach, unveiling the Act Now policy to hasten the delivery of conservation contracting.**

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This newly introduced Act Now policy empowers NRCS to promptly sanction and commit to a ranked application within a designated ranking pool, provided an eligible application meets or exceeds a state-determined minimum threshold ranking score.

Under the Act Now policy, qualifying applications can swiftly progress in the process without the need to wait for all applications to be ranked within a specified period.

For the NRCS-WA Environmental Quality Incentives Program (EQIP) Fiscal Year 2024, applications will be catego-

rized into various ranking pools:

**1. Covered Cropping Systems (High Tunnel - Low Tunnel)**

- Minimum Ranking Score: 60 points  
- Funds Available: \$650,000

**2. Conservation Planning Activities (CPAs), Design and Implementation Activities (DIAs), and Conservation Evaluation and Monitoring Activities (CEMAs)**

- Minimum Ranking Score: 40 points  
- Funds Available: \$200,000

**3. North Central Team Local Working Group - Forestry Initiative**

- Minimum Ranking

Score: 40 points  
- Funds Available: \$150,000

**4. Snake River Team Local Working Group - Forestry Initiative**

- Minimum Ranking Score: 40 points  
- Funds Available: \$1,000,000

**5. Snake River Team Local Working Group - Nutrient Management Initiative**

- Minimum Ranking Score: 40 points  
- Funds Available: \$500,000

Applications eligible for Act Now ranking pools will be continuously accepted on an ongoing basis. These eligible applications will be batched and

processed in the order received. Selections will be made every three weeks until the allocated funds are exhausted.

Once qualified, Act Now applications will be pre-approved while funds remain available. These applications will then pro-

ceed to the contracting process at the local NRCS Field Office, which has 45 calendar days to complete the obligation from the date of pre-approval.

The Act Now policy is a step toward streamlining the application process and is a part of the NRCS

Equity Action Plan. This initiative eradicates the waiting period for the review of all applications before approvals for a ranking pool can be granted.

For further details regarding available assistance, reach out to your local USDA Service Center.



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# Labor Area Reports

## U.S. unemployment rate drops to 3.7% in November; health care sees significant job surge

**The latest employment figures released by the U.S. Bureau of Labor Statistics unveiled a surge in total nonfarm payroll employment by 199,000 in November. This positive upswing contributed to a slight decrease in the unemployment rate, which edged down to 3.7 percent, marking an encouraging trend in the employment landscape.**

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**N**oteworthy gains were observed primarily in the healthcare and government sectors.

A resurgence in manufacturing jobs was evident, aligning with the return of workers following a strike. However, the report highlighted a contrasting scenario in the retail trade sector, which experienced a decline in employment.

The report delves into

statistics derived from two monthly surveys.

The household survey, assessing labor force status by demographic characteristics, displayed a marginal dip in the unemployment rate to 3.7 percent, with approximately 6.3 million individuals categorized as unemployed.

Breakdowns across various worker groups revealed modest fluctu-

ations in jobless rates. While the unemployment rate for teenagers edged down to 11.4 percent, rates for adult men and women, along with different racial groups, remained relatively stable.

Moreover, the report outlined positive indicators, including a decrease in the number of long-term unemployed individuals and an increase in the employment-population

ratio, which reached 60.5 percent in November.

However, the labor force participation rate remained largely unchanged, hovering at 62.8 percent since August.

Additionally, the data highlighted a decline in the number of individuals employed part-time for economic reasons, totaling 4.0 million in November.

Meanwhile, the number of individuals not actively seeking employment but desiring a job remained steady at 5.3 million.

Within the establishment survey, total nonfarm payroll employment exhibited a growth of 199,000 jobs, slightly below the average monthly increase of 240,000 over the preceding year.

Key sectors such as health care, government,

and manufacturing observed notable employment gains, while retail trade experienced a decline.

The healthcare sector, registering an addition of 77,000 jobs in November, surpassed its average monthly job gain over the past year.

Similarly, government employment saw an increase of 49,000 jobs, primarily in local and state government sectors.

Conversely, retail trade faced a setback, with a decline of 38,000 jobs in November. Along with information, transportation, and warehousing, this sector exhibited minimal changes.

Notably, average hourly earnings for private nonfarm employees rose by 0.4 percent to \$34.10, reflecting a 4.0 percent

increase over the past 12 months. The average workweek for these employees also saw a slight uptick to 34.4 hours in November.

The report underscored revisions in employment figures for September and October, indicating a downward adjustment by 35,000 for September, now standing at +262,000, while maintaining the October figures at +150,000.

The combined revisions reveal a marginal decrease from previous estimates.

These statistics shed light on the nuanced dynamics within the labor market, showcasing areas of growth and areas that require attention and providing crucial insights into the evolving employment landscape in the U.S.

## Payroll employment declines in Washington State, unemployment rate rises to 4.0%

**Washington's economic landscape took a downturn in November, shedding an estimated 2,600 jobs according to seasonally adjusted figures. The state's unemployment rate surged from 3.8% to 4.0%, marking a departure from the consecutive months when the rate was below 4%. The Employment Security Department (ESD) highlighted this setback, emphasizing a reversal of October's job gains.**

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**"O**ctober's job gains were largely reversed in November. Payroll employment dropped and the unemployment rate reached 4.0% after five consecutive months below 4%," said Employment Security Department (ESD) Chief Labor Economist Anneliese Vance-Sherman.

"The demand for workers remains elevated. However, some softening of the labor market is evident."

During November, ESD distributed unemployment insurance benefits to 61,826 individuals, marking an increase of 7,162 claims compared to the previous month. The surge in claims was notably influenced by seasonal shifts within the agriculture,

construction, and manufacturing sectors.

Revised data for October 2023 paints a different picture from earlier estimations. The preliminary estimated job gain of 7,900 in October was adjusted downward to 3,100 jobs gained. The October unemployment rate remained at 3.8% after adjustments.

On a national scale, the unemployment rate decreased from 3.9% to 3.7% in November, while Washington's labor force saw marginal growth, totaling 4,057,865 individuals, an increase of 1,889 from the preceding month. In the Seattle/Bellevue/Everett region, the labor force expanded by 3,715 during the same period.

Examining the job market, it's noted that

while four major industry sectors increased their workforce, eight saw declines, and one remained unchanged. The most significant employment boosts were witnessed in manufacturing, primarily fueled by hiring within the aerospace product and parts manufacturing industry.

Government employment recorded an upswing, primarily in local government, excluding local educational services. However, professional and business services experienced a decline in employment, notably in administrative and support services.

Over the year from November 2022 to November 2023, Washington gained

## Consumer Price Index shows modest increase of 0.1%

**The latest U.S. Bureau of Labor Statistics report indicates a marginal uptick of 0.1 percent in the Consumer Price Index for All Urban Consumers (CPI-U) during November. This follows a static reading in October. Over the past year, the all-items index surged by 3.1 percent, pre-adjustment for seasonal influences.**

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**I**n November, the index for shelter continued its ascent, counterbalancing a decline in the gasoline index.

The energy index experienced a 2.3 percent drop, largely attributed to a substantial 6.0 percent decrease in the gasoline index, overshadowing rises in other energy components.

The food index saw a 0.2 percent increase in November, following a 0.3 percent rise in October. Notably, the indexes for food at home and food away from home ascended by 0.1 percent and 0.4 percent, respectively.

Excluding food and energy, the index surged by 0.3 percent in November, surpassing the 0.2 percent increase in October.

Among the notable increases in November were rents, owners' equivalent rent, medical

care, and motor vehicle insurance.

Conversely, indexes for apparel, household furnishings and operations, communication, and recreation experienced declines during the month.

Over the last 12 months, the all-items index demonstrated a 3.1 percent increase, slightly lower than the 3.2 percent registered in the preceding 12 months.

Excluding food and energy, the index rose by 4.0 percent over the last year, consistent with the 12-month period ending in October.

Energy experienced a 5.4 percent decrease, while the food index observed a 2.9 percent increase over the last year.

The report provides insights into the shifts in indices related to food, energy, and other essential commodities, of-

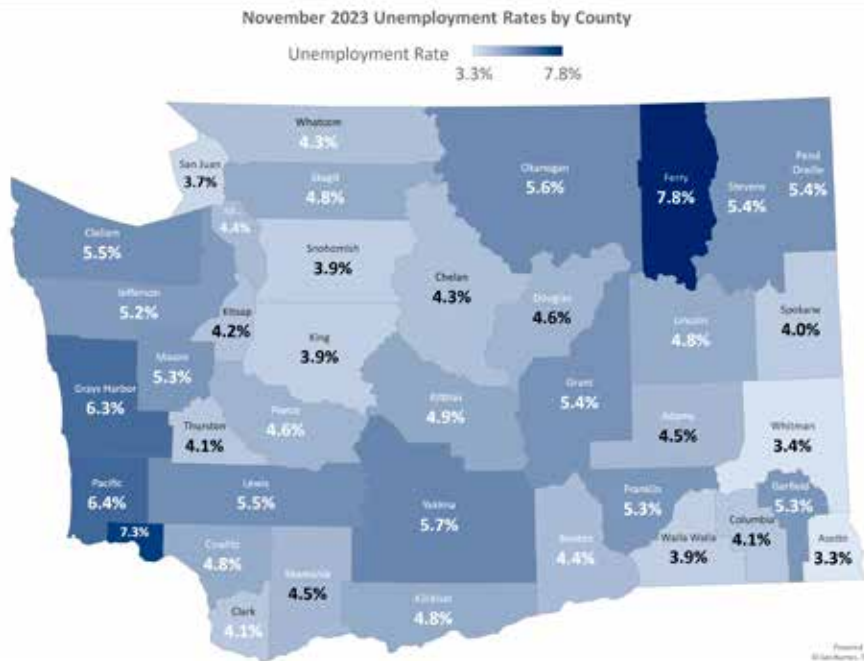
fering a comprehensive overview of the economic landscape.

The CPI-U metrics for urban wage earners and clerical workers and the Chained Consumer Price Index for All Urban Consumers (C-CPI-U) reflect similar trends over the past 12 months, signaling a persistent but tempered inflationary trajectory.

It's important to note that these indices are subject to revision, highlighting the dynamic nature of economic indicators and potential revisions over time.

This incremental rise in the Consumer Price Index emphasizes the ongoing monitoring and assessment of inflationary pressures, holding significance for both consumers and policymakers in navigating economic decisions in the coming months.

# Labor Area Reports



## Unemployment rates vary across Chelan, Douglas, and Okanogan Counties

Recent data released by the U.S. Bureau of Labor Statistics (BLS) sheds light on the employment landscape across Chelan, Douglas, and Okanogan Counties. The report delves into November 2023 employment figures and reflects varying trends within these regions.

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### Unemployment Rates:

- **Chelan County:** The civilian labor force totaled 42,794 individuals, with 1,827 individuals unemployed, resulting in an unemployment rate of 4.3%.
- **Douglas County:** With a civilian labor force of 21,032, 967 individuals were unemployed, accounting for a 4.6% unemployment rate.
- **Okanogan County:** The county had a labor force of 18,859, out of which 1,052 individuals were unemployed, indicating a 5.6% unemployment rate.

### Statewide Overview:

The statewide analysis for Washington State presents a preliminary seasonally adjusted unemployment rate of 4.0% for November 2023, a slight increase from the revised estimate of 3.8% in October 2023.

The statistics illustrate an increase in the number of unemployed residents by 8,401 individuals compared to the previous month.

Moreover, the number of employed residents decreased by an estimated 6,512 individuals, marking a net increase of 1,889 workers in the labor force.

### Industry-Level Changes:

The employment scenario in Washington State saw a decrease of 2,600 jobs from October 2023 to November 2023.

The private sector reported a loss of 3,600 jobs, while the public sector gained 1,000 jobs during this period. Manufacturing exhibited growth, adding 1,400 jobs, primarily driven by hiring in the aerospace product and parts manufacturing industry. The professional and business services sec-

tor saw a decline of 2,600 jobs, particularly within administrative and support services.

### Yearly Employment Changes:

Comparing November 2022 to November 2023, Washington State experienced an increase of 40,700 jobs.

Both private and public sectors contributed to this growth, with education and health services leading the rise by 19,000 jobs, followed by leisure and hospitality with an increase of 10,300 jobs.

### Conclusion:

The BLS data highlights the nuanced employment landscape in Chelan, Douglas, and Okanogan Counties, echoing broader trends across Washington State.

As the state grapples with economic changes, industries like manufacturing show resilience, while certain sectors face challenges amid shifting employment patterns.

*\*Note: All data presented is based on the latest available information from the U.S. Bureau of Labor Statistics and the Employment Security Department.*



STOCK PHOTO

## Washington State implements new wage standards

With the start of the new year, Washington State has ushered in a series of significant changes to wage-related standards impacting workers and employers across various sectors. The Washington State Department of Labor & Industries (L&I) outlined essential changes that became effective from Jan. 1.

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### State Minimum Wage

As of Jan. 1, the state's minimum wage has risen to \$16.28 per hour, applicable to workers aged 16 and above. Employers now have the option to pay 85 percent of this wage to workers aged 14-15, equating to \$13.84 per hour.

### Overtime Exemptions

The adjustments to the salary threshold determining overtime exemptions have set the bar at \$1,302.40 weekly or \$67,724.80 annually. This threshold impacts various sectors, including executive, administrative, professional workers, computer professionals, and outside salespeople,

permitting them to be exempt from overtime pay. Computer professionals now have an hourly wage of \$56.98, equivalent to 3.5 times the minimum wage.

### Overtime Regulations for Agricultural Workers

Commencing in January, agricultural employees now qualify for overtime after completing 40 hours in a workweek, a reduction from the previous 48 hours in 2023. This change marks the culmination of a phased adjustment initiated by the legislature, extending overtime pay rights to agricultural workers, starting at 55 hours in 2022

and reduced to 48 hours last year.

### Minimum Compensation for Rideshare Drivers

For rideshare drivers operating within Seattle, a minimum of 66 cents per passenger platform minute and \$1.55 per passenger platform mile, or a total of \$5.81, is now guaranteed.

Outside Seattle, drivers will earn 38 cents per passenger platform minute and \$1.31 per passenger platform mile, or \$3.37, whichever is greater. Notably, this law excludes food delivery drivers.

### Non-Compete Agreements

Restrictions on non-compete agreements stipulate that only workers earning more than \$120,559.99 annually for employees or \$301,399.98 for independent contractors can be bound by such agreements.



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### Employment

Continued from page 5

an estimated 40,700 jobs.

Notably, the government and education/health services sectors

exhibited the most significant growth, with leisure and hospitality also making substantial strides.

Conversely, the construction and information sectors faced notable

declines.

These shifts underscore a dynamic economic landscape, highlighting both areas of growth and areas under strain within the state's employment sector.

### Right to Repair

Continued from page 15

such as phones and computers, to agricultural machinery, wheelchairs, and household appliances, such as dishwashers and refrigerators.

Expanding the scope is not intended to overhaul existing systems but to ensure parity for Washington residents in terms of the protections afforded to their counterparts in states like Colorado, Minnesota, and California.

During the 2023 legislative session, the Fair Repair Act succeeded in

the House of Representatives, securing a 58-38 vote, but did not pass out of the Senate.

### Digital Equity

Although it has not been pre-filed yet, Representative Gregerson notified WR that she intends to bring back a version of HB 1793, which would impose a \$2 device tax on every sale of a wireless-connected smart device over \$250.

Devices include, but are not limited to, smartphones, tablets, computers, smart speakers, gaming consoles, wearable

devices, smart televisions, and smart gyms.

WR has many concerns with the legislation, including the onerous declaration requirements of the \$2 device tax.

Failure to properly report this tax separate from other sales taxes would be considered a gross misdemeanor.

The 2023 version of the bill had a hearing in the House Finance Committee but did not advance.

WR will be following both bills and working very closely with members of PGAC and other stakeholders.

# Leavenworth Spanish provides online Spanish course specifically for medical professionals

**Leavenworth Spanish offers an online medical Spanish course that medical professionals can use to build rapport with patients, no matter their Spanish speaking level.**

By **TAYLOR CALDWELL** | Ward Media Staff Reporter

**T**he way that I set this up is that it's a combination of beginner Spanish and medical Spanish, where if you already have the background in Spanish, there's going to be some really great for grammatical review and then a lot of medical vocabulary, and if you have no Spanish, then it's going to be a great intro that is targeted specifically towards your professional life," said Morgan Fraser, the founder of Leavenworth Spanish.

The course consists of 14 lessons, with each including a variation of video lecture, vocabulary lists with audio enunciations, and a quiz.

Some lessons also include a video reenactment between a medical professional and a patient of common scenarios, such as a basic check-up, a cold or flu visit, a women's health appointment, or

an emergency visit.

The videos have Spanish subtitles, along with Spanish and English scripts attached.

"That's really what I think makes it different and more dynamic than other courses that I've seen that are just like, 'I'm going to give you a video about grammar, and then I'm going to quiz you on it,'" said Fraser.

The design of the course is intended for providers from any location to be able to go at their own pace, around their work schedule. It's also eligible for six continuing education (CE) credits or six clock hours through the North Central Educational Service District (NCESD).

"It's helpful to anyone who has patients that are Spanish speakers... Because it's an on demand course that people can take on their own time, there's really no limit. Geographically, there's no

limit," said Fraser.

While the program can have a wide impact geographically, there is a local need for it.

Confluence Health's 2022 Community Health Needs Assessment reported 32.4 percent of its service area identified as Hispanic or Latino, which spans across Chelan, Douglas, Grant, and Okanogan counties.

A 2020 report done by the Latino Center for Health at the University of Washington identified all four of these counties in the top ten counties with the highest Latino populations in the state, with Grant County having the highest population percentage in that group, at 43 percent.

Leavenworth Spanish has typically offered standard Spanish classes for kids and adults, with language immersion trips to Mexico.

However, some of those

students were medical professionals, who showed an interest to Fraser in learning medical-specific Spanish, to better connect with their patients.

"I had a lot of people that would say, 'I'm really interested in medical Spanish,'" but that is a very large concept and there's so many different medical specialties... It took me a year to figure out how to possibly put together a class that works for the most amount of people," said Fraser.

The course is a very basic introduction to medical Spanish, and is by no means a tool to replace a professional medical interpreter. However, it is an opportunity for medical providers to minimize the language and cultural gaps between them and their patients. Fraser considers it a first step to building rapport.

The 2020 report by the Latino Center for Health reported an estimated 16,967 Spanish-speaking individuals resided in Chelan County, making up 23.9 percent of the population, yet only three physicians in the county were bilingual and Latino.

When Fraser decided to create the course, she saw

the need to bridge that gap, but also recognized the cultural and contextual limitations of just providing the language basics as a non-native speaker herself.

"I want this to be as authentic as possible, and I understand that me being bilingual but not a native speaker makes that more difficult. So, I wanted to make sure that I was taking all the right steps to ensure that what we were offering was [as close] to the real thing as possible," said Fraser.

Fraser collaborated with Manuel Ramos Castro, a Spanish professor with a background in theater, of whom she met through her language immersion trips. He was able to help write the scripts, as well as recruit a small team of native Spanish speakers from both Mexico and Argentina, who could act and produce the video scenarios.

The course not only provides the specific vocabulary, but also goes so far as to address the cultural differences in medical settings between the U.S. and Mexico.

Lesson one provides the perspectives of two Mexican instructors who

introduce standard differences such as formal and informal address, or social interaction nuances. The instructors also break-down the differences in the U.S. medical system and that of Mexico's, discussing types of institutions and protocols, and even sharing what it's like to see a U.S. doctor for the first time.

According to Fraser, a provider who can be aware of those differences and speak even just a few words of Spanish, can help patients feel less alone.

"I have a lot of empathy for the people who move here who are looking for a better life and who can't communicate basic needs, and are therefore thought sort of dismissed. I want to help them have better interactions. It feels like a very easy thing to provide tools to people who already want to create rapport, so that they can create rapport. That's, like, my target audience... the people who want to be able to make their patients feel comfortable, and I can help with that," said Fraser.

*Taylor Caldwell:  
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taylor@ward.media*

## Washington's NextCycle Initiative seeks innovators for circular economy development

**NextCycle Washington, an initiative committed to bolstering waste reduction and recycling solutions for businesses, has embarked on its mission to expand and sustainably innovate within the state. Since its inauguration last year, the program has backed 14 accelerator teams, disbursed 41 seed grants, and catalyzed investments totaling \$13.5 million, culminating in the creation of 70 new jobs and diverting 4 million pounds of material away from landfills.**

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**A**s the program gears up for its second phase, NextCycle Washington invites applications from aspiring entrepreneurs, nonprofits, and small businesses eager to participate in its Circular Accelerator Program. This initiative, founded on the principle of waste elimination and material reutilization, seeks to foster a culture of recycling and reusing materials continually.

Selected candidates will

engage in a comprehensive six-month curriculum spanning from March to September 2024. This includes attending a two-day Accelerator Academy, receiving personalized consulting and technical support to fine-tune their business strategies, and refining project presentations. The program culminates in a Pitch Showcase where teams will vie for monetary awards, showcasing their impactful work.

Peter Lyon, Solid Waste Management program manager for the Washington Department of Ecology and NextCycle Washington's sponsor, highlighted the initiative's transformative potential. "With this unique program, we're proving that there are real business opportunities here in Washington that deliver on that promise. And we're helping those great ideas get off the ground and grow," Lyon commented.

Applications for NextCycle Washington's accelerator are open until Jan. 26, welcoming projects in two key areas: upstream projects focusing on waste prevention and improving material reuse and downstream projects enhancing recycling, recovery, and end-use innovations.

The Refugee Artisan Initiative earned recognition earlier this year, winning the Upstream and People's Choice awards. Their commendable effort involved repurposing retired fire hoses from the US Forest Service into

marketable products, aiding in waste reduction and job creation for refugee women.

Diversity and inclusivity are core values of the Accelerator Program, with external experts and community representatives actively participating in oversight and guidance. The initiative emphasizes inclusivity by engaging historically excluded communities, ensuring accessibility, and fostering robust networks for collaboration.

A virtual information session is scheduled for

Thursday, Jan. 11, from 5-6:30 p.m., where interested parties can inquire about program specifics, eligible projects, and application requirements.

NextCycle Washington, a joint endeavor of the Washington State Department of Ecology and the Washington Recycling Development Center, receives support from the U.S. Environmental Protection Agency.

For more information, visit NextCycle Washington's website at <https://www.nextcyclewashington.com>.

### Quick Read

NextCycle Washington drives waste reduction in Washington, aiding 14 teams, granting 41 projects, and stimulating \$13.5 million in investments, generating 70 jobs and diverting 4 million pounds of waste. The Circular Accelerator Program invites eco-minded entrepreneurs for a six-month curriculum, culminating in a Pitch Showcase for awards. Peter Lyon of the Washington Department of Ecology lauds its impact. Inclusivity is key, highlighted in a January 11 virtual session at <https://www.nextcyclewashington.com>, supported by the U.S. EPA.

# Rocky Pond Winery opens wedding and event venue

**Rocky Pond Winery in Orondo revealed the grand opening of Milestone Events at Rocky Pond Vineyards, marking an expansion into the events industry. Situated amidst the picturesque beauty of Orondo, this new venture boasts a luxurious event venue overlooking the evolving blocks of the winery's acclaimed grapevines and the panoramic vistas of the Columbia River Valley.**

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**M**ilestone Events at Rocky Pond Vineyards introduces an array of elegant spaces tailored to accommodate various events and celebrations.

Its offerings include a charming pavilion and a versatile amphitheater equipped with a stage designed to provide an inviting setting for corporate retreats, weddings, birthdays, and other milestone occasions. Overseeing the venue's operations for sales and event management is Columbia Hospitality.

The property, enveloped by meticulously groomed gardens, sprawling vineyards, and rolling hills,

aims to seamlessly blend the allure of Washington's wine country with opulent amenities. Guests will have the privilege of crafting their special moments in collaboration with a seasoned team of event planners renowned for their expertise.

"Rocky Pond has always been rooted in excellence and celebrating the beauty and abundance of Washington's wine-growing region," said owner Michelle Dufenhorst.

"Milestone Events represents an escape from the mundane, and it is our mission to create a tranquil space for families, colleagues and loved ones

to connect. Whether it's a wedding, special celebration or corporate retreat, our unwavering commitment to hospitality ensures that every guest receives the same meticulous attention as our award-winning wines. We handle each event with the utmost care so guests can share life's most precious moments with the ones they love, surrounded by the beauty of the Northwest."

Milestone Events offers personalized experiences, from the venue ambiance to the selection of wines served.

Guests are invited to engage with Rocky Pond's winemaking experts to



COURTESY OF MILESTONE EVENTS AT ROCKY POND VINEYARDS  
Milestone Events at Rocky Pond Vineyards features two outdoor venues located on expansive grounds with a dedicated planning and culinary staff to design high-end, ultra-premium events in Chelan's wine country.

curate perfect pairings or participate in custom crush or bottling experiences – an ideal way to build team camaraderie or add a unique touch to wedding festivities.

Designed to accommodate up to 200 guests, the pavilion and amphitheater promise a spacious and versatile setting for various occasions, including potential summer concerts on the expansive stage.

The venue aims to host unforgettable experiences with meticulous attention to detail in Washington's scenic landscape.

## Quick Read

Rocky Pond Winery in Orondo expands into events with Milestone Events at Rocky Pond Vineyards. This lavish venue overlooks evolving grapevines and the Columbia River Valley, offering elegant spaces for weddings, retreats, and celebrations. Columbia Hospitality manages the site, blending wine country allure with opulent amenities. Owner Michelle Dufenhorst emphasizes creating tranquil spaces for connections, offering personalized experiences and wine pairings. Accommodating up to 200 guests, the venue promises unforgettable experiences in Washington's scenic landscape.

# Pangborn Memorial Airport among Central Washington airports receiving \$18.9M for upgrades in statewide \$190M Federal Airport Investment

**In a bid to advance air travel safety and convenience, the Bipartisan Infrastructure Law, alongside the Airport Improvement Program, allocated substantial funds for upgrades across 37 airports throughout Washington State in 2023. Announced by U.S. Senators Maria Cantwell (D-WA) and Patty Murray (D-WA), a total of \$190,387,738 directly benefited airports large and small statewide, focusing on modernizing runways, maintenance areas, and equipment. Additionally, Washington received a \$1,000,000 planning grant.**

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**T**he Federal Aviation Administration's key airport grant programs – Airport Infrastructure Grants, Airport Terminal Program (funded through the BIL), and the Airport Improvement Program – contributed to this investment.

Sen. Cantwell emphasized, "This year, 37 airports across the State of

Washington received a total of nearly \$200 million in federal funding to add capacity for more flights, modernize aging facilities, and improve the overall experience of travelers coming in and out of our state.

The benefits of these investments can also be felt far beyond our airports – stronger air service

translates to economic growth, high-paying jobs, and increased connectivity between our rural and urban communities."

"Folks in Wenatchee, Yakima, the Tri-Cities, and all across central Washington state count on reliable air service to transport people and goods. The \$18 million in much-needed infrastructure dollars se-

cured this year will prepare Central Washington airports for the future, improve experiences for local travelers, and ensure greater connectivity for Washington's smaller communities."

Echoing this sentiment, Sen. Murray highlighted, "Airports are absolutely essential to getting people where they need to go – and when our airports lack the capacity, infrastructure, or technology to serve passengers efficiently, it can cause major headaches and delays."

## Detailed Allocation of Funds by Region

**Puget Sound** received \$79,358,033, primarily channeled into Seattle-Tacoma International Airport, Boeing Field/King County International Air-

port, Auburn Municipal Airport, Tacoma Narrows Airport, Renton Municipal Airport, Harvey Field, Bremerton National Airport, among others.

**Eastern Washington** secured \$73,527,247, with significant allocations directed to Spokane International Airport, Pullman/Moscow Regional Airport, Walla Walla Regional Airport, Anderson Field, Felts Field, Methow Valley State Airport, Colville Municipal Airport, Port of Whittman Business Air Center, among others.

**Central Washington** benefited from \$18,890,647, with prominent allocations to Pangborn Memorial Airport in Wenatchee, Tri-Cities Airport, Yakima Air Terminal/McAllister Field, Bowers Field, Lake Chelan

Airport, Prosser Airport, Richland Airport, among others.

**Northwest Washington** received \$16,568,340, with substantial sums allocated to Snohomish County Airport (Paine Field), Skagit Regional Airport, Bellingham International Airport, Friday Harbor Airport, Lopez Island Airport, Orcas Island Airport, Anacortes Airport.

**Southwest Washington** obtained \$789,471, primarily for Chehalis-Centralia Airport and Southwest Washington Regional Airport.

**Olympic Peninsula** secured \$1,254,000, with Jefferson County International Airport, William R Fairchild International Airport, and Bowerman Airport being the primary beneficiaries.