



**From the publisher:**  
The women building North Central Washington's future. Voices of the women shaping NCW's business landscape. | A2

**Women**  
IN BUSINESS

Celebrating Leadership, Innovation, and Resilience  
Spotlight on Women Shaping Our Business Landscape  
BI-B8

# Cashmere Valley Record

A Ward Media Publication

Serving the Cashmere Valley since 1907  
Volume 117 • No. 45

November 6, 2024

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## Americana musician Eli West to perform at Cashmere Community Concert series

Cashmere Valley Record  
Ward Media

CASHMERE - Award-winning Americana musician Eli West is set to perform at the Cashmere Community Church on Saturday, November 16, as part of the ongoing Cashmere Community Concerts series. The concert begins at 7:00 p.m.

West, a Northwest-based multi-instrumentalist and singer known for his innovative arrangements in bluegrass and old-time music, will

be accompanied by acclaimed bassist Forrest Marowitz. The performance promises to showcase West's distinctive style, which combines traditional bluegrass foundations with contemporary elements. His arrangements are characterized by syncopation, with jagged and angular compositions rooted in bluegrass and old-time traditions while incorporating modern insights. The event is organized by Cashmere Community Concerts, a local non-profit organization

dedicated to bringing affordable, live entertainment to the Wenatchee Valley. The concert will take place in an alcohol-free environment with concert seating at 213 S Division St, Cashmere. Doors open at 6:30 p.m.

A \$5.00 cover charge will be collected at the door to cover basic expenses, and performers will be compensated through a traditional "Hat Pass" system, with suggested donations ranging from \$8 to \$15 per person. Refreshments will be provided.

For additional information, interested parties can contact Marie at (509) 421-0494 or visit [www.cashmereconcerts.com](http://www.cashmereconcerts.com).

COURTESY OF CASHMERE COMMUNITY CONCERTS

Eli West, Northwest-based multi-instrumentalist and Americana artist, will perform at Cashmere Community Church on November 16 with bassist Forrest Marowitz.



## Cashmere's Dia de los Muertos celebration brings community together again



COURTESY OF CASHMERE LIBRARY

Many families participated in the crafts and games in the library at the Cashmere Dia de los Muertos celebration.



COURTESY OF CASHMERE LIBRARY

Cashmere's second annual Dia de los Muertos celebration was a well attended community event again this year.



COURTESY OF CASHMERE LIBRARY

A Cashmere Dia de los Muertos celebration goes colors a scarecrow in the library.

By QUINN PROPST  
Ward Media Staff Reporter

CASHMERE—Cashmere's second annual Dia de los Muertos celebration was a well-attended community event again this year.

The Cashmere Library, along with the Cashmere High School PAC and the Nuestros Comunidad Club, worked to make the event a success. "We loved working together with them again this year," Cashmere Branch Librarian Lisa Lawless said.

"They bring so much to this event and are very supportive," she said. "Although it was a bit nippy, we had between 100 and 200 attend," she said. "Folks came and went all evening. They enjoyed the ambiance of the music, lights, and delicious

homemade hot chocolate as they gathered." The celebration included conchas and hot chocolate, craft booths, music, face painting, and more. "Families participated in the several fun crafts and hung out in the library

to play games, visit and explore what we had to offer," she said. "This is such a great community event and we hope to continue this tradition" Quinn Propst: 509-731-3590 or [quinn@ward.media](mailto:quinn@ward.media).

## Cashmere FFA Dog Dash raises \$500 for Humane Society



Cashmere Valley Record  
Ward Media

CASHMERE — Cashmere FFA's first annual Dog Dash raised \$500 for the Wenatchee Valley Humane Society. Forty-one runners and their dogs costumed up and entered the 1.3-mile run/walk to support the Humane Society. The top ten finishers received medals, while trophies were awarded to the five most creative runner-and-dog costume pairs.

Each participant received a t-shirt designed by Cashmere FFA member Aztlan Oropeza. Cashmere FFA President Sophia Batanoiu coordinated the event, which was supported by local sponsors, including Crunch Pak, Doane's Valley Pharmacy, and Cashmere Rotary. The costume contest was judged by Joe Brown, Steve Croci, and Karin Blomquist, whose selections highlighted the creativity and spirit of the entrants.

COURTESY OF CASHMERE FFA  
Cashmere FFA's first annual Dog Dash raised \$500 for the Wenatchee Valley Humane Society. Racers and their dogs, many dressed in creative costumes, competed for awards in the best-dressed contest. Pictured from left: Sarah Brown, Gracie Nieman, Wyatt Weatherman, Sydney Mazur, Ellie Weber, and Danna Infante.

### TOP TEN RACE FINISHERS

1.	Logan Lindsay
2.	Danna Infante
3.	Cooper Hauck
4.	Alex Batanoiu
5.	Makelah Gatens
6.	Leonardo Infante
7.	Ellie Weber
8.	Sydney Mazur
9.	Tommy Batanoiu
10.	Sym Sandhu

### COSTUME CONTEST WINNERS

1.	Gracie Nieman and Wyatt Weatherman & "Chewy"
2.	Sarah Brown and "Chester"
3.	Ellie Weber and "Oakley"
4.	Sydney Mazur and "Sadie"
5.	Danna Infante and "Nacho"

## Experts discuss recycling, composting in Chelan County



TAYLOR CALDWELL / WARD MEDIA

Sustainable NCW Executive Director Marlene Farrell gives an introduction to the composting and recycling panel. The event was hosted by Sustainable NCW.

By TAYLOR CALDWELL  
Ward Media Staff Reporter

WENATCHEE - Local nonprofit Sustainable NCW hosted a panel of local experts to address common recycling and composting questions from the community at Pybus Public Market on Oct. 29.

Leaders from Waste Management now known as WM, Washington State Department of Ecology, Zero Waste, Tekniple, Waste Loop, and Winton Mfg. Compost Works helped guide the community through the

complications of recycling plastics and glass, as well as composting organics in North Central Washington.

Sustainable NCW provides a "Waste Wizard" guide for where to recycle different materials locally at [sustainablencw.org/wastewizard](http://sustainablencw.org/wastewizard).

### Organics

Winton Mfg. Compost Works will accept organic food waste and yard waste from residential

See **COMPOSTING** Page A6

## Inside The Record this Week

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**\$1.00**  
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509-548-5286

[www.cashmerevalleyrecord.com](http://www.cashmerevalleyrecord.com)



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The Cashmere Valley Record welcomes letters to the editor. All letters must be accompanied by the author's name, a home address and a daytime phone number (for verification purposes only). Letters may be edited for length, clarity, accuracy and fairness. No letter will be published without the author's name. Thank you letters will only be printed from nonprofit organizations and events. We will not publish lists of businesses, or lists of individual names. Email your letters to letters@ward.media.

**Corrections**

The Cashmere Valley Record regrets any errors. If you see an error, please call 509-548-5286. We will publish a correction on this page in the next issue.

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**Classified Weekly Rates**

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**Get your event in the spotlight with Ward Media!**

If you have an exciting event to share, email Reporter Quinn Propst at quinn@ward.media. We'll showcase the five most captivating events of the week, giving your event the recognition it deserves. Even if your event isn't among the top five, it will still be added to our events calendar and featured online. Don't miss this chance to make your event shine!

**5 THINGS TO DO THIS WEEK**

**Boozy Book Fair**

Ground Control will host a Boozy Book Fair on Friday, November 8, from 6-11 p.m. "Still chasing the high of the Scholastic Book Fair? Has a pizza never tasted as good as your personal book-it pie? This is the event for you," the event page states. "Join us on Friday, November 8 for another of our fan-favorite Boozy Book Fair," the event page states. "We're partnering with A Book For All Seasons to bring you even more fun book swag, just in time for some holiday shopping for your bookworm buddies."

For more information, visit groundcontrolwenatchee.com.

**Leavenworth Wedding Show**

The Local Event Co will host the Leavenworth Wedding

Show 2024 on Saturday, November 9, from 9 a.m. to 4 p.m. at the Leavenworth Festhalle.

"Join The Local Event Co for Leavenworth's wedding showcase, a day of elite vendors, pop-up shopping, interactive planning experiences, and live planning courses," the event page states. "Find inspiration, make connections, and create unforgettable memories."

For more information, visit thelocaleventco.com.

**Night Market**

Norwood Wine Bar will host a Night Market on Saturday, November 9, from 6-10 p.m.

"November seems like a good time to create a little magic, don't you think? Make sure to save the date, because you're not going to want to miss what we're putting together,"

the event page states. "Come experience art. Buy art, dance in the street, nourish your soul with amazing local food, and have a drink with new and old friends."

For more information, visit downtownwenatchee.org.

**Upcycled Crafts**

The Cashmere Library will host NCW Sustainable Upcycled Crafts: Flowers and Snowflakes on Tuesday, November 12, from 4 to 5:30 p.m.

"Learn all about Sustainable NCW and the Waste Wizard app," the event page states. "Then make upcycled paper flowers and snowflakes with Artist Mary Henson and

Marlene Farrell of Sustainable NCW. A great DIY decor for your home."

For more information, visit ncwlibraries.org.

**Peshastin Friends of the Library Book Club**

The Peshastin Library will host the Friends of the Library Book Club on Wednesday,

November 13, from 3 to 3:50 p.m.

"Looking for something new to read and discuss? Join the Friends of the Peshastin Library Book Club," the event page states. "We meet on the 2nd Wednesday of the month at 3 p.m. in the Peshastin Library."

For more information, visit ncwlibraries.org.

**The women building North Central Washington's future**

In today's edition, readers will find a special section that tells a remarkable story about our region - not through statistics or market analyses, but through the voices of the women who are shaping North Central Washington's business landscape.

As we compiled this special section on Women in Business, I was continually impressed by the depth of leadership, innovation and resilience demonstrated by our region's female executives, entrepreneurs and business leaders. Their stories, while unique in detail, share common threads of determination, adaptability and a commitment to community that characterize the best of our local business culture.

Through in-depth profiles and candid interviews, we meet leaders like Beth Stipe, who has guided the Community Foundation of

NCW to manage an impressive \$139 million in charitable assets while fostering a culture of collaboration. We hear from Barbara Walters, whose thoughtful leadership at NCW Libraries has transformed these institutions into vital community hubs. At Cascade Medical, we see how a predominantly female leadership team has created an environment where mentorship and professional growth flourish.

What stands out consistently in these narratives is not just individual achievement, but a profound commitment to lifting others up. When Beth Stipe shares that "there are no trade secrets" in philanthropy, or when Barbara Walters emphasizes the importance of creating pathways for more diverse leadership, they exemplify a leadership style that values collective success over individual

accomplishment.

The challenges these women have faced - from balancing family responsibilities to overcoming industry barriers - are met with remarkable creativity and resilience. Their strategies for success often emphasize authentic leadership, continuous learning, and the cultivation of strong support networks. Whether it's Loni Rose breaking ground in financial services at Edward Jones, or Dr. Megan Carter building a patient-centered audiology practice, these leaders demonstrate how traditional business models can be reimagined with empathy and innovation.

As you turn to the Women in Business section today, you'll find stories of women who are not just running businesses, but transforming our regional economy. From established institutions to innovative

startups, from healthcare to real estate, these leaders are creating new paradigms for success - ones that emphasize mentorship, work-life harmony, and inclusive growth.

This special section represents more than just business profiles - it's a testament to how women are reshaping our community's economic and social fabric. Their emphasis on collaborative leadership and community investment provides a blueprint for the future of business in North Central Washington.

The timing of this special section feels particularly relevant. As our region continues to grow and evolve, facing new challenges and opportunities, the voices and visions of these women will be crucial in building more equitable, innovative and prosperous communities. Their stories remind us that the most effective leadership often comes from those who lead with both expertise and empathy.



From the Publisher

**TERRY WARD**

We are proud to share these inspiring narratives and hope they will encourage the next generation of female leaders in our region. The women featured in today's special section aren't just running successful businesses - they're building the future of North Central Washington, one thoughtful decision, one mentored employee, and one community investment at a time.

I invite you to spend time with these stories. They offer not just inspiration, but practical insights into how leadership, when guided by both business acumen and community commitment, can transform a region.

Terry Ward is the CEO of Ward Media and the publisher of NCW News, Cashmere Valley Record, Lake Chelan Mirror, The Leavenworth Echo, Quad City Herald, and the Wenatchee Business Journal. He can be reached at terry@ward.media.

**Eastside Cycleworks expands offerings in preparation of 2024-2025 winter**



COURTESY OF EASTSIDE CYCLEWORKS

Eastside Cycleworks is now a dealer of Madshus skis, boots, and poles.



COURTESY OF EASTSIDE CYCLEWORKS

The shop now has a selection of Rossignol alpine boots, with a focus on beginner and intermediate options.

By TAYLOR CALDWELL  
Ward Media Staff Reporter

LEAVENWORTH - Eastside Cycleworks is expanding its service department, retail, and rental options in preparation for the 2024-2025 winter season.

"Despite the lack of cooperation from mother nature last year, we saw a very clear demand for a dedicated ski shop in Leavenworth. Despite our somewhat limited inventory last year, the response from the community was very strong, particularly in the Nordic segment," said Eastside Cycleworks owner Pat Donahue.

As a result, the ski and bike

shop hired a new employee with extensive nordic race experience. It also became a Madshus dealer with a large selection of Nnr boots, skis, and poles.

In addition to increasing nordic options, the shop increased Rossignol alpine ski boot inventory for beginner-intermediate alpine skiers.

"We want to make sure we have gear for everyone. It is really easy to get hyper-focused on our niche, which tends to be backcountry skiing, and forget about the casual skier who just needs some boots or a set of bindings to get out there. We want to be inclusive to all skiers and be able to serve

everyone in our community," said Donahue.

The shop also has a new fleet of rental gear from Rossignol and K2 Snowboards, with premium options for advanced skiers and riders. Additionally, the service department will now offer base repairs.

The retail space added Wells-Lamont gloves, Skida, Giro helmets and goggles, and Blackstrap apparel to its inventory.

For those looking to ride fat bikes this winter, the shop now has a full fleet of Salsa fat bikes for rent and demo.

Taylor Caldwell: 509-433-7276 or taylor@ward.media



## Community Calendar

### Wednesday

**Cashmere Rotary Club**, meets at Cashmere Presbyterian Church hall, noon. President Mark Shorb, 509-885-0676.  
**Mission Creek Community Club**, meets every month, 7 p.m. (1st and 3rd Wed.).  
**Cashmere Food Bank**, open 2nd and 4th Wednesday from 3-4 p.m. Cashmere Food Distribution Center, 316 River St., for more information, call Pam, 509-245-6464  
**Ukulele Circle**, Join the Ukulele Circle, 5:30 - 6:30 p.m. every Wednesday, at the Peshastin Library. Please come 15 minutes early to tune and get the sheet music.

### Thursday

**Caregiver Support Group**, 2-3:30 p.m. For Caregivers of those with Memory Loss. The Henry Building, 120 Cottage Ave. Contact Carmen Gamble, 509-393-0789. (1st & 3rd Thurs.)  
**Cashmere Sportsman Assoc., (Cashmere Gun Club)**, open to the public for trapshooting 7-10 p.m. Private rentals by appointment. Call Brian James, 509-782-3099.  
**Cashmere American Legion Post #64**, 7 p.m., American Legion Hall, 401 Sunset Highway. Commander Ken Komro, 509-782-4973. (1st Thurs. of every month, August - June).  
**Cashmere American Legion Auxiliary #64**, 7 p.m., American Legion Hall, 401 Sunset Highway. President Linda Ingraham, 509-679-0243. (1st Thurs. of every month, August - June).

### Sunday

**CHURCH:** See the church page for local service times & events.

### Monday

**Cashmere Wacoka Kiwanis Club**, 6:30 p.m., American Legion Hall, lower level. 6:30 p.m. Call Pam Leighton, 509-669-3159. (4th Mon.)  
**Tillicum Riders**, 7 p.m. Chelan County Fairgrounds. Call Cindy, 509-662-5984. (1st Mon.)  
**Cashmere City Council**, 6 p.m., City Hall (2nd & 4th Mon. of each month (unless a holiday, then Tues.))  
**Planning Committee Meeting**, 5 p.m. at City Hall (1st Mon. of each month unless a holiday, then Tues.))  
**Cashmere Fire Department**, Business management, 7 p.m., above City Hall. Call Chief Cy, 509-782-3513. (3rd Mon.)  
**Cashmere Fire Department**, meeting, 8 p.m., above City Hall. Call Chief Cy, 509-782-3513. (3rd Mon.)  
**Cashmere School Board Work Session**, Board work sessions are typically held towards the beginning of the month at 6:30 a.m. with no action taken. For updated info. Visit www.cashmere.wednet.edu  
**Cashmere School Regular Board Meetings**, are typically held towards the end of the month at 7 p.m. with action taken. The schedule for meetings is subject to change to accommodate conflicts in schedule or special circumstances. Visit www.cashmere.wednet.edu for the most up to date info.  
**Chelan Douglas Republican Women**, Monthly meeting and luncheon 1st Monday of the month (unless it's a holiday). \$21. for lunch, \$8. for sitting only. 11 a.m. check in starts, noon for meeting and speaker. Wenatchee Convention Center 121 N. Wenatchee Ave. For information and reservations, please call, Angela Dye, President, 509-668-1105 (1st Mon.)

### Tuesday

**Icicle & Peshastin Irrigation Districts**, Current meeting time 8 a.m. at 5594 Wescott Drive. Call Levi Jantzer, cell 509-607-0278, 509-782-2561, or levi.ipid@nwi.net (2nd Tues.)  
**Peshastin Water District**, meets at 4:30 p.m. Contact: Steve Keene for meeting location. 509-548-5266. (2nd Tues.)  
**Cashmere Chamber of Commerce**, Noon, everyone is invited to attend as a guest. Call Executive Director, for meeting location. 509-782-7404. (3rd Tues.)  
**The Chelan County Cemetery District #2**, (Peshastin) meets at 6 p.m., at the Memorial Hall, located at 10204 Main Street. (2nd Tues.)

**NCW Libraries**  
**Cashmere Public Library: 509-782-3314**  
 You can order your books online at [ncwlibraries.org](http://ncwlibraries.org) or call 1-800-426-READ (7323).  
 Mon., Tues., Thurs., and Fri., 9-6, Wed. 1-6 and Sat., 10-2.  
 Closed Sun. 300 Woodring Street. Call 782-3314, or online at [cashmere@ncwlibraries.org](http://cashmere@ncwlibraries.org)  
**Cashmere Museum and Pioneer Village**  
 Call for more information 509-782-3230  
**Chelan County Historical Society Board meets**, 7 p.m., Cashmere Museum, 600 Cottlets Way. Call Nicky 509-782-3230. (3rd Thurs.)  
**Note:** Some meetings or events may be rescheduled due to holidays or other closures. Please call and check with that organization listed.

# Chelan County Sheriff's Report



This report is compiled from records provided by the Chelan County Sheriff's Office and RiverCom. The publisher cannot certify the complete accuracy of the information provided.

### Oct 25

2:47:09 Accident No Inj, Stine Hill Rd & Turkey Sho  
 14:45:08 Theft, 109 Cascade Pl  
 16:03:53 Burglary, 109 Cascade Pl  
 16:47:53 Domestic Disturbance, 5661 Pioneer Ave  
 20:49:43 Suspicious, 209 Elberta Ave

### Oct 26

15:00:18 Accident No Inj, 407 Aplets Way; Mp 111 Bre  
 16:17:59 Accident No Inj, 117 Aplets Way; Cashmere

### Oct 27

12:00:37 Harass/Threat, 5140 Binder Rd

14:19:07 Welfare Check, 102 Titchenal Way; Bjs  
 15:03:06 Welfare Check, 4906 Yaksum Canyon Rd  
 20:45:48 Harass/Threat, 5415 Binder Rd

### Oct 28

8:15:48 Harass/Threat, 300 Aplets Way; Hometown Mca  
 16:04:29 Trespass, Riverfront Dr & Kelly Rd  
 17:07:50 Missing Person, 5803 Kimber Rd# C

### Oct 29

0:03:26 Sex Offense, 214 Washington St  
 0:03:26 Sex Offense, 214 Washington St  
 9:30:48 Drugs, 130 Titchenal

Way; Martins  
 12:01:18 Accident No Inj, 300 Aplets Way; Hometown Mca  
 13:57:54 Malicious Misch, 4184 Mission Creek Rd  
 13:58:05 Accident No Inj, 329 Tigner Rd; Cashmere Hi  
 20:15:28 Theft, 320 Elberta Ave

### Oct 30

0:37:34 Accident Unk, Red Apple Rd & Sels Motel 5  
 7:59:50 Hazard, 224 Cottage Ave  
 8:22:35 Hazard, Aplets Way & Us Hwy 2  
 9:11:17 Atl/Atc, 5140 Binder Rd  
 10:39:11 Suspicious, 703 Pioneer Ave# 1  
 10:56:17 Property, 302 Nootka Rose Ln  
 11:47:50 Assist Public, 209 Elberta Ave

14:09:39 Parking/Abandon, 703 Pioneer Ave

### Oct 31

0:25:00 Welfare Check, 8000 Kinney Rd, Dryden  
 12:46:57 Suspicious, 207 Riverside Dr; Riverside  
 16:43:08 Accident No Inj, 130 Titchenal Way; Martins  
 19:30:24 Alarm, 700 Cottlets Way; Rustys Dr  
 20:32:29 Accident Unk, 200blk Cedar St  
 21:27:36 Parking/Abandon, 115 E Pleasant Ave# 17  
 21:27:57 Suspicious, 115 E Pleasant Ave# 14; Rca  
 23:09:33 Domestic Distur, 8000 Kinney Rd, Dryden

The NCW News network provides timely, accurate, local news stories that are accessible at any time. Readers can access news from across North Central Washington and from our network of community newspapers, Lake Chelan Mirror, Leavenworth Echo, Cashmere Valley Record, Quad City Herald, and the Wenatchee Business Journal.

**NCW NEWS**  
[www.ncw.news](http://www.ncw.news)

## Manson joins Washington State Main Street Program to boost historic downtown

Lake Chelan Mirror Ward Media

MANSON — Manson has been accepted into the Washington State Main Street Program (WSMSP), a milestone that opens new opportunities for the revitalization and preservation of the town's historic downtown district. This achievement brings Manson into a statewide network of 79 cities and towns dedicated to strengthening local business communities and promoting economic development.

and historic areas," said Timi Starkweather, Executive Director Manson Chamber of Commerce. "Some advantages include access to grants specifically for Main Street Programs, which can support initiatives that give Manson's historic corridor a refreshed and vibrant look," she said. The funding can be used for beautification, structural improvements, and creating public art installations, all of which can enhance the appeal of Manson's business district. "These efforts not only preserve the area's character but also attract visitors and potential business investors, boosting the local economy and encouraging community

pride," she said. The WSMSP utilizes the nationally recognized Main Street Four-Point Approach to enhance historic downtowns through organization, promotion, design, and economic vitality. As an affiliate, Manson will receive resources and guidance designed to support local businesses, restore historic buildings, and create a dynamic community space. The Four-Point Approach, the foundation of the Main Street model, requires strong local organization and representation from business and property owners, citizens, public officials, and economic development groups to support a united, long-term revitalization effort.

Promotion strategies like festivals, parades, and retail events create excitement and customer interest downtown, while design improvements—including building restoration, signage, and landscaping—enhance the district's aesthetic appeal. Economic vitality is another core focus, involving market analysis, business recruitment, and adaptive reuse of spaces to support local merchants and attract new businesses. *The Manson Chamber sees this affiliation as a step toward creating a more vibrant and economically resilient downtown that will benefit the entire community, Starkweather said.*

## BUSINESS & SERVICE DIRECTORY

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## District XC results: Reiber & Butcher qualify for state

By JEFF CARLSON  
Cashmere Bulldogs Athletics

YAKIMA - On Saturday, the Cashmere Bulldogs cross country teams took to the Apple Ridge XC Course in Yakima for the District 5/6 Cross-Country Meet. Featuring 14 teams from the SCAC, CTL, and NEA, the event saw both the boys and girls teams battle hard for a chance to qualify for the upcoming State Meet, scheduled for Saturday, November 9, at Sun Willows Golf Course in Pasco.

The course, spanning 3.0 miles under cool conditions, served as a perfect backdrop for some impressive performances. Notably, sophomore Rylan Reiber and freshman Maggie Butcher secured their spots for the state meet, finishing 16th and 26th respectively. Reiber completed the race in 17:05.30, a commendable effort against a field of 96 runners. Butcher, in her own right, finished 26th out of 78 with a time of 21:15.80, showcasing her determination as she ran an impressive race.



COURTESY OF CASHMERE BULLDOGS

Both the boys and girls teams placed 8th overall out of 14 competing teams, demonstrating the depth of talent within the program.

As the season draws to a close, the Bulldogs reflect on a strong campaign with 40 runners participating. However, they will bid farewell to five seniors: Sophia Batanoiu, Kimberly Strong, Ben Todd, Jayson Marron, and Jose Mora, each leaving behind a legacy of dedication and improvement.

With Rylan Reiber and Maggie Butcher heading to the state meet, the Bulldogs will be looking to finish the season on a high note, showcasing their hard work and resilience.

**GIRLS RESULTS**

- Maggie Butcher** 26<sup>th</sup> place, 21:15.8 (Converted 5K time: 22:01, a 43-second PR)
- Annika Peterson** 40<sup>th</sup> place, 22:11.3 (Just 2 seconds off her season best)
- Danna Infante** 44<sup>th</sup> place, 22:26.7 (Ran a 7:29 per mile, converting to a 23:15 5K)
- Ruby Edwards** 50<sup>th</sup> place, 22:54.5 (Second fastest race of the year)
- Sophia Batanoiu** 55<sup>th</sup> place, 23:25.4 (A significant improvement from her season opener)
- Vansee Wheeler** 69<sup>th</sup> place, 25:41.7 (Broke her 5K PR five times this season)
- Kimberly Strong** 72<sup>nd</sup> place, 26:12.4 (Improved her time on the same course from 30:22)

**BOYS RESULTS**

- Rylan Reiber** 16<sup>th</sup> place, 17:05.3 (Best race of the season, now 3rd best in SCAC)
- Cody Albright** 47<sup>th</sup> place, 18:26.1 (Felt it was his best race yet)
- Carlos Martinez** 56<sup>th</sup> place, 18:47.0 (Set a new 5K PR with a 6:16 pace)
- Henry Mott** 58<sup>th</sup> place, 18:51.1 (Battled through illness for his second-best pace)
- Mack Pell** 61<sup>st</sup> place, 19:01.1 (Fastest race of the season based on mile pace)
- Jance Novak** 63<sup>rd</sup> place, 19:06.3 (Just off his 5K PR from the previous week)
- Liam Hill** 64<sup>th</sup> place, 19:08.0 (Achieved his best race of the season)

### CASHMERE SCOREBOARD

Football		
Fri, Nov 1,	Cashmere 56, Naches Valley 0	Win
Soccer - Girls		
Thu, Oct 31,	Cashmere 10, College Place 1,	Win
Sat, Nov 2,	Cashmere 5, Kiona-Benton City 0	Win
Volleyball - Girls		
Tue, Oct 29,	Cashmere 3, Zillah 0,	Win
Sat, Nov 2,	Cashmere 3, Zillah 0	Win

### CASHMERE SPORTS SCHEDULES

Girls Swimming		
Thu, Nov 7,	6 PM Eastern WA 2a District Prelims	@ WSU Gibbs Pool
Fri, Nov 8,	10:30 AM Eastern WA 2a District Prelims	@ WSU Gibbs Pool
Soccer		
Sat, Nov 9,	5 PM Cashmere vs. Naches Valley	Home
Volleyball - Girls		
Sat, Nov 9,	6 PM Cashmere vs. Chelan	Away

## ATHLETE OF THE WEEK

### Cody Albright Sophomore Cashmere Boys Cross-Country

Albright delivered an impressive performance at the SCAC Championships held at Fort Walla Walla Park on Saturday. Cody completed the challenging 5K course with a time of 19:08.49, securing an impressive 15th place overall. Cody's strong finish not only showcased his dedication and skill but also positioned him as Cashmere's second-fastest finisher in the race. His efforts were crucial in helping the team secure a 4th place overall finish, demonstrating the strength and depth of the Cashmere cross-country squad.

**Coach Kenoyer:** "Cody had a good race on Saturday at the SCAC Cross Country



Championship meet. He came back from having sore ankles and was very close to his best time of the year. This sets Cody up well for the District Championship/State Qualifying meet Saturday November 2nd at Apple Ridge. He is coming around when we need him most!"

### Taylor Kunz Sophomore Cashmere Girls Volleyball

Sophomore middle blocker Taylor Kunz played a pivotal role in last week's impressive 3-0 victory against the Kiona Benton Bears. Taylor was a powerhouse on both offense and defense, leading the team with her exceptional performance. From the service line, she was unstoppable, boasting a remarkable 93% service success rate and contributing 4 aces to the team's total. At the net, she showcased her hitting prowess by converting all 11 of her attempts, and finishing the match with 7 kills. Defensively, Taylor was equally impressive, maintaining a perfect serve receive and adding 3 digs to her tally. Her ability to impact nearly every play was crucial in stifling the Bears' offense. After last Tuesday's match, Taylor's season



stats speak volumes: she has amassed 42 aces, 130 kills, 25 block kills, and 65 digs. **Coach Broadbent:** "Taylor continues to be a force to be reckoned with at the net. She is humble and an extremely hard worker. Taylor is coachable and has earned the trust and respect of her teammates. We often depend on her for that extra spark of energy on the court, and she always delivers."

## Bulldogs hammer Naches Valley 56-0

By JEFF CARLSON  
Cashmere Bulldogs Athletics

NACHES - The Cashmere Bulldogs capped off their regular season with an impressive 56-0 road victory over the Naches Valley Rangers on Friday night, finishing the regular season with an 8-1 record. The Bulldogs showcased a relentless defense and a powerful offense, leaving no doubt about their readiness for the upcoming state playoffs.

### Defensive Dominance

From the outset, Cashmere's defense proved to be suffocating, limiting Naches Valley to a staggering -11 yards from scrimmage. The Rangers struggled mightily against a Bulldogs run defense that allowed just -27 yards on 22 carries. Senior defensive

lineman Donald Flick was a standout, recording 9 tackles, including 3 for loss. Junior Prin Fox added to the pressure with his 7th sack of the season, while junior Tom McDevitt continued his exceptional play with his 9th interception of the year.

### Offensive Explosion

Offensively, the Bulldogs erupted for 343 total yards, with junior quarterback Rylan Hatmaker leading the charge. Hatmaker went 9-for-11 passing for 145 yards, throwing 2 touchdowns and 1 interception. In doing so, he broke his own school record for most touchdown passes in a single season, finishing the night with 32 on the season.

Cashmere set the tone early, scoring three touchdowns in the first quarter. Sophomore Grey Jacobson opened

the scoring with a 21-yard touchdown run, followed by a 34-yard punt return for a touchdown by Isaac Zavala. Hatmaker then connected with McDevitt for a 41-yard score, giving the Bulldogs a commanding 21-0 lead by the end of the first quarter.

In the second quarter, Hatmaker found Logan Spies for a 23-yard touchdown, and senior Aidan Theiss added a 34-yard rushing touchdown just before halftime, pushing Cashmere's lead to 35-0.

The third quarter saw senior Colby Diaz recover a fumble in the end zone, extending the lead to 42-0 and triggering a running clock. Freshman backup quarterback Mac Carlson, who completed two of his three passing attempts for 30 yards, tossed a 13-yard touchdown pass to senior tight end Tate Webley, bringing

the score to 49-0 late in the 3rd quarter. Senior Gideon Six capped the scoring with a 4-yard rushing touchdown midway through the fourth quarter.

### Balanced Attack

The Bulldogs' rushing attack was equally effective, amassing 168 yards on just 17 carries. The Bulldogs had 8 different ball carriers on the night. Theiss led the ground game with 46 yards on 2 carries, while freshman Jacoby Tait added 30 yards on 2 carries. In the receiving department, Logan Spies stood out with 4 receptions for 53 yards and a touchdown, while McDevitt caught 2 passes for 54 yards and a touchdown. Zavala, David Odenrider, Webley, and Theiss also contributed with key receptions throughout the game.

## CHS Soccer qualifies for state tourney

By JEFF CARLSON  
Cashmere Bulldogs Athletics

CASHMERE - The Cashmere Bulldogs Girls Soccer team is heading to the District 5 Championship Game and the 1A State tournament after a commanding 5-0 victory over the Kiona-Benton Bears in the District Tournament semifinals on Saturday afternoon at Vale Soccer Field.

Sophomore Addie Talley stole the show with a remarkable hat trick, while senior standout Ginny Pruitt contributed two goals and two assists, showcasing the

Bulldogs' offensive prowess. The scoring onslaught began early, with Talley netting her first goal just 10 minutes into the match, capitalizing on a precise assist from Pruitt. Talley scored again in the 14th minute (assist Pruitt) to give the Bulldogs an early two goal advantage.

Cashmere didn't let up, extending their lead in the 16th minute when Pruitt found the back of the net with a strike from a Sydney Melver pass. By the 30th minute, Talley completed her hat trick, sending Cashmere into halftime with a commanding

4-0 lead.

In the second half, the Bulldogs continued to apply pressure on the Bears' defense. Pruitt added her second goal of the match in the 70th minute, launching a shot from 16 yards out after receiving an excellent feed from Erin Irelan. The Cashmere defense held strong throughout the match, with all 22 players seeing action, ensuring a well-rounded team effort.

Coach Dennis Tronson praised his team's focus and determination, noting, "The girls played with a sense of focus to play their game at a

higher level. Today, the back line again earned their 12th shutout of the season, led by senior defender Adyson Bjorklund and senior keeper Kamryn Tomlinson, who recorded her 11th shutout."

With the victory, the top-seeded Bulldogs not only clinched a spot in the state tournament but also set their sights on claiming the District 5 Championship trophy. They will face off against the Naches Valley Rangers (#2 seed; 15-3 record) in the title match Saturday, November 9, at Royal High School, with kickoff scheduled for 5:00 p.m.

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# Student OF THE MONTH

**Melisa Avila-Herrera**  
9<sup>th</sup> grade

Chosen by Mr. Boyd-Melisa is excelling in Geometry. She is a hard worker and has a positive impact on her classmates. Parents are Martin Avila & Isabel Carmona. She is involved in Drama, Choir and FCCLA. **Future plans:** Attend a college or university, get a stable job and continue seeing friends and family.

*Awesome Sauce!*

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CONNECTING COMMUNITIES ACROSS NORTH CENTRAL WASHINGTON

# Okanogan-Wenatchee National Forest welcomes new forest supervisor



Tara Umphries

NCW News  
Ward Media

PORTLAND, Ore. — Tara Umphries, a seasoned professional with over two decades of experience in the U.S. Forest Service, has been appointed as the new Forest Supervisor for the Okanogan-Wenatchee National Forest. Umphries, who has served as Acting Forest Supervisor since July 15, will officially take over the position on December 1, following her tenure in the Rocky Mountain Region as a Special Assistant to the Regional Forester, where she concentrated on Shared Stewardship and the Wildfire Crisis Strategy.

“Tara’s extensive experience and collaborative spirit will be a tremendous asset to the Okanogan-Wenatchee National Forest,” said Jacque Buchanan, Regional Forester for the Forest Service’s Pacific Northwest Region. “Her background in wildfire management and dedication to engaging with local

communities resonate deeply with our region’s goal to build lasting partnerships. I am confident that her leadership will enhance our efforts to support both the needs of the community and the wildlife that depend on these lands.”

Umphries began her career in wildland fire in 2002 as a wildland firefighter, progressively advancing to key leadership roles, including Fuels Program Manager for the Willamette National Forest and Fire Planner for the Pacific Northwest’s Region 6. She also served as District Ranger on the Medicine Bow-Routt National Forest, where her work further solidified her reputation for partnership building and proactive fire management strategies. Her leadership in wildfire response and strategic partnerships align with the Okanogan-Wenatchee National Forest’s ongoing efforts to navigate increasingly complex land management and fire

challenges.

“I’m honored to have the opportunity to work on such a diverse and complex forest with amazing people. The people and partnerships on the Okanogan-Wenatchee have really stood out to me over the past several months while I’ve been acting in the position,” said Umphries. “I look forward to being able to support the work they are doing and the relationships the forest has with the Tribal nations, communities, partners and the public it serves.”

Umphries, who was born and raised in Washington State, will be returning to her home state from Steamboat Springs, Colorado, where she currently resides with her partner. In her free time, she enjoys outdoor pursuits such as skiing and fly fishing, often accompanied by her two Labrador retrievers.

The Okanogan-Wenatchee National Forest spans approximately 4 million acres in North Central

Washington, encompassing varied ecosystems that require strategic management, particularly in the face of wildfire risks and the necessity for conservation efforts. Forest Service officials have highlighted the importance of continued collaboration between the agency, local communities, Tribal nations, and stakeholders to ensure sustainable forest management.

The Forest Service’s announcement emphasized that Umphries’ arrival comes at a crucial time, as the region navigates wildfire preparedness and ongoing land stewardship. Her leadership and deep-rooted commitment to community engagement are expected to be pivotal as the forest tackles present and future challenges.

“She embodies what we strive for in leadership — experience, dedication, and a heart for the community,” Buchanan added.

## Cascadia Conservation District to hold regular board meeting November 15

NCW News  
Ward Media

WENATCHEE — The Cascadia Conservation District will hold its regular board meeting on Friday, Nov. 15, 2024, at 1:30 p.m. The meeting will take place at the district office located at 1350 McKittrick St., Suite B, Wenatchee.

The meeting will be conducted in person and also accessible through call-in and Zoom options. The district has noted that space for in-person attendance is limited. “If you wish to attend in person, please call the office as space is limited,” the district’s announcement stated.

Community members who wish to attend remotely can

find more information and instructions on how to join the meeting at [cascadiacd.org](http://cascadiacd.org) or by contacting the district office at 509-436-1601.

*The Cascadia Conservation District’s board meetings provide an opportunity for the public to engage with local conservation efforts and gain insight into district operations.*

## Serve Wenatchee to distribute 500 Thanksgiving meal baskets

NCW News  
Ward Media

WENATCHEE — Serve Wenatchee will distribute 500 Thanksgiving meal baskets to families in the Wenatchee Valley this November, continuing the organization’s annual holiday food distribution program.

“We are seeing an increased need in our community, particularly in the area of food insecurity,” said Executive Director Mike Malmin. “Food prices have risen 25% since 2019. That has increased need among low-income families, as well as

our costs to purchase food to stock our shelves.”

The distribution will take place on Tuesday, November 26, at Wenatchee First Assembly Church. Each basket costs \$49 to assemble.

Partners include Grocery Outlet in Wenatchee, T-Sales Wholesale Mexican Food in East Wenatchee, and Jones & Jones Betts, along with local churches and businesses.

Serve Wenatchee reports 3,700 family interactions in 2024, averaging 70 families weekly. The organization’s food distribution has increased by 40,000 pounds from 2022 levels.

The organization seeks to raise \$24,500 for the program. Donations can be made online or by mail. Serve Wenatchee is accepting volunteers for basket assembly and decoration from individuals, church groups, businesses, and service organizations.

**Contact Information:**

- Website: [www.servewenatchee.org/donate](http://www.servewenatchee.org/donate)
- Volunteer Registration: [www.servewenatchee.org/volunteer](http://www.servewenatchee.org/volunteer)
- Email: [info@servewenatchee.org](mailto:info@servewenatchee.org)
- Mailing Address: PO BOX 5543, Wenatchee, WA 98807

## Chelan County bans camping on public property, sets \$1,000 fine

NCW News  
Ward Media

WENATCHEE — Chelan County commissioners passed a new ordinance Tuesday that makes it illegal to camp on county-owned property, following concerns about homeless encampments in unincorporated areas.

The code prohibits camping on county parks, buildings, rights-of-way, roadways, and parking lots. Violators can face misdemeanor charges carrying penalties of up to 90 days in jail and \$1,000 in fines.

Under the new code, law enforcement officers can issue written orders barring individuals from entering specific county properties for up to five years. Those

camping on county land must remove their belongings within 24 hours or risk property forfeiture. The ordinance includes provisions for a hearing process to appeal such orders.

“We heard a variety of comments at our public hearing on this new code, which, when enforced using the policies and procedures we are working on now, will address all concerns,” said County Commissioner Kevin Overbay. “We are working to strike a balance between protecting taxpayer-owned assets and getting people the help they need.”

County officials are developing implementation policies with the Sheriff’s Office and department

directors. A third workshop on the draft policy is scheduled for November 4. The workshop will address procedures for clearing encampments, disposing of hazardous materials, and coordinating outreach services.

The policy will outline protocols for connecting individuals with alternative shelter options and support services. Officials will establish procedures for posting removal notices and handling personal property left at sites.

The measure designates unauthorized use of county property as a public nuisance. County commissioners meet weekly on Mondays and Tuesdays. Meetings are accessible to the public in person and via Zoom.



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# Historic basement renovation earns Bivouac Cellars award

Lake Chelan Mirror  
Ward Media

CHELAN — A military veteran couple's innovative transformation of an unused basement into a wine-tasting room has earned them statewide recognition for historic preservation efforts.

Kris and Kevin Smith, owners of Bivouac Cellars, received the Brick & Mortar Award at the 2024 Excellence on Main ceremony, organized by the Washington Main Street Program. The award acknowledges their contribution to downtown Chelan's preservation and economic development.

Breanne Durham, Program Coordinator for Washington Main Street, detailed the Smiths' journey during the award presentation, noting their story began in Germany over 25 years ago as young Army lieutenants. Living in Europe for almost 15 years exposed them to wine's special role in social gatherings and

beautiful spaces.

"While many communities would still refer to this low vacancy rate sarcastically as a 'real tough problem,' the reality is that many Main Street districts in Washington are grappling with how to encourage entrepreneurship when the street level vacancy rate is at zero, and the turnover rate is similarly low," Durham said. "Tapping into possibilities above and even below street level takes the creativity, vision, and persistence that we love to celebrate through these awards."

"Bivouac Cellars Underground has not only deepened downtown Chelan's wine-tasting opportunities but also sparked the imagination for other underutilized spaces," said Aimee Sheridan, Executive Director for Historic Downtown Chelan Association. "The award from Washington Main Street is a testament to Kris and Kevin's ability to turn obstacles into opportunities while preserving Chelan's historic downtown."



Bivouac Cellars received the Brick & Mortar Award at the 2024 Excellence on Main ceremony, organized by the Washington Main Street Program, for transforming a downtown basement into a wine-tasting room. The project was recognized for its innovative approach to historic preservation in the city's downtown district.

The ceremony was attended by Chelan Mayor Erin McCardle, Lake Chelan Chamber of Commerce Director and Washington State

12th District Representative Mike Steele, and Historic Downtown Chelan Association Executive Director Aimee Sheridan.

The Washington State Main Street Program, operating since 1984, encompasses more than 70 towns and cities across Washington, including

Chelan. The program helps communities revitalize the economy, appearance, and image of their downtown commercial districts.

## WDFW accepting applications for 2025-2027 Wildlife Diversity Grants

NCW News  
Ward Media

OLYMPIA — The Washington Department of Fish and Wildlife (WDFW) announced it is now accepting applications for up to \$400,000 in funding for conservation

projects that support some of the state's most threatened wildlife. Applications opened on Nov. 1 and will be accepted until Jan. 19, 2025.

"WDFW's Wildlife Diversity Grant Program is an impactful program to benefit and equip our conservation

partners advance recovery actions for a suite of at-risk fish and wildlife species in Washington," said Jenna Judge, WDFW assistant wildlife diversity division manager. "We're excited to announce the second round of funding for this program,

to continue to expand our collaborative partnerships to implement recovery actions for Washington wildlife and gather necessary data to inform land use and habitat management decisions."

WDFW has allocated approximately \$2 million in grant funding for the 2025-2027 biennium and plans to support 10 to 15 projects. Each project may receive between \$40,000 and \$400,000. Eligible applicants include public agencies, non-profit organizations, academic institutions, and tribal entities.

Projects must be conducted between July 1, 2025, and June 30, 2027. Details about the

grant opportunity, eligibility requirements, and application steps are available on the WDFW website.

To assist applicants, WDFW will hold a virtual information session on Nov. 13 from 10:30 a.m. to 12 p.m. The session will include an overview of the grant program and a Q&A segment. Registration is required to receive the session link.

Grant proposals will be reviewed and evaluated in Spring 2025. Applicants will be informed of decisions by May 2025.

The Wildlife Diversity Grant Program is funded by a significant investment

from the Washington State Legislature to enhance biodiversity conservation in the state. WDFW expects funding to continue in future biennia to support the program.

"By increasing the scope and scale of conservation actions, we can work toward recovering imperiled wildlife and may prevent new species listings," said Hannah Anderson, WDFW wildlife diversity division manager. "Through this grant program, we're excited to fund even more actions that will help stem the tide of biodiversity loss and contribute to healthier fish and wildlife populations."

### Composting

Continued from page A1

and commercial customers. Currently, the composting facility has centralized drop-off locations for residential customers to bring their compost buckets, but it is working on adding curbside pickup. WM accepts yard waste, which is composted at Stemilt.

Additionally, the Organics Management Laws passed in 2022 and 2024 aim to help Washington achieve its 2030 goal to reduce organic material in the landfill by 75 percent. The laws require applicable jurisdictions to make year round organics collection services available to all residential customers except multifamily residences and nonresidential customers that generate more than 0.25 cubic yards of organic waste per week by April 2027.

Under these laws, commercial businesses currently generating at least eight cubic yards of organic material waste per week must arrange for organic materials service if they are in an area that has year round access to a composting facility that meets the capacity requirements, otherwise known as a Business Organics Management Area (BOMA). By 2026, businesses in a BOMA generating at least 96 gallons per week must arrange for the service. Chelan County is a BOMA.

### Plastics

Plastics are often labeled

one through seven as a way to identify what type of plastic they are. Numbers one and two are most easily recycled and more often accepted by recycling centers. Bottles and jugs are the only plastics listed on WM's recyclable list, which are often made of number one or two plastics.

"Bottles and jugs with twistable caps, those are recyclable, and they're recyclable in your single stream recycling. A good rule of thumb is, if it has a twistable lid it is recyclable," said Tyler Mackay, Public Sector Manager of WM in Central WA.

Mackay said hard to clean jars such as peanut butter just need to be well scraped by a spoon before going in the bin.

Plastics such as to-go food clamshells, red solo cups and CDs are products made of polystyrene, or number six plastic. Up until recently, Tekniple was recycling polystyrene through a manufacturer in Oregon. However, the facility recently ceased polystyrene recovery. Process Technician Jennifer Gutierrez Manjares said that Tekniple was working on obtaining a densifier in order to process polystyrene in house.

"The densifier would be first for polystyrene, and in the future, we'd hope to get a granulator for polypropylene, which is plastic number five," said Gutierrez Manjares.

Plastic bags were said to be one of the most common contaminants in WM's recycling, as well as Winton's composting.

### Glass

Glass is currently not recyclable in Chelan County because of supply chain challenges and lack of recovery facilities. In early October, Waste Loop, which collects glass at the Leavenworth Recycling Center, had to stop hauling glass to its glass recycling partner, Strategic Materials. The processor lost its key end market customer for glass cullet, Ardagh Group, which ceased glass bottle manufacturing at its Seattle location due to the increasing pressure of low-cost imports. Because of this, Strategic Materials has slowed glass collection at its facility.

Jones said the organization was looking into ways to increase collection and haul more efficiently in order to sustainably bring glass to processing sites in Portland, OR and Kalama, WA. "The further that you have to transport, the more carbon impact it has, the more transportation costs, et cetera," said Jones.

Additionally, the Rotary Club of Chelan County's glass crusher suffered severe damage during a fire at the City of Chelan Recycling Center this summer, halting all glass collection and crushing. However, the Rotary announced during the discussion that it is planning to resume operations within the next year.

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### Dryden

#### DRYDEN COMMUNITY CHURCH

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#### FAITH LUTHERAN CHURCH - ELCA

"Reconciling in Christ Congregation" • 224 Benton Street  
• 509-548-7010 • Worship 9:30 a.m. w/coffee following  
Eva Jensen, Pastor • https://www.flcleavenworth.com

#### FIRST BAPTIST CHURCH OF LEAVENWORTH, SBC

429 Evans Street, 509-470-7745 • Sunday Worship: 11 a.m.  
• www.leavenworthbaptist.com • Email: info@leavenworthbaptist.com

#### LEAVENWORTH CHURCH OF THE NAZARENE

111 Ski Hill Drive • 509-548-5292 • Sunday Worship 9 a.m. • Lead Pastor: Greg Appleby • Youth Pastor Paige Derossett • Worship Pastor: Jacob Mitchell • www.LCN.org

#### SEVENTH DAY ADVENTIST CHURCH

10600 Ski Hill Drive • 509-548-4345 • Saturday Services • Bible Study 9:30 a.m. • Worship 11 a.m. • 509-860-3997

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## CRYPTO FUN

Solve the code to discover words related to the holiday season. Each number corresponds to a letter. (Hint: 11= A)

**A. 12 11 16 1 22 19**  
*Clue: Come together*

**B. 8 11 9 23 26 4**  
*Clue: Related people*

**C. 15 23 25 25 22 19**  
*Clue: Evening meal*

**D. 1 13 26 23 15 11 4**  
*Clue: Festive event*

Answers: A. gather B. family C. dinner D. holiday

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Email Resume and Cover letter to: [cindy@enzianinn.com](mailto:cindy@enzianinn.com)

The City of Leavenworth is hiring for:

- City Engineer
- Facility Maintenance Worker

Details at [cityofleavenworth.com/employment/](http://cityofleavenworth.com/employment/). EOE



### Legals

#### Public Notices

**City of Leavenworth Request for 2025 Comprehensive Plan Amendment (Docket) Proposals**  
The City of Leavenworth is entering into the annual Comprehensive Plan (20-year visioning document) amendment cycle and is requesting community input for ideas, suggestions and proposals regarding amendments, including changes to the Land Use Designation Map. Amendments will be finalized and addressed in the 2025 Planning Commission Docket. For an amendment to be considered for sponsorship by the City Council, submittal is due by December 31, 2024. Additionally, individuals may request privately sponsored amendments when submitted by January 31, 2025. Suggested amendments, applications and/or questions may be sent to Community Development, phone (509) 548-5275, e-mail at [mboles@cityofleavenworth.com](mailto:mboles@cityofleavenworth.com), or mail City of Leavenworth, P.O. Box 287, Leavenworth, WA 98826. Published in the Leavenworth Echo/Cashmere Valley Record on October 30, November 6, 13, 20, 27, December 4, 11, 18, 2024 #8786

## Windermere Real Estate/NCW

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**Geordie Romer - 509-679-8958**  
**Allyson Romer - 509-630-9898**  
**Baily Brown - 425- 407-2692**

### Public Notices

**The Leavenworth Mosquito Control Board**  
will be holding a Public Hearing at 7:00pm on Monday November 18th 2024 via Zoom to discuss and approve the operation budget and the per parcel tax rate for 2025. The link to attend via Zoom is <https://cascadesd-org.zoom.us/j/85101974195>. You may also visit [www.LeavenworthMosquitoControl.org](http://www.LeavenworthMosquitoControl.org) for the Zoom meeting link, or email [info@LeavenworthMosquitoControl.org](mailto:info@LeavenworthMosquitoControl.org) before noon November 18th. Further information and assistance may be obtained from Manager Jennifer Mullins at 509-548-5904. Published in the Leavenworth Echo/Cashmere Valley Record on November 6, 13, 2024. #8849

### Public Notices

**NOTICE OF PUBLIC HEARING ON CITY OF CASHMERE FINAL 2025 BUDGET**  
The City of Cashmere Preliminary 2025 Budget has been filed with the City Clerk-Treasurer. The Cashmere City Council will hold a public hearing on the Final 2025 Budget for the City of Cashmere on Monday, November 25, 2024, at 6:00 p.m. at the Cashmere City Hall, 101 Woodring Street. Copies of the preliminary budget are available by November 21st at Cashmere City Hall, 101 Woodring Street, between the hours of 9:00 a.m. and 5:00 p.m., Monday through Friday. The public is invited to attend said hearing and make comments. If you are unable to attend in person, please call City Hall or access the agenda on the City's website for login information. Written comments can be sent to Kay Jones, City Clerk-Treasurer at [kay@cityofcashmere.org](mailto:kay@cityofcashmere.org). Kay Jones  
City Clerk-Treasurer  
CITY OF CASHMERE  
Published in the Cashmere Valley Record/Leavenworth Echo on November 6, 13, 2024. #8567

### Public Notices

**NOTICE OF PUBLIC HEARING ON CITY OF LEAVENWORTH FINAL 2025 - 2026 BUDGET**  
The City of Leavenworth preliminary 2025 - 2026 budget has been filed with the Finance Director. The Leavenworth City Council will hold a public hearing on the final 2025 - 2026 Budget for the City of Leavenworth on Tuesday, November 26, 2024, at 7:00 PM at the Leavenworth City Hall, 700 Highway 2 and via zoom conferencing. Copies of the proposed budget will be available by November 8, 2024, at Leavenworth City Hall, 700 Highway 2, between the hours of 9:00 a.m. and 4:00 p.m., Monday through Friday. The public is invited to attend said hearing and make comment; for more information you may contact Chantell Steiner, Finance Director at 509-548-5275, ext. 123. Chantell R. Steiner  
Finance Director  
CITY OF LEAVENWORTH  
Published in the Leavenworth Echo/Cashmere Valley Record on November 6, 13, 2024. #8711

## Moving?

### Are you a Snowbird?

Don't forget to call Laura in Circulation so you don't miss a single issue of your Local Weekly Community Newspaper or your Monthly Wenatchee Business Journal!  
**email: [laura@ward.media](mailto:laura@ward.media) or call 509-293-6780**

### Public Notices

**SUMMONS (CITACION JUDICIAL)**  
Notice to Defendant (Aviso al demandado): **CHARLOTTE LABARRE**  
You are being sued by Plaintiff (Lo está demandando el demandante): **ASHORINA YOHUHANNA**  
Case Number (Numero del caso): 22STCV14201  
NOTICE! You have been sued. The court may decide against you without your being heard unless you respond within 30 days. Read the information below. You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center ([www.courtinfo.ca.gov/selfhelp](http://www.courtinfo.ca.gov/selfhelp)), your county law library, or the courthouse nearest you. If you cannot pay the filing fee ask the court clerk for a fee waiver form. If you do not file your response on time, you may lose the case by default, and your wages, money, and property may be taken without further warning from the court. There are other legal requirements. You may want to call an attorney right away. If you do not know an attorney, you may want to call an attorney referral service. If you cannot afford an attorney, you may be eligible for free legal services from a nonprofit legal services program. You can locate these nonprofit groups at the California Legal Services Web site ([www.lawhelpcalifornia.org](http://www.lawhelpcalifornia.org)), the California Courts Online Self-Help Center ([www.courtinfo.ca.gov/selfhelp](http://www.courtinfo.ca.gov/selfhelp)), or by contacting your local court or county bar association. NOTE: The court has a statutory lien for waived fees and costs on any settlement or arbitration award of \$10,000 or more in a civil case. The court's lien must be paid before the court will dismiss the case. ¡AVISO! Lo han demandado. Si no responde dentro de 30 días, la corte puede decidir en su contra sin escuchar su versión. Lea la información a continuación. Tiene 30 DIAS DE CALENDARIO después de que le entreguen esta citación y papeles legales para presentar una respuesta por escrito en esta corte y hacer que se entregue una copia al demandante. Una carta o una llamada telefónica no lo protegen. Su respuesta por escrito tiene que estar en formato legal correcto si desea que procesen su caso en la corte. Es posible que haya un formulario que usted pueda usar para su respuesta. Puede encontrar estos formularios de la corte y más información en el Centro de Ayuda de las Cortes de California ([www.sucorte.ca.gov](http://www.sucorte.ca.gov)), en la biblioteca de leyes de su condado o en la corte que le queda más cerca. Si no puede pagar la cuota de presentación, pida al secretario de la corte que le dé un formulario de exención de pago de cuotas. Si no presenta su respuesta a tiempo, puede perder el caso por incumplimiento y la corte le podrá quitar su sueldo, dinero y bienes sin más advertencia. Hay otros requisitos legales. Es recomendable que llame a un abogado inmediatamente. Si no conoce a un abogado, puede llamar a un servicio de remisión a abogados. Si no puede pagar a un abogado, es posible que cumpla con los requisitos para obtener servicios legales gratuitos de un programa de servicios legales sin fines de lucro. Puede encontrar estos grupos sin fines de lucro en el sitio web de California Legal Services, ([www.lawhelpcalifornia.org](http://www.lawhelpcalifornia.org)), en el Centro de Ayuda de las Cortes de California, ([www.sucorte.ca.gov](http://www.sucorte.ca.gov)) o poniéndose en contacto con la corte o el colegio de abogados locales. AVISO: Por ley, la corte tiene derecho a reclamar las cuotas y los costos exentos por imponer un gravamen sobre cualquier recuperación de \$10,000 ó más de valor recibida mediante un acuerdo o una concesión de arbitraje en un caso de derecho civil. Tiene que pagar el gravamen de la corte antes de que la corte pueda desechar el caso. The name and address of the court is: (El nombre y dirección de la corte es): Superior Court of California - County of LOS ANGELES  
111 NO. HILL STREET, LOS ANGELES, CA 90012  
CASE NUMBER: (Número del Caso): 22STCV14201  
The name, address, and telephone number of plaintiff's attorney, or plaintiff without an attorney is: (El nombre, la dirección y número de teléfono del abogado del demandante, o del demandante que no tiene abogado, es): Brian L. Larsen, Esq. (SBN 158252)  
Law Offices of Brian L. Larsen  
530 Jackson St., 2d Fl.  
San Francisco, CA 94133  
TELEPHONE NO.: 415/398-5000 FAX NO (Optional): 415/398-5080  
Date (Fecha): 04/28/2022 Clerk, by (Secretario), Sherri R. Carter, Executive Officer/Clerk of Court, Deputy (Adjunto) R. Perez, Deputy Clerk Published in the Cashmere Valley Record/Leavenworth Echo on October 30, November 6, 13, 20, 2024. #8624

### Public Notices

**SHERIFF'S PUBLIC NOTICE OF SALE OF REAL PROPERTY**  
IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON IN AND FOR THE COUNTY OF CHELAN RANDY OSTER and JODY OSTER, husband and wife and JON HORNER and JEAN HORNER, husband and wife, Plaintiff(s), vs. KATERINA FURLONG, ALBERT FURLONG, and all HEIRS AND DEVICES OF GARY C. FURLONG, deceased, KATERINA FURLONG, Administrator of the Estate of Gary C. Furlong, HEADLANDS BEACH RIVERVIEW, LLC, a Washington Limited Liability Company, BANK OF AMERICA, a North Carolina Corporation, and ALL UNKNOWN OCCUPANTS OF THE PREMISES. Defendant(s).  
**Cause No. 23-2-00698-04**  
**Judgment Rendered On: 9-11-24**  
**Order of Sale Issued: 9-24-24**  
**Date Received: 10-1-24**  
**Date of Levy: 10-9-24**  
The Superior Court of Chelan County has directed the undersigned Sheriff of Chelan County to sell the property described below to satisfy a judgment in the above-entitled action. The property address is in Washington and legally described as:  
Legal Description: PARCEL 4: THAT PORTION OF GOVERNMENT LOT 7, SECTION 1, TOWNSHIP 26 NORTH, RANGE 22 E.W.M., CHELAN COUNTY, WASHINGTON, LYING EASTERLY OF THAT CERTAIN PARCEL CONVEYED TO JON HORNER, ET UX, BY DEED RECORDED UNDER AUDITOR'S FILE NO. 2011-074 RECORDED ON FEBRUARY 24, 2014 AS RECORDING NUMBER 2396995, IN THE OFFICIAL RECORDS OF CHELAN COUNTY, WASHINGTON.)  
PARCEL 5: THAT PORTION OF THE GOVERNMENT LOT 7, SECTION 1, TOWNSHIP 26 NORTH, RANGE 22 E.W.M., CHELAN COUNTY, WASHINGTON, LYING WESTERLY OF THAT CERTAIN PARCEL CONVEYED TO RANDY AND JODY OSTER BY DEED RECORDED UNDER AUDITOR'S FILE NO. 2222212, RECORDS OF CHELAN COUNTY AND EASTERLY OF THE FOLLOWING DESCRIBED LINE, INCLUDING SHORELANDS: BEGINNING AT THE NORTHWEST CORNER (ON A LINE 25 FEET SOUTHERLY OF THE CASCADE AND COLUMBIA RIVER MAIN TRACK CENTERLINE) OF SAID PARCEL OF LAND CONVEYED TO RAND AND JODY OSTER BY DEED RECORDED UNDER AUDITOR'S FILE NO. 2222212, RECORDS OF CHELAN COUNTY; THENCE SOUTH 83°26'47" WEST, ALONG A LINE PARALLEL TO AND 25 FEET SOUTHERLY OF THE CENTERLINE OF THE CASCADE AND COLUMBIA RIVER RAILROAD MAIN TRACK CENTERLINE, A DISTANCE OF 150.00 FEET; THENCE SOUTHERLY, PERPENDICULAR TO SAID MAIN TRACK CENTERLINE TO THE LOWER LIMITS OF THE SHORELANDS OF THE COLUMBIA RIVER. (ALSO KNOWN AS PARCEL 5, CHELAN COUNTY BOUNDARY LINE ADJUSTMENT NO. 2011-074 RECORDED FEBRUARY 24, 2014 UNDER AUDITOR'S NO. 2396995.)  
The Assessor's Tax Parcel ID Number: 262201500040 & 262201500050  
Property Address: UNASSIGNED, CHELAN FALLS, WA 98817 (Designated Lots 4 & 5)  
The sale of the above-described property is to take place:  
**Time 9:30 AM**  
**Date Friday, November 22, 2024**  
**Place <https://www.bid4assets.com/chelancountysheriffsales>**  
The judgment debtor can avoid the sale by paying the judgment amount of Two hundred ten thousand, six hundred eighty-seven dollars and ten cents (\$210,687.10) plus interest, costs, and fees before the sale date. For the exact amount, contact the sheriff at the address stated below.  
DATED: October 9, 2024  
**MIKE MORRISON, SHERIFF**  
**CHELAN COUNTY, WASHINGTON**  
By: /s/  
Jen Ramm, Civil Deputy  
P.O. Box 36 98807 0036  
401 Washington Street, Level One  
Wenatchee, Washington 98801  
Sheriff's Civil Process No. C24-00997  
509 667 6876  
Published in The Leavenworth Echo/Cashmere Valley Record on October 16, 2024; October 23, 2024; October 30, 2024; November 6, 2024. #8715

### Public Notices

**REDUCE REUSE RECYCLE**

[www.leavenworthecho.com](http://www.leavenworthecho.com)  
[www.cashmerevalleyrecord.com](http://www.cashmerevalleyrecord.com)



## Steamer Ducks

The steamer duck is native to the rocky shores of the Falkland Islands. The way these ducks splash water behind them when swimming reminded explorers of old steamer ships.

Look closely. Can you find the two identical steamer ducks?



Standards Link: Language Arts: Spell grade-level words correctly.

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[kidscoop.com/activity-pages/](http://kidscoop.com/activity-pages/)

## Kid Scoop VOCABULARY BUILDERS

This week's word: **THREATENED**

The verb **threatened** means to put something in danger of being harmed.

The loss of rainforest land **threatened** many species of birds and animals.

Try to use the word **threatened** in a sentence today when talking with your friends and family members.

# Flightless Birds



When you think of birds that can't fly, you probably think about ME. But penguins aren't the **only** birds that can't fly. Let me introduce you to some of my fine feathered cousins who, like me, are grounded!



This is an ostrich.

And this is an emu.

They're the two tallest birds on the planet, and both are fast runners. Emus can reach a top speed of 31 miles per hour, while ostriches can sprint at bursts of up to 43 miles per hour!

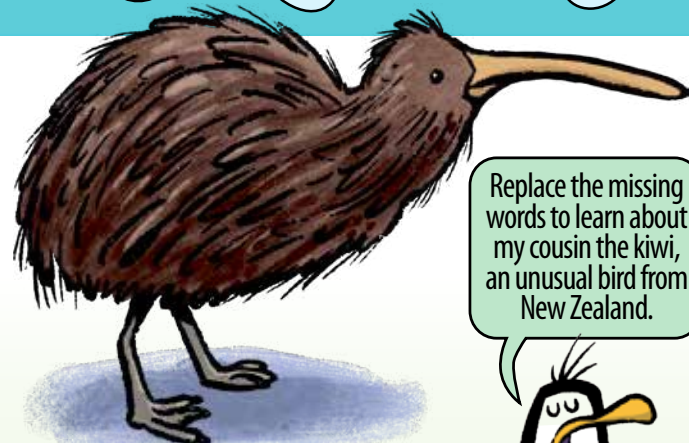
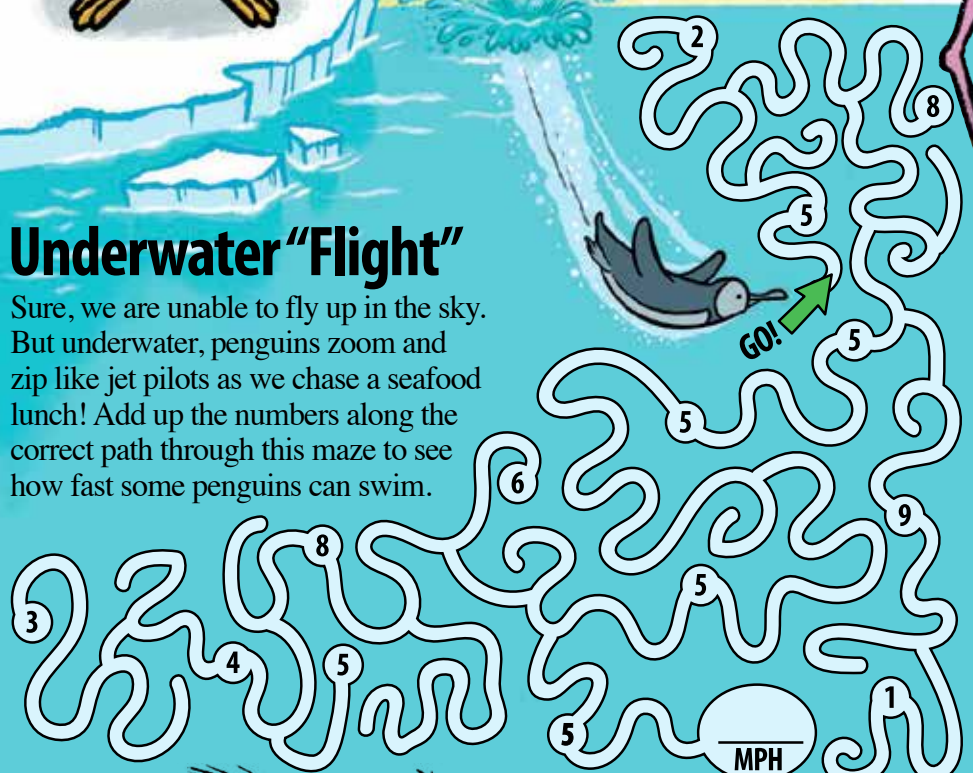
How many differences can you find between the emu and ostrich? How many similarities do you see?

When it comes to being tough, these big birds are *not* chickens. When threatened, both ostriches and emus can deliver a mighty kick. Their kick can hurt or even kill a predator!



## Underwater "Flight"

Sure, we are unable to fly up in the sky. But underwater, penguins zoom and zip like jet pilots as we chase a seafood lunch! Add up the numbers along the correct path through this maze to see how fast some penguins can swim.



Replace the missing words to learn about my cousin the kiwi, an unusual bird from New Zealand.

## Meet the Kiwi

Kiwis have soft fluffy feathers that feel almost like \_\_\_\_\_. The feathers around their long beaks act like a cat's whiskers, keeping them from getting \_\_\_\_\_ in tight spaces.

A kiwi uses its legs and feet for digging. Kiwis have a great sense of smell thanks to the \_\_\_\_\_ at the end of their beaks. A kiwi uses its great sense of hearing to avoid \_\_\_\_\_ and find food.

Kiwis are **omnivores**, eating worms, insects, snails, frogs, berries, seeds and \_\_\_\_\_.

Standards Link: Language Arts: Follow written instructions.

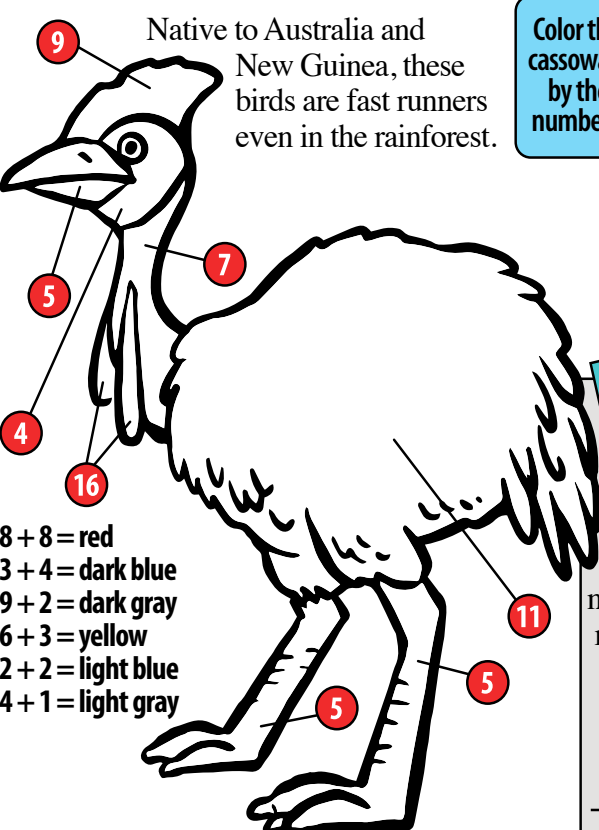


## The Cassowary

Some species of cassowaries have a hard, fin-shaped helmet on their heads, called a **casque**. The casque is made of keratin, the substance found in its beak and claws. Scientists aren't really sure of the casque's purpose.

Native to Australia and New Guinea, these birds are fast runners even in the rainforest.

Color this cassowary by the numbers.



## Extra! Extra! The Sky Is the Limit

Look through the newspaper to see how many words you can find related to the sky or flying, such as clouds, soaring, flight, wings, etc.

Standards Link: Language Arts: Follow written instructions.

Standards Link: Math: Calculate sums to 20.

## Kid Scoop Puzzler

The kakapo (kay-kay-po), or owl parrot, is the world's heaviest parrot. They can live to be 100 years old. They are excellent climbers. And while they cannot fly, their wings help them make soft landings when jumping from trees.

Sadly, they are endangered. Circle every other letter to reveal how few are still in the wild.

ATBW CODHEUF  
NGDHRIEJDKFL  
OMRNTOPYPFQORUSR

TW

Standards Link: Follow written directions.



## Double Double Word Search

- BERRIES
- CASQUE
- CLAWS
- EMU
- FAST
- FLY
- FUR
- KICK
- KIWIS
- MILES
- OSTRICH
- PILOTS
- SKY
- SWIM
- TOUGH

Find the words by looking up, down, backwards, forwards, sideways and diagonally.



Standards Link: Letter sequencing. Recognize identical words. Skim and scan reading. Recall spelling patterns.

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NCWLIBRARIES.ORG

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- Stream books, comics, movies, & more





# Women IN BUSINESS

**CELEBRATING LEADERSHIP,  
INNOVATION, AND RESILIENCE**

**SPOTLIGHT ON WOMEN SHAPING  
OUR BUSINESS LANDSCAPE**

## Walters leads NCW Libraries with compassion, community focus

**By QUINN PROPST**  
Ward Media Staff Reporter

WENATCHEE — Barbara Walters, Executive Director of NCW Libraries, has dedicated her career to making library resources accessible to everyone.

Her career choice was inspired by growing up with a single mom and spending a lot of time in libraries.

“Libraries and library staff played an integral role in my early years and provided a safe and fun place to be while my mom attended college to obtain a business degree – eventually starting her own business,” Walters said.

For Walters, the library was a place to explore and read while her mom studied. It gave her mother a quiet place to study and sparked Walters’s passion for making library services accessible to everyone.

“Libraries have the power to connect and support people in life-changing ways,” she said. “There is nothing else I would rather do.”

In the business world women often have to overcome many challenges on the way to leadership roles. However, in an industry where women are well-represented, Walters has found that the main challenge isn’t numbers—it’s diversity.

“We have a lot of work to do to ensure that our leadership reflects the communities and groups we serve,” she said. “We need to create pathways for more women to access

the experience and education needed for leadership positions.”

“Library workers are passionate about inclusion,” she said. “I am proud to work with other library leaders to work towards a more equitable field.”

Walters is thankful for the women in her leadership team who each bring unique, necessary and complementary strengths to the table.

“Kim, our Deputy Director, is my biggest champion and the first person I turn to when I need support,” Walters said. “I admire her greatly – not just for her dedication to providing equitable library services, but also for her willingness to challenge me when needed. Her calm demeanor and steady approach inspire confidence and trust with everyone she works with.”

“Sheila, our Director of HR, is our trusted advisor, bringing balance and steadiness to our team,” she said. “Her experience and knowledge make her an invaluable source of guidance and someone I can turn to when navigating tough challenges. Sheila recognizes the potential in others and kindly holds us accountable. Her genuine care for people shows in how she listens, follows up, and fosters meaningful connections.”

“Summer, our Associate Director of Programs and Resources, inspires me with her dedication to driving positive change and advocacy for social justice,” she said. “Her passion

for integrating equity into all aspects of her work - from our collections to the programs and services we provide - ensures that the library is a welcoming space for all to enjoy, learn, and grow.”

In her career there have been many moments that have shaped Walters’s leadership style. But one that stands out for her, was the change libraries saw during the pandemic.

Libraries underwent major changes in service delivery and collection development. To navigate the changes, NCW Libraries contracted with Nash Consulting for management and leadership training.

“I quickly realized how deeply rooted imposter syndrome was in my psyche,” she said. “I learned to honor and make space for my humanity. Rather than seeing mistakes as failures, I practiced shifting my mindset to see them as learning opportunities. By offering myself compassion, I felt more free to be transparent with my team. This has helped me improve our workplace culture and foster trust throughout our organization.”

Practicing self-compassion has also helped Walters learn a better work life balance.

“Recognizing my limits and taking regular breaks allows me to show up more fully at work,” she said. “I especially love taking a day off during the week to go for a hike with my dogs and enjoy our beautiful region.”

Through a network of trusted

professional women, Walters has found invaluable support and encouragement.

“Connecting with other women executives through professional organizations, serving on boards, or through partnerships, has helped me learn from their diverse knowledge,” she said. “These relationships have inspired me to offer the same support and guidance to new directors.”

For young women entering library science Walters recommends they find a mentor in the field.

“Library workers are helpers at heart,” she said. “We are all eager to support and encourage anyone interested in working for libraries. Library work is for people who are passionate about social justice, community building, advocacy, inclusion, and kindness.”

“I’d also share that libraries are so much more than you might imagine,” she said. “Our libraries are rarely quiet and are never boring. Public Libraries provide free access to knowledge and foster lifelong learning.”

“At NCW Libraries, our library locations serve as community hubs where people of all ages and interests gather, connect, and learn,” she said. “We offer critical technology resources that bridge the digital divide in some of our region’s most rural areas. It is



COURTESY OF NCW LIBRARIES  
**NCW Libraries Executive Director Barbara Walters and Deputy Director Kim Neher attend a community event.**

programs that support young women.

“I admire the efforts of activists like Malala Yousafzai, who risked her life to advocate for women’s right to education, and authors like Maya Angelou, who eloquently wrote about the subtle ways sexism and discrimination persist,” she said.

The qualities that have contributed to her success in the library industry are authenticity, a growth mindset, and a commitment to continually improving her leadership skills.

“I believe in learning from mistakes and approaching leadership with humility, holding myself accountable while staying open to ideas and feedback,” she said. “Most importantly, I focus on lifting up team members and empowering them to approach their work with curiosity and creativity.”

A guiding quote Walters relies on is by Patrick Lencioni.

“When leaders throughout an organization take an active, genuine interest in the people they manage, when they invest real time to understand employees at a fundamental level, they create a climate for greater morale, loyalty, and yes, growth,” Lencioni said.

Quinn Propst: 509-731-3590 or quinn@ward.media.

## Foundation’s Executive Director champions community philanthropy in NCW

**By TAYLOR CALDWELL**  
Ward Media Staff Reporter

WENATCHEE – Motivated by a lifelong belief in the power of giving, Executive Director Beth Stipe has guided the Community Foundation of NCW to make a profound impact on the region, managing millions in charitable funds and fostering a spirit of collaboration that uplifts North Central Washington.

“I think one of the things that’s so cool about the job that I’ve gotten to do for my whole career is I get to see the good that happens every day, the people who are out there working to solve problems, to make our communities better, to help those in need. And to me, that’s so inspiring,” said

Stipe. Stipe’s first step into her career was a leap. While working at a temp agency shortly after college, she discovered an ad for an executive director at a new private family foundation. Although she had limited work experience, Stipe had grown up around philanthropy in her small town of Indiana, regularly donating to her community foundation.

“I always say that growing up in a small rural community, you live philanthropy every day. You know, when you have a heavy snow, the neighbor comes and plows your driveway. When someone is sick in your family, people deliver meals. It’s a part of the culture of this country,” said Stipe.

The private family foundation was looking for someone to grow in the position, and understood the true definition of philanthropy, landing her the job. In her new role, Stipe started calling seasoned professionals that ran family foundations to ask for advice, and sought out mentors within the field.

“That’s the other thing I think that’s so beautiful about this field, is that there are no trade secrets. It really is all about lifting up the entire sector, and, in a sense, lifting up all of our communities. And so people are absolutely willing to share and be mentors to others, and give a helping hand. I was the lucky recipient of a lot of that good help,” said Stipe.

Stipe spent the next eight

years in the role, building a grant making program for the foundation.

During that time she also earned her Master’s in Nonprofit Management.

“Be open to learning about different things, find a space that you can connect with people who you admire, and don’t be afraid to ask them for help,” said Stipe.

Around 2003, Stipe was looking to move out of Colorado, and started applying to nonprofits out of state. With only the family foundation on her resume, Stipe applied to various development director roles to expand her experience. However, she also took a chance on her dream



COURTESY OF COMMUNITY FOUNDATION OF NCW  
**Beth Stipe, Executive Director of Community Foundation of NCW.**

job, which was the Executive Director role at Community Foundation of NCW.

“I threw my name in the hat, and I was one of 95 applicants, and I was the only woman, and I was the youngest candidate,” said Stipe. “I remember thinking to myself, ‘There’s no way I’m getting this job.’”

Nearly 20 years later, Stipe has guided the organization through challenging times such as the 2014 Carlton Complex Fire, and leads an organization that manages

\$139 million in assets, has awarded \$63 million in scholarships and grants, and oversees over 600 charitable funds.

“People always think that it’s the person that’s the hired gun, the CEO, or the executive director, that really makes sure that the organization is going to be successful, and I disagree wholeheartedly. It’s really about that board leadership and having a group of people that are committed,” said Stipe. “It’s all about a team.”

Taylor Caldwell: 509-433-7276 or taylor@ward.media



# Q & A

*Amy Yaley*  
Ward Media

### leadership style now?

Running my own business has transformed my leadership approach. While I've always been a take-charge person, having our name on the door taught me that true leadership isn't about doing everything yourself—it's about building trust and empowering your team. One of my most valuable lessons has been learning to step back, delegate effectively, and really listen to my team's insights. I think this shift has made me a better leader and strengthened team organization.

### How do you balance your professional responsibilities with your personal life? What strategies or support systems have you found most helpful?

When your business partner is also your life partner, work-life balance takes on a whole new meaning! While running a 24/7 media company can blur traditional boundaries, we've learned to be intentional about creating space for our personal relationships. We purposefully carve out time during the day to connect beyond business, and my amazing circle of 'ride or die' girlfriends helps keep me grounded. It's not always perfect, but we've found that being deliberate about balance strengthens both our business and personal relationships.

### What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting?

The advice I give my own daughters applies to any young person entering the marketing and media field: find what energizes you and turn it into a career. Don't be afraid to pivot or reinvent yourself – some of the most valuable skills I use today came from seemingly unrelated experiences. Success isn't about following a preset path; it's about staying curious, building relationships, and being willing to evolve. I wish someone had told me earlier that changing direction isn't starting over – it's leveraging

### your experience in a new way. How has mentorship played a role in your career as a mentee or mentor? How do you approach mentoring others in your current position?

My first and most influential mentor was my working mother, who showed me what was possible through her own example. She taught me to believe in myself and pursue my ambitions without hesitation. Our relationship evolved into a unique mentorship when we became business partners in our retail venture – an experience that taught me invaluable lessons about both business and life.

### What strategies have you found most effective for building and maintaining professional networks? How has networking changed with the rise of social media and digital platforms?

While the pandemic proved we can conduct business effectively through digital platforms, there's power in face-to-face connections. I try to seek out in-person networking events when my schedule allows because relationships often start with a conversation. I've also begun to look back at the tactics I used in the past, blending traditional and modern approaches – LinkedIn helps maintain connections, but I'm making an effort to bring back the personal touch of handwritten notes. This combination of digital efficiency and old-school relationship building creates deeper, more meaningful professional networks.

In today's environment, we have to adapt and try new things. We have so many tools to help us do our work and make things easier. It's critical to stay up to date with the latest technology.

### In your experience, what key skills or qualities have contributed most to your success? How do you continue to develop these skills?

In today's environment, we have to adapt and try new things. We have so many tools to help us do our work and make things easier. It's critical to stay up to date with the latest technology.

### How do you stay innovative and adapt to changes in your industry? Share an example



### of how you've successfully navigated a major industry shift.

I'm fortunate to have a partner who stays on top of all the latest changes, it makes things a lot easier. That said, we attend one industry tradeshow a year. These events are the perfect way to stay on top of changes and make great connections. I also

sign up for as many industry webinars as I can. Even if they don't align with my schedule, I can get the link to have an app listen and summarize for me. If I see something in the summary that I think could be useful, I can find that spot in the presentation and listen.

### What initiatives or changes would you like to see to promote gender equality in

### the business world? How do you personally contribute to advancing these initiatives?

I believe the most important thing we can all do is look at the individual, determine skills, strengths, and attributes, and build upon those. Everyone wants to do good work; our job as leaders is to give them the tools they need and let them do the magic.

## Building a culture of support and growth: Cascade Medical's women in leadership

PHOTOS COURTESY OF CASCADE MEDICAL CENTER



**Diane Blake, CEO** | **Marianne Vincent, Chief Financial Officer** | **Chief Human Resources Officer** | **Natasha Piestrup, Director of Nursing** | **Whitney Lak, Family Clinic Director**

By Taylor Caldwell  
Ward Media Staff Reporter

LEAVENWORTH – Cascade Medical Center is a health organization led predominately by women, with women serving five out of the six roles on the leadership team. Fueled by a commitment to serve the community, the Cascade Medical leadership champions collaboration, mentorship, and growth within its organization. "Everybody has the courage to have a dissenting voice and opinion, and everybody else has the ability to listen to that and respect it and know that there's something there worth getting to the bottom of. And so I think the six of us do that really well together," said Cascade Medical Chief Executive Office Diane Blake.

The members of Cascade Medical's leadership team brought a wealth of experiences to their respective roles, but the collaborative support they provided one another empowered them to advance into leadership positions.

"The leader is there really to take care of and support everybody else... In our kind of organization, where we're so people and care-driven, that kind of leadership works well," said Blake.

About 20 years ago, Blake started at Cascade Medical with a temporary job in supply delivery. Over the years, she said "yes" to opportunities, met roles with inquisitiveness, and leaned on the support and guidance of her mentors, eventually working her way to the top of the organization. As CEO, Blake intentionally ensures those around her receive the support needed to grow in the organization, just as her mentors did before her.

"The support here is amazing...Diane is very supportive, and just our entire leadership team is just incredible to work with, so we're fortunate for that here," said Cascade Medical Chief Financial Officer Marianne Vincent.

Vincent joined Cascade Medical as an experienced

staff accountant in 2015, but a leadership role was out of her comfort zone. As Vincent moved up to Director of Accounting and eventually CFO, her peers provided the encouragement, support and training to thrive as a leader in the organization.

"That's the culture at Cascade, to help build others around you. It's a strong framework for building a strong team," said Vincent.

The organization also values leaders who bring diverse experiences from other fields and a willingness to take bold steps into new fields. Director of Nursing Natasha Piestrup, for example, had years of leadership experience in Ukraine's restaurant industry before moving to the U.S. and transitioning into a nursing career. She earned her bachelor's in nursing, quickly advancing to Clinic Nurse Manager and later to Director of Nursing.

"I will say there's no perfect

See CASCADe Page B5

## CELEBRATING

# Women in Business



Kelli Visser, CPA, MS-Tax  
Partner & CEO

BELLINGHAM, WA



Aaron Wilbur, CPA  
Partner

WENATCHEE, WA



Meaghan Greydanus, CPA  
Partner

WENATCHEE, WA



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# Q & A

*Claudia Brambila*  
Exhala Wellness

**in your career that shaped your leadership style.**

A pivotal moment was when I expanded Exhala Wellness from a one-person operation to managing a team of eight. I realized that leadership wasn't just about offering services—it was about nurturing a team, empowering them, and creating an environment where they could thrive. My leadership style is collaborative and service-oriented. I believe in empowering my team, giving them opportunities to grow, and fostering open communication. I lead by example and prioritize the well-being of both my team and my clients.

**How do you balance your professional responsibilities with your personal life?**

Balancing a business and personal life is challenging, but I've made it a priority to set clear boundaries and delegate responsibilities to my trusted team. I try to stay organized with a structured schedule and make time for self-care. My family and my husband are my strongest support system, helping me stay grounded. Having a solid support network—both professionally and personally—has been crucial, and one of the biggest life lessons that have come from this chapter in my life. I rely on my team at Exhala Wellness to handle day-to-day operations when needed, and my family has always been and continues to be a huge pillar of support.

**What advice would you give young women aspiring to enter your field?**

Stay true to your passion, and don't be afraid to be the hardest worker in the room. Talent will never supersede consistency and persistence. Staying committed to your vision and being open to learning is so important as well. This industry requires both dedication and constant adaptation and the willingness to continuously keep learning is the key to success.

I wish someone had told me how important it is to trust my instincts and not be afraid to invest in myself and my skills. This is something I strongly emphasize with my team. The value of building a network early on and seeking mentorship cannot be understated.

**How has mentorship played a role in your career as a mentee or mentor?**

Mentorship has been vital throughout my journey. In the military, I had strong mentors who guided me through some of the toughest challenges, both in my personal life and in my

professional life, as I continued to rise through the ranks and gain more responsibilities. I approach mentoring with a focus on empowerment. I believe in fostering independence while providing the tools and guidance necessary for growth in the form of guardrails. I encourage my team to take initiative and pursue continued education and self-development. It's incredibly rewarding to see how my teams' self-confidence improves when they are empowered to solve problems independently and explore different solutions.

**What strategies have you found most effective for building and maintaining professional networks?**

Building authentic relationships and being genuinely interested in others' success has been key to networking. Coming from a place of service is one of the most important aspects of my success when it comes to building relationships and networking in general. Social media has made it easier to connect and maintain professional relationships as well. Platforms like Instagram allow us to showcase our work, connect with clients, and engage with professionals across the industry in real-time, broadening our reach far beyond local networks. It also allows us to build a different level of trust and connection with our clients, and they get to know our personalities and who we are as service providers.

**In your experience, what key skills or qualities have contributed most to your success?**

Resilience, adaptability, and a strong work ethic have been crucial. My experience in the military taught me the value of discipline, which has been a core factor in my success as a business owner and working in wellness has required adaptability and empathy to understand and meet each client's unique needs. I continue to develop these skills through ongoing education, staying current with industry trends, and actively listening to my team and clients. There is never an end point to what and how much we can learn and master.

**How do you stay innovative and adapt to changes in your industry?**

I stay innovative by embracing change and exploring new advancements in technology and holistic treatments. As new research

is developed and published, we integrate that into our treatment plans and make sure that we are always providing the most current and upto date care that we can.

When the demand for more natural and less invasive treatments rose, we introduced services like Endospheres Lymphatic Drainage and

PRP Microneedling, which allowed us to meet evolving client needs. Staying open to feedback and investing in training keeps us ahead in an ever-changing field.

**What initiatives or changes would you like to see to promote gender equality in the business world?**

I'd like to see more initiatives

that provide mentorship and financial support for women entrepreneurs. Equal representation at leadership levels is also essential. I contribute by actively hiring and mentoring women, advocating for professional development, and creating an inclusive environment where everyone feels valued and heard.



# Q & A

*Marcy Collins*  
Collins Fashions

**What inspired you to start your business or pursue your current career path?**

In 1980, my late husband Grover and I opened the Kids Count Too retail store in East Wenatchee, during a challenging economic downturn. Later, we both accepted management roles with JC Penney, which allowed us to continue working together in a new capacity.

**How has your initial vision evolved since you started?**

Our initial vision of business ownership has shifted. After closing our store, we found new paths in management that offered stability and growth opportunities.

**What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it?**

After losing my husband in 2009, during a period of economic recession, I found myself at a crossroads. Balancing family and business, I became responsible for managing, buying, and overseeing daily operations.

**How do you think these challenges have changed in your industry?**

While my personal challenges didn't necessarily change the industry, the rise of e-commerce has significantly transformed how people shop, impacting traditional retail and requiring a shift to meet customers' changing expectations.

**Describe a pivotal moment in your career that shaped your leadership style.**

A defining moment was recognizing the true value of customer service. I learned to listen carefully to my customers and serve as their personal shopper, tailoring each experience to their unique

**How would you describe your leadership style now?**

My leadership style is open, welcoming, and relaxed. I believe in greeting everyone warmly, inviting both new and returning customers to feel comfortable and valued in our store.

**How do you balance your professional responsibilities with your personal life?**

I've learned the importance of setting a schedule, "clocking in and out," to ensure personal time has become just as crucial as managing business hours.

**What strategies or support systems have you found most helpful?**

Rather than chasing trends, I focus on providing beautiful, quality clothing for the women of North Central Washington. My dedicated team is an outstanding support system. They understand the importance of creating a positive, welcoming shopping experience, not only for women but for men shopping for the women in their lives.

**What advice would you give young women aspiring to enter your field?**

I'd encourage young women to plan carefully, expecting it may take a few years to turn a profit. If you have a young family, consider working with a partner to share responsibilities. Planning and patience are key to success!

**What do you wish someone had told you when you were starting?**

I wish someone had emphasized the importance of patience and resilience. In the early stages of my career, I often felt pressure to achieve immediate success. However, I've learned that growth takes time and that setbacks can be valuable learning experiences. I would advise newcomers to embrace challenges, seek mentorship, and understand that every step—whether a success or a stumble—contributes to their journey.

**How has mentorship played a role in your career as a mentee or mentor?**

My husband has been a significant mentor and partner throughout my career. I actively engage in training and mentoring my team, fostering a collaborative environment where we learn from one

**How do you approach mentoring others in your current position?**

I focus on always putting our best foot forward for our customers, emphasizing the importance of service excellence in everything we do.

**What strategies have you found most effective for building and maintaining professional networks?**

I have cultivated strong relationships with my advertisers and continuously work to enhance my presence on social media platforms.

**How has networking changed with the rise of social media and digital platforms?**

Networking has become more accessible and immediate, allowing for a broader reach and the ability to connect with industry leaders and peers in real time.

**In your experience, what key skills or qualities have contributed most to your success?**

Placing our customers first has been pivotal to my success.

**How do you continue to develop these skills?**

I focus on building strong relationships with my associates and staying current with technological advancements in our field.

**How do you stay innovative and adapt to changes in your industry?**

Many of my manufacturers have adopted platforms that streamline reordering and special orders, which enhances our service to customers.

**Share an example of how you've successfully navigated a major industry shift.**

I have embraced these new platforms to improve efficiency and customer satisfaction, effectively adapting our processes to align with industry changes.

**What initiatives or changes would you like to see to promote gender equality in the business world?**

I believe we are all equal in the eyes of God, and I would like to see more initiatives that reflect this belief in the workplace.

**How do you personally contribute to advancing these initiatives?**

I strive to honor and care for all individuals, promoting an inclusive culture that values diversity.

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# Q & A

Colleen Malmassari  
Back40  
Advisors LLC

**What inspired you to start your business or pursue your current career path? How has your initial vision evolved since you started?** I am 20+ years into my career, and earlier this year (2024), I started my own HR Consulting practice named Back40 Advisors LLC. Every farm has a front 40 and a back 40. The front 40 is solid: it's dialed in and productive. But the back 40? Well, it's a little neglected, overgrown. It might even feel a bit feral. It's a challenge knowing where to even start with the back 40. The same is true for any organization, regardless of industry. We help clients get the 'back 40' of their business in solid working order by providing innovative HR solutions that drive organizational efficiency, streamline administrative processes, and align workforce capabilities with business goals, as well as help foster positive workplace cultures and offer expert guidance on HR best practices and compliance.

**What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it? How do you think these challenges have changed in your industry?**

One of my go-to lines about my career change from a financial auditor at a public accounting firm to a human resources professional is: I don't know which one is liked less by business leaders – an auditor or

an HR representative. So far, there seems to be an agreement that they're both equally disliked. For business owners and organizational leaders focused on operations, both of these services can be viewed as a "necessary evil" as they provide support to revenue and mission goals, but they have a high level of regulatory compliance. These topics can also be very sensitive, especially if there is a risk to the business/organization.

Much of my success as an HR professional has come from my dual expertise in accounting and HR leadership, which enables me to approach organizational challenges with a holistic perspective and understand both the human capital and the financial implications of strategic decisions.

**Describe a pivotal moment in your career that shaped your leadership style. How would you describe your leadership style now?**

Even though I come from a long line of family members who were business owners and/or community leaders, the mentorship on how to be a leader was reserved for the males in my family. In high school, I had my first experiences in leadership roles by serving in various club and student government capacities and representing Chelan County Fair as part of the royalty. It wasn't until my first career position with a public accounting firm in Yakima, WA, that I was introduced to the value of a coach/mentor. Over the past two decades, I have had several mentors (formal and informal) who have helped me develop my leadership skills, which I am now able to utilize with both direct reports and coachees.

My preferred leadership style is a coaching style where I attempt to give prompting questions to help the coachee find their own solutions. By allowing the coachee to exercise their own critical thinking skills, I find they often come up with a solution that is far better than the answer I would have given them in the beginning.

**How do you balance your professional responsibilities with your personal life? What strategies or support systems have you found most helpful?**

The phrase "work-life balance" was introduced early in my career and the analytical part of my brain struggles with this phrase as "balance" means both sides are equal. Through my own experiences as a working parent and through my human resources professional work, I have learned the relationship between work and profession is in constant push-pull/give-take mode. Therefore, I much more prefer "work-life harmony".

Some days/weeks/seasons, I am able to focus more on my profession, and other times there is a higher focus on personal. While I try not to multi-task, the start-stop between professional and personal is not black and white. One of the positives of the covid pandemic was increased tolerance for flexible and/or modified schedules and hybrid or remote work locations, which has helped me meet my professional and personal commitments. The key to my work-life harmony, though, is my spouse – we have both adjusted our professional work capacities over recent years in order to be available for our family's needs.

**What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting?**

As our local, national and global economies enter the tech super cycle (artificial intelligence, wearable devices, and biotechnology), our workforces are going to significantly change to meet the innovation in this period of time. Through this great transition, there is going to be a higher emphasis on people leaders to possess skills in emotional intelligence and critical thinking. Find workplaces that allow you to utilize these skill sets.

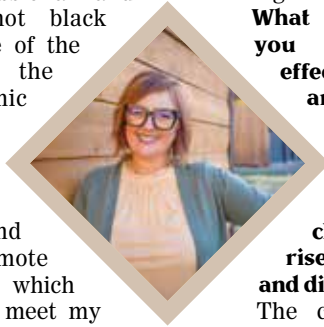
**How has mentorship played a role in your career as a mentee or mentor? How do you approach mentoring others in your current position?**

Mentorship has been a significant part of my career success to date, especially as I am a first-generation college graduate in my family and didn't have an immediate family member to help me navigate the path into the "white-collar" professional workforce. I have participated in both formal and informal mentorship relationships, both professionally and personally. The most successful mentorship relationships I have experienced were those where I was able to be vulnerable in times of frustration and overwhelm but were also my accountability partners in creating change.

**What strategies have you found most effective for building and maintaining professional networks? How has networking changed with the rise of social media and digital platforms?**

The characteristic of follow through was instilled in me at a young age, and that has helped me in building and maintaining professional networks. When someone in my network calls on me with an actionable item, I follow through to the best of my ability. This trust equity helps for when I call on them for an action that is going to help meet my professional goals.

While networking on social media and digital platforms has increased, these tools have not replaced the need for in-person connection points. The traditional in-person connection points, such as happy hours, before-work breakfasts, etc.) can be a challenge for working caregivers, which is still predominately performed by females. As we have returned to in-person events post-pandemic, it has been a delight to see new ideas and ways for professionals to connect.



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# Q & A

**Emma Nielson**  
Mike West  
Leavenworth Realty

**What inspired you to start your business or pursue your current career path? How has your initial vision evolved**

since you started?

I pursued real estate to help people achieve their dreams of home ownership, and I also really enjoy seeing all the different types of homes and architecture in our area.

**What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it? How do you think these challenges have changed in your industry?**

The biggest challenge I have faced in real estate didn't have much to do with being a woman, but more so my age. I got my real estate license when I was 18. It can be hard to gain clients' trust at such a young age. The best way to overcome that is to prove your knowledge and commitment in your career.

**Describe a pivotal moment in your career that shaped your leadership style. How**

**would you describe your leadership style now?**

During difficult transactions, you learn to navigate different obstacles that come up along the way. This has allowed me to help other agents who come across the same obstacles.

**How do you balance your professional responsibilities with your personal life? What strategies or support systems have you found most helpful?**

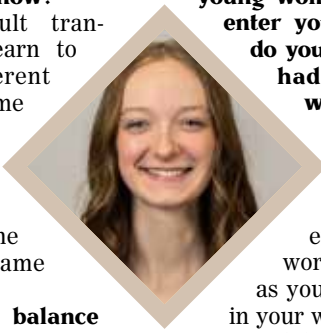
Keeping a balance in this industry can be a challenge as we need to be readily available to help our clients when needed. However, it is very important to take time for things outside of work, especially when it comes to family life.

**What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting?**

Take the leap and keep faith that everything will work out. As long as you stay consistent in your work, you will be successful.

**How has mentorship played a role in your career as a mentee or mentor? How do you approach mentoring others in your current position?**

Having a good mentor is extremely important. I am so fortunate to have had such a patient, supportive, and encouraging mentor to help me every step of the way, as well as an office full of agents



who are always willing to help. It makes a huge difference having supportive colleagues standing behind you. I would not be where I am today without them.

**What strategies have you found most effective for building and maintaining professional networks? How has networking changed with the rise of social media and digital platforms?**

Communication is extremely important in this business. You are already a step ahead if you are responsive and continue to communicate with all parties throughout a transaction. Following up is your best tool!

**In your experience, what key skills or qualities have contributed most to your success? How do you continue to develop these skills?**

I would say that good organization and communication skills have contributed

most to my success. Having an agent who is on top of everything is very beneficial as a buyer/seller.

**How do you stay innovative and adapt to changes in your industry? Share an example of how you've successfully navigated a major industry shift.**

Our business is ever-changing. The best thing we can do for our clients is to stay up to date with current changes and learn how to apply and embrace those changes moving forward.

**What initiatives or changes would you like to see to promote gender equality in the business world? How do you personally contribute to advancing these initiatives?**

I feel very fortunate that I have gone into a field where I feel that gender and equality are not an issue. I feel like more importantly, if you put in the hard work, good things will happen.

# Q & A

**Abra Miller**  
Beecher Hill House

**What inspired you to start your business or pursue your current career path? How has your initial vision evolved since you started?**

I purchased a wedding venue, Beecher Hill House, 8 years ago, not sure how I would make it my own. However, upon meeting my first bride, I realized my experience in hospitality, entertainment, my candor, my organization, warmth, and (yes), my mothering qualities, worked beautifully for newly engaged couples to drop the stress and embrace the enjoyment. These

skills have only heightened, and my all-inclusive, show up and play, leave your concerns at the door mentality has become my 'thing.'

**What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it? How do you think these challenges have changed in your industry?**

I do not have any issues as a woman business owner, mainly because the wedding industry is, by nature, 'female.' But I do stand tall, firm in my beliefs, give back, and have become a champion for my couples to create the wedding of their dreams.

**Describe a pivotal moment in your career that shaped your leadership style. How would you describe your leadership style now?**

My leadership has definitely grown and matured as I get years under my belt. What has not changed, but has been fine-tuned, is my ability to nurture the wedding planning process and wedding experience. A pivotal moment? Probably when I booked my first wedding. I ran with my gut, and it worked. Of course, that bride will never know it was

my first.

**How do you balance your professional responsibilities with your personal life? What strategies or support systems have you found most helpful?**

My business is in my home, at my property, all-encompassing as a place to share with my guests. The wedding months are last weekend in May to first weekend in October. During those months, it is a free for all, revolving door season. But during the winter months, I take my home back and hunker down with my family. It is a win-win!

**What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting?**

I would advise anyone, not just women, to go for it! Always. Take a chance. Stand up for yourself. Ride out the storm. As for the wedding industry in particular, I would say there is a wedding venue for every bride and personality. Go make one for yourself, with your own spin on things...

**How has mentorship played a role in your career as a mentee or mentor? How do you approach mentoring others in your current**

position?

My entire personality is based on having had great mentors/family/friends and doing my best to do the same for anyone willing/able to watch/listen/ask. We have to be stupid before we get smart and that means WAIT? Why Am I Talking? Rather listen. It has served me well!

**What strategies have you found most effective for building and maintaining professional networks? How has networking changed with the rise of social media and digital platforms?**

My business and my business development/growth are all based on networking and opening doors. Watching and learning! Opening my doors and heart to those

around me. I treat my business like family!

**In your experience, what key skills or qualities have contributed most to your success? How do you continue to develop these skills?**

Skills? Organization. Style. Generosity. And a very real need to laugh. How else can one get through some of the mud? Forgive one's shortcomings. Move on when necessary. I also believe change is good. Growth is good. Open up one's blinders and push one's self.

**How do you stay innovative and adapt to changes in your industry? Share an example of how you've successfully navigated a major industry shift.**

I don't need to adapt much in my industry. Rather stay

current with trends and considerate of my clients' needs.

**What initiatives or changes would you like to see to promote gender equality in the business world? How do you personally contribute to advancing these initiatives?**

Initiatives come from leading by example. In my business, I do not judge a book by its cover. Every couple gets the same tour, chance, pricing, support, and experience as the next. And if I may be honest, I surround myself with like-minded individuals who have women's rights FIRST AND FOREMOST on their minds and in their attitudes and lifestyle. Those people willing to stand up for us and fight for change!

## Cascade

*Continued from page B2*

moment. There's no perfect time to start a business. There's no perfect time to start a new chapter. There always will be something: growing kids, a family member who needs care, [or] some other things happening in life, like

there always will be...So it's up to you to say, 'Hey, I am going to do it,'" said Piestrup.

In addition to offering peer support, the leadership team has also taken steps to invest in education for its employees. In 2022, Chief Human Resources Officer Melissa Grimm and Family Clinic Director Whitney Lak launched a Medical Assistant

Apprentice Program, and in 2024, developed the Certified Nursing Assistant Training program.

"Look for ways to lift up others and help them develop - our next leader is likely working right alongside you," said Grimm.

*Taylor Caldwell: 509-433-7276 or taylor@ward.media*

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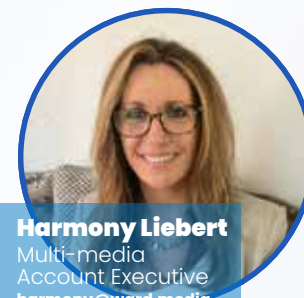
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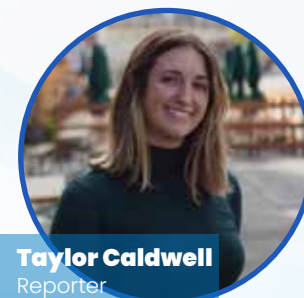
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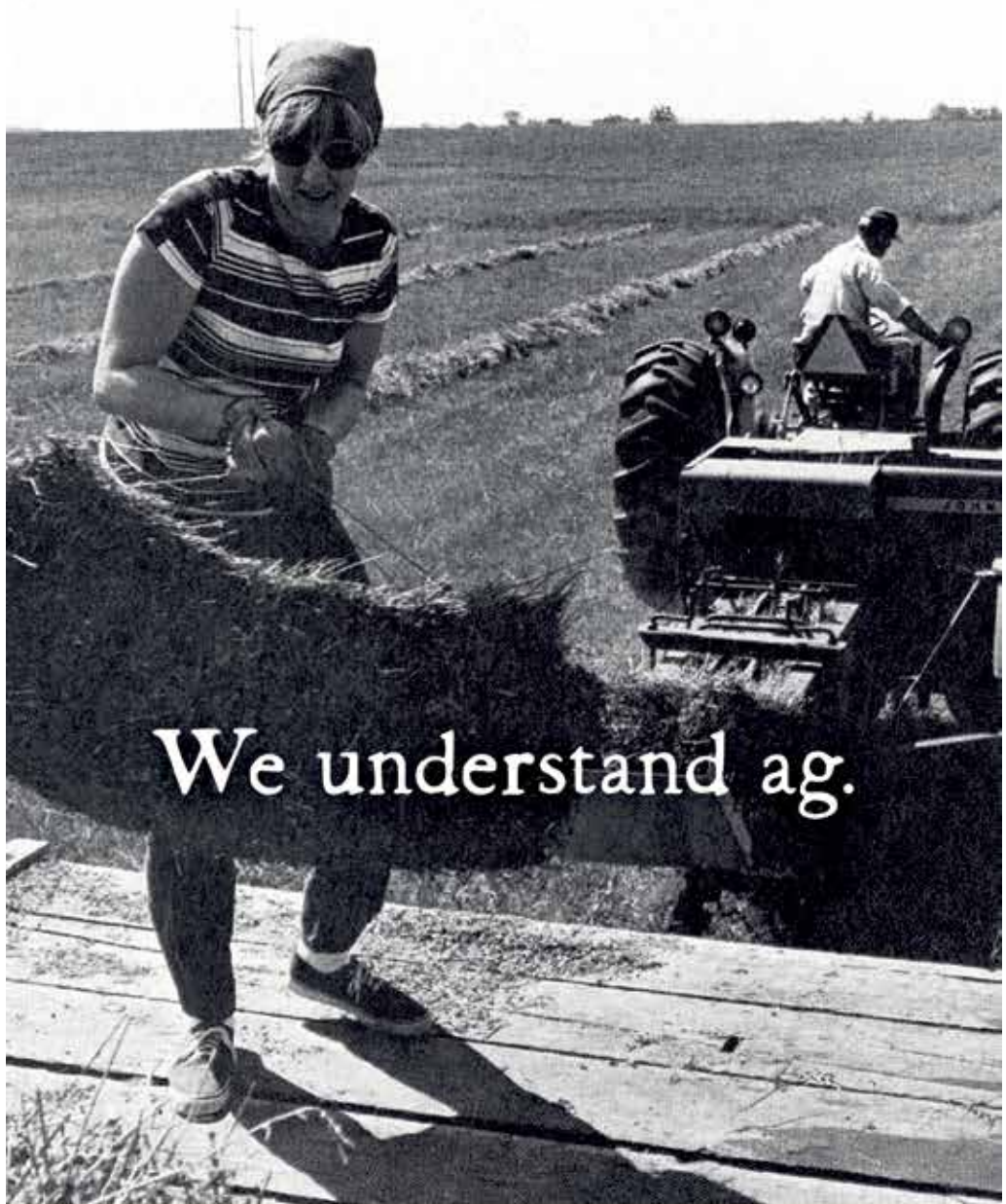
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# Q & A

*Melissa Kenady*  
Kenady Group

**What inspired you to start your business or pursue your current career path? How has your initial vision evolved since you started?**

I wanted to be able to provide an opportunity for women to have an unlimited earning potential, work in an uplifting, positive work environment, while supporting each other. Too many work environments use shame, blame and guilt to drive a competitive wedge between team members. I wanted to create a business model where everyone prospers and supports each other. My initial vision was admittedly a bit altruistic - I would be more clear on my expectations and the company's expectations; understanding that not everyone shares the same vision and mission with their business.

**What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it? How do you think these challenges have changed in your industry?**

This job can be very demanding and time-consuming. I think it can be challenging for women (or anyone) who gets into this industry thinking it can be a part-time job. Balancing a home life, childcare, and other responsibilities can be difficult and takes being organized.

**Describe a pivotal moment in your career that shaped your leadership style. How would you describe your leadership style now?**

I am not a micromanager and I generally am an optimistic leader. I have learned over the years that people like to be told what to do and generally will do it as long as you're doing it too. Sharing my "secrets" to success is what leads a team to greatness. Guiltting them into working is not effective. I like to walk alongside my team and show them what I'm doing that is working and sharing what I'm doing that is not working. We all fail - it's failing forward that matters.

**How do you balance your professional responsibilities with your personal life? What strategies or support systems have you found most helpful?**

This has been THE single biggest struggle for me. As a single mom; probably the most important one for me to figure out. I spent the last year juggling way too many responsibilities and failing at most of them. I quickly learned that when you take too much on and don't ask for help, you let other people down. I learned the importance of hiring the right people for the right positions and took my time to train them and set

expectations. Then I quickly released responsibilities that I didn't enjoy or that I didn't feel I could balance. Letting go and learning to pivot have been some of life's biggest lessons for me.

**What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting?**

My biggest piece of advice to women starting out in any field - be hungry and learn whatever you can. Don't rely on just one person or company. In this time, you can read or listen to experts anywhere in the world. My next piece of advice is to be discerning - know who you are and what you stand for. Do not settle for anything less. Your intuition will guide you if you listen to it - from how to do business to who to do it with.

**How has mentorship played a role in your career as a mentee or mentor? How do you approach mentoring others in your current position?**

Mentorship has been critical to my career. Early on I hired a business coach and it has made all the difference to me. At one point - I had two coaches and a therapist and belonged to a Mastermind group. Take all the knowledge you can get. A coach or a mentor is so important because they get to know you and they hold you accountable. There is no excuse you can tell them that will be accepted. The lesson I have learned as I've grown into a mentor role is to allow the individual to grow and adapt and hold them accountable. I cannot do the work for someone.

**What strategies have you found most effective for building and maintaining professional networks? How has networking changed with the rise of social media and digital platforms?**

Professional networking is so important. It's a lesson I try to tell my team all the time when discussing business planning. Leaning into our community and our resources, allows us to be connectors. I love being able to connect people who are looking for something specific. Making introductions is so valuable. Social media has changed the landscape of this - but I still try to connect tagging people in specific "asks" or private messaging an introduction can do wonders. Sharing and supporting other small business ventures and opportunities is another way we can provide support through social media. I have found that people are still hungry for ways to connect, and creating pop-up events and unique marketing ideas helps us create community and network with our professional and client communities.

**In your experience, what key skills or qualities have contributed most to your success? How do you continue to develop these skills?**

The key skills or qualities that have contributed most to my success is my vision for what could be, my heart for people, and my belief that anything is possible. I truly am a positive, progressive, forward thinking glass half full

kinda girl. This has helped me manifest my business, my team, and the people who surround me. When you surround yourself with people who think like you, it is infectious. I'd encourage a "fit check" of your surroundings. Who do you hang out with? How do you present yourself? How is your attitude? How is your home? Are all of these reflective of the person you'd like to be? If not, start making changes. It makes a huge difference. I continually develop these skills by continuing to participate in extra classes, masterclasses, listen to podcasts, hire coaches, and analyze how my business is operating. Is what I'm doing and how I'm leading effective? What needs to change?

**How do you stay innovative and adapt to changes in your industry? Share an example of how you've successfully navigated a major industry shift.**

The biggest shift recently has been a nationally publicized lawsuit with NAR and commission structure changes. As Designated Broker, I stayed ahead of the curve by staying up on what was happening; before most even thought it was going to be an issue. I trained my team on sales language and contracts before it became a "thing". Creating and training on buyer presentations, effectively communicating the changes to my team and training and re-training and re-training as the forms changed was critical. We are still having conversations as we navigate what this new normal looks like.

**What initiatives or changes would you like to see to promote gender equality in the business world? How do you personally contribute to advancing these initiatives?**

Gender equality in this business is an interesting concept. We are technically all self-employed. As of 2022, 66% of licensed real estate brokers were female. However the majority of company owners are men. In my opinion, this has led to expectations of production that is unrealistic. Why? Because most of that 66% of female brokers are considered "part-time", possibly due to their responsibilities in the home. This opens a completely different conversation regarding male and female work and home life responsibilities and the inequities attached to them. It also can't go without saying that as a woman in business, I've encountered numerous sexual innuendos and "jokes", mansplaining contracts and loans, being called "sweetie and dear" during negotiations; gender inequality is a real thing.

I've designed my brokerage to be an inclusive brokerage - one where brokers identify their own goals and work to obtain them. We don't implement company goals on them. We understand the need for work-life balance and discuss at length setting schedules, balancing time, asking for help, the importance of self care, and what it takes to scale. We are also realistic about what that means and the amount of work it takes. We are clear on expectations



and do not over promise and under deliver. We have set up systems that provide support to our agents; enabling them

to sell more real estate and be better brokers. We make effective use of time and don't "meeting" people when

they could be doing income producing activities. We teach efficiency and boundaries and we support them in both.

# Q & A

*Monica Lough*  
Chelan-Douglas Regional Port Authority

**What inspired you to start your business or pursue your current career path?**

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See MONICA LOUGH Page B7

CHELAN DOUGLAS

# Regional Port Authority

AUTHORITY

## Empowering Women at the Chelan Douglas Regional Port Authority

We're proud to highlight the incredible women who are vital to our mission of fostering economic vitality in our valleys. From our Board Member, Finance and Accounting Department, Administration, Airport Maintenance Team, and Economic Development and Capital Project Team, these women are driving innovation and growth in our community.

**A list of our Women**

Port Commission: JC Baldwin	Mikenna Scott Bobbie Chatriand Julie Avis Lorena Amador Laura Camarillo - Reyes	Concetta Rumburg Amy O'Grady Camryn Beidler Monica Hernandez
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**Monica Lough**

*Continued from page B6*

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**Q & A**  
**Jill Gentry**  
 Jill Gentry  
 Lifecoaching

**What inspired you to start your business or pursue your current career path? How has your initial vision evolved since you started?**

I went through an extensive healing journey myself. The life I was living was no longer bringing peace, success, joy, better parenting skills, health...I knew I had learned to cope instead of live, believing happiness was the ultimate. Now I've learned happiness is another coping strategy, what we're really looking for is peace, a settled spirit, calm, gratitude all the while doing a life we appreciate. I started my Life Coaching business knowing I could help others heal the same way I did!

**What's the biggest**

**challenge you've faced as a woman in your industry, and how did you overcome it?**

Honestly, there are more female Life Coaches than male, so I'm actually in the majority. I see more women pursuing healing for themselves than men. The biggest challenge is communicating to men they need the healing just as much as women do.

**How do you think these challenges have changed in your industry?**

In the last decade women have started making a lot of money as Life Coaches. Many have been blown away by their income. Many of us grew up with our dads or husbands as the breadwinner, and it's empowering to think we, as women, are not at a glass ceiling with income.

**Describe a pivotal moment in your career that shaped your leadership style. How would you describe your leadership style now?**

A pivotal moment that shaped me as a Life Coach was hiring a business coach for myself. She has helped me change my mindset, empowered me to make money (as I was a stay-at-home mom before my career path), creates deep belief in my self-concept, she holds me accountable, and educates me so I can be the best Life Coach to my clients.

**How do you balance your**

**professional responsibilities with your personal life? What strategies or support systems have you found most helpful?**

I am a boundary queen! Once I started creating boundaries for my life, experienced the freedom within those, it was almost an addiction. Boundary work is necessary to live a life of freedom

between personal and professional. I also work part time, so I can be available to my family, community, hobbies and personal investments.

**What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting?**

I would advise that young woman to not wait for the optimal time, but to start now! There is no perfect time to start your own business, it's messy, it's hard, it's rewarding, it's painful, it's the best work I've ever done. Just start! I wish someone would have told me that failing is just an idea we create in our minds. When we can see “failure” as failing forward, all the work we do is even more significant to our success.

**How has mentorship played a role in your career**

**as a mentee or mentor?**

It's integral. I currently have my business coach, who is a phenomenal mentor. Along this journey, I've engaged in resources from other mentors, leading me toward my best self as a coach.

**How do you approach mentoring others in your current position?**

My first piece of advice is, first go hire a coach before you become one yourself. We cannot fully understand coaching until we've been coached. I do believe as long as we are coaching, we should all have a coach, investing into us.

**What strategies have you found most effective for building and maintaining professional networks?**

I thrive in one-on-one relationships or small groups. My networking has revolved around finding pockets of space where intimacy within other humans is a part of the conversation and energy between us. When I go to networking groups, I love pursuing 1:1 coffee dates afterward. Typically, other opportunities or relationships form that are quite life-giving.

**How has networking changed with the rise of**

**social media and digital platforms?**

We've become a bit more dependent upon social media as “the” networking platform. It's free, reliable, ever evolving as we try and keep up with algorithms. For me, it's a space I use to get encouraging, insightful information into the world, but I don't depend on it for client onboarding. Unless you're going viral, and have over 10,000+ followers, it's just a platform of entertainment.

**In your experience, what key skills or qualities have contributed most to your success?**

The number one skill that's contributed to my success is learning how to pause. There is a secret, a contentment when we stop involving ourselves in urgency culture and absorb the delicacies and healing within a pause. For example, every day, I take a nap or rest, I eat a meal undistracted, I check in with my 5 senses to ground me, I meditate, and do breathwork. It's vital to my success in business.

**How do you continue to develop these skills?**

They are a part of my daily rhythms. I cannot do life without them now, its built into me. When I become dysregulated, I have an arsenal full of tools to come back to a regulated place. I want to always show up to a session

with my clients, at ease, calm, and ready to serve them.

**How do you stay innovative and adapt to changes in your industry?**

I love podcasts, so this is a helpful tool. The business coaching program I'm in has a community attached to it, so it's been fun to keep up with other coaches in the field. I also invest in ongoing education. I love learning, researching and absorbing more information to benefit me and my clients.


**What initiatives or changes would you like to see to promote gender equality in the business world?**

I'd love to see more women, make more money and empower themselves to be breadwinners in their homes! Pass this on to their daughters by modeling, not just verbal encouragement. This is not from a place of greed, but a place of empowerment!


**How do you personally contribute to advancing these initiatives?**

I don't see a glass ceiling for my income, I see the benefits when my clients financially invest into themselves, their healing holds deeper accountability. There's a mindset shift that must take place as well, before we create this for ourselves and influence. Passing on belief through modeling is necessary to affect next generations of women.








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**Loni Rose**  
 Financial Advisor  
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 Suite 106  
 Chelan, WA 98816  
 509-682-3018

**Cathy Jones**  
 Branch Office Administrator



# Q & A

*Loni Rose*  
Edward Jones

**What inspired you to start your business or pursue your current career path?**

After pursuing a career in the music business for many years, I was inspired to switch gears and reinvent myself. Edward Jones initially hired me as an Administrator, but I was recruited weeks later to become a financial advisor. I love how much Edward Jones supports women in this industry!

**How has your initial vision evolved since you started?**

My vision is to offer the people in my community holistic financial advice. I love working with multi-generational families, business owners, veterans, widows, and women. My branch team serves clients across the United States.

**What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it?**

I am fortunate to work for a firm that embraces women in this industry. I feel incredibly supported at Edward Jones as a female financial advisor.

**Describe a pivotal moment in your career that shaped your leadership style.**

I have been a Key Leader for the last two years at Edward Jones supporting the women financial advisors in my region. I feel blessed to be in a leadership role that enables me to support other women financial advisors. We are better together!

**How would you describe your leadership style now?**

I am a cheerleader for all women in business!

**How do you balance your**

**professional responsibilities with your personal life?**

Finding a good work life balance is tricky, and I am always working on this! When I'm not at the office, I focus on getting adequate exercise, spending time with family, and doing the self-care type activities that bring me peace.

**What strategies or support systems have you found most helpful?**

Most recently, I trained for the Leavenworth half marathon! Having big goals, I believe, helps us do BIG things in our lives!

**What advice would you give young women aspiring to enter your field?**

YOU CAN DO IT! If you love helping people, this is a wonderful career path. It is truly rewarding to be in a position to help people with their financial wellness. It is a privilege!

**What do you wish someone had told you when you were starting?**

I have many mentors at Edward Jones that were there for me in the beginning of my career and are still there for me to this day. So much is coming at you when you are a new financial advisor just starting your business. This is an industry where change is inevitable, so learning how to "roll with the punches," is crucial. Bring your "A Game" with you every day and have grace for yourself. It's a marathon, not a sprint!

**How has mentorship played a role in your career as a mentee or mentor?**

Edward Jones is a firm that believes we are better together. I have mentors at Edward Jones in other financial advisors, and I am a mentor myself to newer financial advisors entering this field. All boats rise with the tide.

**What strategies have you found most effective for building and maintaining professional networks?**

Being in the community is so important. I currently

volunteer at the Chelan Food Bank, I am a military mom and a huge advocate for our military veterans and military families.

**In your experience, what key skills or qualities have contributed most to your success?**

I love people. I listen. I value people's life story. My branch office administrator Cathy Jones and I are a great team! We love our clients, and our goal is to deeply serve them on a daily basis

**How do you continue to develop these skills?**

I love to learn! Pursuing further designations is a big part of my business plan over the next few years. .

**How do you stay innovative and adapt to changes in your industry?**

I am proud to work for a firm that is always looking for ways to stay relevant with the changes in our industry as well as the ever-evolving needs of our clients.

**Share an example of how you've successfully navigated a major industry shift.**

The financial planning industry as a whole is shifting toward financial advisors offering not just offering investment advice, but serving clients more completely as they navigate life's changes. I am excited about this shift as it moves us towards deeper relationships with our clients and more ways that we as financial advisors can make an impact on our client's lives, financial wellness, and their legacies.

**What initiatives or changes would you like to see to promote gender equality in the business world?**

I am in an industry that, historically, has been underrepresented by women. It is empowering to join the women that have gone before me and after me to change this statistic! Firms like Edward Jones that champion women and strategically work to bring more women into underrepresented fields should be applauded!



# Wenatchee audiologist leads with care, servant leadership

By QUINN PROPST  
Ward Media Staff Reporter

WENATCHEE—Dr. Megan Carter, an audiologist and owner of Better Hearing, has built her career around a commitment to patient care and steady leadership.

Carter always knew she wanted a career where she could work closely with people, and audiology provided the ideal mix of health care and education.

"I always envisioned myself working one-on-one with people, creating relationships while working together to improve their quality of life," she said. "Audiology is a great blend of science, health care, and teaching. I get to use my people skills while helping people achieve better hearing."

Audiology is a unique field in that most audiologists are women. "Fortunately, the field of audiology is full of smart, passionate, and driven women," Carter said. "About 70% of audiologists are female, so I am in great company."

Carter is also thankful for the women in her practice. "I have the best team of women," she said. "My office manager, Brooke, is incredibly smart and has great instincts. She is great at seeing the facts and is able to remove the emotion from major decisions, which is one thing that I struggle with."

"Gaby is loyal and supportive, and she has great intuition," Carter said. "She thrives when she works with patients and is a great problem solver."

"Everyone on my team is authentic and gives 100% - we don't take what we do lightly and consider it an honor to improve our patient's quality of life by improving their hearing," she said.

A key influence for Carter is a center on servant leadership, which keeps the focus on the overall team and business

health, rather than success or benefit to just her.

"I strive to lead my team as a servant leader, focusing on overall team and business health rather than just success or benefit for myself," she said..

This approach centers on keeping her team supported and motivated.

"I want my team to feel supported, appreciated, but also healthy," she said. "I'm not a perfect leader, and I am always looking to improve and address my shortcomings."

When it comes to balancing professional responsibilities and personal life Carter is still working to figure that out.

"I am a single woman - I don't have a family or children to support, which makes it that much easier to just work all the time and not set boundaries," she said. "I realize that my business and team are more successful when I take the time to care for myself, so I make it a priority to give myself a day of rest once a week."

For young women aspiring to enter the field of audiology Carter's advice is to not be afraid to try something new.

"I moved from St. Louis, MO to Wenatchee for a job," she said. "Moving across the country forced me to learn to live in the uncomfortable, and also showed me that I am stronger and more resilient than I ever thought."

"I also never thought I'd own a business - it always seemed like something far out of reach," she said. "I took the leap of faith knowing I had people in my corner cheering me on. Was it scary? Absolutely! Was it worth it? Yes!"

In terms of skills or qualities that have helped Carter succeed she credits her sense of humility.

"Knowing when you don't know what you don't know, and knowing the right people to ask (and trust!)," she said.

This attitude has allowed her to keep learning and adapting, and it keeps her practice

grounded in the community she serves.

However, flexibility is another skill Carter has used to help her business navigate industry changes.

"The beauty of being a private practice is the ability to flex rather quickly," she said. "When a new product launches, or even threatens market share, I can choose how the practice will handle the challenge."

When a new over-the-counter category of hearing aids became available in October 2022, she re-evaluated the pricing structure to focus on the services her business provides, rather than the product.

For her, it became an opportunity to focus on providing high-quality service rather than just selling products.

"I anticipate in the next 10-20 years prescription hearing aids will be available to purchase in a variety of channels, rather than only in traditional brick and mortar clinics," she said.

"By transitioning the focus of our business from product sales to service, we can position ourselves to handle that shift in the market and still be successful," she said.

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Dr. Megan Carter



Cascade Medical honors every voice and perspective on our team. Today, we honor and celebrate the expertise and perspective of our female team members. From our Administration to caregivers and every role in between, their voices are essential to creating the best care for the community we all call home.

**Cascade Medical – where every voice matters.**



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