

The Leavenworth Echo



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Upper Valley News Since 1904
A Ward Media Publication

leavenworthecho.com

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

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

Cascade School Board considers CHS proposal for off-campus driving privileges



TAYLOR CALDWELL / WARD MEDIA

CHS Associated Student Body members give their first update to the board during the Oct. 29 meeting. A large number of students were coincidentally in attendance to speak favorably of the off-campus driving proposal.

By TAYLOR CALDWELL
Ward Media Staff Reporter

LEAVENWORTH – The Cascade School District (CSD) Board was asked to consider allowing off-campus driving privileges for juniors and seniors by Cascade High School's (CHS) Principal James Swanson on Oct. 29.

The proposal aims to allow upperclassmen more flexibility and time to pick up lunch or retrieve something from home while encouraging responsibility and independence. CHS is currently the only closed campus in the valley, with Cashmere, WestSide, Wenatchee, and Eastmont high schools allowing

students to leave campus during lunch hours.

"We have great, fantastic kids here...My philosophy is we set the boundaries right? That's what we're supposed to be doing as adults, and then they will flow inside of that...We can't have boundaries too big, and we can't have boundaries too strict," said Swanson.

The board meeting had a full audience of upperclassmen in attendance as part of the class and Associated Student Body requirements, who were entirely in favor of the loosened restrictions.

"There's so many things that could happen, but you got to look forward and be trusting to the kids, and know

that they'll come back to school and not be under the influence or anything, you know, [they'll] go and actually get their Subway sandwich from Subway. I think that it's a great idea," said CHS student Jaxson Groby.

The board was supportive of the idea, but expressed the need for clear policies, consequences and communication with parents. Traffic and safety were the primary concerns, due to the possibility of a large amount of cars leaving the school for a 30-minute lunch period.

"If you're looking at your watch and you finally get served at Heidelberg or whatever, and you're trying to get back, and the only way to get back is to probably go a little faster or

turn into town and get away from the lights and whip through the neighborhood, that's not safe. That's not a good idea," said CSD Board Member Mike Worden.

The board encouraged Swanson to reach out to schools with open campuses to learn about their policies and lessons learned before it took further steps.

"We want to honor that you're all growing up and learning good choice making, and doing the right thing," said CSD Board Member Judy Derpack to the students in the audience.

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

City of Leavenworth interviews candidates for vacant council seat

By TAYLOR CALDWELL
Ward Media Staff Reporter

LEAVENWORTH – City Council interviewed seven candidates to fill the number four seat left vacant by the resignation of Rhona Baron on Oct. 30.

According to RCW 42.12.070, members of the council must appoint a qualified individual to fill the vacant position within 90 days. Applicants must reside within city limits, and have lived within city limits for at least one year. The appointed individual will serve the remainder of the term, ending Dec. 31, 2025.

Tibor Lak, Mike Bedard, Maggie Richter, Jennifer Webb, Ronald Duncan, Robert "BeeJay" Robinson, and Erika Hernandez were interviewed for the position.

Lak served 14 years on the council. He was previously appointed by the council to fill a position in 2022. When running for reelection in 2023, Lak lost his seat to Baron.

"I bring a lot of history, a lot of knowledge, and a lot of experience, and I care. I care what happens to this place. I think about it every day, and I've seen it change, I've seen it grow. I've seen a lot, a lot of good, some not so good, but it doesn't deter me from where I see the future," said Lak.

Growth is Lak's biggest concern for Leavenworth, creating challenges with infrastructure, housing, parking, and public works. Lak suggested income assistance as a way to address affordability challenges for residents.

Bedard has a background in both construction and fire. Bedard and his wife own and operate the Suites on Main. He has served on the Residential Advisory Committee and the Parking Advisory Committee. Bedard's biggest concern was housing, emphasizing the need to find solutions that support middle class incomes.

"I really would love to see a balanced City of Leavenworth, where my kids go off to college or not, or trade school, whatever they decide to do, that they can come back here and buy a home and be contributing members of our community," said Bedard.

Richter served on the Neighborhood Playground Committee for the upgraded Osborn Playground and is currently Board President of Cascade Community Markets.

"The [community visioning night] felt like there was a sense of community that we all love this place...There was a lot of shared sense of like, this is our home. And I think with that, it builds to what some of those most important concerns are, which I think is thoughtful growth, and that includes housing, that includes infrastructure," said Richter.

Webb currently owns a hair salon in Leavenworth, but has experience in home remodeling, project management, and homeowner insurance. Webb's largest concerns for the city were housing as well as overall cost of living.

"I do think we need to expand our housing thoughtfully...We live in a great community and a lot of people want to be here, so finding ways to balance growth is going to be our big challenge," said Webb.

Duncan is retired, but does maintenance work at the Nutcracker Museum building. He started regularly attending council meetings

See INTERVIEWS Page A6

Eastside Cycleworks expands offerings in preparation of 2024-2025 winter

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



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.

See CYCLEWORKS Page A6

Inside The Echo this Week

5 Things to do this Week.....	A2	Classifieds.....	A7	Sports.....	A2
Business Directory.....	A3	From the Publisher.....	A2	Women in Business.....	B1-B8
Church Guide.....	B4	NCW News.....	A5-A6	Advertising Flyers:	
Community Calendar.....	A3	Sheriff Report.....	A2	Safeway, Dan's Food Market	

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Phone:
509-548-5286

www.leavenworthecho.com

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Letters policy

The Leavenworth Echo 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 non-profit organizations and events. We will not publish lists of businesses, or lists of individual names. Email your letters to letters@ward.media.

Corrections

The Leavenworth Echo 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.

News tips

Have an idea for a story? Call the Echo at 509-548-5286 email news@ward.media

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Services

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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!

The Language of Symbols in Art

The Leavenworth Library will host the event The Language of Symbols in Art on Thursday, November 7, from 6 to 7 p.m.

"Join us for an evening with local artist, Lupillo Beltran to explore how humans utilize symbols to communicate and share stories and traditions," the event page states. "His presentation will highlight examples from the Aztecs, modern Mexico, and his family history from Guanajuato, Mexico."

For more information, visit ncwlibraries.org.

Swing Dance with Sammy Miller and The Congregation

Icicle Creek Center for the Arts will host Swing Dance

with Sammy Miller and The Congregation on Friday, November 8, from 7:30 to 10 p.m.

"Join us for a spectacular night of swing dancing with Sammy Miller and The Congregation," the event page states. "They are dedicated to bringing generosity back to jazz and making art more accessible to people."

For more information, visit icicle.org.

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.

Science on Tap with Sarah Doherty

The Wenatchee River Institute will host Science on Tap with Sarah Doherty on Thursday, November 14, from 7 to 8 p.m. at Ground Control in Wenatchee.

"This casual, free event is a great opportunity to gather, socialize, and learn about an exciting science

topic from a member of our community," the event page states. "Presenter Sarah Doherty is a Senior Research Scientist at the University of Washington, focusing on studies of how particles in the atmosphere ('aerosols') affect climate."

For more information, visit wenatcheeriverinstitute.org.

Fall Mountain Market

Mountain Springs Lodge will host the Fall Mountain Market on Saturday, November 9, from 9 a.m. to 2 p.m.

"Come from near or far just as you are and support your local makers," the event page states.

For more information, visit mtnsprings.com.

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.

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."

NCW NEWS

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.

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Community Calendar

Wednesday

Children and Youth Program, 6:30-8 p.m., 4th-12th grade, Leavenworth Church of the Nazarene, 509-548-5292.
Alpine Water District, meets at the Lake Wenatchee Fire and Rescue, 1 p.m. Contact Anne Mueller, 425-238-3935.
Ukulele Circle, 5:30- 6:30 p.m. every Wednesday at the Peshastin Library. Please come 15 minutes early to tune and get sheet music.
Cascade Medical Board, 4th Wednesday of every month (with a couple exceptions), September 27, October 25, November 15, and December 20, 5:30 p.m.
Senior Center, Lunch, noon, \$8 per meal

Thursday

Leavenworth Lions Club, Meetings are 1st Thurs. at 6:30pm and 3rd Thurs. at 9 am at Kristalls Restaurant. For more info contact president Tony Maffey at (509)470-6743.
Peshastin Community Council meeting, 7 p.m. Peshastin Memorial Hall. (2nd Thurs.)
Caregiver Support Group, 2-3:30 p.m. For Caregivers of those with Memory Loss. The Henry Building, 120 Cottage Ave. Cashmere. Contact Carmen Gamble, 509-393-0789. (1st & 3rd Thurs.)
Parkinson's Support Group Mountain Meadows Assisted Living 320 Park Avenue Leavenworth, WA 98826. Event Date, Last Thursday of every month, time 9:30 a.m. - 10:30 a.m., Contact Cascade Medical 509-548-3420 x 3873
 Find strength in community. Join our People with Parkinson's Support Group for valuable connections, shared experiences, and support. Navigate challenges, celebrate victories, and empower each other on this journey. You are not alone. Join us.

Friday

Veteran Service Office, For information contact Tony Sandoval, 509-664-6801 or email: tony.sandoval@co.chelan.wa.us
Leavenworth Rotary Club, In person at Kristall's Restaurant at Noon. Call President Mahala Murphy-Martin, 206-227-1576, for more information.
Senior Center: Bingo 6 p.m. Call 509-548-6666. Facebook & website: leavenworthseniors@gmail.com

Monday

Upper Valley Free Clinic, open every Monday to evaluate urgent health needs. Downstairs at Cascade Medical, 6:30 -8:00 p.m. Call UVMEND, 509-548-0408 for more information.
Leavenworth Mosquito District board meeting 1st & 3rd Monday of each month at 7pm via ZOOM link posted at https://leavenworthmosquitocontrol.org/notices-updates/
Cascade School board meetings, 7 p.m., Agenda can be found at https://www.cascadesd.org/Page/166. (2nd & 4th Mon.)
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

Peshastin Water District, 5:30 p.m. For meeting location, contact Steve Keene, 509-548-5266. (2nd Tues.)
Icicle & Peshastin Irrigation Districts Meeting Current meeting time is 8 a.m. at 5594 Wescott Drive. Call Levi Jantzer, cell 509-607-0278, 509-782-2561, or levi.ipid@nwi.net (2nd Tues.)
Cascade Education Foundation, Contact: CEF@cascade.org
LWSC Alpine Committee, 7 p.m., Ski Hill Lodge. Call 509-548-5477. (1st Tues.)
Leavenworth Masons, 7:30 a.m., Zarthan Lodge No. 148, Leavenworth Senior Center upstairs. www.leavenworthmasons.org. (1st Tues.)
Cascade Garden Club, 1 p.m., at a member's home or other venue. Call President Claudia, 509-662-7706. (3rd Tues.)
The Chelan County Cemetery District #2 (Peshastin) meets monthly at 6 p.m., at the Memorial Hall, located at 10204 Main Street. (2nd Tues.)
Senior Center, Exercise, 11 a.m.-Noon. Tues & Thurs. 509-548-6666. Facebook & Website: leavenworthseniors@gmail.com
Greater Leavenworth Museum board meeting 5-7 p.m. Everyone is invited as a guest. Contact info@leavenworthmuseum.org for meeting information. (1st Tues.)

NCW Libraries

Libraries will continue to offer a wide variety of resources and programs online at ncwlibraries.org and its Facebook page. Go to NCWLIBRARIES.ORG or 1-800-426-READ (7323) for more information, and updates.
Leavenworth Public Library. Located at 700 Hwy. 2, Call 509-548-7923 or online leavenworth@ncwlibraries.org
 Open on Tues., 10-5, Wed., 11-6, Thurs.,10-7, Fri., 10-5 Sat.,10-2. Closed Sun. and Mon.
Peshastin Public Library. Located at 8396 Main St. Call (509) 548-7821 or email peshastin@ncwlibraries.org. Open on Tues., 2-6pm, Wed., 2-6pm. Thurs., 10am-6pm, Fri., 10am-6pm, Sat., 10am-2pm, closed Sun. and Mon.

Other events

The Greater Leavenworth Museum, is open daily from 11-4, except Thanksgiving and Christmas. Check their Facebook page or website at leavenworthmuseum.org for updates and information.
Leavenworth Fish Hatchery, 509-548-7641. Trails and grounds are open every day to the public. Please park outside the gate. All animals must be on a leash.
Note: Some meetings or events may be rescheduled due to holidays or other closures. Please call and check with that organization listed.

Please note that if your organization changes dates, or hours please send us your updates to news@ward.media or call 509-548-5286. Otherwise we are not responsible for any misinformation.

Meeting Schedules For AA, Alanon, Celebrate Recovery

AA Meetings: Call for the Zoom link to Leavenworth AA meetings: 541-480-8946. Call for the Zoom link to Leavenworth Alanon meetings: 509-548-7939, 509-548-1627, 548-4522, 664-6469, 206-719-3379. Sunday 7 p.m., Leavenworth Senior Center, 423 Evans St. Tuesday, 7 p.m., Light in the Valley, 8455 Main Street, Peshastin. Wednesday, 7 p.m., Leavenworth Senior Center, 423 Evans St. Thursday, 1 p.m., Leavenworth Senior Center, 423 Evans St. Friday, 7 p.m., St. James Episcopal Church, 222 Cottage Ave.
Alanon Meetings, Call 509-548-7939. **Renewed Celebrate Recovery**, Every Tuesday at 6:30 p.m. at Leavenworth Church of the Nazarene. 111 Ski Hill Drive. Come experience God's grace for all of life's hurts, habits and hang-ups. For more information: CelebrateRecoveryLCN@gmail.com or 509-596-1510.

Salute to our Veterans!

Bruce Chedale, State Farm Agent
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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

9:21:45 Assist Agency, 8734 School St. Dryden
 11:51:43 Court Order Vio. 7375 Icicle Rd; Sleeping Lady
 13:04:40 Parking/Abandon, Nason Ridge Rd & Blue Sky
 14:08:16 Property, 827 Front St. Mountain Mod
 14:32:48 Scam, 22704 Saddle St. Plain

Oct 26

11:14:3 Suspicious, 10851 Chumstick Hwy
 2:39:16 Trespass, 221 Orchard St
 2:39:16 Trespass, 221 Orchard St
 8:35:02 Disturbance, 1000 Front St# B; Blewett
 11:26:48 Theft, 1329 Us Hwy 2; Dans Food M
 16:00:10 Welfare Check, 219 9th St; Prusik Kitchen
 18:24:07 Assist Public, 17538 Chumstick Hwy
 19:58:54 Trespass, 935 Front St. Icicle Brew
 20:45:54 Atl/Atc. Colchuck Lake, Leavenworth 3fs
 21:54:01 Welfare Check, 1016

Commercial St
 22:32:58 911, 405 Us Hwy 2; Howard Johns
 22:35:07 Trespass, 817 Commercial St; Cascade
 23:12:41 Noise, 260 Benton St

Oct 27

0:30:33 Noise, 100 Ward Strasse # A307
 0:30:33 Noise, 100 Ward Strasse # A307
 0:36:41 Trespass, 221 8th St# B; Ducks And Drakes
 0:36:41 Trespass, 221 8th St# B; Ducks And Drakes
 12:43:03 Atl/Atc. Stuart Lake Colchuck Th
 15:13:13 Assist Agency, Icicle Rd & Cyo Rd
 18:04:58 Trespass, 116 River Bend Dr; Safeway
 21:47:28 Prowler, 8660 Icicle Rd
 22:39:14 Accident No Inj. Ski Hill Dr & Ranger Rd

Oct 28

0:45:27 Suspicious, 100 Enchantment Park Way
 0:45:27 Suspicious, 100 Enchantment Park Way

2:09:25 Dui, River Bend Dr & River Bend
 2:09:25 Dui, River Bend Dr & River Bend
 9:55:05 Property, 700 Us Hwy 2; City Of Leavenworth
 10:50:21 Civil, 185 Us Hwy 2; Fairbridge Inn
 12:24:30 Assist Public, 10600 Ski Hill Dr
 13:49:08 Parking/Abandon, Us Hwy 2 & 3rd St
 15:01:53 Fraud/Forgery, 939 Front St# A
 17:57:50 Alarm, 565 Us Hwy 2; Icicle Junction
 23:21:53 Harass/Threat, 10851 Chumstick Hwy

Oct 29

6:05:14 Noise, E Leavenworth Rd & Icicle
 12:17:32 Harass/Threat, 10144 Main St# 1, Peshastin
 18:06:45 Welfare Check, 1250 Us Hwy 2; Mcdonalds

Oct 30

6:29:10 Welfare Check, 100 Ward Strasse; #A219
 14:07:09 Trespass, 65

Sweetbriar Ln, Lake Wenatchee
 17:38:46 Harass/Threat, 10136 Main St, Peshastin
 23:49:34 Burglary, 24624 Spur St, Plain

Oct 31

0:25:00 Diversion, 8000 Kinney Rd. Dryden
 3:40:14 Assist Agency, 8734 School St, Dryden
 9:12:58 Sex Offense, 12750 Chumstick Hwy
 12:34:17 Assist Public, 100 Ward Strasse # El61
 14:14:30 Traffic Offense, 8977 North Rd; Icicle Ridge
 14:54:47 Property, Icicle Rd Mp 4; Area
 17:09:37 Civil, 265 Us Hwy 2; Rudloofs Piz
 21:14:10 Trespass, 200 Ward Strasse; Willkomm
 21:37:47 Fraud/Forgery, 829 Front St# A; Andreas
 22:44:30 Disturbance, 24607 Spur St, Plain
 0:57:05 Trespass, 221 8th St# B; Ducks And Drakes
 1:37:43 Domestic Distur, 8460 Main St, Peshastin

Cascade High School invites community to attend Veterans Day Assembly

By TAYLOR CALDWELL
 Ward Media Staff Reporter

LEAVENWORTH - Every year, Cascade High School (CHS) organizes a Veterans Day Assembly for students, veterans, and active-duty service members. This year, it's inviting the entire community to join the celebration and honoring of its local service members on Nov. 8, at 10:20 a.m.
 "I think it's a really important assembly to take part in for the community, and I'm excited that other people get the opportunity to honor service members and veterans in our community," said CHS Leadership teacher Roselyn Robison.
 The assembly will feature live music from the CHS Choir, a performance by the American Sign Language (ASL) class, and a keynote speech by Lieutenant General Rex C. McMillan.
 "I hope they enjoy the assembly. All of us are working hard to make sure that everyone enjoys it and

everyone finds it a good experience," said CHS student Nayeli Madrigal-Williams.
 The assembly was organized by 12th graders Madrigal-Williams and Maralys Fonseca in Robison's Leadership class. According to Robison, the students spent over two months working on the event.
 "You have to put in a lot of work and dedication to make it look good and to make it look professional, because [with] assemblies, there's so many factors...It has to be super structured, and everything's planned down to a T," said Madrigal-Williams.
 The entire assembly is organized by CHS students, from ordering materials, making decorations, communicating with organizations and volunteers, and scheduling and selecting the assembly's keynote speaker.
 "The students do pretty much all of it. I kind of just oversee it...They have really put a lot of time and effort into

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Sports

Kodiaks are cross country district champions



▲ COURTESY OF ELLEN BEARDSLEY

The Kodiak girls' team put together a dominant performance in Naches on Saturday, taking second, fifth, and seventh places, and the district championship.

By CAROLINE MENNA
Ward Media Intern

NACHES — Both the boys' and girls' Cascade High School cross country teams ran to become the 2024 Washington Interscholastic Athletic Association Division 1A, District 5 champions on Saturday at the Apple Ridge XC Course. Their victories qualify the teams for the state meet in Pasco next Saturday, November 9.

◀ CAROLINE MENNA/WARD MEDIA

Cascade senior captain Ben Jerome, flanked by his teammates, holds the district championship plaque atop the podium in Naches, WA. The team next races at the state meet.



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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.

Organics

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

By CAROLINE MENNA
Ward Media Intern

CHELAN— In the Caribou Trail League regular season finale, the Cascade Kodiaks faced off against the Chelan Goats in a thrilling match that featured two recovered outside kicks, four interceptions, two fumble recoveries, twelve touchdowns, and 86 points. Unfortunately, in the end, the Kodiaks fell short, losing to the Goats 58-28 at Chelan's Sargent Field on Friday night.

As a result, the Goats head to Royal City on Monday, November 4, for a crossover five-team modified Kansas City knockout tournament looking for a berth in the WIAA 1A State tournament. The Kodiaks head home.

Chelan surged ahead with 28 unanswered points, starting with an efficient opening drive followed by a 55-yard pick-six, a fumble recovery leading to a 20-yard TD pass, and an interception followed by a 32-yard pass to the endzone.

Then with just over five minutes remaining in the half, the Kodiaks finally struck back as quarterback Will Biebesheimer connected with sophomore Julian Feeney for a big gain to the Chelan 2-yard line. Artie Northrup then ran into the endzone. After recovering the onside kick, the Kodiaks drove down to

the Chelan 22-yard line. From there, Biebesheimer avoided a Goats' blitz by rolling left and throwing across the field to sophomore Eli Webb for another score. Biebesheimer ran in the two-point conversion to make it 28-14.

The Kodiaks were back in the game, but the Goats refused to let up as the half wound down. After fielding another onside kick, they marched down the field to make it 35-14 as the teams headed into the locker rooms.

Chelan opened the second half by recovering yet another onside kick and scoring on a 44-yard strike. The Kodiaks, however, refused to back down. On the ensuing possession, Biebesheimer tossed a 60-yard TD bomb to Feeney and ran in the PAT to remain in contention with most of the half still ahead, and being only down by twenty, 42-22, in a game in which the points came easy.

Notions of a comeback were quickly dashed, though, when the Goats returned the following kick off 85 yards for a 50-22 lead. The Kodiaks, nonetheless, followed that big play with one of their own: defensive lineman Ethan Flansburg tipped and intercepted a pass and added insult to injury by bowling over the Chelan QB and rumbling for a few more yards. Biebesheimer soon after

connected with Feeney again on a nine-yard TD pass. The Kodiaks failed to convert the two-point attempt, and the score was 50-28 at the end of the third quarter. The Goats scored the lone touchdown of the fourth quarter to end the scoring.

It was Senior Night for the Goats, who celebrated at half-time. And it was the last game for the Kodiak seniors: Landon Curnutt, Cole Ennis, Artie Northrup, Will Biebesheimer, Amiano Coronado, Jackson Feeney, Trail Hyel, Ethan Flansburg, Frank Rosario, and Olyn Schultz.

Reflecting on those players, Kodiak head coach Carl Haberberger stated: "What I'll say about the seniors is not necessarily about their play tonight. They are the reason we had a successful season. Their leadership was the difference. There was no quitting, even when we were down. They did things right."

This season marked a significant turnaround for the Kodiaks, who finished at 4-4 after going winless in 2023. "To go from not winning a game to being a win away from being in the playoffs in just one year is something I'm very proud of," continued Haberberger. "Winning takes a lot of work. It's not easy. I'm so thankful these kids are buying in because it's much

more fun winning games. We couldn't do it without great assistant coaches either. I will say that this year's team was definitely greater than the sum of its parts and that's what you strive for as a head coach."

Some of those younger parts shined on Friday night and throughout the season, promising a bright future for the Kodiaks in the coming years. Against the Goats, in addition to standout Feeney's receiving prowess, fellow sophomore Eli Webb came up with his own TD catch and an interception, and freshman Milo Gibbs had a big kickoff return. Other notables were sophomore receiver and defensive back Aengus Gillian, and sophomore lineman Gene Witt.

As Haberberger put it: "We're excited about our younger players who actually have quite a bit of experience. I'm confident that the momentum gained this year will carry over to next year's team. We need to hit the weight room and get bigger, faster, and stronger though if we want to take the next step. Luckily, this group likes to work."

Caroline Menna is an intern for Ward Media and a senior at Cascade High School, where she serves as Editor-in-Chief of the school's Publications Group

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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Historic basement renovation earns Bivouac Cellars award



COURTESY OF WASHINGTON MAIN STREET

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.

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."

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.

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.

Veterans

Continued from page A5

this, so they deserve a lot of kudos for that," said Robison.

Additionally, the high school participates in a letter writing campaign each year with Operation Gratitude, a nonprofit that sends care packages to military and service members. Throughout

the week, students can write thank you letters to service members, which will be included in care packages sent by Operation Gratitude. The letter writing tables are overseen by the CHS Cheer squad.

"A lot of kids walk away from [the assembly] feeling very grateful, and it gives them an opportunity to actually take some action on those feelings

of gratitude that they have for our service members after participating in this assembly," said Robison.

The assembly will begin at 10:20 a.m. in the main gym of CHS, located at 10190 Chumstick Highway. All community members are welcome.

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

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 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.

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Upper Valley EXCAVATING

Okanogan-Wenatchee National Forest welcomes new forest supervisor

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.



Tara Umphries

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
- Volunteer Registration: www.servewenatchee.org/volunteer
- Email: info@servewenatchee.org
- Mailing Address: PO BOX 5543, Wenatchee, WA 98807

Interviews

Continued from page A1

at the beginning of the year. His priorities on the council would be water and sewage pipes under the roads, as well as improving residential roads and sidewalks. Duncan also wanted to see more parking spaces created, such as a comprehensive parking garage goal.

Robinson has 26 years of experience working across economic, nonprofit, service and education sectors. He was a MESA ambassador and scholarship coordinator for Wenatchee Valley College.

“Within housing, we’re not

just talking about supply, but also affordability, adaptability, quality and accessibility for a diverse community. Similarly,

workforce housing doesn’t just affect workers, but also local businesses, schools and the fabric of our community as a whole. These opportunities and challenges can strengthen all aspects of our community if we approach them proactively together,” said Robinson.

Hernandez owns a wedding planning business and a mobile sauna business. She is on the Parking Advisory Committee. Hernandez’s greatest concern for the city

was balancing tourism and over-tourism, with the need to address housing affordability and infrastructure.

“I do think it’s about finding a balance so that our tourists enjoy it and find it easy to navigate and safe for them and all of that, but I do think it’s important that the people that actually live here [and] are here full time can enjoy it as well,” said Hernandez.

The City Council broke out into an executive session to discuss the candidates. A decision date has yet to be announced.

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Announcements

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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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CITY OF LEAVENWORTH
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Details at 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, 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

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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 for the Zoom meeting link, or email 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. 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

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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), 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), the California Courts Online Self-Help Center (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), 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), en el Centro de Ayuda de las Cortes de California, (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/chelancountysheriffssales> 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



www.leavenworthecho.com
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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Kid Scoop VOCABULARY BUILDERS

This week's word: **THREATENED**
The verb **threatened** means to put something in danger of being harmed.

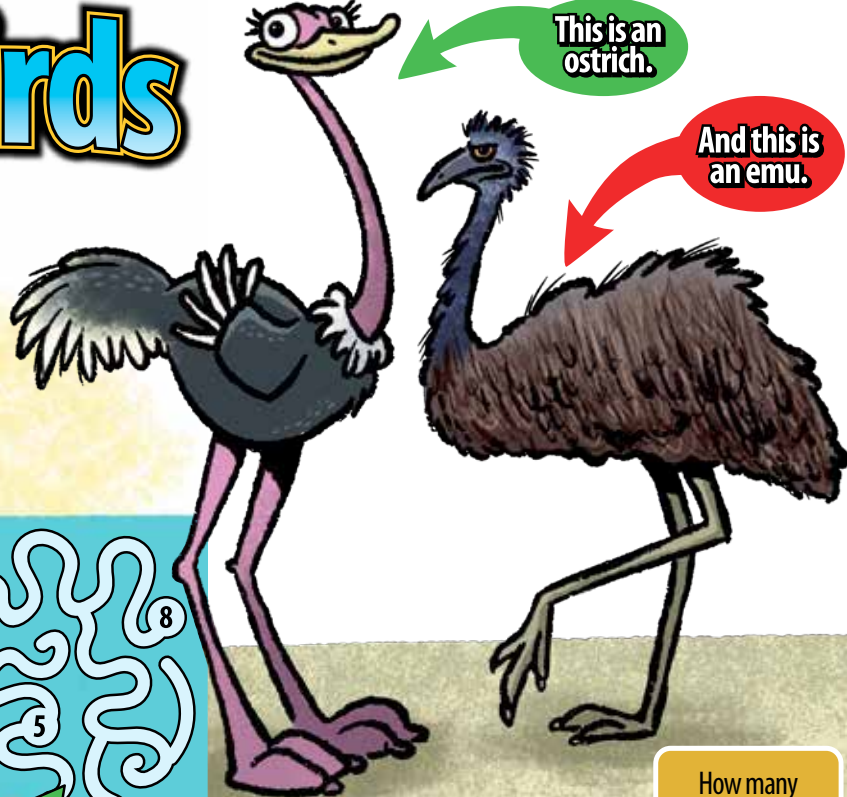
The loss of rainforest land **threatened** many species of birds and animals.

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!

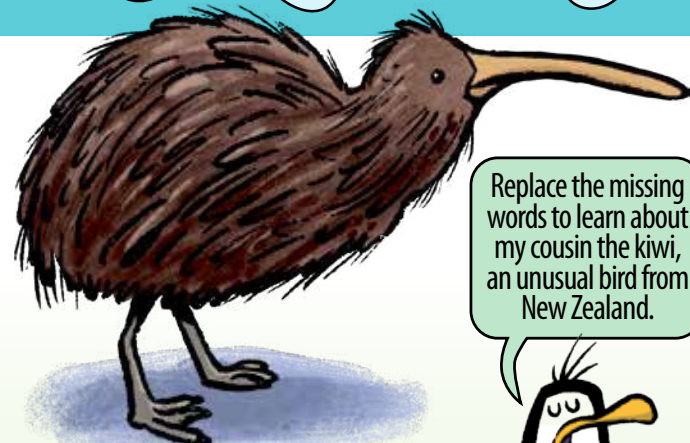
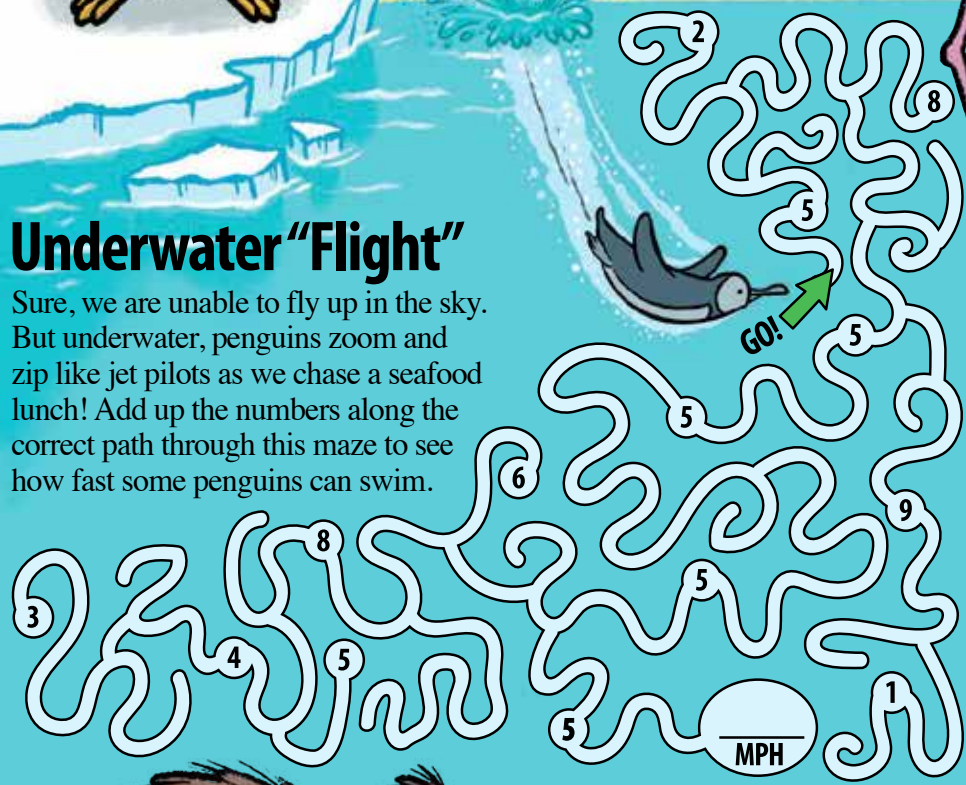
How many differences can you find between the emu and ostrich? How many similarities do you see?

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.

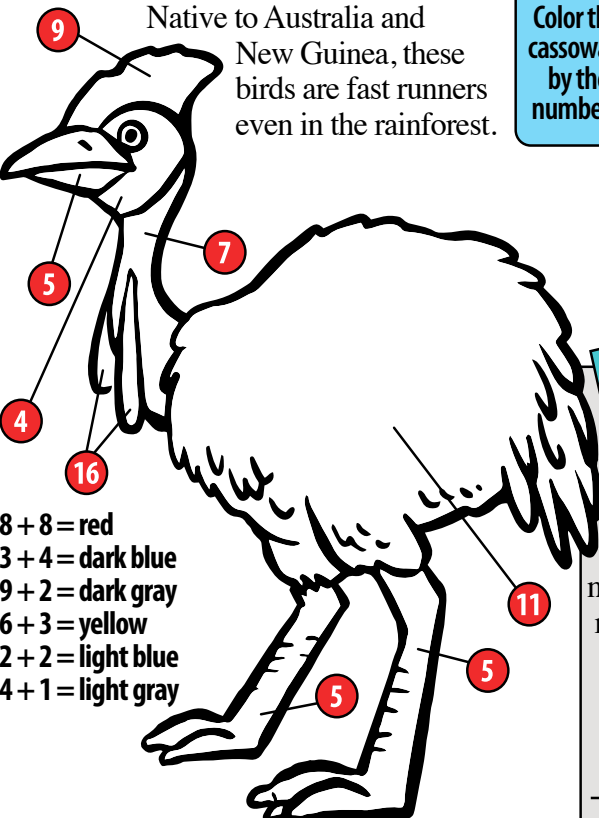


The Cassowary

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.



- 8 + 8 = red
- 3 + 4 = dark blue
- 9 + 2 = dark gray
- 6 + 3 = yellow
- 2 + 2 = light blue
- 4 + 1 = light gray

Standards Link: Math: Calculate sums to 20.

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.

Kid Scoop Puzzler

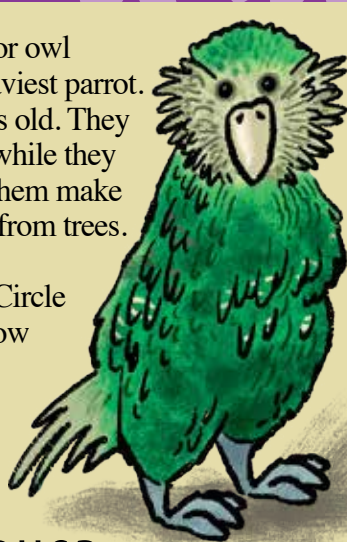
The kakapo (kay-kay-po), or owl parrot, is the world's heaviest parrot. They can live to be 100 years old. They are excellent climbers. And while they cannot fly, their wings help them make soft landings when jumping from trees.

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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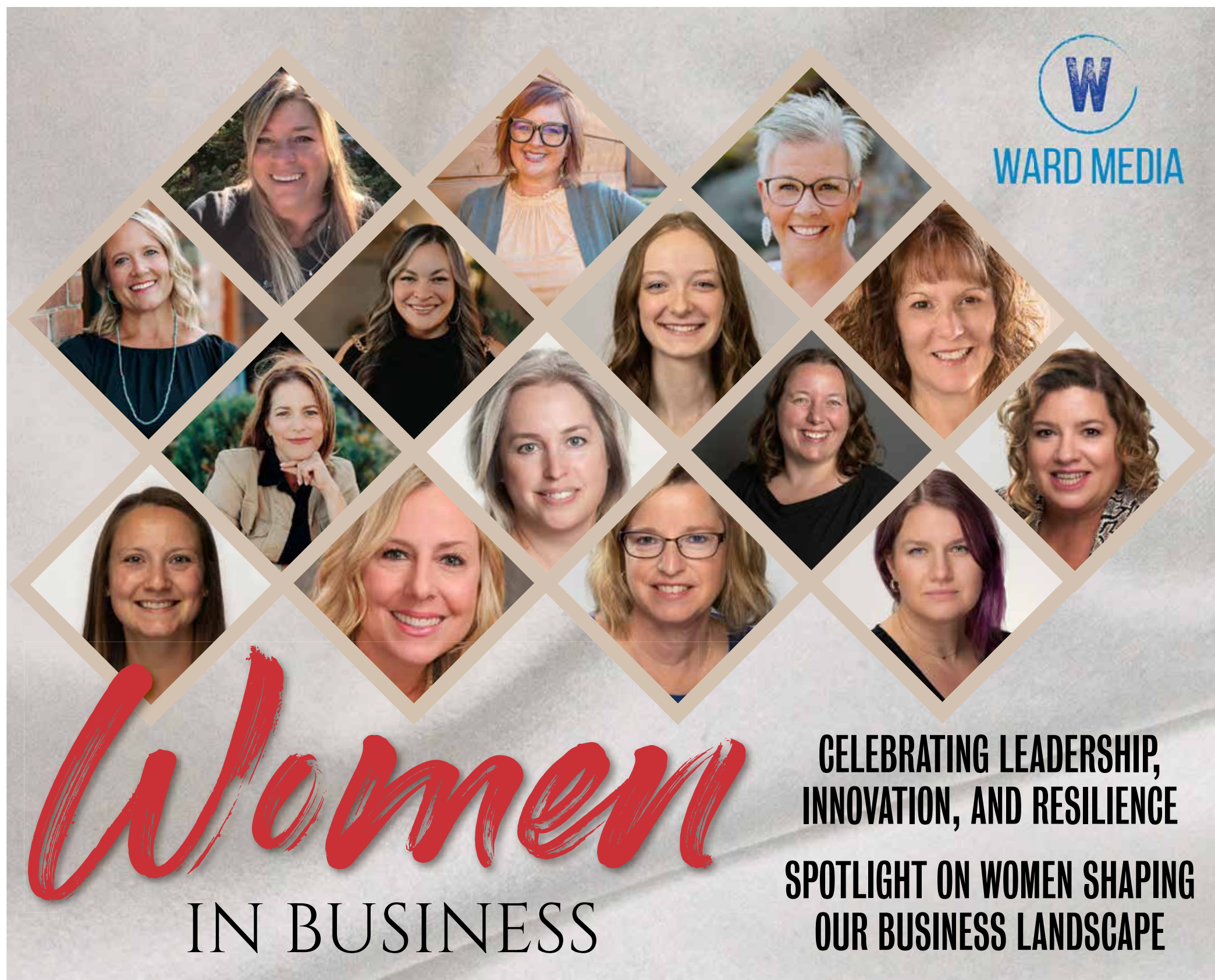
AT YOUR LIBRARY

- Storytimes
- After school events & activities
- Check out books, comics, movies, & more



NCWLIBRARIES.ORG

- Free homework help
- Britannica Library
- Stream books, comics, movies, & more



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

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

My journey to co-founding Ward Media grew from two decades of creating marketing success for other businesses. While I loved the work, my partner Terry Ward and I shared a bigger vision. We realized we could combine our proven expertise to build something of our own. Our different but complementary strengths made the decision clear – it was time to transform our experience into our own venture. It started as a leap of faith and has grown into a thriving partnership that lets us do what we love while charting our own course.

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?

Rather than view challenges through a gender lens, I've focused on turning obstacles into opportunities for growth. In the marketing and media industry, success comes from delivering measurable results and building strong relationships. By consistently exceeding client expectations and staying true to our expertise and brand, we've earned our seat at the table. The most powerful way to overcome any barrier is to be authentic and let your work speak for itself.

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

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 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



Bethany Andrew, CPA/ABV
Partner

BELLINGHAM, WA



Tanya Silves, CPA
Partner & Tax Director

LYNDEN, WA

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With a dynamic female CEO, five female partners, and 115 remarkable women making up **over 65%** of our workforce, Larson Gross is shaping the future of business. Together, we're redefining success and creating a lasting impact in the North Central Washington community and beyond. To the women who lead and support us with vision, integrity and passion and inspire us to serve our clients in a way that ensures we are *Making Lives Better and Businesses Stronger* - thank you!



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BURLINGTON
LYNDEN
WENATCHEE
YAKIMA

Q & A

Claudia Brambila
Exhala Wellness

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

My journey began with a passion for helping others heal. With a background in military trauma nursing, I wanted to create a space where holistic and innovative wellness treatments could be combined under one roof. My initial vision for Exhala Wellness started with a focus on Structural Integration Massage, and as demand grew, I saw the demand for more medical aesthetic treatments, so I adapted. Today, we offer various services, from PRP Microneedling and Laser Hair Removal to Medical Areola Tattoo Reconstruction. The vision now encompasses a broader range of services with a bigger team to meet the growing needs of our clients. Over time, my vision evolved to build a comprehensive medspa that provides care, inclusivity, and transformation for everyone who walks through our doors.

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

The biggest challenge has been navigating the intersection of the beauty and wellness industries, often perceived as superficial, while bringing serious medical expertise to the table. As a first-generation American and combat veteran, earning credibility and respect in an industry that doesn't always expect women—especially veterans—in leadership roles was tough. I overcame this by staying true to my values, focusing on results, and ensuring every service was of the highest standard. Clients are now more informed and value practitioners' medical credentials and holistic knowledge. Our industry becoming more inclusive and appreciative of diverse perspectives and skills. It's inspiring to see more women-owned businesses gaining recognition and support.

Describe a pivotal moment

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.

Jill Gentry
Lifecoaching

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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.



MIKE WEST

LEAVENWORTH REALTY

We are so very proud of all of our ladies in our Real Estate office! They provide an immense amount of knowledge about our local area and have the skills to make even the toughest of transactions come together.

Emma Nielson, Broker

Teri Miller, Broker

Debbie Niles, Broker

Melissa Lee, Office Manager

Aubrey Reynolds, Broker

Stephanie Cuthill, Broker

Congratulations to you all on a successful job very well done!

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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.

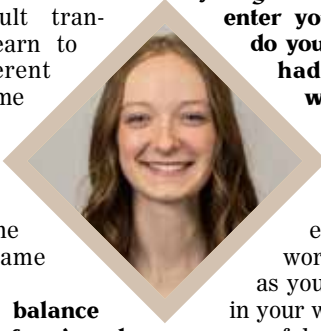
Describe a pivotal moment in your career that shaped your leadership style. How

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?

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.

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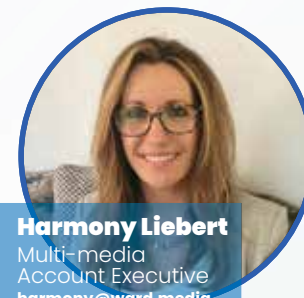
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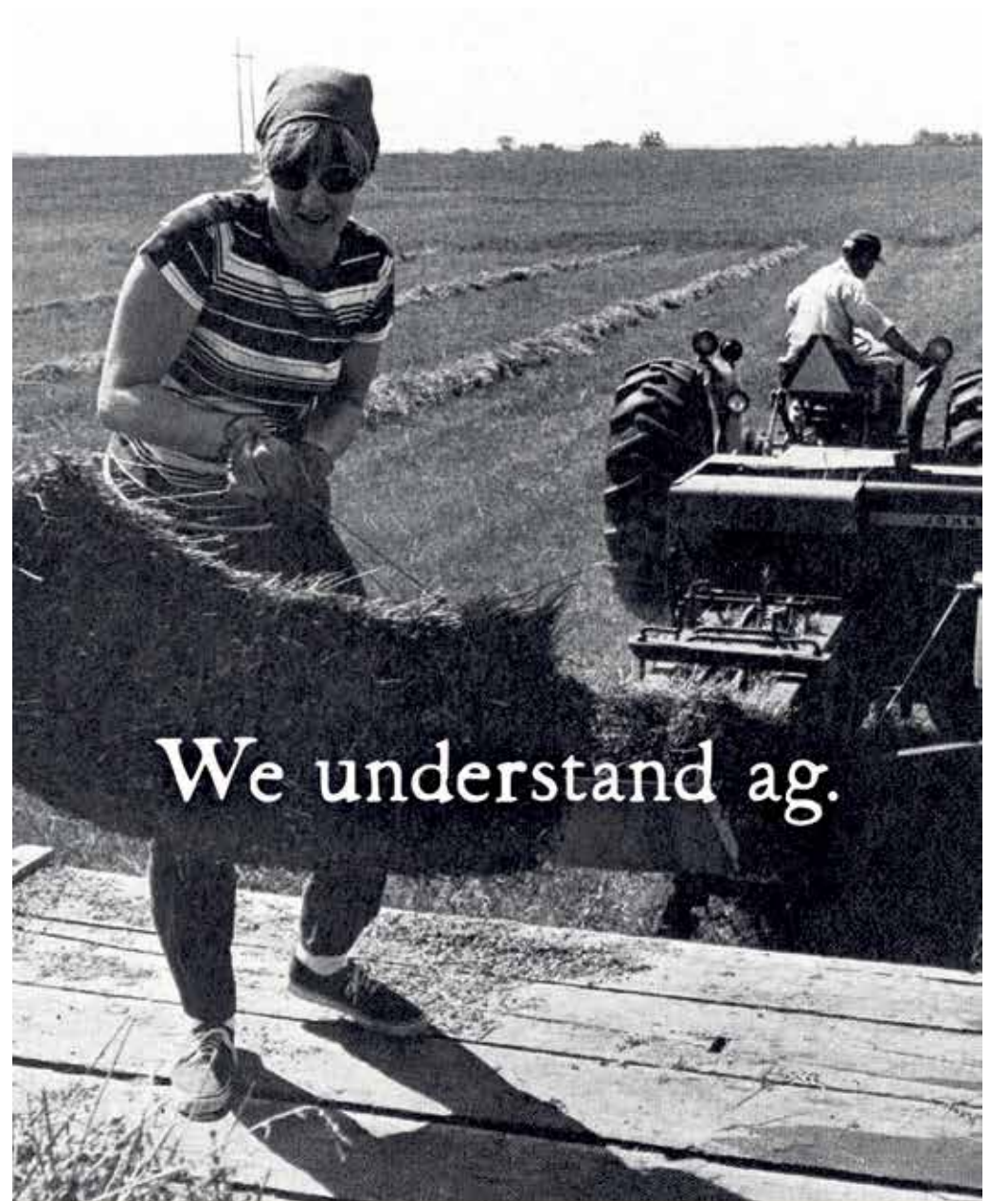
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Q & A

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. Guiltling 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?

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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

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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



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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	Monica Lough	Mikenna Scott	Concetta Rumburg
	Stacie de Mestre	Bobbie Chatriand	Amy O'Grady
	Sarah Deenik	Julie Avis	Camryn Beidler
	Tricia Degnan	Lorena Amador	Monica Hernandez
	Brooke Lammert	Laura Camarillo - Reyes	

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

Cathy Jones
Branch Office Administrator

Q & A

Leni 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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