

# Lake Chelan Mirror

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A Ward Media Publication

www.lakechelanmirror.com



## From the publisher

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



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

Lake Chelan Mirror – Ward Media

MANSON — Manson has been accepted into the Washington State Main Street Program (WSMSP), a milestone that opens new opportunities for the revitalization and preservation of the town's historic downtown district.

This achievement brings Manson into a statewide network of 79 cities and towns dedicated to strengthening local business communities and promoting economic development.

"Becoming a Main Street Program

offers Manson various economic development benefits, particularly in revitalizing its commercial and historic areas," said Timi Starkweather, Executive Director Manson Chamber of Commerce.

"Some advantages include access to grants specifically for Main Street Programs, which can support initiatives that give Manson's historic corridor a refreshed and vibrant look," she said.

The funding can be used for beautification, structural improvements, and creating public art installations, all of

which can enhance the appeal of Manson's business district.

"These efforts not only preserve the area's character but also attract visitors and potential business investors, boosting the local economy and encouraging community pride," she said.

The WSMSP utilizes the nationally recognized Main Street Four-Point Approach to enhance historic downtowns through organization, promotion, design, and economic vitality.

As an affiliate, Manson will receive resources and guidance designed to

support local businesses, restore historic buildings, and create a dynamic community space.

The Four-Point Approach, the foundation of the Main Street model, requires strong local organization and representation from business and property owners, citizens, public officials, and economic development groups to support a united, long-term revitalization effort.

Promotion strategies like festivals, parades, and retail events create excitement and customer interest down-

town, while design improvements – including building restoration, signage, and landscaping – enhance the district's aesthetic appeal.

Economic vitality is another core focus, involving market analysis, business recruitment, and adaptive reuse of spaces to support local merchants and attract new businesses.

The Manson Chamber sees this affiliation as a step toward creating a more vibrant and economically resilient downtown that will benefit the entire community, Starkweather said.

# Experts discuss recycling, composting in Chelan County

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, TeknipleX, Waste Loop, and Winton Mfg. Compost Works helped guide the community through the complications of recycling plastics and glass, as well as composting organics in North Central Washington.

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

## Organics

Winton Mfg. Compost Works will accept organic food waste and yard waste from residential 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, TeknipleX was recycling polystyrene through a manufacturer in Oregon. However, the facility recently ceased polystyrene recovery.

Process Technician Jennifer Gutierrez Manjares said that TeknipleX 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

# 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.



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

See **RECYCLING & COMPOSTING** Page **A5**

# Chelan and Manson plan to celebrate veterans

Lake Chelan Mirror – Ward Media

CHELAN – There are a number of events scheduled around Veterans Day to celebrate and honor those who have served and sacrificed to protect our country and freedoms.

On Friday, November 8, at 8:30 a.m., Manson High School will host a Veterans Day Breakfast and assembly at the Student Center.

Chelan High School leadership stu-

dents will serve lunch to local veterans at noon on Friday, November 8 at the Lake Chelan School District Main Office.

Following the lunch, Morgan Owings Elementary will hold a Veterans Day Assembly at 1:00 p.m. at the Chelan Community Gym.

Chelan Middle School will also hold an assembly at 2 p.m. in the school Performing Arts Center with guest speaker Army Veteran Stephen

Johnson.

Wapato Point Cellars and Wine-maker's Grill in Manson will host a Veterans Day Program and Dinner on Saturday, November 9, from 2 to 7 p.m.

"Veterans receive a very special gift as a small token of our appreciation for service," the event page states. "Owners and Veterans, Ben Williams/Army and Steve Kludt/Marines will say a few words with plenty of time for Veterans to share a quick memory as

well. We look forward to honoring you or your favorite Veteran."

For more information and to make a reservation, visit [wapatopointcellars.com](http://wapatopointcellars.com).

The Manson American Legion will hold a Veterans Day Celebration at 11 a.m. on Monday, November 11, at American Legion Park in Manson.

The Chelan VFW will hold its annual Veterans Day Parade on Monday, November 11, at 11 a.m. on

East Woodin Ave. Immediately following the parade, Chelan Fire will host a Veteran's Day Luncheon at 232 E. Wapato Ave.

"Chelan District 7 Firefighters Association and Chelan Firefighters Local 4816 will prepare and serve free hamburgers and hot dogs to all Veterans, currently serving Military Personnel, and their immediate families," the event page states. "The public is also invited – a \$5 donation is suggested, but not required."

Proceeds will be donated to the Chelan VFW Post 6853.

## Inside Lake Chelan Mirror this Week

A5 things to do this week.....	<b>A2</b>	Church Guide.....	<b>A6</b>	Fall Sports.....	<b>A4</b>
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# Lake Chelan Mirror

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### Letters policy

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

### Corrections

The Lake Chelan Mirror regrets any errors. If you see an error, please call 509-682-2213. We will publish a correction on this page in the next issue.

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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!

### Thursday Night Game Night

Diffraction in Manson will host a Thursday Night Game Night on Thursday, November 7, from 2 to 8 p.m. "Join us every Thursday for an epic combo of great wine, food, games, and good vibes," the event page states. "Grab one of our brisket sandwiches, cheer on your favorite team, and dive into our retro arcade lineup. Whether you're here to root for your team or set a new high score, we've got you covered. Bring your friends, grab a drink, and let the games begin."

For more information, visit [diffractionwine.com](http://diffractionwine.com).

### Toast N Buggy Wine Pairing

Fielding Hills Winery will

host Toast N Buggy Wine Pairing on Saturday, November 9, from 11 a.m. to 5 p.m.

"Join Fielding Hills Winery on November 9 as we pair Toast N Buggy's soups and sandwiches with a specialty wine pairing," the event page states. "We will feature wines rarely open in the tasting room."

For more information and to make reservations, visit [fieldinghills.com](http://fieldinghills.com).

### Live Music by Steve Crabtree

Tipsy Canyon Winery in Manson will host live music by Steve Crabtree During Fall Barrel Tasting Weekend 1 on Saturday, November 9, from 1 to 4 p.m.

"Tipsy Canyon Winery is excited to bring you live

music by the amazing Steve Crabtree paired with an exclusive barrel tasting," the event page states. "Try a featured wine right out of the barrel with our winemaker."

For more information, visit [tipsycanyon.com](http://tipsycanyon.com).

### Happy Hour at Amos Rome Vineyards

Amos Rome Vineyards in Manson will host Happy Hour from 3-5 p.m. on Wednesday, November 13. "One of the Amos Rome owners will be in attendance, pouring a fun sneak peek or library selection," the event page states. "You'll often even get time with #winemakerTravis."

5 THINGS TO DO THIS WEEK

For more information, visit [amosrome.com](http://amosrome.com).

### Ornament making class

The Manson Library will host a Make Your Own Ornaments class for adults on Wednesday, November 13, from 5:30-7 p.m.

"This class is designed to be

a fun, creative way for adults to learn a new way to create their own Christmas ornaments, or ornaments for any occasion," the event page states.

For more information and to register, visit [ncwlibraries.org](http://ncwlibraries.org).

## The women building North Central Washington's future

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

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



From the Publisher

### TERRY WARD

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 reimaged 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 start-ups, 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.

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 the 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](mailto:terry@ward.media).

## Chelan County Sheriff Report



### October 25

5:42:18 Trespass, 146 Columbia View Rd  
10:26:34 Assist Public, 188 Entiat Cemetery Rd; Entiat  
11:30:28 Domestic Disturbance, 2331 Albin Dr # 1, Entiat  
14:15:29 Weapons Violation, 11674 Entiat River Rd  
15:11:08 Harass/Threat, 2650 Entiat Way; Entiat  
17:16:14 Noise, 415 6th St; Area, Chelan Falls  
18:24:29 Warrant, 315 E Wapato Ave  
21:09:26 Traffic Offense, S Sanders St & E Trow Ave  
21:40:24 Civil, 2331 Albin Dr; Entiat Garden

### October 26

3:49:54 Accident Unk, Three Fingers  
4:18:38 Suspicious, 316 N Columbia St; Safeway  
10:29:00 Suspicious, Wapato Lake Rd & Swartout Manson  
12:46:00 Suicide Threat, 309 E Gibson Ave# 16  
12:59:18 Scam, 207 N Emerson St; Chofc  
17:53:05 Trespass, 322 E Iowa Ln  
20:48:58 Suspicious, 192 Rock Ranch Ln; Area  
23:04:53 Dui, Us Hwy 97a & Apple Acres R

### October 27

0:09:12 Disturbance, 77 Wapato Way; My Buddys P Manson  
0:24:14 Disturbance, 402 W Manson Rd# 207  
2:03:05 Domestic Disturbance, 209 E Franklin St  
2:03:05 Domestic Disturbance, 209 E Franklin St  
10:14:41 Accident No Inj, 891 Washington St, Manson  
10:44:12 Alarm, 449 Lakayuse Rd, Manson  
15:55:18 Traffic Offense, No See Um Roundabout  
16:00:46 Suspicious, Sr 150 Mp 4, Manson  
16:14:18 Disturbance, 409 W Manson Rd; Lakeshore  
16:32:48 Disturbance, 225 W Highland Ave# 1  
20:40:47 Traffic Offense, Swartout Rd & Sr 150, Manson

### October 28

1:41:00 Warrant, N Emerson St & E Johnson  
3:46:11 Alarm, 602 Division St, Manson, W Manson  
5:21:45 Hazard, Ivan Morse Rd & Wapato  
9:22:54 Missing Person, 2710 First Creek Rd  
11:27:14 Trespass, 422 S Navarre St  
11:27:53 Suspicious, 13880 S Lakeshore Rd  
12:18:25 Assist Public, 25 Wapato Point Pkwy; Moun Manson  
13:09:00 Fraud/Forgery, 1670 Manson Blvd; Manson

14:11:30 Alarm, 38 Richard Lutz Ln  
14:48:05 Fraud/Forgery, 17195 S Lakeshore Rd  
15:40:06 Harass/Threat, 703 E Wapato Ave# 4  
17:44:53 Alarm, 213 Pinnacle Pl

### October 29

10:48:15 Vehicle Prowl, 111 E Eli Ln  
13:03:06 Theft, 2787 Entiat River Rd, Entiat  
14:17:57 Parking/Abandon, 302 E Gibson Ave  
15:21:02 Accident No Inj, 120 Pinnacle Pl  
17:19:44 Traffic Offense, Sr 150 & Boyd Rd  
17:25:17 Domestic Disturbance, 744 Wapato Way# C, Manson  
17:28:21 Weapons Violation, 482 Boyd Rd  
17:31:00 Disturbance, 119 E Woodin Ave# A  
20:22:08 Theft, 108 N Apple Blossom Dr  
20:25:35 Accident Unk, Manson Blvd & Summit Blvd, Manson  
20:32:37 Parking/Abandon, 505 N Markeson St  
21:51:31 Welfare Check, 14 Miller Rd

### October 30

10:19:27 Harass/Threat, 401 Washington St# 5  
14:02:55 Welfare Check, 121 Orchard View Dr

14:40:08 Property, 100 Lake Chelan Shores Dr  
14:57:28 Harass/Threat, 208 E Packard St  
15:09:48 Alarm, 267 Weston Pl  
17:29:38 Harass/Threat, 2331 Albin Dr; Entiat Garden  
19:21:18 Disturbance, 14579 Us Hwy 97a; Bjs Entiat

### October 31

0:08:15 Suspicious, Dixie Ln & Arlington Pl, Manson  
4:25:55 Trespass, 598 S Bradley St  
10:00:17 Parking/Abandon, 310 E Gibson Ave, Chelan,  
10:26:52 Juvenile Prople, 744 Wapato Way# C, Manson  
10:30:06 Littering, oblck Cooley Rd, Manson  
11:20:07 Theft, 409 W Manson Rd; Lakeshore  
12:44:45 911, 405 E Allen Ave; Area  
13:53:20 Suspicious, 108 N Apple Blossom Dr  
14:44:53 Vehicle Theft, 540 Boyd Loop Rd  
15:28:14 Assist Public, 750 Swanson Gulch Rd

## VETERANS DAY NOVEMBER 11

Lest We Forget

We will be closed on November 11 in memory and respect of all who served.

Downtown Chelan  
509-682-2815  
[kellyshardware.com](http://kellyshardware.com)

## TOPS chapter offers weekly weight-loss support in Chelan

Lake Chelan Mirror Ward Media

CHELAN - A local chapter of TOPS Club Inc., a nonprofit weight-loss support organization, is offering weekly meetings to help Chelan residents achieve their health goals through sustainable lifestyle changes.

The chapter meets every Wednesday from 10 to 11 a.m. at Lake Chelan United Methodist Church, 206 Emerson Street. Participants are directed to use the side entrance between the Lake Chelan Express Care Clinic and the church building.

"We encourage anyone who's looking for weight-loss support to start or continue their journey with us," says Anita Nesvacil, Chapter Leader.

TOPS, which stands for Take Off Pounds Sensibly, has been operating for more than 70 years across the United States and Canada.

The organization's approach focuses on comprehensive wellness support, incorporating education about nutrition, portion control, meal planning, and exercise during weekly gatherings.

Local residents interested in joining can contact Chapter Leader Anita Nesvacil at (509) 679-7590 or Kathy Seureau at (509) 670-8190 for additional information.

The meetings are part of a broader network of TOPS chapters that provide community-based support for individuals seeking to manage their weight through lifestyle modifications.

1976

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# Community Bulletin Board

## Local, Regional Community News & Events

Any non-profit 501(c)-(3) group, person(s). Must provide: full name, city, phone number. Items pertaining to local events that are free or minimum charge. Garage and Yard Sale Ads are paid events. To submit info call 509-682-2213 or email: ruth@ward.media

### Meetings

#### Monday

**American Legion #108:** First Monday, 7 p.m., Manson Parks & Recreation Building, 142 Pedito St. Contact: Norm Manly, 509-293-0225.

**Manson Grange Youth Fairs Program:** Third Monday, 6 p.m., Manson Grange Building, youth 5th-8th grade. Contact: Norm Manly, 509-293-0225.

**Family and friends Support Group:** Third Monday, 7-8:30 p.m., Grace Lutheran Church, 1408 Washington Street, Wenatchee. Contact: 509-860-3620

#### Tuesday

**Manson Community Council:** Third Tuesday, 6 p.m., Manson Parks Department, 142 Pedito St. In person or JOIN ZOOM MEETING: Meeting ID: 865 5396 3012, Passcode: 98831. <https://us02web.zoom.us/j/86553963012?pwd=feLUUQkF3Z2tEGDFVvaCEHPfI6AB1>

**Survivors of Suicide Loss Support Group:** Second Tuesday, 7-8:30 p.m., Grace Lutheran Church, 1408 Washington Street, Wenatchee. Contact: 509-860-3620, website at: [tcfwenatcheevalley.org](http://tcfwenatcheevalley.org)

**Lake Chelan Health Hospital board meeting:** Fourth Tuesday, 1:30 p.m., board room at Lake Chelan Health, 110 S. Apple Blossom Drive, in person or via the internet. Agenda, login information: [lakechelanhealth.org](http://lakechelanhealth.org)

**Manson Grange:** Fourth Tuesday, 5 p.m., Manson

Grange Hall on Wapato Way. Contact: Norm Manly, 509-293-0225.

#### Wednesday

**TOPS® Chapter Paves the Way to Healthy Lifestyle:** Weekly on Wednesdays, 10-11 a.m. TOPS® chapter (weight loss support group) meetings at Lake Chelan United Methodist Church, located at 206 N. Emerson St. Attendees should use the side entrance of the church between the Lake Chelan Health Express Care Clinic and the church. TOPS empowers people to stop dieting and start creating healthy, enjoyable lifestyle habits that will work for them over the long haul.

**Manson Fire Dept. Board of Commissioners:** Second Wednesday, 3:30 p.m., Station #51 - 250 West Manson Blvd., Manson. Meetings are in person. Contact: Reggie Trusel, Administrative Assistant, 509-687-3222. Agenda at [mansonfire.org](http://mansonfire.org)

**Chelan Fire & Rescue Board of Commissioners:** Third Wednesday, 3 p.m., Station #71, 232 E. Wapato Ave., Chelan. Meetings are in person and are held via ZOOM you can follow the link: <https://uso2web.zoom.us/j/87284665516>. Meeting ID: 872 8466 5516 or dial +1 253 215 8782/ Contact: Misty Fifield, Administrative Assistant, 509-682-4476. Agenda at [t.chelan7.com](http://t.chelan7.com)

**Death Cafe Chelan:** Third Wednesday, 11:30 a.m.-12:30 p.m., Chelan Public Library, 216 N. Emerson Street. Contact: Concie

Luna or Vita Monteleone at [monte419@nwi.net](mailto:monte419@nwi.net)

#### Thursday

**Lake Chelan Lions Club:** First and Third Thursdays, 9 a.m., Manson Parks Building, 142 Pedito St.

**Chelan Cancer Support Group:** First Thursday, 11:30 a.m.-1 p.m., Lake Chelan Health Hospital. Lunch/meeting in Bragg Room. More info: Anne Brooks, 509-682-8718.

**Chelan Valley Republican Women:** Second Thursday, 6:30 p.m., Radiance Winery, 71 Wapato Way, Manson. Guests, non-members, men welcome. Food, wine, beverages available for purchase. Arrive early so you have time to order. More info: Pam James, club president, 425-343-2911.

**Family Caregivers/Support Group:** Third Thursday, 10 a.m.-11:30 a.m., Lake Chelan Chamber of Commerce, Coldwell Banker Board Room, 216 E. Woodin Avenue, Chelan.

#### Saturday

**VFW #6853 Post Coffee/Donuts:** Every Saturday, 9-11 a.m., 427 S. Bradley Street, donuts, coffee and conversation.

#### Other Events

**Free Blood Pressure Checks:** Chelan Valley Community Nurse program provide free, weekly blood pressure checks to the public 11:15 a.m.-12:30 p.m., Wednesdays, Chelan Senior Center, 534 E. Trow Avenue, Chelan. For info: Catharine at 509-679-9059, email: [chelanvalleycommunitynurse@gmail.com](mailto:chelanvalleycommunitynurse@gmail.com)

**SAIL Exercise Classes:** SAIL (Stay Active & Independent for Life) fitness classes are offered at Chelan Senior Center on Monday and Wednesday, 11:15 p.m. Evening SAIL classes are Monday and

# Local artist's cartoon-style landscapes featured at Manson Library

Lake Chelan Mirror Ward Media

MANSON - The Manson Community Library announced a new art exhibition featuring local artist Rick Duos, showcasing his interpretation of Chelan Falls landscapes through cartoon-style acrylic paintings.

Duos, who relocated to Chelan Falls from Minnesota in 1976, began his artistic journey at age seven by drawing cartoon figures from comics. His work has become a notable feature of the local landscape, particularly his twelve-foot square mural of an apple box painted in 1991, which has endured for thirty-three years and attracted hundreds of photographers.

The artist's distinctive style involves transforming his own photographs of local scenery into cartoon interpretations



COURTESY OF MANSON COMMUNITY LIBRARY

Rick Duos' artwork is displayed on the art wall at Manson Community Library, featuring several pieces depicting local landscapes of the Chelan Falls area. His distinctive cartoon-style interpretations of regional scenes hang above public computer stations.

using locally sourced acrylic paints. Throughout his career, Duos has created numerous commissioned works for friends and family members.

The exhibition is accessible during the library's regular operating hours: Tuesdays from 9:30 a.m. to 6 p.m., Wednes-

days from 11 a.m. to 6 p.m., and Thursdays through Saturdays from 9:30 a.m. to 2 p.m.

The Manson Community Library art wall serves as a dedicated space for showcasing local artistic talent, providing community members with access to regional creative works.

at Chelan Senior Center, 534 E. Trow Avenue, Monday-Friday. Suggested donation for seniors over age 60 is \$5. Fee for persons under age 60 is \$12. Call 509-888-4440 to reserve meals 24 hours in advance. For information about Home Delivered Meals call 509-470-0522. Visit their website at [www.octn.org](http://www.octn.org). Follow them on Facebook.

**Food Bank food distribution:** Lake Chelan Food Bank food giveaway Saturday and Tuesday, 9 - 10 a.m. Drive through distribution at 417 S. Bradley Street. Families are limited to one box per week. Information: [lakechelanfoodbank.org](http://lakechelanfoodbank.org) Non perishable food donations may be dropped off at the Lake Chelan Mirror office, 131 Apple Blossom Drive, Suite 109 (Chelan Business Center).

**Chelan Museum:** The Chelan Museum on Woodin Avenue is open Thursday-Saturday 11 a.m.-3 p.m. For information: 509-682-5644, or [chelanmuseum.com](http://chelanmuseum.com)

**Household hazardous waste drop off:** Chelan County Mod-

erate Risk Waste Facility on Highway 97A in Wenatchee. Open the first Saturday of the month, 9 a.m.-4 p.m. Open Tuesday through Friday at the same hours. Free service to Chelan County residents. For the list of items that the facility does, and does not accept, go to <https://www.co.chelan.wa.us/solid-waste-management/pages/household-hazardous-wastes>

**Lake Chelan Museum of Wildlife, Natural History & Art Gallery:** Now closed until April. Located at 21285 Highway 97A, Chelan, north of the Knapp's Hill Tunnel, approximately 10 minutes south of Chelan.

**Glass Recycle:** The Lake Chelan Rotary glass crusher, 'Paulie the Pulverizer' was heavily damaged in a fire in July. No glass is being collected at this time. For updates go to [911glassrescue.org](http://911glassrescue.org)

**Miller's Auto Museum:** Is closed for the Winter and will re-open on June 16, 2025. For more info: 509-679-9389

# Obituary announcements

## Ronald "Ron" Lynn Pilkinton

Surrounded by his loving family, Ronald "Ron" Lynn Pilkinton, 67, peacefully joined his Lord and Savior on Sunday, October 20, 2024, after a courageous battle with cancer. Born in Springfield, Missouri, on August 18, 1957, to John and Allene (Essary) Pilkinton, Ron was the eighth of fourteen children. He grew up in Tonasket, Washington, and graduated from high school in 1975.



Ronald "Ron" Lynn Pilkinton

Ron's strong work ethic was evident early in life, excelling as a student-athlete while also operating an orchard as a foreman from the age of sixteen. His early days were also spent hunting the mountains near Pine Creek and fishing at Whitestone Lake with his brothers and friends.

In 1978, Ron embarked on a long and influential career with Wilbur-Ellis Company, starting in Tonasket and later, relocating to Chelan in 1984. During his tenure, he served in many roles including Tree Fruit Consultant, Regional Business Manager, and Vice President. His commitment, vast knowledge, and the relationships he built with colleagues, growers, and suppliers left a profound and lasting influence on the agricultural community, both locally and globally. Ron's signature yellow note pad "to do lists" and Day-Timer schedule set the course for his day. Rising early each morning, he joyfully seized each day, tackling more in 24 hours than some could in an entire week.

Ron's love for agriculture was closely matched by his passion for basketball. Not only did he immensely enjoy playing the game, but he also dedicated many years to coaching. His influence reached far beyond the basketball court as he instilled values of hard work, integrity, and perseverance in the countless young men and women he mentored. Among his proudest accomplishments were coaching his two daughters, Kayla and Cassie, and helping lead the Chelan Lady Goats to a 2A State Basketball Championship in 2004.

Above all, Ron's greatest pride and joy was his family. He was devoted to the love of his life, Tammy, for 48 years of marriage and adored their two daughters, Kayla and Cassie. He was proud of his girls' many successes and never missed an opportunity to watch them compete in their athletic endeavors. Ron ensured that both of his daughters could

pursue postsecondary education, passing down his love for lifelong learning. Due to his support, both

girls graduated from Whitworth University with degrees in education, providing them the foundation to make a difference in the lives of young people every day.

Ron also cherished his role as "Papa" to Harper (10), Hallie (5), and newborn Monroe. You could often catch him smiling at awe of them from afar, taking great delight in their giggles, mischief and beauty. Papa Ron will be remembered in every snuggle in the Man Cave, bite of tortellini and fishing line baited with marshmallows. Ron loved nothing more than gathering around the table with his family for a Sunday dinner, usually enjoying something delicious that he grilled on his barbecue.

Ron's faith in Jesus was the cornerstone of his life. He was baptized in 2018, publicly declaring his trust and hope in Christ. His faith shone most brightly during his brave battle with cancer. Ron dedicated his life to following Jesus' example of kindness, forgiveness, patience, humility and selflessness.

Ron is survived by his wife, Tammy; daughters: Kayla (Erik) and Cassie (Jim); granddaughters: Harper, Hallie and Monroe; brothers: Lee (Gail), Dave (Elena), and Timothy Joe; sisters: Annabell (Chuck) Lane, Sue (Micheal) Bourgeois, Sandra Kay (Greg) Thrapp, Pat (Andy) Griffith, Michelle (Chad) Smith, and Mary (Jack) Hughes; and numerous nieces and nephews.

Ron was preceded in death by his parents, John and Allene; and brothers: Rex, Sidney, Bill (Pete) and Johnny (Jackie).

Ron leaves behind a legacy of love, faith, and dedication that will forever live on in the hearts of all who knew him.

A Celebration of Ron's Life will be held on Sunday, December 8, 2024, at 1:00 pm at the Chelan Community Gym, 309 E. Johnson Avenue, Chelan, WA 98816.

In honor of Ron's memory, the family has established a scholarship fund through the Washington Apple Education Foundation. Donations can be given over the phone (509-663-7713) or mailed to 2900 Euclid Avenue, Wenatchee, WA 98801. Please note "Ron Pilkinton" on the check's memo line.

# Obituary announcements

## Louis A. Cartwright Brewster, WA (formerly of Bridgeport, WA)

Louis Cartwright, 84, of Brewster, WA, passed away on October 7, 2024. He was born on May 4, 1940, to David and Sarah Cartwright in Mountain View, AR.

Louis attended elementary school in Clear Lake, WA and high school in Sedro Woolley, WA. He married Shirlee Munson on November 7, 1962, in Pateros, WA. Shirlee passed away on February 4, 2007.

Louis was a part owner in a family corporation called "The Steak House Restaurant" for over 40 years in Bridgeport.

In his off-time, Louis enjoyed spending time in the mountains cutting firewood, gardening at home in his vegetable garden,

and spending time with his grandsons.

He was preceded in death by his wife, Shirlee. Louis is survived by his daughter, Danise Cartwright of Bridgeport, WA; son, David Cartwright of Bridgeport, WA; two grandchildren; four great-grandchildren; and sisters: Donna Brown, of Bridgeport, WA, and Mary Davidson, of Sedro Woolley, WA.

A Graveside Service will be held at the Pateros Cemetery in the spring of 2025. Close friends and family will be notified prior.

Barnes Chapel of Brewster, WA, is assisting the family with arrangements. Please leave your thought and memories at [www.barneschapel.com](http://www.barneschapel.com).

# Obituary announcements

## Sandy Denney

Sandy Denney, 79, of Manson, Washington, passed away on October 24, 2024 in Seattle, Washington. She was a beloved wife, mother, grandmother, and friend, known for her warmth and adventurous spirit.



Sandy Denney

Sandy is survived by her devoted husband, Thomas Denney; three children; and many cherished grandchildren and great-grandchildren. Her family was her pride and joy, and she treasured every moment spent with them.

An avid lover of the outdoors, Sandy found joy in hunting and fishing, often accompanied by

her beloved Labrador Retrievers. She created lasting memories in Arizona and at the beautiful Lake Chelan, where she enjoyed the serene beauty of nature and the company of loved ones.

A memorial service to celebrate her life will be announced for the spring. In lieu of flowers, the family encourages donations to a local animal shelter in Sandy's honor, reflecting her love for animals.

Sandy will be dearly missed, but her spirit will forever remain in the hearts of those who knew and loved her.

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# Fall Sports

Chelan, Manson, Entiat  
FOOTBALL, SOCCER, VOLLEYBALL, AND CROSS COUNTRY



## ENTIAT ATHLETE OF THE WEEK

### Haley Chisam

Senior – Volleyball

Senior setter Haley Chisam (#6) delivered a standout performance in the quarter-final district match, demonstrating her all-around skills and leadership. Chisam orchestrated the offense with 20 assists while dominating from the service line with 22 points, including an impressive streak of 14 consecutive serves. Her defensive contribution of 3 crucial digs rounded out her impact on the game. Beyond the statistics, Chisam's positive attitude and willingness to put in extra work have made her a valuable team leader throughout the season. Her clutch performance in a playoff match makes Haley Chisam a deserving Athlete of the Week.



## ENTIAT ATHLETE OF THE WEEK

### Seth Williams

Senior – Football  
Offensive Guard/  
Defensive End

Seth has been a 3 year starter for Entiat on the Offensive Line at Left Guard, and has become the leader of this OL group that has paved the way for Entiat's Offense to average more than 60 points per game this 2024 Season. Seth has been the key piece behind much of the Tiger Offense's run for the past two seasons. Seth has also been a Defensive starter the past two seasons at Entiat, first at Inside Linebacker, and most recently here in 2024 at Defensive End. He has been a key contributor to a Defense that has held 4 Entiat opponents to negative rushing yards this season.



## SCOREBOARD FOOTBALL

Fri, Nov 1	Chelan 58, Cascade 28	Win
Fri, Nov 1	Manson 21, Brewster 28	Loss
Sat, Nov 2	Entiat 58, Mabton 46	Win

## SCOREBOARD VOLLEYBALL GIRLS

Sat, Nov 2	Chelan 3, Naches 0	Win
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## SCHEDULE FOOTBALL

Fri, Nov 8	2 p.m.	Entiat vs. Waterville-Mansfield	Home
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## Manson Trojans girls capture cross country league title

Lake Chelan Mirror  
Ward Media

MANSON – The Trojans girl's cross country team won the 1B/2B North Central Washington League Championship at Liberty Bell, with eighth-grade runner Grace Walsh leading the team to victory.

Walsh, competing in her first-ever 5K race, won individual honors with a time of 21:00, securing the League Champion title.

Freshman teammate Kathrin Zhuk finished second, recording a time of 21:09 and improving her previous personal record by three minutes.

The Trojans placed four runners in the top eight positions, with juniors Yaritzka Villasenor and Eleena Zhuk

finishing seventh and eighth, respectively.

Villasenor crossed the finish line at 22:46, while Zhuk followed at 22:54, both improving their personal best times by approximately 45 seconds.

Team members Samantha Willoughby, Lainey Coltman, and Emilia Schoenwald each recorded season-best times during the meet.

In the boys' competition, Jacob England led the Trojans with a personal best time of 19:33, followed by Ryker England at 20:33 and Alejandro Valdovinos-Mendoza at 20:45, all setting new personal records.

The championship meet included competition among 10 teams across the league, with the races taking place at the Liberty Bell course.

## Chelan Goats secure spot in state tournament with dominant district wins

By EVAN REISTER  
Chelan Mountain Goats Athletics

CHELAN – The Chelan Goats kicked off the District 5 1A Volleyball Tournament at home, living up to their #1 seed by working through the first two rounds.

In the opening match, they faced the #8-seeded Naches Valley Rangers, delivering a commanding performance and winning in straight sets with scores of 25-6, 25-4, and 25-4.

This victory propelled the Goats into the semifinal against the Royal Knights, who had earlier defeated the Connell Eagles.

The Goats continued their strong play in the semifinal, overcoming a tough first set loss to the Knights, 23-25.

After that, Chelan found

their rhythm, firing back to claim the next three sets decisively with scores of 25-11, 25-12, and 25-4.

This semifinal win not only secured their spot in the District Championship but also marked their 8th consecutive trip to the state tournament, where they'll aim to capture their 5th straight state title.

Before heading to the state tournament on November 15-16, the Goats will face the Cashmere Bulldogs in the District 5 1A Championship.

This rematch with Cashmere, whom Chelan defeated in three sets earlier this season, promises to be a thrilling lead-up to state.

That game time is set to start next Saturday, November 9 at 6 p.m. at Chelan High School.

## District 5 Cross Country results – Chelan runners on to state

By EVAN REISTER  
Chelan Mountain Goats Athletics

NACHES – The Mountain Goat Cross Country Team traveled to Naches Valley and the Apple Ridge Cross Country Course to compete in the District 5 Cross Country Championships to earn their way to the state tournament.

The top 21 runners from the CTL and SCAC earned their way to the 1A State Tournament next weekend in the Tri-Cities.

In the girls race it was Indy Fielding who placed 9th overall in the race with a time of 19:50. She earned a 5th place finish within the CTL and SCAC standings! This earns here a spot in the 1A State Championship Race.

The Goats also had multiple

athletes put in a great effort at the race including Lydia Ware who placed 49th overall with at time of 22:45.

Adriana Franco who placed 66 with at time of 24:51, Finley Brandt who placed 67th overall with a time of 24:55, Sierra Hooten who placed 73rd overall with a time of 26:29 and Chloe Desgroseillier who placed 76th with an time of 27:41.

On the boys side it was Holden Alteio who led the Goats with an 11th place finish and a time of 16:54 which was a 3rd place finish within the CTL and SCAC Standings! This earned him a spot in the 1A Championship Races next weekend. Also earning a spot in the 1A State Tournament is Conner Scaman who placed 30th overall with a time of 17:37.

The Goats had other athletes put in a great effort including Cooper Neff who placed 60th overall with a time of 18:56, David Kelly placing 62nd with a time of 19:06, Caleb Bertomeu placing 67th with at time of 19:22 and Andrew Alcalá placing 73rd overall with at time of 19:50.

The boys team was also able to earn a 5th place finish in the CTL and SCAC standings of the District 5 Race!

A state send off will happen on Friday for our state participants at CHS and they will run in the State 1A race on November 9 at Sun Willows Golf Course.

## Trojans fall in final minute to Bears, 28-21

By MIKE MALTAIS  
Ward Media Staff Reporter

BREWSTER – The game between the Brewster Bears and visiting Manson Trojans was worth both the wait and the weather last Friday night, Nov. 1, as the outcome was not decided until the final minute of the CW2Bmatchup.

Manson scored first early in the opening quarter on a 63-yard pass play from junior quarterback CooperPinski to senior Vin Strecker after the Trojans recovered a Brewster fumble.

The Trojans went on to lead through all but the final minute of play when the Bears scored

their final touchdown to win 28-21 on Brewster's Senior Night.

In the second quarter Brewster got on the scoreboard with a four-year TD pass from quarterback Sam Arevalo to Fabian Nava to knot the game at 7-7.

Manson answered with another 64-yard bomb from Pinski to Strecker to again take the lead. With two minutes remaining before halftime Brewster's Arevalo connected with Bryan Santos on a 12-yard pass play to tie the game 14-14 at the break.

Manson senior Jaxon Teague running back ran the ball seven yards for another Trojan's score with just under

nine minutes left in the third quarter to put Manson back on top, 21-14.

Early in the fourth quarter Brewster again tied the game on a seven-yard run by Arevalo. With 1:05 remaining in the fourth, Arevalo took a handoff from Preston Thompson and ran the ball two yards for the 28-21 win.

The win puts 3-2 Brewster in third place in the CW2B followed by Manson at 2-3.

Mike Maltais: 360-333-8483 or michael@ward.media

Trojans quarterback Cooper Pinski meets Brewster's Skyler Covington in the backfield.



MIKE MALTAIS/WARD MEDIA



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## 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 Wildlife Crisis Strategy.



Tara Umphries

“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 re-

lationships 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.

## 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.”

## Recycling & Composting

Continued from page A1

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 in-

crease 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.

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

## 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.

**CHAD BOWMAN**  
Director of Project Delivery  
Army, 1st Lieutenant

**DAN MOSER**  
Director of Distribution  
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**Joshua Anderson**  
Physical Therapist  
Is a climber and dog lover and comes from a small town in North Dakota and received his Doctor of Physical Therapy degree at the University of North Dakota. He has been practicing for almost 10 years now, most of which was as a traveling Physical Therapist.

# Chelan students engage the community to broaden learning experiences

By **MIKE MALTAIS**  
Ward Media Staff Reporter

Heritage to the Holden reclamation site.

CHELAN – October was a busy month for the Chelan School District students who engaged in a wide variety of community, school spirit, and learning activities ranging from Homecoming to Hispanic

These photos gleaned from the school district's October 2024 newsletter are examples of just some of the experiences crowded into 31 days of campus life.

Mike Maltais: 360-333-8483 or michael@ward.media



Todos United, Chelan High School's Hispanic cultural club led by advisor Jeff Pearl, partnered with second grade classes at MOE for a reading event for Hispanic Heritage Month. More than 20 Todos United members volunteered their lunch time to read to second grade students in both English and in Spanish, most of which were themed stories celebrating Hispanic Heritage Month. Students were also able to create Loteria, flower and skull coloring crafts.



Chelan High School is proud to announce that 10 of its talented musicians have been selected to participate in the Western International Band Clinic (WIBC), a prestigious audition honor band event. They will join an elite group of musicians from across the USA who will perform under the direction of renowned conductors at the upcoming WIBC event. This honor highlights these students' dedication, skill, and passion for music, and reflects the strength of the band program at Chelan High School.



The streets of downtown Chelan were lined with hundreds of Goats from across the district showing their school pride, the CHS Pep Band playing tunes and the community cheering everyone on.



The Chelan and Manson Athletic Booster Clubs teamed up this year to host a valley-wide pep rally to celebrate Goat and Trojan student-athletes. The event was well-attended, with a delicious BBQ prior to introducing fall athletes at the Riverwalk Pavilion.



Chelan Football played Manson in their homecoming matchup on Oct. 11. The stands at Sargent Field were packed with students, families, alumni, and the community to cheer the Goats to a 41 - 7 win over the Trojans.



Homecoming Royalty was recognized at halftime of the Chelan-Manson football game.



Environmental Science students took a three-day trip up lake to tour the Holden copper mine reclamation site and water treatment plant, and did work to monitor the physical, biological, and chemical qualities of Railroad Creek. Students were able to learn more about potential careers in this field from the Rio Tinto professionals working at this site.



CHS Construction classes recently visited PUD and local dams to tour the facilities, gain hands-on experience to apply their classroom learning, and prepare for potential future occupations.

PHOTOS COURTESY OF CHELAN SCHOOL DISTRICT

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

# Cascadia Conservation District to hold regular board meeting November 15

NCW News / Ward Media

WENATCHEE – The Cascadia Conservation District will hold its regular board meeting on Friday, Nov. 15, 2024, at 1:30 p.m. The meeting will take place at the district office located at 1350 McKittrick St., Suite B, Wenatchee. The meeting will be conducted in person and also accessible through call-in and Zoom options.

The district has noted that space for in-person attendance is limited. "If you wish to attend

in person, please call the office as space is limited," the district's announcement stated.

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

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



Eighteen Chelan FFA students and their advisors had the opportunity to have a meet-and-greet with Temple Grandin, the livestock consultant and autism advocate who helped revolutionize the handling of cattle.



Last spring the Family and Consumer Science pathway program received an \$85,000 grant to custom build a food truck. Keep an eye out for CHS Foods & Nutrition, Culinary and Advanced Culinary students in the Green Machine next spring at local events.

## Lake Chelan Valley Church Guide

### Chelan

**CHELAN CHRISTIAN CHURCH**  
Morning Worship 10 am  
509-682-2025 • 210 E. Wapato Ave.  
Pastor Mark Wilton

### LAKE CHELAN LUTHERAN CHURCH

Please join us for Sunday Worship In Person or via Conference Call at 9:30 am. Dial 339-209-6617. Follow prompts.  
509-682-9063 • 216 W. Nixon Ave.

### LAKE CHELAN UNITED

**METHODIST CHURCH**  
Worship 10 am  
509-682-2241  
Corner of Johnson & Emerson

### Chelan

**ST. ANDREW'S EPISCOPAL CHURCH**  
Worship 10 am  
120 E. Woodin Ave.,  
PO Box 1226, Chelan, WA 98816  
509-682-2851  
[www.standrewschelan.org](http://www.standrewschelan.org)

### Manson

**MANSON UNITED METHODIST CHURCH**  
10 am Worship,  
Holy Communion the first Sunday of the month  
"Come as you are, all are welcome"  
687-3311, at the corner of Green and Boetzkes  
Sermon-by-Phone 509-423-7514 to hear our own Pastor Mike O'Neal deliver his weekly sermon

To place your Church information in the Guide call Ruth at 509-682-2213; email: [ruth@ward.media](mailto:ruth@ward.media)

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## 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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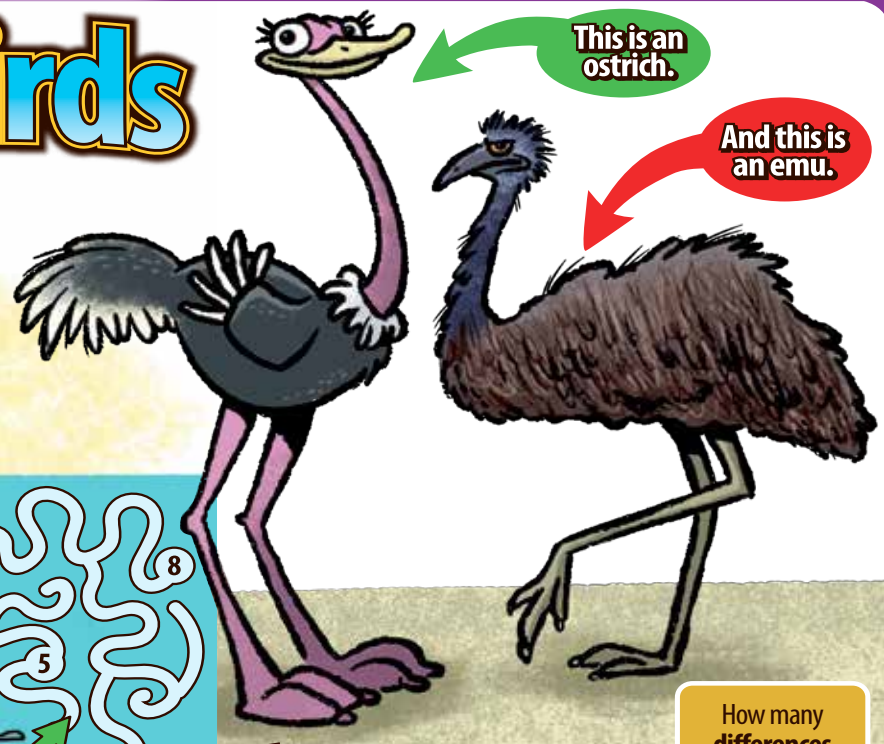
### Kid Scoop VOCABULARY BUILDERS

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!



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!

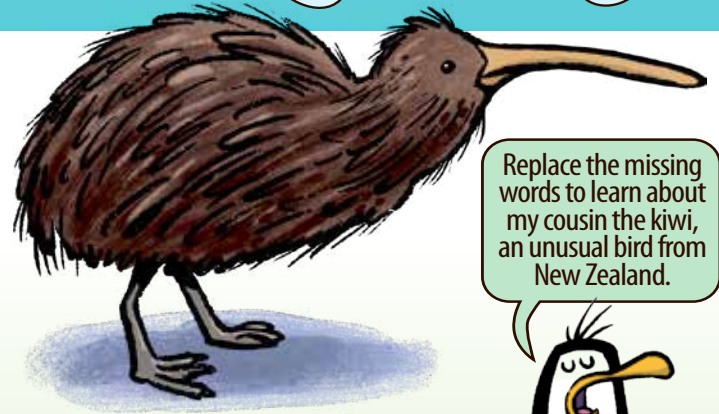
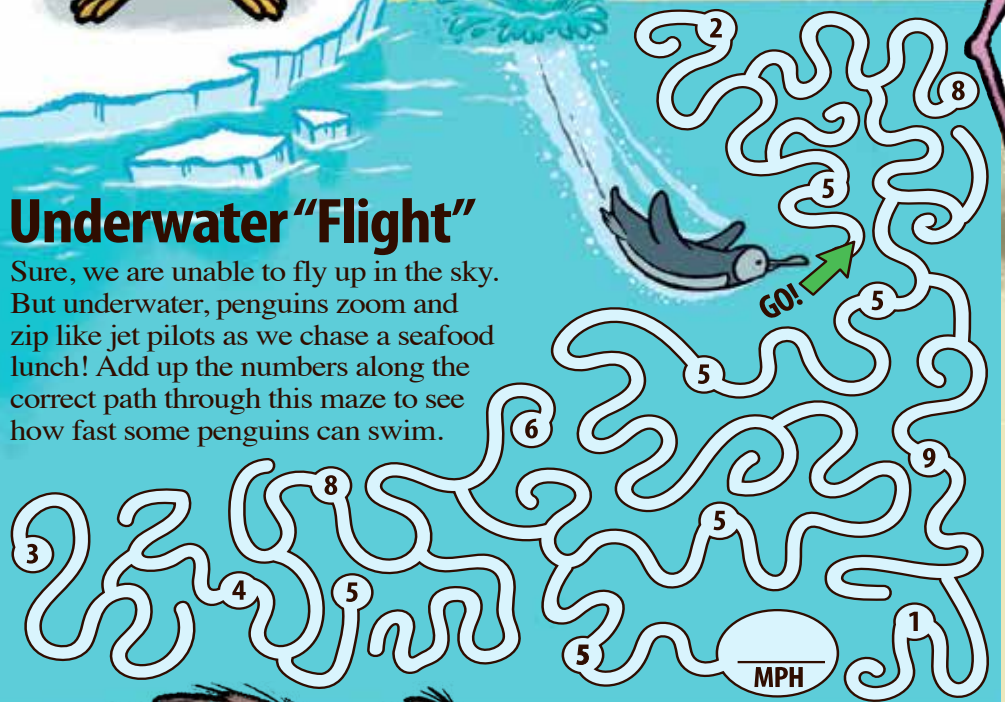
How many differences can you find between the emu and ostrich? How many similarities do you see?

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 \_\_\_\_\_.

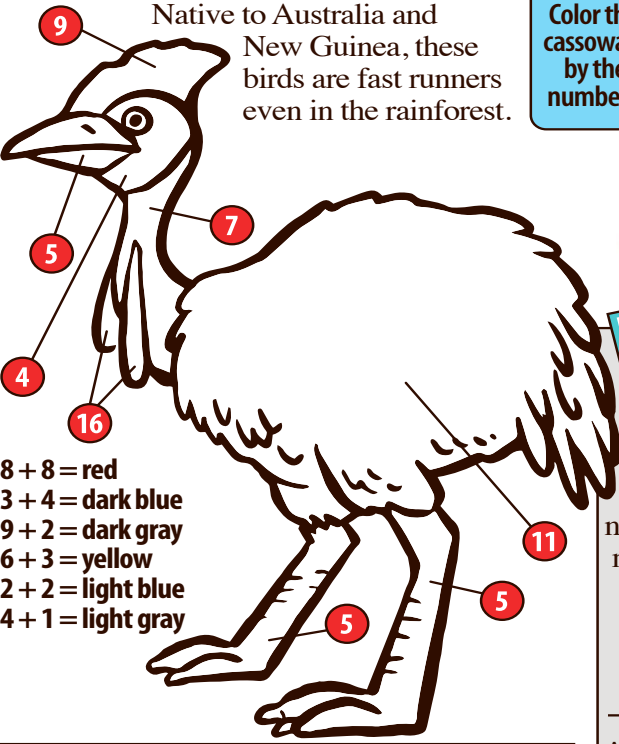
Standards Link: Language Arts: Follow written instructions.



## 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.



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

## 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



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.

## FROM THE Kid Scoop LESSON LIBRARY

### Flights of Fancy

Imagine you are going to fly to an island vacation. Look through the newspaper for 10 things you'd need on your trip. Decide which are WANTS and which are NEEDS.

Standards Link: Distinguish wants vs. needs.



How can you tell books about birds are popular?

ANSWER: They practically fly off the shelves!

## Write On!

### Up and Away!

Imagine you had wings and could fly. Where would you go? What would you do?

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- Check out books, comics, movies, & more

NCWLIBRARIES.ORG

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





# Women IN BUSINESS

**CELEBRATING LEADERSHIP,  
INNOVATION, AND RESILIENCE**

**SPOTLIGHT ON WOMEN SHAPING  
OUR BUSINESS LANDSCAPE**

## Walters leads NCW Libraries with compassion, community focus

**By QUINN PROPST**  
*Ward Media Staff Reporter*

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

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

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

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

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

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

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

the experience and education needed for leadership positions.”

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

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

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

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

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

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

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

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

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

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

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

Through a network of trusted

professional women, Walters has found invaluable support and encouragement.

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

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

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

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

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



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

programs that support young women.

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

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

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

A guiding quote Walters relies on is by Patrick Lencioni.

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

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

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

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

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

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

Stipe.

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

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

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

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

Stipe spent the next eight

years in the role, building a grant making program for the foundation. During that time she also earned her Master’s in Nonprofit Management.

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

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



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

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

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

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

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

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

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

# Q & A

*Amy Yaley*  
Ward Media

**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

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# 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

preferences.

**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. Managing my 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

another.

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

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

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

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

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

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

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

Placing our customers first has been pivotal to my success.

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

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

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

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

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

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

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

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

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

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

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# Q & A

**Colleen Malmassari**  
Back40  
Advisors LLC

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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# Q & A

**Emma Nielsen**  
Mike West  
Leavenworth Realty

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

since you started?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

I would say that good organization and communication skills have contributed

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

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

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

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

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

# Q & A

**Abra Miller**  
Beecher Hill House

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

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

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

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

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

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

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

my first.

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

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

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

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

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

position?

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

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

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

around me. I treat my business like family!

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

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

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

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

current with trends and considerate of my clients' needs.

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

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

## Cascade

*Continued from page B2*

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

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

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

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

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

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**Colleen Malmassari**  
HR Consultant  
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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?

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

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

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

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

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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?**

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

See MONICA LOUGH Page B7

CHELAN DOUGLAS  
**Regional Port**  
AUTHORITY

**Empowering Women  
at the Chelan Douglas  
Regional Port Authority**

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

“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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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?**

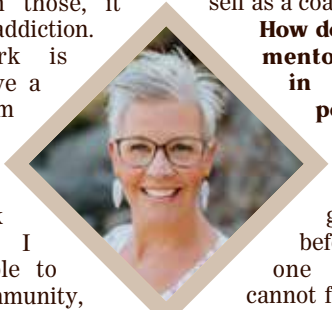
I love podcasts, so this is a helpful tool. The business coaching program I'm in has a community attached to it, so it's been fun to keep up with other coaches in the field. I also invest in ongoing education. I love learning, researching and absorbing more information to benefit me and my clients.




**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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**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.

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



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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