



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

Women
IN BUSINESS

Celebrating Leadership, Innovation, and Resilience
Spotlight on Women Shaping Our Business Landscape
B1-B8

Quad City Herald

Serving Brewster, Bridgeport, Mansfield & Pateros area since 1901

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Steelhead season reaches estimated one-quarter mark

By **MIKE MALTAIS**
Ward Media Staff Reporter

PATEROS – With more than 95 percent of the run now past Priest Rapids Dam, the remaining season for steelhead fishermen in the Upper Columbia and Methow rivers is holding up well as of the third week of activity from Oct. 30 – Nov. 6.

"The count remains right at the 9,500

fish we needed to open the fishery," said Ryan Fortier, Washington Fish and Wildlife biologist for the Okanogan District.

"Based on those numbers, we are about a quarter of the way through the season for the Methow fishery," estimated Fortier. "We have a take limit established throughout the fishery, and we are about 25 percent through the take if we keep fishing

and catching at the current rate."

Fortier said this season is similar to the 2015 fall season when the closure came around Thanksgiving.

Mike Mauk, owner of the Brewster Bait and Tackle Shop, said he continues to hear from fishermen on both rivers.

"They have no trouble getting fish, most of them catching fish pretty often," said Mauk. "It seems like there

are more fishing on the Methow than on the Columbia."

Mauk related one report from anglers using bait from the banks of the Columbia under the train trestle at the mouth of the Methow and having good success. Bait is not allowed in the Methow.

Lance Rider of The Outdoorsman in Winthrop:
"They have been doing really well,"

said Rider. "It's just been crowded."

While Rider said he could not confirm the report from a couple of anglers earlier in the week, he was told that the steelhead count over Wells Dam was averaging 30 fish daily.

Fish on!

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

Senior Center, city revisit proposal for building ownership



MIKE MALTAIS/WARD MEDIA

Senior Center members decked out for Halloween dress-up day include from left, President Kay "Raggedy Ann" McVay, inmate Angie Ronning, Sheriff Klair Lowrey, inmate Rose Holder, Mary McCann, and Ann Hublitz.

By **MIKE MALTAIS**
Ward Media Staff Reporter

BREWSTER – City Director of Finance Misty Ruiz addressed the Brewster-Bridgeport-Pateros Senior Center Board of Directors last Wednesday, Oct. 30, regarding an earlier proposal from the city to assume ownership of the center's building at 109 Bridge Street.

The board voted last August 28 to revisit an earlier 2021 proposal from the city after board member David Burdick spoke with Ruiz, who suggested that the city and the Senior Center should reconsider that earlier agreement.

"The big benefit for the Senior Center will allow any money you make can go into your fund rather than for upkeep," said Burdick.

That 2021 proposal came about when the Center was having a struggle meeting its monthly financial obligations to keep the doors open. The board in control at that time approached the city for help.

"The proposal was for the city to take over the building and

then maintain the building in all respects," said Ruiz. "The city does not have any (ownership) interest in the building at all and would not profit from it."

In 2021 the city estimated it would require about \$30,000 annually to maintain the building. The city would cover those operating costs and allow the seniors to apply whatever funds they raised to expand activities, increase membership, or use other means besides maintenance and overhead.

Despite the city's view that its solution was a win-win for both sides, it did not get the opportunity go into effect.

When the late Neal McKee, then Senior Center president, submitted the proposal to the membership requesting a simple "yes" or "no" response, the membership voted it down.

When asked how the city would find the funds to maintain the building, Ruiz said she would use the same strategy—grant funding — she has used for past and current city projects. She referred to the Old 97 repair project.



MIKE MALTAIS/WARD MEDIA

Brewster Director of Finance Misty Ruiz addresses the Oct. 30 meeting of the Brewster-Bridgeport-Pateros Senior Center.

"That was done through the state," Ruiz said. "I am working right now on a grant for the Rec Center to redo the roof and a new HVAC system."

Ruiz said some of her grants come from the state and some from the federal government.

Another current project is the Rat Lake drainage project, which will resolve an issue with FEMA (Federal Emergency Management Agency) and prevent a large portion of Brewster from being designated a floodplain. That funding is from a federal grant.

Members had several questions related to funding, the building's future, and how the Center could utilize the money it is making. Since the in-house Thrift Store was established, the Center's financial picture has become substantially stronger than it was in 2021.

Ruiz said she would produce the original agreement for the board to review so that it can be discussed at a future meeting.

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

Homeowners confront school board over water rights



COURTESY OF DESHA RUPEIKS

This overhead photo shows the school property outlined in red, the bus garage in green, the Rupeiks' property in yellow, and the single blue line denoting the irrigation service line.

By **MIKE MALTAIS**
Ward Media Staff Reporter

BREWSTER – A dispute over water rights involving a shared water line between the Brewster School District and a Sunset Avenue homeowner resulted in an airing of grievances during the public comment period at the meeting of the school board Monday night, Oct. 28.

Erik and Desha Rupeiks, owners of a home at 916 Sunset Drive, appeared before board members to recite an

itemized timeline of actions and abuses they claim were taken against them in response to concerns they raised about construction practices on the new school bus barn adjacent to their property.

The bus garage comprises about 15,000 square feet with three bus bays, bus/vehicle wash station, four vehicle bays, updated equipment, a classroom, IT department, and offices. It is a co-op project between

See **HOMEOWNERS** Page **A6**



MIKE MALTAIS/WARD MEDIA

Desha and Erik Rupeiks appear before the Brewster school board.



COURTESY OF DESHA RUPEIKS

Roof trusses are suspended over the Rupeiks' property at right.

Methow Valley honors past poll workers



COURTESY OF KATHY WINDLE

On this election week it is fitting to recognize past citizens who helped the election process run smoothly. Pictured are poll workers Helen Zahn, back, Opal Bergenholz, left, and Jean Johnson who volunteered for many community functions in their Town of Methow, voting among them.

Mansfield Legacy Fund opens grant applications for community projects

Quad City Herald
Ward Media

MANSFIELD — Nonprofit organizations serving the Mansfield community are now eligible to apply for funding through the Mansfield Legacy Fund as the grant application process officially opened on Oct. 1. This is the first year for the grants, which provide ongoing support for local initiatives that enhance the quality of life in the town.

The Mansfield Legacy Fund was established through a significant contribution from the estate of Neil Asmussen, a lifelong Mansfield resident known for his deep dedication to his community. Asmussen, who

passed away in 2022, created the fund to ensure continued support for projects in education, arts and culture, civic development, conservation, and health services.

"We are honored to be able to offer grants to benefit the Mansfield community, thanks to the generosity of Mr. Asmussen," said Beth Stipe, Executive Director of the Community Foundation. "His love for Mansfield continues through this fund, ensuring that his hometown will continue to have charitable resources to thrive for the future."

The grant applications will be accepted until Dec. 1, 2024. Eligible applicants include local nonprofits, community-based projects initiated by

the local government, and initiatives benefiting the Mansfield School District. In addition to the fund's endowment, community members can contribute to a spendable pool that supports current grant-making efforts.

Increasing both the endowment and the spendable pool allows donors to bolster the community's resources and provide further assistance to local programs.

For more information on the Mansfield Legacy Fund, to join the mailing list, or to apply for a grant, visit www.cfncw.org/mansfieldcommunityfundgrant or contact the Community Foundation at 509-663-7716.

Inside The Quad City Herald this Week

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Obituaries/Deaths:	4 p.m., Friday

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Letters policy

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

Corrections

Quad City Herald regrets any errors. If you see an error, please call 509-689-2507. We will publish a correction

News tips

Have an idea for a story? Call Quad City Herald at 509-548-5286

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Classified Weekly Rates

\$15.00 for first 30 words. .10 for each additional word over 30 words Borders, bold words, headlines, logos and photos subject to additional charges.

Obituaries

Obituaries can be placed during normal business hours by calling 509-689-2507 or by emailing obits@ward.media

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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!



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.

Second Saturday book club

The Okanogan Library will host the Second Saturday Book Club on Saturday, November 9, from 1 to 2 p.m.

"Calling all adult readers," the event page states. "Members meet monthly (on the second Saturday of each month) to discuss the current book club pick, visit, and share book recommendations. We hope to see you soon."

For more information and to register, visit ncwlibraries.org.

Harvest Barrel Tasting at Vin du Lac Winery

Vin du Lac Winery in Chelan will host a Harvest Barrel Tasting on Saturday, November 9, from 1-5 p.m.

"You'll have the unique opportunity to savor the future of our winery, guided by the very hands that crafted these exquisite wines," the event page states. "Our VDL production crew will share stories of the vineyard, the

intricate processes that make each varietal special, and the passion that drives our pursuit of excellent wines."

For more information, visit vindulac.com.

Magic the Gathering: For Beginners

The Omak Library will host Magic the Gathering: For Beginners on Thursday, November 14, from 3:30 to 5 p.m.

Have you ever wanted to learn how to play Magic the Gathering? Join us the second and fourth Thursdays at 3:30 pm to learn the basics of the game and how to build your deck. We will have cards for you to practice with!

5 THINGS TO DO THIS WEEK

For more information and to register, visit ncwlibraries.org.

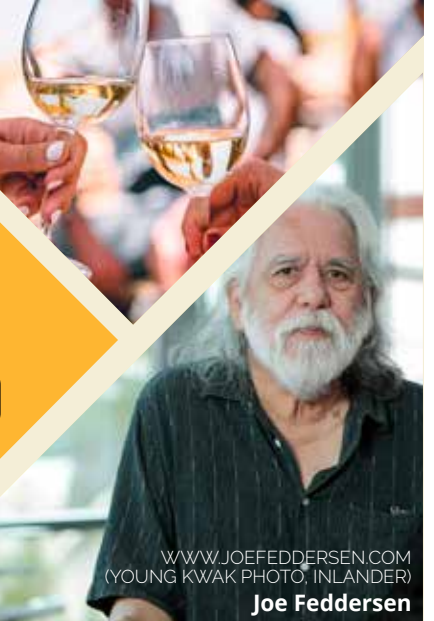
Artist Talk: Joe Feddersen

The Omak Library will host an Artist Talk with Joe Feddersen on Friday, November 15, from 4 to 5 p.m.

"Joe Feddersen will be joining us at the Omak Library

to talk about his 40-year career in the art community," the event page states. "He has artwork featured in museums, and there will be a book coming out in December 2024 about his artwork. Join us to celebrate this local artist."

For more information and to register, visit ncwlibraries.org.



WWW.JOEFEDDERSEN.COM (YOUNG KWAK PHOTO: INLANDER) Joe Feddersen

The women building North Central Washington's future

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

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

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

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

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

accomplishment.

The challenges these women have faced - from balancing family responsibilities to overcoming industry barriers - are met with remarkable 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.

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

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From the Publisher

TERRY WARD

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

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

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

Pumpkin carvers must be out of their gourds

By Mike Maltais
Ward Media Staff Reporter

BREWSTER -- The creative juices of pumpkin carvers start flowing early by the looks of examples on display by Brewster Elementary students. Among the fun activities that come with Halloween is seeing the array of themes that the blank canvas of a pumpkin inspires.

Almost as interesting is the plant family- Cucurbitaceae - that claims the pumpkin as a member.

Is it a gourd? A vegetable? Neither. It is a type of winter squash and is considered fruit. Remember how pumpkins start out as flowers and are full of seeds when cleaned? Those characteristics classify them in the fruit category. The pumpkin family tree includes watermelons, cucumbers, and more than 800 flowering plant species. Wrap your gourd around that one.

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



Beetlejuice



Ice cream cone



T-Rex



Skeleton



Prickly



Skittles

VETERANS DAY NOVEMBER 11

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

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Thomas Gene Flynn
 Thomas Gene Flynn, 66, of Brewster, Washington passed away on October 29, 2024. Barnes Chapel is handling the arrangements for the family.

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Community Bulletin Board Local, Regional Community News & Events

Meetings

Mondays

Okanogan County Fair Advisory Committee: Second Monday, 6 p.m. Meetings are open to the public. Okanogan County Commissioners' hearing room, 123 N. Fifth Ave., Okanogan.
Family and friends Support Group: Third Monday, 7-8:30 p.m., Grace Lutheran Church, 1408 Washington Street, Wenatchee. Contact: 509-860-3620, website at: tcfwenatcheevalley.org

Tuesday

Okanogan County PUD: The commission meets the second and fourth Tuesday of the month at 3 p.m. Information: okanoganpud.org
Douglas County PUD meetings: The commission meets the first and third Tuesday of the month at 1:30 p.m. in the East Wenatchee office. Information: douglaspud.org
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
Survivors of Suicide Loss Support Group
 WENATCHEE - Survivors of Suicide Loss Support Group

meets the 2nd Tuesday of every month, 7-8:30 p.m., at Grace Lutheran Church, 1408 Washington Street, Wenatchee. For information, call 509-860-3620 or visit their website at: tcfwenatcheevalley.org

Wednesday

American Legion Post #97: Current members meetings are on the 1st and 3rd Wednesday of each month at 6 p.m. at the American Legion Post in Brewster. Information: Greg Wagg, 206-550-6474.

American Legion Auxiliary #97: Meets the first Wednesday of each month, at 5 p.m. at the American Legion Post in Brewster.

Brewster Chamber of Commerce: Meets the third Wednesday of each month at 6 p.m. at the Senior Center, 109 Bridge St. Information email: brewsterwachamber@gmail.com

Death Cafe Chelan: Third Wednesday, 11:30 a.m.-12:30 p.m., Chelan Public Library, 216 N. Emerson Street; and 5:30-6:30 p.m., Chelan Senior Center, 534 Trow Avenue, Chelan. Contact: Concie Luna at 509-630-2972 or Vita Monteleone at monte419@nwi.net.

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. in Chelan. 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.

Thursdays

Brewster bus trips: OCTN takes Brewster area residents to Wenatchee, second Thursday of the month. The bus starts picking folks up at their homes at 7:30 a.m. Riders may request destination(s); medical appointments etc. On the third Thursday of each month, riders will be taken to Omak for the day. Riders request their destination(s). Wenatchee: \$12/boarding for General Public, \$6 suggested donation/day for Seniors (60 plus). Omak: \$5.50/General Public, \$2.75 suggested donation Seniors (60 plus). (509) 826-4391 to reserve your seat.

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.

Other Events/meetings

Brewster Senior Meals:

OBITUARY

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 Wooley, 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.

The Senior Center serves meals at noon on Tuesdays, Wednesdays and Fridays. Home delivered meals are delivered those same days. Call 509-689-2815 to reserve meals. For those over age 60 \$5. For those 60 and under \$12.

Senior Center Thrift Store: The Brewster- Pateros-Bridgeport Senior Center Thrift Store is open Monday-Saturday, 10 a.m.-2 p.m. They are also the Brewster Visitor Information Center and the Brewster Chamber of Commerce meeting room.

Brewster American Legion events: Bingo every Thursday night at 6 p.m. Open to the public. Friday Steak Dinner starts at 5 p.m.; Sunday 9 a.m. to 12 p.m., order from the full breakfast menu. Daily lunch specials except for Mondays and Saturday when they are closed.

Chelan Valley Hope: Chelan Valley Hope's Winter Coat Drive has officially launched for the season! We are accepting new and gently used coats, hats, scarves, gloves, and new socks. All sizes are needed. Donation

bins can be found at the following locations; Chelan Valley Hope, Chelan Fire Dept., Manson Fire Dept., Lake Chelan Eagles, North Shore Bible Church, Chelan Public Library, Wheatland/North Cascades Bank, Cashmere Valley Bank, Lake Chelan Building Supply in Manson, and Even Keel Roadhouse. If you are in need of warm winter wear please call or visit us at Chelan Valley Hope, open Monday through Thursday 9 a.m.-3 p.m. Call 509-888-2114 for more information or to schedule an appointment.

Okanogan & Douglas County Sheriff, Brewster Police Dept Report

This report is compiled from records provided by the Okanogan & Douglas County Sheriff, Brewster Police Dept. The publisher cannot certify the complete accuracy of the information provided.



Douglas County

Oct 25
 11:58:33 Graffiti 6th St & Columbia Ave, Bridgeport
 13:59:54 Assist Public 516 N Columbia Ave, Waterville

Oct 27
 9:30:30 Domestic Disturbance, 222 17th St # 2, Bridgeport
 12:38:31 Civil, 106 Berry St, Bridgeport Bar
 19:53:36 Assist Agency, Sr 17 Mp 134, Bridgeport
 21:39:00 Assist Agency, Sr 173 Mp 5, Bridgeport Bar

Oct 28
 9:01:36 Malicious Misch, 811 Jefferson Ave; Bridgeport
 12:48:06 Alarm, 845 Columbia Ave, Bridgeport
 14:18:10 Traffic Offense, 37 Cedar Ave, Bridgeport Bar
 10:50:41 Fraud/Forgery, 202 E Walnut St; #6, Waterville

Oct 29
 10:24:04 Harass/Threat, 200 E Birch St; Waterville

Oct 30
 9:48:17 Assist Agency, Hwy 97 & Old 97, Brewster

Oct 31
 9:57:48 Abuse, 529 12th St, Bridgeport
 13:04:17 Scam, 102 Falcon Ridge Rd, Waterville

Brewster Police Department

Oct 25
 03:52:03 Domestic Dispute, S 4th St, Brewster, Bf Assaulted Rp, Threatening To Shoot Her. He Is Holding His Gun Right Now. Bf Highly Intox'd Hit The Rp In The Face
 03:52:03 Domestic Dispute S 4th St, Brewster, Bf Assaulted Rp, Threatening To Shoot Her.
 10:49:46 Trespassing, S 7th St, Brewster Out At Brewster Elementary Grounds, Poss Trespass In Prog.
 16:53:36 Agency Assist, Unger Rd & Highway 97, Brewster, Standing By W Do19 While He Conducts A Veh

Oct 26
 17:37:57 Intoxication, S 3rd St,

Brewster, Advd Subjs Are Intox Causing Problems.
 19:07:14 Noise Complaint S 3rd St, Brewster, Loud Music Coming From The Res W/ The Big Whi Tent, Shaking Rp's Windows.

Oct 29
 11:08:01 Child Abuse, W Cliff Ave, Brewster,
 12:19:47 Agency Referral, E Ferry Ave,
 15:23:24 Civil, S 3rd St, Brewster,

Oct 30
 09:33:37 Pursuit, Engh Rd & Riverside Dr, Eb, Omak, Veh Hit Flock Camera Eb Not Stopping Permission For Pursuit Speeds 100-103 Mph Req For Spikes Veh Is Mxing 110mph Now Turning Eb Through Orchard Drove Through Fence Hung Up On The Veh May Have Abandoned Veh In The Orchard 12:40:26 Animal Stray, W Hanson Ave & S 5th St, Brewster, Two Bro Pitbull/ Shepherd Mix Dogs Enrt Pound

Okanogan County Sheriff

Oct 25
 03:52:03 Domestic Dispute, S 4th St, Brewster, Bf Assaulted Rp, Threatening To Shoot Her. He Is Holding His Gun Right Now.
 03:52:03 Agency Assist, S 4th St, Brewster, Bf Assaulted Rp, Threatening To Shoot Her.

Oct 26
 09:06:53 Assault Officer: Kim Michael Soto Farm Rd, Brewster, Female Adv He Is Punching Me And Crying, Male Yelling In Spanish
 19:07:14 Noise Complaint S 3rd St, Brewster, Loud Music Coming From The Res W/ The Big Whi Tent, Shaking Rp's Windows.

Oct 27
 09:55:47 Weapon Offense Mountain View Dr, Brewster, M Is Shooting Again, Advised He Is Not Allowed When Neighbors Are 500ft Or Closer.
 10:06:25 Suspicious, Pateros,

Pateros, Called Previously To Report A Stolen Veh, Recd A Notice Stating They Found The Veh 8 Days Ago And He Needs To Pay
 13:48:49 Civil, Bill Shaw Rd, Pateros, When They Bought The Lease They Got Half The Fence And There Is A Hole In The Fence. Now Rp Is Getting Complaints For Rps Cows Getting Through The Hole In The Fence.
 21:21:50 Runaway Juvenile Pedersen Rd, Pateros, Son Left The Res. Rp Took His Phone Away And She Found Texts Between Him And A F From Seattle Saying He Was Going To Visit Her.

Oct 28
 2:59:3 Fraud, North Star Rd, Brewster, Received Notice That His Home Depot Card Had Been Canceled To Non Payment, Rp Went To Bank Account Shows Negative Balance \$8600 And Is 90 Days Past Due. Unk Name Linked To Account.
 20:12:45 Suspicious, Pariseau Rd, Bridgeport, Atc Back Line Went To Vm. Checked The Area Was Not Able To Find Any Subjs

Oct 29
 13:26:51 Death Unattend Schnibbe Rd, Brewster
 16:02:07 Weapon Offense Mountain View Dr, Brewster, Ongoing Issue With Neighbor Firing Gun W/In 500 Yds Of Res.
 17:08:32 Civil, Midland Rd, Brewster, X Bf's Cousin's Gf Outside Bedroom Window In Pkg Lot. Has Been Ongoing Issue With Stalking Rp,
 18:22:13 Domestic Dispute, Schnibbe Rd, Brewster, Fem Is Screaming Bloody Murder Outside Yelling " Get Off Me" Warrant Confirmed

Oct 30
 13:24:04 Domestic Dispute, North Star Rd, Brewster, Rps Husband Lost His Temper W Rp Last Night He Unholstered His Gun And Put It Into His Mouth And Said If Rp Left Him "This Is What Would Happen If You Leave Me"

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."

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Football		
Fri, Nov 8	7:00 PM Bridgeport vs. Soap Lake,	Away
Fri, Nov 8,	7:00 PM Waterville-Mansfield vs. Entiat,	Away

SCOREBOARD

Football		
Fri, Oct 31,	Bridgeport 58, Republic 20,	Win
Fri, Nov 1,	Brewster 28, Manson 21,	Win
Fri, Nov 2,	Waterville-Mansfield 58, Oroville 38,	Win
Volleyball - Girls		
Wed, Oct 30,	Waterville-Mansfield 3, Cascade Christan 0,	Win

Bears pull out last-minute win over Manson



MIKE MALTAIS/WARD MEDIA

Bears sophomore Sam Arevalo leaves two Manson tacklers in his wake on a quarterback keeper.

By MIKE MALTAIS
 Ward Media Staff Reporter

BREWSTER – The game between the 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 matchup.

Manson scored first early in the opening quarter on a 63-yard pass play from junior quarterback Cooper Pinski 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 Navato 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 Brewster in third place in the CW2B and the Bears will host the crossover game with their Eastern Washington Athletic Conference opponent – either Riverview or Cle Elum - next Friday or Saturday.

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



COURTESY OF ANNA MARIE DALBEY
 Alivia Walker, holding her three-and-under trophy, poses with mon, Angelina, at the costume contest.



MIKE MALTAIS/WARD MEDIA
 A young trick or treat is greeted at the door of Websters Furniture.



COURTESY OF ANNA MARIE DALBEY
 Contestants gather for the costume contest.

Quad Cities cut loose with Halloween hijinks

By MIKE MALTAIS
 Ward Media Staff Reporter

QUAD CITIES – It was perfect weather for Halloween. Under overcast skies the temperature was not too hot nor too cold. Following a light rain, it was damp but not soggy. Colorful autumn leaves were scattered about.

From Pateros to Bridgeport, the variety of events featured trunk-or-treat, a costume contest, face painting, a movie, drinks and snacks, fire trucks, businesses welcoming trick-or-treaters, and more.

Brewster kicked things off at 4 p.m. with the Chamber of Commerce's popular costume contest in Legion Park, followed by trunk or treat outside the American Legion, plus Trick or Treat down Main Street. The Brewster Fire Department had an engine on display, and traffic moved at a crawl as costumed celebrants crowded both sides of Main Street.

Pateros hosted its first annual Fall Festival from 4 to 6 p.m. in the school parking lot. Crafts, face painting, the Pateros Fire Department, trunks of treats, and the movie

The Addams Family were just some of the fun activities.

Bridgeport's Elementary School parking lot was Halloween center across the river in Douglas County. The creeping darkness brought an eerie atmosphere accentuated by a haunted trailer that beckoned any brave souls that dared to enter. The volunteer fire department had all lights flashing on the truck parked nearby where firefighters treated all comers.

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



COURTESY OF ANNA MARIE DALBEY
 Contestants gather for the costume contest.



MIKE MALTAIS/WARD MEDIA
 The staff at Kodi's Saloon in Pateros set the mood for their annual Halloween costume party.



MIKE MALTAIS/WARD MEDIA
 Pateros Mayor Kelly Hook with wife, Nicole, right, and city clerk Cecilia Williams bring a scary theme Trunk or Treat to the Pateros school parking lot.



MIKE MALTAIS/WARD MEDIA
 Brewster Fire Chief Dylan Gamble, center, and volunteer firefighters dispense treats to some very young fans.



MIKE MALTAIS/WARD MEDIA
 Tasteful décor is always in fashion.



COURTESY OF ANNA MARIE DALBEY
 Brewster Mayor Art Smyth pauses for a photo with the Mayor's Choice costume winner who isn't even there...



MIKE MALTAIS/WARD MEDIA
 The Pateros Fire Department is always part of Pateros celebrations.



COURTESY OF CHARLENE KNOX
 A pair of T-Rexs prepare to enter the haunted trailer in the Bridgeport school parking lot.



COURTESY OF CHARLENE KNOX
 The welcome table outside the Brewster Senior Center prepares visitors for what awaits inside.



CONNECTING COMMUNITIES ACROSS NORTH CENTRAL WASHINGTON

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.

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.

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



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

Taylor Caldwell / Ward Media

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 bottle manufacturing at its Seattle location due to the increasing pressure of low-cost imports. Because of this, Strategic Materials has slowed glass collection at its facility.

Jones said the organization was looking into ways to increase collection and haul more efficiently in order to sustainably bring glass to processing sites in Portland, OR and Kalama, WA.

“The further that you have to transport, the more carbon impact it has, the more transportation costs, et cetera,” said Jones.

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

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



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Historic basement renovation earns Bivouac Cellars award

Lake Chelan Mirror
Ward Media

CHELAN — A military veteran couple's innovative transformation of an unused

basement into a wine-tasting room has earned them statewide recognition for historic preservation efforts.

Kris and Kevin Smith, owners of Bivouac Cellars,

received the Brick & Mortar Award at the 2024 Excellence on Main ceremony, organized by the Washington Main Street Program. The award acknowledges their

contribution to downtown Chelan's preservation and economic development.

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

"While many communities would still refer to this low vacancy rate sarcastically as a 'real tough problem,' the reality is that many Main Street districts in Washington are grappling with how to encourage entrepreneurship

when the street level vacancy rate is at zero, and the turnover rate is similarly low," Durham said. "Tapping into possibilities above and even below street level takes the creativity, vision, and persistence that we love to celebrate through these awards."

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

while preserving Chelan's historic downtown."

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.

Okanogan-Wenatchee National Forest welcomes new forest supervisor

NCW News
Ward Media

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

"Tara's extensive experience and collaborative spirit will be a tremendous asset to the Okanogan-Wenatchee National Forest," said Jacque Buchanan, Regional Forester for the Forest Service's Pacific Northwest Region. "Her background in wildfire management and dedication to engaging with local communities resonate deeply with our region's goal to build lasting partnerships. I am confident that her leadership will enhance our efforts to support both the needs of the community and the wildlife that depend on these lands."

Umphries began her career in wildland fire in 2002 as a wildland firefighter, progressively advancing to key leadership roles, including Fuels Program Manager for the Willamette National Forest and Fire Planner for the Pacific Northwest's Region 6. She also served as District Ranger on the Medicine Bow-Routt National Forest, where her work further solidified

her reputation for partnership building and proactive fire management strategies. Her leadership in wildfire response and strategic partnerships align with the Okanogan-Wenatchee National Forest's ongoing efforts to navigate increasingly complex land management and fire challenges.

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

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

The Okanogan-Wenatchee National Forest spans approximately 4 million acres in North Central Washington, encompassing varied ecosystems that require strategic management, particularly in the face of wildfire risks and the necessity for conservation efforts. Forest Service officials have highlighted the importance of continued collaboration between the agency, local communities, Tribal nations, and stakeholders to ensure sustainable forest

management.

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

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



Tara Umphries

Cascadia Conservation District to hold regular board meeting November 15

NCW News
Ward Media

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

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

Community members who wish to attend remotely can

find more information and instructions on how to join the meeting at cascadiacd.org or by contacting the district office at 509-436-1601.

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

Serve Wenatchee to distribute 500 Thanksgiving meal baskets

NCW News
Ward Media

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

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

our costs to purchase food to stock our shelves."

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

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

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

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

Contact Information:

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

Homeowners

Continued from page A1
the Brewster, Bridgeport, and Pateros school districts.

Desha Rupeiks said their problems began when they took their concerns to the county over construction practices at the garage. She referred to the Brewster School Superintendent and the Construction Services Group garage project manager specifically and the school board generally as the protagonists against whom she was directing her complaints.

"We did as we were instructed by the county and appropriate agencies to address our concerns," Rupeiks said.

Those issues include:

1. Asbestos abatement.
2. Home demolition and dust.
3. Trusses hoisted over their property.
4. Start times as early as 4:30 a.m.

From the Rupeiks' prepared statement, the following timeline of events are listed:

- July 8: Site visit by the Department of Ecology (DOE) re: dust.
- July 9: Irrigation water to the Rupeiks' property was disconnected and stayed off until July 17.

Rupeiks said a small excavator dug up their service line at 7 a.m., the contractor installed a ball valve, and by 7:30 a.m., they had no water and no explanation.

No water July 18-25. Rupeiks said Bob Foyle - a board member of the Mutual Irrigation Association (MIA) of which the Rupeiks' are members - intervened with the school district after the Rupeiks' had been without water from July 18-25, to get their water service restored.

- July 25: Second L&I visit re: trusses.
- July 26: Water again off until August 8.
- August 8: Water service restored.
- Sept. 24: Water line dug up and service off until Oct. 8.

"In a three month span we went a total of 31 days without irrigation service, most of it during the hottest time of the year," Rupeiks said.

The Rupeiks retained legal counsel.

"We knew it was illegal and intentional," said Rupeiks. "Because of this we were forced to hire an attorney to prove it was illegal."

"We had to prove...our rights outlined in a water use agreement between the school and the MIA from 2007," said Rupeiks. "Water rights and a connection were established on our property more than 30 years prior to us moving to the home."

Board chairperson Hector Aparicio said he thought the issue had been resolved. He inquired if Rupeiks' next-door neighbor experienced a similar water problem. She said the neighbor's property is served by a separate line but that he shared his irrigation water with the Rupeiks during the time they were without service.

Rupeiks said the document "lists the names of Superintendent Mark Jacobson, board chairman Don Becker, and maintenance supervisor Mike Webster and is recorded with the DOE clearly outlining our rights."

The Rupeiks brought a copy of the water user agreement, copies of letters exchanged between attorneys representing both sides, plus text messages, photos, emails, and other supporting data to present to the school board.

"We are moving. We are

selling our home. We simply cannot live where we do not feel comfortable or safe anymore," said Rupeiks. "We fear that what has happened this past summer...is going to have a negative impact on our ability to sell our home."

Rupeiks advised the board that any actions by the school that negatively affect their home sale, irrigation system, or any legal rights associated with their property will result in further legal action. She urged the board to "finish this project respectfully and lawfully" and concluded with a request for reimbursement of legal fees and an apology.

Offered the opportunity to respond, Superintendent Lynette Blackburn had no comment.

Later, Blackburn issued the following statement to The Quad:

"The Brewster School District is committed to maintaining and modernizing school campuses to provide the best possible learning environment for our students. We understand that well-maintained school buildings are critical to student learning, and we strive to minimize any impact our work may have on the local community. We are committed to being good neighbors and addressing any community concerns promptly."

The project manager was not present at the meeting.

Aparicio said the board will review the documents Rupeiks provided and reach out to the Rupeiks' legal counsel.

Following the meeting Rupeiks told The Quad "I would not say I am satisfied with their response...but I am more interested in what their response will be."

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

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Public Notices

NOTICE OF 2025 BUDGET HEARING
The final read on the 2025 budget hearing for the Town of Mansfield has been scheduled for Wednesday, November 13, 2024 at the Town Hall at 6:00 PM to afford citizens the opportunity to provide written or oral comments on the 2025 budget. Copies of the budget may be obtained from the City Clerk. Published in the Quad City Herald, October 30, 2024 and November 6, 2024. #8727

Public Notices

SUPERIOR COURT OF THE STATE OF WASHINGTON FOR KING COUNTY ESTATE OF: BRENDA JOY KEELER Deceased NO.24-4-07233-8 SEA NOTICE TO CREDITORS RCW 11.40.030

The personal representative named below has been appointed as personal representative of this estate. Any person having a claim against the decedent must, before the time the claim would be barred by any otherwise applicable statute of limitations, present the claim in the manner as provided in RCW 11.40.070 by serving on or mailing to the personal representative or the personal representative's attorney at the address stated below a copy of the claim and filing the original of the claim with the court. The claim must be presented within the later of: (1) Thirty days after the personal representative served or mailed the notice to the creditor as provided under RCW 11.40.020(1)(c); or (2) four months after the date of first publication of the notice. If the claim is not presented within this time frame, the claim is forever barred, except as otherwise provided in RCW 11.40.051 and 11.40.060. This bar is effective as to claims against both the decedent's probate and nonprobate assets. Attorney for Personal Representative: LAWRENCE F. BROWN, JR. WSBA No. 18847 Lawrence F. Brown, Jr. Attorney at Law P. O. Box 940 Fall City WA 98024 Robert W. Keeler Personal Representative First filing date: 10/15/2024 First publication date: 10/23/2024 Published in the Quad City Herald on October 23, 30, November 6, 2024. #8779

Public Notices

NOTICE OF RELEASE OF DOCUMENT
NOTICE IS HEREBY that the City of Pateros has release a draft of the updated Parks, Recreation and Open Space Plan for formal public review. A copy of the plan may be reviewed at City Hall or available to down from the City's website - <https://www.pateros.com/> The City will accept written comments until November 30, 2024 and may be submitted to City of Pateros - Attention: PROS Update P.O. Box 8, Pateros, WA 98846, clerk@pateros.us and the City Council will hold a public hearing prior to adoption of the plan on December 16, 2024. Published in the Quad City Herald on November 6, 13, 2024. #8827

Public Notices

SUPERIOR COURT OF WASHINGTON FOR CHELAN COUNTY In the Matter of the Estate of CHARLES D. AKERS, Deceased. No. 24-4-00390-04 PROBATE NOTICE TO CREDITORS RCW 11.40.030

The personal representative named below has been appointed as personal representative of this estate. Any person having a claim against the decedent must, before the time the claim would be barred by any otherwise applicable statute of limitations, present the claim in the manner as provided in RCW 11.40.070 by serving on or mailing to the personal representative or the personal representative's attorney at the address stated below a copy of the claim and filing the original of the claim with the Court in which the probate proceedings were commenced. The claim must be presented within the later of: (1) Thirty days after the personal representative served or mailed the notice to the creditor as provided under RCW 11.40.020(1)(c); or (2) four months after the date of first publication of the notice. If the claim is not presented within this time frame, the claim is forever barred, except as otherwise provided in RCW 11.40.051 and RCW 11.40.060. This bar is effective as to claims against both the decedent's probate and nonprobate assets. Date of First Publication: October 23, 2024 Personal Representative: Wanda E. Vammen Attorney for the Personal Representative: David J. Bentsen Address for Mailing or Service: Speidel Bentsen LLP 7 North Wenatchee Avenue, Suite 600 P.O. Box 881 Wenatchee, WA 98807-0881 Court of Probate Proceedings and Cause Number: Chelan County Superior Court Cause No. 24-4-00390-04 WANDA E. VAMMEN Personal Representative Attorneys for Personal Representative: SPEIDEL BENTSEN LLP By: DAVID J. BENTSEN WSBA No. 42107 7 North Wenatchee Avenue, Suite 600 P.O. Box 881 Wenatchee, WA 98807 Published in the Quad City Herald on October 23, 30, November 6, 2024. #8756

Public Notices

SMALL WORKS ROSTER
Wells Ranch Irrigation District is advertising for licensed contractors who desire to be placed in the SMALL WORKS ROSTER for performing projects costing less than \$200,000. The Wells Ranch Irrigation District is an equal opportunity employer and seeks participation from women and minority contractors. Send a letter requesting to be placed on the small works roster to: Wells Ranch Irrigation District, PO Box 425, Brewster, WA 98812. Inquiries may be directed to Barbara Lawson, Secretary/Treasurer at (509)689-2634. Published in the Quad City Herald on November 6, 2024. #8845

Public Notices

SUPERIOR COURT OF WASHINGTON FOR DOUGLAS COUNTY BRIDGEPORT BETHEL ASSEMBLY GOD OF WASHINGTON, a Washington nonprofit corporation, Plaintiff, vs. BETHEL CHURCH OF BRIDGEPORT, a Washington nonprofit corporation, Defendant. NO. 24-2-00450-09 AMENDED

SUMMONS BY PUBLICATION
TO: Defendants, BETHEL CHURCH OF BRIDGEPORT, a Washington nonprofit corporation, occupants of the premises and any parties or persons claiming to have any right, title, estate lien, or interest in the real property described in the Complaint: You are hereby summoned to appear within sixty (60) days after the date of the first publication of this Summons, to it, within sixty (60) days after the 30th day of October, 2024 and defend the real property foreclosure in Douglas County, Washington and answer the Complaint of BRIDGEPORT BETHEL ASSEMBLY GOD OF WASHINGTON, a Washington nonprofit corporation ("Plaintiff"). You are asked to serve a copy of your Answer or responsive pleading upon the undersigned attorneys for the Plaintiff at its office stated below. In case of your failure to do so judgment will be rendered against you according to the demand of the Complaint which has been filed with the Clerk of the Court. The purpose of this lawsuit is to quiet title as to the interest of the Defendant in the real property located in Douglas County, Washington and legally described as: Lot 11, Block 91, Original Town of Bridgeport, Douglas County, Washington. According to the Plat thereof Recorded in Volume A of Plats at Page 66-72, Douglas County, Washington Parcel No. 00209101100, and commonly known as 1637 Fisk Ave, Bridgeport, WA 98113. DATED this 21st day of October, 2024. **DILLE LAW, PLLC** Bryce H. Dille, WSBA #2862 Attorneys for Plaintiff 1800 Cooper Point Rd SW Bldg 11 Olympia, WA 98502 Published in the Quad City Herald on October 30, November 6, 13, 20, 27, December 4, 2024. #8784

Public Notices

NOTICE OF EQUALIZATION
Notice is hereby given that the rates book of Wells Ranch Irrigation District, in Okanogan County, Washington for the year 2025, has been completed. Assessment book can be viewed at 94A Mountain View Dr, Brewster, WA. Board of Directors will meet as a Board of Equalization to equalize said rates on Friday, November 22, 2024 at the hour of 12:30 p.m. of said day at the restaurant: Los Comperos, which is at 301 E. Main Street, Brewster WA, at which time and place all persons objecting to said rates may be heard. Published in the Quad City Herald on November 6, 13, 2024. #8846

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Quad City Herald

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

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

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

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

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

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

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

SUDOKU

			2					
	4							
9		7	1		6	4		5
			9				5	7
	9		6		7			
							1	
5	6				2			9
8			5				7	1
4					8			

Level: Intermediate

Fun By The Numbers
Like puzzles? Then you'll love sudoku. This mind-bending puzzle will have you hooked from the moment you square off, so sharpen your pencil and put your sudoku savvy to the test!

Here's How It Works:
Sudoku puzzles are formatted as a 9x9 grid, broken down into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues already provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

2	9	5	8	6	3	1	7	4
1	7	3	4	9	5	6	2	8
9	4	8	2	1	7	3	9	5
8	1	6	3	4	2	9	5	7
4	3	2	7	5	9	8	6	1
7	5	6	1	8	9	2	4	3
5	2	4	6	3	1	7	8	9
6	1	9	5	7	8	4	3	2
3	8	7	9	4	2	5	1	6

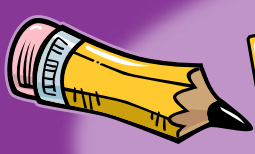
ANSWER:

Public Notices

NOTICE OF PUBLIC HEARING PATEROS CITY COUNCIL
NOTICE IS HEREBY GIVEN that the City Council of the City of Pateros shall hold a public hearing on the 2025 Budget, EMS, Property Tax levies and Fee Schedule for the City of Pateros. Said public hearing shall be held Monday November 18, at 6:00 p.m. in council chambers at 113 Lakeshore Drive, Pateros, WA. Send written comments to the Clerk-Treasurer, PO Box 8, Pateros, WA 98846 Published in the Quad City Herald on November 6, 13, 2024. #8841

Public Notices

NOTICE OF CORPORATE DISSOLUTION -
Baines Title Company, Inc. filed its articles of dissolution on October 18, 2024. Any creditors of Baines Title Company, Inc. are directed to submit claims by mail on or before February 3, 2025 to: Baines Title Company, Inc. c/o Troy St. George, 11201 SE 8th St., Suite 200, Bellevue WA, 98004. Submitted claims must set forth the claimant, the amount of the indebtedness, the nature of the claim, and any supporting documentation thereof. The failure to submit a claim within the deadline prescribed above may result in the barring of your claim against Baines Title Company, Inc. in accordance with RCW 23B.14.030. Published in the Quad City Herald on October 23, 30, November 6, 2024. #8780



Kid Scoop .com

THE AWARD-WINNING PRINT & ONLINE FAMILY FEATURE

Get puzzle answers, recipes and more at www.kidscoop.com

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Kid Scoop Together

Steamer Ducks

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

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



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

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Kid Scoop VOCABULARY BUILDERS

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

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

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

Flightless Birds



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



This is an ostrich.

And this is an emu.

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

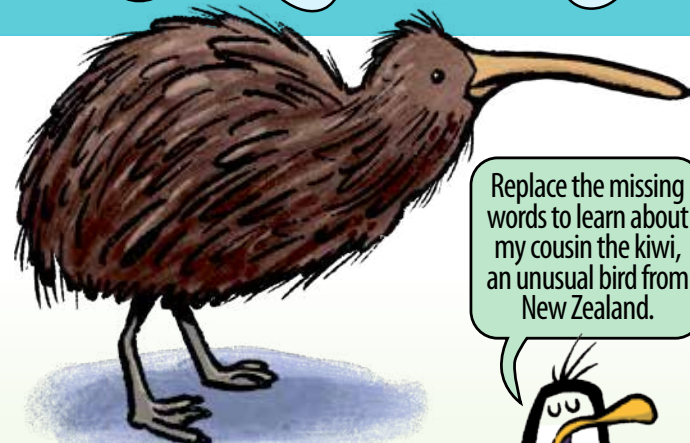
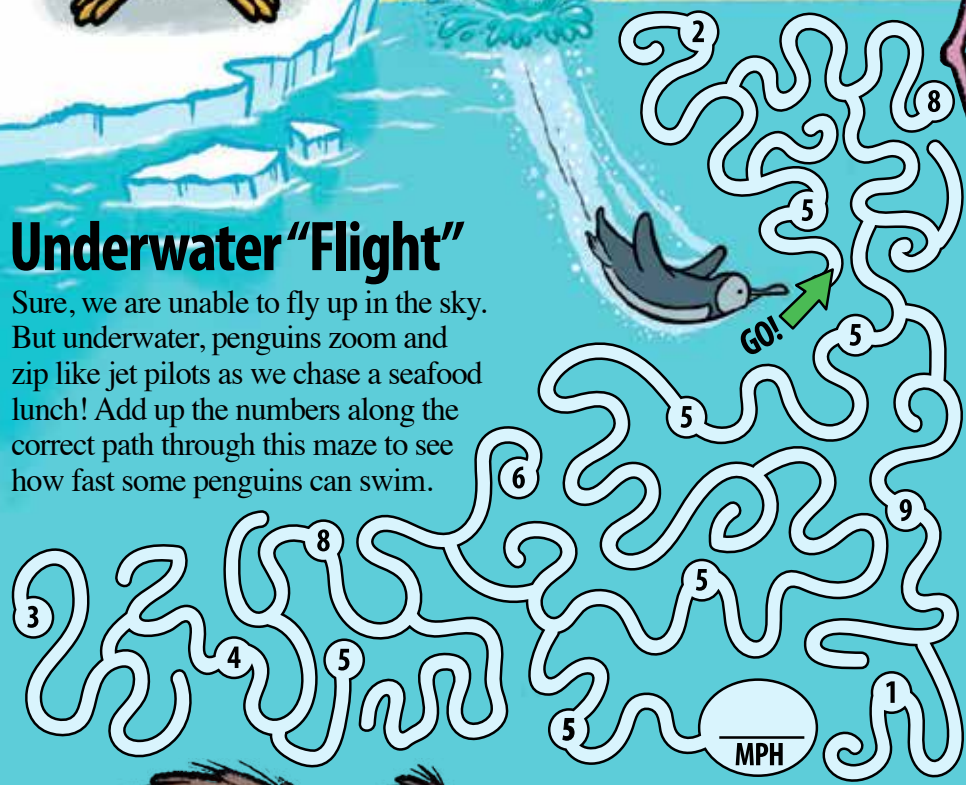
How many differences can you find between the emu and ostrich? How many similarities do you see?

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



Underwater "Flight"

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



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

Meet the Kiwi

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

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

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

Standards Link: Language Arts: Follow written instructions.

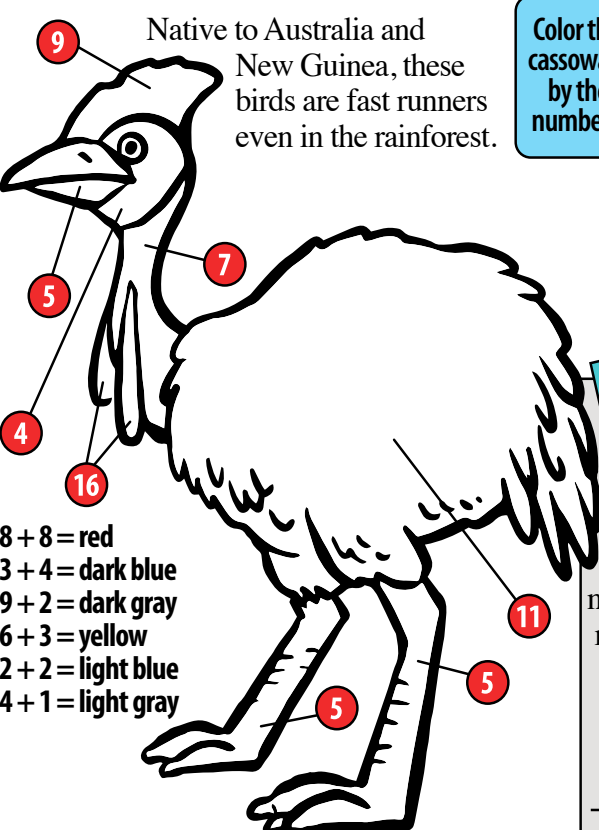


The Cassowary

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

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

Color this cassowary by the numbers.



Extra! Extra! The Sky is the Limit

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

Standards Link: Language Arts: Follow written instructions.

Kid Scoop Puzzler

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

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

ATBW CODHEUF
NGDHRIEJDKFL
OMRNTOPYPFQORUSR

TW

Standards Link: Follow written directions.



Double Double Word Search

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

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



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

MEDIA PARTNER

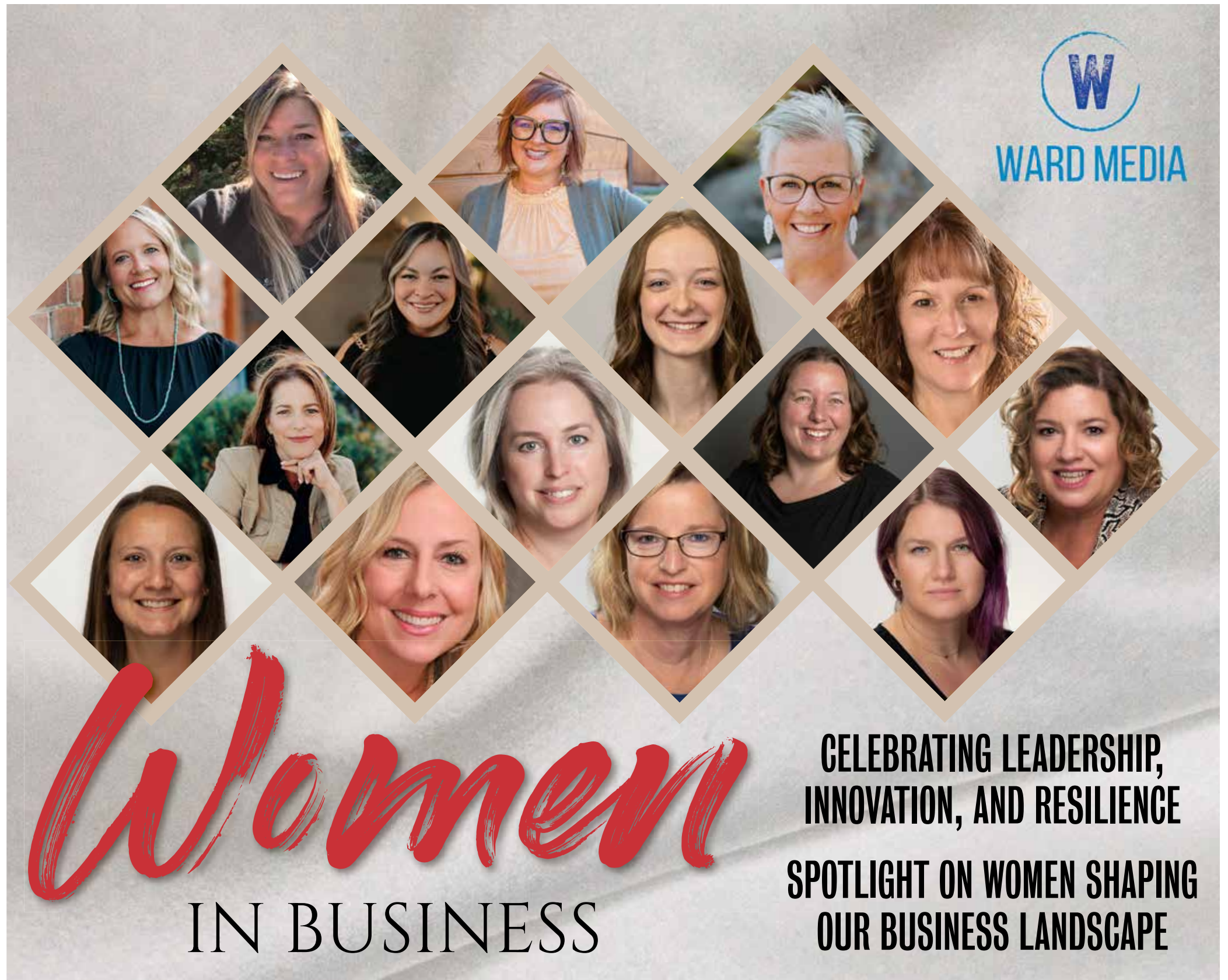
EXPLORE THE WORLD WITH YOUR LOCAL LIBRARY.

AT YOUR LIBRARY

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

NCWLIBRARIES.ORG

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



Walters leads NCW Libraries with compassion, community focus

By QUINN PROPST
Ward Media Staff Reporter

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

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

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

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

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

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

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

the experience and education needed for leadership positions.”

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

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

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

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

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

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

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

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

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

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

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

Through a network of trusted

professional women, Walters has found invaluable support and encouragement.

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

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

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

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

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



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

programs that support young women.

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

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

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

A guiding quote Walters relies on is by Patrick Lencioni.

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

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

Foundation’s Executive Director champions community philanthropy in NCW

By TAYLOR CALDWELL
Ward Media Staff Reporter

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

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

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

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

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

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

Stipe spent the next eight

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

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

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



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

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

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

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

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

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

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

Q & A

Amy Yaley
Ward Media

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

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

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

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

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

leadership style now?

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

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

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

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

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

your experience in a new way.

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

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

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

While the pandemic proved we can conduct business effectively through digital platforms, there's power in face-to-face connections. I try to seek out in-person networking events when my schedule allows because relationships often start with a conversation.

I've also begun to look back at the tactics I used in the past, blending traditional and modern approaches – LinkedIn helps maintain connections, but I'm making an effort to bring back the personal touch of handwritten notes. This combination of digital efficiency and old-school relationship building creates deeper, more meaningful professional networks.

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

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

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

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

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

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

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

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

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

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

PHOTOS COURTESY OF CASCADE MEDICAL CENTER



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

By TAYLOR CALDWELL
Ward Media Staff Reporter

LEAVENWORTH – Cascade Medical Center is a health organization led predominately by women, with women serving five out of the six roles on the leadership team. Fueled by a commitment to serve the community, the Cascade Medical leadership champions collaboration, mentorship, and growth within its organization.

“Everybody has the courage to have a dissenting voice and opinion, and everybody else has the ability to listen to that and respect it and know that there's something there worth getting to the bottom of. And so I think the six of us do that really well together,” said Cascade Medical Chief Executive Office Diane Blake.

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

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

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

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

Vincent joined Cascade Medical as an experienced

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

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

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

“I will say there's no perfect

See CASCADe Page B5

CELEBRATING

Women in Business



Kelli Visser, CPA, MS-Tax
Partner & CEO

BELLINGHAM, WA



Aaron Wilbur, CPA
Partner

WENATCHEE, WA



Meaghan Greydanus, CPA
Partner

WENATCHEE, WA



Bethany Andrew, CPA/ABV
Partner

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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 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

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.



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

involving employment law rules and regulations. Some of the HR topics I am involved in can be very "heavy", which can impact my ability to be innovative. Therefore, I have been intentional in scheduling time for personal hobbies that help strengthen my creativity needed for the critical thinking needed for innovation and adaptation.

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

Staying curious. In the busyness of work and life, it is easy to become complacent and make judgments. One of the services I offer as an HR Consultant is investigations for workplace complaints. If I don't stay curious about the facts of the conflict or event, then I may make an incorrect recommendation for a business owner that could significantly impact the workplace in a negative way. There have been a few instances throughout my career where I have interviewed an employee involved in a workplace matter and had a pre-determined conclusion, but the interview completely changed the fact pattern and altered the conclusion. We humans are great storytellers and often make conclusions without searching out all the facts. By staying curious in my critical thinking, I have been able to provide valuable insights to mission-driven nonprofits and profit-focused businesses alike to optimize their HR processes to better support their mission and strategic goals.

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.

Staying curious. Like above, I am keeping my mind open for new information. There is definitely more information than I am able to retain, so I strive to have a learner mindset vs. a knower mindset. I have subscriptions to several resources where I am able to get technical information; a large part of my consultation services is being a thought partner on workplace policies

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?

Stop asking women to give away their knowledge, time, and energy. This is not only for fair and equal wages but also for invisible household labor. If you're not familiar with the gender equality statistics, be curious and look them up - the disparity is appalling, especially for women of color. The Bill & Malinda Gates Foundation is a great starting place for your learning.

Beyond my work with clients on pay equity analysis, I have held many 1:1 conversations with women about their compensation. Many females (including myself) have been told or conditioned to be thankful for the pay they are offered and to not ask for more. When in the position to extend a job offer or a pay raise, I include in every conversation the invitation to continue the conversation if the pay doesn't meet their expectations. Also, when a female inquires about pay rates or counter offers, I make sure to thank them for bringing this to my attention and that they should know why the company is setting their pay at the current rate. A significant percentage of the conversations are an emotional process for the females as they know their male counterparts with equal or less skill or performance are getting paid several more thousands of dollars annually. Not all conversations lead to a change in compensation, but the female employee leaves with a better understanding of how their compensation is being established, which helps them make an informed decision on their employment.

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Teri Miller, Broker

Debbie Niles, Broker

Melissa Lee, Office Manager

Aubrey Reynolds, Broker

Stephanie Cuthill, Broker

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

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Q & A

Emma Nielson
Mike West
Leavenworth Realty

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

since you started? I pursued real estate to help people achieve their dreams of home ownership, and I also really enjoy seeing all the different types of homes and architecture in our area. **What's the biggest challenge you've faced as a woman in your industry, and how did you overcome it? How do you think these challenges have changed in your industry?** The biggest challenge I have faced in real estate didn't have much to do with being a woman, but more so my age. I got my real estate license when I was 18. It can be hard to gain clients' trust at such a young age. The best way to overcome that is to prove your knowledge and commitment in your career. **Describe a pivotal moment in your career that shaped your leadership style. How**

would you describe your leadership style now? During difficult transactions, you learn to navigate different obstacles that come up along the way. This has allowed me to help other agents who come across the same obstacles. **How do you balance your professional responsibilities with your personal life? What strategies or support systems have you found most helpful?** Keeping a balance in this industry can be a challenge as we need to be readily available to help our clients when needed. However, it is very important to take time for things outside of work, especially when it comes to family life.



What advice would you give young women aspiring to enter your field? What do you wish someone had told you when you were starting? Take the leap and keep faith that everything will work out. As long as you stay consistent in your work, you will be successful. **How has mentorship played a role in your career as a mentee or mentor? How do you approach mentoring others in your current position?** Having a good mentor is extremely important. I am so fortunate to have had such a patient, supportive, and encouraging mentor to help me every step of the way, as well as an office full of agents

who are always willing to help. It makes a huge difference having supportive colleagues standing behind you. I would not be where I am today without them. **What strategies have you found most effective for building and maintaining professional networks? How has networking changed with the rise of social media and digital platforms?** Communication is extremely important in this business. You are already a step ahead if you are responsive and continue to communicate with all parties throughout a transaction. Following up is your best tool! **In your experience, what key skills or qualities have contributed most to your success? How do you continue to develop these skills?** I would say that good organization and communication skills have contributed

most to my success. Having an agent who is on top of everything is very beneficial as a buyer/seller. **How do you stay innovative and adapt to changes in your industry? Share an example of how you've successfully navigated a major industry shift.** Our business is ever-changing. The best thing we can do for our clients is to stay up to date with current changes and learn how to apply and embrace those changes moving forward. **What initiatives or changes would you like to see to promote gender equality in the business world? How do you personally contribute to advancing these initiatives?** I feel very fortunate that I have gone into a field where I feel that gender and equality are not an issue. I feel like more importantly, if you put in the hard work, good things will happen.

Q & A

Abra Miller
Beecher Hill House

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

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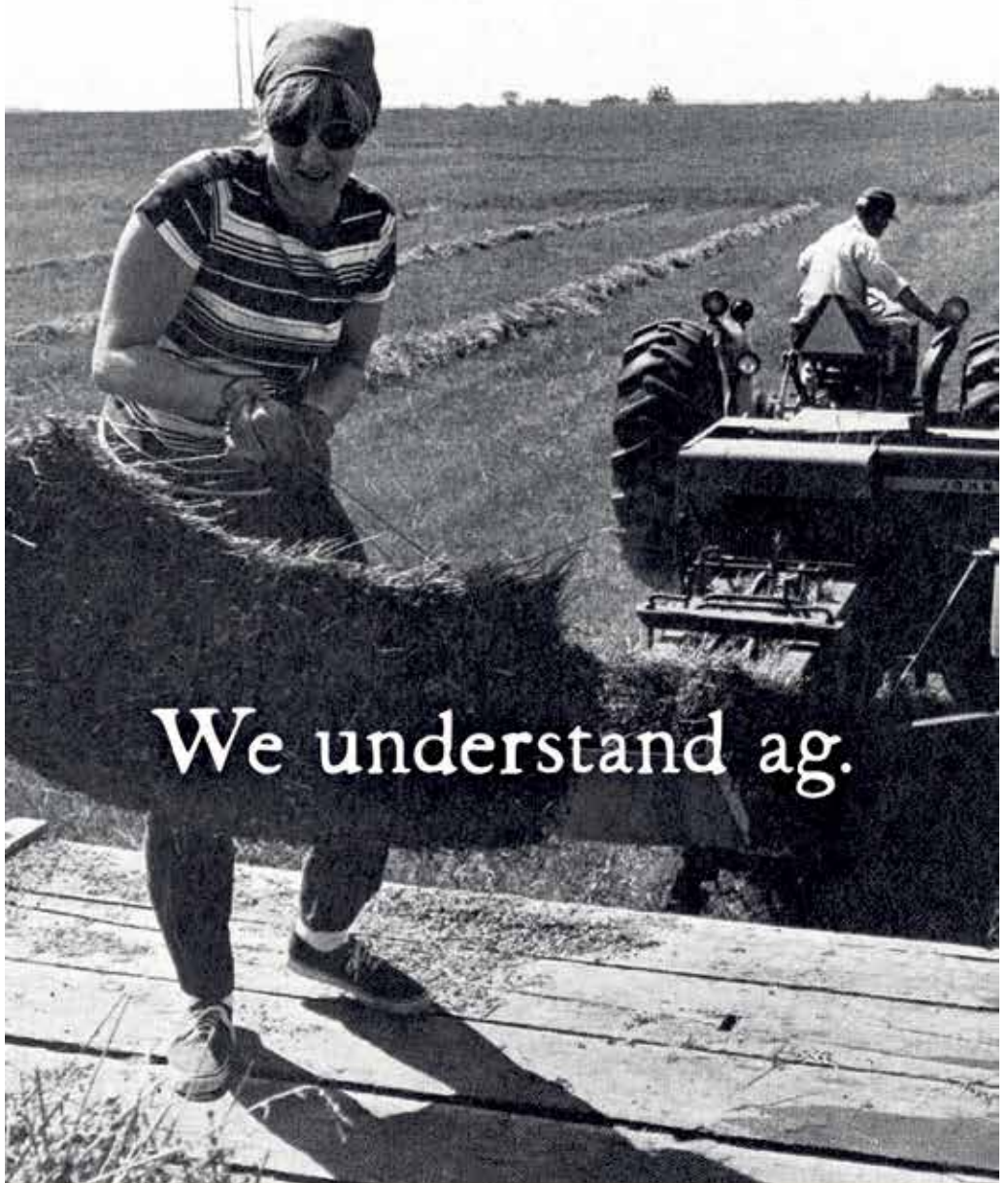
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Q & A

Melissa Kenady
Kenady Group

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

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

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

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

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

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

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

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

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

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

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



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

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

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

Q & A

Monica Lough
Chelan-Douglas Regional Port Authority

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

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?

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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

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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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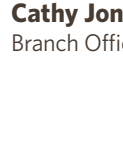
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On your corner, in your corner. Come say hello.



Loni Rose
Financial Advisor
131 S Apple Blossom Dr
Suite 106
Chelan, WA 98816
509-682-3018



Cathy Jones
Branch Office Administrator

Q & A

Loni Rose
Edward Jones

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

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

How has your initial vision evolved since you started?

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

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

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

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

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

How would you describe your leadership style now?

I am a cheerleader for all women in business!

How do you balance your

professional responsibilities with your personal life?

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

What strategies or support systems have you found most helpful?

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

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

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

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

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

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

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

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

Being in the community is so important. I currently

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

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

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

How do you continue to develop these skills?

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

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

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

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

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

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

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



Wenatchee audiologist leads with care, servant leadership

By QUINN PROPST
Ward Media Staff Reporter

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

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

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

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

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

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

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

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

health, rather than success or benefit to just her.

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

This approach centers on keeping her team supported and motivated.

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

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

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

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

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

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

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

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

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

grounded in the community she serves.

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

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

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

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

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

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

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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