



**KATIE BEASLEY**
Communications / Weddings & Events
**Cascade Street Distillery**
Professional Accomplishments:
Oregon State University Class 2015 — co-founder of Cascade Street Distillery, manager of Cascade Street Distillery Tasting Room, territory sales manager for Wild Roots Spirits and Cascade Street Distillery in Central Oregon and Southern Oregon, facility coordinator and founder of Cascade Street Distillery Weddings and Events.
Katie is the co-founder and manager of Cascade Street Distillery in Sisters. She also operates Distillery weddings and events that are hosted outside on the Distillery property. In four and a half years Katie has managed the tasting room and brand working six to seven days a week, which has launched Cascade St. Distillery to the sixth-largest distillery in Oregon and the 19th fastest-growing company in Oregon based on taxable sales. (Portland Business Journal Rankings)
Civic, Industry & Community Involvement:
Katie is an active member in the Sisters community supporting other local businesses, managing local donations to all charitable organizations who ask, as well as managing her father's scholarship fund, the Larry T. Larson Scholarship, that donates a scholarship to two Madras high school students who have a business emphasis background. Katie has managed the media and websites for Cascade Street, pushing the spirits constantly. Broken Top Bourbon is currently one of the top sold craft whiskeys in Oregon and Cascade Potato Vodka has grown over 400 percent from 2018 to 2019.
Specific Characteristics that Distinguishes Them from Their Peers:
Katie is my sister and business partner; at times it can be tough working with family but working through diversity and treating all people with respect and kindness — Katie's passion for craft spirits shines. Katie is a 'yes' kind of businesswoman. She has no problem rolling up her sleeves and working on the bottling line, working tastings or events, as well as managing the Cascade Street Distillery brand. Her sacrifice of time has helped our business succeed.
Business Leadership Philosophy:
Katie leads by example. Working overtime without hesitation, making time for others is always her first priority. She seems like a little ball of stress sometimes but she always has a smile on her face. She will finish her day of sales and stop at the Sisters tasting room location to help finish up the day, clean and reset inventory. Katie is one of the people who will show up early and be the last to leave. Cascade Street Distillery isn't just a career but a passion.



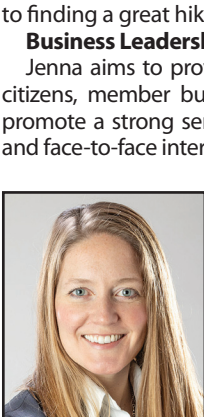
**JOSH BOSTOCK**
Business Banking Specialist
**U.S. Bank**
Professional Accomplishments:
Josh has been with U.S. Bank since 2015. He has had numerous roles in his 15 years of banking experience. He has been a senior banker, licensed personal banker, assistant branch manager and business sales consultant over the past 15 years. Josh is fluent in Spanish and has been recognized as a Top Performer for U.S. Bank in the Central and Eastern Oregon Region. In 2019 Josh was selected to participate in the Emerging Leader Program for U.S. Bank's Pacific West Division.
Civic, Industry & Community Involvement:
Josh is very active in the community. He attends numerous Bend Chamber YP Events, OOA, EDCO and has been a facilitator for an Opportunity Knocks Group (owners and leaders in small to medium business) for three years. Josh has spoken on behalf of U.S. Bank at Oregon Outdoor Alliance (OOA) events. He is currently the Bend YP Chair for their monthly socials and community outreach. Josh volunteers time with organizations such as Habitat for Humanity, Ronald McDonald House and Family Kitchen. He is also a current member of the 2020 Leadership Bend class.
Specific Characteristics that Distinguishes Them from Their Peers:
Josh is a successful financial expert with 15 years of industry experience. He currently holds the role of business banking specialist. As always, he displays a high degree of integrity, responsibility and ambition towards his career and the teams he supports within U.S. Bank. Josh is a friendly, goal-oriented, driven and self-sufficient professional who is a great asset to U.S. Bank.
Business Leadership Philosophy:
Josh is a great advocate for his customers and U.S. Bank in the Central Oregon Community. He is a dependable, self-motivated team player who uses sound judgment. Josh believes leading by example is very important, and is always willing to help other U.S. Bank team members.



**JILL CUMMINGS**
Assistant Vice President, Market Development Officer
**Summit Bank**
Professional Accomplishments:
Jill is a consistent market leader in developing new business banking relationships. A Central Oregon native, Jill has successfully led teams and developed business growth in the banking industry locally since 2002. Her professional trajectory has risen from customer service representative to admired manager, leader and an expert in complex business banking and treasury management proposals and solutions.
Civic, Industry & Community Involvement:
Whether it's working with businesses, nonprofits or community members, Jill strives to have a positive impact on the vitality of our community and everyone she encounters. One of the best qualities of Central Oregon is the people: people who are engaged in the community, giving the charm and innovating for the future. She is an executive board member for Redmond Chamber of Commerce, Junior Achievement of Central Oregon student instructor, Wake the World volunteer, Redmond Area Parks and Recreation District PAC board member, Redmond Athletics Committee co-chair and a member of StepUp Bend.
Specific Characteristics that Distinguishes Them from Their Peers:
Her peers describe Jill as a great motivator and effective leader, with an unrivaled level of passion and enthusiasm for everything she does. Her positive attitude and energy is infectious. Most of all, Jill is trusted and always does what she says she is going to do. Jill frequently celebrates others for their achievements and milestones in a fun and natural way and without seeking recognition for doing so. Jill is a uniquely trusted, talented and an accomplished banking leader in Central Oregon.
Business Leadership Philosophy:
Jill's leadership philosophy is to invest in others as her previous leaders and mentors have invested in her. This is an authentic quality to Jill, as she genuinely cares about the well-being and success of others. Jill is an active listener of prospects, clients and colleagues, making them feel understood and recognizing what is important to them. Jill is a connector and one who is able to quickly learn and diagnose a situation or scenario and come up with a realistic solution. Jill is committed to making a difference in everything she does.



**JENNA FOX**
Director of Social Media & Convention & Visitor Services
**Redmond Chamber of Commerce & CVB**
Professional Accomplishments:
Jenna Fox plans, creates and manages the extensive social media and email campaigns of the Redmond Chamber of Commerce. For the Chamber, this includes Instagram, Facebook, Twitter and the Redmond Buzz, a local event calendar for Redmond. Jenna also runs an active visitor center and regularly guides tourists and those interested in moving to Central Oregon to appropriate resources and locations.
Civic, Industry & Community Involvement:
Jenna attends and encourages new residents who operate/own a new business to attend the weekly networking event, Redmond Coffee Clatter. Jenna serves as co-leader of the Redmond Downtown Association. She has spent two years as a Big Sister for the Big Brothers Big Sisters Program of Central Oregon in Redmond, and is a current student in Leadership Redmond Class of 2020.
Specific Characteristics that Distinguishes Them from Their Peers:
Jenna has a positive outlook, encouraging force and helpful attitude. She recognizes the value of the chamber and visitor center in Redmond and its ability to connect with the community and its visitors. Her welcoming attitude and warm personality brighten up the visitor center. She loves to help others and often seeks out resources; everything from starting up a business to finding a great hike.
Business Leadership Philosophy:
Jenna aims to provide multiple helpful information and resources for visitors, tourists, local citizens, member businesses and those people/businesses looking to relocate. She aims to promote a strong sense of community through community events, networking opportunities and face-to-face interactions.



**STEPHANIE HIGGINS AHWD | PSA | REINE**
Real Estate Broker
**Berkshire Hathaway HomeServices NW Real Estate**
Professional Accomplishments:
With a background in custom home building and property investments, Stephanie has found her niche in Central Oregon providing real estate services to investors for 1031 exchange, investment properties, second homes and vacation homes. With a master's degree in social research, Stephanie loves running the numbers and keeping up with market trends in Central Oregon.
Civic, Industry & Community Involvement:
Stephanie is an active member of her community, where she is the communications chair on the board of the RiverWest Neighborhood Association, the Neighborhood Association Round Table representative and co-chair of the Safety Committee for her community, the community marketing director on the board of ConnectW — which is a group of like-minded female entrepreneurs — and a member of Leadership Bend 2020.
Specific Characteristics that Distinguishes Them from Their Peers:
Stephanie certainly stands out with the passion she has for building strong communities, working to bring others together and to serve her neighbors in need. Stephanie provides support and looks for ways to highlight local nonprofit groups that she sponsors like The Giving Plate and Friends of Downtown Bend.
Business Leadership Philosophy:
Stephanie is a servant leader who is passionate about service in her community — she strives to build up those around her and remove barriers to success. Stephanie hopes to be part of building a bright future in Bend!



**JOHANNAH JOHNSON-WEINBERG**
General Manager
**Bend Pet Express**
Professional Accomplishments:
Johannah has been at Bend Pet Express since November 2018. Before that she worked at Bend Spay and Neuter Project and The Humane Society of Central Oregon. She holds certificates in Applied Animal Behavior and Low Stress Feline and Canine handling. She currently serves on the board of Equine Outreach Inc.
Civic, Industry & Community Involvement:
Johannah advocates for both owned and unowned animals. Her passion behind the humane care and treatment of all animals motivates her to create community-based programs that would help support pet owners in keeping their pets during times of hardship.
Specific Characteristics that Distinguishes Them from Their Peers:
Johannah genuinely believes that humans are innately good and will do good by their pets. However, she acknowledges that unforeseen circumstances can cause pet owners to have to make hard decisions and sacrifices. She engages with members of the community the same way she engages with our furry friends of the community; with kindness, compassion, empathy and an eagerness to do better.
Business Leadership Philosophy:
Johannah believes in rocking the boat. No one ever got ahead by standing still and being quiet. The human-animal bond is worth advocating for and we can do so through education and community involvement.



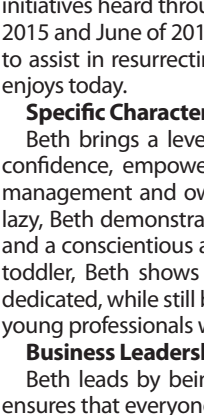
**MAUREEN KREBS**
Communications Director, Veterans Outreach Coordinator
**Hospice of Redmond**
Professional Accomplishments:
Maureen joined the Hospice of Redmond team in May 2019 after ten years in the Marine Corps. In the past four months, she has rebranded Hospice of Redmond; which has included publishing an Integrated Marketing & Communications Annual Plan, creating a new logo, new website, new collateral materials, new signage, new television, radio and print ads and reinvigorated brand concept. As the Veterans Outreach coordinator, she has increased the national We Honor Veterans hospice partnership from Level I to a Level III within four months, which includes deeper relationships within the community serving veterans above and beyond their needs.
Civic, Industry & Community Involvement:
Maureen serves on the Board of Directors for the Central Oregon Veterans Council, the unifying force for veteran support and advocacy throughout Central Oregon. She also supports the Homeless Leadership Committee of Central Oregon.
Specific Characteristics that Distinguishes Them from Their Peers:
Maureen attended the United States Naval Academy and served ten years as an officer in the United States Marine Corps, gaining experience at the national and international level working in the Pentagon as a Public Affairs Officer, and United States Senate as a Congressional Liaison. Her time in the Marine Corps molded her strong work ethic and passion for serving her community.
Business Leadership Philosophy:
Maureen believes in empowering her team and cultivating an environment of people, mutual respect and collaboration amongst team members. Always take care of your people like family and remain faithful to the mission, purpose and values of the organization.



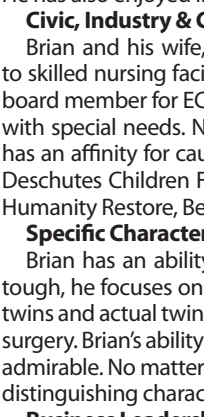
**COURTNEY LATHAM**
Owner
**Flip Flop Sounds**
Professional Accomplishments:
Started in 2009 as a side hobby, Flip Flop Sounds has grown into Central Oregon's largest DJ company, and a leader in the Event Audio Visual market. Flip Flop Sounds has earned the award as Oregon Bride's Best of DJ outside of Portland for six consecutive years.
Civic, Industry & Community Involvement:
Courtney has long been a very big advocate and volunteer for Central Oregon's nonprofit organizations. Through donations of services, being on volunteer boards and fundraising committees, he uses the experience from events to help others raise more money. He is also the Chair of the Central Oregon Wedding Association.
Specific Characteristics that Distinguishes Them from Their Peers:
Courtney's compassion for people extends way beyond our community. He's so resourceful that he has continued to come up with ways to help not only repeat customers, but his employees, friends and strangers. He truly does have a big heart and sacrifices a lot of his time, thoughts and energy to those who come to him for help. He genuinely gives so much of himself to those around him all in the name of good business.
Business Leadership Philosophy:
Courtney believes in having fun... when you work in the event industry you need to enjoy the fun. He leads by example, and is focused on creating a culture that leads to employee growth from within, and creating the best possible event experience for all customers. He believes that one should never stop trying for improvement and becoming a better. The focus has been on finding the right attitude, commitment and desire... then training the technical.



**DAVID LENKE**
General Manager
**The Riverhouse**
Professional Accomplishments:
Over the past ten years, David has performed in various executive roles in resorts and hotels throughout the Pacific Northwest. David now serves as the general manager of Riverhouse on the Deschutes. In this capacity, he oversees all lodging operations for the hotel, restaurant and convention center.
Civic, Industry & Community Involvement:
David has served on the board of the Boys and Girls Club of Central Oregon, an advisory council with the Oregon Restaurant and Lodging Association, and worked diligently to certify the Riverhouse on the Deschutes as the first hotel in the United States to receive the Guardian Seal from the Guardian Group, whose mission is to stop human sex trafficking around the world.
Business Leadership Philosophy:
David believes in motivation-based leadership, and in developing current team members to achieve their personal and professional goals. He has learned that a foundation of service begins with the executive team, and in serving his team his customers will in turn receive exceptional service.



**BETH MILLER**
National/Regional Sales Manager
**Combined Communications**
Professional Accomplishments:
Beth began her professional career at the University of Portland Athletic Department as the director of sales, while obtaining her master's degree in athletic administration. She went on to use her experience to lead a sales team in the Portland State Athletic Department. As she moved into broadcast radio, her client-focused approach quickly helped her rise through the ranks while turning clients into friends and providing them proven return on their advertising investments and helping them grow their businesses. Hired at Combined Communications in 2015, Beth was the youngest executive to hold the position of national/regional sales manager.
Civic, Industry & Community Involvement:
During her tenure on college athletics, Beth focused on community involvement for student athletes and staff. Upon stepping into broadcast radio, Beth discovered that many nonprofits need help disseminating their messaging utilizing limited funding. Beth currently spends many hours each month working with numerous nonprofits, helping them to get their voices and initiatives heard through radio, also to increase volunteer numbers and branding. Between March 2015 and June of 2019, Beth served on the Bend Young Professionals board; several capacities, to assist in resurrecting the group and helping to push it in the successful direction the board enjoys today.
Specific Characteristics that Distinguishes Them from Their Peers:
Beth brings a level-headed, thoughtful and methodical approach to her career. She fosters confidence, empowerment and teamwork among her coworkers and reliance from upper management and ownership alike. While millennials are sometimes categorized as entitled or lazy, Beth demonstrates a diligent work-ethic, continual personal and professional investments and a conscientious attitude towards her professional relationships. A single mother of a happy toddler, Beth shows us that young women these days can be career-driven, ambitious and dedicated, while still being nurturing, family-focused and perseverant. Beth is a role-model for all young professionals who strive to maintain a healthy work/life balance.
Business Leadership Philosophy:
Beth leads by being transparent in her professional and personal life. She builds trust and ensures that everyone around her feels important, which is how she has been able to build such a successful business.



**BRIAN MURPHY**
Co-owner & President
**Norman Building & Design**
Professional Accomplishments:
Brian's positions in construction have included laborer, estimator, project manager, VP of operations and now president. Some of his notable projects include the San Francisco Conservatory of Music, Larry Ellison's Woodside Residence and work on both UCSF and UCSF campuses. He holds a bachelor of arts in econ/math from Santa Barbara, and a master of business administration from Arizona State. Brian's passion is to combine the creativity and beauty of his client's dream homes with the business systems and discipline to reliably deliver on time and on budget.
He has also enjoyed increasing Norman's remodel business by five times in the last three years.
Civic, Industry & Community Involvement:
Brian and his wife, Jenny, have traveled abroad in various volunteer roles from orphanages to skilled nursing facilities, to consulting with small women-owned business. Brian was a past board member for ECHO, an organization dedicated to providing education for Chinese orphans with special needs. Norman Building has made countless contributions to local nonprofits and has an affinity for causes impacting children. Some include MountainStar Family Relief Nursery, Deschutes Children Foundation, Assistance League of Bend, Bend Humane Society, Habitat for Humanity Restore, Bethlehem Inn and Bend Search and Rescue.
Specific Characteristics that Distinguishes Them from Their Peers:
Brian has an ability to stay the course regardless of the pressures he faces. When times get tough, he focuses on taking small steps forward. When Brian's kids were two, one and one (twin boys and actual twins), his wife Jenny was diagnosed with epilepsy, which eventually led to brain surgery. Brian's ability to step up for his family while running the business through a transition was admirable. No matter how urgent the issue, Brian can keep perspective and move forward. Also a distinguishing characteristic, Brian has notably more gray hair than a normal 38-year-old.
Business Leadership Philosophy:
Brian's leadership philosophy is centered in teamwork. High-performing teammates are aligned, respectful and humble. These characteristics of leadership include all employees and clients access to varied perspectives, growth and commitment. And these teams naturally produce high-quality work. Norman's internal team and external subs and vendors take a normally stressful process of building to create a memorable and fun experience for themselves and their clients.



**JARED NARLOCK**
Director of People & Organizational Development
**St. Charles Health System**
Professional Accomplishments:
Jared is a certified coach through the International Coach Federation, a Dare to Lead certified facilitator trained by Dr. Brené Brown and a senior certified professional with the Society for Human Resources Management. His articles have been published on Forbes.com and TrainingIndustry.com and his book, *People Powered Moments*, recently hit a year in publication. He is also a member of the *Forbes* Coaches Council. Jared is a passionate leader who most of all strives to continuously improve and create a great workplace in Central Oregon.
Civic, Industry & Community Involvement:
Jared is very active in an effort to pour his whole self into his community, friends and colleagues. He strives to create meaningful relationships, through leading development opportunities and coaching sessions that invest in others' growth and development. He is part of the Bend Young Professionals and a board member for BendNEXT, an initiative of the Bend Chamber. His previous involvement efforts were partnering with an organization working to support mental health well-being and working with a group of local business owners, employers and human resource professionals with a vested interest in improving the workforce by creating a more diverse and inclusive workforce.
Specific Characteristics that Distinguishes Them from Their Peers:
Jared believes in people and taking care of others. He has learned over the years that when leaders focus on the people in business, the people will take care of the rest. He knows the value of his team, the importance of investing in others and giving praise to them and in seeking out ways to collaborate on their growth and development. He continues his development through reading of books and articles, along with listening to developmental podcasts, which includes anything from self-help to leadership strategy to philosophy. He is constantly trying to grow himself as a person and leader.
Business Leadership Philosophy:
Jared's joy in life is to help others grow and develop and inspire them to take action. He leads with a mindset to serve others through collaboration and connection. His belief is life is about people and finding ways to connect and help others develop through kindness, trust, courage and vulnerability. He strives to create the workplace he'd want to work in, a place that helps align career with all other parts of our lives.



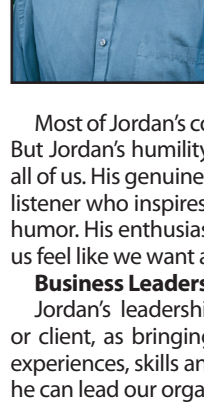
**THOM PASTOR**
Food Service Manager
**St. Charles Bend Professional Accomplishments:**
A classically trained chef, Thom joined St. Charles in 2010 and has been in food service leadership at all four St. Charles hospitals. He has served as the Redmond executive chef, Madras and Prineville Nutrition Services manager and now the Bend and Redmond Food Service manager. During this time he helped grow each operation and was part of the opening team of Prineville's replacement hospital in 2015.
He has been twice elected and currently serves on the Board of Directors for the Association for Healthcare Foodservice.
Civic, Industry & Community Involvement:
Within industry Thom has served since 2012 on the Industry Advisory Board for Cascade Culinary Institute. He has also been a speaker at various conferences including Cornell University's Hospitality and Design Symposium.
Thom has volunteered his time to multiple organizations including Tour de Chutes and World Central Kitchen. He is a past and current fundraiser for Chefs Cycle for No Kid Hungry, which fights childhood hunger across the country.
Specific Characteristics that Distinguishes Them from Their Peers:
Thom is pragmatic while remaining committed to mission-driven, legacy work. He is focused on long-term solutions making positive impact to the health and hospitality at St. Charles hospitals. He uses his extensive network to remain knowledgeable about the cutting edge of the industry and works to bring best practices to his teams and organization in Central Oregon.
Business Leadership Philosophy:
Thom believes a leader must acknowledge the current state, recognize potential and focus on continual improvement. He leads by removing waste and barriers while providing tools necessary to accomplish the vision of a healthy and productive team. This is a constant cycle of building teams and improving processes. Meaningful improvement takes creativity, stamina, persistence and patience.



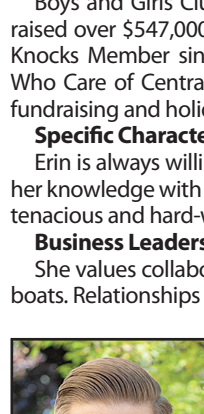
**SIERRA PHILLIPS**
Owner
**Bo's Falafel Bar**
Professional Accomplishments:
Sierra grew up in Bend, attended law school in Portland and spent some time in Washington, DC working for the Department of Justice. As an attorney, Sierra practiced complex commercial litigation with an emphasis in real-estate law, and assisted in litigating financial elder-abuse cases. In 2019 she took a break from her law practice to found the popular Bend eatery, Bo's Falafel Bar, for which she is managing partner and head chef.
Civic, Industry & Community Involvement:
Sierra coached the Summit High mock trial team, volunteered at Lawyer in the Library providing free legal advice, and was president of the professional organization Inns of Court.
Specific Characteristics that Distinguishes Them from Their Peers:
Sierra's superpower is a compelling vision for her restaurant, from decor, to quality of ingredients, to food presentation, to the future of the business. But her drive is also phenomenal — she started Bo's while pregnant and opened six months after giving birth to her first child.
Business Leadership Philosophy:
Sierra's business philosophy is to do one thing better than anyone else, to offer her product at a fair price while paying fair wages, and to provide an inclusive and welcoming place in her community. Her vision seems to be working; Bo's Falafel Shop has thrived since opening its doors — "My business philosophy is to take care of your employees and your community," Sierra said.



**CHRIS PHILLIPS** - Electrician
**ANDEE PHILLIPS** - Realtor
Professional Accomplishments:
Chris: journeyman electrician since 2010. Chris is on the Board of Directors and is an instructor for the High Desert Electrical Apprenticeship.
Andee: Oregon licensed real estate broker at Premiere Property Group, LLC. She is the 2019 Women's Council of Realtors Central Oregon Network President and will be the 2020 Women's Council of Realtors Oregon State Governor. Andee is a past awardee of the COAR Realtor, Rookie of the Year and serves on the board for Central Oregon Association of Realtors and the Boys and Girls Clubs of Bend.
Civic, Industry & Community Involvement:
Chris and Andee are life-long Bend residents who volunteer throughout Bend and Central Oregon; namely at the Boys and Girls Club, Bethlehem Inn and are donors to the Save a Warrior organization.
Specific Characteristics that Distinguishes Them from Their Peers:
Though Chris and Andee are in different industries, their leadership characteristics are similar. They're professional, compassionate and have the highest integrity for the clients they serve.
Business Leadership Philosophy:
Both are passionate and partake in the outcome of business and community. Andee's well known for saying, "It won't get done unless we work together".



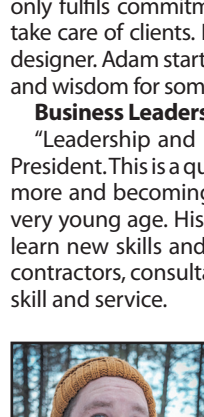
**JORDAN REHER**
Executive Director
**St. Vincent de Paul-Bend**
Professional Accomplishments:
Jordan is the executive director at St. Vincent de Paul of Bend, where he manages 52 volunteers and a highly successful nonprofit agency. The organization has now grown to provide several social services, and over 6,200 food boxes each year to the low-income community of Bend.
Civic, Industry & Community Involvement:
Jordan works with volunteers all around Central Oregon through St. Vincent de Paul, coordinating home food deliveries, employment assistance and emergency services to individuals in need.
Specific Characteristics that Distinguishes Them from Their Peers:
Most of Jordan's co-workers are 50+ years of age, making him the youngest in our organization. But Jordan's humility, compassion and sincerity have earned him the respect and admiration of all of us. His genuine warmth and concern are present to everyone he interacts with. He is a good listener who inspires confidence and trust. He is a person of great integrity with a great sense of humor. His enthusiastic commitment to getting the job done right is contagious. He makes all of us feel like we want and need to give our best to every client they serve.
Business Leadership Philosophy:
Jordan's leadership philosophy is to view every person, whether an employee, volunteer or client, as bringing incredible value to our organization. Every person comes with different experiences, skills and perspective. He believes that by seeing the value that each person brings, he can lead our organization to its highest potential.



**ERIN REILLY**
Director of Events
**EDCO**
Professional Accomplishments:
As director of events, Erin Reilly has elevated EDCO's events and community presence during her seven years with the nonprofit. Just last year, she put on the largest event ever held at The Riverhouse on the Deschutes. She has created new, impressive events (The Civil War Rally & Auction) and is behind the growth of EDCO's Central Oregon local races and coaching clinics, the largest business-oriented event in Central Oregon (EDCO's Annual Luncheon) and the largest Angel Cakes fundraiser in the West, The Bend Venture Conference. Besides these public-facing events, she also manages multiple additional events the organization holds every year.
Civic, Industry & Community Involvement:
Boys and Girls Club previous Board of Directors, founder of Civil War Rally & Auction which raised over \$547,000 in three years for the Boys and Girls Club of Bend and EDCO; Opportunity Knocks Member since 2013; Leadership Bend's Pitch for a Purpose pitch coach; 100 Women Who Care of Central Oregon member. Lane County's Festival of Trees — the region's premier fundraising and holiday event.
Specific Characteristics that Distinguishes Them from Their Peers:
Erin is always willing to help her peers and competitors. She goes above and beyond to share her knowledge with other local and regional organizations to ensure their success. She is fearless, tenacious and hard-working.
Business Leadership Philosophy:
She values collaboration above competition, with the knowledge that the rising tide raises all boats. Relationships are key and valued both professionally and personally.



**TOM STANDISH**
Broker
**Compass Commercial Real Estate Services**
Professional Accomplishments:
Tom assists businesses and investors by navigating the sales and leasing process through ethical negotiation. He was recently involved in the sale of the Wagner Mall and Pinebrook Plaza shopping centers in Bend. Before joining Compass Commercial, he co-founded and served as CEO of a clothing manufacturing brand which sold in 2017.
Civic, Industry & Community Involvement:
Tom volunteers for Wheelers for The Wounded, supporting wounded combat veterans through off-road camping trips with the goal of helping veterans reconnect to nature. As former president of his fraternity, Sigma board president to local chapters.
Specific Characteristics that Distinguishes Them from Their Peers:
Tom lives by an acronym called **MADIF** to provide a framework for delivering high performing results. With each interaction, whether business or civic, he is COMMITTED to the overall goal and/or organization, always striving to operate with ATTENTION to DETAIL, and on the back end practicing IMMEDIATE FOLLOW-THROUGH.
Business Leadership Philosophy:
When Tom was asked about his leadership philosophy, he said his favorite leadership style is, "Seek first to understand, then to be understood. It's amazing what you can learn and solve by listening."



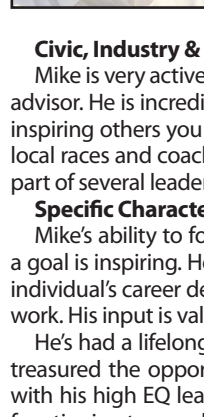
**ADAM STEPHEN**
Project Manager & Registered Architect
**Steele Associates Architects**
Professional Accomplishments:
Adam Stephen is a proud Alumni of the University of Oregon School of Architecture, where he earned his bachelor's degree in architecture (BArch), as well as a minor in business administration and a minor in art history. He has over ten years of experience in architecture, interior design and planning for a wide variety of project types. Adam completed the Architectural Experience Program (AXP) and the Architectural Registration Examination (ARE) to become a Registered Architect in the State of Oregon. He has also received his National Council of Architectural Registration Board (NCARB) certification. He has been with Steele Associates Architects for over six years now where he quickly worked his way up to project manager and the youngest member of the leadership team.
Civic, Industry & Community Involvement:
Adam is very active in his community as a City Club of Central Oregon attendee — through club membership of Steele Associates Architects; Participant in Architects in Schools — Architecture Foundation of Oregon volunteer at High Lakes Elementary; volunteer for the Bend-La Pine School District — Engineering Job Shadow Program and participant in local AIA events. He enjoys giving back to the community and inspiring others.
Specific Characteristics that Distinguishes Them from Their Peers:
Adam's honesty, integrity and positive attitude are what set him apart from others. His word truly is his bond, which allows him to stay true to his word. He possesses a very strong work ethic and not only fulfills commitments, but delivers what has been promised, but goes above and beyond to take care of clients. His creativity and innovation are what make him an excellent architect and designer. Adam started working in architecture firms at 15 years old and has amazing knowledge and wisdom from someone whose age... way beyond the normal peer group.
Business Leadership Philosophy:
"Leadership and learning are indispensable to each other." - John F. Kennedy, former U.S. President. This is a quote that Adam has taken to heart. He is committed to doing more, achieving more and becoming more. He began to hammer and forge his own path in architecture at a very young age. His passion for learning has propelled him to where he is today. He strives to learn new skills and enjoys teaching those around him. Those who work with Adam (clients, contractors, consultants and colleagues) have great respect and trust in him due to his attitude, skill and service.



**CALEB THOMAS**
Marketing Director
**Redmond Chamber of Commerce & CVB**
Professional Accomplishments:
Caleb is an award winning filmmaker, photographer, drone pilot and social media marketer. He has developed successful video campaigns promoting tourism in Central Oregon, promoting Central Oregon's businesses and showcasing lesser known but fascinating places and attractions in Central Oregon.
Civic, Industry & Community Involvement:
Caleb is active in the Redmond business community, helping companies develop their message and marketing. He also volunteers for Big Brothers Big Sisters of Central Oregon — having formerly been a Big Brother — and currently volunteering his time and photography skills for their fundraising efforts. He is also involved in the Oregon State Chamber of Commerce, having taught video production at their annual conference, as well as volunteering his design experience. He is also a 2017 graduate of Leadership Redmond.
Specific Characteristics that Distinguishes Them from Their Peers:
Caleb's attention to detail and skill in his craft is unparalleled. His storytelling skills combine technical prowess with an empathetic and inquisitive nature, resulting in highly compelling productions that inform as well as entertain.
Business Leadership Philosophy:
Caleb believes business is personal. A business can't succeed without the feeling of community and togetherness. Providing an environment of empathy, honest communication and freedom of creativity. In the words of Abraham Lincoln, "If everyone is moving forward together, then success takes care of itself."



**SARAH TURNER**
Co-Founder & CFO
**Mazama Media**
Professional Accomplishments:
Sarah began her professional career by acquiring a startup app company in 2012, and positioning it to be acquired. She then started Mazama Media, one of Central Oregon's leading digital marketing agencies in 2013. Fast forward six years to a thriving company with an amazing culture and 23 highly engaged employees — Sarah has successfully managed and operated the company, working as CFO and operations, bringing it to be the second-fastest-growing company in Central Oregon in 2017. Sarah is on the Facebook Small Medium Business Council, was nominated for Women's Entrepreneur of the Year and has been featured on Facebook's program #meansbusiness, which highlights women in executive positions.
Civic, Industry & Community Involvement:
Sarah is very active in the business community, often lending her expertise to other business owners/colleagues. She heads up Mazama Media's philanthropic endeavors including the Great Harvest Challenge, Turner's Trot 5K, among other local charities.
Local memberships include but are not limited to EDCO, Bend Chamber of Commerce, Technology Association of Oregon (TAO) and Opportunity Knocks. From organizing team events to supporting local causes, setting up donation opportunities, to event sponsorships for nonprofits, Sarah is committed to making a positive difference in all she does.
Specific Characteristics that Distinguishes Them from Their Peers:
Sarah is an innovative leader who attributes her success to talented, dedicated employees, hard work, humility and perseverance in an ever-changing world. She believes in investing in her team, and leads her team by investing in their futures — sending them to classes and conferences to learn the latest and best practices. She tries to lead by example, and create a happy, stress-free workplace. One may occasionally (or often) find her rolling around on the ground loving on the various office pups.
Business Leadership Philosophy:
Sarah encourages her team to take risks, be creative and offers a collaborative, personable approach with clients and team members. She has an open door policy and strives to create a stress-free work environment by being open, kind and approachable. Her philosophy has always been that life comes first. Don't live to work. She develops meaningful relationships with clients and her internal team. One thing that makes Sarah stand out is her desire to create leaders from everyone in the company. Her motto is to be kind, work hard and always do the right thing. Integrity, fun, innovation and optimism are the keys toward her decision making.



**MIKE WOLBER**
VP of Business Development
**GS**
Professional Accomplishments:
Mike began his career working for Nike where he had a technology achieving five years of growth working in product creation while he had a leadership achieving the highest possible performance rating. Currently, Mike is the vice president of business development at GS running the partnerships program, reviewing potential acquisitions, and leading teams within sales. He is a national speaker within the industry. Mike has captivated audiences of hundreds while speaking at over 20 events. Notable GS recognitions he has received include attending Presidents Club, winning Sales MVP and earning the company Make it Awesome virtue award.
Civic, Industry & Community Involvement:
Mike is very active in the Bend technology community, where he isn't stimulating his intellect or inspiring others you can't fail at training. He gives back by giving his time to volunteering at local races and coaching athletes. In the market and commercial Real Estate industry, Mike is part of several leadership committees and boards spanning multifamily and self-storage.
Specific Characteristics that Distinguishes Them from Their Peers:
Mike's ability to focus on what is in front of him while staying three steps ahead to complete a goal is inspiring. He can focus on completing a deliverable for the business, contributing to an individual's career development, and devoting time for his wife and two children — all in a day's work. His input is valued and his ability to balance is sought after.
He's had a lifelong passion for learning about technology and from early on in his career he's treasured the opportunity to connect customers with the best solutions. Blending that ability with his high EQ leadership style, Mike is equally passionate about creating and leading highly functioning teams along with delivering stellar experiences to customers.
Business Leadership Philosophy:
Mike utilizes his balance of IQ and EQ leadership to create high morale work environments. He seeks to understand what motivates people and encourages them to focus on those strengths. He continues to being strategic while remaining tactically relevant so that he can roll up his sleeves and believe in lead by example. He is a learner who is always seeking insight from mentors and colleagues. Mike applies his feedback and collaboration efforts to improve the way that he can lead teams, contribute to his company, and customers at the highest possible level.