



Collaborating to Solve Bend's Business Challenges

We use our role as a business association to organize, lead and support efforts that require a larger voice to solve challenges that affect our city's employers.





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VISION

The Bend Chamber's vision is to catalyze an environment where businesses, their employees and our community thrive.

We do this by collaborating to solve problems and create new opportunities for our business community and advocating for business at the local and state levels.

We also provide resources such as high-quality, affordable health insurance and work to strengthen our community's leadership and workforce pipeline.

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2022 COLLABORATING TO SOLVE BEND'S BUSINESS CHALLENGES



To Our Members, Partners and Employers in Bend,

Bend's employers are the backbone of our economy and our community. One of our primary jobs at the Bend Chamber is to identify the most pressing issues facing businesses and their employees and tackle them, be that through our Chamber, or more often by collaborating with our business and community partners. We use our role as a business association to organize, lead and support efforts that require a larger voice to solve challenges that affect our city's employers.

Along with our core areas of support for businesses, including convening and connecting, leadership development, advocacy and resources, the Chamber's focus has been on workforce development. Workforce and the impacts of the coming recession are the defining issues of the foreseeable future. As employers struggle to find and retain employees due to the housing shortage, lack of childcare and skills gaps, the Chamber has doubled down on new initiatives that work toward policies and on-the-ground solutions.

As you read through the 2022 Annual Report, you will see our efforts to create more mid-market workforce housing, more childcare openings and build the skills and resiliency of our Central Oregon workforce. We are active advocates both locally and in the state legislature to serve the interests of our community's businesses and employers.

Please join our effort to keep Bend and its businesses healthy and tackle our challenges, together.

Be well and do well,

Katy Brooks

CEO
Bend Chamber



Bend Chamber Members and Supporters,

After two years of pandemic-related stress, it's nice to see so many of the activities we as a community have long enjoyed returning to normal. We are back to having in-person concerts, conferences, date nights out on the town and so much more. I know I have enjoyed attending Bend Chamber events again in person, it has been great to reconnect.

While we are celebrating a return to normalcy, we also must recognize that the big issues facing our community prior to the pandemic—lack of affordable and available housing and childcare, homelessness, population growth—are still very much a reality. They are at the front and center of our attention once again.

Luckily, organizations like the Bend Chamber are rolling up their sleeves, leaning in and taking on some of the big issues. It doesn't mean the Chamber has the exact answer or solution for each problem. What the Chamber excels at, though, is bringing the people and resources together that, independently, may have a piece of the solution. This spirit of collaboration has been a bedrock tenet of the Bend business community since the city was incorporated in 1904—and it is still alive and well today.

It's been a pleasure and honor to serve as the Bend Chamber's board of directors' chair for 2022. I'm highly confident in the capabilities of the Chamber team to carry on the mission of creating an environment where businesses, their employees and the community excel together. The staff is a unique group of highly skilled and dedicated individuals that really care about the work and making an impact for the betterment of the community.

Thank you to the Bend Chamber members, sponsors and investors for your unwavering support in 2022. It takes a collective and collaborative effort to be successful and your support is a great enabler of the Chamber's success.

All the best,

Rebecca Berry

Vice President of Human Resources
St. Charles Health System

2022 BRINGING PEOPLE & RESOURCES TOGETHER TO FIND SOLUTIONS

2022 SPECIAL CONTRIBUTORS

Thank You for Your Dedication to Bend's Business Community!

Thank you to all of those who have generously contributed and enabled the continuation of our work. We can't do what we do without the support of our members, sponsors, and financial contributors. We know that there are many organizations you can invest your money with to impact the community and we are eternally grateful that you have chosen the Bend Chamber as a trusted steward of your investment.

Chloe Crabtree

chloe@bendchamber.org | Sponsor Relations Lead



KILLIAN PACIFIC



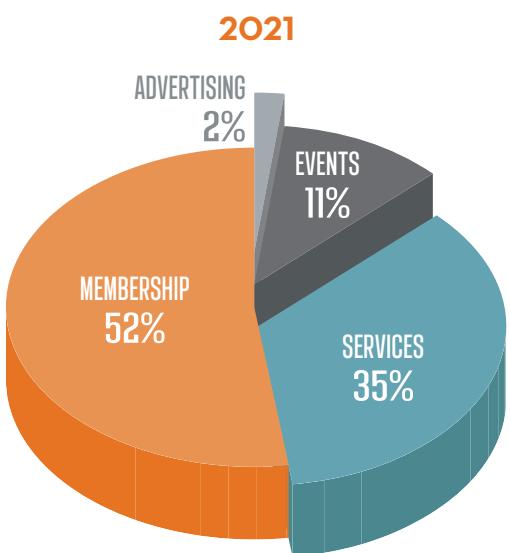
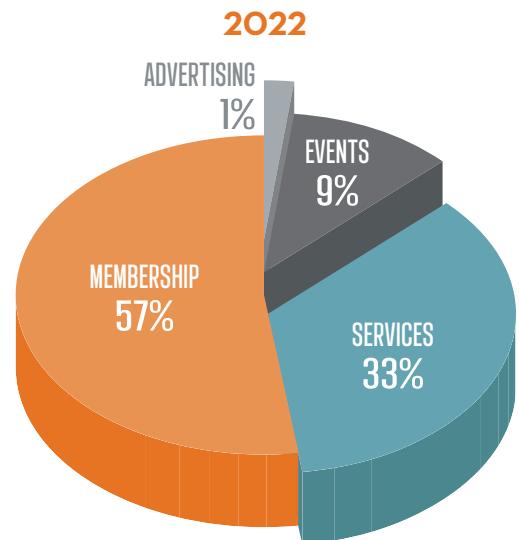
MEMBERSHIP

We Can't Thank You Enough for Your Support

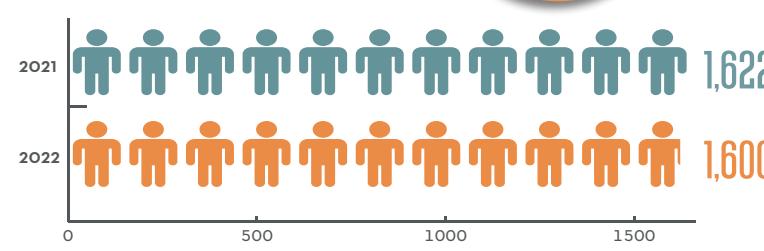
As the pandemic has been declared “ended,” many issues are still impacting our business community—lack of available and qualified staff, supply chain snags, ever increasing cost to serve. Yet, through it all, our members have supported the work we do at the Chamber. We can’t say thank you

enough to our longtime renewing members and those that have just joined this year. We know that you have a choice in where you can spend your money and we’re so grateful that you choose to invest in the success and work of the Bend Chamber. Thank you!

INCOME SOURCES



ACTIVE MEMBERS*



TEAM

Meet the Bend Chamber Staff

The professionals that make up the Bend Chamber staff are dedicated to our mission of creating an environment where businesses, their employees and our community excel together through collaboration, advocacy, resources and leadership to meet Bend's business challenges.

We do this through member promotions, enabling key networking connections, convening with community experts to tackle large issues like the lack of workforce housing and childcare and by providing health insurance plus workforce development programs for your employees.



Katy Brooks
CEO



Talena Barker
VP of Leadership
Development



Garrett Jaenicke
Director of Marketing and
Member Services



Chris Boyle
Data Coordinator



Chloe Crabtree
Sponsor Relations Lead



Jenn Greco
Leadership Development
Programs Coordinator



Jen Hammond
Operations Manager



Shelley Junker
Membership Lead



Cyrus Mooney
Events and Programs Lead



Lisa Nielsen
Marketing Lead



Sara Odendahl
Government Affairs
Consultant



Jennifer Schlotzhauer
Administrative and
Events Assistant

CONNECTIONS

2022 RETURN TO IN-PERSON EVENTS

- **Legislative Update**
- **What's Brewing** (7)
- **Commerce & Coffee** (9)
- **Bend 101** (3)
- **Ribbon Cuttings** (12+)
- **Candidate Forums** (3)
- **State of the City**
- **State of the County**
- **Business Excellence Awards**
- **2022 Impact Conference**
- **Holiday Party**
- **Membership 101** (11)
- **Workforce Housing Collaborative Workshop** (2)
- **Young Professionals (YP) Summit**
- **YP Socials** (11)
- **YP Devlabs** (4)
- **YP Expert Chats** (3)
- **YP Passport Kickoff Party**
- **YP Passport Holder Educational Session**



Inspired Engagement for the Business Community

In 2022, the Bend Chamber re-imagined how to bring people back together by providing essential resources to withstand the challenges of the pandemic. Through a diverse range of subject matter, the Bend Chamber exposed the business community to many of the most pressing and relevant challenges impacting Bend and the surrounding region. We hosted more than 30 events about matters of the State, County and City, as well as brought in experts to present on crucial topics, including workforce housing, employee recruitment and retention and emerging industries such as bioscience in Central Oregon.

The annual Impact Conference expanded to include the Retail industry in addition to the Economics, Real Estate, and Hospitality industries and was well attended with over 450 registrants. Through the effort of providing service and value to Bend's economic ecosystem, we were able to partner with various business associations and the Bend Urban Renewal Agency to create greater access for local business owners and employees to hear directly from experts about innovative trends and best practices for immediate implementation.

The types of events produced by the Chamber are intentionally wide-ranging while providing timely information to our members helping to support the well-being of their businesses.

In 2023, we aim to continue building on our strong foundation of intentional engagement and evolve to best fit the needs of our members and the business community.



KEY INITIATIVES



Workforce Housing Initiative

HOUSING FOR A MORE AFFORDABLE AND INCLUSIVE BEND

Bend's housing shortage is an all-hands-on-deck issue. The availability and cost of housing is at a critical level, making it too expensive for many to live in a reasonable proximity to where they work. And employers know that housing is one of their biggest hurdles in hiring and retaining employees. Housing that is out of reach for many results in a lack of labor and a growing disconnect between who works and lives in Bend and other areas in Deschutes County.

Put simply, the cost of finding a place to live—whether that means paying the rent, or a home mortgage, is driving away those who would otherwise be available to work here. And employers are seeing this significantly impact available talent.

This impacts the stability of services in our community, including healthcare, education, law enforcement, service industries and many other essential jobs. Many people working in these fields, who in the past would have had little trouble finding a place to live in Bend, are now priced out of the housing market.

Entering the second year of the Bend Chamber's Workforce Housing Initiative, several milestones have been achieved. Vital research in how Bendites want to solve the housing shortage crisis, a new Accessory Dwelling Unit (ADU) "how-to" guide was created by the Chamber's Leadership Bend class of 2022 to help spur more attainable housing and an agenda list of local and state policies that support more workforce housing were formed to present to elected officials in 2023.

Following are more details about key milestones we reached in 2022 and a preview of our 2023 legislative platform.

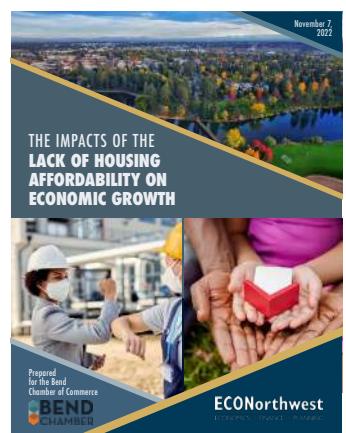
2022 CONVENING WITH EMPLOYERS & COMMUNITY PARTNERS

KEY INITIATIVES

Workforce Housing Initiative – Milestones

SURVEY ON LABOR MARKET CONDITIONS AND THEIR RELATIONSHIP TO HOUSING UNAFFORDABILITY

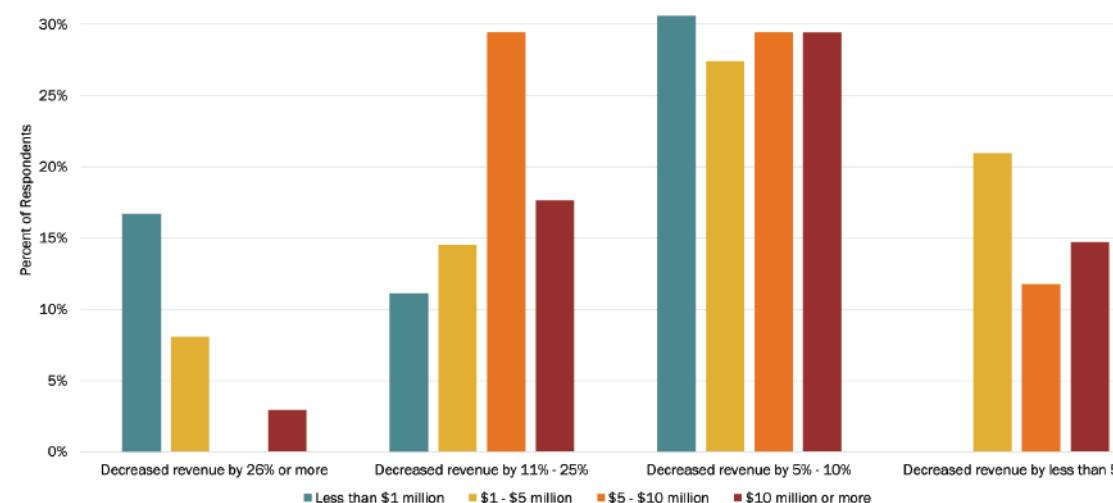
Central Oregon businesses weighed in on how the lack of affordable and available workforce housing is impacting their ability to hire employees and, ultimately, their revenues.



- Conducted September-October, 2022
- Professionally administered by **ECONorthwest** on behalf of Bend Chamber
- Statistically valid poll of over 200 regional employers

Revenue Impacts by Size of Business

SOURCE: ECONorthwest Analysis of Employer Survey, 2022. NOTE: Respondents who indicated no impact to revenue not shown.



The full results and findings from the survey can be found on our Workforce Housing Initiative web page: BendChamber.org/WorkforceHousing

KEY INITIATIVES

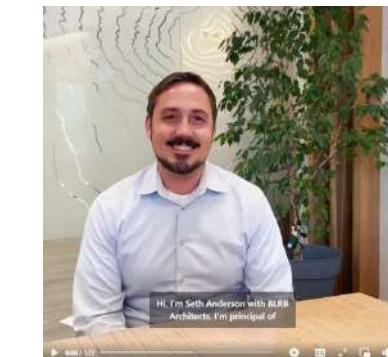
Workforce Housing Initiative – Milestones

SOCIAL MEDIA CAMPAIGNS

Implemented an ongoing, robust social media campaign designed to share the progress of the initiative, explain the challenges and barriers to solving the problem, showcase the innovative solutions that are available now and solicit supporters to lend their voices to the initiative.



- 28 Average number of posts across our social channels each month
- 1,800 Average of engagements per month (reactions, likes, shares, comments, etc.)
- 100 Collected more than 100 names and contact information to date from interested supporters



Participate in the conversation about our Workforce Housing Initiative by following Bend Chamber on Facebook, Instagram and LinkedIn.

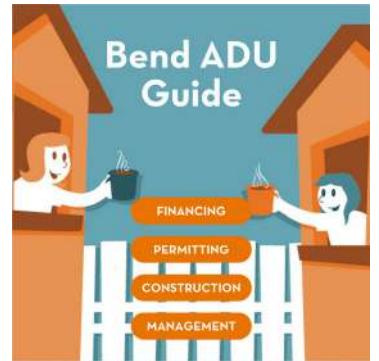


KEY INITIATIVES

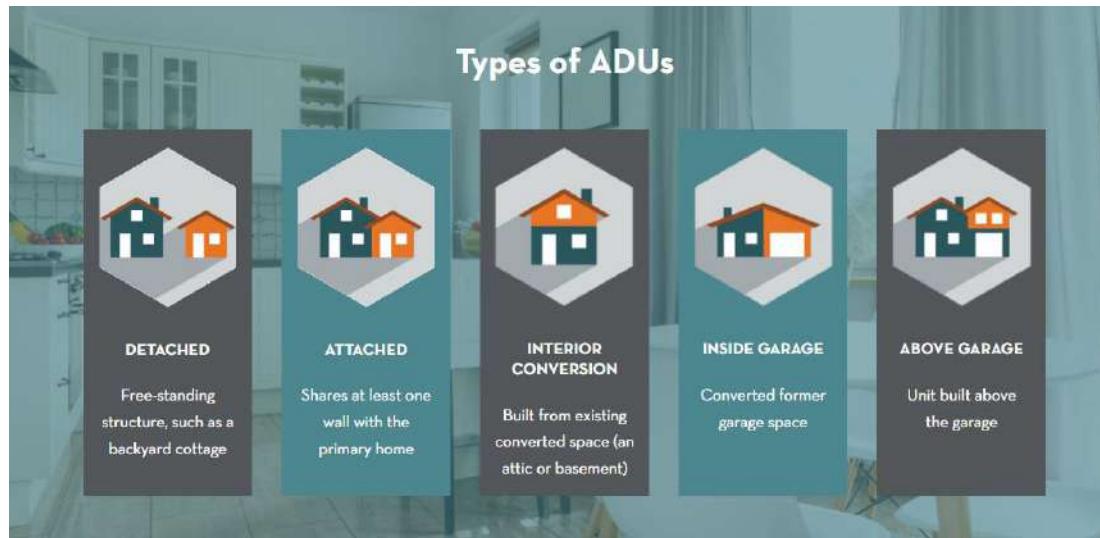
Workforce Housing Initiative – Milestones

BEND ACCESSORY DWELLING UNIT (ADU) GUIDE

The **Bend ADU Guide**, created by the Chamber's Leadership Bend class of 2022, is a web-based "how to" manual for potential ADU development. It includes details on financing, permitting, construction and management.



- **4,000** Individuals have visited the Bend ADU guide since its inception
- **3,425** Unique pageviews to date including introduction, financing, permitting, construction and property management pages



View the Bend ADU Guide at: BendChamber.org/ADU

KEY INITIATIVES

Workforce Housing Initiative – Milestones

HIRED A WORKFORCE HOUSING EXPERT

Hired a workforce housing expert from **Cascadia Partners**, who has:



- Lead a cross-industry workshop with more than 40 attendees, including developers, bankers, local and state government officials, and housing advocates to identify an actionable list of policy ideas to impact workforce housing for rental or ownership
- Presented at June's What's Brewing: Bridging the Gap in Mid-Market Housing
- Conducted research on local and state housing policies to help inform and support policy for the 2023 legislative session
- Produced a list of local and state workforce housing policy recommendations now being vetted with the forming coalition



KEY INITIATIVES

Workforce Housing Initiative – Milestones

2023 LEGISLATIVE PLATFORM



Developing a collaborative state legislative platform for the upcoming 2023 session that is focused on creating and enabling more mid-market housing.

LOCAL AND STATEWIDE POLICY CONCEPTS

- Increase access and funding for first time homeownership (i.e. down payment assistance via HOAP program) including adjusting eligibility to 120 percent average median income (AMI)
- Increase eligibility and funding for workforce housing funding streams, including raising the cap on state funding mechanisms to 150 percent AMI
- Redefine and streamline substantial completion definitions, by way of OHBA 2022 legislation
- Assess ways to increase vertical home ownership via condo development

COLLABORATING AND ALIGNING POLICY PLATFORMS

- Working with developers, small-scale builders, the City of Bend, Deschutes County, nonprofits, builders and realtors' associations, and more to align local and state policy platforms and increase our voice

ADVOCACY

Cultivating Relationships to Elevate the Collective Voices of Central Oregon Businesses

THE SHORT SESSION IN REVIEW

The annual legislative session in Salem was a return to normalcy as the Capitol reopened and the public was once again allowed into the building. Committee hearings were still held in a hybrid format as lawmakers attended from their Capitol offices and the public attended virtually from across the state.

Although 2022 was a “short session” year, over 250 bills were introduced creating a hectic pace for the 35-day period. When the gavel fell on the 2022 session, the Bend Chamber had monitored over 75 bills and actively engaged in supporting or opposing nearly 35 bills. Chamber members wrote letters,

provided testimony, collaborated with partner organizations and regularly communicated with our local elected officials. Our Advocacy Council met regularly during the session to review bills, discuss priorities and make recommendations to the Chamber Board about engagement strategies.

In lieu of the annual Lobby Day in Salem, Chamber members participated in a Day of Advocacy via virtual visits with key lawmakers. Similar to 2021, Chamber leadership met with legislators and their staff to engage in meaningful conversation that otherwise would be challenging given the normal pace of Capitol life.

2022 POLICY PRIORITIES

Whether reviewing local city ordinances and development codes or weighing in on legislative proposals in Salem, the Bend Chamber has an active advocacy program. Our guiding policy principles, set by the Chamber Board of Directors, include:

Increasing the supply of **affordable and attainable workforce housing** to support Bend's growing population.

Creating and sustaining conditions for **economic vitality and workforce development** to support a vibrant business community.

A **diverse, equitable and inclusive chamber membership**, workforce and business community.

Support for **transportation and infrastructure projects** to alleviate traffic congestion and plan for future growth.

Access to affordable, high-quality child care for infants, toddlers and preschool age children.

A thoughtful balance between **environmental sustainability and economic health**.

Priority Bills for the Bend Chamber in 2022:

- **HB 4123: Homeless Services Coordination (Support)**—Creating a coordinated homeless response system pilot program to create efficiencies and enhanced communication between local governments and service providers. The City of Bend and Deschutes County were selected as a pilot site. *Passed into law.*
- **HB 4118: Workforce Housing (Support)**—Allows a city to expand its urban growth boundary in order to include land designated as urban reserve to include workforce housing. *Postponed in 2022 but likely to be reintroduced in 2023.*

CONTINUED ON PAGE 18

2022 ADVOCACY COUNCIL

Katy Brooks
BEND CHAMBER

Matt Chancellor
PACIFICORP

**CHAIR
Garrett Chrostek**
BRYANT, LOVLIEN, & JARVIS

Travis Davis
PAYNEWEST INSURANCE

Scott Douglass
CASCADE RELAY EVENTS

Karna Gustafson
CENTRAL OREGON
BUILDERS ASSOCIATION

Andy High
THOMPSON PUMP & IRRIGATION

Ken Katzaroff
SCHWABE, WILLIAMSON & WYATT

Don Myll
EDCO

Tyler Neese
CENTRAL OREGON
ASSOCIATION OF REALTORS

Hunter Neubauer
OREGROWN

Sara Odendahl
BEND CHAMBER

Heather Simmons
PACIFICSOURCE HEALTH PLANS

Caleb Trowbridge
PODSKI

Jackie Westover
UMPQUA BANK

 **75**
TOTAL BILLS
MONITORED

 **35**
BILLS ACTIVELY SUPPORTED
OR OPPOSED

2022 POLICY PRIORITIES – CONTINUED

- **HB 4005: Early Learning and Care (Support)**—Modifies technical aspects of a prior session bill to create the Department of Early Learning and Care in order to improve oversight, enhance program administration and facilitate the successful establishment of the new Department. The bill also funds an increase in subsidy rates for the Employment Related Day Care program to attract more child care professionals. *Passed into law.*
- **SB 1545: Future Ready Oregon Act (Support)**—Directs \$200 million to workforce development programs. The bill expands apprenticeship opportunities and create grant programs to support workforce development activities in health care, manufacturing and other industries. *Passed into law.*
- **HB 4092: Broadband Equity Act (Support)**—Modifies membership and duties of the Oregon Broadband Advisory Council and directs the collection of geospatial and other data from internet service providers and other entities with broadband infrastructure to determine eligibility for grants and loans from the federal Infrastructure Investment and Jobs Act. Oregon will receive at least \$100 million with the potential for additional money allocated based on state need, and the bill prepares the state to receive the funds. *Passed into law.*
- **HB 4002: Agricultural Overtime Exemptions (Oppose)**—This bill removes the long-standing agricultural exemption from overtime, ultimately reducing hours for workers and increasing administrative burdens. A phased in schedule was negotiated, starting with overtime payments after 55 hours/week in 2023-24 and culminating in 2027 with overtime for hours in excess of 40 per week. The bill also will establish refundable tax credits for agricultural employers required to pay overtime. The Chamber engaged at the request of our partners at Oregon Business and Industry, and the agricultural businesses they represent across the state. *Passed into law.*
- **Funding OSU-Cascades Innovation District (Support)**—\$10 million request for site remediation and land preparation prior to development. *Passed into law.*
- **Child Care Emergency Grant Response (Support)**—\$100 million grant program to assist child care providers and recruit/train new providers. *Passed into law.*

2022 State Revenue Spending

Strong revenue projections gave the state large amounts of additional revenue to spend and spend it they did. In a flurry of last-minute hearings, the Legislature approved several large spending packages, including \$400 million for affordable housing and homeless services; \$200 million for workforce development and job training/apprenticeships; and \$100 million for rural infrastructure projects.

FOCUSING ON LOCAL ISSUES

While much of the work of the Chamber Advocacy Council is focused on state level policies, the Chamber has been equally active in supporting local initiatives with the Bend City Council and the Deschutes County Commission.

In addition to the collaborative work with the City and the County throughout 2020 and 2021 on the region's continued COVID response, the Chamber has been particularly active in advocating for policy changes to increase the supply of workforce housing, improve infrastructure and address the child care shortage.



Workforce Housing

The Chamber supported the City's efforts to create new tax credits to encourage the development of attainable, workforce housing. The City adopted two property tax exemptions: Multi-Unit Property Tax Exemption (MUPTE) and Nonprofit Exemption. The Chamber also supported efforts at the County to implement recent legislation to create rural ADUs.

Infrastructure

The Chamber partnered with businesses, nonprofits and the City of Bend to advocate for state and federal grant funding for the Midtown Crossings projects at Greenwood, Hawthorne and Franklin Avenues.

Child Care

The Chamber continued to support additional funding for the OSU-Cascades and Central Oregon Community College (COCC) joint child care program which will create a new labor pipeline for the industry and add two child care centers—one on OSU-Cascades campus and the other on St. Charles property on the east side of Bend.

A LOOK TO 2023

The 2022 election ushered in change at all levels of government—local, state and federal. New local leadership will chart a course for Central Oregon as the fastest growing region in the state. Oregon will welcome a new Governor and executive leadership, and a new composition of state Representatives and Senators. Bend will also have new representation in Washington DC as part of the 5th Congressional District after the 2022 redistricting process.

Workforce housing, access to quality child care, transportation and infrastructure will remain at the top of the Chamber's

agenda in 2023. Despite large budget surpluses in prior years, a recession is looming and budget reductions are likely in the coming budget cycles. The Chamber will continue to advocate for a pragmatic and collaborative approach with leaders in Salem when considering revenue measures.

Your engagement is a key component to the Chamber's ability to successfully advocate and we welcome your participation. You'll find more details at:

BendChamber.org/Advocacy

BEND CHAMBER WORKFORCE HOUSING INITIATIVE



67%

INABILITY TO HIRE DECREASED THEIR REVENUES



81%

HOUSING HAS A HIGH IMPACT ON HIRING



91%

THE HIGH COST OF HOUSING LIMITS GROWTH & STRAINS THEIR WORKFORCE



LACK OF HOUSING AFFORDABILITY IMPACTS ECONOMIC GROWTH

Survey Data Helps Assess Labor Market Conditions and Their Relationship to Housing Unaffordability

Recognizing the threat that housing costs pose to attracting and retaining talent, and to the regional economy in general, the Bend Chamber retained **ECONorthwest** to assess labor market conditions and their relationship to housing unaffordability.

The final report draws on labor and housing market data and a survey of over 200 regional employers across several industry sectors. The survey, conducted in October 2022, showed 91 percent of respondents as stating the high cost of housing limits their growth and strains their existing workforce.

Businesses are struggling to find solutions, with survey results showing 43 percent of employers indicated that they have considered direct housing interventions, such as offering land for residential development, buying rental units for their workforce, or offering mortgage and down payment assistance to ease the cost of housing for their employees.

Roughly half of employers reported that they were unable to serve as many customers, remain open for their usual business hours, or deliver the quality of product or service they wish to because of their challenges with hiring. Over 50 percent of all respondents said that the hiring shortage led to a revenue decrease of 5 percent or more, with a quarter losing more than 11 percent.

The Bend Chamber continues to support policies and development to more quickly increase housing inventory while convening groups of employers, developers, investors, housing experts, public sector staff and others to explore near and long-term solutions.

The full results and findings from the survey can be found on our Workforce Housing Initiative web page:

BendChamber.org/WorkforceHousing

Providing Valuable and Relevant Resources to Our Members to Help Them Succeed



HEALTH INSURANCE

In the spirit of continuous improvement, we put the Bend Chamber Association Health Plans provider contract out for bid. It has been 10 years since the last bid process, and we take it very seriously to ensure we maintain the best price for the best plan.

Our selection process was robust and iterative, reviewing proposals with a selection committee and presenting findings to our board of directors. After several weeks of deliberations, the board made the difficult decision to change our insurance provider to Providence Health Plans.

Our selection was based on our priorities to our members. We secured lower rates and an equal or better selection of doctor provider panels to help ensure that members can retain their doctors and other medical providers. The new plan has improved prescription benefits and dental coverage through Delta Dental. The plan is also now accepting businesses with up to 100 employees. The previous threshold was 50 employees.

With more than 100 agents statewide that can offer the Bend Chamber Association Health Plan, the impact of this great resource has an effect throughout Oregon—and that's good for business.

BendChamber.org/Chamber-Health-Insurance

FINANCIAL SAVINGS

Member-to-member discounted offerings for products and services remain a fundamental resource for the membership.

Members can post coupons and discounts at no charge. If you are interested in adding your business to the list of participants, contact Shelley Junker at shelley@bendchamber.org.

BendChamber.org/Member-to-Member

BEND CHAMBER ASSOCIATION HEALTH PLAN



14,500+

LIVES COVERED BY THE CHAMBER HEALTH PLAN



859

ACTIVE BUSINESS MEMBERS ON THE CHAMBER HEALTH PLAN



Shelley Junker

Membership Lead
shelley@bendchamber.org

LEADERSHIP BEND

BendNEXT
WORKFORCE DEVELOPMENT



26
2022 LEADERSHIP BEND
GRADUATES



569
LEADERSHIP BEND
ALUMNI TO DATE

“ Since graduating from Leadership Bend, I feel better prepared to live in and serve this community. Each class provided new insights into a different aspect of life in Central Oregon, including its history, culture and resources. I also came away with a respect for the people of Bend—a group that collectively has achieved a remarkable little city by prioritizing quality of life. On top of all of that, I met a wonderful group of colleagues intent on contributing in a positive way and I’m thankful for the connections I will enjoy for years to come. ”

—Sarah Monkton, Of Counsel,
Best, Best & Krieger



Leadership Bend Class of 2022



LEADERSHIP BEND

a healthy and vibrant community comes from investment in leadership.

There now are more than 560 LB alumni who serve our community through board service, elected office, mentorship and volunteerism.

These alumni also become part of the Leadership Bend Alumni Association (LBAA). In 2022, this all-volunteer group organized educational, social and charitable events for graduates—helping to strengthen the bonds and deepen the learning of alumni through the year. As the outgoing chair of the LBAA steering committee, **Jeff Kitchens** (LB 2018) was instrumental in bringing the program to fruition.



Each year, the LB class completes one or more community impact projects. In 2022, the class focused in on two areas—housing and water usage. One group researched and created an online resource for homeowners considering adding an accessory dwelling unit (ADU) to their property. The second group launched a campaign aimed at signing commercial water users to the WaterSmart program, helping to identify leaks and excess water usage and eliminate waste.

The LB Class of 2023 consists of 28 individuals from a variety of backgrounds and industries. Supporting the class as this year's LB Graduate Advisor is Matthew Guthrie, Architect and Principal with RHIZO Architecture (Class of 2022).

2023 is a major milestone year, as the program celebrates 30 years of nurturing up and coming leaders. In anticipation, the program underwent a visual re-brand in 2022, and plans are underway to mark the occasion in 2023.



To learn more about Leadership Bend and become a contributor, please contact:

Talena Barker

VP of Leadership Development
talena@bendchamber.org

BEND YP



2022 YP Summit



Bend Young Professionals (Bend YP) is a program intended to bring together individuals in the early to mid-stages of their careers who are looking to develop, connect, and explore. Each year Bend YP provides networking and educational events relevant to the wants and needs of young professionals and their employers. Bend's young professionals are engaged citizens who want to build a strong, successful community.

2022 was a year of learning more about our Bend YP community through a new annual survey. Not only did we learn more about who Bend's young professionals are, but we were also able to learn where the need was for programming. This helped us create a successful fifth annual YP Summit, along with other events.

“ Bend YP has been instrumental in my development as a leader and my involvement in the community. ”

From DevLabs that help me gain great insight, to Socials that connect me with other YPs, I truly enjoy all of what the program has to offer. Bend YP is a jewel for this community, and a shining example of what makes this town great: great people working hard to improve themselves and those around them. ”

—Cody Cloyd, Ablis CBD



We are excited to provide programming focused on individual, team, and community development to help YPs craft their careers.

Jenn Greco

Leadership Development Programs Coordinator
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815
YP EVENT
ATTENDEES



21
BEND YP EVENTS HELD
IN 2022



67
YP PASSPORT
HOLDERS

2022 ADVISORY COMMITTEE

Zavi Borja
CITY OF BEND

Cody Cloyd
ABLIS CBD

Rya Fennewald
DESCHUTES PUBLIC LIBRARY

Brittania Leja
ST. CHARLES HEALTH SYSTEM

Katie Pelchar
LOANDEPOT

Kaleb Pool
LOANDEPOT

Dave Salciccioli
LIMINAL

Lauren Simpson
SUTERRA

CHARLES M. McGRATH FAMILY ATRIUM



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What's Brewing—Bio in the High Desert

Photo courtesy of OSU-Cascades. Location: Edward J. Ray Hall.