

# ANNUAL REPORT

2024





# NeighborImpact

Supporting People. Strengthening Communities.

## A letter from the Executive Director

NeighborImpact was incorporated December 5, 1984—40 years ago. That was 20 years after community action agencies were envisioned as a pair of legislative accomplishments, the Economic Opportunity Act passed in 1964 and the Head Start Act, passed in 1965. Oregon was late to the party in embracing this federal initiative, but we've been making up time ever since.



Donors and volunteers have been a part of our fabric since our founding. Initially it was people handing dry food down from a truck once a week. Today, it's sorting, moving and distributing 6 million pounds of food annually. There wasn't a Head Start when NeighborImpact cranked up, but today we serve 609 children at any given time. Other programs such as Housing, Energy, Child Care, Lending and Representative Payee serve even more. All programs combined, NeighborImpact provides almost a million services per year to 1 in 3 Central Oregon households and distributes more than \$30 million in direct financial assistance each year.

Donors help make this possible. You fill in the gaps that federal and state grants don't pay for. The federal dollars buy food, but you the donors keep the trucks running to deliver it. The state provides an apartment, but you the donors help a young family acquire a bunk bed for the kids. Government grants, foundation gifts and private donations blend into one big service opportunity for our region. Thank you, donors, for making it possible.

A favorite quote of mine (attributed to various people) is: "If what you've done yesterday looks large to you, you haven't done much today." I embrace that. For 40 years, NeighborImpact has been doing good, but think how much more, working together, we can do in the decades to come. Portland State University projects the population of our region will grow 82 percent in the next 50 years, increasing from 258,922 to 471,404 in population. (To put that in context, the population of the City of Portland is 630,498.) That's a lot of mouths to feed, individuals and families to shelter and a lot of people to keep warm and help move them to success.

Does this daunt us? No. Because we're going to do it in partnership with local, state and federal government, dedicated staff and committed volunteers and donors just like you. And with all that help, in the true Central Oregon spirit, we'll get it done.

Thank you for your support. It has meant the world and will continue to do so.

Sincerely,

Scott Cooper  
NeighborImpact Executive Director





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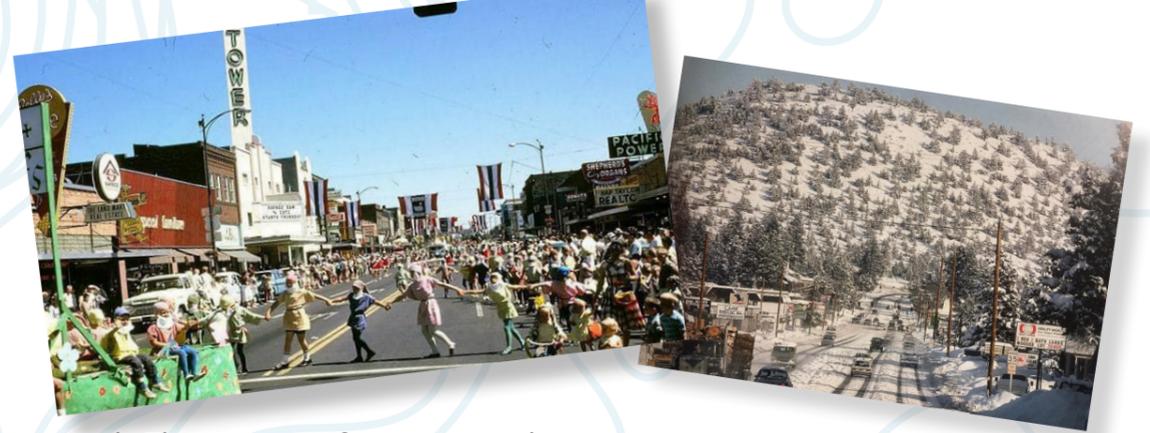
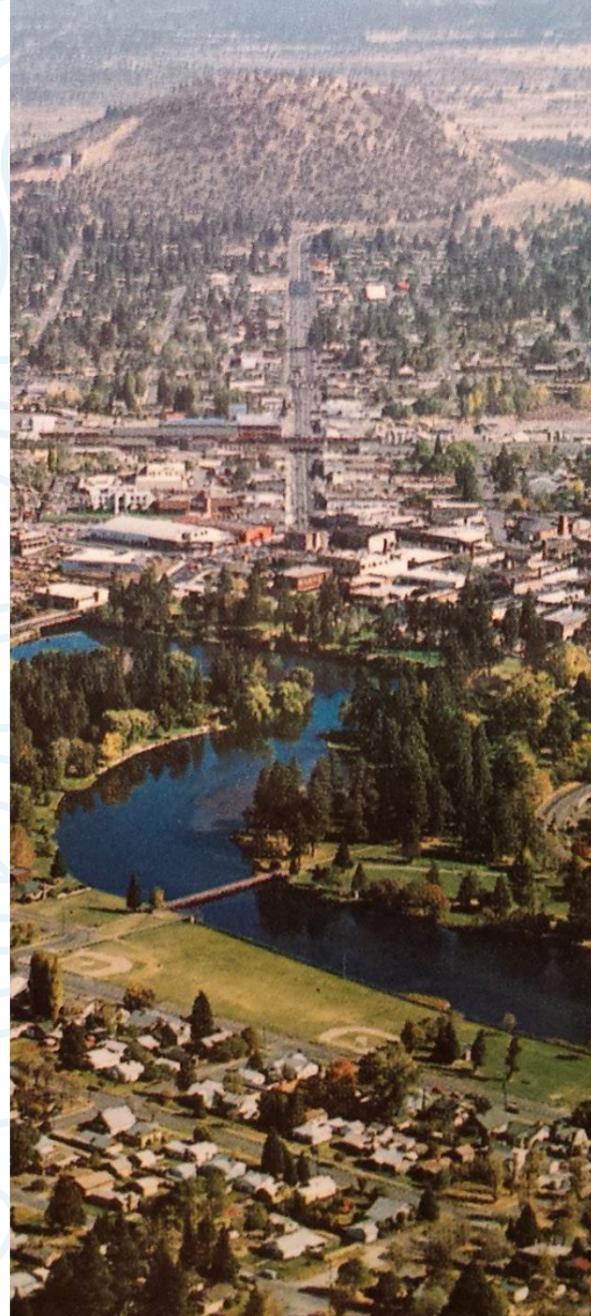
# A History of NeighborImpact

**NeighborImpact was born December 5, 1984. Its original name was Central Oregon Community Action Agency Network, known by its acronym COCAAN.** Its original offices were in the former public works building on Wall Street in Bend—now the Deschutes County annex. The founding executive director was Mark Chambers, and at the start the organization offered only energy assistance and weatherization services. Chambers left a year after starting the organization, and Terry Lynch—then serving as weatherization manager, became the executive director in February 1986. Lynch moved the organization to Redmond. He recalls officing in the former “rock shop”—an ammunition depot

built of field stones, one of six, that was leftover from a WWII-era National Guard camp.

Early records of the organization show large community involvement and a small staff. In 1988, the board of directors consisted of 22 members, including a state representative, three county commissioners, two city councilors and representatives from 15 organizations serving low-income individuals. There were two staff. Total expenditures in 1988 (the first year for which an audit is still retained) were \$144,585.

A food bank was added in 1990. The original food bank had no partners and distributed food received from Oregon Food Bank directly from a



truck. There was no freezer or cooler, so most food distributed was shelf stable.

Also in 1990, Lynch started construction on the current administrative building, the first building to be built in Redmond’s new industrial park. Redmond donated the underlying property, and community partners were engaged to donate most of the material to build the building. Lynch’s cousin, Craig Woodward, donated the lumber from the Prineville Sawmill. Lynch himself did the excavation and the framing. After donations, the total building cost was \$30,000, financed with a line of credit from the bank. The 6,000 square foot building housed COCAAN and the Central Oregon Council on Aging, known as COCOA, with

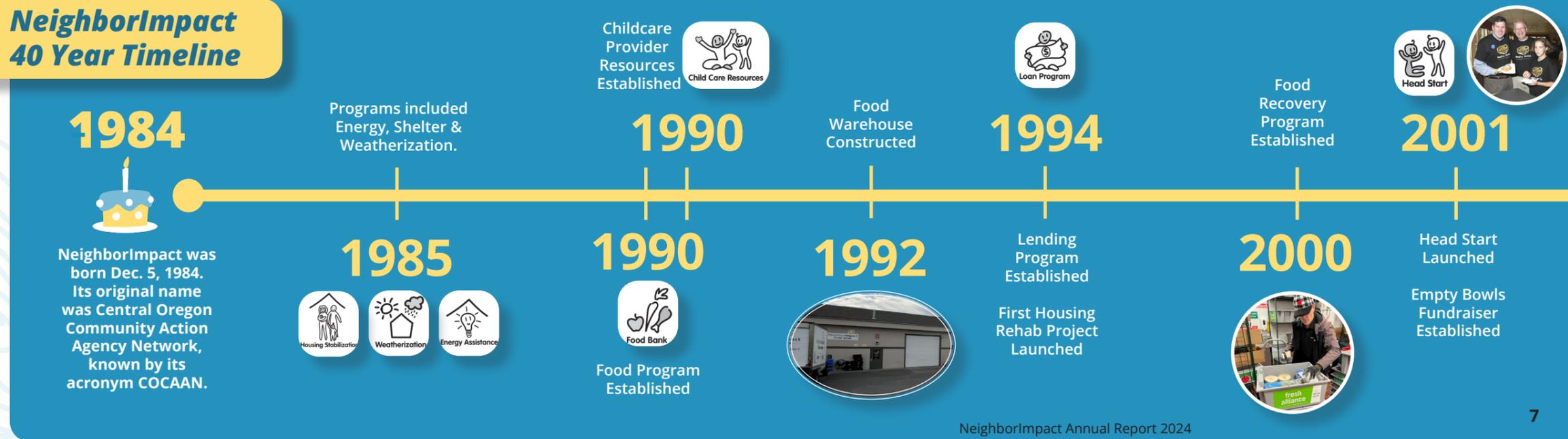
Lynch serving as executive director for both organizations. The street sign pointing the two was labeled COCAAN/COCOA with an arrow—a mouthful of letters!

After completion of the new building, Lynch retired and Sharon Miller was hired as executive director in 1991, having previously been hired as the assistant director in charge of new program development within the organization. She would lead the organization for the next 27 years! New programs were added including the construction of a food warehouse and the creation of the partnership network, the absorption of Head Start, creation of the Home Ownership Center, construction of an affordable housing complex, Healy Heights, and adoption of several innovative strategies for

## Central Oregon Average Prices

	1984	2024
	\$57,000	\$550,000
	\$1.10 per gallon	\$4 per gallon
	Milk: \$1.21 Groceries for four: \$300	Milk: \$4.50 Groceries for four: \$1,100
	Min. wage: \$3.10 Annual Salary: \$18,000-\$22,000	Min. wage: \$13.50 Annual Salary: \$55,000-\$72,000

## NeighborImpact 40 Year Timeline



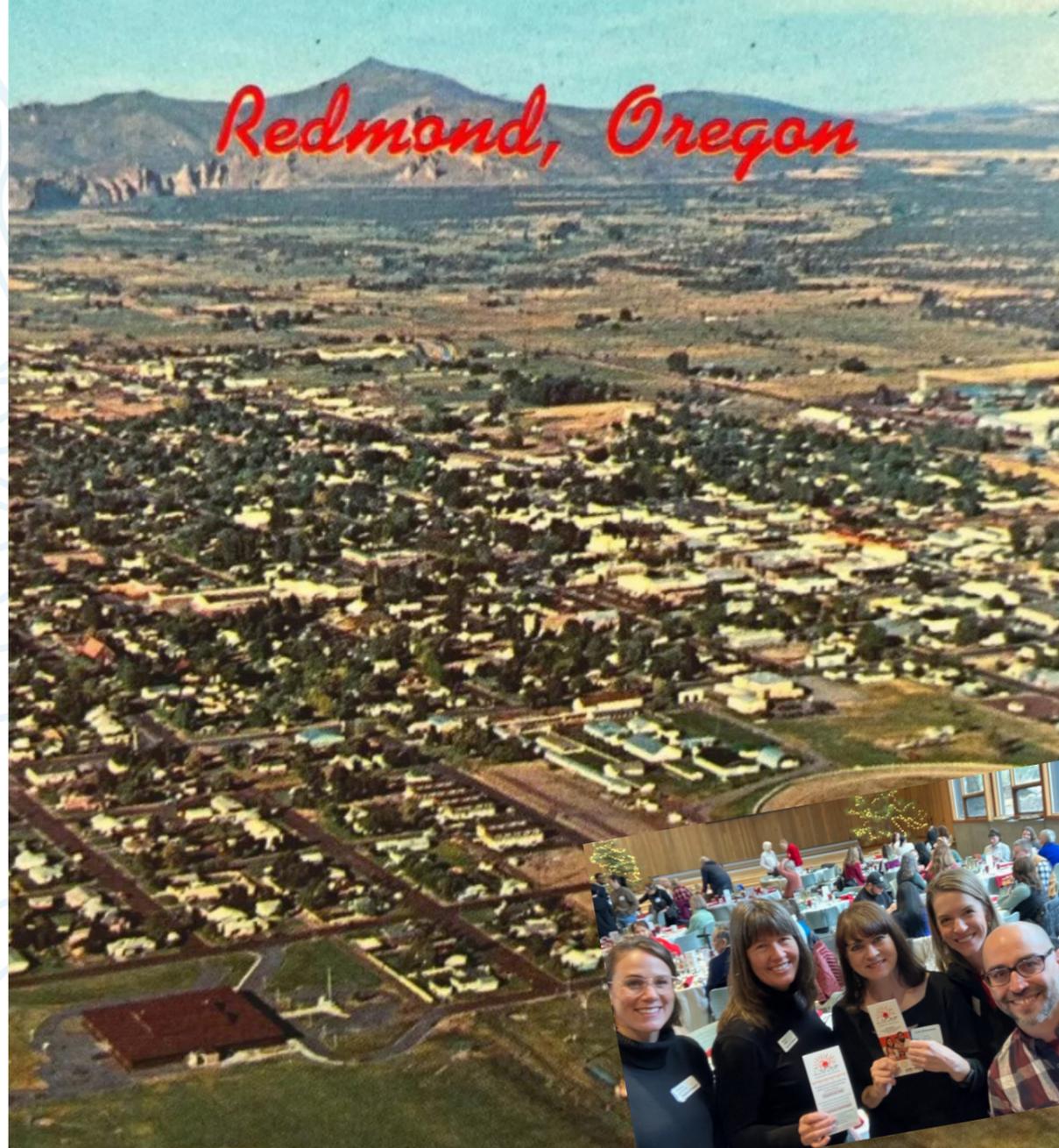
expanding homeownership through no-interest loans and creation of a community land trust. Miller also created the Child Care Resources division and grew the organization's annual operating budget to \$14 million. She successfully shepherded the organization through the Great Recession of 2008, and in 2006 she oversaw the name change to NeighborImpact.

In 2012, Miller retired and Scott Cooper was hired as executive director. Cooper was the first "outsider" to take on the organization, and brought a period of growth, expanding existing programs and adding new programs. Under his leadership, the organization's staff grew from about 120 to 270 and the agency budget expanded from \$14 million to more than \$50 million. The food program was substantially expanded to include new partners and mobile food pantries, the Housing program expanded services, Early Head Start and Representative Payee

programs were added. A new housing development partnership began with the local housing authority, Housing Works and a communications function was added along with an expanded development (fundraising) department and a local community liaison program. Cooper led the organization through the many challenges surrounding the COVID pandemic of 2020-21.

Today's NeighborImpact has far outgrown even its founders' original vision. It provides nearly 1 million services annually to around 75,000—approximately 1 in 3--Central Oregonians. It contributes to the Central Oregon economy by distributing nearly \$40 million annually in services, payroll and supplies purchases to the local economy, using mostly money imported from Salem and Washington DC and creating a significant economic multiplier for the region. It is proud to have been

# Redmond, Oregon



a recipient of Oregon Business Magazine's 100 Best Nonprofits to Work for in Oregon award since 2012. Mostly it is proud of the volunteer opportunities it creates, the funds it raises from the community, the vital role it plays in facilitating delivery of federal and state resources, and the enormous difference it makes in individual lives.



Joined NeighborWorks America, Began Offering Financial Capability Services, and Opened a Family Shelter



2006

Response to the Great Recession



2010

Endowment Created



2018

Fresh 2 You Mobile Food Pantry Added



2020

Response to COVID



2021

Stepping Stone Shelter Opened



2024

New Food Bank Warehouse Constructed

2002

Name Changed to NeighborImpact

2008

Freezer Installed in the Food Warehouse

2016

Early Head Start Program Established

2019

Head Start Expansion

2020-2022

Representative Payee Program Established

2023

Early Head Start Center-Based Classroom Opened

2024



\*This is a snapshot of some of NeighborImpact's accomplishments over its 40-year history.

40

# Board of Directors

July 1, 2023 through June 30, 2024

## Elected Public Officials

**Hon. Roger J. DeHoog** – Deschutes County Judge, Oregon Court of Appeals

**Hon. Annette Hillman** – Jefferson County Judge, State of Oregon Circuit Court

**Kari Hathorn** – Crook County District Attorney

**Christy Abbe** – Jefferson County, Metolius City Councilor

**Cat Zwicker** – Deschutes County, Redmond City Councilor

## Representatives of Economically Disadvantaged

**Malinda Corley** – Deschutes County

**Bonnie LaMont Rose** – Deschutes County

**Dan Martinez** – Warm Springs and Jefferson County Vice President

**Chrystal Yustat** – Crook County Head Start Policy Council Liaison

## Community Representatives

**Chad Carpenter** – Deschutes County Board President

**Jose Balcazar** – Deschutes County

**Patty Dutcher** – Crook County

**Heather Simmons** – Deschutes County Secretary/Treasurer

## Retired Directors in 2022-2023:

**Katelin Enos**  
**Mae Huston**  
**Ron Osmundson**

## NeighborImpact Programs & Services



**Food Bank** secures, warehouses and distributes millions pounds of food to emergency food sites throughout the tri-county region.



**Energy Assistance** helps qualified households keep their lights and heat on by paying a portion of their energy costs.



**Housing Stabilization** helps unstably housed and unhoused individuals and families obtain and retain housing.



**Head Start & Early Head Start** provide high-quality early education integrated with health services, meals, nutrition and family advocacy for children 0-5.



**HomeSource** offers a range services that help individuals manage, grow and protect their assets.



**Child Care Resources** offers training, technical assistance and business support to child care providers in Central Oregon. Subsidizes child care for low income families.



**Weatherization** provides construction services to add insulation and repair heating systems for income-qualified clients.



**Lending** offers loans for down payment assistance, wells, septic systems and home preservation at reasonable interest rates.



**Representative Payee** manages disability benefits for persons who cannot pay their bills due to illness or disabilities by budgeting and dispersing funds to pay for living needs.



**Community Development** helps communities build infrastructure, community facilities, economic development and housing projects that benefit low- and moderate-income populations.

# Fresh Express Doorstep Delivery

**NeighborImpact's Fresh Express program makes fresh fruits, vegetables, and pantry staples accessible to Redmond residents who face barriers to traditional food pantry access.** For those unable to visit a food pantry, Fresh Express delivers directly to their doorsteps. The program ensures that clients with limited mobility, transportation challenges, or safety concerns still receive the healthy food they need.

Fresh Express is about more than food; it's about providing comfort and support to those facing food insecurity. For many, receiving these deliveries means not only nourishment but a renewed sense of community care and connection.

Clients like Karen have shared how much this service helps. "I'm so thankful," Karen said. "I was running out of my food money each month, and I don't have transportation to go to food banks."

"They brought the boxes to my door—I couldn't even believe it," she said. "It is all so healthy! I'm just so grateful."

Fresh Express is a testament to NeighborImpact's commitment

to providing nutritious food with compassion and accessibility. "We are proud of what we have been able to accomplish with this program and grateful for the trust placed in us by neighbors like Karen," said NeighborImpact Food Program Director, Carly Auten. "We look forward to exploring more innovative solutions to meet our community's needs around food."

**"I was running out of my food money each month, and I don't have transportation to go to food banks." -Karen**



## DID YOU KNOW?



Last year, NeighborImpact and 59 partner agencies moved **6,409,253 POUNDS OF FOOD** AND PROVIDED **5,341,044 meals** in Central Oregon.



**3,993,477 POUNDS OF FOOD** distributed just by NeighborImpact.

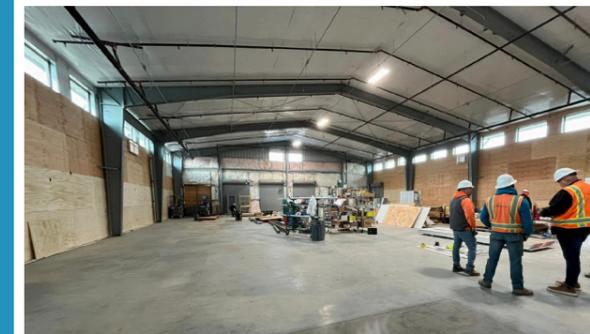


**\$1 DONATION BUYS 3 MEALS**



### NEW WAREHOUSE GRAND OPENING JANUARY 2025!

The new 10,691 sq ft warehouse will allow us to store roughly 173,300 more pounds of food at any given time.



We can provide 138,600 more meals to the fast-growing population of Central Oregonians struggling with food insecurity, thanks to the new warehouse.



# PROGRAM OUTCOMES (July 1, 2023-June 30, 2024)

## Individuals Served



Head Start



Food



Housing Stabilization



HomeSource



Energy



Childcare Resources



Lending



Weatherization



Representative Payee

# HEAD START



**609**

Children Served

**8**

Early Head Start classrooms

**28**

Head Start classrooms



**85%**

Children meeting or exceeding widely held school readiness expectations



**85%**

Head Start kids connected to health/nutrition professionals

# HOUSING



**84**

Households obtained housing

**711**

Households retained housing



Early Head Start



Mobile Food Pantry Volunteering



HomeSource Team

# Home & Business



**HOMES SAVED 175**



**\$6,405,000**

Mortgage assistance provided

**63**

Matched Savings Graduates

**45**

Facilitated home purchases

Savings awarded:  
**\$417,887**

**Real Estate Sales**  
**\$18,181,691**



**12** Home Preservation loans

**+ 4** Down Payment Assistance loans

**16** TOTAL LOANS



## Financial Foundations for Future Housing

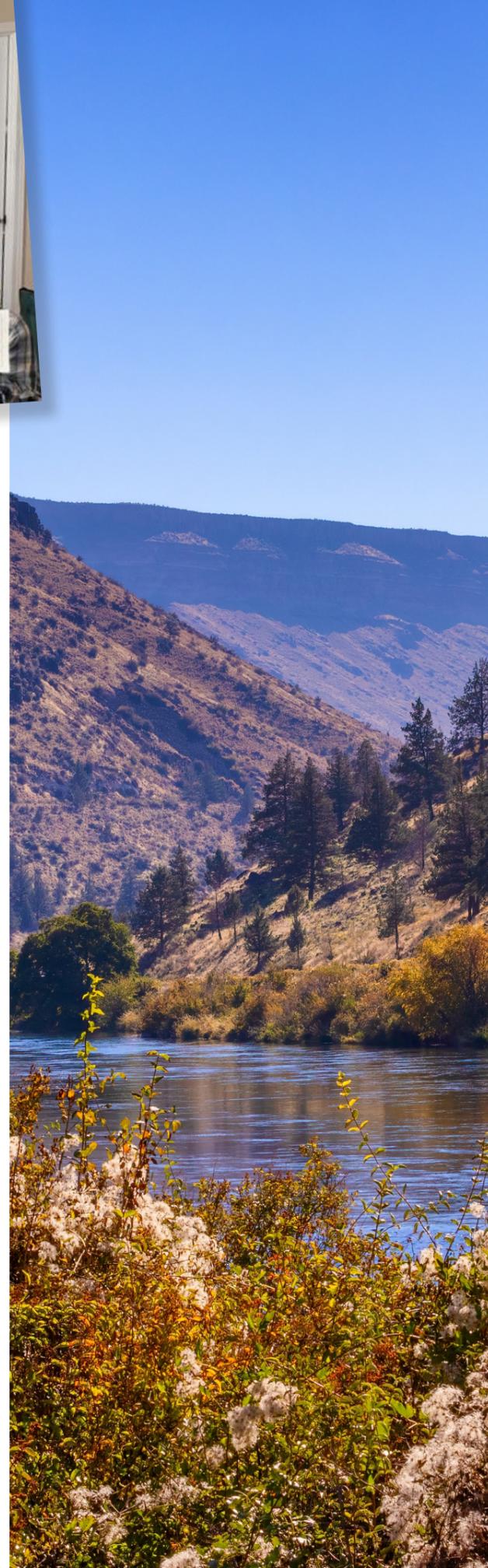
NeighborImpact is taking strides to support Central Oregon residents on their journey toward housing stability through a partnership with transitional housing provider, Oasis Village. This collaboration offers financial education designed to meet the unique needs of individuals in transitional housing, ensuring they have the tools to achieve lasting financial security.

The courses offered by NeighborImpact are specifically tailored to the experiences and challenges often shared by those in transitional housing. They teach residents practical strategies for managing their resources more effectively, such as using public benefits like food banks to stretch their income and directing funds toward other essential expenses. The program also covers how to create and manage a budget, manage a fixed income, and prioritize bills when income is

limited—helping participants know which bills to pay first. These sessions aim to build financial awareness and confidence so residents can make informed choices as they work toward long-term housing stability.

“Within financial literacy, there are a lot of barriers—credit, understanding what benefits are available and how to access them, paperwork, etc,” said Taylor Wilkinson, NeighborImpact’s financial education specialist and the teacher leading the workshops at Oasis Village. “We can help them understand how to overcome these barriers while moving into a more stable housing situation.”

This program reflects NeighborImpact’s ongoing commitment to supporting individuals at every stage of their housing journey, guiding the path to stability and self-sufficiency for those exiting homelessness.



## Preserving Cultural Bonds

NeighborImpact’s commitment to supporting indigenous families extends through an impactful partnership with the Oregon Department of Human Services (ODHS), aimed at strengthening, preserving, and reunifying families by addressing housing barriers. This partnership now includes a dedicated Housing Advocate role, created in September 2023, specifically focused on Indian Child Welfare Act (ICWA) cases, which works to prevent the unnecessary separation of tribal children from their families, culture, and community.

In this role, Rosa, our bilingual Housing Advocate stationed in Madras and a resident of the Warm Springs Reservation, provides individualized housing assistance to Native American families referred from child welfare services. These families often face unique challenges, including geographic isolation, cultural differences, and limited resources. Rosa goes above

and beyond to support parents by helping them overcome these barriers, assisting with transportation, documentation, and benefits reinstatement to find, secure, and maintain stable housing.

NeighborImpact’s housing program provides medium-term, tenant-based rental assistance for families meeting income criteria, covering a portion of rent for up to a year, along with in-home case management and landlord mediation. For parents pursuing reunification, this support ensures a stable environment where Rosa can help them work toward their goals, whether it’s finding employment, furthering education, or rebuilding their lives. Through partnerships like this, NeighborImpact remains dedicated to creating pathways for families to reunify, preserving the family bonds essential to tribal culture and community stability.



**CRISIS SERVICES**  
\$15,882,292  
*Food, Energy & Housing*



**EARLY EDUCATION SERVICES**  
\$16,833,468



**FINANCIAL CAPABILITY**  
\$4,252,541  
*Financial Education & Asset Building  
Lending & Rep Payee  
Community Development*

**Administrative Costs** (\$3,360,895.85) 7.9% of expense



**MANAGEMENT GENERAL FACILITIES**  
\$2,893,129



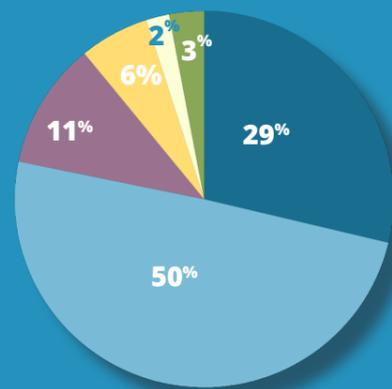
**FUNDRAISING COMMUNITY RELATIONS**  
\$467,767

TOTAL EXPENSES	\$40,329,197
RESERVE FOR FUTURE	\$1,742,596
<b>GRAND TOTAL</b>	<b>\$42,071,792</b>

**Revenues**

● Federal Grants	\$12,060,687 (29%)
● State Contracts	\$21,039,465 (50%)
● Value of Food Contributions	\$4,552,391 (11%)
● Cash Donations	\$2,352,308 (6%)
● Program Income	\$936,409 (2%)
● Cities/Counties	\$1,130,531 (3%)

**Total Revenue** \$42,071,792



**BALANCE SHEET**

*Year ending June 30, 2024*

**Assets**

Cash & Cash Equivalents	\$13,099,917
Accounts Receivable	\$4,342,904
Prepaid Expenses	\$4,456.39
Inventory	\$161,300
Long-Term Investments	\$1,071,542
Notes Receivable	\$5,727,590
Property & Equipment	\$6,794,006
Asset Lease	\$625,476

**Total Assets** **\$31,827,191**

**Liabilities**

Current Liabilities	\$384,604
Payroll Liabilities	\$504,545
Deferred Revenue	\$4,784,506
Lease Liability	\$625,476

**Total Liabilities** **\$6,299,130**

Net Assets w Donor Restriction	\$17,324,181
Net Assets w/o Donor Restriction	\$8,203,879

**Total Net Assets** **\$25,528,061**

**Liabilities & Net Assets** **\$31,827,191**

## Mt. Jefferson \$25,000 +

Central Oregon Health Council  
Oregon Food Bank  
Kevin and Andrea Grillo  
Vitamin Cottage Natural Food Markets, Inc  
Les Schwab Tire Centers Corporate Office  
Roger and Deborah Spring  
Washington Trust Bank  
Bob and Mary Anne Woodell

Goodwill Industries  
Hayden Homes  
Theodore and Carol Hegg  
High Desert Aggregate & Paving, Inc.  
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OCF Joseph E. Weston Public Foundation  
Oregon Realtors Home Foundation  
Phillip Ricker and Marion Shimoda  
Sunriver Rotary Club Foundation  
Windermere Central Oregon Real Estate  
Richard Winerger  
Anonymous (1)

## Three Fingered Jack \$10,000 - \$24,000

Aria Foundation  
Brad and Lisa Bailey  
Bend Rotary Club Foundation  
Cascade Natural Gas  
City of Redmond  
City of Sisters  
Linda Crouse and Christopher Cassard  
Fidelity Charitable Gift Fund  
Hayes Family Foundation  
Gail and Ronald Hill  
Marinus Newhouse Charitable Foundation  
Market of Choice  
Rotary Club of Bend - Mt. Bachelor  
The Roundhouse Foundation  
Richard and Sally Wilson  
Anonymous (3)

## Black Butte \$2,500 - \$4,999

Abbas Well Drilling  
Richard and Christine Bishop  
Terrill and Shannon Buffum  
Thomas Calderwood  
CoEnergy Propane LLC  
Dan and Sheila Fohrman  
Frank and Pamela George  
Deborah and Thomas Goodall  
Carol Henry  
Michael and Terry Hensley  
Glenda Hyde  
Collective Technology Inc.  
Rebecca and Michael Kubitz  
Lonza Pharma & Biotech  
Steve and Patsy Macnab  
Steven and Kim McCarrel  
Pahlisch Homes  
Larry Pennington  
Republic Services  
Carrie Sammons  
John and Demy Schleicher  
Ken and Gayle Schofield  
SOLV Energy, LLC  
St. Charles Health Systems

## North Sister \$1,000 - \$2,499

State of Oregon  
Sunriver Christian Fellowship  
Sunriver Women's Club  
Texas Instruments Foundation  
Teresa Torres  
Sherrie Williamson  
Kermit and Diane Yensen  
Anonymous (6)

Colleen and Mel Archer  
Eric Artzt  
North Barn  
Sheila Bates  
Joe and Renata Beck  
Bend Anesthesiology Group  
Ellen and Daniel Bendt  
Benge Family Foundation  
David Benjamin  
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Brian and Kerry Bergler  
Jeremy Betts and Joni Wilson  
Jake Birchard  
Robert and Debbie Bleile  
Colleen and Mike Bodell  
Bodywise Chiropractic, PC  
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Jayson Bowerman  
David and Michele Butler  
Kevin Cain  
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Scott Cooper and Laura Craska  
Cooper  
Sindi Corwin and Brian Waite  
deChase Miksis Development  
Bruce DeKock  
Patricia L. DeWitt  
Belinda and Craig Downie  
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Collins and Wendy Hemingway  
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Annette and Paul Hillman  
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Beverly and George Johnson  
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Basim Kadhim  
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James and Denise Mahoney  
Margaras Winery  
Judith Martin  
Rosemarie Maurer  
Norine and Leonard McCulley  
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Judy and James Munro  
James and Stephanie Nelson  
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Kathleen O'Reilly  
Pacific Power Foundation  
PacifiCorp  
PacificSource Health Plans  
Amanda Pelle

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Pinnacle Architecture Inc.  
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Kathy and Douglas Post  
Dennis and Robin Prouty  
Stan Pszczolkowski  
William and Jane Raleigh  
Redmond Assembly of God  
Renaissance Charitable Fund  
Rosalee Reynolds  
Terry Reynolds  
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Renee Ruder  
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Paul Shales  
Joey and Melinda Shearer  
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Sister's Rotary Club  
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Curtis and Judy Spencer  
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Linda Strahm  
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James Sutton  
Karen and Deborah Sweigert  
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TDS Broadband Service LLC  
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Signe and Gary Timm  
Steve and Bonnie Trotter  
William Van Vactor  
Shannan Vines  
April Von Allmen  
Wade and Karen Watson  
Harold Wershow  
Linda and Gordon Wetzel  
Tena Wheat

## Middle Sister \$500 - \$999

Ron and Eileen White  
Ray A. Wiese  
Michael Williams  
Dylan Wood  
Carol Zwicker  
Anonymous (8)

Susan Altman  
Louis Angoli  
Patti Bailey  
Kenneth Balk and Sandra Hopkins  
Tammy Baney  
Debbie and Ken Bauman  
Karen Borger  
Bruce and Pamela Brody-Heine  
Priscilla and Mike Buck  
Chris and Mary Cardwell  
Juliana Cartwright  
Charles Case  
Steven Chan  
Susan Clark  
Christopher Clemow  
Janet Coffey  
John and Silvia Collins  
Brenda Comini  
Karen and Wally Corwin  
Andrew and Kerry Coughlin  
Paul and Susan Curtin  
Martha Davalos  
Scott Davenport  
Alyce Dawes and Jim Tice  
David and Miriam Deeth  
The Honorable Roger DeHoog  
Evelyn Doherty  
Judy Dougherty  
Carol Edmonds  
Jim and Patricia Felton  
Colleen Ferguson  
Heather Flynn  
David and Kitri Ford  
Jeffrey and Julie Glover  
Julie and Mike Gonsalves

## THANK YOU TO OUR BUSINESS SPONSORS

*NeighborImpact appreciates these businesses for supporting our work. Like us, they believe in "keeping it local."*



# HONOR ROLL OF DONORS

JULY 1, 2023 TO JUNE 30, 2024 

Philip Gordon  
Ricky Gregerson  
John Hall Jr.  
Larry Hansen  
Brooke and Bill Hare  
Susan and John Harrison  
Teague and Tami Hatfield  
David Hayes  
Ida Hensley  
Richard Hoffman  
Jeanine Holtby  
Gretchen Horton-Dunbar  
Nathan Huff  
Eric Johansen  
Johnny's Joint LLC  
Alice and Art Johnson  
Jill Kellogg  
Joyce Kirk  
Krista Knoernschild  
Patricia Kolling  
Landscape Elements LLC  
Bruce and Shawna Larson  
Mike Lattig  
Edward Lent  
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David and Marsha Lewis  
Robert Lorenzen and Priscilla Elder  
Lynne's Pilot Car LLC  
Cheri MacDowall  
Cara Marsh-Rhodes  
Mary Martinson  
TeriAnn Mason  
John Maxson  
Laurie and Terry Mazzotta  
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Patrick O'Rourke  
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Rhonda Pietrowski  
Ronald and Elizabeth Polidan  
Kathleen and Brad Rafish

Redmond Grocery Outlet  
Lawrence Richlie  
Laury L. Riley  
Jeffrey Rola  
Stephen and Carol Rooney  
Gary and Karen Ruppert  
Elaine Salmonson  
Rob Schantz  
John Seaton and Sue Stanton  
James Seeley  
Dan Shank  
Susan Shuck and Dr. Stephen Knapp  
Donald and Nancy Smith  
Southland Industries  
William and Diane Stahly  
Dennis and Ginn Staines  
Alex Stevens  
Steve Strode  
Jessamy Taylor  
Ted and Charlene Virts  
Carol Wallace  
Christine Walsh  
Elizabeth D. Warriner  
Gary and Linda Whitley  
Brent and Megan Wilkins  
Peter Winslow  
Zion Lutheran Church  
Anonymous (9)

 **South Sister \$250 - \$499**

David Alward  
Sharla Andresen  
Carly Auten  
Thomas and Amy Bahrman  
John Bailey and Sheri Bailey  
Andrea Barss  
Joanne Beck  
Mark and Janna Bednorz  
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## WELCOME, CHRIS!



NeighborImpact is excited to announce the appointment of Christopher Kealey as the new Chief Development Officer! Chris brings a wealth of experience in the nonprofit sector and a strong commitment to community service, making him an invaluable addition to the NeighborImpact team.

# GIVING TO NEIGHBORIMPACT



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When you make a gift to NeighborImpact, you may choose how your funds will be used. Unrestricted gifts allow NeighborImpact to allocate funds wherever the need is greatest, which means that your gift may be used across the entire spectrum of NeighborImpact programs. Directed gifts allow you to choose the NeighborImpact area of interest that most suits your intention. All donations are tax deductible. Here are options to consider when making your Unrestricted or Directed gift:

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A strong financial base guarantees that future generations of Central Oregonians will benefit from NeighborImpact's programs. Consider adding to the existing fund or establish a newly named fund. Whatever method you choose, giving to the endowment fund creates a permanent legacy of support for NeighborImpact for the next 40 years and beyond.

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You may roll over your IRA to NeighborImpact and exclude the entire amount of that gift from your taxable income (certain limits apply). You can also create a charitable remainder trust as the beneficiary of your IRA, so that your heirs receive income from the trust and NeighborImpact receives any remaining principal.

### Cash Gifts

The easiest way to donate to NeighborImpact is a direct cash donation at [www.neighborimpact.org/donate](http://www.neighborimpact.org/donate). See coming donations levels in 2025 for perks, benefits and event invitations.

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You may be able to contribute through a United Way Campaign for the benefit of NeighborImpact. Please inquire at your workplace.

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### Matching Gifts

Many companies offer matching gift benefits to their employees, doubling the value of their charitable contributions. Check with your company's human resources office to see if your employer has a corporate matching gift program. In addition, NeighborImpact's Donation webpage utilizes a Double the Donation service to help you maximize your gift.

If you'd like more information on giving options, contact **Christopher Kealey** at 541.604.6662 or at [chris@neighborimpact.org](mailto:chris@neighborimpact.org)

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# LASTING IMPACT

## Q&A with long-term NeighborImpact employees

NeighborImpact is incredibly fortunate to have a team of dedicated staff who have chosen to stay with the organization for over 20 years. These individuals have devoted decades to the mission of supporting people and strengthening communities across Central Oregon. Their unwavering commitment speaks volumes not only about their passion but also about the deep impact NeighborImpact has on those who work here. In this Q&A, we hear from these extraordinary team members who've made NeighborImpact not just a job but a place to call home, offering invaluable insights into what drives them and the special bond they share with the communities they serve.

### How long have you worked for NeighborImpact?

**WENDI:** Since March 2004, 20 years and 8 months.

**KIM L:** 25 Years.

**SILVIA:** 23 years.

**MICHAEL:** 22 years as of last July.

**KIM B:** 23 years!

**DAWN:** 23 years.

### What positions have you held at NeighborImpact?

**WENDI:** I started with Head Start in 2004 doing data entry. I learned many new skills and eventually had the position of ERSEA (eligibility, recruitment, selection, enrollment, and attendance) Specialist for Head Start. I worked with Head Start for 11.5 years. In 2015 I moved to a position supporting Human Resources and am now the Payroll and Benefits Specialist for NeighborImpact.

**KIM L:** Accounts Payable, Accounting Specialist, Accounting Manager, Director of Finance and Chief Financial Officer. I have always been in the finance department.

**SILVIA:** Head Start Teacher, Center Coordinator, Bilingual Advocate and Diversity Services Coordinator.

**MICHAEL:** Just this one role, (Chief Information Officer) which has expanded in size and scope over the years.

**KIM B:** Teacher, Site Lead, Disabilities Manager, Education Manager, Associate Director of Education and Quality, Head Start Director.

**DAWN:** Assistant Teacher, Teacher, Teacher Advocate, Advocate, ERSEA Specialist, ERSEA Coordinator.

### What led you to apply for the job?

**WENDI:** This is an interesting question, because I actually started out as a Head Start parent in 1999. I was a Head Start parent again in 2004. Parents of Head Start children are considered internal candidates and

they are sent job openings as they occur. So, the opportunity actually came home to me on the bus with my child. I was looking for a new job that would allow for flexibility to be able to attend school things for my children. I also wanted to find a job where I could learn more skills and better myself, my pay, and my options for myself and my children in the future.

**KIM L:** When I noticed that COCAAN now NeighborImpact was hiring I went and looked to see what the company did. I was so impressed with all the programs that helped the community and what the agency did; I knew this was where I needed to be.

**SILVIA:** I worked for Head Start under COCC grant six-year prior to NeighborImpact. I am a teacher and serving children and families has been my passion.

**MICHAEL:** I was approached by the HR director who knew of me because I had worked with her husband at another job. It was just for a part-time helpdesk position, but I thought I might be able to provide the agency with some much-needed help while I tried to figure out what I was going to do next. As it turned out, the job turned out to

be much bigger than anyone realized, and I immediately became full-time and never looked back.

**KIM B:** I was a director for a small preschool and kindergarten and my staff were resigning to go to work for this program called Head Start. I did not know what Head Start was at the time. I went and checked it out and found that I had much more opportunity at NeighborImpact than working for a small private preschool.

**DAWN:** I originally worked for the Head Start program when it was with the college. Kim Brown also worked for the program at that time and convinced me to apply.

### What is your favorite thing about working here?

**WENDI:** I have several things that I love about working here. One would be that I am proud to be a part of an agency that helps the community. The other would be that I work with a wonderful group of people. I really enjoy the people that I work with and interact with.

“ You just want to keep working here to see the next best thing we can do. ”



**KIM L:** The staff are an amazing group of people. I have made some great friendships with coworkers. I recently did the Walk to End Alzheimer's in honor of my grandfather who passed away from it and my dad who currently has it. I had such support from coworkers who walked with me and helped raise funds. Just one example of how great this group is. Always there when you need them.

**SILVIA:** Serving the community and working with families and children as a whole unit.

**MICHAEL:** There's rarely a dull moment at NeighborImpact. The job has continued to be challenging and rewarding, and I am very proud of being able to support all of the great work we do.

**KIM B:** My team and the children and families we serve! My team is amazing, I have surrounded myself with smart people who have the same passion for children and families that I do. We all are very committed to our mission of "Supporting People, Strengthening Communities," which we do each day in our work with children and families. I absolutely love growing teams to support the quality services that we deliver—it is a passion and strength that I have, and I could not be more honored to work with my Head Start family.

**DAWN:** There are so many things I can list as my favorites, but of course the first is working with the children and families. I have been working with children ever since I can remember. Seeing the children that I have had in my classes that are now grown—graduating, marriages, starting families of their own—even working with *their* children! Man, that really makes me sound OLD... lol! Watching the program grow to what it is today— from turning what is now the food warehouse into classrooms with no playground, to moving caution tape to let the food trucks around to deliver the food to the food bank (we shared the building with them),



Michael Hensley



Kim Lonien



Kim Brown



Dawn Adams



Wendi Skala



Silvia Khan

to watching the McKim Head Start Modular being delivered and getting to set it up, playground and all. The other favorite thing about working for NI is all of the support that I received through all 3 of my cancer diagnoses. NeighborImpact gave me the drive to fight and not give up. I have way too much to give to be gone.

### How would you describe NeighborImpact as an employer?

**WENDI:** I feel like NeighborImpact is a great employer that truly cares about the employees. It is a supportive, caring, positive place, where you can grow and make a positive difference in people's lives.

**KIM L:** An agency of so many wonderful people and commitment to the mission makes you see how truly great NeighborImpact is and that they can keep such amazing people shows how much this agency takes care of all if us.

**SILVIA:** NeighborImpact is dedicated to serve all individuals in Central Oregon, is a privilege to work with an agency that lives up to its name.

**MICHAEL:** NeighborImpact is an employer who has the best interest of the employees at heart and our work environment and benefits are pretty great.

**KIM B:** We are a nonprofit that has multiple grants being implemented to support the community needs such as Head Start, The Food Bank, Energy Assistance, Weatherization, Child Care Resources, Finance and much more!

**DAWN:** Oh, how do I describe this? NI has always supported me in my professional and personal life. They are kind, caring, at times my rock, my family.

## Why have you stuck around for so long?

**KIM L:** I like what we do for the community and, we are always doing new programs and thinking outside the box to make sure we are doing everything we can to support our community. You just want to keep working here to see what the next best thing is we can do.

**MICHAEL:** I've grown into the job and the job has grown around me into a great career. I'm pretty sure I have the best IT job in Central Oregon.

**WENDI:** I like what I do, the people I work with, and being a part of a team that makes a difference. Working here has made a positive difference in my life and the lives of my children.

**KIM B:** I'm neurotically committed to NeighborImpact Head Start and have drunk the Kool-Aid, I often say. It is in my heart and soul at this point. I absolutely love my team and the children and families we serve each year. There is never a dull moment. We make a difference in the lives of children and families each day—I have seen it!!

**SILVIA:** To advocate for the diversity of Central Oregon, I want people to get their services with respect and dignity and in their own language, when I moved here in 1996 there was not much diversity so I did go through dealing with people who were not used to people from different languages and nationalities.

**DAWN:** I love what I do and who I work for. I love what we stand for. I love how we as a team/family come together when the going gets tough and provide hope and strength for our community. I never thought in a million years that I would find a job that has such an impact on me and my community. Everyone should work for NeighborImpact.



# NeighborImpact

Supporting People. Strengthening Communities.

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**Bend Office**  
20310 Empire Avenue  
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Bend, OR 97703

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You can also visit us at our regional service centers located in La Pine, Madras, Prineville and Warm Springs. Call (541) 548-2380 for office locations.

**Visit us at [neighborimpact.org](http://neighborimpact.org) or [facebook.com/neighborimpact](https://facebook.com/neighborimpact)**

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