Orgill open for business

DEVELOPMENT TOUR
Following Brad Little on the road to economic growth

SPIRITS ARE UP
Distillery earns international gold

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One of Lt. Gov. Brad Little’s favorite sayings goes like this: "Change is inevitable. Adaptation and survival are optional."

North Idaho, once a two-trough camp fed by the timber and mining industries, has changed and continues to change. While timber has gone high-tech and mining remains an important industry with Coeur d’Alene-based Hecla, guns and a good stiff drink also have their place. Did we mention that both shooting and shots are featured in this issue of North Idaho Business Journal?

Mike Patrick
NIBJ editor

So is a more traditional business which represents a recruiting coup for Kootenai County: Orgill, Inc. Yes, Orgill was enticing by the state’s Tax Reimbursement Incentive, but it was sold on its new location by a community that welcomed it with open arms.

As for the lieutenant governor, he’s well-traveled on the state’s economic development trail and has plenty of stories to share. You’ll find them here, too, with a refreshing perspective on the role of government: “We have to allow change, facilitate change, but we can’t dictate change,” he said. “Particularly in rural Idaho, we’ve got to create an atmosphere to where it takes off.”

So buckle up, reader. We hope you’re in for a fun ride.

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Post Falls Chamber aims to motivate
Orgill embraces community, which hug them right back

By BETHANY BLITZ
NiBJ Writer

The world’s largest independent distributor of hardware and home improvement products decided to expand to Post Falls for two reasons: location and community.

Orgill Inc., which now occupies the old Kimball Office facility in Post Falls, began its services to Canada on April 17 and will start its domestic services in early May.

Ron Beal, Orgill’s president, chairman and CEO, met with community and state leaders throughout the summer of 2016 to talk about the prospects of expanding his company to Post Falls.

“I couldn’t have asked for more cooperation [from the state and Post Falls] or a friendlier welcome,” Beal said. “We’ve felt a part of the community from the get go.”

Over the summer, Beal said, Post Falls piqued his interest because of its central location to the Northwest. When Orgill found out about the business-friendly town and a strong workforce, he was sold.

Orgill Inc. is opening its new distributing facility in Post Falls. The company said it decided to expand to the town because of the location and the community.

The fact that there was already a building in place, too, was icing on the cake. With the additions Orgill made, the distribution center is now 436,000 square feet with 50,000 square feet of office space.

“Post Falls met all our criteria at a very high level,” Beal said.

Orgill, which has been around for 170 years, has been hiring locals to fill its distributing jobs. As of April 1, the company had already hired 78 hourly positions and was working on hiring 20 more. It had also filled six management and supervisory positions with the local workforce.

By the time Orgill opens completely, it will have created over 100 local jobs. And the company is planning on growing, which will create even more jobs.

Post Falls Mayor Rob Jacobson said he’s really enjoyed working with Orgill and is excited to have them in the community.

See ORGILL, 8
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Following Brad Little on the road to economic growth

By MIKE PATRICK
NIBJ Writer

Now that the 2017 legislative session is over, Idaho Lt. Gov. Brad Little is on the campaign trail.

In his quest to become the state’s 33rd governor, though, Little is pulling double duty. The 63-year-old Emmett rancher is also on an economic development tour, listening, learning and linking people who can help build business in Idaho.

The state’s second-in-command since January 2009 relishes his economic development role.

“Doing the campaign gives me a great opportunity to do both at the same time,” he told NIBJ April 6 in Coeur d’Alene. “We’ve got rural parts of Idaho that I need to know what they need us to do to help them.”

So what’s he seeing and hearing? A lot of good things, despite Little’s admission that every state surrounding Idaho offers more state-sponsored tools to attract new businesses.

“Despite that headwind, the state of Idaho is the fastest growing in jobs and one of the top five in income [growth],” he said. “You can’t argue with that kind of success.”

Asked if he has any significant changes planned for economic development if he becomes governor, Little said rather briskly: “I don’t want to change the fact that we’re the fastest growing state in the nation.”

However, the man who’s on a first-name basis with resource managers, manufacturers and entrepreneurs from Sandpoint to Soda Springs agreed there’s always room for improvement, particularly when it comes to improving wages.

“That’s why programs that are driven by wage growth are the most important,” he said. “That locks right up with education, whether it be third-grade literacy, career technical or whether it be higher education. Those educational investments, including career technical, that’s where we’re going to get the higher income.”

In late March, Little visited with Idaho Forest Group and got a bird’s-eye view of how the jobs landscape is changing. Automation and technology advances can cost jobs, he acknowledged, but they also bring advantages.

“The Lewiston sawmill, I think for every five people who used to work there, today’s there two — but the payroll’s the same,” he said. “The jobs are just that much higher in wages. That’s the secret. The secret sauce is allowing our Idaho companies to invest in cutting-edge technology. Lewiston’s the most modern mill in this hemisphere.”

Cd’A ranked 47th in starting new business

By RYAN COLLINGWOOD
NIBJ Writer

Starting a business in the Lake City? HeroPay.com has good news.

After analyzing 358 American cities, the small business website ranked Coeur d’Alene the 47th-best place to start a business in 2017.

According to the report, which included a study of 150 business owners nationwide, Coeur d’Alene has a 2.2 percent unemployment rate, putting it the 96th percentile among the studies’ average 3.8 percent.

Other Idaho cities in the study were Idaho Falls, which ranked No. 3, as well as Boise (12), Pocatello (62) and Lewiston (120). Neighboring Spokane checked in at No. 172.

HeroPay ranked Cheyenne, Wyo., as the top city to start a small business. According to the survey, 40 percent of Coeur d’Alene’s small business owners are looking to add jobs this year while just 5 percent said they would cut jobs.

HeroPay’s study among the area’s millennials business owners was also favorable, noting owners aged 18-24 are financially confident in their business for 2017, a 17 percent increase from 2016. Among the website’s 17 metrics for research were business activity, quality of life, labor costs and taxes.

See GROWTH, 8
Free-flow, consideration predict team success

News flash for managers: Employees’ personalities are as important as their skillset. Obvious as that may seem to those who hire well, 2016 studies reported in the New York Times and Harvard Business Review found that building great teams is much — if not more — about EQ as IQ.

Using interviews and data analysis, Google found the top two factors driving successful group performance are emotional intelligence and communication skills. People’s personalities affect how they interact, and how their values align with the team’s as a whole. The study authors said that each member of a team has two roles, the functional role, based on skills and formal position within the group; and the psychological role, based on the sort of person they are.

Put practically, consider teams — whether formal or informal — within any organization. Is there competition among members, or cohesion? Are politics played, with people jockeying for influence or authority; or are things more respectful and lateral, with consensus-building occurring naturally? Do team members feel judged, or do they confidently offer comments and ideas, and get equal time and respectful attention when they do? Is there trust, humor, and ease of interaction; or are meetings and work avoided, dreaded, and forced?

That’s mattering more every year. According to another study published in the Harvard Business Review in January 2016, time spent collaboratively at work has increased an average 50 percent in the last 20 years, with many employees spending up to three-quarters of an average day collaborating with colleagues. Collaboration has become the normal course of business, expected to lead to more innovation and higher productivity.

Of course, that depends on how well workers interact. So Google, the self-appointed poster child of team-based productivity, decided to see if evidence backed that up. In 2012 they began a multi-year “Project Aristotle,” beginning with experts who researched 50 years of academic studies on how groups worked. Next they studied 180 of their own teams from different departments to learn why some soared and others faltered.

Despite trying hard to find common threads of other types, such as professional education and skills, experience and training, socializing outside of work, management style (i.e., hierarchical or not), all that
Inside the new Orgill Inc. distributing facility in Post Falls.

**ORGILL**

from 4

He said he was a little worried when Kimball Office closed because it’s usually hard to find someone to take up the space again.

“Trying to find a single user for that big of a space is hard, so for it to only be dark for a few months was a great win for the city,” he said. “When we lose a company, we lose those jobs too and that can have a negative impact on the entire area. For a company to come in and create that many jobs, it’s great.”

Jacobson worked very closely with Orgill while it was considering expanding to Post Falls and said he’s excited to continue working with the company.

“They’ve been great to deal with and they are huge supporters of the communities they are in,” Jacobson said. “I look forward to having them as a resident business in Post Falls.”

**GROWTH**

from 6

Little cited two resource examples in pointing out how efficiencies and a healthy regulatory climate can help the bottom line, which ostensibly leads to more jobs and better pay.

“One of the things the Idaho Forest Group used to do, they’d process that lumber right here outside town and send it to Kansas to be wrapped and then brought back to Lowe’s in Coeur d’Alene,” he said. “Today it goes from [the mill] to Lowe’s. Think of the efficiency. Think of the money. That efficiency is where we’re going to be able to pay people more money.”

A few years ago, Little said, he recruited a company to Idaho that provides lead for the bullet industry.

“They’ve been providing it forever but they wanted to move from California - they were going to move to Spokane,” he said.

Thanks to strong efforts from a number of people, including Katie Brodie from the governor’s office and former Jobs Plus President Steve Griffitts, the company settled on relocating to Lewiston.

“Over a period of two or three years they’re opening a plant in Lewiston right next to their biggest customer, where they can deliver the lead with a forklift instead of a truck,” Little said. “The interesting thing is, the lead is probably mined out here at the Lucky Friday [in the Silver Valley], where it goes to British Columbia [smelters]. But it was going down to Mexico, making two stops, going to Orange County then coming up here.”

See **GROWTH**, 9

**PATRICK**

from 7

failed to predict team success. What they, and an earlier MIT team study, did find was that (1) equality of communication, and (2) social sensitivity were common to successful teams. Both factors are integral to emotional intelligence.

The successful teams seemed to consistently and repeatedly be successful, regardless of the nature of the project. On those teams, members - regardless of job title or experience level — spoke out, interjecting thoughts and sometimes interrupting one another. Sometimes those interjections led somewhere, sometimes they didn’t; either way each team member had the roughly the same talking time (conversation turn-taking) before a meeting or collaboration was over, and roughly the same work or value to contribute to the project. Interruptions happened, but in positive direction (not necessarily agreeing), building upon what came before. Tangents were allowed. Value of input felt equal.

Another key was compassion — members of successful teams intuitively understood and at times acknowledged how others felt based on tone of voice and expressions, paying attention to others rather than being solely focused on their own thoughts and intentions. The successful teams’ members were also willing to give up something in order to benefit the team or project. This, of course, increases collaboration and cohesive work product.

In short, these studies indicate the old model of strict-agenda, meander-intolerant, leader-determinant style group projects just isn’t cutting the mustard, at least not anymore. Free-flowing, collaborative environments, but consisting of emotionally and psychologically savvy members, are the best predictors of team success.

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Sholeh Patrick is a columnist for the Hagadone News Network who hopes to open her home to her friends again one day. Contact her at Sholeh@cdapress.com.
Meet Our North Idaho Commercial Real Estate Team

Knives of Post Falls had a huge booth.

“We had 49 Idaho companies paying for booths down there,” he said. “I was just getting beat about the head and shoulders. Megan [Ronk, Idaho Commerce director] and I, about these guys from California wanting to move up here. They were giving us their cards and I was telling them to talk to Buck Knives, talk to C.J. [Buck], and he’ll tell you about what the difference is between operating in California and operating in Idaho. And so they’re our best salespeople - the Idaho companies that moved up here.”

And then there’s the old guard, still paying enormous dividends.

Little talked about how Idaho’s technology movement started with HP followed by Micron in Boise.

“But you’ve gotta remember that Micron was started by two brothers from Blackfoot, financed by two potato growers, a shepherd and a machine shop guy,” he said. “It was old traditional capital. Look at Duane [Hagadone]. Hell, he was a newspaper guy who started to get this resort idea.”

It was a development Little witnessed skeptically, firsthand.

“He came and spoke to the IACI [Idaho Association of Commerce & Industry] conference and I knew about his newspapers,” Little recalled. “He said he was going to build this hotel and it was going to be booked up the first three years! I leaned over to whoever was next to me — it might’ve been Duane Jacklin — and I said, ‘That poor newspaper guy. He’s gonna go broke.’

“But the issue is, government shouldn’t say, ‘We’re gonna do this for Duane.’ You just clear the decks and let the entrepreneur go to work. What I’ve learned is, just set the table and let entrepreneurs take over.”

Little still marvels over people like Jack Simplot, the late, great potato magnate who had an eighth-grade education.

“We have more examples of that,” he said. “Think of your major employers in Idaho, and Duane would be one of them. The percent of our major employers who are home-grown from Idaho is incredible.

“I love TRI but I also remember who brought us to the dance. It’s the guys who started with nothing, and that’s my No. 1 obligation — to those Idaho companies who are already here.”"
Spirits are Up

Distillery earns international gold

By BRIAN WALKER
NIBJ Writer

Up North Distillery’s honey spirits are sweet on an international scale. Just a year and a half after opening, the distillery created a buzz at the recent Denver International Spirits Competition by winning three gold medals.

“I thought that we were small potatoes, so winning a gold on every product I had there was a surprise,” said Owner and Distiller Randy Mann, adding that it was the company’s first competition.

Up North won golds on its Honey Spirits and Apple Brandy — products straight off the still — and Barrel-Finished Honey Spirits, which is barrel-aged for about a year. While some whiskey is made from corn, Up North offers a variety of spirits made from honey.

More than 350 distilled spirits were judged at the contest. To earn a gold, products had to score 93 to 98 percent out of 100 possible points. The highest honor was a Double Gold, which was 99 or 100 percent.

Mann (not meteorologist Randy Mann) said Up North’s Apple Brandy finished second overall in its category to a French company that’s been making its product for many years.

“At first, I felt annoyed because they are so big, but I later felt good to do as well as I did,” he said.

Taste isn’t the only aspect of the distillery that’s well-liked.

Customer Bill Bones said he enjoys Up North’s clientele.

“You see people come and go, but they are all responsible drinkers,” he said. “Some might even have a glass of water in between drinks.”

Customer Mark Jenks said he’s comfortable at the micro-distillery’s tasting room and production area near the northeast corner of Pleasantview Road and Seltice Way.

“I tend to be the kind of person who searches for comfort and ambiance,” Jenks said. “This really fits.”

Being a fan of bourbon and intrigued by the science of distilling, Mann decided it was something he wanted to do after spending time learning how alcohol is made. He said sales have exceeded his expectations.

“I’m getting ready to buy some more equipment,” he said, adding that the company has room to expand on site. “It’s getting that busy.”

Mann, a lineman for Avista Utilities during his day job, said he hopes to expand his products into Washington and Montana.

When people visit the distillery, he said most like to try what’s made there.

“When you own a bar and have all these selections you think that you’re going to sell a lot of variety,” he said. “But people come in and say, ‘I want what you make.’ I didn’t expect that in the business model.”

Up North’s products are fermented with 100 percent honey. They are aged in white oak barrels.
Higher ed helps put students in driver’s seat for best jobs

On a recent, rainy spring Friday, I had the opportunity to visit Sandpoint High School for a listening session with students about life after high school and Idaho’s "go on" climate. Most of the students with whom I met planned to attend college, many within our region. One was adamant that college was not for him. The senior knew what he wanted—a good job—and he was fortunate to have one lined up in logging. For now, that occupation does not require postsecondary education, and is no doubt a great match for the student’s desire to get right to work.

That young man is not the only person who wants a good job; worldwide Gallup surveys indicate that from Iowa to Idaho to India, people want a full-time job that provides them the necessities of life. Increasingly, though, the "good jobs" require postsecondary education. In the United States, the lifetime wage differential between bachelor’s degree holders and high school graduates is $1 million, the largest differential ever, and one that seems likely only to increase. Unemployment rates for college graduates are less than half those of high school graduates. And surveys from Gallup indicate collateral benefits like health, happiness, and citizen engagement associated with college degrees.

North Idaho has long been blessed with industries like mining and logging that provided high wages. Today, North Idaho is also seeing growth in high technology industries dependent on computer science and engineering and other science, technology, engineering, and mathematics (STEM) disciplines. In fact, the Georgetown Center on Education and Workforce has estimated that by 2020, jobs in STEM fields will have increased 20 percent in Idaho.

Higher education offers the pathway to meeting those workforce needs in multiple ways. A residential campus experience at a school like UI is one traditional and valuable pathway. But many Idahoans either don’t start or don’t finish college shortly after high school. (In fact, among adults, the largest segment of our workforce is those with some college and no degree.) Many of these people have entered the workforce but would benefit from continuing their education. They might also be constrained by cost concerns or family obligations such that a traditional residential college is not an option. Higher education in Idaho must find ways to assist those "place-bound" students at an appropriate cost for their budgets.

Last year, with support from the Idaho Legislature (and the STEM legislative caucus), the University of Idaho partnered with North Idaho College to build on its two-year associates degree in computer science by adding a third-year option toward a bachelor’s degree. This year, with additional legislative support, we are adding the fourth year. This degree, offered by our excellent computer science department, complements the offerings at NIC and the

See STABEN, 13
Proposed Idaho med school would ease doctor shortage

A majority of Idahoans live in small rural towns where shopping local is not only the preferred option, but the only nearby option. Neighbors know neighbors and it is safe for kids to walk to school. It is quintessential, except for one thing: The shortage of doctors in these rural communities.

You have probably heard the statistic that Idaho ranks 49th (per capita) for its lack of doctors in the state, and while the proposed Idaho College of Osteopathic Medicine (ICOM) is working to fix that issue in all parts of Idaho, we really need to focus on our rural communities where there is a tremendous shortage.

Thirty-five of Idaho’s 44 counties are defined as rural. That’s nearly 80 percent and of those 35; 16 counties are classified as frontier counties. A frontier county is remote with its residents far from grocery stores, schools and health care.

Designations by health experts have determined that Primary Care Health Professional Shortage Areas in Idaho cover more than 93 percent of the total land area and the Mental Health Professional Storage Area encompasses all of Idaho. Having ICOM will make a big impact on these tremendous needs.

The Idaho Department of Health and Welfare acknowledges the lack of physicians and in its 2016 Idaho Primary Health Care Needs Assessment, it says that in order to address the workforce need, a strong primary care delivery system needs to be established that eradicates the barriers beginning with a strong education system.

Osteopathic schools across the nation have become a formidable force for states that are looking to remedy the lack of primary physicians. Idaho is the most populous state without a medical school of its own, for now. It is expensive to operate a medical school, so with the support of state and local leaders, ICOM has become a financially favorable option — and won’t cost taxpayers.

Building the school will take $120 million and be funded by private investors. In addition to that, ICOM will provide Idaho with an economic impact of more than $50 million a year once it is
DISTILLERY
from 10

The company’s best-seller is Big Kid Cider, which is the Apple Brandy mixed with fresh cider.

“Sweet seems to sell, especially with the ladies,” Mann said. “They just say, ‘That’s what I want. I don’t care about the price; let me have a bottle.”

A Big Kid Cider bottle sells for $19.95. Other bottled products range from $22.95 to $40.95.

Signature mixed drinks sell for $6 to $7.

“Everything that we serve is from the Northwest,” said Hilary Mann, Randy’s wife, who handles the finances, marketing and bartending and is also a school counselor.

The distillery also has a Northwest feel, with metal siding used as decor. The building was formerly occupied by an auto business.

See DISTILLERY, 14

STABEN
from 11

employee training offered at UI’s Cybersecurity Training and Operations Center in Post Falls. The curriculum includes a cooperative track with industry, allowing students to intern full-time in alternate semesters.

The University thanks NIC, the Legislature and Governor Otter, and the Coeur d’Alene and North Idaho community for supporting this initiative. As our economy grows and changes, UI will continue to position its higher education offerings to meet student, industry and community needs throughout Idaho. Sandpoint High students now have one more option for higher education close to home. The “good job” of the future, whether in the forest or in a computer science field, is right in their backyards.

Chuck Staben is president of the University of Idaho.

BATES
from 12

in full operation. Idaho students will get the first opportunity at enrollment and tuition will be less than the average private osteopathic medical or allopathic school.

To help change the shortage of primary physicians in our state, ICOM will give special admission consideration to Idahoans who come from rural Idaho towns to increase the amount of physicians who want to return to their hometowns or escape the busy city and live in small quaint communities.

ICOM plans to open in August 2018 to start changing the face of Idaho’s physician shortfall.

Dr. Rodney Bates is a DO Board-certified in Internal Medicine.

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45415
DISTILLERY
from 13

First-time customers may actually enter Up North’s bottle retail and gift store (Suite 1) because the door is next to that of the distillery. The different address is necessary because bottles, by law, can’t be sold from the bar.

Jenks said he’s looking forward to summer at the distillery when the large door is rolled up to create an open-air bar. There will be live music and a food truck available every Tuesday during June, July and August from 6 to 9 p.m.

“We love it when the door is rolled up,” Jenks said. “But, if we start to see too many people pull into the parking lot, we can always ask them to shut the door.”

Bones shares that thought.

“I feel like I’ve found a gold mine,” he said.

Hours are Monday through Wednesday from 4 to 9 p.m., Thursday from 2 to 9 p.m., Friday 2 to 10 p.m., Saturday noon to 10 p.m. and Sunday noon to 6 p.m.

Top: Customers sip spirits and beers at Up North Distillery in Post Falls. The distillery has a Northwest feel, with metal siding used as decor. The large door, far right, is rolled up to create an open-air bar for live music every Tuesday in the summer.

Above: Up North Distillery business hours are Monday through Wednesday from 4 to 9 p.m., Thursday from 2 to 9 p.m., Friday 2 to 10 p.m., Saturday noon to 10 p.m. and Sunday noon to 6 p.m.

“I feel like I’ve found a gold mine.”

BILL BONES, customer
Idaho firearms no small potatoes in gun shows from Vegas to Germany

By DEVIN HEILMAN
NiBJ Writer

On his way to a gun show in Germany, Rob Hansel bumped into international visitors who were on their way home from Sandpoint.

"There were Russians who had just flown over to Sandpoint to hunt and fish," Hansel said. "A lot of people are aware of this area for that, and of course we have some great firearms companies in Idaho."

Hansel is the general manager of Lone Wolf Distributors. Located in Priest River, Lone Wolf is the world’s largest distributor of Glock parts and offers products by more than 70 different manufacturers.

Lone Wolf, Riverman Gun Works of Coeur d’Alene and five other Idaho-based outdoor recreation companies that specialize in guns, outdoor gear and accessories attended the IBW Trade Show.

See FIREARMS, 23

Rick and Yvonne Gallia are the owners of Riverman Gun Works, a firearms manufacturer that specializes in custom builds and accessories in Coeur d’Alene. The couple recently traveled to Nuremberg, Germany to take part in the IBW Trade Show.

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Rick Gallia shows the custom-built long range rifle his wife uses.
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**MAY 10th**
POWER BREAKFAST 8:30-10am
“Guerrilla Marketing”
The 16 Monumental Secrets of Guerrilla Marketing

**MAY 17th**
BUSINESS LUNCHEON 11:30am-1pm RSVP ($15)
Eve Knudtson: Why I and My Employees Get Out of Bed Every Morning

**MAY 24th**
POWER BREAKFAST 8:30-10am
“The Latest in Multi-Media Marketing”

**MAY 31st**
POWER BREAKFAST 8:30-10am
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**ABOUT THE HEART OF BUSINESS**
The Heart of Business is an association that is open to all businesses with a mission to grow and protect small businesses. We created and now spearhead the Choose Local First movement to best accomplish our mission. Our purpose is to educate our consumers of the value of shifting a portion of their spending from the national chain stores to the locally owned businesses. It is the small businesses that create the jobs, pay the taxes and keep the money local. They are the backbone of our communities and without them we would not exist.

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EVE KNUDTSEN: LOVE FOR COMMUNITY

By NELS JENSEN - Special to NIBJ

Born into a legacy that is Knudtsen Chevrolet, Eve is a third generation owner. In her own right, she is a powerhouse who has carried the family torch forward by improving and growing the business she and her brother inherited. In any conversation, one would quickly realize how passionate she is about her business and her commitment to excellence.

“I believe that we make the Coeur d’Alene and Post Falls area the best place on earth to live, work and raise a family.” That impart is “because of the way that we give back to the community.”

When asked how she instills that belief of excellence down through the employees, she states, “first and foremost is our relationships and our relationships start with each other because how we treat each other is how we treat our customers and how we treat the customer is how it looks like to the community.”

“I could have horrible customer service and give a whole bunch of money to the community and that’s not nearly the impact than if I have great customer service, happy employees and put money back into the community. That’s how we make this the best place to live.”

“Every negative review I get, I take extremely personally because I failed to instill the message (excellence in customer service) into the employee that engaged with the customer and that customer left disappointed. A lot of people don’t know that. I try first to understand what the customer experienced and what did that look like to the customer.”

Her sensitivity for customer service is refreshing. Given the size and success of Knudtsen Chevrolet, one might assume that the occasional disappointed customer would have little impact on the owner; after all, it’s all about the numbers. But Eve takes it seriously and she instills the message of “what did that look like to the customer” throughout her organization. This is an insight best considered by any business that wishes to grow and is mindful of how they’re perceived by the community. Branding can either be negative or good. Eve chooses great.

Aside from the natural beauty, there is a reason people find living in the greater Coeur d’Alene region so attractive. Not only is there a strong sense of community and a giving culture, we are also blessed to enjoy a great number of localized programs and services that are customized to fit the needs of our community. We don’t always think about who makes this all possible for us or what it takes to keep these programs funded and maintained.

In large part it’s our small business community that works tirelessly behind the scenes to make these programs a reality. There are a myriad of causes that are supported and sponsored by businesses of every size. Eve strongly believes that if you own a business that it is your responsibility to give back to the community and often leads the charge.

(continued HOB Pg. 4)
A dog’s life — cat’s too.

NW Pet Resort provides pet owners peace of mind

Imagine if you were left alone with nothing to do except nibble on some dry food and drink some water — waiting for your owner to come home from work every day.

You might get bored out of your doggone mind.

“Dogs weren’t meant to be left alone with nothing to do,” said NW Pet Resort owner Scott Ansel. “They were once pack animals. They need that socialization.”

NW Pet Resort provides daycare for dogs.

“They have fun and are able to be healthier,” said Ansel. “It also allows them to strengthen their social skills with other dogs. Instead of worrying about food or their territory, they can thrive in that pack environment. It grows their confidence levels.”

NW Pet Resort also offers dog and cat boarding, dog training and grooming services.

“Simply put, NW Pet Resort is committed to doing the right thing, day in and day out. And your pet won’t have a better experience anywhere else,” said Ansel. “You could see the smiles on their faces when they’re with us. If you think there’s no way we can tell they’re smiling, hey, we’re experts, so trust us, they are.”

Ansel said his business is about giving back to the community. NW Pet Resort actively raises money to help support law enforcement. It also donates dog food to local police departments with canine units.

“My father had a police dog,” said Ansel. “These dogs risk their lives and protect our community. It’s why I am passionate about them.”

NW Pet Resort is owned by Scott and Ashley Ansel. The business is located at 1717 Northwest Boulevard in Coeur d’Alene.

For more information, call (208) 292-4394 or visit www.nwpetresort.com
EVE KNUDTSEN: LOVE FOR COMMUNITY

By NELS JENSEN

(continued)

Giving back is not just a responsibility for Eve but a passion. Her love for community, education, health care and economic development has led to the development of some amazing organizations. Working with other business leaders in our region she has created, developed or participated in a number of organizations that give strength to the communities in our region.

Keep in mind that participation in these various causes is strictly voluntary. Then imagine how much commitment is needed because much of your spare time is consumed in planning, endless calls, meetings, public speaking, capital campaigns and politics. This being said, Eve willingly gets involved because of her deep and abiding love of community and a passion to give back.

A few examples of her involvement would include her interest in the economic development of our region, where she serves as a board member and past chair of the Coeur d’Alene EDCO often referred to as Jobs Plus. She is deeply concerned with the balance of a living wage and the rising cost of housing and the impact that has in our region. She is also fully engaged in the Kootenai Health Foundation for much needed operating rooms and emergency services.

She is most passionate about education and the quality of it because our future depends on it. She was involved in the development of the KTEC program that provides technical career education. This program has the highest rate of graduation and job placement anywhere.

Continuing in the Knudtsen legacy of giving back, Eve’s commitment and passion for community involvement has made our region a much better place to live. Because of her desire to serve and taking action, it’s likely that some aspect of what she has achieved has touched your life. Now that is a legacy.

Eve will be our guest speaker at the Heart of Business Luncheon on May 17th at the Greenbriar Inn starting at 11:30 am for lunch and noon to 1 pm for her presentation. The fee is $15.00 in advance or $20.00 at the door, if seating is still available. Her subject is “Why I and our employees get up in the morning”
Kris McIlvenna: The Consummate Entrepreneur

By NELS JENSEN - Special to NIBJ

Is there any restaurant in town more loved than the Greenbriar Inn? Whenever the Greenbriar Inn is mentioned, the most common response is, “I love that place” or “I love their food.” Kris McIlvenna, the owner, has achieved this remarkable reputation in the same way that any prosperous business does; a burning desire, work hard, remaining flexible and facing obstacles head on. Her 33 year journey to success is a template for any business that seeks to grow and become significant.

As with so many business owners, her past would hardly seem reflective of what the future would have in store for her. First as a freelance journalist and then as a top performing stock broker she would eventually meet her future husband, Bob and together they opened two brokerages, one in Boulder Colorado and the second in Seattle Washington.

Two serendipitous events took place that would eventually influence her to become the proprietor that she is today. The first was a trip to the British Isles where she fell in love with the Bed & Breakfast culture of England and Scotland and that was the start of a desire to own one.

The second was an invitation for her and Bob to visit Coeur d’Alene for a week where upon they fell in love with our community and decided that this was the place to fulfill their dream to own and run a B&B.

Through the CdA Press they found the home that would eventually become the Greenbriar. Built in 1908 with 14 bedrooms the home had a historical background that mirrored the history of Coeur d’Alene. Starting as a boarding house, the use evolved to include a bordello, the main office for the Northern Pacific Railroad, Health-Education-Welfare and lastly a nunnery.

In September of 1984, they sold their businesses, and moved everything to Coeur d’Alene, including two children of which one was a newborn. Even before the escrow closed, they started to work on the needed renovations to the house that they described as “deferred maintenance.”

Adversity and challenges are always intertwined with the running and growing of a business and this venture was no different. With a limited budget and a need to open for business, they were informed by the City that in order for them to open, they would have to upgrade to conform with recent changes in the fire code, including the installation of firewall from floor to ceiling, steel fire doors at every bedroom and escape ladders from every bedroom window, which would have ruined the charm of house.

(continued HOB Pg. 6)
Discovering the fact that these upgrades would not be required if the house were declared an official Historical Building and then all they had to do was install fire sprinklers in the bedrooms. Not knowing the reality of this task, she set about doing the required research and hired a woman to prepare the grant and submit it. In only 30 days it was approved and they were able to move forward. Later they learned that the Historical designation process usually takes 3-5 years.

After opening for business, yet another unanticipated issue emerged. The fact that there were no bathrooms in the bedrooms became a deterrent. Though typical of the British B&Bs where they provide hallway shared bathrooms, Americans did not find this to be a charming feature in the least. Nine bathrooms were installed, which is no small matter and certainly outside the budget.

Building and growing their enterprise included paying for three major remodels over the years, including the addition of the dining room. Though each provided the features that we now enjoy, the reality is that these improvements were investments that were a risk that may or may not have paid off. There were no guarantees when initiated.

Kris has dealt with the obstacles head on through the years and has developed a successful business by providing quality food, drinks and entertainment. She is friendly with all who cross her threshold not because it’s expected; she is friendly because that’s who she is. She is the real deal with a dream that she would not be denied.

When asked what wisdom she would share with other businesses she stated, “stay open to change; stay open to criticism and take whatever kernel of truth you can extract from that and implement that in your business. Criticism is hard to take but it is always informative. Also respect the judgment of your good staff and let them do their jobs. Everybody makes mistakes but don’t come down hard on people who are well intentioned.”

Her greatest joys is having guests from throughout the years, return and share their fond memories of the room they stayed in or an event they attended. In 33 years of business, there are innumerable memories made possible by the consummate entrepreneur, Kris McIvenna. Making a positive change in someone’s life, even the smallest change is gratifying to her. Considered an institution and part of the fabric of Coeur d’Alene, her passion for the Greenbriar is as strong today as day she started 33 years ago and it shows.
“It’s very exciting to be able to take our products overseas and get the support from the state to go after that market without having to pay a large amount.”

ROB HANSEL
Lone Wolf Distributors
general manager

FIREARMS
from 15

the Internationale Waffen Ausstellung (International Weapons Exhibition, or IWA Outdoor Classics) with the Idaho Department of Commerce in early March.

The IWA is one of the world’s largest annual expositions for hunting and outdoor goods. In 2016, more than 45,500 trade visitors from 114 countries and more than 1,450 exhibitors from 56 countries attended the show.

“It’s very exciting to be able to take our products overseas and get the support from the state to go after that market without having to pay a large amount,” Hansel said. “They cover transportation and lodging and the cost of the show is really the big part of it.”

The Idaho companies shared booth space in the U.S. Pavilion of the show, where they had opportunities to network with each other as well as international executives and potential clients.
“There are definitely gun people that are moving here all the time because the states that they’re out of become too restricted, mostly California. We still have good gun laws. People here hunt and fish and put food in the freezer. A whole bunch of people that come through the (Riverman) store are feeding themselves, and there are a lot of places that don’t understand that.”

FIREARMS
from 23

“A much as they are promoting Idaho, they have guys that are literally going around to all the manufacturers trying to move companies here,” said Nick Galla, who with his wife, Yvonne, owns Riverman Gun Works. “They have people that actively go out to all these shows and try to talk you into coming to Idaho, then they can use us to say, ‘We have manufacturing companies already in Idaho, just trying to bring jobs to Idaho.”

This was the Galliers third time attending the IWA and its second time with Idaho Commerce. The attending companies were selected to represent the Gun State on the international stage after being chosen through a grant application process.

“Most of the states are pretty aggressive,” Rick said. “Idaho’s pretty aggressive. They do stuff at Shot Show in Las Vegas and this show but they also have trade commissions that go to China. They’re doing a lot of stuff across Monroe. Idaho is pretty aggressive as far as trying to build exports for things other than our typical agricultural products.”

This was also Hamrich’s second time traveling to the IWA with Idaho Commerce. He said it was nice that various states were represented and that they were all trying to get to the same place.

The Department of Commerce has done a good job bringing Idaho as a great place for firearms companies,” he said. “When people realize, ‘Wow, you have…some of the biggest names in firearms in Idaho, we have a lot of credibility that way.”

Rick said Idaho is at an advantage when it comes to attracting recreational firearms sales and firearms businesses is the area “because we’re pretty open.”

“That’s an advantage,” he said. “We have an advantage because we’re so gun-friendly. The majority of the state is still conservative.”

There are definitely gun people that are moving here all the time because the states that they’re out of become too restricted, mostly California,” he continued. “We still have good gun laws. People here hunt and fish and put food in the freezer. A whole bunch of people that come through the (Riverman) store are feeding themselves, and there are a lot of places that don’t understand that.”

Yvonne said while Europe has tougher restrictions on guns, its firearms industries are looking for places like Idaho to market their products.

“Any company, whether they live in a state that’s pro-gun, all these companies are still trying to get work,” she said. “If you can find your niche in Europe or the U.S., everyone is just trying to fill a need they have.”

Both Leo Wolf and Riverman expected successful ventures from their time in Sturbridge.

“One of the biggest things we did was strengthen our relationship with our (German) dealer so they could distribute to more of Europe for us,” Hamrich said.

Rick added: “The three years that we’ve been here have brought us the majority of our biggest sales.”

ONLY ONE BANK TOOK THE TIME TO GET TO KNOW ME.

EDUARDO JORDA | CEO/OWNER | SALINAS

Long before Eduardo opened his restaurant, Columbia Bank got to know him and understand his vision. We saw the savviness of his business plan and the value of his credentials when other banks didn’t. Together, we created a financial strategy and went through the entire SBA loan process side by side. It was the perfect recipe for success, and accolades. See how good your relationship with a bank can be.

**FIREARMS**

**from 23**

"As much as they are promoting Idaho, they have guys that are literally going around to all the manufactures trying to move companies here," said Nick Gallia, who with his wife, Yevee, owns Riverman Gun Works. "They have people that actively go out to all these shows and try to talk you into coming to Idaho, then they can use us to say, 'We have manufacturing companies already in Idaho, just try to bring jobs to Idaho.'

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Rick added, "The three years that we've gone there have brought us the majority of our biggest sales."
I have to admit it: I am fanatical about motivational quotes. Anyone who follows me on social media is likely sick of daily doses of quotes, articles, or TED talk videos.

Speaking of inspiration, I was thrilled with the response to our first installment of the banked lunch & learn series with Wize Solutions Founders Alan Wolfe and Dani Zibbell-Wolfe. We packed the boardroom with business professionals looking to improve their skills in the area of public speaking. Our next installment will be on May 23. I am not only inspired by quotes, but also community leaders who display grace and integrity every day. We were fortunate to have one of those people speak at our Coffee Connections in April — Patty Shea, Regional Business Manager for Avista Utilities. Patty presented on networking and navigating professional social situations.

See DAVIS, 27 The Post Falls Chamber of Commerce celebrates a ribbon cutting at Goodwill.
Have you bought your Super Scholarship Raffle ticket yet? During the month of May, when you purchase a raffle ticket, your name will go in a drawing for four day passes to Silverwood Theme Park. Super Scholarship Raffle tickets make a great gift. In fact, our Chair-elect, Graydon Stanley, purchased raffle tickets as baby gifts last year. The gift of education is priceless. Order online, or stop by the chamber office to purchase.

Another luminary leader, Mr. Ron Nilson, CEO of Ground Force World Wide, is our keynote for the June 6 CEO Series Luncheon presented by Idaho Central Credit Union. How does one define success? Come join us as we learn what it takes to build a successful business, healthy and happy.
DAVIS
from 27
family and make a positive impact in our community through philanthropic endeavors.

We were thrilled to celebrate with Goodwill Industries as they opened their new distribution center and social services office on Highway 41 in Post Falls. There was a line of customers waiting to shop at the March 31 grand opening.

Who doesn’t enjoy golf? At the Post Falls Chamber we LOVE golf! In fact, we are hosting our Annual Post Falls Open on June 16 at the Links Golf Course. We are grateful to our Platinum Sponsors Knudsen Chevrolet and Numerica Credit Union. Lee Trevino said it best: “If you are caught on a golf course during a storm and are afraid of lightning, hold up a 1-iron. Not even God can hit a 1-iron.”

Jame’ Davis is president and CEO of the Post Falls Chamber of Commerce.

The Post Falls Chamber of Commerce celebrates with River City Fabrication.

“"If you are caught on a golf course during a storm and are afraid of lightning, hold up a 1-iron. Not even God can hit a 1-iron.”

LEE TREVINO

Great Commercial Opportunity in Post Falls

5 acre property features 3000+ sf home with 5 bedrooms and 3 bathrooms. Two 30’x40’ heated and insulated shops plus two 30’x50’ outbuildings. One shop has 20’x40’ covered concrete pad and set up for the professional. Property is gated and fenced. #17-2967 $450,000

Stunning Custom Built Chalet in Hayden Lake Home

Features 4 bedrooms, 4.5 bathrooms, floor to ceiling hearth with gas fireplace, double kitchens with 2 Wolf ranges and a 70” Sub-Zero fridge/freezer, a loft and many custom accents. Enjoy summers around the in-ground swimming pool and spacious patios. #16-11105 $769,000

By TEREE TAYLOR
Coeur d’Alene Chamber

The Coeur d’Alene Chamber of Commerce held their Annual Top Scholar’s Upbeat Breakfast on April 11. Fifty-one top ranking high school students from five area high schools were invited to attended along with their parents. Breakfast for the scholars and their parents was provided complimentary by Chamber member business sponsors. Two-hundred-fifty people were in attendance.

Three $1,000 scholarships were each provided by STCU, North Idaho Higher Education and Coleman Engineering. Twenty-seven students competed for the scholarships through an application process which required a written essay about their plans for the future, grade point standing, references and a resume. Education committee chair Frances Huffman told the audience that it was a difficult decision that took many hours to review the wealth of outstanding applications in order to finally pick the winning three. Scholarships were awarded to Mason Magee, Coeur d’Alene Charter Academy; Mackenzie Janzen and Paige Renaldo, both from Coeur d’Alene High School.

A moving, inspirational speech, which led to a standing ovation, was given by Coeur d’Alene’s Teacher of the Year, Ginny Whiteside. Ms. Whiteside has extensive educational and personal accomplishments, a variety of teaching experiences, a long list of community volunteer work, and a strong following of students who have passed through the doors of her classroom. Ginny has an amazing heart and passion for not only education but for each student as an individual.

The breakfast was sponsored by STCU.

See SCHOLAR, 29
Scholarship Winners:

Mason Magee was the North Idaho Consortium for Higher Education’s scholarship recipient. Mason is from Coeur d’Alene Charter Academy and headed to Baylor University on his career path to become a doctor, specializing in pediatrics. His family experiences, extensive volunteer work with Kootenai Health, and job shadowing at a pediatrician’s office have all worked to solidify and grow his passion for the medical world. This combined with his successful entrepreneurial ventures with guitar lessons and music performances and a landscape business, have made this young man into a future medical leader.

Mackenzie Janzen was the STCU scholarship recipient. Mackenzie is from Coeur d’Alene High School and planning to attend Washington State University on her career path to become a veterinarian for wildlife and/or exotic species of animals. She has prepared herself for this career through paid and volunteer work with her own animals, as a stable hand at the Post Falls Equestrian Center, and her hobby of equine hunter jumping. Her position at the equestrian center has provided her with a variety of experiences from cleaning stables to assisting in birthing and wound care, and a keen respect for large animals. She has prepared herself well for these aspirations.

Paige Renaldo was recipient of the scholarship sponsored by Coleman Engineering. Paige is from Coeur d’Alene High School and will start her postsecondary education at the University of Arizona as she pursues her dream to do research for NASA, train to become an astronaut, and be the first person on Mars! She has already begun her training at NASA Ames Research Center in California at the end of her junior year of high school. She gained skills in leader-ship through employment, a part of Miss Idaho Teen America, and in student government, school clubs and volunteering in the community.

The 51 Top Scholars

Coeur d’Alene Charter Academy
Allie Overoye
Abigail Sisco
Marisa Steinberg
Maya Burgess
Mason Magee
Coeur d’Alene High School
Jacklyn Adams
Matthew Averett
Braydon Butler
Anna Carleton
Lauren Carlson
Abigail Childress
Malia Clark
Caitlin Conway
Kayla Fagan
McKenna Gilbert
Gregory Gravelle
Daniel Gunnerson
Madison Janzen
Mackenzie Janzen
Hannah Johnson
Justin Kofmehl
Tricia McCullugh
Paige Renaldo
Claire Richardson
Maysen Smith
Alex Walde
Jared White
Lake City High School
Caitlin Barber
Victoria Cafferty
Anna Drapeau
Matthew Duchow
Jax Dunham
Ella Erwin
Elizabeth James
Havana Johnson

Page Renaldo and Jim Coleman, Coleman Engineering.

Travis Kaufman
Jordan King
Hailey Konda
Paisley Larsen
Leah Maly
Jocie Osika
Emily R Parson

Jacob Reynolds
Ermina Sedy
Connor Shaw
Gunnar Stauning
Travis Swallow
Kaitlin Tabaracci
Andrew Womelduff
May 2017

This Month’s Chamber

Your Chamber’s Leadership Role in Making Tomorrow’s Leaders

Last month, we touched on several key roles that chambers play. Aside from providing member organizations and their local communities network marketing opportunities, the many roles chambers play in the service of their community are not always easily known. Just under the surface, these lesser known roles provide the foundation for a community’s vibrant success. Perhaps one of the least recognized services is teaching leadership skills for individuals and community development.

Chambers of commerce across the country, are the only local organizations that purposefully, structurally and programmatically develop a community’s future leaders. Here, this is done through a 2-year program called Leadership Coeur d’Alene. The Coeur d’Alene program has graduated over 875 individuals to date. A quick review of this impressive list of graduates, reads as the who’s who of CDA.

While the first year of the program is focused on the community, all graduates also point to the individual leadership skills gained during year two, where they are responsible for planning and orchestrating the monthly sessions. Both teamwork and leadership skills are learned.

Chamber enthusiasts are the first to encourage all members to become engaged in the Chamber’s committees. There are several reasons why this is the case. One, is that many members find additional networking opportunities that grow their business. Yet, a major value may be somewhat subtler, i.e. the leadership skills learned while conducting volunteer committee meetings.

Think about the soft skills gained in participating in structured collaborative meetings and in chairing such meetings. Valuable skills acquired through the Chamber’s committee structure can include how to develop a consensus, and how to guide differing perceptions to achieve synergetic results. Great leaders have been, and are good followers. Both following and leading skills can be learned and mentored by being on a committee. Where else can companies train their employees in these skills? Where else do mentorship opportunities like this exist? We suggest that the best organization for teaching soft skills to future leaders is your local chamber. By the way, participation in committees is free for all members requiring only an investment of your time. And remember, all of your employees are CDA Chamber members as well.

This year, the CDA Chamber has added a new Advanced Leadership program specifically designed to hone individual leadership skills. This 5-month program explores a variety of thoughts for developing effective leadership skills. Philosophies of Stephen Covey, James Kouzes, Barry Posner, John Maxwell, Terry Gurno, The Disney Institute, and others are discussed in an intimate size group.

Note: See article next page.

Important reasons for being a chamber member are many: network marketing, community connectivity, advocacy, business growth, and perhaps the most important, leadership development for yourself, your employees and your community.
New Advanced Leadership Program

Rock Solid Leadership is the title of a book written by leadership author Robin Crow, and is the goal of the Chamber’s Advanced Leadership program. The new 5-month program just concluded its fourth month. After years of discussion, last year’s leadership committee is credited with the development and implementation of this exciting new venture, which earned them the 2016 Committee of the Year Award. American author John Seaman Garns is often quoted as saying “Real leaders are ordinary people with extraordinary determination.” Thanks go out to the leadership team for bringing the past vision of many into focus, and through your determination creating the reality of this program.

With an intimate class size of 18, half-day discussions began in January, led by Mike Town of Frontier Communications. Mike flew in specifically for this day from his newly assigned leadership role at Frontier’s Los Angeles facility. He led a terrific discussion following key principles exposed by author Stephen Covey in his book The 7 Habits of Highly Effective People.

Discussions regarding personal choice, accountability and your circle of influence, led to discussions of planning and mindset. Empathetic listening, valuing others and always thinking win-win, will produce synergistic results, such were the discussions the last half of the program. A singular quote by Robert Townsend, author of Up the Organization, can be used to quickly summarize: “True leadership must be for the benefit of the followers, not the enrichment of the leaders.”

The second month’s discussion was ably led by Anne Hagman from Idaho Central Credit Union and Britt Towery of Kootenai Health, both graduates of the Master’s Program in Organizational Leadership at Gonzaga University (Go Zags). Conversations on this day centered on two topics: community leadership development and the concept of servant leadership. They addressed the 5 C’s of community leadership: character, commitment, courage, confidence, and communication. Following, was a discussion regarding servant leader dispositions, capacities, and skills. A one-quote summary by retired business executive and author Jack Welch seems appropriate: “Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

Local leadership author and teacher Terry Gurno led session three. The previous month, participants received his book which served as the outline for the session. Terry’s unique approach follows the premise of his book, Leading is Art: Drawing the Greatness Out of Those You Lead. Terry’s message is that to bring the greatness out of others, one must develop the mindset of a leader and realize that the success of those who are led is 100% the responsibility of the leader. “Leaders must believe there is greatness in people and must recruit and develop talent.” There was much discussion regarding mentoring, training, and coaching. Again, using a one-quote session summary, we look to John Buchan, a Scottish novelist, poet and politician, “The task of leadership is not to put greatness into humanity, but to elicit it, for greatness is already there.”

Before session four, the class was presented the Kouzes, Posner bestselling book, Credibility: How Leaders Gain and Lose It and Why People Demand It. The booked laid the foundation for St. Vicent de Paul’s executive director Jeff Conroy’s excellent discussion titled, Building Values-Based Leadership. According to Kouzes/Posner “Trust is the base on which credibility is built.” Credible leaders are clear about the values and beliefs that guide their decisions and actions. This underlying philosophy led perfectly into Conroy’s presentation, which came from the core of the Disney Institute. Discussed in detail were the four key considerations of leadership: passive vs. proactive, inconsistent vs. purposeful, misaligned vs. aligned, and exclusive vs. inclusive. In addition to these great discussions the class spent time identifying their leadership styles and reflecting on their personal and company values. Jeff left the group with the following thought “Your leadership legacy will be read later, but is being written now. The best legacies are not just fondly remembered, but actively emulated.”

Next up in May, Chief of Police Lee White and Sheriff Ben Wofinger. For those who are anxious to register for the 2018 class contact Brenda Young at the CDA Chamber 208.415.0110.

For those of you who are on the fence as to the value, remember what basketball player and Coach John Wooden once said, “It’s what you learn after you think you know it all that really counts.”
Upbeat Breakfast Awards

**A+ Award** - Northwest Realty Group

Marcello Conigliaro from NW Realty Group has been a true educational partner with LCHS through financial support with “Fight for the Fish” and the Toyota raffles. He volunteers as the announcer for the baseball games and holds the annual “Hot Stove” auction in downtown Coeur d’Alene to raise money for the baseball program. Marcello and NW Realty Group are true partners with education. L to R: Frances Huffman and Marcello Conigliaro.

**Business Excellence** - Idaho Department of Labor

A Chamber member for 67 years, the Idaho Department of Labor is recognized for their innovation. In addition to their day-to-day operations, they make time to engage, support and invigorate our community in so many ways. Team members have assisted in membership drives, organizing the annual Brews & Biz Tour and Business Tech Tour, and helped organize the Advanced Leadership Program. L to R: Denise Lunderstadt, Rica Lasso, Vicki Isakson, Anne Hagman, Stacey Hanlon, Vicki Kunz, Craig Hampton.

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Hayden, ID 83835
trademarkmechanical.com

Specializing in heating and air conditioning, Trademark Mechanical is a genuine North Idaho company founded by Tony Marmon in his Hayden, Idaho garage. Almost ten years later, their fantastic company has grown into a shop on Government Way in Hayden and has created a rock solid reputation of integrity, precision quality and craftsmanship, and a company that delivers on the promises they make!

**Scott Sivertson**
Coldwell Banker
Schneidmiller Realty
208.659.5448
1924 Northwest Blvd
Coeur d’Alene, ID 83814
schneidmiller.com

**Body by Scotty**
208.773.0925
311 E. 3rd St.
Post Falls, ID 83854
bodybyscotty.com

At Body By Scotty, they promise you something that very few auto body shops can promise. The Body By Scotty team members have had the pleasure of serving the greater Post Falls area with collision repair for over 20 years. They have effortlessly made this awesome community their home.

**Cosmic Cowboy Grill**
208.777.0000
412 W. Haycraft
Coeur d’Alene, ID 83815
cosmiccowboy.com

Opening soon! Great tasting food that is healthy and nutritious. Honest ingredients cooked in full view of the customer, vegetarian, vegan, low carb and gluten free options, quick and friendly service provided by fun and caring employees. Convenient location with easy access and free parking, comfortable dining room that accommodates groups large or small. Complete meals to bring home to the family, fresh tortillas with each meal. Easy online ordering, AND butternut squash soup!

**Elk Ridge Frame & Art**
208.446.7620
P.O. Box 2195
Coeur d’Alene, ID 83816
elkrigdeframeandart.com

Elk Ridge Frame & Art is an independent custom framing and art business operating from the breathtaking western slopes of the Rocky Mountains of North Idaho. They specialize in handmade rustic, weathered, painted and Shou Sugi Ban (charred with fire) frames. In addition to offering handmade and finished frame mouldings, they also have a huge selection of factory-made mouldings which are cut and assembled in their shop.

**National Native American Construction, Inc.**
208.635.5400
3901 Schreiber Way
Coeur d’Alene, ID 83815
nnacinc.com

Founded in 2009 by Regina Lettau, NNAC was formed as a specialty contracting company geared toward serving military installations and federal customers nationwide. Regina’s executive background began in compliance and federal sector construction administration. In early 2011, Regina accepted certification into the SBA 8(a) Program as a Native American, Woman-owned construction firm. Headquartered in North Idaho, NNAC is serving its customers in regions nationwide.
Ribbon Cuttings

**Ribbon Cutting - Vacasa**

It’s never too late for a ribbon cutting! Already a member since 2013, Vacasa Rentals recently called the Chamber and asked if we would do their ribbon cutting. Even though it’s 4 years later, we didn’t mind! Vacasa specializes in short and long-term rentals. Visit [vacasa.com/usa/Lake-Coeur-d-Alene](http://vacasa.com/usa/Lake-Coeur-d-Alene) to find out more, or call 208.228.5061 to find your perfect vacation rental now!

**New Location - Express Employment**

Express Employment Professionals, a Diamond Member of the Coeur d’Alene Chamber, has new digs! Jessica Bauman and her team have relocated from their Post Falls office to 2834 N. Ramsey Road (The CrossRoads - WinCo Shopping Plaza). Jessica started her franchise in North Idaho in 2007 and has grown to a full-time staff of 8. The new location gives the team even more space to grow. Congratulations Jessica! Visit [expresspros.com/coeurdaleneid](http://expresspros.com/coeurdaleneid).

**Ribbon Cutting - Sweet Lou’s**

On Monday, November 28, 2016, Sweet Lou’s Restaurant and Tap House opened their doors at their Coeur d’Alene location in the Parkside Tower, 601 E. Front Ave., #101, bringing their favorite dishes and recipes home to downtown Coeur d’Alene. Happy hour every day, 4-6 pm, beer, wine and appetizer specials. Every Friday and Saturday, Sweet Lou’s features smoked prime rib as the dinner special. Be sure to “like” Sweet Lou’s on Facebook for ongoing specials. Open seven days a week, 10:00am-11:00pm. For more information, visit [sweetlousidaho.com](http://sweetlousidaho.com) or call 208.667.1170.

**Ribbon Cutting - Advanced Mechanical**

Commercial and residential HVAC, Advanced Mechanical Systems has been serving their clients dependably for over 30 years. They stand by the high quality and excellence of the products they install, as well as the experience, care and dedication their technicians bring to evaluating and meeting the needs of every customer. Reduce the energy consumption of your home or business, increase the comfort of your indoor climate and improve the indoor air quality. Located at 1711 E. Trent Ave., Spokane. Give them a call at 208.446.3939 or visit [amsspokane.com](http://amsspokane.com)
Building Permits

City of Coeur d’Alene
- Activewest Builders LLC, SFD, 2224 W. Aviara Place, value $216,323, contractor Activewest Builders LLC, issued March 2
- Kootenai Health, commercial reroof, 2301 W. Ironwood Place, value $33,620, contractor Cobra Roofing Services, issued March 2
- Bob Shaw, SFD, 572 W. Lake City Lane, value $2,000, contractor Yukon Transport, issued March 3
- Hallmark Homes Inc. SFD, 6704 N. Gavin Loop, value $185,749, contractor Hallmark Homes Inc., issued March 3
- Hallmark Homes Inc. SFD, 6965 N. Aldridge Drive, value $215,000, contractor Hallmark Homes Inc., issued March 3
- Orthopedic Surgery and Sports Medicine, commercial remodel, 850 W. Ironwood Drive, value $250,000, contractor Young Construction Group of Idaho, issued March 6
- Darren Miller, SFD, 1217 N. 13th St., value $120,000, contractor Northwest Contracting, issued March 6
- Damian and Christy Padilla, commercial remodel, 301 N. First St., value $79,000, contractor Susedkin Construction, issued March 7
- JL Design Build LLC, commercial tenant improvement, 720 E. Lakeside Ave., value $25,000, contractor JL Design Build LLC, March 7
- Northwest Insurance Associates, commercial tenant improvement, 722 E. Lakeside Ave., value $30,000, contractor JL Design Build LLC, issued March 7
- City of Coeur d’Alene Wastewater Treatment Plant, commercial chemical systems building improvements, 881 W. Hubbard Ave., value $1,371,280, contractor Apollo Construction, issued March 7
- City of Coeur d’Alene Water Department, commercial building improvements, 639 W. Wilbur Ave., value $15,000, contractor General Dynamics Information Technology, issued March 8
- Coldwell Banker, commercial remodel, 2000 N. Northwest Boulevard, value $250,000, contractor Young Construction Group of Idaho, issued March 8
- Andy Gelhausen, SFD, 1511 N. 14th St., value $12,914, contractor Ackerman Homes, issued March 9
- Edwards-Smith LLC, commercial office and storage, 191 W. Sunup Ave., value $200,000, contractor Edwards Smith Construction Inc., issued March 13
- Head Start Gym, commercial mechanical, 411 N. 15th St., contractor JA Bertsch Heating and Cooling LLC, issued March 13
- Texaco Food Mart, commercial remodel, 1801 N. Northwest Boulevard, value $17,600, contractor Proline Builders, issued March 13
- Benway Quality Homes, SFD, 3052 N. Belmont Road, value $145,580, contractor Benway Quality Homes, issued March 13
- Mort Construction, SFD, 3319 N. Waterwood Lane, value $280,000, contractor Mort Construction, issued March 13
- Benway Quality Homes, SFD, 3340 W. Peartree Road, value $140,870, contractor Benway Quality Homes, issued March 13
- Intermex Networks, commercial utility bore, 2005 N. Lakewood Road, contractor Thorco Inc., issued March 14
- Intermex Networks, commercial utility bore, 6450 N. Mineral Drive, contractor Thorco Inc., issued March 14
- Sorbonne Homes LLC, SFD, 6798 N. Madelaine Drive, value $175,218, contractor Sorbonne Homes LLC, issued March 15
- Sorbonne Homes LLC, SFD, 6805 N. Madelaine Drive, value $321,116, contractor Sorbonne Homes LLC, issued March 15
- Sorbonne Homes LLC, SFD, 6984 W. Bonnaire Loop, value $232,444, contractor Sorbonne Homes LLC, issued March 15
- Sorbonne Homes LLC, SFD, 7008 W. Bonnaire Loop, value $215,824, contractor Sorbonne Homes LLC, issued March 15
- Cahen Properties Northwest, commercial racking system, 208 E. Appleway Ave., value $170,000, contractor Curt Faus Corporation, issued March 16
- Kootenai County, commercial installation of walls and doors, 1607 N. Lincoln Way, value $5,000, contractor Iron Mountain Construction, issued March 16
- Collective Kitchen, commercial addition, 501 E. Sherman Ave., value $8,000, contractor Bentas Construction, March 20
- Bill Krick, SFD, 626 W. Myrah Ave., value $2,000, contractor Bill Krick, issued March 20
- Kristina Dechambeau, SFD, 1982 W. Windermere Ave., value $150,000, contractor Yukon Transport, issued March 20
- Motel 6, commercial parking lot upgrades, 610 W. Appleway Ave., contractor J. Duefel Construction Services Inc., issued March 21
- Stach Construction, SFD, 1504 N. Nettleton Gulch Road, value $178,433, contractor Stach Construction, issued March 21
- Stach Construction, SFD, 1508 N. Nettleton Gulch Road, value $169,045, contractor Stach Construction, issued March 21
- Stach Construction, SFD, 1512 N. Nettleton Gulch Road, value $178,433, contractor Stach Construction, issued March 21
- Hallmark Homes Inc., SFD, 1380 W. Hayes Way, value $310,000, contractor Hallmark Homes Inc., issued March 22
- Paige Bassett, duplex, 1523 E. Stiner Ave., value $272,942, contractor Bassett Construction, issued March 22
- Bruce Dietrich, commercial backflow, 3909 N. Schreiber Way, contractor Duke Plumbing, issued March 22
- Hallmark Homes Inc., SFD, 6719 N. Idaho Fox Drive, value $225,000, contractor Hallmark Homes Inc., issued March 23

See BUILDING PERMITS, 40
Peach Orthodontics has been creating smiles for 22 years! We are a high-tech, state-of-the-art, advanced orthodontic practice dedicated to providing our patients with a fun, comfortable, and rewarding orthodontic experience. Dr. Peach believes it is important to understand each person’s individual needs and provide lifelong continuity of care. We believe that orthodontics is not just about straightening teeth, it’s also about making our patients feel happy and confident in their decision to receive orthodontic care.

We believe that healthy smiles are a team effort! We create partnerships with our patients, their parents, dentists, and other dental specialists and we work together to ensure our patients’ dental needs are met.

We give back to our community through dental education in schools and sponsoring local sports teams.
Anyone in need of expert assistance with herbal and fitness supplements should look no further than GNC of Coeur d’Alene. Since opening in October of 1994, franchise owner Brenda Erickson and her staff have been helping the people of Kootenai County lead healthier lives.

Her knowledgeable staff can answer questions a customer might ask to help guide them on the path towards health using the supplements and other products available at GNC. Those include vitamins, mineral nutrition products, protein and mass gainers, fish oil and other sources of Omega-3 fatty acids, digestive aids, probiotics, herbs and natural remedies, energy drinks, health food, even beauty care products and exercise accessories.

GNC sets the standard in the nutritional supplement industry by demanding truth in labelling, ingredient safety and product potency -- all while remaining on the cutting-edge of nutritional science. The company is serious about customer satisfaction and helping customers find the products that best suit their needs. For that reason, every GNC product is backed by a money-back guarantee. Anyone unsatisfied with a GNC product can simply bring back the unused portion and the receipt within 30 days of the purchase for a full refund or exchange, no questions asked.

Though some imagine a fitness supplement store would primarily cater to hardcore fitness enthusiasts, Erickson stresses how accessible GNC is for all customers.

“It’s not just a bodybuilding store,” she said. “GNC offers something for everyone, from children to seniors.”

“Come down and see us,” she said.

GNC is located at 226 Ironwood Dr., Suite A2 in Coeur d’Alene, and is open 9 a.m. to 7 p.m., on Monday through Friday, and 10 a.m. to 6 p.m. on weekends. Call (208) 666-4005 to learn more, or visit gnc.com.
STUDIO 3B HAIR DESIGN

Tasha Seath is a seasoned hairstylist at Studio 3B Hair Design and Anti-Aging and Beauty Center. For over 13 years, Tasha has been the owner and operator of the salon.

She has prided herself on learning and educating herself and her staff to the newest and most up-to-date styles and products, with the intention of making beauty achievable for every woman. Tasha takes the credit for transforming styling products and home care into something more healthy and fashionable. Home care and maintenance should be easy for everyone. One of her favorites is face-framing and sun-kissed highlights as color is important for women of all ages.

When not transforming one’s look to beauty, her passion is helping people. Tasha has poured herself into helping women feel and look their best from the inside out. She has a real passion for the Good Samaritan Rehabilitation for women.

Relaxation means traveling and spending time with her amazing family and beautiful grandchildren.

facebook.com/tasha.seath
studio3bhairdesign.com
tashaseath.nerium.com

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610 Hubbard Ave #112 Coeur d’Alene, Id 83814 • Salon 208-664-7004 • Cell 208-755-8680
Cheryl Burchell is the creator of the “Heart of the Awl”, the signature piece of Coeur d’Alene that is sold all over the world. It is loved by locals as well as visitors and those who have moved to new areas. It captures the spirit of the area and those that came before us.

Cheryl Burchell is loving her remodeled store. There are three goldsmiths as well as Cheryl doing custom jewelry, restoration, and repair. Along with the beautiful silver and gold jewelry in the store, you will be amazed with the blown glass vases, local handmade inlaid wood bowls, and local gems and rocks.

We excel at design and do free cleaning and checks of your jewelry. We encourage summer visitors to come in and have their jewelry cleaned and checked while visiting. Our combined experience will make for a secure feeling.

Cheryl Burchell Goldsmiths is located at 1524 Northwest Blvd. Call us at 208-676-1645 or visit us online at CherylBurchell.com

1524 Northwest Blvd.  208-676-1645  www.YourGoldsmith.com
BUILDING PERMITS
from 34

Northwest English Village c/o SP Affordable Housing, commercial apartment complex remodel, 115 E. Anton Ave., value $1,768,000, contractor Walker Construction, issued March 23

Northwest Coeur d’Alene Manor c/o SP Affordable Housing, commercial apartment complex remodel, value $1,638,000, contractor Walker Construction, issued March 23

418 Lakeside East LLC, commercial fire line, 418 E. Lakeside Ave., contractor Peck and Peck Excavating, issued March 24

Northwest Solution Investments, SFD, 3635 N. 17th St., value $65,000, contractor BCR Land Services, issued March 27

Intermax Networks, commercial utilities installation, 3831 Schreiber Way, issued March 27

Sorbonne Homes LLC, SFD, 6865 N. Madeliaine Drive, value $321,499, contractor Sorbonne Homes LLC, issued March 27

Sorbonne Homes LLC, SFD, 7015 W. Bonnaire Lane, value $277,013, contractor Sorbonne Homes LLC, issued March 27

Atlas Homes LLC, SFD, 7113 N. Baudelaire Drive, value $261,276, contractor Atlas Homes LLC, issued March 27

Coeur d’Alene Cider Company, commercial plumbing and ventilation, 3909 N. Schreiber Way, value $3,500, contractor Coeur d’Alene Cider Company, issued March 28

Northwest Cycling Ventures, commercial remodel, 1104 N. Fourth St., value $220,000, contractor Creekside Construction, issued March 29

Vance Mitchell Construction, SFD, 1222 N. C St., value $200,000, contractor Vance Mitchell Construction, issued March 29

Kurt Anderson, duplex, 1427 N. Third St., value $246,184, contractor Grossglauser Construction, issued March 29

Kurt Anderson, duplex, 1501. Third St., value $246,184, contractor Grossglauser Construction, issued March 29

JL Design Build, commercial tenant improvement, 726 E. Lakeside Ave., value $25,000, contractor JL Design Build, issued March 30

Anthony’s Restaurant, commercial storage building and parking lot expansion, value $120,000, contractor Yost Gallagher Construction, issued March 30

Shari’s Restaurant, commercial plumbing, 331 W. Ironwood Drive, contractor Ram Plumbing, issued March 31

Hogfish Bar, commercial reroof, 1920 E. Sherman Ave., value $4,844, contractor Hogfish Bar, issued March 31

City of Hayden
S and R Enterprises LLC, commercial tenant improvement, 8475 Government Way #201, value $30,000, contractor Edwards Smith Construction, issued March 6

Donald C. Johnston, SFD, 11086 Sage Lake, value $259,279, contractor Northwest Construction Services, issued March 10

Viking Construction Inc., SFD, 9277 Prince William Loop, value $220,671, contractor Viking Construction Inc., issued March 14

City of Post Falls
Atlas Homes, SFD, 1494 W. Sauk Lane, value $152,354, contractor Atlas Homes, issued March 8

North County Investments LLC, commercial building, 3355 E. Poleline Ave., contractor Bauman Brothers Construction, issued March 6

Post Falls ASC LLC, commercial addition, 602 N. Calgary Court, value $150,000, issued March 9

Kootenai County, commercial building, 120 E. Railroad, value $33,405, issued March 8

Kootenai County, commercial alteration, 200 E. Railroad, value $113,630, issued March 8

Kootenai County, commercial electrical, 120 E. Railroad, value $3,625, issued March 8

Kootenai County, commercial plumbing, 120 E. Railroad, value $3,000, issued March 8

Kootenai County, commercial plumbing, 200 E. Railroad, value $26,884, issued March 8

Kootenai County, commercial mechanical, 200 E. Railroad, issued March 8

Kootenai County, commercial plumbing, 200 E. Railroad, value $7,000 issued March 8

Architerra Homes, SFD, 3334 N. Backweight Loop, value $237,377, contractor Architerra Homes, issued March 7

City of Post Falls, commercial building, 408 N. Spokane St., value $25,000, issued March 6

City of Post Falls, commercial electric, 408 N. Spokane St., issued March 6

Termac Construction Inc., SFD, 3105 N. Kiernan Drive, value $270,550, contractor Termac Construction Inc., issued March 9

Thomas Henderson, SFD, 3700 W. Highwater Drive, value $398,384, contractor Creekside Construction, issued March 16

Termac Construction Inc., SFD, 3153 N. Callary St., value $238,975, contractor Termac Construction Inc., issued March 14

KAL LLC, SFD, 2030 E. Decaro Loop, value $154,945, contractor DL White Construction Inc., issued March 15

Lawson Homes Inc., SFD, 1139 W. Wheatland Ave., value $193,289, contractor Lawson Homes Inc., issued March 13

Architerra Homes, SFD, 3155 N. Backweight Loop, value $333,511, contractor Architerra Homes, issued March 13

Lawson Homes Inc., SFD, 882 W. Watson Court, value $203,739, contractor Lawson Homes Inc., issued March 13

Lawson Homes Inc., SFD, 868 W. Watson Court, value $193,289, contractor Lawson Homes Inc., issued March 13

Hallmark Homes Inc., SFD, 8525 N. Haddon St., value $119,081, contractor Hallmark Homes Inc., issued March 15

Hayden Homes, SFD, 3535 N. McMullen Drive, value $242,523, contractor Hayden Homes, issued March 15

See BUILDING PERMITS, 43
Providing Trusted Real Estate Advice for 17 Years

Let’s face it … nobody really likes the job of moving! Having your life turned upside down for a period of time isn’t necessarily fun.

Buying and selling real estate ultimately comes down to changing circumstances in people’s lives. The range of emotions people experience during this often overwhelming time can be all over the place - from the incredible feeling of buying your 1st home, to facing the hard reality of selling your cherished home for whatever reason. Having an agent who carefully listens to your specific needs, takes the extra time to handle all the details, has the required skills to negotiate the process, and someone you trust that honors your core values will make a world of difference in your overall experience.

Windermere Coeur d’Alene Realty has a culture of very strong values, both in real estate and giving back to the community. Embracing this culture over the years has definitely made a big difference in my real estate career. I’m so grateful to be in a position to help people and give back to the community I love.

So if you’re ever in need of some quality real estate advice, I’d love the opportunity to earn your trust and share my experience with you.

Jeff Doty GRI, CNE, SRES
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Torgy’s offers Free Fast Mobile Service throughout North Idaho. Torgy’s would like to thank our local auto dealers, fleet account, insurance agents and yes... the gravel companies for your friendly support over the past 30 years.

If your Autoglass is Broken, Call Torgy’s Today! Ask about free repairs with insurance. We also restore dull headlights.
**BUILDING PERMITS**

**from 40**

Hayden Homes, SFD, 3434 N. O’Connor Boulevard, value $186,189, contractor Hayden Homes, issued March 15

Hayden Homes, SFD, 3664 N. Croghan Drive, value $272,750, contractor Hayden Homes, issued March 15

Hallmark Homes Inc., SFD, 8666 N. Argyle St., value $242,612, contractor Hallmark Homes Inc., issued March 15

Archterra Homes, SFD, 2205 E. Warbler Lane, value $273,792, contractor Archterra Homes, issued March 13

Immaculate Conception Church, commercial alteration, 614 E. Fifth Ave., value $32,000, issued March 16

Viking Construction, SFD, 2456 E. Pumice Ave., value $345,643, contractor Viking Construction, issued March 13

Hayden Homes, SFD, 3414 N. Croghan Drive, value $358,695, contractor Hayden Homes, issued March 15

Viking Construction, SFD, 1970 N. Ivory Lane, value $234,361, contractor Viking Construction, issued March 16

Kootenai Medical Center, commercial sign, 1296 E. Polston Ave., issued March 21

Atlas Homes, SFD, 695 E. Penrose Ave., value $302,841, contractor Sorbonne Homes LLC, issued March 21

Hallmark Homes Inc., SFD, 8761 N. Scotsworth St., value $275,098, contractor Hallmark Homes Inc., issued March 22

Hayden Homes, SFD, 3423 N. Croghan Drive, value $234,820, contractor Hayden Homes, issued March 20

Hallmark Homes Inc., SFD, 12350 W. Farnsworth Ave., value $129,635, contractor Hallmark Homes Inc., issued March 22

Mort Construction, SFD, 1640 N. Fordham St., value $158,335, contractor Mort Construction, issued March 20

Tim Stockton, SFD, 3880 N. Guy Road, value $166,928, issued March 22

Tim Stockton, SFD, 528 W. Ashworth Lane, value $227,325, contractor Tim Stockton, issued March 22

Viking Construction, SFD, 3283 N. Knob Creek Court, value $283,136, contractor Viking Construction, issued March 22

Goodwill Industries of the Inland Northwest, commercial sign, 4040 E. 16th Ave., issued March 22

All In One Storage, commercial building, 1339 N. Highway 41, value $141,073, issued March 31

Benway Quality Homes, SFD, 3424 N. Stagecoach Drive, value $193,301, contractor Benway Quality Homes, issued March 28

Kootenai Medical Center, commercial alteration, 1300 E. Mullan Ave., value $760,000, issued March 30

Latham Properties, commercial building, 120 E. Fourth Ave., value $38,000, issued March 27

Archterra Homes, SFD, 4409 E. Kit Fox Lane, value $270,818, contractor Archterra Homes, issued March 29

Benway Quality Homes, SFD, 3410 N. Treaty Rock Boulevard, value $182,837, contractor Benway Quality Homes, issued March 28

Benway Quality Homes, SFD, 3404 N. Stagecoach Drive, value $137,389, contractor Benway Quality Homes, issued March 28

All In One Storage, commercial building, 1339 N. Highway 41, value $141,073, issued March 31

All In One Storage, commercial building, 1339 N. Highway 41, value $141,073, issued March 31

Mort Construction Inc., SFD, 1732 N. Fordham St., value $229,081, contractor Mort Construction Inc., issued March 30

**Kootenai County**

**Girl Scouts of Eastern Washington, commercial structure, 22799 S. Four Echoes Road, value $17,136, contractor Clearwater Summit Group, issued March 21**

**Mark W. and Tammy J. Moses, commercial cell tower, 5034 W. Grayeagle Road, value $60,000, contractor Kasco, issued March 7**

**James M. Thorpe, commercial cell tower addition, 3421 N. Best Hill Road, value $75,000, issued March 13**

**CDA Rifle Pistol Club Inc., commercial lean-tos, 5881 N. Atlas Road, value $5,995, issued March 15**

**Paw Taw John Services Inc., commercial structure, 18103 N. Ramsey Road, value $311,406, contractor Jon Harper, issued March 10**

**Big Cabin Properties LLC, commercial structure, 6254 E. Parks Road, value $7,500, contractor Big Cabin Properties LLC, issued March 21**

**Robert Hall/American Tower, commercial cell tower, 12133 W. Apple Blossom Road, value $25,000, contractor Legacy Telecommunications Inc., issued March 21**

**U.S. Department of Interior, commercial alteration, 2722 N. McGuire Road, value $3,374, contractor McVay Brothers, issued March 31**

**Big Cabin Properties LLC, commercial structure, 6254 E. Parks Road, value $500, contractor Big Cabin Properties LLC, issued March 21**

**Big Cabin Properties LLC, SFD, 6254 E. Parks Road, value $3,800, contractor Ryan Varner, issued March 21**

**Brent C. Lundquist, SFD, 5095 E. Brunner Road, contractor Valley Quality Homes, issued March 10**

**Charlotte Risker Living Trust, SFD, 34568 N. Clue Court, value $120,000, contractor Yukon Transport, issued March 21**

**Elizabeth A. Gill and Brad Scacco, SFD, 6949 E. Hayden Haven Road, value $283,406, contractor Bassett, issued March 10**

**Timbered Ridge Homes, SFD, 357 W. Keva Lane, value $198,121, contractor Timbered Ridge Homes, issued March 10**

**K. Ullf and A. Ohnback, SFD, 1400 S. Valleyview Road, value $13,000, contractor McVay Brothers, issued March 31**

**Timothy B. Campbell, SFD, 15049 W. Bull Moose Trail, value $188,532, contractor SNK Construction, issued March 15**

**Minnaloosa Land Company LLC, SFD, 752 S. Minnaloosa Lane, value $221,625, contractor Benway Quality Homes Inc., issued March 15**

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**THE HAWLEY TROXELL WAY**

**GROWTH AND GUIDANCE**

Hawley Troxell welcomes Caitlin Kling to the firm’s Coeur d’Alene office. Caitlin, a graduate of University of Idaho’s College of Law is a member of the firm’s Municipal Finance, Banking, & Litigation practice groups.

When your business requires sophisticated legal advice, look to Idaho’s premier, full-service law firm. And, as always, our nationally renowned legal services come with a local address.
Moving from a long-time and well-loved home can be completely overwhelming.

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Security for our clients is very important which is why all Caring Transitions employees must pass background screening and are bonded. Caring Transitions carries liability insurance and provides workers’ compensation insurance for our employees, so our clients are not at risk should something happen.

We serve Kootenai County and north Idaho. If you need services such as ours, or know someone who does, please call. Let us minimize your stress and maximize the results!

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BUILDING PERMITS

from 43

Steven P. Wilson, SFD, 20322 E. Buena Vista Lane, value $75,241, contractor CCH Construction Inc., issued March 13

Daum Construction, SFD, 33083 N. Tahoe Drive, value $208,386, contractor Daum Construction, issued March 13

Waldo Norman, SFD, 11586 W. Roanoak Road, value $363,264, contractor Emmet and Angela Blair, issued March 13

Matthew G. Stern, SFD, 5120 W. Cougar Estates Road, value $264,713, contractor Matthew G. Stern, issued March 1

Chase and Nichole Roberts, SFD, 3240 S. Palomino Drive, value $333,183, contractor Chase Roberts, issued March 3

Jon and Angie Prendergast, SFD, 11991 N. Forest Road, value $254,891, contractor Lehto Construction LLC, March 3

Jack Jenkins, SFD, 19262 N. Lone Pine Lane, value $409,040, contractor Jack Jenkins, issued March 3

Selkirk Construction, SFD, 4409 E. Sorrel Ave., value $373,071, contractor Selkirk Construction LLC, issued March 9

Chad M. and Anguiano Salsbury, SFD, 24463 Hunters Grove Court, value $226,401, contractor Timbered Ridge Homes, issued March 6

Gavin Conner, SFD, 28994 N. Sylvan Road, value $227,951, contractor Lexar Homes, issued March 7

Ridgeview Development LLC, SFD, 5175 S. Ledgestone Drive, value $375,365, contractor Creekside Construction, issued March 9

Brian K. Peterson, SFD, 12362 E. Bunco Road, value $120,008, contractor T M L Construction Inc., issued March 20

Daum Construction, SFD, 33266 N. Hayden Drive, value $255,346, contractor Daum Construction, issued March 27

John and Judith Tustison Living Trust, SFD, 5585 E. Parks Road, value $151,708, contractor John Tustison, issued March 28

Jarred Peterson, SFD, 5756 E. McIntosh Road, value $335,855, contractor Affordable Custom Homes, issued March 28

Daniel Thornton, SFD, 995 S. Saddleback Drive, value $278,113, contractor Robert Mathers, issued March 30

Timbered Ridge Homes, SFD, 258 W. Keva Lane, value $257,999, contractor Timbered Ridge Homes, issued March 30

North Idaho Land Investment, SFD, 2858 E. Chico Road, value $333,324, issued March 30

Steven E. Moore, SFD, 9468 W. Valencia St., value $665,711, contractor Bane Built Construction Company, issued March 31

Double T Estates LLC, SFD, 20670 N. Silent Pines Road, value $271,320, contractor Avondale Construction Inc., issued March 31

James J. Mitchell, SFD, 15776 N. Ranch Valley Road, value $32,900, issued March 21

Steven D. Neuhrath, SFD, 17852 N. Ginger Lane, value $535,898, issued March 21

David C. Ness, SFD, 10177 W. Creek Side Road, value $152,734, contractor Eric Bieber, issued March 27

Robert and Mary Dasch, SFD, 3297 W. CJ Court, value $242,500, contractor Robert and Mary Dasch, issued March 22

Kathryn Schab, SFD, 18133 S. Woodland Shores Drive, value $180,561, contractor J Meyer Construction, issued March 23

Jacob Larson, SFD, 4784 E. Upper Hayden Lake Road, value $190,282, contractor Jacob Larson, issued March 24
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