

**Union** from 1A

“Ultimately, though, we prefer to maintain a direct relationship with all our caregivers and strive for honest, balanced relationships.”

Stehmer also pointed out that unions have no power to grant promises and can only obtain what is agreed upon through negotiations

with PeaceHealth. “If the union promises something, ask them to put it in writing,” Stehmer cautioned.

Blake Hausmann, Director of Human Resources for PeaceHealth, added that if a union is voted in, there are no guarantees in collective bargaining. Wages and benefits could stay the same, go up or even go down, and that

there is no time limit for the length of the negotiation process.

“While unions cannot guarantee their promises, they can guarantee that you will pay dues,” said Hausmann. “Unions are businesses. They need money from caregivers they represent to run their businesses.”

SEIU did not return calls for comment.

**Startups** from 1A

**Carl Hulan — Local Grange**

Founding Florence cohort member Hulan has been with RAIN since its efforts began on the coast in October 2015. Originally working on an app, Hulan has now developed a multi-platform webpage that connects people to organic farms in their areas.

“There’s a big market for people who want to eat local,

organic food. This is a growing market. With Local Grange, people can get access to local produce without needing to do a ton of research themselves,” Hulan said.

One of the Pre-Accelerator’s lessons has involved the pivot, or reorienting Hulan toward a user-friendly platform that can be scaled up over time.

“The class has taught me things I didn’t know I didn’t know. And that is so important,” he said.

Hulan’s next steps involve

marketing, building up beta users and launching Local Grange as people’s primary source for local, organic produce.

**Patricia Immel and Sarah Butte — NatureSavvy**

This new product line by the owners of Rose & Crown Apothecary in Florence offers organic self-care solutions for amputees to improve their quality of life, using the healing power of medicinal plants. Immel and Butte attended a mentoring session at RAIN Corvallis and realized the market need for such products.

“We were instantly energized to formulate and bring to market organic botanical self-care products to help improve quality of life for amputees,” Immel said.

For Butte and Immel, RAIN and the Pre-Accelerator “create an abundant economic development ecosystem for entrepreneurs” and provide “an exhilarating intellectually engaging process that lives up to its name.”

Next steps for NatureSavvy include continuing a relationship with RAIN and growing into a thriving, sustainable coastal company.

**Kassy Keppol — Dragon Art**

Whether it is painting, pastels, sculpture, textiles or beadwork, Keppol and Dragon Art can do it all. Keppol is creating a craft-based website and mag-

**Unitarians discuss fathers**

Sunday, June 18, is Father’s Day and the Florence Unitarian Universalist Fellowship’s worship service from 10 until 11 a.m. will be led by the Rev. Dr. Ruth Miller.

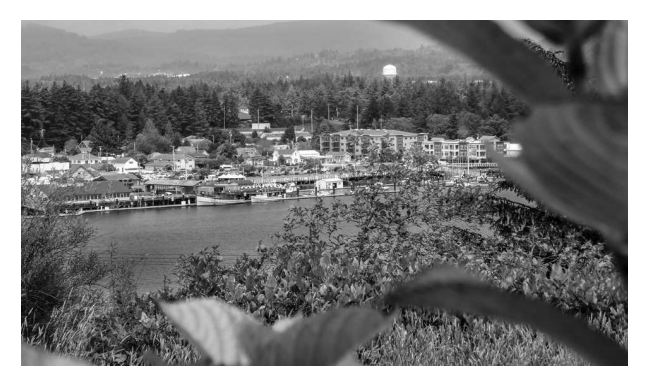
Miller says, “We will honor the masculine parental figure. The father is the motivating teacher, provider, and protector in virtually every human

culture, and how we relate to the father in our lives has a huge impact on our experiences.”

The UU Fellowship is located at 87738 Highway 101 at Heceta Beach Road and is wheelchair accessible.


Call 541-997-2840 with any questions or visit [www.newsline.florenceuuf.com](http://www.newsline.florenceuuf.com).

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azine that will provide instruction and tutorials for all manner of creative art.

“Dragons are across all cultures and time periods. We want our art projects to reflect that,” she said.

Using guest artists and her own expertise as an artist and educator, Keppol hopes to revitalize creativity online, in print and with special kits.

“Our Pre-Accelerator cohort has been so instrumental. To see issues come up in our business plans and work through them together has strengthened our bond,” she said.

Keppol’s next steps involve lesson planning, website building and launching Dragon Art as a media-spanning authority on arts and crafts.

**Lindsey Phillips — Meant Manufacturing**

Meant Manufacturing designs and creates one of a kind handbags and accessories using authentic local materials, including Pendleton wool. Founder Phillips began making items for personal use, and received positive feedback and interest.

“Soon, people were asking if I could make these products for sale and before long I decided it was worth pursuing as a business,” she said. “Now, RAIN’S Pre-Accelerator has given me confidence in my brand and tools to help boost my business.”

For Meant Manufacturing, the mentors in the Pre-Accelerator “have been invaluable in providing relevant feedback in a genuine fashion that feels like they truly care about each of our ventures.”

Phillips says she can now visualize what various growth options may look like for the future.

“I look forward to implementing so many take-aways from this Pre-Accelerator into my brand,” she said.

**Jayne Smoley — Jayne Smoley Designs**

Another founding member, Smoley has had a leadership role in RAIN’s presence in Florence. As an artist, RAIN’s Pre-Accelerator has been instrumental in helping her refine her business model and become a leader in new formed-glass products.

“It’s been an honor and a privilege to have the mentors

we’ve had. Over the course, to have them recognize and point out how we’ve grown has been invaluable,” she said.

Smoley also specializes in illumination. Her newest venture involves recreating lamp bases so her fused glass covers can be swapped, styled and shared. This new product will take less time to manufacture and allow for the creations of local jobs for artists and manufacturers.

“We are currently at a stage where we need to build our team and obtain capital to get to the next milestone of production,” she said.

The Lincoln County cohort includes:

- Nelscott Reef Big Wave Challenge: A live webcast of a local surf competition that has featured grand champions and some of the world’s biggest waves.
  - Oregon Truffle Tryst Farm: Produces aquaponics root pods made from a sustainable and compostable design and composed of organic and natural materials.
  - Providence House Manufacturing: Manufacturer and marketer of the patented (US & Canada) Smart Cat Box. And, a patent pending (US) on new non-absorbent cat litter pellets made from AG waste ‘wheat straw.’
  - Riley Invents: Makers of the Trezur Bag, a clip-on micro bag for truffle hunters, foragers, no-trace hikers and agate hunters to stash their discoveries.
  - Sailstream: A metrics-driven eSports advertising platform that puts advertisements on a stream when someone goes live on social media, removing the need for complicated negotiations, contracts and networking.
- The RAIN Coastal Demo Day is sponsored by Oregon Pacific Bank and Palo Alto Software.
- The program is supported by the Ford Family Foundation, the cities of Florence, Lincoln City, Newport and Toledo; Lane and Lincoln counties, Economic Development Alliance of Lincoln County; Lane Community College/Small Business Development Center and Oregon Coast Community College/Small Business Development Center.

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