

Women of Achievement in Arts, Education, and/or Culture

Stacy Cataldo

Head of School, Cedar Valley Montessori School

Stacy Cataldo has been an educator since 1992. She has taught in various schools and at various grade levels. In those 20+ years, she has impacted the lives of thousands of young children and their families. As the current Head of School at Cedar Valley Montessori School (CVMS), Stacy leads the team of 25 Montessori-trained educators, guiding children in the principles espoused by Italian educator Maria Montessori.

In 2010, Stacy found her calling as an education administrator. While she loves the classroom, she also finds great joy in bringing out the best in her fellow teachers and shaping the vision and direction of the school. She was instrumental in the transition of CVMS back to downtown Cedar Rapids following the 2008 floods. After relocating briefly to Hiawatha, CVMS refurbished its home in the former Downtown Transportation Center and partnered with the City of Cedar Rapids on space agreements, which include the commitment by CVMS to stay in downtown Cedar Rapids until at least 2029. Also under her leadership, the school has undergone significant renovations to its facilities, improving the physical space for its students. During all of these endeavors, foremost in Stacy's mind is the positive impact on the students and how the adjustments fit within the framework of a Montessori education. She has also been a successful advocate and fundraiser for the school, bringing in more than \$250,000 to support the school's mission.

Stacy is a member of the Downtown Rotary Club and advocates for the causes she is passionate about, including K-12 education and Catholic education. She has been active at All Saints Parish for many years, serving in a variety of capacities, including a member of the social justice committee, a lector, and a home bound minister. Stacy is a visionary educator who has helped cultivate and hone the interests of children, launching him or her on their way to future successes.

Nancy Humbles

Board Member, Cedar Rapids Community Schools

Nancy is a native Iowan who has been active in the Cedar Rapids community for many years. She serves the community through organizations like the NAACP, the African American Museum of Iowa, ASAC, and more. Nancy established the University of Iowa's Center for Diversity and Enrichment and served as the program's Director until 2014 when she retired. Currently, she is serving on the Cedar Rapids Community School District (CRCS) and has been for the past 12 years – she is currently in her second year as president. Nancy was the first African American to serve on the CRCS School Board. She also initiated the first "Not Without Me" community forum to address the achievement gap in Cedar Rapids Schools.

She is the current board president for the African American Museum of Iowa and was inducted into the Iowa African American Hall of Fame in 2019. She actively volunteers with her church assembly at Fellowship Missionary Baptist Church, serves on the LGBTQ Advisory Board at Tanager Place, and supports the Institute for Clinical & Translational Science. She is the past Board President of ASAC.

Women of Achievement in Innovation

Ashlee Spencer

Video Specialist/Online Content Creator, Roadmaster Marketing

Ashlee Spencer graduated from the University of Northern Iowa 2016 with a B.A. in Electronic Media Production & Performance. She works full time for Roadmaster Marketing, which supports the McGrath Family of Dealerships with social media and television videos. She has made a huge impact by bringing creative approaches to videos, which highlight the culture, exuberance, and authentic nature of the employees and the organization.

Ashlee lives out their mission statement: Do the right thing, exceed expectations, and make a difference. Her choices are made with the best interest of the collective in mind, she exceeds expectations through continually striving to master her craft, and makes a difference in the lives of her coworkers with how she conducts herself and collaborates to improve the organization overall. Ashlee is by nature a problem solver. She approaches situations with a “what if” approach and doesn’t limit her thinking to “what has always been” or “what others have done.” She prides herself on being unique and finding solutions that sets her companies apart from others in the industry.

In her spare time, Ashlee is the owner of AP Film and Photo where she specializes in creative photography for pregnancy, newborn and first year babies and engagement and weddings. She also creates videos for special events. What people appreciate about her is her patience and her out of the box creative approach for the different ways she captures memories.

Women of Achievement in Leadership

Wendi Cigrand

Director - Customer Support Services, Alliant Energy

Wendi began her career at Alliant Energy in 200 as a supervisor in the Billing Department. Since then, she has progressed through a variety of positions and leadership roles. While working as a Senior Manager in Customer Support, she led a large team through a significant change over multiple years as the company converted to a new billing system. Wendi’s thoughtful, empathetic leadership was instrumental to the ultimate success of this project. Wendi was promoted to Director – Customer Support Services for Alliant Energy in 2017. In this role, she leads approximately 250 employees in Iowa and Wisconsin who are a key point-of-contact for the company’s millions of customers.

Wendi has a passion for creating a culture of employee development. She is always striving to create opportunities for growth, which leads to engaged and high-performing teams that deliver results on key customer-focused initiatives. She is also a calming presence for her team, giving them a true sense of stability in what can sometimes be tumultuous times.

In the community, Wendi supports several organizations. She has been a Board Member with Big Brothers, Big Sisters, supports United Way through service opportunities and donations to Women United initiatives, and is a long-time supporter of Kids First Law Center.

Brittney Clarke

Senior Vice President of Retail Banking, Cedar Rapids Bank & Trust

Brittney joined Cedar Rapids Bank & Trust in 2006. She has quickly become a valuable asset to both clients and the bank. Her grasp of banking and financial solutions, along with her passion for helping people improve their financial life, make her a valuable and trusted banker. Brittney leads a team of 50 employees and is committed to giving her time and expertise to CRBT. She leads by example and can always be counted on to get the job done well.

Outside of her role at CRBT, Brittney is a member of the Sunrise Rotary Group, a United Way Young Leaders Society committee member, and serves on the board of directors for Horizons as the Vice Chair and a finance committee member. She is a Leadership for Five Seasons graduate and a Corridor Business Journal Leadership Academy graduate.

Abbie Covenah

Senior Manager of Operations, United Way of East Central Iowa

Abbie Covenah has been a loyal employee at United Way of East Central Iowa for over 12 years. After advancing through the organization, she currently serves as the Senior Manager of Operations. In her role, she oversees all the IT functions not only for United Way, but also for the entire Human Services Campus building which houses several other nonprofit organizations. She also manages the operations of the building, communicating maintenance needs and working with other nonprofit tenants to ensure a safe and friendly working environment within the building.

Abbie is passionate about United Way and the value the organization brings to the community as well as ensuring philanthropic giving is easy and manageable for the organization's corporate partners. She has been instrumental in setting up the e-pledge portal so that employees can give online. This system also allows companies to communicate with employees about the work United Way does in the community, alerts them to volunteer opportunities, and receive real-time reports of employee giving. Abbie listens to company needs and works with those in leadership, HR and IT to make sure the system is compatible with the goals of each individual company. She has put in a tremendous effort with that initiative and is even expanding the United Way workplace campaign nationwide! While Abbie does terrific work in her field, one of the most valuable things she brings to the workplace is her desire to mentor and encourage other employees. Abbie takes her role as manager very seriously and ensures that her staff get the training and support they need to succeed.

Along with her great work at United Way, Abbie supports several nonprofits, including Friends of the Library, Junior League, and Big Brothers Big Sisters.

Tara DeWolf***Continuous Improvement Officer, Raining Rose***

Professionally, Tara has taken the lead to improve projects, situations, and challenges that to improve Raining Rose and the company culture. This has earned her multiple promotions during her time with the company, including her current position of Continuous Improvement Officer. Prior to working at Raining Rose, Tara shared her talents and passion in the healthcare field, working to increase appropriate healthcare utilization and assistance to allow people to live healthier, happier, and more productive lives.

Tara is a proven leader at Raining Rose and in the community. She cares deeply about supporting others to live their best lives through building healthy lifestyles, strong relationships, and personal and professional development. Outside of work, Tara continues to shine in several volunteer leadership positions with local nonprofits. She supports Junior League of Cedar Rapids, March of Dimes of Eastern Iowa, the Cedar Rapids Museum of Art, and Orchestra Iowa. Tara is also a 2013 graduate of Leadership for Five Seasons.

Jenette Douglas***Director of Learning & Organizational Development, CRST***

Jennette is passionate about learning and development, is a life-long learner, and is a true leader at CRST. She has been instrumental in creating a culture of developing talent for current and future leaders. She helped design and implement a leadership development program for management professionals, offering three tracks with an average of 70+ hours of training per participant. When it first rolled out, 250 leaders ranging from supervisors all the way to Chief Officers participated. Jennette also created and facilitated CRST's Emerging Leaders program, which brings real-world development experiences to employees who want to grow into managers. Select participants complete a mix of real-world, on-the-job activities and skill development classroom events while being mentored by CRST leaders.

In 2018, Jennette was part of a core group who helped inspire a Development Rotational Program: a 36-month program providing in-depth experiences in CRST's four core disciplines (Operations, Business Development, Account Management, and Recruiting). The program includes on-the-job involvement mixed with leadership training, mentorship, and development planning. Prior to these programs, CRST only promoted about 25% of its employees. After implementing this program, the number is closer to 70%.

When she is not leading initiatives and developing people at work, she is busy volunteering and investing her time in roles that allow her to help develop others: she serves on the Junior Achievement Career Inspire event committee, helps support the Transportation Sector Rollin Rally community event, volunteers at her local church, and leads a team of LD Rotational Program participants in efforts for "Tomorrow's Truckers" to share transportation education in with middle and high school students.

Emily Grace**Digital Media Specialist, United Way of East Central Iowa**

Emily has grown leaps and bounds over the past three years that she has been employed at United Way of East Central Iowa. She is incredibly kind and generous with coworkers, volunteers, and donors. She loves learning and is always willing to take on new tasks and challenges related to technology, websites, social media, and more.

Emily has increased United Way's social media presence, nearly doubling the reach since she started. By focusing on analytics, she has moved United Way's website up in the Google rankings by two full pages. She is also leading an effort to implement a customized communication software for United Way staff to use in order to increase efficiencies and communication. The marketing team and United Way as a whole could not function without her project management skills, her analytics knowledge, and her "can do" team spirit.

Before joining the United Way team, Emily served on the volunteer committee that started Time for Art: A Celebration of Volunteers. She has also served as the Marketing Chair for Murals & More and bakes for Icing Smiles, an organization that brings together pastry chefs to bake cakes for terminally ill children in the community.

Jaclyn Hall**Administrator, UnityPoint Health-St. Luke's Transitional Care Center**

Jaclyn started her career as a Physical Therapist, but quickly moved into a managerial role as she worked to continue her learning and professional growth. When the Director of Patient Experience position opened, Jaclyn was the top choice for the role because of her passion for the work and making sure the patients and families are the center of everything at UnityPoint. As the Director of Patient Experience, Jaclyn led an interprofessional team to implement daily team safety huddles throughout the hospital. She was also a major author of the Patient Experience Playbook, which is now a system-wide resource for the hospital.

In 2019, St. Luke's opened the Transitional Care Center, a 46-bed skilled nursing facility for short-term stay as patients transition from the hospital to their home. Jaclyn's background in physical therapy and business administration along with her passion for the patient/family experience have been instrumental in the center's success. She is currently working to develop a phone application that patients and families can use to track their daily treatment schedules and activities at the center. Jaclyn is a true advocate for the patients and families at UnityPoint. She is quick to respond to issues that impact the care that is provided and empowers members of her team to do the same.

Outside of her role at UnityPoint, Jaclyn is a volunteer with the PTO at West Liberty, where her children attend school. She also is an adjunct professor at the University of Iowa, helping mentor future physical therapy graduates.

Jenny Johnson

Retail & Small Business Credit Consultant, Wells Fargo

Jenny is an inspired leader. She sees beyond the day to day machinations of the bank and into the feelings and impressions that our customers get just walking into the door or interacting with our team members. Two years ago, Jenny moved out of the role of Branch Manager and into a coaching role for the entire Eastern Iowa/Illinois region. This role is perfect for her as she tailors her coaching style to each individual in order to best support them. Because she's coaching team members at all levels, she feels very accountable for and invested in everyone's success and the success of the market as a whole.

Jenny is a role model for all of the team members she coaches. She is not afraid to jump into customer interactions and demonstrate how to best support them. The drive, energy, and passion that Jenny brings to her role are infectious; she inspires everyone she works with to keep improving for themselves and for the customers. Jenny has become a model coach for others within the organization, including the District Managers and the Regional Bank President, and is always willing to share tips and tricks to best support everyone on their teams.

Jenny is fully committed to her work at Wells Fargo, serving as the Greater Iowa Green Team Community Chair to expand green initiatives and increase Green Team membership across the state. She is also the Volunteer Council Chair with the highest total hours volunteered and the highest community support campaign contributions year after year. Jenny shows excellence, determination, and perseverance in making Wells Fargo a better place every day for both their customers and team members in the region.

Kim Junge

Volunteer & Spiritual Coordinator, His Hands Free Clinic

Kim Junge has worked at His Hands Free Clinic for a little over 2 years. In that short amount of time, she has doubled the His Hands volunteer work force and saved the organization a great deal of money by coordinating volunteers to assist with various tasks and projects. Kim's upbeat personality and "can do" attitude are a real asset to the His Hands organization. She is goal oriented and dependable, but also relaxed and fun to work with. Kim's work ethic is a huge asset for His Hands as she often seeks out tasks that are not under her work load. For example, the His Hands basement stores in-kind donations, but it is not very organized. Kim recruited volunteers and provided support and supervision to clean up the basement and make things more accessible. The organization was also able to rehome medical equipment that was not currently being used to other organizations in the community and around the world to make an impact on those needing support.

Kim is an ambassador for His Hands Free Clinic wherever so goes, and makes the most of every opportunity to connect people to resources or places where they can use their gifts and talents whether at His Hands or at another organization in the community. Kim volunteers at Hillside Wesleyan Church, and served as the Children's Ministry Coordinator before starting at His Hands. Kim is also an active member of Leaders in Volunteerism, and a happy grandmother to 13!

Kate Lyon

Director of Operations, Office Equipment Group, GreatAmerica

Kate is a wonderful example of one of GreatAmerica's principles, which is to "create opportunities for growth and take charge of our future." She has advanced throughout the organization because of her hard work and dedication to our customers and her fellow team members. She joined the organization in 2003, supporting one of the organization's most important sales territories. She then moved into owning her own territory. In 2009, she accepted a Team Leader role and in 2013, moved to lead a group of Sales Support Specialists in one of their most complex business units. For the past 2 years, she has held the title of Director of Operations for the Office Equipment Group where she leads 10 team leaders as well as contributes to the forward direction of our largest business unit.

Kate won GreatAmerica's Outstanding Achiever award in 2014 because of her ability to help those around her grow, her ability to handle difficult and complex customer situations, and leading by example for her team. It is impossible to look around the organization and not see individuals that are in leadership roles due to Kate's mentoring. Her leadership extends far beyond those that report to her as she uses every interaction as an opportunity to mentor a fellow team member.

Kate and her husband and their two children have been valued members of the St. Matthew family for the past 10 years. Kate began her involvement at St. Matthew with being a founding member of a new organization on campus that included the implementation of a Parent Association for our Early Childhood Center. Her biggest contribution to date has been her involvement with the annual fundraiser, St. Matthew Mardi Gras. Kate has served as a committee member for five years; with two of those years serving as co-chair of the event. Under her two-year leadership, Kate and her co-chair raised over \$140,000 to fund different beautification and technology projects within the church, elementary school, and Early Childhood Center. Kate has served the past two seasons as a Xavier Saints Youth Softball coach.

Outside of GreatAmerica, Kate continues to develop both herself and those around her. She is a graduate of Mount Mercy's MBA program as well as the Leadership for Five Seasons program. In addition, she has been a Dale Carnegie Trainer for 15 years, facilitating the Dale Carnegie course as well as customized programs for specific organizations including the Leadership for Five Seasons Youth Program and the Hills Bank Youth Leadership Series.

Jennifer Moore

Global Head of Research, AEGON USA Investment Management, LLC

Jennifer has made an incredible impact at AEGON Asset Management (AAM), both within the Fixed Income space and for her contributions building and advancing her team. Her efforts have supported AAM's vision of becoming a global business, strengthened the firm's commitment to responsible investing, and established a framework for research analysts to perform well—driving business profitability and producing positive client outcomes. Jennifer's work to integrate ESG into AAM's research process has led to the development of two new responsible investment strategies. The new client-focused solutions have raised more than \$200 million in assets with more expected in 2020. The strategies provide clients the opportunity to participate in and benefit from the shift toward a sustainable global economy by investing in a range of fixed income securities aligned with sustainable megatrends.

Being named Global Head of Credit Research is no small feat. 75% of performance and outperformance for the firm comes from fundamental bottom-up research analysis, which is led by our research teams. Jennifer is a strategic problem solver and developed a repeatable and sustainable process for information flow across the Fixed Income team that enables portfolio managers to make timely investment decisions. She's highly collaborative in approach. Her work to align the Fixed Income team across three geographies (US, NL, and UK) supports the firm's globalization efforts. Her work resonates with clients, and the firm is benefiting. Clients have confidence that our past success will be successful in the future because of her research framework.

Jennifer actively assists others, particularly women, in realizing their full potential. As a woman in a leadership role in a business where women are underrepresented, she advocates for and has increased the presence of their demographic. She is a proponent for research as a career path, which has led to less turnover and forming a strong team. She excels at knowing how to select and get the most out of her people. Everything Jennifer takes on she does so with intensity and focus. She led our Employee Survey Action Committee in 2018, spearheaded our Inclusion & Diversity program in 2019, and was named an inaugural Chair of the Future, a prestigious role in which colleagues globally participate in Management Board meetings each quarter. It's an empowering opportunity for leaders to take part in decision making and offer additional perspective around building a sustainable future for our clients, society and business.

Tricia Raper

Talent Acquisition Senior Campus Recruiter, RSM US LLP

The war for top talent is one of, if not the most significant, issues RSM is currently facing. Within a short period of time, Tricia has not only brought in high quality candidates, but she has deepened relationships with professors at the schools to help connect students with career opportunities. She has taken RSM's recruiting efforts to a level the company has never seen before.

RSM strives to be a trusted First-Choice Advisor to clients and works diligently to attract and retain employees who exemplify key traits that empower them to move confidently toward their future. Tricia has proven to be not only a trusted advisor to her clients, but also to her peers. She portrays a healthy balance of professionalism and approachability, which has helped her build strong, enduring relationships with business leaders and her coworkers. Tricia has a passion for stewardship and enjoys helping others develop and grow, both personally and professionally.

Outside of her role at RSM, Tricia is involved with Big Brothers, Big Sisters, Corridor Area Leadership Live (CALL), ICR Talent Coalition, and an active member of her church. Overall, Tricia is a proud steward of her community and has a genuine care to treat others with respect and dignity.

Kristen Shaffer

Attorney/Vice President, Shuttleworth & Ingersoll

Kristen is an Attorney and Vice President at Shuttleworth & Ingersoll whose work focuses on family law and litigation. Prior to joining Shuttleworth & Ingersoll in 2014, Kristen served as staff attorney at Kids First Law Center where she provided legal representation to clients in high-conflict family law cases and lead workshops for children of divorce.

Kristen was recognized in the 2018 class of the Corridor Business Journal's Forty Under 40. She volunteers her time as a board member for Big Brothers Big Sisters, the Iowa Children's Museum, steering committee member and auction chair for the Iowa Valley Habitat for Humanity Women Build, and volunteer attorney for Iowa Legal Aid and Kids First Law Center.

As a young attorney, Kristen has emerged as a leader among her peers for her commitment to her practice and community. She is the Secretary of Iowa State Bar Young Lawyers' Division and will be the President of the Young Lawyers Division in 2021. She has previously served as a Director and a Liaison with the Young Lawyer Division of the American Bar Association, is the Family Law Committee Co-chair for the Linn County Bar Association, and is a former President of the Linn Law Club. She also has been recognized by the Iowa State Bar Association for her pro bono work, donating hours of her time and expertise to help families in need.

Kristen involvement in her community has a real impact, with lasting positive effects. She leads by example in participation, dedication, and advocacy. She exudes compassion and confidence she all that she endeavors, inspiring all those who are fortunate enough to count Kristen as an acquaintance. She exemplifies all the qualities of a strong woman and a tremendous leader and would be well deserved to be recognized as one of Waypoint's Women of Achievement.

Leslie Schwarting***Senior Director of Physician Collaboration, Mercy Medical Center***

Throughout her 11 years career at Mercy Medical Center, Leslie has worked in multiple leadership roles including Director of Business Development for the Paramount Health Options—a subsidiary of Mercy—Director of Government Relations, and Senior Director of Physician Collaboration. During her years of service to Mercy and the physician community, Leslie has facilitated the Medical Staff Development plan which identifies the physician workforce needs in the community. She has also actively partnered with the Mercy Medical Community to establish the Physician Leadership Council (PLC) which serves as a structure in which decisions are made, policies are reviewed, and the physician voice is incorporated into strategic efforts.

In her current role as the Senior Director of Physician Collaboration, Leslie oversees the physician and allied health recruitment efforts for the 20 primary and urgent care clinics and 25 specialty and hospital-based services throughout the system. In addition to her main role at Mercy, Leslie voluntarily started and leads the Mercy Women's Impact Network (WIN), serves as the Chairperson for the Corridor Women Connect (CWC), and has led the Provider Engagement and Provider Well-Being Initiative at Mercy. Building on the legacy of the Sisters of Mercy, Leslie also created Mercy WIN, which provides a space for the women of Mercy to network, build relationships, and develop skills that will enable them to advance at Mercy. Leslie is an excellent role model of a strong, female leader who is passionate about her career, is an excellent mentor to other leaders, always strives to deliver the best customer service, and connects with her team to ensure they are performing at their best.

Leslie is a past Waypoint board member and currently serves on the United Way Women United Steering Committee. She is also the current Chairperson for Corridor Women Connect and serves on the Spiritual Transformation Steering Committee for First Lutheran Church.

Aaron-Marie Thoms***Vice President of People and Culture, Raining Rose***

Since joining Raining Rose in 2018, Aaron-Marie has helped them achieve less than 1.25% monthly turnover during a time of severe talent inversion. She is a champion of others, and regularly mentors and empowers them to identify and cultivate their strengths. Through her training and teaching at Raining Rose and as an Adjunct Instructor at the University of Northern Iowa, she is preparing the next generation of leaders to manage with emotional intelligence, compassion, accountability and integrity. Aaron-Marie approaches every challenge with a "can do" attitude that inspires you to follow her not because you have to, but because you want to.

Aaron-Marie approaches everything she does with grit, grace, and enthusiasm. From her community involvement to her personal and professional success, Aaron-Marie lives out her passion for helping others before herself. She does this by serving as a board member with YPN and the Cedar Rapids Metro Economic Alliance and supporting other organizations through past board service such as the Salvation Army of Linn County, March of Dimes of Eastern Iowa, Tanager Place, Community Health Charities, and the American Diabetes Association.

Aaron-Marie is a Leadership for Five Seasons graduate and a Corridor Business Journal Forty under 40 recipient.

Women of Achievement in Personal Life

Ashley Bermel

Realtor®, Coldwell Banker Real Estate Professionals

In addition to being a hard-working wife, mother, and realtor, Ashley gives her heart and soul to her community. While she is remarkably talented at selling homes (she has closed more than \$30 million in real estate transactions in the last two years), it is her genuine ability to make people feel “at home” that is among her greatest abilities.

Always eager to participate and lead, Ashley graciously volunteers her time serving on the boards of North Liberty PorchFest, Business League of Iowa’s Creative Corridor, and the North Liberty Community Foundation. She is passionate about including others and making them feel cared for. Looking for a way to connect with others in her new community, Ashley created an annual networking event for women in North Liberty to encourage networking, community engagement, and support.

Ashley is a Corridor Business Journal Forty under 40 recipient, a Diamond Achievement Award recipient from the Iowa Association of Realtors, and is a contributing writer for the Cedar Rapids Mom’s Blog.

Jo Dixon

Owner, Plato’s Closet

Jo’s strong work ethic, compassion, and strength make her an inspiration to others. As the owner of Plato’s Closet, Jo demonstrates discipline and encourages self-growth and integrity in the people she meets. In addition to owning her own store, Jo is a nurse and spends time helping individuals with disabilities, members of the LGBTQ+ community, and those with mental illness. While working with these underserved populations, Jo goes above and beyond to ensure they have the skills to be their best selves.

The openness and kindness Jo shows toward others regardless of their background commands the respect of many. Between her outpouring support and love for her daughter in her gender transition and opening up her home to a friend who became homeless, Jo’s heart knows no bounds. Jo believes in people and does what she can to help them reach their goals all while offering endless encouragement and cheer along the way.

Women of Achievement in Service to the Community

Diana Bramow

Co-founder & Treasurer, Pink Heals Eastern Iowa

Diana is the founder and current President of Pink Heals Eastern Iowa, an organization that provides support and encouragement to individuals battling illnesses. As a cancer survivor herself, Diana’s drive and spirit are the backbone of the organization. Pink Heals has provided strength, love, and brought back the innate human drive of inspiration to support those in our community battling illnesses. Diana is a powerhouse that radiates warmth and generosity. Her efforts have provided many community members with the opportunity to share their stories, love, and support as well as bringing the community together to create a sense of family and unity.

Diana has the skills and drive to find different avenues and resources to support those in need. She is able to secure funding and volunteers, even volunteering countless hours herself, to ensure the organization continues to run and provide hope for those facing illnesses in our community.

Dorea Burkamper
Community Volunteer

Dorea Burkamper is one of the most active community volunteers in Cedar Rapids! While she donates freely of her time, talent, and resources to many different organizations, some of the areas she is most passionate about involve children, health promotion, and helping those who need a helping hand. Dorea's organization and event planning skills along with her passion for our community have impacted so many lives, and the community is grateful for her support.

Dorea has volunteered extensively for all the schools her two boys have attended to support students and improve the education they receive. Her health promotion projects include: creating a volunteer school nurse program, a hands-on heart education lab and a student hygiene and clothing closet for the under-served. She is currently the Washington High School Hospitality Co-chair and President of the Franklin PTA and school Volunteer Coordinator, but has also served as the PTA Vice President and received the 2018 District Outstanding Building Volunteer Award. Dorea is a passionate supporter of JDRF in recognition of her mother's struggles with type 1 diabetes. She has given the organization countless volunteer hours, fundraising and leadership, and was recognized as the 2018 JDRF Promise Gala Honoree. Dorea was an active, and is now a sustaining member, of Junior League of Cedar Rapids serving on and chairing many of their committees for over 15 years.

Other organizations that Dorea currently or has previously volunteered for include: I Know Jack Foundation, Cedar Rapids Parks & Recreation Foundation, March of Dimes, Leukemia and Lymphoma Society, Kids on Course, Cedar Rapids Museum of Art, Waypoint, Women Lead Change, American Heart Association, 100+ Corridor Who Care, community first-aid tents, Habitat for Humanity, Dance Marathon, Green Square Meals, and as an interviewer for the National Council on Youth Leadership.

Tammy Buseman
Chaplain, Mercy Medical Center

During Tammy's time at Mercy, she has been involved in a few roles. From 2008-2011, Tammy was the Hospice Chaplain and was promoted to the Director of Hospice in 2011. She became Mercy's Staff Chaplain in 2014. Tammy is an ordained and endorsed clergy with the Christian Church (Disciples of Christ) denomination and is a board certified chaplain. Her fellow chaplains often hear how respected and highly valued she is as a member of the care teams on which she serves.

As a person and as a Chaplain for Mercy Medical Center, Tammy exemplifies quality values such as integrity, compassion, accountability and respect. When someone needs her help, she doesn't second guess; she takes immediate action to help. Whether she is directly called to help or mercifully volunteers, Tammy believes in helping—no matter the circumstances. She brings comfort and peace to those she meets because she listens to their needs and acts on a solution to help. Caring for people, no matter if she knows them or not, is something Tammy always does. Whether it's attending to people's needs on the scene of an accident, during their stay at Mercy or at someone's home, Tammy is dedicated to helping those around her.

Tammy has been recognized with the Catherine McAuley Service Award and the Reach Level II award at Mercy. She serves on the MedQuarter Faith and Medicine Task Force, is a volunteer grief support group facilitator at the Family Caregiver Center of Mercy, is a co-leader and volunteer for the Eastern Iowa chapter of Live by Living, and serves on the church council at the Marion Christian Church.

Linsey Eiben***Senior Account Manager, TrueNorth***

Linsey is a leader in every sense of the word, and this leadership extends into every facet of her life. Along with being an incredible employee at TrueNorth and a caring partner, mother, and friend, she is extremely dedicated to her community. Linsey is a past city council member, a past Parks and Rec committee member, and plans a yearly Daddy/Daughter event for all of Central City. She also manages the local youth running program (4-12 years-old), the local youth golf program (kindergarten-8th grade), the local youth basketball program (Pre-K through 2nd grade), and the local youth volleyball program (Pre-K through 6th grade). As she works with these programs, Linsey ensures that everything is affordable to families of all economic statuses so finances are not a barrier that prevents children and families from participating.

While Linsey was an active member of the city council, she was instrumental in getting sidewalks placed in areas of Central City where they were desperately needed for pedestrian traffic. Her dedication to Central City will have a lasting impact and has already paved the way for more opportunities for the community to continue to grow and thrive.

Renda Greene-Fishman***Wealth Management Banker, US Bank***

Renda is an integral part of U.S. Bank and an exemplary representative for the bank within the Iowa City community. In addition to managing a portfolio of Wealth Management clients with great care, Renda regularly organizes team networking and community events to give back. She enjoys making introductions and connections with people for the benefit of the U.S. Bank team and her clients.

Renda is extremely involved in the Iowa City community and selflessly gives 110% in everything she does. She has volunteered for United Way of Johnson & Washington Counties for nine years and co-chaired their annual campaign in 2016-2017, raising over \$2.2 million. She also supports United Way through the Power of the Purse event and served on the 100th Celebration Committee this year. Renda is also passionate about the American Heart Association. She will co-chair the Go Red for Women luncheon in Iowa City for the second time this year and leads the Executive Leadership Team with Julie Fitzpatrick. Renda is also an active volunteer with the Junior Achievement, the Ronald McDonald House Golf Outing, Rotary, and the Iowa Women's Foundation.

Amy Grunewaldt**Director of Strategic Collaborations, United Way of East Central Iowa**

Amy is dedicated to making a positive impact everywhere - in the lives of her family, on behalf of vulnerable people in our community, and within the organizations she serves. Since the early 2000s, Amy has contributed to and led numerous new initiatives and innovative strategies that have improved services for vulnerable people. In 2008, Amy led critical flood response and recovery efforts on behalf of The Salvation Army and helped to found the Linn Area Partners Active in Disaster, a 40 organization coalition still serving Eastern Iowa today. Since that time, Amy has been involved in leadership roles with Jane Boyd Community House and Four Oaks. Leading the TotalChild initiative, Amy developed and implemented a new service delivery model that impacted over 1,200 families struggling with multiple barriers. Through her leadership, over 93% of those families moved toward stability in all areas of their lives.

In 2018, Amy joined United Way to advance human service collaboration and care coordination in partnership with multiple agencies and across sectors to improve the well-being of low-income and underserved community members. She has worked with Public Health to design new technologies and practices. Her efforts have been noted at the regional, state, and national level resulting in new grant opportunities and recognition by funders like the Robert Wood Johnson Foundation. The goals of this groundbreaking work include making it easier for agencies to work and learn together and for clients to receive the right services at the right time so they can move from crisis to thriving.

Amy serves on the Eastern Iowa Health Center Board as the Board Secretary and was previously the Chair of the Planning and Operations Committee. She has also served on the Board of General Assistance and the Community Empowerment Board. Amy enjoys her volunteer time reading to students through the Volunteers in Proficiency (VIP) program and is a member of the National Association of Social Workers. Amy was also a 2015 Corridor Business Journal 40 Under Forty award winner.

Cara Joens**Admission & College Coordinator, Xavier High School**

Cara Joens is the first College and Career Coordinator in school history and in Eastern Iowa for Xavier High School—she is one of only two similar positions in the entire state. Cara uses this role to promote diversity and inclusion within the school, the community, and her personal life. She is a founding member and current leader of the Diversity and Inclusion Task Force for Junior League of Cedar Rapids, and will be speaking on behalf of the group at the international conference this spring.

Cara is always willing to lend a helping hand in challenging situations as she looks for ways to improve the status quo and ensure everyone is comfortable with the changes being suggested. In her role as President of Junior League of Cedar Rapids, she is leading the group through an organization structure change to separately identify the governance board and management team and their respective duties in serving the organization.

Cara is a great leader and supporter of other women in our community. She is always looking to inspire others to be leaders of change themselves and is a great mentor as well. She is an active member of the Iowa Association of College Admission Counselors since, serving on committees such as conference planning, strategic planning, and RIDE planning. She is also an active member of the St. Pius X school procurement committee served on the St. Elizabeth Ann Seton Parish Eucharistic Minister and Women's Conference member in 2016.

Susan Johnston

Director, Central Furniture Rescue

After retiring from a career in Project Management, Susan has dedicated herself to volunteering. Through her work with her church, she met a woman who had been homeless and was in need of furniture for her apartment. Susan connected with local nonprofits and learned there was a great need for furniture and household goods for those transitioning out of homelessness and shelters. In late 2018, Susan started a ministry through her church to address this need. In 2019, she developed a pilot program called Central Furniture Rescue (CFR) in partnership with Willis Dady and Waypoint. From January to June, she worked to collect and deliver furniture and household items to clients of those programs who were moving into new apartments or homes. 21 households were served through this pilot program.

After this success, Susan worked to establish the program as an independent nonprofit. In September of 2019, Central Furniture Rescue was granted 501(c)3 status and the organization moved into a warehouse. Susan is the full-time Director of Central Furniture Rescue, but she takes no salary or compensation of any kind. Under her leadership and vision, this nonprofit has grown rapidly. In 2019, CFR provided free furniture and household goods to 229 households, which included 531 people. 50% of those households had children in the home. CFR now partners with a dozen local agencies to serve clients transitioning out of homelessness, domestic violence shelters, and incarceration. Each household served by CFR receives an average of 24 items, all free of charge. All items are delivered directly to the client by volunteers. Susan coordinates more than 200 volunteers and in 2019, over 6,000 volunteer hours were contributed to CFR. Besides serving those in need, this program also provides a valuable repurposing service to the community. Over 88 tons of used goods have been diverted from the landfill and distributed to local households. Central Furniture Rescue exists because of Susan's passion for serving and uplifting others. Thanks to her tireless dedication, hundreds of people have had help making their new place to live into a home.

Amy Krenz

Assistant Director of Cedar Rapids Milestones, AbbeHealth Aging Services

Amy has dedicated her life to helping those in need through advocacy, therapy, and social work and work with local nonprofit organizations. As a Social Worker and now Assistant Director at Cedar Rapids Milestones with Aging Services, she has inspired and led her team to provide unique and personalized support to best serve participants.

Amy is incredibly active in the community to ensure that the needs of under-served populations are met. She is involved with the Elder Rights Multidisciplinary Team of Linn County, Unity Point Health Aging Services strategic planning, collaboration with community organizations, Advance Directive Initiatives, and an agency wide "Best Place to Work" Initiative.

Sarah Madsen***Assistant General Counsel, United Fire Group***

Beyond her rigorous work requirements at United Fire Group, Sarah continues to offer her time and expertise to elevate her community. Sarah established herself as a welcoming individual, opening up her home and providing introductions to those who are new to the community. After a two year role on the North Liberty City Council, Sarah started Operation Tribe. Initially created to provide an outlet for her children to learn civic responsibility, Operation Tribe has transformed into the “go to” outlet for community outreach and service opportunities in the area.

Sarah is the first to offer support and arrange assistance for anyone in need. Right before the holidays, Sarah organized a gathering of resources to provide a single mother and her son, who had been diagnosed with cancer, a celebration of gifts and resources.

Sarah is a committed volunteer with Junior Achievement and serves as a board member for the Liberty High School’s Liberty Fund. Along with her commitment to her community, Sarah was selected to be a member of the United Fire Group Leadership Development Program and was a recipient of the Corridor Business Journal’s Forty Under 40 Award.

Danielle Monthei***Continuous Improvement Specialist, Van Meter, Inc.***

Danielle is a passionate employee-owner, who through her tireless commitment to serving others, has made a significant impact at Van Meter and in the community. She is extremely organized, passionate, and respected. When she gets behind something, her efforts are infectious, and others want to participate and help. Danielle thrives on helping others and prides herself on serving everyone around her. Volunteer engagement is a huge part of Van Meter’s culture, and you can count on seeing Danielle at several of the events and activities, often serving on a planning committee to make the event happen. Danielle was pivotal in Van Meter being crowned the champion of the inaugural 2019 Corridor Corporate Games which raises money for the U of I Stead Family Children's Hospital. She led the Van Meter team, organized them, promoted the events, and participated the program from the very beginning, and this was all outside of her full-time job.

Danielle Serves on the Board of Directors of the Heartland Heroes Chapter of Extra Life. Extra Life is a nonprofit that unites thousands of video/board game players around the world to host fundraising and gaming marathons in support of local Children's Miracle Network Hospitals. Danielle was instrumental in founding Heartland Heroes as an official Extra Life Chapter. Because of her organizational skills and enthusiasm, the group became Extra Life's #1 fundraising team for the U of I Stead Family Children's Hospital; and the 99th top fundraising team in the nation.

Danielle also supports several other nonprofits, including fundraising for JDRF and mentoring a family through Big Brothers Big Sisters.

Sarah Nelson

Chief Operations Officer, Foundation 2

Sarah represents the best of us in her constant pursuit of social justice, especially for the most vulnerable within our community. Her dedication to social reforms, decreasing stigma, and increasing access to care for those with mental health and substance use disorders has had direct impacts across our community. Sarah has approached the systemic issues our community faces around social injustice (poverty, access to mental health resources, suicide) from a collaborative approach. She has reached across systems to educate and partner to pragmatically solve local issues and has worked with law enforcement, local hospitals, homeless shelters, the court system, and our local schools to advocate for reshaping systems to better serve our community.

Sarah was a critical member of the team of law enforcement officers and mental health providers who have now received two federal grants totaling almost \$400,000 to implement and embed mental health professionals within our local law enforcement. She has also worked directly with Grant Wood AEA to develop and pilot a program to provide immediate services to youth and their families experiencing mental health crises in our community. Sarah is also a member of Jail Diversions “Stepping Up” Committee, serves on the board at Fifth ward Saints, and was will be a participant in the 2020 class of Leadership for Five Seasons.

Angelina Ramirez

Project Assistant, West Wind Education Policy, Inc. – Student, Coe College

Angel is the epitome of public service. Her dedication to civic action, political involvement, and engaging the Cedar Rapids community is unparalleled. Despite being an out-of-state student, she has truly made Cedar Rapids not only her second home, but has invested in making it a better place for everyone who lives there. Angel volunteers at the Catherine McAuley Center as a tutor and works in Coe College’s Community Engagement office as a student coordinator, helping connect students to organizations in the community where they can give back.

Angel’s leadership spreads across Coe College’s campus. As a sophomore, she has already made a huge impact on campus civic engagement by founding Coe Votes, A nonpartisan organization on Coe's campus to encourage civic action. Angel also led the first mock caucus on Coe’s campus to prepare students to engage and participate in the caucus and led a workshop at the Civic Action Academy last fall. Her involvement with different multicultural clubs signifies her dedication to uplift others and engage with diverse communities—she was the guest speaker at Coe’s Martin Luther King Jr. celebration at Coe College this year.

Linda Swanson

Chaplain, UnityPoint – St. Luke's

Linda has touched the lives of countless people as a chaplain in her 40 years at St. Luke's Hospital.

Chaplains are called to difficult situations and are relied on to be a calming and supportive presence for patients and families during the most traumatic moments in their lives. Linda has a gift for approaching these individuals and families with great warmth and kindness. She is able to read situations in order to provide the best support and spiritual guidance for each unique individual and family.

Linda advocates for patients and families to ensure that all is done to provide as much peace as possible during their difficult times. She has been told by patients and families years later how much her role meant during times of fear and grief. She is also seen as a confidant to staff who have experienced the loss of a patient under their watch. Linda, and chaplains like her, are unsung heroes who put their arms around people and let them know they are not alone.

Outside of her role of Chaplain, Linda leads the Spiritual Companionship Program to recruit and train volunteer chaplains and serves as an Advanced Care Planning facilitator to assist patients with Living Wills and Power of Attorney documents. She also serves on the Organ Donor Committee, leads Sunday church services for patients at staying at the hospital, and started a volunteer program for Catholic Eucharistic ministers to provide communion for Catholic patients.