**2022 Tribute Honoree Bios**

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

**Cheryl Cantaberry – Artist & Advocate**

Cheryl is active in her faith and provides an empathetic listening ear to those in need. She understands that by listening to others, they can feel they are not alone. Cheryl also uses her creative abilities to create art as a way to express trauma and advocate for those in the community without a voice.

Cheryl is a mother to two special needs children and utilizes creative learning and hands-on activities to teach them life skills and life lessons. She became CPR certified and is actively enrolled in classes to pursue her autism certification to better support her children and others in the community. During her free time, Cheryl gives back to the community by donating blood and plasma and volunteering with local nonprofit organizations.

**Charrisse Cox – Teacher, Cedar Rapids Community Schools**

Charrisse has dedicated her life to the education of children in our community, wrapping up her 30th year as an elementary school teacher with the Cedar Rapids Community School District. Along with her teaching role, she is also involved in the Academy for Personal Success, which works with African American students who study history, math, and science during the summer. She has served as the Director of the Acadmey’s SPS Expansion Program for 15 years. Charrisse is also a planner and participant in Critical Conversations, which facilitates community conversations surrounding the pressing issues of race. In 2017, she was awarded with the Women’s Equality Coalition’s Women of the Year award.

Charrisse has served as a singer/director in the music ministry at Mt. Zion Missionary Baptist for 36 years, working with the youth ministry and choir and the JSA Gospel Choir (Grades 2nd-5th) for 24 years.

***Women of Achievement in Innovation***

**Cindy Bradley – Vice President, Data Analytics & Insights, GreatAmerica Financial Services**

Cindy built GreatAmerica’s Data Analytics and Insights Team from the ground up. She joined the organization nearly three years ago, and since then has developed a high-performing agile seven person team to leverage data to make better, faster, and smarter decisions.

Cindy is a continual innovator, one of the very best at GreatAmerica. She has completely changed the way GreatAmerica looks at data and then leverages that data to make decisions. She is continually pushing the organization for better processes and better approaches, even outside of her areas of direct responsibility. In addition to driving significant wins for GreatAmerica internally, she is also proactively creating new sources of data that can be shared with customers to improve their businesses. Cindy continues to be a strong influencer of GreatAmerica’s culture, specifically targeting two key elements of our culture – promoting data literacy and making data-driven decisions. She does an excellent job of pushing on elements of GreatAmerica’s culture to help the organization improve. Cindy and the Data Analytics and Insights team continue to be a sought-after resource for GreatAmerica.

Cindy has continued to be a passionate advocate for the discipline of data analytics and data science, serving as a faculty member at Cornell College for several years. She continues to provide learning opportunities for students at Cornell and University of Iowa, as well as internship and career opportunities for all college students and recent graduates from the field.

***Women of Achievement in Leadership***

**Jackie Berst – Wealth Management Private Banking Relationship Manager, US Bank**

Jackie is a proven leader at US Bank, taking on a number of projects and initiatives over the past few years that did not fall under her responsibilities. On a local level, Jackie takes charge of ensuring team members provide customers with the highest quality of service. She has the drive and determination to lead projects through to the finish line while ensuring they are properly managed throughout the process. Jackie leads by example and maintains a consistent approach to serving both her customers and her community. She inspires employees, particularly women, to achieve their goals and be the best they can be.

Outside of her role at US Bank, Jackie serves as a board member for Iowa Women Lead Change which champions women’s causes and promotes women in leadership positions. She also serves as a board member for the Mercy Foundation and has volunteered for several organizations, including the United Way of Johnson & Washington Counties.

**Nicki Brick – Vice President of Total Rewards, MediRevv, A Tegria Company**

Nicki reached her level of leadership at MediRevv organically—she consistently steps up, serving as a go-to person when problems arise and finding solutions from a fact-based perspective. Compassion is central to her leadership style, but she’s also fearless—unafraid to tackle overwhelming problems and capable of approaching them from a fresh viewpoint. Most remarkable, though, is Nicki’s ability to lead as an equal. She is always willing to come alongside any person or team as support, and she would never delegate a task she’d be unwilling to do herself. For these reasons and more, Nicki has proven time and time again to be the first person her colleagues go to when they need help. They know she’ll always have their backs and be eager to dive head-first into the mess, setting an incredible example of partnership, dedication, and accountability to her team.

Nicki’s people-first mindset is evident in the projects she heads. She has been a key leader in establishing numerous programs for MediRevv’s employees, including a rewards and recognition program, a Giving Committee, an employee wellness program, and a values-based benefits program. She’s motivated by a genuine care for the people around her and a desire to see their needs met. It’s understandable, then, why her colleagues view Nicki as an excellent source of counsel and professional advice. She encourages her teammates to be “their best weird selves,” leading by example first. Notably, Nicki is the same person both inside and outside of work hours—she shows up as her authentic self every single day, bringing positivity and a sense of humor to meetings, projects, and daily tasks.

As she takes on elevated levels of leadership, Nicki continues to listen closely to the voices of the people she serves. It’s abundantly clear employee wellbeing stays at the top of her mind, and she’s a persistent and vocal advocate for the people in our organization. As she steps into the role of Vice President of Total Rewards, there’s no question she’ll continue to lead with humility and grit, considering the big picture of our organization before taking action.

**Kendra Ellis – Senior Marketing Strategist, Smartbug Media**

Kendra has been with Smartbug Media for just under a year, but has already been promoted once and is under consideration for a second promotion because of her skills, knowledge, and leadership. She is part of the employee engagement team, which looks at new ways to make the company and its employees even stronger. She has been instrumental in getting a new leadership program into her company. This new leadership training will offer a three-tiered program focused on the different levels of the leadership team. This program will start this month and impact nearly 60 people leaders. Additionally, this program will allow for their bench to be built with their emerging leaders. Kendra was also asked to co-lead a Client Delight Rock to help ensure their clients are more than satisfied with the products and services they offer.

Kendra is a life-long learner by continuously striving to learn more about her career/industry, leadership, and personal skills. She seeks out other strong leaders to mentor with and then uses her skills to

mentor others. Currently, she is mentoring three people outside her own team at SmartBug, as well as a few young women in her personal life. Kendra exhibits leadership in her words, actions, and by helping others achieve greatness while staying out of their spotlight.

In 2013, Kendra was awarded the 40 Under Forty from the Corridor Business Journal. For many years, Kendra participated with the Iowa City Chamber’s group called Young Professionals Group (formerly EPIC). She was the Marketing Chair and served a term as the Board President. Beside serving on boards, she also is an advocate for "No Foot Too Small" providing input for their fundraisers and other events, and she completed the 200-mile bike challenge in January for St. Jude Children’s Research Hospital. When Kendra isn’t focused on her family, job, or volunteer efforts, she uses her time

and talents for helping nonprofits and small business start-ups with marketing strategies.

**JoEllen Frommelt, MBA, RN, MSN – Nurse Manager – Emergency Department, UnityPoint Health – St. Luke’s**

JoEllen started in the Emergency Department as a Patient Care Tech in 1999, later became an ED nurse and has served as Nurse Manager of the ED for the past five years. In JoEllen’s role as Nurse Manager, she played a vital role in increased throughput and patient satisfaction, while facing record staff shortages at the same time. Throughput, caring for patients efficiently and either discharging them or admitting them to the hospital, was critical during the pandemic as limiting patient length of stay limited their potential exposure to COVID-19. In 2021, St. Luke’s ED saw throughput increase by eight minutes per patient, which added up to about 1,200 minutes of room space saved per day that could be used for other patients. These improved throughput and patient satisfaction scores all happened despite record staff shortages where Frommelt saw her team have a net loss of 22 people and onboard 31 new team members.

Jo Ellen has led her team of over 100 nurses and patient care techs in navigating through the unprecedented COVID-19 pandemic. While facing increased patient volumes, Jo Ellen helped lead implementation of patient and team member safety protocols, including developing a temporary COVID-19 screening shed, where patients would go to be screened before entering the hospital. Her team, despite the many challenges the pandemic presented, maintained an excellent level of care, which was reflected through multiple Guardian Angel (Grateful Patient) Awards. While facing the challenges of the pandemic, increased patient volumes and ongoing restrictions, the team, under Jo Ellen’s leadership, maintained a focus on high-quality patient care and saw a 12 percent increase in patient satisfaction scores from 2020 to 2021.

**Angie Geuder – Director of Patient Experience, Parks, Schmit and Fuller Orthodontics**

Angie was initially hired as a dental hygienist to improve oral hygiene within the office’s orthodontic patient population. Her leadership skills, however, quickly separated her from others as a person who would become responsible for the day to day operations of a multi-doctor orthodontic practice. Under Angie’s leadership, Parks, Schmit and Fuller Orthodontics, PC has grown from a two doctor practice with two office locations to a four doctor practice with four office locations. She has led at a time where the number of team members has doubled, making sure everyone provided an excellent customer experience, laboratory, and clinical care. Angie is a natural born leader, always working to improve herself and others.

Angie was instrumental in the unexpected eight week shutdown in the spring of 2020. She maintained excellent communication with all team members and helped manage appropriate staffing for emergent patient needs. Under her leadership, the entire staff was able to return to work once the restrictions were lifted without missing a beat. After the shutdown, Angie has stayed on top of the ever changing regulations relating to HIPPA, COVID-19 compliance, OSHA, and the Iowa Board of Dental Examiners. To Angie’s credit, team member retention and loyalty is “best” by industry standards and employee turnover is almost non-existent. She prides herself in being open and understanding, especially with staff who are mothers and need flexible schedules. Angie also oversees Parks, Schmit and Fuller Orthodontics, PC’s charitable contributions with a focus on schools, children, and families.

**Jeanne Guynn – Operations Manager – Employee Benefits, TrueNorth Companies**

After high school, Jeanne joined the Handimart team to enter the management program. She was the youngest assistant manager, next in line for her own store. After she had her daughter, she decided that convenience store management was not for her and decided to seek out other opportunities. In 1995, she was hired to work in the mailroom at Davis Jones Lamb, one of the companies that came together to form TrueNorth Companies. After three weeks at this job, she was moved into the receptionist role. In 1996, Jeanne was promoted to Individual Life & Health Manager. By 2000, Jeanne’s role had expanded to include advance case design and underwriting for high net worth clients.

In 2013, Jeanne moved into the Qualified Retirement Plans Division, where she worked with producers to build out the client experience process. In this role, she helped double the book of business and retirement plans assets under management. In 2018, Jeanne transitioned to the Employee Benefits Division to develop the client experience and processes in the Small Business Unit. Within a year, she was promoted to Team Leader. Her team expanded to include members in four locations and she was promoted again to her current role as Operations Manager. Jeanne also trains new Account Managers and serves as a Navigator, mentoring new hires during their onboarding process.

Outside of her role at TrueNorth, Jeanne has volunteered with Big Brothers Big Sisters, Junior Achievement, Meals on Wheels, and Toastmasters International. She earned the highest education award from Toastmasters, the Distinguished Toastmaster, on two different occasions, and was awarded the Area Director of the Year award in 2014 and Division Director of the Year award in 2015.

**Staci Humiston – Financial Director, Reach for Your Potential**

Staci started her career in 2013 at Reach For Your Potential in Iowa City (RFYP) after graduating with a BA in accounting and business administration from Coe College. RFYP is a nonprofit human service organization that provides residential and day program services for adults with disabilities. Staci started at RFYP as a Financial Assistant and within six months was promoted to Financial Director, with her determination, drive, and perseverance, traits that have served her well in the top finance post at RFYP. Staci has taken the position to the next level, exceeding the previous duties of the job, building trust with key stakeholders and becoming a top decision maker at the agency. In recent years, RFYP funding transitioned from fee-for-service to tiered rates, and when working with the Managed Care Organizations (MCO) in Iowa, Staci was instrumental in negotiating the contracts and ensuring adequate liquidity. During the COVID-19 pandemic, Staci was very involved in determining additional funding sources to apply for and spearheaded the application process. In addition, Staci helped balance necessary pay increases and PPE needed during the pandemic and beyond while ensuring RFYP could continue to meet its financial obligations. Staci takes pride and ownership in overseeing the financial department’s staff, and she has been a key mentor and role model to these individuals over the past few years. Under Staci’s leadership, RFYP has grown its revenue by 45% since 2017, with expenses only increasing by 26%.

Outside of her role at RFYP, Staci is active in her church and local food pantry. She serves on the financial committee for the Iowa Association Community Providers, which advocates for mental health and disability providers like FYYP.

**Michelle Jensen – President & CEO, Rayser Holdings**

Michelle was promoted to President and CEO of Rayser Holdings (formerly CarePro) in 2015 after serving as the COO. Under Michelle’s leadership, Rayser Holdings was created in 2018 and three businesses have been added to the company’s portfolio. In 2020, Michelle was named to the Corridor Business Journal’s 170 Business Leaders You Need to Know List and the 250 Most Influential Business Leaders List in 2021. She was also selected for Leadership for Five Seasons in 2020.

Michelle currently serves on Waypoint’s Board of Directors, the Theatre Cedar Rapids Board of Directors, and the MedQuarter Commission in addition to being the President and CEO of Rayser Holdings. She is such a sought after, strong leader because of her genuine authenticity and vulnerability. She is kind and compassionate and a great listener while keeping an open mind. She cares about her community and helping other women grow and be successful whenever she can. As a leader, she is also a connector and is looking for mutually beneficial wins for all parties. If you go to Michelle with a problem, she immediately starts trying to solve it either by connecting resources or rolling up her sleeves to help herself. Her energy and enthusiasm are inspiring for all of those around her.

**Stephanie Leuck – Vice President – Team Lead – EB/Shareholder, Holmes Murphy**

Stephanie has had an incredibly successful 20-year career at Holmes Murphy. She works with clients on Employee Benefit strategies to help retain and engage employees within their organization. She is also dedicated to helping her clients more effectively manage their benefit program costs through strategic design, data analysis, price transparency, and aggressive negotiation with vendors. In addition, she advises employers on the ever-changing legislative requirements and helps them protect their business and employee population with innovative solutions and strategies, which is no easy task. Stephanie was also chosen to take part in our Holmes Murphy University (HMA U). Only those leaders who show a dedication to the growth of the company and a passion for leading others are invited into the program. Upon completion of the program, Stephanie was invited to become a Holmes Murphy shareholder. Stephanie has recently moved into a formal leadership role where she is responsible for the Employee Benefit division of Eastern Iowa as well as leading a Sales team. This is a major undertaking, and Stephanie has performed the role seamlessly. In addition to all of this, Stephanie is a graduate of ABI’s Leadership Iowa.

Stephanie’s passion for helping others extends throughout her home and work life and right into the community. Stephanie volunteers her time and is involved with Women United for United Way of East Central Iowa, Go Red for Women, Junior Achievement, the Corridor Women Connect Advisory Council, and Xavier Catholic Schools. She is also part of Holmes Murphy’s Women Optimizing Women (WOW) program. This program works to ensure Holmes Murphy is best-in-class as it pertains to hiring, mentoring, and retaining women.

**Cathy Lopez – Human Resources Manager, Cedar Rapids Bank & Trust**

Cathy has led the Human Resources Department at Cedar Rapids Bank & Trust (CRBT) for 17 years, all while CRBT double the number of employees and tripled their locations. She has been steadfast in navigating the ever changing guidelines throughout the pandemic. She has many tasks on her plate in her role at Cedar Rapids Bank & Trust and has taken on many additional responsibilities due to the pandemic – however she has taken them all on with confidence and a smile. Cathy remains calm and poised in any given situation, being a valued strategic partner at CRBT.

Outside of her role at CRBT, Cathy volunteers for the Cedar Rapids Prairie School District and St. Ludmila’s. She also serves on the Especially for You Steering Committee and the Alzheimer’s Association Committee. She received the Distinguished Action Award from the Cedar Rapids Fire Department for stopping to help a motorist, along with three others, who had suffered from a heart attack while driving, and was the first to receive United Way of East Central Iowa’s Outstanding E-Pledge Award in 2016.

**Sandi McIntosh, RN, MA, NE-BC – Director of Emergency Services & Outpatient Infusion Center, UnityPoint Health – St. Luke’s**

Sandi McIntosh has led the Emergency Department at St. Luke’s as Director of Emergency Services since 2000, and later added Director of Outpatient Infusion Center to her title. Leading a team through unprecedented times, like the COVID-19 pandemic, is never easy. However, Sandi has taken the challenges head on to ensure her team continue to provide the highest standard of care while improving patient satisfaction and safety.

In her role as Director of the ED and Outpatient Infusion Center, Sandi oversees areas that have been critical to pandemic response. In the early days, Sandi led plans to create a temporary screening shed outside the ED doors where patients coming to the hospital would go first to be screened for COVID-19 symptoms. This work allowed the ED team to separate patients with respiratory symptoms and those without. Another major accomplishment during the pandemic has been her leadership in St. Luke’s monoclonal antibody (Mab) distribution. Mab treatments have been a life-saving therapeutic for those who have tested positive for the virus. It can block the virus from entering your cells and limit the amount of virus in your body. MAb treatment has meant milder symptoms and decreased likelihood of hospitalization for many high-risk patients. Under Sanid’s leadership, St. Luke’s launched its MAb treatments in November 2020 and really ramped up the number of treatments as supply increased. In total, MAb treatments have been given to over 1,400 patients at St. Luke’s, mostly used against the Alpha and Delta variants. This has had a tremendous impact on keeping our community healthy and keeping people out of our hospital where staff already faced surging patient volumes.

During the flood of 2008, when nearby Mercy Medical Center shut down due to flooding, Sandi led her team as the only ED open in the city, which meant the ED saw nearly double its usual number of patients. In addition, St. Luke’s ED was undergoing major renovations at the time and the team needed to think creatively with their space limitations to accommodate all the patients and expand capacity. In 2014 when the Ebola virus became a global concern, Sandi and her team led the way in preparing for the possibility of the virus spreading in the U.S. St. Luke’s staff were well-trained and ready to handle the infectious disease with the proper protective equipment and protocols in place. Sandi readied her team to care for sustained, increased patient volumes over these last two years. Additionally, as St. Luke’s Infusion Center Director, Sandi was instrumental in quickly creating St. Luke’s monoclonal antibody treatment outpatient clinic, which has provided over 1,000 life-saving treatments for Eastern Iowa patients.

**Lisa McQuillen – Executive Vice President & Brand Manager, F&M Bank**

Lisa is a true servant leader. She leads herself well and holds herself to a high standard of role modeling what she asks others to do. She is always looking for ways to challenge and encourage others in her life and work to be their best, consistently seeking out ways to learn and grow. The small things are the big things to Lisa. Even when her plate is full, she doesn’t let anyone come in or out of her presence without giving them a smile, a hello, or a word of encouragement. She is a positive light in the lives of so many and shows what it can mean to achieve much in a way that allows us to stay healthy and whole whil empowering and lifting up others.

Lisa is active in her church, fundraises for Anamosa Community Schools, and participates in several community-based efforts, such as F&M Bank’s Leaders Who Lunch program. She has also helped several individuals on their health journey through her wellness coaching business while remaining active in the Anamosa and Cedar Rapids communities.

**Kate Nash – Director of Marketing, Raining Rose**

Kate has been a leader in companies in our community, growing in her roles and leading teams to success throughout her career. She initiates and champions work that drive strategy and results. Raining Rose has grown over the years by essentially doing more of the same things we had always done. This approach was sufficient for many years. However, as production capabilities expanded, the company was starting to suffer from trying to be all things to all customers. Kate identified these challenges and

volunteered to initiate a comprehensive strategic analysis of what customers and products we should focus on moving forward. Kate drove the entire process and coordinated input from customers, competitors, production, and sales. The outcome was a renewed focus on where Raining Rose can have the greatest impact with customers, and it has defined the major investments they will be making the

next several years.

Kate’s impact reaches beyond her work as the Director of Marketing at Raining Rose. In 2021, she was accepted as a speaker for EntreFest. The breakout session she moderated – “You Don’t Have to Fake It to Make It: Getting Real with Imposter Syndrome, Goal Setting, Vulnerability, and the Year that Nearly

Broke Us” – helped share messages of women leaders as they navigate career and life.

Kate serves as the Secretary of the History Center’s Board of Directors and educates her colleagues and community members on opportunities the History Center offers that help us learn about our great community. Kate also volunteers as an English tutor for the Catherine McAuley Center. Her

English student is a fellow Raining Rose team member. Her support and teaching creates an opportunity to build relationships with more co-workers and equips the learner with stronger English skills, all while never leaving the workplace. In 2022, Kate was selected to join Leadership for Five Seasons. Through

the program, she has made connections with leaders across the community, shared ideas about community impact with like-minded individuals, discussed marketing and business to support others’ growth, and deepened her connection to community by volunteering with others to plan the class’ volunteer project.

**Molly Newhouse – Executive Director of Surgery Center Operations & Hospital Preoperative Services, Mercy Medical Center**

When Molly started at Mercy, she was a staff nurse and since then, has transitioned to Clinical Manager of the PACU, Nurse Manager of the Operating Room and now, her most recent role as the Director of Preoperative Services. Molly oversees the ambulatory surgery center in Hiawatha; hospital pre-op; OR; PACU; phase II; surgical intensive care unit; and central sterile. She has swiftly advanced in the Mercy system because of her dedication to the community and her ability to be a quality leader.

With her extensive knowledge and experience, Molly ensures patients' care before, during, and after surgery is exemplary and follows protocol. She has a talented skill set to identify and overcome system problems in the organization to improve patient care. Molly focuses on increasing adherence to treatment protocols and helping to improve patient outcomes. She is an advocate for staff and helps motivate them, which is an asset to this hospital. Each day, she leads with integrity.

Molly’s background as an ICU nurse, manager of the PACU and manager of the OR have led her to be a well-respected and essential part of Mercy’s continued success. She’s often looked to when large projects come up because she always knows who to call; she’s exceptional at forming the best group of people with the skillset and innovative thinking needed to successfully reach their goal.

As a leader, she sees the “big picture” and helps those around her to understand the process that goes into a decision. She has a great relationship with all levels of the care team – physicians, leaders and frontline staff – which is valued by all.

**Sarah Peters – Chief Financial Officer & Vice President of Finance & Administration, United Way of East Central Iowa**

Sarah is the anchor of the United Way of East Central Iowa Leadership Team. Her calm demeanor ensures people feel heard, her deliberateness makes certain that all angles are explored, and her analytical mind guarantees they think through the impacts their decisions could bring. And underneath it all, she cares deeply for her coworkers, adding in a splash of a wonderful sense of humor.

As Chief Financial Officer and Vice President of Human Resources, Sarah’s plate is constantly full as she oversees the finances of United Way of East Central Iowa, the Human Services Campus, and a handful of other agencies UWECI represents as a fiscal agent.

Because of her leadership traits, Sarah has also been able to build the Human Resources department as she treats everyone fairly while ensuring their cares and concerns are heard and discussed. She has moved the organization forward in HR policies, procedures, and practices, with personal goals to continue to evaluate and make necessary changes.

It’s a natural fit for Sarah to oversee the Employee Engagement Committee with these traits as she sets guardrails for the committee while encouraging them to expand and set forth a path for our internal culture to continue to grow. She has been able to develop a relationship with the committee that includes open communication, allowing the free flow of ideas and insights from the committee to the leadership team. Furthermore, it’s because of Sarah’s leadership that UWECI has implemented an annual employee engagement survey with mini- follow-up surveys to dig deeper into how their culture can improve.

Finally, Sarah’s qualities fuel her passion for diversity, equity, and inclusion (DE&I). She is quietly one of the organization’s biggest champions of DE&I work, understanding her privilege and harnessing her power to create opportunity where she can. She speaks often of inclusivity, recognizing that individuality brings uniqueness, creativity, and productiveness that uniformity cannot.

Sarah is a wonderful example of a Servant Leader. She puts her team first, training and empowering them to grow to their full potential. Sarah wants to serve first and then makes the conscious choice to lead, continually growing and outperforming the positions she has held over her career.

**Tammy Roberts – Director of Finance, McGrath Family of Dealerships**

Tammy has worked for McGrath for almost 28 years. She paved the way for women at the

organization. For a long time, she was one of the only females to work in the sales side of the organization. She grew the subprime finance department and then recently got an opportunity to become the Director of the Finance Departments. Tammy oversees nine different finance departments throughout the company. She has always been a mentor to all, but especially women. Her

ability to connect with other females and help mentor them has been a huge asset to our McGrath. Currently, four out of nine of their finance departments are led by women.

Tammy was challenged this past year to make some improvements in the Finance Departments. McGrath was experiencing higher turnover, revenue was decreasing, and their CSI was okay at best. Tammy dug in and instilled a lot of new processes and practices to better help their teams and customers. Tammy restructured the staffing and created a schedule that gave employees

a better work life balance, which helped increase employee retention by at least 25%. She also implemented continued training with her staff and meetings for collaboration. Most notably, she built a development program that works with sales staff who have goals to be in the Finance Department to help them understand the roles of a Finance Manager and work on the skills that will make them succeed. Tammy also saw an opportunity to better processes for customers. With more requests for virtual meetings and e-signatures, McGrath has now digitized most of their systems and made the process more efficient for the customer. Not only has their Customer Satisfaction score been increasing, but their revenue increased by 20% year over year.

**Kim Shultz – First Impressions Team Supervisor, Van Meter Inc.**

Kim serves as the Supervisor of the First Impressions Team at Van Meter. Kim’s positive energy, calm demeanor, determination, and drive to lead with a servant heart make her an exceptional employee-owner at Van Meter. These qualities have positioned Kim to take on other leadership responsibilities outside of her day-to-day role.

Kim’s leadership has been recognized in a variety of ways over the years. Five years ago, she was selected as the supervisor of the First Impressions team where she leads a team of three women who help make a lasting impression for customers. Kim and her team answer the phones, directing calls to appropriate resources, share a smiling face as people walk into Van Meter, organize onsite meetings, support the sales team with projects, and so much more. Her leadership has especially shined over the last two years during the COVID-19 pandemic as she continues to think strategically on how to build her best team for the future. This required determination, creativity, and perseverance to find a way has allowed her team the ability to work remote in roles that traditionally needed to be in the office.

Kim’s leadership has been acknowledged outside of her day-to-day role through a variety of committee nominations. Kim was selected to serve on the Employee Ownership Committee and has served as President of that committee for the past three years. During Kim’s service on this committee, she led some large initiatives paving a path of legacy for our company’s Employee Stock Ownership Plan (ESOP). She helped relaunch our CEO (Certified Employee-Owner) Program that educates employee-owners on ESOP and planned three October ESOP Month and stock value reveal celebrations. Kim’s leadership and positive energy on the Employee-Ownership Committee was further recognized by leaders when she was asked to serve on the Employee Owner Task Force committee. Through this committee, she helped lead an initiative to educate 200 new employee-owners who joined Van Meter through an acquisition on employee-ownership and our company culture.

Additionally, Kim serves as the organizer and point of contact for Van Meter’s Charitable Giving Committee. Each month, she shares her positive energy, strategic thinking, and passion to give back as she and other members review and identify organizations to support within our community through financial and volunteer opportunities.

**Brandi Sindelar – Contract Management Operations Leader, GreatAmerica Financial Services**

In Brandi’s 18 years at GreatAmerica, she has held various roles and impacted the organization immensely. Her first role as part of a customer facing team allowed her to gain firsthand experience and knowledge into the industries served and to the needs of the customers.  While not yet a leader, her solid decision making, desire to deliver excellence, and knack for mentoring others set strong examples for her fellow team members and resonated with customers.  These natural skills created a seamless transition as she moved into a team leader role, expanding the positive impact she had in the organization.  Most recently, Brandi became a rookie again as she moved into an operations leadership role for an area of the organization that immediately felt the benefits of her experience and passion for delivering a high-quality experience for all.  She adapted quickly to learn new capabilities and build strong relationships with new team members.

The influence Brandi has from her seat reaches far and wide, evident in the team members she has mentored and have since moved into leadership roles, the cohesiveness and comradery in her team, and the recognition her group receives from customers. She is a strong presence and often go-to resource in the industries she supports, actively connecting the needs of our customers to the right capabilities and solutions.  If anything shows the consistency in performance that Brandi brings, it’s being a three-time recipient of Outstanding Achiever, the highest honor at GreatAmerica, each awarded while in different roles.  Her commitment to the customers’ success has brought additional recognition through countless WOW and High Achiever awards, demonstrating her passion to do what is right and deliver faithfully on the GreatAmerica Experience. She holds a deep-rooted belief in helping others be successful and her support and commitment in the workplace is just a small fraction of what she offers as a person. Brandi brings a fierce combination of technical mindedness, creativity, care, and compassion to all around her.

**Joni Thompson – Associate Executive Director of Aging Services & Director of Cedar Rapids Milestones, AbbeHealth**

Joni is dedicated to serving the community each and every day. Over the past year, she has seen many changes in her role and responsibilities at Aging Services. As an Associate Executive Director at Aging Services, Joni serves older adults in the community and took on additional responsibilities, supervision additional programs and serving as the Quality Assurance Officer. She also led Aging Services, including three Adult Day Health Centers, through the Commission on Accreditation CARF survey. Her organization and time management played a huge role in receiving the CARF reaccreditation. She educated herself on the process and expectations while gathering the required information. As the Director of Cedar Rapids Milestones, she helps vulnerable individuals get the help they need to remain in their homes. Her leadership during the pandemic has allowed for Milestones Adult Day Health Center to remain safely open while continuing to provide quality programming because she was willing to look at different ways of operating to meet the needs of clients and maximize the resources available. Joni also serves on several community groups, including Linn County Elderly Consortium and represents her clients and staff at the Aging Services Board of Directors meetings.

***Women of Achievement in Service to the Community***

**Amara Andrews – Entrepreneur**

In March of 2021, Mara Andrews launched her campaign for Mayor of Cedar Rapids. She arrived at the decision to run for office after much consideration for the needs throughout the city and concern for voices that were absent from political discourse. She built a grassroots campaign and relentlessly promoted a platform of recovery, economy, and community. Amara made it a priority to connect with Cedar Rapidians of all ages, from all quadrants, and from all backgrounds. She knocked on doors, called prospective votes, and hosted events to inspire action. In the field of four candidates, Amara finished second in the general election, earning a place in the subsequent runoff election. Had she prevailed, Amara would have become the first Black – and the first Black woman – to serve as Mayor of Cedar Rapids. While that was not the outcome, Amara leaves a legacy of leading an inclusive campaign that gave hope to young Black girls and others that the political process does matter.

Before becoming Candidate Andrews, Amara had already established herself as a community leader. She serves as the board president for the Academy of Scholastic and Personal Success, which works to prepare Black and Brown students for college while emphasizing their cultural history with teachers who look like them, and the Board Vice President for Advocates for Social Justice (ASJ), being an instrumental representative to the City Council in creating the Cedar Rapids Citizens Review Board, which is only the second in Iowa and among fewer than 170 in the United States. With an undergraduate degree from University of California, Berkeley and a law degree from University of California, Los Angeles – School of Law, Amara draws on her business development expertise and entrepreneurial nature to pursue equity for disinvested communities and uphold a progressive outlook for the future.

**Kristina DeVore – MSN-Ed, RN, GERO-BC, University of Iowa Hospitals & Clinics**

Kristina goes above and beyond her role as a registered nurse at the University of Iowa Hospitals & Clinics, evidenced by her receiving the Silver Award of Professional Recognition in 2020 and the Gold Award in 2021. She was given these awards for her work precepting new nurses and nursing students, engaging in quality improvement and evidence-based practice projects, participating on committees and councils, promoting service excellence, and demonstrating involvement in professional activities. Kristina also received the DAISY Award at Mercy Medical Center in 2015 from a patient’s family for her extraordinary care and quick actions to save the patient’s life.

When the Derecho hit in August of 2020, Kristina gathered a group of volunteers to raise money to provide supplies for those in need in the community. The group raised nearly $1,400 which they used to purchase bottled water, cleansing wipes, solar lights, flash lights with batteries, hygiene kits, and first aid kits. They also put together sack lunches. The volunteer time spent 60 hours over a five day period putting everything together and delivering them to those in need and those working hard to rebuild the community. Kristina also supported the community after the 2008 flood, sandbagging and providing post-flood services and support to community members.

**Lorrie Erusha – President, Mercy Medical Center Foundation**

Lorrie has always been about relationships. Her ability to connect individuals with what they care about and then help support that care through meaningful contributions to organizations creates mutually beneficial relationships. Lorrie’s professionalism and commitment to philanthropy have had tremendous influences on the organizations she has led. She’s described as a master storyteller who can transform hearts in a powerful way. She truly has a gift in helping people see beyond their financial gift to understand the influence they’re making in the community.

Lorrie’s professional experience includes nearly 20 years as a consulting entrepreneur, providing leadership, human resources management and organizational analysis, and effectiveness and development support to small and medium privately held and nonprofit organizations. She consistently works with key stakeholders within the Cedar Rapids community to build and strengthen community partnerships to best serve unmet needs, including the underserved populations, the vulnerable, and those experiencing crisis and/or unprecedented challenges.

Recognizing the importance of philanthropy and expanding the field’s influence in our community, Lorrie has taken other professionals new to the field under her wing to mentor them and support their professional development both within her professional roles and as a personal mentor. Her work continues as an active member of the Association of Fundraising Professionals (AFP) at the local level and beyond. Lorrie served as the president of the local Eastern Iowa Chapter of AFP in 2019 promoting philanthropy to the entire community. She brought the chapter’s first professional speaker to help educate local fundraisers as she believes in investing in the development staff so that local nonprofits can thrive. Lorrie was also chosen as the Outstanding Fundraising Professional by AFP.

As president of the Mercy Medical Center Foundation, Lorrie currently manages a staff of six and continues to inspire and motivate them every day. She aligns her personal values with Mercy’s values of integrity, compassion, accountability, respect and excellence. She listens to donors and links them in a meaningful way that relates to Mercy’s mission in healthcare and resonates with the donors. Lorrie has been a key leader in raising funds for Mercy, including the HallMar Village campaign. In less than a year, the campaign raised $11.6 million, surpassing the $8.5 million goal.

**Renae Koth – Program Manager, Foundation 2 Crisis Services**

Renae has spent the last 14 years supporting teenagers and young adults through her work at Foundation 2 Crisis Services. She began her career in case management, working directly with youth at the Foundation 2 Emergency Youth Shelter. She has since been promoted several times and now serves as the organization’s Program Manager, overseeing the Fostering Futures Program. She has a clear passion for standing up for and offering a helping hand to young people in crisis. While not required by her role, Renae attends the Achieving Maximum Potential Support group for teenagers in the Iowa foster care system and young adults who have aged out of the system.

In 2021, Renae was recognized as an Honorary Member of the Junior League of Cedar Rapids. Renae is always working with the Junior League to reduce barriers for young people who have aged out of the Iowa Foster Care system. She advocates passionately and clearly for what young people need, including advocating for housing support and sharing experiences as they relate to what housing barriers young people who’ve aged-out of the system face. Her advocacy on the state level has led to policy and law changes to improve the quality of life for young people who are in the foster care system. In the last 18 months, Renae has led her team and implemented two national pilot programs. Fostering Higher Education is focused on placing young people in vocationally focused mentorship placements. The program aims to help young people start to see a path for themselves in the workforce. Additionally, Renae oversees the Group Violence Intervention (GVI) program, previously RESET, previously SET initially led by the Greater Cedar Rapids Community Foundation. This program works with young people who are at high risk to participate in community violence by connecting them with a credible messenger. The program works in close connection with the Cedar Rapids Police Department. Renae has not only established relationships, but created strong partnerships with the partners of this program to effectively reduce community violence.

**Rebecca Neades – Vice President of Community Development, GreenState Credit Union**

Rebecca has spent her career in Iowa City helping to grow economic opportunity through different roles, including the Chamber of Commerce and now GreenState Credit Union, including writing the application for the Iowa City’s Blue Zones designation and successfully advocating for $230M in federal funding for a passenger rail. She is always present at community events, forums, and meetings, representing GreenState and their 200,000+ member-owners across Iowa. She is the ultimate “worker bee” who keeps organizations moving forward toward their goals. Rebecca has helped lead the charge to promote prize-linked savings, an innovative financial product that creates positive financial incentives for savings, even advocating for it at the statewide level. Rebecca has also been a longtime advocate for companion animals, serving on the Board of Directors for the Animal Center Foundation. She also serves on the United Way of Johnson & Washington Counties Resource Development Committee and Campaign Committee, the Iowa City Business Partnership Legislative Affairs Committee, the Economic Alliance Large Investor Committee, and the Iowa Credit Union Foundation League Advocacy Committee.

**Royceann Porter – Chairperson, Johnson County Board of Supervisors**

Supervisor Porter has dedicated her life to building a community that supports all residents, no matter where they are from, what their income is, or what level of education they have when they arrive. She served on the Iowa City Community Police Review Board and the Steering Committee of the Iowa City Coalition for Racial Justice. She’s worked as a juvenile court liaison and served on the Johnson County Disproportionate Minority Contact Committee and the Juvenile Justice Youth Development Policy Board. She has extensive experience with youth issues outside the justice system, having worked with the Iowa City Community School District’s Equity Committee, African American Parents’ Group, and M.L. King Teachers In-service Planning Committee.

She has built institutions in Iowa City and Johnson County. She founded and serves as President of the Black Voices Project, which helps black and white citizens participate in community life, and the Family2Family Program, which matches families new to the Iowa City area with ones already established in the area. In 2018, Supervisor Porter became the first Black candidate to be nominated to a countywide office in Johnson County history. She won her election in a landslide. In 2022, she became the first Black Chairperson of the Johnson County Board of Supervisors in its history.

Supervisor Porter is an institution and pillar of our Johnson County community. From the moment she moved to Iowa City thirty years ago, she dedicated herself to building up the community, lifting the voices of others, and making Iowa City/Johnson County the best place to live in the state of Iowa. She has led the community through good times and bad. She has excelled in service and delivery and will continue to do so for many years to come.

**Joni Shaw – Distribution Center Team Member, Van Meter Inc.**

Joni is active in her community, doing her best to support others and be a positive influence in their lives. She works hard to keep a positive attitude, starting off every morning by posting a positive comment to start her day and everyone else’s days off on the right foot. Joni is a mother to two boys and strives every day to teach them to put others first. Leading by example, Joni actively supports several community organizations. In 2021, Joni raised $10,000 for the Juvenile Diabetes Research Foundation (JDRF) by running the Chicago Marathon. She also participated in two 100 mile bike rides, which each raised $1,000 for JDRF. Joni also regularly volunteers at the “Golf Fore Good” golf outing, which raises money for the Hope Walk, which supports suicide awareness and prevention.