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April 9, 2015 • Fort Collins Marriott

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Jeannine Truswell

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Meet this year's Women of Distinction

Now in its seventh year, the Northern Colorado Women of Distinction program remains a wellspring of inspiring stories. Our impressive list of honorees represent some of the best business people of either gender in our region, as well as the most energetic volunteers and mentors. A willingness to give of oneself for the greater good always is an important component of our award criteria.

This year's Women of Distinction award winners are profiled in the following pages, demonstrating how our selection committee – comprised of past winners and representatives from BizWest – again chose wisely and well. As always, it was a tough job. The pool of nominees numbered more than seven dozen, and all were more than worthy of inclusion. We are grateful to the selection committee for its dedication and hard work, including Yvonne Myers, Mary McCambridge, Jean Schober Morrell, Annette Geiselman and Becky Safarik – the same quintet who made last year's selections.

We also would like to thank the sponsors whose generosity makes it possible for BizWest to bring the accomplishments of these impressive women to our attention. This year, our charter member, University of Colorado Health, is joined by EKS&H, the Marriott Fort Collins, The Women's Clinic, Columbine Health Systems, Orthopedic and Spine Center of the Rockies, Eye Center of Northern Colorado, Home State Bank, SurveyGizmo, Palmer Flowers and DaVinci Sign Systems Inc.

The profiles of this year's award winners were written by Elizabeth Gold and Kay Rios, with photographs by Jonathan Castner. Dallas Heltzell edited this special section.

On behalf of Christopher Wood and the entire staff of BizWest Media LLC, I extend our congratulations to this year's winners. May you continue to inspire us – and all of Northern Colorado.



Sincerely,

Jeff Nuttall, publisher
BizWest

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OUTSTANDING MENTOR

Paepke finds happiness on job and on air

BY KAY RIOS

news@bizwestmedia.com

While Dawn Paepke spent time in a formal mentoring program, it was an informal and, she says, inadvertent influence that brought her the Outstanding Mentor award.

“I’m blown away, Paepke said. “Although I was in Partners Mentoring Youth, in general I’ve never considered myself a mentor. I’ve always tried to live with integrity and make the right decisions, but I didn’t think I was having that kind of impact.”

Mentoring does come in odd ways, she admitted.

“Looking back at the bosses I’ve worked for in the past, I also learned from those who were the worst,” she said. “I learned what not to do and how not to be a manager or a leader. You pick up those things, and then when you have a really great boss like I have now, you see more clearly how it takes being supportive and challenging to be a great leader and a mentor.”

Being around people who challenge you makes you a better per-

► See **Paepke, 17**



JONATHAN CASTNER / FOR BIZWEST

Being around people who challenge you makes you a better person, says Dawn Paepke, “so, if I’ve done that for someone and if I’ve helped someone else, that makes me happy.”



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OUTSTANDING VOLUNTEER

Guldy's life lessons lead her to help others

BY ELIZABETH GOLD
news@bizwestmedia.com

For Cindy Guldy, paying it forward has become a way of life.

"When I first came to Loveland, I was a single mom. I know what it's like to struggle," she said. Thirty-seven years later, she's continuing to focus on reducing that effort for others.

One of the volunteer projects on which Guldy has worked in this mission in mind is the House of Neighborly Service. The organization offers comprehensive emergency basic-needs services for low-income and impoverished residents and people in financial or situational crises.

"We had a retreat to look into the future, and all of us came up with the same idea that we needed a new facility," she said. "There just wasn't enough room, and we were having to turn volunteers away."

Taking what Guldy calls a leap of faith, the board took on the project.



JONATHAN CASTNER / FOR BIZWEST

Cindy Guldy has been able to solicit donations for community projects simply by asking – because, she says, "I've learned that when you ask for help, it's the ultimate compliment."

"IT'S EASY TO ASK WHEN YOU KNOW IT'S GOING TO HELP SOMEONE. I'VE LEARNED THAT WHEN YOU ASK FOR HELP, IT'S THE ULTIMATE COMPLIMENT."

Cindy Guldy

"We wanted to put a lot of services in the same building because we knew that, for a single mom, getting from one place to another could be a burden."

About \$3.5 million later, the non-profit has bought a 62,000-square-foot building that will house about 20 social-service agencies under one roof.

"I made the first ask for half a million dollars, and we went from there," Guldy said. "It's easy to ask when you know it's going to help someone. I've learned that when you ask for help, it's the ultimate compliment."

Guldy learned that lesson during her early days in Loveland, when she was waiting on tables and wanting to take the personal leap to build her own business.

"I built my business by calling on customers and asked them to help me and was able to build my whole business on referrals," she said.

She has been a successful financial-services professional with New York Life for 35 years.

Another fundraising activity in

which Guldy has had her hand benefited the McKee Breast Center in Loveland. Working with a team, she created a "Dr. Zhivago Party" complete with moonlit horse-drawn carriage rides, black caviar and wine from Russia and sunflowers.

"People dressed in fur coats and hats, and we had live music and a five-course meal," Guldy said. "People pay a lot to have fun for a good cause." The event raised \$10,000.

Another benefit on which Guldy worked came about through her work with the Rotary Club of Loveland. The group created a program that would address childhood hunger.

"Kids would come into the school nurse's office hungry on Monday mornings," she said. During the school week, those same kids were getting breakfasts and lunches through a school meal program, but on weekends they were less fortunate.

The club created the Kids Pak program as a weekend hunger-relief program for children in the Thompson School District. Each pack holds enough food, which meets the nutritional requirements for children, to feed a child for the weekend. The food chosen allows children to be able to fix their own meals.

The program currently serves 30 elementary, middle and high schools with about 430 packs each week.

"I've been really blessed by getting a lot of support from this community," she said, "and I feel like volunteering in the best way to give back."

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NONPROFIT HUMAN SERVICES

Dorman's drive keeps treatment center in harmony

BY ELIZABETH GOLD
news@bizwestmedia.com

Dorothy "Dot" Dorman follows three primary directives to keep Colorado's longest-standing residential treatment center for the diseases of alcohol and drug addiction successful: Hire the best people, balance clinical focus with business focus and measure your margins.

As chief executive of Harmony Foundation, Dorman provides leadership, direction and strategic planning to a staff of more than 120.

"It's important to surround yourself with very smart, motivated people. Buy-in and communication are key," she said. "It's easy here because we're so mission-driven, and people are drawn to this field by altruistic reasons."

Dorman makes sure the business-side of Harmony Foundation stays in front of all staffers to make sure their best efforts can continue. The practice includes holding managers to a tight budget and making sure results are measured.

"Data is important to me," she said. "We can bring people in the door, but



JONATHAN CASTNER / FOR BIZWEST

Attention to details is key for Dorothy "Dot" Dorman, chief executive of the Harmony Foundation. "We can bring people in the door, but if we can't prove it helps, we're just taking their money."

► See **Dorman, 17**



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LEADING LADY

Truswell's way of helping people is a United Way

BY ELIZABETH GOLD
news@bizwestmedia.com

"It's very difficult to explain the United Way in an elevator speech," said Jeannine Truswell, president and chief executive of United Way of Weld County.

"Some nonprofits may have one special focus, service or client concentration," she said. In contrast, United Way focuses on a broad spectrum and the big picture: bringing people and resources together. Its areas of interest are education, income, health and helping people meet their basic needs.

With an eye to long-term solutions, United Way helps human-services programs meet immediate needs so individuals and communities can prosper.

Definitely not an elevator speech.

As leader of Weld County's United Way, Truswell is responsible for overall supervision including resource development, resource investment, financial management, volunteer management, marketing and communications, program development and community building.

Likewise, not an elevator speech.

"People have a misunderstanding that United Way is one big organization, but actually each one is local. Money raised locally stays locally," Truswell said. "As a result, many people don't think their \$25 gift makes a difference in their community, and that's not at all true."

With 30 years of experience in nonprofit management and a majority of those years with United Way, Truswell easily engages people with the organization's mission.

For example, the Promises for Children program is a community partnership dedicated to improving the wellbeing of all children in Weld County by making sure early-childhood care, health and school readiness is addressed.

"We worked to empower parents and get all players working together on it as a community project," Truswell said. "That's a lot of our role – to bring people together to create collaborative efforts."

When the 2013 floods hit, Truswell was in Florida, but still spent 16 hours a day on the phone and computer, working to get the help Weld County was so desperately needing.

"For Weld County, some of our most vulnerable communities were hit hard," she said.

United Way was in the middle of its annual fund drive, and Truswell knew that reaching out for immediate financial help would likely displace the annual funds people were targeting for it. She made sure financial requests didn't put donors in a position of choosing which nonprofit to support and instead inspired them to band together to support the community.



JONATHAN CASTNER / FOR BIZWEST

With 30 years of experience in nonprofit management and a majority of those years with United Way, Jeannine Truswell easily engages people with the organization's mission.

**"I REALIZED I'M
BLESSED. IT'S NOT
REALLY A JOB. IT'S MY
LIFE, AND I KNOW THAT
NOT EVERYONE GETS
TO DO THAT."**

Jeannine Truswell

Through partnering with the Community Foundation Serving Greeley and Weld County, the organizations were able to accomplish more than either would have been able to do separately.

The collaborative effort created a relief fund and established a community board to oversee fund solicitation and awards. It brought in more than \$1 million and began assisting displaced individuals and families far ahead of governmental systems.

Truswell stressed that it takes more than one person to make things happen – it takes multiple services to move people to become self-sustaining.

"And that's who I am and what I believe in, too," she said. "My values play through United Way."

"It's not always that a person's passion can be coupled with their livelihood," she added. "I realized I'm blessed. It's not really a job. It's my life, and I know that not everyone gets to do that."

Generations . . .



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HEALTH CARE

Poduska in 46th year of service at PVH

BY KAY RIOS
news@bizwestmedia.com

Registered nurse Donna Poduska, vice president and chief nursing officer at Poudre Valley Hospital in Fort Collins, is devoted to improving the quality of nursing in Northern Colorado.

Poduska has worked at Poudre Valley Hospital for 46 years, and has been in her current position since 2011. During her tenure, she has become known for hard work and tireless determination.

Poduska has been influential in coordinating classes emphasizing staff development and patient education, in unit redesign and reorganization, and in the development of service lines and implementation of collaborative practices. Additionally, she worked on the development of a outpatient cardiac cath-recovery unit and a surgical-admission program that included customer service and the refinement of service lines.

Poduska is hesitant to take credit. "I was very honored to even be considered," she said, "but when you look at our nursing care and our whole patient care, as an organization, we've always



JONATHAN CASTNER / FOR BIZWEST

The focus on high standards of nursing is obvious at Poudre Valley Hospital in Fort Collins, says Donna Poduska, vice president and chief nursing officer. "PVH nursing has received numerous national recognitions."

"I HAVE ALWAYS SAID THAT A LEADER'S ROLE IS TO REMOVE BARRIERS AND SET THE FRAMEWORK FOR INFLUENCING OUTCOMES."

Donna Poduska

tried to raise the bar and provide excellent care. It's all about who's on your team and it's about having excellent people around you. That makes it so much easier, and when we're all focused on the vision of being the best, it makes me look good."

The focus on high standards is obvious, she said. "PVH nursing has received numerous national recognitions. It's our ninth time in the top 100 hospitals in the nation, and it's our fourth time for receiving the Magnet Designation for Nursing Excellence." The Magnet designation recognizes excellence in nursing services and is considered the gold standard for nursing practice. PVH is one of only 10 hospitals in the nation to earn this designation four times. "It's about dedication, commitment and quality," she said.

Poduska admitted she has a big job but said, "I have always said that a leader's role is to remove barriers and set the framework for influencing outcomes."

She's worked hard to establish that framework and provide the influence. She has served two terms as Region 8 director for the American Organization of Nurse Executives and serves on the American Hospital Association Solutions board of directors. Through her professional associations, she said, "I've been able to carry what we are doing nationwide and, through networking, I've also brought ideas back to PVH."

Originally from Livingston, Mont., she came to Fort Collins as a new graduate and began working at PVH. "I started on nights in the surgical unit but have never wanted to go anywhere else because PVH has always given me an ability to advance and to take on additional roles in the community, the state and the national scene."

It's important to stay on top of things in the health-care field, she said. "We are always updating and changing our practice to give our best care to our patients. We also have to be good at strategic planning and look at how we grow the business, how we institute new practices, and what programs and technology do we want to be able to provide."

She enjoys all of those aspects of her job, she said, but adds that the best part is "working with all the great people here."

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GOVERNMENT, ENERGY AND UTILITIES

Riley brings private efficiency to public assistance

BY ELIZABETH GOLD
news@bizwestmedia.com

Assisting people in need and helping them resolve their own challenges in the future top the list of what gets Ginny Riley excited about going to work in the morning.

A close second is developing a new generation of leaders who can take the work of her organization to the next level.

As director of the Larimer County Department of Human Services, Riley has a track record of moving people to the head of the line rather than giving them a number.

For example, she has worked to shorten the delivery time for public-assistance benefits such as food stamps, Medicaid, child-care assistance and cash support. As opposed to meeting the federal deadline of up to 45 days, her program has been able to start benefits on the same day in more than 75 percent of new applications.



JONATHAN CASTNER / FOR BIZWEST

As director of the Larimer County Department of Human Services, Ginny Riley has a track record of moving people to the head of the line rather than giving them a number.

“OUR HEARTS ARE ALL IN THE SAME PLACE – CAPITALIZING ON A COMMON VISION AND TAKING RISKS TO GET THERE.”

Ginny Riley

“We have had visitors from all over the state and the country coming to learn how we deliver consistently high results, especially in light of increasing caseloads and no commensurate increase in funding,” said Laura Walker, deputy director of Larimer County Human Services.

The program leads the 64 Colorado counties in outcome measurements in nearly every program area month after month, she added.

“We’re local boots-on-the-ground for programs like food stamps and Medicaid,” Riley said. “If people don’t have food, they really can’t wait.”

To meet and exceed the markers Riley sets, she relies on processes that make private organizations successful.

“We may be in government,” she said, “but a lot of the best practices we use we’ve learned from private-industry manufacturing.”

Those processes include lean manufacturing and business-process re-engineering.

Lean manufacturing emphasizes eliminating non-value-added activities to deliver on time and on bud-

get. Business-process re-engineering involves radical redesign of core business processes to improve productivity, cycle times and quality.

As a leader, Riley focuses on making sure her team is on the same page with the organization’s mission, with her and with each other.

“The key is to make sure you’re clear with everyone about the vision and the common ground between that and the individual’s personal vision,” she said. “Our hearts are all in the same place – capitalizing on a common vision and taking risks to get there.”

“For example, sometimes we have to let our agenda take second seat to help another organization accomplish their mission to enable us to accomplish ours.”

Giving credit to team members, sharing tasks and being willing to risk mistakes are hallmarks of Riley’s management style.

“I don’t own the duties of this job – it’s important to give others the opportunity to step up and represent the organization.”

Although dealing in government bureaucracy comes with its own set of challenges, it also offers a good deal of support.

“It’s very regulated and entrenched in ‘how it’s always been done’ thinking as opposed to being a community-based organization,” Riley said. “On the other hand, the government has a lot of resources – partners – that bring a lot of expertise.”

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NONPROFIT HUMAN SERVICES

Love fuels Kearns-Hout's work with Catholic Charities

BY KAY RIOS

news@bizwestmedia.com

Enita Kearns-Hout has been likened to the Energizer Bunny, and, she admits with a laugh, "I bop 'til I drop."

The Woman of Distinction award for Kearns-Hout, Weld County regional director of Catholic Charities of the Archdiocese of Denver, stems from her efforts in the non-profit world. She led the campaign to secure funding for the Guadalupe Community Center and Shelter, which provided close to 15,000 nights of shelter last year. Additionally, thousands of flood victims were assisted in Weld County in 2013 through her efforts to provide both emergency and long-term assistance. She also championed the effort to fund A Women's Place, a shelter for battered women.

"Life has been kind to me, and I work in an industry where I see that life isn't equally kind to everybody," she said. "Some people describe my role as being the face of Catholic Charities in Weld County. That

► See **Kearns-Hout, 18**



JONATHAN CASTNER / FOR BIZWEST

"Life has been kind to me," says Enita Kearns-Hout, Weld County regional director of Catholic Charities of the Archdiocese of Denver, "and I work in an industry where I see that life isn't equally kind to everybody."

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Save the date for our upcoming membership event on June 18 at the Lory Student Center. Contact JoAnn Herkenhoff to register today!

BUSINESS AND BUSINESS SERVICES

Daly's mission: To be 'more than who I am'

BY ELIZABETH GOLD
news@bizwestmedia.com

Persistence, Patience, Perseverance. Those are the basic foundations for launching a new product or business, according to Dixie Daly, Loveland Chamber of Commerce membership director.

"Launching is like having a baby," she said. "If you have it too soon, it will cost more."

Through her job at the chamber, her involvement with nonprofit organizations and her personal mission, Daly approaches life as though everything about it is an opportunity.

"I live my passion every day

"I WANT TO BE MORE THAN WHO I AM - TO SEE WHAT I HAVE INSIDE AND TO REACH MY OWN HIGHEST POTENTIAL."

Dixie Daly

working at the chamber," she said. "I get to help other people create their dreams and I give them connections to start and to be in business."

Daly starts with new members by asking what they want from the chamber and then lets them know they're part of a family. "If we know what someone needs, we can give them their wants," she said, stressing that she steers clear of overwhelming members by telling them what they need and how the chamber will supply those things.

As a volunteer, the list of organizations to which Daly has donated time includes the Women's Development Council, Susan G. Komen breast-cancer drives, American Cancer Society and Loveland's Women's Business Networking.

In 2006 she was named eWomen Network's international business matchmaker of the year.

Now, after more than 30 years of doing fundraising for various organizations, Daly is applying her "three Ps" philosophy to her own fundraising project.

It all started with Leadership Loveland, a program through the Loveland Chamber that focuses on developing community leaders. Daly recently graduated from the program, which includes a requirement for participants to select a community-service project.

For Daly, that project was a Loveland Dancing with the Stars fundraising event, scheduled for



JONATHAN CASTNER / FOR BIZWEST

"I live my passion every day" working as membership director at the Loveland Chamber of Commerce. "I get to help other people create their dreams and I give them connections to start and to be in business."

May 16.

"I want to do this to learn more about who I am," she said. "I'm not a dancer - I can 'play dance' but not like this."

Her personal goal? "I want to be more than who I am - to see what I have inside and to reach my own highest potential."

In addition to spending 25 hours learning how to dance, each dancer will perform two different choreographed routines such as the foxtrot, swing and tango, on the night of the event. Each dancer also is responsible for securing sponsorship.

"I raised \$1,000 last night, and today I will do another thousand," Daly said. She sees the endeavor as an opportunity to raise money for her own project. Habitat For Humanity and Heart-J Center are beneficiaries for funds raised.

Daly described the death of her husband two years ago as a catalyst for a life transformation - one that has led her to take this project on.

"My life crashed," she said. "I realized how precious life is and that people can choose to live every moment with love. That's what Ed taught me."

She and Ed met when she was 13, married when she was 17 and had 39 years together.

"He gave me the biggest wings, and that's why I'm doing Dancing with the Stars," she said. "I can raise money for anyone, but raising money for me is my step out of the box."

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BANKING AND FINANCE

For a better Greeley, Gates banks on trust

BY ELIZABETH GOLD
news@bizwestmedia.com

One of the more challenging phases of Patty Gates' early career was being young and being a woman.

"Early on – about 30 years ago – there were not many women in banking," she said. "Having no experience, being young and entering what generally was a male-dominated field unless you were a teller was a challenge."

She credits having good mentors with helping her push herself, get a good education and plan her career. Now she makes a point of passing that mentoring on.

"The best advice I can give now," she said, "is that a critical part of management is to ask someone where they want to go and to be and what can you do together to position them to be ready for when that opportunity presents itself."

As the current senior vice president-market manager with FMS Bank in Greeley, Gates has excelled in her industry since those early challenges.

During her role as executive vice president of Bank of Choice in Greeley, she played a key role in the bank's

► See **Gates, 18**



JONATHAN CASTNER / FOR BIZWEST

"A critical part of management," says banker Patty Gates, "is to ask someone where they want to go and to be and what can you do together to position them to be ready for when that opportunity presents itself."

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EDUCATION

Turner spurs learning and confidence at UNC

BY ELIZABETH GOLD
news@bizwestmedia.com

In addition to her administrative tasks as acting dean and associate professor of accounting in the University of Northern Colorado's Monfort College of Business, Karen Turner puts a lot of energy into teaching and mentoring students.

"Students are a lot smarter than they think they are and believe that it's not special if they can do the work," she said. Her focus is to help them "be confident to take the risk to say what they think and not be timid about putting themselves forward."

In the classroom Turner encourages and supports that initiative every time students raise their hands. "If they answer in a questioning tone," she said, "I ask if they're giving the answer or a question. It helps them gain confidence in themselves."

"ONCE OR TWICE A YEAR I GET AN EMAIL FROM A PAST STUDENT SAYING, 'I'M DOING THIS NOW BECAUSE OF WHAT I HEARD YOU SAY IN CLASS.'"

Karen Turner

Her experience in business helped her increase her own confidence and take the necessary steps to learn what she didn't know enough about.

For example, one of her early positions was working in a retail store. Realizing she didn't know enough about accounting in the job led her to sign up for classes. That was the start of her career in accounting.

Turner's background includes owning and managing Bryan Surplus and Supply for 10 years and United Micro-processor for four – both prior to her current 30-year career in university settings.

"It gives me credibility, especially with small businesses," she said, referring to current work with the East Colorado Small Business Development Center and UNC's BizHub, a virtual business incubator that focuses on health care, ag-tourism and oil and gas.

Since starting her tenure at UNC in 2005, Turner's responsibilities have included heading the UNC accounting and CIS department and leading the accounting program into its continued Association to Advance Collegiate Schools of Business accreditation.

As dean of undergraduate programs at Monfort College of Business, her responsibilities included gathering and analyzing student data, curriculum



JONATHAN CASTNER / FOR BIZWEST

University of Northern Colorado accounting professor Karen Turner says her focus is to help students "be confident to take the risk to say what they think and not be timid about putting themselves forward."

issues and student affairs.

Using those skills helps Turner keep the college in touch with what works best for its students.

"We regularly go through strategic planning here," she said. "Education is always changing and changing quickly," she added, discussing the options of online, face-to-face and a hybrid of both formats for teaching.

"When I came here 10 years ago I was impressed with how MCB knew who it was, and how everyone was proud of that. We're very student-oriented and offer a lot of modes but want to continue being who we are and choosing what's best for the students we have."

Researching how both traditional and nontraditional students do with different teaching methods helps the college stand behind that goal.

Turner has her hand in numerous activities – from helping establish accounting education requirements for certified public accountant licensure in Colorado to volunteering with Women-2Women, an organization that assists women with medical and child-care needs.

Still, she names teaching as the most challenging and rewarding of all. "It's a challenge to keep students' attention and challenging them to go beyond their present capabilities.

"Once or twice a year I get an email from a past student saying, 'I'm doing this now because of what I heard you say in class.'

"That's why teaching is also my first love," she said. "It's about making a difference in someone's life like that."

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REAL ESTATE, CONSTRUCTION AND DEVELOPMENT

O'Neal sells real estate and helps real people

BY ELIZABETH GOLD
news@bizwestmedia.com

Real estate is more than an investment in property to Mary O'Neal. It's an investment in people.

For example, during the recent economic recession years, millions of homes nationally went into foreclosure, leaving many individuals and families destitute and broken.

To help people get through or even around the dark times locally, the Weld County Foreclosure Coalition came together in September 2007. O'Neal served on the coalition as a representative for the real-estate industry where she is a broker associate/partner with The Group Inc. Real Estate. In her role with the coalition, she assisted with the planning, recruiting resources, promotion and education for residents who were facing short sale or foreclosure on their property.

"Some banks weren't that friendly talking to people during that time," she said. As a result of the coalition, the conversations were made easier and more helpful to homeowners.

"I put out fliers throughout north-



JONATHAN CASTNER / FOR BIZWEST

A broker associate and partner at The Group Inc. Real Estate, Mary O'Neal finds homes for her customers, but she also finds ways to use some of those same skills to give back to the community.

ern Colorado to educate people and let them know how as a community we could help them get through it."

Another personal touch that O'Neal has made involved creating the O'Neal Family Endowment Fund for Weld County student scholarships.

"I established funds in the Weld County Community Foundation Greeley using my commission on a property I sold," she said. "I could now give out \$1,500, but I want it to be more so I'm letting it sit there and grow."

At work, O'Neal helped her company establish GroupGives, a self-directed fund through the Community Foundation of Northern Colorado.

Grants from the program assist organizations and programs in numerous ways. Some of those include helping with the rent for Project Self-Sufficiency, with materials for home repair projects for Be the Gift, Inc., and with the home-delivered meal program for Meals on Wheels for Fort Collins.

"It gives the opportunity to give money to a mission, and for us it's about housing," O'Neal said.

Last year the company gave more than \$50,000 and is working to make the project more established by building the fund up so only the interest rather than the principal is going to projects.

As a committed service person, O'Neal said one of her greater passions is involvement with the Rotary Club.

"The Rotary is so fundamentally focused on service and giving to others," she said. "Locally and internationally they bring people together to get things done."

"I GET TO TALK TO PEOPLE DAILY ABOUT ACHIEVING THEIR DREAMS OR ABOUT MOVING ON DUE TO SADNESS. WHEN YOU'RE IN REAL ESTATE, YOU'RE A COUNSELOR AND AN EDUCATOR."

Mary O'Neal

As a member of the Centennial Rotary World Service Committee, O'Neal helped establish a vocational school in Peru. "It's a safe fort there for them," she said about her trip to the school and how the students regarded it.

"I can't explain the feeling around being part of something like that. I know it's overused, but you get back more than you give."

How does O'Neal tie her work in real estate with her emphasis on volunteering?

"I get to talk to people daily about achieving their dreams or about moving on due to sadness," she said. "When you're in real estate, you're a counselor and an educator."

"There are times when I've put my hand on the hand of someone who's elderly and said, 'You really need to go and be with family now.'"

Congratulations to the 2015 Women of Distinction honorees!



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NONPROFIT / CREATIVE INDUSTRY

Dance Express founder Lenahan stays a step ahead

BY KAY RIOS

news@bizwestmedia.com

Mary Elizabeth Lenahan thinks Dance Express is Fort Collins' best kept secret.

"In a small circle, many people know us, but in a larger circle, I'm not sure that's the case," said Lenahan, Dance Express' artistic and executive director. There is, however, evidence to the contrary, given the associations and activities Lenahan has created for her students. And there is the Women of Distinction award given to Lenahan for her efforts with the organization.

"IT'S A BIG DREAM, BUT IT CAN HAPPEN."

Mary Elizabeth Lenahan

Dance Express, an inclusive dance company for persons with or without disabilities, is celebrating its 26th season. "We've had over 100 dancers move through Dance Express since we started," Lenahan said.

Additionally, through its workshop program, Dance Express has served more than 3,000 students and adults. In 2007, the dance company was nominated for the Fort Collins Mayor's Awards for Excellence and, in 2009, the mayor proclaimed May 24 as Mary Elizabeth Lenahan Day to honor her as a leader in integrating people of all abilities in the joy of dance.

Lenahan holds a bachelor of arts degree from the State University of New York at Albany and a master's of science in occupational therapy from Colorado State University. She completed a four-year training with Sound Circle Eurythmy in Boulder.

Her interest in forming Dance Express was inspired by her younger sister, Theresa, who was born with Down's syndrome.

"When I was in college and performing in dance productions, she would come and watch," Lenahan said, "and then, at home, we would dance in the living room together."

She connected with dancer/instructor Jane Slusarski Harris and, in 1989, Dance Express was formed. Incorporated as a nonprofit in 1992, it has continued to evolve.

"There are two things that keep my energy going," Lenahan said. "The first is that it gives dancers with disabilities the chance to be stars and show off their talents. It's a chance to have personal creativity and experience an exciting audience response."

The second thing, she said, is the



JONATHAN CASTNER / FOR BIZWEST

Mary Elizabeth Lenahan is artistic director of Dance Express, an inclusive Fort Collins-based dance company for persons with or without disabilities. The company is celebrating its 26th season.

chance to mix things up. "I don't like things to be the same, so we have a lot of variety and we get to work with different community members, groups and schools: Canyon Concert Ballet, Aire Flamenco, Storm Mountain Dancers, Riversong Waldorf, Irish Elementary. Every year is different and we're always meeting new people and learning new things."

Dance Express' sponsors include Prima Bodywear and Peterson Toyota as well as volunteers from CSU and several high schools. Lenahan and her dancers also offer workshops that include basic dance exercises, combinations and improvisation.

"Through facilitated choreography, we've had students from five to 100 years old share our dance adventures," she said. "In the workshops, we work with people with and without disabilities. We've had anywhere from 10 to 75 people in these workshops."

The company's next performance is a studio concert on May 31 with original choreography by the dancers and community volunteers.

But the work doesn't stop there. Lenahan has a vision for an expressive and healing arts center that would offer a shared space where artists could practice their art, hold meetings or have performances. She's working toward that, beginning with an expansion of her board of directors.

"It's a big dream," she said, "but it can happen."



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BIZWEST LIST Women-Owned Businesses

Ranked by revenue

RANK	Company	Revenue 2014 Revenue 2013	Percent woman- owned No. of employees	Products/Services	Phone Website	Owner Title Year founded
1	Co's Auto Group Inc. 4150 Byrd Drive Loveland, CO 80538	\$64,810,400 \$62,775,000	100% 75	BMW and MINI Cooper automobiles, sales, parts, service, pre-owned cars and trucks.	970-292-5200 www.cosbmw.com, minioflovland.com	Christina Dawkins president/general manager 1974
2	Advance Tank & Construction Co. 3700 E. County Road 64 Wellington, CO 80549	\$60,000,000 \$57,000,000	51% 50	Fabrication, erection, and repair of large diameter, steel plate storage structures such as above-ground storage tanks, stacks, silos, clarifiers, bins and hoppers and the foundations under them.	970-568-3444 www.advancetank.com	Lisa Clay chairman of the board 1981
3	Employment Solutions 3600 Mitchell Drive Fort Collins, CO 80525	\$32,836,000 \$26,200,000	51% 38	Industrial staffing services	970-407-9675 www.employmentsolutions.com	Katherine J. Wagner majority owner 1994
4	Good Day Pharmacy 3780 E. 15th St., Suite 102 Loveland, CO 80538	\$28,000,000 \$28,000,000	60% 140	Independently owned pharmacy chain, providing retail pharmacies at eight NoCo locations and a long term-care pharmacy serving assisted-living, skilled-nursing, and alternative-care residences.	970-461-1975 www.gooddaypharmacy.com	Vicki Einhellig RPh, COO 1985
5	Colorado Precast Concrete Inc. 1820 E. Colorado Highway 402 Loveland, CO 80537	\$11,560,000 \$7,600,000	53% 102	Precast concrete underground utility structures, septic tanks, small buildings, architectural work, specialty products.	970-669-0535 www.coloprecast.com	Penny Hayward CEO/director of safety 1975
6	Advanced Manufacturing Technology 3920 Patton Ave. Loveland, CO 80538	\$10,000,000 \$13,000,000	60% 100	Conveying systems for food, beverage, pharmaceutical, brewery, household products and more. Infinite automatic guiderail systems for packaging industry.	970-612-0315 www.amtcolorado.com	Luanne Mullen president 1996
7	Vista Solutions Corp. 2619 Midpoint Drive, Suite F Fort Collins, CO 80525	\$7,487,568 \$10,781,817	51% 16	IT partner with business-class technology; customized hardware, software and services; local cloud computing.	970-212-2940 www.vistasolutions.net	Linda Vomaske principal owner 1975
8	Rhinotrax Construction Inc. 1035 Coffman St. Longmont, CO 80501	\$6,500,000 \$6,500,000	100% 15	Office, industrial, retail, industrial renovation, tenant finish, multi-family ground up and renovation.	303-682-9906 www.rhinotraxconstruction.com	Michele Noel-King owner 2004
9	Motherlove Herbal Co. 1420 Riverside Ave. Suite 114 Fort Collins, CO 80524	\$5,250,000 \$4,900,000	100% 20	Organic herbal products for pregnancy, birth and breastfeeding.	970-493-2892 www.motherlove.com	Silencia Cox vice president 1990
10	Supply Cache Inc. 1980 Caribou Drive Fort Collins, CO 80525	\$4,600,000 \$4,300,000	51% 10	Equipment for wildland firefighting, forest firefighting and crews, including fireline packs and clothing. Clothing for the oil/gas industry.	970-530-1893 www.supplycache.com	Diane Bauer president/CEO 1991
11	Allura Skin, Laser & Wellness Clinic 2032 Lowe St., Suite 103 Fort Collins, CO 80525	\$4,094,669 \$3,337,000	100% 28	Skin care, facial laser, botox, dermal fillers, hCG diet, spa, laser vein treatments, bio identical hormones.	970-223-0193 www.alluraclinic.com	Rebecca de la Torre Yvonne Hampson M.D. owner/RN 2008
12	ExperiencePlus! Bicycle Tours 210 E. Oak St., Suite C Fort Collins, CO 80524	\$3,300,000 \$3,000,000	100% 6	Multi-day, full-supported cycling tours in Europe and South America.	800-685-4565 www.experienceplus.com	Maria Elena Malpezzi Price general manager co- owner 1972
13	St. Vrain Block Co. 5150 Grand View Blvd. Dacono, CO 80514	\$2,800,000 \$2,000,000	100% 15	Manufactured concrete products. Pavers, retaining wall units, patio stones, edging and more.	303-833-4144 www.stvrainblock.com	Colleen Ryan CEO 1946
14	Linden 223 S. Howes St. Fort Collins, CO 80521	\$2,800,000 \$2,400,000	100% 16	Marketing and communications company. Market research, branding, website design and programming, online marketing, social media, public relations.	970-221-3232 www.golinden.com	Susie Cannon president 1996
15	Denali Roofing LLC 2310 E. 13th St. Loveland, CO 80537	\$2,214,918 \$1,700,000	60% 7	Roofing contractor, installation, repair and inspection of all types of roofs. Serving industrial, commercial, residential, multi-family, retail, educational and religious properties.	970-660-4417 www.denaliroofs.com	Katrina Fenzi CEO 2009
16	Diesel Services of Northern Colorado 1828 E. Mulberry St., Unit D Fort Collins, CO 80524	\$2,200,000 \$1,700,000	51% 16	Repair and service for all trucks, tractors, trailers, fleets, forklifts, earth movers, compressors, generators, cranes, booms and mobile repair service.	970-221-9280 www.dsnc.biz	Marybeth Snyder owner/manager 1998
17	A-Train Marketing Communications Inc. 125 S. Howes St., Suite 502 Fort Collins, CO 80521	\$1,660,000 \$1,350,000	51% 10	Branding, research, strategic planning, print materials, websites, digital campaigns, video and nonprofit marketing.	970-419-3218 www.atrainmarketing.com	Gretchen Gaede president 1998
18	Mantooth Marketing Co. LLC 8334 Coeur D'Alene Drive Fort Collins, CO 80525	\$1,500,000 \$986,000	100% 11	Full-service marketing, social-media, design and event-planning company.	970-663-1888 www.mantoothcompany.com	Connie Hanrahan CEO/president 1995
19	Express Employment Professionals 2711 W. 10th St. Greeley, CO 80634	\$1,465,119 \$1,025,031	98% 200	Full-time and temporary staffing and job placement, human-resource services and consulting.	970-353-8430 www.expresspros.com	Tami Inskeep Jason Inskeep owners 1971
20	Rocky Mountain Waterjet LLC 2218 Fourth Ave. Greeley, CO 80631	\$1,367,881 \$1,039,330	51% 11	Waterjet, laser, powdercoating, sandblast, stroke sanding, brake, tap, countersink and deburr.	970-395-1010 www.rockymountainwaterjet.com	Gail Draper owner 2002
21	Rainbow Restaurant & Catering 212 W. Laurel St. Fort Collins, CO 80521	\$950,000 \$875,000	75% 35	Full-service catering. Restaurant dining room and patio available for special events, afternoons and evenings. Buffet, full service and alcohol service available.	970-221-2664 www.rainbowfortcollins.com	Lynn Washetka Steve Jones owner/chef 1974
22	Oglesby Design LLC 123 N. College Ave., No. 390 Fort Collins, CO 80524	\$859,000 \$734,270	100% 10	Commercial and residential architectural interior design with an emphasis on hospitality and corporate office design.	970-416-8829 www.oglesby-design.com	Dawn Oglesby 2004
23	Equinox Brewing 133 Remington St. Fort Collins, CO 80524	\$786,895 \$807,334	75% 10	Brewery and tap house.	970-484-1368 www.equinoxbrewing.com	Colin Westcott Shannon Westcott owners 2010
24	Jet Marketing LLC 1929 W. County Road 56 Fort Collins, CO 80524	\$667,500 \$630,000	100% 4	Full-service marketing agency.	970-218-4797 www.jetmarketing.net	Jackie A O'Hara owner/account exec 2009
25	Coren Printing Inc. 631 Birch St., Suite A Windsor, CO 80550	\$634,000 \$454,000	100% 6	Commercial printing, in-house thermography, graphic design, typesetting and layout, computer forms, wedding, social and advertising specialty products.	970-686-9631 www.corenprintinginc.com	Karen Kunz president 1978

Regions surveyed include Larimer and Weld counties.

Researched by Kiley Gant

PAEPKE from 4

son, she said. "So, if I've done that for someone and if I've helped someone else, that makes me happy."

Paepke's job as Kaiser Permanente's community benefit and relations lead for Northern Colorado also puts her in the position of helping others. She oversees strategies for sponsorships, donations and grants in Kaiser's Northern Colorado service area.

"We sponsor a lot of different events and activities including the Respite Ball, the Cattle Barons Ball benefit for American Cancer Society in Greeley and the Colorado Marathon," she said. "We also sponsor tables at smaller events."

In addition, Kaiser is a cornerstone partner with United Way organizations in Larimer and Weld counties. "Additionally, we fund the Northern Colorado Health Alliance grant and also the Larimer County community health improvement plan (CHIP) program and, in Weld, we fund the North Health Alliance Make the Day Count program."

Kaiser Permanente invests a lot of money and resources in the communities in which it operates, she said. "That's a big part of the work I do. We're moving into our third year

and we've invested more than \$2.5 million in this market. We're also heavily involved in volunteering. All employees are given a day a month to volunteer, so it's more than just financial. That's what interested me in working for Kaiser."

When she's not working in the nonprofit world, Paepke is still giving to others as a disc jockey. After graduation from Michigan State University, her love of music brought her to Fort Collins. After a "lovely rejection" from KBCO-FM 97.3, she said she walked into KTCL-FM 93.3 and walked out with a job.

"I don't remember what I said but they took pity on me and gave me an overnight gig."

Paepke is still on the air, playing music every other Friday from 9 to 11 p.m. on KRFC-FM 89.9. "Once a DJ, always a DJ," she said, "and I like to share music with others."

The bottom line for Paepke: "I feel a responsibility to my community and want to pay that back however I can. I'm very grateful and honored to be given this award, but there's also a level of anxiety around that. I don't feel I've done enough, so this is inspiring me to do more."

DORMAN from 6

if we can't prove it helps, we're just taking their money."

Looking at how the organization is doing with maintaining its operating margin as well as with meeting its mission is the balance Dorman works to keep everyone tuned in to. A performance-improvement committee meets monthly to review the number of people who came into the program, the number that left and the number of people whose progress was followed-up on.

"We need to run this like a business or we won't be sustainable," she said. "I tell people that if there's no margin, there's no mission."

"I've seen nonprofits come and go and know that including the business sense that's needed in focus makes the difference."

In addition to leading Harmony Foundation in her role as CEO, Dorman works with clients in a number of ways. Those include teaching tai chi, making Christmas wreaths and giving educational talks.

She recognizes that it takes a village to meet the Harmony Foundation mission. To support that village, Dorman works closely with the board of directors, medical staff, counselors, administration, kitchen, house-keeping and maintenance workers.

Through all of Dorman's tasks, she continues to be motivated by the organization's mission. "It's easy to be passionate – we're helping people rebuild their lives and their families," she said. "It's very easy to be inspired. "What I'm most passionate about

"DATA IS IMPORTANT TO ME. WE CAN BRING PEOPLE IN THE DOOR, BUT IF WE CAN'T PROVE IT HELPS, WE'RE JUST TAKING THEIR MONEY."

Dorothy "Dot" Dorman

is watching the transformation and seeing a client 30 days or one year later," she added. "Some stay in touch over the course of their lives."

Dorman started her 30-year career at Harmony Foundation by answering a blind ad for an accounting manager.

"I was raised in an alcoholic home and don't tend to think it's an accident that I'm here," she said.

Dorman's current focus includes building a team of young, motivated leaders who can convey the mission of Harmony Foundation into the future. That torch includes continuing to fight the stigma of addiction by teaching people about the brain science involved in it.

"I expect to retire in three years," she said, "and my goal is to spend my last year pulling the history together and turning Harmony over to good people."



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2015 Women of Distinction nominees

Banking and Finance

April Peterson, Warren Federal Credit Union
Carolyn Gattis, Alliance Financial Partners
Deanna Sloat, Guaranty Bank and Trust Co.
Debbie Davis, Guaranty Bank and Trust Co.
Kari Coover, First Citizens Bank
Nicole Staudinger, FirstBank
Sarah Johnston, Northwestern Mutual
Sue Wagner, Bank of Colorado

Business and Business Services

Amy Kenney, Boulder Body Wear
Corkie Odell, Odell Brewing Co.
Crystal Hatch, Awaken Denver
Elizabeth Mozer, LoCo Food Distribution
Gretchen Gaede, A-Train Marketing and Communications
Jackie O'Hara, JET Marketing
Jerie Schwab, Association Online
Kendra Johnson, Flood and Peterson
Maggie Flanagan, Innosphere
Nicole Watkins, Aliquam Financial Services
Nikki Ogden, Madwire Media

Education

Julie Zinn, Spirae LLC
Lynn Vosler, Front Range Community

College
Melissa Schaefer, Poudre School District

Exceptional Volunteer

Barbara Bennett, Larimer County Sheriff's Office
Chontel Trujillo, IBM
Shelley Doggett, Estes Park Medical Center Foundation

Government, Energy, and Utilities

Amy Schiers, Town of Frederick
Barb Kirkmeyer, Weld County
Gretchen Stanford, City of Loveland Water and Power
Jane Brautigam, City of Boulder
Janet McTague, City of Fort Collins Light and Power
Janine Reid, High Plains Library District
Karen Cumbo, City of Fort Collins
Lucinda Smith, City of Fort Collins
Joann Ginal, Colorado House of Representatives
SeonAh Kendall, City of Fort Collins
Stacy Johnson, Town of Windsor
Susan Booker, City of Lafayette

Health Care

Dr. Jacqueline Fields, Healing Gardens
Dr. Jan Gillespie, Northern Colorado Pain Management

Janeata K. Seeley, Sharing the Care Foundation
JoAnn Lovins, UCHHealth Cancer Center
Sheryl Fahrenbruch, Banner Health
Vicki Grassman, Touchstone Health Partners

Leading Lady

Jahna Eichel, Northern Colorado Mother-Owned Business Association
Jennifer Jennings, SWING
Melanie Hoobler, M&E Painting LLC
Mindy McCloughan, Loveland Chamber of Commerce
Shavonne Blades, Yellow Scene Magazine

Nonprofit Creative Industry

Elizabeth A. VanDyne, Making Progress
Gail Kratz, Rocky Mountain Raptor Program
Rhonda Welch, City of Greeley Culture, Parks and Recreation
Wendy Ishii, Bas Bleu Theatre Co.

Nonprofit Human Services

Beth Heckel, Think Humanity
Kathi Wright, Boys and Girls Club of Larimer County
Leah Johnson, JD Consulting
Penn Street, Ensign Skills Center and No Barriers

Robin Nash, A Place for Grace Boutique
Susan Lane Scratchley, Fort Collins Rescue Mission

Outstanding Mentor

Dawn Thilmany McFadden, Colorado State University
Danelle Delgado, Life Intended
Kathy Arias, iHeart Media
Kristin McMahan, Mary Kay Cosmetics
Paulette Hansen, The Neenan Co.
Susan Flynn, Colorado Physical Therapy Specialists

Real Estate, Construction, and Development

Ashley Stiles, McWhinney
Ceri Anderson, The Group Inc. Real Estate
Cindy Kurtz, The Group Inc. Real Estate
Diana Luthi, Habitat for Humanity
Jane Everhart, Brinkman Partners
Kim Perry, McWhinney
Mary Beth Emerson, Colorado Landmark Realtors
Meg Henning, Greeley Community Management LLC
Miki Roth, Loveland Chamber of Commerce
Trish Sandau, Northern Colorado Traffic Control

KEARNS-HOUT from 10

means I help people understand the charitable arm of the church. We serve anybody of any faith or no faith, and our mission is to provide love and compassion and the healing ministry of Jesus Christ to those who are poor and underserved."

Kearns-Hout takes it a step further. "It's also how I can engage the community, the foundations and donors. We have made a choice that Catholic Charities is going to be a good steward of funds given to us and use those funds to do what we say we're going to do, which is to help those in need. I want to make sure we provide the best practices as a nongovernment social-service agency."

It's about helping others help themselves. "We provide encouragement and hope so people can dig within themselves and get the strength to try again," she said. "Many who come to us have lost hope. One of our responsibilities is to help people understand there is hope. With love, encouragement and compassion, we help people stabilize their lives. We want to help them find their wings and wish them well when we see them fly away to again become contributing members of the community."

Kearns-Hout loves her work, she said. "I've had two great professions. I was first an adoption

social worker connecting families with children, many of whom were special-needs children, and seeing their lives become stable. I have the greatest respect for foster and adoptive parents."

She worked in that field from 1969 to 1998, then started with Catholic Charities in 1999.

"My second career is running a charitable social-service agency," she said. "How lucky to have two careers I love so much it has never seemed like work. When I left the Larimer County Department of Human Services, a coworker put a calendar on my desk and turned it to a page that said, 'Find a job you love and you'll never work a day in your life.' That's always stayed with me."

Kearns-Hout said it's true. "I love my job. I've seen people being born, children being reborn."

And, yes, she does put in extra time. "If you love what you're doing and you're dedicated, you put in a lot of extra time and effort because it will make a difference."

Her faith plays a role. "I believe that God is helping on this path," she said. "He led me here and he will guide me through hard times and good times. My profession, my beautiful family, my friends – I have a wonderful life. How lucky can any one person be?"

GATES from 12

growth from \$140 million to \$1.2 billion and from three branches to 19.

Her work implementing two core processing-system conversions for acquired banks with about 30,000 deposit accounts saved \$700,000 annually.

Implementing strategies that increase deposit growth and rewarding personnel for that growth was another innovation on which Gates acted.

In her current position with FMS Bank, Gates is credited with establishing the first branch for a 30-year-old community bank. She also grew the loan portfolio to more than \$25 million and deposits to more than \$40 million in the first 24 months of operation.

Gates humbly credits the trust her community has in her to being "a function of being here forever," but she's obviously been doing more than just filling a space all these years.

"I started out as a consumer lender, and when you do this for people it's really big since most will only buy one or two houses in their lifetime," she said. "I felt I could make a difference and take responsibility to do the right thing for people so they didn't overextend themselves.

"You gain trust by being honest – at the end of the day, that's the key."

Being involved in the community is another value Gates lives. "I chalk it up

"YOU GAIN TRUST BY BEING HONEST – AT THE END OF THE DAY, THAT'S THE KEY."

Patty Gates

to my mother, who instilled that early on as I did with my kids: Be a part of where you live. You'll never fill all the holes, but you'll make a difference."

Gates calls herself a Greeley cheerleader who is driven to help create a strong economic environment by helping businesses develop. Sometimes that focus comes from her professional life – and sometimes it's personal.

Organizations she volunteers with include the Greeley Chamber of Commerce, the Greeley Independence Stampede and the American Cancer Society.

"And I have a true passion to help women and children," she added. Some of the organizations she focuses on are A Woman's Place and Women-2Women.

"I love this community," she said. "My kids grew up here and graduated from local schools. Both my husband and I are very involved here."

Previous Women of Distinction honorees

- 2009**
Business and Technology: Lori Burge, Colorado Customware Inc.; Bonnie Dean, Bonnie Dean Associates; Susan Schell, Citadel Advisory Group
Government: Kathy Collier, City of Fort Collins
Health: Robin Downing, The Downing Center for Animal Pain Management
Volunteerism: Mims Harris
Nonprofit: Vicki Lutz, Crossroads Safehouse
Education: Kay Norton, University of Northern Colorado
Banking and Finance: Lorna Reeves, Cache Bank and Trust
Real Estate, Construction and Development: Chalice Springfield, Sears Real Estate
Outstanding Mentor: Jim Barnett, Bank of Choice
- 2010**
Education: Holly Bressler, Greeley-Weld County School District 6
Nonprofit Human Services: Mary Carraher, Project Self Sufficiency; Ruth Lytle-Bartleby, Poudre Valley Health System Foundation
Business and Business Services: Judy Dorsey, Bendle Group; Sharie Grant, OfficeScapes
Outstanding Volunteer: Paula Edwards
Nonprofit Creative Services: Denise Freestone, OpenStage Theatre Company
Outstanding Mentor: Connie Hanrahan, The Mantooth Co.
- Real Estate, Construction and Development:** Linda Hopkins, The Group Inc. Real Estate
Banking and Finance: Louise Kuntzelman, First National Bank Investment Management
Government: Kathy Phifer, Colorado State University
Health Care: Marilyn Schock, McKee Medical Center
- 2011**
Government, Energy and Utilities: Julie Field, judge, State of Colorado Eighth Judicial District
Nonprofit Creative Industries: Annette Geiselman, Discovery Science Center
Business and Business Services: Pam King, Better Business Bureau
Education: Colleen Laub, Institute of Business and Medical Careers
Nonprofit Human Services: Leona Martens, Weld Food Bank
Real Estate, Construction and Development: Deanna McCrery, The Group Inc. Real Estate
Outstanding Volunteer: Yvonne Myers, Columbine Health Systems
Banking and Finance: Julie Piepho, Cornerstone Mortgage Co.
Outstanding Mentor: Jean Schober Morrell, University of Northern Colorado Office of Development and Alumni Relations
Health Care: Ann Yanagi, Poudre Valley Health System
 Leading Lady: Trudy Sargent
- 2012**
Leading Lady: Lucia Liley, Liley, Rogers and Martell; Leona Martens
Business and Business Services: Pam Bricker, Downtown Development Authority
Real Estate, Construction and Development: Susie Ewing, The Group Inc. Real Estate
Nonprofit Human Services: DeeAnn Groves, Senior Resource Services
Government, Energy and Utilities: Betsey Hale, City of Loveland
Nonprofit Creative Industries: Juliana Hoch, Loveland Opera Theater
Outstanding Volunteer: Nancy Richardson, OtterCares
Health Care: Avie Strand, Larimer County Department of Health and Environment
Education: Karen Trusler, Weld RE-4 Windsor-Severance Schools
Banking and Finance: Nancy Patton, Public Service Credit Union
- 2013**
Banking and Finance: Mary McCambridge, Home State Bank
Business and Business Services: Wynne Odell, Odell Brewing
Real Estate, Construction and Development: Helen Gray, The Group Inc. Real Estate
Nonprofit Human Services: Sister Mary Alice Murphy
Government, Energy and Utilities: Becky Safarik, City of Greeley
Nonprofit Trade Associations: Ann Hutchison, Fort Collins Chamber of Commerce
- Commerce**
Outstanding Volunteer: Linda Volmaske, Vista Solutions
Health Care: Karen Rossman, North Colorado Medical Center
Education: Laurel Kubin, Colorado State University
Nonprofit Creative Industries: Cheryl Donaldson, Museum of Discovery
Outstanding Mentor: Brownie McGraw
Leading Lady: Hope Cassidy
- 2014**
Banking and Finance: Flo Mikkelson, Guaranty Bank
Business and Business Services: Sarah MacQuiddy, Greeley Chamber of Commerce
Real Estate, Construction and Development: Donna Smith, The Neenan Co.
Nonprofit Human Services: Roxanne Fry, Community Foundation of Northern Colorado
Government, Energy and Utilities: Diane Jones, City of Fort Collins
Outstanding Volunteer: Goldie Augustmoon, My Office Etc.
Health Care: Dr. Deborah Crawford, Plan de Salud de Valle
Education: Marsi Liddell, Aims Community College
Outstanding Mentor: Tom Dwyer, Embassy Suites
Leading Lady: Nancy Bridgen

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Julie Constance
 jconstance@bizwestmedia.com
 303-630-1958
 970-232-3148



Rachel Finley
 rfinley@bizwestmedia.com
 303-630-1955
 970-232-3136



Lisa Metzger
 lmetzger@bizwestmedia.com
 303-630-1946
 970-692-5740



Sandy Powell
 spowell@bizwestmedia.com
 303-630-1954
 970-232-3144



Rick Vomacka
 rvomacka@bizwestmedia.com
 303-630-1945
 970-232-3145

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