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Meet Northern Colorado's emerging young leaders

BizWest Media publishers Jeff Nuttall and Christopher Wood present 40 Under Forty for 2018, our program that recognizes emerging young leaders in Northern Colorado who make a difference in their companies, industries and communities. Those being honored had to be younger than age 40 by Nov. 1 of this year. This is the 15th year for the program.

As always, we are grateful to our 2018 Title Sponsors, Eide Bailly and Linden; our Supporting Sponsors, EKS&H — now part of Plante Moran and Palmer Flowers; our Event Sponsor, Journey Employer Solutions; and our Associate Sponsors, BBB of Northern Colorado and Wyoming,

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Thanks also go to the members of our selection committee, who spent many hours poring over the nominations: 40 Under Forty alums R. Clay Bartlett, Coan, Payton & Payne LLC; Heather Buoniconti, Food Bank for Larimer County; Justin Davis, Wells Fargo Wealth Management; Ella Fahrlander, Community Foundation of Northern Colorado; Stephanie Gausch, Weld Food Bank; Allison Hines, United Way of Larimer County; Ann Hutchison, Fort Collins Area Chamber of Commerce; Leah Johnson, Thrivent Financial; Amanda Miller, The Place



Christopher Wood



Jeff Nuttall

Collins for all the photos of this year's honorees. Year-round access to the digital edition of this supplement can be found at fortyunderforty.com. We at BizWest and our sponsors salute the winners for their enthusiasm and dedication in helping enhance Northern Colorado's reputation as a great place to live.

Jeff Nuttall and Christopher Wood are publishers of BizWest, the Business Journal of the Boulder Valley and Northern Colorado. Reach them at jnuttall@bizwest.com or cwood@bizwest.com.

Setting Co; Rochelle Reynolds, I25 Kia; Scott Warner, Connecting Point; and Jamie Wood, KUNC. Thanks also to Amanda Miller, principal with The Place Setting Co., for helping us manage this event! Thanks to BizWest's Chad



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Ali Abouzalam

CEO and co-founder
Bee-Nails



With Colorado as a beehive of innovation in the cannabis industry, Ali Abouzalam capitalized on the buzz by co-founding Bee-Nails three years ago to provide cutting-edge and versatile vaporizer products for customers he calls his “colony.”

He wears many hats at the company including chief executive, chief financial officer, business development manager, marketing manager and overseer of website analytics and social media. His efforts have taken Bee-Nails from a startup funded with \$7,000 to a company that exceeded \$1 million in gross revenue over two years and whose products are carried by nearly 200 stores worldwide.

He says he’s grown as a business owner by learning to delegate.

Abouzalam has honed his skill at carrying Bee-Nails’ message as president of the Toastmasters chapter in Fort Collins. “This practice of effective communication trickles down to our customer-service team,” he said, “and is the primary reason why our clients and customers are often surprised by the professionalism of our entire company.”

He graduated cum laude from Texas Tech University with a bachelor’s in business administration and helped start Bee-Nails after gaining experience in the energy and land-development industries in Texas and Colorado.

Abouzalam said Bee-Nails helps one of its largest dispensary clients, The Clinic, sponsor its annual golf tournament that benefits the National Multiple Sclerosis Society. Bee-Nails also sponsors HeroGrown.org, formerly known as Grow For Vets, helping that organization give away more than \$3 million in cannabis, helping veterans escape opiate addictions. Its Save the Bees program gives customers seeds to plant that attract pollinators.

Amy Alcorn

Owner/director
Aspen Grove Marketing



“In this fast-paced life, sometimes we need to slow down and enjoy a cup of tea with friends,” said Amy Alcorn. “As a company, we create and move at such a fast pace, but oftentimes it is in stillness that we find the most creative answers.”

Those quiet times aren’t easy to come by for Alcorn, who created Aspen Grove Marketing in 2010 and does everything from business development to operating management, content editing, strategizing and organizing team outings. The company has grown from a one-woman shop to a company that employs nine people.

“At 26, I really didn’t know what I was getting myself into and what it would become,” she said, “but stagnation was never an option.”

After graduating from Colorado State University, Alcorn’s work has included marketing and other outreach efforts for area firms such as Hach and McWhinney, the Fort Collins Food Cooperative, Community Funded and the Downtown Fort Collins Business Association.

Alcorn describes herself as a “chronic volunteer,” starting in 2008 when she joined the steering committee for the Sustainable Living Fair. “Teaching people about how to reduce their impact on the Earth was our mission,” she said, “and we did it with endless love and joy.”

She also helped found the nonprofit NoCo Rebuilding Network, which has helped people rebuild their homes after disasters such as the Crystal Fire in 2011 and the High Park Fire in 2012. She teaches digital-marketing workshops for the Larimer Small Business Development Center.

And somehow there’s still time for tea.

Kyla Antony

Dean of Student Affairs
Front Range Community
College



“My family is the reason I work hard to accomplish my goals and serve as a good role model for my children,” said Kyla Antony.

That doesn’t just pertain to her own family. As dean of student affairs at Front Range Community College’s Larimer campus, she also looks after her extended family: 60 full-time employees in her division as well as thousands of students. She promotes student retention and completion while improving services for non-traditional students.

Antony has worked in higher education ever since earning a bachelor’s degree at the University of Northern Colorado in Greeley and completing post-graduate work at Texas Tech University. Before coming to FRCC last year, she held multiple roles on Texas Tech’s Lubbock campus and then student-life coordinator at the Community College of Aurora and director of its Center for Recruitment and Orientation.

The BizWest 40 Under Forty selection isn’t Antony’s first such honor; she received the same recognition from the American Association of Women in Community Colleges.

Even Antony’s charitable work and passions are related to higher education. “One of my priorities in my role is to meet all students’ needs,” she said. “Often this is not an academic need, rather a personal need.”

Antony has worked to keep the campus food bank running by coordinating food drives and donations of holiday turkeys. She donates to the Colorado Charitable Campaign for scholarships and mentors grad students.

“Although charitable giving is important,” she said, “I am very passionate about helping future student-affairs leaders grow in their experiences.”

Zubaida Bai

Founder and CEO
ayzh, Inc.



She calls it Janma (meaning “birth”). It’s a low-cost “clean birth kit in a purse.” And for Zubaida Bai, it represents “bringing simplicity, dignity and access to a better future for women globally.”

The World Health Organization recommends the “six cleans,” six simple steps to prevent infection during childbirth, and the disposable delivery kit made by Bai’s company, ayzh Inc., enables health-care providers — especially those in the developing world — to provide those six cleans, giving women and newborns a healthy, happy, infection-free start to life.

With offices in Fort Collins as well as Chennai, India, her company has sold 400,000 of the products to date.

“I have spent the last decade building a sustainable and scalable business to tackle the largest loss of human life that our species experiences every year — the loss of 5 million women and babies in pregnancy, childbirth and the first month of life,” she said. “As a sustainable development goal pioneer, I am in a position to demonstrate how business can unlock economic, social and environmental gains for the world.”

Bai launched ayzh while earning her master’s in business administration from Colorado State University, which recently gave her its 2018 Graduate of the Last Decade Distinguished Alumni award. She also received a master’s in mechanical engineering from Dalarna University in Borlange, Sweden, and a bachelor’s from the University of Madras in Chennai.

Her company’s Go With Confidence campaign engages women — and men — in Colorado to buy menstrual sanitary pads, and donate them to schoolgirls in need in India.

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Michelle Bird

Public-affairs manager
Larimer County



A swim cap from Texas A&M. A collegiate all-American plaque. An award for best website from the City-County Communications and Marketing Association. A “Connect with Larimer County” handout.

According to Michelle Bird, “those items represent how the lessons I learned as an athlete — such as goal-setting, hard work and dedication — have prepared me to be successful in my professional life.”

As Larimer County’s public-affairs manager and the county’s youngest department head, Bird is in charge of communications and community engagement. She represents the county commissioners to the community and represents the county’s interests at the state Capitol. She’s also been invited to the White House on several occasions.

Bird helps staffers present a unified voice, redesigned the county’s website into an award-winning platform and rebranded the county’s image so its citizens can more easily access Larimer’s programs and services.

A member of the 2016 Leadership Northern Colorado class, Bird has been a longtime contributor to United Way of Larimer County and for the past two years has been a member of Generation United. She has volunteered her time with nonprofits including United Way and the McBackpack program.

A Loveland native, she earned a bachelor’s degree in political science from Colorado State University and studied kinesiology and sports management at Texas A&M, where she was an all-American for women’s swimming and diving.

“As a former collegiate swimmer,” she said, “I particularly enjoy volunteering for local swim programs and at events, giving back to the sport that shaped me into the leader I am today.”

Mara Brosy-Wiwchar

District director
2nd Congressional District



“Life is better with pie,” said avid pie baker Mara Brosy-Wiwchar. And as she’s worked her way up the ladder of staff serving Colorado’s Second Congressional District, Brosy-Wiwchar has earned an ever-bigger slice of the pie.

Conducting voter outreach for now Gov.-elect Jared Polis’ successful 2012 run for Congress earned her a job managing casework for the district’s constituents. She ascended to the position of outreach director in 2015 and district director in 2017.

As district director, she said, “my job priorities are to be the representative’s eyes and ears while he is not in district, communicate the needs and concerns of our constituents, and to help residents of CD2 connect with their federal representative and the federal laws that affect them. She doubled the number of town halls Polis conducted and was honored for her work by the Colorado Democratic Party and the Office of Congressional Affairs.

Her passion for pie has resulted in a business, Just Shy of Mile High Pie, that she owns.

Helping women succeed is another of Brosy-Wiwchar’s passions, and she’s able to focus it through her work with the Junior League of Fort Collins, Colorado Blue Flower Fund and WomenCount. As the league’s past Garden Tour chair and current president-elect, the University of Nevada-Reno graduate spearheaded two fundraisers bringing in a total of nearly \$110,000, increasing dollars raised by 356 percent over the previous year.

She also has served on the advisory board of the National Hemp Association, as campaign manager for the Leukemia and Lymphoma Society and as director of development and events for the American Liver Foundation’s Rocky Mountain Division.

Clinton Dale

General manager
Columbine Medical
Equipment



Snowboarding may satisfy Clinton Dale’s passion for adventure, but as general manager of Columbine Medical Equipment, he hopes to make health care a bit less of an adventure.

Dale manages two retail sites and provides durable equipment to five skilled-nursing facilities, three assisted-living facilities, three independent facilities, home care and outpatient services within Fort Collins-based Columbine Health Systems. He directs all business functions for the retail sites and the internal and external customers, with a combined annual revenue of \$2.5 million.

His career at Columbine started in 2012 as admissions and social-service director in one of its assisted-living facilities. Dale was promoted to administrator in 2013 and ran day-to-day operations at Lakeview Commons Assisted Living. He won his current post in 2017.

Before coming to Fort Collins, Dale attended Dana College in Blair, Neb., and then studied for a master’s degree in social work at the University of Nebraska-Omaha. He became a team leader at Uta Halee and Cooper Village in Omaha, then served as director of residential services at the Child Saving Institute, also in Omaha.

Dale recently partnered Columbine Medical Equipment with Hope Lives, a nonprofit that provides financial relief for people actively fighting breast cancer. As an individual, he participates in the Moving Fort Collins Forward program for the Chamber of Commerce and solicits new chamber memberships and event sponsorships.

Currently a member of Leadership Fort Collins, Dale also has coached wrestling for the city’s youth league and a local wrestling club called Mama’s Boys. He works with Partners Mentoring Youth.

Karla Del Carpio-Ovando

Assistant professor
University of Northern
Colorado



Books “enrich your mind, body and soul,” said Karla Del Carpio-Ovando. “Books contribute to your personal and professional life in many ways.”

For a book lover like her, a job as assistant professor in the University of Northern Colorado’s Department of Humanities and Social Sciences would seem to be a match made in heaven — and Greeley.

“I chose the most fascinating, challenging and beautiful profession called the art of teaching,” she said. “I teach courses on second-language acquisition and bilingual education,” enhanced for her students by videoconferences with international universities as well as her own travels.

With a Ph.D. in secondary education from the University of Alberta in Edmonton, she speaks English, French, Spanish and the Mayan language Tsotsil. Her list of awards includes the Mexican Youth National Award for Academic Achievement, presented to her by the president of Mexico, and she has authored a lengthy list of scholarly journal articles, book chapters and a book.

In the weeks leading up to Christmas each year, Del Carpio-Ovando volunteers at events organized by Catholic churches in Greeley or Fort Collins to distribute presents to underprivileged Latino children. Her courses at UNC require students to complete 10 hours of volunteer work during the semester, such as assisting with translations at parent-teacher conferences for parents who speak only Spanish. She also has organized solidarity activities for countries that have been affected by natural disasters, and works with the READY program to develop English skills in migrant students and parents.

FRCC Salutes Kyla Antony



Kyla Antony represents the excellence you find in all Front Range Community College faculty, staff, and administrators:

- Exceptional support of students
- Strong commitment to diversity and inclusion

As Dean of Student Affairs, Kyla leads a team of advisors, counselors, financial-aid specialists, and other student-focused professionals to support students as they learn inside and outside the classroom and hone their skills in leadership, professionalism, critical thinking, and effective communications.

Like Kyla, all of FRCC is committed to creating a superior student experience.



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Congratulations Philip Rodriguez



We thank you for your service and commitment to the Brighton community!

Congratulations to all the **40 Under Forty** 2018 honorees and thank you BizWest for recognizing Brighton City Manager Philip Rodriguez as an emerging leader!



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Katie Dockery

Vice president of Northern Colorado programs
Easterseals Colorado



Katie Dockery said her dog, her meditation mala and her yoga mat “keep me grounded and remind me to slow down and enjoy life.” But her work as vice president of Northern Colorado programs for Easterseals Colorado keeps her busy — and inspired.

After earning bachelor’s degrees in social work and international relations at Colorado State University, she worked in case management at Foothills Gateway before coming to Easterseals Colorado as a part-time Denver-area job coach in 2012. Within a year and a half, she was promoted to director of the Wings Day Program — where she grew services by 200 percent — to director of Northern Colorado services and finally to her current vice president position, in which she’s responsible for programming in Larimer, Weld and northern Boulder counties.

“Within these areas,” she said, “I support four service categories including respite, transportation, five-day programs and five unique employment programs.” She also is responsible for local fundraising, volunteer management, grant writing and human-resources tasks.

Dockery said her reputation has helped her build strong collaborations with groups such as Habitat for Humanity Restore, Berthoud Living Center, the Elizabeth Hotel, ARC of Larimer and Weld Counties, Foothills Gateway to provide quality day programs and employment for adults with disabilities.

Outside of those services, Dockery volunteers for Friends of Retired Greyhounds by scheduling home visits to meet potential adopters, assessing home environments and discussing the breed of former racing dogs. At Unity Church, she volunteers in all aspects to support the church in Fort Collins and internationally.

Michael Durkin

Education specialist
Poudre Fire Authority



“Education is empowerment,” said Michael Durkin, who summed up his job description in four words: “Build a safer community.” He does it by teaching and empowering citizens to prevent emergencies and connecting them to the resources they need to lead safer lives.

As an education specialist for the Poudre Fire Authority, Durkin said, “I’ve initiated programs that combine elements of social work and public health into the fire service. This new approach has reduced emergencies in targeted communities. It has proven that intervening before an emergency can be successful. As a result, PFA has adopted risk reduction as a priority alongside emergency response.”

His programs have received wide recognition. For instance, the Community Service Action Team program was featured as “best practice” by Vision 20/20 and won Best Program of the Year 2017 from the Colorado Risk Reduction Network.

Durkin earned a bachelor’s degree in sociology at Emmanuel College in Boston and a master’s in international relations and diplomacy at the American Graduate School in Paris. Before coming to Fort Collins, he gained experience and insight in roles such as lay missionary in Kenya, case manager and financial specialist for Catholic Charities’ Refugee and Immigration Services in Boston, education intern with a United Nations organization in Paris and social studies instructor in Thailand.

Durkin’s work with PFA brings him face-to-face with unmet community needs. He assembled a lending library of wheelchairs and walkers, and organized a cleanup event in a low-income neighborhood. Each autumn, he buys and distributes backpacks to Spanish-speaking families.

Christopher Elder

President/CFO
Elder Construction Inc.



For Christopher Elder, a set of construction blueprints and an image of his company’s core values best illustrate his passion.

“I believe in creating a place that inspires others to live beyond themselves, to live a life that matters and to recognize that together we have the opportunity to leave this place better off than we found it,” said Christopher, president and chief financial officer of Windsor-based General Contractor Elder Construction Inc. “These are the lessons my parents instilled in me, and as a second-generation builder, I’m determined to carry them forward. While our team is involved in the construction of amazing buildings, it’s the culture they have created that I’m most proud of.”

As soon as he was old enough to lift a hammer, Elder was swinging it during summers alongside his father, brother Patrick and lifelong friend and business partner Austin.

Christopher obtained a degree in business and construction management from Colorado State University. He rejoined the family business in 2010, and since has helped lead the company through a decade of rapid growth. In 2017, Elder Construction was named one of BizWest’s Mercury 100 fastest-growing private companies. Today, Elder Construction manages more than 100 commercial construction projects a year up and down the Front Range of Colorado and Wyoming.

Outside of the office, Christopher volunteers his time with several non-profit and industry organizations and use his platform as a business leader to better his community. In 2017, his company supported 26 charities, gave \$26,639 in monetary donations and provided 663 volunteer hours to the community. So far this year, Elder Construction has participated in 558 hours of volunteer time and donated more than \$45,810.

Patrick Elder

VP/business development
Elder Construction Inc.



For Patrick Elder, a hard hat is symbolic of his mission to build teams and people — not just buildings.

“As far back as I can remember, I have always been fascinated by the construction process,” said Elder, vice president of business development and preconstruction at Elder Construction. He also likes to watch “the extraordinary achievements” by the teams he assembles at Elder Construction “when they work together to accomplish something great.”

Elder has helped lead the company through a decade of growth. It has completed more than 100 commercial projects in Northern Colorado.

Elder is a graduate of Colorado State University.

Elder enjoys exploring the Colorado outdoors with his wife and two children, he said, but added that, “as a small business owner, I believe we have a distinct platform with our business to truly do great things for our community.” He serves on the board of the Boys and Girls Club of Larimer County and is actively involved in his church. Professionally, he is involved with a trade organization, Associated Builders and Contractors.

“My goal is not to be involved in everything,” he said, “but to be passionately involved in a few areas that make a big difference while encouraging and supporting our team to do the same.”

Toward that end, Elder quotes Albert Einstein: “Strive not to be a success, but rather to be of value.”

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Congratulations —
Shelley Polansky



Congratulations to all the 40 under Forty honorees and thank you to BizWest for recognizing Shelley as an emerging leader.

BBB is proud of all Shelley has done in the community to further our mission.



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Mark Ferguson

Managing broker/owner
Blue Steel Real Estate



Mark Ferguson is so dedicated to the art and science of real-estate investing that he's written six books about it — not to mention more than 500 articles and a blog, InvestFourMore.com, that receives more than 100,000 unique visits a month. He contributes to Realtor.com, had a running series in RealtorMag.com and has caught the attention of the Washington Post, CNBC and Time.

Ferguson, a University of Colorado graduate, is managing broker and owner of Blue Steel Real Estate, a residential real-estate brokerage in Greeley, and also owns Rutherford Inc. He was a broker and agent at Pro Realty for 16 years before opening Blue Steel this year. He focuses on managing his nine licensed agents and flipping houses. "I flipped 26 houses in 2017 and 20 so far in 2018," he said. "I also own 20 rental properties including a 68,000-square-foot strip mall in Greeley where my office is located."

He has been a regular contributor to the Weld Food Bank as a bronze-level sponsor for the past three years, runs an annual turkey drive and has sponsored other events including a fun run in Windsor to benefit the Humane Society. Ferguson also is a regular contributor to the Make A Wish Foundation and St. Jude's Children's Research Hospital, and he and his wife volunteer for many activities at University School, where their 7-year-old twins attend first grade.

"I feel my biggest contribution," Ferguson said, "is providing information to people on how to become financially free with real estate."

Nick Galluzzo

Partner/ production
director

LC Real Estate/LC Home



Nick Galluzzo enjoys snowboarding and spending time in the mountains with friends and family, but he's also striving for new heights in the real-estate industry.

Galluzzo is a broker and partner at LC Real Estate Group and director of production at LC Home. He oversees the production of more than 75 new homes annually and works to link the Loveland-based company's sales and construction divisions.

Galluzzo had worked as a branch manager for College Works Painting Co. and a territory manager for Hi-Strength Bolt Co. before coming to LC. He joined LC in 2010 through a Colorado State University internship, became a broker soon afterward, and gained his current positions in 2015. He received a bachelor's degree from CSU in 2011, and in August this year he completed a yearlong Earth Based Institute training program where, he said, he learned "to be a coach instead of a boss."

A graduate of Leadership Loveland, he serves on the board of the Northern Colorado Commercial Association of Realtors and will be president of that panel in 2019.

For four years, Galluzzo organized the Ram Real Estate Partners and CSU Everett Real Estate golf tournament to raise money for the center to benefit future students. He was on the board of the nonprofit Educo Leadership Adventures, which hosted summer camps and trips for children and taught leadership skills through such activities as high ropes courses on its Red Feather Lakes campus. He was president of that board when Educo merged with No Barriers USA.

Mallory Garneau

Executive director

FoCo Café



Mallory Garneau said her puppy, Tonsai, is "a big source of joy in my life, and with his Thai name I am constantly reminded of my lovely time living in Thailand, one of my favorite places in the world."

She taught third-graders in Thailand for a awhile four years ago, but much of Garneau's previous career was spent in various roles at Fort Collins restaurants including C.B. & Potts, Rodizio Grill and Casa del Matador. While working toward a master's degree in social work at Colorado State University, she interned at the nonprofit FoCo Café, which works to build community by providing nutritious meals and asking only that diners pay what they can or trade their time and talents for a meal.

Eight months after starting her internship there in August 2016, Garneau was offered and accepted the role of executive director. The café served her a full plate of responsibilities, from overseeing operations, programs and strategy to fundraising, marketing, community outreach, human resources and recruitment, supervision and mentoring of volunteers and interns.

Much of Garneau's first year at FoCo Café was extra busy, she said, because she also was working at the Sister Mary Alice Murphy Center for Hope and its Homeless Gear (now Homeward Alliance) cooperative as "the first known student in my master's program to take on two internships at the same time."

Garneau also has volunteered with AmeriCorps' Healthy Futures program and a Through the Eyes of the Homeless event, as well as Partners Mentoring Youth.

Cristóbal Garcia

Community engagement
specialist

City of Greeley



A gabán and hiking boots represent Cristóbal Garcia's Mexican heritage and his love for the Colorado outdoors, and this mix of cultures also aids his role as community engagement specialist for the city of Greeley, a job he took on in September.

He came to his current post after more than five years as assistant director of alumni relations at the University of Northern Colorado, where he developed programs to address a growing need for network building and professional development for students and alumni. At UNC, he also engineered the first Latinx alumni engagement weekend, bringing more than 170 alums back to campus, and served on the committee for the largest African-American alumni event, which invited more than 100 grads, faculty and staff back to the college to celebrate black excellence at UNC.

Garcia, who holds a bachelor's degree from UNC and a master's in management practice from Colorado State University, sees common ground between the UNC post and the new job with the city. "My industry, whether in higher education or the public sector, is community engagement and stewardship," he said, adding that his success comes from leading with the organization, not himself.

Garcia serves on the board of the Success Foundation Serving Greeley-Evans School District 6, where he helps that panel understand and engage with a student population that is 65 percent Hispanic. He's also on the 13ers young professionals board for the Colorado Nature Conservancy, and helped drive a campaign to nominate more than 10 young professionals of color for BizWest's 2018 40 Under Forty.

Mallory Griffith

Speech pathologist

Mallory Griffith SLP LLC



“My colleagues’ and family’s support is what inspires and drives me to do what I do,” said Mallory Griffith — and she needs that support because she does a lot.

Following encouragement from her mentors, she launched her own practice to provide social communication therapy to all ages of people on the autism spectrum. She also founded and directs Social! The Pendley Project, a 501 (c) (3) nonprofit that provides social and sensory-based experiences such as cooking classes to build social skills, and collaborated with fellow professionals to form The Social Learning Project for business people committed to providing services to people dealing with autism. “Our crew is committed to transforming services in our community. I am surrounded by the most talented, innovative professionals in town.”

Armed with a bachelor’s degree in speech, language and hearing sciences from the University of Wyoming and a master’s in speech language pathology from the University of Iowa, Griffith has co-published two books on the topic as well as writing articles for Autism Parenting magazine.

“Having a child on the autism spectrum is hugely rewarding, but also time and financially consuming,” she said. “When working in my office, I am forced to watch families struggle with choices like, ‘Can I afford the extra therapy I’m told my child needs?’”

Much of her free time is spent teaching cooking classes; all the proceeds go toward groceries, and she donates her time.

“Cooking classes consistently serve as a reminder of how lucky I am to get to do my job,” she said. “Kids love them, and I genuinely believe they are making a meaningful impact on their lives.”

Erik Hegstad

Supervisor

Brock & Company, CPAs, P.C.



“Not only do I love golfing,” said Erik Hegstad, “but I really enjoy working with those in the golf-club industry.”

In his work as a certified public accountant at Brock & Company, in Fort Collins, he helps clients avoid the sand traps of complex tax issues — and hopefully save some green.

Hegstad said part of his work to help clients achieve their goals is supervising staff accountants’ work and setting up a training program for all staff and interns. Not surprisingly, he said, “I have developed into a resource for the many country clubs that we work with and have helped them navigate difficult compliance situations” that might have landed them in the rough.

A graduate of the University of Northern Colorado, Hegstad worked as an operations-staff accountant for Crop Production Services and an associate at Kennedy and Coe LLC before coming to Brock & Company, four years ago.

Part of his volunteer work is also par for the course; he serves on Fort Collins Country Club’s finance committee. He’s also treasurer for Character in Athletics (CHAMP) and helps coordinate events and fundraisers for Northern Colorado United for Youth (NoCo Unify), where his efforts won him Rookie of the Year and Workhorse of the Year awards.

His interest in athletics goes back to his college days, where he played baseball for Seward County (Kan.) Community College and UNC, earning All-America status. He organized a youth baseball camp at UNC and coached 10- and 11-year-olds in baseball and basketball for two years.

Emily Jolly Birdsall

Owner

Jolly Events



“I love documenting my clients’ stories and curating relationships over coffee on the way to creating authentic event experiences,” said Emily Jolly Birdsall.

“As the founder of Jolly Events, a wedding- and event-planning boutique firm based in Fort Collins,” she said, “my job description would be described as ‘creating an experience.’” She and her staff of three work to create long-lasting memories through their little extra touches.

“By doing this, we have been honored in witnessing magical love stories, raising money to support outstanding causes and the endless amounts of moments that were shared with others.”

Jolly Birdsall earned a bachelor’s degree in communications from Colorado State University and was a social-events sales manager for a Fort Collins Hotel before starting her own company in 2014.

“As a native of Fort Collins, my community is my happy place and where I feel at home,” she said. “When my son Reece started school at O’Dea Elementary, my love for this community was enriched even more when I saw many of his classmates struggle with warm clothing, socks and a stable place to sleep. To say my Wonder Woman cape came out to do more would be an understatement.”

After completing the nine-month Leadership Fort Collins course, she joined its steering committee, became an ambassador for Realities for Children, a board member for the Boys and Girls Club of Larimer County, an active PTA parent, a member of the Foothills Rotary Club and a participant in the Turkey Rally and Barista For a Day fundraisers.

Nicholas Kenny

Executive director

Greeley Philharmonic Orchestra



A performance of classical music and a raucous, bruising hockey game might seem like two distinctly opposite experiences, but Nick Kenny sees a connection. His goaltender gear, he says, “showcases my ability to redefine my openness for change and willingness to learn more every day.”

Not to mention the fact that Kenny, executive director of the Greeley Philharmonic Orchestra for the past 16 months, worked to stabilize the organization when it seemed to be on thin ice.

“In the past year, our board faced staff and board turnover,” Kenny says, “and I helped our board president rally the troops and dig in to set the GPO on a path to be proud of.”

Kenny manages the nonprofit’s human and financial resources, carries out programs and policies, and serves as the orchestra’s public face. Since his hire date, ticket revenue grew nearly 16 percent and individual contributions rose more than 30 percent.

Kenny earned a bachelor’s degree from Manchester University and a master’s in music education from the University of Northern Colorado.

He serves on the advisory boards of a number of nonprofits, volunteers with the Weld Food Bank, dog shows and Chamber of Commerce benefits, is a seasonal volunteer at Rocky Mountain National Park, and is a member of the 501st Legion, a Star Wars costuming club that donates time and money to charities.

And for hockey, it represents “my passion and showcases my ability to redefine my openness for change and willingness to learn more every day.”

Rachel Meara LaFollette

Chief customer officer
Madwire



Animals and children are two of Rachel LaFollette's biggest passions; evidenced here by her recused Newfie, Dublin (as well as her twins, who are due in January). She's also passionate about helping her team at Madwire make the biggest possible impact on the small businesses they serve.

LaFollette rose to chief customer officer 18 months after coming to Fort Collins-based Madwire in 2012 as director of marketing. While at Colorado State University, earning her bachelor's degree in business administration and marketing, she worked at Hewlett-Packard as a marketing intern. After graduating she became a marketing communications program manager at HP before joining the Madwire team.

At Madwire, LaFollette drives a customer-centric, relationship, and results-driven culture. The company has seen tremendous growth; her responsibilities have grown to meet it, including customer service training for all client-facing employees. The number of account representatives she trains and helps manage has risen from eight to more than 100. Their 2018 annual customer survey showed an overall improvement in satisfaction of 26 percent over 2017.

"My success comes, I believe, from my work ethic, communication skills and passion for helping others," she said. That passion extends to her charitable work as well. For the last two years, LaFollette has organized A Backpack of My Own initiative at Madwire. This year alone, her team filled more than 60 backpacks with school supplies that were provided to children in Larimer and Weld counties in foster and adoptive programs. She also volunteers for activities and programs at Timberline Church and has assisted the region's Newfoundland dog-rescue efforts, helping place rescue dogs in forever homes. She regularly donates to other organizations that provide services to those in need.

Desireé Landt

Owner, founder and CEO
A Better Day Cleaning & Concierge



Desireé Landt said the World War II image of "Rosie the Riveter" reminds her that "we can do anything through effort, perseverance and working together for the greater good." That inspiration helped her take on the riveting task of founding and running Loveland-based A Better Day Cleaning and Concierge two years ago.

"I created the business on the time-tested, client-focused values that led to prior success," she said. "At the heart of this business is a team aspect that uses the highest-quality equipment and products, exceptional service principles and simple mindfulness never seen before in the housecleaning-service industry."

Since A Better Day started, it has served more than 600 clients throughout Northern Colorado including homeowners and the real-estate community. She employs seven full-timers who have health insurance, workers' compensation and other benefits.

As an affiliate member of Realtor organizations throughout the region, Landt has volunteered to serve on many committees and earned Affiliate of the Year honors from the Loveland-Berthoud Association of Realtors and the Fort Collins Board of Realtors.

She works with Respite Care, she said, because "I love that organization for what it does for the children and their caretakers in our community, and would do anything to help them." Landt spends about eight hours a week helping others in the community who are afflicted with alcoholism and drug addiction. At least once a year, she delivers sandwiches and blankets to homeless people in Loveland — independent of any organization — just to be of service.

Michelle Marison

Director of marketing and design
Landmark Homes



Michelle Marison said her love of books represents her commitment to lifelong learning and staying curious. She's done quite a bit of learning since being hired at Windsor-based Landmark Homes in 2013 to create a sales and marketing department.

In the role of sales and marketing and design coordinator, Marison developed a company brand, created sales systems and built a design center for Landmark, which then had 11 employees and built 66 homes that year. Today she's director of marketing and design, and Landmark has 36 employees, revenue growth of 300 percent and anticipates 215 closings by year's end.

Marison attended Western State College in Gunnison (now Western Colorado University), the University of Colorado Boulder and the Art Institute of Colorado, and worked in marketing at Magnolia Hotels in Denver, Home Team Lending in Fort Collins before coming to Landmark. In 2009, she co-founded the Greeley Trails and Open Space Foundation and served as its assistant director.

Marison served on the Greeley Chamber of Commerce's board of directors and the Market Greeley Partnership, and promoted events such as the Greeley Balloon Harvest pancake breakfast, Soles of Love, Bike to Work Day, the Children's Bike Parade and Friday Fest.

She works with Landmark to coach people in fulfilling community projects and "I am holding books as my passion in this picture because I am committed to lifelong learning and staying curious" She contributes annually to Habitat for Humanity through fundraisers, donations and on-site homebuilding. She also donates school supplies and sponsors new teachers to attend the Windsor Chamber of Commerce's school-district orientation breakfast.

Brian McKinnon

Broker/owner
Northern Colorado Realty



"Ironman is an endurance competition, but it challenges my mind, my body and my emotions," said Brian McKinnon, broker and owner at Northern Colorado Realty in Greeley. "The lessons I have learned from completing a couple Ironman races are priceless, including how to overcome hurdles, train my mind and, when everything hurts, triathlon has taught me how to continue to move forward.

"It has also taught me the importance of preparation. One cannot fake completing a 140.6-mile triathlon, and the training to get there is more important. Small daily improvements provide large long-term results, and I apply this philosophy to my business and life every single day."

Another pastime that has an impact on McKinnon's business is creating furniture and decorations. "I like to work with my hands and create quality wood products," he said. "With every piece I create, the small details make the difference — and this same idea, the small details, make the difference in a real-estate transaction.

McKinnon earned a bachelor's degree in social science and a master's in secondary education from the University of Northern Colorado. At Northern Colorado Realty since 2014, he said, he works to be sure that his clients "are not like the 36 percent of people who have stated they would rather have a root canal than purchase or sell a home — and highlights local businesses' expertise through The NoCo Home Show.

Among his charitable works are donations to the Greeley Education Association's Scholarship Fund for students seeking a teaching career.

Caroline Mitchell

Lead waste reduction and recycling specialist and marketing, outreach
City of Fort Collins



“My work to further recycling and intentional resource use is one of the ways I strive to create a future my children and all children deserve,” said Caroline Mitchell, lead waste reduction and recycling specialist for the city of Fort Collins.

Her main roles involve developing policy and related long-term visioning, supporting businesses and apartment complexes as they start or improve their recycling programs, creating and providing education about recycling in the community, and collecting data to compile the “community diversion rate” used by the city to make program and policy decisions.

Mitchell manages two people and co-founded a mentorship program that now is deployed organization-wide, connecting 156 employees so far.

She helped Lafayette and Louisville create community-wide curbside recycling, created a Waste Reduction and Recycling Assistance program that has provided education and access to recycling to more than 43,000 Fort Collins employees and residents since 2013, and the ordinance she helped develop will bring recycling to all businesses and apartment complexes in Fort Collins by the end of 2020.

A graduate of the University of Colorado Boulder, she worked with Eco-Cycle in Boulder and Recycle Ann Arbor in Michigan before being hired by the city of Fort Collins.

Mitchell’s charitable work began in junior high as the only Colorado volunteer for the Save the Manatee Club. She went on to co-found Alianza, a nonprofit in Boulder that provided affordable Spanish classes and connected students with organizations in need of Spanish-speaking volunteers. She serves on the board of Face to Face Colorado, which supports children and families impacted by cleft lip and palate.

Jenna Riedi

Executive director
Canyon Concert Ballet



Jenna Riedi’s interests are as varied as the props she brought to the BizWest Northern Colorado 40 Under Forty photo shoot: her passport, Homer’s “The Iliad” and “The Odyssey,” her choir book and a dog leash.

“I love travel and have a life goal of visiting a new country every year,” she explained. “I am an avid reader and love histories and mythology. Singing is my therapy, and my pets are my world.”

That covers her avocations and her vacations. As for her vocation, it’s equally spirit-lifting: she’s executive director of the Canyon Concert Ballet.

One of two full-time staff members, she supervises a team of almost 30 people, provides leadership for the organization and oversees strategic planning, development, communications, personnel and financial management and volunteer coordination.

Besides the ballet company, the ballet runs a dance studio and school that has more than 350 students. It puts on full performances such as “The Little Mermaid,” a Ballet and Beer production, and a 2017 staging of “The Nutcracker” that Riedi said was “the most attended ballet event in Fort Collins history.”

Riedi earned bachelor’s and master’s degrees from the University of Wisconsin’s Madison and Milwaukee campuses, respectively, and held varied roles at nonprofit organizations, including a stint as director of development and marketing for the Boys and Girls Clubs of Larimer County, before accepting her current position in 2017.

She volunteers with Fort Collins Cat Rescue, Kiwanis and the Larimer Chorale, and serves on the board of Animal House Dog Rescue.

Shelley Polansky

VP/Marketing, Outreach
Better Business Bureau



Shelley Polansky and her husband learned fly fishing together 10 years ago, and the pastime remains their way of getting away to recharge while exploring and enjoying the Colorado outdoors.

About the same time that she learned to fly cast, Polansky landed a job at the Better Business Bureau Serving Northern Colorado and Wyoming — and she’s been hooked on helping consumers and businesses ever since.

She started as a dispute-resolution and investigations specialist, and founded a Law Enforcement Roundtable to help officers file charges against businesses for substandard marketplace behavior. Nearly four years later, she was promoted to education and outreach manager, responsible for managing an ethics-training program for high school students, financial-services training for veterans and their families, and a Fighting Fraud consumer-information venture.

Since 2013, as vice president for marketing, communications and outreach, she leads a team that handles the bureau’s marketing, social-media and public-relations efforts as well as its outreach programs, BBB Torch Awards for Ethics, BBB Spark Awards for Entrepreneurship, Military and Veterans Initiative and charity accreditation. She also oversees the budget for a 501 (c) (3) education organization, the BBB Foundation.

A graduate of Nebraska Wesleyan University and Leadership Loveland, Polansky has served on the Make Change NoCo steering committee, volunteered in classrooms for Junior Achievement Fort Collins, donated her time to aid Backpack Day for School District 6 in Greeley, and worked with the Larimer County Food Bank and Habitat for Humanity. She contributes monetarily to her alma mater, her church and various nonprofits in Northern Colorado.

Rob Protzman

President
Chartered Technology



Like many Coloradans, Rob Protzman loves the outdoors. He also loves helping people with technology, the complexities and frustrations of which often are a bit less than lovable.

Protzman owns and operates Loveland-based Chartered Technology, which he started as a one-man shop with only a couple of customers in 2009 but has grown to employ five employees and manages information technology for numerous companies in Northern Colorado.

“I have built Chartered Technology on a foundation of high integrity, high quality and immaculate customer service,” Protzman said. “Because of this, we maintain a longstanding customer base that continues to grow.”

A graduate of Colorado State University with a bachelor’s degree in human development and family studies, Protzman also has managed IT for New Vision Charter School in Loveland and the Boys and Girls Clubs of Larimer County, which awarded Chartered Technology its 2018 Partner of the Year Award.

He has served on the boards and as president of two area Kiwanis Clubs and was elected to a term as lieutenant governor of Kiwanis’ Division 16 of the Rocky Mountain District. Through Kiwanis, he has played Santa Claus at Head Start preschools in Loveland, rang bells for the Salvation Army and led fundraising efforts.

His interest in helping children also led him to contribute to the Boys and Girls Clubs as well as Hearts & Horses. He is a volunteer teacher for fifth- and sixth-grade technology classes at New Vision.

“I am committed daily to helping improve northern Colorado through my business, community service and charitable giving,” he said.

Philip Rodriguez

City manager
Brighton



Philip Rodriguez is quick to sing the praises of his beloved Jayhawks at the University of Kansas, which he describes as “the birthplace of college basketball and of my career.”

He’s just as proud to praise Brighton, where his master’s degree in public administration from KU surely helped him become city manager last year.

Rodriguez is chief executive and administrator for the town of 40,000 that is the seat of Adams County but extends into Weld County as well. He oversees 600 full- and part-time employees and manages more than \$103 million in public funds.

His impacts include discovering \$8 million in cost savings while receiving a Moody’s credit-rating upgrade that positively affected \$28.2 million in taxpayer debt, developing the city’s first strategic plan and business plan, overseeing the Vision Zero Safety Program that reduced auto-pedestrian accidents, creating transparency for the city’s finances through new online tools, leading preservation efforts for the city’s historic train depot and winning \$6 million in grants.

Fewer than 12 percent of U.S. chief executives for local governments are younger than 40 and fewer than 3 percent are Hispanic, so Rodriguez hopes to set an example for future Hispanic public servants. He served as city manager of three towns in Texas before coming to Brighton.

Rodriguez is involved with several area city managers’ groups and the Colorado Municipal League, sits on the Youth Initiative of Adams County steering committee, volunteers with Flatirons Community Church and the annual Operation Christmas Child, and is a Brighton Economic Development Corp. board member.

Amanda Sammartino

Marketing/engagement director
United Way of Larimer County



Amanda Sammartino’s various roles in the community require some various “uniforms,” she said, including “my Zeta Tau Alpha badge, a polo hat, a Junior League shirt and a United Way shirt ... because I have been so fortunate to be involved in so many organizations that make a difference in our community.

“Through this, I’ve seen the importance of always dressing your best, which is why I’m so proud of my involvement with the Junior League of Fort Collins and our recent relaunch of our Career Closet. Through this important program, we provide work- and school-appropriate clothing to women in need at no cost to them.”

That United Way shirt denotes Sammartino’s primary role: director of marketing and engagement for United Way of Larimer County. She joined the agency in 2015 as resource-development manager but was tapped in January following a reorganization to oversee the newly formed marketing and engagement department. She manages a staff of three who are responsible for executing all marketing, communications and volunteer-engagement strategies and budgets. In less than a year, her accomplishments have included supporting the recruitment of nearly 3,000 volunteers and generation of \$80,000 in sponsorship revenue.

A graduate of Franklin College of Indiana, she worked with nonprofits such as Special Olympics Indiana and the National Multiple Sclerosis Society before coming to United Way.

Sammartino currently is president of the Junior League of Fort Collins, helped Neighbor to Neighbor generate more than \$100,000 to fight homelessness and aided an at-risk girl through Partners Mentoring Youth.

Katie Shilts

Business development manager
UCHealth Medical Group



Health and wellness is an important part of Katie Shilts’ life. That goes for the health of Northern Colorado residents as well as the well-being of UCHealth facilities in the region.

As business development manager for UCHealth along the northern Front Range, she helps shape decisions around growth, innovation and expansion. She acts as the contact point for medical practices interested in acquisition by UCHealth, and works with design and construction teams to pull together bids for building new spaces or renovating old ones. She also keeps track of competitors’ moves in the market.

With a bachelor’s degree in communication arts and public relations from Wartburg College in Waverly, Iowa, a master’s in health-care administration from Colorado State University’s global campus, and experience in running a business, working in a senior living center and running the nonprofit A Child’s Dream in Loveland, Shilts started at UCHealth as a communications and corporate-relations officer, became program outreach manager and was promoted to her current position last year.

“My current role takes all I learned in previous roles,” she said, “and allows me to influence decisions UCHealth Medical Group makes around growth.”

She has volunteered in the region for more than 20 years, currently serving as board president of the Women’s Fund of Weld County.

Last spring, she participated in the Walk MS event in Windsor, exceeding her \$1,000 goal by more than \$350. As a person living with multiple sclerosis, she said, “it’s important to me to work toward a world free of this disease.”

Christopher Silvernale

Founder, owner
NoCo Fitness



Fitness equipment can be as complex as computer-driven machinery or as basic as a kettle bell. Both, said Christopher Silvernale, represent “a fit and healthy lifestyle that I help my clients work toward.

“I started NoCo Fitness in 2013 with the vision to create a fitness facility where our members would feel comfortable exercising and our staff could build a career,” he said. Back then, he added, “I was a one-man show, training my clients at their homes out of the back of my car. Since then, I have opened a location and have expanded it three times to our current location, which is over 3,200 square feet.”

Silvernale has worked in the fitness industry for the past 10 years. He was a high school cross-country coach in Seattle and a personal trainer at two fitness centers there before coming to Greeley. “A desire to increase my understanding of the human body led me to a master’s degree in exercise science from the University of Northern Colorado,” he said. “During my time at UNC, I realized Greeley is a gem and decided to begin NoCo Fitness to better the health of Greeley.”

Silvernale is about to become a Titleist Performance Level 1 golf fitness trainer, which will allow him to bring that experience to the Greeley area as well.

He worked with Front Range Pace Setters to stage an Easter egg hunt, has volunteered to build homes with Habitat for Humanity and served on the Greeley Parks and Recreation board of directors.

Travis Storin

Accounting director
City of Fort Collins



Skiing may be Travis Storin's favorite way to enjoy Colorado, but he also notes that "the sport demands that you be fully present in the moment. In a world of increasing distraction, I welcome the reminder to give 100 percent focus and attention to what's right in front of us."

That kind of focus is extra important in Storin's role as accounting director for the city of Fort Collins, where he leads a team of 14 professionals and is responsible for the city government's general accounting, payroll, accounts payable, treasury and investments. Their attention to detail is part of what has earned the city an Aaa credit rating from Moody's, a designation achieved by no more than 4 percent of municipalities nationally.

Storin led the financing for the city's broadband internet startup Fort Collins Connexion, helped create an easier-to-read People's Annual Financial Report, and led his team as they overhauled the city's "Procure to Pay" process; that new system was launched in August.

He earned bachelor's and master's degrees in accounting at the University of Georgia and served as director of financial planning and analysis for Kaiser Permanente of Georgia before coming to Fort Collins and his current position in 2015.

Storin frequently speaks to accounting classes at Colorado State University, not only addressing technical topics but also introducing students to potential careers in the field. He and his wife support several Northern Colorado nonprofit organizations including the Larimer Humane Society, Crossroads Safehouse and Fort Collins Habitat for Humanity.

Grant Stump

Campaign director
United Way of Larimer
County



Just as the taste and aroma of a homemade loaf of bread nurtures and sustains body and spirit, said Grant Stump, "I believe in nurturing and sustaining our community."

As campaign director for United Way of Larimer County, Stump's definitely not loafing.

"After beginning as an AmeriCorps member," he said, "I was hired into a volunteer engagement role and worked my way into fundraising, starting as a manager and moving to my current role as director."

He manages three resource-development managers and led his Workforce Campaign team to raise more than \$2.2 million for the Larimer County community in 2017.

As an education volunteer engagement manager, he collected and distributed more than 12,000 books for children in need, and managed the Be Ready Fair committee.

Stump earned a bachelor's degree in psychology from Colorado State University and briefly taught driver education before joining United Way in 2014.

He is a senior partner at Partners Mentoring Youth, chairs the board of New Mexico's annual Western Unitarian Universalist Life Festival, is a member of Generation United and mentored a middle-schooler through Campus Connections.

Stump was recently accepted into the nine-month Leadership Fort Collins program and recently became a member of WomenGive, an organization that funds child-care scholarships for single mothers pursuing their college degrees.

"Working at United Way," he said, "I get to meet incredible people and agencies that are truly making an impact."

Sarah Swanty

Executive director
Fort Collins Cat Rescue &
Spay/Neuter Clinic



Kittens "keep me motivated by reminding me of what is at risk without people like myself advocating for them," said Sarah Swanty, executive director of Fort Collins Cat Rescue and Spay/Neuter Clinic.

Her duties include budgeting, team building and fundraising, she said, as well as "ensuring that our organization operates with transparency and integrity while achieving our mission."

At age 25 in 2006, Swanty and a friend founded the operation "after discovering the devastating number of homeless cats and kittens being euthanized in shelters both nationwide and locally due to overpopulation," she said. "As a lifelong animal lover, I had envisioned myself in a career as a veterinarian, but after dipping my toe into animal welfare I quickly became submerged in a passion to save lives a different way."

Before founding the clinic, Swanty had earned a bachelor's degree in zoology from Colorado State University and worked for nearly four years as a veterinary technician and kennel manager at South Mesa Veterinary Hospital.

In 2013 she became one of about 100 Certified Animal Welfare administrators in the United States. Under her leadership, the clinic has sheltered and adopted out more than 17,000 cats and kittens and performed more than 55,000 affordable spay/neuter procedures on cats and dogs. Her team has provided hundreds of thousands of pounds of pet food to struggling community members.

"Since our work began," she said, "the shelter euthanasia rate for dogs and cats in Larimer County has decreased by more than 70 percent."

Lisa Taylor

Executive director
Immigrant & Refugee
Center



"I love both reading and teaching others to read," said Lisa Taylor. It's no wonder that part of the Evans-based organization she heads formerly was known as the Right to Read Adult Education Center of Weld County.

In 2017, the center and the Global Refugee Center merged to become the Immigrant and Refugee Center of Northern Colorado. As executive director, Taylor oversees 42 staff members and 128 volunteers, all operations and capacity building as well as federal and state compliance. Even though her former role was lead instructor and learning-needs coordinator for Right to Read, she had been working to expand services for immigrants and refugees for four years before she coordinated the merger.

Her work for both incarnations has built an infrastructure, marketing plan and strategic partnerships that has resulted in the organization quadrupling the number of clients it's able to serve and tripling both its budget and its number of employees.

Taylor earned a bachelor's degree in secondary education from Henderson State University in Arkadelphia, Ark., and a master's in education from the University of Northern Colorado in Greeley. She was a teacher in Arkansas and Milliken.

A 2018 BizWest Woman of Distinction, Taylor has volunteered with the local food bank and library district. She sits on the Weld County Workforce Development and Human Services Advisory boards, Greeley's Human Relations Commission and the Colorado Workforce Development Council. She also serves on the Northern Colorado Refugee Collaboration Committee and is a member of the Northern Colorado Literacy Agency Network.

Tina Todd

Co-founder
simplyHR



“Running is my favorite way to spend ‘me’ time,” said Tina Todd. “It clears my brain and focuses my heart to make me a better mom, wife, entrepreneur, friend and person.”

Running takes place when Todd takes a break from running a business, Fort Collins-based simplyHR.

Slightly more than two years ago, Todd realized the community was missing human-resources consulting and knew her skills and experience could fill the niche. She and a partner started simplyHR in fall 2016, and now Todd takes on everything in her company from finances and operations to information technology and maintenance.

Her company also has created Define the Line, anti-harassment training in the form of a comic book designed to educate and empower employees to create workplaces that are harassment free.

A graduate of Colorado State University with a bachelor’s degree in psychology, Todd was an adult-care services coordinator at Foothills Gateway, an executive team leader at Target stores and a human-resources business adviser at ADP before founding her own company.

She donates time and resources to other entrepreneurs and managers, helping them apply HR best practices to their businesses. She teaches classes for the Larimer Small Business Development Center and has done pro bono work for several nonprofits. She also has donated volunteer time and money to the Food Bank for Larimer County, the Boys and Girls Club and Poudre School District.

Todd said she recently joined “the amazing women of Chai for Charity to hold events that match women in Northern Colorado to charitable organizations that they connect with.”

Adam Trainor

Co-owner, operator
970 Services, H3 Design,
Epoxy Colorado, Beyond
Blue Media



Bow hunting has taken Adam Trainor on what he calls “a very humbling and challenging journey” and given him a greater appreciation for nature that he cherishes opportunities to share.

It’s likely also taught him concentration and a straight-arrow approach to keep his four Fort Collins-based companies and a nonprofit on target.

He helped start 970 Services in 2013; that firm does roofing repair and replacement as well as wind, fire and mold restoration services. In 2016, he and his partners launched three more: H3 Design, a general contractor for residential and commercial tenant-finish projects; flooring specialist Epoxy Colorado; and marketing firm Beyond Blue Media.

On top of all that, he founded and serves as president of a nonprofit called Labor of Love that provides labor and services for families in need, ranging from small handyman-type projects to replacing carpet with hardwood flooring, installing handrails and larger remodels.

A graduate of Colorado State University with a bachelor’s degree in technology education, Trainor won the Fort Collins Area Chamber of Commerce’s “New Kid on the Block” small business of the year award in 2016. He has served four years on the Loveland Construction Advisory Board and joined the Poudre Fire Authority’s code-adoption committee this year.

Trainor assisted in service projects as a member of the Mountain View Rotary Club for four years. As a former CSU track and field athlete, he was proud to provide design services for part of the school’s recent remodel of its track.

Taylor Worthington

Business development
officer
Wells Fargo Bank



In his spare time, Taylor Worthington takes his drone to compete in local quadcopter races. At these events, he said, his mantra is “Build, fly, crash, repeat!”

In his work life, however, it’s Worthington’s job to keep businesses flying.

As business development officer for Wells Fargo in Northern Colorado, Worthington works as a business consultant for a few specific industries to help business owners succeed.

Worthington has earned several internal awards and gotten three promotions in his more than 3½ years at Wells Fargo, is recognized as a senior leader in the region. For team development, he has taken on three formal mentees and many informal ones; two people he has mentored were successful in earning promotions.

Studying business and marketing, Worthington earned an associate’s degree at Front Range Community College and was a leasing professional for McWhinney Property Management and CLK Property Management before coming to Wells Fargo.

He was unanimously elected chairman of the board of directors for FoCo Café, where he

implemented changes to evolve the café into a sustainable business model using corporate sponsorships and memberships so it could continue to serve meals to those in need. He also has spearheaded stricter governance and procedures in day-to-day operations there.

Worthington served on the Fort Collins Area Chamber of Commerce’s Red Carpet Committee for three years, and has worked with nonprofits including Homeward Alliance, the Larimer County Food Bank, the National Multiple Sclerosis Society and Junior Achievement.

James Yearling

Deputy director
Downtown Fort Collins
Business Association



“Music is my mojo,” said James Yearling, who treasures the ‘76 Gibson Les Paul guitar, a present from his father. And as deputy director of the more-than-225-member Downtown Fort Collins Business Association, a 501(c)(6) nonprofit organization since 1982, he’s instrumental in striking the right chord for a harmonious business community.

A smart, collaborative and tenacious community leader, Yearling oversees the association’s day-to-day operations, strategic planning, events, business advocacy, fundraising, marketing, staffing and a \$1.3 million budget.

The Fort Collins Area Chamber of Commerce honored Yearling as its 2017 Young Professional of the Year, and he sits as an ex-officio member on its Local Legislative Affairs Committee. He was awarded back-to-back Governor’s Awards for Excellence for “best event, festival or activity” after his work on the Colorado Brewers’ Festival in 2015 and Great Plates of Downtown in 2016. He also won an International Downtown Association Merit Award for the production of Bohemian Nights at NewWestFest in 2017.

Yearling earned a bachelor’s degree from Ohio University’s E.W. Scripps School of Journalism in Athens, Ohio.

His previous work was in the Fort Collins-based rock band Better than Bacon, and besides being a musician and band leader, he was a booking agent and tour manager. He booked more than 350 shows at theaters, festivals and juke joints including several national tours, traveled more than 8,000 miles and played more than 150 shows in 2013 alone, and managed the band’s finances, media, technical production, venue rentals and tour accommodations.



EIDE LIKE

I'D LIKE TO BUILD A STRONGER FUTURE

Small acts of positivity can make a big difference for our future. Eide Bailly is proud to support BizWest's 40 Under Forty. Congratulations to this year's nominees! Your professionalism, dedication and commitment are a great asset to our community.

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