To inspire leadership growth through education, collaboration, and engagement to empower women.
Iowa Women Lead Change (IWLC) is Iowa’s premier leadership organization for women. By hosting conferences with nationally known speakers, networking, events, thought leadership and access to resources, we elevate the conversation about women leading in the workforce, the community and the home. IWLC is a volunteer-driven, non-profit organization that strives to educate, inspire and challenge women to be the leaders of today and tomorrow.

OUR PROMISE

To inspire and challenge
To provide new knowledge and skills
To promote access to boards and public office
To offer networking opportunities
To urge women to take charge and lead change in all aspects of their lives
Thank you for your ongoing support of Iowa Women Lead Change (IWLC)!

This past year was filled with innovation, collaboration and engagement around the topics of women’s leadership and empowerment, gender intelligence and female entrepreneurism. Buoyed by continuing support from leading Iowa companies and organizations, we know that our work throughout the state of Iowa is resonating with current and aspiring leaders. Since our inception in 2007, IWLC has served more than 14,000 women, men and college students — and now high school women through our programs!

Within these pages, you will read of many of our activities and strategic successes, including:

- **Innovation:** IWLC continues to lead the way in research about women’s leadership and in diversifying our program portfolio in ways that excite and inform through a wide offering of conferences, workshops, small group gatherings and “how to” sessions.

- **Collaboration:** Along with our partners and sponsors, IWLC made strides in 2015 in promoting and developing female entrepreneurism through our Invest in She by IWLC events, engaging more than 100 women-owned businesses and financially backing 12 of them. We have partnered with the Governor’s office and key state and business leaders in the EPIC Corporate Challenge, an exciting initiative that commits organizations across Iowa to track their performance regarding leveraging their female talent.

- **Engagement:** 2015 marked our first year of offering resources “river to river” in Iowa. The demand for women’s leadership resources continues to grow in our state — and IWLC is dedicated and prepared to meet the need!

Organizationally, we continued to grow this past year, hiring staff with responsibilities in operations and finance, communications and marketing, creative and graphic design, volunteer management and development.

We are eager for what 2016 holds for women’s leadership in Iowa — and we are grateful and thankful to be a part of educating and empowering today’s and the next generation of leaders! We hope to see you at one of our 2016 events.

Onward and upward!

Diane H. Ramsey, Chief Executive Officer
“We need to recognize that there really are differences in men and women. We need to ask ourselves how do we work with those differences to create a truly inclusive environment. IWLC CEO Forums have raised the issue – and there is a lot of work to be done.”

Chuck Peters, President & CEO, The Gazette Company, Cedar Rapids, Iowa
Who attended our 2015 events?

**Position**
- Consultant: 2%
- Individual contributor: 22%
- Middle manager: 23%
- Project manager: 12%
- Senior manager: 16%
- Senior executive/owner: 12%
- Other: 12%

**Age**
- 20–29: 11%
- 30–39: 32%
- 40–49: 30%
- 50–59: 22%
- 60–69: 6%
- 70+: 0%

**Income**
- $50,000 or less: 6%
- $50,001–75,000: 11%
- $75,001–100,000: 13%
- $100,001–150,000: 27%
- $150,001–200,000: 23%
- $200,001–350,000: 17%
- $350,000 or more: 2%

**Years of Experience**
- 0–5: 8%
- 6–10 years: 17%
- 11–15 years: 17%
- 16–20 years: 18%
- 21–30 years: 28%
- 31 or more years: 11%

**Highest Degree**
- AA/some college: 8%
- BBA/BA/BS: 45%
- Advanced: 40%
- High school: 6%
- Other: 1%
2015 FINANCIALS

2015 REVENUE: $1,629,578

- MISC $141,738 (9%)
- BI ANNUAL $220,000 (14%)
- EVENTS $1,267,840 (78%)

2015 EXPENSES: $1,616,114

- EVENTS $1,192,266 (74%)
- G&A $297,356 (18%)
- FUNDRAISING 126,492 (8%)

“MidAmerican Energy is proud to support IWLC and its programs. The organization provides information, resources and training specifically focused on promoting and developing women leaders. Partnering with IWLC provides opportunities to develop and strengthen employees while helping companies to become more knowledgeable about women leadership skills and assets. IWLC is Iowa’s ‘go to’ resource for women’s leadership.”

Kathryn Kunert, Vice President for Business & Community Development, MidAmerican Energy, Des Moines, Iowa
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Kathryn Kunert, Vice President for Business & Community Development, American Energy, Des Moines, Iowa

2015 SPONSORS

ABI
Accordia Life
ACT
Alliant Energy
American Equity
American Trust & Savings Bank
Anderson Weber
ARAG
Bank of America Merrill Lynch
Bankers Trust
BankIowa
Jack & Gail Bernstein
Briar Cliff University
Business Record
Casey’s General Stores
CBS2/Fox28
Cedar Rapids Bank & Trust
Charise Yanney
City of Cedar Rapids
Collins Community Credit Union
Community Foundation of Greater Dubuque
Corridor Business Journal
Dale & Diane Repass
Davis Brown Law Firm
de Novo Alternative Marketing
Delta Dental
Des Moines University
Diamond Jo Dubuque
DoubleTree by Hilton Hotel Cedar Rapids Convention Complex
Dr. Michael & Lynn Kafka
Drake University
Dupaco Community Credit Union
DuPont Pioneer
DuTrac Community Credit Union
Eastern Iowa Airport
EMC Insurance
Equitrust
Friedman Insurance
GE Capital
Ginny & Polly Peterson
Gleeson Family Foundation
Great West Casualty
GreatAmerica Financial Services Corporation
Greater Cedar Rapids Metro Economic Alliance
Greater Des Moines Partnership
Greenberg Jewelers
Guaranty Bank & Trust Co.
HNI
Ho-Chunk, Inc.
Hy-Vee
INS Family of Companies
Iowa City Area Development Group
Iowa Economic Development Authority
Iowa Restaurant Association
Iowa Startup Accelerator
Iowa State University - College of Business
Iowa State University - Office of the Provost
ITC Midwest
John Deere
Kaplan University
Klinger Properties
Li’l Drug Store
Loras College
Markey’s Rental & Staging
McDonough Foundation
McGrath Auto
Mercy Medical Center - Cedar Rapids
Mercy Medical Center - Des Moines
Mercy Medical Center - Dubuque
Mercy Medical Center - Sioux City
MidAmerican Energy
Morgan Stanley
Mystique
Nationwide
Norwegian Cruise Line
Norby Distributing
Nordstrom
Nyemaster Goode, PC
P&G
Palmer Candy Co.
Paramount Ambulance
Pearson
Pella
Plaid Swan
Principal Financial Group
Prudential
Radio Dubuque
Rausch Productions
Regina Roth
Rockwell Collins
RSM US LLP
SBDC/Kirkwood
Security National Bank
Siouxland Chamber of Commerce
Siouxland Community Foundation
Square One DSM
tH Media
The Straub Corporation
Theisen’s Home Farm Auto
Transamerica
TrueNorth
U of I Community Credit Union
UF
UI Healthcare
Unity Point Health Cedar Rapids
UnityPoint - Finley
UnityPoint Health - Des Moines
University of Iowa
US Bank
Van Meter
Veridian Credit Union
Vision 2020
Wayne State College
Wells Fargo
West Bank
Western Iowa Technical Community College
Wixted & Company
This past year marked the first time that IWLC offered its distinct brand of leadership education “river to river” in Iowa, hosting conferences in Sioux City, Des Moines, Cedar Rapids and Dubuque. Additionally, the organization expanded its Invest in She by IWLC events to Central Iowa, as well as reprising its original event in Eastern Iowa. In all, more than 4,000 women, men and college students were inspired by nationally known speakers on the topics of women’s leadership and empowerment, gender intelligence and female entrepreneurism.
2015 SIOUXLAND CONFERENCE

On March 17, IWLC kicked off its 2015 conference agenda in Sioux City with a professional track program, CEO Forum and Student Track program, featuring keynote speakers Dr. Tererai Trent, scholar and humanitarian; Lisa Bloom, American civil rights advocate and legal analyst; and Susan Packard, co-founder of Scripps Interactive and former chief operating officer of HGTV. Drawing 200 women and 150 college students, the event created buzz within the community. “Women at all levels in their career path and all walks of life need ways to enhance and strengthen their leadership skills and network with others,” said Lea Greathouse, executive director of the Mercy Medical Center Foundation. “IWLC is leading the way for Iowa women to connect and be inspired for their next opportunity, whatever that may be!”

2015 EASTERN IOWA CONFERENCE

Over the course of two days, leaders converged in Cedar Rapids, April 21–22. With a robust lineup of internationally and nationally recognized speakers, the conference engaged 1,100 women and men around the issues of women’s leadership, gender intelligence and gender dynamics, and entrepreneurism. A few of the speaker highlights included: Sheryl WuDunn and Nicholas Kristof, Pulitzer Prize-winning journalists; Carly Fiorina, the first woman to lead a Fortune 50 business; Susan L. Colantuono, an expert in women’s leadership development, gender dynamics and hidden gender bias; and Linda Rottenberg, a dynamic expert on entrepreneurship, innovation, emerging markets and leadership.

2015 DUBUQUE CONFERENCE

More than 300 women and undergraduate students from area colleges joined together in Dubuque on October 8, gleaning wisdom shared by four nationally recognized speakers on women’s leadership as part of the inaugural IWLC Dubuque Conference. Nancy Van Milligen, president and CEO of the Community Foundation of Greater Dubuque, was “excited and inspired” by the inaugural conference. “The level of professionalism and the quality of speakers has been delightful,” she says. “There is a joy in having so many professional women in Dubuque and the networking opportunities that abound here at this conference.”
2016 EVENT LIST

Siouxland Conference
February 16, 2016
Marina Inn and Hotel
South Sioux City,
Nebraska

Eastern Iowa Conference
April 26, 2016
DoubleTree by Hilton Convention Complex
Cedar Rapids, Iowa

Invest in She – Des Moines
June 9, 2016
Drake University
Des Moines, Iowa

Invest in She – Corridor
June 14, 2016
The Hotel at Kirkwood
Cedar Rapids, Iowa

Dubuque Conference
October 11, 2016
Grand River Center
Dubuque, Iowa

Central Iowa Conference
October 27, 2016
Iowa Events Center
Des Moines, Iowa

2015 CENTRAL IOWA CONFERENCE

With the iconic Elton John song “The B*tch is Back” pumping through the Iowa Events Center, the fifth annual IWLC Central Iowa conference kicked off with opening keynote speaker Carol Vallone Mitchell, author of Breaking Through B*tch: How Women Can Shatter Stereotypes and Lead Fearlessly. Other dynamic keynote speakers at the event included Arianna Huffington, chair, president, and editor-in-chief of the Huffington Post Media Group; Anna Maria Chávez, CEO of the Girl Scouts of the USA; and Marietta Colston Davis, vice president of U.S. Dynamics at Microsoft. “IWLC raises the bar every year in the quality of speakers and content,” said Liz Nilsson-Halder, IT director at Principal Financial Group and the Conference Chair. “This year was no different. My inbox has been overflowing with compliments from attendees!”

2015 INVEST IN SHE BY IWLC — CORRIDOR

Six Iowa women-owned businesses netted a total of $40,000 from local power investors at Invest in She by IWLC — Corridor on June 11 at The Kirkwood Hotel and Event Center. The second-year event celebrated female entrepreneurism in Iowa. The evening’s big winner, Elizabeth Caven, won $20,000 from investors. “I am speechless,” said Ms. Caven, founder and owner of UpCraft Club, based in Des Moines. “It was a phenomenal event. It is fun to tell people about what the company is and it’s great to see people getting excited about sewing.”

2015 INVEST IN SHE BY IWLC — DES MOINES

With opening words of wisdom from Iowa Lt. Governor Kim Reynolds, a strong advocate for elevating women entrepreneurs in the state, six women entrepreneurs presented their businesses at the inaugural Invest In She by IWLC — Des Moines pitch competition on September 10. The big winner was Megan McKay of Peace Tree Brewing Company, who took home $12,000. “This process gave validation to me as an entrepreneur,” said Ms. McKay. “It shows me that if you have a compelling story and product, you can succeed. And it was inspiring to be in a group of women who are also entrepreneurs.”
“IWLC conferences are inspiring and empowering for both women and men at any stage in their career. Our company utilizes the conferences as a tool for professional development for our employees, but they also gain valuable personal development as well.”

Patricia Kampling, Chairman, President and CEO, Alliant Energy