



May 10, 2019

To Whom It May Concern:

Des Moines is incredibly fortunate to have so many amazing leaders to recognize, and the Woman of Influence award is one of the most coveted honors to receive. By acknowledging not only professional accomplishment but also commitment to lasting impact on community, this award embodies everything that makes our community special and I am honored to nominate Kate Hightshoe for this recognition this year.

Kate currently serves as Director of Hubbell Community Management, a promotion she received after only 2 years in Des Moines and with the company. Her success locally follows more than a decade in real estate and property management in Kansas City where she managed a number of independent consulting projects for community associations, construction and developers, declarant managed entities, and multi-family portfolios. Her ability to master the industry, work across sectors and drive results clearly demonstrates her strength as leader who engages deeply and contributes meaningfully.

Kate pursued a career in real estate to supplement her income as an artist and, in addition to her demanding career with Hubbell, she is also extremely committed to advancing regional cultural priorities. Kate serves on the Board of Directors for the Des Moines Symphony and was selected from a pool of more than 30 applicants to join the Bravo Greater Des Moines Board of Directors in July 2017. Since then, she has clearly established herself as a strong leader and passionate arts and culture advocate and was invited to serve on the Executive Committee as Chair of Bravo's newly-formed Community Engagement Committee after only one year on the Board.

Kate's passion for the arts in our community is a direct result of her experience as a lifelong musician. Kate started piano lessons at age 5 before choosing to master the oboe, an instrument which led her to a scholarship at the Conservatory of Music in Kansas City where she earned double-major undergraduate and graduate degrees in Oboe Performance and Music Composition. She also holds an Interdisciplinary Masters in Liberal Arts. Kate has subbed nationally with multiple professional symphonies, performed in more than 100 live music venues and opened for several Grammy Award-winning artists and still teaches private lessons and performs regionally.

Kate's commitment to advancing Bravo's mission and to strengthening the creative economy in our region will leave a lasting impact on Greater Des Moines, but her leadership and guidance has also impacted me and others personally. Her willingness to advise, engage, reflect and support business and personal objectives while always maintaining the highest degree of integrity and purpose. No matter how busy she is, she always returns the call, makes the time and adds value that leads to stronger outcomes. I value her perspective and counsel and am grateful to consider her a mentor and friend.

There can be no question that Kate is a woman of positive influence in our community and I appreciate your consideration of her nomination for recognition this year.

Respectfully,

A handwritten signature in black ink that reads "Sally Dix". The signature is fluid and cursive, with the first name "Sally" being more prominent than the last name "Dix".

Sally Dix  
Executive Director  
Bravo Greater Des Moines