**Name**: Courtney De Ronde, CPA

**Current Position**: Partner

**Company**: TDT CPAs and Advisors, P.C.

**Phone**: 515-657-5814

**Address**: 1245 Jordan Creek Parkway, Ste 100

West Des Moines, IA 50266

**Email**: [courtneydr@tdtpc.cm](mailto:courtneydr@tdtpc.cm)

**Birthdate**: June 7, 1980

**College and Degree**: University of Northern Iowa, Bachelor of Arts in Accounting, 2002

**Business Accomplishments**:

* Transferred to Des Moines location in February 2018 with the goals of developing new business and building the team.
  + Developed new business at 119% of individual goal in 2018
  + Hired 5 new team members for the Des Moines location in 2018
  + Relocated team to a larger office space in September 2018
  + Hosted a successful Open House in November 2018 with nearly 100 attendees, most of whom were new relationships and referral sources established since February.
* Became an equity partner in 2013 at the age of 32.
  + Elected by fellow partners to serve a 3-year term on the Firm’s Firm Executive Committee after one year as a partner and re-elected for consecutive 3-year term in 2017
    - Involved in firm strategic planning, partner evaluation and compensation process, and goal setting
    - Directed firm’s implementation of the Entrepreneurial Operating System (EOS) and presented Firm Vision and Values to shareholders and then entire firm in 2018
  + Appointed Director of Assurance Services in 2014
    - Increased service area revenue by 167% by 2018
    - Increased team from 8 to 15 by 2018
    - Successfully led team to “pass” ratings on AICPA Peer Reviews ensuring audit quality
  + Launched Advisory Services Division in early 2018
  + Appointed Director of Sales and Marketing in October 2018
* Developed and implemented the Firm’s Recruiting & Retention Plan in 2014
  + Established Internship Program
  + Shares the Firm’s Vision and Values at the New Hire Orientation Program
  + Leads on-campus recruiting efforts, hiring 3-5 interns and new associates per year ensuring they understand and share the firm’s core values
* Career Path
  + Joined TDT in 2001 as an intern and then started full-time in 2002 as a staff accountant.
  + Served clients and progressed from staff associate to manager and then partner while training and developing other team members along the way.
  + Worked from home several days per week on a regular schedule over the course of six years, while her kids were little, paving the way for others in the firm to have flexible and remote work arrangements; was still promoted to manager and then partner during this time.
  + Gained leadership skills through community involvement and involvement in firm initiatives such as leading new software implementations, launching new service areas, and serving in formal leadership roles within the firm.

**Civic Leadership:**

* National Association of Women Owners (NAWBO) Iowa, Member
* Iowa Association of Business and Industry, Member
* Iowa Society of CPAs, Member
  + Business & Industry Committee Member
  + 2019 Conference Speaker Business & Industry Conference Speaker
* Faith Christian Reformed Church
  + Church Council Member – Deacon, Past Administrative Board Clerk
  + Active Member
  + Adult Sunday School Teacher
* Southeast Iowa Nonprofit Summit Planning Committee
  + Plan full-day annual conference for approximately 250 attendees
  + Speaker at break-out sessions and recruit other speakers

**Past Activity when working in the Oskaloosa and Pella communities**

* + Pella Christian Grade School Donations Committee – visited dozens of businesses to build relationships between the school and the community and to seek financial support.
  + Oskaloosa Area Chamber Board of Directors
  + Oskaloosa Main Street Board President
  + Oskaloosa Altrusa Club President and Treasurer
  + SONshine Preschool Board Member and Audit Committee Chair

**Achievements, Awards, Special Recognitions:**

* Certified Public Accountant in the state of Iowa
* Upstream Academy Emerging Leaders Academy Graduate
* Level 5 Certified Advisor
* Speaker/Presenter at the following events:
  + WDM Chamber Business Partner Roundtable (January 2019)
  + DSM Partnership Top Five for Small Business (May 2019)
  + Iowa Society of CPAs Business and Industry Conference (April 2019)
  + DSM Partnership Small Business Success Summit
  + Iowa Society of CPAs Nonprofit Conference
  + Southeast Iowa Nonprofit Summit
  + Iowa Nonprofit Summit
  + Greater Cedar Rapids Community Foundation Nonprofit Know How
  + Iowa Rural Water Association Annual Conference