

# The Jacobs Group LLC

Ideas. Connections. Results.

January 9, 2019

Dear Forty Under 40 Nominating Committee Members

One of the bright young stars in Des Moines is Caroline Bettis and it's a privilege to recommend her for selection to the 2019 Forty Under 40. Caroline has a proven commitment to Greater Des Moines through her professional work and community volunteerism.

It's through Caroline's volunteer work at Plymouth Church that we became acquainted. Last year she served on the small leadership committee which helped develop and implement a campaign to raise over \$2 million to sustain the church's innovative Transition Into Ministry (TiM) program. Caroline and I worked together to engage church members in the campaign, and Caroline led efforts in organizing and hosting special events and outreach communications. The campaign successfully met its goal and Caroline was the volunteer on whom we could count to get things done.

More importantly, Caroline's work on the TiM Sustainability Campaign allows Plymouth to continue to welcome a new associate minister every year. These ministers are recent seminary graduates and their time at Plymouth covers 27 months. Similar to a medical residency, the TiM participants serve the congregation as full-fledged ministers while receiving additional training and mentoring. The program, one of a handful in the US, was established 10 years ago to develop a new generation of ministers and provide them a network of support, encouraging their long-term career in the ministry.

Caroline continues to focus on the Transition Into Ministry program as she serves on the TiM oversight committee, selecting and mentoring the new associate ministers. She is positively impacting the lives of these recent graduates and helps guide their growth in learning about pastoral care, church administration and budget, and outreach and social justice. Caroline is also actively involved on the Board of Membership. Both roles require significant time and talent commitments.

Outside of Plymouth, Caroline serves in a variety of volunteer roles, often taking on leadership positions. As a sorority sister through Delta Gamma, I've seen her step up and tackle the jobs from which other shy away such as serving as the treasurer of the house corporation which oversees the physical and financial conditions of the chapter house at Drake University. Under her guidance, the finances are secure, the chapter house well maintained and updated, and the collegiate members are in a safe and secure

environment at an appropriate cost. Caroline also co-chaired Founders Day for two years. Another job that some find difficult, but one she successfully coordinated and drew the largest attendance ever.

Caroline's diversity in her community involvement efforts show how versatile and effective she is as a volunteer leader. From legal and professional volunteering, such as serving on the Iowa Supreme Court Grievance Commission and the Drake University Law School Board of Counselors, to the activities I highlighted, Caroline appropriately balances her interests, skills, and time.

Her community involvement is in addition to Caroline building a strong professional career as an attorney at the Bradshaw Law Firm. She's successfully grown her expertise and scope of work in insurance and corporate law since joining the firm in 2012.

As someone who walks the talk of giving back to the community, Caroline has developed a positive reputation worthy of the Forty Under 40 recognition. It's fun to see someone so engaged, professional, and dedicated, choose to make Des Moines her home and share her skills and interest with the larger community. Caroline is an outstanding role model for her peers and others when it comes to community involvement.

Sincerely,

A handwritten signature in dark ink that reads "Libby Jacobs". The signature is fluid and cursive, with the first name "Libby" and last name "Jacobs" clearly legible.

Libby Jacobs

President

The Jacobs Group LLC