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January 4, 2019

To Whom It May Concern:

I am excited to provide a letter of support on behalf of Tim Brand for the Business Record’s Forty Under 40 Award. I have been a friend and colleague of Tim’s over the past several years. We first met through an executive leadership program that was designed to focus our attention on our purpose and use it to influence change. I was able to get a full sense of the type of person Tim is through the group’s trip to Haiti. The goal of the trip was to engage with staff and the families served by Tim’s company, Many Hands for Haiti, and both give and get ideas about purpose driven leadership.

WOW! I was humbled by the way Tim went about his work and the level of respect the people of Haiti and his staff have for him. It takes more than being a strong leader to see a vision through to actual operations...especially in another country. It takes relentless discipline to the mission and purpose of the work. Tim does this with high levels of precision in part because this work aligns with his personal purpose to change lives.

At a time when funding is tight Tim knew that if the work of Many Hands was to continue their needed to be a sustainable revenue stream. One primarily solution for Tim was to work with his Board of Directors and staff to create a real connection between families in Iowa and families in Haiti. Through the creation of the Many Hands Thrift Markets in Iowa, Tim found a way to secure a revenue stream for the work of Many Hands for Haiti abroad as well as bringing Iowans to a closer understanding of Haiti with all its unique challenges and gifts. Another side benefit is the employment and volunteer opportunities for Iowans with Many Hands.

Tim is a talented, compassionate and driven leader. He is a systemic problem solver, consistently obtaining all necessary information and points of view in order to facilitate timely and effective problem solving processes. He is a conscientious, thoughtful decision maker who always provides a rationale for his positions.

I have observed Tim facilitate in large and small group settings. In each case, he provides opportunity for all voices to be heard and is able to keep the group moving toward a desired end. He is relaxed and relational which allows participants to feel safe to express opinions. One of Tim’s skills is to seek out and understand the strengths of his staff and to leverage those strengths in ways that impact others.

Tim exemplifies the qualities of IB learners: a communicator, principled, open-minded, caring, a risk taker, balanced, reflective, and knowledgeable, a thinker and an inquirer.

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His moral and ethical character is above reproach and he demonstrates this philosophy daily and truly “walks the talk”. I am so grateful for Tim’s leadership and influence both here in Iowa and in Haiti. Lives are being changed in both locations through the hearts and minds of those connecting to the purpose and vision Tim has created. He is definitely one to recognize for a Forty Under 40 Award.

Please feel free to contact me should you wish to talk further about Tim’s many strengths.

Sincerely,



Laurie C. Phelan, iJAG

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