



Diane Lange, Recovery Resources

Diane Lange is the Controller and interim Chief Financial Officer at Recovery Resources in Cleveland, Ohio. She has been with the non-profit organization for almost 17 years, devoted to its mission of *helping people triumph over mental illness, alcoholism, drug and other addictions*. Prior to that, she served as Finance Director at Early Childhood Options for 8 years. She currently sits on their Board of Directors.

Diane attended The University of Toledo, received a B.A. in Accounting, and is now a CPA. "I have always had an affinity for numbers," says Diane. She comes from a large family, one of nine with eight sisters and one brother. Diane and her husband are very involved with their 28 nieces and nephews. Over the last two years, she has made an extra effort working on her health and enrolling in the Lifestyle 180 Program through the Cleveland Clinic.

When many people would be satisfied to stay put in their careers, Diane has made an effort to grow and learn, participating in a management series to improve her leadership skills. She takes her role very seriously. In 2000, during the agency's transition when it merged with Neighborhood Counseling Services, Diane stepped in the leadership role. "She worked extensively with the CEO and board members on strategy and presented a compelling case," Says Debbie Rodriguez, CEO. "Working at RR allows me to participate in both public and private funding proposals, both financially and programmatically, because

of my operational understanding of the industry," states Diane.

Diane is sought as a respected resource at RR. Coworkers say she is the one who works behind the scenes and makes everyone else in the front line look good. As the force of the fiscal department, Diane's long experience, and history with the agency, programmatic ideas, loyalty and attention to detail are valued by everyone. She is strategic and has a lot to offer on the program side.

"Diane's contribution, technical skills, historical knowledge and broad based experience make her an asset to the agency which would be impossible to replicate," says Debbie. "She has so much passion for our mission and the people we serve. Everyone respects her, from Board members to program staff to the clients themselves."

As a person who is truly devoted to the mission of RR, she works hard and has the utmost integrity. "There is never a time when asked that she would say, "That is not my job." She is always chipping in where needed and does it with enthusiasm," says Debbie. "Success of an agency is just as much her responsibility as it is mine as the CEO." RR appreciates her passion for the world, but hopes she knows that we consider her family and love how she makes us feel at home.

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3950 Chester Avenue • Cleveland, OH 44111

216.431.4131 • www.RecRes.org