A modifier that, when preceding a verb, means ‘again’; represents the process of continuously fine-tuning a particular approach or thinking about new ways to make an impact for the future.
Dear community members,

Welcome to our 2021 annual report! We are excited to share this update about the many different ways we are strengthening communities and inspiring giving.

Like us, the theme of this report, “Re-,” is bold. It stands for new beginnings, fresh perspectives or complete transformation. It means the way we approach an issue today might not be the right approach tomorrow. It symbolizes evolution.

Our work is about finding innovative solutions to complex issues. Doing this means consistently refining our tactics, because we recognize that the community’s needs are always changing.

The stories in this report focus on our tireless efforts to serve the Dubuque region. They reflect our commitment to driving systemic impact by collecting data, convening and mobilizing partners, and facilitating initiatives.

Supporters like you make our work possible, and we are thrilled to share examples of how we make an impact together. We invite you to join us on a journey in this report as we reflect on our region today and re-imagine the possibilities for the future.

Nancy Van Milligen
President and CEO

Teri Zuccaro
Board Chair

Our annual report is an opportunity to take stock of the impact we made in the past year and imagine the possibilities for strengthening the region in the future.
As volunteers with Dubuque nonprofits, Dave and Liz Cushman noticed many organizations faced a common obstacle: Technology challenges like outdated hardware and lack of expertise often stifle their operations. Their experience inspired them to work with us to create Grants for Tech, an innovative grant program that funds technology improvements for local nonprofits. Since 2017, Grants for Tech has awarded nearly $53,000 to 30 nonprofits. Along with opportunities like Great Give Day and our nonprofit trainings, grantmaking is one of the key ways we build the capacity of organizations to drive community impact.

"Liz and I just had a concept. We didn’t have the skillset or time to put this together on our own, so we went to the Community Foundation," says Dave.

"The Foundation works with so many nonprofits and knows the community well," adds Liz. "It seemed like a natural fit."

Grants for Tech is a partnership with University of Dubuque computer science students, who assess applicants’ needs and create three- to five-year plans that inform nonprofits’ future tech improvements.

Students provide a prioritized list of needs, as well as cost estimates. Nonprofits can apply for grants to assist with project costs and are required to contribute matching funds. Once grants are awarded, students provide project management to implement the recommended improvements.

For recipients like Steeple Square, the grant support and partnership can make a significant difference. The Dubuque nonprofit received $3,000 in 2021 to evaluate and update its audio-visual systems, which enable remote and hybrid board meetings and enhance Steeple Square’s training and event hosting capabilities. "Just as valuable as the financial support is the technological expertise," says Steeple Square President Judy Wolf. "Like many small nonprofits, we don’t have the capacity to support a full IT team, and working with the students helped guide us to the right solutions."

Grants for Tech: From Gifts to Lasting Impact

$27k Initial gift in 2016 to endowment fund
$45k Initial gift in 2015 to non-endowment fund
30 Local nonprofit grantees to date
$53k Amount awarded to date
$100k Current balance in endowment fund

Make a gift to the Grants for Tech endowment fund and build the capacity of our community’s nonprofits: dbqfoundation.org/TechFund

Grants for Tech co-founder Liz Cushman and Steeple Square President Judy Wolf in front of Steeple Square.
Children are struggling in the wake of the pandemic. Supporting them takes a coordinated, community effort.

Over 56%

Third-grade students in the Dubuque public schools who do not read at grade level.

The percentage of students not reading at grade level is higher among youth of color:

- **29%** White
- **70%** Black and African American
- **88%** Pacific Islander

4X Students who do not read proficiently by third grade are four times more likely to leave high school without a diploma than proficient readers.*

6X The graduation failure rate for children who cannot read proficiently and are poor for at least one year is more than six times the rate for all proficient readers.*

In the past year, Kaitlin Schmidt has noticed children behaving differently when they arrive at St. Mark Youth Enrichment. The nonprofit’s director of strategic resources says that many children seem unsure how to interact with peers and deal with social-emotional needs. On top of those issues, many struggle academically.

More than two years after the pandemic began, the impacts of emergency school closures, remote learning and social isolation are still being felt, creating a crisis among the youngest community members.

“We’ve seen an increase in behavioral challenges with children learning to be in school again,” Kaitlin says. “Children are learning to do this all over, and some of the youngest never had a chance to have a normal setting. Children thrive with routines, and they experienced a major disruption to their lives.”

St. Mark is one of numerous organizations that partner with our Every Child Reads initiative to provide enrichment opportunities after school and during the summer that support academic achievement.

Thanks to an anonymous gift, we were able to provide two free books to students at Dubuque Title I schools, where book fair participation rates are significantly lower than non-Title I schools.

Our Every Child Reads initiative works to break down barriers to academic achievement in and out of the classroom and build a foundation for lifelong success.

Learn more and make a gift: dbqfoundation.org/ECR

Community Foundation of Greater Dubuque
In Dubuque’s Washington Neighborhood, an arts nonprofit is leveraging grant support to enhance community vitality.

Looking up Central Avenue in Dubuque’s Washington Neighborhood, Sam Mulgrew points out where people are making a difference: An entrepreneur’s new shop, a convenience store that caters to residents’ household needs, a decommissioned fire station that will house the city’s new Office of Shared Prosperity.

In the building Sam and his business partner, Gene Tully, recently purchased, they aim to make their own contribution to the racially and ethnically diverse neighborhood’s vitality. After a renovation, it will be the headquarters of their art and media nonprofit, Voices Productions.

Gifts and grants have been key to the renovation. In 2021, the Foundation awarded Voices a Community Impact Grant to support their project and, ultimately, the role arts and cultural amenities play in community vitality.

To people who don’t live in the neighborhood, its reputation is poverty and marginalization. Sam and Gene say they want to elevate its strong points by engaging residents. They will showcase local artists, host public art events for residents, and serve as a gathering place that inspires creativity.

“We are grateful for the financial support from the Community Foundation,” Sam says. “What means even more is the partnership and the acknowledgement of the work we are doing.”

Gene adds that the project Voices is undertaking is about more than just opening a new space: “Our goal is to build a better community for our children and our grandchildren to live in.”

Support neighborhood vitality with a gift to our Community Impact Fund: dbqfoundation.org/Impact

About the Data

*Americans for the Arts
**Journal of Urban Affairs (2016)
°Dubuque Main Street

Survey respondents who feel more positive about their community after participating in an arts event*

Disadvantaged neighborhoods that saw reductions in income disparity due to new arts organizations**

U.S. householders who rate living convenient to arts and cultural events “important” or “very important”***

55 Blocks

The Washington Neighborhood is bound by 11th Street, Central Avenue, 22nd Street and Elm Street.°

1,900

Dubuquers call the Washington Neighborhood home.*

40%

38%

75%

Support neighborhood vitality with a gift to our Community Impact Fund: dbqfoundation.org/Impact

Gene Tully and Sam Mulgrew in front of Voices Productions on Central Avenue.

40% Survey respondents who feel more positive about their community after participating in an arts event.

75% Disadvantaged neighborhoods that saw reductions in income disparity due to new arts organizations.

38% U.S. householders who rate living convenient to arts and cultural events “important” or “very important.”

55 Blocks The Washington Neighborhood is bound by 11th Street, Central Avenue, 22nd Street and Elm Street.

1,900 Dubuquers call the Washington Neighborhood home.

Support neighborhood vitality with a gift to our Community Impact Fund: dbqfoundation.org/Impact
We are grateful for all who give back to Dubuque. Each person’s generosity is a benefit to communities across the region.

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When you make a gift...

- **$141 Million**
  - Total assets

- **$20 Million**
  - Total gifts in 2021

- **Performance Comparison***

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<th>YTD</th>
<th>5-Year Annualized</th>
<th>10-Year Annualized</th>
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<tr>
<td>Community Foundation of Greater Dubuque</td>
<td>17.22%</td>
<td>10.15%</td>
<td>9.71%</td>
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<tr>
<td>Institutional Custom D Portfolio Blend</td>
<td>14.69%</td>
<td>9.68%</td>
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  *Institutional Custom D Portfolio Blend is a segment blended benchmark based on historical asset class targets for the MIAS D composite using Morningstar peer group average returns, net of management fees.

It is invested...

- **$141 Million**
  - Total assets

- **$20 Million**
  - Total gifts in 2021

- **79% Endowed Assets | 21% Non-Endowed Assets**

- **2% Discretionary Assets | 98% Non-discretionary Assets**

And granted out each year.

- **$60 Million**
  - Amount of grants awarded since inception

- **$6.4 Million**
  - Amount of grants awarded in 2021

- **2,476**
  - Number of grants awarded in 2021
Our board members are engaged with community issues as philanthropists, volunteers and public servants.

Nicole Salazar (pictured here) is a familiar presence in Dubuque’s neighborhoods. As an officer in the Dubuque Police Department, she builds relationships with community members to understand how she can support them in her role. Her service to the community doesn’t stop at the end of her shift, though. She continues to give back in other ways, including as a member of both our Women’s Giving Circle and Board of Directors.

“When I go home, I take my badge off, and I’m just like anyone else,” Nicole says. “If I need help, people help me, so I always like to pay the favor forward and help others when I can.”

Nicole came to Dubuque from Chicago to attend Loras College, where she earned her criminal justice degree. She fell in love with the city and joined the police department after graduation.

She sees her police work and her charitable efforts as two sides of the same coin. As an officer, she sees community needs first-hand, and through the Foundation, she can support nonprofits that are addressing those needs in a systemic way.

“Giving back or being a voice for somebody in need — that is exactly what I love to do,” she says. “That’s why I do it on the job and why I do it on my time off.”
Thanks to a generous supporter, a new challenge grant program is helping small, rural towns plan for their futures.

Small-town Dreams Communities

Throughout our seven-county region, five communities stepped up to the challenge and five more will join them this year.

$50,000 Raised to date for the Allamakee Forever Fund (started in Q2 2021)

$445,000 Raised to date by Foundation of Cornerstone Communities (started in Q4 2020)

$50,000 Raised to date for the Ryan Community Endowment (started in Q2 2021)

$50,000 Raised to date by Dream Bellevue (started in Q3 2021)

$225,000 Raised to date for the LincolnWay Forever Fund (started in Q1 2021)

More than 200,000 people call the seven-county Dubuque region home, and many of them live in communities of fewer than 2,000 residents. These small towns are key to creating a strong, interconnected region of high-performing, self-determined communities.

With generous funding from a supporter who grew up in one of these towns, we have created a tool for residents of rural communities to invest in their future. Our Small-town Dreams Initiative is an innovative way to address unanticipated needs and enhance the quality of life for future generations.

Through the initiative, we pose a challenge: Participating towns can receive $100,000 to start an endowment for the community by raising matching amounts locally. By the end of the campaign, each community will have built a $450,000 endowment that will grow in perpetuity and pay out $25,000 a year for grantmaking.

These grants can jumpstart solutions to the challenges of the day. Right now, five participating towns are addressing issues like child care availability and outdoor recreation.

“This is a such a win for our community,” says Kathy Lansing, a Guttenberg resident guiding one of the campaigns. “We are addressing future challenges today. Small-town Dreams builds resilience for these rural places we love to call home.”
Here For You

Nancy Van Milligen
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Amy Manternach
Chief Operating Officer
Denise LaBudda
Chief of Staff
Itza Heim
Executive Assistant
Bobbi Earles
Vice President of Philanthropy & Communications
Emily Rollins
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Grants Manager
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Dubuque College Access Network Coordinator
Clara Lopez Ortiz
Equity Coordinator
Jason Neises
Community Development Coordinator
Cynthia Wehrenberg
Youth Impact Coordinator
Jason Adams
Director of Finance
Brittani Reuter
Accounting Manager
Luke Benson
Philanthropic Assistant
Jenny Timmerman
Finance Assistant
Jeff Danna
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Lovisa Railstrom
Brand Creative Coordinator
Molly Moser
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