

re prefix \re\

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

annual report \2021\

\reflect\

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.



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

Our Mission

Strengthen communities and inspire giving.

Our Vision

A vibrant and inclusive Greater Dubuque region with resources and opportunities for all.

Our Values

Every day, these values guide us to strengthen our region.



Equity and Opportunity

Our region's future depends on ensuring everyone can thrive.



Collaboration

We believe communities that come together in service of a shared vision achieve great things.



Knowledge

We are a learning organization, continuously collecting data and insights from all corners of the community.



Stewardship

We strive to meet the highest ethical and professional standards in all aspects of our work, from our relationships to our operations.

\reinforce\

Working with supporters like Dave and Liz Cushman, we have created programs that build nonprofit capacity and strengthen their work.

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

\$53k

Local nonprofit Am grantees to date to d

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 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.

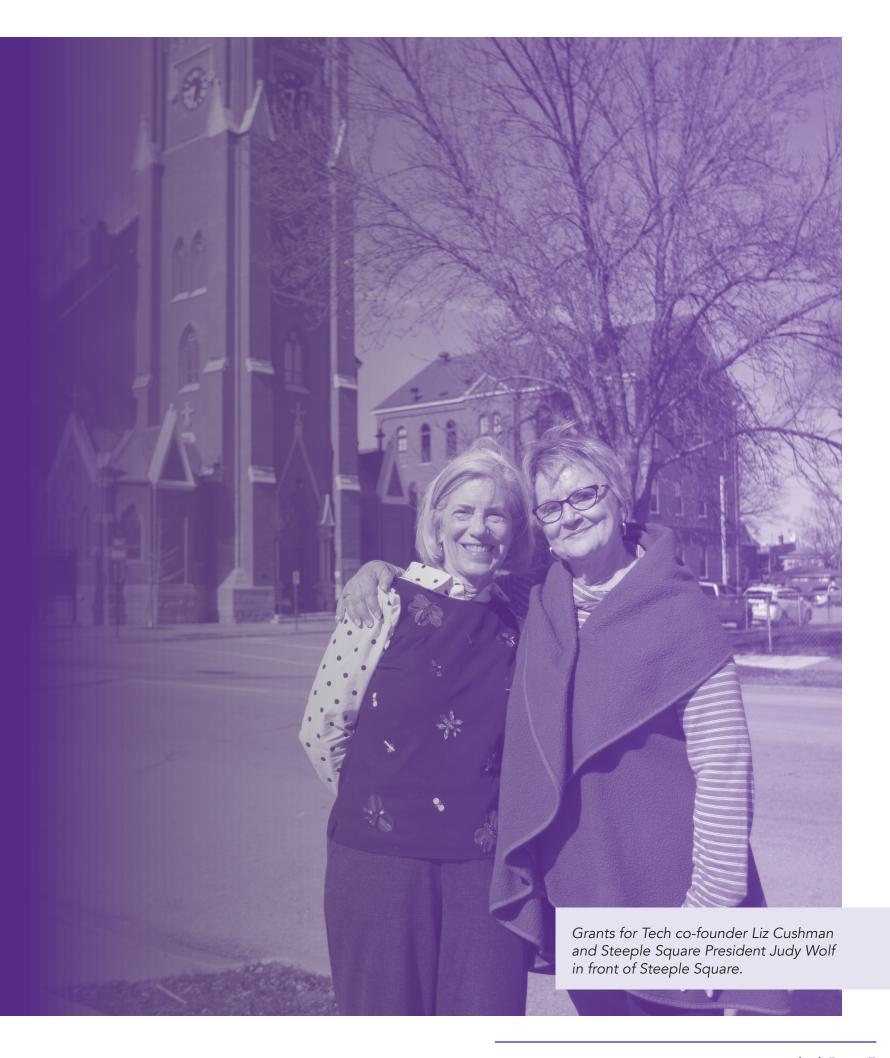
"The Foundation works with so many nonprofits and knows the community well," adds Liz. "It seemed like a natural fit."

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."





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%

70%

88%

Black and African American

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

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.*

About the Data *Annie E. Casey Foundation All other data: Iowa School Performance Profile, Iowa Department of Education



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. In the wake of the pandemic, helping students succeed has never been more challenging. Fewer than half of third-graders in the Dubuque public schools are proficient in reading, a key indicator of high school graduation. Many families face socio-economic challenges, including poverty and homelessness, that negatively impact students' ability to focus and learn in school. These challenges have disproportionately affected students of color, widening achievement gaps that were present even before the pandemic.

For many students, struggles outside the classroom can prevent them from even arriving at school: Close to half of Black and Pacific Islander students and more than a quarter of Latino students are chronically absent, compared to about 18 percent of the total public school population.

"All of the stress, disruption and isolation that families have been experiencing trickles down to children — and children are the ones who might not have the skillset to handle it," Kaitlin says. "Learning and enrichment opportunities can help close the gaps we are seeing. Programs like ours fill the need beyond the school district, because not just one organization can do this work alone."

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: dbgfoundation.org/ECR

\revitalize\

In Dubuque's Washington Neighborhood, an arts nonprofit is leveraging grant support to enhance community vitality.

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.°



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: dbgfoundation.org/Impact

About the Data

- *Americans for the Arts
- **Journal of Urban Affairs (2016)
- ***National Endowment for the Arts "The
- Arts in Neighborhood Choice" report (2019)
- °Dubuque Main Street



When you make a gift...

\$141 Million

Total assets

\$20 Million

Total gifts in 2021

79% Endowed Assets | 21% Non-Endowed Assets

2% Discretionary Assets | 98% Non-discretionary Assets



It is invested...

| | YTD | 5-Year Annualized | 10-Year Annualized |
|---|--------|----------------------|-----------------------|
| Community Foundation of Greater Dubuque | 17.22% | 10.15% | 9.71% |
| Institutional Custom D Portfolio Blend | 14.69% | 9.68% | 8.50% |
| | | | |

Performance Comparison*

*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.



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





reimagine Our board members are engaged with community issues as philanthropists, volunteers and public servants.

Board of Directors

Chad Chandlee Jane Mueller Chris Corken **Abhay Rawal**

Mike Donohue Nicole Salazar

Kurt Strand Nancy Dunkel Cheryl Syke Terry Friedman

Jim Gantz **Chris Theisen**

Bob Hoefer Dr. Liang Chee Wee

Teri Zuccaro Natalie Hoffmann

Steve Kahler Nancy Van Milligen

The individuals who serve on our Board of Directors are local leaders who strengthen communities and inspire giving by laying out a bold vision for Dubuque's future and supporting that vision with gifts of time, talent and treasure.

24

Total number of board and committee meetings in 2021



Five board committees

100%

Board participation in the Forever Fund

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 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."



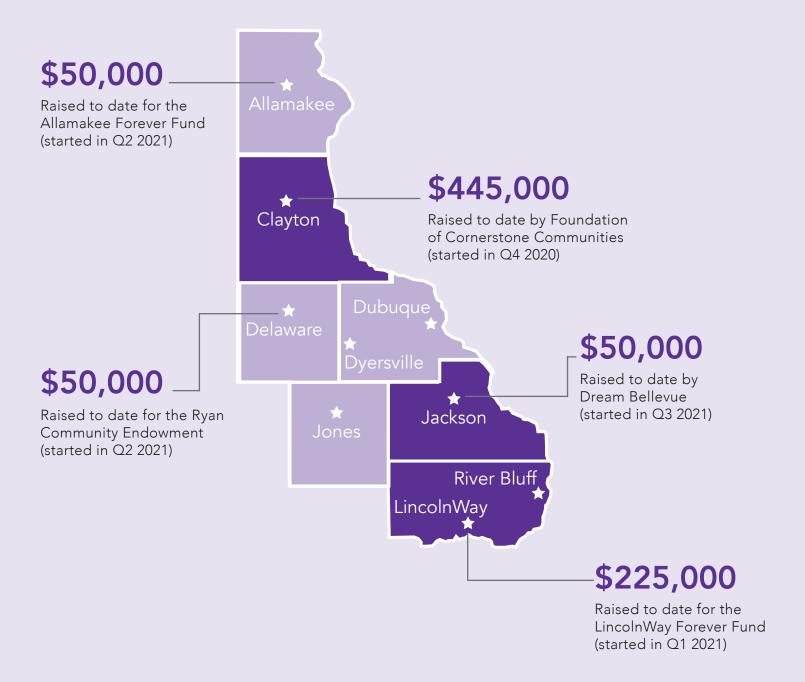
\re\ Page 13 **Community Foundation of Greater Dubuque**

\reinvest\

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.













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."



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Here For You



Nancy Van Milligen President and CEO

Amy ManternachChief Operating Officer

Denise LaBuddaChief of Staff

Itza Heim *Executive Assistant*

Bobbi EarlesVice President of
Philanthropy &
Communications

Emily RollinsDirector of Philanthropy

Nathalia Bernal *Philanthropy Coordinator* Shirley Templeton Vaughn

Project Coordinator

Mary Jo Jean-Francois Director of Grantmaking

Peter SuppleDirector of Nonprofits

Angela Wille Grants Manager

Alex BaumDirector of Initiatives

Donna LoewenDubuque College Access
Network Coordinator

Clara Lopez Ortiz Equity Coordinator Jason Neises Community Development

Cynthia Wehrenberg Youth Impact Coordinator

Jason AdamsDirector of Finance

Coordinator

Brittani ReuterAccounting Manager

Luke Benson Philanthropic Assistant

Jenny Timmerman *Finance Assistant*

Jeff DannaCommunications Manager

Lovisa Railstrom

Brand Creative Coordinator

Molly Moser

Affiliate Communications Manager

MJ Smith

Senior Affiliate Advisor

Sheila Kramer Tjaden

Director of Affiliate Foundations