Norma Denlinger believes that committed citizens who give back with time and treasure are what build strong communities. She should know—she has done both.

Norma began her community service as a Brownie and Girl Scout leader, a Cub Scout den mother, a Girl Scout troop organizer, and field vice president and president of the Little Cloud Girl Scout Council. Later, she established and served on the board of the Dubuque Girls’ Club, became a founding board member of the Dubuque Racing Association, and served on the United Way Board, receiving the Faye Hoffman Above & Beyond Award for outstanding service in 2008. The Telegraph Herald recognized her public service with its First Citizen Award in 2006.

“I want to help the community where I grew up, raised my family and lived my life,” said Norma. “I don’t believe in just lending a name to something, I just don’t believe in that kind of participation. You

**A Legend’s Legacy**

Celebrated community leader Norma Denlinger leaves a thoughtful gift to her community.
A Legend’s Legacy

In 2003, Norma’s husband, best friend and business partner, Virgil Denlinger, passed away. In celebration of his life, Norma created the Virgil J. and Norma M. Denlinger Family Foundation at the Community Foundation of Greater Dubuque (CFGD). After years of steady growth, the fund now grants out $15,000 a year to causes close to Norma’s heart.

Initially, Norma had intended to pass her fund on to her four children so they could carry on the family tradition of charitable giving. But recently, after talking with her kids, she made some changes.

Norma made a bequest to the fund through her will, and re-designated the endowment as a memorial fund so that family and friends could contribute to it in her memory. In addition, instead of having her children direct the fund, Norma turned it over to the CFGD Board of Directors to manage with the direction that grants from the fund should help children and young adults overcome obstacles to help them succeed in life.

“The Community Foundation is a forever institution,” said Norma. “I want my fund to address the most pressing needs of our community, whatever they may be 100 years from now. The Foundation board and staff understand where charitable dollars will do the most good. I know my fund will be in good hands.”

To learn more about leaving a bequest to the Community Foundation, visit www.dbqfoundation.org/legacy or call us at 563.588.2700.

MARK YOUR CALENDAR!

Friday, February 2
Community Showcase
4–6:30 p.m.
Mystique Community Ice Center
Dubuque

Tuesday, April 10
Foundation for Dubuque Public Schools Enhancing Excellence Luncheon
11:30 a.m.–1 p.m.
Grand River Center, Dubuque

Thursday, May 10
Great Give Day
24-Hour Online Giving Event
www.greatgiveday.org

Thursday, May 31
Dine Out for Dubuque Public Schools
10% of sales at participating restaurants will be donated to the Foundation for Dubuque Public Schools.

For the latest event details, visit www.dbqfoundation.org/events.

CELEBRATING GREATER GOOD

Arielle Knox, a fifth grader at Lincoln Elementary School, shows off her new glasses at CFGD’s 15th annual luncheon on October 10. Arielle was one of 800 kids to receive free eye exams and glasses through Vision To Learn, a program supported by the Community Foundations of Greater Dubuque and Jackson County, as well as Theisen’s Home•Farm•Auto and Klauer Optical Co.

Learn more about Vision To Learn at www.dbqfoundation.org/vision.
In 1999, attorney John O’Connor led a group of local community leaders to establish a community foundation in Dubuque.

“Before the organization of the Community Foundation of Greater Dubuque, we had no vehicle for those of our citizens who wished to, and were able to, provide funds for the general well-being of the tri-state area and its people,” says John. “Once we explained the leadership and nonprofit support this institution could provide, we found that community members were very willing to give.”

This year, the Community Foundation of Greater Dubuque is celebrating its 15th anniversary. Since opening its doors in 2003, the Foundation has become a regional hub for philanthropy and community leadership. It has expanded to serve seven counties, engaged people to strengthen their communities through initiatives like ENVISION 2010 and Community Heart & Soul, and helped community members to create 939 funds totaling $85 million and funding $33.2 million in grants to local nonprofits.

Your support of the Foundation made these accomplishments possible. And your feedback is essential as we look to the future and work to develop a strategic plan to guide our work for the next three years.

Are we effective as a Community Foundation in your community? Are there opportunities in your community that we’re not aware of? Visit www.dbqfoundation.org/survey to share your thoughts and help shape our priorities for the 2018-2020 Strategic Plan.

Let us know your answers to these questions online at www.dbqfoundation.org/survey.

1. What comes to mind when you think of the Community Foundation?
2. What does the Community Foundation do well?
3. What could the Community Foundation do better?
4. What would be your dream for the Community Foundation in three years?
5. Of the gifts of time, talent or treasure that you have given, which has been the most meaningful or exciting to you? Why?
6. What issues do you believe will be critical in your community over the next three to five years?

“There is no exercise better for the heart than reaching down and lifting people up.” – John Holmes
The Foundation’s youth board, the Youth Area Philanthropists (YAPPERS), hosted the twelfth annual Feed the Need soup luncheon and silent auction on October 19 in the Roshek Building lobby. The event raised nearly $10,000 for the YAPPERS to grant to youth-serving nonprofits this spring.

Visit www.dbqfoundation.org/YAPPERS to learn more.

Inclusive Dubuque Hosts Nine-Month Learning Series

In October, the Inclusive Dubuque Network launched “Best Practices in Diversity, Equity and Inclusion,” a nine-month, peer-learning workshop series. Organized by the network’s Peer-Learning Council (PLC), the series gives participants the opportunity to learn about and engage in best practices for diversity, equity and inclusion.

Sessions take place on a monthly basis and cover such topics as leading organizations through change, meeting organizational goals, communication, and recruitment strategies. The series will wrap up in June with presentations by participants demonstrating how they will apply the skills they have learned to support their organizations’ equity and inclusion goals.

“Sometimes diversity, equity and inclusion trainings remain in the conceptual and abstract arenas,” said Scott Theisen, PLC member and co-owner of Body & Soul. “What we need are real-world tools that can be applied to the everyday challenges that are specific to our organizational culture and that is what this series aims to do.”

Over 60 individuals representing a variety of sectors are taking part in the workshop series. Each session is led by local diversity educators and practitioners who discuss best practice strategies and leave participants with tools and processes to put into immediate practice within their own organizations.

“The PLC did an excellent job of organizing high-quality learning opportunities for this series,” said Katrina Farren-Eller, coordinator for the Inclusive Dubuque Network. “By equipping people with these tools, the hope is that we will start to see changes in policies and practices in our local businesses and organizations around equity and inclusion.”

To learn more or to support Inclusive Dubuque, visit www.inclusivedbq.org.

Inclusive Dubuque Hosts Nine-Month Learning Series

More than 60 individuals from a variety of sectors are currently participating in a nine-month workshop series presented by the Inclusive Dubuque Network. Participants learn about and engage in best practices for diversity, equity and inclusion.
When Nia moved to Dubuque, it took her six months to find child care. Once she secured it, she had to put her plans to take a second job to save extra money on hold because she realized she couldn’t afford it.

“If I would get another job, I would lose my benefits including Medicaid and child care assistance. All of a sudden, my bills would have become more than what I was earning. Unless I found a second job that increased my income by a lot, I would not have benefitted. I wouldn’t have been able to pay bills and there was no way I would be able to get ahead,” said Nia.

Nia is not alone in her struggle to access affordable, quality child care.

In 2016, Project HOPE, an initiative of the Community Foundation of Greater Dubuque (CFGD), conducted a needs assessment focused on child care services and mental health. The study found that investment in living wages, facilities and professional development by child care providers was driving up the costs of their services, making it unaffordable for the families who need them the most. This, in turn, could create challenges for employers who are looking for skilled workers. Indeed, nearly 50% of parents who took the child care survey reported that child care responsibilities had caused them to turn down a job or work fewer hours.

The results of the child care needs assessment became the basis for the Foundation’s work in the Rural Economic Development Philanthropy Innovators Network (REDPIN). CFGD is one of nine foundations across the country participating in REDPIN, which is facilitated by the Aspen Institute Community Strategies Group and the Center for Rural Entrepreneurship. As part of its mission to improve the quality of life in rural communities, CFGD will build upon the work of the needs assessment in Dubuque by exploring the challenges faced in rural areas and facilitating collaboration at the regional level.

The Foundation will convene child care councils in six rural communities that will consist of employers, child care providers, parents, educators and community agencies who will study the need for affordable, quality child care; advocate for a better system; and develop innovative solutions that meet the local needs of each community. CFGD will support these councils by gathering data, research and sharing best practice models.

“Access to quality, affordable child care is an issue for so many people in our communities and we really want to build awareness among key stakeholders who can make a difference,” said Nancy Van Milligen, CFGD president/CEO. “The hope is that these child care councils will be able to take what they learn and advocate for changes in policies and practices to fix the child care model so it works for everyone.”

Community Foundation Explores Child Care as a Barrier to Employment

To learn more about child care barriers in Dubuque, visit www.dbqfoundation.org/ProjectHOPE and download the Child Care Needs Assessment.

CFGD BRIEFS

Be First in Line for 2018 Endow Iowa Tax Credits

Endow Iowa 25% State Tax Credits have been expended for this year, but you can still make an endowed gift of $50 or more in 2017 and receive the credit by claiming that gift on your 2018 taxes. For more information, visit www.dbqfoundation.org/EndowIowa.

Welcome New Board Members

At the November 21 board meeting, the Foundation welcomed new board member Chris Corken. The board also thanked retiring member Jeanne Lauritsen for nine years of service, including her role as founding member and former chair of the Women’s Giving Circle.

Endowment Payouts

If your fund is eligible for an endowment payout, you will receive a letter in the mail by early March. If you have any questions about the status of your fund, please call us at 563.588.2700 or email Jenna at jenna@dbqfoundation.org.

Mail Your Year-End Gifts Early

Because December 31 falls on a Sunday this year, we recommend you put your gifts in the mail no later than Thursday, December 28, to ensure that they are postmarked before the weekend. Gifts must be postmarked by December 31 to receive 2017 charitable deductions.
New Gifts and Funds as of November 29, 2017

Memorial Gifts
Bell Tower Theater Endowment Fund in memory of Jim Evitts
Joe Bitter Memorial Endowment Fund for Youth in Sports in memory of Joan Oberbroeckling
Central Community Educational Foundation in memory of Doug Knight
Triston Chandlee Memorial Scholarship in memory of Triston Chandlee
Clinton Public Library Endowment Fund in memory of Mike Jennings
Crescent Community Health Center Endowment Fund in memory of Richard "Dick" Schmid
Allison Cress Endowment for Art Education in memory of Allison Cress
Dolly Parton Imagination Library Jackson County in memory of Mary Gieseman, Renee Kopecyk, Evie Schweikert and Anna Belle Wacker
Dyersville Area Community Foundation in memory of Delores Biermann, Austin Oberbroeckling and Marilyn Wilhelm
Ewalu Camp and Retreat Center Endowment Fund in memory of Edward and Florene Klosterboer
Farley Garden Club Endowment in memory of Mary Besler, Phil Brunsmun, Scott Evers, Jeffrey Fangmann, Marian Greenwood, Sr. Mary Anne Heile, OSF, Darin Jarding, Lucille Kelchen, David Kripper, Mary Lou Kruse, Loras Lahr, Katie Massey, Edwin Schielitz, Gerald Schneider, Elizabeth Steffen and Ernest Wulfekuehle
Grant Wood Mississippi River Region Fund in memory of Evelyn Fagerland
Guttenberg Fire Department Endowment Fund in memory of Marlys Friedlein, Robert Livingston and Sylvia Schaub
Imagination Library for Clinton County Fund in memory of Don Feeney and Ruth Swanson
Jackson County Better Together Fund in memory of Ollie Anderton, Melvin “Bud” Bernard, Dorothy Carstenson, Eleanor Clark, Evelyn Fagerland, Dennis Hasenbank, Marianne Hoerschelman, Gary Holz, Donald Hughes, Randy Lahey, Margery Penningroth, Andrew Peters, Regina Sagers, Anna Belle Wacker and Glatha Winchip
Jones County Safe and Healthy Youth Coalition Endowment Fund in memory of Burl Denlinger
LincolnWay Community Foundation Operating Endowment in memory of George Elwood
LincolnWay Community Impact Endowment in memory of George Elwood
Ken Mallas Maquoketa Class of 1961-66 Memorial Scholarship in memory of Ed Bickford
Maquoketa Agricultural Learning Center in memory of Don Casteel and Betty Farrell
Maquoketa Valley Dollars for Scholars in memory of Vivien Benter Ron W. Bonert, Deb Burbidge, Alice Foster, Mike Goetttsch, Judy Guilford, Herman Lahr, Mary June McDonald, Dick Murray, Betty McGrane Ramm, Nida Reth, Howard Rohr, Carolyn Roling, Phyllis Rose, Lela Sands, Sandra Stender, Sofia Wilcox and Maynard Wilson
McGregor 2017 Tornado Fund in memory of Ardyth Weller and Roger Witter
The Miracle League of Dubuque in memory of Matthew Santjer, Brody Connolly and Andrew Connolly
Monona Garden and Trail Endowment in memory of Lyle Johannsen
More Moments More Memories Foundation Fund in memory of Patricia Jackson
Mt. Hope Cemetery Endowment Fund in memory of Ruth Benke, Daniel P. Meyer Leon Wessels and Leo Woods
Our Savior’s Lutheran Endowment (Lansing) in memory of Lee Bjerke
St. John’s Lutheran Matthew 28:19 Endowment in memory of Kim Althoff, Marlys Friedlein and Sylvia Schaub
Jack and Gerry Voss Memorial Foundation Fund in memory of Jack Voss
YAPPERS Endowment in memory of Molly Schmerbach
Molly K. Zelinskas Endowment Fund in memory of Molly Zelinskas

Honorary Gifts
Mary Ament-TASC Endowment in honor of Mary Ament
Central Community Educational Foundation in honor of Class of 1968 and Stephen G. Becker
CFGD Community Impact Fund in honor of Jeff Manternach
Jackson County Better Together Fund in honor of Kathy & Virl Banowetz
Jones County Safe and Healthy Youth Coalition Endowment Fund in honor of Mr. and Mrs. Mitch Rushford
Leadership Enrichment Afterschool Programs (LEAP) in honor of Emma Chambers
Ken Mallas Maquoketa Class of 1961-66 Memorial Scholarship in honor of MCHS Class of 1962 members
Maquoketa Valley Dollars for Scholars in honor of Rosemary Lux, Scott Lux and Emma Chambers
McGregor 2017 Tornado Fund in honor of Cliff and Joan Freeman’s 50th anniversary
More Moments More Memories Foundation Fund in honor of Shelley Shaw and Christi Shaw
Osborne Partners for Education Endowment in honor of Marvin and Tamara Kraus

New Endowments
All Youth Participate
Edward Roy Bartels Legacy Endowment
Olivia Clark Foundation Fund
Suzanne and David Hahn Endowment
Myrna J. Larkey Memorial Scholarship
Mederville Cemetery Endowment
Daniel J. Miller Scholarship
James Owen Jr. Scholarship Fund
Sam Potter Memorial Scholarship for Central DeWitt Community High School
John H. Simmons Endowment
Smith Family Donor-Advised Fund
Brian & Linda Southwood Family Donor-Advised Fund
Special Needs of Jackson County
Jack and Gerry Voss Memorial Foundation Fund
In November, Theisen's Home • Farm • Auto announced that 223 nonprofits in 23 Theisen's store communities would receive more than $300,000 in grants through the 2017 More for Your Community grants program, administered in partnership with the Community Foundation of Greater Dubuque.

Now in its ninth year, the Theisen's corporate grant program has given away $1,762,366 to support local nonprofits and the people they serve. Based on estimates in nonprofit grant applications, the grants will impact 590,017 community members.

“With this year’s grants of $309,753, we are simply giving back to our community and the people we serve,” said Theisen's President Jim Theisen. “We are so proud to support these nonprofit organizations as they provide food, shelter, healthcare, safety and education to children and families in and near to our store communities.”

CFGD supports the Theisen’s corporate grantmaking by receiving all applications, assisting nonprofits with the online application process, working closely with the Theisen family as they make final funding decisions, notifying grantees and non-award winners, publicizing the grants, and managing follow-up reporting from grantees.

CFGD President and CEO Nancy Van Milligen said, “The Foundation is proud to provide efficient and effective grantmaking support to these generous corporate leaders as they give back to their communities.”

To view a full list of 2017 Theisen's More for Your Community grantees, visit www.dbqfoundation.org/theisens.
As volunteers with local organizations ranging from the Dubuque Rescue Mission to Dubuque County Right to Life, Dave and Liz Cushman noticed many nonprofits faced a common obstacle: technology challenges including outdated hardware and lack of expertise that prevent them from operating and communicating efficiently and effectively.

With this need in mind, the Cushmans worked with the Community Foundation of Greater Dubuque to create Grants for Tech, an innovative grant program that funds technology improvements for Dubuque nonprofits.

The Community Foundation partnered with the University of Dubuque computer science program to assess nonprofit applicants’ needs and create three- to five-year technology plans. This “community-based learning” is a win-win, giving nonprofits a road map for future tech improvements and students hands-on experience.

During their first semester, the students provide a prioritized list of purchases, upgrades or training as well as cost estimates. Nonprofits can then choose to apply for grants ranging from $2,000 to $10,000 to assist with the cost of the projects, and are required to contribute matching funds based on their annual operating budgets.

Once grants are awarded, the students provide project management during their second semester to implement the recommended improvements.

“The Grants for Tech program was a game-changer for us,” says Rick Mihm, executive director of the Dubuque Rescue Mission. “Our computers were outdated and slow, and we could not share information via email. Now, we are able to share documents and information that previously was done by picking up the phone or walking down the hall. It has literally brought us into the 21st century.”

You are invited to help make this effective grant program sustainable by contributing to the Grants for Tech Endowment Fund. The Cushmans’ goal is to raise $1 million in order to provide $50,000 in annual support to build the technical capacity of local nonprofits.

To learn more or to support Grants for Tech, visit www.dbqfoundation.org/grantsfortech.