

DRIVEN BY PURPOSE

Powered by Partnerships

2024-2025 Annual Report



**Greater
Dubuque**
DEVELOPMENT CORP.



Letter from our Board Chair

Dear Friends and Partners,

It has been an honor to serve as Chairperson of the Greater Dubuque Development Corporation Board of Directors this past year. I'm pleased to share highlights from our organization's work in this year's Annual Report—especially meaningful as our 40th year of impact draws to a close.

In my decade of service on the Greater Dubuque Development Board, I've been continually inspired by a talented and dedicated staff, a respected and forward-thinking board, and dynamic partnerships that have helped shape Greater Dubuque into a vibrant and competitive region. This year has been no different. Thank you to all our public- and private-sector partners for engaging, investing, and committing to collaborative solutions. Your diverse perspectives have made it possible to accomplish more together and move us toward even greater progress.

Recognizing the need for a strong vision and strategic direction in today's complex environment, we were excited to finalize a new five-year strategic plan, approved by the Board in March. Developed with extensive input, the plan identifies four clear priorities: business support and attraction, population growth, regional collaboration, and organizational excellence. These priorities—supported by a refreshed mission and updated vision—will guide us in ensuring our businesses thrive, our communities prosper, and people are drawn to our region by opportunity and quality of life.

This forward-looking work is complemented by meaningful achievements over the past year. Greater Dubuque played a key role in supporting business expansions, job creation, and workforce retention. We hosted the 60th session of Distinctively Dubuque, which has welcomed over 1,400 newcomers since the program's 2010 inception. We celebrated the near-completion of a \$50 million+ private broadband initiative, bringing high-speed fiber access to 100% of businesses and nearly every household in Dubuque.

We also continued our efforts to address county-wide barriers to child care through innovative public-private partnerships—work that earned international recognition with the 2024 Excellence in Economic Development Award from the International Economic Development Council.

As we look to the future, we remain grateful for the relationships and shared purpose that fuel our work. Together, we are building a region where opportunity is real, partnerships are strong, and where, more than ever **YOU can be great here**.

Thank you for your continued support.



A handwritten signature in black ink that reads "Kay Takes". The signature is written in a cursive, flowing style.

Kay Takes
2024-2025 Board Chair
Greater Dubuque Development Corporation

Our Roadmap to 2030

Our Region

We are dedicated to serving Dubuque County and committed to assisting our partners in Clayton, Delaware, Jones, Jackson, Jo Daviess, and Grant Counties to elevate the economic and community development of our region.

Our Mission

We serve as the premier economic development organization in the region. We drive economic prosperity by attracting, retaining, and growing businesses, serving as a convener and catalyst of strategic collaboration and population growth.

Our Vision

We will strive to make 2025 to 2030 an unprecedented period of economic acceleration and transformation for the region. Businesses will thrive, innovation will be cultivated, communities will partner and prosper, and people will be drawn and held by the promise of opportunity and quality of life.

In January 2025, the Greater Dubuque Development's Board of Directors and staff convened to assess the organization's progress, evaluate emerging challenges, and define strategic priorities for the next five years. The result is a focused and forward-thinking 2025–2030 Strategic Plan that reinforces our commitment to economic growth and community prosperity through four key priorities:

Business Support & Attraction > Strengthening Greater Dubuque's role in supporting existing employers, attracting new businesses, and encouraging innovation across the region.

Population Growth > Growing the regional population by enhancing quality of life, investing in community amenities, and promoting the Greater Dubuque region as a place where people want to live and work.

Regional Collaboration > Aligning with public, private, and nonprofit partners to maximize resources, share best practices, and create solutions to common economic challenges.

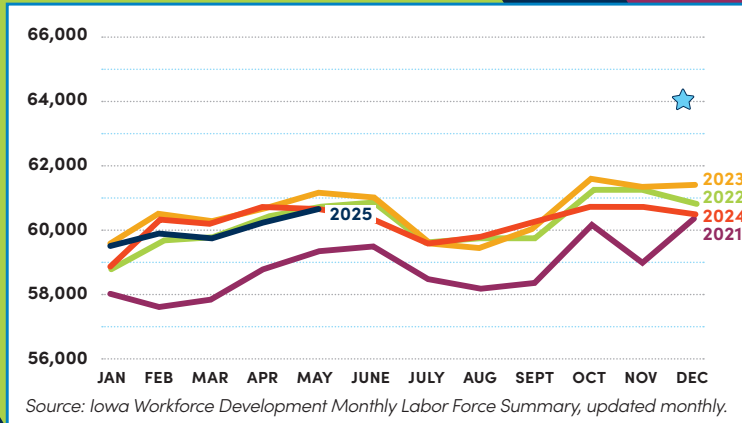
Organizational Excellence > Maintaining Greater Dubuque's effectiveness as a high-performing economic development organization through strategic leadership, fiscal stewardship, and ongoing evaluation.

Throughout the plan, we clarify our role as a leader, convener, or supporter to advance these priorities—recognizing that sustained regional progress requires a blend of direct action, cross-sector coordination, and strong partnerships.

Scan to
Access Our
Strategic Plan
Online:



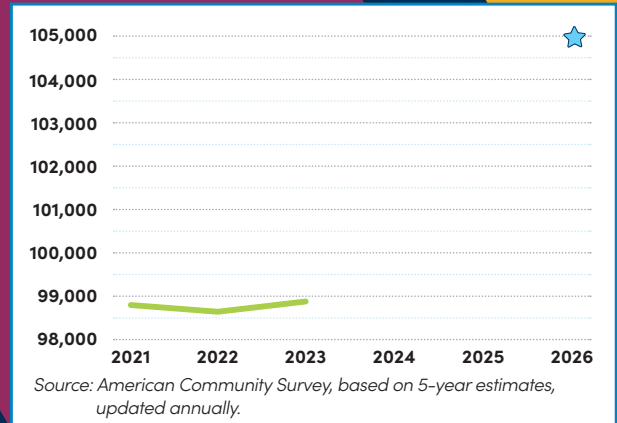
YOU can be great here *Goals & Results*



Grow Labor Force to **64,000 Jobs***

★ **GOAL:** Grow the workforce of the Dubuque Metropolitan Statistical Area (MSA) to over 64,000 jobs by 2027.

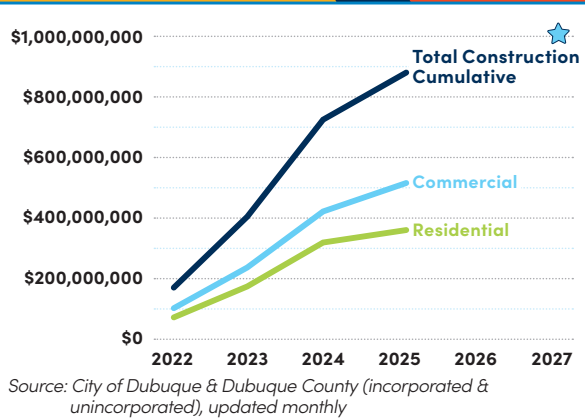
PROGRESS: MAINTAINING ▶ As of May 2025, the Dubuque MSA workforce post-pandemic rebound is holding steady at 60,700 and remains largely insulated from the emerging economic downturn impacting the nation. **Nationally 13.5% of workers are 100% virtual. In the Dubuque MSA, 11.0% of the employed working age population are remote workers. If this is for an out-of-town employer, they are not counted in Dubuque MSA workforce totals.*



Increase Population to **105,000**

★ **GOAL:** By 2027, the population of the Dubuque MSA will reach 105,000.

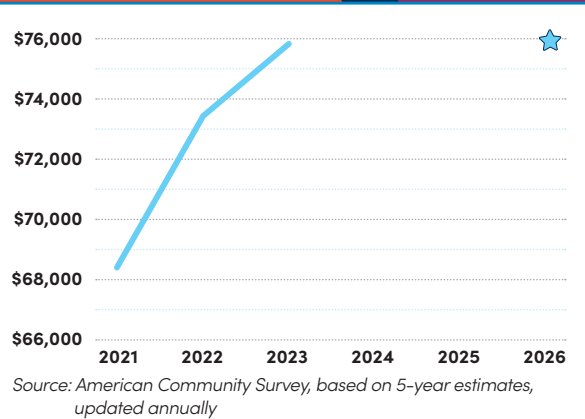
PROGRESS: IMPROVING ▶ As of December 2023, the population of the Dubuque MSA grew to 98,887. Based on data highlighted in our 2024 Skills Gap Analysis, we now anticipate a 0.8% population growth to 100,021 by 2034. Reaching the population goal of 105,000 will require commitment and partnership across all sectors.



Ignite \$1 billion in Construction Investment

★ **GOAL:** Encourage and facilitate \$1 billion of cumulative new residential and commercial construction across the Dubuque MSA by 2027.

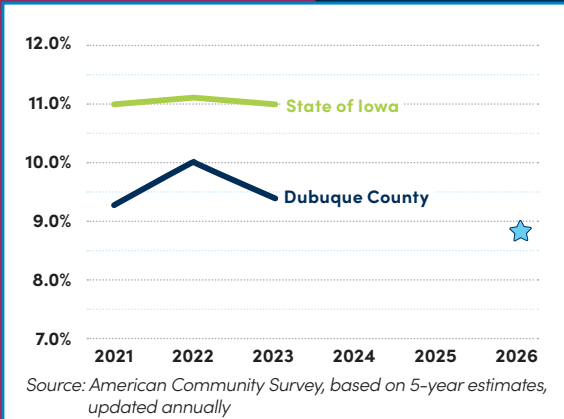
PROGRESS: ON TRACK > Now 3-years into the 5-year **YOU can be great here** campaign, total residential and commercial construction investment in Dubuque County has topped 87.5% of the overall goal at \$875,456,866, with residential construction representing 35.8% of the dollars invested.



Raise Median Household Income to \$76,000

★ **GOAL:** Increase the median household income for those living in the Dubuque MSA to \$76,000 by 2027.

PROGRESS: ON TRACK > As of December 2024, the median household income in the Dubuque MSA has increased from the 2021 benchmark of \$68,198 to \$75,919. This equates to an 11.3% increase in the median household income since the launch of the **YOU can be great here** campaign.



Decrease Poverty Rate by 5%

★ **GOAL:** By 2027, reduce the percentage of individuals living below the Dubuque County Supplemental Poverty Measurement in the Dubuque MSA by five percent to 8.8%.

PROGRESS: ON TRACK > As of December 2024, the poverty rate for the Dubuque MSA decreased from 10.0% to 9.4% while the poverty rate for the State of Iowa only saw a decline from 11.1% to 11.0%.

Strategic Initiatives

Building Bright Futures Through Child Care

In partnership with Dubuque Initiatives and the Community Foundation of Greater Dubuque, Greater Dubuque Development is addressing the child care crisis head-on. In the past year alone, we have invested over \$1 million in direct support to child care providers throughout Dubuque County, including \$829,810 paid out in 2024 and new grants awarded in 2025 to create, recruit, and retain child care professionals. Additional state funding of \$845,200 helped launch Phase II of the Bright Minds Campus, adding 100 new child care slots for area families. We also advocated for major state investments in county-wide capacity: a \$675,000 award for Phase II of the Dyersville Area Childcare Center expansion and a \$395,326 Phase I award for the St. Mark Early Childhood Center, both of which will help serve more working families across Dubuque County.

This year also marked the transition of the Business Champions for Child Care initiative to the Community Foundation of Greater Dubuque, ensuring this vital program continues to grow and sustain the workforce needed for quality child care. These collaborative efforts are helping to expand child care capacity and ensure that families throughout the region have access to the care they need to thrive.



Recognizing the Business Champions for Child Care

John Deere Foundation

Alliant Energy

City of Dubuque

Dubuque Bank & Trust, a division of UMB Bank, n.a.

Diamond Jo Casino

Dupaco Community Credit Union

HODGE

Medline Industries, Inc.

Progressive Processing/Hormel Foods

Q Casino + Resort

Rite-Hite

Theisen Supply, Inc.

UnityPoint Health-Finley Hospital

Woodward Communications, Inc.

Anonymous Corporate Donor

Beyond the employers supporting the Business Champions for Child Care fund, private businesses and communities across Dubuque County are stepping up to expand child care capacity through their own innovative solutions. Greater Dubuque Development applauds **Cottingham & Butler, MercyOne, Northeast Iowa Community College**, and the **University of Dubuque** for investing in on-site facilities and programs that support working families. We also recognize the **Dyersville Economic Development Corporation, Dyersville Area Community Foundation**, and the many local donors and partners who have made the Michael and Jean Knepper Child Care Center a reality — a shining example of how communities can come together to put children and families first.



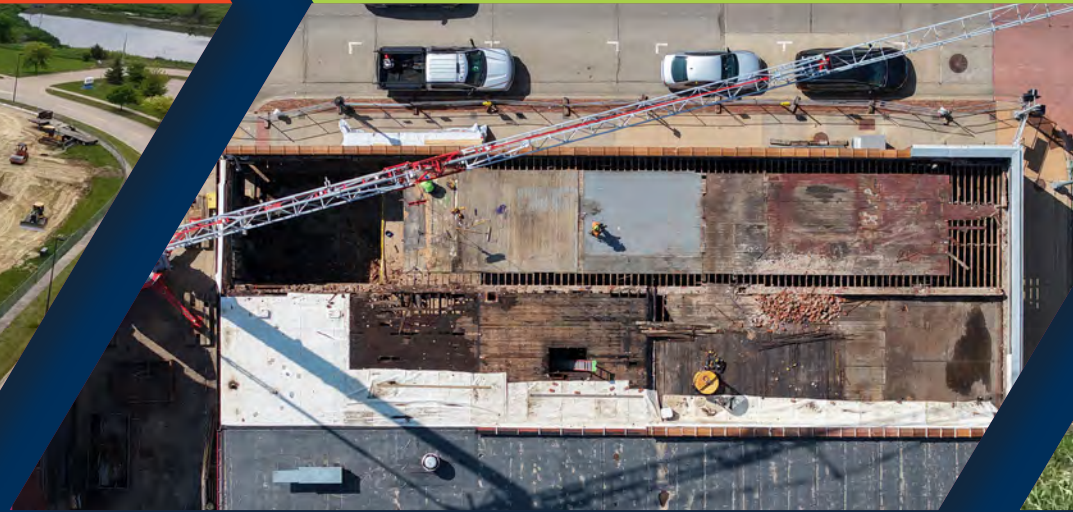
Driving Housing Solutions

Greater Dubuque Development plays a vital role in strengthening the region's housing supply by serving as a trusted partner and connector for developers. While we do not provide direct incentives, our team works closely with developers and local government to help identify sites, navigate site planning, connect to resources, and address concerns with utilities and city services. Through letters of support, strategic connections, and ongoing collaboration, we help move housing projects from concept to groundbreaking — ensuring our growing workforce and community have more quality housing options.

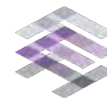
Accelerating Broadband Access

Greater Dubuque Development has been a catalyst in expanding high-speed internet access across the region. Working with the **City of Dubuque**, **ImOn Communications**, **MVLink**, and other partners, we have streamlined planning and permitting, addressed barriers, and connected developers with solutions. This collaborative model maximizes private investment and minimizes public costs — unlocking over \$50 million in private funding to deliver near-universal broadband connectivity for all businesses and residences in Dubuque in 2025. Today, broadband ranks among the top-rated utilities supporting our region's growth.

Business Services



Dubuque Industrial Center West
New Build & Expansion
28,000 square feet
15 new jobs



FEH DESIGN

Downtown Dubuque
Rehabilitation & Relocation
5,000 square feet
10 new jobs

Impacts of FY24-25 Business Expansions Assisted by Greater Dubuque Development

7 New Expansions

325,800 Total Square Feet Added

\$33,539,525 Total Investment

30 Jobs Created




**Dubuque, South End
New Build & Relocation**
6,300 square feet
3 new jobs



**Dubuque Industrial Center West
New Build & Expansion**
30,000 square feet
10 new jobs

Business Services that Drive Growth and Guide Regional Solutions

Our Business Services team conducted **255 InfoAction interviews** with unique employers across the region in 2024–2025, helping them navigate challenges and prepare for future growth. We also hosted Business Services Breakfasts on topics like **succession planning** and **global market connections**, providing insights and resources that empower local leaders to adapt, innovate, and thrive in a changing economy. What we learn through these one-on-one conversations helps shape broader solutions – informing workforce programs, guiding infrastructure improvements, and supporting policy decisions that benefit the entire region.

Workforce Solutions



Pathways to Opportunity

In partnership with Northeast Iowa Community College, Opportunity Dubuque provides tuition-free training for high-demand careers, helping residents gain new skills and employers hire qualified talent. In 2024–2025, **over 245 individuals** completed certificates and moved into better-paying jobs — contributing to more than **3,588 total program completions** since its inception. By partnering with local businesses to align training with workforce needs, Opportunity Dubuque connects graduates to fulfilling careers — strengthening families and fueling economic momentum throughout the Greater Dubuque region.

Rapid Response Support

In addition to our regularly scheduled career fairs, we held an **AccessDubuqueJobs.com** Hiring Fair in September 2024 dedicated to support workers impacted by area layoffs and WARN notices. The event connected **220 job seekers** with **50 employers and resource partners**, helping affected individuals find new opportunities and bolstering our region's workforce resilience and recovery. Held in partnership with IowaWorks, the event exemplified the power of collaboration during times of workforce transition.

College Connection

Our **YOU can be great here** Community College series has engaged **over 1,140 students** from 2024–2025. By offering meaningful experiences that showcase life in the Greater Dubuque region, we help students build ties that inspire them here after graduation. In addition, our summer series has connected **78 students** to the community since 2019, supporting local businesses in 2025 in their efforts to retain young professionals. Through these events focused on leadership, networking, and life, we continue to reinforce the value of Greater Dubuque as a place to build a future.

Celebrating Our 60th Class of Welcoming Newcomers to the Greater Dubuque Region

This year, we proudly celebrated our 60th session of Distinctively Dubuque, a signature newcomer program delivered in partnership with Northeast Iowa Community College. Since 2010, this free, interactive experience has welcomed **over 1,400 new residents**, helping them build connections, discover community assets, and feel at home in the Greater Dubuque region. New this year, a Distinctively Dubuque alumni meetup — coordinated with a local nonprofit fundraising event — brought together past participants and program facilitators to reconnect and strengthen community ties.

Thanks to continued support from the City of Dubuque, Dubuque County, and the DRA, Distinctively Dubuque remains a cornerstone of our efforts to show newcomers that **YOU can be great here**.

“How is there so much opportunity here!? We came and we hoped we could make a splash in the community but had no idea how much potential there is and openness to grow.” — Distinctively Dubuque participant, February 2025



S
Community of Colleges series
in area campuses in 2024—
experiences and connections
in the Dubuque region, the series
inspire them to stay and thrive
in, our Talent Dubuque
34 interns to the broader
region, **32 unique employers** in
the region. Through curated
networking, and quality of
life, the value of choosing Greater
Dubuque.



AccessDubuqueJobs.com is made possible through a partnership between TH Media and Greater Dubuque Development Corporation, supported by the investments of our Workforce Solutions Investors. These investors help power our full suite of workforce initiatives — including career fairs, newcomer services, and college student engagement efforts across the region.

Awards & Accolades

2024 Excellence in Economic Development Award



EXCELLENCE IN ECONOMIC
DEVELOPMENT AWARDS

Greater Dubuque Development Corporation was honored with a 2024 Excellence in Economic Development Award from the International Economic Development Council (IEDC) in the Public-Private Partnership category. This international recognition celebrates the success of our Dubuque County Child Care Solutions initiative – a collaboration with Dubuque Initiatives that unites private businesses, public funding, child care providers, and nonprofit partners to tackle our region’s child care needs from every angle. This award reinforces our commitment to innovative partnerships that drive real impact in the Greater Dubuque region and delivers on the promise that **YOU can be great here.**

Top 20 of the Best Cities for New College Graduates



Dubuque was named one of the Best Cities for New College Grads in 2025 by human resources software company Checkr – ranking #16 out of 100 cities nationwide and #10 among small cities (under 200,000 residents). Dubuque was also one of just two Iowa cities to make the small cities top ten, highlighting our region’s affordable living, career opportunities, and vibrant lifestyle as a standout choice for graduates launching their careers.

National Spotlight with the Wall Street Journal



The Wall Street Journal’s 2025 Summer Travel Guide cast a national spotlight on Dubuque as “the place to be this summer,” celebrating our riverfront, the city’s unique blend of historic charm, stunning natural beauty, and vibrant cultural energy. The feature highlights Dubuque’s authentic local flavor, creative spirit, and the exciting revitalization that continues to shape our community into a must-visit destination.

Greater Dubuque Development Team



Rick Dickinson
President & CEO
30 years of Service



Karen Kluesner
Vice President of
Operations
37 years of service



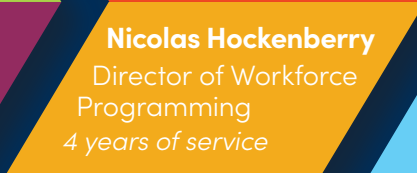
Jason White
Vice President of
Business Services
4 years of service



Mandi Dolson
Director of Workforce
Recruitment & Retention
4 years of service



Daniel McDonald
Director of Existing
Business
25 years of service



Nicolas Hockenberry
Director of Workforce
Programming
4 years of service



Anna Roling
Executive Assistant
2 years of service



Dave Lyons
Strategic Initiatives
Consultant
11 years of service



Jenni Petersen-Brant
Director of
Communications
2 years of service



Scan to View
the Wall Street
Journal Feature
Online:



Governance & Insight

Executive Committee

Kay Takes, Chairperson

Zach Keeling, Vice-Chair > Medical Associates Clinic, P.C.

Dan Walsh, Treasurer > Capra Bank

David Becker > Cottingham & Butler

Wayne Breckon > MidWestOne Bank

Brad Cavanagh > City of Dubuque, Mayor

Chad Chandlee > Kendall Hunt Publishing

Poppy Conlon > Conlon Construction Co.

Derek Deuhr > Carpenters Local 678

Jordan Fullan > HODGE

Alana Kennedy > John Deere Dubuque Works

Wayne Kenniker > Dubuque County Board of Supervisors

Brian Rakestraw > DRA/Q Casino + Resort

Wendy Runde > Diamond Jo Casino

Drew Townsend > Dubuque Bank & Trust, a division of UMB Bank, n.a.

Mike Van Milligen > City of Dubuque, City Manager

Dean Wilgenbusch > U.S. Bank

Tom Woodward > Woodward Communications

Board of Directors

Nicole Breitbach > ITC Midwest

Jill Connors > City of Dubuque, Economic Development Director

Davin Curtiss > O'Connor & Thomas, P.C.

David Dahms > Northeast Iowa Community College

Matt Dodds > Dupaco Community Credit Union

Mike Doyle > Loras College

Tara Duggan > McDermott Excavating

Travis Frampton > University of Dubuque

Amy Hawkins > Dubuque Community School District

Jennifer Havens > Unity Point-Finley Hospital

Mae Hingtgen > East Central Intergovernmental Association

Representative Lindsay James > Iowa State Legislative Delegation

Fletcher Lamkin > Clarke University

Jennifer Lewis > McGraw-Hill

Justin Mottet > Alliant Energy

Antonio Mouzon > City of Dubuque, Future Leadership Team Representative

Andy Mozena > Premier Bank

Mike Portzen, Jr. > Portzen Construction

Jacque Rahe > Dyersville Economic Development

Pat Ready > Origin Design

Laura Roussell > City of Dubuque, City Council

Zach Shireman > IBEW Local 704

Joseph Splinter > Eide Bailly LLP

Danny Sprank > City of Dubuque, City Council

Jeff Staudenmaier > Black Hills Energy

Jason Weston > Empower, Dubuque County Representative

Chad Wolbers > Crescent Community Health, Dubuque Area Chamber of Commerce Representative

Future Leadership Team

Our Future Leadership Team brings together emerging leaders nominated by their employers to share fresh perspectives on key issues shaping our region's future. Meeting quarterly, these professionals provide valuable input that guide strategies and strengthen our regional competitiveness. To ensure ideas and insights flow both ways, a designee from the Future Leadership Team serves on the Greater Dubuque Development Board of Directors – carrying the group's voice directly to board discussions and bringing board priorities back to the team. This year, the team's conversations focused on Impacted Worker Efforts, Air Service, Retail Strategies, Greater Dubuque's Strategic Planning, and Envision 2030. We appreciate their commitment and vision for a stronger Greater Dubuque.

Chad Breitsprecker > Dupaco Community Credit Union

Nate Breitsprecker > National Mississippi River Museum & Aquarium

Christina Clayton > McGraw-Hill

Troy Cooper > Progressive Processing

Lisa Demmer > Dubuque Community Schools

Staci Duerr > Premier Bank

Amy Edmonds > University of Dubuque

Tyler Freye > Alliant Energy

Felicia Gibbs > Eide Bailly

Greg Greazel > John Deere Dubuque Works

Katie Hanten > MercyOne Dubuque Medical Center

Allison Hinga > TH Media

Tony Hoefelmeyer > Black Hills Energy

Andrew Katrichis > U.S. Bank

Matt Kramer > MidwestOne Bank

Tucker LaBelle > Clarke University

Marty Maiers > Q Casino + Resort

Josh McQuillen > Capra Bank

Jennifer Mond > HODGE

Jon Moore > MedOne Pharmacy Benefit Solutions

Antonio Mouzon > City of Dubuque, Greater Dubuque
Development Board Member

Gina Noel > Loras College

Adam Portzen > Portzen Construction

Amanda Ramler > Great River Learning

Samantha Reed > Medical Associates Clinic, P.C.

John Sanchez > Boyd Gaming

Jon Sarrazin > McCoy Group

Shara Sparrgrove > Northeast Iowa Community College

Jack Studier > East Central Intergovernmental Association

Gretchen Tucker > UnityPoint Health-Finley Hospital



Greater Dubuque Development Investors



With sincere appreciation, we recognize the valued investors of Greater Dubuque Development Corporation for 2024–2025. These dedicated partners are more than investors—they are collaborators in driving growth, innovation, and opportunity across the Greater Dubuque region. Together, we are generating measurable economic outcomes and creating a stronger, more prosperous future for our communities.

Private Sector

Addoco, Inc.
Advance Precast Company
Alliant Energy
American Realty of Dubuque
Andersen Windows & Doors
AssuredPartners Great Plains dba The Friedman Group
BARD Materials
Behnke Enterprises Inc.
Betty Jane Candies
Black Hills Energy
Bodine Electric Company
BTS Inc.
Buesing & Associates, Inc.
Callahan Construction, Inc.
Capra Bank
Cascade Manufacturing Co.
Clarke University
Conlon Construction Co.
Cottingham & Butler
Crescent Electric Supply Company
Diamond Jo Casino
DRA/Q Casino + Resort
Dubuque Area Chamber of Commerce
Dubuque Bank & Trust, a division of UMB Bank, n.a.
Dubuque Homebuilders & Associates
Dubuque Hose & Hydraulic
Dubuque Initiatives
Dubuque Screw Products, Inc.
Dubuque Stamping & Mfg., Inc.

Dupaco Community Credit Union
Dyersville Economic Development Corporation
Eagle Point Solar
East Central Iowa Association of REALTORS
Edwards Cast Stone
Eide Bailly LLP
Empower
Engineering Services & Products Company
Equity Real Estate Group LLC
Eyedeal Optical
FEH Design
Fidelity Bank & Trust
Flexsteel Industries, Inc.
Giese Companies
Green Industrial Supply, Inc.
GreenState Credit Union
GRONEN
Happee Smith Productions
Hartig Drug
HODGE
Honkamp, P.C.
HTLF, a division of UMB Bank, n.a.
IBEW Local #704
ImOn Communications
Infrastructure Technology Solutions (ITS)
Inventory Trading Co.
ITC Midwest, LLC
John Deere Dubuque Works
Kane, Norby & Reddick, P.C.
Kendall Hunt/Westmark Enterprises/Great River Learning

Kennedy Mall
Kintzinger, Harmon, Konrardy PLC
Klauer Manufacturing Company
Kloeckner Metals Corporation
Kunkel & Associates, Inc.
Lamar Advertising of Dubuque
Lime Rock Springs Co.
Loras College
M&M Sales Enterprises, Inc.
Maquoketa Valley Rural Electric
McCullough Creative
McDermott Excavating
McGraw-Hill Education
Medical Associates Clinic, P.C.
MedOne
MercyOne Dubuque Medical Center
Michelin
MidWestOne Bank
Mulgrew Oil & Propane
NetSmart Inc.
Northeast Iowa Community College
O'Connor & Thomas, P.C.
Origin Design
Paulson Electric
Platinum Supplemental Insurance
Portzen Construction, Inc.
Premier Bank
Premier Property Management Group LLC
ProPulse, a Schieffer Company
Red Tree Realty of Keller Williams Midwest Partners
Richardson Motors

River City Paving
Rousselot, Inc.
Simmons Food, Inc.
Spahn & Rose Lumber Company
SpecCast
Terracon Consultants, Inc.
The Adams Company
The McCoy Group, Inc.
The Metrix Company
Theisen Supply, Inc.
TRICOR Insurance
TriState Quality Metals
Tucker Freight Lines
Unison Solutions, Inc.
Union-Hoermann Press
United Brotherhood of Carpenters & Joiners Local 678
UnityPoint Health - Finley Hospital
Universal Tank & Fabrication
University of Dubuque
U.S. Bank
Vanguard, Inc.
WHKS & Co.
Woodward Communications, Inc.

Public Sector

City of Asbury
City of Dubuque
City of Dyersville
City of East Dubuque
City of Peosta
Dubuque County

Workforce Solutions Investors



Being a Workforce Solutions Investor means partnering with Greater Dubuque Development and TH Media to power the talent pipeline of tomorrow. These investors make it possible to deliver award-winning workforce initiatives that welcome newcomers, connect job seekers and employers through tools like AccessDubuqueJobs.com, and engage the next generation of talent through our Community of Colleges network. Their commitment drives lasting impact across recruitment, retention, and workforce development in the Greater Dubuque region.

1800Tshirts	Design Build Structures	Grant Regional Health Center	MercyOne Dubuque Medical Center	Simmons Pet Food
AARP Foundation	Diamond Jo Casino/Boyd Gaming	Greater Dubuque Development Corporation	Mi-T-M Corporation	Sisters of Charity, BVM
ACC Premiere	DigiFarm VBN	Green Industrial Supply, Inc	Michelin	Sisters of the Presentation of the BVM
Access Systems	Double L Group, LLC	GreenState Credit Union	Midwest Janitorial Services	Smart Retract, Inc.
Advance Pump & Equipment Inc.	Dubuque Arboretum & Botanical Gardens	Habitat for Humanity Dubuque and Jackson Counties	Modernfold, Inc.	Southwest Health Center
Advanced Directional Drilling	Dubuque Community School District	Harris Golf Cars	Molo Companies	Southwest Wisconsin Technical College
Alliant Energy	Dubuque Community Y	Hawkeye Area Community Action Program	Monastery Candy, Inc.	Spahn & Rose Lumber Company
Amcor	Dubuque County	Hawkeye Care Center of Dubuque	Morrison Bros. Co.	Steeple Square
Andersen Window & Doors	Dubuque County Fairgrounds & Event Center	Hillcrest Family Services Child Care	Mount Carmel Bluffs	Stonehill Communities
Aquin Little Angels	Dubuque Fire Equipment Inc.	Hills & Dales	Mulgrew Oil & Propane	Stu's Home Improvement Outlet
Area Residential Care	Dubuque Montessori Schools	Hirschbach	National Mississippi River Museum & Aquarium	Suttner America Company
AssuredPartners Great Plains dba The Friedman Group	Dubuque Museum of Art	HODGE	Nordstrom	Tama USA
BAC CPA	Dubuque Regional Humane Society	Holy Family Catholic Schools	Northeast Iowa Community College	TH Media
BARD Materials	Dubuque Screw Products	Holy Trinity Lutheran Church/Noah's Ark Child Development Center	Northwestern Mutual	The Adams Company
Bethany Home	Dupaco Community Credit Union	Home + Floor Show	Oak View Group/Grand River Center	The Fountain of Youth
Bimbo Bakeries USA	DuTrac Community Credit Union	Honkamp, P.C.	O'Connor, Brooks, & Co., P.C.	The Kid Project
Black Hills Energy	Eagle Point Software	IBEW Local Union #704	O'Connor & Thomas, P.C.	The McCoy Group, Inc.
Blackrock Fabrication	Eagle Point Solar	IBI Scientific	Operation Empower	The Metrix Company
Bluff Strokes Art Center	East Central Intergovernmental Assoc.	ImOn Communications	Origin Design	Theisen Supply, Inc.
Bodensteiner Implements Company	East Dubuque Nitrogen Fertilizers, LLC	Innovative Ag Services	PBS Systems	Travel Dubuque
Bodine Electric Company	Edwards Cast Stone	John Deere Dubuque Works	Platinum Supplemental Insurance	TRICOR Insurance
Carlisle Ryan Digital Print & Services	Eide Bailly LLP	Kendall Hunt/Westmark Enterprises/Great River Learning	Portzen Construction, Inc.	Tucker Freight
Cascade Manufacturing Co.	EIMCo Inc.	Key West Early Childhood Center	Prairie Farms Dairy, Inc.	Uelner Precision Tools & Dies, Inc.
Catfish Charlies & American Lady	Emmaus University	Klauer Manufacturing Company	Premier Bank	Unified Therapy Services
City of Dubuque	Engineering Services & Products Company (FarmTek)	Kunkel & Associates, Inc.	Premier Tooling & Manufacturing, LLC	UnityPoint Health - Finley Hospital
City of Dyersville	Express Employment Professionals	Little Rascals Preschool & Daycare	Premium Plant Services	Universal Tank & Fabrication
Clarke University	EXIT Realty Unlimited	Little Treasures Daycare & Preschool	Progressive Processing/Hormel Foods	University of Dubuque
Colony Brands	Fastenal Company	Loras College	Q Casino + Resort	University of Wisconsin - Platteville
Community Foundation of Greater Dubuque	FedEx Ground	M&M Sales	Rainbo Oil Company	Vanguard, Inc.
Conlon Construction Co.	FEH Design	Managed Solutions Group	Revolution Lightboards	Veenstra & Kimm, Inc.
Cottingham & Butler	FGH Delivery	McCullough Creative	RIE Coatings	Wartburg Theological Seminary
Crescent Community Health Center	Fidelity Bank & Trust	McGraw-Hill Companies	Rite-Hite Corp.	Webber Metal Products, Inc.
Crescent Electric Supply Company	Flexsteel Industries, Inc	Medical Associates Clinic, P.C.	River City Logistics	Welu, Inc.
CROWN Cork & Seal	Frog Hollow Kids Campus	Medline Industries, Inc.	Rousselot, Inc.	Woodward Communications, Inc.
Cummer Masonry Inc.	Grainwell Puffed Grains	MedOne Pharmacy Benefit Solutions	RT&T Enterprises Inc.	Young-Uns Preschool & Childcare Center
Days Inn by Wyndham	Grand View Methodist Church		Sedgwick, CMS	Zero Zone, Inc.
Decker Precision Machining			Sedona Staffing Services	

Powered by Partnership

Special Thank YOU

As part of this year's **Driven by Purpose, Powered by Partnerships** theme, we asked key partners to share how collaboration drives the community's success. Thank you to the organizations and individuals who lent their voices to our annual meeting partnership video — your insights highlight what we can accomplish together.

Nicole Breitbach > Area Manager-Local Government & Community Affairs, ITC | **Kathy Buhr** > Vice President of HR & Continuous Improvement, Q Casino + Resort / DRA | **Mayor Brad Cavanagh** > City of Dubuque | **Kristin Dietzel** > Board Member, Dubuque Initiatives | **Molly Grover** > President & CEO, Dubuque Area Chamber of Commerce | **Mae Hingtgen** > Executive Director, East Central Intergovernmental Association | **Amy Lasack** > Vice President-Business and Community Solutions, Northeast Iowa Community College | **Harley Pothoff** > Supervisor, Dubuque County Board of Supervisors | **Jacque Rahe** > Executive Director, Dyersville Economic Development Corporation | **Tom Woodward** > President & CEO, Woodward Communications, Inc. | **Nancy Van Milligen** > President & CEO, Community Foundation of Greater Dubuque

Collaboration is at the heart of everything we do. Throughout this annual report, we've recognized many of the organizations, businesses, and community groups who partner with us to drive progress across the region. These partners in progress represent a diverse and committed network that spans sectors, communities, and industries — **all united by a shared purpose: making the Greater Dubuque region a vibrant community of choice.**

It is often said that partnership is the secret sauce behind how things get done here — and we could not agree more. From major initiatives to everyday problem-solving, the success stories in this report are a direct result of collaboration and shared commitment.

Maintaining and growing this network of partners is how we will continue to deliver on the promise that **YOU can be great here** — for every business, every community, and every individual in the Greater Dubuque region. If you are not yet connected with us, we invite you to reach out. Whether you are a new business, a community organization, or someone with a big idea, there is a role for **YOU** in shaping what is next.



With the close of our 40th anniversary year, we retire our commemorative mark but carry its legacy forward. For 40 years, Greater Dubuque Development Corporation has been the catalyst for growth, collaboration, and community success – and now, we call on partners old and new to help us write the next chapter. Together, we will drive bold ideas, foster resilience, and build a Greater Dubuque region for generations to come.



**Greater
Dubuque**
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