

CAPRA: Fuller hopes to create an environment where bankers thrive

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relationship-based bank, and you need great bankers to do that.”

Last week, 15 individuals resigned from their positions at Dubuque Bank & Trust and HTLF, the holding company for DB&T. Those 15 people will be working at Capra Bank, and their names and Capra Bank roles are below:

- Tyson Leyendecker, president
- Duane Frick, senior vice president, commercial banking
- Josh McQuillen, vice president, commercial banking
- Keith McGinnis, vice president, commercial banking
- Dee Crist, senior vice president, private banking
- Carissa Clinton, assistant vice president, private banking
- Michele Blum, assistant vice president, private banking

- Michelle Hager, assistant vice president, private banking
- Jeff Travis, senior vice president, treasury management
- Aaron Skrocki, executive vice president, operations
- Megan Michel, senior vice president, operations
- Andrea Haeffner, senior vice president, operations
- Beth Rowe, senior vice president, marketing
- Jason Schauer, CPA, chief financial officer
- Tamera Netsell, SHRM-SCP, vice president, human resources

“We have always had a client- and community-centric vision since we decided to start out on this adventure,” Fuller said of Capra Bank. “To do the best things for your clients and your community, you have to have great bankers that are empowered and work together as a team, that can

actually make great decisions, and I couldn’t be more excited to bring that to Dubuque, my hometown.”

Drew Townsend was announced as the new president and CEO of DB&T on Friday, when HTLF officials also confirmed Leyendecker’s resignation. Ryan Lund, director of corporate communications for HTLF, referred to the Friday news release on Townsend’s new role and said the company does not comment on personnel changes.

“I’m very excited to be joining Capra Bank as president,” Leyendecker said in a statement to the Telegraph Herald. “My wife (Jennifer) and I are active members of the community, we could not think of a more fitting opportunity. We relocated to Dubuque six years ago, both of our children were born here, and now go to school here. Dubuque is the place we call home and we look forward to helping this community grow and thrive.”

Fuller noted that he has previously worked with the new members of the Capra Bank team. Fuller left HTLF last year after having served as Region 1 president of the company. He also previously served as DB&T’s president and CEO.

“As funny as this is going to sound, this is my second time recruiting almost all these folks and assembling the team, and it was a lot easier the second time,” Fuller said. “Obviously, I really like the team, and they have a track record of success.”

Fuller added that, with the 15 additional team members joining the bank, Capra Bank has grown from six people to 24 people since September, showing that bankers resonate with Capra Bank’s focus on community banking.

“Just to be clear, in this process, this is not a case where we dished out handfuls of incremental cash to 15 people to quote-unquote buy talent,”

Fuller added. “We made 15 offers and had 15 accepted. ... And I know this is the team that’s joining us, but there’s also an entire team that has been working extremely hard to make sure there is a bank that’s excellent.”

Fuller said Capra Bank is fostering an environment where employees can thrive and are motivated in their work, as well as a place where an employee’s personal brand aligns with the brand of the bank.

“We’re trying to make Capra a place where bankers that actually care about their community and want to grow their community can call home, and we’re all bonded by that,” he said. “I think another thing that bonds all of us is we believe banking and doing business is a team sport, and all of us are very firmly united in that philosophy. It’s not about individualism. It’s truly a team sport, where we empower the people.”

almanac

Today is Wednesday, March 29, the 88th day of 2023. There are 277 days left in the year.

ON THIS DATE

- In 1867, Britain’s Parliament passed, and Queen Victoria signed, the British North America Act creating the Dominion of Canada, which came into being the following July.
- In 1943, World War II rationing of meat, fats and cheese began, limiting consumers to store purchases of an average of about two pounds a week for beef, pork, lamb and mutton using a coupon system.
- In 1951, Julius and Ethel Rosenberg were convicted in New York of conspiracy to commit espionage for the Soviet Union. (They were executed in June 1953.)
- In 1973, the last United States combat troops left South Vietnam, ending America’s direct military involvement in the Vietnam War.
- In 1974, eight Ohio National Guardsmen were indicted on federal charges stemming from the shooting deaths of four students at Kent State University. (The charges were later dismissed.)

The Associated Press

Today’s Birthdays: Author **Judith Guest** is 87. Former British Prime Minister **Sir John Major** is 80. Comedian **Eric Idle** is 80. Actor **Bud Cort** is 75. Actor **Brendan Gleeson** is 68. Actor **Marina Sirtis** is 68. Actor **Christopher Lambert** is 66. Rock singer **Perry Farrell** (Jane’s Addiction) is 64. Comedian-actor **Amy Sedaris** is 62. Model **Elle Macpherson** is 60. Actor **Annabella Sciorra** is 59. Movie director **Michel Hazanavicius** is 56. Rock singer-musician **John Popper** (Blues Traveler) is 56. Actor **Bruce Lawless** is 55. Country singer **Lady Seals** is 54. Actor **Sam Hazeldine** is 51. International Tennis Hall of Famer **Jennifer Capriati** is 47. R&B singer **PJ Morton** is 42. Actor **Megan Hilty** is 42. Pop singer **Kelly Sweet** is 35.

ROBOTICS: Dubuque team earns sustainability award

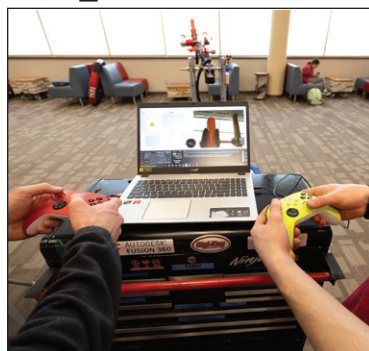
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middle and elementary schools to demonstrate their robot and discuss the program. In addition to boosting team numbers, the students’ outreach efforts also helped earn the team the Sustainability Award at a recent regional competition, given to a team that has developed a sustainable program both in terms of membership and budget.

The Dubuque district’s younger students have competitive robotics opportunities of their own: teams at Washington, Jefferson and Eleanor Roosevelt middle schools compete in the FIRST Tech Challenge, and the district sponsors FIRST LEGO League teams at both Roosevelt and Marshall Elementary School, according to Julie Lange, the district’s director of digital literacy.

“We are exposing kids very early to so many things in STEM education, trying to grow their interest,” she said.

The robotics bill that recently passed the Senate was introduced



STEPHEN GASSMAN • *Telegraph Herald*
Isaac Bodensteiner (left) and Thomas Feyen and, both seniors at Senior High School in Dubuque, control their robot, ShellBot, in the school’s library on Monday.

earlier this session by Iowa Sen. Pam Jochum, D-Dubuque, and run by Sen. Chris Courmoyer, R-LeClaire. It would designate robotics teams as a career and technical student organization and would require the state Department of Education to “provide educational resources and

technical assistance” to school districts for chartering robotics teams.

Officials from smaller area districts said state support for their robotics programs would be valuable for future growth.

“We really scrounge to find enough money to buy parts, because technology changes every year,” said Michael Marshall, industrial technology teacher and robotics coach at Bellevue High School.

Bellevue’s robotics program launched nine years ago and previously had two teams, but participation took a hit during the COVID-19 pandemic. This year, the school’s single team has four students.

At Wahlert Catholic High School in Dubuque, science and computer science teacher Bob Oberfoell has coached the school’s robotics team — which typically numbers about 10 to 15 students — for the past decade.

“The FIRST programs provide a lot of needed STEM skills,” he said. “Robots, computer programming, designing, engineering process — those things are not going away.

They’re in high demand, and we’ve seen a lot of growth in the students that have participated in our robotics program.”

He said the school would like to add a second robotics team, including, potentially, an all-female team to encourage more girls to participate in STEM.

Western Dubuque High School does not currently have a competitive robotics team, but does offer a Robotics 1 class and plans to launch Robotics 2, with an emphasis on programming, as a course this fall. If interest continues to increase, Principal Jacob Feldmann said the school hopes to eventually start a team, and a bill such as the one in the Iowa Statehouse now could help them get it off the ground when the time comes.

“This gives our kids that are interested in concepts like programming another opportunity to excel,” he said. “It’s exciting that the state is now coming out and giving more and more schools the opportunity that maybe have not had it in the past.”

STAFF: Some roles likely to remain unfilled this year

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said. “It’s a problem that we are going to need to figure out because the work has to get done.”

The city’s Leisure Services Department is creating a new confidential account clerk position to accommodate for an increasing number of projects and managed facilities. Leisure Services Manager Marie Ware said the newly created position will help Leisure Services process payroll, enter requisitions and invoices and prepare contracts, along with several other tasks.

“A lot of this shows how the department has changed and grown,” Ware said.

The city’s Public Works Department

is adding two new positions in fiscal year 2024, including an administrative assistant and data scientist, with the former being created to accommodate the department’s increasing administrative workload.

“The public works process about 25% of all the city’s invoices,” said Public Works Director John Klostermann. “Between that and the phone calls we receive, we needed to beef up our front line.”

However, some city staff on Tuesday expressed concern over being able to fill some of these new positions given the current nationwide workforce shortage.

Dubuque Chief Financial Officer Jenny Larson said the city’s finance department has struggled to fill

several of its new positions. Earlier in fiscal year 2023, the city created an additional assistant director of finance position to address the department’s increasing workload.

In August, the city’s sole assistant director of finance resigned. The two assistant director of finance roles were then eventually changed to budget director and finance director as part of a departmental restructuring in January. Larson said both of those positions remain unfilled, and the city has now turned to hiring an external recruitment firm.

She added that another newly created position, a temporary utility billing accountant position, will likely remain unfilled in fiscal year 2024.

“There is an overall nationwide shortage of accountants,” Larson said. “Those who are going to college for accounting are not going into the normal hiring channels. They are going to work for technology firms.”

Ric Jones said the rising number of approved city staff positions is indicative of the overall growth of the community, which in turn requires more services and more staff as a result.

“The city has grown in population a little and in area a lot, and it has aged a lot,” Jones said. “That means more demand on emergency medical services and fire. It means an expanded need for street maintenance and de-icing services.”

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