

Fiercely rooted in hope

By Jennifer J. Polzin
Tubman CEO

It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us...

The opening lines of Charles Dickens's *A Tale of Two Cities* have stuck with me since high school English class and resonate with me today more than ever. Depending upon whom you ask, or maybe even on the day, you'll hear that our community is more divided than ever—or more united in our commitment to make our community a safer and healthier place for all to thrive.



These are interesting times indeed. And like most people and organizations, at Tubman we're facing both challenges and opportunities, all at the same time.

You may have heard about the Greater Twin Cities United Way's decision to eliminate funding in their family violence impact area in light of a shortfall in unrestricted funds raised. This means a loss of \$375,000 dollars annually for Tubman. While just 4 percent of this year's total agency budget, it represented 26 percent of private contributions—and has been flexible funding to help fill gaps in virtually all of our prevention and intervention services for victims of domestic violence. It's been used to fund many things: our violence prevention program in the schools; safety planning, support, and resources for people transitioning out of crisis; mental health therapy and substance abuse treatment; jobs, education, and finance support; assistance finding safe and stable



Dr. Joi D. Lewis (center) and Dr. Reba Peoples (not pictured) facilitated a workshop on self-care with Tubman staff earlier this year. In addition to thoughtful discussion, meditation, and reflective questions, the workshop ended with a few minutes of energizing dance.

housing; our relationship violence intervention program that helps people who have used violence take responsibility for their behavior, heal, and gain skills to engage in healthy relationships, and so much more.

Our Starlight Soiree fundraising gala was just days after we received that news, and guests responded with amazing generosity: we exceeded the goal for our giving moment by 50 percent, and the evening was our most successful to date! Thank you to each and every guest who took action and showed their support. Other funders also stepped up immediately with a swift and generous

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Leadership changes at Tubman

Our Tubman team said goodbye to Nicky Gillett, Tubman's Director of Legal and Clinical Services. Her last day was July 7.

"These past 16 years working at Tubman have been extremely rewarding, and I know that all the wonderful work we have done together will continue after I'm gone," said Gillett. "Tubman is a first-class organization, and I feel incredibly blessed to have been a part of the agency and contributed to the outstanding work that is being done every day."



With Gillett's departure, the organization will return to the model of separate Clinical Services and Legal Services Directors. The new Director of Clinical Services is Dr. Birgit Olsen Kelly, who has been with Tubman since 2012. Most recently, as Associate Director of Clinical Services, she has been responsible for the daily operations of our mental health services and has over 20 years of experience in the mental health field.



The hiring process is underway for a new Director of Legal Services, with CEO Jen Polzin saying, "The caliber of candidates has been astounding, and we're excited to make an announcement soon."



#IndeedWeCan

In June, Indeed Brewing welcomed Tubman as a partner in its Indeed We Can initiative that donates one night's proceeds to a nonprofit. Tubman board members, staff and friends filled the house for a night of music, trivia, and fun.



A new partnership

Each Saturday this summer, the nonprofit Loaves & Fishes distributes fresh foods and produce at Tubman East in Maplewood. While Tubman is the host site, this service is open to anyone in the community.



Planting new roots

A ground-breaking (pun intended) project has begun at Harriet Tubman Center East in Maplewood with the development of a new urban farm, named the Freedom Farm by Tubman clients. The nonprofit Women's Environmental Institute at Amador Hill (WEI) approached Tubman with the idea for the new partnership, and with financial support from the Sisters of Saint Joseph of Carondelet, WEI and Tubman launched the urban farm. Tubman residents are able to engage in hands-on learning with WEI staff about gardening and growing healthy foods.

Rooted in hope: Please keep our youth violence prevention program in local schools

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response: special thanks to the Minnesota Office of Justice Programs for their willingness to consider budget revisions to our grant agreement, and to the Pohlad Family Foundation for a substantial one-time transition grant of \$40,000. All of this, combined with six months of bridge funding from United Way, gave us a longer runway to make some difficult decisions—but we still needed to cut additional expenses while identifying strategies to generate additional revenue for next year.

Last year's extensive strategic planning work served as the foundation for our decisions. As a result, here are the guiding principles used to make our decisions:

- **We cannot sacrifice high quality of services in order to continue serving the same (much less an increased) number of people.** That means we need to accept the fact that fewer people in our community will receive services.
- **We will prioritize core services and services with the greatest impact on clients to the extent we can,** while continuing to seek new funding opportunities for services we need to reduce or eliminate.
- **We need to focus on revenue generating strategies as well as cost cutting,** so we will not reduce the administrative and fundraising staff necessary to fund core mission support. Tubman is already very lean in these areas, with only 15 percent of our budget for administrative and fundraising support and 85 percent for direct program support. To give you a benchmark: the Charities Review Council's Accountability Standards state the ideal range is 70 to 90 percent.
- **We will continue to invest in staff** and will not freeze or reduce salaries, other than for the senior leadership team, in order to retain the highest caliber of professionals we can and support them in doing their best work with the people who need us.

Cuts made include the elimination of seven full-time

staff positions (four of which were open, meaning we had to say goodbye to three very committed and talented team members). The positions eliminated were four In-Home Advocates to provide follow-up support as shelter residents move out, one Housing Specialist, one Community Outreach Advocate, and one of three Youth Educator positions.

We continue to scan the horizon for local, state, and federal funding changes in these uncertain times—and will need to adjust accordingly. That said, based on what we know at this time, our projections indicate we will serve 5,000 fewer people next year. A large percentage of that 5,000 will be youth who would have learned how to recognize relationship violence, take action, and build healthy relationships through our Voices in Prevention school-based program.

Amidst these major challenges lies great opportunity—including the opportunity for you to make a difference by considering a gift to fund our Voices in Prevention program for the 2017-2018 school year (see pages 4-5). In order to restore this program to its former capacity that served nearly 9,000 students in 45+ schools last year, we need to raise \$50,000, and your gift of any size will help—one classroom at a time.

I am most proud to say that despite the winds of change, our staff, volunteers, and interns continue to serve with passion, tenacity, and a commitment to making things better. As always, I invite you to contact me anytime for a conversation (by email at jpolz@tubman.org or by phone at 612.767.6697). I'd love to listen and learn what inspires you to support Tubman, what we're doing well, and what we can improve.

It was the best of times, it was the worst of times... Hopeful, or hopeless? Based on the resilience I see in the people we serve every single day, I remain fiercely rooted in hope. Care to join me?



Making a difference in kids' lives

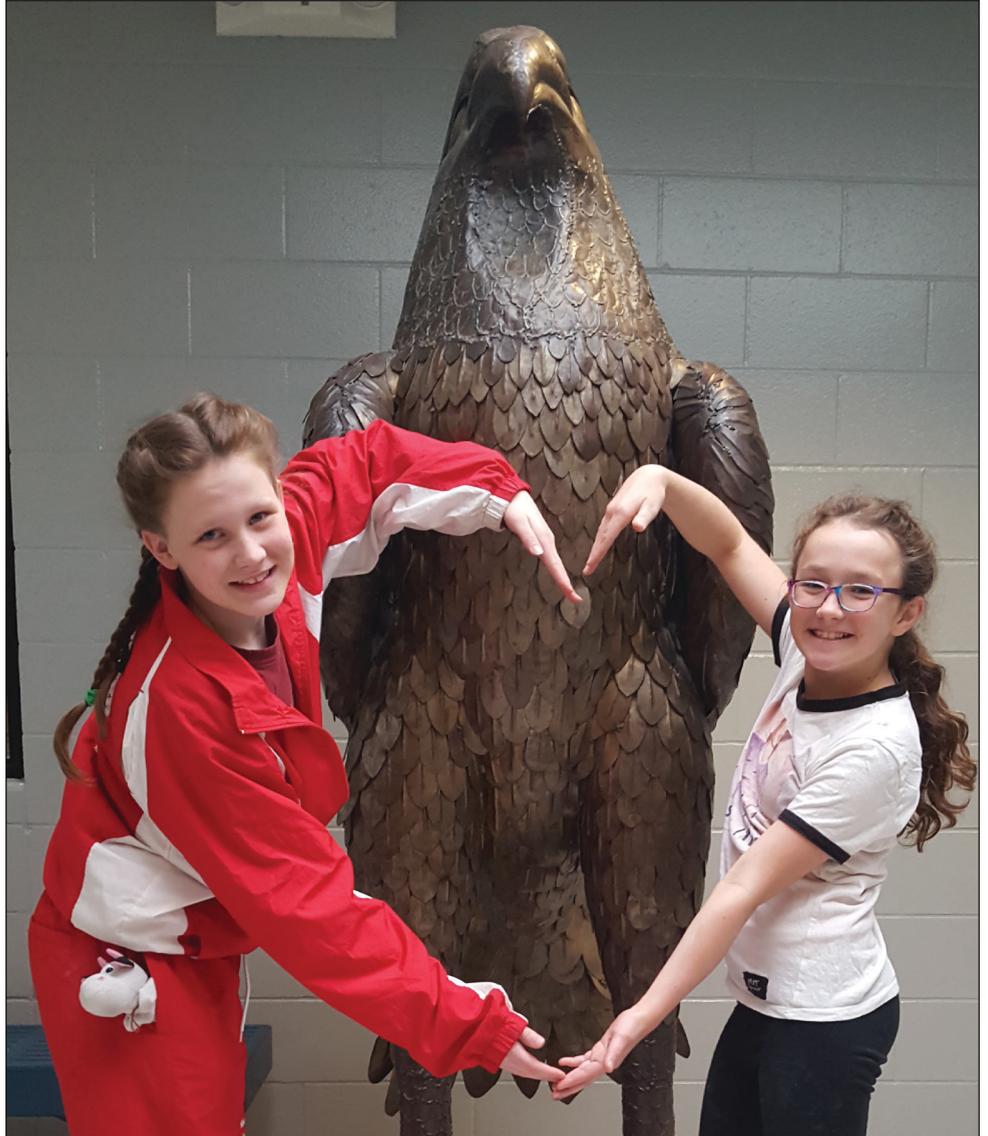
At their young ages, Stillwater Junior High students Leigha Kraft and Sophie MacDonald (*at right*) are giving voice to youth violence prevention.

During the 2016-17 school year, their school was one of more than 45 that partnered with Tubman to present the six-week Voices in Prevention (VIP) violence prevention curriculum.

Throughout the interactive program, Leigha and Sophie learned to identify the roots of domestic violence, as well as many of its complex forms. They also gained knowledge about personal power and how to use it in healthy ways.

Inspired by what they were doing in class, the two girls invited Tubman staff back to the school to lead additional trainings through Tubman's Movement for Violence Prevention (MVP) program to build upon their knowledge and skills. They participated in Tubman's poster contest to create a colorful visual of feelings associated with relationships, and have connected with area elementary school teachers to plan presentations for younger students after school.

While the VIP curriculum helps prevent future violence by teaching young people about healthy relationships, it also can help students



understand abusive tactics that they may currently be experiencing with a boyfriend or girlfriend.

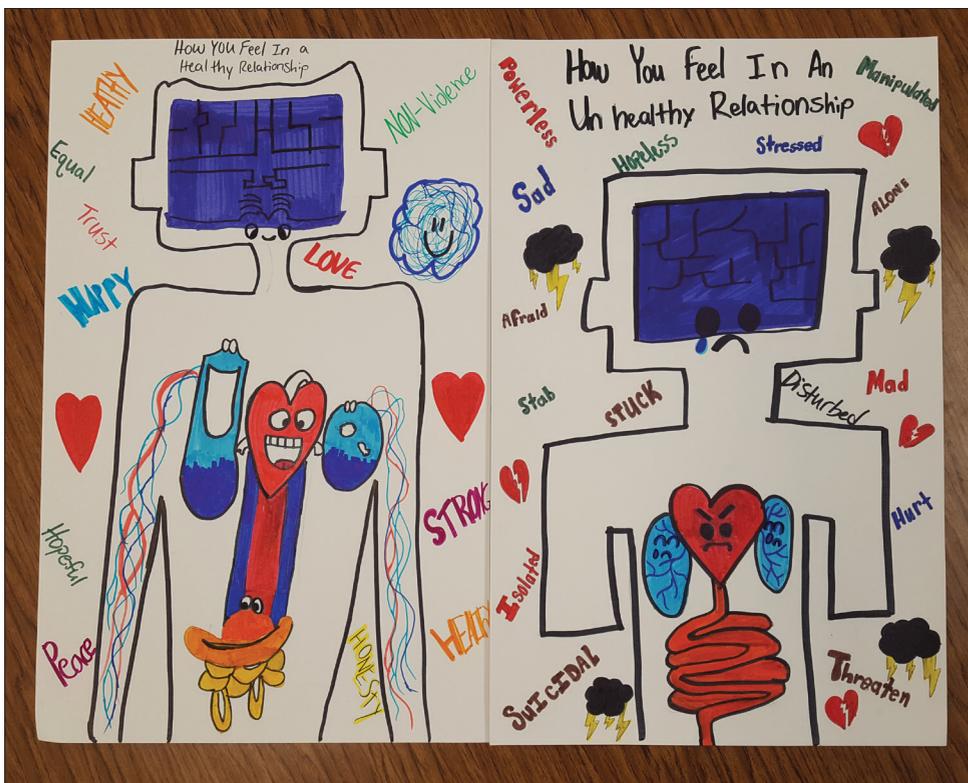
Tamara Stark, Tubman's Director of Youth and Family Services, explained that students share stories

about how VIP has changed their understanding of what they are personally experiencing.

"Being educated about what violence is may help them recognize what's putting them at risk and strengthens

Will you help keep VIP in classrooms this coming school year?

We need to raise \$50,000 to continue providing thousands of teens with this program that prevents dating violence. A gift of any size will help us meet this funding gap one classroom at a time. Please consider making a tax-deductible contribution today with the enclosed envelope or online at tubman.org.



What is Voices in Prevention?

Voices in Prevention (VIP) is Tubman’s six-week violence prevention curriculum for teens in middle and high school that creates lasting, positive impact for students and their peers.

In 2016, Tubman staff presented the curriculum at more than 45 schools and community centers, giving thousands of young people the opportunity to learn about the differences between healthy and unhealthy relationships—the first time many participating students have had the opportunity to learn about this critical topic. The curriculum also helps students to identify the different and often complex ways domestic violence can occur, as well as giving them the opportunity to think critically about their emotional and physical boundaries, expectations, and ideals.

VIP gives students the knowledge and tools to keep themselves, their friends, and their communities safe. For example, one student this past year recounted to Tubman staff that while she was participating in VIP, a close friend disclosed to her that she had recently experienced domestic violence. Thanks to the VIP curriculum, the student was able to help her friend by providing understanding, non-judgmental support, and information about helpful resources to keep her friend safe.

their connection to intervention services available in the area,” she said. “And youth who have used violence find ways to stop.”

Another inspiring story of a young person who has taken her knowledge beyond the classroom is Laura O’Neill. After engaging with Tubman’s youth programs, Laura and her friends created a 14-week curriculum for a psycho-educational support group for young women ages 14-24 who have experienced relationship violence. They partnered with Turning Point, a shelter in River Falls, Wis., to deliver the program and together have just celebrated its two-year anniversary.

In addition, Laura and her friends developed a website called Dating Smart (www.datingabuseprevention.org) in hopes that other young people have easier access to valuable tools when talking about healthy relationships.

“The most frequent comment I have received from VIP students is that the program makes them feel heard,” said Sabrina Baumgartner, one of Tubman’s Violence Prevention Educators. “Students and teachers have told me that participants continue to discuss healthy relationships long after the course ends.”

Leigha, Sophie, and Laura are just three examples of the creativity, passion, and energy that the youth in Tubman’s programs have to share. Thousands of students each year are reached through the VIP curriculum and school partnerships—and yet due to recent funding cuts, this program is in jeopardy of not being shared in as many schools in the upcoming school year. Please consider making a gift today to help us keep this vital and life-changing program in classrooms this fall.

Upcoming events and ways to support Tubman

- **JOIN US FOR NATIONAL NIGHT OUT**
Tuesday, Aug. 1, at Tubman West, Tubman East, and Tubman Chrysalis Center
Every year, National Night Out encourages people to get out in the community and in their neighborhoods. Tubman partners with our neighbors to host casual get-togethers, and we hope to see you there. Watch our Facebook page for more details!



- **ENJOY CHICKEN WINGS AND MORE AT THE 24TH ANNUAL WING DING**
5 – 8:30 p.m. Thursday, Aug. 3, at the Minneapolis Convention Center, 1301 2nd Ave S, Minneapolis
Find good food, music and fun at Tubman’s annual Wing Ding! Tickets and premier tables are available now online at tubman.org or by calling 612-825-3333.

- **BUY A NEW PAIR OF FLUEVOG SHOES**
1-6 p.m. Saturday, Aug. 19, at John Fluevog Shoes, 2900 Hennepin Avenue S, Minneapolis
During this time period only, Fluevog will donate 50 percent of the price from any pair of shoes in the store to Tubman.



- **DONATE TO OUR BACK-TO-SCHOOL BREAKFAST FOODS DONATION DRIVE**
Donations received at Tubman West and Tubman East; call 612-825-3333 for times
As the kids staying in our shelter head back to school each fall, we ask for the community’s support to make sure every child gets a healthy, hearty breakfast each day. We seek donations of boxes of cereal, oatmeal, granola bars, and other foods.

- **MAKE SMALL CHANGE ADD UP TO BIG CHANGE WITH INTEREST FOR OTHERS**
www.interestforothers.org
Interest for Others is a new online giving platform that encourages people to donate earned interest to charities they love—including Tubman!



- **ATTEND A ONE-OF-A-KIND CONCERT**
6 p.m. Monday, Oct. 23, at the Woman’s Club of Minneapolis, 410 Oak Grove Street, Minneapolis
The concert “A Tapestry of Human Life” is a rare



THE WOMAN’S CLUB of MINNEAPOLIS
opportunity

to experience some of the most in-demand performers throughout the Twin Cities. Compelling stories of hardship and trauma will touch your conscience and compassion, while their journeys—and yours—will lead to a sense of hope in a sometimes hopeless world. This event is in partnership with the Woman’s Club of Minneapolis. Mark your calendars now, and tickets will be available soon.

Find Tubman on Facebook, Twitter, or Instagram to stay up-to-date on all our events and news.

Supporter spotlight: Why I choose Tubman

John Sugimura's love of Japanese cuisine and sushi is life-long, blossoming in Osaka and Kyoto, Japan. A Japanese-raised, Minnesota-born, second-generation professionally trained sushi chef, he graduated from the prestigious Sushi Institute of America in Little Tokyo and is passionate to share the true art and tradition of sushi with others. A protégé of Master Sushi Chef Katsuya, John apprenticed at Katsuya's renowned California restaurants before returning to Minnesota, where he has taught culinary classes and acted as the private chef for over 6,000 guests across the country using his multi-generational recipes.

How did you first learn about Tubman?

Many years ago, I learned about the critical work Tubman is doing to help women, men, youth and families experiencing violence, abuse, exploitation and trauma by the City of Minneapolis Mayor Sharon Sayles Belton and long-time Tubman Board of Directors member Tammie Follett. I quickly wanted to support my community members who are facing violence, exploitation, homelessness, addiction or mental health challenges.

When did you begin supporting Tubman, and why did you first give to the organization?

In 2011, Starlight Soiree event co-chairs Sharon Sayles Belton and Tammie Follett engaged me to support the annual gala by lending my skills as a second generation

Japanese cuisine and master sushi chef. I am very proud of my involvement year after year.

How do you describe Tubman to other people?

Tubman is a program that "gets it," and I am confident they demonstrate the capacity to deliver services that best meets the needs of the clients on their terms.

What do you personally gain from supporting Tubman?

By supporting Tubman I achieve a personal goal of helping to make this crazy world a little bit better for some of the most vulnerable children and their families.

What are you most passionate about in life?

We cannot all be free and live a good life at the expense of others!

What would you like to pass on to future generations?

"When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak." — Audre Lorde

What other nonprofit organizations do you support?

Bridging Hearts, Autism Works, Jeremiah Project, Minnesota Life College, and Homeward Bound.

Photo credit Asha Belk. Pictured are Sharon Sayles Belton, John Sugimura and Tammie Follett.



"By supporting Tubman, I achieve a personal goal of helping to make this crazy world a little bit better..."

—John Sugimura, Tubman supporter

Tubman seeks bonding for Minneapolis shelter

Just before the adjournment of the 2017 Minnesota Legislative Session, Tubman filed a bill to request state funding for “predesign and design” work to address the facilities issues at Harriet Tubman Center West on First Avenue South in Minneapolis.

Though the building is just over 20 years old, there has been major structural shifting that has caused damage. Last year, Tubman engaged the firm of Wiss, Janney, Elstner Associates to conduct a thorough forensic engineering study of the building, with ongoing monitoring. Though there is no risk of life safety, we need to make major investments in the next three-to-five years to prevent continued impact on mechanical systems.

This year, a task force of Tubman board members and professionals in fields including construction, engineering and architecture have convened to identify a full range of potential options for consideration.

The bonding bill was introduced in both the House of Representatives and Senate, and is expected to be taken up in the 2018 session, which reconvenes Feb. 20, 2018.

If appropriated, this funding would be for work such as planning, engineering, architects and more to develop a facilities plan to continue the vital and life-changing services currently offered at Tubman West.

Thanks to the tremendous bi-partisan support that Tubman has, we were able to get support from legislators of both parties to sign onto this bill as authors. They are: Sen. Jeff Hayden, Sen. David Senjem, Sen. Sandy Pappas, Sen. Carla Nelson, Sen. Dan Schoen, Rep. Susan Allen, Rep. Keith Franke, Rep. Alice Hausman, Rep. Raymond Dehn, Rep. Tony Cornish, Rep. Karen Clark, Rep. Leon Lillie, Rep. Diane Loeffler, and Rep. Matt Dean.



Commitment to safety

Two Tubman staff members were honored by the Minnesota Secretary of State's Office at the June 22 Safe at Home Appreciation Reception. Harriette D. (pictured here with Secretary of State Steve Simon), a retired Tubman advocate, was honored with for more than 30 years of service with a National Association of Secretaries of State (NASS) Medallion Award, and current legal advocate Vanessa F. was among 25 individuals recognized for their dedicated work with victims. Safe at Home is an address confidentiality program that protects the addresses of victims of violence, assault, and stalking so they can not be found by their abusers. “Safe at Home plays a critical role in helping protect victims of domestic violence and other Minnesotans who fear for their safety, and it would be impossible without partners like Tubman,” said Simon.

Harriet Tubman Center West
3111 First Avenue South
Minneapolis, MN 55408

Harriet Tubman Center East
1725 Monastery Way
Maplewood, MN 55109

Tubman Chrysalis Center
4432 Chicago Avenue South
Minneapolis, MN 55407



Tubman's mission is to advance opportunities for change so that every person can experience safety, hope, and healing.

To update your mailing address, please call 612-825-3333.

Get Help: 612.825.0000

Give Help: 612.825.3333

www.tubman.org