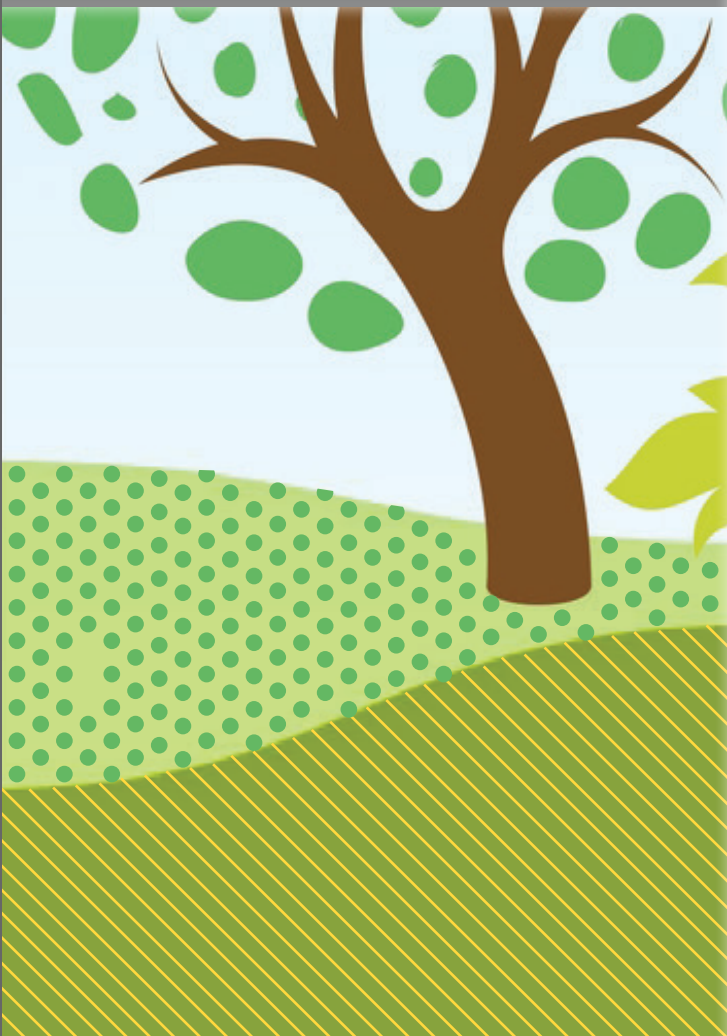




BEYOND THESE WALLS



2017 ANNUAL REPORT

2017 BOARD OF DIRECTORS

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BEYOND THESE WALLS

Dear Friends and Supporters,

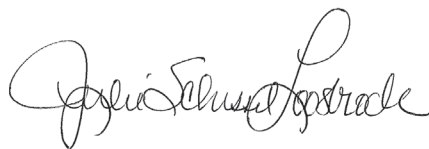
We are so pleased to provide you our 2017 Annual Report. In addition to a positive financial audit, you will find a snapshot of our core services and client impact; our strategic planning report card to the community; a recap of the year in words and pictures; and some news about the next chapter for Tubman. And there's more to be found in the Annual

Report Appendix on our newly revamped website, tubman.org, including a full list of our donors, volunteers, and community partners: those of you who make our work possible!

The theme of this year's annual report is Beyond These Walls. People often think of shelter when thinking of Tubman. Indeed, safe shelter remains a critical component of the safety net Tubman provides, and the need is great. But research shows that only 3-5% of victims of violence choose to go to shelter—and even if they do, they can't stay there forever. That's why we focus on providing the support, resources, and skill-building that go far beyond our walls. We serve thousands more people through community-based services like safety planning, legal assistance, outreach and case management, support groups and workshops, mental health therapy, chemical health assessment and treatment, school-based violence prevention, leadership development activities for youth, and more—all designed to minimize the barriers to getting help, and to help sustain the changes our clients so courageously make in their lives.

Our namesake and inspiration is Harriet Tubman, whose motto was, "Keep going." You've helped us do exactly that. With your partnership and investment, Tubman served over 23,000 people of all ages, genders, and cultural backgrounds this past year. Whether or not you've personally experienced violence, exploitation, addiction, homelessness, or mental health challenges, you've stepped forward and stepped up to support our work. And on behalf of every single person we serve, our staff, and board, we thank you. Thank you for speaking up and speaking out against violence and injustice. And thank you for generously responding to the call to action with your time, talent, and treasure.

With gratitude,



Julie Schissel Loosbrock
Chair, Board of Directors



Jennifer J. Polzin
Chief Executive Officer

Our Vision

Thriving people, healthy relationships, and peaceful communities.

Our Mission

To advance opportunities for change so that every person can experience safety, hope, and healing.

Our Values

Integrity: We model authenticity, and hold ourselves accountable to be good stewards of the agency's reputation, relationships, resources, and future.

Respect: We affirm the strengths and innate worth of all people.

Innovation: We commit to excellence and creativity, evolving through reflective learning and improved practice.

Partnership: We collaborate to build collective expertise, and welcome diverse perspectives.

Social Justice: We challenge our own biases, and work with courage and tenacity to build inclusive and equitable communities.



SUPPORT IN CRISIS

10,630 people in crisis accessed support and resources by phone or in person.

SAFETY PLANS

20,009 people experiencing violence and exploitation developed a safety plan by phone or in person.

SHELTER & HOUSING

282 adults and youth and their **410** children received safe shelter and support at our two domestic violence shelters. Our transitional housing program served **23** adults and **41** children, and the Safe Journeys shelter and housing program for youth and young adults experiencing violence and exploitation, including sex trafficking, served **75** youth and their **19** children.

LEGAL SERVICES

4,232 clients received victim advocacy, legal information, advice or representation in Orders for Protection and family law, or helpline support on legal matters.

Our Community Impact in 2017

People served by Tubman

MENTAL & CHEMICAL HEALTH SERVICES

1,379 clients accessed mental or chemical health assessment and/or treatment in our licensed clinics.

SCHOOL-BASED PREVENTION

8,823 youth participated in our six-week school-based violence prevention curriculum or attended a presentation on healthy relationships and violence prevention.

YOUTH ADVOCACY

966 youth and young adults experiencing violence and exploitation received support and case management in the community and our shelters.

LONG-TERM GOALS

1,015 clients addressed their wellness, financial, employment, education or housing goals, individually or in workshops.

COMMUNITY EDUCATION

5,457 professionals, students, and community members learned about Tubman, relationship violence, exploitation, and other topics at 136 presentations and events.

Our Report Card to You

We are proud to present our annual report card on our 2017 strategic goals for the overall agency and each agency division. While many of these are ongoing, we hope you enjoy seeing some of the areas in which we've made strides this past year — on top of the daily work to offer the highest quality service to each and every client.

✓ **Completed**

➔ **In process**

✗ **Not completed yet,
or decided against**

2017 AGENCY OBJECTIVES

Develop and launch implementation of a robust Diversity, Equity, and Inclusion Plan to assure the organization is reflective of our broader community and aligns with our values in all aspects of our work, including staffing, services, policies, decision-making, partnerships, and vendors.

We added a Diversity, Equity, and Inclusion component to every full staff meeting and provided multiple staff training opportunities, revised our hiring protocols and Employee Handbook through a DEI lens, and reviewed our Vendor Selection Policy. All staff participating in the annual performance review process set a personal goal related to diversity and inclusion as part of their self-review. We identified gaps and increased diversity within the clinical services, development and communications, and senior leadership team. We also evaluated three agency-wide assessment tools and will launch the Charities Review Council's DEI Toolkit with staff and board in Spring 2018.

Review and revise hiring protocols to ensure we are engaging the best candidates; benchmark and enhance total compensation including salary and benefits; and provide increased professional development opportunities to retain and promote talented staff.

The staff performance review process was updated, and merit-based salary increases averaged 3%. There were no increases to the employee-paid portion of health insurance for 2017. We restructured leadership within the Legal and Clinical teams, and laid the groundwork for a series of management, leadership and coaching trainings for supervisors in 2018. One cross-agency workgroup focused on Safety, and another on Ethics to enhance protocols that work across professions, programs, and locations. And with a generous seed grant from the Catalyst Initiative of the George Foundation (now part of the Minneapolis Foundation), we launched Tubman's Culture of Wellness project which aims to integrate traditional healing practices and other mind-body-medicine principles into the work staff does with one another and the people we serve as an antidote to vicarious trauma.

Develop a long-term plan to fund structural improvements of Harriet Tubman Center West.

See page 10 for more details.



Above, volunteer attorneys are recognized at an annual awards luncheon. Center, hip hop artist Lou Thao performs at a youth Express Good event, while (right) a Tubman staff member visits with one of the agency's therapy dogs. On opposite page, volunteers organize Halloween costumes for children at Tubman.

SHELTER & HOUSING SERVICES

- ✓✗➔ Launch in-home aftercare support services for residents of all ages leaving shelter.
- ✓ Redesign and implement coordinated training plan for all full- and part-time staff, including on-call team members.
- ✓ Complete Harriet's Refuge mindfulness spaces at each residential location that are accessible to all participants.
- ✓ Strengthen partnership and joint programming with campus partners in Minneapolis and Maplewood.

We launched in-home aftercare, then had to suspend the program when the Greater Twin Cities United Way stopped supporting Tubman. We continue to fundraise to bring back this needed service.

LEGAL SERVICES

- ✓ Increase the number of volunteer attorneys in Hennepin and Ramsey counties from 100 to 150 active volunteers.
- ✓ Expand services with partner organizations Casa de Esperanza, the University of Minnesota Aurora Center, and Immigrant Law Center of Minnesota through new Legal Assistance for Victims federal grant project.
- ✓ Complete the design of the new legal database, train staff, and launch use.

MENTAL & CHEMICAL HEALTH SERVICES

- ➔ Better engage and help potential clients choose a provider through updated program descriptions, information about staff specialties, and photos on website.
- ➔ Increase the number of youth receiving mental health services by 10%.
- ✓ Increase the number of mental health interns from 6 to 10 per year, and utilize 2 chemical health interns per year, increasing capacity to serve by the equivalent of 5 full-time staff.
- ➔ Secure additional funds to bridge the gap for older clients and clients with disabilities on Medicare, as well as provide interpreters for more clients who need them.

While our goal for the year was a 10% increase, we increased the number of youth receiving mental health services by 7%.

YOUTH & FAMILY SERVICES

- ✓✗➔ Expand the number of funded youth shelter and housing beds to 20.
- ✗➔ Increase funding for Voices in Prevention education program in schools.
- ✓ Enhance housing, career, and financial services available to youth and adults through partnerships.
- ✓ Partner with other service providers working with sexually exploited youth and those at risk through outreach focusing on hotels, strip clubs, the Super Bowl, faith communities, and schools.

Safe Journeys, our youth shelter and housing program for young victims of violence and exploitation, also lost grant funding in 2017. As a result, we reduced Safe Journeys to 16 beds in October 2017, with a further reduction to 8 beds in April 2018. We continue targeted fundraising efforts to support this program.

The original goal was to grow our Voices in Prevention program to keep up with demand—but then unanticipated funding cuts forced us to reduce the number of Youth Educators from three to one. The community responded generously to our summer fundraising appeal, and we were able to reinstate the second of three positions. We continue to fundraise for this highly effective service.





The Impact You Make

*Contributions from the
Intern & Volunteer Program*

**MORE
THAN 900 PEOPLE**

served as volunteers (individually
and in groups) and interns in 2017...

...IN MORE THAN 50

different roles and
supporting every program
and service area.

TOGETHER THEY WORKED

37,607

hours, valued at

\$1,175,298

Tubman hosted

116

STUDENTS

from 28 different
colleges and universities...

...and received services from

137

**PRO BONO
ATTORNEYS**

*Looking for the list of Tubman's interns and volunteers?
In our strides to be more environmentally friendly, we've
moved some traditional pieces of our Annual Report to
digital versions. Please visit tubman.org for more.*

Our Report Card to You

COMMUNICATIONS & PUBLIC POLICY

- ✓ Design and deliver Tubman Ambassador training and toolkit for staff and volunteers doing community outreach and presentations.
- ✓ Engage local and state elected officials to raise awareness of Tubman's key issues, services, and needs.
- ✓ Redesign "Countless Ways to Help" campaign collateral and corresponding brochures about program services, public education, and how to get involved.
- ➔ Evaluate internal processes to better communicate with and support the needs of agency programs.

RESOURCE DEVELOPMENT & INTERN AND VOLUNTEER SERVICES

- ➔ Improve and expand a sustainable online giving program that will provide measurable outcomes.
- ✗ Research, develop, and implement a planned giving program.
- ➔ Finalize capital campaign donor naming structure for spaces at Harriet Tubman Center East.
- ✓ Evaluate the costs and benefits of two annual fundraising events each year, and explore alternative sources of revenue and community engagement. [Learn more about this on pages 12-13.]

ADMINISTRATION, FACILITIES, & INFORMATION TECHNOLOGY

- ✓ Complete detailed projections of repair and replacement needs and costs for each site.
- ➔ Review program space usage and needs for all three facilities; hire architect or space planner to incorporate program needs and structural issues at Harriet Tubman Center West into proposed redevelopment plan.
- ➔ Complete information technology plan to support agency and program strategic objectives through 2019.

Our strategic planning work, including feedback from program participants and other stakeholders, and trends were considered in making the decision to sell Tubman West. Predesign and design work will commence later in 2018. See page 10 for more information!

HUMAN RESOURCES

- ✓ Finalize revisions of Human Resources Policies and Guidelines to ensure relevancy.
- ✓ Implement recommendations of internal workgroup into agency recruitment and hiring practices to attract best-in-class candidates.
- ➔ Conduct market survey on employee benefit offerings and pricing to maintain competitive edge in fiscal year 2017 and beyond.

2017 Funding reductions and their impact

During 2017, Tubman saw two large and unexpected funding losses that have had serious impact on services. Despite these setbacks, through adaption and community support, we continue to deliver within our budget.

GREATER TWIN CITIES UNITED WAY FUNDING CUT

In the spring of 2017, we were notified of an unanticipated loss of \$375,000 in Tubman's annual funding from the Greater Twin Cities United Way, when they eliminated all funding in the domestic violence impact area due to a shortfall in unrestricted funds they raised. That grant—26% of our contributed income—was flexible funding to help fill gaps in virtually all of our prevention and intervention services for victims of domestic violence: our violence prevention program in schools; safety planning, support, and resources for people transitioning out of crisis; mental health therapy and substance abuse treatment; jobs, education, and finance support; help finding safe and stable housing; our relationship violence intervention program that helps people who have used violence take responsibility for their behavior and gain skills to engage in healthy relationships, and much more.

Action Taken & Client Impact

A reduction in the total number of people served was inevitable, at a minimum of 5,000 fewer people served each year, many of whom are youth. We prioritized core services and services with the greatest impact on clients to the extent we could, while continuing to seek new funding opportunities for reduced or eliminated services. The strategic planning work we did in 2016 served to guide our decision-making. Cuts made included the elimination of 7 full-time staff positions: 4 In-Home Advocates to provide follow up support as shelter residents move out, 1 Housing Specialist, 1 Community Outreach Advocate, and 1 of 3 Youth Educator positions—and we paused before replacing some other positions that became open, including a second Youth Educator position.

SAFE HARBOR FUNDING REDUCTION

Later in the summer of 2017, we were notified of a steep reduction in our FY18 and FY19 Minnesota Safe Harbor funding to provide shelter, housing, and support for young victims of violence and exploitation, including sex trafficking.

Action Taken & Client Impact

We ran several financial scenarios, factoring in the flow of service, average length of stay, and the staffing ratios

required by our Department of Human Services license to determine the extent of the program cuts. The outcome was to take a phased reduction approach. We reduced the number of staff by 4.6 FTE and reduced the number of beds to 16 as of October 2017, with a further reduction to 8 beds planned for April 2018, with additional slight reductions managed through attrition. We are happy to report that several staff moved into other currently funded positions at Tubman.

Community Response

Response from the community—individuals, foundations, corporations, communities of faith, civic groups—has been remarkable. Individual donors responded generously at our gala, and to our fundraising appeal to restore the Voices in Prevention school-based program. Additional momentum was sparked by a generous gift and challenge grant from Sandra Roe—and we were able to reinstate the second of three Youth Educator positions!

Other grantors also stepped up immediately with a swift and generous response. Special thanks to the Minnesota Office of Justice Programs for its willingness to accept budget revisions to our grant agreement, to the Pohlad Family Foundation for a substantial one-time transition grant, to the Sundance Foundation for their gift to the Safe Journeys program for sexually exploited youth, and to every one of our funders who increased or renewed their support this year. All of that, combined with 6 months of bridge funding from Greater Twin Cities United Way, gave us a longer runway to develop and execute thoughtful plans to transition into reduced budgets and services for FY18.

Despite significant setbacks, we still managed to close FY17 with a modest surplus, the majority of which the Board has dedicated to reserves for debt repayment of facilities financing due in April of 2020. We will continue to address current client and community needs as best we can while building momentum to restore some of the services lost during FY17, and position the organization for the future. We remain cautiously optimistic, even knowing that FY18 will be a very lean year. We will continue to deliver within our budget, but do not anticipate a similar surplus on September 30, 2018.

2017 Financials

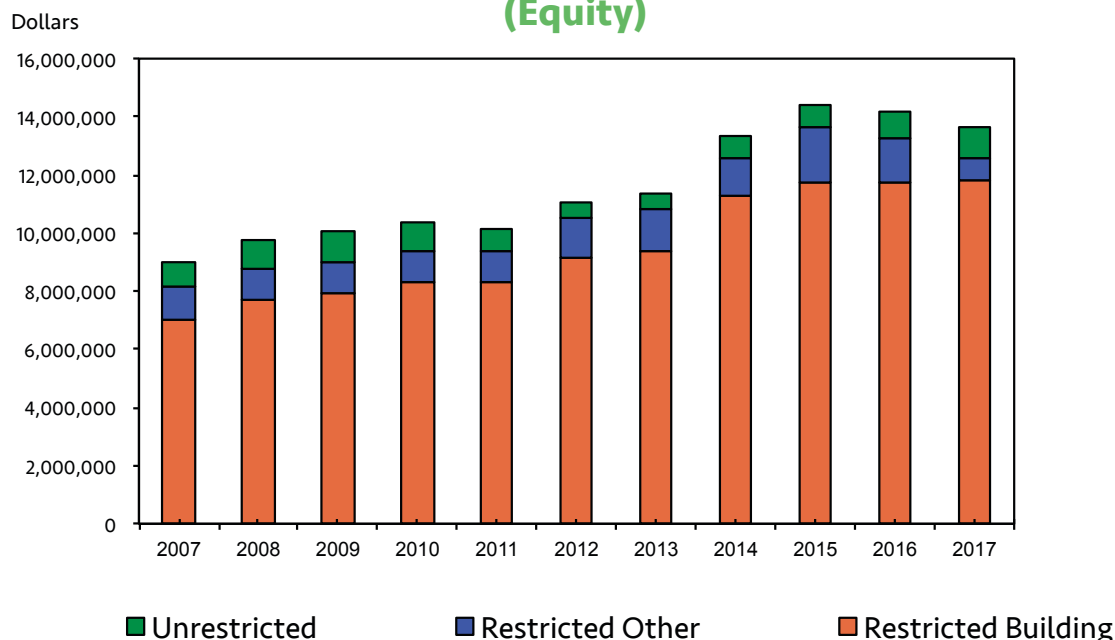
Tubman ended its fiscal year 2017 in a strong financial position, with an unrestricted surplus of \$179,098. The surplus was added to the Board-designated fund for repair, replacement and cash flow, furthering Tubman's commitment to long-term financial stability. As of September 30, 2017, Tubman's net assets total \$13,680,016—of which \$11,815,980 (86%) are invested in property and equipment. Tubman's sources of revenue remained stable, with a mix of government support, program service fees and contributions. Operating expenditures remained stable as well, allowing Tubman to make the modest personnel investments necessary to attract and retain outstanding staff expertise to fuel our mission and serve approximately 25,000 clients.



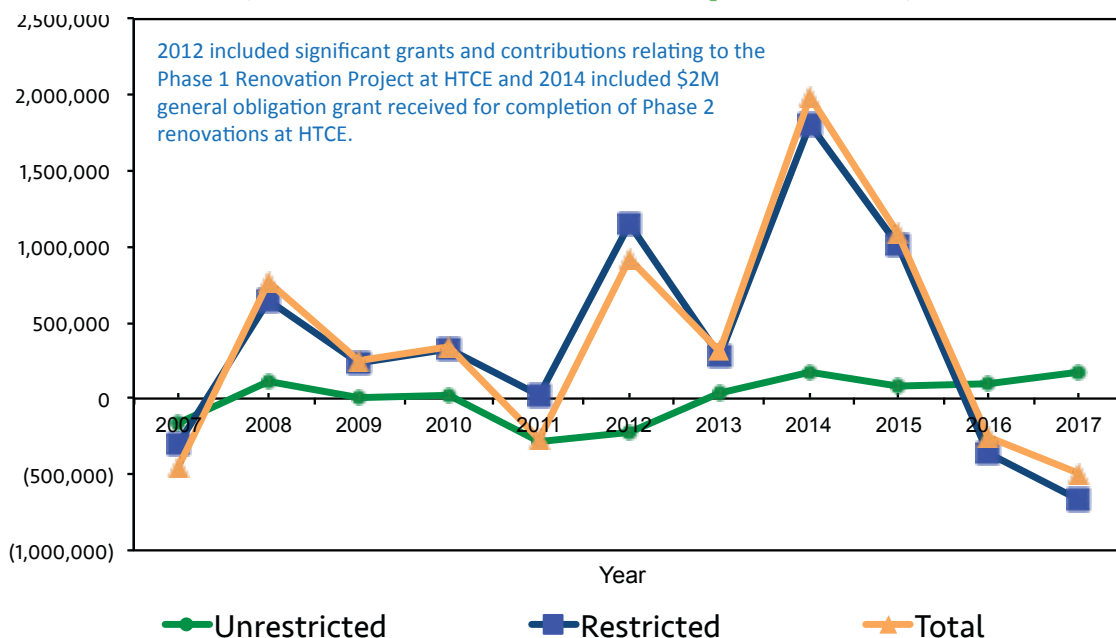
Public sector funding includes contracts and grants from the following:

U.S. Department of Justice; U.S. Office on Violence Against Women (OVW) Consolidated Youth Grant (CYG), Legal Assistance for Victims (LAV) grant and Transitional Housing Program grant; U.S. Department of Housing & Urban Development's Continuum of Care Program and Section 8; Minnesota Department of Public Safety's Office of Justice Programs - Shelter Grant, Community Advocacy (Legal) Grant and General Crime Victim Services; Minnesota Department of Human Services' Safe Harbor Shelter and Housing and East Metro Regional Navigator funding; Minnesota Supreme Court's Legal Services Advisory Committee; Hennepin County grant for legal services; Hennepin County grant for Minnesota Family Investment Program (MFIP) for Family Violence Waiver support; Ramsey County grant for legal services; Washington County grant for legal services; City of Minneapolis Health Department for services to at-risk youth; and City of Maplewood grant for youth and family outreach.

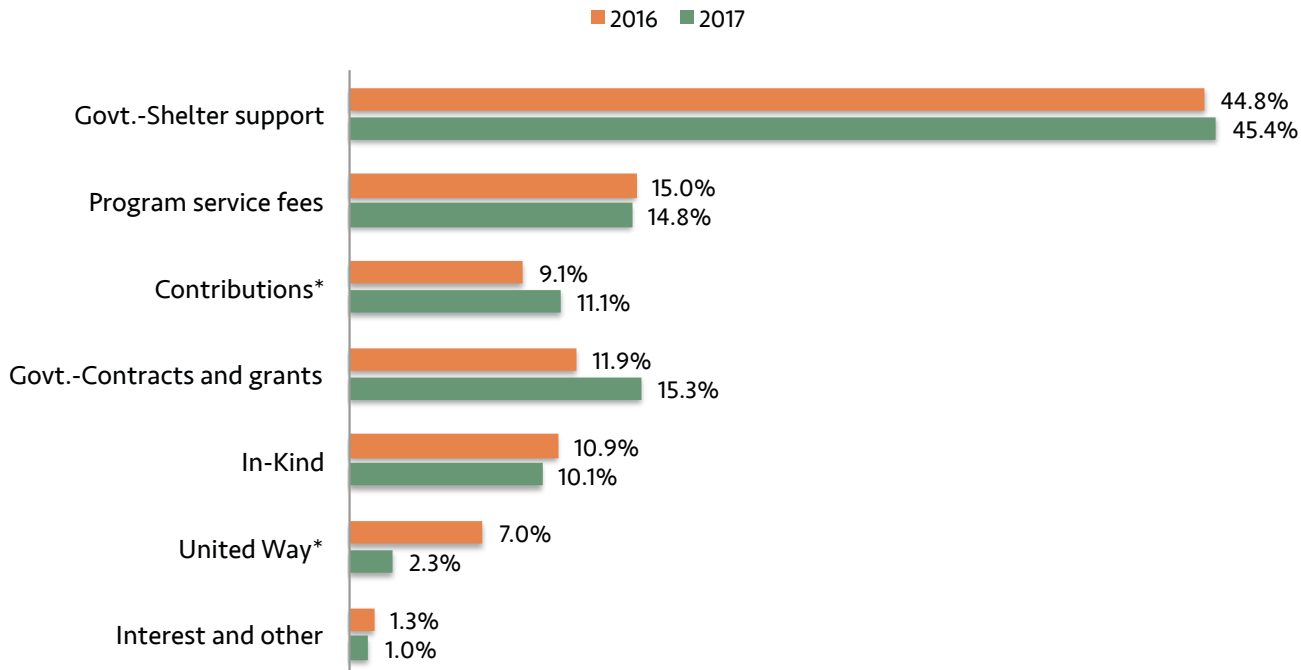
TOTAL NET ASSETS (Equity)



TOTAL CHANGE IN NET ASSETS (Excess of revenue over expenditures)



OPERATING REVENUE



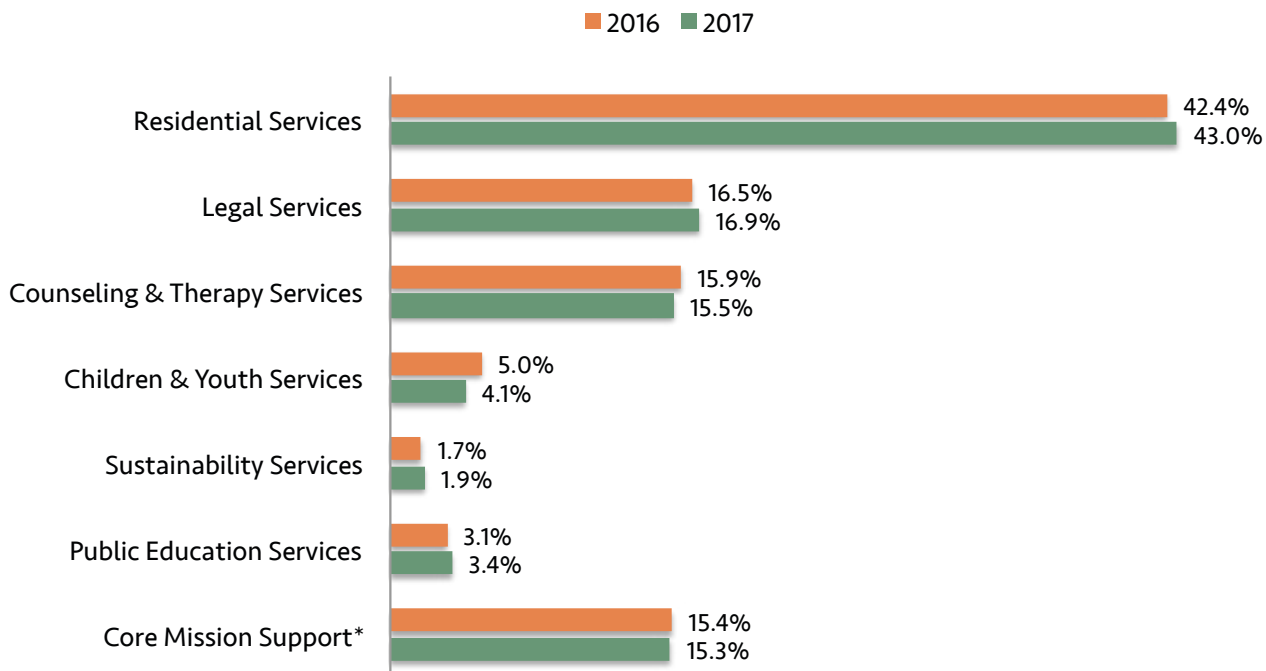
Greater Twin Cities
United Way



United Way of
Washington County-East

Operating revenue excludes Capital Campaign contributions. Changes in percentages of United Way revenues reflect the decision of the Greater Twin Cities United Way to eliminate funding in its family violence impact area. Total operating support and revenue were \$9,788,222 in 2016 and \$10,782,389 in 2017.

OPERATING EXPENDITURES



Core Mission Support is the infrastructure that supports our services across the agency and assures the highest level of accountability to our clients, community, and funders. Included are the costs to maintain our facilities, security, technology and data management, financial accounting, etc. A total of 5% is used to secure the future resources that fuel our work.

News on Our Next Chapter

As supporters of our work, we want to share some news that may come as a surprise: after careful consideration, the Tubman Board of Directors has voted unanimously to move forward with the difficult decision to sell Harriet Tubman Center West in Minneapolis and consolidate services into our two other locations, Harriet Tubman Center East in Maplewood and Tubman Chrysalis Center in Minneapolis.

Making the decision

This decision was initially prompted by significant structural issues with the Tubman West building, which you may have read about in previous communications.

We first commissioned an extensive forensic engineering report to fully understand the scope of the problems. Then in 2017, we engaged the professional expertise of a task force—comprised of board and community members with experience in engineering, architecture, construction, real estate, and other related fields—to further explore the issues and potential solutions.

We narrowed down the options from six to two, evaluated the pros and cons of each, considered cost estimates for renovation, conducted an in-depth financial analysis including 10 year cash flow projections for each scenario. With the dramatic loss of funding from Greater Twin Cities United Way and reductions in some government sources in 2017, and with even more policy-related uncertainty ahead at the federal level, it became clear that even with the extraordinary support we've received from the community in recent months, it would take bold and proactive action on Tubman's part to maintain—and even accelerate—our financial capacity.

The more we studied the options and their projected financial impact on the organization, the clearer the answer became. Selling Tubman West will reduce long-term building debt and produce significant savings of ongoing facilities costs in future annual operating budgets. This will preserve our organizational sustainability regardless of the funding environment, which positions Tubman for long-term stability. It also protects critical services our clients rely on and gives us greater flexibility to



The forensic engineering study included looking inside walls and identifying problems inside the foundation of Tubman West.

adapt, innovate, invest in our staff and other necessary infrastructure, and build our financial reserves designated for repair and replacement needs in the future.

Where we are today

Since this decision was made at the November 2017 meeting of our Board of Directors, Tubman leadership has been working to make plans for the continuation of services and how to best meet the needs of clients, staff, and volunteers during this transition. We've been in communication with many supporters, community partners, elected officials, government agencies, and others to share the news of this decision, and these conversations will continue.

We have also requested \$383,000 in cash bonding from the State of Minnesota for predesign and



**HARRIET TUBMAN CENTER WEST,
MINNEAPOLIS**



**HARRIET TUBMAN CENTER EAST,
MAPLEWOOD**



**TUBMAN CHRYSALIS CENTER,
MINNEAPOLIS**

Even with the extraordinary support we've received from the community in recent months, it will take bold and proactive action on Tubman's part to maintain—and even accelerate—our financial capacity.

design services necessary to prepare Tubman East and Tubman Chrysalis to deliver the services that are currently being provided at Tubman West. We will continue working through the 2018 legislative session to engage our legislators in this important project.

Looking ahead

We want to emphasize our ongoing commitment to serve Minneapolis as well as the east metro area of the Twin Cities. Many people think of shelter when they think of Tubman. Thankfully, we have the physical space to move all of our shelter services to Tubman East in Maplewood—and so we do not foresee a reduction in the total number of emergency shelter beds for domestic violence victims. And while safe shelter is indeed a core component of what we do, we serve thousands more people of all ages through our community-based services and will continue to do so in Minneapolis and across the metro. In addition, our staff, volunteers, and interns who are based at Tubman West will continue to have a place with us, either at Tubman Chrysalis or Tubman East.

The plan is to put Tubman West up for sale later in 2018, so we do not anticipate any changes in programming until late 2018 or sometime in 2019. This affords us the luxury of time, which gives us an ex-



Foundational shifting has caused uneven floors and is beginning to impact mechanical systems.

citing opportunity to plan and enhance our services to meet our clients' evolving needs. This move will ensure Tubman continues to be that place of safety, hope, and healing well into the future.

We will continue to update you, our supporters, and the community as we move forward. If you have any questions, please know you can always contact CEO Jen Polzin at 612.767.6697 or by email at jpolzin@tubman.org.

A Fond Farewell to Wing Ding

For the past 25 years, Tubman's annual Wing Ding has been a beloved community tradition, attended by hundreds of people each year in support of the people we serve. This non-traditional fundraising event was enjoyed by people of all ages and even had a loyal following of businesses, families and friends that attended year after year. For that reason alone, the decision to retire Wing Ding was not easy. Yet, as they say, all good things must come to an end. And the time became apparent when event expenses continued to increase, nearly equaling the funds raised to support our programs and services.

We are sincerely grateful for all of the vendors who donated their specialty wings and finger foods for guests to enjoy, the sponsors whose contributions made the event possible, the committee volunteers that gave so generously of their time to plan each event, the emcees and musicians who helped create an uplifting atmosphere, Hubbard Broadcasting and iHeartMedia for promotion, and most importantly, supporters like you who joined in the festivities all these years.

While this is a farewell to Wing Ding, it is also a welcome to new and engaging opportunities to support Tubman throughout the year. You can learn about future Tubman events and activities by staying connected through tubman.org, our e-newsletter and social media.

Thank you and we hope to see you again soon!

2017 WING DING SPONSORS

Deluxe

Dykema

The KNW Group

Maguire Agency

Maslon

McGough

Reignite the Soul

Sears Imported Autos

with special thanks
to publicity partner

Hubbard Broadcasting

and entertainment

Yo Jimbo Jazz

2017 EVENT COMMITTEE

Vikki Pfeilsticker, Auction Chair

Michelle Halonen

Greta Johnson

Pam McCurdy

Janet Nusser

Kari Polasek

Chrissy Sager

Mary Ann Tackett

Katrina Volker

Sue Wolf



Clockwise from top left, Tubman staff are all smiles at Wing Ding; Northbound Smokehouse & Brew Pub serves up delicious food; and guests participate in a game of Heads & Tails.



Many restaurants and vendors have shared their delicious food with us over the past 25 years at Wing Ding:

1919 Root Beer, New Ulm	Deli Double Catering	Isle's Bun & Coffee	Muddy Paws Cheesecake	Santorini, Eden Prairie
5-8 Tavern, Maplewood	Dilly Lily	J. Cousneaus	Mudpie	Sarna's Classic Grill,
8th Street Grill and Tap	Dixie's	Jake's City Grille	Nardie's Café	Columbia Heights
House, Minneapolis	Dixie's Calhoun	Jamaican Delight	Nick & Tony's	Shorty & Wag's Wings &
Art Song's Original Wings	Doolittle's Woodfire Grill	Joe's Garage, Minneapolis	Nochee, Minneapolis	Ribs
& Ribs	D-Spot, Maplewood	Joia All Natural Soda	North St. Paul Tap and	Silver Bison Ranch
Atrium Catering	East Side Mario's	Just Desserts	Grill	Smiling Moose Bar & Grill
Axel's	Elegant Confections	Kandiyohi Bottled Water	Northbound Smokehouse	Spectators Grille and Bar
Bar Abilene	Eli's Bar & Grill	Key's at the Foshay	& Brewpub	Spike's Sports Bar and
Betty Crocker Kitchens	Famous Dave's BBQ &	KFAN the Restaurant	Odd Fellows	Grill
Black Bear Crossings	Blues, Uptown	King of Soul	Pabst Brewing Co.	State Fair Mini Donuts,
Coffee House	Famous Dave's	Kokomo's Island Café	Panera Bread Company	Minnetonka
Breadsmith	Favorable Treats	Leeann Chin	Park Tavern, St. Louis	SYSCO MN
Breaking Bread Café &	Figlio's	Lone Spur Grill & Bar,	Park	T.G.I. Friday's
Catering, Minneapolis	Fine Line Music Café	Minnetonka	Pepin Heights Cider	T.G.I. Friday's, City Center
Buffalo Cantina	Franklin Street Bakery	Lucille's Kitchen	Pickled Parrot	The Corner Bar
Buffalo Wild Wings,	Gabe's by the Park	Luzette Catering, Cottage	Pig's Eye Grill	The Depot
Roseville	Gator's, Mall of America	Grove	Pimento Jamaican	The Herkimer Pub &
Buffalo Wild Wings,	Gluek's	Lyon's Pub, Minneapolis	Kitchen	Brewery, Minneapolis
Blaine	Grandma's Saloon & Grill	Major's Sports Café,	Planet Hollywood	The Lodge of Robbinsdale
Buffalo Wild Wings,	Great Waters Brewing	Bloomington	Puckett's Pride Ribs &	The Loon Café
Columbia Heights	Company, St. Paul	MANGIA	More	The Loop, Minneapolis
Buffalo Wild Wings,	Green Mill	Manhattan Loft	Rascal's Bar & Grill	The Melting Pot
Roseville	Green Mill, Eden Prairie	Mason's Restaurant &	Ray J's American Grill	The Pourhouse
Café Brenda	Grizzly's Wood-Fired	Barre, Minneapolis	Ray J's American Grill,	The Times
Caribou Coffee	Grill, Plymouth	McDavid's Restaurant	Woodbury	The Village Pub, St.
Catered by Design	Ground Round	Mermaid	River Rock Lodge, Coon	Anthony
Champ's, Maple Grove	Restaurants	Midwest Coca-Cola	Rapids	Time Out, Blaine
Champ's Americana	H.C. Brill Co.	Bottling Company	Robert Lee Chinese	Town Hall Tap Brewery &
Chef Sam's Take-Out	Hickory Hut	Milton's Vittles, Vino and	Restaurant	Lanes
Chessen's Bar & Grill	Hirsch's	Beer, Crystal	Rock Bottom Restaurant	Tracy's Saloon
Coca-Cola	Hoops on Hennepin	Minneapolis Bar & Grill	& Brewery, Minneapolis	Uptown Bar & Grill
Cold Spring Brewing Co	Houlihan's	MN Made Gourmet	Rosen's Bar & Grill	Wendy's House of SOUL
Coyote Café & Bar	Houlihan's, Chanhassen	moto-i Sake Brewery &	Rouge	Whole Foods Market
Cub Foods	Il VescoVino	Izakaya, Minneapolis	Runyon's	Wild Onion

Safety, Hope, and Healing at Soiree

The 8th annual Starlight Soiree, held at the InterContinental Saint Paul Riverfront, brought together hundreds of people in support of Tubman's mission. During the Special Giving Moment, generous donors surpassed the evening's goal by an additional 50%. Our many thanks to everyone who attended this signature annual event, and also supported Tubman in numerous other ways throughout the year.

2017 STARLIGHT SOIREE SPONSORS

RBC Wealth Management

Thomson Reuters

Deluxe

McGough Construction

Fox Rothschild LLP

Faegre Baker Daniels LLP

myTalk 107.1

Xcel Energy

Lindquist & Vennum LLP

Margaret Carlson Citron & Paul Citron

2017 EVENT COMMITTEE

Jonathan & Nicki Weinhagen,
Event Co-Chairs

Laura Anders

Brenda Armstrong

Elizabeth Carlson

Merry Coder

Robyn Coquyt

Tammie Follett

Nancy Green

Libby Horner

Kristen Kimmell

Kelly Linnihan

Susan Oswald Holter

Emily Pyle

Laura de Rosier

Sarah Sheehan

Cindy Spreiter

Meghan Sullivan

Lori Vicich

Terri Welch

Sue Wolf



Clockwise from top left: Event co-chairs Nicki and Jonathan Weinhagen welcome guests; Friends greet each other; a bidder raises her number during the live auction; and another guest shows his appreciation for Desdamona's live poetry.

An original spoken word piece written and performed by local poet Desdamona at the 2017 Starlight Soirée

Safety

Sometimes we will work to keep others safe but
forget ourselves
Tell ourselves, we'll be alright
Claim that we're tough, that we can take it
Or that we can handle whatever is
coming our way
Sometimes we even believe we
can do it all by ourselves
That we don't need help or
we're afraid to ask for
help
Maybe it's pride, maybe
fear
Sometimes in our
stubbornness,
We miss the opportunity
to move forward
We all need a sense of
security to fully thrive
The way we were meant to
Of course, there will always be
obstacles
But there are some we can avoid
Maybe we've gotten so used to our current state
That we've forgotten what it feels like to feel safe
If we've never felt safe, we may not even know
what real safety feels like

Hope

The shift that occurs when we do feel at ease
The feeling that you can accomplish what you set
out to do
The freedom to make choices without fear
The space to express and create without the threat
of judgement
When we feel safe, our potential grows, our
dreams expand
And our power is more evident than ever before
We realize that our mistakes are not weaknesses
And our trials only help to realize that we deserve
more
Hope is not something you can hold but rather
Something that holds you in place
The invisible breath swirling around you
That carries you
Hope is each step we take in the right direction
Each intention we set and each goal accomplished
Every impeccable word,
The voice that we use to lift ourselves & others



Healing

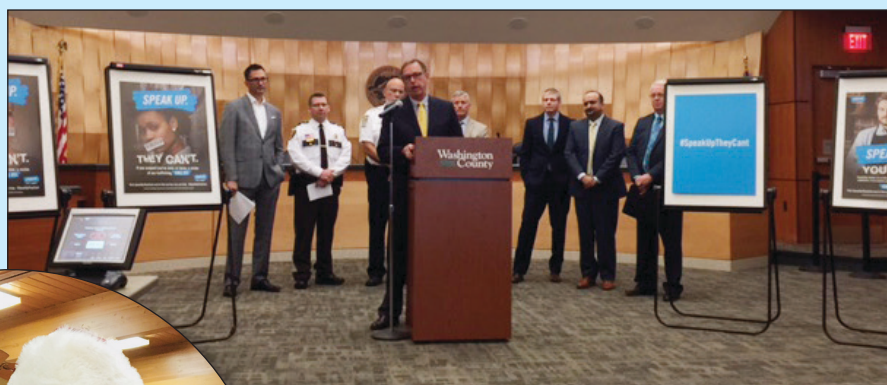
The voice of compassion and empathy
An understanding that goes deeper than words
Sometimes a healing space isn't always calm and
serene
But it is honest and straightforward
A healing space cannot hold onto fear
anymore
So we let it go, let it drift away
With each exhale
And then
We inhale a harmony that allows
us
To speak, to sing, to dance
With each syllable, each step
We get stronger
We come into ourselves, fully
We break down, as memories rise
And sometimes we relive those
remembrances
Only so we can move forward
Reminded us of the things we don't need
anymore
It is sometimes a death into a rebirth
So, we cry for ourselves
Then dry our tears
We give ourselves space
Look at our palms, the creases from clenched fists
We open our hands to catch a wish, a blessing
The best kind of freedom, the best kind of love
Resides inside us,
Sometimes hidden and protected so well it's hard
to find
But we're here to find it, uncover it's light and feel
it's power
We know that our love stories are not like story
books
We know so much
And we have made it through the storm
To come out on the other side
With a whole new outlook
We take it one day at a time
Each step forward a triumph
And we breathe
We speak
We sing
We dance



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The Freedom Farm at Harriet Tubman Center East blooms under the care of clients and volunteers, and produced a variety of vegetables, including the radishes above.

In Harriet Tubman's personal motto,

Keep Going

We continue to be inspired by our namesake, Harriet Tubman, and her words to "keep going," no matter what challenges lay ahead. No matter how people connect with the agency, to either get help or give help, we continue to reach beyond our walls into the community and challenge ourselves to respond to evolving needs with innovation. Clockwise from top left: Kids prepare for a new school year with new backpacks and supplies; Santa Claus visits with clients during holiday parties; the Washington County Attorney's Office hosts a press conference on a new educational initiative to end trafficking that Tubman supports; and hands clasp on the event program for the "Tapestry of Human Life" concert to support Tubman.