

Program highlights at Tubman

Tubman continually looks for ways to improve our services and work with other organizations and businesses. Our mission of safety, hope, and healing keeps our services grounded in a strengths-based and client-centered approach. While our core services remain steady, here are a few updates:

Legal Services

Earlier this year, Tubman's legal team became a partner on Central Minnesota Legal Services' contract with Hennepin County. The one-year project has additional staff at the Family Justice Center to meet with victims of domestic abuse who are seeking Orders for Protection in Hennepin County. The project focuses on cases when the other party (the abusive partner) is represented by an attorney, and works to find legal representation and advice for those clients.

"The goal of this project is to help balance the power dynamic between the abusive party and the victim/survivor in these court proceedings," said Aya Johnson, Director of Legal Services. "Orders for Protection play a crucial part in helping people regain security and stability after violence."



Clinical Services

This spring, clients of Tubman's clinical division were invited to share their feedback in a client satisfaction survey. With 129 people participating, results included:

- 87% said they have made progress since starting therapy
- 97% said they feel they can trust their therapist
- 97% said they would recommend Tubman to a friend or family member

On the horizon for the clinical team is a new Queer DBT (Dialectical Behavior Therapy) group for people who identify as LGBTQ+. This group plans to start in September, but interested individuals can call the Intake Office at 612.870.2426 to join the group.

Residential Services

Across the state, the length of stay in domestic violence shelters is becoming longer each year. While every situation is different, at Tubman our average total length of stay went from 39 days in fiscal year 2014 to 76 days in fiscal year 2017. This is in part due to the lack of available affordable housing in our region, which has worsened dramatically during these years. There is, however, another dynamic at play: counties have implemented a system of coordinated



Peace Camp, Tubman's annual summer camp for youth in our residential programs, kicked off with an ice cream party and continues with themed activities each week. More youth of all ages are participating this year.

entry to permanent housing. That means that more people are finding safe and affordable housing when they leave shelter and are less likely to return, but their housing may not be available for several months. Rather than move to another shelter temporarily, people continue to make progress on their goals, healing, and stability, while staying in one shelter. But when shelters are full, we can't accommodate new requests from more recent victims.

With the future move of all Tubman's beds into one location, staff workgroups are creating plans and making recommendations to make the transition as smooth as possible on clients. They also are piloting new options related to transportation to assist residents.

Healing through the arts

Through a partnership with Z Puppets Rosenschnoz and Shapiro & Smith Dance, Tubman clients are able to participate in workshops and performances to help them heal from trauma, build self-confidence, and strengthen positive connections.

Tubman clients and staff attended a performance with Shapiro & Smith Dance earlier this spring, and the event included a post-performance gathering with the dancers. In addition, Z Puppets Rosenschnoz works with youth to tap into their creativity



through creating with puppets.

This activity is made possible by the voters of Minnesota through a grant from the Minnesota State Arts Board, thanks to a legislative appropriation from the arts and cultural heritage fund.



Supporter spotlight: Multiple options for giving

Bob Erickson was recruited to Tubman's capital campaign for building Harriet Tubman Center West by Dr. Josie Johnson when he was Senior Vice President for Finance and Operations at the University of Minnesota in 1993, and he has continued to be active with the organization since that time. He has served as Treasurer and was twice elected Chair of Board of Directors. He completed two rotations of three three-year terms and currently serves on the Finance Committee, the community task force on Tubman West and contributing to the organization's public policy efforts.



"Although, like most donors, I have usually given cash gifts, I have used appreciated stock several times and am now migrating to Qualified Charitable Distributions from my IRA,"

Bob said about his contributions to Tubman. "Giving appreciated stock enables a donor to get a contribution deduction for the full fair market value of stock without having to realize the appreciation."

For example, he explained, if someone donates 100 shares of Xcel Energy where the basis per share is \$7 and current market value is \$43 per share, the donor gets a contribution deduction for \$4,300 and avoids paying tax on the capital gain of \$36 per share.

"I am now using Qualified Charitable Distributions directly from my IRA to Tubman," Bob said. "Individuals over 70 and one half can make up to \$100,000 annually in Qualified Charitable Distributions from their IRA. These Qualified Charitable Distri-

butions satisfy Required Minimum Distribution requirements and are excluded from taxpayer's taxable income. For example, if I make a \$5,000 Qualified Charitable Distribution directly to Tubman from my IRA, my taxable income would be reduced by \$5,000."

With the new expanded standard deduction for federal purposes, taxpayers whose contributions plus other deductible items do not exceed the new standard deduction can get benefit for Qualified Charitable Distribution through a reduction in their taxable income.

In addition to appreciated stock and IRA distributions, donors also may include Tubman in their estate plans. For more information about these contribution options, please call 612.825.3333.

Peace. It does not mean to be in a place where there is no noise, trouble, or hard work. It means to be in the midst of those things and still be calm in your heart.

By Jennifer J. Polzin

Tubman CEO

I love this quote so much that it's stenciled in large letters on my office wall. I'd like to think it's so ingrained that I naturally lean into it in times of especially loud noise, incredibly troubling times, and exceptionally hard work...but that's not always easy, and the physical reminder helps. Part of what it means to me is that finding peace doesn't simply mean taking a break from what can seem like a never ending news cycle of heartbreak—although I try to take those when I can—but using peace as the fuel to re-engage in the hard work of making things better. And it makes me wonder: is peace the destination, or the means to get us there? I believe the answer is both.



The words of our inspiration and namesake Harriet Tubman, “Keep going,” continue to propel us forward. In addition to celebrating the successes of the people we serve, I am energized by the generosity, partnership, and support of our community—you. Last year we had to cut almost half a million dollars from the budget and thought we'd have to turn away nearly 5,000 more people than usual. But you stepped up so that we were able to provide crisis help, shelter, legal services, therapy, and education to nearly 26,000 people!

However, in order to preserve as

many of those life-saving services as possible, we had to cut assistance with the “little things” that help people in crisis. Things like transportation to a job interview or to court, more time with interpreters, changing the locks on a door that an abusive partner kicked in, documents children need to enroll in school, application fees when looking for a new place to live, a few groceries to make it to payday, or storage fees to preserve the few photographs that weren't destroyed during an assault or the household items that would prevent someone from having to start from scratch yet again.

At this year's Starlight Soirée, not only did we meet our fundraising goal to provide critical core services, but you also contributed nearly \$55,000 to establish the Freedom Fund! This fund will help meet those types of needs so that the people we serve can focus on their healing, on their children, on their jobs, on their next place to live, and on their freedom. On behalf of the people we serve, thank you for your commitment and kindness.

I am also proud and inspired to work alongside our amazing team of staff, volunteers, and interns—all of whom serve with grit and grace every day. I'd like to share some of the work we've been doing to strengthen our organizational infrastructure and capacity to serve. We completed our first annual staff engagement survey, and a primary theme was staff retention, including the need for more competitive salaries and opportuni-

ties for professional development. To that end, we will be completing a comprehensive compensation study in 2019 and will continue to provide robust training opportunities.

We've also just completed the Charities Review Council's Diversity, Equity, and Inclusion Toolkit Assessment with our staff and board, and are analyzing the results now. One clear theme is our need and desire to further engage our program participants in the design of our services, beyond simply incorporating feedback into improving existing services and tracking client outcomes. I look forward to sharing more about the goals we develop and our progress.

In our annual report (available online at tubman.org), I shared more about the structural problems with the Harriet Tubman Center West building, and our future plans to move the services delivered there to the Chrysalis Center and Harriet Tubman Center East. For now we continue to serve at all three locations, the planning work continues, and we will keep you updated along the way.

As always, I invite you to contact me anytime for a conversation (by email at jjpolzin@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. I wish each of you peace in the noise, trouble, and hard work ahead—and calm in your heart.

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

We need your help to keep VIP in schools

More than 7,000 youth are better equipped with knowledge and communications skills about relationships, thanks to Tubman's Voices in Prevention (VIP) program.

VIP is a six-week violence prevention curriculum for teens in middle and high school that creates lasting, positive impact for students and their peers. The curriculum helps students to identify the different and often complex ways relationship violence can occur, as well as giving them the opportunity to think critically about their emotional and physical boundaries, expectations, and ideals.

Anna Sahli, a youth educator with Tubman for the past six years, said students often ask her to spend more time in their classrooms.

"Be here longer. Be here everyday. Why don't you have an office in this school," she said, as examples of what she hears from students. "And that's pretty typical. They know relationships affect everyone every day, and they want more on that. They're really honest about that."

"A lot of students, when we're talking about relationships and communication, will bring up friend relationships too," Anna said. "They'll talk about 'drama' and bullying. They'll talk about relationships and even some things that they've done, saying 'oh, I've done that sometimes.' And it's a good learning experience. Sometimes they'll bring up family members, because communicating with family members can be hard."

In addition to helping youth develop life-long skills and deeper understanding of issues, VIP also has immediate impact on the students who participate.

"This year, I got an email from a male-identified student who said I really appreciate how we talked about people of all genders can experience violence," Anna said. "And he shared that he had experienced abusive behaviors from a female partner. That was a really big step for that person, because he said he hadn't shared it with anyone before."



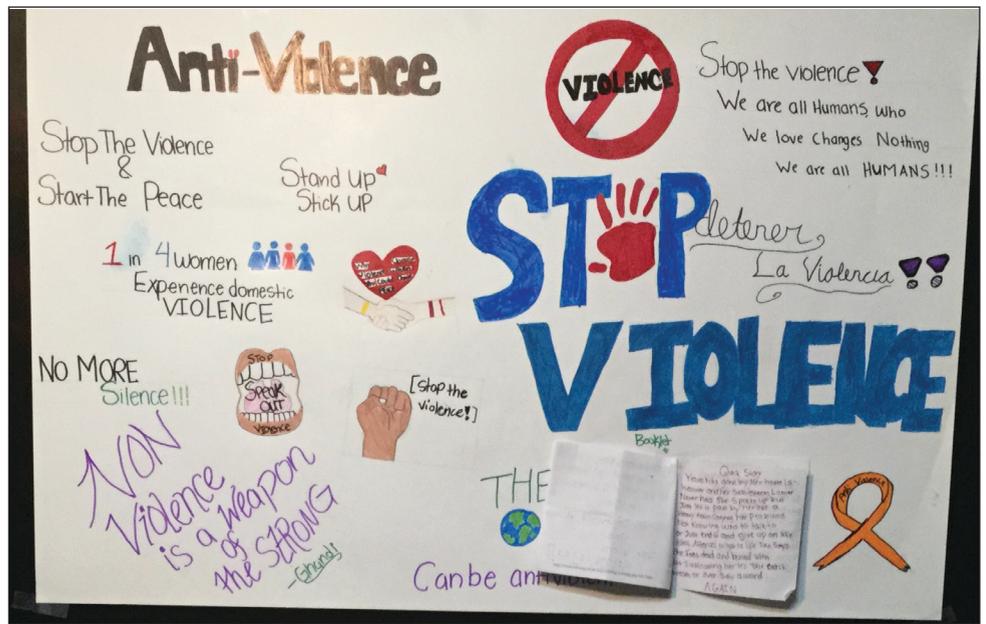
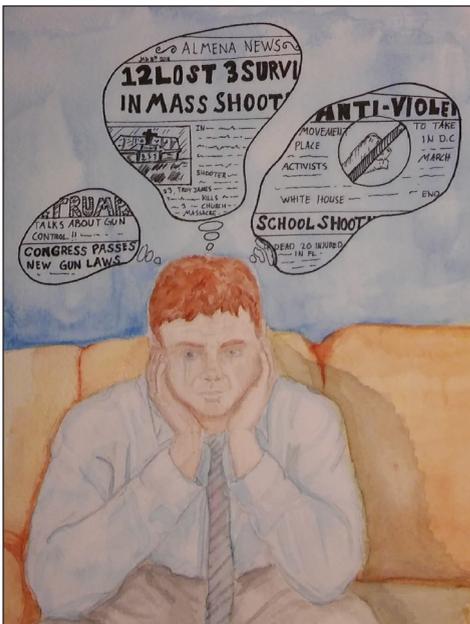
Kathryn Luk and Anna Sahli, Tubman's two youth educators, pause for a selfie outside Stillwater Area High School, one of the many high schools they visit during a school year.

In another situation, a student in Washington County participated in VIP in her health class. At the time, she was in a dating relationship that was full of conflict and lacked clear boundaries, but she wasn't sure exactly what was wrong or what to do. After a session on the traits of healthy and unhealthy relationships, she contacted the school social worker for help. Thanks to the VIP classes, she better understood what was happening in her life and had the vocabulary to talk about the troubling aspects of her relationship. Working with the school social worker, the student was referred to Tubman's Youth and Young Adult program for one-on-one support with Tubman staff. She said without VIP, she doesn't know if she would've had the confidence in herself to reach out for help.

Community supporters that have invested in VIP include the Roseville Area Community Foundation and United Way-Washington County East in the Roseville and Stillwater school districts, respectively. But we still need your help to keep this vital program in our area schools.

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

We need to raise \$25,000 to continue these vital services—and the first \$20,000 raised will be matched by a generous donor!



What teens say about VIP

- "I learned to know my self-worth and appreciate myself."
- "I learned to never be scared of asking for help. Someone is always going to be there for you."
- "I learned that abuse doesn't have to be physical."
 - "Why aren't you coming in any more?"
- "I learned that abuse can happen in same-sex relationships."
- "I learned how to express my anger safely and what happens when I'm angry."
- "I learned how to create rich relationships and how to be a better friend."
- "This program helped me learn a lot because it taught me a lot of new stuff that I never heard before."
- "Thank you for respecting my gender identity. Not all adults are willing to do that."
- "I learned how to deal with my feelings AND other's feelings and how to respect that."
 - "Shouldn't you be in our school all of the time?"

VIP by the numbers

During 2017-2018 school year

- Number of locations (schools and centers) where Tubman staff taught VIP: **44**
- Number of locations that hosted the full VIP curriculum: **26**
- Number of locations that hosted one- or two-time presentations for youth: **18**
- Number of locations that hosted VIP staff-led support groups on healthy relationships: **3**
- Total number of students and community members who took part in presentations, groups, or curriculum: **7,468**

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, online at tubman.org, or by calling Karen at 612.825.3333.

Thank you for supporting Tubman special events



This year, we said goodbye to a long-time Tubman tradition by ending Wing Ding after 25 years. While a beloved annual event, event expenses continues to increase, nearly equaling the funds raised to support our critical programs and services.

While this year is a farewell to Wing Ding, we continue to be grateful for the community support shown at many events, large and small, throughout the year and welcome new and engaging opportunities to share Tubman's mission of safety, hope, and healing.

This spring's Starlight Soirée, our ninth annual, raised more than \$215,000 to support Tubman's mission and established the Freedom Fund to directly support clients' needs and remove barriers to moving forward in their lives. Earlier in the year, the Woman's Club of Minneapolis showered our littlest clients with gifts of baby supplies. The

"Sweet Dreams" themed event included a performance by the Metropolitan Boys Choir, delicious foods, and generous gifts from attendees.

Coming up on August 2 is "Taps for Tubman," hosted by Pryes Brewing Company from 3 to 7 p.m. During that time, Pryes Brewing will donate \$1 from every select beer sold and \$5 from every growler sold to benefit Tubman. We hope to see you there! Then National Night Out celebrations will be August 7, with activities at all three Tubman locations. You can stay connected to all Tubman events by following our Facebook page and subscribing to our monthly e-newsletter through our website, www.tubman.org.

Do you have an idea for an event or activity to support Tubman? Contact our Community Relations Manager, Jocelyn Beard, at jbeard@tubman.org or 612.767.6144 for Tubman materials and support.



Clockwise from top left: The Woman's Club of Minneapolis hosts a "Sweet Dreams" themed baby shower event to support Tubman's littlest clients, with Tubman CEO Jennifer Polzin speaking to the group; The Metropolitan Boys Choir performed at The Woman's Club of Minneapolis event; At the 2018 Starlight Soiree, Sharon Sayles Belton (event chair and one of Tubman's founding mothers) dances to Patty Peterson Presents: Jazz Women All Stars; and guests mingle at the Starlight Soiree and enjoy the silent auction, wall of wine and growlers, and other activities before the dinner and presentation begin.

Supporter spotlight: Inspired by openness

Mary Lucic first learned about Tubman because she knew a Tubman staff member in the youth program. “Years later, I found myself struggling to get out of an abusive relationship, which I never thought was possible,” Mary said. “I was blind to the warning signs and did not accept that my partner was emotionally abusive until it finally turned physical.”

Mary’s personal experience led her to find ways to create discussion and educate other people around her about how to best support someone in an unsafe relationship, even having that Tubman staff member come to Mary’s workplace to share how to



“Donating on a monthly basis really fits well for my budget.”

—Mary Lucic

recognize warning signs and give soft referrals to Tubman.

“I am inspired by Tubman’s openness to the clients they serve and the range of services they offer. Tubman staff and volunteers stay true to their mission of providing safety, hope, and healing, and are strong advocates in addressing the inequities many face in our communities.”

Mary currently supports Tubman through an automatic monthly gift, which fits really well into her budget at this point in time. “I chose Tubman as an organization to support because the services they offer are truly life-changing for so many,” she said.

For more about monthly giving, visit the “Give Help” section of Tubman’s website, www.tubman.org.

Vulnerable Youth bill aims to remove barriers

During the 2018 legislative session, in addition to supporting legislative priorities from partners including the Minnesota Coalition for Battered Women, Minnesota Council of Non-profits, and Minnesota Coalition for the Homeless, Tubman staff and board members led two bills that would support the people we serve.

The Vulnerable Youth bill attempted to address barriers to service created by Department of Human Services regulations for Tubman’s Safe Journeys shelter and housing program for exploited youth. Chief authored by Rep. Jon Koznick and Sen. Jerry Relph, the bill was passed by the legislature and included in the Omnibus Supplemental Budget bill that was ultimately vetoed by Gov. Mark Dayton. We remain optimistic that the conversations begun with DHS during the legislative process and with the support of legislators will continue so



Left, Tubman clients and staff attend the Day of Action at the Capitol with the Minnesota Coalition for Battered Women. Right, Rep. Jon Koznick and Tubman Director of Youth and Family Services Tamara Stark testify for the Vulnerable Youth Bill.



that exploited and at-risk youth can access services as quickly as possible.

Throughout session, we advocated for our cash bonding request for pre-design and design funding for the needed renovations of Tubman East and Tubman Chrysalis Center in advance of selling Tubman West and consolidating into two locations. Despite strong bipartisan support in the legislature and governor’s office, our project was not included in the 2018

bonding bill due to the small number of cash bonding projects funded and focus on state infrastructure.

This spring, Tubman also hosted a roundtable with Sen. Amy Klobuchar on the pending reauthorization of the Violence Against Women Act (VAWA).

We continue to meet with elected officials at all levels to advocate on behalf of our clients, as well as the agency’s mission, services, and needs.



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Youth center expands

The NorthStar Youth Outreach Center recently celebrated the grand opening of its second location at the Maplewood Mall, on the second level near Sears. The center originally opened at Harriet Tubman Center East in Maplewood in the summer of 2016, a joint effort of community members, the White Bear Unitarian Church's social justice committee, and Tubman staff. Youth and young adults ages 13-24 can find advocacy, safety planning, connections to a range of additional community resources, and much more. The grand opening event on June 16 featured local artists, fun activities, and information from community partners.

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