Our Vision
Thriving people, healthy relationships, and peaceful communities.

Our Mission
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.

Our Strategic Directions
1. Provide streamlined access to exceptional, relevant services.
2. Engage the community to take action.
3. Strengthen the agency’s infrastructure in order to better serve.
4. Invigorate organizational culture to sustain innovation, engagement, wellbeing and diversity.

About our Domestic Violence Awareness Month photo project:
As part of Domestic Violence Awareness Month in 2016, we asked Tubman staff, interns, volunteers, and community partners to share messages of hope for survivors and reasons why they wear purple for domestic violence awareness. On pages 2–3 of this Annual Report are 40 photos from this project—for Tubman’s 40 years of leading the way to hope.
Dear Friends and Supporters,

With your help, Tubman served nearly 30,000 women, men, and youth of all ages in 2016. This Annual Report describes some of the ways that was accomplished. In addition to a positive financial audit, you will find snapshots of our key outcomes and activities featuring the people we serve and the volunteers, interns, donors, staff, board, partner organizations, elected officials, and community members who fuel our work.

Our theme for 2016 was Then, Now, and Next as we celebrated the agency’s 40th anniversary, looking back at the milestones of each one of the predecessor organizations that make up the Tubman of today. We honored our visionary founders, reconnected with staff alumni, engaged the people we serve in new ways, called the community to action, and planned for our future.

We completed an extensive strategic planning process to assess where we are today as an organization, and more importantly, to sharpen our focus moving forward. A heartfelt thank you to each of the 210 people—representing our clients, community partners, elected officials, funders and individual donors, law enforcement/judicial/criminal justice system, volunteers, staff, and board—for candidly sharing their perspectives about our strengths and challenges, as well as a wealth of suggestions to guide our work over the next three years. In addition to getting feedback and analyzing the current landscape and trends, we asked some big questions about why we exist and who we aspire to be as an organization. We are pleased with both the process and the results: our refreshed vision, mission, values, and strategic directions—all of which you’ll see in these pages.

Safety. Hope. Healing. While none of these is more important than another, hope may ultimately be the thing that sustains all of us—particularly in these uncertain times. To paraphrase writer F. Scott Fitzgerald, we must be able to see that things are hopeless and yet be determined to make them better. So we look to our namesake, Harriet Tubman, and are inspired now more than ever by her invincible determination. That’s the type of determination that turns hope into action, and changes lives for the better. And your generosity makes that possible.

On behalf of the thousands of people we served last year, as well as the Tubman board and staff, our great thanks for your interest, involvement, and investment in the future of our community.

With gratitude,

Jennifer J. Polzin
Chief Executive Officer

Jean A. Freeman
Chair, Board of Directors

PS. Please know you have a standing invitation to contact me anytime for a conversation (jpolzin@tubman.org or 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’m delighted to answer your questions, share the Executive Summary of our FY17 Strategic and Program Plans, give you a tour, or talk about how you can get further involved. —Jen
Sheena Addis, staff
Hayden Anderson, staff
Name Withheld
Anonymous
Lucas Dugan, staff
U.S. Senator Al Franken
Elizabeth Glidden, Minneapolis City Council
Trudi Greaves, staff
Erin K., volunteer
Jenni Keegan, staff
Rachael Kozen, intern
Senta Leff, MN Coalition for the Homeless
Marty Moreno, supporter
Pete Orput, Washington County Attorney
Laura Phelps, staff
Junauld Presley, staff
Thabo Shiya, staff
Maplewood Mayor Nora Slawik
Nora Smyth, intern
Tamara Stark, staff
Better service through strategic changes

In 2016—alongside our strategic planning—we focused on strengthening the foundation of our services, adapting them to better suit the needs of our clients and improved accessibility for all.

Agency-wide, we reviewed all services to ensure streamlined access for all ages, genders, and cultural groups that are the most underserved, with the goal of reducing barriers. For some services, this means balancing gender-specific offerings with open access, while ensuring safety remains paramount for all. We began providing shelter to adult male victims, and expanded our community clothing closet to offer men’s and youth clothing.

We partnered with OutFront MN and the Battered Women’s Justice Project to help assess and improve the availability and access to services for LGBTQ people experiencing relationship violence. With staff training, we ensured expertise in working with older adults became embedded within each core service area. We expanded access to language interpreters across the agency. We also laid the groundwork for a robust diversity, equity, and inclusion plan with comprehensive trainings on undoing racism and intercultural competence.

Within our Residential Services division, in addition to offering shelter to adult male victims, staff and community members updated our Mindfulness and Spiritual Support Policy. This policy recognizes the importance of spirituality and mindfulness for some of our clients as they heal from trauma, and guides staff in how to support these clients’ needs within our shelters, leading to better service.

In the Legal Services division, we were awarded a federal Legal Assistance for Victims grant that expanded our attorney services and added legal advice clinics in our shelters for residents. The grant also includes renewal partnership with the Immigrant Law Center, Casa de Esperanza and the Aurora Center at the University of Minnesota, where we also will be providing on-site legal clinics. University students will receive advice on protection orders for students who are victims of relationship violence or sexual assault, as well as family law advice.

This year reached the completion of the two-year Domestic Abuse Joint Prosecution Enhancement Project with the Ramsey County Attorney’s Office, police departments in Maplewood and White Bear Lake, and prosecutors. Overwhelmingly positive outcomes—including increased convictions for offenders, reduced dismissals of domestic abuse charges, and increased participation by victims throughout cases—have led to a continuing commitment from all partners.

Tubman’s Clinical Services division launched a new After Care therapy group for people who have completed an outpatient chemical dependency program and needed ongoing therapy and support. We also added two additional therapist positions due to the increase in clients seeking Tubman’s counseling services. Also this year, the Holistic Abuse Prevention Program for people who have been abusive was expanded from 18 to 21 weeks, to include additional skills and coping strategies within the curriculum.

The Youth Programs at Tubman have experienced tremendous growth over the last year. The Safe Journeys shelter for young victims of violence and exploitation has been open since August 2015 and has been continuously full. During the year, we secured additional funds to increase the number of beds from 10 to 16. In October 2016, we achieved licensure from the Minnesota Department of Human Services for Safe Harbor programs, bringing our total to 16 beds of transitional housing and 8 beds of shelter.

We completed our first year serving as the Safe Harbor Regional Navigator for the six-county East Metro region, which means streamlining youth’s access to comprehensive services, building community providers’ capacity to effectively meet youth’s needs, and ensuring that community members understand sexual exploitation and their role in ending it.

The NorthStar Youth Outreach Center opened in June as a drop-in space for homeless and at-risk youth.
Public Policy & Systems Change

Together with our community partners and statewide coalitions, Tubman helps shape policy and creates systems change.


Visiting Tubman East are (from left) board member Jonathan Weinhegen, Senator Chuck Wiger, CEO Jen Polzin, former Representative Barb Yarusso, Representative Leon Lillie, Judge Eric Lipman and board member Sonja Larson.

Tubman's Inspiring Youth team, led by Director of Youth and Family Services Tamara Stark (at podium) was named a Public Health Hero by the City of Minneapolis.

Staff member Katy Drahos engages the next generation of voters.

Tubman CEO Jen Polzin speaks at a press conference on preventing gun violence in the community.

The City of Maplewood honored Tubman and the Ramsey County Attorney’s Office for their partnership in the Joint Domestic Abuse Prosecution Enhancement Project.

Staff wear orange for National Gun Violence Awareness Day.
Our Report Card

**Agency Strategic Goals**

I. Engage people in transforming their lives by providing a spectrum of quality services.
II. Empower the community to act upon our shared responsibility for the health and safety of every person.
III. Create a learning institute that closes the gap between research and practice to ensure effective client outcomes.
IV. Forge teams and partnerships that learn, invent, adapt and sustain innovative client and community services.
V. Leverage staff expertise and service delivery models to attract new community investment and generate enterprise revenue for sustainability and growth.

**2016 Agency Objectives**

- Initiate an extensive strategic planning process which will engage agency and community stakeholders to review and update Tubman’s mission, vision, values, and goals for client services and operations, including a technology and data plan.
- Expand our existing shelter and community-based services for youth and young adult victims of violence and exploitation, including sex trafficking, and continue collaborative efforts to improve systems response.
- Increase access and funds available for interpreter services across agency programs.
- Ensure expertise working with older adults is embedded within all agency programs.
- Develop a long-term facilities plan for each of our three sites to more effectively use our space to serve clients and the community, including a repair and replacement plan.

**2016 Divisional Objectives**

**Shelter Services**

- Establish cross-agency mindfulness and spiritual wellness task force to review and recommend activities, spaces and protocols that help clients heal from trauma through the arts, meditation, yoga and other holistic practices.
- Strengthen partnership with Voice of East African Women (VEAW) to enhance Tubman’s capacity to serve East African women residing in Tubman shelters and provide 24-hour crisis line services for VEW.
- Open client computer lab at Tubman West.
- Expand our volunteer-run and donation-based Harriet’s Closet at Tubman East to provide professional clothing for all ages and genders.

**Legal Services**

- Restore funding for volunteer attorney services to FY15 level.
- Increase victim participation, increase convictions and reduce dismissals in domestic abuse cases through the Joint Prosecution Unit, a two-year pilot partnership between the Ramsey County Attorney’s Office, City of Maplewood, City of White Bear Lake, and Tubman.
- Complete design of new legal client database.
Counseling & Therapy Services

- Expand mental and chemical health services for children and youth.
- Secure funds to bridge the gap for older clients and clients with disabilities on Medicare.
- Launch new Trauma therapy group for men and Navigating Transitions therapy group for women.
- Offer free mental health therapy for Tubman shelter residents in Minneapolis to address immediate needs.
- Revise Rule 29 manual for clinical services.
- Revise Rule 31 manual for clinical services.

Youth & Family Services

- Secure funding for additional shelter beds to serve sexually exploited youth at Tubman East, particularly youth ages 13 – 15.
- Complete protocols, train volunteers and open drop in center for homeless youth at Tubman East in partnership with community-led task force.
- Expand outreach, intervention and prevention services for at-risk youth in Minneapolis.
- Build awareness and capacity of other service providers to serve sexually exploited youth in six-county East Metro area as Safe Harbor Regional Navigator.

Communication and Public Policy

- Launch marketing campaign to celebrate agency milestones throughout 40th Anniversary year to inspire the community to support our work moving forward.
- Design and deliver Ambassador training and toolkit for staff and volunteers doing community outreach and presentations.
- Complete content creation for tubman.org and Countless Ways to Help marketing materials.
- Engage local and state elected officials at forums to raise awareness of the issues we serve, Tubman services and spaces.

Resource Development and Intern & Volunteer Services

- Expand membership for key resource development and event committees.
- Maximize donor database capabilities to better support prospecting and cultivation.
- Research and develop planned giving program.
- Initiate seminar series to provide professional development opportunities for interns and volunteers.
- Launch monthly intern and volunteer newsletter and periodic satisfaction survey to share information, gather feedback and increase engagement.

Human Resources

- Adjust salary ranges based on findings from market surveys to attract and retain top talent.
- Launch staff wellness initiative that includes compassion fatigue prevention.
- Update personnel policies to ensure relevancy.
- Expand recruitment sources and strategies to attract best in class candidates.
- Conduct market survey on employee benefit offerings and pricing to maintain competitive edge in 2017.

Administration, Facilities, & Information Technology

- Strengthen administrative support to advance agency objectives through addition of key positions.
- Install solar at Tubman Chrysalis Center (Completed) and Tubman East (Spring 2017) to maximize clean energy and cost efficiencies.
- Consider automated building control systems to enhance efficiency and reduce costs.
- Begin accessibility improvements at Tubman West following completion of structural engineer review.
- Work with Technology Think Tank to conduct security audit and develop a five-year technology plan that increases client access, improves internal user experience, and supports agency’s strategic objectives.
OUR SERVICES BY THE NUMBERS

11,780 people in crisis accessed support and resources by phone or in person.

More than 25,000 people experiencing violence and exploitation developed a safety plan by phone or in person.

367 adults and youth and their 542 children received safe shelter and support at our two family violence shelters. Our transitional housing program served 21 adults and 37 children, and the Safe Journeys shelter and housing program for youth and young adults experiencing violence and exploitation, including sex trafficking, served 49 youth and their 21 children.

4,096 clients received criminal court victim advocacy, legal advocacy, advice or representation in Orders for Protection and family law, or legal helpline support.

1,667 clients accessed mental or chemical health assessment or treatment in our licensed clinics.

10,927 youth participated in our six-week school-based violence prevention curriculum or attended a presentation on healthy relationships and violence prevention.

1,041 youth and young adults experiencing violence and exploitation received advocacy and support in our shelters and the community.

1,191 clients addressed their wellness, financial, employment, education or housing goals, individually or in workshops.

More than 5,100 professionals, students, and community members learned about Tubman services, relationship violence, exploitation, and other topics at 98 presentations and events.

Voices in Prevention Schools

Tubman taught Voices in Prevention, our healthy relationships curriculum, in the following schools and community sites in 2016.

Brooklyn Park
Park Center Senior High

Cottage Grove
Park High School

Eagan
The Link – Lincoln Place*

Farmington
Farmington High School

Golden Valley
Highview Alternative Program

Hastings
Hastings High School

Lake Elmo
Oak-Land Junior High School

Little Canada
East View Academy
Capitol View Center

Maple Grove
Maple Grove Middle School

Maplewood
Harmony Learning Center
Hill-Murray School

Minneapolis
Longfellow High School
MN Transitions High School
North Community High

Plymouth Christian Youth Center
South High School
Southwest High School
The Link – Archdale Apartments*
The Link – St. Barnabas Apartments*
Thomas Edison High School
Transition Plus
YWCA*

New Brighton
Irondale

North St. Paul
Next Step Transition Program
North High School

Oakdale
Tartan High School

Roseville
Fairview Alternative High School
Roseville Area High School
Roseville Area Middle School

St. Anthony
St. Anthony Village High School

St. Paul
AGAPE High School
Battle Creek Middle School

Capitol Hill Magnet School
Como Park Senior High School
Face to Face Academy
Gordon Parks High School
Hamline University
Harding Senior High School
Highland Park High School
Humboldt High School
Lifehaven Transitional Living Program*
Minnesota Internship Center
Twin Cities Academy
Washington Technology Magnet School

Stillwater
FamilyMeans
New Heights School
Stillwater Area High School
Stillwater Junior High School

White Bear Lake
Century College
White Bear Lake ALC
White Bear Lake Area High School – North

Woodbury
East Ridge High School
Woodbury High School

*community site

Now open: The NorthStar Youth Outreach Center

In June 2016, we opened the NorthStar Youth Outreach Center, a drop-in center at Harriet Tubman Center East for at-risk and homeless youth. The center is a partnership with a committed volunteer task force that studied the issue of youth homelessness in the East Metro and now serves at the drop-in center. The Center provides advocacy, safety planning, and connections to a range of additional community resources, along with counseling, housing, career, and educational assistance; a computer lab; shower and laundry access; supplies, food, and clothing; and creative art spaces.
Volunteer Groups

3M
3M - Cottage Grove Center
Best Buy
Bethel’s Rock
BNSF
Cargill - EAP
Cargill Employee Giving
College Possible
Free Arts for Abused Children of Minneapolis
The Gap
Girl Scouts
HealthPartners
Hill-Murray High School
Home for Life
Independent School District 197
Lake Country School
Maria Sanford Chapter - Daughters of the American Revolution
Marina’s
Mary Kay Cosmetics
North High School Business Professionals of America
North High School National Honor Society
Saint Andrew’s Lutheran Church
Saint Paul Academy and Summit School
Southwest High School
St. John’s University
St. Ambrose Catholic Church
Target - Oakdale
Target Corporation
Tartan High School - Tartan Uprising
The Alley Church
Totino-Grace High School
Walker Methodist Health Center
White Bear Unitarian Universalist Church
Wiley
Woodbury Peaceful Grove United Methodist Church
YMCA - Blaisdell Branch

2016 Starlight Soirée
Sponsors & Event Partners
Thomson Reuters
RBC Wealth Management
Deluxe
McGough Construction
Lindquist and Vennum LLP
Fox Rothschild LLP
myTalk 107.1
Margaret Carlson Citron & Paul Citron
Venture Solutions
Event Lab
iHeartMedia
hendlin!
Hubbard Broadcasting Inc.

2016 Event Sponsors and Vendors

Maguire Agency
Maslon LLP
McGough Construction
Minnesota Vikings
Sears Imports/Mercedes Benz
iHeartMedia
Hubbard Broadcasting Inc.
Venture Solutions
Thurber Jewelers

5-8 Tavern, Maplewood
Breaking Bread Café & Catering, Minneapolis
Deli Double, Hopkins
Famous Dave’s BBQ & Blues, Uptown
Lone Spur Grill & Bar, Minnetonka
Mason’s Restaurant & Barre, Minneapolis
Milton’s Vittles, Vino, and Beer, Crystal
Northbound Smokehouse & Brewpub, Minneapolis
Park Tavern, St. Louis Park
Pimento Jamaican Kitchen, Minneapolis
SYSCO MN
Wendy’s House of SOUL, Minneapolis

23rd Annual Wing Ding
Sponsors
Deluxe
Dykema Gossett PLLC
Event Lab
Faegre Baker Daniels LLP

Vendors
1919 Rootbeer
Our Partnerships
A very warm thank you to all of our partners. You are an integral and critical part of our prevention and intervention work.

Collaborations & Coalitions

Bridges to Safety: Partnership for Domestic Abuse Service, St. Paul
City of Minneapolis Department of Public Health
Century College
Independent School District 622
Heading Home Hennepin
Heading Home Ramsey Governing Board
Hennepin County Family Court Enhancement Project
Hennepin County Family Violence Coordinating Council
Juvenile Subcommittee of the Hennepin County Family Violence Coordinating Council
MACC Alliance of Connected Communities
Minneapolis Public Schools
Minnesota Coalition Against Sexual Assault
Minnesota Coalition for Battered Women
Minnesota Coalition for the Homeless
Minnesota Council of Nonprofits
Minnesota Human Trafficking Task Force Committee for Health Care Providers
Minnesota State Bar Association Legal Assistance to the Disadvantaged Committee
Minnesota Women’s Consortium
National Network to End Domestic Violence
People Working With People Who Batter
Pro-bono Safety Project: Aurora Center – University of Minnesota, Asian Women United of Minnesota, Brian Coyle Community Center, Casa de Esperanza, Cornerstone Advocacy Service, Division of Indian Work, Domestic Abuse Project, Home Free, OutFront Minnesota, Sojourner Project, St. Paul and Ramsey County Domestic Abuse Intervention Project, Women’s Advocates
Ramsey County Family Violence Coordinating Council
Ramsey County Public Health
Safe at Home
Safe Harbor Minnesota – Minnesota Department of Health
Sexual Violence Prevention Network
University of Minnesota Aurora Center
University of Minnesota Department of Child Development
University of Minnesota Clinical and Translational Science Institute
University of Minnesota Urban Research and Outreach Engagement Center
Vulnerable Adult Interdisciplinary Team of Washington County
Washington County Public Health

Community Partners

Breaking Free
Catholic Charities
City House
CLUES (Comunidades Latinas Unidas en Servicio)
CommonBond Communities
Community Emergency Assistance Programs (CEAP)
CornerHouse
Day One Services
Dayton’s Bluff Community Center
Early Childhood Family Education (ECFE)
Face to Face SafeZone
Family Tree Clinic
Financial Planning Association of Minnesota
Free Arts Minnesota
Healthcare for the Homeless, Hennepin County
Healthcare for the Homeless, Ramsey County
Highland Park Community Center
Hill-Murray School
Home for Life
Immigrant Law Center of Minnesota
International Trafficking Institute
Legal Rights Center
Maple Tree Child Care
Minnesota Brain Injury Alliance
Minnesota Justice Foundation
Minnesota Indian Women’s Resource Center
Open Access
OutFront Minnesota
Pathways Counseling
Perspectives
Pet Partners
PRIDE (From Prostitution to Independence, Dignity and Equality) – The Family Partnership
Recovery Resource Center
Restorative Justice Community Action
RS Eden
Sexual Violence Center
Shapiro and Smith Dance Company
Sisters of St. Paul’s Monastery
Social Justice Task Force – White Bear Unitarian Universalist Church
Solid Ground
Standpoint (formerly the Battered Women’s Legal Advocacy Project)
The Link
Urban Ventures
Voice of East African Women
Washington County Community Circles
Washington County CONNECT
Women’s Initiative for Self Empowerment (WISE)
Youth Law Project
YouthLink Youth Opportunity Center
Youthprise
Z Puppets Rosenschnoz

Legal System and Law Enforcement Partners


Bayport Police
Cottage Grove Police
Forest Lake Police
Hennepin County Court Administration
Hennepin County Domestic Abuse Service Center
Hennepin County Judicial Bench
Hennepin County Probation
Hennepin County Sheriff’s Office
Minneapolis Police
Mounds View Police
New Brighton Police
Newport Police
North St. Paul Police
Oak Park Heights Police
Ramsey County Sheriff’s Office
Roseville Police
St. Anthony Police
St. Paul Park Police
St. Paul Police
Stillwater Police
White Bear Lake Police
Woodbury Police
Financials

Tubman ended its fiscal year 2016 in a strong financial position, with an unrestricted surplus of $95,231. 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, 2016, Tubman’s net assets total $14,171,291—of which $12,387,701 (87%) 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 nearly 30,000 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) and Legal Assistance for Victims (LAV) grant; U.S. Department of Housing & Urban Development’s Supportive Housing 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 Judicial Branch’s Legal Services Account Trust; 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; and City of Maplewood grant for legal services.
Volunteer Attorneys & Firms

The dedication and ongoing commitment demonstrated by these individual attorneys and their law firms make it possible for Tubman clients to navigate the legal system and find safety and justice. In 2016, they contributed nearly 3,000 hours of work, at a value of more than $500,000.

Frank Abramson
JoMarie Alexander
Angela Anderson
Valerie Arnold
Daniel Barta
Marjan Batchelor
Jennifer Beckman
Brian Bell
Caroline Bell Beckman
David Bland
Gillian Blomquist
Emily Bodtke
Caryn Boisen
Michael Boulette
Emily Brandes
Jeffrey Bouslog
Kristen Bullock
Kerry Bundy
Jonelle Burnham
Stephanie Chandler
Russell Chapman
Jacalyn Chinander
Nia Chung Srodski
Brian Clausen
Erin Conti
Ashley Cooper
Emily Cowing
Jennifer Cross
Mary Davidson
Emma Denny
Robin Dietz
Mayfield
Amy Edwall
Kyle Eidsness
Sarah Erickson
James Fetterly
Michael Fink
Elizabeth Fors
Renee Fossen
Danielle Fremont
Miriam Friesen
R. Leigh Friesen
Jonathan Frost
Fruchtman
Alex Ginsberg
Jeffrey Gleason
Peter Gleekel
Allison Grafsgaard
Carol Grant
Tamar Gronvoll
Mark Gray
David Green
Lianne Guenther
Bethany Gullman
James Gurovitsch
Mary Hastings
Angela Heart
Jenny Helling
John Hill
Karolina Hoerl
Sarah Hoffman
Robert Howard
Karen Ives
Veena Iyer
Jennifer Jameson
Jade Johnson
Debra Julius
Jeffrey Justman
Diane Kaer
Meghann Kantke
Braden Katterheinrich
Timothy Keane
Sarah Kenville
Leslie Kimes
Kathy Kimmel
Lynn Klicker Uthe
Adam Kohnstamm
Zachary Kretchmer
Cody Krieg
Karen Kugler
Julie La Fleur
Lisa Lamm
Bachman
Sonja Larson
James Laurence
Laurel Learmonth
Jacquelyn Lutz
Heather Magnuson
Peter Magnuson
Tessa Mansfield
Cheryl Margoles
Darius Massoudi
Tonda Mattie
Emily Mawer
Allison Maxim
Peter Mayer
Colleen McGarry
J. Qortney McLeod
Lisa Meier
Heather Meldrum
James Mewborn
Joseph Meyer
Mary Miller
Jenna Monson
Mary Mooney
William Moore
Beth Morrison
Ann Mozey
Katherine Muller
Nancy Murphy
Julia Nierengarten
J Novelli
Nick O’Connell
Kendal O’Keefe
David Olson
Priya Outar
Elizabeth Owen
Julie Pawluk
Dennis Pelowski
Amanda Porter
Dan Prokott
Bradley Prowant
Iris Ramos
Eric Richard
Scott Rodman
Elena Rozwadowski
Vanessa Rybicka
Joanna Salmen
Gauri Samant
Patrick Sauter
Jessica Savran
Laurie Savran
Steve Schechtman
Jerry Schloffman
Mark Schneebeck
Joel Schroeder
Robert Weiner
Max Wexler
Stephanie Willing
Kelly Wolford
Laurie Savran
Law Schuelke
Chris Seidl
Quin Seiler
Roxanne Shaughnessy
Eric Sherman
Mary Sherman Hill
Andy Shern
Sarah Sicheneder
Timothy Simonson
Mary Smits
Michelle Speeter
Margoles
Laura Stone-Jeraj
Christine Stroemer
Mark Sutherland
Troy Tatting
Stacey Tsantir
Andrew Tyler
Thomas Undlin
Joel Van Nurden
Karla Vehrs
William Wassweiler
Micaela Wattenbarger
Robert Weiner
Max Wexler
Stephanie Willing
Kelly Wolford
Linda Wray
George Zaske
Kristin Zinsmaster
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<td>Law Offices of Julius &amp; Shaughnessy</td>
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<td>Hastings Law Office</td>
<td>Law Offices of Thomas P. Stilp</td>
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<td>Heart Law</td>
<td>Lindquist &amp; Vennum LLP</td>
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This list denotes gifts made in fiscal and calendar year 2016. We enjoy celebrating our supporters and all you do to fuel our work; if we have made an error
or omission, please contact us at 612-825-3333 or give@tubman.org.

* Capital donors †Board Members ‡Deceased
Some of Tubman’s founders at Starlight Soiree. From left are: Pam Parker, Iris C. Freeman, Kenyari Bellfield, Cathy Champion Mackiewicz (daughter of Jeanne Campion), Sharon Sayles Belton and Cheryl Champion. Photo by Michael Marren Photography.
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Carol Schreiber
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Mounds View Police Department went on a shopping spree for the annual April Showers drive for baby supplies.
Tributes

In Memory of

Marvin Borman
Dr. Josie R. Johnson

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John and Kay Bussa

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Jasmine DeCarish
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Ron and Linda Drayton

Patty Anderson’s
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* Capital donors †Board Members ‡Deceased
Tubman goes solar

In honor of Jim Gilroy

Tubman’s solar energy project is dedicated to Board member Jim Gilroy, who served on Tubman’s board from April 5, 2011 until his death on April 19, 2016. Jim was a forward-thinking leader, a generous and knowledgeable mentor, and a tireless advocate for alternative energy sources. While Jim’s sense of humor, kindness, energy, and graciousness enriched those who worked with him, his true legacy lies in the profound effect he had on the countless women, youth, and families Tubman serves.

Deb Gilroy and Tubman CEO Jen Polzin

Capital Campaign

Harriet Tubman Center East, Maplewood

In 2016, generous capital support from the Pohlad Family Foundation provided funds for additional improvements in the youth shelter, the new outreach center and partial funding for an additional elevator in the public wing of the building.

The Safe, Sound & Smart capital campaign continues to fund the purchase and renovations for Harriet Tubman Center East, purchased in 2008. The Campaign was divided into three phases. Phase I: Safe is complete and included the safety and accessibility renovations necessary to relocate the existing east metro shelter beds. Phase II: Sound is underway and includes additional life, safety and accessibility improvements, as well as mechanical and electrical upgrades. Renovations to establish the Ramsey and Washington County Legal Services Center, Counseling and Partnership Center, and two additional shelter floors in the residential tower to provide housing and support services for youth and young adult victims of violence and exploitation, including sex trafficking, have been completed along with an outreach center for at-risk and homeless youth. The addition of a third elevator in the community wing of the building has not yet been completed. Phase III: Smart will include the renovation of commercial kitchen space to be used in partnership with another community organization, and building cash flow, repair and replacement reserves.

Harriet Tubman Center West, Minneapolis

This past year we engaged the firm of Wiss, Janney, Elstner Associates to conduct a thorough forensic engineering study of Tubman West in Minneapolis. While the building is just over 20 years old, there’s been major structural shifting that has caused damage. The final report indicates no immediate risk to life safety—and we will continue to monitor future changes before they pose additional risk—but we will indeed need to make major investments in the next 3-5 years to prevent continued impact on mechanical systems. One of our top strategic priorities in 2017 is to determine the best course of action, in consultation with a task force comprised of Board members and other professionals from the community. A funding plan will then be developed based upon the scope and timing of the solution recommended by the task force.

Tubman Chrysalis Center, Minneapolis

Improvements at the Chrysalis Center have focused on refreshing client spaces to ensure they are warm, welcoming, and accessible along with new awnings and routine maintenance—with one major exception: we have installed rooftop solar panels!
Harriet Tubman: The Moses of Her People

Slave owners on the Eastern Shore of Maryland in the 1850s were not certain who "Moses" was, and for a time, they did not know if the "black wretch" was male or female. But they knew a raider with the Biblical code name struck their plantations by night and carried off groups of slaves worth thousands of dollars. Rewards were offered, but Harriet Tubman, "the Moses of her people," was never captured.

Harriet Tubman was an escaped slave, a hunted fugitive, and one of the most effective conductors on that secret route north called the Underground Railroad. In the space of one decade, she made 19 forays into the South to rescue more than 300 people from slavery. She spoke for both the antislavery and Woman’s Suffrage movements, and joined the Union Army during the Civil War, becoming the only woman in American military history to plan and personally conduct an armed expedition against enemy forces. She was unpaid for her work and spent the last part of her life in poverty.

She is our namesake and a tremendous inspiration to us and the thousands of women, men, children, and youth making the safe passage to lives of safety, hope, and healing.