

2015 ANNUAL REPORT

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**“I am where I am
because of the
bridges
that I crossed.**

Sojourner Truth

was a bridge.

**Harriet
Tubman** was a
bridge.

Ida B. Wells was a

bridge.”

— Oprah Winfrey

Journeying forward

Dear Friends and Supporters,

We are so pleased to provide you our 2015 Annual Report. In addition to a positive financial audit, you will find snapshots of our core services, key outcomes, and activities featuring the people we serve and the volunteers, interns, staff, donors, board, elected officials, partner organizations, and community members who make it all happen.

The image of a bridge represents 2015 at Tubman in so many ways. **A bridge between the old and new, between the familiar and unfamiliar. Bridges connect communities and provide stability, support and safe passage.** Last year, thousands of women, men, and youth of all ages made the difficult journey to rebuild their lives—gaining strength and confidence with every step. For them, Tubman was that bridge. And for us, you were there to help bridge the gap between getting help and giving help.

2015 was also a year of leadership transition, as longtime leader Beverly Dusso left Tubman to pursue new adventures. We want to personally thank Bev for her 25 year legacy of trailblazing leadership, under which Tubman grew into the fiscally sound, cutting edge, learning organization it is today. She had the vision to chart a new course at every opportunity, and all of us appreciate all we've learned from her along the way.

In these pages you'll find highlights from the year in review, including how we've expanded services for sexually exploited youth, integrated expertise working with older victims into our core services, made our spaces even more welcoming, added trauma therapy groups, expanded Harriet's Closet, and much more.

For 40 years, Tubman has been leading the way to hope—and in fact, we'll be celebrating the milestones of our collective history in multiple ways throughout 2016. And while we're celebrating our past successes, we're also making sure we stay relevant and responsive well into the future. We've embarked on a robust strategic planning process that includes feedback from people who use our services, as well as those who represent the point of view of volunteers, donors, community partners, and elected officials in addition to board and staff. We're excited to share our results and direction with you later in 2016.

Thank you for being with us then, now, and for all that's ahead!

With gratitude,



Jennifer J. Polzin
Chief Executive Officer



Tammie L. Follett
Board Chair



Top: Former CEO Bev Dusso, Board Chair Tammie Follett, and current CEO Jen Polzin.

Bottom: Bev passing the baton (literally!) and presenting Jen with her very own tap shoes to take Tubman to new places.



2015 BOARD OF DIRECTORS

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Connecting at-risk youth with transformative programs

For more than forty years, Tubman and our partners have provided shelter, advocacy, services, and support programs for children and young adults—in fact, they represent a majority of our clients. Yet as a community, we still face the challenge of identifying youth at-risk of or experiencing violence and exploitation and connecting them to resources and services. Tubman continues to respond by expanding our services and programs for at-risk youth and increasing our commitment to community outreach and training.

Our first shelter for young victims of sex trafficking

In 2015, we launched Tubman's Safe Journeys Youth Shelter and Housing program, **our first program specifically dedicated to offering services and support for youth of all genders who have been victims of sex trafficking.**

We are so grateful to everyone who contributed to make this vision a reality, including clients, donors, elected officials, volunteers, and partners. Safe Journeys began with \$720,000 from the 2014 legislative bonding bill, funding that allowed us to renovate the top two floors of Harriet Tubman Center East in Maplewood and build out accommodations for 48 clients. With generous funding from The Saint Paul, Mardag, F.R. Bigelow, and WCA Foundations and individual donors, we were able to furnish the spaces and hire staff with expertise in working with victims of sexual exploitation.

In August, we opened the first 10 beds for youth ages 13 to 24 and their children—they were filled within 24 hours. At Safe Journeys, youth receive clothing and food, as well as access to legal and health services. They can join parenting support groups and early childhood development classes. They also have access to everything from education and job counseling to youth leadership training—programs that will

help them begin to plan for strong, healthy lives and show them how they can have a positive impact on their communities.

In 2016, we will continue raising the funds to hire more support staff—and open more beds as we can.

New opportunities for community outreach

In October, Tubman was awarded Minnesota Safe Harbor funding to serve as the East Metro Regional Navigator, a central contact for sexually exploited youth and the agencies that work with them. As such, **we've hired staff whose role is to reduce the barriers to services for sexually exploited youth and be a connector in our community.** Education is a big part of this role, as many youth services organizations do not have experience working with victims of sexual exploitation. Our staff will share best practices and protocols for supporting young people, including minor rights, youth development, and referral to outside services. They will also provide training to teach east metro partner agencies how to recognize sexual exploitation, support victims to live healthy, thriving lives—and to take a strong role in ending trafficking.

SEX TRAFFICKING IN MINNESOTA

Although our youth services have always recognized and supported young victims of exploitation, including trafficking, we've seen a need for a more targeted program in our community. A 2010 study reported that 213 girls are sold for sex every month in Minnesota. Here at Tubman, 6 out of 10 young clients report being approached or having been exploited. Because lack of shelter and basic needs contribute to vulnerability, studies have shown that programs like ours can prevent sexual exploitation and trafficking.

1,295 youth and young adults experiencing violence and exploitation received advocacy and support.

In partnership with the Minneapolis Public Schools and the Public Health Department, we received increased funding for outreach, case management, and support for youth ages 10 to 17 who are at risk of using or becoming victims of violence. That allowed us to continue offering violence prevention courses, support groups, one-on-one counseling, peer mediation, and service learning for middle and high school students. Throughout the school year participation was high, and nearly 9,000 students learned how to build healthy relationships and create safer communities.

Working with a stellar team of community volunteers, we also developed plans to open the NorthStar Youth Outreach Center at Harriet Tubman Center East. The drop-in center will provide some basic needs, such as showers, clothing, a light meal, bus passes, safety planning, and referrals to partner organizations. It will also offer a computer lab, where young people will be able to work with volunteer staff and partners on job searches and employment applications, as well as stay connected to their social network. The program will launch in 2016.



In August, we opened the first **10 beds for youth ages 13 to 24 and their children—** they were filled within 24 hours.



Top: Past Board Chair Dick Niemiec passing the gavel to incoming Board Chair Tammie Follett.

Bottom: Tammie Follett and Bev Dusso at the Greater Twin Cities United Way's Centennial Celebration.



Helping people cross to healthier, safer lives

1,663 clients accessed mental or chemical health assessment or treatment in our licensed clinics.

In 2015, we expanded some services for women and children, as well as the men in our community. We also looked at our existing programs and made adjustments to make sure they aligned with our core mission, not only responding to the needs of our clients, but also making the best use of our resources and expertise.

Integrated services for older victims of abuse

We found that people were not attending our Elder Care & Rights film festival and caregiver support groups, primarily because other organizations were doing similar work. We discontinued those standalone programs, and we have integrated our expertise in elder abuse prevention and intervention into our other core services. For example, **we now have an advocacy position focused specifically on providing legal services to older victims of crime**, such as financial exploitation or family violence. This approach improves our staff's ability to meet the immediate needs of older victims of abuse across all of our programs—and

Tubman's ability to respond to our community's changing needs and demographics.

A quiet space for women and families

Last year, Tubman launched a Spirituality Task Force made up of staff and volunteers from across our programs. Their mission is to revisit our spirituality policies and protocols to ensure that they are inclusive of all faiths and beliefs, meeting the needs of our clients, and implementing best practices. They are also setting up **Harriet's Refuge, dedicated quiet spaces in both Maplewood and Minneapolis for all of our clients who choose to engage in reflective or spiritual practices**. The spaces have received funding contributions from both individuals and communities of faith, and are currently in the final planning stage. Once up and running, they will include resources—such as books, music, and yoga mats—and access to activities, such as mindfulness training, dancing, healing arts, and faith-based support. The idea is to build a



A Tribute to Nancy Grimme

In November, we lost one of our beloved colleagues to brain cancer. **Nancy Grimme** was a partner and wife, grandmother, dear friend, skilled psychologist, mentor to many, volunteer, and community builder. Her openness and unpretentious wisdom helped keep the ship steady during times of change, and her smile served as a welcome to clients, interns, and staff alike. She was a role model of patience and an ice-cream-sandwich-maker extraordinaire. Rest in peace, Nancy—you will be missed by all of us.

welcoming, serene space where women and children can create a peaceful moment in their day to care for themselves.

Increased breadth for mental and chemical health services

In response to client demand and community needs, we expanded our mental and chemical health services. For example, clients who had completed our 12-week trauma processing group asked us to add **a more advanced trauma processing group** so that they could continue developing the skills to manage the symptoms and the impact of trauma in their daily lives—we were pleased to be able to respond to their request. Similarly, our **co-ed dialectical therapy group** has been filled regularly, so we've added another time slot. An increase in funding also allowed us to add a Melissa's Connection free drop-in peer support group at Harriet Tubman Center East for women experiencing chemical and mental health issues.

In addition, we added a men's trauma group last year. Many of the men who attend our couples counseling sessions have experienced trauma. We believe that **in order to effectively stop domestic violence, we need to serve men in our community by teaching trauma processing skills, in addition to our holistic domestic violence treatment program.** In 2016, we will explore new avenues of marketing to increase participation.



Top: Our friends at Shapiro & Smith Dance led a workshop on the power of healing through movement for program participants.

Bottom: Spoken word artist Guante performing at Express Good, an event planned by youth participating in our Movement for Violence Prevention (MVP) program.



Top: Director of Youth and Family Services Tamara Stark sharing her expertise about meeting the needs of at-risk youth.

Bottom: Local elected officials at Camp Arlene, a special briefing on sex trafficking and Tubman's solutions.

Community education and support

Not only did staff and volunteers do even more speaking and community outreach than usual in 2015, but iHeartRadio chose Tubman as their promotional partner for the month of October. **Many well-known radio personalities held on-air conversations about relationship violence, including what to look for, how to have a conversation with someone you care about, and how Tubman can help.** And throughout the year, both iHeartRadio and Hubbard Radio aired Public Service Announcements featuring the issues Tubman serves and our resources.

Tubman hosted a special briefing for elected officials on the issue of sex trafficking. We dubbed the event "Camp Arlene," in memory of long-term board member and social-justice supporter Arlene Bush, who has inspired our advocacy efforts in so many ways. **During the briefing, area officials learned about the issue of sex trafficking, effective community response, and Tubman's services.** They also reviewed the key warning signs that someone is a victim of sex trafficking and urgently needs help—and discussed how to raise community awareness of these critical danger signs.

In 2015, we launched a new in-service training series and expanded volunteer opportunities in finance, human resources, and fundraising and events. These additions increase the opportunities for professional and personal development and to get involved in our work. We also published a new newsletter, which makes it easier for volunteers from all areas of the agency to keep in touch and provide feedback on their experiences.

Legislative Updates

One of Tubman's priorities for the 2015 Legislative Session was **a funding increase for crime victim services, which passed**. This will have a significant impact on our capacity to serve, along with our community partners in law enforcement and fellow members of the Minnesota Coalition for Battered Women, and the Minnesota Coalition Against Sexual Assault.

Other related legislation included:

- Misdemeanor domestic abuse expungement
- Changes in custody and parenting time rules
- Establishing a working group on violence against Asian women and children
- Data practices protections for victims of sex trafficking and increased statute of limitations for trafficking cases
- Establishing a child support work group
- Increases for housing and homeless services
- Changes making immediate safety of a child and ongoing risk of abuse the paramount focus in child protection cases

Some of these new laws will positively impact the people we serve, and others may have potentially negative consequences.

We will continue to monitor proposed legislation to increase Minnesota Family Investment Program grants (public assistance) for low income families, legislation related to law enforcement body cameras, Order for Protection extensions, respondent filing fees, increased protections in Harassment Restraining Orders, child protection policy, Safe Harbor for adults, reimbursement rates for mental and chemical health, increased confidential healthcare access for recovery and treatment of survivors of sexual assault, domestic abuse and sex trafficking, and "divorce without court" legislation in the 2016 session.

Capital and facility improvements

In September, we sold Tubman's Hill Home property in Lake Elmo, which served as an emergency shelter until a fire destroyed it in 2012.

Last year, an energy audit identified the Chrysalis Center, our outpatient mental and chemical health clinic in Minneapolis, as a great candidate for solar power. The solar panel installation will be completed this year. In the meantime, we continue to have a great relationship with our tenant Spark-Y Youth Action Labs, and we have leased them a larger portion of the building for their youth education programs on sustainability and entrepreneurship—a win-win in terms of revenue and mission.

At Tubman East, we completed all of the renovations to our legal services center, counseling and partnership center, and shelter floors. In September, we experienced a 5-day power outage that required us to set up temporary shelter, food service, and office space in hotels. We are very proud that we were able to continue serving both the shelter and east metro community clients in crisis without causing further disruption to their lives.

Over 3,300 professionals, students, and community members learned about domestic abuse and Tubman services at 90 presentations and events.



Above: Our Minneapolis shelter got a makeover with funding from the Grainger Foundation, creating warm and welcoming spaces for community living and individual healing.

Our Partnerships

A very warm thank you to our all of our partners. You are an integral and critical part of the system of response that makes our prevention and intervention work possible in families and communities.

“I learned about healthy relationships, decision making, and empathy.”

– Oak-Land Junior
High School student,
March 2015

10,268 people
in crisis accessed
support and resources
to develop a safety plan.

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
Hennepin County Family Court Enhancement Project
Hennepin County Family Violence Coordinating Council
Juvenile Subcommittee of the Hennepin County Family Violence Coordinating Council
MACC CommonWealth
Minneapolis Public Schools
Minnesota Coalition Against Sexual Assault
Minnesota Coalition for Battered Women
Minnesota Council of Nonprofits
Minnesota Human Trafficking Task Force
Committee for Health Care Providers
Minnesota State Bar Association Legal Assistance to the Disadvantaged Committee
People Who Work 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 Continuum of Care Governing Board
Ramsey County Family Violence Coordinating Council
Safe at Home
Safe Harbor Minnesota – Minnesota Department of Health
Sexual Violence Prevention Network

University of Minnesota Department of Child Development

University of Minnesota Urban Research and Outreach Engagement Center

Vulnerable Adult Interdisciplinary Team of Washington County

Community Partners

Breaking Free
Catholic Charities Seton Services
Catholic Charities Trafficking Victim Services
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
Family Wise
Financial Planning Association of Minnesota
Free Arts Minnesota
Healthcare for the Homeless, Hennepin County
Healthcare for the Homeless, Ramsey County
Highland Park Community Center
Home for Life
Immigrant Law Center of Minnesota
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
 Saint Joseph's Home for Children
 Sexual Violence Center
 Solid Ground
 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

Attorney Office, Washington County Court Administration, Washington County Judicial Bench, Washington County Probation, Washington County Sheriff's Office
 Hennepin County Court Administration
 Hennepin County Domestic Abuse Service Center
 Hennepin County Judicial Bench
 Hennepin County Probation
 Bayport Police
 Cottage Grove Police
 Forest Lake Police
 Hennepin County Sheriff's Office
 Minneapolis Police Department
 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

4,171 clients
 received criminal court victim advocacy, legal advocacy, advice or representation in Orders for Protection and family law, or legal helpline support.

Legal System and Law Enforcement Partners

Legal Services Advisory Council 'Think Tank': City Prosecutors in Ramsey and Washington Counties, Homeland Security, Maplewood Police, Oakdale Police, Ramsey County Court Administration, Ramsey County Judicial Bench, Ramsey County Probation, U.S.



Above: Beverly Dusso, Senator Susan Kent, Cottage Grove Police Sergeant Randy McAlister, and MN Coalition for Battered Women Executive Director Liz Richards at a press conference on reducing violence in our community.

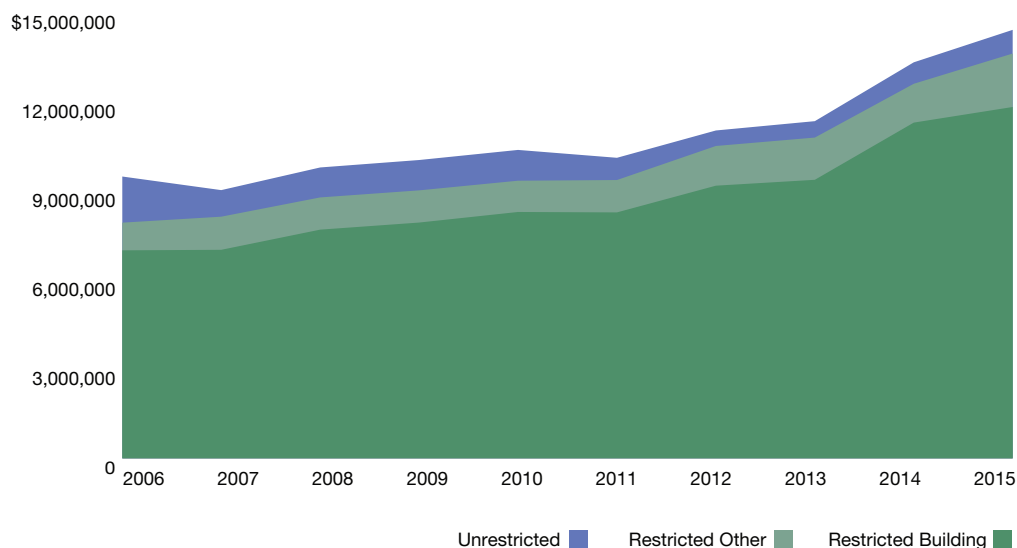


Above: Verizon Hopeline Safe Communities Champion Award ceremony participants, including Nicki Cullen from Verizon, nominee Corey Hazelton from Ramsey County Domestic Abuse Unit, award winner Chief Bill Sullivan of the Oakdale Police, Jen Polzin, and nominee attorney Patrick Sauter.

Financials

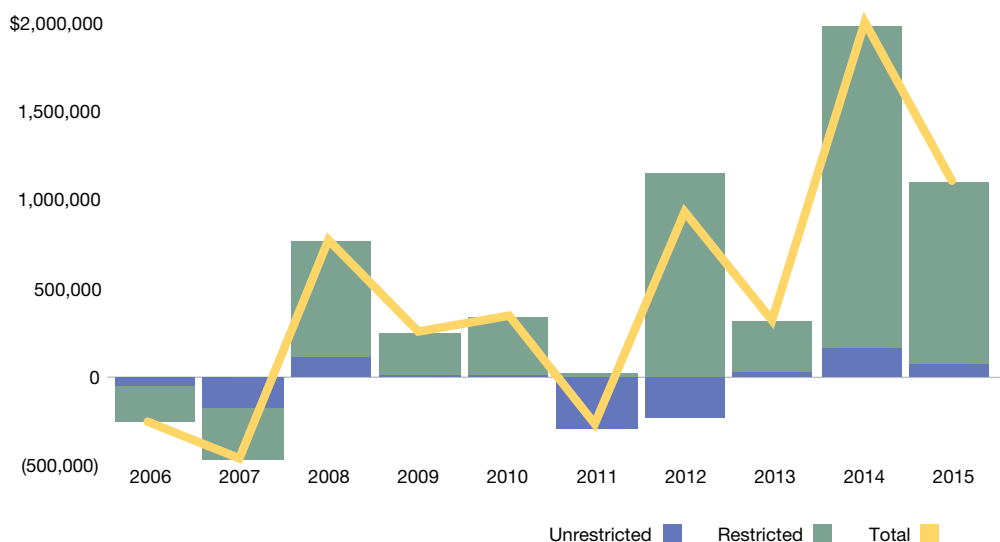
Tubman ended its fiscal year 2015 in a strong financial position, with an unrestricted surplus of \$75,036. The surplus was added to the Board-designated fund for repair, replacement and cash flow, furthering Tubman's commitment to long-term financial stability. As of September 30, 2015, Tubman's net assets total \$14,430,300—of which \$12,471,196 (86%) are invested

Total Net Assets — Equity



Total Change in Net Assets — Excess of revenue over expenditures

2012 included significant grants and contributions relating to the Phase 1 Renovation at HTCE and 2014 included a \$2 million general obligation grant received for completion of Phase 2 Renovations at HTCE.



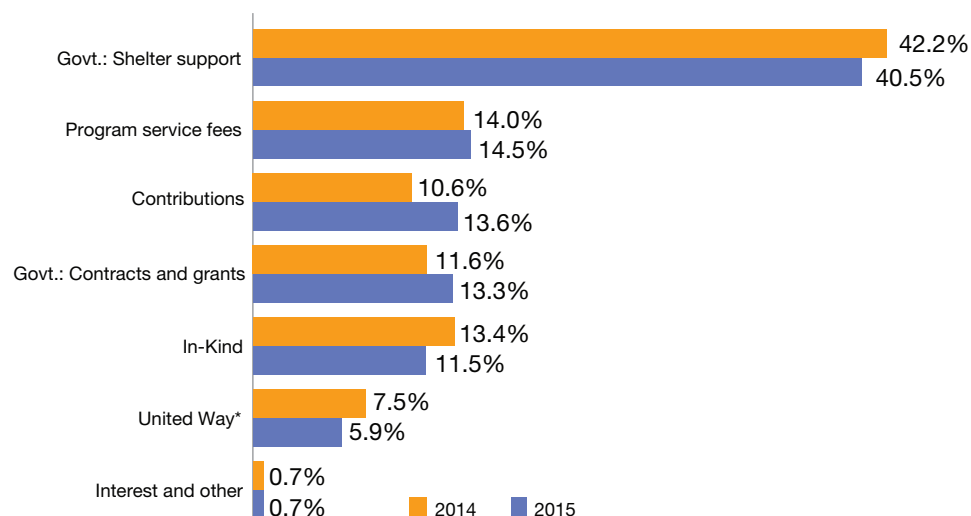
1,745 clients addressed their wellness, financial, employment, education or housing goals.

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.

Operating Revenue

Excluding capital campaign contributions

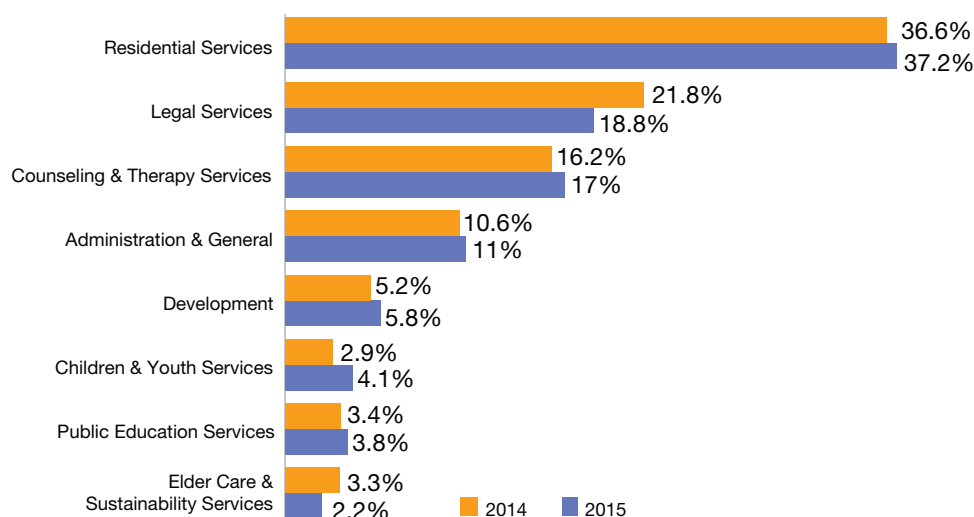
Total Operating Support and Revenue — \$9,351,712 and \$8,961,236 for 2015 and 2014, respectively.



* 2014 United Way revenue at 7.5% of total reflects a timing difference. The actual allocation is the same year to year.

Operating Expenditures

Total Operating Expenditures — \$9,538,859 and \$9,160,704 for 2015 and 2014 respectively.



Interns and Volunteers

We are so grateful for the energy, commitment, expertise and smiles our volunteers bring to Tubman every day. This year 1,271 of you contributed 43,346 hours to helping our clients find safety, hope and healing—thank you one and all!

“The most rewarding aspect of volunteering at Tubman was hearing the happiness and relief in the voices of some of the people that called the crisis line. These calls usually started with the caller sounding stressed and overwhelmed, but throughout the call they sounded more relaxed and happier. This was rewarding because I was able to hear the impact my work had on the people I was trying to help.”

— Volunteer Resource
Counseling Advocate

Abbie Abbott	Marjan Batchelor	Katherine A. Burger	Kourtney K. De Vos, University of Northwestern
Siham Abdellah	Adam Bauer	Victoria L. Burr, Bethel University	Gina J. Deinhart
Biiftuu Adam, Hamline University	Devan M. Bedenbender, Augsburg College	DeAngela D. Burrage, Minneapolis Community and Technical College	Brenda Deitering
Rachel Adams	Nick Beissel	John R. Buzza	Janice Del Calzo
Toluwalope A. Ajibewa	Angelica A. Belko	Thomas Camilli	Mary Desmond
Ellen A. Akenson, Metropolitan State University	Becky A. Beltz	Nancy E. Caouette, Metropolitan State University	Cayla R. DeWaters
Nadia Akhtar	Alicia D. Beres	Mariel L. Carlson	Jyothi Dhanwada
Jenna Albert, Hamline University	Andrea L. Berkeland	Jennifer L. Castillo	Erin Ditmarson
Katherine E. Alexander	Joseph C. Berlin	Alyson M. Cauchy	Stephanie Dittel
Lisa M. Allen	Margaret J. Berlute	LuAnn Chambliss	Lily Dobsen
Rachel W. Amundson, Augsburg College	Morgan L. Bertinet, University of Minnesota	Kathy Cheney	Brigid Doehling
Angela R. Anderson	Allison Bjork, University of Minnesota	Jillian J. Chmiel, University of Minnesota	Santoch Dolan
Jane L. Anderson	Eva G. Blaine Burley, Minneapolis Community and Technical College	Susane Cho	Lauren C. Douglas
Tamara A. Andres	Katrina M. Boddy, Augsburg College	Gay B. Clapp	Lindsay K. Dreyer
Rebecca Andrews Murtha, Macalester College	Julia Bodin	Danielle R. Cloutier	Caitlin Drogemuller
Lauren Anthone	Theo Bonsall	Michael R. Cochran	Elizabeth E. Due
Brenda Armstrong	Theodora M. Bonsall	Mark J. Coffey	Antonia M. Dvorak, University of Northwestern
Christina Arndt	Kate Booth	Ashley M. Cole, Concordia University	Candice A. Eishen
Kathy Asmus	Tessa Bordiano	Ian G. Constable, Metropolitan State University	Ayah G. Elfarrar, Hamline University
Allison D. Au	Mollie Borer	Emma Cozad, Augsburg College	Lindsey N. Ellis, Minneapolis Community and Technical College
Jane Aufmuth	Amy C. Bouza	Sarah M. Crampton, University of Minnesota	Sara T. Elshershaby
Stephen G. Aufmuth	Samantha V. Braegelmann, The Art Institute International Minnesota	Gary Crawford	Michelle Enright
Patti Auron	Katy Brandt	Lynne M. Croes	Sarah J. Epperson
Courtney Baga	Michael Brey	Vanessa Crosley	Ashley Erickson
Haylee M. Baier	Sarah A. Bridwell	Tessa L. Cunningham	Sarah M. Eshelman
Hannah M. Bailey	Calla L. Brose, Metropolitan State University	Ellen Currier	Maiv Z. Fang, Metropolitan State University
Lauren N. Bakke, Metropolitan State University	Ashley Brosius	Jenna B. Czapiewski	Monica M. Farah
Jessica R. Bales	Carol E. Bryan	Rebecca R. Dabe, Metropolitan State University	Miriam E. Feingold
Sophia L. Ballman	Eden E. Buchwald-McGlennon, St. Catherine University	Allison D. Dahlen	Abigail M. Fink, University of Minnesota
Allison K. Baraniak, University of St. Thomas	Amra Budimlic, Augsburg College	Jen Daly	Aaron Finke
Priscilla A. Barclay, Bethel University	Erin N. Buller	Roya R. Damsaz	Ann E. Finstad
Daniel Barta			Amber J. Fischer, Concordia University
Caleb T. Barthel, Augsburg College			Caitlinrose H. Fisher

Timothy Hannemann

Andrea C. Johnson

In her lifetime, Harriet Tubman helped many people cross to healthier, safer lives and freedom. As an abolitionist she guided her family and countless others out of the south and into the free states via the Underground Railroad. During the Civil War, she nursed the fallen black soldiers and newly liberated slaves into better health. After the war, she found jobs for her patients, leading them out of poverty and into new self-sufficiency and respect. She turned her house into a nursing home, a place for poor people to make the journey into old age in peace. And, later in life, she lectured widely across the Eastern states during the suffragist movement, advocating to bring disenfranchised women into the vote. **She is a tremendous inspiration for our work together.** Every year, we help thousands of women, children, and men make the safe passage into new and healthier lives—lives in which they are free to soar.

“I learned so much, about myself and life in general, during my time at Tubman. I feel as though I will be leaving Tubman much more mature and grounded than I was just a few months ago. It was not a perfect three months, as there were extreme challenges that pushed me outside of my comfort zone, but I have learned so much and I am so grateful for this experience.”

—Intern, Youth and Family Services

Emily A. Johnson	Jennifer L. Landry	Lacie L. Matthews	Cheryl Neeley
Jessica J. Johnson, Metropolitan State University	Justine E. Lapping	Peter Mayer	Alexa Nelson, University of Minnesota
Kirsten B. Johnson	Kristen R. Laramy	Heidi McCarty, Minnesota School of Business	Claudia A. Nelson
Mallory K. Johnson, Metropolitan State University	Abby L. Larsen	Shirley J. McCurdy	Laura A. Nelson
Michael W. Jonak	Catherine A. Larson	Ella J. McGarthwaite	Mary Ann Neuman
Arabella P. Jones, Metropolitan State University	Jennifer M. Larson, Century College	LaJuan McIntyre	Viann N. Nguyen-Feng, University of Minnesota
Mohammed B. Kanneh, Metropolitan State University	Nicole M. Larson, University of Wisconsin - River Falls	Janice M. McKinney	Danica Nichols, Wisconsin Indianhead Technical College
Ann T. Keeler, Metropolitan State University	Allison A. Ledbetter, Bethel University	Jack E. McLinden	Joan Niemiec
Gerry Kegler	Hannah S. Lee	Callie J. McMillan, Hamline University	Sara Niemiec
Mary Lee Kenney	Sheila A. Leete	Samantha M. Meduna	Janet Nusser
Sapna Khatri	Barb Leininger	Jeffery A. Mehlert	Jessica P. Oaxaca
Amy Kieger, Metropolitan State University	Heidi R. Lemke	Pamela A. Melby, Inver Hills Community College	Katie A. Oberton
Desiree A. King, University of Minnesota	Regee C. Lerol, Bethel University	Catherine M. Menzel	Anna M. O'Brien, Minneapolis Community and Technical College
Zoe Kingman	Angela Lewis	Samantha F. Miller, Hamline University	Mary K. O'Brien
Kevin Kipka	Justine E. Lindholm, Bethel University	Sophia M. Miller, Augsburg College	Sarah N. Ogutu
Danielle N. Klath	Eric L. Lipman	Mary P. Mitchell, Metropolitan State University	Elizabeth A. Olson, University of Minnesota
Kris Klotzbach	Allyce N. List, Augsburg College	Macae E. Mobraten	Paige E. Olson
Madelaine T. Kluesner	Evan Livermore	Mary E. Moe	Veronica Olson
Jean P. Koecher	Sheng Lor	Meymun A. Mohamed, University of Minnesota	Doris N. Ombaba
Julie Koehler	Huan Lou	Mira E. Moline, Concordia University	Barbara Osthus
Nicola H. Koh, Hamline University	Ashley A. Love, Metropolitan State University	Taylor L. Moore, University of Minnesota	Annalise Owens
Natalie J. Kohn, Metropolitan State University	Kaelie M. Lund	Suad M. Moosa	Daria P. Panchuk
Jamie Koivisto, Argosy University	Hannah N. Lussier	Mara J. Morley, University of St. Thomas	Thomas E. Pavey
Shoua Kong	Jessica D. Mack	Elizabeth Morris	Laura R. Pawlik, University of St. Thomas
Allison E. Koschnick	Kevin Mackin	Olivia T. Morris, Concordia University	Jeanine A. Pearson
Emma R. Kosciolk, University of St. Thomas	Audra Magel	Rosilynn N. Morris, University of St. Thomas	Rebecca A. Peiffer, Century College
Michaela M. Krawec, Minnesota State University - Mankato	Fathi Mahad	Gretchen A. Mueller	Kathryn Pelka
Vang S. Kue	Donna M. Mahlmann	Berit A. Mueller, Inver Hills Community College	Eric D. Penniston
Karen M. Kurt	Malinda M. Maier	Kristi J. Munro	Alex Petersen
Sofia A. Kvist, Metropolitan State University	Jenna R. Malzacher	Molly E. Murphy	Jennifer M. Peterson, University of Minnesota
Elise R. Lagarde, Century College	Adrienne B. Manbeck	Patricia M. Murphy	Rachel C. Peterson
	Catherine Manning	Makando M. Mutanda	Alexa L. Peters-Posner, Macalester College
	Michelle S. Margoles	Emily R. Nahem, Hamline University	Vermul G. Pewee
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Top: Paul Harper, Caleb Williamson, and Jack McLinden gear up for the Volunteer & Intern training series.

Bottom: Volunteer groups work on gardens, paint, organize, and provide family activities.

Volunteer Groups

“I loved our volunteer experience at Tubman and am happy to know my company is involved in the community. We got a tour and watched a client on video who shared their experience and how Tubman helped them—so I felt like I learned a lot about what’s available in case someone I know ever needs a place like Tubman. Plus it was fun to hang out with my colleagues outside of our typical work environment!”

—Corporate group volunteer

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American Public Power Association
Andersen Windows
Baker Tilly Virchow Krause, LLP
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BNSF International
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First Universalist Church of Minneapolis
Free Arts for Abused Children of Minneapolis
Gap
High Praise Ministries – The Destiny Center
Hill-Murray High School
Holsey Memorial Christian Methodist Episcopal Church

Home for Life
Humanists of Minnesota
Independent School District 197
Keyot
Lake Country School
Land O’Lakes, Inc.
Mary Kay Cosmetics
North High School
Business Professionals of America

Saint Andrew’s Lutheran Church
Target - Oakdale
Tartan High School – Tartan Uprising
The Alley Church
Totino-Grace High School
United Health Group
Wayzata National Honor Society
Wells Fargo Foundation

Wells Fargo Minnesota Young Professionals Network
White Bear Unitarian Universalist Church
Wiley
Woodbury High School
Woodbury Lutheran Church
Woodbury Peaceful Grove United Methodist Church



Right: Volunteers make painting fun!

Below: High fives to our Land O’Lakes volunteers!



*"I learned that people should be **who they want to be.**"*

— Oak-Land Junior High School student, March 2015

*"I liked learning
about everything,
this motivates me to
help people since I am
interested in this!"*

— East Ridge
High School student,
April 2015

*"I learned that **you have to
be safe** with your partner."*

— Edison High School student,
December 2015

*"I liked how **the
speaker was
open** about
whatever we were
talking about."*

— Humboldt High School
student, December 2015

*"I learned that **you can unlearn violent behaviors.**"*

— Humboldt High School student, December 2015

Voices in Prevention Schools

Tubman taught Voices in Prevention, our healthy relationships curriculum, in the following schools and community sites in 2015.

COTTAGE GROVE
Park High School

EAGAN
The Link – Lincoln Place*

EDINA
Edina High School

HASTINGS
Hastings High School

LAKE ELMO
Oak-Land Junior
High School

MINNEAPOLIS
Bancroft Middle School
DeLaSalle High School
Edison High School
North High School
Plymouth Christian
Youth Center
Roosevelt High School
Sanford Middle School
Sojourner Truth Academy
South High School

The Link – Lindquist
Apartments*

NORTH ST. PAUL
Next Step Transitions
North High School

ROSEMOUNT
Alliance Education Center

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

SHOREVIEW
REACH Academy

ST. ANTHONY
St. Anthony Village
High School

ST. PAUL
AGAPE High School
Battle Creek Middle School
Como Park High School

Face to Face SafeZone*
Highland Park Senior
High School
Humboldt High School
St. Paul ECFE
Twin Cities Academy

STILLWATER
New Heights
Charter School
Stillwater Area High School
Stillwater Junior
High School
Stillwater Transitions

WHITE BEAR LAKE
White Bear Lake ALC
White Bear Lake - North

WOODBURY
Crosswinds Arts and
Science School
East Ridge High School
Woodbury High School

* community site

8,971 youth
participated in our
6-week school-based
violence prevention
curriculum or attended
a presentation on
healthy relationships
and violence prevention.

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Above: Jen Polzin, Ramsey County Attorney John Choi and volunteer attorney Kathy Kimmel (Fox Rothschild) at the Volunteer Attorney Appreciation Luncheon in October.

Right: Legal staff at our Volunteer Attorney Appreciation Luncheon.



Spanning our today and tomorrow

Your generosity builds the bridges our clients will cross today and in the future. Thank you for helping thousands of women, men, and youth make the journey out of violence, addiction or trauma.

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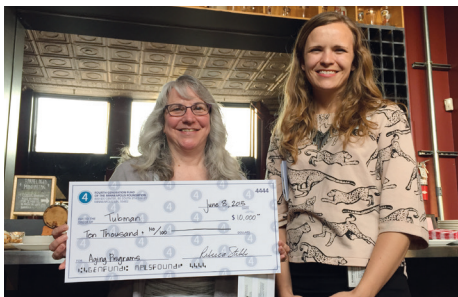
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Left: Jen Polzin with Viktor the Viking at the Wing Ding.

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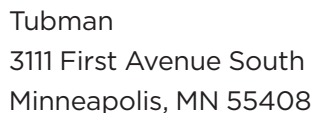
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