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SUMMER 2026

Journeys

LEADING THE WAY TO HOPE



Photo by Travis Salisbury, Tubman Board Member

CELEBRATING 50 YEARS OF SAFETY, HOPE, AND HEALING

Reflections on the past, meeting the moment, and preparing for the future.

GET HELP: 612-825-0000

TUBMAN.ORG

GIVE HELP: 612-825-3333



50 Years of Hope

This year, Tubman is celebrating 50 years of safety, hope, and healing. When I think about some of the major milestones throughout our organization's history (see pages 4-5), I think about the vision, courage, and strength it takes to address challenges in new and different ways. I think of the bold vision of our founders, the struggles and triumphs of the survivors we serve, and the cumulative and collective impact made possible by this community of supporters. Looking back helps inform, inspire, and illuminate our path forward as we navigate the current landscape and keep going toward our vision of thriving people, healthy relationships, and peaceful communities.

It's been a tumultuous year, to say the least. We had to scale back services in many programs due to budget cuts, and then came Operation Metro Surge. The impact on the survivors we serve, and the staff serving, has been staggering. The need for trauma support and basic necessities have increased dramatically for so many people who are at risk in our community, and are heightened even more for people who are not safe in their homes due to relationship violence. Imagine being here legally on a family-based visa and your housing and ability to work is dependent upon your abusive partner who has forced you out of the house after assaulting you, and threatened to call ICE to come pick you up so that you will be separated from your child. That is the reality faced by many, and just one example of the complex circumstances we help people navigate.

But just like other times in history, our community mobilized to help protect one another in ways big and small. One way we've responded at Tubman is by establishing the Survivor Contingency Fund (see page 7).

Another bright spot: in the final days of session, the Minnesota Legislature passed one-time funding to fill the 20% shortfall in the State's crime victim services budget for the coming year. While we won't know the outcome of Tubman's competitive grant application until later this fall, we are relieved that funding levels will at least remain flat for the state as a whole and grateful to each of you who made calls, sent letters, and advocated for survivors at the Capitol.

We're also keeping our eyes on the future with a refreshed Strategic Plan that affirms our values and provides a road map for the next three years, giving you a glimpse of the newly expanded NorthStar Youth Outreach Center (both on page 9), and investing in our staff by doing some deep work to address vicarious trauma.

I want to thank you for your past, current, and future support and partnership, and assure you that we take our responsibility of being good stewards of the resources entrusted to us very seriously. You can review our 990s online, I am happy to share our past audits, and Tubman continues to earn the highest standards of accountability through both the Charities Review Council and Candid.

As always, you have a standing invitation to contact me anytime at jpolzin@tubman.org or 612.767.6697 anytime. I'd love the opportunity to listen and learn what inspires you to support Tubman, what we're currently doing well, and where we can do better in the future.

Jen Polzin, CEO



by Jennifer J. Polzin
Tubman CEO

About the Cover:
The sculpture featured on the cover photo was completed by artist Seitu Jones and installed in 2004 at Harriet Tubman Center West in Minneapolis, and moved to Harriet Tubman Center East in 2022.

50TH ANNIVERSARY FOUNDER & BOARD REUNION

SAVE THE DATE

In honor of Tubman's 50th anniversary, we're hosting a
Founder and Board Reunion on the evening of

**THURSDAY,
OCTOBER 22, 2026**

If you were a founder or served on the board of any of our predecessor organizations – Harriet Tubman Women's Shelter; Harriet Tubman Center; Chrysalis, A Center for Women; Family Violence Network; Elder Care Rights Alliance; Tubman Family Alliance; or Tubman – we would love for you and a guest to join us.

To ensure you receive your detailed invitation, please email boardreunion@tubman.org or visit www.tubman.org/boardreunion to update your mailing address, email, and phone number. And please help spread the word!

For questions, please contact Trudi Greaves by calling 612-767-6692 or emailing boardreunion@tubman.org.

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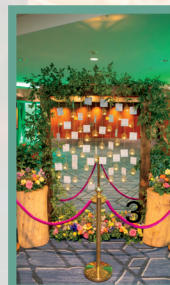
Starlight Soirée

Celebrating 50 years of safety, hope, and healing

Filled with joy, we honored our mission and celebrated 50 years of safety, hope, and healing at Tubman's annual Starlight Soirée at the Marriott City Center in Minneapolis. Hosted by our vibrant emcee, Seena Hodges, the evening included live music, a champagne reception, silent and live auctions, and the inclusion of survivors' voices. The evening also included a fireside chat with Tubman CEO, Jen Polzin where she shared some of the groundbreaking moments in Tubman's 50 years of serving the community, the challenges we are experiencing now with continual threats to funding, and our commitment to a future in which we steadfastly keep our feet planted, with your help, to support the people who need us most. We are so grateful for the many sponsors, volunteers, and guests who invested their time, resources, and commitment to support the many clients and communities Tubman has served for 50 years. We hope you'll join us next year at the **18th annual Starlight Soirée on Friday, April 23, 2027, at Radisson Blu Mall of America.**

SAVE THE DATE!

**18th Annual
Starlight Soirée**
**Friday
April 23, 2027**



50+ Years of Safety, Hope, and Healing

Chrysalis Women's Collective forms to offer support groups, chemical health services, and childcare.



1974



Legal advice and information sessions on family law issues begin at Chrysalis, A Center for Women.

1977

Family Violence Network opens volunteer safe homes for victims and their children in the East Metro.

1984

The new Harriet Tubman Shelter opens in Minneapolis with a public address, taking the issues of domestic violence out of the shadows and signaling a commitment to engage the whole community.



1995



A cutting-edge mental health program for women, Dialectical Behavioral Therapy, begins.

1997

Harriet Tubman Center and Family Violence Network merge to form Tubman Family Alliance.

2001



Tubman Family Alliance

Tubman Family Alliance and Chrysalis, A Center for Women merge to become Tubman.

2007



Tubman Family Alliance



Chrysalis



The Lethality Assessment Project in Washington County launches. Tubman is awarded a research and change grant to improve services for victims of violence with brain injuries.

2009

A multidisciplinary Legal Think Tank is initiated in Washington and Ramsey Counties to improve the legal system's response to domestic violence.

Tubman's text line launches for youth and young adults.

2012

1976 Harriet Tubman Women's Shelter opens as the third battered women's shelter in the country.



1981

Legal advocacy and Orders for Protection in Washington County begin.

1990

Services expand into suburban Ramsey County. School-based violence prevention education begins.

1996

New services begin, including transitional housing; Jobs Education, and Finance program; Healthcare for the Homeless; and a shared parenting program for kids affected by divorce.

1999



Holistic counseling launches for men using violence, leading to nationwide recognition, including a television special by Oprah in 2003.

2004

The Co-Occurring Program begins for women experiencing both mental and chemical health issues.

2008

Harriet Tubman Center East in Maplewood is acquired from the Sisters of St. Paul's Monastery.



The ElderCare Rights Alliance joins Tubman and incorporates agency-wide expertise in working with older victims of crime.



2011

2014

Inspiring Youth, a new partnership to serve at-risk youth, begins with public health and Minneapolis Public Schools.

50+ Years of Safety, Hope, and Healing

The Joint Prosecution Unit launches in suburban Ramsey County.

The Safe Journeys program opens to provide housing and in-depth supportive services to young victims of violence and exploitation.



2015

Tubman convenes a Facilities Task Force to identify options and make a recommendation to Tubman's Board of Directors regarding the future of Harriet Tubman Center West.

The Board of Directors unanimously votes to sell the building in order to strengthen long term organizational stability and increase investment in services.

2017

Tubman conducted its first biannual Employee Engagement Survey in order to assess morale, develop action plans to strengthen Tubman's culture, and utilize feedback to guide the agency's ongoing work in areas of wellness and diversity.

2019

Tubman sells Harriet Tubman Center West to Minnesota Adult and Teen Challenge, another nonprofit serving the community.

Increased investments result in more than triple the amount of people served in our community housing programs.

2021

Tubman provides 250% more emergency financial assistance through our Freedom Fund.

The Inspiring Youth Program expands. Tubman's Racial Equity Plan is created.

Homeless Youth Act funding received for Safe Journeys youth transitional housing and to increase staffing and expand operating hours at NorthStar Youth Outreach Center.



2023

The Great Dreams Campaign came to a successful close raising more than \$9.3M and welcoming 1,200+ new donors. The Survivor Contingency Fund is created to minimize disruptions to participants and bridge governmental funding gaps.

2025



In partnership with a community-led task force, Tubman develops protocols, trains volunteers, and opens a drop-in center for homeless youth at Tubman East.

2016

Tubman's shelter program begins to serve adult male victims.

The agency commissions a forensic engineering review of structural issues impacting Harriet Tubman Center West in Minneapolis.



Tubman establishes the Freedom Fund to provide clients with emergency cash assistance for tangible needs while accessing other life-saving services.

The NorthStar Youth Outreach Center moves to Maplewood Mall for increased community access.

2018

The Racial Justice Collective and BIPOC Collective are created and led by staff, to center inclusivity in our work.

2020



Increased investments to technology are made in response to the COVID-19 pandemic, allowing Tubman to continue serving clients in various ways.

Attorney representation services expand in Washington County.

Tubman Chrysalis Center in Minneapolis is fully renovated to create a welcoming and trauma-informed space for people we serve.

2022

Our pilot Economic Advancement program co-created with survivors launches in Hennepin County.

2024



Capital improvements begin at Harriet Tubman Center East as Great Dreams Campaign fundraising continues.

Program design and architectural plans for Harriet's Haven for Pets are completed.

The Minnesota Pet Foster Coalition is launched with partner organizations the Animal Humane Society, The Bond Between, Cornerstone Advocacy Services, Four Winds Connections, and Women's Advocates to reduce barriers for victim-survivors seeking safety for their pets.



2026

Harriet's Haven for Pets opens. Tubman celebrates its 50th year with staff, board and founder reunions (see pgs. 6, 11, and 3).

Evolving the Ways We Serve

As we celebrate 50 years of safety, hope, and healing, we reflect on the ways in which we've led groundbreaking initiatives, met communities where they are at, and grown to meet the needs of the now and the future. These next few pages share some of our groundbreaking initiatives and programs that are meeting our participants' current and future needs and the ways you can make a difference! (pg. 8)

Here you'll learn about our newly opened Harriet's Haven for Pets, supporting the safety of victim survivor's furry family members and healing for the entire family; the recent move of NorthStar Youth Outreach Center to a bigger and brighter space; and the Survivor Contingency Fund, a new and innovative way we are investing in the future of the people we serve as they move from fear to freedom.

We are grateful for community members like you who have been so supportive of Tubman's journey, and in turn, the journeys of the thousands of adults, families, and youth seeking a future free from violence.



**Scan to support
Tubman's needs
now and in the
future.**

Harriet's Haven for Pets

Nearly 50% of domestic violence victim survivors delay leaving an unsafe living situation due to the harm or threat of harm to their pets. Joining a national initiative to create more pet-friendly programming at domestic violence service organizations, Tubman opened Harriet's Haven for Pets (HHP) earlier this year.

Harriet's Haven is for residents living at Harriet Tubman Center East in Maplewood. In service of our mission, HHP was designed to remove barriers to safety and further support the safety, hope, and healing of the people we serve and their furry family members too. No one should have to choose between their safety and their pet's. "Our goal is to keep pets where they belong; with their people," shares Zoey, manager of Harriet's Haven for Pets.

HHP can house up to six dogs and six cats, in a space just steps away from Tubman's emergency shelter. The space includes kennels, outdoor runs, separate rooms with a tv and some soft furniture so families can spend time healing together with their pets.

Incorporating holistic care for families and their pets goes beyond our onsite pet shelter. With the help of volunteers and collaborative community partners, we are able to help shelter residents and their pets with not only safe housing, but also a continuum of services supporting all two and four-legged family members. Hometown Vet Partners partners with us to provide routine pet care, and The Bond Between helps with routine surgical care like spay and neuter services.

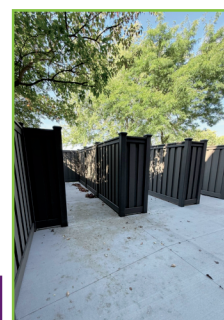
Although our onsite pet haven is only available to our shelter residents, there are other options available for respite pet care through the Minnesota Pet Coalition for domestic violence survivors participating in our other programming.



Through a collaborative community of advocates for both people and pets, and various programs designed to support and reinforce their bond - we are committed to navigating challenges together, because family includes companions who stand by us through it all.

- Zoey, HHP Manager

As a founding member, Tubman collaborates with the Minnesota Pet Coalition (MNPC) to provide short and long term pet foster care for program participants seeking safety for their pets. In addition to fostering, the MNPC provides a continuum of pet family needs such as food, veterinary care, behavioral support, supplies, training, and enrichment. You can learn more about Harriet's Haven for Pets by visiting our website at tubman.org/harriethaven and the Minnesota Pet Coalition at mnpetcoalition.org.



Clockwise L to R:
outdoor dog
runs, dog
kennels, animal-
friendly family
hang out space.

NorthStar Youth Outreach Center

In 2016, Tubman began a drop-in program to support homeless youth at Harriet Tubman Center East in Maplewood. In 2018, we moved this program, now named NorthStar Youth Outreach Center (NSYOC), to Maplewood Mall, creating a more accessible space for all youth to drop-in and receive on-the-spot services and resources. We are thrilled to announce we have moved again; this time to a larger and brighter space, across the street from the east side of Maplewood Mall, at 2966 White Bear Avenue in Maplewood.

Our new space is equipped with private meeting areas, a much larger 'hang out' space, multiple washers and dryers, a private single stall shower, a conference room that can be used for meetings and trainings, and windows allowing natural light to filter in, creating a safe and welcoming space for youth to be their authentic selves.

Lindsey, manager of NSYOC shares, "Our young people are struggling so much right now. Think about the young people in your own life that have support systems. Now imagine them navigating this season, without any support systems in place. That is why we are here, to ensure they do not have to do this alone."

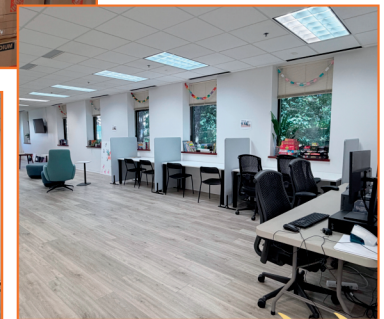
NorthStar's new larger location supports the dignity and respect youth deserve with rooms available for private meetings with youth workers and volunteers so that they can show up authentically and their conversations and I:

support remain confidential. Still youth-centered and led, young people who have never trusted a youth worker or case manager before, are now finding a space which meets them where they are at. And while the space is still coming together, with furnishings still arriving as of the date of this printing, we look forward to building even stronger relationships with our community partners, and launching a youth advisory board at NorthStar later this year!

To learn more about NorthStar, visit tubman.org/northstar.



Clockwise from L to R: Ready to move from our previous location at Maplewood Mall; the hang out space and a private meeting room at the new space.



So much community is built at NorthStar. Finding friend groups, connecting with resources, and youth and family workers who are here to meet them where they are at. This is such an important aspect of the work we do for young people whether they are housed, precariously housed, or unhoused. And we couldn't do it without community support. Thank you.

Lindsey, NorthStar Youth Outreach Center Manager

Survivor Contingency Fund

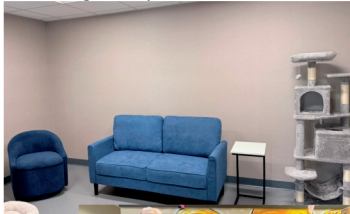
If you've been connected with us in recent years, you've likely heard us share that our state funding for crime victim services has remained flat since 2018 and we've experienced reductions in some of our local funding. Flat funding for almost ten years, while costs consistently rise, is the equivalent of funding cuts. Meanwhile, the demand for our services continue to increase, with most survivors needing more than one service from us. Additionally, there has been increased threats to existing federal funding, creating an unstable and precarious position for us to operate and serve.

As a result, Tubman created the Survivor Contingency Fund last year as we began to see increased threats to government funding for the direct services we provide. This fund was set up to bridge funding gaps that may arise as policies and rules about grants continue to shift. While not intended to replace government funding, this safety net helps ensure our program participants can stay in shelter until they find housing, have advocacy services until their court case is resolved, continue therapeutic

services, and receive support from their youth worker as they strive towards their goals for stability, safety, and healing. For example, this fund will allow us to keep our commitment to providing up to two years of rental assistance to people in housing programs where HUD (Department of Housing and Urban Development) funding has been threatened. Funds are being used to support our mental health services throughout 2026 to mitigate an abrupt cut off for clients when services were reduced due to funding cuts. We also tapped the Survivor Contingency Fund for temporary staffing needs and other unbudgeted expenses due to Operation Metro Surge.

With the help of supportive individuals like you, and forward-thinking foundations, we've raised more than \$1 million dollars to date. With your continued support, we can ensure that the people we serve today, and in the future, can feel secure knowing we will stand by their side as they seek the safety and security everyone deserves.

Cat Hang Out Space in the Pet Haven



NorthStar staff and volunteers prepare to move



NorthStar's New Location!

DOUBLE YOUR IMPACT!

The Kittay Family
will match
donations up to
\$25,000!

CONSIDER MAKING A GIFT TO TUBMAN TODAY:



Scan the code to
donate online.

Tubman is a 501(c)3 non-profit organization. Your donation is tax-deductible as allowed by law. Please consult with your tax advisor.

HELP US MEET THE MOMENT AND PREPARE FOR THE FUTURE.

As the demand for services increases, so does the cost of providing them

- ★ You can choose for your gift to make an impact today, supporting Tubman's current needs.
- ★ You can choose for your gift to support Tubman's future needs.
- ★ Or you can choose to split your gift, supporting today's needs and help us prepare for the future.

CHOOSE THE WAY YOUR GIFT CAN MAKE AN IMPACT

This year you can choose to contribute to Tubman's immediate needs, support future needs, or split your gift equally.

SUPPORT TUBMAN'S NEEDS NOW

Here are some average costs of services as you consider the size of your gift:

- **\$200** changes the locks on a family's new home, so they can rest knowing they're safe and secure
- **\$450** covers three months of storage, so a family doesn't have to choose between their belongings and their safety
- **\$600** provides a month of transportation to medical appointments, school, job interviews, and work
- **\$850** supports a legal advocate walking beside a survivor through the process of securing an Order for Protection, from safety planning through the final hearing
- **\$1,750** helps cover a security deposit or first month's rent, so a family can move from crisis into a home of their own

SUSTAINING TUBMAN'S FUTURE

You can choose any amount to contribute to Tubman's future:

- **\$5,000 (or any amount)** contributed to Tubman's Survivor Contingency Fund provides long term stability for services that may be at risk of being paused or discontinued when government funding is frozen, delayed, or cut. This ensures our participants are supported without interruption as they seek safety, hope, and healing.

Learn more about ways to support Tubman's programs
at tubman.org/give-help.

2026 – 2028 Strategic Plan & Agency Goals

At the start of this fiscal year, Tubman’s Board of Directors created the success indicators for our three year plan, for the operating fiscal years of 2026–2028. These success indicators were developed for each of our four strategic directions: clients, community, culture, and capacity. By the end of 2028, Tubman is committed to meet the following:

Clients

- Agency resources and services have been recalibrated to best support client needs within evolving constraints and opportunities.
- Access to services has improved and barriers have been removed for clients in at least three key ways.
- Tubman has increased opportunities for participants to advocate for systems change and influence services based on their own experience and expertise.

Community

- Tubman stakeholders and partners are equipped to provide information and services to support the people Tubman serves.
- Advocated for public policies that better address the needs of program participants.
- Partnered with local, state, and federal government to support Tubman services and long-term sustainability.

Culture

- Invested in employee safety, wellbeing, and the ability to navigate change to nurture a positive workplace culture and sustainable service delivery.
- Created intentional opportunities for employees to provide feedback that leads to action.
- Employees across all departments and identities have had a positive experience at Tubman.

Capacity

- Broadened and increased Tubman’s resources through cultivation, stewardship, and retention of individuals, corporations, foundations, and the government and community sectors.
- Ensured pay and benefits are competitive to attract and retain qualified staff and foster wellbeing.
- Sufficient investment has been made in operations, technology, and facilities to enhance service delivery and promote innovation.
- Developed social enterprise initiatives that generated mission-aligned earned income.

2026 AGENCY GOALS

After the three year success indicators were determined, 2026 agency goals were determined for each of the four strategic directions.

These goals were designed through staff input, and in alignment with the needs of the people we serve.



Each team also creates their team objectives in support of the overall agency goals and three year success indicators.

On the following page, you’ll see an update on some of the accomplishments and progress we’ve made towards our goals, year to date.

2026 Mid-Year Program Highlights

We continue to design our programming and goals by centering the people we serve, and their needs.

Legal Services

A legal client advisory council has been implemented with eight current legal advocacy and attorney services clients participating.

Our Washington County Legal Advocacy team held three outreach meetings to date with Woodbury and Stillwater Police Departments and Washington County Sheriffs to educate on Tubman Services and how to best connect victims to Tubman.

Housing

Access is expanding to jobs, education, and finance education in our housing services with the collaboration of volunteers offering virtual services for program participants.

Improved support for medically fragile clients by coordinated care with medical and health care referral partners.

Representing housing and youth, clients are serving alongside staff in steering and advisory committees, such as MN Coalition for the Homeless and Twin Cities Regional Kitchen Table to end and prevent homelessness.

Shelter Services

Self-selected shelter staff members have been identified and will be trained to support the shelter team to process experiences of vicarious trauma.

Financial education training is being developed for case managers to deliver to the clients they support. "Dinner with the Director" is being developed for shelter residents to cultivate relationships with the Director of Shelter Services and create opportunities for feedback on programming.

Youth Services

Youth services program staff serve on youth advisory and steering committees such as Ramsey County Youth Advocacy Work Group, Hennepin County Steering Committee, and MN Coalition for the Homeless Strategy team to collaborate and inform relevant partners about Tubman services.

In partnership with our Operations team, NorthStar Youth Outreach Center was relocated to a larger location, increasing the amount of youth we'll be able to serve.

Clinical Services

Group services have been evaluated to determine which groups will be offered seasonally, and which year-round, building operational efficiencies and mitigating capacity issues.

Exploration of offering supervision groups for other clinical providers in the community to increase revenue and build a stronger network to respond to mental health needs in the community.

The team is reviewing records systems to improve capacity through enhanced revenues, compliance and documentation efficiencies.

Central Access Team

Onboarded and trained 20 Resource Advocate volunteers who staff our crisis and resource line for extended business hours, five days a week, responding to requests for services and connecting to support within Tubman and to community partners.

Centralized intake for requests for financial assistance via a grant from the Office of Violence Against Women for victims of domestic and dating violence to more efficiently manage the processing and fulfillment of requests.

Administration & Operations

Renovations to Shelter and Safe Journeys has commenced after two years of planning and securing funding.

Well Being and Resilience training has been introduced during volunteer, intern, and new staff training, and vicarious training champions (Tubman staff) have been selected to help support teams across the agency to further invest in the wellbeing of employees.

Tubman started the fiscal year with a successful year-end appeal and Give to the Max Day campaign, raising over \$400,000 from October - December.

In addition to a record-breaking Starlight Soirée, Tubman has benefitted from various community fundraisers at the Gay 90's, Roxy's Cabaret, and LTD. Brewing.

50th anniversary events and communications have been incorporated throughout the year to celebrate Tubman's accomplishments and educate supporters on many groundbreaking initiatives throughout our history, in current times, and to set the stage for our future.

Tubman has appeared on Minnesota Live and had PSAs on MyTalk 107, educating on domestic violence and ways for people to get involved.

50TH ANNIVERSARY TUBMAN STAFF REUNION



To celebrate 50 years of Tubman service in the community, we hosted a Staff Alumni Reunion at Malcom Yards in Minneapolis last February. Staff from our predecessor organizations – Chrysalis, A Center for Women; Harriet Tubman Women's Shelter; Harriet Tubman Center; Family Violence Network; Tubman Family Alliance; ElderCare Rights Alliance; and Tubman – gathered to share memories, reconnect with friends and former coworkers, and celebrate Tubman's 50 years.

We are glad to have had so many staff from Tubman's previous iterations come and share memories, photographs, and stories of their favorite parts about working at Tubman. The Tubman of today is made of all who have come before.



MONTHLY DONATION DRIVE THEMES

January
Emergency Clothing
Staples

February
Teen & Young Adults

March
Bed & Bath

April
April Showers:
Babies & Toddlers

May
Spring Self-Care

June
Summer of Peace:
Summer Fun Supplies

July
Health & Hygiene

August
Office & School Supplies

September
Kitchen &
Cleaning Supplies

October
Coats & Winter
Wear

November
Holiday Gift Program

December
Holiday Gift Program

In-Kind Giving

Providing Budget Relief Through Donation of Goods

Rising costs continue to increase hardships for individuals and families in our communities. The impact is also affecting organizations like Tubman, where sources of government funding have either decreased or remained flat for over nine years while our operational costs continue to rise year after year.

Rising Costs + Flat Funding = Funding Cuts

You can help provide budget relief for Tubman through the giving of goods. The graphic to the left shares a sneak peek of our giving goods calendar. Pick one, pick several! Whichever you choose, we are incredibly grateful and any amount contributes to the safety, hope, and healing of the thousands we serve each year while simultaneously providing critical budget relief.

Learn more details and view wish lists for specific needs for each donation drive at: tubman.org/donategoods.

Have questions? Contact give@tubman.org.

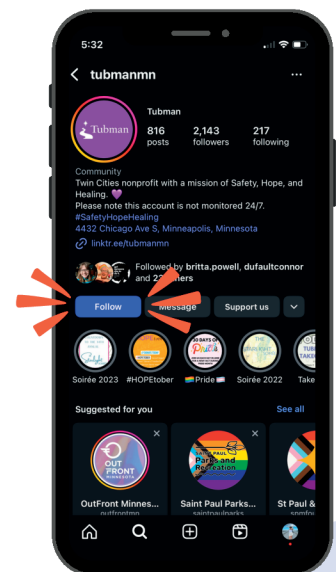


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