



Tubman

Safety. Hope. Healing.

2024
TUBMAN
COMMUNITY
IMPACT
REPORT



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Shelter Services

Members of our 2024 Board of Directors:



From our Board Chair & CEO



Donnie Brown
Board Chair



Jennifer J. Polzin
Chief Executive Officer

March 2025

Dear Friends and Supporters,

Tubman remains steadfast in our resilience and commitment to providing safety, hope, and healing to the people we serve during their most vulnerable moments. We take pride in Tubman's adaptability in evolving to meet the needs of our clients and advancing our mission to address emerging challenges. Through the rich tapestry of our services, resources, and dedicated staff, we have woven together a comprehensive view of our accomplishments in the 2024 Community Impact Report.

Within these pages you'll find all the essential financial information, service statistics and program advancements, highlights of our progress toward our strategic and equity goals, photos of the year in review, the status of the Great Dreams Campaign (spoiler alert: we're in the final stretch!), and a glimpse of our bold vision for the future. We couldn't be any prouder of all that we've accomplished together as a community over the past year!

We've made great progress by any measure. Yet as of this moment, we are on the brink of a major undoing of that progress. 29% of Tubman's 2025 budget is funded by federal contracts for service through the Department of Justice's Office of Violence Against Women, the Department of Housing and Urban Development, and federal Victims of Crime Act (VOCA) and Violence Against Women Act (VAWA) funds that flow through the State of Minnesota's Office of Justice Programs. The threat of a federal funding freeze is real, as is the very likely potential of a federal government shutdown mid-March. Both of these—combined with Executive Orders targeting diversity, equity and inclusion that attempt to limit services to people who are immigrants and people who are transgender—would have a devastating impact on the people we serve, and on the public safety and public health of our community.

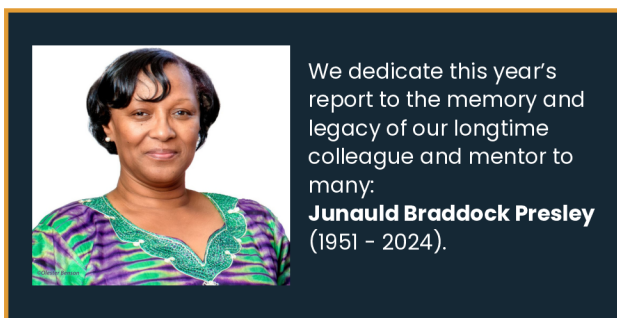
We are proud of the bipartisan support we've earned throughout our years of service, and we are fortunate to count people of all political beliefs, cultural backgrounds, and personal identities among our supporters and partners in this work—and to serve people of all beliefs, backgrounds, and identities. In these increasingly divisive times, it's absolutely vital to remember that experiences of relationship violence, trafficking, homelessness, addiction and mental health know no ideological boundaries. We don't pick and choose who is worthy of our services—we serve people of all beliefs, backgrounds, and identities — because we believe that safety, hope, and healing are basic human rights that we all deserve.

It is an honor to serve and lead this organization, named for the abolitionist who inspires us and our work every single day, Harriet Tubman. Harriet's motto was "Keep Going." With your support, we will.

In gratitude and solidarity,

Donnie Brown
Board Chair

Jennifer J. Polzin
Chief Executive Officer



Who We Are



Mission

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

Vision

Thriving people, healthy relationships, and peaceful communities.

Values

Social Justice

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

Partnership

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

Innovation

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

Respect

We affirm the strengths and innate worth of all people.

Integrity

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

The Community We Serve

Tubman serves people of all ages, gender identities, and cultural backgrounds who have experienced various forms of trauma, including relationship violence, trafficking, mental health issues, addiction, and homelessness.

Our holistic and trauma-informed services are designed to provide a full continuum from violence prevention and crisis intervention to long-term stability and leadership development.

We serve the Greater Twin Cities metro area, particularly Hennepin, Ramsey, and Washington Counties, with some clients coming from surrounding counties and greater Minnesota on their journeys to freedom.



Tubman's three locations, clockwise from top: Harriet Tubman Center East, NorthStar Youth Outreach Center, Tubman Chrysalis Center

Volunteers in Action

In 2024, over **478 individuals and groups contributed more than 27,717 hours of volunteer service, including 140 interns and 60 pro bono attorneys.** Their dedication and service allows Tubman to continue providing services which help light the path from fear to freedom. We are incredibly grateful and honored for their commitment and work. **Tubman partners with more than 27 schools and colleges, 19 law enforcement agencies, and scores of community and culturally-specific service organizations** to support the safety, hope, and healing of the thousands we serve every year.



January Intern/Volunteer Training

**In 2024,
478 volunteers and
interns...**



May Intern/Volunteer Training

**...donated 27,716
hours of service to
Tubman...**



August Intern/Volunteer Training

**...valued at
\$1,432,981.**



Pentair Service Project



Optum Service Project



Pohlad Service Project

THANK YOU

2024 in Pictures



2024 Starlight Soirée

Thank you to the many generous donors who helped us raise over \$251,000 in support of Tubman's programs at our 15th annual Starlight Soirée, last May.

Our emcee Sheletta Brundidge, auctioneer Glen Fladeboe, live music from Thomasina & her Trio, and DJ Ed Ski provided the entertainment and fun we look forward to every year. With a silent and live auction, mystery envelopes, and the wall of wine—there's a little fun for everyone. And as the evening wound down, we reflected on the inspirational stories we heard from people who found their way from fear to freedom, reminding us that hope lives both within and all around us, and together we have the collective power to make change through our vision of thriving people, healthy relationships, and peaceful communities.

We look forward to seeing you May 2, 2025 for the Starlight Soirée at the Radisson Blu Mall of America.



Learn more and purchase tickets:



tubman.org/starlightsoiree

Wondering how you can support this year's event?
Drop us an email:



give@tubman.org



BY THE NUMBERS

In 2024, Tubman provided help and support to thousands of adults, youth, and families on their own paths from fear to freedom.

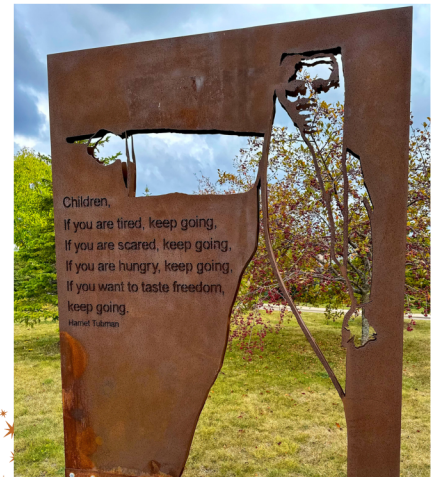


18,209

PEOPLE EXPERIENCING RELATIONSHIP VIOLENCE, TRAFFICKING, HOMELESSNESS, AND OTHER TRAUMA

66,145

TOTAL SERVICES PROVIDED



3.5

AVERAGE NUMBER OF SERVICES PROVIDED PER PERSON

Support in Crisis: 10,491 people in crisis accessed support and resources by phone or in person.

Freedom Fund: 55 program participants received over \$39,000 in freedom fund dollars to help with basic needs such as transportation to job interviews, new door locks to enhance safety, and other necessities needed for their safety, hope, and healing.

Safety Plans: 6,574 people developed an in-depth safety plan by phone or in person.

+605
more safety plans developed than in 2023

+25%
increase in Rapid Rehousing program participants than 2023

Shelter & Housing: 245 adults and their 261 children received safety and support at our domestic violence shelter. Safe Journeys provided transitional housing and supportive services for 32 youth and their 7 children. Rapid rehousing programs helped 77 youth and adult heads of household and their 55 children secure and sustain housing in the community, with rental assistance and wrap-around services.

Legal Services: 3,347 clients received 13,556 services including victim advocacy, legal information, advice or representation in Orders for Protection and family law cases, or helpline support on legal matters.

+242
more clients received

+687
more legal services than 2023

+28
more clinical clients than 2023

Mental & Chemical Health Services: 623 clients accessed addiction-informed mental health support in our licensed outpatient clinic.

School-Based Prevention: 4,036 youth participated in our six week school-based violence prevention curriculum or attended presentations on healthy relationships and violence prevention.

+318
more youth than 2023

Youth Advocacy: 1,091 youth and young adults experiencing violence or exploitation received support and services in the community and in Tubman's housing and shelter programs.

+2,230
more people trained than 2023

Community Education: 4,273 professionals, students, and community members learned about Tubman's services, relationship violence, exploitation, and other topics at community events and presentations.

2024 Agency Goals



CLIENTS

Assess, streamline, and redesign the initial points of access to services such as the 24/7 helpline, resource counseling, intake, walk-in support, reception, text lines, social media, NorthStar Youth Outreach Center, and Harriet's Closet.



COMMUNITY

Broaden the community's understanding of what clients want and need, innovative approaches that work, and how to be part of the solutions.



CULTURE

Redesign the on-boarding process so that all employees feel valued, engaged, have a sense of belonging, and are prepared to do their best work.



CAPACITY

Recalibrate the level and scope of services provided (including serving fewer clients in some programs) in order to preserve quality outcomes given the current resources and environment.

2025 Agency Goals

CLIENTS

Minimize identified barriers to safety and services by training all staff in safety planning, implementing the central access team model, and opening Harriet's Haven for Pets.

COMMUNITY

Broaden the community's understanding of the depth and breadth of Tubman's services by increasing the number of people engaged and actively supporting our mission while also influencing public policy outcomes to better support the people we serve.

CULTURE

Deepen and sustain a workplace culture that promotes inclusion and a sense of belonging, collaboration, continual learning, and career pathways that invest in and support the professional development of staff.

CAPACITY

Cultivate new and existing relationships, expand resources, and deepen knowledge by leveraging partnerships and technology to better navigate an unpredictable and ever-changing environment for nonprofits.

Impact Highlights

In 2024, our direct service programs and core mission support teams continued to focus on the 2023–2025 success indicators set forth by Tubman’s Board of Directors. Specific goals were identified in each of our four strategic directions (clients, community, culture, and capacity) as a roadmap for where we want to be by the end of 2025. Teams continue to work hard towards achieving these goals and some of 2024’s accomplishments are highlighted below. More information about Tubman’s strategic plan can be found at www.tubman.org/publications.

Legal Services

- Increased the number of trainings with law enforcement agencies, providing 15 trainings for eight police departments, with a total attendance of 250 law enforcement personnel
- Added 42 new volunteer attorneys for the Safety Project, conducted Safety Project trainings at six law firms
- Partnered with coalitions and community organizations to strengthen client referral partnerships: Transforming Generations, Esperanza United, Aurora Center at the U of M, CornerHouse, and Immigrant Law Center of MN

Shelter Services

- Partnered with the MN Pet Coalition to connect clients who have pets with temporary pet foster homes, while they’re guests in our shelter
- Received Domestic Violence Housing First grant from Office of Justice Programs allowing us to expand housing-related financial support for the clients we serve
- Hired a shelter aftercare case manager to provide support and resources to clients who are moving out of shelter

Housing Services

- Worked with over 80 property managers to sustain housing stability for single adults, youth, and families across the metro
- Received Office of Violence Against Women (OVW) grant award for youth survivors providing services such as transitional housing and aftercare programming
- Received Homeless Youth Act dollars to support existing staff and manage the increased program costs at our Safe Journeys Youth Transitional Housing at Harriet Tubman Center East

Youth Services

- Secured additional funding to hire paid staff and expand the operating hours of NorthStar Youth Outreach Center from 12 to 25 open hours a week
- Served three times more youth and their children than the previous year
- Expanded youth services partnership with Ramsey County Juvenile Detention for violence prevention, community support, and outreach
- Partnered with youth advisory networks to strengthen the input from people with lived experiences for policy, advocacy, and funding for affordable housing for youth

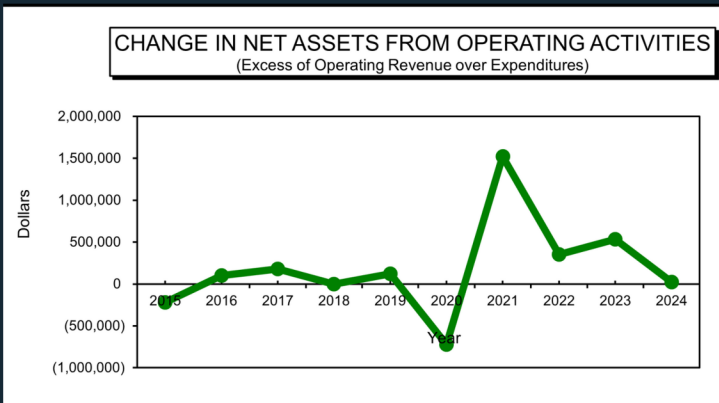
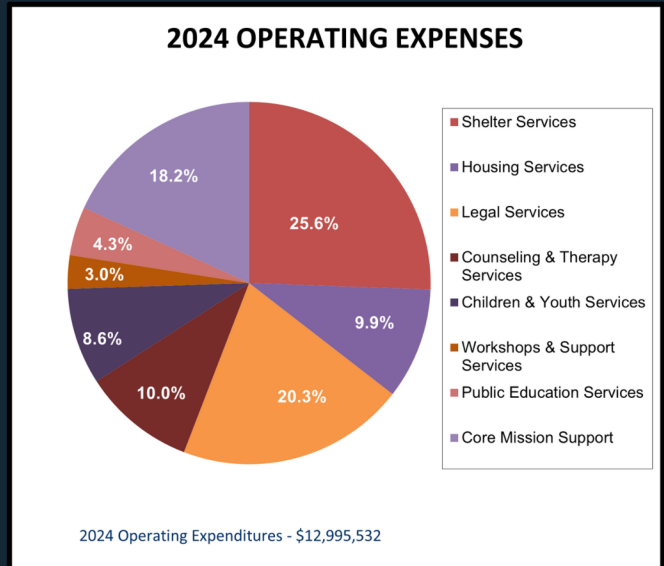
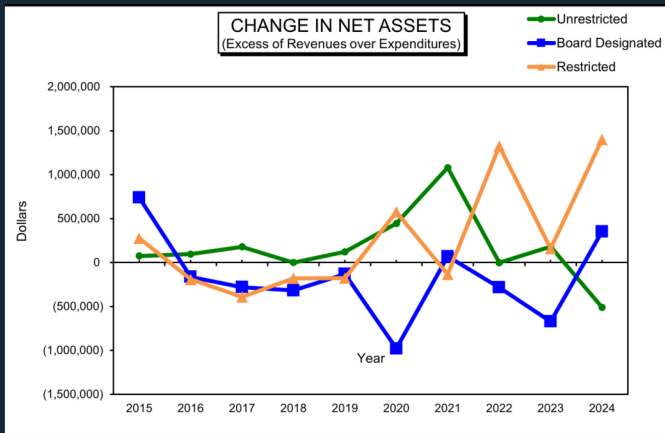
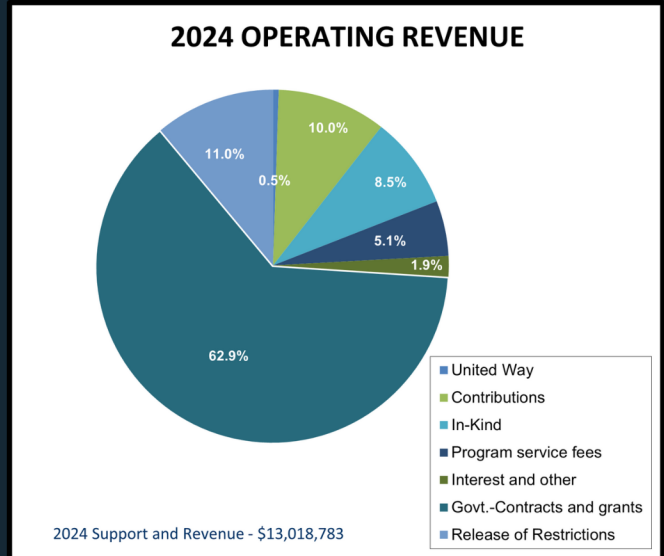
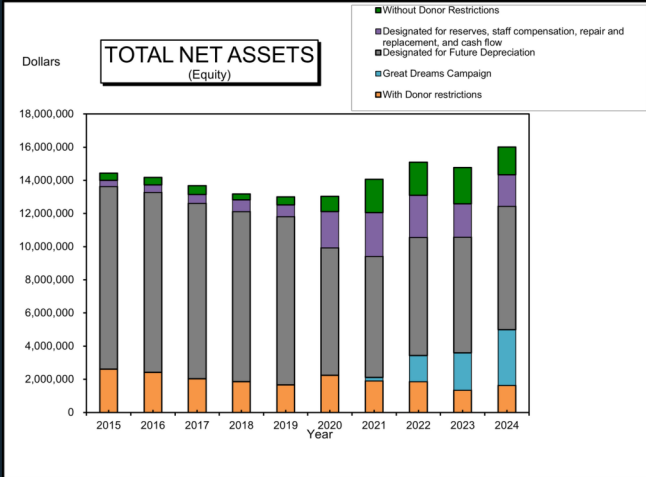
Administration & Operations

- Improvements in technology infrastructure enhancing service delivery, operational efficiencies, including improved screening and intake forms across Tubman service programs
- Redesign of Tubman website simplifying access for ways to get and give help
- Implementation of a joint leadership model to engage managers and directors to cultivate collaboration and transparency in decision making
- Engaged and educated our community through connecting with 4,273 individuals at community events and presentations, and reached 96,285 people on our social media platforms

Clinical Services

- Utilized client feedback, community trends, and staff-identified needs to create programming that includes skill building, somatic interventions, music and movement
- 50% of our social work and clinical mental health interns identified as persons of color and more than 1/3 identified as LGBTQ+ creating a more inclusive experience for clients
- Creation of Black, Indigenous, and People of Color (BIPOC) Relapse Prevention Group
- Development for two new programs launching in 2025 for people with chronic health issues, and femme/female identified BIPOC to address historical and current traumatic experiences

Financial Overview



FY24 public sector funding includes grants and contracts from the following:

U.S. Department of Health and Human Services COVID-19 - Provider Relief Fund; U.S. Department of Homeland Security Emergency Food and Shelter National Board Program; U.S. Department of Housing and Urban Development Continuum of Care Programs; U.S. Department of Justice Legal Assistance for Victims and Transitional Housing Assistance; U.S. Department of the Treasury COVID-19 - Coronavirus State and Local Fiscal Recovery Funds; U.S. Department of Health and Human Services Temporary Assistance for Needy Families; MN Department of Human Services Homeless Youth Act; MN Department of Public Safety - Office of Justice Programs Crime Victim Assistance, Youth Intervention Programs, Family Violence Prevention and Services; Domestic Violence Shelter and Supportive Services; Community Crime Intervention and Prevention Services; Housing First; MN Judicial Branch Lawyers Trust Accountancy Board, Legal Services Account Trust; Hennepin County Human Services & Public Health Legal & Counseling; Washington County Community Corrections Legal Services; Ramsey County Domestic Violence and Housing Stability Services; MN State Arts Board; City of Minneapolis Youth at Risk Prevention; City of Crystal Legal Services; City of Falcon Heights Legal Services; City of Vadnais Heights Legal Services; City of Moundsview Legal Services.



Statement of Financial Position

Tubman

Statements of Financial Position

September 30, 2024 and 2023

Assets		
	2024	2023
Current Assets		
Cash and cash equivalents	\$ 1,650,361	\$ 2,576,474
Accounts receivable, net of allowance	167,796	121,318
Pledges and grants receivable	2,138,454	1,481,742
Prepaid expenses and other receivable	216,580	216,109
Total current assets	4,173,191	4,395,643
Property and Equipment, Net	11,430,830	11,073,349
Other Assets		
Beneficial interest in assets held by the Saint Paul Minnesota Foundation	226,876	209,157
Pledges and grants receivable for Great Dreams Campaign	1,050,808	574,237
Restricted cash held for Great Dreams Campaign	2,729,792	1,907,851
Restricted cash held for endowments	116,545	116,545
Total other assets	4,124,021	2,807,790
Total assets	\$ 19,728,042	\$ 18,276,782
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 598,885	\$ 221,368
Accrued salaries and benefits	302,322	284,665
Accrued expenses	176,458	177,644
Current maturities of debt	172,385	165,292
Total current liabilities	1,250,050	848,969
Long-Term Liabilities		
Long-term debt, net	2,240,392	2,436,950
Asset retirement obligation	130,000	130,000
Deferred loan agreements	100,129	95,913
Total long-term liabilities	2,470,521	2,662,863
Total liabilities	3,720,571	3,511,832
Net Assets		
Without donor restrictions:		
Undesignated	1,677,130	2,185,879
Designated for future depreciation	7,444,941	6,975,868
Designated for repair and replacement, cash flow and staff compensation	1,888,250	2,006,250
Total net assets without donor restrictions	11,010,321	11,167,997
With donor restrictions:		
Restricted for program use	1,294,066	1,016,165
Restricted for Great Dreams Campaign	3,359,663	2,255,086
Restricted for property and equipment and other long-term items	343,421	325,702
Total net assets with donor restrictions	4,997,150	3,596,953
Total net assets	16,007,471	14,764,950
Total liabilities and net assets	\$ 19,728,042	\$ 18,276,782

Statement of Activities

Tubman ended the 2024 fiscal year with a small operating surplus. As of September 30, 2024, Tubman's net assets totaled \$16,007,471, of which \$7,444,941 (47%) are designated for future depreciation of property and equipment, \$1,888,250 (12%) are designated for repair and replacement, cash flow and staff compensation reserves, and \$3,359,663 (21%) is restricted for the Great Dreams Campaign.

While Tubman's sources of revenue and support remained stable, with a mix of government support, program service fees, and contributions; our funding from MN Office of Justice Programs for crime victim services (our largest government contract) remained flat at the same amount it's been since 2018. Funding is still not keeping pace with rising costs, equating to a cut, and federal funding is now being threatened due to changing priorities of the current presidential administration, while demands for Tubman's services continue to rise. Our operating expenditures remained stable, allowing Tubman to make modest personnel investments necessary to attract and retain outstanding staff expertise to fuel our mission while serving approximately 18,200 people last year.

Tubman

Statement of Activities
Year Ended September 30, 2024

	Without Donor Restrictions			With Donor Restrictions	2024 Total	2023 Total
	Undesignated	Board Designated	Total			
Revenue and Support						
Revenue:						
Program service fees	\$ 661,501	\$ -	\$ 661,501	\$ -	\$ 661,501	\$ 770,200
Government contracts and grants	8,191,030	-	8,191,030	-	8,191,030	7,586,530
Investment income	230,030	-	230,030	-	230,030	146,264
Miscellaneous	17,062	-	17,062	17,719	34,781	40,094
Total revenue	9,099,623	-	9,099,623	17,719	9,117,342	8,543,088
Contributions:						
United Way	67,977	-	67,977	133,000	200,977	190,957
Individuals	454,029	-	454,029	124,910	578,939	563,237
Corporations	115,209	-	115,209	61,750	176,959	171,446
Foundations	609,679	-	609,679	425,505	1,035,184	534,551
Civic and faith organizations	34,459	-	34,459	2,000	36,459	37,452
In-kind	1,107,132	-	1,107,132	-	1,107,132	680,294
Special events, net of direct expenses \$92,544	92,156	-	92,156	-	92,156	124,406
Total contributions	2,480,641	-	2,480,641	747,165	3,227,806	2,302,343
Total revenue and support	11,580,264	-	11,580,264	764,884	12,345,148	10,845,431
Net assets released from restrictions:						
Satisfaction of program restrictions	452,631	-	452,631	(452,631)	-	-
Satisfaction of time restrictions	16,633	-	16,633	(16,633)	-	-
Total net assets released from restrictions	469,264	-	469,264	(469,264)	-	-
Releases from Board Designation:						
Staff compensation/building improvements	650,000	(650,000)	-	-	-	-
Time restriction for depreciation	319,255	(319,255)	-	-	-	-
Total change in board designation	969,255	(969,255)	-	-	-	-
Total revenue and support	13,018,783	(969,255)	12,049,528	295,620	12,345,148	10,845,431
Expenses						
Program services	10,633,669	-	10,633,669	-	10,633,669	9,684,130
Administrative and general	1,682,219	-	1,682,219	-	1,682,219	1,484,127
Development	679,644	-	679,644	-	679,644	676,338
Total expenses	12,995,532	-	12,995,532	-	12,995,532	11,844,595
Change in net assets from operating activities	23,251	(969,255)	(946,004)	295,620	(650,384)	(999,164)
Nonoperating activities						
Great Dreams Campaign Revenue	-	-	-	2,283,716	2,283,716	1,023,179
Great Dreams Campaign Expense	(309,811)	-	(309,811)	-	(309,811)	(354,349)
Satisfaction of restrictions - Great Dreams Campaign	309,811	788,328	1,098,139	(1,179,139)	(81,000)	-
Additions to board designated assets	(532,000)	532,000	-	-	-	-
Change in net assets from non operating activities	(532,000)	1,320,328	788,328	1,104,577	1,892,905	668,830
Change in net assets	(508,749)	351,073	(157,676)	1,400,197	1,242,521	(330,334)
Net Assets, Beginning	2,185,879	8,982,118	11,167,997	3,596,953	14,764,950	15,095,284
Net Assets, Ending	\$ 1,677,130	\$ 9,333,191	\$ 11,010,321	\$ 4,997,150	\$ 16,007,471	\$ 14,764,950

Great Dreams

Capacity Campaign

We continue to make great progress towards investing in places, people, and programs at Tubman. As we enter the final stages of the campaign, we continue to fundraise to ensure that we can meet all of our campaign goals. We are so thankful to both our long-time supporters and the 1,151 new donors since the start of the campaign for investing in Tubman and victim-survivors on their paths from fear to freedom.

As we have reached critical fundraising milestones, the Great Dreams Campaign has begun several of the capital improvement projects at Harriet Tubman Center East:

- Completed the roof repairs! No more leaks in the roof during snow melting season.
- Construction of the elevator on the community side of the building is under way, increasing much-needed accessibility, client safety, and confidentiality.
- Preparation has begun for construction on Harriet's Haven for Pets, the new onsite pet-dedicated space, as well as new windows in the residential area, and electrical upgrades.

We look forward to celebrating the successful completion of the campaign with you later in 2025.

Our Vision for the Future: Tubman Food Innovation Center



Part of the programs component of the Great Dreams Campaign included a feasibility study to determine the best use of the dormant commercial kitchen at Tubman East. This study was completed and in November 2023 **the Board unanimously approved the next phase of project planning to create the Tubman Food Innovation Center as a social enterprise that will generate revenue to support Tubman's core services**—an essential strategy, given government contract funding is anticipated to remain flat at best, coupled with the increased costs of providing services.



The Tubman Food Innovation Center would be the new home for a state-of-the-art food manufacturing facility for under-funded food entrepreneurs and a commercial kitchen to produce and deliver hot meals for people who are experiencing homelessness and are unsheltered. It is important to note that Tubman is not expanding our mission to deliver food programming. Rather, we are partnering with **4AccessPartners, FoodOps, InvolveMN, and Food Works Group** to secure funding, renovate the space and operate the Center. Each of these partners brings incredible expertise and each are values-aligned with our mission.



We are in the process of raising \$4.5 million (separate from the Great Dreams Campaign) **to transform the space and purchase the specialized equipment.** To build a comparable facility from scratch would cost an estimated \$20 million. Once launched, the business plan projects the Center will be cash positive within the first 12-18 months of operation. If you would like to learn more about this project, please contact Dana Nelson, Great Dreams Campaign and Social Enterprise Fund Director at dnelson@tubman.org.



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**Always remember,
you have within you
the strength, the patience,
and the passion
to reach for the stars,
to change the world.**

- Harriet Tubman