

## Honoring Harriet Tubman Day with an Underground Railroad Experience



In March we honored Harriet Tubman Day through an Underground Railroad experience for our clients, created by our interns and shelter staff. "My vision was for the people we serve to experience the freedom of following the North Star, and how that was achieved with the guidance of a community supporting Harriet Tubman's freedom," said Raye Black, Tubman's Shelter Community Manager. With various stops full of information about the history of the Underground Railroad, both staff and clients made their way to the North Star, where we celebrated freedom and honored Tubman's inspirational words to, "Keep Going".



### Inside this year's summer newsletter:

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- An in depth look at Tubman's clinical services and how they support people seeking safety, hope, and healing, p. 4 -7
- Wellness practices you can use from The Trauma Stewardship Institute, p. 8 - 9
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**“May the Revolution be Healing.”**

~ Dr. Joi Lewis



**By Jennifer J. Polzin**  
Tubman CEO

In January 2017, the staff at Tubman had the privilege of working with Dr. Joi Lewis for the first time. Her workshop *Calm in Chaos: Radical Self-Care* helped us set the stage for strengthening the culture of wellness we aspire to as a team and as a larger community. As she writes in her book *Healing*, “It is possible for us to be free, laugh loud, eat well, raise hell, cry hard, say no, say yes, jump high, lay low, have boundaries, and be connected. We are worth all of this—and this is radical self-care.”

In that spirit, this newsletter highlights Tubman’s mental and chemical health services. Read on to learn more about our programming and some wellness practices that all of us can use (now more than ever!). You’ll also hear from long-time supporters Maria and Ann about why they helped us create Melissa’s Connections Group to build a community of connection for people struggling with both mental and chemical health. We are deeply grateful for their generosity, and I invite you to join us in making a gift to help close the funding gap so that our clinical services can continue to meet the high demand for healing.

Thank you for standing with trauma survivors, and for the many ways you show up for yourself and one another. Whether you are a survivor, donor, volunteer, community partner, or are connected to our mission in some other way, please know that you have a standing invitation to contact me anytime at [jpolzin@tubman.org](mailto:jpolzin@tubman.org) or 612.767.6697. I’d love to listen and learn what inspires you to support Tubman, what we’re doing well, and where we can do better.

In peace and partnership,

A handwritten signature in cursive script that reads "Jen".

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## **MN Legislature Passes \$3.38M in Capital Improvements for Harriet Tubman Center East!**

The 2023 legislative session included passage of many critical policy and funding bills to support the issues facing our clients and broader community. Included was a capital investment appropriation of \$3.38M in cash bonding for safety and accessibility improvements at Tubman East! This award demonstrates bipartisan support and the importance of public/private partnership as part of the Great Dreams Campaign (see more on p. 11).

We are incredibly grateful to the chief authors of our bill, Representative Leon Lillie and Senators Tao Xiong and Karin Housley; Capital Investment Committee Chairs, Representative Fue Lee and Senator Sandy Pappas; and all of the Capital Investment Committee members in the House and Senate.

We’re also excited about other new legislation that will profoundly impact the people we serve and all Minnesotans, including critical bills on gun violence prevention; establishing the Office of Missing and Murdered Black Women and Girls; increased funding for crime victim services, the Homeless Youth Act, youth intervention programs, and rental assistance; the PRO Act for reproductive healthcare; creation of a child tax credit to reduce child poverty; universal school meals; earned sick and safe time; and much more.



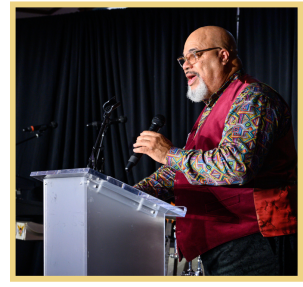
# SUMMER CELEBRATIONS

It's been another great summer at Tubman as we've been out in the community at various events, including Juneteenth and Twin Cities Pride. We also held our own Juneteenth celebration at Harriet Tubman Center East. "Our theme was family unity, both to honor and remember that as slaves, our families were broken apart," shared Raye Black, Shelter Community Manager. Our residents celebrated family unity and freedom with food, games, and entertainment provided by Afrocontigbo Dance and Titambe West African Drumming.



## 2023 Starlight Soirée

In May, Tubman held our 14th annual Starlight Soirée. The energy and buzz in the room may have made this our best Soirée yet! Our gracious host, actor and vocalist T. Mychael Rambo, sang us through a meaningful evening, along with the help of spoken word artist Brittany Delaney, our auctioneer Glen Fladaboe, and music from the International Reggae All Stars. Our silent auction, a champagne reception, dinner and dessert, a lively game of heads or tails, the live auction, and the incredible stories of two of our clients created an evening to remember. Thank you to all who attended, contributed, volunteered, and celebrated with us! Together we raised \$233,700 for client services. We look forward to seeing you at next year's event.



**SAVE THE DATE:**  
**Friday, May 3, 2024**

(Clockwise, L to R: Guests bidding during the live auction; spoken word artist Brittany Delaney; Soirée guests in the ballroom; auctioneer Glen Fladaboe and Tubman CEO Jen Polzin; host and performer T. Mychael Rambo,

# Get to Know Tubman's Mental & Chemical Health Services



Tubman offers a wide range of trauma responsive services that focus on the unique needs of each individual. While some of the groups are curriculum focused, our clinical team works hard to customize services based on the people in the program at the time.

## Individual, Couples, or Family Therapy

Mental health therapy (virtual & in-person) is offered for people of all gender identities and ages for individuals, couples, and families. These services also include mental health (MH) assessments and group intakes.

## Dialectical Behavior Therapy (DBT), including Queer DBT

This program offers group and individual DBT services to adults who want to learn how to “take control” of emotional aspects of their lives. Participants become more aware of their emotions and learn about and develop skills to manage their emotional reactions and responses to difficult situations. Skills such as mindfulness, distress tolerance, emotional regulation, and interpersonal effectiveness are developed in this Minnesota Department of Human Services-certified program. Tubman offers both all gender groups and an open and affirming LGBTQ+ Queer group.

## Violence Intervention

This 21-week treatment program is for people who struggle with anger or have been abusive. Participants learn to transform their behavior by understanding their reactions, and learn skills to manage difficult situations with alternatives to the use of violence or abusive behaviors. Individuals can choose to participate or be referred by court, probation, child protection, or other agencies. Groups are divided by gender, with day and evening options.

## Trauma Focused Services

Our individual therapy services, trauma skills group, and all of our groups are trauma responsive with care taken to create a learning and healing environment that is safer and supports individuals who may experience challenges as they work through past traumatic events. Tubman offers a 12-week closed psycho-educational therapy group for people wanting to learn and practice skills to manage and reduce the disturbances to daily life caused by traumatic experiences.

## Substance Use Services

We offer chemical health assessments for people ages 15 and up, including comprehensive assessments. Additionally, we offer a Sober Curious group to provide support for people who are interested in exploring the impact of substance on their lives and Relapse Prevention services for women who are in recovery and desire a professionally facilitated and structured group to strengthen their sobriety. Additionally, three of our therapists are dually licensed as Mental Health (LPCC) clinicians and Licensed Alcohol and Drug Counselors (LADC), providing more individualized services for people struggling with both chemical or substance use and mental health challenges.

“I wanted to say, thank you so much. We have been working together for 2 years now... I have never had such a safe, informative, and trustworthy provider.”



“I feel like there are very few effective Band-Aids in the journey toward mental and emotional wellness. In my case, I have appreciated my therapist's patience and persistence in helping me heal in more lasting and transformative ways.”



# Get to Know Tubman's Mental & Chemical Health Services



## The Story Behind Melissa's Connections Group

According to the Substance Abuse and Mental Health Services Administration, more than one in four adults living with mental health challenges also have a substance use problem (SAMHSA, 2023). Often, people experiencing these co-occurring disorders struggle to find sustainable help and support, and Melissa (pictured) was one.



Melissa and her dog Bentley

Melissa struggled for years with addiction and depression, never finding a facility in New York that simultaneously treated her mental and chemical health challenges. Her mother Maria shared how difficult Melissa's journey was without that integrated support for both her mental and chemical health, which led to her death at age 28.

Later that same year, Melissa's sister Ann found Tubman. "We found that they looked at the whole person," said Maria. It was then they reached out about doing something in honor of Melissa to help support other people experiencing both mental and chemical health challenges. Her mother Maria shares, "That's why we had the idea for doing Melissa's room, if there could be a place where people could come, that they could meet each other with similar problems, both mental and chemical (health), that they could understand each other".

With Ann and Maria's support, Tubman continues to offer a free drop-in support group, Melissa's Connections, for people experiencing chemical and mental health issues and concerns. The weekly group serves all genders and you can learn more by calling 612.825.0000.

To read more in depth about Melissa's story, you can go to our blog at [tubman.org/news-events](https://tubman.org/news-events).

## Did You Know?

Tubman has three dually licensed clinicians who can provide support for people experiencing both mental and chemical health challenges.

Our shelter services provide culturally grounded and trauma informed mental health services for residents through our partnership with Dr. Garrett-Akinsanya of Brakins Consulting, including individual and group therapy sessions.

Tubman offers a transformational 21-week program for people who use violence. Our Relationship Violence Intervention Program helps people understand their reactions and learn how to respond to challenging situations without violence.

## Therapist's Corner: How do you practice wellness?

HERE'S WHAT SOME OF OUR THERAPISTS SAID

“ Inviting in curiosity about myself rather than judgment. ”  
~ April DeJarlais

“ Connecting to my cultures and spending time with my family. ”  
~ TaLisa DeJesus

“ Therapy and creating space for rest. ”  
~ Katrina Ferguson

“ Spend time outdoors and enjoyable forms of movement and activity. ”  
~ Laura Colodoro

“ Cooking whole foods. ”  
~ Robin Fischer

# Tubman's Mental & Chemical Health Services Support People on their Journeys to Healing



For over 45 years, Tubman has served survivors of trauma and domestic violence in the Twin Cities metro area as a multiservice organization serving adults, youth, and families. In 1974, Chrysalis, a Center for Women began with support groups and chemical health services for women. Over the years, our services have evolved, expanding to serve all genders, couples (same and mixed gender) and adding groundbreaking programs, such as our Relationship Violence Intervention Program (RVIP) for clients who have used violence.

Tubman's trauma-informed mental and chemical health services aim to create a learning and healing environment that is safe and supportive. This may include including being mindful of individuals who may experience challenges as they work through past traumatic events. With this in mind, great care is taken to build programming which center individuals' identities and needs.

## Ways Your Gift Can Make an Impact:

- \$25 can cover childcare during a therapy appointment
- \$50 can buy workbooks or art supplies to support the healing process
- \$75 can help provide internet service to participate in telehealth sessions
- \$90 is the average cost of one individual mental health session
- \$170 is the average cost of one chemical health assessment
- \$375 can cover one group session of treatment to help transform abusive behavior
- \$840 can cover a week of DBT programming for one client
- \$1,440 can cover four months of weekly therapy for one client
- \$4,500 is the average cost of a 12-week therapy group for 10 people

“Approximately 90% of our clients have experienced some type of traumatic event, which may not even be revealed until months, or even years, into a therapeutic relationship.”

**- Birgit Olsen Kelly, PhD, MSW, LICSW  
Director of Clinical Services**

As a result, we design support mechanisms for individual and group therapy for all genders, ages, and cultural identities, both inclusive and affinity group based, such as our Queer Dialectical Behavior Therapy (DBT).

Our mental and chemical health programs continue to thrive as we expand our group offerings, including adding a Relapse Prevention group and a Sober Curious group to meet community needs for people seeking additional support for their substance use and recovery.

Tubman has also been intentional in hiring more dually licensed practitioners who can holistically treat the needs of clients with both substance use and mental health challenges. Our dually licensed clinicians also serve a vital role in consultation and assessments for our entire clinical team.

## What's Next?

To foster further healing, we are developing an Intensive Outpatient Treatment program for people who have experienced trauma in their lives. The ideal program will include skills building, mind/body interventions, nutrition classes, and integrative medicine interventions such as acupuncture and healing touch. "There is a high demand for more intensive and longer term trauma related programming in the community," Birgit shared.



# Will You Help Us Raise \$30,000 for our Mental and Chemical Health Services?

## Supporting Accessible Healing Services in Our Community

The need for mental and chemical health services continues to increase around the country, and our community is no different. Further, both the cost to receive therapeutic services and to provide them, continue to rise.

At Tubman, we strive to provide accessible therapy services to those who can least afford it. We accept clients with Medicaid or Medicare, and 86% of our clients are low-income. We do not restrict access based on insurance and aim to ensure everyone who needs support can access it, regardless of their insurance provider or financial situation. Our services are accessible to approximately 600 people annually, with our clients typically receiving 20-25 hours of therapy, and many participating for over a year. We serve a diverse population, with 40% of our clients identifying as BIPOC, 30% as LGBTQ+, and 30% are living with a disability. It is important to recognize that discrimination across sectors and lack of financial resources can lead to additional emotional distress and trauma, especially for historically marginalized populations. Often, people needing mental or chemical health services are forced to choose whether they put food on their table, or go to therapy. We are trying to change that.

Last fiscal year, our program budget deficit (after insurance reimbursements, other program service fees, and dedicated grants) was \$312,477. This deficit averages approximately \$500 per client. Our average annual cost per client is \$2,300/year, with many clients receiving multiple services. This deficit is a result of many factors. For example, many of our clients are juggling multiple crises. If a client needs to cancel at the last minute or doesn't show up for their appointment, their therapist can't fill their appointment with someone else on the waiting list. We also can't recoup those costs—especially if the client is on Medicaid or Medicare.

“For many people we serve, spending money on therapy feels like a luxury, when it could instead be spent on their child's healthcare or groceries.

~ Birgit Olsen Kelly

**On average there is a \$500 gap between the cost of services and the level of reimbursement, per client.**

Our cost of doing business has also risen. Like most industries, wages have increased and in order to remain competitive in the marketplace, we make changes to ensure our compensation packages are at market rate. Additionally, as a community health organization we are not only providing therapy services, but also supporting the additional needs of our clients such as lending a laptop or helping cover the cost of their internet services, so a client can do therapy virtually. We may help cover the cost of rent for a client or provide them with a gas card so they can get to their job. A client may have a need for diapers, hygiene products or food for their family; we support that too.

Supporting someone experiencing mental or chemical health, or both, requires more than a therapy session or two. It requires a robust approach by Tubman's clinicians, continual training, adequate compensation, and the ability to support needs beyond therapeutic ones for our clients. It requires more resources.

Please consider making a gift today to invest in the health and wellness of our community. Your contribution will help us continue to serve people who need our mental and chemical health support. Contributions\* can be made with the enclosed envelope, online at [tubman.org](http://tubman.org), or by calling us directly at 612.825.3333.

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





# Tiny SURVIVAL GUIDE

THE TRAUMA STEWARDSHIP INSTITUTE'S

**PROTECT YOUR MORNINGS**  
[or whenever you wake up]  
less cortisol, more intentionality.



**GO OUTSIDE**  
[or look outside]  
perspective, context +  
something larger than this.



**BE ACTIVE**  
[avoid stagnation]  
in body, mind, spirit.

**CULTIVATE RELATIONSHIPS**  
those that are edifying + healthy.

**NURTURE GRATITUDE**  
what is one thing, right now,  
that is going well?



**DETOX**  
if navigating addictions  
be wise + safe  
limit news + social media.

**SPEND TIME WITH ANIMALS**  
↓ stress hormones, ↑ comfort.



**METABOLIZE ALL YOU ARE EXPERIENCING**  
re-regulate your nervous  
system.



**SIMPLIFY**  
[less is more]

be aware of decision  
fatigue + cognitive overload.

**ADMIRE ART**  
the gift of feeling transported.

**LAUGH**  
pure humor = a sustaining force.

**FOSTER HUMILITY  
& EXTEND GRACE**

self-righteousness  
+ hubris = unhelpful.

**SLEEP**  
to cleanse + repair brain + body.

**CLARIFY INTENTIONS**  
how can i refrain from causing harm,  
how can i contribute meaningfully?

**BE REALISTIC + COMPASSIONATE**  
[with yourself]  
be mindful of the quality of your  
presence. it means so much  
to others.

www.traumastewardship.com

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The intentionality and openness that Tubman therapists bring to their work created such a supportive environment for me to feel safe enough to explore what is going on with me and what changes are possible for me.

# Program Highlights

## Shelter Services

We remain committed to providing an experience that welcomes residents, centering a holistically caring environment that is mindful to the needs of people we serve. We launched a new partnership with Brakins Consulting, led by Dr. BraVada Garrett-Akinsanya, to provide no-barrier, no-cost mental health support with individual and group therapy that is culturally relevant and trauma informed. This year our staff and interns also hosted our first annual Underground Railroad event for our clients to honor and share the life and history of our namesake, Harriet Tubman.

## Legal Services

Legal services continue to both serve clients and the community through various ways. We recently expanded our pro bono Safety Project advice clinics for low-income clients to provide more people with legal advice and court preparation prior to their hearing, if their case has not yet been placed with an attorney. Additionally, in January of 2023, Tubman began a partnership with the City of Crystal in Hennepin County to provide civil and criminal legal advocacy services.

## Clinical Services

Our mental and chemical health services remain focused on accessibility by continuing to offer both online and in-person services. We also added some new groups, such as our Relapse Prevention Group for individuals who have completed substance use treatment programs and are seeking additional support for sustaining their learned skills. Also new is a Sober Curious group for people wanting to explore their own substance use and consider its impact on their overall life and functioning, in a supportive and accepting environment.

## Housing Services

Economic barriers and wealth gaps persist for the survivors we serve. Tubman continues to ensure our clients have access to survivor advocacy, financial assistance, and support with additional resources and connections to achieve goals they have identified to sustain positive changes. Our Economic Advancement program, co-developed with survivors, has also expanded financial and career partnerships, such as Hennepin County Workforce Development Collaboration, have helped improve the future prospects of clients we serve who have been impacted by violence.

## Youth Services

We are in our fifth year in partnership with the City of Minneapolis and the Youth Step-Up program, providing community-based violence prevention and youth outreach programs, and are excited to work more with MN Teen Activists in coming months to further elevate youth voices building anti-violence strategies in our community. Our youth site-based housing and community-based rapid rehousing continue to help people progress towards goals they never thought possible. Additionally, we incorporate the voices of our youth clients who are entrepreneurs and young activists passionate about contributing and driving meaningful change in these programs. Some have also donated art they've created for our NorthStar Youth Outreach Center in Maplewood Mall, which just celebrated its fifth birthday! We are always seeking volunteers to work with youth in this space. If this is you, please visit [tubman.org/give-help](https://tubman.org/give-help).

### **TUBMAN IS IN NEED OF GROUP VOLUNTEERS!**

Looking for a fun way to make an impact with your friends, family, or co-workers? Volunteer for a one-time or ongoing group project! Call 612.825.3333 to learn more.



# Community Phase of the Great Dreams Campaign is Launched!

In 2021, Tubman began dreaming about a campaign to strengthen the future of the organization. The board, staff and clients spent time imagining what could be possible with a focused investment in Tubman.

## THE GREAT DREAMS CAMPAIGN

A small team started planning the Great Dreams Campaign. The team included organizational and program leadership paired with a campaign committee led by Co-Chairs Junita Flowers and Jake Blumberg.

The team considered what needs were apparent today and what Tubman could do to position ourselves to meet the needs of individuals, families, and the communities we serve. The campaign planning team formed a plan to raise \$8.5+ million to invest in the places, programs and people of Tubman. This would be a major investment in Tubman's future, ensuring we stay on the forefront of serving people impacted by violence.

## THE GREAT DREAMS CAMPAIGN: AN INVESTMENT IN TUBMAN'S PLACES, PROGRAMS, AND PEOPLE

**Places:** The Great Dreams Campaign will make critical infrastructure improvements to increase the accessibility, safety, and utility of Harriet Tubman Center East in Maplewood. Specific areas of improvement are electrical systems, windows, roofing, the addition of a public elevator and accessible restrooms, and a feasibility study about the commercial kitchen space.

**Programs:** Money raised during the campaign will be invested into our innovative programs, including deepening of community service delivery, prevention and youth work and the creation of a new pet shelter located at Harriet Tubman Center East to reduce one more barrier to seeking safety.

**People:** The campaign will also invest in the people that make Tubman a respected and trusted community resource to ensure the highest quality professionals are there for youth, adults, and families facing some of the most difficult moments in their lives.

## CAMPAIGN MOMENTUM

Thanks to generous lead donors like Fred C. and Katherine B. Andersen Foundation, Hugh J. Andersen Foundation, and capital investment funds from the Minnesota legislature, we're over 80% of the way to our goal of \$8.5 million! Now we're asking the community to help us raise the final \$1.7 million. To help us in the public appeal, Otto Bremer Trust has committed a \$500,000 challenge match to spur giving between now and May of 2024. Over the next nine months, Tubman will be engaging the community through friends and family gatherings, mail and digital campaign appeals.

## HELP US MAKE GREAT DREAMS A REALITY

We rely on Tubman's champions to help raise awareness and inspire giving. You can help us achieve great dreams by taking action today:

- Join us on a tour of Tubman East to learn more about the necessary capital improvements
- Make a personal gift to the campaign—payable over multiple years
- Set up a personal fundraiser on GiveMN
- Ask your company or employer to make a gift or sponsorship commitment

## GET INVOLVED

Visit the Great Dreams website ([www.tubman.org/greatdreams](http://www.tubman.org/greatdreams)) or reach out to Dana Nelson, Great Dreams Campaign Director at [dnelson@tubman.org](mailto:dnelson@tubman.org) or 612.965.9885.

## GIVING THANKS

Tubman expresses our gratitude to the many volunteers, staff, and clients who are making this campaign a reality. We show deep appreciation for those that have already pledged to the campaign, including 100% of Tubman's Board of Directors, numerous community foundations and individuals from across the region who are investing in Tubman.

### COMMITTEE CHAIRS:

Jake Blumberg and Christina Farhart  
Junita Flowers

### CAMPAIGN COMMITTEE:

Marcia Ballinger  
Tommie Braddock  
Shannon Brooks  
Donnie Brown  
Colleen Carey  
Keyla Duran  
Sarah Erickson  
Diane Gates  
Erin Horne McKinney  
Mary Lucic  
Jeff Justman  
Christina Kolles  
Laureen O'Brien  
Rachael Reiling  
Max Rosen  
R. Christopher Sur\*  
Sapna Swaroop  
Jonathan Weinhausen

\* Active committee member until his death in  
February 2023



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# STARLIGHT SOIRÉE

**SAVE THE DATE! FRIDAY, MAY 3, 2024**

Tubman Chrysalis Center  
4432 Chicago Avenue S  
Minneapolis, MN 55407



Harriet Tubman Center East  
1725 Monastery Way  
Maplewood, MN 55109

**Tubman's mission is to advance opportunities for  
change so that every person can experience  
safety, hope, and healing.**

To update your mailing address, please call 612.825.3333