

2023

TUBMAN

COMMUNITY

IMPACT

REPORT



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ABOUT THE COVER ART & THEME

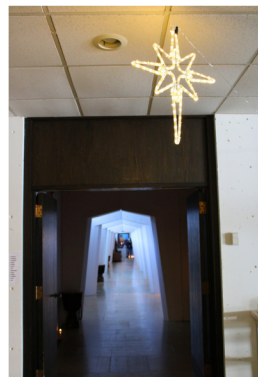
Last year, in honor of Harriet Tubman Day, our interns and staff created an Underground Railroad experience for our clients. Dressed as Harriet Tubman, staff member Kiki led clients and staff through historical moments of the Underground Railroad, of which Harriet Tubman was one of the most important conductors.



Born into slavery in 1822, Harriet Tubman created great impact in her lifetime as an Underground Railroad agent, abolitionist, Civil War spy and nurse, suffragist, and humanitarian.

Throughout this report you'll see colors of gold that are a nod to the light from Harriet's lantern as well as designs that represent tracks and paths of an underground railroad to freedom.

Harriet Tubman led the way to freedom for 70 enslaved people, reminding them to "Keep Going."



FROM OUR BOARD CHAIR AND CEO

Dear Friends and Supporters,

We're pleased to share our 2023 Community Impact Report with you! You'll find all the essential financial information, the report card on our progress toward our strategic plan goals and racial equity work, program highlights and photos of the year in review, the status of our Great Dreams Campaign, and a bit about what's on the horizon.

Here's an excerpt from a recent conversation we had about what stands out the most about the past year at Tubman.

Donnie: With a plethora of initiatives on the horizon, at our annual meeting in March 2023, my request to the board was concise, yet simple: "Read Up, Show Up, and Speak Up." This mantra has reverberated throughout Tubman, as evidenced by the participation reflected in the recent engagement surveys from both our board and staff. These sentiments also resonate with our clients and the broader community of supporters. "Read Up" underscores the importance of understanding the issues at hand and their significance. "Show Up" emphasizes active engagement, utilizing our energy and resources to effect meaningful change. And "Speak Up" embodies the courage to confront issues with truth, catalyzing transformation in our circumstances and the world around us.

Jen: I love that. One of the things I keep reflecting on is Brittany Delaney's poem she wrote and performed at last year's Starlight Soiree [see pages 8-9]. Her writing is such a powerful, raw, brilliant description of moving from fear to freedom. The lines that struck me that night, hearing it for the first time, and that have stayed with me ever since are, "And on the other side is life jackets/And i didn't need them because i couldn't swim/I needed them because i swim too well in troubled water." I think that learning to swim is a great metaphor for our prevention work, yet unlearning all the ways we grow numb or over-function just to survive is the intervention work. At Tubman, we know that both prevention and intervention are essential to our mission of safety, hope, and healing. And that sustaining and leading change is also vital — and every one of us can play a role in each of these things, individually and collectively.

We also talked about what's next for Tubman in the coming year. A few highlights to note: we're expanding our housing work by embedding our "housing first" approach across all programs, increasing staff to help navigate housing options, and providing additional rental assistance and aftercare services to residents leaving our shelter program. We're also working hard to meet the demand for addiction-informed mental health services, increase funding for our legal services to keep up with the high



Donnie Brown, Board Chair (L) with Jen Polzin, CEO (R) at last year's Starlight Soirée

demand in Ramsey County, and expanding our services at NorthStar Youth Outreach Center.

Thanks to our generous community, we're making tremendous progress in the Great Dreams Campaign. As of the end of March 2024, we've raised over \$7.56 million and are 89% to our goal of \$8.5 million by the end of 2025 to make additional investments in our places, programs, and people. We're ready to make necessary capital improvements when the funds are secured, and are currently raising the funds to establish Harriet's Haven for Pets onsite at Harriet Tubman Center East, in addition to recruiting foster volunteers — both of which mean that survivors will no longer have to choose between safety for themselves and their children, and safety for their pets. We still have about \$80,000 in matching funds from the Otto Bremer Trust, so now is a fantastic time to get involved by investing in the Great Dreams Campaign!

We have so much to be grateful for and excited about, not the least of which is being part of a world where survivors and supporters come together fueled by common purpose and vision: thriving people, healthy relationships, and peaceful communities.

Yours in partnership,

A handwritten signature in black ink, appearing to read "Donnie Brown".

Donnie Brown
Board Chair

A handwritten signature in black ink, appearing to read "Jennifer J. Polzin".

Jennifer J. Polzin
Chief Executive Officer

MISSION, VISION, & VALUES

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, genders, and cultural backgrounds who have experienced various forms of trauma, including relationship violence, sexual exploitation, 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.

VOLUNTEERS IN ACTION

In 2023, over 368 individuals and groups contributed more than 25,058 hours of volunteer service, including 140 interns and 69 pro bono attorneys. Their dedication and service allows Tubman to continue providing services which help light the path from fear to freedom. We are so grateful and honored for their commitment and work.

Tubman partners with more than 30 schools and colleges, 20 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.



ADVOCACY IN ACTION

Supporting our clients means addressing their immediate needs for safety and healing, as well as advocating for changes to the systems that create barriers to safety and healing for people experiencing violence and trauma.

We continue to partner with our coalition partners, including Violence Free Minnesota, Minnesota Coalition Against Sexual Assault, Metropolitan Alliance of Connected Communities, Youth Intervention Programs Association, Minnesota Coalition for the Homeless, and the Greater Twin Cities United Way, through testimony and advocacy as we seek changes in housing, economic justice, and violence prevention.

Additionally, Tubman received \$3.388M in cash bonding last year for infrastructure improvements to Harriet Tubman Center East such as a public elevator in our reception area, partial roof replacements, electrical upgrades, and completion of fire sprinkling code compliance. We thank our many legislative partners for recognizing the need for services such as ours in the community and supporting Tubman.



Clockwise from top L to R: Senator Sandy Pappas with Tubman staff; Tubman CEO Jen Polzin testifying; Great Dreams Committee Co-Chair Junita Flowers testifying; chief author of Tubman's bill and Representative Leon Lillie with Tubman staff; Tubman bill author and Assistant Minority Leader, Senator Karin Housley with Tubman staff.

2023 SERVICE HIGHLIGHTS

Support in Crisis: 11,834 people in crisis accessed support and resources by phone or in person.

Safety Plans: 5,969 people developed a safety plan by phone or in person.

Shelter & Housing: 244 adults and their 274 children received safety and support at our domestic violence shelter. **Safe Journeys** provided transitional housing and supportive services for **33 youth and their 7 children**. **Rapid rehousing** programs helped **58 youth and adult heads of household and their 34 children** secure and sustain housing in the community, with rental assistance and wrap-around services.

Legal Services: 3,105 clients received **12,869 services** including victim advocacy, legal information, advice or representation in Orders for Protection and family law, or helpline support on legal matters.

Mental & Chemical Health Services: 595 clients accessed addiction-informed mental health support in our licensed outpatient clinic.

School-Based Prevention: 3,718 youth participated in our six week school-based violence prevention curriculum or attended a presentation on healthy relationships and violence prevention.

Youth Advocacy: 1,161 youth and young adults experiencing violence or exploitation received support and services in the community and in Tubman's housing and shelter programs.

Meeting Goals for Stability: 534 clients addressed their wellness, financial, employment, education, or housing goals, individually or in workshops.

Community Education: 2,043 professionals, students, and community members learned about Tubman's services, relationship violence, exploitation, and other topics at community events and presentations.

2023 IN PICTURES





2023 STARLIGHT SOIRÉE

Thank you to the many generous donors who helped us raise over \$247,000 in support of Tubman's programs at our 14th annual Starlight Soirée.

Our emcee T. Mychael Rambo, auctioneer Glen Fladaboe, and live music from International Reggae All Stars provided the entertainment and fun we look forward to every year. Always an evening filled with inspiration, last year was extra special with Brittany Delaney performing a spoken word piece written specifically for our event. Tragically, the community lost Brittany last Fall after a long illness. We honor her and share her poignant and powerful words written for Tubman on the next pages.



A POEM FOR TUBMAN

It's 4 AM

I strap two little ones into car seats with an urgency that is so loud I swallow it's remnants leaving an orchestra of grief playing between the cage of my ribs

In the rearview mirror i catch the almond eyes of my children
And i pull the strength from the souls beneath my feet to tilt the corners of my lips into a smile through the glare of the tears I don't dare let fall in front of them
i tell them we are going on an adventure
Never mind the uphill climb
Or the gear i don't yet have
Never mind the pitfalls
Or the absence of rope

All i have is faith that i am making the best decision for them
And an idea that i deserve happiness and safety in the places i close my eyes
I deserve to wake up to something other than the fear of falling asleep too permanently at the hands of the sandman who decided my love was too bottom heavy
So he flipped me over to even me out
To show me my place was everywhere
Taking me apart piece by piece until I could fit tightly broken

I didn't have time to grab all of me
I had to prioritize the most important part ...starting the list at my babies
Carrying things by the arm full
Knowing some will hit the ground
And right now my only job is to make sure that its not them or me

This time
Under the light of the moon
I have to run
I have to be like Harriet
Find the underground tunnel in this house
Make a map
And follow it out

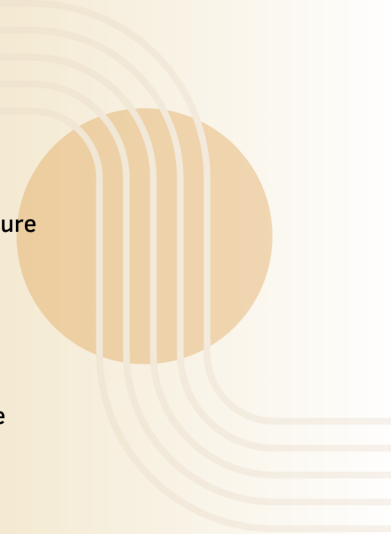
Never look back
And whatever i leave
let it be lost in the fire
Let it burn the bridge back to me
Let it uproot the nearby trees
Let it take the straws we once grasped at
Let the ash inhabit the air
Let it make me unreachable by anyone who took advantage of the rickety pieces of wood here

We arrive at the doors
They are as perfect as they came into this world
And I am embodiment of shambles
I am made more of shame and guilt than blood and bone
And i don't need to ask how i got here
This journey
That location
Was and is muscle memory
A reflex so deep in the generational tissue of my family
That the first time i felt it
I was as sore as lifetimes before me
Ones so heavy it was hard to distinguish nature from nurture
Mom from daughter
Sister from Auntie
Grandma from cousin
Reflection from mirror
This was as old as my bloodline
Walking away was the only new addition exclusive release

I tell my babies we are camping
These bunks are magic
They help us transport wherever we'd like to go
And the only rule to this improv bedtime story is that we can never go back the way we came
I could see the excitement in their faces
They have no clue why this happiness is perfectly placed in the most terrifying moment of our journey

And at this moment
I don't know either
I have never unpacked all of my belongings anywhere
So the layers are both felt and lost on me
I'm just trying to do the best i can to protect them from the same world that trauma got me in

I cry this time
And they ask why
So i tell them
...In this bedtime story
These aren't tears
This is me filling up the ocean so when we leave here
We can swim in clear water
So i can tell you where we are going
And i can tell you what's coming next
And i can see a future in the direction we are heading
So at the fork in our future roads
No matter how familiar
I know not to go left



We hear a knock at the door
And on the other side is life jackets
And i didn't need them because i couldn't swim
I needed them because i swim too well in troubled water
So i put one on
I let the waves push me through because that is the only way out
I'm too tired to keep fighting over flight
So in this bedtime story I decide to imagine myself free
Because even if this is still is the world of make believe
In this story
I can also believe in me

I keep hearing how children are resilient
Far more than we realize
But that is a story rooted in the idea of strength being earned through struggle
And i don't want tough babies
I don't want children who wear armor outside of made up stories
I want my babies to know softness
To be familiar with all 7 layers of their skin
To be courageous enough to be vulnerable
Because i am a child who came up learning to build steel walls around me
To carry the bricks on my back and never ask for help lifting
Life taught me to be tough
And breaking taught me that hard surfaces have expiration dates

It's 10:30 AM
And this is the first time in a long time that my hours stood next to each other while I rested
The sun doesn't hurt here
And the evidence of railroads traveled are finally able to heal
I hold my babies and i let their tears fall
They are helping me fill up our ocean

The orchestra in my chest has changed the score to something more hopeful
So I allow it to lull my children to sleep
I allow myself to be peace
Harriet would be proud
I followed in her footsteps
And because of this
I am free

-Brittany Delaney



*We remember and honor
Brittany Delaney, a
spoken word artist and
arts educator who
graciously wrote and
performed this poignant
piece for Tubman at the
Starlight Soirée.*

Rest in Power, Brittany.



In 2023, we created agency-wide goals for each of our four strategic directions: clients, community, culture, and capacity. Together, these goals guide our mission of safety, hope, and healing and create a pathway for serving our clients, engaging our staff, and supporting our community. On the next page you'll find examples of impact and progress toward our three year strategic plan goals.

Client Goal:

- ➔ 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 Goal:

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

Culture Goal:

- ➔ 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 Goal:

- ✓ 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.

Racial Equity Goals

- ✓ Ensure professional development opportunities are equitable and make pathways to leadership more explicit.
- ✗ Fine tune and implement mechanism for trained peer facilitators to help address future interpersonal racial harms as an alternative to Human Resources when appropriate.
- ✓ Proactively practice ongoing efforts to recognize, support, and advocate for Indigenous people and nations through our Land Acknowledgment work.
- ✓ Conduct staff training on assessing cultural competence with job candidates.
- ✓ Explore offering additional staff affinity groups based on interest.

We remain grounded in integrating racial equity in all we do. In 2023, we accomplished four out of five of our goals, and through further review and feedback from staff, we determined not to move the fifth goal forward at this time.

LEGAL

- Actively built relationships with county commissioners and twelve cities to collaborate and partner to better serve clients
- Facilitated outreach to Native communities to better support clients in tribal court system
- Proposed and received funding for legal services from five different cities and Ramsey County
- Successfully piloted a Safety Project legal advice clinic for clients who are awaiting legal representation for Order for Protection hearings

SHELTER

- Implemented an innovative therapy and support group partnership reducing stigma by having therapists of color who specialize in serving victims of trauma who are Black, Indigenous, and People of Color (BIPOC)
- Reduced the number of beds by 10% to support ability to serve clients with more depth
- Held community events such as a Health Fair, Juneteenth, National Night Out, Domestic Violence Awareness Flag Raising to educate and partner with the community
- Staff helped facilitate a breakout session at the Brain Injury Alliance annual conference

CLINICAL

- With demand decreasing, we discontinued the Co-Occurring Disorders treatment program (COD) for substance abuse
- We continue to support chemical health needs through providing addiction-informed therapy services and by hiring more staff with dual licensures
- Provided psychoeducational group services to Minnesota Correctional Facilities for inmates preparing to discharge
- Continued focus on minimizing barriers to treatment through offering flexible ways to access services both online and in person

HOUSING

- Expanded recruitment networks, volunteer partnerships, including paid opportunities and engaged new collectives, ambassadors, and activist networks in event and leadership opportunities with the agency to better align client and community strengths and needs, maximizing more holistic support (improving advocacy, testifying, better understanding experiences)
- Deepened the neighborhood support networks for clients who are using our community housing programs
- More outreach and partnership with rec centers to connect people to our services in housing and youth

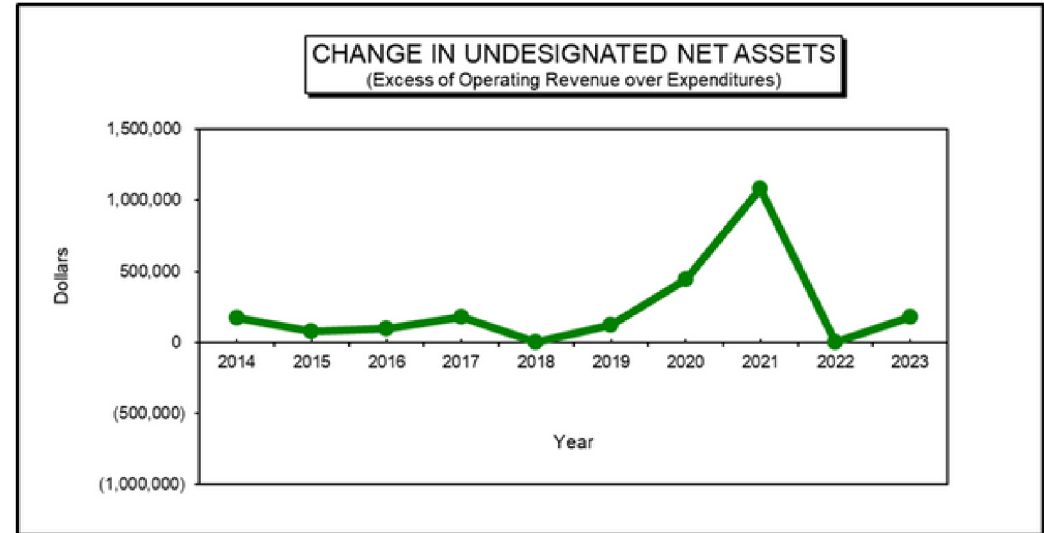
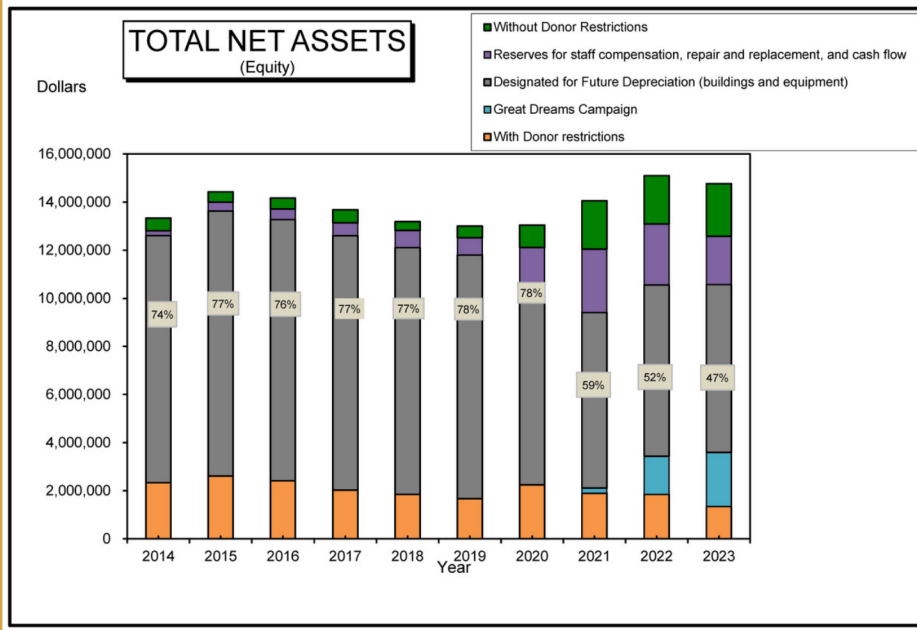
YOUTH

- Received Homeless Youth Act funds for the first time in Tubman's history, which will be used to expand our footprint and operational services for youth at NorthStar Youth Outreach Center in Maplewood Mall
- Gathered input from clients, staff, and community partners to shape and innovate future services such as peer financial coaching, career exploration, and co-creation of art for Tubman's youth spaces
- Based on youth requests, Native artists were invited to our programs to teach jewelry making, helping clients connect to cultural identities and creating more connection and community in the process

ADMINISTRATION & OPERATIONS

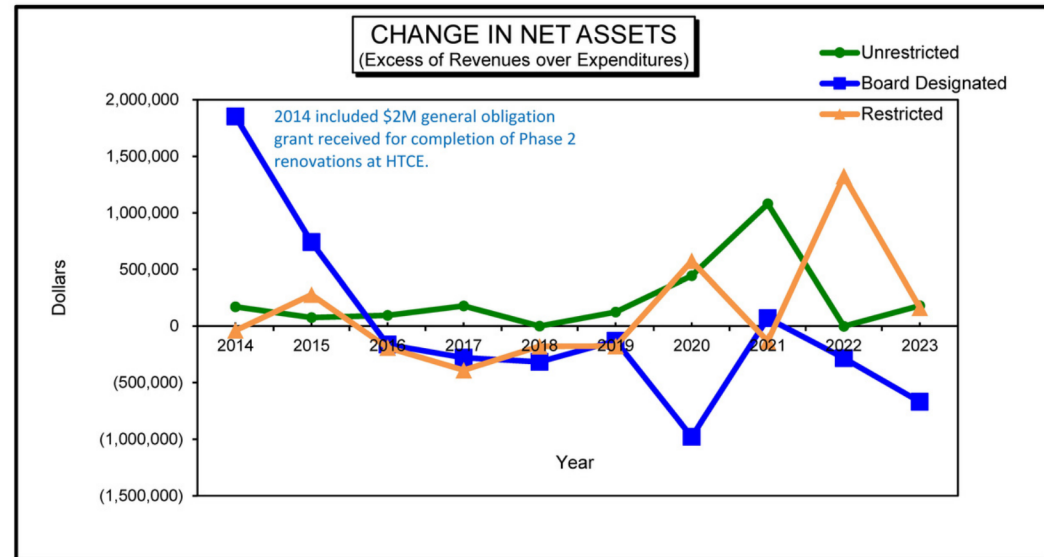
- Total rewards plan enhancements including increasing target hiring rate and giving a 5% increase for all staff to help offset cost of living
- Biennial Employee Engagement survey results improved in all three indices (engagement up 6 points, performance enablement up 1 point, work well up 7 points), and provided valuable feedback on opportunities for improvement
- Refresh of spaces at Harriet Tubman Center East including new carpeting, paint, window coverings, upgraded kitchenettes on residential floors, relocation of shelter/housing welcome desk for improved safety, a new group room for clients, and a new break room for staff

FINANCIAL OVERVIEW



FY23 Public sector funding includes grants and contracts from the following*:

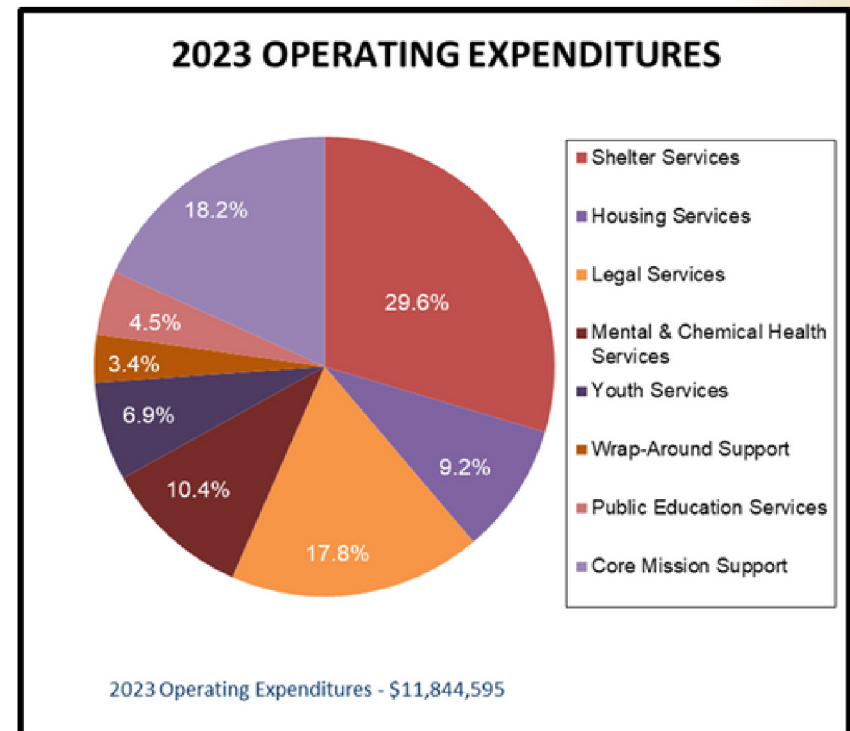
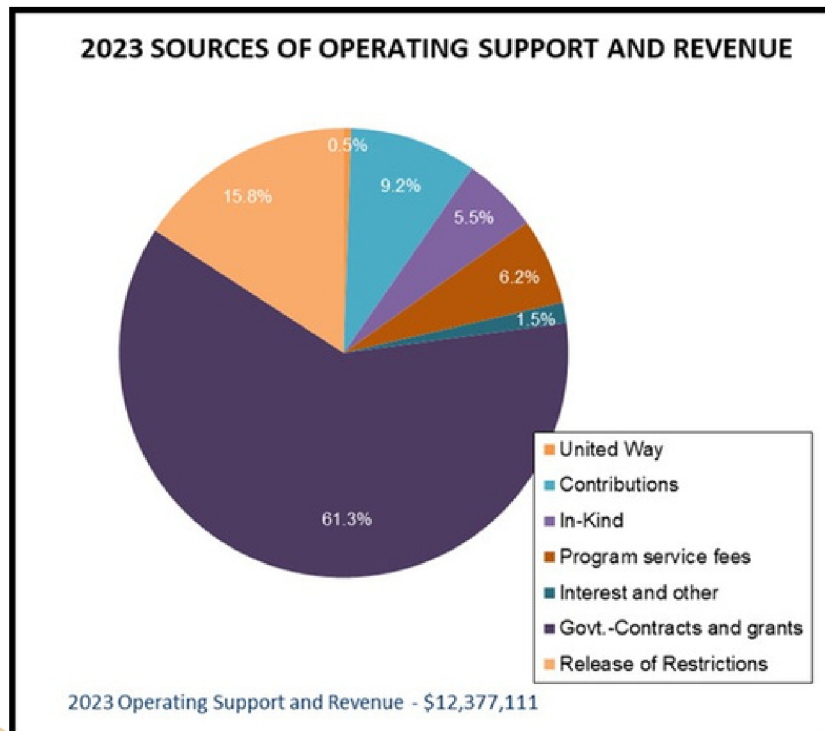
U.S. Department of Health and Human Services COVID-19 - Provider Relief Fund; U.S. Department of Homeland Security Emergency Food and Shelter National Board Program; U.S. Department of Housing and Urban Development Continuum of Care Programs; U.S. Department of Justice Legal Assistance for Victims and Transitional Housing Assistance; U.S. Department of the Treasury COVID-19 - Coronavirus State and Local Fiscal Recovery Funds; MN Department of 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, Juvenile Justice and Delinquency Prevention, Family Violence Prevention and Services; Domestic Violence Shelter and Supportive Services; MN Judicial Branch Lawyers Trust Accountancy Board, Legal Services Account Trust; Hennepin County Human Services & Public Health Legal & Counseling, Benefits Cliff; Washington County Community Corrections Legal Services; Ramsey County Domestic Violence 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 Moundsview Legal Services.



FINANCIALS

Tubman ended the 2023 fiscal year with a modest surplus. As of September 30, 2023, Tubman's net assets totaled \$14,764,950, of which \$6,975,868 (47%) are designated for future depreciation of property and equipment, \$2,006,250 (14%) are designated for repair and replacement, cash flow and staff compensation reserves, and \$2,255,086 (15%) is restricted for the Great Dreams Campaign.

While Tubman's sources of revenue 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. With funding not keeping pace with rising costs, at least one domestic violence program in the metro has closed and others may follow—which means that demand for Tubman's services will 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 18,400 people last year.



**Core Mission Support is the infrastructure that supports our services across the agency and assures the highest level of accountability to our clients, community, and funders. Included are the costs to maintain our facilities, security, technology and data management, financial accounting, etc. A total of 5.1% is used to secure the future resources that fuel our work.*

STATEMENT OF FINANCIAL POSITION AND ACTIVITIES

Tubman

Statements of Financial Position
September 30, 2023 and 2022

	Assets	
	2023	2022
Current Assets		
Cash and cash equivalents	\$ 2,576,474	\$ 3,739,585
Accounts receivable, net of allowance	121,318	10,640
Pledges and grants receivable	1,481,742	1,537,549
Prepaid expenses and other receivable	216,109	105,143
Total current assets	4,395,643	5,392,917
Property and Equipment, Net	11,073,349	11,042,067
Other Assets		
Beneficial interest in assets held by the Saint Paul Minnesota Foundation	209,157	205,021
Restricted cash held for investment in property and equipment	-	178,833
Pledges and grants receivable for Great Dreams Campaign	574,237	250,000
Restricted cash held for Great Dreams Campaign	1,907,851	1,636,256
Restricted cash held for endowments	116,545	116,545
Total other assets	2,807,790	2,386,655
Total assets	\$ 18,276,782	\$ 18,821,639
	Liabilities and Net Assets	
Current Liabilities		
Accounts payable	\$ 221,368	\$ 313,627
Accrued salaries and benefits	284,665	243,590
Accrued expenses	177,644	179,118
Current maturities of debt	165,292	141,220
Total current liabilities	848,969	877,555
Long-Term Liabilities		
Long-term debt, net	2,436,950	2,626,925
Asset retirement obligation	130,000	130,000
Deferred loan agreements	95,913	91,875
Total long-term liabilities	2,662,863	2,848,800
Total liabilities	3,511,832	3,726,355
Net Assets		
Without donor restrictions:		
Undesignated	2,185,879	2,005,363
Designated for future depreciation	6,975,868	7,117,507
Designated for repair and replacement, cash flow and staff compensation	2,006,250	2,535,492
Total net assets without donor restrictions	11,167,997	11,658,362
With donor restrictions:		
Restricted for program use	1,016,165	912,678
Restricted for Great Dreams Campaign	2,255,086	1,586,256
Restricted for property and equipment and other long-term items	325,702	937,988
Total net assets with donor restrictions	3,596,953	3,436,922
Total net assets	14,764,950	15,095,284
Total liabilities and net assets	\$ 18,276,782	\$ 18,821,639

Tubman

Statement of Activities
Year Ended September 30, 2023

	Without Donor Restrictions			With Donor Restrictions	2023 Total	2022 Total
	Undesignated	Board Designated	Total			
Revenue and Support						
Revenue:						
Program service fees	\$ 770,200	\$ -	\$ 770,200	\$ -	\$ 770,200	\$ 886,589
Government contracts and grants	7,586,530	-	7,586,530	-	7,586,530	7,294,037
Investment income	146,264	-	146,264	-	146,264	25,376
Miscellaneous	35,958	-	35,958	4,136	40,094	2,152
Total revenue	8,538,952	-	8,538,952	4,136	8,543,088	8,218,154
Contributions:						
United Way	64,693	-	64,693	126,264	190,957	193,687
Individuals	499,592	-	499,592	63,645	563,237	668,099
Corporations	126,487	-	126,487	44,959	171,446	329,017
Foundations	347,871	-	347,871	186,680	534,551	583,449
Civic and faith organizations	34,730	-	34,730	2,722	37,452	62,839
In-kind	680,294	-	680,294	-	680,294	828,663
Special events, net of direct expenses \$92,544	124,406	-	124,406	-	124,406	146,661
Total contributions	1,878,073	-	1,878,073	424,270	2,302,343	2,812,415
Total revenue and support	10,417,025	-	10,417,025	428,406	10,845,431	11,030,569
Net assets released from restrictions:						
Satisfaction of program restrictions	742,338	178,934	921,272	(921,272)	-	-
Satisfaction of time restrictions	15,933	-	15,933	(15,933)	-	-
Total net assets released from restrictions	758,271	178,934	937,205	(937,205)	-	-
Releases from Board Designation:						
Staff compensation/building improvements	881,242	(881,242)	-	-	-	-
Time restriction for depreciation	320,573	(320,573)	-	-	-	-
Total change in board designation	1,201,815	(1,201,815)	-	-	-	-
Total revenue and support	12,377,111	(1,022,881)	11,354,230	(508,799)	10,845,431	11,030,569
Expenses						
Program services	9,684,130	-	9,684,130	-	9,684,130	9,275,235
Administrative and general	1,484,127	-	1,484,127	-	1,484,127	1,510,881
Development	676,338	-	676,338	-	676,338	579,344
Total expenses	11,844,595	-	11,844,595	-	11,844,595	11,365,460
Change in net assets from operating activities	532,516	(1,022,881)	(490,365)	(508,799)	(999,164)	(334,891)
Nonoperating activities						
Great Dreams Campaign Revenue	-	-	-	1,023,179	1,023,179	1,375,000
Great Dreams Campaign Expense	(354,349)	-	(354,349)	-	(354,349)	-
Satisfaction of restrictions - Great Dreams Campaign	354,349	-	354,349	(354,349)	-	-
Additions to board designated assets	(352,000)	352,000	-	-	-	-
Change in net assets from non operating activities	(352,000)	352,000	-	668,830	668,830	1,375,000
Change in net assets	180,516	(670,881)	(490,365)	160,031	(330,334)	1,040,109
Net Assets, Beginning	2,005,363	9,652,999	11,658,362	3,436,922	15,095,284	14,055,175
Net Assets, Ending	\$ 2,185,879	\$ 8,982,118	\$ 11,167,997	\$ 3,596,953	\$ 14,764,950	\$ 15,095,284

Great Dreams

Capacity Campaign

The campaign committee, board and staff have been diligently working on inviting people to support the campaign, and invest in the places, people and programs of Tubman. HOPEtober was a success in large part because of a record-breaking 500 donors and a \$500,000 challenge match from the Otto Bremer Trust. **As of this writing, we still have \$80,000 in matching funds**, so don't miss the chance to double your impact with a gift to the Great Dreams Campaign.

As of March 2024, the Great Dreams Campaign has raised \$7.56M to date, 89% towards our goal of \$8.5M.

Current Projects

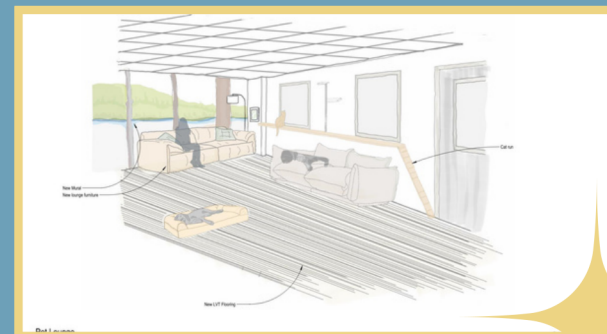
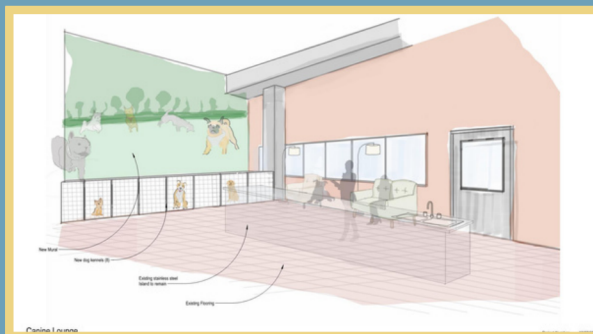
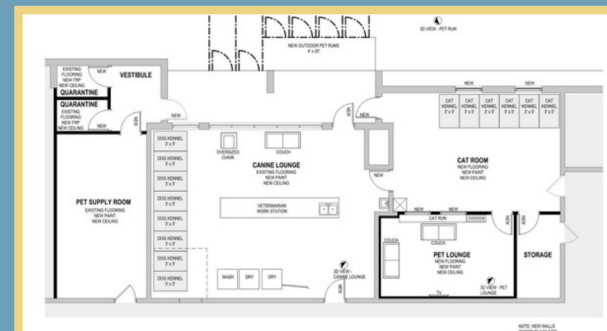
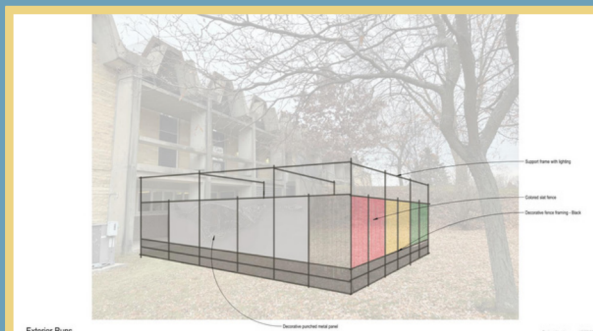
We have kicked off the planning process for the capital improvements at Harriet Tubman Center East and expect to begin several of the projects this year including new windows in the residence, the partial roof repair, and the new elevator which will increase accessibility and safety for our clients.

We also recently completed a feasibility study and plan to renovate the dormant commercial kitchen at Harriet Tubman Center East and create a social enterprise with multiple community partners. We are excited to pursue the viability of the Tubman Food Innovation Center in 2024.

Next up: raising \$1.1M for the construction and programming of Harriet's Haven for Pets.

Harriet's Haven for Pets will be the first onsite refuge for families fleeing violence with their pets in the Twin Cities.

Located at Harriet Tubman Center East in Maplewood, Harriet's Haven for Pets will be a full-service pet refuge that can house eight dogs and eight cats while their owners seek housing for themselves or other temporary care for pets. Harriet's Haven will provide round-the-clock monitoring, routine veterinary care, enrichment areas for families and pets to interact, and outdoor runs for exercise and relief. The space is designed to encourage pets and their families to maintain their bond and enhance healing for both humans and their pets, especially important for families that have endured trauma and violence.



We're raising funds to make this Great Dream a reality—if you or anyone you know is interested in investing in the long term success of Tubman, please contact dnelson@tubman.org.



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COMMUNITY IMPACT REPORT

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