



OUR TURNING POINT

Meeting the needs of our community, beginning with chemical health.

Turning Point, Inc.

Volume 6, Issue 3

September 2015

Greetings from Our President



by Dr. Peter Hayden

What is a logo? It can be defined as “a graphic mark, emblem or symbol used by commercial enterprises or organizations to aid and promote instant public recognition (Wikipedia).” A logo is the image meant to embody the organization, to provide instant recognition.

Turning Point’s logo can be seen at the top of this newsletter. Those of you with sharp eyes will recognize it, and realize we have made some changes. I’d like to share with you the reasons behind those changes.

In the center of the logo is the part we kept, the part that we hope you recognize as Turning Point. The two arrows, one straight and one bent, represent a change in direction. They have been the image of Turning Point for 39 years now, and are meant to tell you we are a time and a place to change your mind. That hasn’t changed.

That central image is now surrounded by an arc in three colors with *Housing*, *Chemical Health* and *Support Services* inside. This tells you what we do.

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Our Organizational Culture

by Elizabeth Reed, Chief Operating Officer

It seems like every day I either hear someone talking about culture or read a newspaper article about culture, and I think to myself as Chief Operating Officer, “What organizational culture do we have at Turning Point?”



I had to first consider what “organizational culture” means. It means the values and behaviors that contribute to the unique social and psychological environment of an organization. WOW. And as us baby boomers used to say, “that’s deep.” Now let’s look at what that means. It’s based on shared attitudes, beliefs, customs and written and unwritten rules that have been developed over time and are considered valid.

I gave considerable thought to our organizational culture here at Turning Point. We use virtuous values to drive behavior. We align our goals and principles around our mission. Our employees’ primary goal is to help people in need and to address social problems. Our culture is based on clear expectations, our experiences, our philosophies and values that hold everything together. We extend freedom in our decision making, developing new ideas and personal expression. All of these things are embedded in our network of organizational practices.

Another key component to Turning Point’s organizational culture is our dedication to serving the African American culture and being a positive influence in our community. Our organizational structure is created to accommodate our community and the values, behaviors and cultural norms of our life experiences. This is ingrained into the structure and practices from the Board of Directors and the executive leadership.

So when thinking about the culture of organizations to which you belong, think about your own personal values regarding productivity and performance, as well as guidelines on the inner workings of an organization. Then ask yourself, “Is this organization a reflection of me?”

MISSION

VISION

SERVICE

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Chemical Health Division Staff Makes the Difference



*Greg Jones
Photo by
Walter
Marmillion*

**by Greg Jones
Chemical Health Director**

The Chemical Health Division is proud to announce that we have two phenomenal new counselors on board. Mr. Mitch Wersal and Ms. Adrienne Lamson are great team players and fit right into the Turning Point family.

Adrienne is an LADC, an RN and served in the mili-

tary for three years. She attended Metropolitan State University, MCTC and St. Mary's Junior College.

Mitch is also an LADC. He graduated with a BA from the University of Minnesota, Duluth in 1997. He served proudly in the first Gulf War and in the Peace Corps from 1999-2001.

Chemical Health also has other key staff who keep the work going. Mr. Comer Henry is completing his second internship at Turning Point. He will be attending the Million Man March in Washington, DC next month. He is doing work well above his call of duties.

Mr. Gary Farr continues to do an outstanding job in our intake process and remains professional at all times. After nearly eight years at Turning Point, he has a deep understanding of not only our systems, but our clients' needs.

Ms. Meca Leonard also continues to do an amazing job in billing and medical records. In the three years she has been here, she not only keeps up with billing, monitoring records for compliance and other daily duties, she keeps a smile on her face in the process.

Ms. Dorothy Jones schedules appointments and does Rule 25 prepping for the counselors. Her steady-

ness and good cheer help both clients and counselors through the complex process.

Ms. Tasslean Parker, our Director of Compliance, has returned from medical leave. She is feeling better and headed towards a full recovery. We will continue to lift her in our prayers as she settles back into her routine at Turning Point.

The Chemical Health Division is dedicated to serving our clients and helping them receive the best treatment possible. I am confident that we have a great staff, one that sets the bar high and will take Turning Point into the future.

A Friend, a Visionary, an Entrepreneur, and a Disciplined Practitioner

by David Nasby



*David Nasby
Senior Vice President
at General Mills
retired.*

A few days ago I ran into an old friend. We first met more than four decades ago, and even then he was anticipating what course his future might take to have him be a constructive contributor to the community.

He had this idea that in order to meet the needs of African American men, it was essential to bear down and take absolutely seriously the unique experiences of these men who had faced a broad range of life challenges. The idea

was to develop a treatment modality that was "culturally specific."

Peter Hayden planted his idea almost forty years ago. Turning Point opened its doors on June 1, 1976. The modest opening in an old house at 1105 16th Avenue North was the beginning. With three staff members, work began.

Now, almost forty years later, Turning Point employs fifty-five people and has provided services to more than 24,000 clients—and that old house at 1105 16th Ave North has been

replaced on that site by a new facility: Ms. Bea's House, a board and lodge facility.

It sounds like Turning Point is holding to its beginning commitment to be a "culturally specific" treatment model.

The reach of Turning Point has certainly broadened over the years, but Dr. Hayden has made certain that the focus of "roots in the community" continues in all of its programs. This is the reason that success is being reached at this remarkable organization.

Thanks, Peter.

Housing Division Bids Farewell to Retiring Employee

by **Stephen Robinson**
Housing Director

How time flies...

There was a day when spending a certain number of years with the same company, organization or sports team was looked upon as a wonderful accomplishment. I'm not sure it now carries the significance it did then. Loyalty, longevity, mutual respect between the employee and employer were recognized with true affection and sincere appreciation. In this world of social media, high unemployment, insufficient housing, rising

health and child care costs and poverty, moving from one job to another or at-will termination seem to be more commonplace and readily accepted.

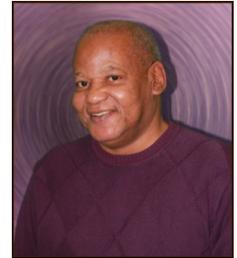
Mr. Howard Ellis has been a valued member of the Turning Point family for over half of the organization's existence. He retired in good standing as of August 30 of this year, and he will be truly missed. Among his many contributions to this organization and the African American community are his being an A1 class individual, his outstanding work as the

Coordinator of our Supportive Housing Program (part of the GRH Demo Project) and the level of respect he has garnered for himself and for Turning Point.

Howard has established a legacy that will stand the test of time on both sides of the river.

I know I can speak for everyone associated with the Turning Point Housing Division by saying

Thank you, Howard. You held down the fort until we could get here. We all know your advocacy isn't over, so



Steve Robinson
Photo by Walter Marmillion

we will see you in your new role.

Please don't ever forget you are loved and appreciated and will be missed by all of us.

Gone but not forgotten...

Marketing Team Plans for 40th Anniversary Celebration

by **Ray Richardson**
Marketing Director

Be on the lookout for a couple of marketing developments that will help shape a new era for Turning Point.

After some intense brainstorming by management and staff, a theme phrase was created to lead the preparation for our 40th anniversary celebration in June 2016:

We Will Not Stop
Being the Right Place,
the Right Time

This phrase will be visible on all promotional material, letters, e-mails and other documents designed to

highlight our 40th anniversary celebration.

In 1976, Dr. Peter Hayden, our founder and president, made a commitment to help people struggling with chemical health, and he continues to provide this much-needed service nearly 40 years later. The words 'being the right place, right time' are a spinoff from a phrase used on our brochures in reference to Turning Point: 'A time and a place to change your mind.'

A lot of thought and discussion went into selecting our anniversary theme. The celebration is a significant milestone in

Turning Point's history. We wanted to be sure we had the right theme to explain our history and what Turning Point represents.

We look forward to sharing our 40th anniversary theme with the public in the coming months.

In addition to our anniversary theme, Turning Point will be launching a new web site in early October. The web site will feature our new logo and give viewers an interactive feel. You will see photos, videos and links to our three main components – Chemical Health, Housing and Support Services.

Ray
Richardson
Marketing
Director



There will also be links to our Facebook page, donation options and information related to our 40th anniversary celebration.

Without question, exciting times are ahead for Turning Point!

Support Services Division



Angela Reed

Photo by Walter Marmillion

by Angela Reed Support Services Director

Good bye to an old friend.

I would like to say thank you and congratulations to Kristine Lindell from Minnesota AIDS Project. She has been our MNSure navigator and is moving to New Hampshire to accept a great opportunity working with the New Hampshire state health department and become a representative for the Centers of Disease Control. Kristine is a very passionate

and understanding woman who has helped many receive insurance. She will be missed.

Special thanks Turning Point just concluded its fall All-Staff Training Day. The event was very impactful and fun. I would like to take this time to say thank you to Michelle Edwards for selecting wonderful gifts, to Kim Weaver for selecting a perfect lunch and to Dorothy Jones for working hard to gather the donation from Wuollet Bakery.

2015/2016 Training Platform

I would like to introduce you to our new training platform. If you would like material with descriptions of our training, please feel free to contact me.

COMMUNITY BASED

- Concentrated Disadvantage
- Sustaining the Positive Effects of Community Programs
- Building on Strengths: Individual, Organization, Community
- Understanding the Populations You Serve and Creating Programs to Meet Specific Needs

INDIVIDUAL LEVEL

- Emotional Intelligence Concepts
- Consequences of Fear in Cross-cultural Interactions
- Communication to Enhance Effective Outcomes
- Ethics and Values that Increase Communication and Outcomes within the African American Community
- Personal Interactions and Development
- Conflict Resolution
- Viewing Your Own Culture in Context of Other Cultures: Understanding American Culture

WORKING WITH AFRICAN-AMERICANS

- Cultural Concepts
- Attitudes and Activities to Avoid Unintentional Discrimination
- Culture and People of Color: Nuances

ORGANIZATION/INSTITUTION BASED

- Organization Culture and Philosophy
- Ethics
- Avoiding Organizational Burnout
- Organization Ethics, Values and Barriers

FOR ADDICTION TREATMENT PROVIDERS

- The Therapist-Client Relationship
- Black Children of Alcoholics
- National Association for Children of Alcoholism: Kids-Parents, Children and Professions

SERVICES

- Cultural Consultation
- Curriculum Development
- Program Development
- Emotional Intelligence Course

President on New Image for Turning Point — *continued from page 1*

Turning Point has always been about treating chemical dependency, and helping our clients seek chemical health. Experience has taught us that doing that takes more than groups – it takes addressing related issues like housing. It takes support services like mental and physical health services, legal consultations, job training and search assistance. Turning Point does all of that.

The colors of the logo are also new. We've chosen warm, earthy colors. Colors that we believe resonate with our African American community. Colors that we have incorporated into our facilities, our meeting rooms, all our printed materials.

And there is one more significant change about our new image. The line just below our name: An Afri-

can American Organization. This is who we are, who we have always been. We claim it with pride. Did you know that Turning Point is the oldest African American organization in the state? We are. Did you know Turning Point is the only chemical health program designed by and for African Americans? We are. Our logo now proclaims it.

These are the elements of our new logo. Perhaps it's not accurate to think of them as *changes* so much as an evolution. Turning Point has evolved, learning over the years what our clients and our community need from us, becoming more confident in stating our mission and our value.

Turning Point is still a time and a place to change your mind. We believe our new

Keeping Up with the Turning Point Family

COMMUNITY NEWS AND MESSAGES

Woodrow Jefferson gives a shout out to Peter and Liz, for their leadership and direction. They are doing such a great job with the changes to the building and changes to our programs as well as the new hires. Keep up the good work!

Stephanie Butler would like to extend a warm "Welcome to our Turning Point family" to Adrienne Lamson, Mitch Wersal, Dwayne Hicks, Irwin Thompson, Tanisha McGraw, Kermit Hill and Anthony Wallace. We are glad to have you all on the team!

Meca Leonard would like to thank Mitch and Adrienne for being such great co-workers and jumping right in. You guys are phenomenal! I'm excited for working with the amazing new counselors, and I'm keeping Ms. Tas Parker in my prayers and welcome her return to work.

Zedrick Blake sends congratulations to Stephanie Butler on her marriage this summer. He also congratulates Angela Reed for giving a good training at the All-Staff Training Day.

BIRTHDAYS

October through December

Merlyn Ware October 4
Marie McDonald October 19
Leonard Freeman Oct. 27
Dr. Peter Hayden Oct. 27
Ed Northington October 27
Woodrow Jefferson Nov. 5
Angela Reed November 6
Steve Robinson November 6
Mitch Wersal November 11
Latanda Etaghene Dec. 4
Meca Leonard December 7
Gary Boatwright Dec. 13
Ray Young December 18

ANNIVERSARIES

October through December

Zedrick Blake 15 years
Linkage Coordinator 10/3/2000
Stephanie Butler 1 year
Receptionist 9/15/2014
Michelle Edwards 9 years
Executive Assistant 10/2/06
Gary Farr 8 years
Intake Coordinator 11/6/07
Jerry Junkman 1 year
Counselor 10/27/14
Marie Neeley-McDonald 1 year
Sista Project Coordinator 12/1/14
Ed Northington 1 year
Linkage Coordinator 11/4/14
Elizabeth Reed 15 years
Chief Operating Officer 10/17/00
Steve Robinson 3 years
Housing Director 10/26/12
Merlyn Ware 1 year
Ms. Bea's House Mgr 10/27/14
Cedric Williams 13 years
Operations Manager 10/12/02
Ray Young 1 year
Linkage Coordinator 10/27/14

HELLOS

Dwayne Hicks
LADC, Contracted Facilitator
 started 8/4/15

Kermit Hill
Linkage Coordinator
 started 8/20/15

Adrienne Lamson
Chemical Health Counselor
 started 7/20/15

Tanisha McGraw
Intern
 started 8/17/15

Irwin Thompson
Chemical Health Educator
 started 7/28/15

Anthony Wallace
Linkage Coordinator
 started 7/28/15

Mitch Wersal
Chemical Health Counselor
 started 8/10/15

CHANGES

Gary Farr
Intake Coordinator
Zedrick Blake
Client Advocate
 both effective 5/9/15

Tasslean Parker
Director of Compliance
 effective 7/18/15

GOODBYES

Carol Moore
Rule 25 Assessor
 last day April 2015

Anthony Bassett
Intern
 last day July 2015

Cletus Smith
Facilities Worker
 last day June 2015

Jeremiah Culverson
 last day July 2015

Kenn Kelly
 last day July 2015

Jay Russell
 last day August 2015

Marcus Trotter
 last day June 2015
Linkage Coordinators

Clients Keep Busy, Serve Community

In June, staff took clients to the *Black Lives Matter* event, the *I'm a Deadbeat Who?* event at the Colin Powell Center and the *Stop the Violence* event at North Commons Park. Clients attend such events to keep them connected to their community and to encourage them to be involved.

On June 28, clients volunteered to help at the retirement celebration for Father Michael O'Connell at The Church of the Ascension on Bryant Ave. Working with the Visitation Sisters, they provided security, helped with setup, ran games, helped with cleanup. The Sisters said they were a fantastic group and incredibly helpful.

In July, some of the clients had the opportunity to go to the Sisters house for an open discussion on planning a forum on how to build life-giving relationships in our community. They also attended the Urban League Family Day activities on July 26.

August saw the guys go to the Capri Theatre to view *Just Runs Like Water, 50 Years After Selma and the Voting Rights Act*.

On September 20, clients attended the installation Mass for Father Dale Korogi at Ascension Church.

OUR TURNING POINT

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Meeting the needs of our community, beginning with chemical health.

Thanks to Our Donors

Turning Point has a courtyard garden, and several people have contributed to it. Peter Carlson of North Memorial and Brent Martin of Home Depot gave time and materials. Clients who have given their time and talents include Kris Anderson, Keith Clark, Denzelle Crawford, John Forbes, Alfred Lamin, Darryl Lewis, Adris Mohamud and Dajon Watley. Staff who have contributed are Woodrow Jefferson and Dorothy Jones.

Several staff members donated this quarter through payroll deductions: Zedrick Blake, Jeff Cayo, Michelle Edwards, Howard Ellis, Woodrow Jefferson and Cedric Williams.

Turning Point thanks everyone who helps us make a difference in people's lives every day!

Upcoming Turning Point Events

- | | |
|-------------|--|
| October 28 | Turning Point Alumni Celebration at Heritage Park, 6-8 p.m. |
| November 21 | Annual Board Retreat, 9 a.m. to 3 p.m. |
| December 1 | Sarah Simmons Showcase for World AIDS Day, Capri Theatre, 6-8 p.m. |
| December 18 | Staff Christmas/Kwanza Celebration |

LOOKING AHEAD TO 2016

- | | |
|-------------------|--|
| Wednesday, June 1 | Turning Point turns 40! |
| Thursday, June 2 | Building Dedication at 1500 Golden Valley Road |
| Thursday, June 9 | Turning Point Honors Dr. Peter Hayden |

A time and a place to change your mind...our promise is positive change that will last a lifetime.