



OUR TURNING POINT

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

Turning Point, Inc.

Volume 7, Issue 3

September 2016

Greetings from Our President



Dr. Peter Hayden

Photo by Walter Marmillion

As this newsletter goes out, it has been 62 days since my daughter, Taylor S. Hayden, was murdered while on a weekend trip to Atlanta, Georgia. Our family has been devastated by this tragedy, and we mourn her loss every day. Only if you have experienced something like this can you know how this feels. This murder has also impacted the staff at Turning Point and our community.

I started Turning Point because of my own recovery from alcoholism. Who would have thought that 43 years of sobriety later I would lose my daughter to drug and gun violence?

Though many in recovery would relapse in this type of situation, I stand resolved in my commitment to sobriety on a daily basis. I will not allow the tragedy of my daughter's murder through drugs and gun violence to deter me from staying sober one day at a time.

continued on page 3

What Is Your Foundation?

by Elizabeth Reed
Chief Operating Officer



Description of foundation: The base in which a thing stands, is founded, or is supported.

When thinking of the description of a foundation or when looking at your foundation, what is it based on? Is it based on your values, commitments, education, experiences (good or bad)? When you look at your body of work, is it a true reflection of you and your values? Do you take pride in your actions?

If your answers to these questions are *yes*, **you are standing in your true, and living your calling.** If your answer is *no*, let's talk about what you need to do to build a strong foundation.

Think about what you need to do differently to reflect your values, education, commitment, experiences (good or bad). You must be true to yourself. If you need additional education, seek it. If you are in an environment that does not reflect your values, do what you need to do to change that environment, and if there nothing you can do, you may what to leave that environment. Commitment can change, and if your commitment has changed, examine why it changed and what it changed to, and based on that change what you are going to do to fulfill that commitment.

We all have some good life experiences and some bad. Think about what you consider a good experience and why. And when thinking about the bad experiences, think about what you could do differently and what that bad experience taught you.

If you don't have pride in what you are doing, none of the actions you take will help you build a stronger foundation. Think about what would make you feel pride and build everything around that.

As you are going through this exercise, remember "**Don't let people that don't mean so much, matter so much**" (quote from West Moore).

Have a great day, and remember to **stand in your true.** We change lives, one life at a time.

MISSION

VISION

SERVICE

SAVE THE DATES

**Turning Point
Alumni Celebration
October 26, 6-8 p.m.**

**Minneapolis Urban League
Community Room
(downstairs)
2100 Plymouth Ave N**

**Dinner will be served
at 6:15 p.m.**

Turning Point Honors

**April 14, 2017
at International
Market Square**

**Ms. Sharon Sayles Belton
Person of the Year**

**Mr. Timothy James at
Client of the Year**

**Mr. Woodrow Jefferson
Employee of the Year**



Support Services Make a Difference in Treatment



by Greg Jones
Chemical Health Division Director

The success of Turning Point's male residential treatment and outpatient day and evening programs is greatly dependent on our support services, giving our clients the best possible experience and outcome that are available. This allows our clients to stay more focused on their treatment and recovery.

This is solely due to the Culturally Specific Service Center (CSSC), which provides our clients with support services. We partner with a variety of professionals in the CSSC with the aim of providing services that are very beneficial to our clients. These services include legal aid, mental health evaluations and on-site medical professionals.

Without these support services it would be extremely difficult for a residential client to complete 90 days' worth of programming or for an outpatient client to complete over 200 hours of intensive programming. The CSSC is a broad package of services. What is the true value of the broad services offered? Once a client enters Turning Point for treatment, they don't have to go anywhere else to get many of their basic needs met.

◆ What do our clients gain from the broad services? Overall clients get a better treatment experience with less stress on how and where to get these services while trying to complete treatment.

◆ Why do they choose Turning Point? 1. Culturally Specific Services, which means culture is an integral part of our programming and our environment. 2. Culturally Specific Service Center (CSSC), which provides Support Services.

These two aspects not only help the client that is entering into Turning Point's treatment program but also help and benefit the families that are involved with that client or the individual who is seeking help and services who may walk in off the street. This is a great benefit for our clientele and an asset to our community.

Without these key components, it would be very difficult to provide the type of culturally specific and holistic treatment and services that our clients and their families depend on from us as a community based organization. I believe in the future what will benefit Turning Point as a whole would be to broaden and expand our support services through the CSSC.

The Directors of Turning Point's three divisions met and talked about what other services would be valuable to our clients. Here are some of our ideas:

- career and education assistance and placement,
- housing expansions,
- nutrition education and food support from a cultural aspect,
- providing neighborhood students with hot meals for breakfast during the school year.

These are just some examples of ways to continue with the success of Turning Point by expanding our support services.



Miles Tidd
Client at Ms. Bea's House
Photo by Merlyn Ware

A Client Shares His Turning Point Experience

by Miles Tidd
Turning Point Client

When I first arrived at Turning Point, I was lost. My mind closed by drug abuse and self-centeredness. They welcomed me with open arms and hearts. It took me some days to decide to stay,

but that decision changed my life. I took frustration and made it dedication. Woodrow taught me about manhood. Comer's "It's a great day to be clean!" made sense.

I eventually started getting better, more positive. Eventually becoming a

brand new me. Turning Point taught me patience, tolerance, manhood and self discipline. Without Turning Point, I don't know where I would be.

Go to page 5 to see the poem Miles Tidd wrote about his experiences at Turning Point.

The Fastest Growing Homelessness Issue in Minnesota

by **Stephen Robinson**
Housing Division Director

According to the Wilder Foundation study on Baby Boomers, adults 55 and older are the fastest growing population in Minnesota. An article dated May 4, 2015 in the StarTribune by Jessie Van Berkel entitled "TWIN CITIES SHELTERS SCRAMBLE TO HELP HOMELESS SENIORS" tells us that the aged homeless problem has hit and shelters in Hennepin and Ramsey Counties are not equipped to handle it.

As one of the many contributing community-based organizations to Hennepin County's 10-year End Homelessness initiative, Turning Point, Inc., has also experienced the rising Baby Boomer generation's uptick

in homelessness. I believe it is safe to say many of those living at, near or under the poverty level for most of their lives have contributed to this outcome. Lack of education, low living wage income, child rearing obligations, financial literacy, health issues, and a wide array of addictions and possibly the lack of foresight on behalf of our aging population, have all been cited as probable reasons as to why we find ourselves in the middle of yet another layer of homelessness, our 55-and-older group.

Since January 2012 we at Turning Point have noticed and been impacted by this trend as, of the approximately 270 African American males that have

come to our doors seeking shelter, 72 of them were born on or before 1961. This is around 23%, all most a fourth of the total population. Our records also show, of the 41 men aged 55 and older who resided at Ms. Bea's House (Room and Board) since 2014, 31 (75.6%) came directly from our 90-day Chemical Dependency inpatient program. In addition, 5 (12%) self-referred themselves from directly off the streets and 6 (14.6%) were referred from other community-based organizations including the Veteran's Administration.

The majority of them receive a minimal Social Security check or have no income at all. Many have been to shelters and are



Stephen Robinson
Housing Division Director
Photo by Walter Marmillion

looking for a more permanent (which Ms. Bea's provides) safe and stable environment that does not include new career job training, just a place to live. Through our case management services we have helped stabilize their health care situation, and connected them with other organizations that can help support their other needs. There is still a lot of work to do.

President Addresses Tragedy, Gun Violence

President—continued from page 1

One thing this tragedy has brought home is that we are all vulnerable. You can raise your kids with all the advantages, send them to good schools, protect them, teach them values – and still gun violence reaches out to end a life barely begun.

Based on that reality, I've made the decision to concentrate on the fight against gun violence. I intend to dedicate my life to advocacy for ending gun violence.

I still have two daughters; Taylor's sisters are in college. I need to make sure they have the emotional and spiritual support they need by way of providing information, and making sure they know they can always come to their family.

One thing our family has done is establish the Taylor S. Hayden Memorial Trust Foundation which is dedicated to advocacy for ending gun violence. To learn more, go to taylorshayden.com.

I want to say to you: hold your kids close to you every day.

Understand that God is in control – you are not in control. When something devastating happens, there is information out there to support you. You need to find support in your extended family, and your friends. You need to connect with the organizations that are in this fight and take advantage of the information and support they offer.

I would like to thank my wife Joyce and my daughters Erin and Sydney for their steadfastness. We have depended on the support of the Stallings and Hayden families. I also want to thank the Turning Point family – the Board, the staff and the clients. You have been there from the beginning and are still with me.



Taylor Simone Hayden
February 23, 1991—July 23, 2016

Overcoming Adversity Builds Strength



by **Angela Reed,**
Support Services Division Director

Whether we like it or not, adversity is part of life. **Overcoming adversity** is one of the biggest hurdles we face. Problems, large and small, present themselves to us throughout our whole existence.

Regardless of how sharp, clever, or happy-go-lucky we are, we will encounter struggle, challenges, difficulties and at times, heart-wrenching moments. Learning to deal with and overcome adversity is what makes us who we are.

Every challenge and every difficulty we successfully confront in life serves to strengthen our will, confidence and ability to conquer future obstacles. Adversity has the effect of drawing out strength and qualities that would have laid dormant in its absence.

When you respond positively and constructively to your biggest challenges, the qualities of strength, courage, character and perseverance emerge from deep inside. Of course, since we are human, it is very easy to get caught up in the unfairness of life, or the 'why me?' trap.

It can be hard to recognize the opportunities for wisdom and growth that accompany adversity. However, as soon

we allow ourselves to think more clearly we are able to let go of self-defeating and unproductive thoughts and get down to the business of dealing with what's before us.

1. Be aware of, and accept that adversity is inevitable in life.
 - Everywhere you look in the world there is unmistakable struggle.
 - Although pain is inevitable, suffering is optional.
2. Build your internal resources.
 - Faith that everything will work out, faith that there is always light at the end of the tunnel, and faith that "this too shall pass."
3. Build your external resources.
 - When the going gets tough, we all need encouragement and support. We need someone to talk to, someone to help ease the burden.
4. That which does not kill you doesn't always make you stronger.
 - If you do not have enough built-up resilience or experience in dealing with difficulty, adversity can crush you.
 - Resilience like any muscle is built up gradually and exponentially with repeated exposure to obstacles.

Board News: Ravi Norman Honored as CEO



Ravi Norman
CEO of Thor Construction, Inc.
Turning Point Board Member

One of Turning Point's Board members, Mr. Ravi Norman, recently received an honor through the *Minneapolis/St. Paul Business Journal*. He was chosen as one of the Most Admired CEOs.

Criteria began with being the top executive of a metro-area based company with less than one billion dollars. Benchmarks also included leading successful, growing organizations with good reputations in the community and good reputations as employers. They also

looked at CEOs who are active in community and trade groups.

Ravi was selected for this honor based on his history with Thor Construction, where he has been CEO for more than six years, and has worked at the company for 11. He is committed to his community as well, serving on numerous boards including Summit Academy and Turning Point.

Helping employees succeed is important to Ravi. "I'd say my leadership style is one

of balance," Ravi said. "I want this to be a place where employees can succeed as a whole person."

Over 300 people gathered at the Nicollet Island Pavilion to see the first Most Admired CEO awards presented. In his acceptance speech, Ravi spoke of *hope* as the most important force enabling him to reach this place and time in his life. He also spoke of community, which he defined as "when people intentionally behave like they belong together."

Keeping Up with the Turning Point Family

COMMUNITY NEWS AND MESSAGES

Patricia Carter: I am grateful to celebrate my 51st birthday on September 15 with my Turning Point family and my parents. Because family is very important!

Woodrow Jefferson Turning Point was part of a “Back to School” drive to give 100 backpacks to kids of incarcerated parents. We actually gave out over 120 backpacks with the help of Sister Mary Frances Reis of the Visitation Sisters. Great job, Turning Point!

Vanessa Lark sends a big “Thank You” to the counselors and intake staff for their patience with recent updates and changes to our Procentives system. Change is hard, but certainly worth it!

Walter Marmillion Turning Point is sending clients to an event recognizing Men Against Domestic Violence hosted by the Brother of Empowerment. Walter is a member of that organization, and has also recently joined the Minneapolis Photo Center, stepping up his photography game.

Angela Reed Her son D’Angelo turned 13 years old recently. Angela will also be presenting Turning Point’s culturally specific best practices at the National MARCH conference in October.

Marsha Morey-Rasheed sends a shout-out to the Housing Division—Jeff, John, Ronald and Steve—for the hard work they do daily to get the job done and complete all the work order requests they may get daily. They have done a magnificent job on all of our buildings and have extremely beautified the 1500 building.

Another shout-out to the Planning Committee for the great job and team-work they do together.

Dorothy Jones: As an employee here, I am grateful that I am part of the Turning Point family. We have a team of individuals who are dedicated to those who come through our doors to give them all the help they need in their recovery and their journey of life. As we celebrate 40 years of existence, we can look back and see what an impact we have on peoples’ lives. We want to make Turning Point a home while they’re here. This year we planted a garden, put out garden furniture for clients to sit on. I have observed them interacting with one another, and others having quiet time. I’m glad to be here—at 68 I can still give back. Thank you, Turning Point!

Chuck Blake: What a beautiful look in our lunch room. Good job with the tablecloths and flowers.

Adrienne Lamson Her granddaughter received an academic scholarship for Northland College in Ashland, Wisconsin.

ANNIVERSARIES

October through December

Michelle Edwards 10 years
Executive Ass’t 10/2/06

Zedrick Blake 16 years
Client Advocate 10/3/00

Cedric Williams 14 years
Operations Manager 10/26/12

Elizabeth Reed 16 years
Chief Operating Officer 10/17/00

Stephen Robinson 4 years
Housing Director 10/26/12

Merlyn Ware 2 years
Ms. Bea’s House Manager 10/27/14

Raymond Young 2 years
Linkage Coordinator 10/27/14

Gary Farr 9 years
Intake Coordinator 10/6/07

Comer Henry 1 year
Outpatient CD Counselor 11/9/15

Larry Lowe 1 year
Linkage Coordinator 11/17/15

BIRTHDAYS

October through December

Merlyn Ware Oct. 4

Ramone Robinson Oct. 19

Dr. Peter Hayden Oct. 27

Woodrow Jefferson Nov. 5

Angela Reed Nov. 6

Stephen Robinson Nov. 6

Mitch Wersal Nov. 11

Latanda Etaghene Dec. 4

Gary Boatwright Dec. 13

Raymond Young Dec. 18

HELLOS

Ruth Lawal
Shannon Jackson
Tamara Wright

Interns

Chemical Health Division
started 8/22/16

Simeon Bluntson

Linkage Coordinator
started 8/22/16

CHANGES

Ebi Horsfall
Linkage Coordinator
to full time 8/5/16

Tim Stewart
Linkage Coordinator
to full time 8/5/16

GOODBYES

Hortense Hollie
Outreach Specialist
last day 6/26/16

Anthony Wallace
Linkage Coordinator
last day 7/9/16

Glenda Eldridge
Receptionist
last day 7/12/16

I Stood at the Turning Point

by Miles Tidd
Turning Point Client

I stood at the turning point,
Scared, weak, and tired.
Straddling the fence, afraid
of the unknown and terrified
of the past.

I stood at the turning point,
Unsettled and irritated,
nothing is right.
Complaints arise along with
my temper.

I stood at the turning point,
The groups gave me power,
the leaders provide support.
Things are beginning to
brighten, correction
begin.

I stood at the turning point.
I surrender my will, I begin
metamorphosis.

I am granted serenity, and
the courage to change.

I stood at the turning point,
A new man, amazing creation.

Empowered, enlightened
and recovering.

I stood at the turning point,
Courageous, strong and
ready.

My mind new, my goals set,
and my future, limitless.

OUR TURNING POINT

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

Thanks to Our Donors

Turning Point thanks Anthony Basset, Helen Basset, Harold & Peggy Mezile and Estate Maven for donating clothing, furniture and household items to Turning Point. These items benefit our clients and their families, helping Turning Point support them in building lives in recovery.

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

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

Resources

Community Paramedics

Available for walk-ins Monday thru Thursday, 8:30 a.m. to 12:30 p.m. at 1500 Golden Valley Road.

Residential Treatment or Outpatient Treatment

If you are seeking chemical dependency treatment, call Chemical Health Division Director Greg Jones at 612-520-9181.

Aftercare

Support meeting at Turning Point, Fridays at 7 p.m. in room 142.

Housing

If you are seeking housing, call Housing Division Director Steve Robinson at 612-520-9190.

Training Seminars and Services

Turning Point offers cultural training opportunities with the educational philosophy that "one size does not fit all."

Our trainings are individualized based on the specific needs and barriers of each student group, with topics such as communication, compassion fatigue and avoiding unintentional racism.

For more information or to schedule a training consultation, please contact:

Elizabeth Reed

Chief Operating Officer

elizabeth.reed@ourturningpoint.org