



MACPOST

Minnesota Association of County Probation Officers

SPRING 2015

In This Issue:

1	From the President
2	County Highlight: Cass County
3	Legislative Committee
4	Communication Committee
4	Membership Committee
5	Training and Education Committee
6	CPO Director's Committee
7	APPA 2015 Winter Training Institute
8	APPA Membership
9	Safe Communities
9	New Pine County Probation Director
10	Photo Opts
11	Featured Adult Service
11	Featured Juvenile Service
11	Quick Facts
11	Upcoming Events and Training
13	Bits & Pieces
15	Mission & Vision
16	Executive Board Contact Information

Happy
Spring

From the President

Greetings!

We have an exciting April and May coming up...

In April, MACPO is proud to co-host with National Institute of Corrections (NIC) to provide training titled "Secondary Trauma" on April 29-30th, 2015! This training is free to MACPO members and \$40 for non-members, which will pay for membership. The trainer is excellent and I have had the privilege to hear her present. You will **not** be disappointed!! We are exposed to trauma consistently while working in this profession and MACPO is working hard to offer this training to raise awareness and promote resiliency among corrections professionals. Please see the website for further details.

In May, we are hosting the annual MACPO Spring Conference! The conference is scheduled for May 20th-21st, at Breezy Point, MN. We have exciting plans for the conference with excellent training topics!

MACPO presents several prestigious awards during the conference that recognize the most distinguished professional achievements. Everyone is encouraged to participate in the nomination process to ensure that corrections professionals as well as community based programs and agencies receive this worthy recognition!

The awards include: the Al Reker Distinguished Service, Outstanding Performance, Excellence in Corrections, Superior Service Award, and Rookie of the Year. Nominations may be made directly and easily on the website at <http://macpo.net/>. The deadline for nominations is **April 17th at 4:30 p.m.** Please take a moment to acknowledge your co-workers and programs that you work with!



Deanna Ruffing

Nicollet County Probation
2070 Howard Drive
North Mankato, MN 56003
(507) 386-4503
president@macpo.net

Further, I would like to remind everyone that the positions of President-Elect and Treasurer are up for election this year. Please consider being a candidate for one of these positions on the Executive Board to further serve the MACPO organization and membership. The members of the Executive Board are highly professional and personable. I have enjoyed getting to know all of them better and working collaboratively as President. If interested, please contact me as soon as possible.

I hope to see many of you in the next two months!



County Highlight: Cass County

James Schneider, Cass County Probation Director

Welcome to the Cass County Probation Department! By all records, we were established as a county probation department in the late 1960s. Our county seat is located in Walker, approximately 220 miles north of the Minneapolis/St. Paul area. The geographic size of our county is approximately 50 miles from east to west and 90 miles from north to south. The majority of our county is surrounded by lakes with Leech Lake being the largest body of water. Tourism is our number one business followed by logging, agriculture, and government. We are part of the Chippewa National Forest and the Leech Lake Indian Reservation.

We are an office of ten people: six probation officers, an office manager, DWI (Wellness) coordinator and two support staff. Our probation officers are appointed, not only by the District Court Judges, but also by the Leech Lake Tribal Court. Our office partners with the Leech Lake Band of Ojibwe on a number of projects in the county, including juvenile diversion, juvenile reentry, and DWI court to name a few.

Let's meet the staff of our department: Brad Mesenbrink – Team Leader, graduate of St Cloud State University; Michelle Nistler – Juvenile/Adult Probation Officer, graduate of Bemidji State University; Bryan Harris – Juvenile/Adult Probation Officer, graduate of Winona State University; Tim Haug – Juvenile Probation Officer, graduate of Moorhead State University; Hannah Bloom – Adult Probation Officer, graduate of Bemidji State University; Sue Wickland – Office Manager, graduate of Moorhead Technical College; Shirley Smith – DWI (Wellness) Court Coordinator/Administrative Agent; Rhonda Michaud – Support Staff; Caryn Brown – Support Staff; and Jim Schneider – Director, graduate of St Cloud State University.

Our office serves on a number of MACPO committees, including training and education, legislative, and the directors. As you can imagine, the dedication by our office to get up early in the morning to travel to Minneapolis/St. Paul area to participate in MACPO activities shows our commitment to the mission of MACPO. We believe in the individualization of correctional practices to each community in the county we serve. We support the administration of evidence-based practices in the changing world of the criminal justice system. We are working hard to educate the criminal justice system in assessing the client by risk rather than by the offense they have committed.

The Walker area is home of the International Eel Pout Festival in February, Moondance Country Jam in June, Moondance Jam in July, and the National Chainsaw Sculpture Championship in September. We offer many activities for every season of the year. If you are ever in the Walker area, stop by and say “hi” as we are located on the 2nd floor of the Cass County Courthouse.



Cass County Probation Department

Top row (left to right): Brad Mesenbrink, Brian Harris, and Tim Haug.

Middle row (left to right): Michelle Nistler, Rhonda Michaud, Hannah Bloom, Sue Wickland, and Jim Schneider.

Bottom row (left to right): Shirley Smith and Caryn Brown.

Legislative Committee

Margaret Munson, Wright County Court Services



Happy Spring everyone. The Legislative Committee has been busy as the State Legislature has been in full swing. Both sides of the isle are working hard at introducing new bills and revisiting previous year's bills. Our committee has been tracking 3 bills of special interest to MACPO.

First, is the bill referred to as Colton's Law. The intent of the bill is to address offenders that are ordered or supposed to be placed on electronic surveillance or electronic monitoring to be active prior to being released from a facility if it required as part the program or order. The House file is 969. It was introduced by Representative Hertaus and has had a hearing in the Public Safety Committee. MACPO did not oppose the bill. There is a Senate companion bill #1244 that was introduced by Senator Latz and is also has had a hearing in the Judiciary Committee.

Second, HF 714: Juvenile justice issues addressed including diversion, use of restraints, public hearings, Department of Human Services collateral sanctions, and alternatives to detention; and money appropriated. The bill has been introduced but has not received a hearing. MACPO has not taken a position of this bill as it does not have a hearing date.

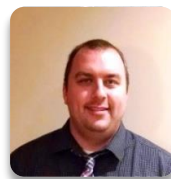
Thirdly, HF 1104: Community supervision fund division between county and state formula developed, and report required. It was introduced February 19th, 2015 and is referred to Public Safety and Crime Prevention Policy and Finance. At this time MACPO is not supporting this bill as the formula has not been developed.

This is a great time of year in the legislature, take time look at the Minnesota State Legislature website. It is easy to enter the bill number and track what is happening with it.

Lastly, the Legislative Committee has been rejoined by Bruce Hagstrom as a retired member. We are happy he is joining us and healthy.

Communications Committee

Peter Monson, Chisago County Court Services



The Communication Committee has been busy gearing up for the spring publication of MACPOST and the 58th Annual Spring Conference. Please visit the events page at www.macpo.net to register for the conference.

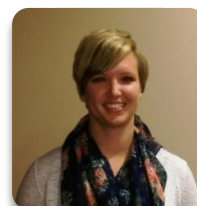
MACPO is also excited to introduce an interactive resource map on MACPO's website, providing a description of each county's probation services, contact information, internship requirements, and intensive supervision program information. If you would like to see more resources added to the map, please email communication@macpo.net.

The Communication Committee welcomes a new member since the last MACPOST, Jess Mott from Chisago County is managing all social media accounts for MACPO. If you have ideas or topics for MACPO's social media, please email socialmedia@macpo.net. Also, if you have ideas for articles and/or topics for MACPOST, please email macpost@macpo.net.

Like MACPO on Facebook and Follow MACPO on Twitter for the latest trainings, events, and updates.

Membership Committee

Debbie Wiome, Isanti County Probation
Samantha Ahrens, Steele County Probation



The membership committee has welcomed another new member! We are pleased to have Jaimie Azzone, Mille Lacs County Probation, as our newest addition. We are always looking for new people to share their ideas and talents with us. If you're interested in joining the MACPO Membership Committee, please let Debbie Wiome or Samantha Ahrens know at their respective email addresses: debbie.wiome@co.isanti.mn.us or samantha.ahrens@co.steele.mn.us.

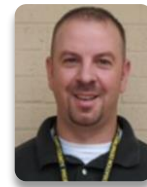
We are very excited for the 58th Annual MACPO Spring Conference May 20th and 21st! With the conference right around the corner, we are pleased to announce that we have ordered new MACPO apparel to sell at the conference. We will have men's and women's styles. Be sure to stop by the MACPO booth at the conference to check out our selection!

We are also very excited to announce we have fourteen county probation full agency memberships! Since the last MACPOST edition, our total membership has increased by sixteen members for a total membership of 272! We appreciate all the support from our members; without them, MACPO wouldn't survive.

Training and Education Committee

Jason Vande Kamp, Isanti County Probation

Debbie Lawrence, Isanti County Probation

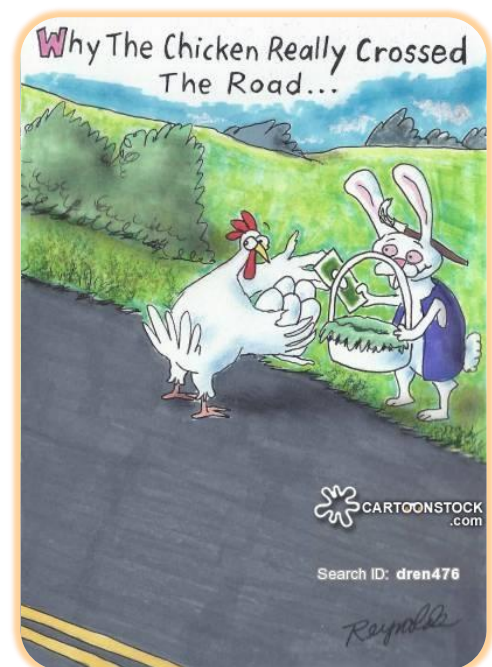


Our first regional training of the year was held on February 26, 2015, at the DOC office in St. Cloud. The training focused on working with veterans and helping them reintegrate back into their communities. This training was well attended and the feedback was very positive. Our next regional training is scheduled for April 20th at DOC Central Office. The morning training is Four Lenses Personality Assessments and the afternoon is Youth/Young Adult Homelessness in Minnesota. Finally, MACPO has partnered together with the National Institute of Corrections to bring you a training on Secondary Trauma - The Personal Impact of Working with Offenders. This training will be held on April 29th and April 30th at the Wright County Government Center.

Please visit MACPO.net for additional information on these two trainings or to register.

Our committee is putting the final touches on the spring conference. Registration is currently open for the conference. We will be doing something new this year for the vendor hospitality Tuesday and Wednesday evening. We have moved the vendor hospitality and entertainment dockside. Please join us at our new location for two fun nights of networking, relaxing, and entertainment. Please watch for an e-mail and also check the MACPO website for additional information. We hope to see you there!

Our committee is working on scheduling additional regional training opportunities. If you have any ideas or suggestions, please contact Jason or Debbie. Jason can be reached at (763) 689-8379 or via email at jason.vandekamp@co.isanti.mn.us. Debbie can be reached at (763) 689-8328 or via email at debbie.lawrence@co.isanti.mn.us. Please continue to check the MACPO website for more information.



CPO Director's Committee Updates

John Klavins, Carver County Court Services Director

The County Probation Officer (CPO) Director's Committee continues to meet every month in order to review a number of topics that impact probation services and staff, particularly within the CPO delivery system. At each monthly meeting, CPO directors and supervisors from around the state share regular updates and discuss topics including the following:

- MACPO organizational matters and training opportunities.
- Evidence-based practices and programs.
- Legislative initiatives and proposals impacting probation service delivery.
- CSTS and other CJS software enhancements.
- Grants and funding matters.
- Special committees and task forces.
- Officer safety incidents and training.
- Numerous other topics.

Over the past year, the CPO Director's Committee has also held additional meetings specifically focused on the topic of enhancing and increasing funding for all three probation delivery systems (CPO, CCA, and DOC-Field Services). Currently, there are at least half a dozen different state probation funding mechanisms, including various grants from the MN Department of Corrections (DOC). Some of our CPO Directors and MACPO Legislative Committee members participated in additional meetings this past fall and winter with state legislators, representatives from the Governor's Office, and staff from the Office of Minnesota Management & Budget. These meetings helped to provide our legislators and others with a better understanding of the ongoing challenges and resource needs for our probation officers and agencies.

In the case of the County Probation Officer system, our primary state subsidies (CPO Annual Salary Reimbursement Funds) have now fallen well below the 50% level as required by state statute (MS 244.19). These state reimbursements have not kept up with ongoing increases and costs, including staff salaries, rising benefit costs, service and program related expenses, training, safety and security expenses, capital costs, etc. Principally, for all counties in Minnesota, expenses for probation services have been shifting further onto local tax levies, along with other revenue sources such as fees and grants. Although no major funding mechanism changes or plans have been implemented as of the beginning of this spring, some essential probation funding increases (3% to 4% for CPO agencies) have been proposed by the Commissioner of Corrections, and supported by the Governor's Office. Final approvals are still pending as of this update.

Managing higher risk and chronic offenders continues to be a top priority for probation agencies throughout Minnesota. Over the past 20 years, the job of a probation officer has changed significantly, as many additional responsibilities and duties have been added through state mandates, judicial direction, and expansion of local services through county or community need. Probation services have also increased in quality and scope, particularly through the implementation of evidence-based practices, which are focused on reducing offender risk and enhancing public safety. The utilization of more effective supervision services and programs requires adequate and ongoing funding, particularly to maintain professional staff resources, support ongoing training, and conduct research and evaluation studies. Adequate funding for probation services is essential in order to achieve positive outcomes such as offender risk reduction and accountability, restoration and repair of harm to victims, lower incarceration rates and costs, and healthier and safer communities.

In addition to the above updates, the CPO Directors Group would also like to acknowledge the retirement of Terryl Arola, Director of Pine County Court Services for the past 17 years. Terryl began her career in March of 1980, working as a young PO in the Bemidji area. She wrapped up her corrections career on March 31, 2015, after 35 years of dedicated service in probation! Terryl was a tremendous asset to the CPO Directors Group and to the field of probation. She was a strong advocate for technology enhancements, evidenced-based practices, officer safety, and many other areas. Mr. Terry Fawcett (former agent, trainer, supervisor with Arrowhead Regional Corrections) will take over as the new Pine County Court Services Director on 4/20/15. Thank you and “adieu” to Terryl; welcome and “bonjour” to Terry (*excuse my French*)! ☺

APPA 2015 Winter Training Institute

Deanna Ruffing, MACPO President

The APPA 2015 Winter Training Institute was held from January 11-14th, 2015, in Tampa, Florida.

MACPO is an Affiliate Representative of the American Probation and Parole Association (APPA) and believes it is important that our organization is represented at the national level. I feel very fortunate to have had the opportunity to represent MACPO and the membership at the APPA Winter Institute in January. As your President, I attended both the Affiliate Representative and Board of Directors meeting. The terms “pretrial” and “delinquency” were approved and added to the APPA bylaws. Also, President Obama signed into law the “Consolidated and Further Continuing Appropriations Act 2015.” This bill, signed in December 2014, raises the Victims of Crime Act (VOCA) cap from \$745 million to \$2.361 billion, an increase of 3.5 times. This increase will greatly help victims of all types of crimes.

I was able to attend several workshops throughout the Institute and was very excited to attend the “Surviving the Trenches: The Impact of Trauma Exposure on Professionals” workshop by Kirsten Lewis, Maricopa County in Arizona. Ms. Lewis was an excellent presenter and what is more exciting, is that MACPO and National Institute of Corrections (NIC) are sponsoring a training, “Secondary Trauma-The Personal Impact of Working with Criminal Offenders” presented by Ms. Lewis in Minnesota!!

The training will be held April 29th – April 30th in Wright County. This training is free to all MACPO members and \$40 for those that are non-members. Please see the MACPO website for more details and to register.

APPA President, Carmen Rodriguez from Cook County, Illinois, has focused her presidency on Trauma Informed Care. MACPO is doing our part to educate and assist corrections professionals by hosting this training. I highly recommend this training and feel it is one that you won't want to miss!

If the opportunity presents, I encourage you to attend an APPA Institute! There are two institutes held annually. The training is cutting-edge, along with the resource fair with the latest and greatest in technology. In addition, you meet many other professionals who also strive to make an impact on the people we work with and improve the field.



APPA Membership

Deanna Ruffing, MACPO President

The benefits of individual membership to the American Probation and Parole Association (APPA) include:

- A subscription to *Perspectives*, APPA's quarterly journal.
- *CC Headlines and More...* e-newsletter twice a month.
- Discounts on APPA's Institutes, state-of-the-art training programs.
- Discounts on APPA's professional publications.
- Access to APPA's Information and Legislative Clearinghouses.
- Notification of funding, research, training and/or technical assistance opportunities.
- Updates on research, special events and activities sponsored by APPA and other national organizations.
- The opportunity to actively shape the future of the profession through association activities and committee involvement.
- Recognition for outstanding accomplishments with numerous awards, including the prestigious Scotia Knouff Line Officer of the Year Award.
- Professional Membership is tax deductible



Safe Communities

Pat Hackman, Executive Director of Safe Communities of Wright County

Five years ago on March 17th, Safe Communities rolled out the Sober Cab Pilot Project in eastern Wright County. What started with two bars and a part-time cab coming from St. Cloud, is now a fully operational Sober Cab program serving thirteen establishments in five cities. In the last five years, Sober Cab has provided safe and sober rides home for more than 17,000 individuals.

Thanks to each and every one of you for your support of this program and the continued dedication to keeping the roads in Wright County safe. YOU make a difference!

Please check out the link of a story reported on WCCO TV:

<http://minnesota.cbslocal.com/video/11238393-dps-get-a-safe-ride-home-on-st-patricks-day/>.

To learn more information about Safe Communities, please visit:
www.safecommunitiesofwrightcounty.org.



New Pine County Probation Director

Kristine Lancaster, Pine County Human Resources Manager

As many of you know, Terry Arola is retiring after serving 17 years as the Pine County Probation Director. Her last day was on March 31st.

The Probation Director position was posted, and after interviewing the top five applicants, the Selection Committee made a unanimous decision to recommend Mr. Terry Fawcett as the next Pine County Probation Director. This recommendation was approved by the 10th District Bench.

Terry Fawcett has over 22 years of experience working in the field, most recently serving as Chief Probation Officer/Court & Field Services Supervisor for Arrowhead Regional Corrections. He has a Bachelor of Science Degree in Criminal Justice from Huron University and Master of Science in Education Degree in Counseling/Human Relations. Congratulations to Terry on his appointment. He will start in Pine County on April 20th.

Thanks to the selection committee which was composed of Judges Martin and Reuter, Mike Moriarity, Todd Eustice (Court Services Director Kanabec County), Steve Hallan (Pine County Commissioner), Matt Christenson (Pine County HR) and myself.

Photo Opts

Deanna Ruffing, MACPO President
Peter Monson, Chisago County Court Services
Michelle Pramann, Wright County Court Services

The picture to the right is of Terryl Arola (left) and Deanna Ruffing (right). Terryl Arola just retired as the Pine County Director and was recognized at the last Director's meeting. As stated in the above article, she served 17 years as the Pine County Probation Director and will be greatly missed by everyone. Congratulations on your retirement!!



The picture to the left is of past and present MACPO members that attended the APPA Institute in Tampa, Florida. Beginning from the left, those pictured are Carl Wicklund (APPA Executive Director, also former Court Services Director from Dodge, Fillmore, and Olmsted County), Jill Arbeiter (Carver County Court Services), John Klavins (Carver County Court Services Director), and Deanna Ruffing (MACPO President). Not pictured is Les Schultz, Brown County Director.

The picture to the right is of Cassie Schmidt. She was determined to be the 2015 recipient of the Academic Memorial Scholarship. She is currently a senior at Winona State University.



Featured Adult Service

Two facilities Cass County utilizes are Leech Lake Outpatient Program in Cass Lake, MN and Community Addiction Recovery Enterprise (C.A.R.E.) in Pine River, MN. Both of these programs are culturally sensitive to the clients they serve. They offer a community-based response to addiction.

Leech Lake Outpatient Program facility can be reached at 6905 – 161st Street NW, Cass Lake, MN 56633 or by phone at (218) 335-8224. Community Addiction Recovery operates a satellite adult outpatient chemical dependency program. For more information, please contact Jim Rasmussen, LACD, at (218) 587-3210.

Featured Juvenile Service

Northwest Juvenile Center in Bemidji. It has a 24-bed residential program, along with secure and non-secure detention capacities. For more information, you can visit their website at www.nmjconline.org.

The contact information for this facility is as follows:

1231 – 5th Street NW
Bemidji, MN 56601
(218) 751-3196



Quick Facts

According to the National Institute of Corrections (NIC), the crime rate in Minnesota for 2013 was about 13% lower than the national average rate. Minnesota's crime rate, per 100,000 people, is 2,654 and the national average is 3,047. It is noted that property crimes account for about 91% of Minnesota's crime rate, and the remaining 9% are violent crimes. Also, there were over 122,000 probationers in Minnesota in 2013 that were supervised by a combination of state and county agencies.

(Sources: <http://nicic.gov>, Minnesota Department of Corrections Notable Statistics, and Crime in the United States, 2013, United States Department of Justice, Federal Bureau of Investigation (Web. 10 Nov 2014))

Upcoming Events and Training

Secondary Trauma – The Personal Impact of Working with Criminal Offenders

National Institute of Corrections (NIC) and MAPCO are proud to be co-hosting Secondary Trauma training. This training is being presented by Kirsten Lewis, M.Ed. Kirsten is a Probation Officer with the Maricopa County Adult Probation Department.

Training will be held from April 29th and 30th, from 8:30 a.m. to 4:00 p.m., at the Wright County Government Center in Buffalo, MN. The cost is free for all MACPO members, otherwise cost is \$40 for all non-MACPO members (includes MACPO membership).

In the first part of this training, it is acknowledging and making probation officers fully aware of secondary trauma. In late 2015, another training will take place to begin providing training and stress management programs with the goal of creating a peer support group to probation officers to utilize following traumatic experiences within the workplace.

LIMITED SPACE SO REGISTER EARLY TO GUARANTEE YOUR SEAT! You can register at www.macpo.net. If you have any additional questions, please contact Neal Huemoeller, 763-684-4513 or neal.huemoeller@co.wright.mn.us.

MACPO Regional Training

There are two break-out sessions for this training: Four Lenses Unfolded and Youth/Young Adult Homelessness in Minnesota. This training will be held on April 20, 2015, from 8:30 a.m. to 3:30 p.m., at the MN DOC Central Office (1450 Energy Park Drive, Suite 200, St. Paul, MN 55108).

From 8:30 a.m. to 12:00 p.m., gain a deeper understanding from the Four Lenses Unfolded assessment to learn about people's personality profile and how you can build a solid understanding of the innate talent and potential of its individuals. This instrument was created from the research of the Myers Briggs' Personality Type Indicator, as well as David Keirsey's modifications to this instrument in his book, Please Understand Me. This session will be presented by Ray Kennedy.

The last session of the training, from 1:00 p.m. to 3:30 p.m., will address youth homelessness in Minnesota. There will be three speakers for this session: Paul Legler (President of Innovative Social Policy, LLC.), Laura Kadwell (State Director, Heading Home Minnesota), and Patrice O'Leary (Senior Director Youth, Housing & Family Resources – Lutheran Social Services).

For more information and online registration, please visit <http://macpo.net/event-1882002>.

Local Job Fairs

MCA will be participating in the following Career Fairs:

- March 31, 2015 at Century College in White Bear Lake, MN.
- April 1, 2015 at Bemidji State University in Bemidji, MN.
- April 15, 2015 at Fond du Lac Tribal & Community College in Cloquet, MN.

58th Annual MACPO Spring Conference

The 58th Annual MACPO Spring Conference will be held on May 20th and 21st, 2015. The conference will be held at Breezy Point Resort, Breezy Point, MN. Registration is now open! For conference schedule, please visit the following website: <http://macpo.net/Resources/Documents/2015%20BROCHURE%20Final.pdf>. A vendor-sponsored 4-G Event will be taking place on May 19th. For more information, please go to <http://macpo.net/Resources/Documents/2015%204G%20Event.pdf>. Online registration and more information can be found at <http://macpo.net/event-1816067>. If you have any questions regarding the conference, please send questions to trainingandeducation@macpo.net. Any vendor related questions can be addressed to vendors@macpo.net.



National Crime Victims' Rights Week

April 19-25 ★ 2015

Resource Guide for 2015

Download Your Copy **Descargue Su Copia**

ENGAGING COMMUNITIES **EMPOWERING VICTIMS**

NOW AVAILABLE ONLINE!

Bits & Pieces

If you have news articles or personal/professional information regarding MACPO and/or its members, please send them to Patrick LaVine, Wright County Court Services, 10 2nd St NW, Room 402, Buffalo, MN 55313 or at patrick.lavine@co.wright.mn.us.

Thistledew Closing

Gino D. Anselmo, Supt.

It is with mixed emotions that I announce the decision to discontinue Thistledew Juvenile Programs at the Minnesota Correctional Facility -Togo on July 1, 2015. The final intake period for our 3-month programs will be in April and the last 3-week Wilderness Endeavors boys course will begin in late May.

I am extremely proud of the programs we have offered since 1955 when Thistledew first opened as the Youth Conservation Commission (YCC). Through the years, our programming has evolved to include wilderness programming, residential programming, 21-day short-term programs for boys and girls, and chemical dependency treatment services. Our many successes are evident through testimonials from referring agents and from former residents who have found success following graduation.

Now, nation-wide trends show a decline in juvenile out-of-home placements, with juveniles increasingly being served in their home communities. After much consideration, we have made the decision to move forward in a new direction.

The MCF-Togo will continue to operate its Challenge Incarceration Program (boot camp) for adult males. In addition, after July 1, we will start a minimum-security male offender program. This program will focus on preparing men for successful transition into their communities. Our staff will continue to offer the quality programming that has earned a reputation of excellence throughout the years.

All of us at Thistledew Programs are extremely grateful for the support, partnerships, and positive relationships we have developed with all of you over the years. Much of our success can be attributed to these relationships. We value the dedication and passion you continue to put forth toward the important mission of helping Minnesota youth.

Focus On Your Strengths

Matt Booth – Mattitude, 1413 Miller Rd, Dubuque, IA 52003 – 563-590-9693 – matt@mattbooth.com

Has anyone ever told you to focus on your weaknesses? As far back as I can remember, family members, teachers, coaches, and friends have told me to improve upon my weaknesses. As a kid in sports, I was told over and over that I was too slow and needed to get faster. So I worked my tail off to fix my sloth footedness. Guess What? I'm was still slow.

Sure, I got a little faster, but never enough to notice a difference. Imagine if I would have invested that time I spent trying to get faster in the library? Working on weaknesses is one of the weakest things you can do. Don't waste precious time and effort struggling to get just a tiny bit better at something that just doesn't, and never will, come naturally. Focus on your strengths, not your weaknesses. You'll get much better results and be happier.

We've been taught and conditioned to concentrate on weaknesses. In my programs, I'll have people list their strengths and weaknesses on paper. Many people have a difficult time coming up with 5 or 10 strengths and then need extra sheets of paper to list all of their weaknesses (try it now, I dare you). If you allow your weaknesses to become the focus of your life, you'll go to the grave with unused talents.

Don't confuse a weakness with acquiring the skills or knowledge you lack to achieve a goal. Weakness, in this definition, is an inability to perform something well that cannot be corrected through training (sloth footedness). These weaknesses are difficult and frustrating to you no matter how hard you work. It's best to understand that you're not good at everything – and you never will be.

Focusing on weaknesses spends an enormous amount of time and energy, often with very little return. It is more effective to invest in building strengths because you can improve upon them faster than you can your weaknesses. Work around your weaknesses by hiring or partnering with someone whose strength is your weakness. Working on improving strengths leads to excellence. Fixing weaknesses only leads to mediocrity.

Imagine what your life would be like if you focused on what you do well. You are not good at everything and you never will be. Improve upon your strengths and work around your weaknesses. Working on your weaknesses is the weakest strategy you can take. You'll receive a far greater return and be much happier by focusing on your strengths.

Mattitude
1413 Miller Rd
Dubuque, IA 52003
563-590-9693
matt@mattbooth.com



New Mental Health Facility Opens
(Article provided by KARE 11 News)

SAINT CLOUD, Minn. - A new mental health facility here in Minnesota is important on a number of fronts.

Not only is it helping to fill a shortage of mental health care in our state, it is specifically aimed at veterans. Its goal is to deliver the modern care needed for today's vets when the vets need it.

Scheduled to open the week of April 1st, 2015, the Saint Cloud VA Medical Center's new acute inpatient psychiatry unit will help veterans in crisis with depression, PTSD, substance abuse and more.

Nurse Manager Colette Bresnahan said, "There's many mental health conditions that we help people work through and help them gain wellness and stability when they come in."

"The hospital was formed 90 years ago as an inpatient psychiatric infirmary so we have a long tradition of delivering mental health services to veterans," said Public Affairs Officer Barry Venable.

During a tour of the new building on Monday, Bresnahan pointed out its warm and modern common spaces along with its state-of-the-art safety features for each room like, "The ability to control the internal

climate – for example the electricity lights on and off - from outside the room, if that's needed, for both the patient's comfort and for safety reasons."

Blinds on the windows also offer privacy for the vets as do private bathrooms in every room.

Said Bresnahan of the bathrooms, "They look very sparse, but they really are state-of-the-art for safety."

With this new \$8.75 million facility, the Saint Cloud VA is going from 15 acute mental health beds to 20. Plus there's room to grow. "There are plans for a second story down the road," said Bresnahan.

The St. Cloud VA saw 320 veterans in this unit, in its former location, last year. Venable said, "And we see a little over 10,000 veterans each year for mental health services. That number has doubled since 2006 so demand is increasing."

It is an upgrade fueled by a need and greater focus on health care systems nationwide on the importance of mental health.

Bipartisan bill expands voting rights to people on probation and parole
(http://www.sentencingproject.org/detail/news.cfm?news_id=1913)

A Senate committee passed a bipartisan bill that would allow people convicted of a felony to vote as soon as they are released from incarceration, instead of waiting until after they've completed their probation and parole sentence — which can take years to decades to complete. Advocates say this bill would ease the burden for election officials and prosecutors, who have a difficult time determining who is qualified to vote. This bill would impact an estimated 47,000 Minnesotans.

"No matter who you are, no matter what you did, no matter where you've come from, you can always change, become a better version of yourself!"

-Madonna

Mission

Minnesota Association of County Probation Officers is dedicated to promoting quality correctional practices through professional growth, leadership, education, communication, and support.

Vision

Providing a voice for the probation profession and leading the promotion of sound correctional policy toward the principles of evidence based practices, restorative justice, community involvement, public protection, victim restoration, offender accountability, and competency development.

Executive Board

President

Deanna Ruffing
Nicollet County Probation
2070 Howard Drive
North Mankato, MN 56003
(507) 386-4503
druffing@co.nicollet.mn.us

President - Elect

Neal Huemoeller
Wright County Court Services
10 - 2nd Street NW, Room 402
Buffalo, MN 55313
(763) 684-4513
neal.huemoeller@co.wright.mn.us

Treasurer

Carter Diers
Wright County Court Services
10 - 2nd Street NW, Room 402
Buffalo, MN 55313
(763) 682-7710
carter.diers@co.wright.mn.us

Secretary

Jill Ferretti
Brown County Probation
1 S State Street
New Ulm, MN 56073
(507) 233-6693
jill.ferretti@co.brown.mn.us

Legislative Committee Chair

Margaret Munson
Wright County Court Services

Communications Committee Chair

Peter Monson
Chisago County Court Services

Membership Committee Chair

Debbie Wiome
Isanti County Probation
Samantha Ahrens
Steele County Probation

Training & Education Committee Chair

Jason Vande Kamp
Isanti County Probation
Debbie Lawrence
Isanti County Probation

MACPO 2014-2015 Elected Officers

Contact MACPO Secretary, Jill Ferretti - Brown County Probation, for the location and time of MACPO Board meetings.

Executive Board Goals:

- Review the vision statement on an annual basis at the Steering Committee meeting.
- Use MACPO's APPA Affiliate Membership to send our President (or assigned representative) to the national conference to maintain/promote our presence on a national level, to be reviewed annually.
- Continue to solicit input from MACPO membership regarding nominations for awards: Al Reker, Excellence in Corrections, Outstanding Performance, and Memorial Scholarship, as well as officer-elect positions.

Election of all officers shall be held at the annual meeting. Officers shall be elected by a simple majority at such meeting when a quorum of the voting members in good standing is present at the time of balloting.

Absentee ballots will be accepted or counted in any election and will be distributed by the Secretary at least 21 days in advance of election. Ballots to be returned three (3) days before annual meeting to the Nominating Committee Chair.

The Nominations/Awards Committee shall meet at least 60 days in advance of the annual meeting. The Nominations/Awards Committee shall contact candidates and potential candidates from among the voting membership of the association and shall prepare a list of such candidates and the offices for which they are candidates.



Like MACPO on Facebook



Follow MACPO on Twitter