



# MACPOST

Minnesota Association of County Probation Officers

Winter 2020

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## FROM THE PRESIDENT

*TERRY FAWCETT, PINE COUNTY PROBATION*

Greetings! I hope the holiday season found you in good spirits, despite the heavy snow and bitter cold! Some good things are happening in MACPO that I wanted to highlight:

- Three Decision Points trainings were scheduled for January. This is in part due to a generous grant from the Juvenile Justice Advisory Committee (JJAC). A fourth training will be offered as a special training track at the annual conference in May.
- Dr. Emily Gaarder, Associate Professor at the University of Minnesota-Duluth will be providing a presentation at the Awards dinner at the spring conference. She will talk about the importance of implementing restorative practices in our work. Dr. Gaarder also serves as the Duluth Site Director for the Center for Restorative Justice & Peacemaking, at the University of Minnesota.
- JJAC's Juvenile Justice Specialist & Compliance Monitor Callie Hargett has also been invited to address the attendees at the conference.
- MACPO Lobbyist Nancy Haas will provide a legislative update at the conference.
- I met with Minnesota Association of Community Corrections Act Counties' (MACCAC) Chair Midge Christianson at the AMC Annual Conference in hopes of bringing the two delivery systems closer to a healthy working relationship. Many issues were discussed, including the "Bring Back MACCAC" campaign this year offered to staff from MACCAC counties at the conference. I feel that safety and training should never be political. It was a very productive meeting, and I am thankful to Midge for agreeing to meet to work through some issues.

- The MACPO Executive Board voted 5-4 in opposition to supporting removal of the minimum population requirement for choosing the Community Corrections Act (CCA) delivery system.
- I met with the DOC Chief of Staff Josh Syrjamaki on November 12<sup>th</sup> to talk about the DOC's Strategic Plan (One DOC Plan), which includes two strategies: Improving Organizational Culture & Delivering Exceptional Public Service. As part of the "Delivering Exceptional Public Service" I recommended the development of a Task Force that would look at delivery systems, funding, options for reform, return on investment/impact on transforming lives of clients, etc. I am appreciative that Josh sought input for correctional partners.

These are challenging times in corrections, yet there are opportunities for improvement of services to our clients, and an opportunity to work together. While the One DOC Plan is important, we should still be operating under the One Corrections Plan that I wrote about in my initial MACPOST. Invite each other to meetings, have coffee with someone outside of your delivery system, meet with your local legislators, etc. Be mindful that we are supposed to be working hard to assist our clients to transform their lives. Providing a good example and modeling appropriate responses is important for professionals along the way.

## MCA'S PRESIDENT MESSAGE

*Connie B. Hartwig, 2019 MCA President*

Oh my goodness, I cannot believe this is my last Presidential article for the 2019 Forum. This year has flown by so quickly and with it I have many wonderful memories of spending time with you all in many capacities. Seeing you at trainings, working with you on committees and in general feeding and renewing the wonderful relationships we have all fostered throughout the years has been such a wonderful time for me. Thank you all for your continued support of our wonderful Minnesota Corrections Association. You are a great group of people and I am so thankful you are part of the corrections family that commit your time and energy to effect transformation in your clients and strive for a safer Minnesota. It has been an honor and a privilege serving as your President.

Our Fall Institute in October was by far the best Conference that I have attended. And seriously, I am not saying that because I am your President. It all started off with our touching awards ceremony. Congratulations to all of the Award recipients. You are ALL well deserving. Thank you for the hard work you have done this past year and throughout your careers. Seeing a dozen men make the trek north from the Lifer Group was very emotional and encouraging. I feel blessed that we have people in our Association willing to reach out to ask our Board to recognize groups, people and organizations that would not otherwise be appreciated in our corrections communities in a public forum. I would also like to thank our Board for being flexible enough to make changes in adding recipients. With respect to our Conference, I feel the presenters did an amazing job with such a wonderful and wide range of subject matter. The atmosphere and camaraderie truly gave us pause and then opportunity to laugh and heal with each other after some tremendous heartache in the past years. Thank you to the Fall Institute Committee for coming through again. It was a great experience for us all.

Finally, I would like to express my heartfelt appreciation to our Executive Board and full Board of Directors. Your commitment to this Association throughout the year made my position as President that

much easier. I appreciate you generous spirits and your knowledge, hard work and willingness to take the time to help our Association continue to strive to be better.

Please be kind to one another and most importantly, to yourselves.

Warmest Regards, Connie Hartwig

## LEGISLATIVE COMMITTEE

*Margaret Munson, Wright County Court Services*

A round table meeting was recently held to discuss delivery systems and the meeting went well. Since 1995, no additional money has been added, funding has been flat. Resources in communities are different and need more money. Carlos Mariani, MN House of Representative, will be meeting with Nancy Haas, Lobbyist, on January 29<sup>th</sup> to discuss these issues.

## COMMUNICATIONS COMMITTEE

*Jess Mott, Chisago County Probation*

Save the Date for the MACPO Spring Conference has been sent out. Please mark your calendars for May 27<sup>th</sup> – 29<sup>th</sup>! The award nominations should be open, as well. Please visit [www.macpo.net](http://www.macpo.net) for more information about the awards or to submit an award nomination.

Continue to watch for our website or emails for upcoming events or interesting information.

## MEMBERSHIP COMMITTEE

*Danni Bristol, Jackson County Court Services*

The Membership Committee is getting prepared for the Annual MACPO Spring Conference. We will have new clothing options this year for attendees to purchase. This is the time of year that we send out invoices for Agency-wide Memberships. We still offer the \$50 joint membership option with MCA and MACPO. I encourage anyone that is interested in getting involved in a committee to reach out to me, Danni Bristol ([danni.bristol@co.jackson.mn.us](mailto:danni.bristol@co.jackson.mn.us)).

# TRAINING AND EDUCATION COMMITTEE

*Michelle Nistler, Cass County Probation*

*Amy Hertzog, Wright County Court Services*

The Training and Education Committee is busy putting the final touches on the MACPO Spring Conference. Vendor registration opened this month. Watch your email as Conference registration will be opening soon. We are excited for this year's conference at our new location, Maddens Resort in Brainerd, MN. More information coming soon!



# CPO DIRECTOR'S COMMITTEE

*Amy Chavez, Director of Chisago County Court Services*

Deputy Corrections Commissioner Curtis Shanklin introduced himself at our November 22, 2019 Directors meeting, as well as gave a presentation. He hopes to visit each county, and he is interested in our input regarding the three delivery systems.

# GOV. WALZ LAUNCHES NEW INITIATIVE TO HELP SHELTER MN'S HOMELESS THIS WINTER

BY FOX 9 – DECEMBER 19, 2019

Gov. Tim Walz launched a new initiative Thursday that aims to help Minnesota's homeless find a warm place to stay this winter and he and other state officials are calling on all Minnesotans to help.

In Minnesota, about 8,000 people are struggling with homelessness. On any given night, more than 1,600 people sleep outside, including 300 children and minors—a number that has doubled in just the past five years. Walz said those statistics need to be turned around.

Thursday, the state launched the Winter Homeless Initiative to bring inside Minnesotans without shelter.

The Winter Homeless Initiative is a public-private partnership that includes the creation of the Minnesota Homeless Fund, a nonprofit that has already raised more than \$4 million in corporate and charitable donations. Best Buy founder Richard Shultz and the Pohlad Foundation are among the largest donors.



The Minnesota Homeless Fund has already provided funding for an additional 150 beds at half a dozen shelters around the Twin Cities.

“This is real, these are people. When you talk about 1,600—each of those is a human being,” Elena, an outreach worker, said at the news conference Thursday. “This is not in theory. This is not a concept. This is real. This is life or death.”

Walz is now calling on all Minnesotans to donate or volunteer. He is also urging local governments to look for creative ways to make underutilized spaces available as shelter.

“This is a part of a longer, strategic plan working on the issue of a shortage of affordable—deeply affordable—housing and livable housing,” Walz said. “We understand this is a triage or a surge situation to get people out of a dangerous environment and so much more goes into getting to shelter and then getting to permanent housing.”

Last winter, the City of Minneapolis opened a navigation center to help the city's homeless get off the streets. The city says, during the coldest months, it was able to house about 175 people, eventually connecting many to other resources like nursing homes or treatment programs.

Thursday's announcement comes on the 35th anniversary of the annual Homeless Memorial March, an event organized by Simpson Housing Services that recognizes the names and lives of those homeless who died in the past year—underscoring the immediate need for shelter.



# MINNESOTA SENTENCING COMMISSION PASSES

## 5-YEAR PROBATION CAP

BY DANA FERGUSON, FORUM NEWS SERVICE – JANUARY 9, 2020

Beginning Aug. 1, most felony offenders in Minnesota will be subject to shorter probation sentences under state law.

The Minnesota Sentencing Guidelines Commission on Thursday voted 8-3 to approve guidelines that would cap probation sentences for most offenders in the state at five years. Homicides, criminal sex offenses and criminal vehicular homicide would be exempt from the cap.

The measure comes with some exceptions for judges who can depart from the cap. And it could be changed if state lawmakers veto or alter the proposal during the 2020 legislative session. The change wouldn't affect the nearly 50,000 Minnesotans already on probation.

The commissioners' decision to set a cap on supervision periods will have profound impacts on offenders aiming to reform their lives and reintegrate into the community, proponents of the change said. But opponents, including prosecutors and judges, worried it would force judges to put more people behind bars rather than sentencing them to probation.



The panel's decision came after more than a month of debate over the plan and after lawmakers have considered but failed to pass significant changes in the Legislature. In Minnesota, guidelines for prison sentencing have been clearly spelled out for decades. But the state hasn't created a similar guideline for sentencing supervision.

And as a result, probation sentences around the state have varied for the same offenses.

"We are proposing a big change for Minnesota, but it's not a big change nationally and it's not out of the realm of what probation should be," Commission Chair Kelly Lyn Mitchell said. "I understand the concerns, but we are in a place where we are very much behind the curve of what modern probation should be."

Criminal justice researchers have found that offenders who go seven years without committing a crime after their first offense are as likely to re-offend as a person who has never offended. And supporters of reforms say that research lends support to capping probation terms and frontloading support services to those on supervision.

But county attorneys and judges who've weighed sentencing decisions for decades worried that it wouldn't be tough enough on other violent offenses and would limit judges' ability to tailor sentences to each defendant.

While the panel agreed to provide exceptions to the cap for some attempted felony offenses and conspiracy to commit the offenses, some commissioners raised red flags about trying to hastily reform the probation sentencing process. And they warned the group's actions could lead to unintended consequences.

"I want to do probation reform that's right," Commissioner Christopher Dietzen, a former Minnesota Supreme Court justice, said. "I don't want to be responsible for a mess down the road because we wanted to push this thing through."

Advocates including former probationers, defense attorneys, faith leaders and crime victims said the move would even out disparate supervision sentences across the state. And more than a dozen that filled the hearing room near the Capitol applauded as the commission announced its vote altering the law.

## **JUSTICE DEPARTMENT SENDING \$12.5 MILLION TO MINNESOTA FOR OPIOID ABUSE PREVENTION**

*BY FOX 9 – DECEMBER 18, 2019*

In an effort to combat the opioid crisis, the United States Justice Department is sending \$12.5 million to Minnesota.

The department announced more than \$333 million in funding nationwide Wednesday.

The money will help support organizations that are working to fight against opioid addiction and abuse throughout the state. Law enforcement organizations, cities, counties, emergency responders and treatment professionals will all be recipients in Minnesota.

More than half of the funding in Minnesota will go to the Bureau of Criminal Apprehension, which was awarded nearly \$6.5 million.

All other organizations receiving awards will get less than \$1 million, including the city of Minneapolis, the city of Duluth, Itasca County, Native American Community Clinic, Carver County, Beltrami County Drug Court, Mille Lacs County Drug Treatment Court, Scott County and Anoka County Court Administration.

"Everyday, families and communities are torn apart because of the opioid crisis. This funding will directly support communities throughout Minnesota that are working to combat the crisis and heal from its devastating impact," said U.S. Attorney Erica MacDonald.

# Groups Help with Life After Incarceration

By Lee Bailey-Seiler, Five Stone Media, Minneapolis – January 21, 2020

*Community-based reentry meetings address unmet needs of those working through incarceration*

Incarceration not only has a profound impact on prisoners, but their families as well.

A study by Cornell University discovered that 1 in 7 adults have a close family member who was imprisoned for at least one year.

There are a number of traditional, public and private, service agencies that assist in the areas of addiction treatment, housing, food, education and job training, but they don't address some deep-seeded issues that affect released prisoners and their families.

Group meetings help in dealing with post-incarceration emotions, such as guilt, rejection, judgement, anger and isolation. These meetings also: give an understanding of personal value, how to resist negative influences, how to connect with healthy influences, help with decision-making, provide spiritual support, and assist in re-assuming a role in the family.

“This is an excellent example of what can be done by those who are ready to move forward with their lives in a positive, productive manner,” said John R. King, retired Assistant Commissioner with the Minnesota Department of Corrections.

“We believe that the community has a responsibility to take an active role in helping people meet the challenges that are faced after incarceration,” said Lee Bailey-Seiler, Lifeblood Project Manager. “We hope that support groups, such as Lifeblood Reentry Support Groups, will help people form positive relationships that will build stronger communities and reduce recidivism.”

Lifeblood Support Group Meetings, specifically, consists of videos that give shared-experiences, time for worship, teaching, speakers, discussion groups and connection points for reentry resources. Five Stone Media, which also uses shared-experience videos to bring hope and healing for people in need of change, has launched a new co-ed, community-based version of Lifeblood

More than 1,400 men and women have participated in Lifeblood and other various group meetings' video-based group curriculums in correctional and reentry facilities.

These one-of-a-kind programs has proven results and earned national respect; 95 percent of participants surveyed self-reported improvement or growth.

“We believe that the local church is the ideal place for people to find support for these unmet needs,” Bailey-Seiler said. “We are searching for churches to help answer those needs. We've talked with many church leaders who want to serve these needs but don't know where to start. We pray that families in need will be able to find transformation and reentry support through a local church in any community and that they will find a church home,” Bailey-Seiler said.



# 411 on Drug-Gene Testing:

By Mayo Clinic - <https://www.mayo.edu/research/centers-programs/center-individualized-medicine/patient-care/pharmacogenomics/drug-gene-testing>)

Drug-gene testing is also called pharmacogenomics, or pharmacogenetics. All terms characterize the study of how your genes affect your body's response to medications. The word "pharmacogenomics" is combined from the words pharmacology (the study of the uses and effects of medications) and genomics (the study of genes and their functions).



Your body has thousands of genes that you inherited from your parents. Genes determine which characteristics you have, such as eye color and blood type. Some genes are responsible for how your body processes medications. Pharmacogenomic tests look for changes or variants in these genes that may determine whether a medication could be an effective treatment for you or whether you could have side effects to a specific medication.

Pharmacogenomic testing is one tool that can help your health care provider determine the best medication for you. Your health care provider also considers other factors such as your age, lifestyle, other medications you are taking and your overall health when choosing the right treatment for you.

## *What pharmacogenomics testing does*

The purpose of pharmacogenomic testing is to find out if a medication is right for you. A small blood or saliva sample can help determine:

- Whether a medication may be an effective treatment for you
- What the best dose of a medication is for you
- Whether you could have serious side effects from a medication

The laboratory looks for changes or variants in one or more genes that can affect your response to certain medications.

Each person would need to have the same specific pharmacogenomic test only once because your genetic makeup does not change over time. However, you may need other pharmacogenomics tests if you take another medication. Each medication is associated with a different pharmacogenomics test. Keep track of all your test results and share them with your health care providers.

The need for pharmacogenomics testing is determined on an individual basis. If your pharmacogenomic test results suggest you may not have a good response to a medication, your family members may have a similar response. Mayo Clinic recommends you share this information with your family members. Your health care provider can also provide recommendations for family members who may benefit from having testing.

### ***Current limitations of pharmacogenomics tests***

Current limitations of pharmacogenomics testing include:

- One single pharmacogenomic test cannot be used to determine how you will respond to all medications. You may need more than one pharmacogenomic test if you are taking more than one medication.
- Pharmacogenomic tests are not available for all medications. Because pharmacogenomic tests are available only for certain medications, your health care provider determines if you need to have a pharmacogenomic test prior to beginning a specific treatment.
- There are currently no pharmacogenomic tests for aspirin and many over-the-counter pain relievers.

### **Pharmacogenomics testing costs and coverage**

The cost of pharmacogenomics testing varies depending on which test is ordered and your health insurance coverage. To help you determine test costs and coverage:

- Mayo Clinic's Patient Account Services may be able to provide an estimate by phone.
- Some insurance companies may cover pharmacogenomic testing, depending on the policy and reasons for testing.
- Contact your insurance provider about coverage prior to testing if cost and coverage are concerns.
- It may be helpful to get the ICD-9/ICD-10 procedure and CPT billing codes for the specific lab tests from your health care provider before calling the insurance company.

A federal law called the Genetic Information Nondiscrimination Act (GINA) generally makes it illegal for health insurance companies to discriminate against you based on your genetic information. This federal law does not protect you against genetic discrimination by life insurance, disability insurance or long-term care insurance companies. Some states have laws in this area.

## **AGENT WELLNESS**

*By Neal Huemoeller*

### **9 Awesome Ideas to Survive the Winter Blues**

(<https://theseasonwearein.com/2018/01/9-awesome-ideas-to-survive-the-winter-blues/>)

It's January in Minnesota, which means, like most years, we haven't seen temps above zero for a few weeks now, and the wind threatens to freeze our faces off if we do dare walk outside.

The kids are antsy from being cooped up inside, and we've all had our round with some sort of illness, for us it's been respiratory, which has added to the all too well known winter blues.

It seems as the hubs and I get older, the winter blues hit us harder. Last year we had the saving grace of looking forward to our 10-year anniversary trip to Hawaii. This year, we are merely trying to survive, and celebrate things as simple as the sun peaking out every few days.

So how do we plan to survive the next several months until spring? Here are some thoughts.

**1. Read some good books.** During the summer months we are busy with playing outside, going to the lake, going for walks, etc. Being stuck inside during the winter is a great time to hunker down and curl up with a warm blanket, roaring fire, and a good book.

**2. Play board games.** The kiddos get pretty tired of being stuck inside just as quickly if not more so than we do. Playing board games is a great way to pass the time and spend some time bonding with one another.



**3. Plan a stay-cation.** Last year we had Hawaii to look forward to, which gave us something to be excited about when we were feeling the winter blues. You don't have to plan an extravagant vacation to give yourself a mental winter break... book a night at a local hotel for a date night with your significant other. Or book at a hotel with a great water park for the whole family to enjoy as a break. Some hotels will even let you use their pool without an overnight stay!

**4. Enjoy the snow.** If you are lucky enough to have winter with snow, plan to enjoy activities you can only do when there's snow. Make a snowman, have a snowball fight, go skiing or sledding. Making the best out of what you have is a big part in surviving anything, even snow! Don't have snow? Head to an ice rink and do some skating instead!

**5. Bake some yummy goodies.** Baking is a great way to bond with the kiddos as well as teaching them a few skills. Measuring and counting can be a big part of baking some yummy cookies! It'll also help warm up the house and give you a treat to look forward to.

**6. Open the windows.** It's amazing what simply letting the sunlight into the house will do for ones mood! On the sunny winter days opening the blinds and curtains and letting that sunshine into the house will not only help warm the rooms, but the sunshine can also warm and energize your soul.

**7. Build a bucket list.** A trick I've learned to pulling myself out of a mental slump, such as the winter blues, is to dream of things I want to do and accomplish in the future. Think about places you want to go, things you want to accomplish, experiences you want to have. Do a little research, watch some YouTube videos, and dream big!

**8. Go for a drive.** Sometimes you just need to get out of the house, even when it is below zero. Being cooped up inside for too long gets us all a little antsy and sometimes all we need is a change of scenery. Warm up the car, bundle up the kids, pack some snacks and head out for a drive.



**9. Exercise.** Exercise is always good for the body and soul, especially when you could use an extra push of endorphins. Put on some music and throw in a workout DVD and get yourself moving!

# ALARMING TREND – CELL PHONE APPS CONTINUED



## **MEETME**

This is a dating social media app that allows users to connect with people based on geographic proximity. As the app's name suggests, users are encouraged to meet each other in person.



## **GRINDR**

This is also a dating app geared towards gay, bi and transgender people. The app gives the user options to chat, share pictures, and meet up based on a smart phone's GPS location.



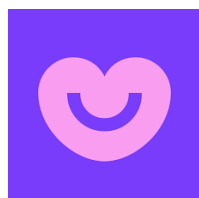
## **SKOUT**

This is a location-based dating app and website. Those under 17 are unable to share private photos, but kids can easily create an account using a different age.



## **WHATSAPP**

WHATSAPP is a popular messaging app that allows users to send texts, photos, voicemails, make calls and video chats worldwide. It also uses internet connection on smart phones and computers.



## **BADOO**

Another dating and social networking app where users can chat, share pictures and videos, and connect based on their location. This app is attended for adults only, but teens are known to create profiles.



## **BUMBLE**

Popular to "Tinder," however, this app requires women to make the first contact. Kids have been known to create fake accounts and falsify their age.



## **LIVEME**

This live-streaming video app uses geolocation to share videos so users can find out a broadcaster's exact location. Users can also earn "coins" as a way to "pay" minors for photos.



## **HOLLA**

Self-proclaimed "addicting" video chat app that allows users to meet people all over the world in just seconds. Reviewers say they have been confronted with racial slurs, explicit content, and more.

# UPCOMING EVENTS AND TRAINING

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



## ***Facilitator Training***

Open-group  
cognitive-behavioral  
intervention program

Constructed to address  
offender risk, needs, &  
responsivity

*Upcoming dates:*

*Wednesday, February 26<sup>th</sup> - Carver County  
Wednesday, May 27<sup>th</sup> - MACPO Spring Conference*

(Registration is closed.)

*Sponsored by MACPO, Juvenile Justice  
Advisory Committee (JJAC), MACCAC, & MN DOC*



# Corrections Capitol Day

Several key legislative chairs will be attending this event and will address the session.

Great opportunity for everyone involved in Corrections to:

- receive an update on the 2020 Legislative Session,
- hear what's pending on issues pertaining to our delivery system, and
- share the legislative agendas of those sponsoring this event.

Thursday, February 13, 2020, from 8 a.m. – 12 p.m.  
at Afton Room - DOC Central Office  
*Registration is open and FREE to MACPO Members*

To become a MACPO member and/or to register for this event, go to [www.macpo.net](http://www.macpo.net).

## DEAR MAC

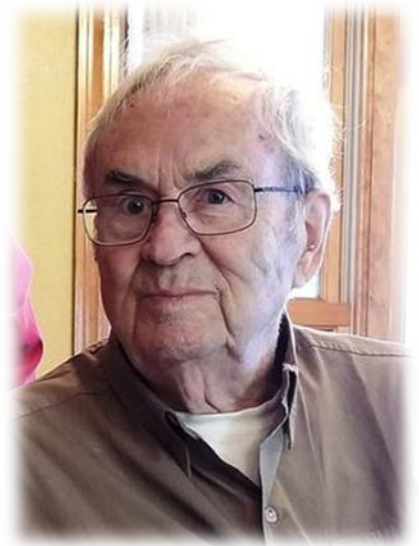


## MACPO PIONEER PASSES

TERRY FAWCETT, PINE COUNTY PROBATION

“First generation” MACPO pioneer Jerry Weigenant recently passed away. Jerry was a very active member of MACPO. He worked in both Wabasha and Goodhue Counties for over 25 years. He was a recipient of the Al Reker Award and served as MACPO President. He mentored numerous “second generation” MACPO members, including former MACPO President Steve Kley. Jerry advocated hard for the 50% reimbursement from the State and fought tirelessly for it. He earned the nickname “50% Jerry” as a result.

MACPO sends his family sincere condolences, and thanks Jerry for a job well done!

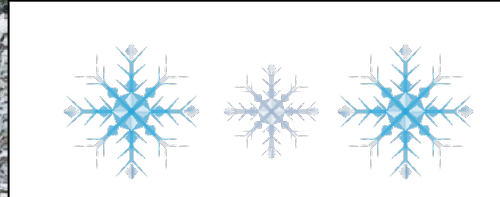


*(To read Jerry’s full obituary, you can go to this website:*

*<https://www.rivertowns.net/obituaries/obits/4733206-Jerome-L.-Weigenant>)*

*Do you or your agency have a work-related question or information you would like to share with others? We want to hear from you!! Please submit your question, information, or comment to [macpo@macpo.net](mailto:macpo@macpo.net). Watch for a response in an upcoming MACPOST.*







# HOLIDAY SHARING

## Valentine Muddy Buddies

### Ingredients:

½ cup white candy melts  
½ cup pink candy melts  
½ cup red candy melts  
1.5 Tbsp shortening  
3 cups Chex cereal  
2/3 cup powdered sugar



Melt ½ cup of one color of candy melts in the microwave, heating for 25 seconds, then stirring, and reheating as needed until smooth.

Stir in ½ tablespoon of shortening and then 1 cup of Chex cereal. Stir to coat the Chex cereal completely.

Place one third of the powdered sugar (about 3 tablespoons) into a Ziplock bag and add the candy-coated Chex. Close the bag and give it a good shake for 1-2 minutes. (The candy won't be completely sugar-coated in order for the color to stand out and pieces may stick together a bit). Try to space out on a cookie sheet to dry.

Repeat this process with the other two colors of candy melts.

Let dry for one hour. Remember not to rush this process by placing it in the fridge; the candy will sweat when it is returned to room temperature.

## St. Patrick's Day Pancakes

### Ingredients:

1 cup milk  
2 Tbsp white vinegar  
1 ¼ cup flour  
2 Tbsp sugar  
1 tsp baking soda  
1 tsp baking powder  
½ tsp salt  
2 Tbsp melted butter  
1 egg  
½ tsp vanilla  
Green food coloring

Preheat griddle to 300 degrees.

In a small bowl, combine milk and vinegar. Set aside and let sit for a few minutes.

In a large bowl, combine flour, sugar, baking soda, baking powder, and salt.


Whisk butter, egg and vanilla into the milk. Add food coloring and stir until you reach the desired color. Combine with the flour mixture and stir until smooth.

Pour batter onto a greased griddle. Let cook on one side until bubbles begin to pop, then flip to the other side. Cook just until golden brown.



# PROBATION PARTNERS

Below are a few of our vendors who sponsor MACPO.




Manufacturer and sole source provider of the PharmChek Drugs of Abuse Sweat Patch.

(855) 458-4100

2411 E. Loop 820 N.  
Fort Worth, TX 76118


[info@pharmchem.com](mailto:info@pharmchem.com)



25704 County Road 338  
Bovey, MN 55709

(218) 245-1395

*"Providing highly structured chemical dependency care in the least costly, least restrictive, non-institutional manner possible, consistent with the individualized needs of persons we have an opportunity to serve."*



"Providing positive intervention within the Juvenile Justice System for juveniles, families, and communities."

1231 – 5<sup>th</sup> Street NW  
Bemidji, MN 56619

(218) 751-3196

# BREAK TIME FUN

Decipher the messages.

"XUCQNGCQX LQ'OQ NQXNQZ KUN NU XBUL UYO  
LQHEKQXXQX, DYN NU ZGXMURQO UYO XNOQKGNBX."

*Hint: U = O, Q=E*

"TYXXYKLSJ OGETQ GXJAU SAET JG ZAELJYXLS TAQJYUEJYGUQ."

*Hint: X = F, J = T*

If you would like to confirm your answer, please submit it to [michelle.pramann@co.wright.mn.us](mailto:michelle.pramann@co.wright.mn.us).

# 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.

## MACPO 2019-2020 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.





# Executive Board

## President

*Terry Fawcett*, Pine County Probation  
president@macpo.net

## President - Elect

*Jim Schneider*, Cass County Probation  
presidentelect@macpo.net

## President – Past

*Carter Diers*, Wright County Court Services  
pastpresident@macpo.net

## Treasurer

*Alex Hirman*, Wright County Court Services  
treasurer@macpo.net

## Secretary

*Jill Ferretti*, Brown County Probation  
secretary@macpo.net

## Legislative Committee Chair

*Margaret Munson*, Wright County Court Services  
legislative@macpo.net

## Communications Committee Chair

*Jess Mott*, Chisago County Court Services  
communication@macpo.net

## Membership Committee Chair

*Danni Bristol*, Jackson County Court Services

## Training & Education Committee Chair

*Michelle Nistler*, Cass County Probation

## Training & Education Committee Vice-Chair

*Amy Hertzog*, Wright County Court Services  
trainingandeducation@macpo.net