



MACPOST

Minnesota Association of County Probation Officers

WINTER 2*15

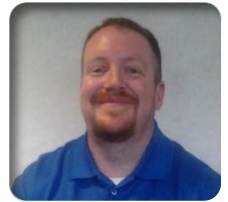
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From the President

As I am writing this, it is early December and in the mid-40s outside. Can't beat that! (Unless you enjoy ice fishing or snowmobiling.)

There are some very exciting things happening for probation officers via the recent secondary trauma/peer support trainings. MACPO collaborated with Rice County to have Kirsten Lewis, from Maricopa County, Arizona, come back for a week to train us in topics of secondary trauma and peer support for critical incidents and stress management. With staff across the state now trained as peer support for probation officers, MACPO will be releasing an interactive map with resources for agents to use in those difficult times soon. The development of ongoing communication between the trained peer support agents will also be occurring through the use of online discussion boards and upcoming meetings to enhance this new support for probation offices. More details to come soon!



Neal Huemoeller
 Wright County Court Services
 10 – 2nd Street NW, Room 402
 Buffalo, MN 55313
 (763) 684-4513
 president@macpo.net

Two things were very evident to me while being in a room full of probation officers from across the state stemming from all three delivery systems. The first evident thing to me was that probation officers often feel most comfortable debriefing and leaning upon each other in most work related situations. It's as if we speak this special language that many others, including our loved ones, would not truly understand the serious nature of our jobs. The second thing is that we have some amazing people working in this field doing some really incredible work. I am very proud to be a member of the probation officer network and thank each of you for all that you do.



The MACPO Executive Board is busy preparing our legislative platform and upcoming trainings including the spring conference. Based on the early reports of speakers booked for the conference, I am very excited about the incredible training opportunities that will be provided.

Please take the time to nominate those who are deserving of the annual awards offered by MACPO. Please visit the MACPO.net website to submit nominations for those awards. If your office is working with any students/interns, also make sure to direct them to the MACPO scholarship application posted on the homepage.

Please feel free to contact me with any questions and/or comments throughout my term as President.

Have a great holiday season!

Unfortunately, the Care Corner and County Highlight will not be featured in this edition of MACPOst. Please look for them in the Spring 2016 edition of MACPOst.



Legislative Committee



Margaret Munson, Wright County Court Services

Seasons greetings to all....

The Legislative Committee has been working hard to put together MACPO 2016 legislative platforms and at expanding the platforms. This expansion will allow our lobbyist Lisa Frenette to represent our organization better. The legislative session will start the first week in March. It will be a short session and my prediction is things will be very hectic. The Capital is still under construction and that will cause many issues for meeting space and time.

Due to the construction, we have decided NOT to have a Capital Day this year. The committee would encourage all of you to reach out to your local legislators and inform them of the great work that you do in corrections. Lisa and I would be more than happy to come to you and meet with your legislator if you would like help with that. We also could provide you with talking points and copies of our platform. Please feel free to let me know if you would like our company!

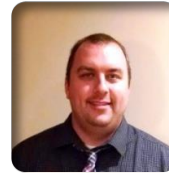
Here is a link to MACPO's legislative platforms:

<http://www.macpo.net/resources/Documents/2015-16%20MACPO%20Platform.pdf>

Have a great holiday season.

Communications Committee

Peter Monson, Chisago County Court Services



Happy Holidays everyone! The Communications Committee has continued to work on the expansion of the MACPO website, found at www.macpo.net, along with its social media outlets. Also, Michelle Pramann, from Wright County Court Services, continues to do great work developing this quarterly publication, by keeping it appealing and relevant. If you have topic ideas for articles in future MACPOSTs, or have information you would like published in the next edition, please email it to macpost@macpo.net. The Communications Committee is beginning to gear up for the 59th Annual Spring Conference by working closely with the Membership and Training & Education Committees. We anticipate a great turnout this year.

We continue to look for more people interested in becoming a member of the Communications Committee, as there are various roles within the committee. Please email macpo@macpo.net for more information on joining a committee.

Membership Committee

Samantha Ahrens, Steele County Probation
Nicole Kalow, Waseca County Court Services



I hope everyone had a wonderful Thanksgiving holiday and realized how much we all have to be thankful for. With the busy holiday season and Christmas upon us, don't forget to take time to be present and make memories with those we hold most near and dear.

Membership Committee is continuing to work on and develop our student outreach program. We attended the St. Cloud State Career Fair and had many contacts with students there. With career fairs being more difficult for MACPO to gain entry to, due to us not offering actual employment, we are hoping to get into the classrooms more to get the word out about MACPO, as well as the duties and requirements of being a Probation Officer.

As the New Year approaches, we will shift our attention back to keeping our professional membership up-to-date. We are always greatly impressed with our agency-wide membership and support of MACPO within the CPO system. We will also continue to reach out to other probation delivery systems regarding MACPO membership.

If you would like to join the MACPO Membership Committee, please contact Samantha Ahrens at samantha.ahrens@co.steele.mn.us or Nicole Kalow at nicole.kalow@co.waseca.mn.us for more information. We are always looking for more talented individuals to join us and share new ideas with our committee.

Don't forget... you can still purchase MACPO clothing on the website. The shirts are all \$35 (which includes shipping). Get yours today!



Training and Education Committee

Jason Vande Kamp, Isanti County Probation

Debbie Lawrence, Isanti County Probation



The 14th Annual Support Staff Conference was held on October 21st at the Holiday Inn, St. Cloud. We had 67 people register for the conference. Steve Hegele, from Hegele Academy, presented in the morning on principles of communication, relationships, energy and commitment. Jason Anderson, from Itasca County, presented in the afternoon on corrections fatigue. A survey was completed afterwards and the feedback was overall positive. One of the questions we asked the attendees was about the location of the conference. Their feedback was overwhelmingly in favor of keeping it in St. Cloud.

The next regional training will be held on Thursday January 28th, 2016, at DOC Central Office. The topics will include keeping up with technology, how the ever changing technology world affects the supervision of offenders, and the legalization of medical marijuana. Please watch for emails or check the MACPO website for further details on this training.

Our committee is also busy planning the 59th Annual Spring Conference. The conference will be once again held at the beautiful Breezy Point Resort on May 25th – 26th. Registration will be starting in March. If you have any speaker or topic ideas, please email them to TrainingandEducation@MACPO.net, or contact any member of the Training and Education Committee. There will once again be a vendor hospitality night on Tuesday evening for those that are able to attend. You should receive an email and can always check the MACPO website for additional information.

Happy Holidays and we hope to see you all at the Spring Conference!



CPO Director's Committee

Terry Fawcett, Pine County Probation Director

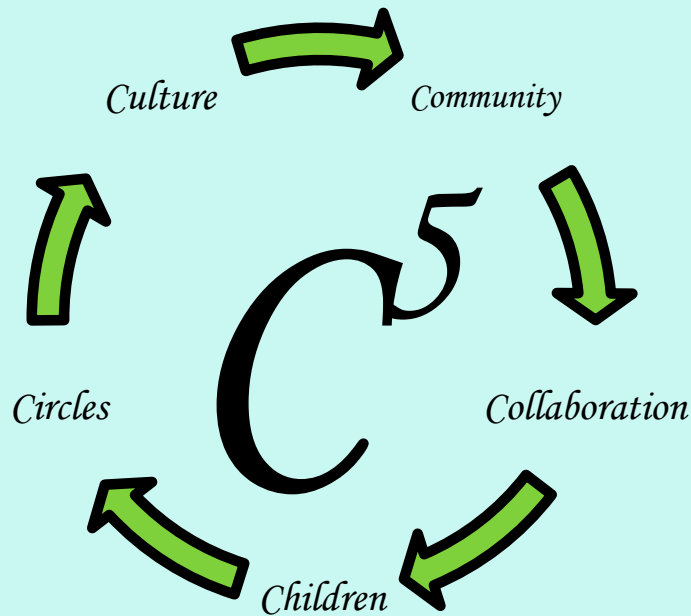
The collaboration between Pine County Probation, Health & Human Services, & County Attorney's Office has led to a new program being implemented in Pine County called C-5. C-5 is an innovative approach to juvenile justice and care through community stakeholder collaboration and restorative justice. Pine County Probation has done great restorative justice work since 2004, and the C-5 allows that work to be expanded to more cases and types of offenses. This C-5 Program has been contracted with some of the foremost experts in restorative justice work, including Dr. Mark Umbreit & Ted Lewis from the U of M Center for Restorative Justice & Peacemaking.

Through the "Spectrum of Change," Pine County is looking to change the landscape in juvenile justice and care throughout this wraparound approach. C-5 will address kids across that spectrum, including those entering the system through truancy, high-risk delinquent children, and non-probationary Child Permanency cases.

C-5 had an event on September 23rd in front of a packed house, including school officials and community volunteers. There are over 40 volunteers signed up to help already! C-5 has now begun its first case!!

“Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed it is the only thing that ever has.” - Margaret Mead

Pine County Probation, Health and Human Services, and the County Attorney’s Office invite you to be a part of:



Changing the World of Juvenile Justice

Kickoff: September, 16, 2015, 5-7 p.m.

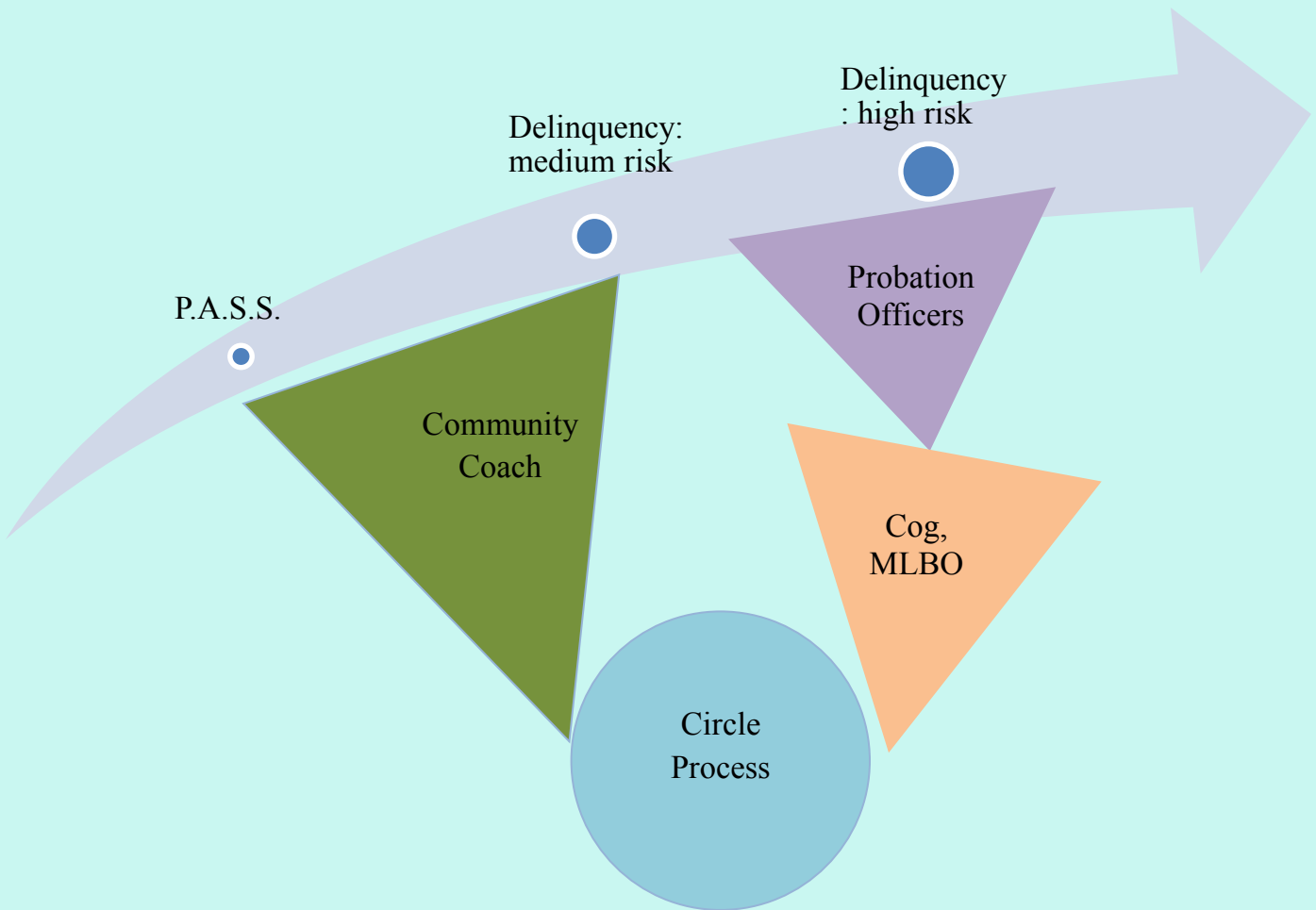
Where: Jury Assembly Room, Pine County Courthouse, 635 Northridge Dr NW, Pine City

The Problem: A short-term focused and high-cost juvenile justice care system that neither reduces recidivism, nor gives juveniles the skills to become law abiding and productive adults.

The Solution: C⁵ - an innovative approach to juvenile justice and care through community stakeholder collaboration and restorative justice.

Join us and learn how Pine County is going to change the landscape in juvenile justice and care. We'll feature presentations from county officials and national experts. You'll also learn how you can be a part of this exciting opportunity. Whether you represent government, a cultural population, a religious group, the school system, victim advocates or the community, you'll have a chance to be an integral member and help children achieve lasting success.

C⁵: Restorative Practices Spectrum





Prison Reform:

Incarceration Nation Needs Change

Minneapolis Star Tribune – Sunday, July 19, 2015

(excerpted from editorials around the nation)

On Thursday, for the first time in American history, a president walked into a federal prison. President Obama went to see for himself a small piece of the damage from the nation's decades-long binge of mass incarceration.

Obama's prison visit in Oklahoma capped off a week in which he spoke powerfully about the failings of a criminal-justice system that has damaged an entire generation of Americans - disproportionately men of color.

After touring the cells, Obama reflected on the people he met there. "These are young people who made mistakes that aren't that different than the mistakes that I made The difference is they did not have the kinds of support structures, the second chances, the resources that would allow them to survive those mistakes."

This indisputable argument has been made by many others. But it is more significant coming from the president. On Tuesday, in a wide-ranging speech, Obama explained that people who commit violent crimes are not the reason for the exploding federal prison population. Most of the growth has come from nonviolent drug offenders facing absurdly harsh mandatory minimum sentences.

Obama also put a spotlight on intolerable conditions, like overuse of solitary confinement. He talked about community investment as the best way to stop crime before it starts. And he spoke of the importance of removing barriers to employment, housing and voting for former prisoners.

As Obama acknowledged, however, his powers are limited. Any solution to this criminal-justice catastrophe must come from Congress and state legislatures, which for decades enacted severe sentencing laws. In recent years, the opposite trend has taken hold as lawmakers in both conservative and liberal states have reduced populations in state prisons - where the vast majority of inmates are held.

It's time Congress fixed the federal system.

One sign of how far the politics of criminal justice has shifted was a remark by former President Bill Clinton, who signed a 1994 law that played a key role in the soaring growth of the U.S. prison system. On Wednesday, Clinton said, "I signed a bill that made the problem worse." It was a long-overdue admission, and another notable moment in a week full of them.

FROM AN EDITORIAL
IN THE NEW YORK TIMES

American Probation and Parole Association

Les Schultz, Brown County Probation Director – APPA Region 10 Representative At-Large

Changes are happening at the American Probation and Parole Association. After 20 years of service, longtime Executive Director Carl Wicklund retired as of the end of July 2015 with this association. Mr. Wicklund was originally from Minnesota and worked at DFO Community Corrections prior to taking the helm of APPA in 1995. In a short interview with Mr. Wicklund, he stated his largest accomplishment while working at APPA was “assuring that pretrial, probation and parole issues, concerns and realities were considered vitally important when discussing criminal and juvenile justice issues nationally.”



“I also felt that it was important to give equal concern to the needs of rural and urban jurisdictions. I put a lot of time and energy getting the needs of APPA constituents represented in myriad advisory and working group meetings where public policy and practices of the criminal and juvenile justice systems were being discussed. I would like to think that my work nationally has had an impact on the current attention being given community corrections. I have never considered my work as just a job. I am proud that my work for APPA was always driven by my passion for humane, creative and effective results.”

Mr. Wicklund has formed an LLC and plans to continue to work as a consultant in the corrections field and serve on several advisory foundations and associations. We all wish him well.

Taking over for Mr. Wicklund is Veronica Cunningham, a 35-year veteran of pretrial, probation and parole systems in Louisiana, Texas, and Illinois. Ms. Cunningham is currently the Director for New Orleans Pre-trial Services in New Orleans. Her past work history includes being the Director of Parole Services for the Texas Department of Criminal Justice and Director of Cook County Adult Probation Department in Chicago, IL. Ms. Cunningham has a Master’s Degree in Criminal Justice from Louisiana State University. Ms. Cunningham officially starts her position as the Executive Director of APPA on January 4, 2016.



On a side note, I had the pleasure to sit in on the interviews for the APPA Executive Director. We had three very qualified candidates from various locations across the country. Ms. Cunningham demonstrated her knowledge of corrections, shared her vision for the future of APPA, and captured the enthusiasm to make this all happen. I personally am very excited about Ms. Cunningham taking over for Carl.



Academic Memorial Scholarship

The Minnesota Association of County Probation Officers strives to promote and to attract quality students to consider corrections as a career.

In preparing a student for professional level practice, MACPO is offering a \$750 scholarship to be used toward a corrections related degree and/or internship. MACPO, by awarding this scholarship, will do so in the spirit of honoring deceased MACPO members who have made a significant contribution not only to MACPO, but to the corrections field as well.

One \$750 scholarship will be awarded to a student majoring in Corrections, Sociology, Criminal Justice, Psychology, Social Work, or other related fields who will be/or is involved in an internship. This scholarship will be applied to the costs of tuition.

ELIGIBILITY REQUIREMENTS

1. Students majoring in Criminal Justice or related field.
2. Students currently enrolled in a Criminal Justice or related field at an accredited 2-year or 4-year college or university.
3. Students who are currently in an undergraduate program and have at least one more semester of school after the application deadline.
4. Students who are preparing for an internship in the corrections field or are currently participating in an internship in the corrections field.

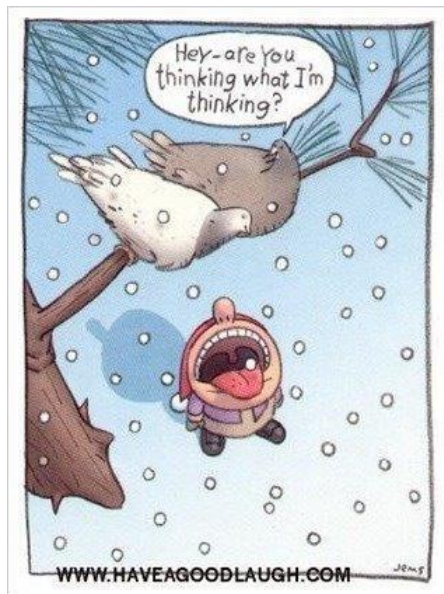
APPLICATION REQUIREMENTS

1. Complete the online application found on the MACPO website.
2. Send one letter of reference from a professor or someone in a supervisory role to scholarship@macpo.net.

Note: Your application is NOT considered complete until you submit the letter of reference, as noted above.

For more information, please go to <http://www.macpo.net/Scholarship>.

*****DEADLINE FOR APPLICATIONS: APRIL 1, 2016*****





MACPO Awards

The following awards are presented at the Annual MACPO Spring Conference. Please take a moment to review the award descriptions. For more information or to nominate a deserving professional, please visit www.macpo.net/awards.

Al Reker Distinguished Service Award

This award is given to recognize contributions made by an individual over a sustained period of time to the field of probation. Further, this award was to acknowledge membership involvement rather than simply retirement. The recipient is to be selected by the Executive Board of MACPO for their exemplary contributions and dedication to the profession of probation/parole.

Al Reker award recipients provided, and many continue to provide, exceptional leadership and dedication to the field of Corrections.

Excellence in Corrections Award

This award is to be presented to a correction's program, which was demonstrated outstanding leadership and development in the field of probation. This may be a non-profit organization, privately run program, or a program within a court services or probation agency. (Nominations must come from a MACPO member.)

Outstanding Performance Award

This award is to be given to a probation officer in good standing with MACPO. It is to be presented to an individual who has demonstrated professionalism and leadership within their county or in the field of probation. This person must have been in the field for at least one year. This individual may have implemented a new corrections program, worked in the community to bring new corrections related services to clients or simply is an incredibly hard working individual who merits recognition. (Nominations must come from a MACPO member.)

Rookie Agent of the Year Award

This award is presented to a newer probation officer/agent (one to three years in the field of probation) who has demonstrated abundant potential and professionalism in his/her early career. The award recipient presents a strong desire to learn on the job, participates in a variety of training opportunities, demonstrates enthusiasm and a positive attitude, and works collaboratively with other more experienced probation officers/agents. This probation officer/agent has strong leadership potential, has brought new energy into their agency/department and is working toward a very promising future in the field of probation.

MACPO Superior Service Award

This award originates from nominations of the MACPO Executive Board to recognize an individual, group or agency which has provided superior service to advance the mission and goals of MACPO. It also provides an opportunity for committee chairs to nominate an individual committee member who has demonstrated strong leadership and exceptional service for MACPO.

*****NOMINATIONS ARE DUE BY 4/15/2016.*****



Quick Facts

Opioid Overuse Kills More Minnesotans Than Homicide

Jeremy Olson, Star Tribune – November 28, 2015

“...The runaway use and abuse of prescription opioid painkillers such as oxycodone and hydrocodone has emerged as a public health threat in Minnesota. They now cause more deaths each year than homicides, according to a Star Tribune review of state death records.

Combined with other prescription-related deaths, they also account for more fatalities than car wrecks. Deaths from prescription and illegal opioids such as heroin have risen nearly sixfold since 2000, reaching 317 last year, state records show.

That sharp increase precisely tracks the rise in opioid prescriptions — caused by pharmaceutical company promotions, patient demands for quick fixes, and doctors who unknowingly hooked their patients on addictive drugs by providing excessive quantities for minor pains or procedures, said Dr. Chris Johnson, an ER physician who worked the last 12 years at Methodist Hospital in St. Louis Park....”

To read more about this article, please go to <http://m.startribune.com/opioid-overuse-driving-minnesota-deaths/357244811/>.



Upcoming Events and Training

MN Juvenile Officers Association 2016 Annual Conference

The Minnesota Juvenile Officers Association (MN JOA) has been in existence since 1955 and is dedicated to supporting police officers, social workers, corrections agents, school administrators, and all those involved in the systematic approach of today’s youth and the Criminal Justice System.

Holding true to tradition, the MN JOA Annual Conference maintains a standard of high quality training on topics of safety, best practices, and proactive measures pertinent to fostering the lives of today’s youth.

This year’s annual MN JOA Conference will take place from January 27-29, 2016, at the Holiday Inn & Suites – Downtown Duluth, MN.

Presentations covering the all-important and current topics and trends surrounding juvenile mental health, sexual assault victimization, Legal Update, Search & Seizure in the School Setting & 4th Amended considerations, HIPA, FERPA, and other Data Privacy considerations, SRO Panel, Human Trafficking, Social Media and the trademark MN JOA inspirational send off Friday thanks to Mr. Andre Koen.

Don’t hesitate. Register now to guarantee your place in yet another great annual conference!

Please go to <http://www.macpo.net/resources/Documents/MNJOA%20flier.pdf> or www.mnjoa.org for more information or to register.

MACPO Regional Training

This training is being held on January 28th, from 8:30 AM - 12:00 PM, at the DOC Central Office in St. Paul. Two up-rising topics will be presented.

The first one will be Overview of Computer Type Devices and Cell Phones Related to Supervision, from 8:30 AM - 10:30 AM, presented by Dan Bick.

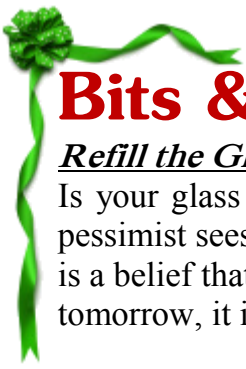
Technology changes rapidly, and along with it come increasing capable devices which provide Offenders the tools to either potentially assist their compliance, or violate their terms of probation. This presentation will provide Agents with, relevant to supervision, a current overview of these devices' capabilities, their prevalence, potential future trends, and practical tips for field use.

Dan Bick is the Chief Information Security Officer for MNDOC, working for MN.IT Services. In this position he provides a variety of security services to DOC, including to the Field Services Department. He holds a Bachelor's degree in Computer Science and is a Certified Information Systems Security Professional (CISSP). He has attained additional certifications from SANS, NIJ sponsored criminal forensic investigative courses, and the leading mobile device forensics vendor. He is a member of the Minnesota chapter of the High Technology Crime Investigation Association.

The second topic will be held from 10:30 AM - 12:00 PM regarding Medical Marijuana in Minnesota, presented by The Office of Medical Cannabis.

The Minnesota Medical Cannabis Program has been dispensing products since July 1, 2015 to patients enrolled in the state's medical cannabis registry. This presentation will provide an overview of the program, its structure and implementation, and the state's experiences in the first 6 months of the program. Other topics will include how this program could potentially affect clients under supervision and federal enforcement priorities.





Bits & Pieces

Refill the Glass – Matt Booth – “Mattitude”

Is your glass half full or half empty? Traditionally, the optimist sees the glass as half full while the pessimist sees it as half empty. Optimism is a belief that tomorrow will be better than today. Pessimism is a belief that tomorrow will probably not be better than today. This is not only about your belief in tomorrow, it is about your belief of life.

If you're an optimist, you look for good things to happen to you. If you are a pessimist, you will look for the not-so-very-good things to happen to you. If you have optimism, you will arrange a get together for next weekend knowing it is going to be a bright, warm sunny day. If you have pessimism running through your veins, you will expect it to rain and might not even bother planning a party in the first place.

Optimists explain positive events as having happened because of them and see them as evidence that more positive things will happen. Pessimists think in the opposite way. They believe that negative events are caused by them and that one mistake means more will come. For example, if an optimist gets a promotion, she will likely believe it's because she's good at her job and will receive more benefits and promotion in the future. A pessimist would see a promotion as a lucky event that probably won't happen again, and may even worry that she'll now be under more scrutiny.

Understandably, if you're an optimist, this bodes well for your future. Negative events are more likely to roll off of your back while positive events affirm your belief in yourself.

Optimism	Pessimism
Motivates and encourages you to take calculated risks	Plays it safe
Energizes you	Drains you
Inspires people to greater heights	Diminishes people to new lows
Improves people	Drags people down.

The way you view tomorrow has a huge impact on your today. Whether you see optimism or pessimism is totally up to you. Your thoughts determine your life. Is it really just as simple as thinking optimistic thoughts? No, not really. You cannot simply think great thoughts into existence no matter how much optimism you have. Success still takes action. The difference between only thinking optimistically and thinking optimistically while taking action is like saying to an empty fireplace "Give me warmth and then I will put some wood in you." You'll be amazed at what happens when you add action to your optimism.

It's the old question: Is the glass half full or half empty? People can argue about this question over and over. I'm not as concerned about if you think the glass is half full or half empty as I am about your attitude on how you're going to refill the glass.

Freeborn County Sheriff's Office Does Good For Community with Large Donation

Jim Peterson, ABC 6 News, 9/21/2015

The Freeborn County Sheriff's Department received a very generous donation this summer, a check to the Sheriff's Department for \$1,000.

That money was used to purchase 8 medical bags for vehicles in the department. Sheriff Kurt Freitag says his deputies go to medical calls every day, meaning they go through their medical supplies very fast.

"Having these bags, they're bigger bags. They have a little more supplies than what we had prior. This just helps us work to capacity," said Freitag.

The family who donated the money to the department says they would like to remain anonymous.

SafeJourney Provides a Safe Haven for Domestic Violence Victims

Susan-Elizabeth Littlefield, Minneapolis (WCCO) – December 11, 2015

Statistically speaking, you or someone you know has been affected by domestic violence. One in four women will suffer abuse from a partner. On occasion, men are also victims. At least 16 Minnesota women were killed by their partners in 2014.

There's a small group of Minnesotans trying to change that number. They help victims take the first step to get out, which can be much more complicated than it sounds. WCCO shows you how as we introduce you to this week's Trees of Hope campaign — SafeJourney.

The blinds are always closed here, and the door is always locked. Raelene Caswell is a volunteer.

"Safety precautions are taken very seriously because we don't know when a situation like this could escalate," Caswell said.

But the lifeline, that is always open.

"People are ready to get out of their beds at 4 o'clock in the morning and talk with someone who's in trouble," Caswell said.

Caswell is one of those people. She and 99 others are on call. If someone comes into North Memorial Hospital for anything, they are asked if they feel safe at home. If not, she shows up.

"I say I am an advocate and can I help you, and we talk about safety and what they need," Caswell said.

Carolyn Cochrane is an advocate, too. Her sister was a victim turned survivor.

"My sister's been out of her relationship now for two years and I'm glad now, I can share what I know with others," Cochrane said.

She's learned getting out isn't that easy.

"In some cases we just listen but for them, being the first time to take that step, telling them how courageous and brave they are and it sometimes gives them just enough confidence to start taking those steps slowly but surely," Cochrane said.

Mary Katherine is a victim who found refuge with her advocate after 25 years of abuse.

"If it wasn't for SafeJourney, honestly, I wouldn't be here. I would have taken those pills because like a lot of women in that situation, I just wanted it to end," Katherine said.

But she's started a new life, like so many others.

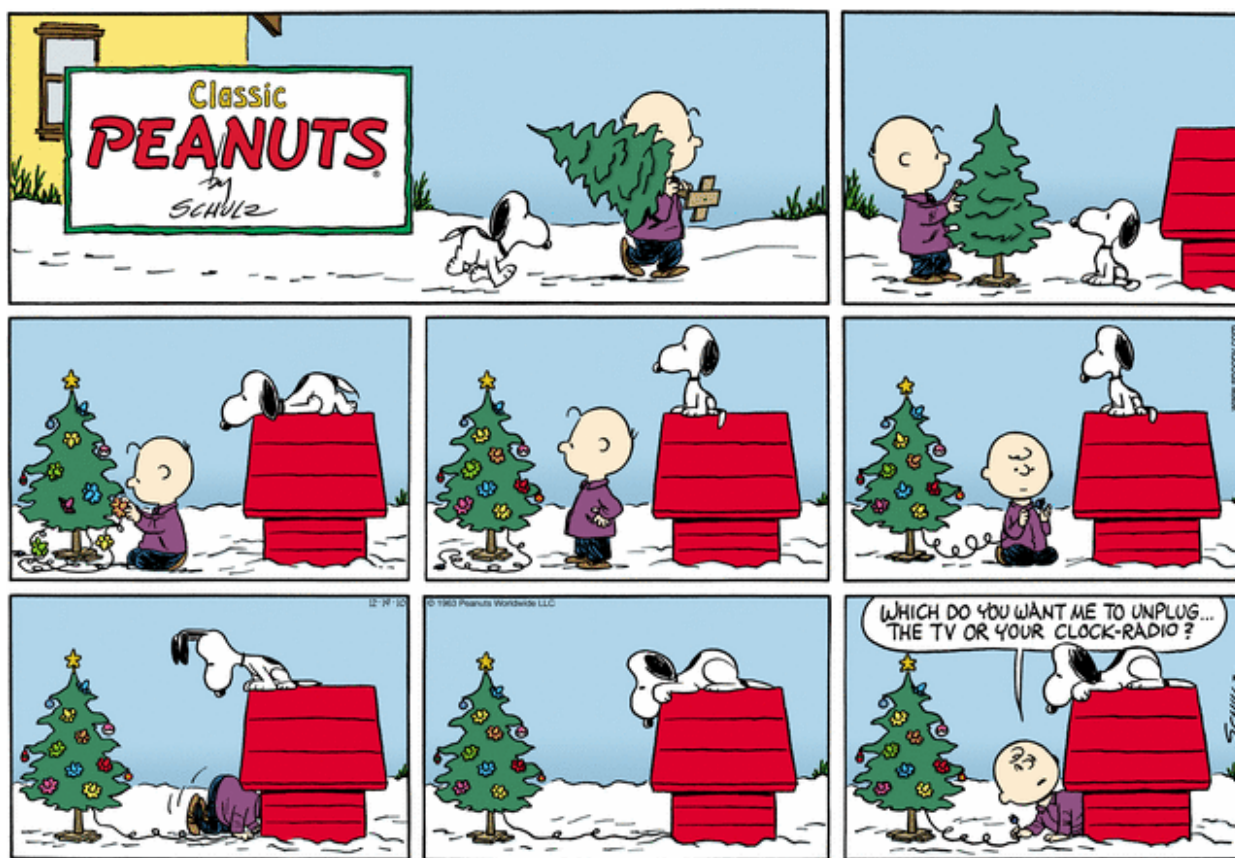
She credits Suzy Whalen, the group's only full-time employee. Whalen said, "It's about finding that inner strength, finding that courage, moving on with her life."

And that's what they do in this small private place: Listen to secrets and plan for a safer life. Everyone here has a story.

"I'm a survivor so I love doing this work," Whalen said.

It's a calling and at SafeJourney, they always answer.

SafeJourney is one of very few groups who offer a year of follow-up support for anyone who needs it. If you know anyone who might need their services, or if you'd like to help grow their support network, log on to wcco.com/accomplishmn to learn how to donate to their cause.



Executive Board

President

Neal Huemoeller
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Training & Education Committee Chair

Jason Vande Kamp
Isanti County Probation
Debbie Lawrence
Isanti County Probation
trainingandeducation@macpo.net

MACPO 2015-2016 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.



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