



MACPOST

MINNESOTA ASSOCIATION OF COUNTY PROBATION OFFICERS SPRING 2016

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From the President



Happy Spring to all reading the MACPOST spring edition!

With the MACPO spring conference coming up in May, things are busy as the committees are getting ready for the yearly conference. The Training and Education Committee has done another fabulous job getting a training schedule with a variety of informative and exciting presenters. I am always amazed at the work they do. We are excited to be at Breezy Point Resort again as the facilities are always accommodating to our organization.



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I continue to work on training with increasing staff safety for our probation officers and will be hopefully presenting information on further programming. As always, watch your emails for updates on any future trainings.

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 those nominations. The award nominations are due April 15, 2016 so time is running out.

I also wanted to mention that, as MACPO President, I attend the monthly MACPO Director's meetings. This group has a variety of personalities and experience. Additionally, this group has shown me is the numerous things they do are always in the best interest of their agents. I have been impressed with how passionate many directors and supervisors are to keep things in favor for us going forward. This has never been more evident to me than in my time observing this group in the monthly meetings. Please take the time to thank your management for the opportunities we are being given to be the best agents possible.

Please feel free to contact me with any questions and/or comments throughout my terms as President. Have a great spring and hope to see you all at the spring conference!

Care Corner Featuring Phoenix Recovery Programs, Inc.

Phoenix Recovery Programs (PRP) offers chemical dependency and mental health services to adolescent males and females up to the age of 19. PRP has locations in Maplewood and Mankato, Minnesota. Their services include the following:

- ⚙ Residential treatment,
- ⚙ Outpatient with lodging,
- ⚙ Medication management,
- ⚙ Family programing,
- ⚙ Independent living skills,
- ⚙ Weekly individual and group therapy, and
- ⚙ Transitional services.

PRP is excited to announce their female program has opened in Mankato, MN. If you have any questions or would like additional information, please contact them at (651) 403-6409.

Below are pictures of their Maplewood residence.



Phoenix Recovery Programs
rising from the ashes



County Highlight: Isanti County

Tim MacMillan, Isanti County Probation Director

Isanti County Probation is located in the city of Cambridge, which is 35 miles north of downtown Minneapolis, off of Minnesota State Highway 65. Isanti County has a population of approximately 37,816, as reported by the 2010 census. Cambridge is a bedroom community where many people commute for work outside of the county. The area has a mixture of light industrial manufacturing and rural farmlands. Isanti County is one of the fastest growing counties in the state, due to highly regarded small towns and school districts, reasonable housing prices, and ready access to employment opportunities locally and in the metro area. The Minnesota State Demographic Center projects the county's population to grow by 53% and the labor force by 41% between the years of 2010 and 2030.

Isanti County Probation has a total of thirteen staff members working together to deliver the highest degree of public safety. Staff includes: Agents Kari Ohman, Jason Vandekamp, Sue Clark, Christian Anderson, Brad Schroeder, Chris Papesch, Dan Meyer, Rachael Beckman, and Kayla Holbein; Officer Coordinator Laura Minnihan; Administrative Assistant Dyanne Schuno; Probation Supervisor Debbie Lawrence; and Director Tim MacMillan.

The staff's greatest asset is their ability to work professionally and respectfully with people who are court ordered to receive probationary services. Isanti County staff serves the probation field through professional organizations like MACPO; providing thoughts and ideas to better serve probationers, staff development, and impact legislative or legal changes within the field of corrections.

Isanti County Probation staff participates in the use of Evidence Based Practice in an effort to better serve the offender population in Isanti County. Agents are assigned to clients with supervision determined based upon the offender's risk and needs. Staff demographics include both adult and juvenile direct supervision agents, an intake agent, a low level supervision agent, a medium supervision group agent, and a truancy officer who serves both in-house and at surrounding area school districts.

Isanti County's Probation mission is to provide public safety through researched practices, referrals to appropriate rehabilitative services, and facilitate evidence based practices designed to prevent future delinquent and criminal behavior.



Legislative Committee

Margaret Munson, Wright County Court Services



Happy Spring!

The legislative session opened March 8th, 2016 and it is already looking like it will be a whirlwind of a session. The session will last about 10 weeks and it must adjourn by May 23rd, per the Constitution. There were 416 bills introduced on opening day. This year is a bonding year and it is clear the Republicans and Democrats do not have the same idea about the bonding or the surplus. It will be interesting to watch.

One bill that was introduced into the House and Senate was an amendment to change the population requirement for counties to have the option to become CCA, basically removing the requirement to have a population of 30,000 or more. The House file, introduced by Representative Lueck, is HF2870. One or more counties, having an aggregate population of 30,000 or more persons, may qualify for a grant as provided in section 401.01... There is a companion bill in the Senate introduced by Senator Dahle and Senator Ruud. The House file is being heard in the Public Safety Committee and Senate file in the Judiciary Committee.

I would like to also highlight MACPO's involvement in Capitol Hill Day 2016 event hosted by the Department of Corrections. It was a joint effort by MCA, MACCAC, and MACPO. Thank you to Commissioner Roy for the opening remarks. Also thanks to Cal Saari, MCA Legislative Liaison, for doing an outstanding job coordinating and running the forum. It was an excellent turn out of over 130 people and four Representatives. We appreciate the appearance of Representative Dan Schoen and his message of "compassion and justice," as well as Representative Brian Johnson, who sits on the Public Safety Committee, highlighting the need for mental health services and a theme of funding programs that work. Representative John Lesch commented on a bill to create a Parole Board, in determinant sentences, and strong need for mental health resources. The last guest we heard from was Representative Sheldon Johnson and he spoke about pensions and PERA. He stated Minnesota has one of the best managed in the nation and PERA is well funded. He spoke of the \$900 million surplus and the many, many ideas around the Capitol of how to use the surplus.

I am going to start adding fun legislative information to every publication. This edition's fun legislative fact is who can introduce a bill.

Any member can introduce a bill. There is no limit to the number of bills and resolutions a member can introduce. Once introduced, a bill must travel through the committee process. It goes through the necessary policy committees and, if it has financial implications, a finance committee. Then it is ready to go to the floor. A bill receives three readings before members debate it and take a final vote. Many bills never make it that far. Of the 3,500 bills introduced in the House and Senate each year, only about 15 percent actually become law.



Communications Committee

Jess Mott, Chisago County Probation



The Communications Committee has continued to work with updating and adding information to the MACPO website, which can be found at www.macpo.net. We continue to increase our activity on social media outlets, such as Facebook and Twitter. We appreciate all of our followers on social media and encourage you to “like” our page to show your support and to receive updates of what is going on with MACPO. The Communications Committee has begun to gear up for the 59th Annual MACPO Spring Conference and has opened up registration to all those interested, to include the conference schedule and list of vendors who will be present.

The Communications Committee is sad to announce that Peter Monson no longer works for Chisago County Probation and has moved on to the Attorney General’s Office. Jess Mott, Chisago County Probation, has taken over as Chair of the Communications Committee, with the help of Neal Huemoeller from Wright County. If anyone is interested in becoming a member of this committee, please let us know as we are always looking to expand. 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



We on the MACPO Membership Committee are patiently waiting for spring to make a commanding presence and stick around! We are ready for some sunshine and nice weather.

Membership Committee has been working on updating our materials and display booth to continue to stay relevant with the most up-to-date as we can for our membership and student outreach. If there is a college you are aware of that would benefit from having a MACPO representative come into the classroom to discuss what we can offer, please contact anyone on the Membership Committee and we will be happy to come and talk with the students!

As the MACPO Spring Conference approaches, we are shifting our focus to being prepared for the participants and vendors. Clothing will again be offered for sale at the conference. Men’s and women’s styles are available and will be \$30 at the conference. Hope to see you there!

As always, 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.



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 January 28, 2016, at the DOC Central Office. The training was on medical marijuana and Technology 101. This training was well attended and the feedback was very positive. In fact, we are bringing the medical marijuana trainer to our spring conference next month so that more of our members will be able to have the opportunity to attend the training. We are looking to schedule another regional training sometime after the spring conference. If you have any ideas for training topics or presenters, please email trainingandeducation@macpo.net.

Our committee is busy putting the final touches on the spring conference. Registration is currently open for the conference. We are very excited to be bringing back the traditional three day conference. Our committee has worked very hard to come up with a wide variety of training opportunities for our members. We are also very excited to be trying something new for entertainment this year! Join us on Thursday evening after the awards banquet for dueling pianos dockside on the deck. Please feel free to visit macpo.net for a full schedule of events. We hope to see you there!

CPO Director's Committee

Jason Anderson, Itasca County Probation Director

Greetings MACPO members from scenic Itasca County. Ah, yes – Itasca County, the land where the sun is shining, the fish are biting and probation services are delivered at such a high standard that people pour in from other parts of the state just hoping to be placed on supervision. “Come here on vacation, leave here on probation,” is practically written on the water tower.

I digress. The CPO Directors have had a considerable amount of information to digest and respond to over the past few months. Allow me to give you a recap of some of the highlights.

There are a few current CPO counties who are in various stages of exploring the possibility of switching delivery systems. While there are several factors that contribute to these explorations, the Director’s Committee has had several conversations as to how we can best articulate the incentives to county administrators and county boards the merits to sticking with a CPO model. Most notably, collaboration between the courts and local government, along with the ability to innovate and offer correctional services that make sense for that particular county. A subcommittee worked to create a formal presentation that can be delivered to county boards to better articulate these incentives.

Funding. Ugh. Dialogue continues between the Directors and Department of Corrections Senior Management regarding the challenges CPO offices face regarding how salary reimbursement dollars are budgeted. Amongst our frustration is the fact that the state is able to specifically request increased revenue to cover negotiated cost of living increases. CPOs and CCAs are unable to do the same and we find this dynamic particularly vexing.

And I don’t just through around the word “vexing.” Okay, maybe I do on occasion.



Enough about what is vexing. Let's turn to what is interesting. While we know that this is a bonding year and it will subsequently be a shorter legislative session, we have our eye on a couple of key issues that could significantly impact community corrections. Most notably, the possibility of legislative action regarding the recommendations of the recently-concluded prison task force. That bi-partisan group met for a number of months over the winter in response to the staggering projected need for increased prison space. One recommendation to make note of the potential reduction of severity for drug crime sentences. If adopted, 5th Degree Controlled Substance Crimes could become a gross misdemeanor. Interesting...

Ok. I've prattled on long enough. Now, if you'll excuse me – I'm going to buy a few cans of spray paint and start climbing the nearest water tower. I have some marketing to attend to.

Prison Inmate Climbs Electric Fence in Escape Attempt

Angie Jackson, MLive – April 1, 2016

MUNISING, MI -- A Northern Michigan prison inmate scaled two-thirds of the way up an electric fence before his escape attempt was foiled by a corrections officer armed with a Taser.

Christopher Jordan Walker, 33, was in the prison yard at Alger Correctional Facility in Munising when he bolted toward the fence about 11:45 a.m. Friday, said Larry Henley, Michigan Corrections Organization chapter president. Inmates were heading to lunch at the time.

Walker is serving six to 20 years in prison for a 2014 conviction of first-degree home invasion in Genesee County, records state.

A yard officer spotted Walker running toward the fence and made an announcement to the control center.

"Staff got there within like 10-15 seconds and he was already two-thirds of the way up the fence," Henley said. "He was getting zapped all the way up, but he wanted to go."

A classification director grabbed Walker's leg, and a corrections officer fired a Taser, which caused Walker to let go of the 20-foot fence.

Security video showed Walker grabbed the fence with bare hands at first and quickly let go. He then used the sleeves of his coat to cover his hands.

The high-security prison is surrounded by two fences. The second fence is razor wire from the bottom to top.

Henley said a corrections officer "tweaked his knee" during the incident but was not seriously injured. He applauded the employees' quick response time.

"Staff did a phenomenal job," Henley said.

Walker is currently in segregation and will be transferred to Marquette Branch Prison, which is a maximum-security facility. Henley said there was no initial information to indicate that Walker had been planning the escape for a while.



Crime Victims' Right Week 2016

Minnesota Department of Public Safety – Office of Justice Programs

Governor Mark Dayton has proclaimed April 10th – 16th *Crime Victims' Rights Week*, recognizing the impact of crime on victims and the need to provide a comprehensive and compassionate response to crime victims. This proclamation is made in conjunction with the annual *National Crime Victim Rights Week*, which was established to increase awareness of victims and their rights and to honor victims and those who work with them. We encourage you to take steps within your own communities to raise awareness and establish partnerships to ensure that victims are treated with fairness, dignity, and respect and receive the services they need to restore the hope in their lives.

MN Company Makes “Cell Phone” Gun

March 29, 2016 – KDUZ KARP

(MNN/Monticello, MN) — A Minnesota start-up company is gaining national attention for designing a gun that looks like a cell phone.

The Monticello-based company “Ideal Conceal” designed the gun to be able to “easily blend in with today’s environment.”

The gun will most likely start being manufactured in October and sell for nearly 400-dollars.



The company’s owner says he has already received more than four-thousand requests for the firearm.

How One Jail Treats Addicts

April 8, 2016 – Terry DeMio, Cincinnati.com, Part of the USA Today Network

COVINGTON - The 70 inmates in Dormitory 104 of the Kenton County Detention Center are not just waiting to get out.

They're part of an evidence-based addiction treatment program that, while too young to make projections on success, is seeing impressive results.

Of 176 inmates who completed treatment at the jail so far, only 10 have re-offended. Dr. Mina "Mike" Kalfas, a certified addiction expert in Northern Kentucky, said, "It's phenomenal."

No one's sure what the results will be long term; however, Jason Merrick, director of addiction services for the jail, is confident that the program is helping fight addiction at a time when heroin and prescription painkillers are devastating the country.

Inmates have to want it. They may apply and be assessed for the program, and if they're accepted, they get cognitive-behavioral therapy, intensive counseling individually and in groups, attend spiritual sessions and are kept busy all around while in the six-month program. There's not a lot of TV and sleeping going on in this dormitory, Merrick said.



Before they're released from jail, they get medication assisted treatment in the form of Vivitrol, a non-narcotic injected once monthly that blocks the effects of heroin and prescription painkillers.

Then they're connected with services throughout Northern Kentucky that include intensive outpatient care, sober living houses and medical care to continue their Vivitrol treatment. Those who are chronically homeless also get a life pack of sorts, with protein bars, socks, underwear, rain gear and whatever else they might need to get them through a couple of days and nights on the streets.

The inmates come from all over with varying backgrounds. Charles Knox, 42, of Cincinnati, says he had a troubled family life and started doing drugs when he was a little boy. "It just escalated," he said.

Jeremy Westerman, 41, of Taylor Mill, says he was prescribed painkillers after a motorcycle crash and ended up addicted to heroin.

Jailer Terry Carl was determined to offer treatment even before March 2015, when a comprehensive heroin bill that included funding for medication assisted treatment at jails came through. With Kenton Fiscal Court's approval, Merrick was brought on to an open position and asked to create a program using the jail's staffing and current beds.

After all, the jail was flooded with inmates with addiction.

"In March we had 350 inmates in withdrawal, but we average between 350 and 602 per month," Carl said.

The idea was to house them together and start treating them.

Since Feb. 1, the program has been under the Kentucky Department of Corrections, which provided funding that had been made available with the passage of the heroin law. Now it's a six-month program based on best evidence from the University of Kentucky Center on Drug and Alcohol Research.

"We know that evidence-based programming linked with resources once people leave the facility give them the best chance," said Kevin Pangborn, director of substance abuse treatment and programming for the corrections department. That's not new to Kentucky corrections, he noted. He said research over time will tell just how effective the Kenton County program is, but it's clear that Merrick has "vision and a passion" and that early results are good. Not everyone gets Vivitrol, he reminded; only some qualify and only some are addicted to heroin or opioids.

The program is paid for with money in Senate Bill 192, which gives \$3 million to the Kentucky Department of Corrections for programs to combat prescription drug and heroin abuse in Kentucky. Of that, \$1 million was for evidence-based treatment or medication assisted treatment in county jails for non-state inmates. Four jails, including Kenton County's. In addition, there was \$500,000 for Vivitrol for county inmates; Kenton was one of five counties to get this funding.

Inmates that qualify are often addicted to heroin when they arrive. Incarceration leaves them detoxed so they can safely take Vivitrol, Merrick said. The charges that got these men to jail go the range, Merrick said, from petty theft to robbery, drug possession to heroin trafficking.

Westerman, 41, is accused of trafficking in opiates. He said he didn't abuse drugs until after the motorcycle crash when he was in his 30s. When the painkiller prescriptions stopped coming, he said, "I manipulated my way to get more." Eventually, painkillers were not strong enough, he said. "I went to heroin."

Knox, 42, who's charged with trafficking in heroin and cocaine, is an avid participant in the treatment program. "I've been suffering through addiction. It started back when I was 9 years old," he said.

When he heard about the program he decided to apply. When he tries to share his stories and feelings, he said, "I cry."

"The program is showing me where all those emotions have been hid," Knox said.

Dennis Meece, 36, who's convicted of driving under the influence of drugs or alcohol and wanton endangerment, is thrilled with the program. He said it was his second time in Kenton County jail, he arrived before the program started and applied for it as soon as he could. He's a recovering heroin addict, stayed clean three years and had help with methadone before his August 2015 arrest and decided he'd try a new way to stay clean.

"It's amazing," Meece said. "Guys who've never, ever get the chance to learn about addiction get this. It showed me why I messed up."

Merrick, who's been in addiction recovery for seven years, is inspiring to some of the men. Some knew him from Transitions Inc. Recovery Services, where he had worked from 2010-15.

When he stands before the group during a class, the dorm inmates see someone who's made it.

"Hi, I'm Jason," Merrick says, "and I'm an alcoholic."

Upcoming Events and Training

59th Annual MACPO Spring Conference

Registration is now open!! The 59th Annual MACPO Spring Conference will be held from May 25th – May 27th, 2016, at Breezy Point Resort in Breezy Point. Check out what's all in store for you!

- THRIVE! Energizing Your Life and Career from the Inside Out – Jermaine Davis
- Learning to Have Empathy for Those We Supervise and Those We Work With – Neal Huemoeller
- Addressing the Challenges of Brain Injury and Addictin – Annette Pearson
- Building Strengths – Jackie Johnson
- Adolescent Sexual Offenders: Treatment, Management & Ethics – John Brandt
- Understanding Autism Spectrum Disorders and Autism Plus – Barb Stanton
- Motivational Interviewing Booster – Rachel Miller and Brian Niessen
- Medical Marijuana Program – Darin Teske
- LGBT Cultural Competency – Kevin Akerson
- Interstate Compact for Juveniles: What's New for 2016? – Rose Ann Bisch
- Staff Safety: A Shared Responsibility: Steps for Improvement – Terry Fawcett
- Increasing Safety and Security for Victims of Incarcerated Offenders – Safia Kahn and Rick Lind
- Interstate Compact for Adult Offender Supervision: What's New in 2016? – Rose Ann Bisch
- Through the Glass: One Woman's Pursuit of Justice, Healing and Forgiveness – Shannon Moroney

For more information and how to register, please visit www.macpo.net. Remember, registration is only open until May 13, 2016.



The Bulletproof Warrior

This two-day training is led by Lt. Col. Dave Grossman and Lt. Jim Glennon and designed to prepare students psychologically, emotionally, and tactically. This training will take place at the Mall of America - Suite 402, from 8 a.m. to 4:30 p.m. on May 11th and 12th. Topics for this training include:

- The “Warrior Spirit”
- New Killer in the 21st Century
- Killing Enabling Process
- Identifying Pre-Attack Cues
- The Five Truths of the Human Animal
- Pre-Incident Preparation
- Body Language
- Deception Indicators
- Understanding Stress Response

The cost is \$209, unless you have groups of 3 or more. Please visit <http://secure.calibrepress.com/event-registration/?ee=727> to register. If you have any questions, want more information, or would like to register as a large group, please contact Linda Arnold at (630) 460-3247 or linda@calibrepress.com.

APPA 41st Annual Training Institute

This year’s training will take place in Cleveland, Ohio, from August 28th – 31st. You will take part in discussions on the latest theories and examine the newest technologies while connecting with peers.

Please watch for more details to come or visit http://www.appa-net.org/eweb/DynamicPage.aspx?Site=APPA_2&WebCode=IIIA_Institutes for more information.



Tech Times

MACPO is on social media!! Be sure to check them all out for articles, employment opportunities, upcoming training, and more.



Like MACPO on Facebook.



Follow MACPO on Twitter.

Don't forget about the website: <http://www.macpo.net/>.

Wanted!

Corrections Agent - Otter Tail County, MN

Otter Tail County is accepting applications for a full-time Corrections Agent Position. Application deadline is April 22, 2016 at 4:30p.m.. Minimum qualifications are a Bachelor's Degree in a related field and completion of a full-time internship with County Court Services or MN DOC as a Corrections Agent or Caseworker; or a minimum of 400 hours work or volunteer experience in related field, or two year experience working in a correctional facility. For more information and to apply, please visit <http://www.co.ottertail.mn.us/131/Employment>.

Probation Officer - Isanti County, MN

Isanti County is accepting applications for a Probation Officer position. Minimum qualifications: Bachelor's Degree in Corrections, Criminal Justice, Criminology, Counseling, Psychology, Social Work or Sociology and have completed a full-time internship as a Probation Officer, or a minimum of 400 hours of volunteer Probation Officer experience. The application deadline is 4:30 p.m. Friday, April 22nd, 2016. For more information and to apply, please visit <https://www.governmentjobs.com/careers/coisantimn>.

Office Supervisor - Community Corrections - Sherburne County, MN

Sherburne County is accepting applications for a full-time Office Supervisor in Elk River, MN. Minimum qualifications are: Bachelor's Degree from an accredited college/university in business management, public administration, accounting, computer science or behavior services, and three years office management; OR Associate Degree in business management, accounting, or related area and minimum of five years of office management experience. Application deadline is May 1, 2016. For more information and to apply, please visit www.co.sherburne.mn.us.



Bits & Pieces

10 Don'ts of Positive People

Matt Booth – Mattitude

The holiday season can be difficult and stressful for a lot of people. Keep in mind that people who have positive attitudes most of the time are mentally strong. Here is a list of the 10 Don'ts of positive people.

Positive people:

1. **Don't Feel Sorry for Themselves** – positive people don't sit around feeling sorry about their circumstances. Instead, they take responsibility for their role in life and get up off their butt and do something.
2. **Don't Give Away Their Power** – positive people understand that they are in control of their life and have a choice on what they do and how they respond to situations and people.
3. **Don't Shy Away from Change** – positive people don't avoid change. Instead, they welcome it. They understand that change is inevitable and believe in their ability to adapt.
4. **Don't Worry About Things They Can't Control** – positive people focus on what they can control in their lives and recognize that sometimes, the only thing they can control is their attitude.
5. **Don't Worry About Pleasing Everyone** – positive people realize that they don't need to please everyone all the time. They're not afraid to say no or speak up when necessary. They strive to be kind and fair, but can handle other people being upset if they didn't make them happy.
6. **Don't Dwell on the Past** – positive people don't waste time dwelling on the past and wishing things could be different. They acknowledge their past and can say what they've learned from it. However, they don't constantly relive bad experiences or fantasize about the glory days.
7. **Don't Make the Same Mistakes Over and Over** – positive people accept responsibility for their behavior and mistakes. As a result, they don't keep repeating those mistakes over and over. Instead, they move on and make better decisions in the future.
8. **Don't Resent Other People's Success** – positive people appreciate and celebrate other people's success in life. They don't grow jealous or feel cheated when others surpass them. Instead, they recognize that success comes with hard work, and they are willing to work hard for their own chance at success.
9. **Don't Give Up** – positive people don't view failure as a reason to give up. Instead, they use failure as an opportunity to grow and improve. They are willing to keep trying until they get it right.
10. **Don't Feel Entitled** – positive people don't feel like the world owes them something. They understand that life isn't always easy or fair and look for opportunities based on their own merits.



Executive Board

President

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Training & Education Committee Chair

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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.

