



MCA Annual Training Institute  
October 25-27, 2023  
Duluth Entertainment & Convention Center  
Duluth, MN

## ***Here's a glimpse of some sessions offered at this year's conference:***

### ***Addressing the Tension of Dual Roles – Jason Chapman***

Gain a deeper understanding of the dual role in case management through evidence-based practices. Enhance case management techniques, job satisfaction, and client outcomes by learning to balance accountability and rapport. The training will also cover interaction styles, professional relationships, and the significance of unconditional positive regard. This presentation equips case managers with the skills to create a supportive framework for client growth, ultimately enhancing outcomes and reducing recidivism.

### ***An Exploration into the disruption of Generational Trauma – Tyrus Hayes & Kymphus Muhammad***

We will visit some of the causes and effects of generational traumas and ways to disrupt these cycles. We will look into the impact of internal and external trauma on the self, family, and community. Then we will explore way to redress these ailments.

### ***Avoiding Con-Games – Christopher Thoma***

Through the use of the Quantez Turnage interview, participants will understand the different ways inmates' approach and employ tactics to manipulate correctional staff. This course provides participants with the knowledge and tools to avoid inmates' set-ups and reviews the statutes and standards correctional staff are held to if caught up in a manipulative scheme. We will briefly touch on some PREA standards, but this is not a PREA course.

### ***Becoming the Author of our Stories - Nicole Kimberley-Staeheli***

Who am I and Who do I want to be? A sense of identity and the role of narrative re-structuring is a key element in the successful desistance from a life based in criminality. Join Nicole in exploring one of the newest and potentially most powerful concepts emerging from desistance literature with an emphasis on identifying ways to put the theory into practice and support sustainable change for our clients and communities.

### ***Candy from Strangers: A Trivia Challenge – Alana Schoenborn and Sarah Florman***

How much do you know about PREA? Sexual assault services in facilities? Prevention? Join us for a highly interactive workshop where you will compete in teams to separate myth from fact, learn policy best practices, and explore the role of corrections with victims/survivors of sexual violence. Come for the candy, stay for bragging rights!

### ***Certified Peer Recovery Support in Criminal Justice – Anthony Byrne***

Topics to discuss are: Certified Peer Recovery services and the importance of integrating the practice to support community corrections efforts, as well as support re-entry efforts for returning community members.

***Coffee Connection – a simple approach to connect with those who struggle with addiction and those who have established recovery from their addiction – Debra Schmitt***

Coffee Connection is a unique/organic approach to offering support to those that struggle with an addiction. It has a similar feel to an AA/NA meeting, however it is not based on the 12 steps of AA or NA. Coffee Connection is attended by many individuals such as those in a supportive role, those living in long term recovery or those struggling to stay sober. Coffee Connection is a great way to connect those who are struggling to stay sober with those who have longer term sobriety along with resources and support so individuals can be successful with their recovery. It is also a positive way to make connections with individuals working in the system and to dispel the beliefs that authority figures are just there to see people fail and to impose consequences. Coffee Connection is a safe place for anyone to find support and have a sense of belonging. Come and learn about Coffee Connection and how you can implement Coffee Connection in your agency.

***Dealing with Aggressive Behavior – Ron Scheidt***

Aggressive behavior is one of the most anxiety provoking, yet fundamental behaviors known to man. Increasingly, acts of anger, aggression and violence permeate our schools, public facilities, and streets. For most, dealing with angry and aggressive individuals is a source of frustration, anxiety, and fear. This course separates aggressive behavior into four identifiable stages and teaches how to deal with each stage. You will learn: the stages of anger and aggressive behavior, why people get angry, recognizing "danger behavior", defusing aggressive behavior, dealing with those under the influence of drugs and alcohol, responding to individuals with mental health issues.

***Domestic Abuse Programming at D and O Community Corrections – Brian Niessen and Madison Jacobson***

D and O Staff will present the UCCI curriculum, Cognitive-Behavioral Interventions for Interpersonal Violence (CBI-IPV), and how it has been implemented in supervision. Assessment and referral options will be presented along with a discussion on historical programming options and why CBI-IPV was implemented.

***Emerging technology and digital tools in corrections – Jason Mereness and Panel***

Join us for a timely panel discussion around emerging technology and digital tools. Corrections professionals, including members of the MCA Technology Committee, will explore and discuss such topics as access control in jail/prison settings, artificial intelligence, ethical concerns around cameras, tiny phones, drones, incarcerated person networks, exploiting/patching, tablets in facilities, and tools on devices/applications. This discussion will provide attendees with an opportunity to share any questions, comments, or concerns they may have about technology in the Corrections space.

***ERO 101 – Peter Fellenz***

An overview of Immigration and Customs Enforcement (ICE), Enforcement and Removal Operations (ERO) provided by the St. Paul Field Office. We will discuss on how ERO operations in Minnesota interact with the corrections environment, including prisons, county jails, and community supervision with ample time for questions and answers and addressing common myths and misconceptions about ICE and immigration enforcement.

### ***Ethical Issues in Case Management and Counseling – Mark Groves***

This workshop will be hands-on exploration of practical and creative approaches to the responsibilities, challenges, and opportunities encountered by case managers and counselors working in corrections, community corrections, and social services. We'll touch on the many changes and difficulties created by new technologies like electronic health records, video conferencing, and texting. We will explore "real life" scenarios and discuss them in small group exercises. Topics will include cultural ethics, social justice and human rights ethics, and the application of strategies for self-care. We'll explore moral distress and moral courage and actionable steps to strengthen individual ethics. An introduction to the foundations of psychotherapeutic ethics, including ethics in real life, ethics in theories and codes, cultural context, ethical decision making, and moral courage. An exploration of common sources of ethical problems and pitfalls, including pseudoscience, ethical fallacies, ethical judgement errors, language and rationalizations. Practical discussions of topics in ethics, including informed consent and informed refusal, using strategies for self-care, responding to ethics, licensing, and malpractice complaints, and confidentiality. In-depth examination of issues, including sexual attraction to clients, digital therapy, and responding to suicidal risk.

### ***Examining Bias – Identity, Awareness, and Impact – Heather Rickerl and Cynthia Finley***

We can't turn anywhere these days without running into bias. Let's look at what bias is, where it comes from, how it impacts the people we serve, how we can interrupt it, and how we can use our awareness to mitigate bias. This session applies to anyone and will be interactive, so be ready to participate.

### ***FairChanceEmployer.com – the new tool for Job Placement Initiatives – Richard Owen***

The mission of FairChanceEmployer.com is to help organizations navigate the complicated world of considering an ex-offender for employment. This can be difficult because of the EEOC guidelines we must follow are exceedingly hard to document. Central to this is the challenge we have in assessing the "Severity of the Crime" issue and determine how best to protect the organization from a negligent hire lawsuit. Learning Objectives: How do the Ban-the-Box and Adverse Action processes work?, How to document compliance with the 4 EEOC "Green Rules", How to navigate the "Severity of the Crime" requirement, What about Negligent Hire Concerns, Federal incentives to hire this population, How FairChanceEmployer.com increased the placement success rate for Central MN Jobs and Training.

### ***Getting the Most out of BCA Systems – Lisa LaBarre***

Accessing information about your client that is accurate, complete, and timely is important. The BCA is the gateway to criminal history and driver records, predatory offender registry, NCIC and MN Hot Files (wanted persons, protection orders, etc.). In addition, the BCA provides access to the FBI's National Data Exchange (NDEx) and other resources. Learn all that is available and improvements the BCA has made and is planning. This is your chance to ask questions and make suggestions on future changes you would like to see to make your job easier when seeking information on your client.

### ***Giving Families a Healthy Start – Kelley Heifort, Lori Timlin and Kelly Whalen***

Infants need stable, primary caregivers for life-long success. Interrupted care and jagged relationships can delay developmental, emotional, and intellectual growth, following babies' development into adulthood. Healthy Start aims to change those bad stats for babies. Pregnant or post-partum parents at Shakopee can be that caring, primary caregiver when we provide them conditional release, support, and supervision accountability. Since January 2022, MN DOC and partners have provided Healthy Starts. Join us as we share the policies, processes, partnerships, and people that are making Healthy Starts possible. We'll share our statistics to date, challenges and successes through real stories and impacts.

### ***Human Trafficking, Commercial Sexual Exploitation, & Systems – Anne LaFrinier-Ritchie and Carly Hiti***

Oftentimes when a survivor of trafficking and/or commercial sexual exploitation is ready to access services they'll reference the multitude of ways the system has failed them previously. The presenters will discuss what trafficking and exploitation looks like in Minnesota as it intersects with legal systems including Minnesota's Safe Harbor response to CSE, what we know about who is buying sex, and how to support victim-survivors with a trauma-informed lens. The presentation is beneficial for anyone working with victim-survivors in a systemic setting included but not limited to law enforcement, social services, prosecution, and probation.

### ***Ignition Interlock Grant and Updates – Nick White, Heather Kussatz and Heather Lopez***

Impaired Driving continues to be a contributing factor in far too many fatal and serious-injury crashes. This session will provide an overview of the ignition interlock program, touch upon how the 2021 legislative changes impacted the program, provide an overview of the Judicial Ignition Interlock grant through the Office of Traffic Safety, and provide details for how this grant program can assist clients.

### ***It's fine. I'm fine. Everything is fine. – Neal Huemoeller***

Canned responses are very natural as part of working in the criminal justice system. We say things like "I'm fine" or "I'm ok." The truth is many times we are not fine or ok. Part one of this presentation series looks at how to identify early warning signs of burnout, compassion fatigue, and vicarious trauma. There will be a discussion of working through our own personal and professional traumas including mental health. Part two will be going deeper into these topics to explore the beliefs behind stress. This presentation will answer many questions about "why" stress is so impactful in this career especially when working with difficult clients. The presentation will incorporate various activities/discussions for each attendee to explore their own stresses from their careers. The end of the presentation always is related to self-care practices and wellness. This presentation will encompass live polling so please have a phone available to answer questions. This presentation will have moments of humor, emotion, and truths about our careers while balancing it all within our lives.

### ***Juveniles with Sexual Offending Behaviors – TinaMarie Hubbell***

Juveniles who sexually offend are a unique population; very different from adults who sexually reoffend. This presentation will be an overview of juveniles who sexually offend, the sequence of events from the initial mandated report to authorities, to the importance of a Psychosexual Evaluation and RNR which determines level of intensity for intervention (when warranted), descriptions of levels of intensity for treatment, the pros/cons of polygraphs from a clinician's perspective, and reunification. The important role for those in the Department of Corrections in these youth's lives will also be discussed.

### ***What We Got and What We Still Need – Cal Saari, Rep. Kelly Moller, Rep. Sandra Feist, Rep. Jeff Witte, Rep. Paul Novotny and Senator Grant Hauschild***

Part 1 (1:15pm-2:45pm) - Discussion of what was accomplished during the 2023 Legislative Session; Part 2 (3:00pm-2:45pm) - Discussion of what we need for the 2024 Session based on the MCA 2024 Legislative Agenda.

### ***Mental Health Matters – Russ Hanes and Shawn Yurick***

The Invisible Wounds Project helps hundreds of individuals, groups, and families every year, and has learned what works and what doesn't work when it comes to helping those in need. Trauma is a fact of life for those who work on the frontlines, and that includes corrections as well. We will provide attendees tools and takeaways that they can implement in their daily life and the lives of those they work with and serve to improve their mental health.

### ***MNPAT-R Implementation Updates – John Marsolek and Grant Hoheisel***

This presentation will cover the history of the Pretrial Release Initiative in Minnesota and provide an update on the recent validation study committee's findings, the judicial council's decision, as well as an update on the implementation committee's work on the education, training, and rollout of the revised Minnesota Pretrial Assessment Tool (MNPAT).

### ***Restorative Justice Dialogue: Where Accountability and Healing Weave Together – Ted Lewis***

While restorative justice has increasingly broadened its applications in fields beyond criminal justice, it continues to grow and adapt in settings of helping offenders and victims of crime to move forward in life. At centerstage are dialogue-based encounters where harming and harmed people (not necessarily from the same case) can be empowered to share deeply, listen deeply, and be heard deeply. The resulting human connection, amid various disempowerments stemming from crime and arrest, allows people to rebuild trust and create consensual plans to address harms and poor choices. This presentation will feature multiple case stories that inspire wider work.

### ***Retire Wisely – Dan Athmann***

This presentation is intended for those members approaching retirement or are retired. Retirement is a time for celebration and excitement. It's also a time to work with a financial professional to help craft a written plan so you can achieve and live out your retirement dreams...whatever they may be! Dan will focus on the many considerations or questions pre-retirees and retirees face when approaching retirement or during retirement. Dan will focus on pension distribution, tax-efficient investing, long-term investment strategies, distribution strategies, risk mitigation, and legacy planning.

### ***Safety in Conducting Home Contacts – Ron Scheidt***

Parts 1 & 2 - This program, specifically developed for adult and juvenile probation officers, social workers and anyone making home contacts in the community. This two-part presentation provides a "best practices" approach to conducting safe home contacts. Participants will receive information on the realities of how community supervision officers and service providers are attacked and injured, and how best to protect themselves from such attacks. This safety training program covers, staff victimization and the four stages of competence, safety strategies, working with emotionally disturbed individuals, the concept of zoning, and stress inoculation.