



# MACM MATTERS

MACM Matters

Fall Winter 2024/2025

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## What's New with MACM? New Officers, New Ideas, and New Adventures

By: MACM President Megan Bergman  
Benton and Mille Lacs County Court Administrator

Greetings MACM Members!

What's new with MACM you ask? Well, I'd be happy to fill you in.

Our Minnesota Association for Court Management (MACM) Conference in Duluth was an amazing experience! We had amazing plenary speakers, food, and a new and improved third fun day that had some fun twists! In this edition, you will get to read highlights of some of the amazing content that was offered at this year's conference.

During our 2024 Business meeting held on the first day of the conference, three positions were open for election and voting. Membership Services Chair, Secretary, and the President role. Julie Harris who served on the Membership Services Committee, has been elected as your new Membership Chair! She will bring you all the latest Membership news. Congratulations Julie! I am so excited to see what innovative and collaborative ideas flow out of Membership Services under your care. Katie Bloch's role as Secretary was open for election and we are happy to announce that Shawna Kramer was elected as the new MACM Secretary. I want to personally thank Katie Bloch for her time and service as she supported our MACM committees for the past 4 years. Shawna, welcome to your new role. We are very excited to have you on our MACM team!

A huge thank you to Jennifer Miller who served as our MACM President. I, Megan Bergman, was elected MACM President at this year's election. For those of you I do not yet know, here is a little bit about me. I work in the Seventh Judicial District as the Benton and Mille Lacs County Court Administrator. I have worked for the Minnesota Judicial Branch in various roles starting in Isanti County in 2011. In 2014, I went to the U.S. District Federal Court of Minnesota, and from there on to the Second District. I have also worked at the Minnesota Court Payment Center, 10<sup>th</sup> District Trainer role, and as the Isanti County Court Administrator on my way to where I am today. In my life outside of work, I love spending time with my husband Tom, and our three kids Brady (19), Halle (17), and Shelby (16). I enjoy my husband's delicious cooking, also hiking, camping, trips to the ocean, reading, and discovering fun wineries and breweries wherever our travels take us!

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## President's article continued

When I joined MACM in 2018, I began to be inspired by so many people across different Districts and Courts coming together to enhance the careers and lives of all its members. I have made some of my dearest friendships and connections being a part of this organization. Collaborating with everyone across the state of Minnesota has been one of those gifts that keeps on giving.

As we continue to innovate and create more opportunities for MACM, our committees continue to keep you all at the forefront of our vision. MACM is not just a conference, and as we look ahead to new adventures such as our MACM Coffee Chats or other types of interactive content between conference times, we hope that you can feel and see that all of this we do with you, our MACM members, in mind. As we get comfortable within our new roles with a new Executive Committee Team, we hope to continue bringing you fresh new ideas and amazing conferences.

Thank you for entrusting us with the adventure of leading this beautiful organization.

And last, if you are intrigued or would like to know more about joining a MACM committee please do not hesitate to reach out to me or one of the other committee chairs. If you have new ideas, have wished for change, or want to join in on improving what we do, it is not possible without the work of committee members. Because just like our dear Dr. Suess wrote in his beloved book, *The Lorax*: "Unless someone like you cares a whole awful lot, nothing is going to get better. It's not."



Megan Bergman

## MACM Committee Updates

### Legislative & Outreach Committee Update

By: Trisha Mernitz, Committee Chair  
Court Administrator, Otter Tail & Wadena County, Seventh District

2024 was another very busy and exciting year! We saw many legislative changes from the 2024 Legislative Session, with positive outcomes for the Judicial Branch. The omnibus Judiciary and Public Safety budget bill was signed into law, you can find a summary of the bill in the 5/29/24 Branching Out article.

This year for our conference, we chose to support two organizations local to the Duluth area: [The Duluth Model](#) with monetary donations, and [Damiano of Duluth](#) with physical items donated for their Free Store. The total dollar amount raised for The Duluth Model was \$3,318, with \$1,530 of that coming from silent auction baskets. SCAO came in first for highest dollar amount raised with \$685 donated, District 9 came in second with \$595 donated, and District 4 came in third with \$510 raised. Additionally, two large, overflowing boxes were filled and donated to Damiano of Duluth for their Free Store. Thank you all for your generosity!!

One of the things the committee has been busy with over the past several months is our proposal to amend the Bylaws, and rename the Legislative and Outreach Committee to be the Governance Committee. As the Governance Committee, this committee will still be responsible for the duties assigned to the Legislative and Outreach Committee, in addition to some new duties such as reviewing and recommending changes to the Bylaws, essentially absorbing the duties assigned to the Bylaws and Parliamentary Committee. Our hope is that these changes will allow the committee to better serve the Association and its members.

Looking ahead, we will be working to identify a date for MACM day at the Capitol very soon. Based on feedback received last year, we are going to make every effort to select a date earlier than we have the past couple of years, in hopes that setting the date earlier will allow more members to attend. Stay tuned for more information!



# MACM Committee Updates

## Finance Committee

By: Meghan Knapp, MACM Treasurer  
Judicial Accounting Manager, First District

### Staying Informed on the State of Minnesota's Budget

It is that time of year again! The groundhog went back into hibernation, the high school hockey state tournament is on the horizon, and the Legislature is back in session. Keeping abreast of the state budget is crucial for staying informed about Minnesota's financial health, resource allocation, and legislative priorities. If you're eager to dive into the intricacies of Minnesota's budget, here are two essential resources to bookmark:

#### 1. Minnesota Management and Budget (MMB)

[MN Management and Budget / Minnesota Management and Budget \(MMB\)](#)

The Minnesota Management and Budget (MMB) website is the go-to hub for comprehensive information on the state's budget. By visiting MMB's website, you can explore:

- **Budget Documents:** Access detailed budget documents, fiscal reports, and summaries detailing expenditure plans and revenue sources.
- **Forecasts:** Stay updated with economic forecasts and revenue projections, giving you a glimpse into Minnesota's financial future.
- **Legislative Information:** Detailed information on the Governor's budget recommendations and legislative actions that shape the state's financial landscape.

#### 2. Judicial Branch's Budget Requests

[Intergovernmental Relations - Home](#)

For insights into the budget requests specifically from the Judicial Branch, visit our internal SharePoint site listed above. Here, you'll find:

- **Budget Proposals:** Examine detailed requests and justifications for funding that support the state's judicial functions.
- **Outreach Materials:** Access talking points, sample correspondence, Judiciary Committee members contact information, and lists for your local representatives.

By frequently visiting these websites, you can stay informed about Minnesota's budgeting process and make well-rounded opinions on how the state allocates its resources. These tools offer valuable insights to help you navigate the complexities of state finance. Utilizing these tools can assist with having meaningful and informed conversations during our MACM Days at the Capital coming up in March and April.

Stay informed and stay engaged!



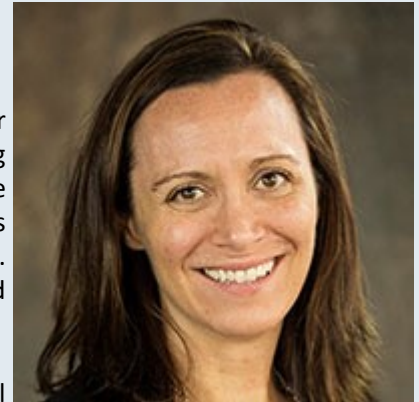
## MACM Committee Updates

### MACM Education Committee Update

By: Angie Jonas

Court Operations Supervisor, 2nd District

Our 2024 conference was a resounding success, with over 270 attendees. Our conference allows members to gather and engage in meaningful learning opportunities while networking with peers from around the state. As you'll see throughout the newsletter, the learning opportunities were diverse and offered things that we can all implement into both our personal and professional lives going forward. While some may say that the location was the number one factor for the record attendance, I would argue that the content provided was a very close second.



The third day change up was a direct result of the ongoing feedback that you all wanted, dare I say needed, something different. One example is the dreaded business meeting. The business meeting is a necessary part of each conference, but one that many members don't want to attend. Moving the business meeting and splitting up district updates worked well and allowed more time for member engagement on our last day together. The feedback received was positive, and we will continue to look for ways to improve your conference experience.

The Education Committee is working hard on finding topics and speakers for both our 2025 MACM Conference and additional learning opportunities throughout the year. The 2025 MACM Conference will be held in Rochester, MN at the Mayo Civic Center. The dates are Oct. 7-9, 2025. Additional learning opportunities will likely be brought to you through our MACM Coffee Chats and similar virtual trainings. If there's a topic you're interested in, please reach out to anyone on the Education Committee.

If anyone is interested in joining the MACM Education Committee, please let me know. We meet, virtually, the first Thursday of each month from 11:00-12:30.

### Membership Services Committee Update

By: Julie Harris, Committee Chair

Court Administrator, Minnesota Tax Court

Julie.V.Harris@state.mn.us

Hello from Membership Services! As the new Chair of the Membership Services Committee, I would like to thank you for the opportunity to serve in this role. To say I'm excited about the great discussion and planning that will happen over the next two years is an understatement. I'm honored to be a part of the committee and doing this wonderful work. A little about me, I'm a life-long learner, connectedness is my top StrengthsFinder strength, I'm an iS on the DiSC, and I have been overjoyed to work in the Courts of the State of Minnesota for the past 20 years!



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## MACM Committee Updates

### Membership Committee update continued

This fall in Membership Services, the committee devoted much time and effort to contributing to an outstanding conference filled with great learning and connecting opportunities, held in the beautiful city of Duluth, MN. Great food and exciting games kicked off the conference during the new member mixer (see picture). The room was full of excitement as new members competed to win the Kahoot title. In other news, it was a packed house in the networking suite as members donned lumberjack beards and flannel. Many thanks to the Third District for the “up north” fun! Additional highlights of the conference included an opportunity to share your “why” with a drawing for gift cards sponsored by our vendors; a district-themed competition held on the 3rd day that served as a precursor to Halloween and earned a take-home trophy; awesome winter hats as conference gifts; the recognition and celebration of award recipients for the 2024 MACM awards; and we ended the conference with a recent record high for donation money collected for local charity!

As a reminder, MACM has a scholarship opportunity available to all MACM members. The MACM Scholarship Program is intended to financially support members’ education in an effort to improve administration and quality of services of the Courts of the State of Minnesota. Newly approved revisions to the scholarship application include an increase in the maximum award per applicant, per fiscal year, to \$2,000. Take advantage of this wonderful opportunity! The deadline to apply is Friday, January 31, 2025. All applications emailed to me by the deadline will be considered at the February 2025 Membership Services Committee meeting.

### New Secretary

#### Welcome MACM’s New Secretary

By: Shawna Kramer  
Court Operations Manager, First Judicial District

Hi! My name is Shawna Kramer, and I am your new MACM Secretary. I work in Dakota County District Court – Hastings as a Court Operations Manager and have been with the branch for 11.5 years. I am actively involved with many local and statewide projects and initiatives and have acted as a subject matter expert and lead in the 1st Judicial District. In my spare time, I enjoy reading, hiking, trying new restaurants, hanging out with family and friends, being bossed around by my cat Luna, and volunteering with the Special Olympics.



What I love about being a MACM member are the connections we get to make, foster, and grow. I feel very fortunate that I have in and out-of-district resources that I can connect with whenever I have a question or need a fresh perspective on a situation I am navigating.

**2024 MACM Conference: Wellness: Yours. Mine & Ours****The Consistency Chain****George Campbell**

By: Lisa Braaten  
Business Process Specialist, 2nd District

How is it possible for smart, capable people to be completely aware of a few simple actions that done consistently would result in tremendous, positive changes, and yet be unable to generate that ongoing behavior?

George Campbell touched on the 80/20 Rule to “getting things done” many times during his presentation. 20% of the population knows what needs to be done and does it. 80% of the population knows what needs to be done but does not do it. There is no shame, blame, or guilt for this 80% group. We (I am an 80%-er!) are wired differently and need strategies to overcome our consistency obstacles.

Consistency is the key to success. George said that successful people consistently do what others do occasionally. We never know if we are going to be successful; but we can be consistent. Goal setting can help us be successful if we start small and stick to it. We cannot change what happened yesterday and we cannot control what happens tomorrow, so work on your goal each day without judgment from yesterday or worry about tomorrow. Do not set a goal for the next 30 days, three months, or one year. Set a goal for today, live for today, and take action in the instant.



Photo Credit: Lisa Braaten

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## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### George Campbell continued

Keep track of your daily goal completion, whether it is taking a 20-minute walk, watching a TED Talk, or spending a few minutes each day meditating, doing some self-reflection, or focusing on deep breathing exercises. An X on a calendar is like one link in a chain. A series of X's for each day becomes a chain and the longer the chain, the stronger it becomes. The stronger the chain is, the harder it is to break.

Whatever you are doing, don't do it tomorrow, **DO IT TODAY!**

### George Campbell: Plenary Deep Dive: The Consistency Chain

By: Dawn Johnson

6th District Training & Development Specialist

George Campbell followed up the morning plenary about the consistency chain with some practical tools on how to implement your own chain. He provided helpful guidance on how to think about and gain momentum while creating new habits. In the deep dive, attendees used a worksheet to define an area of life that they would like to have more consistency in and see real change. After determining the area they would focus on, George presented the "ER" method: Such as, getting BettER... StrongER... HealthiER... FittER, etc. With the goal of doing one thing better each day and building the chain of momentum. George shared that by doing one simple task each day you can rewire your brain to become your new normal.

### Writing to Get Things Done

By: Kris Cunningham

Chisago County Court Administrator

Stan Berry is the lead instructor and driving force behind the learning team at Berry Writing Group. His breakout sessions on the first day of the MACM conference, delivered some great information for writing clear and concise emails that can improve readability, avoid email chains, and even reduce meetings.

A few take aways from his sessions were: To avoid composing at the keyboard, readers are busy and there is a lot of competition for their attention, and they are looking for answers to 3 questions: How does this affect me, what are the key points and how urgent is this? If your emails are composed keeping those points in mind you can improve your "writing for success in the workplace".





## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Digital Accessibility and the Minnesota Judicial Branch

By: Katie Bloch

Multi-County 8th District Court Administrator

Kate Malom and Suzanne Mateffy kicked off a general introduction to digital accessibility and what that will mean for the Judicial Branch by the year 2026. In this breakout we learned that approximately 821,589 people or roughly 14% of Minnesotans live with some type of disability that they have reported. Disabilities include cognitive, vision, dexterity, and hearing impairments. The branch has been mandated to make sure all content it produces is digitally accessible and usable for all disabilities by 2026. Digital accessibility is not a new concept for the Judicial Branch. There was an order signed by State Court Administrator Jeff Shorba in 2021 that all new and updated content that the branch produces must be digitally accessible. According to Kate and Suzanne, project members of the digital accessibility team, there are 6 main focuses to implementing this mandate by 2026. The focuses include analyzing GAPS, identifying a new PDF conversion method, reviewing updating archiving reposting documents, informing, training and drafting policy/rule changes. As the session wrapped up Suzanne and Kate stressed the importance upon us as leaders to stay updated with the SharePoint site on one court that has a lot of information regarding digital accessibility. It was also expressed to start having conversations with our staff and Judges as we prepare to move forward into a new digitally accessible era.

### Introduction to Tax Court / Worker's Comp Court

By: Rachel Wright

Court Operations Supervisor, Washington County

Julie's presentation exceeded expectations of those I spoke with. She shared her passion for improvement and modernization of systems as well as her plans to advance the efficiencies she has learned working for the MJB to tax court. Despite her audience being full of district and trial court employees, most of us knew very little about the structure and work of tax and workers compensation court. The presenters shared an overview of the areas and structure of the work they perform. It was well received, and people asked meaningful and specific questions which will help our staff guide court customers about a tax or workers compensation court related issue.

### April Lewis Keynote speaker – Work well. Lead Well

By: Rachel Wright

Court Operations Supervisor, Washington County

April's keynote speech was engaging, entertaining, and informative. She has an approachable and well-informed presentation that covered how to use emotional intelligence, mindfulness, and stress management to create a culture to engage employees and create a culture of diversity equity and inclusion. She reinforced her theme of human first, employee second. She shared personal experiences of struggle and loss to establish credibility on methods to overcome and rise above to be the best version of yourself, for yourself and your team.



## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Oracle

By: Katie Bloch, Multi-County 8th District Court Administrator

In this breakout Choua Lor, Paula Juris, and Suzanne Mateffy presented the new Oracle system that has been rolled out in this last year within the branch. This program is intended to replace cornerstone and neo-gov, as well as allow users to get most of their content in one space. Oracle allows managers to create and manage their own job postings with or without the assistance from their HR department. There are many features within Oracle that were not previously available to us with cornerstone and neo-gov. There has been a library created for oracle on one court MN that has many resources available. There are short videos along with QRG's to assist in navigating through the new session. The rest of the session was used for Q&A with the audience to answer questions and explain processes that some may be struggling with on the new program. As you are exploring the new system, if you find glitches please report to your local HR and they will pass these along to the larger groups. It was expressed to managers to encourage our staff to review the trainings and familiarize themselves with the new tools available to them as well.

### Interjurisdictional Collaboration: From Transfer Agreements to Joint Jurisdiction Courts

#### Honorable Korey Wahwassuck

Itasca County District Court

By: Amy Willert

Pine County Court Administrator

Judge Korey Wahwassuck presented on Interjurisdictional Courts on October 23, 2024, in Duluth, MN, at the annual MACM conference. She covered the journey of Cass and Itasca Counties and the Leech Lake Band of Ojibwe as they implemented multiple successful joint jurisdiction courts.



Judge Korey Wahwassuck

The courts were created to address the issues of high populations of Native Americans on felony probation in the 9th District, increasing DWIs in Cass County, increasing methamphetamine charges in Itasca County, and concerns regarding teens in Cass County. A group that included Judges, both State District Court and Tribal Court, County Attorneys, Public Defenders, Probation Departments, Law Enforcement, both County Sheriff and Leech Lake Police, Treatment Assessors/Providers, and coordinators was created and developed with the specific goals of reducing the disproportionate minority contact with courts, having fewer children in out-of-home placement, addressing the epidemic of drug and alcohol abuse, and reducing the number of DWIs and traffic fatalities. This group created the First Joint Tribal-State Jurisdiction Wellness Courts in the nation to address these issues and reach their goals. The courts include the Adult Wellness (DWI/Drug) Court, Juvenile Diversion Court, Juvenile Delinquency Court, Juvenile Reentry Court, and Family Drug Court.

These courts, which accept Tribal Members and non-Indians, are multijurisdictional and have multi-agency participation. They address issues with teams and families, along with problem-solving together. In juvenile delinquency court, expanded jurisdiction is exercised over the parents. Care coordinators and advocates begin working with the youth and family before placement and continue after returning to their home in juvenile reentry court.

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## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Interjurisdictional Collaboration: From Transfer Agreements to Joint Jurisdiction Courts continued

The collaboration and approach of these courts has many benefits. Recidivism rates have been reduced in criminal cases, and defendants did not fail to appear for the first two years, stopping the revolving door of the criminal and juvenile justice system. Scarce resources are leveraged, and new funding sources and services become available to families. Cultural understanding is promoted and eliminates the us vs. them attitude, increasing public trust and confidence. The courts have a direct hand in healing while protecting public safety. The participants' success stories were also highlighted. Some were reunited with their children and families, and some obtained valid driver's licenses for the first time. Others were employed or enrolled in school. Some ended abusive relationships, and they collectively documented tens of thousands of days of sobriety.

Tips for how to implement successfully locally in your courts: it starts with two or more people sharing a common goal, integrating culture and its healing properties in planning, development, and implementation; mutual understanding, trust, and respect are essential; collaboration is more than cooperation to create a new type of system; ground rules for communication must be established to create an environment of openness to talking and sharing ideas; map the current system to identify opportunities for improvement; share success stories; remain flexible; don't be afraid to try something new and be willing to adapt and make changes as necessary; continue to plan for transitions of leadership and staff.

You will hit roadblocks. Conflict is a reality, but it can be used as an opportunity to improve communication and strengthen partnerships. Healthy disagreements can build better decisions; sometimes, you must agree to disagree. Try to seek areas of agreement and stay focused on results. Continually reinforce that the team has common goals and shared visions. Be persistent if delays beyond the planning team's control occur. Strong facilitation will help get things off the ground. Remember that change is hard. Systems don't collaborate; people do, so focus on common goals and don't give up.

"Do something outside yourself, something to repair tears in your community," Ruth Bader Ginsburg.

### Dakota County's DA Intervention Program

Andrew Pederson  
Civil/Family/Probate/Juvenile Manager  
Washington County District Court

MACM members received an excellent presentation on the Dakota County Early Domestic Violence Intervention Program (EDVIP) from Jon Gilbertsen (Dakota County Probation Services Center) and Shawna Kramer (Dakota County Court Operations Manager). The work of EDVIP is worth highlighting and demonstrating collaboration between law enforcement, prosecutors, judges, court administration, probation, victim advocacy groups, public defenders, and private attorneys.

The purpose of creating EDVIP was to provide a mechanism to address low-level first-time offenders of Domestic Violence that were willing to resolve their cases and get necessary programming while going through the court system efficiently. This process attempts to minimize the damage to the offender's family unit and dynamic while still holding the defendant accountable. The successful collaboration is evident in the establishment of an eligibility review by the prosecutor, followed by consistent court and community corrections processes.

## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Dakota County's DA Intervention Program continued

The program is still relatively new and there are ongoing challenges that can hopefully be overcome to lead to even more success. It can be difficult to find appropriate programming (i.e., LGBTQ+, culturally specific, or programming for non-partner domestic violence cases), and sometimes people are referred to the program that originally would not be eligible for participation. Even with those obstacles, with 536 total cases since inception, there has been an overall success rate of 87%.

### Dakota County Early Domestic Violence Intervention Program

By: Shiahid Judge

4th District Court Operations Supervisor

The Dakota County Early Domestic Violence Intervention Program (EDVIP) is a program that aims to address first-time offenders of domestic violence in the court system. The program consists of law enforcement, probation, victim advocacy groups, public defenders, and private attorneys. The program focuses on providing mechanisms to address the offender's family unit and with holding them accountable to helping.

The program differs from previous attempts at Dakota County domestic diversion abuse programs in several ways. First, the program does not require a guilty plea as participants receive a continuance for dismissal disposition which includes the offender's signs and admission facts. This information is retained by the prosecutor for the sole purpose of using it in court against the offender if they are ever terminated from the program and are brought back to trial.

Secondly, the continuance for dismissal disposition is used to prevent a guilty plea from being entered. This is important because defendants were fearful of the collateral consequences of entering a guilty plea, such as immigration consequences, employment difficulties, disqualification from coaching or community opportunities, and roadblocks to expungement.

The program's success is largely due to the commitment of the EDVIP group providing a safe, thoughtful and effective approach to addressing domestic violence cases.

## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Overview of the Forensic Navigator Services and Competency Attainment Breakout

By: Amanda Jewell  
SCAO Court Services Supervisor

During the Forensic Navigator Services and Competency Attainment breakout session at the MACM conference, court leadership had the opportunity to learn about the state's evolving efforts to improve the forensic mental health system. Attendees were provided crucial insights from Kim Larson, the Program Administrator for the Minnesota Competency Attainment Board, and Jacqueline Buffington, member of the Minnesota Competency Attainment Board, into the Board's progress in establishing a statewide, independent competency attainment system, a development mandated by the Minnesota legislature.

The introduction of forensic navigator services and the establishment of a statewide competency attainment system represent a significant shift in how Minnesota is addressing the intersection of mental health and the criminal justice system. By providing dedicated resources and supports for individuals facing competency issues, the state is not only improving legal outcomes but also prioritizing the mental health needs of individuals involved in the court system.

#### Key topics covered:

1. Overview of Minn. Stat. 611.40-611.59: Attendees gained a clear understanding of the legal framework that governs the competency attainment process in Minnesota, including how the law defines competency, the procedures for determining competency, and the state's responsibilities toward individuals who are found incompetent to stand trial.
2. The Development of Forensic Navigator Services: The session provided an update on the implementation of forensic navigator services, discussing the roles, responsibilities, and impact of navigators in assisting individuals through the competency process. This included insights into how forensic navigators are being trained, the challenges they face, and the successes that have been realized in pilot programs or early implementation phases.
3. Progress Toward a Statewide Competency System: The Minnesota Competency Attainment Board shared its progress in building a cohesive, statewide system for competency restoration that integrates services across the legal, healthcare, and community sectors. This includes collaboration with mental health professionals, corrections staff, and the court system to ensure individuals' rights are protected while also maintaining public safety.
4. Impact and Outcomes: The session also touched on the early outcomes of the competency attainment initiative, including improvements in mental health outcomes for individuals, the efficiency of legal proceedings, and overall satisfaction among stakeholders involved in the process. Attendees heard about the Board's ongoing evaluations and the adjustments being made to enhance the effectiveness of the system.



## 2024 MACM Conference: Wellness: Yours. Mine & Ours

The Minnesota Association for Court Management announced the recipients of its 2024 awards at its annual meeting in October 2024.



Pictured above: Deb Mueske, Gail Clapp, Lori O'Brien, Max Mosser, and Tracey Ames

### Coach/Mentor of the Year – Max Mosser

Accounting Manager, Second Judicial District

Max Mosser, Accounting Manager in the 2<sup>nd</sup> Judicial District, was awarded the Coach/Mentor of the Year award. This award recognizes an individual who fosters trust while encouraging others to achieve their goals without thought of reciprocation. The recipient of the award shares their skills and knowledge with others and provides excellent coaching in the ongoing development and enrichment of others.

Max is an exceptional mentor who possesses empathy, experience, patience, honesty and inspiration. He provides support, guidance and compassion in his leadership and is a trusted advisor. He is positive and enthusiastic, shares his vast knowledge and advocates for the advancement of his team by encouraging training and development opportunities. He provides the big picture and helps his team understand their role in achieving goals. Max empowers others to be courageous and step outside their comfort zones. He helps others to lead with confidence and embrace change. Max has worked for the Judicial Branch since 2012. Congratulations to Max Mosser as he received the 2024 MACM Coach/Mentor of the Year Award.

## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Early Career Excellence Award – Tracey Ames

Administrative Manager, Second Judicial District

Tracey Ames, Administrative Manager in the 2<sup>nd</sup> Judicial District, received the Early Career Excellence Award. This award recognizes a person who demonstrates achievement in the courts through obtaining a high level of knowledge in a short amount of time, is a quick learner, and a valuable resource to others. The recipient is dependable and consistent while working to achieve success in their local court, district, or for the Judicial Branch and demonstrates outstanding leadership by considering stakeholders when making decisions.

Tracey oversees the Leadworker Unit and four Treatment Courts in Ramsey County and serves on the Treatment Court Initiative Workgroup. She has built highly effective and collaborative teams in a short amount of time and has been instrumental in the development and implementation of several projects including district-wide onboarding and training, flexible courtrooms, and electronic workflows. She provided support, encouragement, and accolades to staff during times of rapid change and uncertainty, which resulted in stability during a critical time of shifting goals, expectations, and objectives. In her work with the treatment courts, she pursues community agency partnerships, coordinates outreach opportunities, promotes an annual pro-social event, celebrates milestones and achievements, and positively impacts the quality of service to stakeholders. Tracey has worked for the Judicial Branch since December of 2018. Congratulations to Tracey Ames as she received the 2024 MACM Early Career Excellence Award.

### Champion of Change – Deb Mueske

District Administrator, Seventh and Eighth Judicial Districts

Deb Mueske, District Administrator in the 7<sup>th</sup> and 8<sup>th</sup> Judicial Districts, was honored as the Champion of Change. The recipient of this award fosters collaboration to promote innovation by embracing opportunities to utilize technology and other resources to increase efficiencies and productivity in the workplace.

Deb is an outstanding leader who isn't afraid to take her own approach and challenge long-standing ways of doing business. She communicates clear vision and has created new cultures of wellness and collaboration amongst her teams. She builds trust by creating space for open conversations and discussion regarding new concepts and initiatives, and by making change happen together. Through strategic planning and using District Guiding Principles, she guides others through stages of change, keeping customer service, efficient process, and district benefit as high priority. She encourages leadership to get involved in state-wide initiatives and involvement in committees and projects based on strengths. Deb has contributed to and been an integral part of many initiatives and implementations, some of which include in-court updating and district-wide centralized processing in many areas of court. Deb has worked for the Judicial Branch since January of 2001. Congratulations to Deb Mueske as she received the 2024 MACM Champion of Change Award.

## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Distinguished Service Award – Lori O’Brien

Anoka County Court Administrator (retired), Tenth Judicial District

Lori O’Brien, Anoka County Court Administrator (retired) in the 10<sup>th</sup> Judicial District, received the Distinguished Service Award. This award recognizes individuals who have a record of outstanding service to the community and the courts and demonstrates leadership by improving the administration of justice and delivery of public service through the application of modern management techniques.

Lori has demonstrated all of these qualities and more with her 35 years of public service in the Wisconsin and Minnesota courts. For the past ten years specifically as the Anoka County Court Administrator, she has skillfully led a complex, larger court successfully through challenging times involving high volume caseloads, complex culture, and a global pandemic. Not only has she navigated creating a county that focuses on striving to care about quality and effectiveness, she has also taken on other centralized units in the 10th District throughout her time in Anoka. She has continually been a voice of inclusion and helped her team focus on forward-thinking approaches as the Branch continues to lead in innovative practices and projects. Lori was described in her nomination as a wonderful mentor and effective leader. A hands-on leader who is dependable and cares about her teams. This does not stop at court administration. Lori established strong justice partner relationships with her responsive and timely communication style, and it is clear she makes it a priority to be a good justice partner team member. Her impact on the Anoka Court Administration office and 10th District will be long-lasting and she will be greatly missed as she retired this November 2024. Congratulations to Lori O’Brien as she received the 2024 MACM Distinguished Service Award.

### Lifetime Achievement Award – Gail Clapp

Business Practices Unit Manager, Fourth Judicial District

Gail Clapp, Business Practices Unit Manager in the 4<sup>th</sup> Judicial District, received the 2024 Lifetime Achievement Award. This award honors a recipient’s many contributions to the court management profession and their years of service to the Judicial Branch.

Gail began her career with the Minnesota Judicial Branch in 1985 and during her tenure she has served in numerous roles in Hennepin County, including as a supervisor in the juvenile and criminal divisions, and as Manager of the Business Practice Unit, since 2007. She has a dedicated and long history of employment with the 4th Judicial District, as well as participation on many local and statewide committees, some of which include Civil and Criminal Process Advisory Workgroups, HJIP projects, as well as membership of the National Association for Court Management.

Gail’s current and historical knowledge of the courts is immense. She leads by example, supporting her team through challenges and change, and encourages thinking “big picture” when faced with challenging questions. Gail’s expertise and innovative efforts have had great impact in the 4<sup>th</sup> District. Some of her accomplishments to note include contributions to large-scale process re-engineering and improvement projects district-wide, early implementation of eFS and the associated divisional workflow and nodal changes, and ongoing communication, training, and collaboration with divisions in the 4<sup>th</sup> District of cutting-edge technology and business practice initiatives. Congratulations to Gail Clapp as she received the 2024 Lifetime Achievement Award.



## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### Pictures of the 2024 Conference



Chief Justice of the Minnesota Supreme Court Natalie E. Hudson



Business Meeting Membership presentation by Megan Bergman



**2024 MACM Conference: Wellness: Yours. Mine & Ours**



NAMI presenter



Dana Bartocci presenting on Generations



## 2024 MACM Conference: Wellness: Yours. Mine & Ours



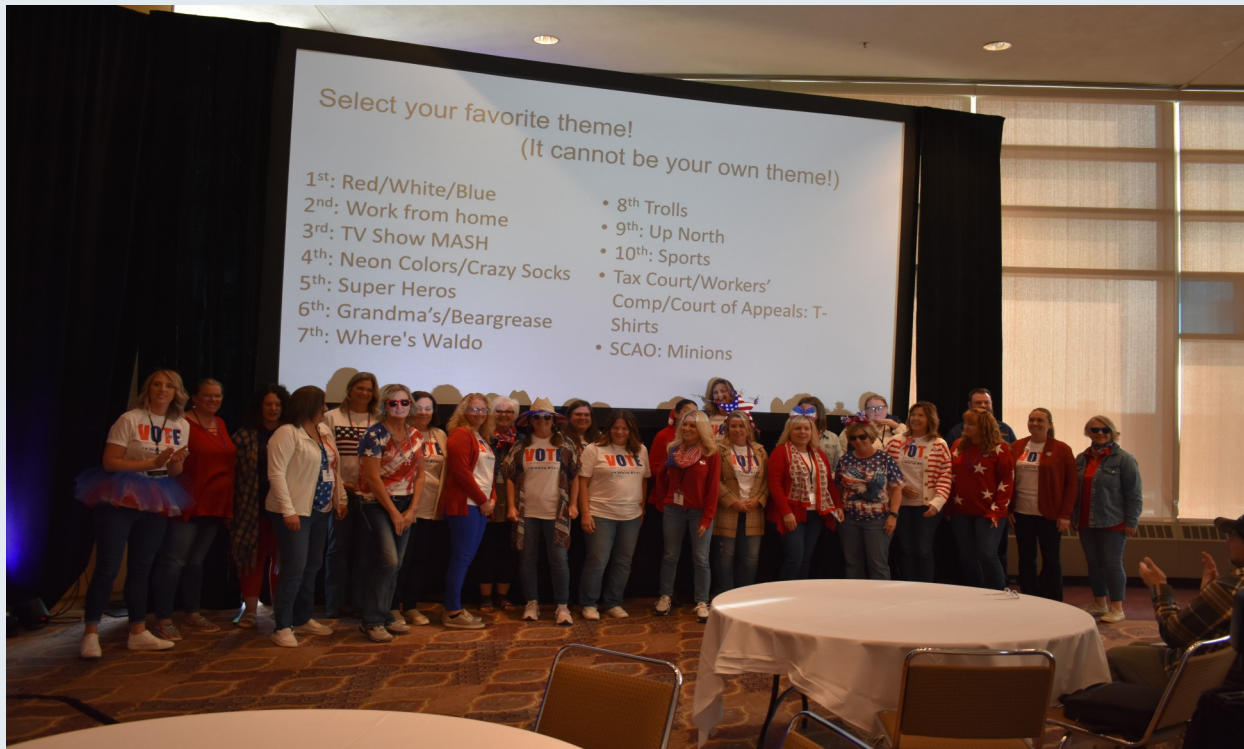
Fourth District Update: Araceli Leana-Mejia



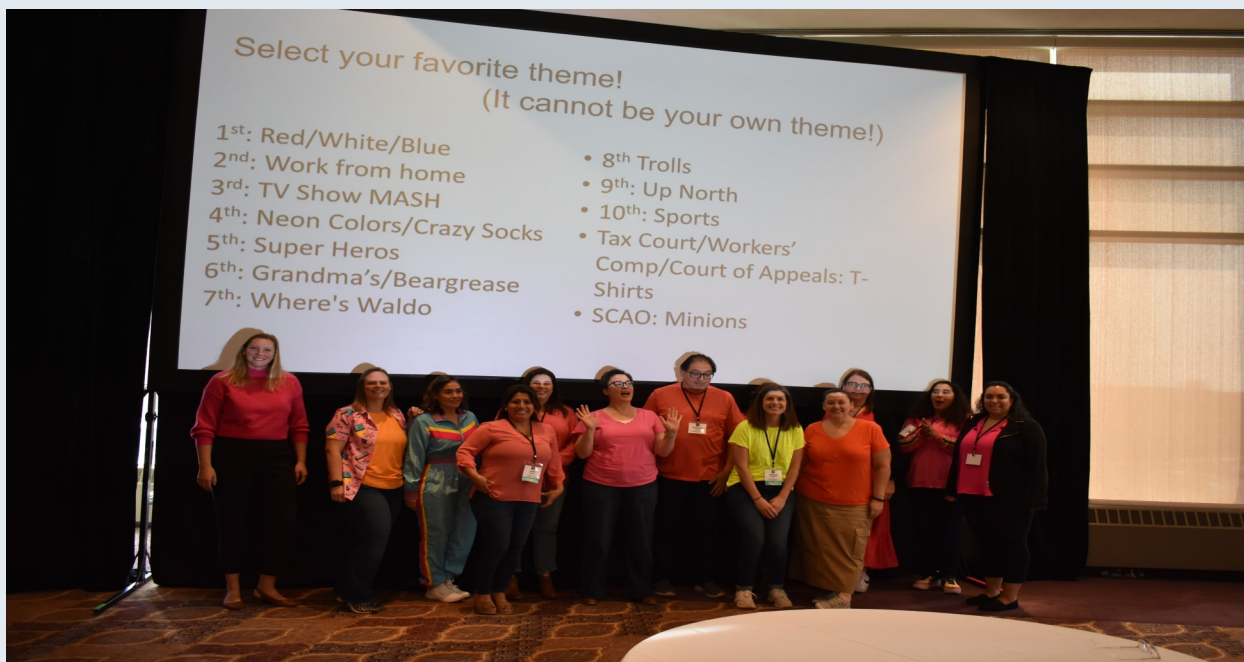
Eighth District Update: Lindsay Listul

## 2024 MACM Conference: Wellness: Yours. Mine & Ours

### District themes

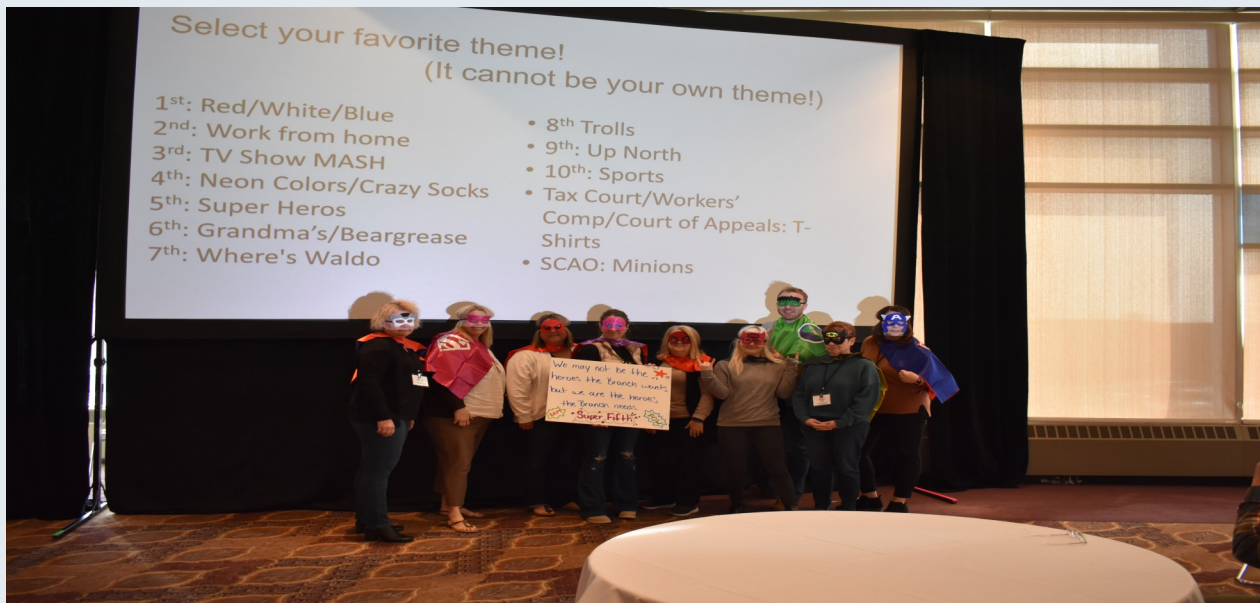


First District theme: Red, White, and Blue

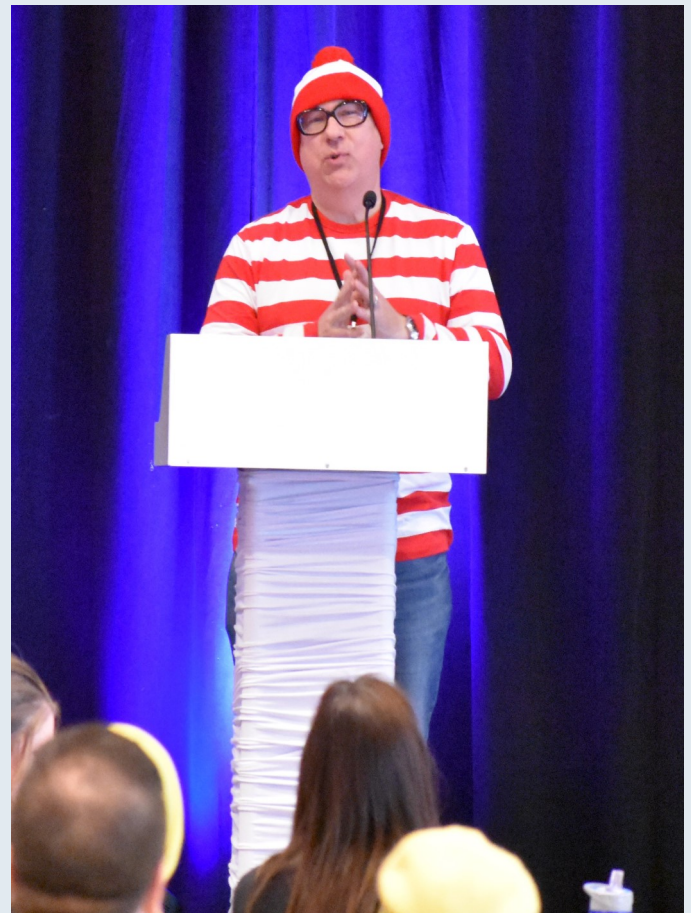


Fourth District theme: Neon



**2024 MACM Conference: Wellness: Yours. Mine & Ours****District themes**

Fifth District theme: Super Fifth

**WINNER** Seventh District theme: Where's Waldo

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