## From MAC's Executive Director

**Dear MAC Members and Friends:**

I recently participated in a meeting with other coalition executive directors. We were discussing the challenges of leading organizations: what’s working, what isn’t. I was asked to describe my leadership style.

About ten years ago, I read the book *Compassionate Leadership*, by Manley Hopkinson. It put words to what I felt was missing from most of the workplaces I had been a part of. I decided to try to incorporate the tenets of compassionate leadership in my work, no matter what my position was.

Compassionate leadership recognizes that every team member is not only a significant individual but also an essential thread in the fabric of an entire organization. Compassionate leaders strive to enhance the happiness and well-being of their teammates by supporting them and giving them what they need to excel.

The past weeks and months have certainly tested my skills as a compassionate leader. To put it, as one of my colleagues who was participating in the conversation about leadership did, “It has been a turducken of crisis.” While the analogy made me laugh, I realized how true her statement was with the COVID-19 pandemic, George Floyd’s murder and the resulting Black Lives Matter uprising, the on-going isolation as we do our work, the critical struggles of family and friends, and so on, and so on...

To thoughtfully and skillfully recognize and embrace the emotions and reactions to trauma that might surface during crisis, a compassionate leader must allow them to be felt. Unless we recognize our own natural human response to a crisis and process these strong emotions, we won’t have the capacity to grasp these reactions from others we seek to help. In other words, leaders must first relate to and help themselves before they can do the same for others.

Organizations, and the individuals within them, need moments to breathe, and to give a name to what they are experiencing before they can create meaning from it as they move on. Leaders can set the tone for such healing by expressing vulnerability and sharing personal fears, concerns, and uncertainties.

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Another simple practice is acknowledging that no leader has all the answers. Authenticity is critical, or individuals will pick up on the dissonance between our words and our feelings and skepticism and loss of credibility will follow. When vulnerability is present, others will have space to share their experiences as well and will make it easier to establish this level of openness in day-to-day interactions.

When people exhibit fear and a desire for protection and self-preservation, compassionate leaders validate those feelings as normal. Again, naming emotions reduces tension and opens the door to addressing them. Compassionate leaders strive to provide a safe environment to express emotions. Without safety and trust, it’s impossible for individuals to move past pain, stress, and anxiety, and refocus on their work and the organization’s mission.

So, my answer to the question was, “I strive to be a compassionate leader.” I hope all MAC staff know that they are each essential threads woven into the tapestry that is the Minnesota Alliance on Crime.

In Peace,

Bobbi Holtberg

To continue our work to achieve our mission, MAC needs your valuable feedback as a member of our coalition. This year's member survey is quick and easy! We will use your feedback to help us set strategic goals and better serve our member programs statewide.

Check your email for the link to complete the survey. If you did not receive the survey, please email Danielle.

Don't lose your benefits as a MAC member. Renew today!

Click here to download the FY21 membership application Questions? Contact Danielle Kluz.

Would your organization like to join MAC? We offer amazing benefits for our members Click here for more info.
Are you feeling isolated working from home? Is your organization a whirlwind of change at the moment? Are you overwhelmed by COVID-19 news and/or news of the uprising? Are you having a lot of feelings right now? Do you just need to talk and laugh with other MAC members?

If any of the above resonate with you, join the Minnesota Alliance on Crime for a weekly free gathering on Zoom to share, network, vent, laugh, and connect with your fellow members and MAC staff. All MAC members are welcome to join us!

August 5, 2020 Small Group Discussion:
- Extra small groups of 2-3 people to discuss advocating for victims during a pandemic/social crisis.
  We had a great time doing this format last month!

Please note that to increase your safety and privacy, all registrations now are handled through the Zoom website and all registrations are personally approved by MAC staff members. MAC will never post information online about joining the meeting.

August 5, 2020 from Noon to 1:00 pm.

Questions? Contact Danielle.

Click to register

Aurora Consulting: Working Together - Four Values for Collaboration
Being together feels a little different now. We needn’t be physically near to be together...our society’s understanding of working together is changing in a big way. Previously, working together meant sitting down at a table together whenever possible. We know now that we don’t have to be in the office to work together. Working together means working towards a common purpose. And even more than that, it means achieving more as a team than you could as individuals. Read more.

Casa de Esperanza: Would You Like to Update Your Existing Language Access Plan? Apply Today to Have Your Plan Reviewed!
If you have an existing language access plan and would like one-on-one assistance with reviewing your plan, we can help! Staff from Casa de Esperanza are working with agencies to help them review and revise their language access plans to be more inclusive of all victims, particularly those victims from diverse backgrounds. If you would like to have your language access plan reviewed, reach out to Leo Martinez at lmartinez@casadeesperanza.org to apply. Space is limited. Programs will be accepted on a first come, first served basis.

Deaf Unity: Paths to Healing in the Deaf Community Video Project
Through this video project, Deaf Unity has created a series of videos where Deaf survivors share their experiences, the impact of their traumatic event(s), and their paths to healing. The series also includes videos on how to recognize symptoms of stress and trauma, when to implement self-care techniques or to seek help, examples of self-care techniques, and how to create a plan for healing. The video series was designed by, and for, the Deaf community.

National Clearinghouse on Abuse in Later in Life and National Resource Center on Reaching Victims: Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors Toolkit
The Toolkit centers the voices and lived experiences of older African American crime victims and it offers
The purpose of lawyer discipline is not to punish or shame the attorney but rather to protect public safety and the integrity of the profession while still reasonably allowing lawyers to earn a livelihood. It follows that discipline is therefore proportional to the gravity of the misconduct. Serious misconduct results in access to healing supports and just outcomes. The Minnesota Supreme Court enjoys all "authority necessary" for promulgating and enforcing the rules governing the professional conduct of licensed Minnesota attorneys. This authority includes instituting all "rules concerning the presentation, hearing, and determination of accusations against attorneys." Minn. Stat. § 480.05. The specific thirty rules applicable to attorney discipline proceedings are codified in the Minnesota Rules on Lawyers Professional Responsibility.

Minn. Stat. §611A and Private Admonitions

"rules concerning the presentation, hearing, and determination of accusations against attorneys." Minn. Stat. § 480.05. The specific thirty rules applicable to attorney discipline proceedings are codified in the Minnesota Rules on Lawyers Professional Responsibility.

The purpose of lawyer discipline is not to punish or shame the attorney but rather to protect public safety and the integrity of the profession while still reasonably allowing lawyers to earn a livelihood. It follows that discipline is therefore proportional to the gravity of the misconduct. Serious misconduct results in public discipline wherein the lawyer is publicly identified. In contrast, private admonitions are just that: private and undiscoverable by the public. Private admonitions are designed to "coach and counsel" the lawyer into full ethical compliance without bringing concomitant reputational harm.
From the point of view of an assistant county attorney, public discipline cases are generally obvious. Public discipline cases often involve a pattern of intentional malfeasance, such as lying, stealing or harassment. Alternatively, public discipline is sometimes imposed for patterns of gross incompetence that cause significant harm to clients. See In Re Scannell, 861 N.W.2d 678 (Minn. 2015) (public discipline appropriate when county attorney committed two counts of fourth-degree criminal sexual conduct and making derogatory statements on his blog about criminal defendants that he was currently prosecuting).

Pursuant to Rule 8(d)(2), RLPR, if lawyer's conduct was unprofessional but of an "isolated and non-serious nature", then a private admonition is appropriate. Because the data and facts sustaining specific private admonitions are generally unknowable, a reasonable assistant county attorney may be at a loss in ascertaining what performance issues could result in an unwelcome admonition.

Minn. Stat. § 611A, Crime Victims: Rights, Programs, Agencies, provides a wide variety of comprehensive statutory rights for alleged crime victims. For example, pursuant to Minn. Stat. § 611A.021, the prosecutor "shall make a reasonable and good faith effort" to inform victims of proposed plea agreements. As the experienced prosecutor knows, this chapter requires prosecutors to comply with a large number of additional mandated notice and advisory requirements.

Minnesota Rules of Professional Conduct Rule 8.4 (d), Misconduct, provides that it is professional misconduct for a prosecutor to "engage in conduct that is prejudicial to the administration of justice." There is no scienter or mens rea requirement that the Office of Lawyers Professional Responsibility must prove in an 8.4 (d) charge. So too, the OLPR need not prove any other rule violation before alighting on Rule 8.4 (d). Rather, the OLPR need only demonstrate by clear and convincing evidence that the prosecutor, for whatever reason, failed to "make a reasonable and good faith effort" in notifying a victim about an important 611A notification right.

For example, if police issue a citation for domestic assault, the prosecutor must notify the victim that the prosecutor is declining charges based on the evidence. Certainly, a missed phone call, inability to find a current address, or other initial communication difficulty would not justify a private admonition. However, when a prosecutor fails to make any effort whatsoever, then a private admonition is highly probable if the OLPR is notified of that failure. See also Timothy M. Burke, The Unique Responsibilities of Criminal Prosecutors, Minn. Law., Oct. 6, 2008, at 5; Martin A. Cole, Summary of Admonitions, Bench & B. of Minn., Feb. 2012, at 12, 13.

Finally, most Minnesota county attorney's offices utilize non-licensed victim witness staff. Properly trained, victim witness staff are valued and indispensable assets to a prosecutor. Nevertheless, managerial prosecutors may be subject to professional discipline if they fail to adequately supervise non-attorney staff. Therefore, every county attorney's office utilizing victim witness staff should have detailed policies and procedures in place for training, supervising and evaluating victim witness staff. In part, accurate and timely electronic documentation of all victim contact(s) is essential. See Minnesota Rule Professional Conduct 5.1 (lawyers with managerial authority must make reasonable efforts to ensure non-lawyers in the firm act in compliance with the professional obligations of the lawyer).

upcoming trainings & webinars

join us for
the minnesota alliance on crime
2020 annual meeting:
september 10, 2020
10 am to noon
online

MAC Members: Save the date! Registration opens later this week.

The Minnesota Indian Women's Resource Center invites you to attend
Science of the Positive Circles: Applying Positive Spirit and Native Wisdom in Challenging Times

Please join Jo Lightfeather and Dr. Jeff Linkenbach for a series of enlightening conversations featuring tribal leaders from Minnesota and beyond. These interactive online discussions will focus on how we can lean on traditional teachings to help us navigate the challenges of this difficult and disconnected time.

**Circle One: July 30, 2020, 10:30am – 12:00pm CT**
*Topic: Navajo COVID 19 Response Using Resilience & Cultural Traditions and Science of the Positive*
*Guest Speakers: Randy John, Tish Ramirez and Richard Skaggs of the Navajo Nation*

**Circle Two: August 6, 2020, 10:30am – 12:00pm CT**
*Topic: Learning from the Yakama People*
*Guest Speaker: HollyAnna LittleBull of the Yakama Nation*

**Circle Three: August 13, 2020, 10:30am – 12:00pm CT**
*Topic: Returning to HOPE (Healthy Outcomes from Positive Experiences) – Traditional Teachings as a “New” Science*
*Guest Speakers: Dr. Bob Sege and Dr. Dina Burstein of Tufts Medical Center*

**Circle Four: August 20, 2020, 10:30am – 12:00pm CT**
*Topic: Honoring Hope & Concern – Culture is Prevention*
*Guest Speakers: Tom and Karen Barrett of the Red Lake Nation*

The MIWRC Learning Center is funded in part by the State of MN, Dept. of Human Services, Behavioral Health/ADAD, American Indian Department

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**SAVE THE DATE**

**2020 VIRTUAL NEW LAWS**

**SPECIAL TOPICS SESSIONS**
1 PM - 3 PM

**CASE LAW & STATUTE SESSIONS**
8:45 AM - 12:30 PM

**MORE INFORMATION COMING SOON!**

**REGISTRATION OPENS JULY 1ST**

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**Register now for New Laws**
Other Trainings and Webinars

Building Relationships Between Communities and Police: What Prosecutors Need to Know
Sponsored by the Office of Juvenile Justice and Delinquency Prevention
Webinar | August 5, 2020 | 2:00 to 3:30 pm
The death of George Floyd has brought renewed attention to calls for reform to the justice system and to law enforcement. One of the most critical elements of any plan forward will center around building relationships between police and the communities they serve. This webinar will feature two former prosecutors who are currently on the front to improve practices and help law enforcement officers can work together with community members to prevent and respond to violence. Learn more.

Assessing for & Responding to Reproductive Coercion
Sponsored by Women's Advocates
Webinar | August 6, 2020 | 1:00 to 2:30 pm
Topics that will be discussed: the definition and tactics of reproductive coercion, resources for assessment & response, responding to disclosures and warm referrals. Presenters: Brenisen Wheeler, Women's Advocates & Meggie Royer, Violence Free Minnesota, Youth and Prevention Program Manager. Learn more.

Mass Violence and Terrorism Volunteer Management
Sponsored by the Office for Victims of Crime
Webinar | August 10 OR August 17, 2020 | Noon to 1:30 pm
Volunteers play a key role in our communities in the aftermath of crises, disasters, emergencies, and incidents of mass violence. Many government, nongovernmental, nonprofit, faith-based, and philanthropic agencies and organizations rely on volunteers to supplement their existing staff to increase their capacity to respond. Engaging volunteers in the response to a mass violence incident will enhance your ability to serve the needs of victims, survivors, and the community. Learn more.

Supporting Children Through Trauma
Sponsored by Women's Advocates
Webinar | August 19, 2020 | 1:00 to 2:30 pm
Topics that will be discussed: how children experience trauma (specifically abuse) and how to support them, how to include children in advocacy, specific therapeutic considerations and tools to center children in their healing journey. Presenters: Brenisen Wheeler, Women’s Advocates and Mary Willis, Domestic Abuse Project Early Childhood Therapist. Learn more.

Expert Q&A: Supportive Services Available to Survivors of Sexual Assault in the Military
Sponsored by the Office for Victims of Crime
Webinar | August 19, 2020 | 1:00 to 2:15 pm
This session will provide information on understanding sexual assault reporting options in the military, in addition to immediate and long-term support services available to survivors. This session will ensure that sexual assault victim advocates have a better understanding of potential gaps in services, as well as assistance, support, and interventions available to victims. Learn more.

Multidisciplinary Responses to Complex Homicide Cases
Sponsored by the National Center for Victims of Crime
Webinar | August 20, 2020 | Noon to 1:15 pm
Over the past few years, the National Center has been working as a training and technical assistance provider for the Multidisciplinary Responses to Families and Communities in Complex Homicide Cases (Complex Homicide) project. This webinar will walk you through the resources available on the National Center’s new TTA portal, many of which were created by the seven demonstration sites working on this project. The resources can be used by service providers who respond to homicide cases, as well as those looking to build or improve their multidisciplinary responses. Learn more.

Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors
Sponsored by the National Resource Center for Reaching Victims
Webinar | August 20, 2020 | 1:30 pm
Learn about a new resource, the Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors toolkit. This resource centers the voices and lived experiences of older Black victims seeking supports and services from the crime victims field and it names the various structural oppressions within society and the victim assistance field which limit the ability of older African American victims to access critical supports and services. Through a series of guided conversations, participants in this event will interface with the different parts of this toolkit, including content modules, video clips, and a reflections workbook. Learn more.

World Elder Awareness Day Conference
Sponsored by the Minnesota Elder Justice Center
Web Training | August 24-25, 2020 | 8:30 am to 1:00 pm
The virtual conference will feature keynote speaker, Dr. Louise Aronson as well as state and national speakers addressing current elder justice issues and best practices including COVID-19 and racial
Navigating when a Survivor is in Crisis  
Sponsored by Women's Advocates  
Webinar | August 25, 2020 | 10:00 to 11:30 am  
Topics that will be discussed: trauma-informed crisis navigation, what crisis resource advocates do (what to expect when a survivor calls a crisis line), safety planning over the phone, and more! Presenters: Brenisen Wheeler, Women's Advocates & Mary Beth Becker, Women's Advocates Crisis Resource Advocate. Learn more.

Understanding Dynamics of Human Trafficking of Native Americans and Improving Adverse Childhood Experiences & Comprehensive Trauma-Informed Care Training  
Sponsored by the Zero Abuse Project  
Webinar | August 26-27, 2020 | 8:00 am to Noon both days  
$125  
Studies have shown that adverse childhood experiences and traumatic events can have a lasting, negative impact on a person’s health and well-being. This training is designed to help you develop the unique skills needed to support individuals who have experienced adverse childhood experiences and traumatic events. Learn more.

Telling the Whole Story: How Collecting Metrics Demonstrates Impact  
Sponsored by the National Identity Theft Victims Assistance Network  
Webinar | August 27, 2020 | Noon to 1:00 pm  
The Cybercrime Support Network’s (CSN) mission is to improve the plight of Americans facing the ever-growing impact of cybercrime by bringing together national partners to support cybercrime victims. This webinar will discuss the importance of collecting data, having standardized metrics, and how these practices are beneficial for the longevity of a program. Utilizing funds from the Department of Justice Office for Victims of Crime and the Victims of Crime Act, CSN has implemented a call/text/chat program to support cybercrime victims in several states utilizing the existing 211 national network — a toll-free, human services phone number and chat line supporting over 95 percent of Americans — as a reporting and triage line for victims of cybercrime. Learn more.

employment opportunities

Resources for job seekers:
- Association of Minnesota Counties Jobs
- Indeed
- Legal Services State Support Positions Available
- Minnesota Council of Nonprofits Job Board
- Minnesota County Attorney's Association Job Bank

contact us

As always, if you have any suggestions for MAC, we welcome your input!

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The Minnesota Alliance on Crime connects systems, service providers, and victims to advance the response for victims of all crime. MAC is a membership coalition of more than 90 crime victim service providers in Minnesota, including prosecution-based victim/witness programs, community programs, law enforcement agencies, and individuals committed to supporting crime victims. We support our membership through training, technical assistance, resources, public policy and legislative initiatives, and networking opportunities.

For more information about MAC, go to [www.mnallianceoncrime.org](http://www.mnallianceoncrime.org).

To join our coalition of crime victim service programs, [click here](http://www.mnallianceoncrime.org).