As the characters on Game of Thrones often say, winter is coming! While I personally dread winter, I know that the changing of the seasons is a constant and good thing as it makes us adapt and grow.

MAC is in a season of change, very good change. We are now a staff of three full-time employees! Julia Tindell, who has been working part-time as MAC’s administrative and volunteer coordinator, is now with us full-time as a program coordinator. Half of Julia’s time will be spent on leading the Minnesota Identity Theft and Cybercrime Information and Resource Center.
Network and she will use the remainder of her hours working with me on administrative and financial management duties. Julia has been an incredible asset to MAC as she brings positive energy, refreshing insights, and youthful perspectives.

I recently had the opportunity to spend a few days with directors of crime victim service programs from throughout Minnesota at the Directors and Leadership Institute, co-hosted by MAC. Several times our conversations centered on how do we welcome the next generation into our work and embrace their millennial energy and perspectives. Professionally, we are in a season of change. While I don’t like to think of myself as an “old buffalo” just yet, I have to recognize the necessary change occurring in our field and that I have an obligation to welcome and make room for new voices. I also have an obligation to share my knowledge that has come from years of advocacy experience and holding the stories of victims/survivors whose lived experiences have shaped our work and responses.

Just like driving after the first snowfall of winter, I sometimes struggle to connect with new ideas about our work that come with the next wave of advocates. But I struggle not because I don’t think they bring valid perspectives, but because the seasons are changing and I need to adapt and grow. Even positive change and growth is uncomfortable. My years of experience have taught me that unless I am uncomfortable, I cannot grow.

So, embrace the new season - be uncomfortable and grow! Be a mentor to new professionals entering the field of victim services and be open to learning as much as teaching.

In Peace,

Bobbi Holtberg

HOLIDAYS
MAC's office will be closed on November 10 for Veterans Day and November 23 & 24 for the Thanksgiving holiday.

Help the Helpers by Giving to MAC

Each year, generous supporters like you celebrate Give to the Max Day by making your online donation to MAC on GiveMN.org. Please join us on Thursday, November 16, 2017 for Give to the Max Day and help MAC continue to connect systems, service providers, and victims to advance the response for victims of all crime.

MAC is an organization that helps the helpers by providing training and education, technical assistance,
networking, and resources for more than 70 organizations across Minnesota serving victims of crimes such as assault, identity theft, elder abuse, and burglary. In addition, MAC also represents the voices of crime victims at the Minnesota Legislature, strengthening laws to support victims and prevent crime.

Your tax-deductible gift will mean so much as we help the helpers:

- $25 will provide five new crime victim advocates attending MAC’s Fundamentals in Victim Services Training with electronic resources on working with victims.
- $50 will allow MAC to send out its e-newsletter to more than 600 professionals in the crime victim service field for one month.
- $75 will provide mileage reimbursement so that an advocate from rural Minnesota can attend a training sponsored by MAC on the effect of trauma on victims.
- $100 will assist MAC in providing a one-hour educational webinar for 100 members and allies on helping families of homicide victims.
- $250 will help one staff member to travel to greater Minnesota for a regional networking meeting with members on victims’ rights.
- $500 will assist two advocates from greater Minnesota with mileage, lodging, and meal costs to attend MAC’s Capacity Building Training.

The MAC Board of Directors and staff will be matching donations up to $1,000. Our goal is to raise $2,000 this year and YOU can help us reach it!

You can give to MAC before November 16th and it will count towards our Give to the Max total. Give today!

Help MAC Help the Helpers

The Link Launches "I Am Priceless" Campaign
The Link’s "I Am Priceless" campaign has launched and hopes to prevent youth from becoming sexually exploited. Keep an eye out in downtown Minneapolis for billboards, bus shelters, radio ads and a downtown Minneapolis mural with the message: "My body is not for sale.” To learn more about the campaign, check out the Star Tribune article here. You can also view the campaign video here.

BoardSource: Leading With Intent - Index of Nonprofit Board Practices
In this study, BoardSource surveyed board chairs and executives from over 1,300 nonprofit organizations. This report shares data and insights about board composition, practices, performance, culture and more. Click here to download.

Men as Peacemakers: New Video Highlighting Their Groundbreaking Work
Men As Peacemakers continues to develop new and innovative ways to prevent violence against women and children. Click here to view a video describing their groundbreaking efforts.

This testimony focuses on trafficking occurring in Indian country or involving Native Americans and addresses the extent to which: federal agencies collect and maintain data on investigations and prosecutions; tribal and major city LEAs encounter trafficking and the factors that affect their ability to investigate and prosecute such activities; and, federal grant programs are available to help address trafficking and how well the granting agencies are positioned to know the number of victims served. Click here to download.

National Latin@ Network: 7 Tips for Providing Trauma-Informed Care to Latin@ Survivors
Helpful tips and resources to ensure appropriate services for Latin@ survivors of violence. Click here.
Urban Institute: New Two-Minute Screening Tool Assesses Trafficking Victimization Among Youth
The U.S. Department of Health and Human Services funded the Urban Institute to review human trafficking screening tools (HTSTs) and develop and pretest two new versions of an HTST with 617 youth. Click here for more information.

National Institute of Justice: Pathways Between Child Maltreatment and Adult Criminal Involvement
Child abuse and neglect have been shown to increase the risk of later forms of antisocial behavior, including violence perpetration and crime in adulthood. However, the processes through which child abuse leads to subsequent antisocial and criminal behavior are not well understood. New findings help to address this gap in knowledge by identifying factors that explain the link between child maltreatment and adulthood criminal behavior. Click here for more information.

Immigrant Crime Victim Survey
DEADLINE: NOVEMBER 9, 2017
The National Immigrant Women’s Advocacy Project at American University Washington College of Law is conducting a survey designed to learn about barriers that may prevent foreign-born, immigrant, and limited English proficient victims of domestic violence, sexual assault, stalking, dating violence, child abuse, elder abuse, and human trafficking from seeking justice system (police, prosecutors, courts) and social services assistance. We are seeking your assistance in helping us collect information from police, prosecutors, judges, court staff, victim advocates, attorneys, and others serving immigrant victims in communities across the country. The data we will collect in this survey will provide valuable information that will assist in the development of training, materials, and tools that will promote greater access to justice for immigrant crime victims. The survey results will also support advocacy to implement the protections for immigrant victims created by the Violence Against Women Act and the Trafficking Victims Protection Act over the course of the past decades.

Click on the link that best describes your position:
Advocates and attorneys | Law enforcement | Judges/courts | Prosecutors

Thank you in advance for your assistance and for taking valuable time to complete these surveys. We expect to be distributing the survey results widely by the end of this year.

OJP Regional Training and MAC Networking Meeting
A one-day training offered in two locations for professionals who work with crime victims.

Tuesday, November 28, 2017
Moorhead - Clay County Courthouse

Wednesday, November 29, 2017
Bemidji - Northwest Minnesota Area Foundation

8:30 am - 4:00 pm. Lunch provided

Sessions:
- **Crime Victim Reparations**: Financial assistance available to victims of violent crime. Danielle Kitto (OJP)
- **Crime Victim Rights**: Overview of Minnesota statutory crime victim rights. Suzanne Elwell (OJP)
- **Working Lunch Session With the Minnesota Alliance on Crime**: Staff from the Minnesota Alliance on Crime will lead a discussion with members and allies about its activities and initiatives, current issues in crime victim rights and services, and concerns from the field. Bobbi Holtberg and Danielle Kluz (MAC).
- **Advocates and Reparations**: Danielle will review common questions posed by advocates, conduct a hands-on exercise on how to fill out the reparations application form, explain the loss of support application process, present case scenarios for discussion, and do a practical walk through of the appeal process, explaining how an advocate can assist victims in that process. Danielle Kitto (OJP).
- **Crime Victim Issues--Lightning Round**: A fast-paced, but interactive, discussion of hot topics related to crime victims including cameras in the courtroom, victim impact statements, victims who are also defendants, post-conviction advocacy, restitution collection, data issues, represented victims, and preventing statutory rights violations. Suzanne Elwell (OJP)

Sponsored by the Office of Justice Programs. POST, CEU, and CLE credits available.

[Click here for more info and registration form.]

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Surveys are often the first or only evaluation tool used by nonprofits, but poor survey design can produce untrustworthy or irrelevant results. This webinar will introduce participants to the fundamentals of good survey design. Participants will learn strategies for focusing their survey on what's important, tailoring their survey to their audience's needs, and promoting participation in the final product. Throughout, the presenters will answer questions and provide resources for participants to use in their organization.

MAC is excited to present this webinar featuring Aurora Consulting, consultants with whom MAC has worked for several years to successfully develop and implement our strategic plan and new training evaluation process.

**Webinar Fees:**
- **MAC Members**: FREE (Not sure if your organization is a MAC member program? [Click here](#) to find out.)
- **Non-Members**: $25 per person (If you are NOT a MAC member, please [click here](#) to pay the registration fee before registering for the webinar.)

**About Our Presenters:**
Aurora Consulting
Aurora Consulting boosts your capacity to lead your nonprofit into the future. We believe in the power of thoughtful evaluation, strategic planning, and leadership development.

Sarah Cohn, Principal Consultant, Aurora Consulting
I help you boost your ability to plan and administer evaluation programs so you can understand your customer’s needs and expectations, improve the quality of your programs and services and plan for the future.

Al Onkka, Principal Consultant, Aurora Consulting
I look through an evaluative lens to get a better read on your organization and its programs and help you build a culture of evaluation. This will help you make smarter decisions, measure progress, and be responsive to the changing needs of your community.

Space on the webinar is limited so register TODAY!

Click to Register

Other Trainings and Webinars

VAWA Confidentiality and Protections for Immigrant Victims of Domestic Violence
Sponsored by National Council of Juvenile and Family Court Judges
Webinar | October 31st, 2017 | 11:00 am to 12:00 pm
This webinar will provide attendees with up to date information on VAWA Confidentiality’s protections, purpose, Department of Homeland Security policies and legislative history. Webinar attendees will be better able to: rule on discovery motions in family, criminal and civil cases; identify litigants who are crime victims eligible for VAWA confidentiality protection; and address the unique challenges in delivering access to justice for immigrant adult and child family and sexual violence victims in crisis who appear in state court. Leslye Orloff, Adjunct Professor, Director, National Immigrant Women’s Advocacy Project and Judge Lora Livingston, 261st District Court, Austin, TX will be your presenters. Learn more.

Elder Justice Initiative: Suspicious Activity Reports and Their Role in Investigations of Elder Financial Exploitation
Sponsored by the Elder Justice Initiative
Webinar | November 2nd, 2017 | 2:00 pm to 3:00 pm
Join the Consumer Financial Protection Bureau and the Financial Crimes Enforcement Network at the U.S. Department of the Treasury for a discussion on a Joint Memorandum, issued on August 30, 2017, encouraging coordination among law enforcement agencies, financial institutions, and adult protective service agencies. The memo aims to raise awareness of the existence of Suspicious Activity Reports and the role they may play in aiding law enforcement when investigating elder financial exploitation cases. Learn more.

Mass Violence Communications
Sponsored by Office for Victims of Crime Training & Technical Assistance Center
Webinar | November 7th, 2017 | 9:00 am to 10:30 am
The OVC TTAC Helping Victims of Mass Violence and Terrorism: Planning, Response, Recovery, and Resources Toolkit web training series continues with an in-depth look at the communications protocol. Communication itself is an intervention tool, so it is important to consider how you are sharing information. Learn more.

Providing Legal Services to Victims of Crime
Sponsored by the Minnesota Victim Legal Services Project and the National Crime Victim Law Institute
In Person | November 13th, 2017 | 8:30 am to 4:30 pm | Town Square, St. Paul
A day-long program for attorneys covering: representing crime victims -the role of a civil victim lawyer in the prosecution process; trauma-informed legal services; and privacy and protection. Learn more.

Developing and Implementing a Response to Sexual Assault in Tribal Communities
Sponsored by the Office for Victims of Crime
Webinar | November 15th, 2017 | 1:00 to 2:00 p.m.
The Office for Victims of Crime (OVC), in partnership with the Office on Violence Against Women (OVW) and Indian Health Service (IHS), held a national roundtable discussion on sexual assault in Indian Country
with a multidisciplinary group of professionals with expertise in developing, implementing, or enhancing a sexual assault response in tribal communities. Through the report generated from that discussion, OVC, OVW, and IHS seek to share lessons learned and practical guidance from the roundtable participants, including tribal governments and responders to sexual violence. Learn more.

Confidentiality 101
Sponsored by Standpoint
Webinar | November 16th, 2017 | 3:00 pm to 4:30 pm
Confidentiality is the most important aspect of domestic violence and sexual assault advocates’ work. So important, there are a number of state and federal laws that protect the conversations between advocates and the people they help. However, there are times when programs are required or asked to disclose confidential information. Therefore, domestic violence and sexual assault programs and the system partners they work with need to understand the legal requirements of disclosure of confidential information and advocates must always be asking themselves, “Can I tell you this?” Learn more.

Access to Justice: Select Legal Issues Facing Victims with Impaired Mental Health, Cognitive Challenges or Physical Disabilities
Sponsored by the National Crime Victim Law Institute
Webinar | November 16th, 2017 | 2:00 pm to 3:30 pm
Join NCVLI for a panel discussion on promising practices representing clients facing these unique challenges. The panel, consisting of victims’ rights attorneys and mental health professionals, will draw on its experience to provide practical tips on to develop meaningful representational relationships with these clients and advocate for their rights in administrative, civil or criminal proceedings. Learn more.

Introducing the Trauma-Informed Practice (TIP) Scales for DV Programs
Sponsored by the Battered Women’s Justice Project
Webinar | November 28th, 2017 | 2:00 pm to 3:30 pm
In this webinar, we will describe the development of a new tool to assess trauma-informed practice that domestic violence and sexual assault programs can use to evaluate and improve their work. The Trauma Informed Practice (TIP) Scales measure the degree to which programs engage in trauma-informed practices from the perspective of program participants. We also present new research to demonstrate the relationship between these aspects of practice and increased safety-related empowerment among survivors. Lisa Goodman, Ph.D. and Cris Sullivan, Ph.D. will be your presenters. Learn more.

Key Issues in the Sexual Assault Response
Sponsored by Minnesota Coalition Against Sexual Assault
In Person | December 12th-13th, 2017 | 9:00 am to 4:00 pm each day | Klas Center, St. Paul, MN | Fee: $25
MNCASA presents Joanne Archambault and Kim Lonsway, national experts on sexual assault issues from the federal technical assistance provider End Violence Against Women International, in the Twin Cities, December 12-13, 2017. Over the course of two days, the presenters will cover a range of topics including the following: DNA testing and cold cases, neurobiology of trauma, law enforcement investigations, victim interviewing and report writing, gender bias in policing. The presentation will include lecture as well as case studies. Learn more.
27th Annual Fall Appreciation Luncheon

Tuesday November 21, 2017, 11:00 a.m. to 1:30 p.m.

InterContinental Saint Paul Riverfront Hotel: 11 Kellogg Blvd. East, St. Paul, MN 55101

$50 per person | $500 for reserved table of 10

Register online now!

To register for tickets or a table via check, contact Lindsay Davis at 651-228-9823 or Lindsay.davis@smrls.org.

Deadline to register is November 7, 2017.

Let MAC help your organization get the word out about your training or event!

If you have a training or event to submit for inclusion in the MAC newsletter, please email the following to Danielle Kluz at danielle@mnallianceoncrime.org:

- Training/event title
- Sponsoring agency/organization
- Date and time
- Location
- Names of trainers/presenters
- Cost
- Brief description of training/event
- More info/how to register (web link preferred, will accept attachments)

Please send by the 27th of the month for inclusion in the following month's newsletter.
Click for the latest published decisions from the Minnesota Appellate and Supreme Court.

Click for the latest victim services employment opportunities in Minnesota.

If you have job postings you would like us to include in our monthly newsletter, please include the following information and email to Danielle Kluz at danielle@mnallianceoncrime.org by the 26th of each month.

- Location
- Job title
- Organization name
- Link to organization’s website
- Link to the job posting
- Closing date

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

Bobbi Holtberg, Executive Director
bobbi@mnallianceoncrime.org

Danielle Kluz, Training and Engagement Coordinator
danielle@mnallianceoncrime.org

Julia Tindell, Program Coordinator
julia@mnallianceoncrime.org

Otis Alexander, Chief Morale Officer

612-940-8090 | 866-940-8090
www.mnallianceoncrime.org
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 70 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.