

Association of Minnesota Emergency Managers 63rd Annual Conference



**Training Together
For a Prepared Minnesota**

September 15th – 18th ,2024

Breezy Point Resort, Breezy Point, MN

OUR ENERGY VISION IS YOUR CARBON- FREE FUTURE.



Minnesota Power is delivering **50% renewable energy today** and advancing our bold vision to deliver a **100% carbon-free energy future**. We're meeting the challenge of climate change head-on while powering our region's homes, hospitals, businesses and industries with cleaner, reliable and affordable energy.

Together we're moving EnergyForward.



EnergyForward



We're a proud sponsor of the AMEM Conference.



Association of Minnesota Emergency Managers (AMEM)

8716 Arbor Street Duluth MN 55808 (218)626-7930

2023-2024

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Stearns County**

Past President

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**Lynn Siegel
Traverse County**

Region 5 Representative

**Shawn M. Stoermann
Brown County**

Region 6 Representative

**Kelly Miller
Carver County**

On behalf of the AMEM Board of Directors, we welcome you to the AMEM 63rd Annual Fall Training Conference. The theme of this year's conference is "Preparedness through Partnerships". Highlights include:

Updates from:

- Commissioner Bob Jacobson, Minnesota Dept. of Public Safety
- Kristi Rollwagen, Director of Minnesota Division of HSEM
- FEMA Region V Administrator

Four General Sessions:

- Tough Choices in Challenging Times – Captain Charles J. Plumb
- Attributes of a Crisis-ready Leader Bob Campbell, E Alliance Solutions Group
- Leading With a Servant's Heart – Ted Shick, Schick Corporate Learning
- Threats to Critical Infrastructure and Key Resources – Fusion Center

Sunday Pre-Conference Classes

- MGT-490 Conducting Climate Risk and Vulnerability Assessments (6 Hrs.)
- Threat Evaluation and Reporting Overview (TERO) (4 Hrs.)

and twenty-four timely and informative breakout sessions

We are glad you are with us as we celebrate our emergency management professional community in Minnesota. Please let our Executive Director or Board Members know if we can be of any help in making this conference a positive and enjoyable experience.

Erin Hughes
Stearns County
AMEM President

Kristen Tschida
Conference Chair
AMEM First Vice President

Online Conference Schedule QR Code



AMEM greatly appreciates the generous support of our Conference Sponsors.

Platinum Sponsor



Gold Sponsors



Silver Sponsors



Bronze Sponsors

Continuing Education Credits

Pick up your Post Credit Form for Law Enforcement and Fire Personnel Continuing Education form at the Registration Desk.

Total Possible Credits - 11

Police

The Association of Minnesota Emergency Managers is a continuing education sponsor as approved by the Board of Peace Officer Standards and Training. This conference, Course #10337-0011, has been approved by the POST Board for continuing education credit. Peace officers who successfully complete this course can receive up to 11 Hours of continuing education credits.

The Association of Minnesota Emergency Managers (AMEM), in accordance with applicable Federal and State law and AMEM policy, does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. The Association also prohibits sexual harassment.

The Association of Minnesota Emergency Managers has a written policy for the investigation and resolution of allegations of classroom discrimination. This policy applies to all faculty, instructors, administrative staff, and students. A copy of the policy may be obtained from the Association by contacting the Executive Director, John Strongitharm, at amem-ed@charter.net or at 218-626-7930.

Fire

The Association of Minnesota Emergency Managers is a continuing education sponsor for Firefighter Continuing Education. Firefighters who successfully complete courses can receive continuing education credits towards the licensing of firefighters in the State of Minnesota. All credits must be approved by your Fire Chief as continuing education. If your Chief needs more information, Contact John Strongitharm, Executive Director

Table of Contents

	Page
Welcome Letter	3
Conference Sponsors	4
Table of Contents Post Credits Fire CEUs	5
Important Conference Information	6
Conference Schedule	7-8
Conference Agenda	9-26
Conference Planning Committee	27
Speaker Biographies	28-40
Annual Meeting Agenda	41
Annual Meeting Minutes 2023	42
AMEM Board of Directors	44-48
2023 Conference Exhibitors	49-52
Conference Center Maps	53
Breezy Area Map	54

Online Conference Schedule QR Code



Important Conference Information

Dining Package Information

Breezy Point Management came to the conference committee with concerns about the number of attendees that were being served meals. The number served exceeded the number of registrants that had paid for the dining package. This made it difficult to ensure all paid attendees received their meal.

To address this issue, AMEM agreed to educate the attendees about the dining program. Dining can be purchased two ways. If you are staying at Breezy Point Resort, your room includes the meal package (Most attendees have this package). If you are a commuter or are staying off the resort property and want to eat at Breezy Resort, you will need to purchase meal tickets from Breezy Point Registration Desk. If you have a guest with you, their meal is not included in the room price and you must purchase them a meal ticket. Commuter and guest meal packages do not include Breakfast. If you want breakfast that can be paid for separately.

To help better manage the meal program we have implemented the following dining rules. Attendees will need to have their nametag on for all meals (**INCLUDING the BANQUET**). It will be checked before you are served. The name tags will identify people who have purchased the dining package. If you are staying offsite or are a commuter, you can purchase meal tickets from Breezy Point and present them in the serving line.

For 95% of the attendees, nothing has changed from the past conferences except you need to wear your nametag to be served. If you have any questions about the meal package, please contact the AMEM registration desk.

The Banquet

The awards will again be presented during the banquet. The presentation will be efficient and last no more than thirty minutes of the banquet. The dress code is casual. The AMEM Conference Committee appreciates feedback received from attendees as we work to ensure the AMEM banquet is a time of enjoyment, networking and recognizing the great work done by our peers.

Online Conference Schedule QR Code



Conference Schedule

Sunday, September 15th, 2024

10:30 p.m. to 6:30 p.m. 11:00 a.m. to 5:00 p.m.	Conference Registration MGT-490: Conducting Whole Community Climate Risk and Vulnerability Assessments (Light Lunch Provided)	Lobby
12:00 p.m. to 4:00 p.m. 1:00 p.m. to 4:00 p.m. 1:00 p.m. to 4:00 p.m.	Pre-Conference Golf Tournament & Golf Awards AMEM Board Meeting Threat Evaluation and Reporting Overview (TERO)	Whitebirch Golf Governors
6:00 p.m. to 7:00 p.m. 7:00 p.m. to 8:00 p.m. 8:00 p.m. to 11:00 p.m.	Dinner New Attendee Welcome Bonfire	Dockside Lakeside A & B Beachside

Monday, September 16th, 2024

6:30 a.m. to 9:00 a.m. 7:30 a.m. to 4:30 p.m. 8:30 a.m. to 9:00 a.m.	Breakfast Registration Opening Ceremonies - Posting of the Colors by Mille Lacs Band of Ojibwe Veterans TBD	Marina II Lobby Whitebirch
9:00 a.m. to 10:00 a.m.	General Session: Tough Choices in Challenging Times Charles J. Plumb	White Birch
10:00 a.m. to 10:15 a.m. 10:15 a.m. to 11:00 a.m.	Break Special Remarks <ul style="list-style-type: none"> • Thomas C. Sivak, FEMA Region V Administrator • Bob Jacobson, Commissioner of Minnesota Dept. of Public Safety • Kristi Rollwagen, HSEM 	Minnesota Whitebirch
11:00 a.m. to 12:00 p.m. 12:00 p.m. to 1:00 p.m.	AMEM Annual Meeting Lunch & Vendor Show	Whitebirch Minnesota
1:00 p.m. to 2:00 p.m.	Breakout Sessions <ol style="list-style-type: none"> 1. AMEM Government Affairs – A Ground Floor Approach to Legislative Action 2. NQS / MQC (Minnesota Qualifications & Credentialing) Program Implementation 3. Emergency Communications capabilities of the Minnesota National Guard 4. Alert and Warning Toolkit Challenges Today & Tomorrow 5. More Eyes to the Sky: MN Low-level Radar Gaps, Solutions, Partnerships 6. Emergency Management & Prep for Major Cyber Events 7. PDC Exercise - Reunification: Post-Crisis Strategies Exercise 	
2:00 p.m. to 2:30 p.m.	Afternoon Break and Exhibitor Show	Minnesota
2:30 p.m. to 3:30 p.m.	Breakout Sessions <ol style="list-style-type: none"> 1. AMEM Government Affairs – A Ground Floor Approach to Legislative Action 2. NQS / MQC (Minnesota Qualifications & Credentialing) Program Implementation 3. Emergency Communications capabilities of the Minnesota National Guard 4. Alert and Warning Toolkit Challenges Today & Tomorrow 5. More Eyes to the Sky: MN Low-level Radar Gaps, Solutions, Partnerships 6. Emergency Management & Prep for Major Cyber Events 7. PDC Exercise - Reunification: Post-Crisis Strategies Exercise 	
3:30 p.m. to 5:00 p.m. 6:00 p.m. to 7:00 p.m. 7:00p.m. to 9:00 p.m.	AMEM Presidents Forum – Erin Hughes Dinner AMEM Bingo Night	Whitebirch Minnesota Lakeside A & B

Tuesday, September 17th, 2024

6:30 a.m. to 9:00 a.m. 9:00 a.m. to 10:30 a.m.	Breakfast General Session - Attributes of a Crisis-ready Leader Bob Campbell, PE Alliance Solutions Group, Inc.	Marina II Whitebirch
10:30 a.m. to 10:45 a.m. 10:45 a.m. to 11:45 p.m.	Morning Break and Vendor Show Breakout Sessions 1. Officer Shooting Response – Emergency Management Perspective 2. Weather Tools for the Emergency Manager 3. Exercising & PPP (P3) – Why We Do It. 4. Prepare for Kindness 5. Effective Communication Before, During and After a Crisis 6. IPAWS: What’s Next! 7. Bearing Witness: Supporting Witnesses & Survivors in Mass Incidents	Minnesota
12:00 p.m. to 1:00 p.m. 1:00 p.m. to 2:00 p.m.	Lunch & Vendor Show Breakout Sessions 1. Officer Shooting Response – Emergency Management Perspective 2. Weather Tools for the Emergency Manager 3. Prepare for Kindness 4. Effective Communication Before, During and After a Crisis 5. IPAWS: What’s Next! 6. Bearing Witness: Supporting Witnesses & Survivors in Mass Incident 7. Tribal Forum (Tribal Members Only)	Minnesota
2:00 p.m. to 2:30 p.m. 2:30 p.m. to 4:30 p.m.	Afternoon Break and Exhibitor Show AMEM Regional Meetings Region 1 Region 2 Region 3 Region 4 Region 5 Region 6	Minnesota Heartland I Heartland II Pontoon or Heartland III Heartland IV Governors Pelican
5:30 p.m. to 6:00 p.m. 6:00 p.m. to 8:30 p.m.	Social Hour Networking Awards Dinner and Entertainment (Casual Dress)	Whitebirch Whitebirch

Wednesday, September 18th, 2024

6:30 a.m. to 8:30 a.m. 9:00 a.m. to 10:15 a.m.	Breakfast General Session - Leading with a Servant's Heart	Marina II Whitebirch
10:15 a.m. to 10:30 a.m. 10:30 a.m. to 11:45 a.m.	Break General Session - Threats to Critical Infrastructure and Key Resources	Whitebirch Whitebirch
11:45 a.m. to 12:00 p.m. 12:30 p.m. to 1:30 p.m.	Closing Remarks: Past President and Newly Elected President AMEM Conference Hotwash (Conference Committee Members)	Whitebirch Water’s Edge

Association of Minnesota Emergency Managers

63rd Annual Conference

Sunday, September 15th, 2024

10:30 p.m. to 7:00 p.m.

Conference Registration Opens

Lobby

11:00 a.m. to 5:00 p.m. MGT-490: Conducting Whole Community Climate Risk and Vulnerability Assessments

Mr. Bob Campbell, Alliance Solutions Group, Inc. and Mr. Joe Potaczek, Emergency Management Consultant.

This course is designed to teach the art and science of conducting a Community Climate Risk and Vulnerability Assessment, a critical tool for building resilient communities. Participants gain the tools to integrate climate projections and products into a Threat and Hazard Identification and Risk Assessment (THIRA). Participants also learn to prioritize target capabilities while considering natural, technological, and human-caused hazards and their cascading effects. They also focus on identifying underserved populations and emphasizing socioeconomic strategies to conduct a Social Vulnerability Assessment, which is crucial for preparing vulnerable communities. By completing this course, participants gain the knowledge and skills to effectively identify climate risks and their impact on vulnerable populations so that they can develop strategies to improve preparedness and enhance community resilience.

Learning Objectives: At the end of this session, participants should be able to:

- Predict the impact of climate-related events on the entire community and the need for leaders to take a Whole Community Approach
- Integrate climate and community-specific threats and hazards into the THIRA process.
- Identify the disproportionate impacts of climate risks on underserved and disadvantaged communities.
- Conduct a vulnerability assessment using screening and mapping tools while identifying populations with the highest risk from climate-related hazards.

12:00 a.m. to 4:00 p.m.

AMEM Quarterly Board Meeting

Governors

12:00 p.m. to 4:00 p.m.

Pre-Conference Golf Tournament

Whitebirch Links

1:00 p.m. to 4:00 p.m. Threat Evaluation and Reporting Overview (TERO)

Instructor: Jon Jorgensen, Minnesota School Safety Center

The Threat Evaluation and Reporting Overview (TERO) is an introductory training focusing on a behavioral approach to violence prevention. The TERO raises awareness about the risk factors, triggers and stressors, and warning behaviors that could impact a person's decision to commit an act of targeted violence. Further, it outlines the mitigating factors that could help prevent acts of targeted violence, while emphasizing the importance of community involvement in seeking help for individuals, and respecting their privacy, civil rights, and civil liberties.

Learning Objectives: At the end of this session, participants should be able to understand:

- This course is for awareness and informational purposes only. Investigating, assessing, and managing threats or observable behaviors that may concern others requires additional information and training beyond what is provided in the TERO.

Sunday September 15th, 2024 – Continued

3:00 p.m. to 7:00 p.m.	Breezy Point Room Registration Opens	Lobby
5:00 p.m. to 6:00 p.m.	Audit Committee Meeting	Governors
6:00 p.m. to 7:00 p.m.	Dinner	Dockside
7:00 p.m. to 8:00 p.m.	New Attendee Welcome	Lakeside A&B
8:00 p.m. to 11:00 p.m.	Bonfire 	Beach

Attending your first AMEM Conference?

Please attend the New Attendee Welcome in the Lakeside A & B rooms at 7:00pm. Learn how to find your way around the conference center, get the most out of the conference, and make new contacts.

Our Goal

Our goal is to provide the highest quality training and networking. During your downtime, we hope you will enjoy the many amenities at Breezy Point. With your room reservation you have paid green fees on the Traditional and Whitebirch Golf Courses, Indoor Pool, Tennis Courts, Beaches, Nightly Campfire, Pontoon boats and Fishing Boats with Motors.

Conference Schedule



Monday, September 16th, 2024

6:30 a.m. to 9:00 a.m.	Breakfast	Marina II
7:30 a.m. to 9:00 a.m.	Registration	Lobby
8:30 a.m. to 9:00 a.m.	Opening Ceremonies	Whitebirch

Welcome and Announcements – Kristen Tschida Benton County
1st Vice President. and Conference Chair

Posting of the Colors by Mille Lacs Band of Ojibwe Veterans

Welcome and Introductions – Erin Hughes, Stearns County, AMEM
President

9:00 a.m. to 10:00 a.m.	<i>Tough Choices in Challenging Times</i>	<i>Whitebirch</i>
Captain Charlie Plumb,		

Shot down during a combat mission over North Vietnam, Captain Charlie Plumb survived almost six years as a Prisoner of War and emerged to tell a tale of inspiring self-reliance. In an upbeat, humorous, dynamic style he draws on this experience to demonstrate how to turn the hard times each one of us face into assets in today's challenges. Viewed as opportunity and challenge, adversity encourages growth, and propels us beyond self-imposed limits.

Learning Objectives: At the conclusion of this session, participants will be able to:

- Understand adversity challenges.
- Understanding vote of confidence in challenging situations.
- Understand the value of team integrity.

10:00 a.m. to 10:15 a.m.	Break	Minnesota
10:15 a.m. to 11:00 a.m.	Special Remarks DPS Commissioner Bob Jacobson HSEM Director, Kristi Rollwagen Fire Marshal Office, John Kreuser	Whitebirch
11:00 a.m. to 12:00 p.m.	Annual Meeting - President Erin Hughes, Presiding	Whitebirch
12:00 p.m. to 1:00 p.m.	Lunch & Vendor Show	Minnesota

Monday, September 16th, 2024 – Continued

1:00 p.m. to 2:00 p.m.

BREAKOUT SESSIONS

1. AMEM Government Affairs – A Ground Floor Approach to Legislative Action.

Instructors: Garry Johanson, AMEM Legislative Chair, Emilio Lamba, Association of Minnesota Counties, Julie Ring AMC Executive Director

This presentation will cover the basics of the legislative process and share strategies that AMEM members can use to build support with their legislators, which is essential when addressing AMEM's Legislative priorities

Learning Objectives: *At the end of this session, participants should be able to understand:*

- Initial Communications – local boards and local legislators
- Regional Networking – Regional outreach
- How a bill becomes a law – State level approach

2. NQS / MQC (Minnesota Qualifications & Credentialing) Program Implementation

Instructors: Kara Behr, HSEM

Federal/FEMA's National Qualifications System (NQS) implementation requirements and reasoning for these new changes. The creation of the Minnesota Qualifications & Credentialing (MQC) Program helps strengthen the resource management and emergency management professionals through higher standards for deployable incident workforce personnel involved in management, support duties, including all Emergency Operations Center (EOC) staff and Incident Command System (ICS) first responders on scene.

Learning Objectives: *At the conclusion of this session, participants will be able to:*

- Background and reasoning for the new NQS implementation requirements by FEMA.
- What it means for our state, local, and tribes.
- Minnesota's situation and the creation of the Minnesota Qualifications & Credentialing (MQC) Program.
- MQC Program overview.

3. Emergency Communications capabilities of the Minnesota National Guard

Instructors: Master Sergeant Graham Lorence, Master Sergeant Philip Goldsberry

What National Guard communications capabilities assets are available to counties and cities of first class in the event of an emergency and how to request them.

Learning Objectives: *At the conclusion of this session, participants will have an understand:*

- What deployable National Guard communications assets are available.
- Scenarios for use of National Guard communication assets.
- How to request National Guard communications assets.
- Communicating with the National Guard during an response

Monday, September 16th, 2024 – Continued

4. Alert and Warning Toolkit Challenges Today & Tomorrow

Instructors: Lillian McDonald, Twin Cities PBS (TPT NOW)

A panel of alert originators and partner broadcast and wireless alert distributors will discuss the latest challenges with development, use, and distribution for EAS, WEA, Siren, and other warning and alerting systems. Presenters will also share updates on the potential integration of new technologies such as artificial intelligence and multilingual capabilities. Additionally, a discussion of threats to warning systems and proper uses end-to-end from the perspective of alert originators and broadcast distributors. **Learning Objectives:**

At the conclusion of this session, participants will understand:

- Latest capability and use updates on EAS, WEA, Siren, and other technologies.
- Technology trends in warning / alerting systems.
- Alert and warning challenges end-to-end.
- Suggestions on what can alert originators and distributors can do to improve current and future alert and warning systems.
- Discussion with "open mic" opportunity to address participant questions.

5. More Eyes to the Sky: MN Low-level Radar Gaps, Solutions, Partnerships

Instructors: Chris Muller, Greg Gust, Tina Lindquist, Ace Bonnema, Tara Leigh Goode , Apoorva Bajaj

Weather data is important to all levels of government. Public Safety, elected officials, emergency managers, and other county departments/community partners can use data to help make informed decisions. Educating the public on weather preparedness is a priority for all emergency management programs. Looking at how the data can be used in decision making thru collaboration and local protocols, will give a fresh perspective to the weather radar gap concern. The C-band and X-band solutions, along with how the data can help supplement the NWS data, will be a main focus of the presentation. In addition, sharing the history of the public/private partnership with the MN X-band Pilot Project will help give context to the overall mission of working to fill all the radar gaps across the state. Updates will be given on the different engaged audiences, legislative work, and summer severe weather case studies will be shared.

Learning Objectives: At the conclusion of this session, participants will understand:

- How the data can be used to help make public safety decisions, as well as department operational decisions
- How to show real time data collected by the current x-band radar projects
- Discuss how the data can be used in local protocols, as well as update how the data is integrated into NWS field offices
- How to Show the importance to all MN and Emergency Management programs, urban and rural

Monday, September 16th, 2024 – Continued

6. Emergency Management & Prep for Major Cyber Events

Instructors: Jeff Birnbach, Managing Director, Sylint LLC and Matthew Meade, Esq, Partner, Eckert Seamans

As the frequency and severity of ransomware and targeted attacks against infrastructure continues to grow, Emergency Managers are facing new and evolving challenges to prepare and respond to evolving cyber incidents. This presentation will explore the various types of cyber events that can have a major impact on counties and focus on cyber best practices including: a review of IR plan elements essential to successful/timely response; effective public communications tactics to assuage public concerns; and strategies to minimize downtime and service disruption.

Learning Objectives: At the conclusion of this session, participants will understand:

- Key IR planning elements needed for successful/timely response
- Considerations for communications in a fluid/dynamic response
- Effective continuity measures for cyber interruptions

7. Professional Development Committee - Reunification: Post-Crisis Strategies Exercise

Instructors: The AMEM Professional Development Committee (PDC) members will assist with presenting and facilitating. The committee includes: Kelly Miller (Carver County, Chair), Kristen Tschida (Benton County, Past Chair), Tom Olmsted (Dakota County) Robert Brezinka (Stearns County), Kristen Sailer (Steele County), Jane Kane (Minnesota Management and Budget), Karma Kumlin-Diers (Ramsey County), Messa Vang (HSEM), Jennifer Lindberg (HSEM), Lynn Siegel (Traverse County), Patrick Waletzko (Ottertail County), Casidy Anderson (U of M)

Post incident building evacuation, reunification, notification, and crisis communication at a government agency, healthcare, or community building.

Learning Objectives: At the conclusion of this session, participants will understand:

- Post incident building evacuation
- reunification, notification
- crisis communication at a government agency, healthcare, or community building.

2:00 p.m. to 2:30 p.m.

Break

Minnesota

Conference Schedule



Monday, September 16th, 2024 – Continued

2:30 p.m. to 3:30 p.m.

BREAKOUT SESSIONS

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Instructors: Lillian McDonald, Twin Cities PBS (TPT NOW)

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- How to show real time data collected by the current x-band radar projects
- Discuss how the data can be used in local protocols, as well as update how the data is integrated into NWS field offices
- How to Show the importance to all MN and Emergency Management programs, urban and rural
- Identify the most likely threat group to Minnesota-based transportation network

Monday, September 16th, 2024 – Continued

6. Emergency Management & Prep for Major Cyber Events

Instructors: Jeff Birnbach, Managing Director, Sylint LLC and Matthew Meade, Esq, Partner, Eckert Seamans

As the frequency and severity of ransomware and targeted attacks against infrastructure continues to grow, Emergency Managers are facing new and evolving challenges to prepare and respond to evolving cyber incidents. This presentation will explore the various types of cyber events that can have a major impact on counties and focus on cyber best practices including: a review of IR plan elements essential to successful/timely response; effective public communications tactics to assuage public concerns; and strategies to minimize downtime and service disruption.

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- Effective continuity measures for cyber interruptions

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Post incident building evacuation, reunification, notification, and crisis communication at a government agency, healthcare, or community building.

Learning Objectives: At the conclusion of this session, participants will understand:

- Post incident building evacuation
- reunification, notification
- crisis communication at a government agency, healthcare, or community building.

Monday, September 16th, 2024 – Continued

3:30 p.m. to 5:00p.m.

AMEM Presidents Forum
Erin Hughes, AMEM President

Whitebirch

This session provides the opportunity for AMEM Members and Emergency Managers to meet and discuss current programs, initiatives, and issues of common interest to their local jurisdictions and agencies. A light agenda will be provided to guide a relaxed and roundtable-type discussion; propelled by conversation around the room. Participants are encouraged to bring up topics of concern or interest to them.

Learning Objectives: At the end of this session, participants should be able to:

- Achieve a better understanding and appreciation of local EM Programs and ongoing projects and discussions on a statewide basis.
- Share successes, challenges, and improvement items affecting local EM programs, AMEM, and state agency counterparts.
- Obtain shared ideas of how your peers meet current challenges of emergency management, and initiate plans, programs, trainings, and exercises to enhance local departments.
- Discuss broad EM issues and strategize future priorities for Emergency Management in Minnesota.

6:00 p.m. to 7:00 p.m.

Dinner

Minnesota

7:00 p.m. to 9:00 p.m.



Lakeside A-B

Conference Schedule



Tuesday, September 17th 2024

6:30 a.m. to 9:00 a.m.

Breakfast

Marina II

9:00 a.m. to 10:30 a.m.

GENERAL SESSION

Whitebirch

Attributes of a Crisis-ready Leader

Bob Campbell, PE, Agency: Alliance Solutions Group, Inc.

Description of the presentation to include: Being a good leader does not guarantee success during a crisis. The internal and external stressors that occur during timely decisions, and quickly build successful teams. This presentation is based on chapters 10 and 11 (Profiles in Crisis Leadership and Attributes of a Crisis Leader) from my recently published book, *Crisis-ready Leadership: Building Resilient Organizations and Communities* (Wiley, 2023). After interviewing six leaders from different crisis contexts, I identified 11 common attributes that enabled these leaders to successfully navigate and lead others through a crisis. These leaders included: Gen H.R. McMaster (battling Al Qaeda), Gen Pittard (counter-offensive against ISIS in Iraq), Brock Long (former FEMA Administrator who transformed FEMA during the 2017-18 Hurricane and Wildfire disasters), Frank Patterson (Incident commander for the West Texas incident), Chad Hawkins (led an Incident Management Team during COVID-19), and Derrick Vick (President of a company on the brink of collapse). During the presentation, we will explore the crisis-ready leader attributes in the context of our profiled leaders and their respective crises by providing examples of how each attribute enabled effective crisis leadership. The attributes are organized by character traits, knowledge, and skills. These attributes provide leaders with an opportunity to self-assess their readiness to lead through a crisis and engage in personal and professional development to become crisis-ready leaders.

Learning Objectives: At the conclusion of this session, participants will be able to:

- Understand the unique subset of leadership qualities that are essential for leading through a crisis. Identify the attributes of a crisis -ready leader.
- Conduct a self-assessment with a downloadable self-assessment tool (QR code will be provided for future access; we could cover a few of these areas during the session to get started).
- Formulate a professional development plan to improve in these attributes and crisis-readiness

10:30 a.m. to 11:00 a.m. **Morning Break and Vendor Show**

Minnesota

11:00 p.m. to 12:00 p.m. **BREAKOUT SESSIONS**

1. Officer Shooting Response – Emergency Management Perspective

Instructors: Tina Lindquist, Grant County and Tim Riley, Pope County Sheriff

Deputy Josh Owen was shot and killed in the line of duty on Saturday April 15th, 2023. The Pope County EOC was set up the evening of April 15th and operated through the Monday April 24th. This presentation will walk through EOC priorities and objectives as they relate to Emergency Management. It will also cover lessons learned as well as celebrate the collaboration of a multiagency response and recovery to one of the worst kinds of incidents.

Learning Objectives for presentation:

- Information sharing and lessons learned regarding a multiagency response.
- Will provide a tangible checklist of items to consider when writing a response plan for an officer shooting incident.
- Provide insight to the unified command structure between the local EOC and LEMA.
- Look at how the incident command structure changed throughout the process of planning a large public event.
- Provide insight on how important Peer Support and Mental Health priorities truly are.

2. Weather Tools for the Emergency Manager.

Instructor: Todd Krause. Agency: National Weather Service

The National Weather Service (NWS) offers a wide variety of services and tools (including radar) that can support decision making by emergency managers and others in public safety. Information provided will aid your efforts with hazardous weather, communication, messaging, hazard analysis, exercises, training, and public education across a broad spectrum of significant weather.

Learning Objectives: *At the conclusion of this session, participants will be able to:*

- describe NWS weather decision support of real events or exercises,
- provide insight on radar basics, radar interpretation, and severe weather warning decisions,
- discuss communication of hazardous weather, and
- bring awareness of NWS materials that can be used for hazard analysis, safety education, and more.

3. Exercising & PPP (P3) – Why We Do It.

Instructors: David R. Baker ALLETE, Inc.

To review the practice of why we exercise emergency plans, not only within your own organization, but with PPP (P3) partners, and the real-world benefits from them.

Learning Objectives: *At the end of this session, participants will:*

- Importance of Exercises within organization
- Importance of Exercises and involving PPP (P3)
- Real event relationships between exercises and activating plans

4. Prepare for Kindness

Jeanne Rasmussen is the Volunteer Resources Coordinator at the State of Minnesota's Division of Homeland Security and Emergency Management in the Department of Public Safety

When a disaster occurs, people want to help. Prepare for spontaneous volunteers, cash donations, and donated goods in advance. Otherwise, your jurisdiction may be overwhelmed by enthusiastic people and unwanted stuff. Volunteers plus Donations don't have to equal a Disaster during or after a Disaster.

Learning Objectives: *At the end of this session, attendees will understand:*

- To provide knowledge to develop a Volunteer and Donation Management (VADM) Annex/Plan
- To identify key individuals and organizations who can assist with managing a VADM Plan
- To develop public education and information messages regarding VADM

Tuesday, September 17th 2024 Continued

5. Effective Communication Before, During and After a Crisis

Instructors: John Elder, Robbinsdale Police Department

This course will help the attendee learn how to properly message during and after crises. This class will share pitfalls and best practices in public communication. Different methods of communication are used for different intended results. The differences between a press release and a press conference will be analyzed and when each should be used is shared. There are times when it is not appropriate to comment on something. Tactics for addressing these instances are given.

Learning Objectives: At the end of this session, participants should understand:

- When a situation happens, deciding who should talk is very important. Attendees will learn how to decide this
- Learning the differences in press release vs. a press conference and when each should be used
- Putting together a press conference is difficult. Attendees will learn the importance of location, speakers, speaker orders and who stands but doesn't speak
- Dealing with emotions of the crisis and how to properly convey that to the public/media

6. IPAWS: What's Next!

Instructor: John Dooley is the Program Manager for the Integrated Public Alert and Warning System (IPAWS)

Most counties in Minnesota have access to IPAWS (Integrated Public Alert and Warning System) as a capability to send out a notification rapidly to as many people and ways possible. How do I, get more training on using this capability, sustain that knowledge, integrate it into other training sessions and large exercises? Also in this session will be a short update of recent activities and upcoming changes related to Public Information and Warning.

Learning Objectives: At the conclusion of this session, participants will understand:

- What training does my staff need to send alerts through IPAWS?
- What value does regular testing of my notification system bring to my organization?
- What about those FEMA Monthly Proficiency Demonstrations
- What about the new Message Design Dashboard (MDD) that is available?
- What can I do to support my organization when planning to integrate Alert, Warning and Notifications (AWN) into my exercises?

7. Bearing Witness: Supporting Witnesses & Survivors in Mass Casualty Incidents

Instructors: University of Minnesota Witness Support Team

You're sitting alone in a bright auditorium, the newest member of a club you never wanted to join: you've just survived a mass shooting in America. You're sure your family is worried about you, but you lost your phone in the chaos and haven't been able to contact them. You're hungry, but there's no food and anyway, you don't have your blood sugar medication with you. You're feeling increasingly alone and anxious, but the few police officers on scene are busy with the dozens of other people who also need help or to be interviewed.

Between January 1 and October 17, 2022 there were 147 shootings in the United States in which more than 5 people were injured and 16 in which more than 5 people died. In the initial aftermath of these events, there is no evidence of holistic and coordinated response systems to care for the mental, physical and basic needs of witnesses, who may be kept for lengthy periods to be interviewed or reunited with family.

Tuesday, September 17th 2024 Continued

The University of Minnesota Health Emergency Response Office, in partnership with campus public safety partners, has developed an innovative, interdisciplinary team to track, triage, and take care of witnesses following an active shooting or other mass casualty event on campus. This specialized Medical Reserve Corps strike team—the Witness Support Team— is made up of medical and mental health practitioners and general MRC members and serves 4 main functions.

First, all strike team members but especially the mental health specialists provide a calm, supportive presence to witnesses and assess their psychological needs. Second, medical specialists on the team can provide non-emergency medical care including assessments, first aid, and access to basic prescription medications that witnesses may need during their lengthy holding period. Third, the team manages logistics to provide for basic needs such as food, water, communications with family, personal hygiene supplies, and more. Lastly, the team supports the overall processing of witnesses by law enforcement by gathering and triaging basic information about their experience. In this way, the team can help ensure as smooth and efficient a process as possible for individuals who have undergone such a significant trauma. In this session, participants will learn the general

Learning Objectives: *At the conclusion of this session, participants will be able to:*

- Describe the importance of inter-professional collaboration in public health + healthcare + emergency management in all phases of the disaster cycle
- Identify at least 3 resources that reinforce roles in planning; responding; and recovering from public health emergencies.
- Identify at least 2 areas in which to improve response capacity in your organization.

12:00 p.m. to 1:00 p.m. Lunch & Vendor Show

Minnesota

1:00 p.m. to 2:00 p.m. BREAKOUT SESSIONS

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Tuesday, September 17th 2024 Continued

7. Minnesota Sovereign Nation Forum (Tribes Only)

Heartland I&II

Instructor: Dan DeSmet, Upper Sioux Police

The breakout session is for tribal Representatives to meet as a group and discuss current and upcoming issues of interest to tribal members.

Learning Objectives: At the conclusion of this session, participants will:

- Discuss current and upcoming issues that impact the Sovereign Nation Members.
- Participate in networking with Tribes across the State.

2:00 p.m. to 2:30 p.m.

Afternoon Break and Vendor Show

Minnesota

2:30 p.m. to 4:30 p.m.

AMEM Regional Meetings

Region 1

Region 2

Region 3

Region 4

Region 5

Region 6

Heartland I

Heartland II

Pontoon or Heartland III

Heartland IV

Governors

Pelican

5:30 p.m. to 6:00 p.m.

Social Half Hour

Whitebirch

6:00 p.m. to 8:30 p.m.

Awards Banquet & Dinner

Whitebirch

The Annual AMEM Awards will be presented at this event, followed by dinner, music, and networking.

8:00pm – 11:00pm

Bonfire



Beach

Wednesday, September 18th, 2024

6:30 a.m. to 8:30 a.m.

Breakfast

Marina II

9:00 a.m. to 10:15 a.m.

GENERAL SESSION

Whitebirch

Leading With a Servant's Heart

Ted Schick, Schick Corporate Learning

Simply stated, leadership is a position of service. A philosophy--- not a leadership style—Servant Leadership is the concept that leadership is not about you but rather putting the people you lead first. First responders and emergency management professionals are Servant Leaders. Servant Leaders put others before themselves as they serve their teams and their communities. In this presentation, we outline and describe the foundation of Servant Leadership to include the 3 Assumptions, the 5 Ways of Being and the 10 Attributes of what it means to be a servant leader. First lesson: The servant leader is servant first. Servant Leadership is not however doing things for people nor do Servant Leaders

Learning Objectives: At the end of this session:

- The Learner can list and explain the 3 assumptions of Servant Leadership to include giving back to society and taking care of one's team.
- The learner will be able to identify and describe the 5 Ways of Being from vulnerability to usefulness.
- The learner will be able to define and explain the 10 characteristics and attributes of the Servant Leader from listening to community.

10:15 a.m. to 10:30 a.m.

Morning Break

Whitebirch Lobby

10:30 a.m. to 11:45 a.m.

GENERAL SESSION

Whitebirch

Threats to Critical Infrastructure and Key Resources

Deepak Kukade, Criminal Intelligence Analyst with the Minnesota Fusion Center

Rick Langan has been a Criminal Intelligence Analyst with the Minnesota Fusion Center

We will provide a brief overview of the Minnesota Fusion Center's role and mission. Discuss current and emerging threats to Minnesota's Critical Infrastructure and Key Resources. The current Minnesota Threat Liaison Officer Program and ways to report suspicious activity.

Learning Objectives: At the end of this session, you will be able to:

- Attendees will be able to discuss the role and mission of the Minnesota Fusion Center.
- Attendees will be able to differentiate and examine threats to Minnesota's Critical Infrastructure and Key Resources.
- Attendees will be able to create Suspicious Activity Reports.

11:45 a.m. to 12:00 a.m.

Closing Remarks

Whitebirch

12:30 p.m. to 1:30 p.m.

Conference Hotwash (Board Members)

WatersEdge

Save the Date - September 14th – 17th, 2025

Breezy Point Resort

AMEM's Conference Planning Committee

The AMEM Board of Directors would like to thank the AMEM Conference Planning Committee for its vision, commitment, and dedication in preparing for the 2024 AMEM Fall Training Conference.

Committee Members

- First Vice President and Conference Chair – Kristen Tschida, Benton County
- President – Erin Hughes, Stearns County
- 2nd Vice President- Ed Snetsinger, Mahnomen County
- Past President – Blain Johnson, Lac Qui Parle County
- Executive Director – John Strongitharm

Amy Bramwell	Region 1 Rep	Lynn Siegel	Region 4 Rep
Mike Keyport	Region 2 Rep	Shawn Stoermann	Region 5 Rep
Scot Olson	Region 3 Rep	Kelly Miller	Region 6 Rep
Daniel DeSmet	Tribal Representative	Kim Flanagan	Prairie Island
Breanna Koval	Secretary	Kristen Sailer	Treasurer
Tawn Hall	Judge Advocate	Jennifer Lindberg	HSEM
Shannon McNulty	HSEM		

Conference Schedule



2025 HOMELAND SECURITY AND EMERGENCY MANAGEMENT CONFERENCE

February 10 – 14, 2025

The 2025 Homeland Security and Emergency Management Conference has a new format. Starting on Monday afternoon with general session presentations. Tuesday will be breakout sessions. Then finishing up Wednesday morning with more general session presentations.

So, mark your calendars! The 2025 conference schedule looks like this:

Monday February 10	Tuesday February 11	Wednesday February 12	Thursday February 13	Friday February 14
Conference Day 1: 1 p.m. – 5 p.m.	Conference Day 2: 8 a.m. – 4:30 p.m.	Conference Day 3: 8 a.m. – 12 p.m.	Post-Conference Training Day	Post-Conference Training Day

Conference mainstays you've come to know and love will return as well:

- Diversified workshops, breakout sessions and keynote speakers
- Awards and recognitions
- Mobile conference app

If you have a breakout session or keynote speaker you'd like to suggest to the conference committee for consideration, please email: hsem.annualconference.dps@state.mn.us

Watch for more information—including a more detailed daily schedule-- in the coming months. Registration begins in December 2024.

Connect with us online or on social media.



facebook.com/MnHSEM/



[@MnDPS_HSEM](https://twitter.com/MnDPS_HSEM)



hsem.dps.mn.gov



Special Guest Speakers

Bob Jacobson, Commissioner of the Minnesota Department of Public Safety

Bob Jacobson was appointed the 15th commissioner of the Minnesota Department of Public Safety by Gov. Tim Walz in January 2023.

Prior to his appointment, Jacobson served as the interim deputy assistant commissioner in the Department of Human Services. Previously, he served for more than 33 years in active law enforcement including 16 years as the director of public safety/chief of police for the City of New Brighton where he led their police, fire, and emergency management operations. He also served as interim police chief for the City of Stillwater during a leadership transition.



Jacobson also served as the interim inspector general for the Department of Human Services. He served as the professional development director for the Minnesota Chiefs of Police Association, coordinating and implementing statewide and regional training and conferences for the Association. Jacobson has a B.A. from Bethel University in Organizational Leadership and attended the Senior Management Institute for Police conducted by the Police Executive Research Forum.

Kristin Rollwagen, Minnesota Department of Public Safety, HSEM Director

Kristi Rollwagen has been the director of the Homeland Security and Emergency Management (HSEM) division since May 2023. Before this appointment, Rollwagen spent 13 years as the manager of emergency programs for the Metropolitan Airports Commission at the Minneapolis-Saint Paul international Airport. In this position she administered the Airport Emergency Plan and the Continuity of Operations Plan, executing training and exercises that tested the airport's emergency response readiness. She also managed all of the airport internal exercise.



Rollwagen previously worked as the HSEM grant program administrator and the Statewide Hazardous Materials Response Teams coordinator with the State Fire Marshal Division from 1992 to 2002. Prior to her time at the Department of Public Safety, Rollwagen spent 15 years in the fire service, starting as a firefighter in the Mankato Fire Department. In 1995 she then joined the Minneapolis Fire Department as captain. Rollwagen was promoted to deputy chief of emergency preparedness and rose to the role of interim assistant chief in 2007. She served in Minneapolis until 2010.

Rollwagen currently serves on the All-Hazard Incident Management Team and is an A-Team member for the Minnesota Emergency Management Assistance Compact. Rollwagen has a bachelor's degree in Spanish and a bachelor's degree in biology and Chemistry from the University of Saint Thomas. She also has a master's degree in public safety administration from Saint Mary's University.

Thomas C. Sivak is the Federal Emergency Management Agency Region 5 Administrator.

In this role, Sivak is responsible for the equitable delivery of the agency's response capacity, recovery grants, and resilience programs to the six-state great lakes region and 34 federally recognized tribal nations. He responsibilities include leadership and oversight of more than 300 employees.

Prior to joining FEMA, Mr. Sivak served in roles at the county and local including Deputy Director for Emergency Management at Chicago's Office of Emergency Management and Communication and Deputy Director of Operations for Cook County Department of Emergency Management and Regional Security. In both roles, Sivak oversaw emergency operations center activations and directing the comprehensive emergency planning including response, recovery, mitigation and planning for emerging threats related to emergency management and homeland security.

Throughout his 15-year emergency management and public safety career, Mr. Sivak has proudly worked for private, urban area and county public sector organizations and filled leadership roles for several major incident and event activations including the 2012 Super Bowl, COVID-19 pandemic, civil unrest in May and August 2020 and presidential election consequence management.

Recognized as a subject matter expert in safety, security, emergency management, disaster relief, pandemic response, and coordination, Mr. Sivak is a Certified Emergency Manager through the International Association of Emergency Managers and a graduate of the Executive Leadership Program at the Naval Postgraduate School Center for Homeland Defense and Security. He holds a Master of Science in Public Service Leadership from DePaul University, a Bachelor of Arts degree from Marquette University and is originally from East Cleveland, Ohio.



General Session Speakers

Monday General Session Speaker

Captain Charles J. Plumb

A testament to the strength of the human spirit, Charles Plumb endured the most extreme hardship and used the experience to transform his life in a profound way.

As a farm kid from a small town in Kansas, Captain Plumb fantasized about airplanes; he never dreamed that he might, one day, have the opportunity to pilot one. It would be the United States Navy that afforded Plumb the opportunity to live out that dream.

Captain Charles Plumb graduated from the Naval Academy at Annapolis, Maryland in 1964. In November 1965, Plumb earned his Navy Wings, becoming a United States Naval Aviator. From this, Plumb reported to Miramar Naval Air Station in San Diego. There, he made his mark helping to develop the Navy Fighter Weapons School, more commonly known today as "TOP GUN."



His next appointment was to the Aircraft Carrier Kitty Hawk where he was assigned one of the Navy's hottest jets, the F-4 Phantom. Captain Plumb flew 74 successful combat missions over North Vietnam and made well over 100 carrier landings. On his 75th mission, just five days before the end of his tour, Plumb was shot down over Hanoi, taken prisoner, starved, tortured repeatedly, and survived the next 2,103 days as a Prisoner of War, until he was released on February 18, 1973.

During his nearly six years of captivity, Charlie Plumb distinguished himself among his fellow prisoners as a professional in underground communications, and served for two of those years as the Chaplain in his camp.

Since his return home, more than 5,000 audiences in nearly every industry have been spellbound as Captain Charlie Plumb draws parallels between his P.O.W. experience and the challenges of everyday life. He has shared his message to an even wider public through appearances on Good Morning America, Anderson Cooper 360, MSNBC with Thomas Roberts, "The Seventies" with Wolf Blitzer, CNN New Day with Chris Cuomo, Yahoo! News with Bianna Golodryga, and The NewsHour with Jim Lehrer. One of the most sought-after achievement speakers of his time, Charlie Plumb's presentations are as he is, sincere, straightforward, humorous, and tailored to motivate each specific audience he encounters. His insights on how to cope with the difficulties as well as the opportunities in life have a positive impact on those who hear his message, those who read his books, and those who come to know him as a friend. Captain Plumb's Military honors include the Silver Star, Legion of Merit, Bronze Star, (2) Purple Hearts, and the P.O.W. Medal.

Tuesday General Session Speaker

Mr. Bob Campbell, Alliance Solutions Inc

Bob has 27 years of experience in emergency management. He served nine years in the U.S. Air Force before launching Alliance Solutions Group, Inc. (ASG) in 2005. Bob has partnered with the private sector, local, state, federal, military, and foreign governments to prepare for tomorrow's threats. As a FEMA training partner, his team has delivered 12 FEMA-certified courses. He holds master's degrees in environmental engineering and international business. His recently published book, *Crisis-ready Leadership: Building Resilient Organizations and Communities* addresses leading methods on risk assessments, building resilience, and leading the whole community in preparedness.



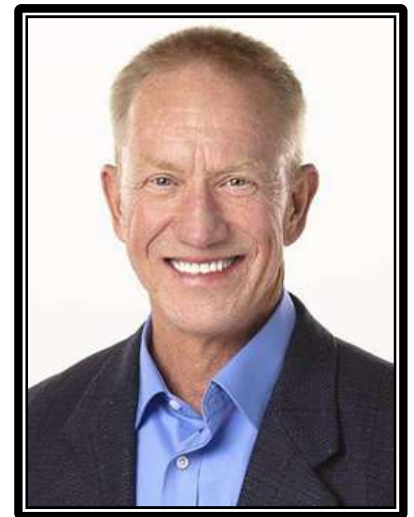
Wednesday General Session Speakers

Ted Schick, Schick Cooperate Learning

Residing in Fredenberg Township, just north of Duluth, MN, Ted Schick is a professional speaker, corporate trainer, and consultant with his own business since 2009, Schick Corporate Learning. A retired naval officer who rose from the enlisted ranks, Ted has over 30 years of experience leading people.

With over 30 years in teaching, Ted holds a BA Business from the University of Wisconsin, Madison, received a teaching certificate from Bemidji State University, and a Master of Education from the University of Minnesota, Duluth.

Ted has served his community with Spirit Mountain Ski Patrol, local animal humane societies including Animal Allies and Friends of Animals as well as a mentor for Mentor Duluth. During the pandemic, he packed food at the Second Harvest Foodbank in addition to delivering for "Meals-on-Wheels." Ted believes in all aspects of Servant Leadership.



Wednesday General Session Speakers (Cont.)

Depak Kukade, Criminal Intelligence Analyst with the Minnesota Fusion Center. Deepak Kukade has been a Criminal Intelligence Analyst with the Minnesota Fusion Center (MNFC) since 2019. His day-to-day responsibilities include providing analytical and intelligence related assistance to law enforcement and private sector partners in Minnesota and around the nation. Deepak also serves as the Threat Liaison Officer Program Coordinator. Deepak holds a Master of Arts in Forensic Psychology and a Masters level certification in Counter Terrorism from John Jay College of Criminal Justice in Manhattan, NY and a Bachelor of Science in Psychology from Brooklyn College.



Rick Langan, Criminal Intelligence Analyst with the Minnesota Fusion Center Rick Langan has been a Criminal Intelligence Analyst with the Minnesota Fusion Center (MNFC) since 2023. His day-to-day responsibilities include providing analytical and intelligence related assistance to law enforcement and private sector partners in Minnesota and around the nation. Rick retired from the United States Navy after 30-years of service in 2021. He was a strategic, operational and tactical intelligence analyst for multiple joint commands and supported special operations providing time critical intelligence support for tier I & II counter-terrorism missions and activities. He currently attends Saint Mary's University of Minnesota's Criminal Justice Leadership through the School of Graduate and Professional Programs



Conference Speaker Biographies

Apoorva Bajaj - Climavision's Government Business Development and Sales team

Apoorva's role is to bring weather tech solutions to government and non-profit partners across the nation. He is responsible for managing accounts across all levels of government – local, regional, state and national - and identifying opportunities with non-profit organizations looking to demonstrate and operationalize weather observing and warning systems infrastructure for improved public safety, mobility and economic development.

Before joining Climavision, Apoorva was Innovation Manager at the Center for Collaborative Adaptive Sensing of the Atmosphere (CASA) at the University of Massachusetts, Amherst. In this capacity, he met with stakeholders across government and industry to identify their needs for weather information and established partnerships to develop, test, operationalize and commercialize new weather products. Apoorva helped establish the CASA Dallas Fort Worth Living Lab for Severe Weather Warning Systems, a first-of-its-kind weather radar network and early warning system used by local emergency managers, the National Weather Services and aviation stakeholders for preparedness and response to tornadoes, flash floods and other severe weather events. Apoorva holds a Master's degree in Electrical & Computer Engineering and a Master's degree in Business Administration (M.B.A.) from the University of Massachusetts Amherst. John Dooley, Program Manager for the Integrated Public Alert and Warning System (IPAWS) at the Minnesota Department of Public Safety, Division of Homeland Security and Emergency Management.

David Baker, Emergency Management Coordinator for ALLETE, Inc.

Allete Inc is an investor-owned utility company located in Duluth, Minnesota. Their assets include generation, transmission, distribution, hydro and dams, solar and wind farms. As a professional in the field of Emergency Management his background is varied. He began his emergency management/ law enforcement career with the Federal Bureau of Prisons. He retired after 25 years, in May 2017. In November 2017, he assumed a year-long temporary position in Bentonville, Arkansas as an Emergency Operations Specialist at Walmart's Home Office in their Emergency Operations Center. He then joined Sedgwick County, Kansas'

Jeff Birnbach, Managing Director, Sylint LLC

Jeff has over 30 years of experience in software and cyber security, and directed over 1,000 investigations related to cyber extortion, ransomware, credential trafficking, healthcare record exposure, data exfiltration and intellectual property theft. He frequently advises public officials, corporate boards, attorneys, insurers, investors, and other stakeholders on key aspects of cyber security, risk management, and operational continuity/disaster recovery, and has directed investigations on behalf of law enforcement agencies and government entities when they have been targeted victims.

Ace Bonnema, Ace Bonnema is the Deputy Emergency Management Director for Kandiyohi County

Prior to joining Emergency Management, he served as the Emergency Communication Director, 911 Dispatcher, EMT/First Responder/Rescue tech and volunteer Fire Fighter. He has over 37 years of emergency service experience.

John Dooley, Program Manager for the Integrated Public Alert and Warning System (IPAWS) at the Minnesota Department of Public Safety, Division of Homeland Security and Emergency Management

John coordinates the Public Information and Warning efforts in the State of Minnesota between Federal, Tribal, and County Public Safety personnel and private partners in Broadcast, Cable and Telecommunications industries. John serves as the vice-chair of Regional Emergency Communications Working Group for FEMA Region V for the past eight years, and is the chair of the EAS / IPAWS Taskforce; working identifying regional specific issues facing States as related to alert and warning of the general public. John is a Minnesota Certified Emergency Manager. John was the Communications Officer for the Division of Homeland Security and Emergency Management from October of 2006 to June of 2017. His responsibilities were to manage the divisions' telephone, video and radio services as well as coordinating communication activities between Federal, State Agencies and Local Jurisdictions.

John moved to Emergency Communication Networks in 2017 to fill the new Program Manager for the Integrated Public Alert and Warning System (IPAWS) and is now back at HSEM.

John retired from the Army National Guard after 27 years of service in March of 2007; highlights of his long career were serving as the First Sergeant of a Mobile Subscriber Communications Company, and of those 27 years, 21 of them were as a full time support technician in various roles in the fields of logistics, maintenance, communications and information technology. His last assignment prior to retirement was the project manager/equipment trainer on the Joint Communications Platform (JCP).

John Elder, Robbinsdale Police Department

Public Information Officer/Director of Communications for Minneapolis Police Department 2013 – 2021, Lead PIO for MLB All Star Game when Mpls hosted it, Lead PIO for Super Bowl 52, Lead PIO for Final Four when Minneapolis hosted it, PIO for many municipal crises over the 8 years in Minneapolis, including George Floyd

John Fox, Secretary / Treasurer of the Minnesota Ambulance Association

John Fox has nearly 3 decades of experience in primarily rural EMS settings. John has worked in ground 911 / interfacility critical care, Aeromedical, and Fire based organizations. John is currently part of the leadership team at Dodge Center Ambulance. Mr. Fox is also involved with several state, regional, and local projects. John is currently serving as the Secretary / Treasurer of the Minnesota Ambulance Association

Master Sergeant Philip Goldsberry, MN Joint Force Headquarters, Communications Directorate (J6), Emergency Communications Technician.

His primary focus is training and readiness of all interoperable communications equipment that could be utilized during an activation. He also oversees situational awareness devices and platforms used by MN National Guard operations centers. He is trained in networking, satellites, and land mobile radios

(including ARMER). MSG Goldsberry Joined active-duty Army in 2004 and deployed twice in support of Operation Iraqi Freedom with the 101st Airborne Division. He deployed to Saudi Arabia in 2018 as a special operations communications' advisor to the war in Yemen. He has served as artillery, infantry, and signal during his unique career. He held positions of artilleryman gunner, 34ID operations sergeant, infantry instructor, military situational awareness software instructor, tactical server systems team lead, among others. He currently serves as the domestic operations communications lead for Joint Force Headquarters when on drilling status.

Tara Leigh Goode, Public service and weather tech veteran

Tara Leigh Goode is a public service and weather tech veteran with almost 20 years of experience across both sectors. At the start of her career, she spent almost a decade in public service where she spent much of her time preparing for and responding to severe weather events on both sides of the country with populations ranging from 30 thousand to over 1 million. Her first event was a notable EF4 tornado in southeast Alabama that killed 9 – 8 teens and 1 adult – and drew a Presidential visit. For the last decade, Tara Leigh has worked on the leading edge of weather and energy technologies, helping to support sensor networks in over 90 countries.

Tara helped launch Climavision, a weather technology start-up on a mission to close critical low-level and surveillance gaps in weather observation to ultimately expand weather data access and protect people and property. In her role as the Vice President of Strategic Partnerships and Radar Operations, she oversees the roll-out of the first-ever private, gap-filling weather radar network that will target the over 200 low-level weather observation gaps across the United States and will bring critical, life-saving visibility to communities and businesses in these gaps. She has worked with dozens of emergency management divisions across the entire country at the local, regional, and state levels and so far, has facilitated the installation and operation of over 20 radars in the Climavision network. The network will double by the end of 2024. Tara has an MSIR in International Relations and a BA in English/Creative Writing with a minor in Education.

Greg Gust, Consulting Meteorologist and Certified Emergency Manager (MN and ND), Greg is working on hazard mitigation, hydro-met data integration, and radar gap issues in and around the North-Central U.S. region. Greg retired from the National Weather Service (Grand Forks ND office) in the fall of 2022. He thinks he's working less, now that he's retired, and having more fun with weather stuff.

Catherine Harrison, RN, MPH

Catherine Harrison is the Deputy Director of the Health Emergency Response Office (HERO) at the University of Minnesota. In this role, she oversees the day-to-day management and operations of the office; develops emergency plans and protocols to respond to health emergencies; oversees coordination of the MRC program; advances the office's strategic partnerships and initiatives.

Catherine holds a BS in Nursing from the University of Minnesota-Twin Cities and a Master in Public Health from University of California, Berkeley. Prior to returning to the University in this role, she served as a Sr. Public Health Specialist in Emergency Preparedness for the City of Minneapolis, where she led efforts around workforce development, community engagement and response planning for public health emergency preparedness functions. Over the course of

her public health career she has worked on everything from occupational health education with undocumented day laborers, to community based participatory research on toxic stress, to capacity building and advocacy for climate change, and always on health equity. She has experience in academic, government, community-based, and non-profit settings, including as co-founder and Executive Director of Rural Health Care Initiative, a maternal-child health organization in Sierra Leone. Her main areas of interest and expertise are program design and management, organizational development, and community-based organizing for health justice.

Erin Hughes, Stearns County Emergency Manager

Hughes began her career in emergency services with the City of St. Cloud in 2003, serving as a Special Projects Coordinator for the Community Emergency Response Team. She joined the Stearns County Emergency Management Department in 2004 as a Planner a position which she held for nine years at which time she accepted the position as the County Emergency Manager.

She is a Certified Emergency Manager in the State of Minnesota, a recognized Master Exercise Practitioner by FEMA, and a member of the Minnesota Type III All Hazards Incident Management Team. Hughes has experience with disaster response including record flooding in Browns Valley in 2007, flooding and pandemic influenza in 2009, severe storms and straight-line winds in 2010, Presidential Disaster Declaration in 2011, historic flooding in Carlton County, severe storms and straight-line winds, and Hurricane Irene in Massachusetts during 2012, Presidential Disaster Declaration in 2013, Highly Pathogenic Avian Influenza in 2015, 2022 and Hurricane Irma in Florida in 2017. Hughes received her Bachelor of Science degree in Social Work and Master of Science in Public Safety Executive Leadership from St. Cloud State University.

Garry Johanson, Norman County and Legislative Chair

Garry has served the public for over 25 years and worked in the private sector for 17 years. His current responsibilities are as follows:

Norman County Environmental Services Director

Departments:

- Emergency Management
- Solid Waste
- Planning & Zoning
- Flood Plain Management
- Public Safety
- Courthouse Safety
- Buffer Management

Other:

- AMEM (Association of Minnesota Emergency Managers) Board of Directors:
- Government Affairs Committee Chair
- Former AMEM President
- Former Region 3 Representative
- Current MACPZA (Minnesota Association of County Planning & Zoning Administrators) President and Board of Directors Chair

Deepak Kukade, Criminal Intelligence Analyst with the Minnesota Fusion Center

Deepak Kukade has been a Criminal Intelligence Analyst with the Minnesota Fusion Center (MNFC) since 2019. His day-to-day responsibilities include providing analytical and intelligence related assistance to law enforcement and private sector partners in Minnesota and around the nation. Deepak also serves as the Threat Liaison Officer Program Coordinator. Deepak holds a Master of Arts in Forensic Psychology and a Masters level certification in Counter Terrorism from John Jay College of Criminal Justice in Manhattan, NY and a Bachelor of Science in Psychology from Brooklyn College.

Emilio Lamba, Public Safety Policy Analyst for the Association of Minnesota Counties.

In this role, he also serves as AMEM's lobbyist at the capitol. Emilio previously served as the Director of Post Secondary Education for the Minnesota Department of Corrections where he oversaw the delivery of degree/certification granting programming with various Minn State Colleges & Universities to incarcerated students. He also served as the Policy & Compliance Specialist for the Department of Corrections. Prior to work at the DOC, Lamba served as a District Administrator for Fargo Public Schools, where he worked extensively on equity within student attendance and established the Fargo Public Schools Attendance Project which aimed to address the underlying at-home and school climate related factors.

Rick Langan, Criminal Intelligence Analyst with the Minnesota Fusion Center

(Rick Langan has been a Criminal Intelligence Analyst with the Minnesota Fusion Center (MNFC) since 2023. His day-to-day responsibilities include providing analytical and intelligence related assistance to law enforcement and private sector partners in Minnesota and around the nation. Rick retired from the United States Navy after 30-years of service in 2021. He was a strategic, operational and tactical intelligence analyst for multiple joint commands and supported special operations providing time critical intelligence support for tier I & II counter-terrorism missions and activities. He currently attends Saint Mary's University of Minnesota's Criminal Justice Leadership through the School of Graduate and Professional Programs.

Master Sergeant Graham Lorence is the MN Joint Force Headquarters, Communications Directorate (J6), Defense Support of Civil Authorities Manager.

As the program manager for the emergency communications capabilities within the MN National Guard, MSgt Lorence oversees emergency communications planning, communications deployables, and land mobile radio maintenance (including ARMER).

MSgt Lorence's career in the Air Force has spanned 18 years in communications and information technologies. He has served many roles to include client, network and systems administrator, satellite communications tech, radio operator, installations team chief and installation section chief to name a few. He was stationed at Ramstein Air Base Germany and then Beale Air Force Base California when active duty, before returning home to join the Minnesota Air National Guard with the 210th Engineering Installations Squadron. He as deployed three time to locations such as Afghanistan, Europe and throughout Africa.

Tina Lindquist - Grant County Emergency Management Director.

Tina has been with Grant County for 24 years, 21 years in Emergency Management for the county. Tina, in partnership with the City of Wendell and Climavision, deployed the first x-band weather radar in MN – MN55.

Lillian McDonald is the Senior Managing Director of Emergency Response Services

Lillian McDonald is the Senior Managing Director of Emergency Response Services (ERS) at Twin Cities PBS (TPT). ERS evolved out of collaborative work between TPT NOW, a dedicated television channel broadcasting and streaming public health and safety information prepared in collaboration with government, non-profit and cultures to reach diverse communities in Minnesota. TPT NOW is also the first broadcaster to provide real time warning and alerts in Spanish, Hmong, Somali and English languages via the Emergency Alert System (EAS). In addition to her warning and alerting work, McDonald served on the FEMA National Advisory Council Integrated Public Alert and Warning System Subcommittee (2017-2019) and is co-chair of Minnesota's Integrated Public Alert and Warning System (IPAWS) committee. Before her work at TPT, Lillian was the Founding Executive Director of ECHO Minnesota (Emergency, Community, Health, and Outreach), a nonprofit specializing in the development of multilingual programs on multiple platforms. Before her public service work as a community leader, she was a broadcast journalist for radio and television stations in the Midwest including WHO Radio-(Iowa), KARE-11 (NBC) and FOX-9 in Minneapolis. She has also served as a Public Information Officer for FEMA serving in large-scale emergencies including Hurricane Katrina.

Eric Waage, has been the Director of Emergency Management for Hennepin County, Minnesota since late 2011. His responsibilities include planning and managing county-wide disaster readiness, response and recovery efforts. Current department initiatives include: enhancing weather and hydrological forecasting; local hazard assessment and modeling; forging public-private partnerships to improve emergency services, enhancing public warning capability; addressing persistent disparities in disaster management, and working with schools to increase student engagement in science and reduce their vulnerability to threats and hazards. In support to other states, Waage provided logistics planning assistance at the Alabama Emergency Operations Center in the wake of the 2011 Southeast Tornado Outbreak, assisted as air operations coordinator for the New York State Emergency Operations Center during the Hurricane Sandy response, and established food and water points of distribution in the Florida Keys following Hurricane Irma.

Matthew Meade, Esq, Partner, Eckert Seamans

Matt Meade concentrates his practice in data security providing advice to clients regarding data breaches, information and records management, and other areas concerning data security. Matt helps clients identify business risks associated with the use and storage of sensitive information. He regularly guides counties and other clients through security incident investigations, analysis, communications, and, if necessary, responding to regulatory inquiries and litigation. He advises clients on security breach notification laws and other U.S. state and federal data security requirements (including laws regarding disposal of records).

Kelly Miller, Deputy Director of Emergency Management for Carver County.

Kelly believes in fostering partnerships to bolster community resilience. With a commitment to collaboration, Kelly works closely with the public, businesses, city leaders, schools, first responders, and regional and state partners to strengthen the county's emergency preparedness and response efforts. She is the AMEM Region 6 representative and chairs the AMEM professional development group. These roles allow her work to extend beyond the county borders, contributing to broader initiatives to enhance emergency management practices statewide.

Kelly holds a Bachelor's Degree in Organizational Behavior and a Master's Degree in Organizational Leadership, providing her with a solid foundation in driving organizational effectiveness and leading teams toward shared goals.

Chris Muller, Beltrami County Sheriff's Office

Chris Muller has 20 years of experience in public safety starting with the Leech Lake Police Department and the Beltrami County Sheriff's Office. Muller has held numerous positions with Beltrami County including starting as a dispatcher and working up the ranks to being the 911 Supervisor and Emergency Management Director. In 2023, he took a new role as the Emergency Management Director and Public Information Officer for the county. Muller is passionate about filling the gap as his home in Bemidji is about as far away from a radar as you can get in Minnesota.

Wendy Paulson, is the president of the Minnesota Broadcasters Association

MBA is a united voice that promotes and advocates for broadcasting by representing the radio and television industry and their related platforms. Paulson was a long-time broadcaster of WCCO radio. She is currently leading efforts to keep AM radio in new vehicle purchases in part, to maintain EAS capability for drivers should a disaster strike when you're in your car/truck.

Professional Development Committee

The AMEM Professional Development Committee (PDC) members will assist with presenting and facilitating. The committee includes: Kelly Miller (Carver County, Chair), Kristen Tschida (Benton County, Past Chair), Tom Olmsted (Dakota County), Robert Brezinka (Stearns County), Kristen Sailer (Steel County), Jane Kane (Minnesota Management and Budget), Karma Kumlin-Diers (Ramsey County), Angela Packer (HSEM), Messa Vang (HSEM), Jennifer Lindberg (HSEM), Lynn Siegel (Traverse County), Patrick Waletzko (Ottertail County), Casidy Anderson (U of M), The Association of Minnesota Emergency Managers (AMEM) Professional Development Committee (PDC) supports the association's commitment to advancing the profession of emergency management in Minnesota. The PDC supports this commitment through the following goals: (1) maintaining a training and exercise program for members of the Association of Minnesota Emergency Managers and our whole community partners and (2) providing professional engagement opportunities for membership through virtual, in-person, and other events. Therefore, the committee's annual work plan includes:

1. Annual PDC Regional Training and Exercise – 2024 FAC training in Region 6
2. Bi-monthly Breakfast with Emergency Managers – Virtual presentations and discussions with Q&A
3. AMEM Conference Tabletop Exercise – Breakout Session
4. The Emerging Professionals Group – Bi-monthly discussions and networking opportunities

Jason Randall, Senior Strategic Energy Solutions Manager with Xcel Energy

Prior to working with Xcel Jason worked on several solar/storage/EV projects in California with engineering consulting firm NV5. Jason spent several years with Honeywell's Energy team working on demand response and energy conservation programs and projects. Jason also spent time working for the United States Department of Energy in their Energy Efficiency & Renewable Energy division where he worked with local government plan and implement energy conservation projects.

Jeanne Rasmussen is the Volunteer Resources Coordinator at the State of Minnesota's Division of Homeland Security and Emergency Management in the Department of Public Safety.

Jeanne focuses on assisting local communities prepare for disaster related volunteer and donation management. She serves as a liaison with MNVOAD (Minnesota Voluntary Organizations Active in Disaster) groups and others. In addition, she provides guidance to Community Emergency Response Team (CERT) Programs throughout the state. Jeanne has extensive background as a volunteer manager, instructor, and served as a disaster volunteer for many years.

Julie Ring, AMC Executive Director

Julie has dedicated her career to public service, with 30 years of experience in program management, public policy, advocacy, and executive leadership. Appointed Executive Director of the Association of Minnesota Counties in 2013, Julie previously served as a policy analyst and lobbyist for the organization. Julie has also worked in Minnesota state government and in county government in rural South Dakota. She has a Bachelor of Arts in economics and political science from the University of Minnesota-Morris and a certificate in Conflict Resolution from the Mitchell Hamline School of Law.

ThanhVan Vu, MPS, LADC, LPCC

ThanhVan Vu has worked in a variety of mental health settings, including inpatient, outpatient, and medication- managed care clinics. She works collaboratively with students to build on areas of unique strengths and competencies, with dignity and respect being imperative components of care. Her mental health approach is trauma-informed and attachment-based. ThanhVan collaborates with students to explore many areas of their life, such as emotional and psychological attachment patterns, physical wellness and self-care, and social support to determine where to focus our collective energy. They may evaluate helpful vs. harmful patterns and work together to improve their quality of life and functioning. Some communities ThanhVan is committed to serving LGBTQIA+, bi/multi-racial POC individuals, international students, and people interested in holistic wellness.

Eric Waage, has been the Director of Emergency Management for Hennepin County

Eric Waage, has been the Director of Emergency Management for Hennepin County, Minnesota since late 2011. His responsibilities include planning and managing county-wide disaster readiness, response and recovery efforts. Current department initiatives include: enhancing weather and hydrological forecasting; local hazard assessment and modeling; forging public-private partnerships to improve emergency services, enhancing public warning capability; addressing persistent disparities in disaster management, and working with schools to increase student engagement in science and reduce their vulnerability to threats and hazards. In support to other states, Waage provided logistics planning assistance at the Alabama Emergency Operations Center in the wake of the 2011 Southeast Tornado Outbreak, assisted as air operations coordinator for the New York State Emergency Operations Center during the Hurricane Sandy response, and established food and water points of distribution in the Florida Keys following Hurricane Irma.

Courtney Wettarnach, Manager of the Medical Reserve Corps (MRC) for the Health Emergency Response Office at the University of Minnesota.

Courtney earned her BA from the University of Minnesota and her MPH from the University of California- Los Angeles. Trained as a health educator and epidemiologist, she has 16 years of experience and expertise in public health preparedness activities and is a recognized leader in medical

countermeasure dispensing, NIMS/ICS, mass fatality, disaster behavioral health, health and medical coordination, training, exercise, performance management, and quality improvement. She also has five years of experience as the Emergency Management Director for Park Nicollet Health Services/Methodist Hospital.

Before coming to work at the University, she was a Principal Planning Analyst for the Hennepin County Public Health Emergency Preparedness Unit. She has managed responses to many incidents and events including the Minneapolis Bridge Collapse (2007), H1N1 pandemic influenza (2009), Republican National Convention (2009), Measles (2017), Super Bowl LII (2018), Hiawatha Homeless Encampment (2018), the NCAA Men's Final Four (2019), and COVID19 (2020). She is a member of the Minnesota – 1 Incident Management Team (IMT) and has served as a subject matter expert for various state and national workgroups throughout her career.

Conference Schedule



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AMEM Annual Meeting

Association of Minnesota Emergency Managers (AMEM)

Annual Meeting September 16th ,2024

Breezy Point Resort, Breezy Point, MN

AGENDA

(President Erin Hughes, Presiding)

- I. Call to Order.**
- II. Agenda Review and Approval** (Page 40)
- III. Secretary's Report (Breanna Koval, Wilkin County)**
(Action: Approve Minutes of 2022 Annual Meeting, (See Page 41))
- IV. Treasurer's Report (Kristen Sailer, Steele County)**
- V. Audit Committee Report (Jill Hasbargen Olson, Lake of the Woods County)**
- VI. Professional Development Committee Report**
(Kelly Miler)
- VII. Government Affairs and Education Committee Report**
(Garry Johanson, Norman County, Chair)
- VIII. President's Report (Erin Hughes, Stearns County)**
 - Recognition of Board Members, Committee Chairs, Liaisons
- VII. Old Business**
- IX. New Business**
- VIII. Next Annual Meeting:**
In conjunction with AMEM Annual Fall Conference,
September 14th-17th, 2025, Breezy Point Resort, Breezy Point, MN.
- IX. Adjourn**

Association of Minnesota Emergency Manager's Annual Meeting Minutes (Draft) September 17th ,2023

Annual Meeting Minutes: September 17th, 2023 – Breezy Point Resort

I. Call to Order. President Johnson called the meeting to order at 11:34 AM. A brief welcome and thank you was given to members and guests in attendance.

II. Agenda Review and Approval. President Johnson reviewed the agenda and made a motion for approval. Approve Agenda –Todd County, Stearns County , motion passed.

III. Secretary's Report (Breanna Koval, Wilkin County). Breanna Koval referenced the minutes of the 2022 annual meeting on page 42 of the conference handbook. The minutes were submitted for approval by the membership. Approve Report – Noble County, Cottonwood County, motion passed.

IV. Treasurer's Report (Kristin Sailer, Steele County). Sailer referenced the annual treasurer's report that was approved at the board of directors meeting on September 17th, 2023. The report was submitted for approval by the membership. Approve Report –Meeker County, City of St. Paul, motion passed.

V. Audit Committee Report (Jill Hasbargen-Olson, Lake of the Woods County). Hasbargen-Olson presented the annual audit committee report. The committee made the following recommendations:

- a. No deficiencies were noted.

VI. President's Annual Report (Blain Johnson, Lac qui Parle County)

- a. Announced the Governors Proclamation for EM Appreciation Day (September 15th, 2023)
- b. The AMEM executive board will be transitioning from quarterly meetings to monthly meetings.
- c. Continuing to work with the legislative team for additional funding and support for the EM supplemental grant.

VII. Professional Development Committee Report (Kristen Tschida, Stearns County)

- a. An overview of activities performed by the professional development committee was given. New activities/initiatives mentioned include AMEM sponsored FAC training and annual conference tabletop exercise, breakfast with EM's and peer support network.
- b. The emerging professional's group is looking for new members.
- c. Kelly Miller (Carver County) will be the incoming PDC chair.

VIII. Government Affairs and Education Committee Report (Garry Johanson, Norman County)

- a. An overview was given of current legislative activities that include the EM supplemental grant request of \$7 million (minimum), Weather Radar Gap discussions, and ARMER radio funding.

IX. Old Business. None

X. New Business. None

XI. Next Annual Meeting at AMEM Annual Fall Conference, September 16-19, 2024

XII. Adjourn. Motion to Adjourn – Brown County, Norman County – motion passed.

AMEM Board of Directors 2023-2024

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"Leading Minnesota Readiness"
www.amemminnesota.org



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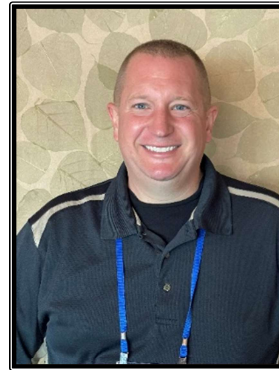
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Region 6 Alternate

Lucy Angelis

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Audit Chair

Jill Hasbargen Olson

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Budget Chair

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Conference Chair

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Government Affairs & Education Chair

Garry Johanson

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Nominations Chair

Blain Johnson

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Professional Development Chair

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Minnesota Department of Homeland Security and Emergency

Management (HSEM) 455 Minnesota Street, St. Paul, MN 55113

651-201-7400

The Division of Homeland Security and Emergency Management helps Minnesotans prevent, prepare for, respond to and recover from disasters and works to keep Minnesota secure from acts of terrorism.



Minnesota Pipeline Community Awareness Emergency Response Association

(MN CAER). Contact: Shawn Leeth Email Address: shawnl@pdigm.com

Phone: 316-617-4162 222 South Ridge Road, Wichita, KS 67209

Minnesota Pipeline CAER serves to collectively provide pipeline safety information to Minnesota emergency officials, including local fire, law enforcement and others through the enhanced awareness of pipeline emergencies, availability of member resources and emergency response capabilities. In addition, CAER pipeline and distribution operators and members jointly support efforts to increase awareness of pipeline damage prevention to excavators and public officials.



Minnesota Office of Pipeline Safety

MN Dept. of Public Safety 445 Minnesota Street St. Paul, MN 55101- 5147

Main number: (651) 201-7230 Website: <http://ops.dps.mn.gov>

The mission of the Minnesota Office of Pipeline Safety (MNOPS) is to protect lives, property, and the environment through the implementation of a program of gas and hazardous liquid pipeline inspections, enforcement, accident and incident investigations, and education.



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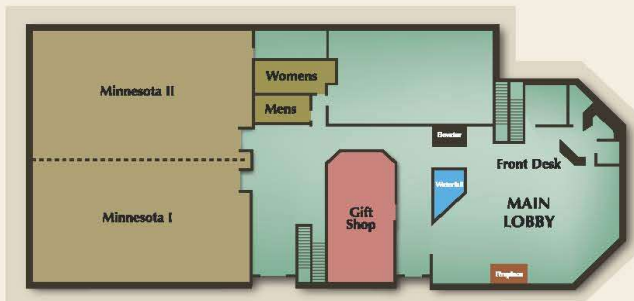
the nation's largest industrial customers. MP is the largest operator of hydroelectric stations in Minnesota with 11. They maintain close contact with city, county, state and federal officials and conduct annual emergency preparedness drills across their service territory to prepare for potential emergencies as they relate to large, extended outages or flooding. www.mnpower.com

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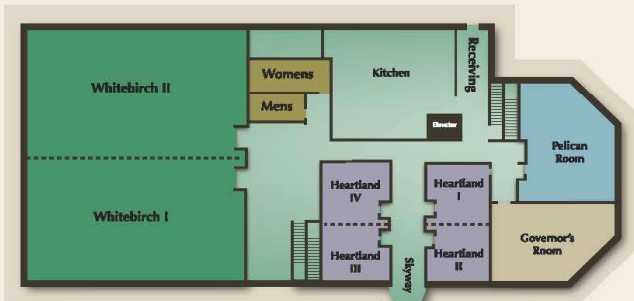


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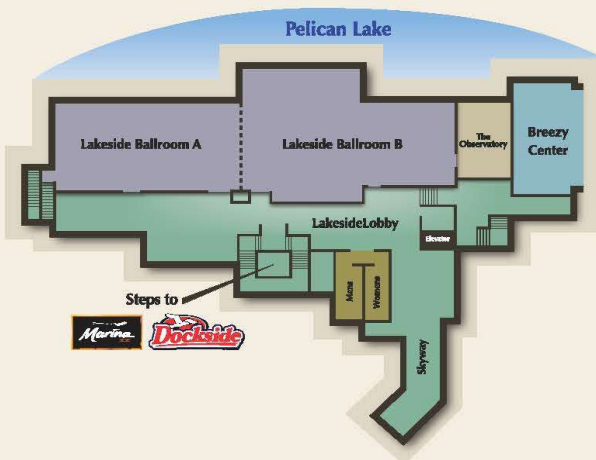
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- Front Desk
- Gift Shop
- Minnesota I, II
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- Pelican Room
- Skyway
- Whitebirch I, II
- Restrooms



Marina II Building Lakeside Ballroom

- Lakeside Ballroom A, B
- Lakeside Lobby
- The Observatory
- Skyway
- Restrooms

