Annual Report 2023
What a year! Thank you for the honor of serving as your President. It has been a remarkable opportunity to help amplify the county voice.

I have treasured connecting with many of you whether it was at our conferences or travelling the state for district meetings. I was grateful to be able to share our work as we advocated for counties at the Legislature this session. Representing all 87 counties was an honor and I am ending this year more convinced than ever that county government is at the heart of serving our residents.

I started this year by sharing the story of how my family of eight passed around a timer at dinner time. Every night, we would pass around the timer and each of us had to take a turn while the others listened. It was a simple thing but had tremendous impact on our lives. We learned that everyone has a voice, every voice matters, and listening to each voice is important.

We still do the timer today even though there are almost 40 of us now. Sharing stories and listening to each other has held us together as a family, through both good and tough times.

I repeat this story because these core lessons are relevant today in the work we do.

Everyone has a voice. AMC works hard to provide opportunities for everyone’s voice to be heard. Whether it be at district meetings, statewide conferences, workshops, training sessions — our association’s strength comes from hearing from all of us. We also continue to grow by engaging and learning from those outside our association.

Counties’ voices matter. This year, we saw significant legislation passed during session and I am so grateful for the strong AMC members and staff team. In a session where a significant amount of legislation was considered, AMC staff were tracking it and strategically sharing our voice and concerns.

Many of you also took the time to testify and more — showing our legislators who counties are. The results speak for themselves — from increased county program aid to support for elections staff to local control measures in cannabis legislation. Our Executive Director Julie Ring, Government Relations Director Matt Hilgart and staff have amplified the county voice! We are so lucky to have them maximizing our work in Saint Paul.

The importance of listening. Our nonpartisan nature is one of our greatest strengths. We are committed to common sense solutions and getting the work done so that our residents can thrive. We work to get to know our legislators, build bridges, and help them understand the critical role that counties play for our residents. Together, as counties, we are well positioned to advocate and communicate with our intergovernmental partners.

I’ve appreciated the opportunity to continue to highlight and strengthen leadership lessons at our board meetings, district meetings, and conferences. I was glad to share the principles of one of my favorite books, Don Miguel Ruiz’s The Four Agreements, in my AMC columns. (1) Be impeccable with our word, (2) Don’t take anything personally, (3) Don’t make assumptions, and (4) Always do our best. Through those columns, we took time to zoom out from our day-to-day tasks to think about the big picture and encourage all of us to think about ways that we can be the best leaders that we can be.

I was fortunate to be able to combine my leadership theme at NACo and my AMC leadership. As we move Forward Together, I continue to reflect how everyone has a voice, every voice matters, and the importance listening to each other. I am grateful to be a part of this organization where we focus on our common values. We see that counties are stronger when we build bridges and make connections. Not only does listening to each other help us find where we agree, it can also help us understand each other better when we disagree. Counties can be a model for better politics where we treat each other with respect and find creative solutions by working together.

Thank you again for all you have done to support AMC and serve your communities. It has been such an honor to represent you this year. I look forward to continuing to work with you to champion counties.

Mary Jo McGuire, Ramsey County Commissioner
2023 AMC President
AMC’s Executive Committee celebrates AMC President Mary Jo McGuire’s election as National Association of Counties (NACo) President in Austin, Texas, July 2023. From Left to right: AMC Past President Todd Patzer (Lac qui Parle), First Vice President Neal Gaalswyk (Cass), McGuire, Second Vice President Mike Slavik (Dakota), and Secretary/Treasurer Larry Lindor (Pope).

AMC Executive Director Julie Ring, AMC President Mary Jo McGuire (Ramsey), Congressman Pete Stauber, and AMC Past President Todd Patzer (Lac qui Parle).

With much of the Minnesota delegation joining them onstage, NACo Past President Colleen Landkamer (former Blue Earth County Commissioner and current USDA Rural Development State Director) administered the oath of office to new NACo President Mary Jo McGuire, Ramsey County Commissioner and AMC President, during the NACo Annual Conference in July, 2023.

AMC President Mary Jo McGuire (Ramsey), Lt. Gov. Peggy Flanagan, U.S. Senator Tina Smith, Kandiyohi County Commissioner Roger Imdieke, and U.S. Senator Amy Klobuchar at the AMC headquarters in Saint Paul to announce that Minnesota will receive $652 million in broadband infrastructure expansion funding in June, 2023.


First Vice President Neal Gaalswyk (Cass) and AMC President Mary Jo McGuire (Ramsey) with Minnesota Gov. Tim Walz (center) following his ‘State of the State’ address in April, 2023.
The Association of Minnesota Counties (AMC) is a voluntary, non-partisan statewide member organization that began in 1909. All 87 Minnesota counties are members of the association. While county commissioners are our primary audience, all county officials and staff are also members of the association.

AMC works closely with the legislative and administrative branches of government to assure that legislation and policies favorable to counties are enacted. AMC also provides educational programs, training, research and communications for county officials.

AMC is governed by a Board of Directors composed of five officers, one representative from each of nine AMC districts, seven representatives from the metropolitan district, National Association of Counties (NACo) board of directors members, policy committee chairs; member services committee chairs and ex-officio representatives from organizations affiliated with AMC (please see list at right).

Partnering with county organizations encourages maximum cooperation between the association and the various county functions, between administrative departments and agencies and between counties throughout the state.

In 2023, AMC employed 22 staff members to conduct the work of the association which is divided into three broad functional service areas: Administrative Services, Government Relations, and Member Services.

The Association of Minnesota Counties Board of Directors in October, 2023.

Affiliate Ex-Officio AMC Board Members
AMEM - Association of Minnesota Emergency Managers
LPHA - Local Public Health Association of Minnesota
MACA - Minnesota Association of County Administrators
MACAI - Minnesota Association of County Ag Inspectors
MACCAC - Minnesota Association of Community Corrections Act Counties
MACFO - Minnesota Association of County Finance Officers
MACHP - Minnesota Association of County Health Plans
MACLC - Minnesota Association of County Land Commissioners
MACO - Minnesota Association of County Officers
MACPZA - Minnesota Association of County Planning & Zoning Administrators
MACS - Minnesota Association of County Surveyors
MACSSA - Minnesota Association of County Social Service Administrators
MACVSO - Minnesota Association of County Veterans Service Officers
MAPCED - Minnesota Association of Professional County Economic Developers
MAWB - Minnesota Association of Workforce Boards
MCAA - Minnesota County Attorneys’ Association
MCEA - Minnesota County Engineers Association
MCHRMA - Minnesota Counties Human Resource Management Association
MCIT - Minnesota Counties Intergovernmental Trust
MnCCC - Minnesota Counties Computer Cooperative
MNCITLA - Minnesota County Information Technology Leadership Association
MRC - Minnesota Rural Counties
MSA - Minnesota Sheriffs Association
SWAA - Minnesota Solid Waste Administrators Association
This year marks my 10 year anniversary as the Executive Director of AMC. Like so many milestones, it somehow feels like both a lifetime and the blink of an eye. I am honored to serve Minnesota counties, and I am excited for the next decade!

In reflecting on the past decade, I am proud of the progress we have made in our mission to unite Minnesota counties to achieve public service excellence. We have grown our areas of policy expertise, expanded our education and training offerings, increased non-dues revenue, added research services, an internship program, and a human resources technical assistance program, and revamped traditional programs like district meetings and our conferences. Most importantly — perhaps because of these things — we have increased the engagement and enthusiasm of our membership.

Our board has led the way, updating our mission and vision and, along with our staff, clarifying our organizational values. Nine years ago, we updated our bylaws to shorten board member terms and create new board positions, ensuring more opportunities for members to get involved in leading the association. Due to retirements and these new term limits, 2023 saw the biggest turnover in board membership in anyone’s memory — 16 of our 33 board members started their terms this year. Yet during our strategic planning retreat, the new board members reaffirmed the key components of our strategic goals. To me, this is a sign that our board is in tune with the needs of counties, even as individual members change. It is also inspiring to see how many members want to be engaged in the governance of the association, through the board, committee leadership, and officer positions.

We are also seeing the outcome of years of investment in our staff. Nine years ago, our strategic plan aimed for increasing our average staff tenure, particularly for our policy analyst team. In the last 10 years we have increased our average staff tenure from 8.56 years to 12.66 years, and the average tenure of our policy analysts is five years and growing. Just as importantly, we have a healthy balance of turnover, bringing new ideas and fresh perspectives to our staff team each year. Our staff team has grown from 17 to 22 people, but the growth is more than these five positions — our positions have changed to reflect our priorities. Like your counties, our workforce is our most important asset, and it’s gratifying that our members continue to support the need for a strong team.

Through it all, our Board of Directors has kept a close eye on the budget to ensure that we are delivering good value for our members. Our goal is simple — we want to exceed your expectations and provide an exceptional return on your investment in the association — the investment of your funds and the investment of your time. As you review the activities and accomplishments of the association throughout this annual report, I hope you will agree that we met this goal in 2023. I look forward to hearing your feedback, and your ideas for the year ahead.

AMC MISSION:
To unite Minnesota counties to achieve public service excellence.

AMC VISION:
Minnesota counties are trusted partners in strengthening communities.

AMC VALUES:
 Leading the Way. AMC and our members identify and address issues proactively. We initiate action, foster partnerships, and prepare members to be strong advocates for the needs of their county.
 Meeting Member Needs. AMC adapts to meet member and staff needs and is a reliable source of information for our members and partners.
 Stronger Together. AMC acts as a statewide voice for all Minnesota’s 87 counties. We value collaboration to get strong results and demonstrate respect for all perspectives.

AMC GOALS:
AMC intends to accomplish the following objectives:
1. Strengthen member engagement & increase board leadership.
2. Grow policy leadership & strengthen AMC’s role as the voice of Minnesota counties.
3. Develop programs (training and research) that anticipate and meet member needs.
4. Attract, develop, and retain a high-performing AMC workforce.
5. Strengthen affiliate member engagement and increase connections to the broader association.
AMC’s 2022 revenue totaled $3,113,900 and expenditures totaled $2,981,100 resulting in net revenue over expenditures of $132,800.

Member dues are the primary source of revenue for AMC. The largest expenditure was staff salary and benefit costs. AMC continues to diversify revenue to enhance financial stability and growth. Non-dues sources include meeting registration fees, affiliate management services, endorsement fees, and the AMC Preferred Business Partner program. These items contribute 49% of the organization’s total revenue.

AMC ended 2022 with net assets totaling $3,687,100.

### Revenue Summary
**December 31, 2022**

- **Dues**: 51%
- **Meeting Services**: 18%
- **Affiliate Services**: 10%
- **Endorsement Fees**: 21%

### Expense Summary
**December 31, 2022**

- **Salaries & Benefits**: 52%
- **Meetings & Conferences**: 16%
- **Consultant Contracts**: 9%
- **Board & Staff Travel**: 5%
- **Supplies & Support**: 62%
- **Building Maintenance**: 5%

### Financial Overview

Minnesota’s delegation at the NACo Annual Conference in Travis County (Austin, TX), in July 2023, where AMC President Mary Jo McGuire (Ramsey) was sworn-in as NACo President.
The 2023 legislative session will stand out among others for the sheer number and scope of legislative outcomes. Even the word “historic” seems like an understatement. Surprise single party control, a $17 billion plus budget surplus, 6,000 total bill introductions, along with action on a variety of consequential, public facing issues created a particularly unique environment for AMC policy analysts to try to move forward critical county priorities and policy items. While many counties are still in the process of evaluating impact of many legislative outcomes, there were some notable achievements that the AMC Government Relations Team is extremely proud to have been a part of, including:

1. $80 million/year increase to County Program Aid (CPA).
2. Historic investment in community supervision funding ($43 million/year) with AMC supported formula changes.
3. A comprehensive transportation funding bill with dedicated (and new!) revenue for roads, bridges, and transit along with a capital investment bill with additional resources for roads, bridges, bus rapid transit and the local road wetland replacement program.
4. Broad investments across the mental health spectrum including expanded behavioral health grants, new psychiatric residential treatment start up grants, and money to eliminate the county cost share for mentally ill and dangerous individuals awaiting transfer from state-operated facilities.
5. $1 billion investments in housing and homelessness with new, ongoing county-based statewide housing affordability aid.
7. Redistribution of 3% of Solid Waste Management Tax (SWMT) revenues to SCORE grants.
8. Significant new base funding ($9.8 million/year) for public health departments as well as a new, ongoing public health emergency preparedness and response grant program.
9. $7 million to fund grants to community resource centers/Family Resource Centers.
10. $100 million additional investment in critical broadband programs.

These successes reflect multi-year—in some cases, multi-decade—efforts from current and former AMC staff that will hopefully provide your counties with much needed resources to help deliver to your residents.

It’s not just about lobbying, it starts at good public policy!

Journeying back in time to 2014 when I was hired, I recall my interviewer (and future boss Julie Ring) continually referencing the position title that I was interviewing for as “our general government policy analyst.”

“Wait!” I said. “Isn’t this a lobbyist job?”

“Well, yes...sort of, but it’s actually much more than that,” AMC Executive Director Julie Ring responded affably. “At AMC, we call our lobbyists policy analysts, because we expect them to do more than just lobby for our platform issues. We expect them to be leading the way by digging into complex problems and bringing forward tangible solutions that reflect the diversity of our membership and push forward quality public policy.”

The longer I find myself in this job, the more I realize how unique this is. AMC doesn’t just respond, we lead.

In 2022, several commissioners—Barbara Weckman Brekke (Scott), Terry Lovgren (Pine), Greg Wright (Olmsted) and Past President Todd Patzer (Lac qui Parle)—joined AMC Child Wellbeing Policy Analyst Angie Thies at the the NACo Annual Conference in Denver to engage with counties across the nation on innovative approaches to child wellbeing and family preservation. These visits focused on a new approach that Scott County was testing to providing families upstream resources in their community, thereby lessening the need for child protection involvement though an efficient, flexible, and community led service delivery model named “family resource centers.” These individuals didn’t just stop their work in Colorado, they brought back their experience, knowledge, and passion to Minnesota, leveraging philanthropic funding to grow and sustain the work across Minnesota. Less than a year later, family resource centers are real and funded in Minnesota with more and more counties looking to implement their own resource center with AMC’s support and leadership.

In 2023, AMC Public Safety Policy Analyst/Minnesota Association of Community Corrections Act Counties (MACCAC) Director Carli Stark, and leaders of both MACCAC and the Minnesota Association of County Probation Officers (MACPO), created an AMC Community Supervision Work Group to rewrite county policy.
Continued Work on Strategic Plan Focusing on Increased Membership Engagement

We’ve said it before, but the success of our government relations work rests on the direct involvement of our membership. As such, the Government Relations team will continue its work on our AMC strategic goal of membership engagement. Our primary effort this year will be a comprehensive review and assessment of AMC’s current policy platform and priorities process. Emily Murray, Angie Thies, and Matt Cook are leading an internal work group to assess opportunities to strengthen the ultimate product of AMC’s Government Relations team through increased membership engagement and different approaches to how we determine our priorities and platform. Members have likely seen some of our preliminary outreach and research work, but please stay tuned for more engagement surveys and don’t hesitate to reach out to us with ideas!

Another opportunity—unfortunately delayed by last year’s epic snowstorm—will be AMC’s first ever commissioner testimony training at the 2024 February AMC Legislative Conference. AMC staff are excited to expand testimony training opportunities outside our successful affiliate program and recruit our next batch of county commissioner testifiers!

In closing, we thank everyone for their continued support and involvement in AMC’s government relations work. From fall policy conferences and district meetings to legislator meetings and session zoom updates, your involvement and willingness to share your county stories, expertise, and connections are the foundation of our overall AMC success.

probation funding formulas and lobby for a significant increase to the state appropriation for the first time in more than a decade. This work group took the lead on the initiative after the Legislature failed to pass a public safety bill in 2022. The workgroup dug into uncomfortable, but necessary, conversations about equitable services, regional disparities, and better client outcomes. Their work centered on building awareness and education on the critical role of probation in the state of Minnesota and building bipartisan endorsement of their work. Their resulting success will build a more resilient probation and community supervision model for the next generation and provide counties across the state with more dependability to structure their client services, investments, and interactions.

This year, the Environment & Natural Resources Committee and General Government Committee are working together to drive historic changes to tax forfeiture statutes due to a U.S. Supreme Court decision that will have the nation’s eyes on Minnesota to see how our state responds. Here again, Minnesota counties remind the public we don’t shrink away from complex and uncomfortable issues and are in the business of creating sustainable policy solutions that create better outcomes for the residents and property taxpayers we serve.

As we look to 2024 and beyond, AMC members and staff will continue to roll up their sleeves and dig into tough issues that don’t have clear answers: workforce, high acuity mental health needs, and more. We hope you join us for the ride!
AMC offers a variety of member events, meetings and conferences designed to help county commissioners and staff keep up-to-speed on issues, enhance their leadership skills, learn, network, and share best practices to help improve residents’ lives and the efficiency of county government. 2023 was a successful year for AMC with member participation and active engagement. We started the year off strong at our COUNTY GOVERNMENT 101 conference for newly elected county officials in January. We’re so pleased that counties find this training valuable and choose to send newly elected leaders to the conference to kick-off their new careers in county government. To augment the two-day training, AMC provided a COUNTY GOVERNMENT 201 educational session in August to build on what was learned during County Government 101. Presenters provided a deeper dive into issues and topics introduced in January. Experts and veteran county leaders provided insight into subjects like managing board meetings, a county commissioner’s role with HR, and more.

AMC members actively participate in the NATIONAL ASSOCIATION OF COUNTIES (NACo) by serving on the NACo Board of Directors and legislative steering committees, and by attending conferences. AMC members from across the state attended the NACo LEGISLATIVE CONFERENCE in February where they participated in NACo policy and steering committees, met with members of Minnesota’s Congressional Delegation, and heard directly from President Joe Biden. Members also successfully requested Senators Tina Smith’s and Amy Klobuchar’s support in legislation restoring health care benefits to individuals who are incarcerated (known as the Medicaid Inmate Exclusion).

The AMC LEGISLATIVE CONFERENCE in late February transitioned to a virtual event in less than 36 hours because of forecasted heavy snow. Utilizing a Zoom format, we had over 200 virtual participants, successfully hosted an address from Gov. Tim Walz, a roundtable with state agency leaders and policy committee meetings. We also held our annual County Day at the Capitol virtually which was well attended and successful due to the expertise of Rosedahl Public Affairs. This conference also included the “State of the Counties” address from AMC President Mary Jo McGuire (Ramsey County Commissioner), the 4H Community Youth Leadership Awards in partnership with University of Minnesota Extension, and the annual student scholarship presented by AMC Past President Todd Patzer (Lac qui Parle County).

Every year, AMC travels across the state to hold DISTRICT MEETINGS for each of our ten districts, in the spring and in the fall. Member counties gather with their district colleagues to collaborate and share knowledge on the most important issues facing their region. In addition, AMC delivers legislative session results in the spring, and works with members to develop legislative priorities in the fall. AMC thoroughly enjoys these important opportunities to connect with members in their own communities.

AMC President Mary Jo McGuire (Ramsey) coordinated a presentation focused on “Growing Your Leadership” during the spring district meetings. This leadership moment was a brief opportunity for attendees to learn from each other and think about the impact of trust and listening on their own approach to leadership in their county.

AMC’S LEADERSHIP SUMMIT was attended by county officials and key staff for focused leadership skills training to help them become better leaders by preparing them to meet the increasing demands and challenges facing counties today. The Leadership Summit is also an opportunity to meet and interact with fellow county leaders who share a commitment to leadership in their county.

AMC’S LEADERSHIP SUMMIT was attended by county officials and key staff for focused leadership skills training to help them become better leaders by preparing them to meet the increasing demands and challenges facing counties today. The Leadership Summit is also an opportunity to meet and interact with fellow county leaders who share a commitment to leadership in their county.

This year’s Leadership Summit presenter Brian Miller speaks and consults on the human connection. His philosophy is that everyone wants to feel heard, understood, and valued, but the real problem is that we tend to treat interactions as transactions. Yet when we feel truly seen by our colleagues and leaders, we become deeply connected with ourselves, our organization, and our mission. That’s why to build world class teams and become truly exceptional leaders, we need to learn and understand perspectives that are different from our own.

AMC’S FALL POLICY CONFERENCE in September had record-breaking attendance over the past 10+ years. The conference began with an AMC Board meeting that highlighted several of our Premier Business Partners. AMC is tremendously proud to work with our Premier Partners, who also joined AMC members for our entire conference, including our bean bag tournament, wine pull and even our auction!
Member participation is what makes an association like our strong, and we’d like to extend our sincere thanks to all of you for making 2023 a successful year!

NACo High Performance Leadership Academy

The NACo High Performance Leadership Academy has been making existing leaders better and emerging leaders ready across Minnesota counties.

The challenges faced in county government today are more complex than ever and we all face the perpetual need to do more with less. This challenge has been particularly acute in recent years. From our largest county to our smallest, we did exceptionally well on many fronts of this challenge, and yet we have room for improvement in some areas, too. Minnesota counties have been using the NACo High Performance Leadership Academy (www.naco.org/skills) to make existing leaders better and to prepare the next generation of leaders to be ready. In fact, Hennepin County is one of the top participating counties in this program in the country!

The results from investing in leadership development have been immediate and incredibly successful. The content (from assessments, videos, case studies and especially engaging with other county leaders) provides tools that can be applied immediately. Importantly, supervising managers of those enrolled in the program have also seen better outcomes as a result of investing in the development of our leaders. To date, Minnesota counties have received over 1 million dollars in scholarships, enrolling over 1,000 leaders. Let’s keep going. Learn more and enroll your counties leaders at www.naco.org/skills.

Additional Educational Programming

Over the summer, AMC’s Education and Training Committee assessed member satisfaction with AMC’s current educational and training programs. The committee distributed a membership-wide survey, followed by focus groups where members provided feedback about their current level of satisfaction, factors that influence their participation in educational programs, as well as ideas around future training opportunities. The data gathered will help the committee focus its work to best meet the needs of AMC’s members.

AMC collaborated with Braver Angels and the Big 4 to offer a series of workshops around the state which focused on helping elected officials develop skills in handling difficult conversations with their constituents. We’re looking forward to continuing this partnership into the future.

In addition to developing a policy platform to guide the work of AMC’s government relations team during the legislative session, attendees learned about County Dispatch Workforce Shortage Solutions, Tax Forfeiture, Family and Community Resource Centers, and the Medicaid Inmate Exclusion Policy (MIEP).

The Fall Policy Conference concluded with an enjoyable networking event at our annual bean bag tournament and wine pull, which raised more than over $10,000 from our generous members and Premier Partners for the Minnesota Counties Foundation (MCF). MCF supports the development of public policy and programs for Minnesota counties through research and special programs. MCF provides critical support to AMC’s research services and awards an annual scholarship to a high school senior for future educational opportunities. Through MCF, AMC provides essential onboarding support to newly hired county chief executive officers and human resources personnel in Pathways Programs. MCF’s past successes include initiating AMC’s first county government research program and facilitating the development and launch of a statewide program to assist counties on workforce challenges and human resources technical assistance.
AMC’s PREFERRED BUSINESS PARTNERSHIP PROGRAM (PBP) was successfully launched in 2018 and has grown to more than 50 members. It is an honor to have such close working relationships with these outstanding partners that work tirelessly to bring their products, services, and commitment to helping our members better serve their employees and constituents!

The AMC PBP Program was designed to give companies the greatest exposure to county officials and employees for their investment. The AMC Board of Directors approved the PBP to help accomplish an entity’s goal of creating and strengthening awareness and visibility of their service. AMC PBP’s are uniquely positioned to build and deepen relationships with county officials in all 87 Minnesota counties. There is no other program in the state that focuses on nurturing the critical and growing relationship between county government and business.

We’re always looking to bring new partners into the program to offer the very best products and services to our member counties. Benefits for partners include inclusion in the annual Minnesota County Service Directory, substantial discounts on exhibit space at the Annual Conference and advertising in our publications, in addition to unparalleled access to our Board of Directors, members and county decision-makers.

If your county does business with a company that you think would be a good fit for the program, please have them contact Laurie Klupacs, AMC Deputy Director, at 651-789-4329, or visit www.mncounties.org/pbp to learn more about the benefits of partnering with AMC through this program.
ClearGov’s Budget Cycle Management software as a best practice in budget and affordable enough to support counties of every size. NACo endorses more than 900 agencies, including over 140 counties, and are powerful based workflow process. ClearGov solutions are utilized successfully by budgeting process. Its ClearForms platform modernizes any paper or PDF-governments, including counties, modernize and streamline their entire processes. ClearGov’s Budget Cycle Management solution helps local organizations of every size simplify their budgeting and licensing ClearGov® is the leading provider of public sector technology solutions to www.cleargov.com

BOLTON & MENK, INC.
12224 Nicollet Avenue
Burnsville, MN 55337
952-890-0509
www.bolton-menk.com

Bolton & Menk specializes in providing public infrastructure solutions. Since 1949, we have been committed to improving quality of life through engineering excellence and client satisfaction. From advocating for our communities to designing their dreams to finding funding; we take pride in our work because we live in these same communities. Today, Bolton & Menk has more than 550 employees throughout 23 offices providing services to more than 300 communities and agencies.

CASHE SOFTWARE
3503 High Point Drive North Bldg. 3 Suite 200
Oakdale, MN 55076
Phone: 612-290-5886
www.cashesoftware.com

We are a software company focused on Medicaid billing and case management services for Home and Community-Based service providers and MCO billing solutions for lead agencies (counties).

CASHVEST
180 Office Park Way
Pittsford, NY 14534
www.threeplusone.us

cashvest® by threeplusone® provides a new and unparalleled level of liquidity analysis and data services for local, county, school district and community college governing bodies. It uses proprietary algorithms to produce data-driven analysis and time-horizon evaluations that are applied to generate maximum value on current cash deposits.

CLEARGOV
2 Mill & Main Place
Suite 630
Maynard, MA 01754
www.cleargov.com

ClearGov® is the leading provider of public sector technology solutions to help local organizations of every size simplify their budgeting and licensing processes. ClearGov’s Budget Cycle Management solution helps local governments, including counties, modernize and streamline their entire budgeting process. Its ClearForms platform modernizes any paper or PDF-based workflow process. ClearGov solutions are utilized successfully by more than 900 agencies, including over 140 counties, and are powerful and affordable enough to support counties of every size. NACo endorses ClearGov’s Budget Cycle Management software as a best practice in budget planning, efficiency, and transparency for American counties.

DAVID DROWN ASSOCIATES, INC.
DDA HUMAN RESOURCES, INC.
5029 Upton Avenue South
Minneapolis, MN 55410-2244
612-920-3320
www.daviddrown.com and www.ddahumanresources.com

DDA Human Resources, Inc. (DDA HR) was incorporated in 2017 and has been providing human resource consulting services throughout Minnesota since 2013. DDA Human Resources, Inc. is proud to partner with AMC on the Human Resource Technical Assistance Program which delivers exclusive fee-based human resource assistance to every county HR department in Minnesota. DDA HR’s services include executive searches, classification/compensation studies, organizational studies, and more. Since 2013, we have completed over 70 executive searches, over 35 classification/compensation studies, and several organizational studies.

EQUIFAX
325 Farm Hill Green
Stillwater, MN 55082
612-271-6214
www.theworknumber.com

With decades of experience serving the public sector, Equifax leverages trusted, unique data, analytics, technology, and expertise to drive innovation and transform knowledge into insights. Equifax empowers government agencies to make more informed decisions, streamline operations, maximize program efficiency, reduce fraud and improper payments, and enhance the client experience.

H2OVIEWERS
PO Box 624
East Grand Forks, MN 56721
218-201-0066
www.h2oviewers.com

H2Over Viewers specialize in economic impact consulting, with an emphasis on projects affecting property and business owners. We are extremely skilled in providing quality detailed reports with geo-referenced maps of the impacted areas. Always working with the newest technologies available, we offer the latest in 3-D watershed and topography modeling as well as geo-referenced maps that can be imported into your systems for your use long after your project is complete.

ISG
115 East Hickory Street, Suite 300
Mankato, MN 56001
507-387-6651
www.ISGInc.com

True and responsive expertise—these qualities are the foundation on which ISG was built in 1973. Now, we stand as a nationally recognized multidisciplinary design and engineering firm that serves numerous markets and fosters collaboration between disciplines to provide clients a diverse knowledge base, high level of creativity, and broad perspective. By listening first, ISG works alongside partners to develop innovative solutions that result in better decisions faster. When it comes to working with local governments, ISG is prepared to serve as a committed resource, advocate, and project partner to ensure that designs for public infrastructure are efficient and maximize value over time. Tenacity, empathy, and ingenuity all sum up how we strive to be Your ISG.
The Minnesota Association of County Health Plans (MACHP) is an alliance of the state’s county-based purchasing (CBP) health plans, serving more than 91,000 members each month in 34 rural counties. These plans represent a Minnesota-grown, 40-year, county-based success story! CBP health plans are owned and operated by the counties they serve, providing local control and self-determination in delivering dependable, local access to high quality, cost-effective health care services for people enrolled in Minnesota Health Care Programs (MHCP). “Counties can!”

National Retirement Solutions pioneered the Section 457 industry and played an instrumental role in the creation of IRC Section 457. NRS provides plan administration, investment and education/communication services to nearly 8,000 plan sponsors, with 1.52 million participants and over $46.2 billion in assets under management. A subsidiary of Nationwide Financial, a top 100 Fortune 500 company, NRS is the only provider exclusively endorsed by NACo and the IAFF.

OurTech Co-op is a Minnesota-based, membership-supported technology services cooperative that is looking to bring broadband Internet services and best-value technology solutions to under-served communities in Minnesota. By pursuing a cooperative ownership model and targeting connection deserts throughout the state, OurTech’s approach has built-in antitrust protections that work to uplift and empower these communities. Our Tech has built up a diverse vendor base that can provide goods, services, and training throughout the state.

PFM Asset Management, LLC/Magic Fund
50 South 6th Street
Suite 2250
Minneapolis, MN 55402
612-338-3535
www.pfm.com / www.magicfund.org

It started with the simple insight that governments and charitable institutions needed independent advice from people they could trust. Advice from people who understood their financial needs and challenges, inside and out. Thanks to an unwavering commitment to putting clients’ interests first, PFM has grown into one of the nation’s leading independent financial and investment advisors. We are asset managers, financial advisors and consultants who work across a range of sectors. Our duty as a fiduciary, combined with our bedrock principles of Ingenuity, Sustainability and Resourcefulness, help us deliver on our promise of advice for people transforming their world.
Looking Forward to 2024...

2023 will be a year Minnesota counties will not soon forget! From the fast start and rapid pace of the legislative session with numerous wins for counties, to the untangling of the many new laws and their impact on counties, all of you and the amazing team at the Association of Minnesota Counties worked hard to improve the lives of the people we serve.

This year, time and time again, we showed others that counties lead the way and get things done! Commissioners and county staff from across the state spoke in a unified voice to state and federal leaders with our challenges and opportunities. Though there is still work to be done, the accomplishments on policy items and the overall improved image of counties are huge successes for 2023. It goes without saying, but none of this work happens without the work of all AMC staff and we are fortunate to have this great team work on our behalf.

Moving forward into 2024, there is still a lot of work to do! Using AMC as the conduit to show that we are stronger together and do great things when we speak with a unified voice is a roadmap to continued success. Additionally, it is essential for county commissioners and staff to stay engaged and involved with AMC. Thank you to those of you who are currently active in committees and trainings at AMC. If your involvement with AMC is limited, let 2024 be the year to become more engaged.

As Helen Keller said, “Alone we can do so little, together we can do so much.” We are stronger together, for two is better than one. If one falls, the other can pick them up. As we have seen in the past, the power of 87 can do great things.

Mike Slavik, Dakota County Commissioner
2023 AMC Second Vice President

This year was no different than years before. Counties have been called upon to do the tough work sent down by the federal and state government through laws, regulations, and mandates. Counties always find a way to do the tasks while serving citizen needs and adequately providing for the needs of county staff. Working together as 87 counties to help each other when the need arises and learning what works or what doesn’t from each other makes us all better. As we know, we are stronger together. I hope you have a great and productive year. Thank you for the opportunity to serve.

Larry Lindor, Pope County Commissioner
2023 AMC Secretary-Treasurer

Another year is in the books as we gather together to recap the work of the last 12 months and more importantly look ahead to the ever-present list of challenges before us. The list is long and contains many of the usual suspects. But we are used to that and like we always do we will rise to meet them.

It was a great year for counties and a great year for AMC. Despite a chaotic and unprecedented legislative session which churned out legislation at a dizzying pace, often rushed through on the greased skids of one-party control without even marginal consideration for unintended consequences, AMC expertly navigated a massive workload of county concerns and delivered big time on many fronts.

The hard work and success of our association has not gone un-noticed by you the membership. We are seeing record attendance at our events, and we are seeing spiked interest in serving in the many leadership and committee roles at AMC. I believe we are the gold standard of common-sense local government and all evidence I see suggests the vast majority of you agree!

As my time on the AMC executive committee ends I am humbled to have been given this opportunity by all of you. I am excited for the future of AMC. We have the best executive director in the country in Julie Ring and she has assembled the most talented team of staff in the country to do our work and help us be the best we can be. We have great elected leaders lined up to keep our upward trajectory on its current path and our future is incredibly bright. Serving in AMC leadership has without question been one of the most rewarding experiences I’ve had in my nearly 20 years as a county commissioner and I will always support this association and advocate for its members. I look forward to seeing you all at the annual conference as we gather for advocacy, strategy, education, and fellowship.

Todd Patzer, Lac qui Parle County Commissioner
2023 AMC Past President

“I am a slow unlearner. But I love my unteachers.” -Ursula K. Le Guin

When we think about our time as county commissioners and as leaders in our communities, I think that an honest assessment of our growth will require us to admit that we have to “unlearn” much of what we once thought was true, while at the same time realizing that there is a lot more to know, much knowledge to be gained, and new perspectives to consider.

As I have interacted with my new Native American friends and colleagues, I have had to lose some of my sense of superiority and entitlement. As I have considered the challenges facing some of my new urban friends and leaders, I have had to leave behind some of the attitudes and prejudices that I held as true regarding people who looked and acted differently than me, and who lived and grew up in circumstances completely unlike my own. As I have become friends with people who thought differently than me in areas of sexuality, identity, and faith, I have had to discard old prejudices, to hold on to timeless truths, to learn to walk new paths, and to accept people for who they are.

At the NACo County Leadership Institute last February I was confronted with this statement: “Leading in a time of change requires managing loss at a rate people are willing and able to accept.” I really wrestled with that. Addition seems better than subtraction, gain is preferable to loss. I don’t want to manage loss, I want to build on success.

So what does that mean as I look forward to my year as president of AMC? There are some things that I will neither unlearn or lose. The values of honesty, integrity, hard work, and commitment will not be forgotten or lost. The belief that we are “stronger together” will remain our creed and guide us in our work. Some things are too valuable to be abandoned or allowed to slip away. Some things cost too much to hold.

Conversely, I still have a lot of unlearning to do as I learn to lead. I love that I will be able to continue that process surrounded by people like you, people who serve their communities, who love the people around them, and who want to make this state a better place for everyone. I will look to you to help me unlearn what I need to, to learn what is helpful, to hold fast to what is true, and to lead this organization through a time of change, loss, success, and progress.

It is good to celebrate and memorialize the accomplishments of the past year. The farmer in me anticipates the promise of the coming year. I am looking forward to growing with you.

Neal Gaalswyk, Cass County Commissioner
2023 AMC First Vice President

Addition seems better than subtraction, gain is preferable to loss. I don’t want to manage loss, I want to build on success.

At the NACo County Leadership Institute last February I was confronted with this statement: “Leading in a time of change requires managing loss at a rate people are willing and able to accept.” I really wrestled with that. Addition seems better than subtraction, gain is preferable to loss. I don’t want to manage loss, I want to build on success.

Conversely, I still have a lot of unlearning to do as I learn to lead. I love that I will be able to continue that process surrounded by people like you, people who serve their communities, who love the people around them, and who want to make this state a better place for everyone. I will look to you to help me unlearn what I need to, to learn what is helpful, to hold fast to what is true, and to lead this organization through a time of change, loss, success, and progress.

It is good to celebrate and memorialize the accomplishments of the past year. The farmer in me anticipates the promise of the coming year. I am looking forward to growing with you.

Neal Gaalswyk, Cass County Commissioner
2023 AMC First Vice President

Looking Forward to 2024...
Staff Contacts

Administration
EXECUTIVE DIRECTOR
Julie Ring
Office: 651-789-4330
ring@mncounties.org

ACCOUNTANT
Sue Bowman
Office: 651-789-4338
bowman@mncounties.org

ADMINISTRATIVE ASSISTANT
Donna Haupert
Office: 651-789-4356
haupert@mncounties.org

MEMBER ENGAGEMENT COORDINATOR
Ryan Erdmann
Office: 651-789-4345
erdmann@mncounties.org

RESEARCH COORDINATOR
Jill Suurmeyer
Office: 651-789-4357
jsuurmeyer@mncounties.org

Member Services
DEPUTY DIRECTOR
Laurie Klupacs
Office: 651-789-4329
lklupacs@mncounties.org

COMMUNICATIONS COORDINATOR/WEBMASTER
Becky Pizinger
Office: 651-789-4332
pizinger@mncounties.org

EDUCATION & TRAINING SPECIALIST
Matt Cassady
Office: 651-789-4341
mcassady@mncounties.org

MEMBER SERVICES ASSISTANT
Suzanne LaPalm
Office: 651-789-4333
lapalm@mncounties.org

Government Relations
MANAGER & GENERAL GOVERNMENT
Matt Hilgart
Office: 651-789-4343
mhilgart@mncounties.org

ENVIRONMENT & NATURAL RESOURCES
Brian Martinson
Office: 651-789-4322
bmartinson@mncounties.org

PUBLIC HEALTH & HUMAN SERVICES
PUBLIC HEALTH: Kari Oldfield
Office: 651-789-4354
koldfield@mncounties.org
HUMAN SERVICES: Matt Freeman
Office: 651-789-4340
mfreeman@mncounties.org

CHILD WELLBEING: Angie Thies
Office: 651-789-4321
athies@mncounties.org

PUBLIC SAFETY & CORRECTIONS
Carli Stark
Office: 651-789-4335
cstark@mncounties.org

TECHNOLOGY
Nathan Zacharias
Office: 651-789-4342
nzacharias@mncounties.org

TRANSPORTATION & INFRASTRUCTURE
Emily Murray
Office: 651-789-4339
emurray@mncounties.org

WORKFORCE, ECONOMIC DEVELOPMENT & HOUSING
Jeanna Fortney
Office: 651-789-4323
jfortney@mncounties.org

FEDERAL RELATIONS COORDINATOR
Kari Oldfield-Tabbert
Office: 651-789-4354
koldfield@mncounties.org

GR PROJECT MANAGER
Matt Cook
Office: 651-789-4346
mcook@mncounties.org

Affiliates & Partners
LOCAL PUBLIC HEALTH ASSOCIATION OF MINNESOTA (LPHA)
Kari Oldfield, Director
Office: 651-789-4354
koldfield@mncounties.org

Alicia Rodriguez, LPHA Project Manager
Office: 651-789-4325
arochez@mncounties.org

MINNESOTA ASSOCIATION OF COMMUNITY CORRECTIONS ACT COUNTIES (MACCCAC)
Carli Stark, Director
Office: 651-789-4335
cstark@mncounties.org

MINNESOTA ASSOCIATION OF COUNTY SOCIAL SERVICE ADMINISTRATORS (MACSAA)
Matt Freeman, Director
Office: 651-789-4340
mfreeman@mncounties.org

Fiona Carson,
Member Engagement Coordinator
651-789-4339
fcarson@mncounties.org

MINNESOTA ASSOCIATION OF WORKFORCE BOARDS (MAWB)
Jeanna Fortney, Director
Office: 651-789-4323
jfortney@mncounties.org

MINNESOTA COUNTIES IT LEADERSHIP ASSOCIATION (MNCITLA)
Nathan Zacharias, Director
Office: 651-789-4342
nzacharias@mncounties.org

AFFILIATE PROJECT MANAGER
Minnesota City/County Facility Management Association (MCCFMA)
Bob Libal
Office: 651-789-4336
blibal@mncounties.org

125 Charles Avenue
St. Paul, MN 55103-2108
Main Line: 651-224-3344
www.mncounties.org