Wednesday, June 27 (10:00am-1:00pm)  
Association of Minnesota Counties Boardroom, 125 Charles Avenue

10:00am  Call to Order & Committee member Check-ins  
Commissioner Gary Hendrickx, Chair, welcomed the committee.

10:05am  AMC Governance Structure and Strategic Work, 2017-18  
Commissioner Hendrickx reviewed the structure of AMC Board work since the beginning of 2017: Fiduciary, Strategic & Generative Discussions (see attached, pg. 4); Committee members discussed how this framework connected to work in county government with strategic planning, comprehensive planning, and engaging constituency groups.

The committee also discussed the work of shifting the culture of county government toward “learning organizations” and “continuous improvement mindsets.”

Committees discussion themes included:
1) Supporting staff toward developing relationships by enrolling them in workshops via teams;
2) Tackling the generational differences in the workplace;
3) Inviting AMC speakers to be featured in their counties so colleagues may learn together;
4) The value of changing language from “I don’t have time” to “This is not a priority” to be clear about direction and resource needs;
5) Letting go of the notion that “people always need to be at their desks to do their jobs” and that staff learning is an investment

Some suggestions included initiatives that may not look like traditional workshops, such as: work-embedded projects, staff-led initiatives, and cohort learning. An AMC model that the committee recommended as very effective was the “Pathways Program” because it drew upon the relationships and connections to ongoing work.

The committee recommended broadening of this type of model and also reaching out to affiliates to ensure subject matter-relevancy.

10:20am  2016-2018 Education & Training Committee Work  
The current work that most reflected these suggestions was then shared by Heather Bandeen, AMC Education Director.
1) The Association of Minnesota Counties and League of Minnesota Cities will be joining with Metro State University to offer a Supervisor Workshop Series with certificate, beginning Spring 2019. The cost will be approximately $1500/per 12 supervisor workshops, offered monthly in St. Paul and Staples, on topics like, Leading through Conflict, Labor Relations Skills, Strengths-based Leadership, and Getting Buy-in for Just about Anything.

2) Other Outreach & Affiliate Work, including:
   a. Sharing announcements with other AMC staff to offer opportunities and request ideas at affiliate conferences;
   b. Guest speaking invitations at affiliate events to offer opportunities and request ideas;
   c. Partnership with Metro State University to offer MPA graduate student capstone projects to affiliates, as a pilot, before introducing this program to MACA/MCHRMA this fall.
   d. Outreach from Metro State University to replicate an Evidence-based Certificate in Corrections, in partnership with MACCAC, outside of the Twin Cities.
   e. Working with University of Minnesota’s Humphrey School to discuss where connections might be made for a Leadership cohort and/or featured faculty & research resources at existing events.

10:45am Direction of AMC Education & Training Initiatives (see attached, pg. 5)
   It was also shared that the Research and Education offerings will continue to grow, under the umbrella of AMC’s sister organization: the Minnesota Counties Foundation (MCF), due to its 501(c)3 status, and growing network of statewide partnerships.

11:15am History of 3 AMC Conferences: Reflections & Future Ideas
   Laurie Klupacs, Deputy Director, provided an overview of the history of AMC’s three “flagship events,” including the themes for the Annual conference. (see attached, pg. 6)
   - Legislative Conference, February 13-14
   - Fall Policy Conference, September 13-14
   - Annual Conference, December 3-4

12:00pm Lunch

12:15pm District Meetings: Looking to Fall 2018
   The committee provided feedback on the AMC District Meetings and recommended that staff think about these opportunities as **highly valuable hours**. It was recommended that **learning always be a part of these meetings**. The networking component was also noted as highly valuable - particularly for sharing seasonal topics like levies, contested/uncontested races, and labor negotiation results.

12:45pm Next Steps
Notes will follow this meeting; Heartfelt thanks for this extensive, highly useful feedback as AMC continues to build out a framework for Education.

1:00pm  **Closing & Thanks to Committee Members**

**Education & Training Committee Purpose:** Create educational opportunities that meet association member needs.

**Committee Responsibilities**
- Advise AMC’s training and education staff on issues of interest to the membership.
- Assist staff in developing and executing all AMC conferences, including the Legislative Conference, Annual Conference, Leadership Conference, and Newly Elected Official Conference.
- Provide advice on additional training and education needs and methods.
AMC
Board of Directors

• Fiduciary - key questions
  • How are we doing to date?
  • Are we in compliance?
  • Anything wrong?

• Strategic - key questions
  • What should we be doing?
  • Where are we going?
  • What’s the plan?

• Generative - key questions
  • What are the new possibilities?
  • What’s coming next?
  • What are the new questions?
The recent growth of educational partnerships and new research initiatives present an opportunity to develop the Minnesota County Research Foundation as a “home” for new services.

Research and Education is preparing to align and focus on a theme of Workforce Development in 2018.

An associated partnership with David Drown & Associates - with Gary Weiers - as well as the Minnesota Service Cooperatives (MSCs) would provide a statewide network for human resources technical assistance to meet growing workforce concerns - as counties seek to attract and retain employees while providing strong leadership in the coming years.

The expansion of the status and identity of the Minnesota County Research Foundation, as a nonpartisan, non-profit 501(c)(3) would provide an ideal position to attract grant funders and work with other Foundations.
Annual Conference Theme Selections

- 2018: DoubleTree by Hilton, Bloomington
  "Complete Leadership: Cultivating Innovation & Influence with Logic & Creativity"

- 2017: St. Cloud Civic Center
  "Shaping Minnesota"

- 2016: Hyatt Regency, M inneapolis
  "Solutions Start Here"

- 2015: St. Cloud Civic Center
  "One Minnesota"

- 2014: St. Cloud Civic Center
  "Connect, Communicate, Collaborate, Commit"

- 2013: Hyatt Regency, Minneapolis
  "Strength in Unity"

- 2012: St. Cloud Civic Center
  "United by Design"

- 2011: Hyatt Regency, Minneapolis
  "Planning Progress: County Government Works to Find Inspired Solutions to Real Problems"

- 2010: St. Cloud Civic Center
  "Think Possible: Big Challenges; Bold Ideas; Better Solutions"

- 2009: Hyatt Regency, Minneapolis
  "Composing the Future: A Symphony of Balance"

- 2008: Duluth
  "Celebrating a Century"

- 2007: Hyatt Regency, Minneapolis
  "Growing Through Change"

- 2006: Rochester
  "Step up to the Plate"

- 2005: St. Paul River Center
  "Charting the Course: Discover the Treasures of Innovation & Collaboration"

- 2004: St. Cloud Civic Center
  "Set for Success: Everyone has a Place At The Table"

- 2003: Hyatt Regency, Minneapolis
  "Architects of the Future: Planning, Designing Building"

- 2002: Duluth Convention Center
  "Reach Out & Make A Difference"

- 2001: St. Paul River Center
  "Our Future Is...Counties Talking & Working Together"

- 2000: Rochester Civic Center
  "Winds of Change: Leading Counties Into the Future"

- 1999: Radisson South, Bloomington
  "Governing in the New Millennium: Raising the Standard of Excellence"

- 1998: St. Cloud Civic Center
  "Building Communities: Catalysts of Change"

- 1997: Radisson South, Bloomington
  "Building Communities: Partners in Progress"

- 1996: Duluth Convention Center
  "Building Communities: Counties in Action"

- 1995: St. Cloud Civic Center
  "Looking in the Mirror: Facing Reality"

- 1994: Radisson South, Bloomington
  "Celebrate the Sameness, Savor the Differences"

- 1993: Rochester Civic Center
  "Community Partnerships Today for a Vibrant Tomorrow"

- 1992: Radisson South, Bloomington
  "Bringing County Visions Into Focus"

- 1991: Duluth Convention Center
  "From Pine to Prairie: An Urban Rural Tapestry"

- 1990: Minneapolis Marriott
  "The Decade of the '90s: The Continuing Story of County Government"

- 1989: (November): Radisson South, Bloomington
  "County Government in Concert: In Harmony for the 90s"

- 1989: (January): Radisson South, Bloomington
  "Together Toward Tomorrow"

- 1988: Radisson South, Bloomington
  "We the People: Expanding the Partnership"

- 1987: Radisson South, Bloomington
  "Solving Tomorrow’s Challenges Through Partnership"

- 1986: Sheraton Park Place
- 1985: Radisson, St. Paul
- 1984: Radisson, St. Paul
- 1983: Radisson, St. Paul
- 1982
- 1981: Rochester
- 1980: Radisson South
- 1979: St. Cloud Holiday Inn
- 1978: Radisson, St. Paul