

WELCOME

My name is Patrick Hest, and I am your 2022–23 MFSRC Chair. Thank you for joining us for our **50th MFSRC Annual Training Conference** held in close partnership again this year with the **Minnesota County Attorneys Association (MCAA)**. We are especially excited to have our **State Child Support Magistrates (CSMs)** join us as a group this year as well! This is a unique chance to learn and grow together as we look to improve outcomes for the people and agencies we serve.

We could not be more excited to have you join us for our first in person conference in more than three years and our Golden Anniversary! A lot has changed over the last 50 years, but some things remain the same. Namely our commitment to putting on an amazing annual conference filled with both practical and inspirational materials and speakers. Thank you for joining us whether you are an old pro or this your first conference!!

Our theme this year is “**MFSRC’s Golden Anniversary: Celebrating Past, Present, and Future**”. Conference time is a perfect chance to gather and reflect on the work that we do with an eye to the future. At MFSRC and MCAA we continue to focus on providing opportunities for professional development combined with ways to increase our overall understanding around improved cultural competence. This holistic approach allows us to improve outcomes for the diverse population of children and families we serve across the great state of Minnesota and beyond.

As we began planning this conference, we had no idea what kind of reception it might receive. Would people be hesitant to attend an in-person conference? How many people should we plan for? What happens if no one comes? 😞

Thankfully, your responses were swift and robust. We had to add hotel rooms and increase our planned number of attendees not once but **TWICE!** We were excited before, but holy cow, that was more than we could have even hoped for! Clearly the chance to get back together in person was something a lot of you were missing.

Last year we focused on “**Bouncing Back Together**” and we are well on our way. This year the Conference Planning Committee has again worked diligently to provide new keynotes and plenary sessions that will provide a little something for everyone throughout the range of agencies that make up our membership.

As with every conference, we are excited to bring in a mix of presenters from outside our agencies in addition to highlighting the skills and hard work of our co-workers across the state. **Thank you** for taking the time out of your busy days to join us for our in-person 2023 Conference and becoming a member as we work to align the agencies that MFSRC represents.

Please feel free to reach out to me any of our representatives or board members with any questions. Here’s hoping you learn lots, make new connections, and stay **GOLDEN!**

Patrick M. Hest
2022-23 MFSRC Chairperson

PROGRAM AT A GLANCE

Sunday, October 1, 2023

5:00–7:00	Registration	.
6:30–8:00	Supporting Incarcerated Parents: What's New? What's Working? What Needs Work?	.
8:00–10:00	Networking?	.

Monday, October 2, 2023

7:45–8:45	Breakfast	.
7:00–Noon	Registration	.
8:45–9:15	Welcome and General Announcements	.
9:15–10:45	KEYNOTE: BEYOND GRIT: EMBRACING PASSION AND PERSEVERANCE TO GAIN THE HIGH-PERFORMANCE EDGE Dr Cindra Kamphoff	.
10:45–11:00	Break	.
11:00–Noon	Breakout Sessions: <ul style="list-style-type: none">• State of the State, Tribal, and Federal Update (IV-D)• State of Collections (MCRA)	.
Noon–1:00	Lunch	.
1:00–1:15	Break	.
1:15–2:45	Breakout Sessions: <ul style="list-style-type: none">• Ethics of Legal Advice vs Legal Information: How to be Ethical and Helpful• Cost of Care: Updates and Recommendations• Performance Evaluations and SMART Goals	.
2:45–3:00	Break	.
3:00–4:30	Breakout Sessions: <ul style="list-style-type: none">• Utilizing the Child Support Portal• The Impact of a Death in the Family on the Child Support Case• Public Assistance Overpayments	.
4:30–5:30	MFSRC Business Meeting	.
5:30–11:00	Cash Bar	.
6:00–7:00	Dinner	.
7:30–11:00	Bowling	.

Tuesday, October 3, 2023

7:30–8:30	Breakfast	.
7:30–10:30	Registration	.
8:30–8:45	Announcements	.
8:45–10:15	KEYNOTE: SEIZE YOUR LIFE: LIVE A VISION DRIVEN LIFE Jasmine Brett Stringer	.
10:15–10:30	Break	.
10:30–11:30	Breakout Sessions: <ul style="list-style-type: none">• Pushing the Envelope: Everything You Need to Know About eFiling But You Didn't Know to Ask!• Estate Recovery• Collaborating with Tribal Child Support	.
11:30–1:00	Awards Luncheon	.
1:00–1:15	Break	.
1:15–2:45	PLENARY SESSION: RADICAL INCLUSIVITY Daniel Shannon	.
2:45–3:00	Break	.
3:00–4:30	Breakout Sessions: <ul style="list-style-type: none">• SAVES Grant Update and Survivor Panel• Recent Issues in Estate Recovery• Parentage Adjudication Cases in the IV-D World: What Every County Needs to Know	.
4:30–5:30	MCAA Meeting <ul style="list-style-type: none">• Mental Health, Well-being, and Implicit Bias in a Post-COVID World	.
6:00–7:30	Dinner	.

Wednesday, October 4, 2023

7:30–8:30	Breakfast	.
8:30–10:00	Breakout Sessions: <ul style="list-style-type: none">• Do's and Don'ts for Defaults: How to Avoid Deficiencies• Collections Roundtable• Driver's License Suspension Roundtable	.
10:00–10:30	Break/Check Out	.
10:30–Noon	Breakout Sessions: <ul style="list-style-type: none">• Annual Legislative, CLV, and Case Law Update 2023• Estate Recovery in Probate – Why and How	.
12:15–1:30	**New MFSRC Board Meets**	.

MFSRC'S ANNUAL TRAINING CONFERENCE PROGRAM

Sunday, October 1, 2023

5:00–7:00 REGISTRATION

6:30–8:00 **SUPPORTING INCARCERATED PARENTS:
WHAT'S NEW? WHAT'S WORKING? WHAT NEEDS WORK?**

1.50
CLE

Lori Lofrano—Department of Corrections Child Support Liaison

This session will go over the many policy and legislative changes for the Department of Corrections and how that impacts those parents we serve and their families. I will also share the latest information on how hearings are scheduled for incarcerated clients and new programming opportunities and incentives. Plenty of time for questions and feedback!

Intended Audience: General Audience

8:00–10:00 **Networking**

Monday, October 2, 2023

7:45–8:45 **BREAKFAST**

7:00–Noon **REGISTRATION**

8:45–9:15 **WELCOME AND GENERAL ANNOUNCEMENTS**

9:15–10:45 **KEYNOTE:
BEYOND GRIT: EMBRACING PASSION AND PERSEVERANCE
TO GAIN THE HIGH-PERFORMANCE EDGE**

1.50
CLE

Dr Cindra Kamphoff

This keynote will help you embrace passion and purpose in our life and work. Based on almost twenty years of research and consulting with the world's best, Dr. Kamphoff will share the 10 practices of high performance to help you combat burnout and stress. You'll become more self-aware and learn how to master your thoughts and emotions to help you lead yourself, your family, and your team more effectively. Expect a high-energy, inspiring keynote where you will gain strategies to help you live and work more fully.

Objectives of the Keynote:

- *Specific strategies you can use to be at your best*
- *Practical tools and strategies to deal with adversity, mistakes and the unexpected*
- *Learn and apply how to increase energy in your life and work*
- *Learn strategies to decrease stress and burnout, and apply them in your life*

Intended Audience: General Audience

10:45–11:00 **BREAK**

11:00–NOON BREAKOUT SESSIONS:

1. STATE OF THE STATE, TRIBAL, AND FEDERAL UPDATE (IV-D)

Michele Schreifels—Interim Director, DHS/CSD
Jamie Wirth—IV-D Financial Coordinator, White Earth Nation Child Support

1.00
CLE

Join us for a presentation on the current status of our State, Tribal, and Federal child support programs. Learn about initiatives and work happening at the state level and future opportunities for the child support program. Jamie Wirth will give an update on the Tribal Support Program. Hear a videotaped message from Commissioner Tangler Gray of the Office of Child Support Services about the work at the federal level.

Intended Audience: All Child Support Professionals

2. STATE OF COLLECTIONS (MCRA)

Scott Wotzka—TOP Coordinator/Claims Specialist, DHS

1.00
CLE

Staff from the Department of Human Services, Economic Assistance and Employment Supports Division will provide updates on organizational and legislative changes impacting the recovery of income assistance debt. The presentation will include an overview of 2022 MAXIS recovery statistics. Other topics to be covered will include claims training initiatives, claims policy clarifications, status of Treasury Offset Program, MAXIS systems changes, and open Q and A .

Intended Audience: Collection Officers, Supervisors

NOON–1:00 LUNCH

1:15–2:45 BREAKOUT SESSIONS:

**1. ETHICS OF LEGAL ADVICE VS LEGAL INFORMATION:
HOW TO BE ETHICAL AND HELPFUL**

Morgan Spah—Supervising Attorney, Statewide Self-Help Center and
eFS Support Center for the Self-Represented Litigant Program,
Minnesota Judicial Branch

1.50
CLE
Ethics

Understanding the difference between legal advice and legal information is vital to have ethical interactions with the public, especially self-represented litigants who are accessing the Minnesota judicial system. This session will provide both a refresher on the principles of legal advice and legal information and offer an opportunity to take a deeper dive into these principles by working through various examples of interactions. Important statutes and rules will be covered for both attorneys and nonattorneys who work with parties in the Expedited Child Support Process. Participants will also have time to ask questions and bring up real-life scenarios for discussion on how to handle them while being ethical and helpful!

Intended Audience: General Audience

2. COST OF CARE: UPDATES AND RECOMMENDATIONS

Trish Skophammer—Director of Child Support, Ramsey County
Michele Schreifels—Interim Director, DHS/CSD
Autumn L Nelson—Assistant County Attorney, Ramsey County

1.50
CLE

Changes were made to the Cost of Care statutes in 2022 that require considering the best interests of the child and family before seeking reimbursement from parents or from the child's resources. At the same time, changes were made to federal guidance about referring IV-E foster care cases to child support. In response to these changes, a workgroup was convened to make recommendations for statewide policy that is aligned with the revised statute and guidance. Come to this session to learn about the recommendations and what comes next. This session will also cover the research that pushed these changes and how some other states are responding.

Intended Audience: General Audience

1.50
CLE

3. PERFORMANCE EVALUATIONS AND SMART GOALS

Amy Shillings—Collections Program Supervisor, Dakota County
Lori Hoff—Child Support Program Supervisor, Dakota County

This session will focus on performance reviews. What tools are used and what information is incorporated when completing performance reviews and creating SMART goals. SMART = Specific, Measurable, Achievable, Relevant and Time-Bound.

Intended Audience: Supervisors, General Audience

2:45–3:00

BREAK

3:00–4:30

BREAKOUT SESSIONS:

1. UTILIZING THE CHILD SUPPORT PORTAL

Courtney Garnand—Federal Parent Locator Services Support,
Division of Federal Systems, Office of Child Support Services

This session will provide an overview of the features and benefits of the Office of Child Support Services (OCSS) Child Support Portal. There will also be a demonstration of the most utilized applications such as FCR Query, Locate, EDE, and more.

Intended Audience: Child Support Staff

2. THE IMPACT OF A DEATH IN THE FAMILY ON THE CHILD SUPPORT CASE

Lisa Kontz—Child Support Division Head, Dakota County Attorney's Office
Autumn L Nelson—Assistant County Attorney, Ramsey County

Everything you need to know about how the death of a party impacts the child support case, including the paying parent, the receiving parent, or alleged father. This is one of the most often asked questions and can have a huge impact on the case. Parts of this topic are black and white, while other areas are gray. Come with your questions!

Intended Audience: Attorneys, Child Support Staff, Supervisors

3. PUBLIC ASSISTANCE OVERPAYMENTS

Scott Wotzka—Treasury Offset Program Coordinator/Claims Specialist, DHS

Continued from the morning session. Topics to be covered will include claims training initiatives, claims policy clarifications, status of Treasury Offset Program, MAXIS systems changes, and open Q and A .

Intended Audience: Collection Officers, Supervisors, Attorneys

4:30–5:30

MFSRC BUSINESS MEETING

5:30–11:00

Cash Bar

6:00–7:00

Dinner

7:30–11:00

Bowling

1.50
CLE

1.50
CLE

7:30–8:30 BREAKFAST

7:30–10:30 REGISTRATION

8:30–8:45 ANNOUNCEMENTS

**8:45–10:15 KEYNOTE:
SEIZE YOUR LIFE: LIVE A VISION DRIVEN LIFE**

1.50
CLE

Jasmine Brett Stringer

Tired of seeing others advance while you stay in the same rut? The truth is, personal success only comes when we start to bet on ourselves. In this inspirational program, Jasmine guides audiences on the journey to carpe diem by leading a vision-driven life. Jasmine identifies how to unlock the barriers that keep us from fulfilling the life we are intended to have while establishing a personalized vision to take life to the next level.

Audiences are Inspired To:

- Stop living life on autopilot
- Establish a holistic vision for their lives
- Overcome limiting beliefs to boldly live the life you envision
- Create focus and alignment on their professional and personal goals
- Raise their voice and ask for what they want out of life

Intended Audience: General Audience

10:15–10:30 BREAK

10:30–11:30 BREAKOUT SESSIONS:

**1. PUSHING THE ENVELOPE: EVERYTHING YOU NEED TO KNOW
ABOUT EFILING BUT YOU DIDN'T KNOW TO ASK!**

Anya Pavlov-Shapiro—Court Operations Analyst II, State Court Administrator's Office
Gina McDonough—Support Enforcement Agent III, Ramsey County
Autumn L Nelson—Assistant County Attorney, Ramsey County

1.00
CLE

Everything you wanted to know about e-filing and e-service but didn't know to ask! Three experts will provide background information, tips, and resources from the court, county attorney's office and the agency perspective. Topics will include templates for e-filing, a look behind the scenes at how your filings are processed by the court, standards for e-filing, things to remember for eservice, and how you can help court staff help you. Questions will be answered and a variety of resources will be shared.

Intended Audience: Child Support Staff, Attorneys, Supervisors

2. ESTATE RECOVERY

Greg Lulic— County Liaison, DHS/SRU

1.00
CLE

This session will discuss the current law and policy of Minnesota's MA Estate Recovery Program. Please bring your questions.

Intended Audience: Collection Officers, Supervisors

3. COLLABORATING WITH TRIBAL CHILD SUPPORT

Heather Allen—Tribal Liaison, DHS/CSD

RayJean French—Child Support Supervisor, Red Lake Nation

Ann Stafford—Child Support Supervisor, Mille Lacs Band of Ojibwe

Sue Robinson—Child Support Program Manager, Leech Lake Band of Ojibwa

Reagan Hendrickson—Child Support Program Manager, White Earth Nation

1.00
CLE

Join Minnesota Tribal Child Support program representatives from Leech Lake Band of Ojibwe, Mille Lacs Band of Ojibwa, Red Lake Nation, White Earth Nation, and the State of Minnesota Child Support Division Tribal Liaison for a panel discussion on best practices for working with tribal programs. Topics may include how to register court orders in tribal court; income withholding; working shared interest cases; and questions attendees bring to the session.

Intended Audience: Child Support Staff, Supervisors

11:30–1:00

AWARDS LUNCHEON

1:15–2:45

PLENARY SESSION:

RADICAL INCLUSIVITY

Daniel Shannon

1.50
CLE

**Public Service Announcement* the engagement models that have historically and affectionately been described as "fake it 'til you make it," and "get in where you fit in" are quickly becoming obsolete! The world is in the middle of a paradigm shift, and personalization has transformed nearly every facet of day-to-day life, especially the workplace! People everywhere are increasingly measuring personal affinity and value alignment when making decisions about how to invest their time, talent and treasure. Furthermore, the most successful institutions are leveraging the full humanity of their stakeholders to increase their value proposition and impact. Demonstrating the self-awareness and personal courage to show up as the most authentic version of yourself, while creating space for others to do the same, has never been more important! Join us as Daniel Shannon shares best practices for fostering radical inclusivity!*

Intended Audience: General Audience

2:45–3:00

BREAK

3:00–4:30

BREAKOUT SESSIONS:

1. SAVES GRANT UPDATE AND SURVIVOR PANEL

Valerie Lunderville—SAVES Grant Coordinator, DHS/CSD

Melissa Froehle—Staff Attorney, DHS/CSD

1.50
CLE

Minnesota's SAVES grant (Safe Access for Victims' Economic Security) is one year into the five years of the grant. This session will give an update on Minnesota's SAVES grant that is focusing on improving safe access to child support for survivors of domestic violence (DV). A vital component of the grant is involving DV agencies and DV survivors as equal partners and working group members in this important systems-change work. Hear from a panel of DV survivors about their experiences navigating public benefits and child support systems and what changes they would like to see. Audience members will have a chance to submit questions anonymously.

Intended Audience: General Audience

2. RECENT ISSUES IN ESTATE RECOVERY

Mark Eekhoff— Staff Attorney, DHS/SRU

1.50
CLE

There are challenges for counties doing estate recovery in probate. DHS staff and county attorneys will discuss the issues they are facing and how best to overcome these challenges.

Intended Audience: Collection Officers, Attorneys, Supervisors

3. PARENTAGE ADJUDICATION CASES IN THE IV-D WORLD: WHAT EVERY COUNTY NEEDS TO KNOW

Jill Prohofskey—Chief Child Support Magistrate

Autumn L Nelson—Assistant County Attorney, Ramsey County

1.50
CLE

Paternity cases are the most complex ones that we handle, from the court's and counties' perspectives. This session will discuss several ongoing issues as seen from the Court's perspective, as well as include reminders on some recent changes in the paternity world - including the Certificate of Adjudication, minor ROP parents, and cases with an open Child Protection court file. The presentation will also include recent Court Rules edits that impact paternity cases.

Intended Audience: Attorneys, Child Support Staff, Supervisors

4:30–5:30

MCAA MEETING

MENTAL HEALTH, WELL-BEING, AND IMPLICIT BIAS IN A POST-COVID WORLD

Joan Bibelhausen—Executive Director, Lawyers Concerned for Lawyers

1.00
BIAS CLE

Life and work during the COVID pandemic have been challenging for many people, including legal professionals. These challenges are multifaceted and, at times, seemingly unrelenting. Changing circumstances give rise to unique stressors, including those experienced by clients and parties. As the profession adjusts, those quick decisions we must make may be based on implicit biases and assumptions. The pandemic has affected people differently. For some, it exacerbated an underlying health or addiction issue, for others, a new problem developed. For many in our profession, stigma continues to prevent them from seeking the help they need. This program will address the profession's changing landscape, explore the effects of implicit bias and stigma, and offer perspectives and coping tools.

Intended Audience: Attorneys

6:00–7:30

DINNER



7:30–8:30 BREAKFAST

8:30–10:00 BREAKOUT SESSIONS:

**1. DO'S AND DON'TS FOR DEFAULTS:
HOW TO AVOID DEFICIENCIES**

1.50
CLE

Cate Baker—Child Support Magistrate
Jennifer Ryan—Child Support Magistrate
Kris Solheid—Child Support Magistrate
Melissa Rossow—Assistant Chief Child Support Magistrate

Have you ever received notices of deficiencies from a Child Support Magistrate and thought "I wish I would have thought about that or known about that before I submitted the documents"? Join a panel of experienced Child Support Magistrates, some of whom were in your shoes in the past, to learn more about expectations relating to proposed default orders and the laws and reasons behind those expectations. Defaults at hearings will also be discussed. Attendees will receive a helpful checklist and other information relating to laws and policies. Attendees can also ask general (not case specific) questions of the panel.

Intended Audience: Child Support Staff, Supervisors, Attorneys

2. COLLECTIONS ROUNDTABLE

Lori Hanson—Program Trainer, Dakota County
Dave Lovik—Collections Officer, Scott County
Greg Lulic—County Liaison, DHS/SRU

This session will be in the format of Q&A on various Collections topics. County Collections staff and DHS staff will be available to participate as well.

Intended Audience: Collection Officers, Supervisors, Attorneys

3. DRIVER'S LICENSE SUSPENSION ROUNDTABLE

1.50
CLE

Amy Donahue—Supervisor, Ramsey County
Melissa Froehle—Attorney, DHS/CSD
Shaunda Hoelscher—Enforcement Lead, DHS/CSD
Ann Silverness—Child Support Officer II, St Louis County
James Wittling—Child Support Officer, Washington County

Do you have questions about the driver's license suspension changes? This session will provide a brief, 15-minute recap of the changes. The remainder of the session will be a facilitated roundtable to discuss implementation questions, challenges, and ideas.

Intended Audience: Child Support Staff, Supervisors, Attorneys

10:00–10:30 BREAK /CHECKOUT

10:30–Noon BREAKOUT SESSIONS:

1. ANNUAL LEGISLATIVE, CLV, AND CASE LAW UPDATE

1.50
CLE

Patrick Hest—Assistant Director, Human Services Legal Division, Ramsey County
Lisa Kontz— Child Support Enforcement Division Head, Dakota County Attorney's Office

Join Patrick Hest and Lisa Kontz for the annual update of significant caselaw and legislative developments since last year's MFSRC Conference. Participants will learn how the various Court of Appeals and Supreme Court decisions and Legislation affects the work they do in the Minnesota IV-D Child Support system. There will also be an update on the progress of the Comprehensive Legal Vision project.

Intended Audience: Attorneys, Magistrates, Supervisors, Child Support Staff

2. ESTATE RECOVERY IN PROBATE – WHY AND HOW

Mark Eekhoff—Staff Attorney, DHS/SRU

1.50
CLE

Estate recovery in probate can be complicated and challenging. In this session, we will discuss why it is in every county's best interest to probate estates. County staff will discuss the steps counties can take to move toward doing more probates, and overcoming potential stumbling blocks and hurdles to start probating.

Intended Audience: Collection Officers, Supervisors

12:15–1:30

NEW MFSRC BOARD MEETS

DRAFT

SPEAKER BIOGRAPHIES

CINDRA KAMPHOFF, PH.D., CMPC, PCC (*Monday: Beyond Grit: Embracing Passion and Perseverance to Gain the High-Performance Edge*) is an award-winning keynote speaker and certified professional coach for leaders, professional athletes, and championship teams. Her clients range from Verizon Wireless, Target, and Walmart to the Minnesota Vikings. She has provided mental training for the Minnesota Vikings for the last four years, working one-on-one with the players. Cindra worked with the United States Olympic Track and Field team while they were in Tokyo, working with the athletes one-on-one to help them train their minds.

She is the author of an Amazon bestseller, *Beyond Grit: Ten Powerful Practices to Gain the High Performance Edge* and a recent second book, *Beyond Grit for Business: How to Boost Performance, Leadership and the Bottomline*. Her podcast, *The High Performance Mindset*, has over three million downloads and is ranked in the top 100 podcasts where she interviews thought leaders about mindset. She is a proud Minnesotan and lives in Mankato with her husband and two teenage boys.

DANIEL SHANNON (*Wednesday: Understanding the Role of Implicit and Explicit Bias: How to Grow a Welcoming and Inclusive Work Culture*) has been partnering with individuals and groups for two decades to help enhance their value proposition. His expertise in the areas of diversity/equity/inclusion, leadership and strategy has been honed while serving as an executive for some of the worlds' most renowned companies. Daniel is also a 10-year veteran with the National Speakers Association. The combination of practical experience coupled with his masterful management of the microphone produces the perfect mix of entertainment and insight for audiences across the globe!

MORGAN SPAH (*Monday: Ethics of Legal Advice vs Legal Information: How to be Ethical and Helpful*) is the Supervising Attorney for the Statewide Self-Help Center and eFS Support Center for the Self-Represented Litigant Program at the Minnesota Judicial Branch. She has been in her current role for nearly four years after having spent four years as a Staff Attorney on the team. Morgan is also a backup supervisor for the two Self-Help Centers in Hennepin County. Prior to joining the Minnesota Judicial Branch, Morgan was in private law practice for eight years while also volunteering her time at various legal advice clinics. While in law school, Morgan won the Bernard P. Becker Volunteer Law Student of The Year Award for her volunteer work with the Hennepin County Self-Help Centers and is grateful to have been able to bring her career full circle back to the Minnesota Judicial Branch providing service to self-represented litigants.

JASMINE BRETT STRINGER (*Tuesday: Seize Your Life: Live a Vision Driven Life*) is a keynote speaker, award-winning author of *Seize Your Life: How to Carpe Diem Every Day*, on-air TV personality, and host of the podcast and lifestyle blog *Carpe Diem with Jasmine*. In the early 2000s, Jasmine was living her life like so many others — on autopilot, without vision or purpose — until she was given an unexpected gift. A lay off! As she said goodbye to her “corporate gig” she realized she hadn’t been truly happy or fulfilled in years. So she made a choice not to stay miserable any longer and to do whatever work was required to find happiness wherever she could. Today, Jasmine is on a mission to help people live empowered and authentic lives. Through her *Seize Your Life* keynotes, workshops, and customized coaching sessions, Jasmine guides clients and audiences through a simple process to identify their goals and achieve their personal definition of success.

Jasmine has shared her positive message to corporate and nonprofit organizations such as Land O’ Lakes, Federal Reserve Bank, Airbnb, Cargill, Goodwill, Mondelēz International, Bayer and the University of Minnesota’s Carlson School of Management. Jasmine inspires revelation and change by leveraging her experiences working with some of the world’s biggest brands including Kraft Foods, General Mills, Toyota, Box Tops for Education, Fox Searchlight, Publicis Groupe and the Oprah Winfrey Network (OWN TV).

Jasmine is a graduate of American University’s Kogod School of Business in Washington, D.C. She was named a Twin Cities Fearless Woman in 2017 and a Woman of Promise by the Girl Scouts in 2012. Additionally, she was awarded Distinguished Alumna of American University. *Ebony Magazine* featured her as one of its “30 Future Leaders Under the Age of 30 in America.” Jasmine is based in Minneapolis, but can often be found two hours south of the city working with her husband Roger at the family farm.