



2024 EVERGREEN CONFERENCE



Reconnect. Reignite. Restore.

PRESENTED BY EVERGREEN YOUTH & FAMILY SERVICES AND BELTRAMI COUNTY PUBLIC HEALTH

OCTOBER 29-30, 2024
THE SANFORD CONVENTION CENTER
BEMIDJI, MN

WWW.THEEVERGREENCONFERENCE.ORG



Public Health, Division of Health and Human Services

MISSION

Promote community and family strength, and work to ensure the safety and well-being of all Beltrami County residents.

check out our website for a list of services, programs, and resources
<https://www.co.beltrami.mn.us/services/public-health/>



Sponsorship and graphics supported by Beltrami County; Beltrami County Community Health Board; Beltrami County Health and Human Services, Public Health Division; MDH Infrastructure Grant; and MDH FPHR grant.

WELCOME!

Evergreen Youth & Family Services exists to instill hope in our youth and to help them find a way forward in life. Our mission is built on three cornerstones: strengthening youth, preserving families, and building relationships. Since we opened our doors in 1977, we've had the privilege of serving tens of thousands of youths who have experienced homelessness, were pregnant or already parenting, youth who've been fighting for sobriety and their mental health, those who have been victims of sexual exploitation, foster youth, and youth who just needed someone to believe in them. It's truly disheartening to hear about the challenges youth and families are facing, but it's incredibly rewarding to play a part in supporting them as they find their way forward.

At Evergreen, our commitment goes beyond just the youth we serve; we genuinely care about the young people you support in your own communities. That's why we return year after year. This year, for the 19th time, we are not only empowering our staff to continue their vital work with youth and families, but we also take great pride in offering quality training and a place of connection for you and other dedicated youth-serving professionals from across Minnesota. Together, we are transforming lives and making a profound impact on the futures of young people every single day.

So, we are here, together, to make sure we do our part in moving the needle forward in creating positive outcomes for youth. I know, and you know that when the next generation is given a chance, whether it's a second or third or fourth chance, they can thrive. It is my hope that your experience with us over the next two days will help you feel reconnected, reignited and restored because when you are equipped to get involved in the messiness of a youth's life, you put them on a path toward thriving and living a more purpose-filled life. You serve as a vital source of hope for youth who need it most.

Reconnect. Reignite. Restore. That's our conference theme this year and we have a dynamic line of up keynotes, presenters, and panelists to help us provide a space to do just that. Our goal is for you to leave this conference better equipped to help youth navigate their challenges, and I hope you have a meaningful experience reconnecting with each other and your purpose, reigniting your passion for serving youth, and finding restoration so you can go out and inspire others.

On behalf of the Evergreen Conference Committee, Board of Directors, Staff, and the community of Bemidji, welcome to the 2024 Evergreen Conference! We are delighted to have you join us at the Sanford Center on the beautiful shores of Lake Bemidji!

Sincerely,



Ebony Warren
Executive Director



2024 Evergreen Annual Conference Committee

Without this amazing group of people, this conference would not have been possible. Thank you.



Amy Bowles, Committee Chair
Beltrami County Public Health

Sarah Ek	Account Manager, Evolve Creative
Gabriella Feldt	Program Director, Evergreen Youth & Family Services
Courtney Gifford	Human Resources Director, Evergreen Youth & Family Services
Sam Greenwaldt	Executive Assistant, Evergreen Youth & Family Services
Elena Guerra	Program Director, Evergreen Youth & Family Services
Jennifer PirkI	Integrated Health Therapist, Sanford Health
Missy Thomas	Attendance Support Case Mgr., Beltrami Area Service Collaboratory
Ebony Warren	Executive Director, Evergreen Youth & Family Services

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Elizabeth Schultz	Sanford Health
Alea Stoll	Bemidji School District
Dr. Shad Swanson	Chiropractor, Bemidji, MN
Nicholas Whichello	Bemidji Police Department



**Nonprofit organizations deliver
vital impacts across our region.**

We're here to help!

With a dedicated focus on keeping
Northwest Minnesota strong and vibrant,
let's connect, share resources,
and support one another so we all thrive.



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- **Residential treatment** services for youth located in Grand Rapids & Bemidji
- **Adult services** and case management
- **Out-patient behavioral health and substance use disorder** services provided in Bemidji, Deer River, and Grand Rapids
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2024 EVERGREEN ANNUAL CONFERENCE

DAY 1

Tuesday, October 29th, 7:45am-3:45pm

7:45 – 8:45am	Registration & Check-In (must sign in each day to receive CEUs) Breakfast & Networking
9am – 10:20am	Conference Welcome & Opening Keynote
10:20am – 10:30am	Break
10:30am – 11:30am	Breakout Sessions: Round I
11:30am – 11:45am	Break
11:45am – 1:15pm	Lunch Keynote & Networking
1:15pm – 2:15pm	Breakout Sessions: Round II
2:15pm – 2:45pm	Snack Break
2:45pm – 3:45pm	Breakout Sessions: Round III

DAY 2

Wednesday, October 30th, 7:45am-3:35pm

7:45 – 8:45am	Registration & Check-In (must sign in each day to receive CEUs) Breakfast & Networking
9am – 10:15am	Welcome Back & Morning Keynote
10:15am – 10:30am	Break
10:30am – 11:30am	Breakout Sessions: Round IV
11:30am – 11:45am	Break
11:45am – 1:15pm	Lunch Panel & Networking
1:15pm – 2:15pm	Breakout Sessions: Round V
2:15pm – 2:30pm	Snack Break
2:30pm – 3:30pm	Final Keynote
3:30pm – 3:35pm	Closing Remarks

CONFERENCE KEYNOTES



Beyond Grit: Embracing Passion & Perseverance to Gain the High-Performance Edge

Ballroom - 9am Tuesday, October 29th

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. Cindra will discuss tools to help you see the opportunity, practice self-leadership, savor the good, and commit to leading with grit for the future. Expect a high-energy, inspiring keynote where you will gain strategies to help you live and work more fully.

Dr. Cindra Kamphoff, Mentally Strong



The Trauma-Informed Professional: Masterfully Turn Stress into Purpose & Peace

Ballroom - 11:45am Tuesday, October 29th

Join Kathy for an engaging talk where she delves into the profound impact of trauma and the transformative power of a trauma-informed approach. Kathy will share her expertise on how professionals can harness the principles of deep listening, empathy, and advocacy for families and youth to create a nurturing environment. She will guide you through recognizing and understanding emotions, turning stress into a source of strength and peace. This keynote will empower you with practical strategies to not only cope with stress but also to find purpose in your professional and personal life.

Kathy Magnusson, Wildewood Learning



Reigniting Your Purpose & Power

Ballroom - 9am Wednesday, October 30th

In a field where navigating injustice and barriers is essential yet demanding, the important work can often leave one feeling drained of motivation and energy. In this energizing keynote, Dr. Rassheedah Watts offers a powerful perspective shift for success to help you reignite your purpose.

Dr. Rassheedah Watts, The Inclusive Community Architect

CONFERENCE KEYNOTES



Evergreen Youth Panel - Restoring Youth Voices: From Digital Lives and Diversity to Resilience & Career Goals

Ballroom - 11:45am Wednesday, October 30th

In a world where the voices of young people are often overshadowed, this panel aims to restore and amplify those voices, addressing the full spectrum of their experiences. This panel will dive into the discussion about how youth-serving professionals can help to restore youth voices by learning and listening to the youth they serve. We will explore how digital landscapes and diversity shapes the lives of today's youth, what part resiliency plays in their lives, and who or what things have been setting youth on the path to achieving their career goals. Through authentic dialogue and shared experiences, attendees will gain actionable insights to better support and empower the youth they serve.



Sustaining the Spark: Navigating Tough Days with Grace to Keep Compassion, Inspiration, and Impact Alive

Ballroom - 2:30pm Wednesday, October 30th

Doing change work that is rooted in equity, justice, access, and compassion is challenging. It comes with highs, lows, and moments when it feels like the needle isn't moving at all. This keynote will encourage leaders, nonprofit workers, and those serving in challenging environments to keep their passion alive and sustain their commitment through an ethic of resilience long after the initial inspiration has faded.

Through Dr. Lester's personal story and his professional and personal lived experiences, he will offer practical steps to develop a resilience and care plan to sustain your compassion, inspiration, and impact, even when the work gets tough. Learn how to navigate tough days with grace, maintaining your purpose and drive amidst the challenges.

Dr. Terence Lester, Love Beyond Walls



EVERGREEN ANNUAL CONFERENCE

DAY 1

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BREAKOUT SESSIONS: ROUND I

Tuesday, October 29
10:30am - 11:30am



Labor Trafficking in Minnesota

Room 4

This presentation will include an overview of labor trafficking and labor exploitation and forced criminality through the use of case studies of labor trafficked youth in Minnesota. This presentation will also provide information on resources for unaccompanied foreign national youth.

Caitlin Orgon, Minnesota Department of Health



Managing Up to Strengthen Your Relationship with Your Supervisor

Room 5

Maximize your well-being by managing up. Supervisory relationships affect both tenure and well-being for staff. Learn how to help your supervisor support your work and understand your needs and concerns. Learn how to request and structure regular check-ins with your supervisor that helps you get the feedback and assistance you need, while ensuring that your supervisor understands the value you're contributing to the organization. Participants will leave this session with practical tools that will support their ability to communicate with and receive support from their supervisor.

Becky Schueller, Rebecca Schueller Training & Consulting



Health Equity Issues & Fundamentals

Room 6

This interactive presentation will help attendees gain a deeper understanding of health equity issues and fundamentals. It will also illustrate how health inequities are related to the social determinants of health and ultimately impact and are impacted by policies, procedures and systems. Examples of practices and approaches that advance health equity will be provided, and participants will leave with added knowledge of how they can further health equity in their organizations and communities. The session includes a power point presentation, Mentimeter feedback, and group discussion.

Mary Mitchell & Colleen McKinney, MN Department of Health



But Really... Who is Going to Work with the Kids? - Part I of II

Room 7

This workshop focuses on content delivery and information, as well as practical application and group activities. This presentation will be applicable to all professions that have the capacity to serve youth. However, the main focus will be on how the counseling profession can embrace change and challenge through adding children to our lists of populations served.

Isabella Schaefer, The Recovery Space



Rewiring for Disaster: How Social Media is Changing our Children's Brains

Ballroom

Social media has changed in the past decade and is now the prominent form of communication, entertainment and emotional expression for nearly all youth. This workshop will dive into how social media has changed in the past 30 years, its power and influence on the lives of young people and what parents, educators, therapists and caregivers can do to reduce harm. Participants will be invited to an interactive and educational experience that combines brain science, recent research and personal stories.

Eric Nance, Pathways to You Mental Health Counseling & Consulting

BREAKOUT SESSIONS: ROUND II

Tuesday, October 29
1:15pm - 2:15pm



Beyond Prevention: Advanced Strategies for Collaborative Care in the Treatment of Suicidality - Part I of II

Room 4

This presentation aims to equip those working directly with patients experiencing suicidality to better understand primary drivers of suicide and how to work collaboratively with patients experiencing suicide. We commonly hear of suicidality as being preventable and speak in terms of screening and assessment while leaving out critical components of treating suicidality. This presentation will include concepts from CBT-SP (CBT for suicide) and CAMS (Collaborative Assessment and Management of Suicide) and include case presentations on utilization of the interventions and modalities. A Q&A will be a central component, and attendees are encouraged to ask the difficult questions of working with patients experiencing suicidality.

*Anna Chock, Melinda Broden, Shannon Seibel, & Charly VanGrinsven,
Sanford Health*



An Overview of Treating Juveniles with Problematic Sexual Behavior in Minnesota

Room 5

The presentation involves defining what is considered problematic sexual behavior, a brief description of the risk assessment process, a discussion on the spectrum of treatment interventions, a description of the treatment services currently available in Minnesota, a description of registration, and a mention about transitioning to adulthood. From 2013 to 2018, Shawn worked at the Leo A. Hoffmann Center, Inc., which was a residential treatment center for juveniles with problematic sexual behavior.

Shawn Tweten, Freedom Behavioral Health Inc.

BREAKOUT SESSIONS: ROUND II

Tuesday, October 29
1:15pm - 2:15pm



Nourish to Flourish: Self-Care, Work Life Balance & Healthy Boundaries

Room 6

This session will focus on work-life balance, self care and setting boundaries. We will dig in to what those look like and how important it is to our health and how it affects ourselves at work, home or anywhere we go.

Claudia Swanson, New Phases LLC



Ethics on the Record - Part I of II

Room 7

The licensure board can feel ominous and intimidating but exists to protect the public. Providers will review multidisciplinary codes and learn to navigate the process of board complaints. Information for self advocacy for the general public will also be shared. Cases of disciplinary action will be reviewed and discussed.

Emily Coler Hanson & Barb Stanton, Ellie Mental Health



But Really... Who is Going to Work with the Kids? - Part II

Ballroom

This workshop focuses on content delivery and information, as well as practical application and group activities. This presentation will be applicable to all professions that have the capacity to serve youth. However, the main focus will be on how the counseling profession can embrace change and challenge through adding children to our lists of populations served.

Isabella Schaefer, The Recovery Space



Beyond Prevention: Advanced Strategies for Collaborative Care in the Treatment of Suicidality - Part II

Room 4

This presentation aims to equip those working directly with patients experiencing suicidality to better understand primary drivers of suicide and how to work collaboratively with patients experiencing suicide. We commonly hear of suicidality as being preventable and speak in terms of screening and assessment while leaving out critical components of treating suicidality. This presentation will include concepts from CBT-SP (CBT for suicide) and CAMS (Collaborative Assessment and Management of Suicide) and include case presentations on utilization of the interventions and modalities. A Q&A will be a central component, and attendees are encouraged to ask the difficult questions of working with patients experiencing suicidality.

*Anna Chock, Melinda Broden, Shannon Seibel, & Charly VanGrinsven,
Sanford Health*

Get Real: Authentic Learning Promotes Youth Engagement & Motivation

Room 5



What is authentic learning and assessment? In this session, you will learn the theoretical background of authentic learning, along with some practical examples of how and why it works. You will receive some free resources that you can take with you to apply authentic learning in your own setting, that you can use immediately or transfer to your own situation. Participants will experience a mini authentic learning and assessment project to see how it works. You will have opportunities to collaborate and brainstorm and share ideas with others about your own experiences with authentic learning, and your ideas for the future. Join the authentic learning revolution!

Tanya Miller, Park Rapids High School

BREAKOUT SESSIONS: ROUND III

Tuesday, October 29
2:45pm - 3:45pm



Microaggressions

Room 6

Participants will understand what microaggressions are and the difference between micro and macroaggressions. They will learn how to recognize three main types of microaggressions and why they are harmful. Participants will get coaching on how to react if they experience a microaggression, are the source of one, or are a bystander. A small group session will allow for discussion and sharing.

Mary Mitchell & Colleen McKinney, MN Department of Health



Ethics on the Record - Part II

Room 7

The licensure board can feel ominous and intimidating but exists to protect the public. Providers will review multidisciplinary codes and learn to navigate the process of board complaints. Information for self advocacy for the general public will also be shared. Cases of disciplinary action will be reviewed and discussed.

Emily Coler Hanson & Barb Stanton, Ellie Mental Health



Myth Busters: Debunking Burnout, Compassion Fatigue & Secondary Traumatic Stress

Ballroom

The presentation describes and breaks down definitions of burnout, compassion fatigue and secondary trauma. It challenges the common beliefs and misconceptions about those terms cited by research. We go in depth on strategies to apply within the work place on how to complete the stress cycle, manage emotions and difficult clients/patients in the helping profession fields, and prevention of burnout and secondary traumatic stress. One of the resources shared is the ProQol (Professional Quality of Life) questionnaire which measures a person's compassion satisfaction, burnout and secondary traumatic stress as it relates to their job. The strategies in the presentation could be applied to any "helping profession".

Nikki Bowman & Jessica Hublit, Sanford Health



EVERGREEN ANNUAL CONFERENCE

DAY 2

WWW.THEEVERGREENCONFERENCE.ORG

BREAKOUT SESSIONS: ROUND IV

Wednesday, October 30
10:30am - 11:30am



Human Trafficking: It's not Happening in a Vacuum - Part I of II

Room 4

This presentation will discuss general information regarding commercial exploitation and human trafficking, diving into changes in our laws and mandated reporting guidelines, as well as the dynamics of exploitive relationships. We will look at data surrounding buyers, traffickers, and victims/survivors in Minnesota, helping to identify current trends we have seen locally. Finally, we will go into best practices for a collaborative approach to identifying and responding to exploitation/trafficking in your community.

Kate LePage, Lutheran Social Service



Addressing Oppression-Based Trauma: Focus on Resistance, Resilience and Healing by Capitalizing on Cultural Capital

Room 5

This session focuses on trauma that is experienced by members of groups who face ongoing societal oppression, such as racism and homophobia. I will discuss these types of traumas and how to mitigate them by understanding cultural wealth, capitalizing on assets, and using an applied critical trauma framework. The session will include an assessment tool that can be applied for guidance in several settings that serve youth and adolescents, including in education, social services, non-profits, and juvenile care settings.

Danielle Kubasko Sullivan, Bemidji State University



Achieve Sustainable Success

Room 6

This session will help you identify the signs of burnout and introduce you to a personal stress mapping tool. You'll work through a stress mapping activity that will help you develop a personalized self-management plan that empowers you to thrive, ensuring you stay energized and focused on your purpose and personal wellbeing.

Dr. Rassheedah Watts, The Inclusive Community Architect

BREAKOUT SESSIONS: ROUND IV

Wednesday, October 30
10:30am - 11:30am



Legal Aid 101

Room 7

Participants will receive an overview of Legal Aid Programs in Northwest Minnesota. We will go over a brief history of LSNM, types of cases LSNM can advise on, discuss situations when we may be able to offer full representation, and learn about other services and community outreach offered by LSNM.

Rebecca Stone, Legal Services of Northwest Minnesota



Enhancing Creativity: How to Reignite Joy in What You Do

Ballroom

Over the last 5 years, helping professionals have been navigating supporting themselves and clients through unprecedented times. Through the book *Trauma Stewardship* by Laure Van Dernoot Lipsky and Connie Burk, foreword by Jon Conte, PhD, it is known that stressful work environments can diminish creativity in our professional and personal lives. Participants will learn about the impacts of vicarious trauma on creativity, and tools to reignite joy in the work we do.

Elizabeth Schultz & Shannon Seibel, Sanford Health

BREAKOUT SESSIONS: ROUND V

Wednesday, October 30
1:15pm - 2:15pm



Human Trafficking: It's not Happening in a Vacuum - Part II

Room 4

We will dive into the interconnections of exploitation and trafficking with other traumas victims/survivors often experience. Understanding how trafficking happens outside of a vacuum helps to inform our services and delivery of services in a holistic manner that addresses the entire person and not one experience. In understanding the complexity of trauma and lived experiences victims/survivors face we can assist in creating better long-term outcomes for clients. This session will go past the 101 and really dive into the realities of exploitation and trafficking, and finally will end with tools for moving forward. Kate will share developed tools and suggestions for next steps in terms of developing protocol, comprehensive multidisciplinary teams, and suggestions for assessing high risk youth.

Kate LePage, Lutheran Social Service



Empowering Growth: The Role of Group Facilitation in Juvenile Centers

Room 5

This presentation explores the impact of group facilitation within juvenile centers, highlighting its pivotal role in fostering personal and social growth among young offenders. It dives into how structured group interactions can empower juveniles by building trust, enhancing communication skills, promoting peer support, and facilitating emotional and behavioral development. The session discusses practical strategies, challenges and success stories that illustrate how effective facilitation can contribute to rehabilitation, emphasizing the importance of creating supportive environments that nurture positive change and prepare juvenile youth for successful reintegration into society.

Shelbi Kline, Evergreen Youth & Family Services



Belonging: Birth to Business

Room 6

This presentation will be providing information on cultural and generational development and differences in meeting communication barriers. Uniting generations to show how belonging, representation and self-care can make a positive difference, impact and change in their daily work, school and home life.

Tonia Villegas, Lineage LLC



Neurodiverse vs Neurotypical: Transforming Our Approach *Room 7*

Join Michelle Noffze, LPCC at Sanford Behavioral Health, for an enlightening and comprehensive exploration of neurodiversity. This session will delve into strengths-focused strategies, backed by emerging neuroscience, that are revolutionizing the way we achieve positive outcomes for youth.

Michelle Noffze, The Sojourn Center | Sanford Health



Harmony in the Workspace *Room 8*

This presentation will discuss healthy work relationships and how to contribute positivity to the workplace. Participants will understand different work styles, conflict resolution, maintaining boundaries, and gain self-awareness.

Sarah Baker

Bringing Indigenous Voice to Behavioral Health *Ballroom*



Join moderator Ashlea McMartin and panelists Mindie Bird, Jason Rivers, Bev May, Alyssa Morin, and Jen Greenleaf as they candidly talk about what it's like to be an Indigenous person working in the helping field in northern Minnesota, barriers faced by Indigenous families engaging with behavioral health services, programming at Northwest Indian Community Development Center (NWICDC), and how to be an ally in the work! There will be an opportunity for live Q&A towards the end, along with practical "now what" steps to learn and explore more independently.

Panel by Northwest Indian Community Development Center & Sanford Health

EVALUATION INFORMATION

Please complete the online evaluation by Wednesday, November 6, 2024.



www.tinyurl.com/evergreenconference2024

If you have trouble with the link, try opening in a different browser, such as Internet Explorer, Google Chrome, Firefox, etc. Please take your time, as you are unable to go back and make changes once you have submitted the survey.

Reminder: You must complete the survey to receive your CEUs.



THANK YOU

for attending the Evergreen Annual Conference.
We hope to see you next year!

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