MIDYEAR BOARD MEETING
Saturday, February 19, 2022
CEDAR ROOM
1:00 pm – 4:00 pm PT
[Zoom Link](#)

Board Book available on [Board Page](#)

AGENDA

1. **President's Report** (30-45 minutes)   *Kathy Griffin*
   a. Approval of December 7 Board Meeting Minutes (Action Item)
   a. NCSC Board Appointment (Action Item)
   b. Overview of the Officers meeting
   c. Conference Logistics

2. **Partner Reports & Updates (15-20 minutes)**
   a. Jeff Shorba – COSCA
   b. Darren Toms – CCPIO
   c. Jeff Schrade – NASJE
   d. Thomas Bruton – IACA
   e. Judge Yvette Alexander - AJA

3. **President-Elect's Report** (20 minutes)   *Jeffrey Tsunekawa*
   a. Conference Updates (incl. safety protocols and emergency plan)
   b. CDC Report:
      i. Annual Sponsorships (Action Item)
      ii. $50 Admin Fee for In Person to Live Stream (Action Item)

4. **Vice President Report** (5 minutes)   *Rick Pierce*
   a. Education Committee Report
      i. CDC Report – see above
      ii. Core Report

5. **Secretary/Treasurer's Report** (20-30 minutes)   *Tina Mattison*
   a. Review of 2021 year end financials

6. **Immediate Past President's Report** (10 minutes)   *T.J. BeMent*
   a. Diversity, Equity, & Inclusion Report

7. **Governance Committee** (15 minutes)   *Angie VanSchoick*
   a. Resolutions (Action Item)

8. **Membership Services** (15 minutes)   *Dorothy Howell*
    a. Membership Survey (Action Item)

9. **Communications Committee** (15 minutes)   *Jeff Chapple*
    a. Communications Report

10. **NCSC Update**   *Jesse Rutledge*

11. **2022 Strategic Priorities** (30 minutes)   *All*

12. **New Business/Open Discussion**   *All*

13. **Executive Session** (if needed)   *All*

14. **Adjourn**

National Association *for* Court Management
Strengthening Court Professionals

NACM BOARD MEETING MINUTES
December 7, 2021 – 2:00 PM ET

PRESENT: Dorothy Howell, Greg Lambard, Angie VanSchoick, Brandon Kimura, Kent Pankey, Cheryl Stone, Rick Pierce, Kathy Griffin, Roger Rand, Jeffrey Tsunekawa, Jeff Chapple, Tina Mattison, Kelly Hutton, T.J. BeMent, Jude DelPreore, Erin Carr

1. Approval of Fall Board Meeting minutes
   a. Number 8c correction under repository should read "need consensus". No further corrections the **minutes are approved**.

1. President
   a. Large turnover of COSCA positions so several new people were at meeting. Kathy let them know they could get their first year free with NACM.
   b. President appointee list – NACM appointee to SRLN opening. Alyce Roberts is the current person and said she'd continue but thought it would be good to pass on to someone else. Kent would be willing to be appointee for SRLN or NCSC Research Advisory Council.
   c. Blueprint for Racial Justice Eviction Diversion Plan - NCSC secured a donation of $11 million to continue eviction diversion program for state and local courts to staff a position and develop procedures that all courts can follow. Request for applications will go out next Monday. NCSC is looking to NACM to push information out to members. 10 sites in 2022 and 10 in 2023. Each site location will have about 4 years' worth of funding.

2. President-Elect
   a. 3 education tracks for midyear.
   b. NCSC will limit registration to 250 due to size of general session room. NACM budgeted midyear at 200 people in person.
   c. Washington requires vaccine and mask mandate
      i. Jeffrey said we would turn away anyone who is unvaccinated or doesn't have proof of negative test. Jeffrey said to work with hotel to know closest location for covid testing before turning anyone away. Kathy recommended that they have to be "verified" before receiving their badge.
   d. Email sharing with vendors during registration. Stacey is recommending doing this for annual if NACM wants to do this. TJ asked if this is an "opt-in" or "opt-out". Stacey replied that they would have to opt-in to agree. **Cheryl made a motion that NACM provides the option for membership to opt-in to agree to share emails with vendors during registration at the annual conference.** *Kathy seconds the motion*. No objections, **the motion is passed**.

e. Tyler sponsorship package
    i. TJ thinks if we're doing an all-in-one contract for sponsorship then we need to set a payment schedule for these items.
    ii. Tyler did two sponsored webinars in 2021
    iii. Board did not need to vote on this item as the prices were previously approved.

3. Vice President
    a. Rick shared the 2022 annual strategic priorities. The top 4 are:
        i. Review demographics and create outreach plan for underrepresented groups and areas of US (include jurists)
        ii. Create Affinity groups for members
        iii. Committee Corner in Court Express/Court Manager to highlight work and identify opportunities to become involved
        iv. Increase membership: Create testimonial videos for membership/mentorship/benefits/state associations.
    b. Rick is proposing that a call with committee chairs take place ASAP (tomorrow or Thursday morning ET) regarding the top 4 for targeted outcomes.

4. Secretary/Treasurer
    a. Midyear 2024 hotel determination – Tina shared the comparison chart of room, F&B, and attrition prices between Hilton Orange County Costa Mesa and Hyatt Regency Orange County.
        i. **Tina made a motion to approve the Hilton in Orange County for the 2024 midyear conference site**. *Dorothy seconds the motion*. All in favor, none opposed. **The motion is passed.**

5. Immediate Past President/DEI Committee
    a. Past President's still available to assist NACM.
    b. The last DEI meeting was cancelled but will do diversity outreach to membership on social media soon.

6. Communications Committee
    a. Janet Cornell is looking for feedback on the first Court Express.
    b. Jeff asked if they talked about doing committee videos. Dorothy confirmed that they asked all chairs to do a video for membership. Jeff said they talked about adding the videos to the committee corner in Court Manager.

7. Governance Committee

    a. Guardianship Guide will roll out in January. Members of the committee think that a press release should go out when the guide is ready.

    b. Press release guidance needs to be added to Operations manual that was previously approved to be added.

    c. Only one comment received regarding the resolutions which didn't require editing to the resolutions so those are fully approved and on the website.

8. Membership Committee
    a. International Subcommittee Brochure was recently updated and published.
    b. Conference Scholarship – How funds will be used and add additional guidelines since this is being released after registration is already opened. If person has registered, offer to reimburse registration, or pay for airfare only. Make sure applicants know that they're agreeing to volunteer 3 hours' time during the midyear conference.

9. NCSC Report – Erin shared information from NCSC:
    a. NCSC released the findings from its annual State of the State Courts public opinion survey during a Nov. 10 webinar. The survey found that a majority of respondents believe that courts should continue to hold hearings by video because it allows them to hear more cases and resolve cases more quickly. Video hearings also make it easier for people to participate without having to travel to a courthouse, take time off work and find childcare.
    b. The Pandemic Rapid Response Team Implementation Lab continues to examine issues related to the pandemic, releasing reports including "Trial Court Record Considerations When There is a Confrontation Objection About Remote Participation" and webinars on IT Needs for Hybrid Hearings and Tips for Scheduling and Conducting Remote and Hybrid Hearings.
    c. On Dec. 7, NCSC presented the 26th Annual William H. Rehnquist Award for Judicial Excellence to Louisiana District Court Judge Scott U. Schlegel during an event at the Louisiana Supreme Court. Judge Schlegel has earned a reputation for his early and extensive use of technology to improve accessibility and efficiency in the courtroom.
    d. Work to improve racial equity has continued with two Blueprint for Racial Justice webinars focused on lessons learned on the path to creating a blueprint and assessment and sustainability. Additionally, NCSC has begun work on an 18-month project to develop a comprehensive tool that will help courts assess fair treatment of all court users.

10. Other Business – Roger shared that JTC requested a NACM member assist with conference planning for eCourts and CTC. Kathy is still working on getting a speaker to do the Courageous Conversation with the Board at midyear.

11. Adjourn – There being no further business to discuss the meeting was adjourned.

Sponsorship Opportunities

ALL ANNUAL CONFERENCE SPONSORS RECEIVE:

- ➢ One complimentary booth
- ➢ "What to Know Before You Go" e-mail to attendees will acknowledge sponsors
- ➢ Logo with link posted on conference site and App
- ➢ On-site sponsor acknowledgement (general session sign & logo on walk-in slide on loop)

Keynote Session (1 available)   **$20,000**

- ➢ 45-minute education session in plenary room, scheduled Tuesday, July 12. Sponsor can select topic; however, session cannot be a sales presentation. Content should be education-driven providing sponsor's experience with a court project. Sponsor must work with NACM Education Consultant to ensure topic is on track and no duplication. Sponsor will provide speaker(s) for the session and cover any travel expenses, including registration fees, for speakers (if more than three or attending additional days). Session will be streamed, recorded, and posted on the NACM conference website for future viewing.
- ➢ One additional complimentary booth
- ➢ Pre-recorded video provided by sponsor posted on conference site and app. This is a prelude to in-person session and highlights what will be discussed at conference. Video cannot be sales driven.
- ➢ Session description and speakers must be provided no later than March 7, 2022.
- ➢ Five complimentary tickets to Tuesday evening social event
- ➢ Three complimentary one-day registration passes for Tuesday panel speakers
- ➢ Sponsor Push Notification on day of scheduled session through Conference App encouraging attendance at sponsor's session
- ➢ E-mail to attendees focusing on education program will "highlight" sponsor's session, listing keynote sponsor first under Tuesday sessions. If session description and speakers are not provided to NACM by March 7, 2022, sponsor's session may not be included in the email blast.
- ➢ One Pre- and One Post-Show e-mail to registered attendees. NACM has final approval of messages
- ➢ Logo with link on *main page* of conference site
- ➢ Logo with link posted on conference site and App
- ➢ Logo with link on electronic marketing communications
- ➢ Company Ad at top of activity stream ONE TIME on Monday, Tuesday (before sponsor's session) and Wednesday mornings

Education Program (*with* Live Stream) **(# AVAILABLE)**   **$8,000**
➢ One-hour concurrent breakout session **with Live Stream**. Sponsor can select session subject, however, must work with NACM Education Consultant on content to ensure topic is on track and no duplication. Sponsor provides speaker(s) for the session and responsible for travel expenses.
➢ Session description included in conference agenda with company logo and link
➢ E-mail to attendees focusing on education program will "highlight" sponsor's session
➢ Session reminder push notification sent through App prior to scheduled start time
➢ Logo with link on *main page* of conference site
➢ Logo with link on electronic marketing communications

Education Program (without Live Stream) **(# AVAILABLE)**   **$5,000**
➢ One-hour concurrent breakout session. Sponsor can select session subject, however, must work with NACM Education Consultant on content to ensure topic is on track and no duplication. Sponsor provides speaker(s) for the session and responsible for travel expenses.
➢ Session description included in conference agenda with company logo and link
➢ E-mail to attendees focusing on education program will "highlight" sponsor's session
➢ Session reminder push notification sent through App prior to scheduled start time

WiFi Service   **$16,000**
➢ Exclusive sponsorship of WiFi throughout meeting space and exhibit hall
➢ WiFi access password will include sponsor's name
➢ On-site signage will include WiFi access code and sponsor's logo

Badge Lanyards   **$2,500**
➢ Attendee badge lanyard will include NACM and sponsor logos printed on them

Water Bottle   **$14,000**
➢ Conference Water Bottle will include NACM and sponsor logos printed on them

Social Event-Bars/Drink Tickets   **$14,000**
➢ Exclusive sponsorship of drinks for Tuesday evening social event
➢ Two complimentary social event tickets for *company staff*
➢ Sponsor to provide customized drink tickets. NACM must review for final approval
➢ Sponsor may provide sign and drinkware (napkins, cups, cozies) to be placed at bars
➢ Logo and link included on social event information and on-line agenda
➢ Event reminder push notification sent through App recognizing sponsor sent prior to event start time
➢

Social Event–Entertainment   **$10,000**
➢ Exclusive sponsorship of Social Event Entertainment
➢ Two complimentary social event tickets for *company staff*
➢ Sponsor may provide sign at event near entertainment stage
➢ Logo and link included on social event information and on-line agenda
➢ Event reminder push notification sent through App recognizing sponsor sent prior to event start time

Education Committee Progress Report Form – 2021-2022

	Report	Due Date	Submission Date
	Fall Progress Report	September 20, 2021	
x	Midyear Progress Report	January 24, 2022	**February 3, 2022**
	Annual Progress Report	June 2022	

Project	Project Status	Strategic Priority? (Yes/No)	Discussion Needed? (Yes/No)	Board Action Needed? (Yes/No)	If Yes to discussion or action, please describe what needed
Curriculum review of court governance	ongoing	**yes**	**No**	**No**	**Incorporation of DEI elements**
Curriculum review of Operations Management	completed	**Yes**	**No**	**No**	
Conference Development	Call for Proposals (Annual) extended. Midyear Conference set. Annual Conference social event finalized. Annual plenary speakers identified.	**Yes**	**Yes**	**Yes**	***Voting on annual conference sponsorship rates *Action on an admin fee for switching from in person to virtual at annual.**

Project	Project Status	Strategic Priority? (Yes/No)	Discussion Needed? (Yes/No)	Board Action Needed? (Yes/No)	If Yes to discussion or action, please describe what needed
Curriculum review of court governance	ongoing	yes	No	No	Incorporation of DEI elements
Curriculum review of Operations Management	completed	Yes	No	No	

Time needed at meeting for Committee report: 10 minutes
Submitted by: Rick Pierce
Date: 2-3-22

National Association for Court Management
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Diverstity, Equity & Inlusion Committee Progress Report Form – 2021-2022

	Report	Due Date	Submission Date
	Fall Progress Report	September 20, 2021	
X	Midyear Progress Report	February 2022	
	Annual Progress Report	June 2022	

Project	Project Status	Strategic Priority? (Yes/No)	Discussion Needed? (Yes/No)	Board Action Needed? (Yes/No)	If Yes to discussion or action, please describe what needed
Establish new Committee	Complete	YES (2021)	NO	NO	Completed
Develop values, vision, mission and objectives	Complete	YES (2021)	NO	NO	Part of new strategic plan
Install diversity, equity and inclusion into all governance and committee structures.	In Progress	YES (2021)	NO	NO	
Create Affinity groups for members	In Progress	YES (2021)	NO	NO	Planning for midyear and will address in spring membership survey
Promote DEI-related educational opportunities	In Progress	YES (2021)	NO	NO	Developing DEI webinar (possible series)
Interviews with court leaders on their journey	In Progress	YES (2021)	NO	NO	Working on DEI calendar to highlight members
Review of governance of Board overall	In Progress	YES (2021)	NO	NO	In progress

Time needed at meeting for Committee report: 10 minutes
Submitted by: T.J. BeMent
Date: Janaury, 2021

Governance Committee Progress Report Form – 2021-2022

	Report	Due Date	Submission Date
	Fall Progress Report	September 20, 2021	
x	Midyear Progress Report	January 24, 2022	**Feb. 8, 2022**
	Annual Progress Report	June 2022	

Project	Project Status	Strategic Priority? (Yes/No)	Discussion Needed? (Yes/No)	Board Action Needed? (Yes/No)	If Yes to discussion or action, please describe what needed
Resolutions Subcommittee	4 resolutions from CCJ/COSCA Midyear	**No**	**No**	**Yes**	**In future, we'll present these to Board for possible inclusion for NACM**
Ethics Subcommittee	Video podcasts and presentations going well, regular topics uploaded	**No**	**No**	**No**	
State of the Profession Address	Gathering theme ideas from President	**No**	**No**	**No**	
Operations Manual	Update attached policies/forms to indicate proper review dates	**No**	**No**	**No**	
Voice of the Profession survey	Annual survey, will review last year's and discuss any additions ● Strategic priority in terms of representation	**Yes**	**No**	**No**	

Time needed at meeting for Committee report: **15**

Membership Committee Progress Report Form – 2021-2022

Report	Due Date	Submission Date
Fall Progress Report	September 20, 2021	
Midyear Progress Report	January 24, 2022	**January 27, 2022**
Annual Progress Report	June 2022	

Project	Project Status	Strategic Priority? (Yes/No)	Discussion Needed? (Yes/No)	Board Action Needed? (Yes/No)	If Yes to discussion or action, please describe what needed
Social Media Campaigns	ongoing	**Yes**			
Membership Survey	To be submitted to the Board	**Yes**	**yes**	**yes**	**Board Review and Approval**
International Brochure	completed		**no**	**no**	
Mentorship Request	ongoing		**no**	**no**	

Time needed at meeting for Committee report: 15 minutes

Submitted by: Dorothy Howell
Date: January 27, 2022

NACM Membership

State	Members
Washington	97
Oregon	59
Montana	1
North Dakota	12
Minnesota	27
Michigan	103
Maine	2
Vermont	4
New Hampshire	2
New York	6
Massachusetts	7
Rhode Island	2
Connecticut	5
New Jersey	16
Delaware	7
Maryland	30
District of Columbia	16
Pennsylvania	46
Idaho	13
Wyoming	2
South Dakota	8
Wisconsin	28
Ohio	71
W.Va.	2
Virginia	66
Nevada	52
Utah	19
Nebraska	11
Iowa	10
Illinois	23
Indiana	9
Kentucky	2
N.Carolina	15
California	91
Colorado	41
Kansas	34
Missouri	46
Tennessee	9
S.Carolina	11
Arizona	126
New Mexico	14
Oklahoma	10
Arkansas	11
Mississippi	13
Alabama	11
Georgia	96
Alaska	5
Texas	92
Louisiana	38
Florida	78
Hawaii	3

NACM Members

U.S. Territories:

American Samoa	2
Guam	3
Puerto Rico	1
Virgin Islands	2

International:

Abu Dhabi	4
Australia	2
Bahamas	1
Canada	8
Luxembourg	1
Nigeria	1
Pakistan	1
Saipan	1
Scotland	1
Trinidad and Tobago	1

Total U.S. and Territories – 1510

Total Membership -1531

Total members by state

Range	Color
1 to 20	Red
21 to 40	Green
41 to 60	Yellow
61 to 80	Blue
81 to 100	Orange
Over 100	Purple

January 2022

NEW MEMBERS TO NACM									
	2014	2015	2016	2017	2018	2019	2020	2021	2022
January	46	37	24	33	41	24	25	11	22
February	28	34	16	22	11	13	40	24	
March	25	30	17	40	31	48	15	15	
April	36	30	39	17	23	59	11	15	
May	52	65	22	32	40	26	5	26	
June	25	36	18	23	21	21	9	25	
July	19	15	16	20	9	20	5	13	
August	20	11	47	11	6	24	13	11	
September	10	11	15	10	17	8	14	20	
October	13	23	16	14	11	15	15	15	
November	9	10	21	18	12	12	18	25	
December	14	16	38	12	29	17	22	21	
TOTAL:	297	318	289	252	251	287	192	221	22

DROPPED/PURGED MEMBERS									
	2014	2015	2016	2017	2018	2019	2020	2021	2021
January	-30	-24	-17	-24	-28	-1	-23	-26	-25
February	-67	-36	-37	-30	-56	-75	-40	-45	
March	-47	-49	-38	-36	-42	-53	-44	-47	
April	-28	-28	-34	-32	-37	-22	-31	-44	
May	-44	-31	-25	-23	-44	-35	-76	-28	
June	-36	-43	-43	-33	-35	-46	-74	-36	
July	-35	-58	-61	-54	-44	-48	-47	-22	
August	-42	-31	-34	-30	0	-39	-27	-27	
September	-27	-19	-19	-16	-73	-20	-41	-11	
October	-25	-23	-17	-19	-35	-29	-31	-22	
November	-23	-19	-12	-14	-13	-20	-18	-27	
December	-9	-17	-18	-21	-1	-18	-22	-22	
TOTAL:	-413	-378	-355	-332	-408	-406	-474	-357	-25

TOTAL MEMBERS									
	2014	2015	2016	2017	2018	2019	2020	2021	2022
January	1716	1713	1747	1755	1791	1734	1738	1529	1531
February	1685	1723	1732	1756	1751	1683	1757	1518	
March	1672	1719	1714	1778	1746	1694	1733	1502	
April	1708	1731	1727	1769	1743	1752	1715	1488	
May	1746	1781	1733	1784	1752	1762	1648	1507	
June	1748	1787	1719	1780	1745	1746	1597	1517	
July	1734	1747	1679	1754	1715	1726	1559	1516	
August	1715	1733	1696	1744	1722	1720	1553	1504	
September	1703	1729	1694	1744	1667	1714	1541	1518	
October	1695	1734	1694	1744	1646	1706	1532	1516	
November	1682	1730	1709	1762	1662	1709	1536	1519	
December	1693	1736	1737	1762	1696	1715	1540	1527	
Average:	1708.08	1738.58	1715.08	1761	1719.67	1721.75	1620.75	1513.4	1531.0

REINSTATED MEMBERS									
	2014	2015	2016	2017	2018	2019	2020	2021	2021
January	12	7	4	9	16	11	16	4	7
February	8	12	6	9	5	10	15	10	
March	9	15	3	18	6	14	5	16	
April	28	10	8	6	11	21	1	15	
May	30	16	9	6	13	19	4	21	
June	13	13	11	6	7	9	14	21	
July	2	4	5	8	5	8	4	7	
August	3	6	4	9	1	9	8	4	
September	5	4	2	6	1	6	14	5	
October	4	5	1	5	3	6	7	5	
November	1	5	6	14	17	8	4	5	
December	6	7	8	9	6	7	4	9	
TOTAL:	121	104	67	105	91	128	96	122	7

NACM Membership Trends (Annually)

Legend: 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022

NACM Membership Trends (Annually)
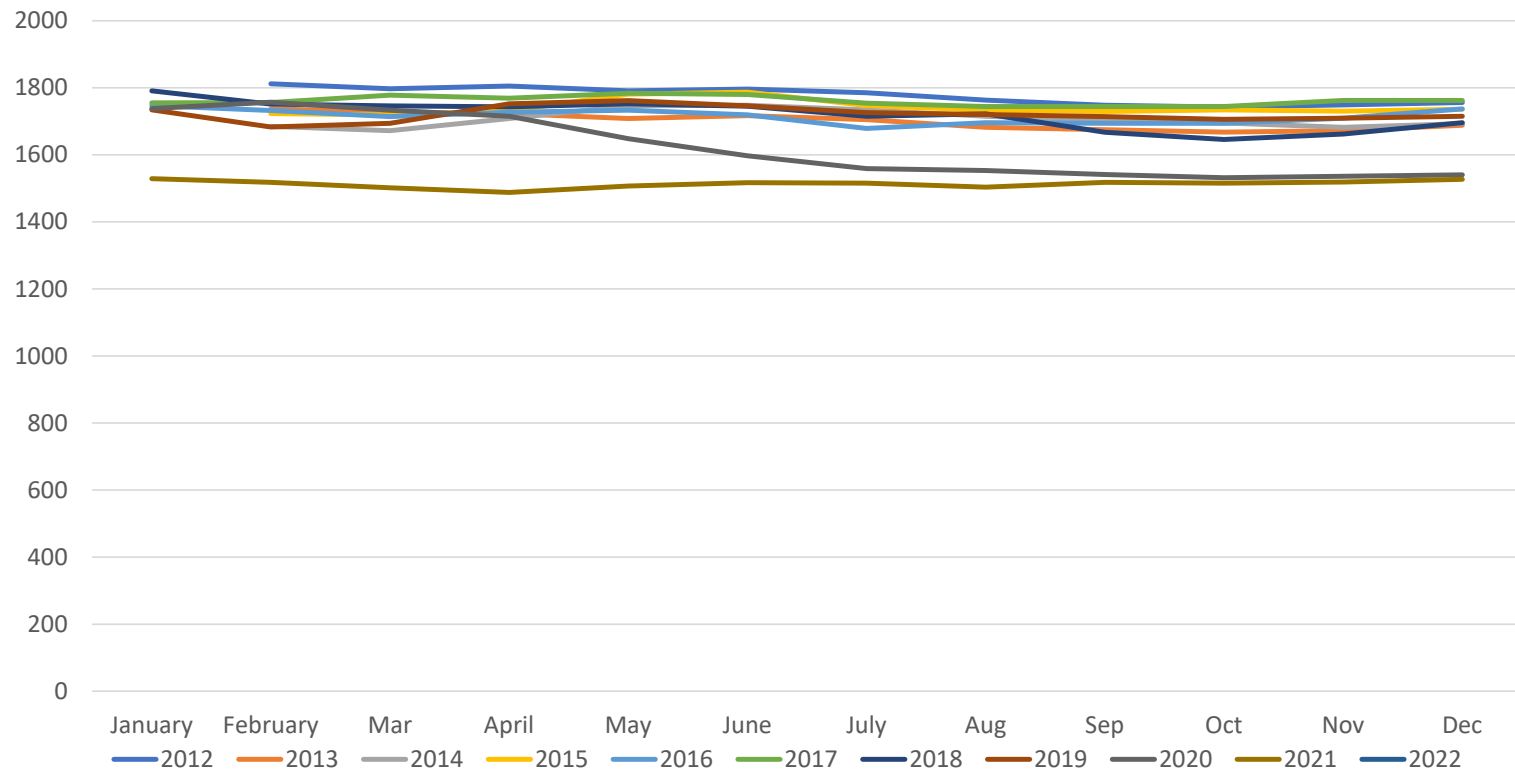

Legend: 2017 2018 2019 2020 2021 2022
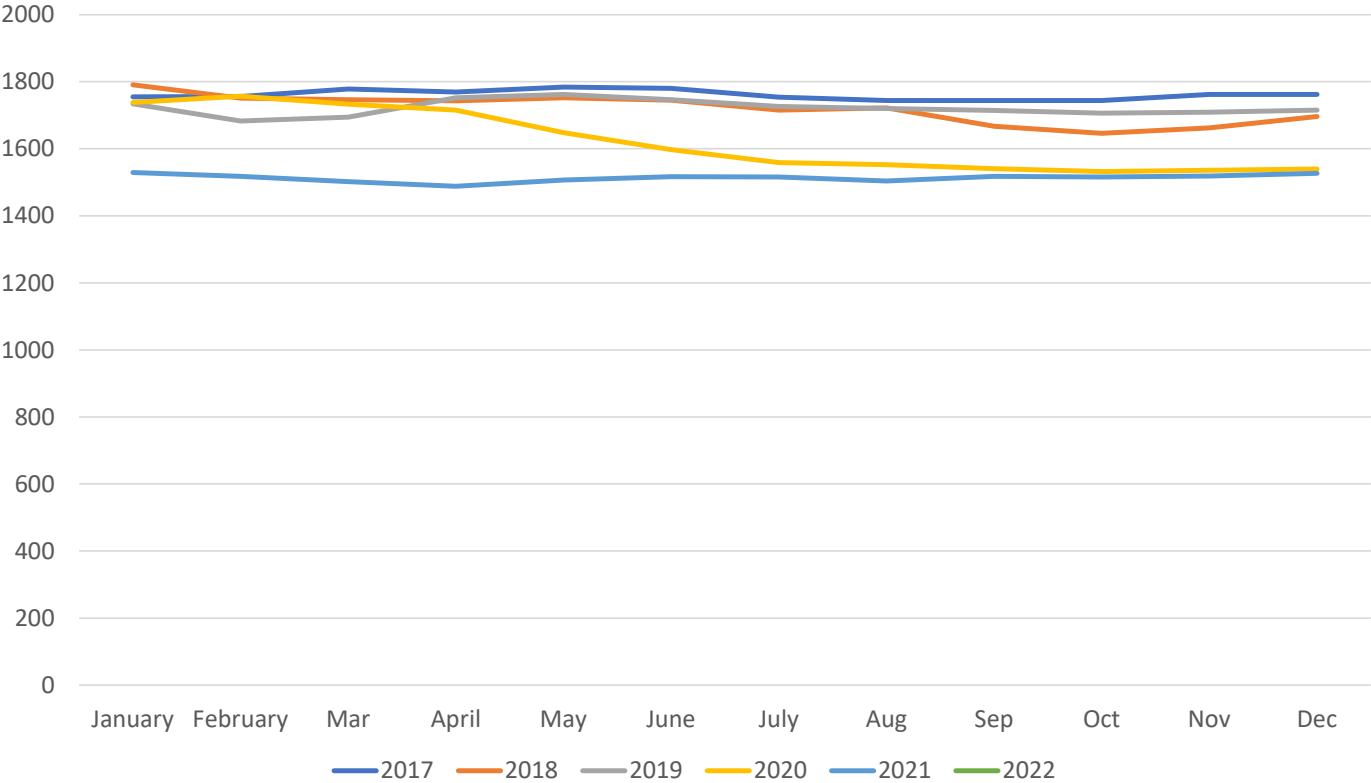
Net member loss/gain
(New Members + New Members Comp +Reinstated– Dropped/Purged)

Average Members/Year

Average Number of Members
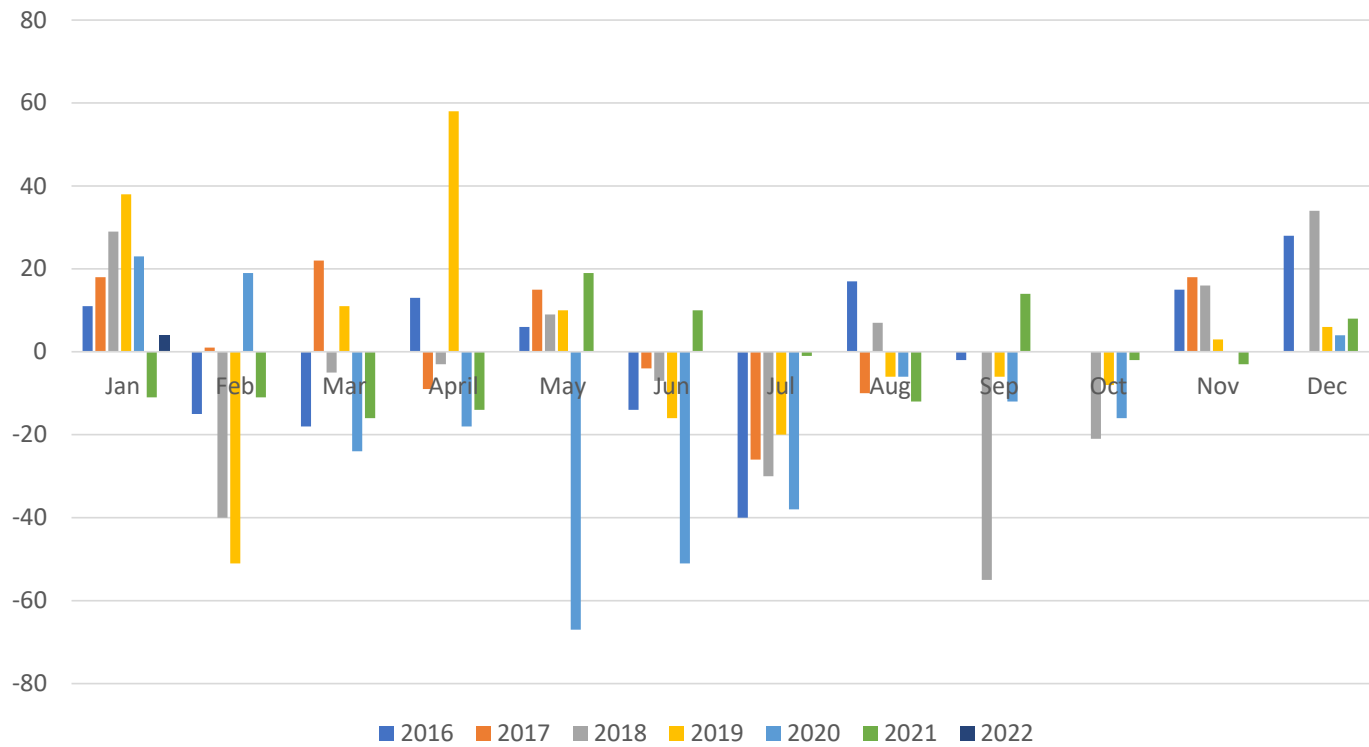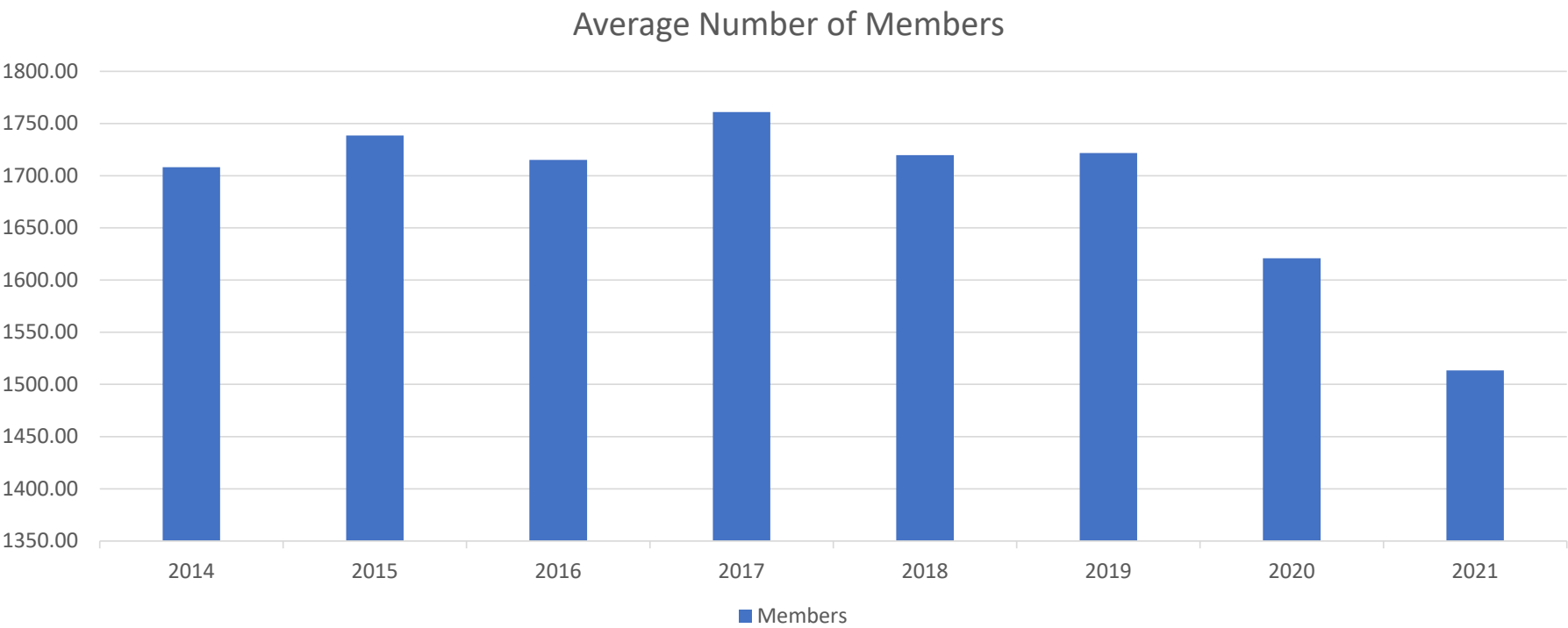
	2015	2016	2017	2018	2019	2020	2021	2022
Jan	37	24	33	41	28	30	11	22
Feb	34	16	22	11	14	44	24	
Mar	30	17	40	31	50	15	15	
Apr	30	39	17	23	59	12	15	
May	65	22	32	40	26	5	26	
Jun	36	18	23	21	21	9	25	
Jul	15	16	20	9	20	9	14	
Aug	11	47	11	6	24	13	11	
Sep	11	15	10	17	8	15	20	
Oct	23	16	14	11	15	15	15	
Nov	10	21	18	12	15	18	25	
Dec	16	38	12	29	17	22	21	
New Members	318	289	252	251	297	207	222	22
Percentage of membership	18%	17%	14%	15%	17%	13%	15%	#DIV/0!
Members Jan 1	1713	1736	1737	1762	1734	1715	1715	
Members Dec 31	1736	1737	1762	1696	1715	1540	1527	
RETENTION RATE	0.8277875	0.8341014	0.8693149	0.8200908	0.8047673	0.7687428	0.7609329	-0.012828
	82.78%	83.41%	86.93%	82.00%	80%	77%	76%	

National Association *for* **Court Management**
Strengthening Court Professionals

Communications Committee Progress Report Form – 2021-2022

	Report	Due Date	Submission Date
	Fall Progress Report	September 20, 2021	
X	Midyear Progress Report	January 24, 2022	**01/21/2024**
	Annual Progress Report	June 2022	

Project	Project Status	**Strategic Priority?** (Yes/No)	Discussion Needed? (Yes/No)	Board Action Needed? (Yes/No)	If Yes to discussion or action, please describe what needed
Guides	2 Guides looking to be completed this year. Adult Guardianship will be this quarter	**Yes**	**NO**	**NO**	
Webinars	2 Sponsored Webinars by Tyler contracted for 2022 Dates TBD	**Yes**	**NO**	**NO**	
Podcasts	Updated Discussion with producer and working group is in continued discussions for plan execution in early 2022	**No**	**Yes**	**No**	**Update and roundtable for support and direction for working group.**

Time needed at meeting for Committee report: 15 Minutes
Submitted by: Jeff Chapple
Date: 01/24/2024

2022 Annual Strategic Priorities

Mission
Current:
NACM is a member organization dedicated to educating court professionals, providing community, sharing information, and advocating on important court and justice system topics.

New:
NACM is an inclusive member organization dedicated to developing and educating all court professionals as leaders, providing community, sharing information, and advocating on important court and justice system topics.

Vision
Current:
NACM will be a preferred source for education and innovative practices and a leading voice for the court management professional.

New:
NACM will be an inclusive community, a preferred source for education and innovative practices, and a leading voice for all court professionals.

DEI Mission
Current:
NACM is nondiscriminatory and provides equal opportunity for participation in all areas of the Association. NACM respects the values and perspectives that diversity of experiences brings to our Association, leadership, and board. NACM will increase public awareness of the importance of diversity; increase the pipeline of minorities toward leadership within court administration; utilize a broad selection criteria and procedures in leadership advancement; and include minorities in the leadership selection process.

DEI Vision
Current:
NACM is committed to a diverse, inclusive, and equitable environment where all board members, members, volunteers, and educators, regardless of race, color, sex, sexual orientation, national origin, disability, language, and social or economic status, are treated with dignity, feel respected and valued, and experience belonging.

DEI Values
Current:

Values	**Fostering**
Respect	**Perspective**
Empathy	**Cultivating**
Listening	**Collaborating**
Understanding	
Allyship	

New:

Values	**Fostering**
Respect	**Perspective**
Empathy	**Cultivating**
Listening	**Collaborating**
Understanding	**Curiosity**
Allyship	**All Inclusive**

Values
Current:
Vision
Organization
Implementation
Communication

Ethics

New:

CONNECTING

Action
Inc**L**usive
Co**L**laboration

Di**V**ersity
Inn**O**vative
Engag**I**ng
Community
S**E**rvice
Ethic**S**

<table>
<tr><td colspan="3" align="center">**Strategic Focus Area #1:**

Membership

Goal 1: Actively recruit and strive for a diverse and inclusive membership

Goal 2: Increase opportunities for all members to engage in the organization</td></tr>
<tr><td align="center">**2022 Strategic Projects**</td><td align="center">**Targeted Outcomes/
Measure of Success**</td><td align="center">**Lead Committee
Responsible**</td></tr>
<tr><td>1. **Review demographics and create outreach plan for underrepresented groups and areas of US (include jurists)**</td><td></td><td align="center">Membership</td></tr>
<tr><td>2. **Create Affinity groups for members**</td><td></td><td align="center">DEI</td></tr>
<tr><td>3. **Committee Corner in Court Express/Court Manager to highlight work and identify opportunities to become involved**</td><td></td><td align="center">Communications (all committees)</td></tr>
<tr><td>4. **Increase membership: Create testimonial videos for membership/mentorship/benefits/state associations.**</td><td></td><td align="center">Membership, State Associations</td></tr>
<tr><td>5. **Increase membership online virtual engagement opportunities Online forum for member engagement /community**</td><td></td><td align="center">Membership</td></tr>
</table>

Strategic Focus Area #2: Education and Resources Goal 1: Foster involvement and participation in sharing best practices and developing resources. Goal 2: Create professional development and growth opportunities for all members.		
2022 Strategic Projects	**Targeted Outcomes/ Measure of Success**	**Lead Committee Responsible**
1. **Educational topics: Resilience training, therapeutic courts, technical training for managers, innovative strategies for recruitment and retention, DEI leadership training, limited jurisdiction, materials for those first starting,**		Education, CORE, DEI
2. **Expand Court Express with highlights of resources/events**		Communications
3. **Create a model job-workforce management classification (Partner with SHRM?), job classification/job description templates**		Board, (All Committees)
4. **Organized repository of best practices / CORE materials (videos, PPTs))**		Education/CORE
5. **Exploring grant opportunities to increase NACM's ability to provide education**		Past Presidents

<table>
<tr><td colspan="3" align="center">**Strategic Focus Area #3:**

Advocacy for the Profession

Goal 1: NACM will be an influential and respected voice on the behalf of courts and all court professionals.</td></tr>
<tr><td align="center">**2022 Strategic Projects**</td><td align="center">**Targeted Outcomes/
Measure of Success**</td><td align="center">**Lead Committee
Responsible**</td></tr>
<tr><td>1. **Interviews with court leaders on their journey**</td><td></td><td align="center">Membership/Communications</td></tr>
<tr><td>2. **Market CORE Champion program**</td><td></td><td align="center">CORE/State Associations</td></tr>
<tr><td>3. **Partner communications in publications with partner organizations**</td><td></td><td align="center">Communications</td></tr>
<tr><td>4. **Foster Partnerships: with ABA, AJS, Academia, COSCA/CJA, State Associations (and areas with no state associations), vendors, communities**</td><td></td><td align="center">Board & President</td></tr>
<tr><td>5. **Outreach / Speaking at local school/colleges to advocate for profession**</td><td></td><td align="center">Past Presidents- Board</td></tr>
</table>

Strategic Focus Area #4: Association Governance Goal 1: NACM's governance is all inclusive, responsive, and collaborative.		
2022 Strategic Projects	**Targeted Outcomes/ Measure of Success**	**Lead Committee Responsible**
1. **Review of governance of Board overall: Health, Exit Interviews, Recruitment, Nomination process (Include Courageous Conversations at Board Meeting) Update nomination process to reflect DEI. Review Committee Structure to ensure consistency/diversity/succession/need for Technology Committee**		DEI, Governance, Board
2. **Incorporate all NACM activities/meetings on a calendar on home page.**		Communications- Website team
3. **Review financial policy in regard to investments, create endowment policy**		Finance Committee