



# National Association *for* Court Management

## EARLY CAREER PROFESSIONALS (ECP) GROUP

*Wednesday, May 28, 2025 / 1:00 P.M. EASTERN*

### ECP Zoom Meeting

Meeting ID: 893 0699 1867

Passcode: 934740

[Find your local number](#)

#### 2024/2025 Committee Charges

Choose a Community Service Project for the Annual Conference

Plan/Implement networking opportunity for the Annual Conference

Define/Implement ways to increase participation of ECP outside of the conferences (*Ongoing*)

## MINUTES

### **Part 1: ECP Group Meeting (1:00-1:30 p.m. E T)**

1. Welcome / Introductions
2. Shared Interest Group Project
  - June – Creadell Webb will discuss effective tools for staff engagement and dialogue around DEI.
  - July – Cancelled for the Annual Conference
  - August - Marcus Reinkensmeyer will discuss transitioning into a new role and how to navigate that transition.
  - **Please, send along any other topic ideas!**
3. Community Service Project for Annual Conference
  - [Carole's House of Hope](#)
  - Carrie Summers-Nomura will be assisting at the Annual Conference with the Community Service Project
4. Annual Conference – Omaha, Nebraska
  - ECP Meet and Greet –Francine Lazarus has volunteered to help alongside NACM board members and scholarship winners.
5. NACM Board Member Candidacy
  - NACM is looking for Board Members
  - Open until June 6<sup>th</sup> and information on applying can be found here: [Board Candidacy – National Association for Court Management](#)
6. Next meeting:
  - June 25, 2025



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## Part 2: Shared Interest Group Discussion (1:30 p.m. – 2:00 p.m. EASTERN)

Teri Deal – NCSC

- The Missing Piece: [The missing piece: courts integrating lived expertise into child welfare system improvement | National Center for State Courts](#)
- PHASE
  - [PHASE | Powered by Box](#)
- What would you tell your younger self when you first changed into management?
  - Take your time and know that things will be people centered
  - Don't get frustrated and know things take time
  - Go slow to go fast and look for small wins
  - Be patient with yourself and look back to how you improved
  - Have grace, people will want to revert as you try to make change
  - Strong resistance comes with the territory and take frustration in stride
- Managing everyone else's feelings
  - People might fear change, and it might build up to resistance
  - Culture of we've always done it that way
  - What can my leadership do to appease, and help fears?
- Ask and explain the why of a change!
  - Have an action plan for that change
  - But also know that plan might change
  - Unintended consequences might occur, and we might need to change
  - Start to talk about things early
- Finding a champion
  - The importance of identifying and including and building up a champion
  - Huge to have a champion for the change – but makes the project 40% more effective if you have a champion
  - Have staff be your champion! Court culture can have higher ups only be the champion, but advocate for the people actually doing the change at the table