



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, January 22, 2025 / 1:00 P.M. EASTERN

Minutes

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

1. Welcome / Introductions
 - Sharing struggles and instances for individuals
2. Shared Interest Group Project
 - March – Lori Cole will discuss customer service for court leaders who are tackling communication responsibilities with both staff and customers.
 - April – TBD
 - May – Marcus Reinkensmeyer will discuss transitioning into a new role and how to navigate that transition.
 - June – Creadell Webb will discuss effective tools for staff engagement and dialogue around DEI
 - **Please, send along any other topic ideas!**
 - i. NCSC programs – Beyond Civics Education
 - ii. Vicarious Trauma
3. Community Service Project for Annual Conference
 - VOTE FOR: [Carole's House of Hope](#), [The Kim Foundation](#), [Generation Diamond](#), [CRCC \(Children's Respite Care Center\)](#), and [No More Empty Pots](#)
 - i. SurveyMonkey sent in the ECP reminder email and will be sent with the Minutes email too. Take it here:
<https://www.surveymonkey.com/r/YK2SYP7>
 - ii. Other suggestions welcome, just write it in the SurveyMonkey. Could be local to Nebraska or anywhere.
4. Midyear Conference – Atlantic City, New Jersey
 - Feedback on the ECP and First Time Attendee Meet and Greet
 - Any thoughts on speakers or activities during the conference?
5. Next meeting:
 - March 26, 2025



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

- Speaker: David Engle – Do I Really Know Why?
 - Why focus on culture
 - Importance of culture
 - Create a culture.
 - Why? This is why!
 - It's not about you!
 - #1 Purpose: Team
 - Discussion on retention
 - Lack of advancement opportunities
 - Positions that are for a limited time
 - Limited availability of positions
 - Why do staff leave?
 - Reasons we know why.
 - How to limit staff leaving.
 - 1 on 1s with your team
 - Why is it that way?
 - Know the whole picture
 - Cross train
 - Reassess often