



# National Association *for* Court Management

## EARLY CAREER PROFESSIONALS (ECP) SUB-COMMITTEE

### MINUTES 11/619

1. Welcome/Introductions
  - Tina Mattison, Chair, AZ
  - TJ Bement, GA
  - Rick Pierce, PA
  - Michelle Dunivan, AZ
  - Paulina Pasquarelli, FL
  - Stacy Worby, AK
  - Peter Kiefer, AZ
  - Valerie Gardner, NCSC
  - Janet Reid, NCSC
  
2. Minutes from 10/2/19 approved
  
3. Engagement
  - Mentorship – There are currently 6 mentees in the program, 4 whom have been linked to a mentor. Tina informed the group that we have 2, waiting for mentors.
    - <https://nacmnet.org/join-us/mentor-program/>
  - Podcasts
    - Peter Kiefer - the latest podcast titled “Millennials and Generation X’ers talk about the workplace” with Tina, Stacy Worby and Paulina Pasquarelli was released in October. In development: “Podcast and Bloggers in the Courts” will be released November 21st. In December, there will be a follow up podcast about generations with Zenell Brown, Kelly Hutton, and Rene Arnetta. In January, there will be a podcast about Bail Reform and in February, one about Online Dispute Resolutions.
      - Peter requests that all members listen to the podcasts and submit questions that can be answered at the end of the podcast.
  - 2020 by 2020
    - Michelle Dunivan – After the Fall Board meeting, we have multiple ideas for Membership. Michelle is asking for volunteers to assist with the variety of campaigns.
      - The LinkedIn campaign has officially started. There are two NACM pages: one is a group, the other is a company. Michelle asked that we all join both. In order to break even on our investment to LinkedIn, we will need to have 15 sign ups in November.
      - Social Media campaign – We will be sending out an email and/or post on social media about the “Give the Gift of Membership to Someone.” This will provide members the

opportunity to buy membership for others.

- Michelle is getting a membership scholarship drive up. Folks would be able to submit to receive a scholarship for one year's membership.
- The Membership Committee is almost finished with an Exit Survey. This will inform the Board as to the reasons why folks do not renew their NACM membership and hopefully assist us in identifying ways of retaining them.

4. Mid-Year Conference – Charlotte, NC February 9-11, 2020

- Programming for the conference has been set and there are two CORE competencies that may be of interest to ECP'ers. Workforce Management and Operations Management will be taught during this conference.
- ECP Meet and Greet – We will need ECP subcommittee members to assist with this meet and greet. TJ Bement informed us that we will also have some support from state association in Charlotte. It will be advertised as a “Meet and Greet” for Early Career Professionals to meet their counterparts and held from 5-6pm on Sunday night, right before the opening reception. Val shared her experience at another conference with the idea of “Speed Dating/Getting to Know each Other”. You have 4 questions at a table and a moderator. Each table gets X minutes to answer one question each, then they all switch to another table.
- NACM Cares –The charity selected for the NACM Cares is The Relatives, which is located less than two miles from the hotel. This organization has a couple of programs that deal with youths in the community. The Youth Crisis Center will house children from 7-17 for up to 21 days. They have volunteer opportunities to help feed the youth from 5:30-7pm, as well as helping organize donations. Tina is working with Janet and Val for logistics. Attendees will sign up and either find their own ride to the facility, or Tina has volunteered to Uber them there. We will also need the folks volunteering to sign a waiver for being off the conference site. Tina suggested snack bags for those volunteering.
- Shared Interest Group – TJ Bement asked if there is thoughts on an ECP related topic for a SIG. Please feel free to forward suggestions. Tina suggested one on Mentoring Programs.

5. Annual Conference – The Annual Conference is still accepting proposals for sessions. If anyone has any items or know of any interesting presenters, please let us know.

6. ECP Award agenda item was placed on hold as this will be done for the Annual Conference.

7. Court Manager and Court Express Articles

- Tina wrote an article for the ECP column and asked for submissions and/or ideas on topics. Michelle reminded everyone that these articles do not have to be large or overly complicated. The intent was to share items along the lines of “what I wished I knew when I started”

**Chair:** Tina Mattison – [tina@nacmnet.org](mailto:tina@nacmnet.org)