



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, September 25, 2024 / 1:00 P.M. EASTERN

Minutes

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

- Welcome / Introductions
- Peter Kiefer – Court Leaders Advantage Podcast
 - November and December Podcast – we need speakers!
 - Topics will be Five Biggest Opportunities and Five Biggest Issues for Young Workers
 - Email erika.a.schmid@ojd.state.or.us if you are interested in speaking.
- From Dawn Palermo:
 - Winter edition Court Manager articles due January 15, send to Melinda Brooks at courtmanager@nacmnet.org
 - Next webinars:
 - October 22, 2024, 3pm ET - State Courts in Focus: State Constitutional Trends & Legislative Assaults on Judicial Independence
 - November 25, 2024, 3pm ET – Courting AI: AI Guide for Courts
 - Social Media Committee could use some assistance with social media postings. Contact Natalie Williams at natalie.williams@njcourts.gov if you are interested in helping!
- Shared Interest Group Project
 - October – Zenell Brown speaking about public trust and evolving our courts.
 - November/December – **Merged meeting will be on December 4, 2024.**
 - Topic will be Introduction to NACM Committees
 - Any additional ideas welcome!
- Community Service Project for Annual Conference
 - Suggested: Carole’s House of Hope
 - Other suggestions welcome! Email erika.a.schmid@ojd.state.or.us with ideas.
- Next meeting:
 - October 23, 2024



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

- Speaker: Cheryl Stone – Wilton Rancheria Tribal Court
 - Journey through the courts
 - Started with Dreyer’s Grand Ice Cream, then moved to logistics and high-tech industry places.
 - In 2004 she applied at the Oregon Judicial Department and got a job at the State Court Administrator’s Office. Traveled across Oregon for the position.
 - Moved into the Municipal Courts in Salem and Eugene, Oregon
 - Transitioned into Washington State Superior Court when she moved to Vancouver, WA
 - About 4-5 months ago, she moved to Wilton Rancheria Tribal Court in California
 - Differences between courthouses
 - Every courthouse has its own unique culture!
 - Got involved in a lot of different subject matters.
 - Said, if you are not energized by what you are doing, get involved in another committee or department you are interested in.
 - Learned how to serve a different population in Eugene – large houseless population in which she was working with the community court.
 - Interacted with outside agencies too – parks and rec, the fire department, etc.
 - By the time she got to Washington State, she started focusing on investing in people and developing staff.
 - Shifted from building a career, to consulting for others.
 - Joined the NACM board while in Washington State.
 - As she was getting to a place where she was looking for something else, she focused on what she really wanted in the later part of her career.
 - Wanted to leave behind a legacy of work and found that at the Wilton Rancheria Tribal Court in California.
 - Relationships along the way
 - Mentors, experts, and peers – gather them as you go and don’t burn those bridges.
 - NCSC and ICM - Provide training and fellows programs.
 - Center for Justice Innovation - Provide consulting and technical assistance.
 - NACM - Provide conferences and networking through committees.
 - Culture – huge part of working. You can learn all the codes and process, but learning the culture can be tricky since each court has their own. If you are thinking about a move, think about the culture you are walking into.
 - What matters
 - Invest in yourself.
 - Learn as much as you teach.
 - Do work that matters.
 - Build up others.