



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, August 26, 2026

1:00 P.M. EASTERN

[ECP WebEx Meeting](#)

Meeting Number: 2535 931 1839

Password: vKmJh9V8fX6

[NACM ECP Page](#)

2026/2027 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. Conferences
 - Recap the Annual Conference in Jacksonville, Florida
 - ECP and First Time Attendee event (murder mystery game), the 1920's casino social event, meeting fellow ECPers.
 - Upcoming Conferences
 - Midyear in La Jolla, CA
 - Annual in Tacoma, WA
3. Community Service Project for the Annual Conference update
 - We raised \$500 for the [Jacksonville Area Legal Aid](#)
4. Committee Spotlight – [The State & Partner Associations subcommittee](#)
 - A forum for State & Partner Associations to learn from one another in order to maintain a strong, viable association.
 - An opportunity for all state & partner association presidents to gather at the annual conference in order to educate and share ideas with one another.
 - An opportunity to educate and develop leadership skills.
 - Meetings on the third Wednesday of every month at 2:00pm ET.
5. CORE Champion Updates
 - Who is looking to complete the CORE Championship?
 - Discussion on the difficulties of starting.
 - Advice on how to keep track of progress and pace yourself. CORE tracker template to be emailed to ECPers.

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- Advice on keeping notes while you are watching courses.
 - Advice on how to write your CORE championship essay – have other CORE champions review it.
- Goal is to be CORE Champions by May 2027 to be honored at the Annual Conference in July 2027.
- 6. Shared Interest Group Project
 - September – Tess Kalicharan and Erika Schmid will discuss psychological safety and creating a safe space.
 - October – Dan Wallis will present on action over apathy.
 - November/December – Mankinta Holloway will be discussing goal setting.
- 7. Next meeting: September 23, 2026



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Part 2: Shared Interest Group Discussion

(1:30 p.m. – 2:00 p.m. EASTERN)

Speaker: Stacey Fields – Wounds to Wins: Sustainable Leadership in Turbulent Times

- **Introduction**

- The space in between leadership
 - The thing that forms you
 - The things that help make a better picture for you
- Leadership is just a position
 - Leaders can come and go
 - Inspire
 - Communication
 - Tone setter
 - Sense of humor
 - Supportive
 - Vision
 - Consistency
- Accountability assessment
 - Think about what other roles you carry outside of work
 - Child
 - Parent
 - Pet owner
 - Spouse
- Then think about what roles you carry while at work and who you are working with
 - Lawyers
 - Staff
 - Judges
 - Litigants

- **Understanding yourself**

- Give yourself time to understand the different roles you play
- Both inside and outside of work
- KNOW who you are

- **Role of leader**

- May not get support from staff
- May be get appreciated for the long nights; dealing with silent weights
 - It's not issues just with work but it happens in personal life
- Leaders can get wounded too
 - Wound: A breach in the skin and flesh of a living thing cause by violence of external force. The self-healing power of living beings, animal, or vegetable by which the parts separated in wound

- **How do you get past the wounds?**

- Acknowledge your wounds
- Ask yourself how the incident caused your wounds
- Ask yourself if the wound affected other aspects of your life



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- **Where are you in your thoughts?**
 - Are there things in your personal life that may be affecting you
 - Are you thinking about that hurt that is affecting other things
 - Are the wounds preventing you from going forward
- **Archetypes of wounded leaders**
 - Investor - several years of institutional knowledge; knows the inner workings of the organization; dependable; committed to work
 - Under stress: quietly quit; become pessimistic/negative; become stubborn
 - Terminator - high level problem solver, result focused
 - Under stress: may be confrontational on all fronts; can create unintended tension in the workplace; may become restless, irritable
 - Stabilizer - peace maker; sensitive balance and encouraging.
 - Under stress: internalize difficulties; observe the most but says the least; may yes to things that are not in their best interest or take on extra responsibilities to keep through peace; copes through withdrawal
- **Apply the principles**
 - Know the signs
 - Pay attention to what is going on with you
 - Indicators of stress
 - Sleep disturbance
 - Cognitive impairment
 - Behavioral withdrawal
 - Emotional volatility
 - Physical ailments
 - Determine your process before you get there
 - Pay attention to how you are processing things
- **Foundational principles**
 - Know who you are not
 - Acknowledge your own
 - Know your tendencies
 - Know the signs of your stress
 - Determine your process
- **Processing**
 - Build a barrier
 - Know that it's ok to set boundaries
 - Grow up
 - Let the pressure of what is ugly mature you, so that what is fruitful inside of you starts showing up
 - Build a bridge
 - What can you give?
 - What can you receive?
 - Where are you getting replenished?
 - Might be the person who challenges you the most to help you grow



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- **Tying this all together**
 - Anchor
 - Remember your WHY
 - WHY are you doing it in the first place
 - You will always be able to add value to where you are
 - What you are doing is valuable
 - Remember your anchor