



# FCCA *Journal*

*Official Publication Of The Federal Court Clerks Association*

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Winter 2011



*Go Coastal  
2011*



*Mobile, Alabama*



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# PRESIDENT'S MESSAGE

By James R. Larsen, District Court Executive, Eastern District of Washington



It's hard to believe that the year 2010 has come to a close. I hope that all of you and your families had a wonderful and peaceful holiday season. Amazingly, the 2011 FCCA Conference is less than six months away. I sincerely hope that all of you will have the opportunity to attend the conference and that we will see you in Mobile, Alabama, June 5 through June 9, 2011. Team Mobile has been working hard, preparing a wonderful and interesting educational agenda for conference attendees. In addition, Michigan State University will be honoring the third graduation class in a ceremony at the conference, and will be holding classes for students continuing their studies for the non-credit certificate in Judicial Administration.

Your FCCA Board will be meeting in January to finalize all of the details for the 2011 conference, and also to begin the planning of the 2012 conference, which will be held in Las Vegas, Nevada. A site for the 2013 conference is still being researched and we hope to have a selection made soon. In the past, the burden of hosting an FCCA conference fell heavily on the host court. Starting in 2012, the FCCA Board will be playing a much larger role in the conference planning, and will be utilizing the services of a professional conference planner. This is sure to ease the pressure and the workload for the host court, and will hopefully provoke more districts to come forward and participate in conference hosting. With that in mind, if your court is willing to host the 2013 conference or later, please let us know.

My term as your President will come to an end at the 2011 Mobile conference. I am continually amazed at how quickly time flies by - and yes, I have had fun serving in this capacity. But more importantly, I have come to know and understand just how important and worthwhile the FCCA really is. Obviously, the word is out, because our membership is strong. As of this writing, we have 1,148 current members and we are still growing. With the implementation of online payment of dues, joining now is easier than ever. Please help us keep the Association strong by telling your colleagues about us and encouraging them to join.

Once again, I look forward to seeing old friends and meeting new ones at the upcoming Mobile, Alabama, conference. Until then, as your President, if there is anything I can do for you on behalf of the Association, please don't hesitate to contact me.



## From the Editor

By Pat McNutt, FCCA President-Elect  
Eastern District of Tennessee



A new year brings hope and promise for the future. My hope for FCCA is that we build on our accomplishments of 2010. If we do, 2011 promises to be bright, as we grow together as an organization, as professionals, and as friends.

In 2010, the FCCA accomplished much. Eugene, Oregon, hosted an exceptional 82<sup>nd</sup> annual conference. Cheryl Sweat, Membership Chair; Dave Cambensy; Webmaster, and John Zingo, Treasurer, implemented on-line payment of membership fees, a great time-saver for members and the organization. We revitalized the FCCA mentor program with the appointment of new Mentor Coordinators, Jim Starr, Clerk, D. New Hampshire, and Betsy Paret, D.C. Circuit Executive. Dennis Bilecki, Ninth Circuit Representative, developed a process to alert Betsy and Jim to the appointment of new Clerks and Chief Deputies so they can timely offer mentor services. Dave Cambensy updated the FCCA website and President Jim Larsen arranged for posting of health and fitness tips by Dr. Gina Wolf.

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## *From the Editor*

Continued from Page 3

FCCA ongoing programs, such as the Blood for Life, chaired by Deenah Levine, and the Leave Share Program, chaired by Laudin Batino, remained strong. FCCA Historian, David Stechmann, continued to capture and display FCCA history in interesting and innovative ways, including developing banner displays of the last two conferences and displaying thousands of pictures of the annual conference in the traveling historian room and on the website. Thanks to Rob Walker, FCCA again provided each member with a 2010 calendar picturing the Eugene conference attendees. The Marketing and Outreach Committee developed Welcome and Recruitment brochures to assist new members and gain additional members. The FCCA continued its partnership with MSU to offer a great opportunity for judiciary employees to pursue continuing education in the MSU Judicial Administration Program.

The FCCA Oral History Project became a reality. Dave Maland, Chair of the Clerk's Council, and Karen Mitchell, Chair of the Oral History Program, conducted the first interview of a retired clerk - Murry L. Harris (Clerk E.D. TX 1974-1991). The United States Court Reporters Association volunteered to report and transcribe the interview. The interview of Mr. Harris was educational, insightful and amusing. He participated in important historical events of the last century, such as the Great Depression and World War II. He had a long and successful legal career before he became Clerk of Court in 1974. He spoke highly of the judges he served, the people with whom he worked, and the importance of the work of the Clerk's Office in the administration of justice. Additional interviews are being scheduled. These interviews will preserve the history of the Federal Court Clerk's Offices. Our challenge is how and where to archive the oral histories so our members can enjoy them.

The FCCA Awards program honored several employees for their service to the courts. Notably, Robin Tabora was awarded the Angie Award for her excellent leadership and commitment to improving justice as Clerk of the District of Connecticut. Maria Carpenter, Jury Administrator in the District of Connecticut, received the Dwight D. Opperman Public Service Award. for her work on the pilot program of e-Juror. The award in the amount of \$1500 is given to a front-line employee who renders extraordinary service to the public, thereby enhancing the image of the Clerk's Office and the Federal Judiciary.

FCCA's many members and volunteers made 2010 a successful year. What is in store for FCCA in 2011? We plan to host a fabulous conference in Mobile, Alabama; to expand the Oral History project; to automate more membership communication and conference registration; to update the By-Laws and Annual Conference Guidelines; to scan and electronically store important FCCA documents so members can access them; and much more. To achieve these and other goals in 2011, we need more members, more volunteers and more ideas.

The FCCA has been serving the judiciary and its employees since 1922. We want to continue this tradition of service for many, many years to come. Please renew your commitment to the FCCA today and let's grow together as an organization, as professionals, and as friends.



## *C*lerks *C*ouncil Update

*By David Maland, Chair*

Dear FCCA Members,

For some time I have been enamored of the servant leadership workplace philosophy pioneered by Robert Greenleaf, Stephen Covey and others. This philosophy should have a natural gravitational pull for those of us who have chosen a career in public service. According to Wikipedia, servant-leaders achieve results for their organizations by giving priority attention to the needs of their colleagues and those they serve. Servant-leaders are often seen as humble stewards of their organization's resources (human, financial and physical).

That description of a servant-leader sure sounds like an excellent goal for me. So, I set a goal during the holidays, and particularly the days thereafter, to try to be more empathetic, more mindful of pretty much everyone that I come into contact with. I'll try to do and say things in the moment that make life a little easier for them. I know I will fall short in this, but the important thing is to keep on trying. The melody and words of a favorite little waltz come to mind:

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## Clerks Council Update

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*Make me a servant, humble and meek.  
Lord let me lift up those who are weak.  
And may the prayers of my heart always be  
Make me a servant, make me a servant, make me a servant today.*

I am going to try to hum this tune in my head every day - maybe when I wake up in the morning - as a way of keeping my eyes on the prize. Some of the greatest people I have known in the courts - Nancy Mayer-Whittington, Pat Brune, Judge Gerald Heaney, Judge Wayne Justice - exemplified a joyous servanthood in their thoughts, words and deeds. What grand examples they are and were! O, that I could become a little more like them!

So...my New Year wish for you, and for me, is that we become, step by step, more heartfelt in our little deeds of service.

A decorative graphic consisting of several vertical and horizontal lines of varying lengths, creating a stylized corner or frame effect.

## Deputy Clerks Corner

*By Stephen Mandel, Chair*

I hope everyone had a great holiday season. It is now time to focus on our future. In these uncertain times we must rely on each other. And what better way than to join the FCCA and utilize it to its fullest potential plus have the ability to attend our wonderful annual conferences. FCCA membership is a great way to make new contacts and find answers to questions that at one time or another perplex us all.

The Deputy Clerks Council had been looking for a way to raise funds over the past few years after selling lanyards, lapel pins and workout bags. After several meetings/phone conferences we came up with a silent auction. Thanks to Jenine Wright and her Council, this continues today to be our best way to raise funds for our organization. These funds have gone to help those in need to attend our annual conference. Our last conference saw us raise over \$900 and we expect to do bigger and better this year.

The conference this year will be in Mobile, Alabama, birthplace of Mardi Gras. Mardi Gras, Fat Tuesday, Carnival or Shrove Tuesday (your choice) is the last day of feasting before Lent begins and this year it is on March 8, 2011. So after you finish your Mardi Gras celebration start putting up your trinkets, eat your moonpies and prepare to head to Mobile, June 5 – 9, 2011, for the celebration to continue. Team Mobile is planning an exciting time in their Port City. Did you know that Mobile is the only seaport in Alabama? It also is the home of the USS Alabama Battleship, a World War II hero. Mobile houses several art museums, a symphony orchestra, a professional opera, a professional ballet company, and a large concentration of historic architecture. This conference will have all that you expect plus more.

In reviewing our Purpose, it states that: “the Deputy Clerks Council’s primary purpose is to be responsive to the specific needs and interests of the deputy clerk members, make recommendations to the Board of Directors on matters affecting them and to support and work closely with the Clerks Council on matters of mutual interest.” FCCA By-Laws, Art. XI, Section 1.A. I believe we all have the same mutual interest in being the best we can be and proud of our heritage in the Third Branch of government. If you have any suggestions for the FCCA or the Deputy Clerks Council, please call me at 850.470.8186 or e-mail me at [stephen\\_mandel@flnd.uscourts.gov](mailto:stephen_mandel@flnd.uscourts.gov).

One last thing (you know it’s going to be musical), a paraphrased quote attributed to David Farragut, referring to an order given at the Battle of Mobile Bay, August 5, 1864, and also a Tom Petty & the Heartbreakers’ 1979 album, “Damn the Torpedoes, Full Speed Ahead.” I will see you all in Mobile.



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# Blood for Life

By Deenah Levine, Chair

Hello Everyone,

Can you believe that we were in Oregon about six months ago; it feels like six days ago. Now we have about six months until our next conference. I thought now would be a good time to go over how to use MemberClicks to fill out the Blood Form. I have inserted below the instructions from Cheryl Sweat.

- 1) Log into your profile using your personal log in information: username and password
- 2) Choose the link at <https://web.memberclicks.com/mc/quickForm/viewForm.do?orgId=fcca&formId=90469>
- 3) Complete the information on the form
- 4) Choose the SUBMIT button
- 5) An e-mail confirming your submission will be sent to your e-mail address.

The form will be deactivated on May 16, 2011, so that a final report can be run of donors.

Also, I have a couple of reminders on who can donate and how to fill out the form. Donors can be FCCA members or non-members of the judiciary. For multiple donors, include all names and amount of pints that each member donated at the end of the form, whether a member or non member. In the 'TOTAL # OF PINTS DONATED BY MEMBERS ONLY' add all pints in this area and in the 'TOTAL # OF PINTS DONATED BY NONMEMBERS ONLY' add these pints together. These two totals will be listed under the 'GRAND TOTAL # OF PINTS DONATED.' Finally, include your name in the "REMITTED BY" field and choose the submit button.

If this is not clear, please call or e-mail me and I will be glad to help out. I hope your holidays are wonderful. A New Year's resolution is to donate blood this year. As always, we will be having a drawing for 5 prizes of \$50 each at the annual conference of blood donors.

Looking forward to seeing you in Mobile. Let's get some big numbers for blood donations in each district. It's a wonderful thing to do and it doesn't cost anything.

Blood for Life questions may be directed to the Chairperson Deenah Levine at [deenah\\_levine@ctb.uscourts.gov](mailto:deenah_levine@ctb.uscourts.gov).



## Membership Update

By Cheryl Sweat, Chair

The current membership is 1148. Our membership total of the 1148 current members, around this time last year was 1210. Thirty-seven new members and 77 renewing members have submitted their on-line membership dues.

Members continue to submit positive remarks about the on-line membership payment feature and continue to use it with ease. Payments are still accepted using the following features: "Check out with Paypal," "Credit Card," or "Send Check" VISA and MasterCard. Direct your on-line payment inquiries to Cheryl Sweat at [cheryl\\_sweat@tned.uscourts.gov](mailto:cheryl_sweat@tned.uscourts.gov) or Dave Cambensy at [dave\\_cambensy@waed.uscourts.gov](mailto:dave_cambensy@waed.uscourts.gov).

Members who have paid their dues are provided with a membership lapel pin. If you have not received your 2010-2011 membership pin, please contact your District Representative.

The FCCA Membership Services Committee - MEMBERSHIP LIST SUBCOMMITTEE, continues to keep the list, posted on the FCCA home page at [http://www.fcca.ws/docs/circuit\\_district\\_reps.pdf](http://www.fcca.ws/docs/circuit_district_reps.pdf), up-to-date. Direct any modification requests to this committee.

The categories of membership, cost, benefits and other helpful membership information are posted at <http://www.fcca.ws/membershipnfo.htm>.

As a reminder, a current/paid membership is active through June 30, 2011. These paid members are eligible to attend the 2011 Conference in Mobile, Alabama, June 6-9, 2011. (<http://fcca2011.com/>)

To determine whether specific events, such as the annual conference, posting of marketing flyers or publication of the *Journal*, increase membership, the Membership Services Committee have been asked to track membership in relation to these events. The purpose of doing so is to identify factors that increase membership so that we can focus attention on these factors.

### QUESTIONS AND ANSWERS

General membership questions can be directed to the Membership Chair at [cheryl\\_sweat@tned.uscourts.gov](mailto:cheryl_sweat@tned.uscourts.gov).



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# Membership Services Committee Update

*By Cheryl Sweat, Chair*

The Membership Services Committees continue to make progress by keeping the association up-to-date in various areas.

Each of the following five subcommittees performs particular tasks and creates their own tasks that are important to the goals of the subcommittee and the mission of the FCCA.

## **CUSTOMER SERVICES SUBCOMMITTEE - NEW MEMBERS**

Colleen Demma/NYWD/02; Jeffrey Allsteadt/CACD/09; Don Dage/OKWB/10; Kathleen Falcone/CTD/02; Pam Mitchell/LAWD/05; Kara E Newcomb/FLMD/11; Wanda Robinson/ALMD/11; Gloria Schafer/FLMD/11; Mecca S Thompson/DCA/JPML.

This subcommittee makes personal phone calls to welcome new members and provides the welcome packet. They also provide the new member with the name of their Circuit and District Representatives. The subcommittee notifies each Circuit and District Representative and provides each a copy of the position responsibilities when they are elected or appointed.

## **CUSTOMER SERVICES SUBCOMMITTEE - EXPIRED MEMBERS**

Rhonda Lafitte/TXED/05; Cherie Krause/FLMD/11; David Egar/OHND/06; Karen Sessions/TXED/05; Stella Donelan/SCD/04; Gayle Wagoner/TXND/05.

This subcommittee sent out letters to individuals who are no longer members of FCCA, and continues to encourage them to rejoin.

## **REPORTING SUBCOMMITTEE**

Kathy Keeton/TNED/06; John Hermann/CACD/09; Stephen Mandel/FLND/11; Jeffrey Allsteadt/CACD/09; Barbara Price/NVD/09.

This subcommittee assists other FCCA members to run various types of reports requested by FCCA members, using the MemberClicks reporting feature and corresponds directly with that member.

## **MEMBERSHIP LIST SUBCOMMITTEE**

Dana Moore/CA03/03; Michell Valentine/KYWD/06; Eileen Levine/NYSD/02; John Hermann/CACD/09; Kalandra Haynes/ALMD/11.

This subcommittee handles updating the Circuit and District Representative list and which was last updated on October 20, 2010. It is posted on the FCCA and MemberClicks home pages. The revised list will be available in the recruitment and welcome packets. They also plan to reach out to all Circuit Representatives to ensure information they have on the list is correct and accurate. For any Districts that are listed as vacant, they will be asking for a Point of Contact, if possible.

## **WEB SITE SUBCOMMITTEE**

Mike Cruz/CASD/09; Ariana Estariel/DCA/JPML; Eileen Chettle/PAWD/03; Sean Spidle/TNMB/06; Dave Cambensy/WAED/09; Renea Ferrante/WAED/09; Joseph Novak/ILND/07.

This subcommittee is responsible for reviewing the FCCA and MemberClicks web site to assure its accuracy and making modification recommendations, compiling the information and submitting the modification recommendations to the FCCA and/or MemberClicks Administrator(s). Other important points of the Committee's progress are:

- The website continues to provide sessions of "Health and Wellness For Life!"
- FCCA Conference Eugene 2010 photos were posted.
- Updates concerning the 2011 FCCA Conference in Mobile, Alabama were posted.
- The website continue to post updated FCCA "Current Events" information.

All subcommittees are responsible for reporting the subcommittees' progress and a list of updates to the Membership Chair to share at the FCCA Board meetings.

An overview of the Membership Services Committee's goals, criteria for membership, and the Membership Chair's responsibilities to the subcommittees, is available by accessing the MemberClicks home page, posted as a link under the MEMBERSHIP heading.

General questions can be directed to the Membership Chair at [cheryl\\_sweat@tned.uscourts.gov](mailto:cheryl_sweat@tned.uscourts.gov).



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# MSU News...

Submitted by Catharine M. White, MSU Judicial Administration Program

## Preliminary MSU Course Information for the 2011 FCCA Conference

Planning continues for the MSU Judicial Administration Program offerings at the 2011 conference in Mobile. The two MSU courses being offered during the upcoming conference are Information Technology Management (6 hours) and Essential Components of Courts (5 hours).

Mr. Tad Biggs, Manager of Combined IT Services – Eastern District of Missouri, will serve as faculty for Information Technology Management and Mr. James “Jim” G. Woodward, Clerk of Court – Eastern District of Missouri, will serve as faculty for Essential Components of Courts.

### **Information Technology Management Faculty: Mr. Tad Biggs**

Tuesday, June 7th

8:30 am – 10:15 am

10:30 am – 12:15 pm

2:00 pm – 4:30 pm

***Course Description:** This course will cover four primary substantive areas in IT Management: IT Purposes and Context; IT Governance – Leadership and Vision; Infrastructure, Court Services, and Applications; and IT Projects. The course does not require the student to be highly technical or be proficient in any software application.*

### **Essential Components of Courts**

**Faculty: Mr. James “Jim” G. Woodward**

Wednesday, June 8th

8:30 am – 11:30 am

2:00 pm – 4:00 pm

***Course Description:** The course will give students a basic introduction to some of the most common program and services that support the judicial process, provide examples of best practices and innovative approaches to essential components, and expose students to some of the cross-cutting themes that impact the entire judicial process from case initiation to enforcement of judgments.*

*\*All dates and times are tentative*

All new and returning students are encouraged to attend the MSU Judicial Administration Program orientation/update session on Sunday, June 5th, 2011, from 4:00 pm – 5:00 pm (tentative date and time).

## Mentoring Program Update

Planning also continues for the MSU Judicial Administration Student Mentoring Program. MSU is in the process of offering new MSU/FCCA students the opportunity to communicate with MSU/FCCA noncredit certificate program graduates who have volunteered to serve as mentors.

Although graduate mentors are not meant to take the place of program advising provided by MSU staff, this will give new MSU/FCCA students another contact to discuss MSU courses and coursework being offered online and via FCCA conferences.

Graduate mentors are encouraged to share their own program experiences, offer reminders about program paperwork, and provide the mentees support in regards to completing the noncredit certificate. Mentors are also encouraged to be “cheerleaders” to their mentees who may fear writing the final capstone as they approach the concluding phase of the noncredit certificate.

We are grateful to the graduate mentors for their continued support and commitment to the MSU Judicial Administration Program.



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# Federal Court Clerks Association Awards

By Libby Smith, Chair

The Federal Court Clerks Association (FCCA) offers several award programs to recognize members who provide outstanding service to the FCCA, the courts and the community. A brief summary of each of the awards is provided below, along with the nomination and selection process. Additional information can also be found on the FCCA website <http://www.fcca.ws>.

## Angie Award

The Angie Award was created in 1982 to honor the memory of Angelo “Angie” Locascio, former Clerk of the U.S. District Court for the District of New Jersey. This award is only presented when a clerk of a federal court has displayed, over a sustained period of time, those highly commendable qualities which Angie possessed, including: an unrelenting commitment to improving the administration of justice; fearless pursuit of his or her causes and goals regardless of their popularity; and unblemished integrity.

Any FCCA member who is a clerk of court and has demonstrated the unique qualities shown by Angelo Locascio, is eligible for the Angie Award. Any FCCA member may submit a nomination. The nomination form can be found on the FCCA website. Nominations must be submitted by **April 15**, to the Chair of the Clerks Council, David Maland, Clerk of Court for the U.S. District Court for the Eastern District of Texas. Nominations received after April 15 will be considered for the following year.

The Angie Award requires a majority vote of the Executive Board of the Clerks Council and may not necessarily be awarded every year. The award recipient will receive an Angie Award plaque at the Annual Conference and an article will be written about the winner and published in the FCCA Journal. The name of each Angie Award winner will be engraved on the original Angie Award in the courthouse of the District of New Jersey.

## Ross Levy Memorial Award

The Ross Levy Award was established in memory of Ross Levy, an FCCA member whose loyalty and spirit live on after his untimely death. The purpose of this award is to recognize deputy clerks whose employment within the judiciary and outside activities have been exemplary and had an outstanding impact on the FCCA. The recipient of the award will be recognized at the Annual Conference, and will receive a plaque and a check for \$200.

Persons nominated should be current with their FCCA membership dues and have been federal judiciary employees for at least five years. Nominees should have been a member of the FCCA for at least five years and must have assisted the FCCA in fulfilling its mission in a significant way. The individual must have contributed considerable time and energy in developing programs and activities to benefit the FCCA’s membership. The individual’s performance must be of such high caliber that the nominee is easily recognized and respected by the FCCA’s officers and board members.

The Ross Levy Memorial Award program is administered by the Chair of the Deputy Clerks Council, Stephen Mandel, Director of Information Technology for the U.S. District Court for the Northern District of Florida and two of its members. Names of nominees must be submitted to the Chair of the Deputy Clerks Council no later than **April 15**. Nomination forms are available on the FCCA website. Nominations will be reviewed by the Chair of the Deputy Clerks Council and two of its members and the name of the successful member will be announced in the summer issue of the *Journal*.

## FCCA Foundation Dwight D. Opperman Public Service Award

At the 1999 Annual Conference in Miami, the FCCA Foundation awarded the first Public Service Award. This award recognizes and rewards deputy clerks who consistently render extraordinary service to the public, thereby enhancing the image of the clerk’s office and the court. The Foundation awards \$1,500 and a plaque to those deputy clerks who are nominated and selected. The name of the award recognizes the generous donation by the Dwight D. Opperman Foundation of

Continued on Page 10

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## *FCCA Awards*

Continued from Page 9

sufficient funds to endow the Public Service Award. Mr. Opperman was the Chairman and Chief Executive Officer (CEO) of West Publishing Company. This award will be granted whenever there is a worthy recipient and may not be awarded every year. The recipient will be determined by a committee consisting of the Chairpersons of the FCCA Clerks Council and Deputy Clerks Council and a member of the Board of Directors of the FCCA Foundation.

Nominees must be frontline employees who regularly interact with the public and consistently do so in an exemplary manner. Such service to the public must have been over a sustained period of time (for at least a year). Nominees must be recommended by their supervisor and/or peers and endorsed by their clerk. A nominee's last performance rating must have been at least above average, and he or she must have received the highest rating possible for that part of the rating that covers dealing with the public. The presentation of the award and plaque are announced at the Annual Conference.

### Special Service Award

This award started in 1995 and is presented to FCCA members who have contributed significantly to the organization. Anyone may nominate a fellow FCCA member for this award by submitting a written narrative to the Awards Chair, Libby Smith, Clerk of the U.S. District and Bankruptcy Court for the District of Idaho, explaining in detail why the nominee is deserving of special recognition.

Awards Chair, Libby Smith, and Awards Committee Members Cindy Idema, Data Quality Analyst with the U.S. District Court for the Western District of Michigan and Sheila Beauchene, Human Resources and Training Specialist with the U.S. District Court for the District of North Dakota, will review the nominations. The recipients will be presented for approval by President Jim Larsen and will be given their award at the Annual Conference in Mobile, Alabama. This is a great opportunity to recognize those "special services" provided by an FCCA member. Perhaps you or someone you know will join the 37 FCCA members who have received this award since its inception in 1995.

The deadline for nominations is **April 15**. Nominations are reviewed by the Awards Committee Members and a recommendation is made to the FCCA President, who will make the final decision. Usually no more than five Special Service Awards are given in a year. The recipient(s) will not know that they will be receiving the award until the presentation is made at the Annual Conference banquet. Recipients of the award receive special recognition at the banquet, along with an engraved gift.

### Twenty-five Year Service Awards

A certificate and a 25-year pin are presented to all FCCA members who have been members for 25 years. This information is obtained from Membership Chair, Cheryl Sweat, Administrative Assistant with the U.S. District Court for the Eastern District of Tennessee. Each recipient is recognized at the Annual Conference during the awards presentation.

### Miscellaneous Awards

The FCCA consistently recognizes those members who dedicate themselves to the FCCA by giving their time and service. Officers and members of the Board of Directors receive special recognition at the Annual Conference along with committee chairs, committee members, and the host court of the Annual Conference.

If you would like more information about the FCCA awards program, please visit the website at <http://fcca.ws> or contact any Awards Committee Member, or your local FCCA representative. Please consider nominating an eligible FCCA member for one of these awards. It is a great way to pay tribute to outstanding members of our organization.



## Spotlight on Members

Tami J. Anthony is the Court Operations Support Specialist in Kansas City for the U.S. District Court in the Kansas. She has worked for the courts for eight years. She also served in other positions as Automation Support Specialist and Financial Support Specialist.

Tami has been a member of the FCCA since 2003. Her favorite conferences were Boston, Detroit and Eugene. She enjoyed Boston because it was the first one she attended and loved Eugene because of the classes and the beautiful countryside that attendees were able to see in the evening outings. Tami currently serves as the FCCA's Tenth Circuit Representative.

She has an Associate in Information Technology. In 2003, she received the CM/ECF Implementation Team Award. At the monthly Naturalization Ceremonies, she sings the National Anthem.

Tami's happiest moments are spending time with her family. She is married and has four daughters, two sons and six grandkids. Two of her daughters serve in the military. Elizabeth is an Airman 1<sup>st</sup> Class stationed at Fort Eglin, Florida, and Amber is serving in the Hawaiian Guard as an E2.

In her spare time, Tami volunteers as the Sunday School Preschool Teacher. Her hobbies include horseback riding, water skiing, snow skiing, playing guitar, singing, knitting and gardening.



**Tami J. Anthony**



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# 2011 FCCA Annual Conference

## Mobile, Alabama — June 5 - June 9

### GO COASTAL

Mobile is known for its hospitality, beautiful antebellum homes, white sandy beaches, great seafood and especially its southern charm. Team Mobile looks forward to welcoming you this June so you can experience the southern charm of this great, laid back, coastal town.

The conference location is the beautiful 385 room Renaissance Riverview Plaza Hotel in the heart of downtown Mobile. The hotel is within walking distance of restaurants, night life, Fort Conde, the Exploreum Museum/IMAX Theater and Mobile Carnival Museum.

There will be four awesome plenary speakers throughout the week. These include Steve Donahue, Wilny Audain, Col. Glenn Frazier and Yvonne Conte. Steve Donahue found his compass in life by hiking the Sahara Desert. You won't have to cross such uncharted territory to see why you should follow a compass and not a map. Wilny Audain will take you on a humorous adventure with anecdotes for working with people who simply drive you crazy. You will finally understand the art of dealing with difficult people. Mobile's own, Colonial Glenn Frazier, will share an uplifting and positive message of how he survived the brutality of the Bataan Death March and his life as a P.O.W. for three years. Our endnote speaker, Yvonne Conte, will share her no-nonsense and hysterical look at life. It's a great serving of laughter to help you discover how thoughts, feelings and behavior can affect work performance, relationships and personal success. She is common sense and life changing. You will not want to miss these speakers. Yvonne Conte, Col. Glenn Frazier and Steve Donahue are all dynamic authors and will have their books available to purchase.

The educational agenda offers something for everyone. We have several favorite instructors like Lou Gil and the great folks at the FJC. We also have some original classes and instructors, complete with wellness and fitness classes not to be missed. Can you say Zumba? MSU will be offering great dynamic classes for the Judicial Administration Program including Information Technology Management (IT) and Essential Components of the Courts (EC). The specifics of these classes will be available on the website soon!

Outings and after-hours entertainment will be top notch. We have the President's Parrothead reception Sunday night with a few surprises. Troy Brannon, a great local favorite, will provide the music. Troy has opened for Trisha Yearwood and Percy Sledge, just to name a few. Monday night we'll travel to the USS Alabama Battleship for dinner and the Wes Loper Band. Mobile Bay Bears will be playing Tuesday night and we have reserved a catered, ground level, private suite for 75 baseball enthusiasts. We've scheduled a trip to the sandy beaches in Gulf Shores for Wednesday. The wrap up is Thursday night with a Mardi Gras ball and dinner right next door at the Battle House Hotel. This ball will be rockin' with the Tip Tops.

Please join us in Mobile for the 2011 FCCA conference. You will not be disappointed. Please visit <http://fcca2011.com/> to make your hotel reservations and for additional information. The complete agenda will be posted in January and registration will be available at that time. The registration fee remains \$300!

*We look forward to seeing you!*  
*Team Mobile*



## Go Coastal and Cruise into Some Cash

*By Ian Keye, Chair*

Planning to "Go Coastal" this Summer with the team from Mobile? FCCA can help you get there or wherever your career plans may take you.

Team Mobile and the FCCA Educational Committee are planning one of the most interesting and diverse educational programs our organization has held—from IT training, to legal advice for deputy clerks, to the latest in HR innovations and performance management, to some of the most inspirational speakers ever to present to our members. And, at the end of each day, Team Mobile will invite attendees to enjoy some very special Gulf Coast attractions and, along with it, spend some quality time with old friends and new ones.

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## Go Coastal and Cruise Into Some Cash

Continued from Page 12

Each year the Federal Court Clerks Association awards the Carol C. Fitzgerald Scholarship—up to \$300 toward attendance at the 2011 Annual Conference or up to \$500 toward the cost of a career-related course or training program, elsewhere. A total of up to \$2000 for all awards is made available. Preference will be given to first-time scholarship applicants, but *all* eligible FCCA members, including those enrolled in the MSU program, are encouraged to apply.

To be considered for a scholarship, you must: be a member of FCCA in good standing for at least two consecutive years; be a deputy clerk employed by the U.S. Courts; submit the Application by **April 15, 2011**; sign the Continuing Employment Agreement; and, not be an FCCA Board Member or officer. Additional information is available at the FCCA web site: <http://www.fcca.ws> (Click on “Programs-Scholarship Program” for complete details. A link to the Application Form and the Continuing Employment Agreement can be found on the last page of the instructions—click anywhere in the parrot green box.)

Apply today to begin your journey!



## Electronic Funds Transfer (EFT) and the Judiciary Integrated Financial Management System (JIFMS)

*A republication of an article in [Dollars and Sense](#)  
by Charlie Glenn, AO, Chief, Accounting and Financial Systems Division*

Over the course of my two plus years at the Administrative Office, several court clerks have asked me when will the judiciary implement the Electronic Funds Transfer (EFT) feature for making payments to our travelers and vendors (other than payroll) in lieu of checks. It's a great question and I thought it would be helpful for you to understand a little bit about what is EFT, its history, who oversees it, and what payments the judiciary can make using EFT. Lastly, I'll discuss our plans for implementing EFT with the rollout of the Judiciary Integrated Financial Management System (JIFMS).

### What is EDI/EFT?

Electronic Data Interchange (EDI) is a term often used in conjunction with EFT. EDI is the electronic transmission of data between computers in a standard, structured format. EFT is the term used for the electronic data interchanges that involve the transfer of funds between financial institutions in which money is transferred from one account to another. In other words, EDI/EFT provides the mechanism for performing such checkless transactions as automatic teller transactions (ATM); direct deposit of payroll; business to business payments; and federal, state, and local tax payments.

The commercial world is where EDI/EFT made its big splash. This feature has been used here in the United States since the mid-1960s, but it wasn't until the late 1990's that EDI/EFT became a driving force in electronic commerce. In general, EFT transactions are transferred through an automated clearing house (ACH) operator. An ACH operator is a central clearing facility operated by a private organization or a Federal Reserve Bank on behalf of participating financial institutions, to or from which financial institutions transmit or receive ACH transactions. What this all means is that corporate extranets, and related network-based technologies such as e-Bay, Amazon and other on-line suppliers, linking suppliers and customers through EDI/EFT have made on-line purchasing an everyday event. It's EDI/EFT that allowed consumers to purchase these goods and services over the internet in a protected infrastructure and allowed for the payment of these goods and services from your credit card or your bank account to the suppliers bank account without writing a check.

### EFT as we know it today.

In the commercial world, the EFT process continues to be refined. For instance, on October 28, 2004, the Check Clearing for the 21<sup>st</sup> Century Act, also known as Check 21, took effect. This federal law allows banks to transmit checks electronically and substitute electronic images for original paper checks. Check 21 provides many advantages for banks and financial institutions. By transmitting checks electronically, banks can reduce the amount of time it takes to receive funds. This is because the banks no longer have to wait for another bank to receive paper checks before they send the funds. In addition to saving time, Check 21 saves banks millions of dollars in transportation and storage costs. While Check 21

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## *EFT and the Judiciary Integrated Financial Management System*

Continued from Page 13

has made the banks happy, it has many consumers unhappy. Many people write checks thinking that it will take at least two or three days for them to clear, thus giving them time to deposit the appropriate funds to cover the check. However, Check 21 banks can clear checks within 24 hours of receiving them, cutting this safety net by days in many cases. In addition, although banks can process checks and debit the customer's accounts right away, they can still hold out-of-state checks for five days and more.

### **The Use of EFT in the Federal Government.**

The U.S. Treasury has the mission of implementing EFT across the Federal Government under its Government-wide Accounting (GWA) Program. The catalyst for moving the Treasury to EFT was the passage of the Prompt Payment Act. The Prompt Payment Act (5 CFR Part 1315) requires Executive departments and agencies to pay commercial obligations within 30 days from receipt of a proper invoice and to pay interest penalties when payments are late. The Debt Collection Improvement Act of 1996 amended the Federal Financial Management Act of 1994 to require that most Federal payments, with the exception of tax refunds, be made by EFT beginning on January 2, 1999. While the Prompt Payment Act was passed with the Executive Branch in mind, the Judiciary does make every effort to pay its vendors as quickly as possible as a good business practice. The Debt Collection Improvement Act of 1996 is applicable to all branches of the federal government implementing procedures for collecting debt owed to the government. EFT and Treasury disbursing allows for compliance via the Treasury Offset Program. In addition, upon certification by the Certifying Officer, reimbursements can be processed within 48 hours directly to the recipient's bank account, thus reducing risk for lost checks and check replacement. Besides the benefits noted above, Federal agencies may also realize the following benefits when EFT mechanisms are implemented:

#### **Cost Savings**

- Eliminates printing of bills and payment coupons.
- Reduces postage expenses.
- Reduces personnel time for processing remittances manually.
- Eliminates the need for physical security measures for handling cash and checks.
- Reduces processing time by eliminating lost checks, check cancelation and replacement.

#### **Paper Elimination**

- Reduces paper needed for billing.
- Precludes reminder notices as payments are timelier.
- Eliminates paper check handling and risk of loss.
- Eliminates the need for future check-writing equipment.

#### **Cash Management Improvement**

- Accelerates availability of funds.
- Improves internal controls.
- Provides better cash management forecasting.
- Eliminates manual processing of tax levies.

What government payments can be made using EFT? The following is a list of payments routinely made using EFT:

- Payroll.
- Temporary Travel and Local Travel Reimbursement.
- Relocation reimbursement.
- Invoice payments to contractors.

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## *EFT and the Judiciary Integrated Financial Management System*

Continued from Page 14

### **JIFMS and EFT Implementation**

In his May 10, 2010, National Memorandum, Subject: Judiciary Integrated Financial Management System (JIFMS), the Judiciary's Chief Financial Officer, George Schafer, announced plans to replace the Financial Accounting System for Tomorrow (FAS4T), the current judiciary financial management system, with JIFMS. Once fully deployed, JIFMS will provide faster and more economical processing, and will put the judiciary in a much better position to be compliant with Department of Treasury mandated Government-wide accounting initiatives. One such Treasury initiative is the use of EFT payments in lieu of paper check payments.

Some of the questions I'm sure you as a judiciary employee would like to know are:

- What are the plans to implement EFT in the courts?

The plan is to develop strategies and identify the requirements with our court and treasury partners as to how EFT will operate within the JIFMS architecture.

- What payments will be made using EFT?

- Travel Payments to judges and employees (TDY and Local).
- Commercial vendor payments.
- CJA payments.
- Other payments where it is feasible to obtain bank routing information from the payee.

- How will the courts be involved in this important process change?

The JIFMS project team is working closely with the FAS4T Working Group on all aspects of the project, but will also develop a small focus group of court financial administrators to determine how EFT will be implemented.

- When is EFT implementation planned?

Once our strategy is developed, it will be coordinated with the Financial Management Working Group (FMWG) and the JIFMS Project Office. The current implementation schedule for JIFMS implements a small group of alpha courts in the fall of 2012. Other courts are expected to be implemented in waves beginning in the spring of 2013, with full implementation tentatively planned by late summer 2015.



## **Nominations Are Being Sought for National Officers and for Circuit Representatives**

*By Anne Stygles, Chair*

Our Nominations Committee is looking for a few dedicated, enthusiastic members who are willing to get involved and be nominated for the national offices of President-Elect and Secretary and for Circuit Representatives for the odd-numbered circuits courts.

If you know of someone who would like to be nominated for the above positions, please contact the individual and encourage him/her to run for one of the aforementioned positions. The individual can be from any court (district, bankruptcy, or circuit). If you are interested, please ask an FCCA member to nominate you. **Nomination and Consent to Run forms will be forwarded to all District Representatives by their Circuit Representatives.**

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## Nominations Being Sought

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Nomination criteria for national offices and the Board of Directors are:

The individuals must be active FCCA members and must have attended at least two annual conferences. Terms of office for the above positions are two years and begin at the end of the annual conference.

Duties and responsibilities for circuit representatives are:

- 1) expeditiously distribute all communications for FCCA's President and its governing body;
- 2) assist the various committees of the organization with ongoing projects, as needed;
- 3) coordinate the "Blood for Life" program and other local FCCA activities;
- 4) coordinate the Deputy Clerks portion of the conference program as well as the Seniors' Reception, held at the annual conference;
- 5) coordinate the election process for their circuit (bi-annually) as well as the election of national officers (annually);
- 6) assist the Membership Committee in actively soliciting membership in the FCCA and promoting members' involvement in the organization's initiatives and activities; and
- 7) appoint district representatives to assist them in the above duties.

Nominations for circuit representatives this year apply to the 1st, 3rd, 5<sup>th</sup>, 7<sup>th</sup>, 9<sup>th</sup>, and 11<sup>th</sup> Circuits.

Nomination and Consent to Run forms must be returned by mail to the Nominations Committee Chairperson, Anne Stygles, U. S. Court of Appeals for Veteran Claims, 625 Indiana Avenue, Suite 900, Washington, D.C. 20004, or fax to 202-585-3962, before **March 8, 2010 (Consent to Run Form)** and **March 15, 2011 (Nomination Form)**. If you have any questions, please call Anne at 202-501-5979.



## The Judiciary bids farewell to long-time Clerk, Jeff Apperson

*By Sheryl Loesch, Clerk, M.D. FL*



This past December, Jeff Apperson, District Court Clerk for the Western District of Kentucky, left the judiciary to assume the position of Vice-President of International Programs at the National Center for State Courts, headquartered in Washington, D.C.

Jeff's career in the Federal Judiciary spanned 29 years and began in Washington, D.C. at the Administrative Office of the United States Courts where he served as an attorney advisor. Jeff's first position in the courts was the Bankruptcy Clerk in the Western District of Kentucky where he served for 10 years. Jeff later became the District Court Clerk in 1994.

Jeff has been a strong leader in the court community in addition to being a well-known figure nationally. Jeff served on many national committees, including serving as Chair of the FAS<sub>4</sub>T Working Group, the District Clerks Advisory Group, and the Budget and Finance Advisory Council. Additionally, he served as President of both the Federal Court Clerks Association and the National Conference of Bankruptcy Clerks. He is currently the President of the International Association for Court Administration, an association that he helped found.

For those of us who had the honor of knowing Jeff, we know he has a passion and heart for citizens in developing countries and has been instrumental in assisting on numerous Rule of Law projects in countries with emerging democracies. Jeff's impact has surpassed not only the U.S. Border, but also the North American continent.

Jeff and his family are looking forward to moving to the Washington, D.C. area. While we will miss Jeff in the Federal Judiciary, we know that it is time to officially share him with the rest of the world. I know you join me in wishing Jeff all the best in his new career!



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# My Favorite Ian Keye Memory

*By Dennis Bilecki, N.D. of CA, Santa Rosa Division*

*Editor's Note: Ian Keye is retiring after more than 30 years with the judiciary.*

In the late 1980s I worked as the Operations Manager for the U.S. District Court for the Northern District of California, in San Francisco, with about 12 District Judges, 6 Senior Judges and 5 Magistrate Judges. I was relatively new to that position at a time when Ian was an experienced Courtroom Deputy for one of our District Judges. From time to time, projects and issues would arise when I would ask Ian for his insight and advice. On one occasion, Ian agreed to sit in on a meeting I had with one of our Senior District Judges, regarding a court interpreter issue. We visited the judge's chambers together, introduced ourselves and proceeded with the discussion. During the meeting the Judge kept referring to me as Ian, and he referred to Ian as Dennis. Each time, I would respectfully note, "Judge, I'm Dennis, he's Ian." And Ian twice said, "Judge, I'm Ian, he's Dennis." The meeting concluded and the Judge thanked us for our input on the interpreter matter. Later that month, I met with the same Senior Judge on a separate issue, and again, he called me Ian and I said, "I'm Dennis." Soon after that, Ian attended a function with the Clerk's Office staff and the Judges, and once again the Senior Judge greeted Ian by saying "hello Dennis" and as usual Ian said, "hi Judge, but I'm Ian." This confusion went on for a few years, and yes, I admit we're about the same age, weight and height with similar mannerisms. However, both Ian and I were diligent each and every time to "respectfully" correct his honor regarding our names.

Finally, we decided a better course of action would be to relinquish our identities anytime either of us had an interaction with the Judge. However, we each insisted on the following: When Ian would make a decision, suggestion or arrangement with this Senior Judge, Ian would check-in with me on the issue and vice versa for me with him. This way, we were familiar with each others interactions involving this Senior Judge and prepared to accept the credit or blame on behalf of the other person, should there be any repercussions. Thankfully, we both had nothing but positive associations with this judge into the future and both our careers stayed on a positive track. Ian, thanks for the memories!



## Our New FCCA "Pitch"...Saving Lives... Making a Difference in our Communities...

*By Eileen Levine, Courtroom Deputy, S.D. NY*

Now that the Minor League Baseball league season is officially over, (Congrats Giants!) I want to take this opportunity to thank all of the FCCA, bankruptcy court and district court volunteers, for participating in Ed Randall's Bat for the Cure (ERBFTC) Minor League Prostate Cancer Awareness Initiative at Minor League baseball games during the 2010 Minor League baseball season. These dedicated volunteers donated their holidays, their family time, their personal time and their energy, to hand out life-saving prostate cancer materials during Minor League ballgames.

All together, we had over 60 volunteers, consisting of court employees and their friends and family. Together, our group covered 18 Minor League baseball games in Virginia, Northern and Southern California, Texas, Florida, New Mexico, North Carolina, Tennessee, Ohio, upstate New York, New York City, north and south New Jersey, and Michigan. Together, we handed out over 4,400 prostate cancer informational palm cards. Together, we spoke with over 8,000 baseball fans who saw our posters and signs and came over to our tables for more information. We have added thousands of names to the ERBFTC database for prostate cancer information updates. That's just OUR contribution. The ERBFTC covered over 140 ERBFTC minor league baseball games throughout the season.

Some of our volunteers had the good fortune to work their event alongside Ed Randall, founder of ERBFTC. Some partnered up with the Notre Dame Alumni Association to host games. Many welcomed Minor League baseball fans as last minute walk-in volunteers, who were swept up in the ERBFTC momentum during the games. Most of our volunteers, though, manned and hosted the tables, the crowds, and the questions on their own.

The feedback that I received from the volunteers has been incredible. They all enjoyed the experience and found it personally rewarding. Most of the 2010 volunteers have already signed up to host 2011 ERBFTC awareness nights. They have all expressed their appreciation for the opportunity to participate in this important educational opportunity and they all love giving back and helping their own communities. They enjoyed meeting and speaking to people at the ballparks and they all know that by participating, they have truly made a difference in countless lives.

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## Our New FCCA Pitch

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Molly Rhoads and  
Anna Neal

So the next time someone asks you “What does FCCA stand for and what does the organization do for me?”, you can honestly tell them, we are the Friends Certainly Caring A lot about each other Association.

A heartfelt thank you to (in order of our games):

Bette Ruth and Mel Levine; Carol Tapia Dixon and family; Mary Lou Gonzales and family; Christina Higgins; Miguel Gonzales; Katelynn Higgins; Gabrielle Higgins; Juan Gonzales and family; Rebecca Gonzales; Carol Y. C. Rickerson and her husband; David K. Rickerson; Lisa and Andy Payne and family; Caitlin Ferrell; Travis Ross; George Ross; Michele and Mike DiBartolomeo; Ruben Guadiana; Veronica Delgado; Monique Apodaca-Armendariz; Rafael Carrillo; Melissa and David Rhoads and family;

Janet and David Neal and family; John Reilly; Delcie Stitt; Dawn Bullock; Cristina and Tom Bullock; Dennis and MaryAnne Bilecki; Wendy Lindskoog and family and friends; Kathy Wright; Cindy Idema; Dorothy and Michael Guranich; Mary Stanfill; Barbara Lewis; Barbara and Charles Paxton; Kathy Hopson; Carissa Hopson; Eric Underwood and Sheldon Willensky. Thanks to everyone else who volunteered, who offered their help, who changed their plans to help and to those who couldn't change their plans for our last minute changes.

(p.s. If I forgot anyone, please forgive me.)



Melissa Rhoads  
and Janet Neal

## Fighting Through Adversity

By Matthew Zehm, Operations Manager  
New Mexico District Court



I have had the good fortune of invaluable mentors throughout my life and my career with the courts. It started with my parents, Ken and Wendy Zehm. Then there were teachers who influenced the direction of my career (including a short-lived pop band that will remain nameless). And when I finally reached my goal of working for the United States District Court, mentors seemed to come out of the woodwork. All of these mentors knew I had talent, but most of them didn't know that I had been living with a kidney disease that could turn terminal very quickly.

In April 1995, I was diagnosed with a kidney disease that would alter my world forever. I had been married for almost four months at the time, and spent nearly six weeks in the hospital, mostly in the ICU. My family didn't know if I was going to live or die. Needless to say, I made it through the next couple of years with a lot of pain and tears. I was on disability, collecting \$426.00 a month. I learned a lot about myself during this time. How much pain can one person take? I learned that long hot showers were the only point of relief. I learned that long hot showers cost more than what I made on disability. I also learned that I loved *Law & Order* (hear the gavel sound in your head). I watched it religiously. It was an escape for me in a lot of ways. One day, I gave myself an ultimatum: A) Stay on disability and attempt to beat Tiger Woods in video game golf, or B) control the pain, and head out into the work force. I chose B.

I wanted to work in the legal field (what else?), but didn't have a degree. I became a runner for a prominent law firm in Tucson, Arizona. Up until this past year, that one year as a runner was the toughest year of my life. I had to control the pain, yet be effective in my position. Somehow I made it work. I would deliver filings to the U.S. Courthouse every day, and look on their hiring board in the lobby. There was nothing that I would ever qualify for. Until one day, I noticed a position entitled “Scanning/Mail Clerk.” The day of the interview came, and I sat across from the great Richard Weare, Clerk of Court and District Court Executive of the District of Arizona. I thought to myself, “Wow, the Clerk came down from Phoenix for MY interview!” I later found out that Rick would show up for every interview. But I digress. My first day was full of Human Resources paperwork, meeting people and forgetting their names all in one second each, and learn-

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## Fighting Through Adversity

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ing about my job. This is when I met my mentor for life, Bill McCool. He was the Chief Deputy at the time. I remember sitting in the Human Resources office, filling out paperwork. Bill popped his head in the door, and without a hello or anything said, "Put everything in the C Fund . . . Trust me." He was right. C Fund was good to me.

As I quickly moved up through the court, I would go to Bill for advice. Bill had no issues coming to me with "advice" as well. As it turns out, he was right 98% of the time (I don't want to give him too big of a head). At this point of my career, I was able to juggle work and my illness without too many people noticing. My final promotion in Tucson was, by far, the best. I was named Magistrate Courtroom Deputy to the Honorable Nancy Fiora. Magistrate Judge Fiora, now retired, scared me to death! But I put on my poker face and showed no fear. I remember the first hearing we had together. She was sentencing a man that stood 6'4" and weighed close to 275 lbs. Towards the end of the hearing this man was sobbing as if his own mother just scolded him for stealing a piece of candy! The Judge and I walked back into chambers after that hearing and with a big smile on her face she said to me, "Would you like a piece of pie?" From that moment on, I loved every minute that I served for her and to this day, I miss working with her. When she retired, there was a large ceremony for her. I remember holding her hand as she walked up the stairs to the podium. As I stood nearby, she sang my praises, and at that moment I realized what a team we truly were. If she were to retake the bench today, I would be her Courtroom Deputy. After the ceremony, I brought her back into chambers and presented her with her final Clerk's Minutes Entry. It stated everything we'd been through, and how much I adored her. Another mentor in a long line of mentors.

At this point, Bill McCool had accepted a Clerk of Court position in Tallahassee, Florida. I was just finishing up my master's degree when I applied and interviewed for the Division Manager position in Tallahassee. Bill called me while I was at a local hotel to give me the good news. Little did he know that I was once again in the shower, trying to feel better. Thinking back, hotel guests must have hated me for using all of the hot water wherever I went! I accepted the position only on one condition: that I could get adequate satellite reception for all the University of Arizona games. Bill said that wouldn't be a problem. Side note: It was a problem. The trees in Tallahassee were taller than expected.

In Tallahassee, I had a small but dedicated staff. I was going from a staff in Arizona of 70+ to a small divisional office of 19+. My expertise was criminal border filings, whereas Tallahassee's expertise was *pro se* filings. It was a chance to learn new skills and become a more well-rounded employee. At this time, I was starting my PhD studies in Organizational Psychology, but I could tell that the kidney pain was worsening. There were two things that helped the pain, one being the before-mentioned scalding showers, and the other being basketball. With Coach McCool acting as Pete Rose (playing and coaching part-time), our team won the citywide championship. We had a family away from home with Bill, his wife Chris, and their daughter Madison.

In 2008, my family wanted to be closer to our parents (located in Tucson and New Mexico). I applied for the position of Judicial Operations Manager for the District of New Mexico. I must have called the Chief Deputy two dozen times to find out the status. I'm surprised this nagging didn't cost me the position! By February 2008 I was on board and I loved everything about the position. The people were fantastic and I took advantage of having two more incredible mentors in Matt Dykman, Clerk of Court, and Mitch Elfers, Chief Deputy. Roughly a year into this position, I had a stroke due to the side effects of the kidney disease. I quickly learned that my kidney function had plummeted to less than 10%. I took multiple leaves of absence throughout the next year and a half. With over seven surgeries in this past year alone, I was deteriorating at a fast pace. I could tell that my 55 employees (of whom 4 are supervisors) were starting to tell that my memory, among other things, was being affected. As my kidney function dropped dangerously low, I had to start immediate dialysis. I have now been on dialysis six days a week, for approximately three hours a day, for almost three months. Although I feel much better, the schedule is grueling. Whatever down time I have is spent with my two beautiful boys, Sebastian, 8, and Ethan, 5. My loved ones have helped me through this difficult time, and my work family is as supportive as ever.

Although the final chapter still hasn't been written, there is a huge glimmer of hope that lies ahead of me. My brother-in-law, Douglas Kush, has been tested and is a kidney donor match. With a little luck, we will have the transplant surgery at the Mayo Clinic in Phoenix sometime in January 2011. I am blessed with a lot of gifts in life: a near-perfect career, perfect mentors at the right times, but most of all, my personal family and my court families. So in closing, let me correct what makes my kidney pain go away: scalding showers, basketball, and my loved ones.



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