



National Conference of Appellate Court Clerks

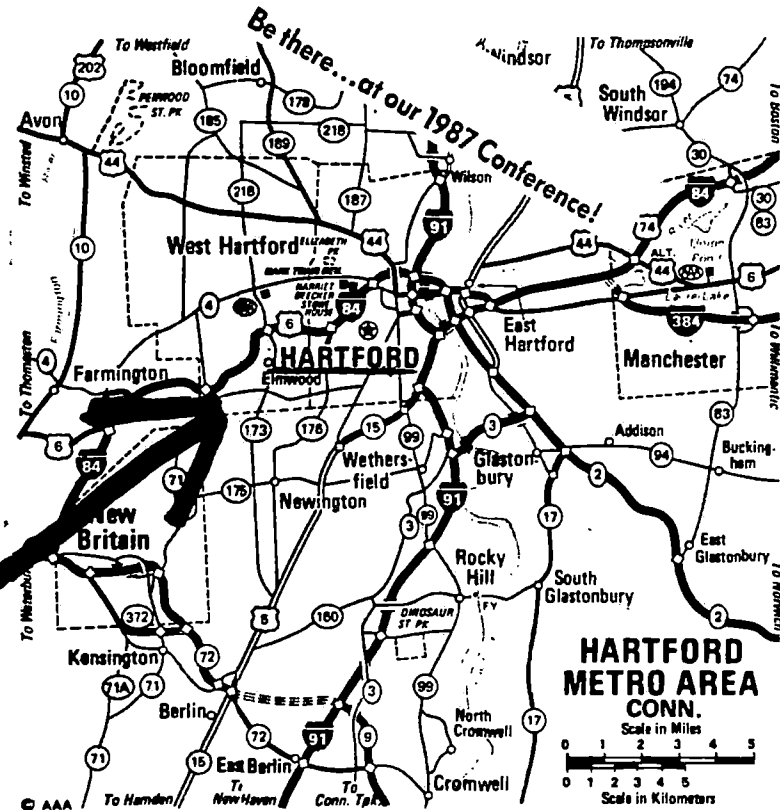
NCACC NEWSLETTER

JUNE 23, 1987



EVERYBODY'S TALKING ABOUT IT!

WHY YOU
SHOULD
JOIN US IN



You Are Cordially Invited

CALL FOR THE ANNUAL MEETING

President Labranche, through Secretary Swanson, and pursuant to the provisions of Article Eight, Section One of the By-Laws, hereby issues its call for the annual meeting of the National Conference of Appellate Court Clerks to be held at the Parkview Hilton Hotel in Hartford, Connecticut from Sunday, August 2 through Friday, August 7, 1987.



The President's call for the annual meeting includes the text of the proposed amendments to the By-Laws, following herein.

**Come
We Need You**

Respectfully submitted,

Kevin A. Swanson, Secretary

PRINT IT

Well this will be my last issue as your editor or chairperson of the P.E.N. Committee. I have enjoyed being your editor and publisher of the newsletter these past several years. It is appropriate that I first thank my court for their generosity in allowing me to print and mail the newsletter, secondly, thanks to my efficient staff for their invaluable assistance in making each issue a reality, thirdly, but certainly not least, a big "Thank You" to those of you who took the time and trouble to contribute material for the publications.

Steve Townsend will be coming on board as your new president. I know he will be placing a lot of emphasis on the newsletter. He deserves your cooperation and support, please assist him as much as you can. I assure you any editor prefers to have too much to print than not enough. Our newsletter has great potential, all we need is a few willing minds and pens.

I don't want to infringe on Steve's game plan, so I won't say anymore. I did tell Steve that this passing of leadership is like a relay, so he needs to start running before I get there to pass the baton. Please help him get a running start by right now making a resolution that you will contribute to the newsletter.

In closing, I thank our past presidents who honored and trusted me with this responsibility. It has been a pleasure to be able to serve. After all isn't that what clerks do best. Let's show we care by serving.

Your Editor

CALENDAR OF COMING EVENTS

August 2-7, 1987
Fall, 1987
Spring, 1988
July 31 - August 9, 1988
August 12

Annual Meeting
Executive Committee
Mid-year Meeting
Annual Meeting

Hartford, CT
Charleston, SC
Atlanta, GA (maybe)
Helena, MT

ABA

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PLAN AHEAD

Fun and learning in store

SYNOPSIS OF WILLIAMSBURG, VA. EXECUTIVE COMMITTEE MEETING

The loss of our dear friend Morgan Thomas was noted. Clyde Heath of Florida, appointed as a new member to the Committee succeeding Joe Henry who resigned, was welcomed. His term will expire in August of 1987, and he is eligible for election at that time. Work continues on our Appellate Clerk Standards into the American Bar Association appellate court administration standards. The selection of the recipient for the J.O. Sentell award was disclosed and approved.

Various proposed ByLaws were discussed and approved: one determining that trial court clerks are not eligible to join our organization; one increasing a quorum from 21 to 51 members; one prohibiting retired and resigned members from voting at the annual meeting.

The 10,000.00 grant from the Appellate Judges' Conference of ABA is assured for fiscal year 1987-88. Honoria payments to several speakers at the Hartford meeting were approved. The selection of the Mills House in Charleston, South Carolina for our 1989 meeting was approved. Rates will be \$ 75.00/night. Missouri members were encouraged to submit a proposal that St. Louis be a future site for our annual conference. Tuscon, Arizona is the Site Committee recommended site for the 1990 meeting. The Williamsburg mid-year educational meeting was discussed in detail.

Kevin A. Swanson, Secretary

**WHEN THEY ASK
YOU WHY YOU DIDN'T,
WHERE WILL YOU HIDE?**

**Be a
Leader...
not just another
manager!**

*The Responsibility to Motivate Yourself
Rests With One Person - You*

REPORT OF THE
COMMITTEE ON BYLAWS, ARTICLES, AND RULES (BAR)
for the 1986-1987 Conference term

The Committee on Bylaws, Articles and Rules (BAR) was asked by President Labranche and the Executive Committee to address particular changes in the bylaws of the NCACC. In addition, the Committee was charged with conducting a general review of the bylaws to develop housekeeping amendments and clarifications. To aid the conference members in reviewing the amendments, this report will proceed with a summary of the changes, Article by Article.

Article I (No changes)

Article II (No changes)

Article III

§1. This section has been amended at the request of the Executive Committee to create an "associate member" category for the NCACC. Appellate court clerks in systems that did not qualify for regular membership (e.g., Canadian courts) would be eligible to join as associate members. Later amendments provide that associate members cannot vote or hold office.

§2. This amendment makes it clear that retired or resigned appellate court clerks cannot vote.

§3. Stylistic changes.

§4. Establishes dues for associate members and clerks who have resigned (\$25). This section is also amended to provide that late dues may be paid up prior to the commencement of the annual business meeting. This conforms the bylaw to the practice used successfully in Austin.

Article IV

§1. This section (and various others throughout the bylaws) has the word "business" inserted when referring to the annual business meeting. This is to differentiate between business and educational meetings.

§2. (No changes)

§3. The number of members needed for a quorum has been increased from 21 to 51 to reflect the increased size of the organization.

§4. This section now lists those who are entitled to vote (regular members in good standing). It also notes that sustaining members and associate members cannot vote.

Article V

§1. (No changes)

§2. (No changes)

§3. Stylistic changes only.

§4. Stylistic changes only.

§5. The amendments are intended to clarify the obligations of the Secretary.

§6. The amendments are intended to clarify the obligations of the Treasurer.

Article VI

§1. Stylistic and clarifying changes only.

§2. Although this section and the ones that follow it look as if substantial revisions have been made in this Article, the changes are organizational to improve the logic of the sequence of sections. The new language in this section, for example, is from the former §§4, 6, and 7.

§3. This is former §5. The only change that is not stylistic is the inclusion of "at least" in describing the size of the nominating committee. This is intended as a clarification to permit more participation in the work of the nominating committee.

§4. This used to be §8. It has no other changes.

§5. This used to be §3. It has stylistic changes only.

Article VII (NEW ARTICLE)

This new Article is intended to codify the existing relationship between the NCACC and the National Center for State Courts.

§1. This section identifies the NCSC as our secretariat, responsible for billing members for dues, the maintenance of a membership list, and the retention of all minutes and other records.

§2. This section covers the NCSC's limited authority in financial matters.

§3. This section holds the NCSC to established accounting practices and obligates it to report annually on the results of audits.

§4. This section provides for the agreed upon payment to the NCSC of \$5 per NCACC member (up to 150) each year for general secretariat services. It provides that the NCSC is to be reimbursed for reasonable expenses incurred in the performance of secretariat duties.

Article VIII (was Article VII) (No other change)

Article IX (was Article VIII)

§1. Stylistic and clarifying amendments only.

§2. These amendments, by deleting the end of the old §2 and the beginning of old §3 now cover extraordinary amendments to the bylaws in a single section. Other changes are stylistic or clarifying.

The Bylaws, Articles and Rules Committee (BAR) has had the benefit of the analysis, comments, suggestions, and directions of the Executive Committee. It is hoped that the membership at large will approve of these amendments as a significant step toward updating and improving the bylaws of the NCACC.

Respectfully submitted,

Joseph Fennessey
Ramsey B. Leathers
Reba D. Mims
Mary Wakefield
Dona Williams
Stephen W. Townsend,
Chairman

PROPOSED AMENDMENTS, APRIL 1987

[Materials to be deleted are in [brackets]. Materials to be added are underscored.]

BYLAWS
OF
THE NATIONAL CONFERENCE OF APPELLATE COURT CLERKS
(as amended through August 7, 1986)

ARTICLE I

Name

The name of this organization is the National Conference of Appellate Court Clerks.

ARTICLE II

Objects

The objects of this Conference are: to improve the skill and knowledge required of those performing the duties of appellate court clerks by conferences, seminars or other educational programs; to promote and improve the contribution of the offices of appellate court clerks within the area of effective court administration; to maintain facilities for the collection and dissemination of information and ideas with regard to the operation and improvement of the offices of appellate court clerks.

ARTICLE III

Members

1. Regular [M]membership shall be open to all clerks, assistant clerks or deputy clerks, or other similar positions bearing different titles, of courts of last resort or intermediate appellate courts in the federal, state, commonwealth, District of Columbia, and the United States territories and possessions court systems. Associate membership shall be open to any individual serving as a clerk, assistant clerk, deputy clerk, or similar position bearing a different title in any appellate court system not eligible for regular membership. Sustaining membership shall be open to any individual, unit of government, corporation, association, or organization upon invitation of the Executive Committee provided that thirty days prior to the invitation the Executive Committee has referred the name of any such individual, unit of government, corporation, association, or organization to the general membership for consideration and comment.

2. A regular member of this Conference may continue as a member upon termination of his or her service with an appellate court, but shall not be eligible to hold office ~~or vote~~ except that the ~~immediate past president~~ ^{DELETED} may continue to serve as a member of the Executive Committee as provided in Article VI, [paragraph] Section 1, even though no longer serving with an appellate court.

3. Regular [M]members shall [only] be eligible to serve in an elected office [where] only when they have been in good standing with the Conference for the two years immediately preceding the election or appointment. This shall not apply to a member who has been in Conference less than two years, as long as he is in good standing.

4. Memberships are renewable by payment of annual dues. The annual dues shall be \$50.00 for regular members, \$25.00 for associate members and members who have retired or resigned from service with an Appellate Court, and \$100.00 for sustaining members. Dues are payable on or before July 1 of each year, and a year shall begin on July 1 and end on June 30. Dues for those who join the Conference for the first time after an annual meeting shall be payable with the membership application; provided, however, that said dues shall be applied to the full year that begins the following first of July. A membership that has lapsed for non-payment of dues by July of the current year may be reinstated without affecting a member's eligibility for office[,] under [paragraph three] Section 3 of this [a]Article, if payment of dues is made [upon registering for the] prior to the commencement of the annual business meeting.

ARTICLE IV

Meetings and Voting

1. The annual business meeting and all seminars or other educational programs of the Conference shall be held at [a] such times and places [to] as may be fixed by the Executive Committee.

2. Special meetings may be held at such time and place as may be designated by the Executive Committee. Except in cases of emergency, at least ten days notice shall be given to members of special meetings.

3. [Twenty-one] ³⁵ ~~Fifty-one~~ regular members of the Conference shall constitute a quorum.

4. All matters coming before any meeting of the Conference shall be determined by a majority vote of the members present and entitled to vote. Subject to Article III, Section 2, regular members who are^{IN} good standing through the payment of dues pursuant to Article III, Section 4, shall be entitled to vote. Associate members and sustaining members shall not be entitled to vote.

ARTICLE V

Officers

1. The officers of the Conference shall be President, President-Elect, Vice-President, Secretary and a Treasurer.

2. The officers shall serve until the close of the annual meeting following that in which they have been elected or succeeded to the office pursuant to Section 3 of this Article, except that the Secretary and the Treasurer shall serve for two years.

3. The President-Elect shall succeed to the office of the President at the expiration of the term as President-Elect. The Vice-President shall succeed to the office of President-Elect at the expiration of the term as Vice-President. At each annual business meeting, the Vice-President shall be elected by a vote of a majority of members present at the meeting and entitled to vote; the Secretary and the Treasurer [will] shall be elected every two years, the Secretary in even-numbered years and the Treasurer in odd-numbered years; provided, however, that the Treasurer shall be elected to a three-year term in the year this amendment takes effect.* The Treasurer and the Secretary shall be eligible for reelection.

*This amendment took effect August 7, 1986.

4. In case a vacancy occurs in the office of President or President-Elect, the next officer in the order of succession as stated in Section 3 of this Article shall succeed to such office and shall serve for the unexpired term and for the following year. In case a vacancy occurs after the annual business meeting[,] in the office of the Vice-President, the Secretary, or the Treasurer, the Executive Committee shall choose a successor who shall serve until the next annual business meeting.

5. The Secretary shall be responsible for the taking of the minutes of the Executive Committee and the annual business meeting and for distributing them to the Executive Committee and the National Center for State Courts. The Secretary shall be responsible for overseeing the billing of every member of the Conference for annual dues no later than March 1 of each year[. The Secretary shall be responsible for issuing], the issuance of membership cards to all members upon payment of their dues, and [for maintaining] the maintenance of a list of all members in good standing.

6. The Treasurer shall be responsible for overseeing the receipt by the National Center for State Courts of all dues and all other monies paid to the Conference. The Treasurer shall serve as the chairperson of an Investment Committee. The Treasurer shall be responsible for furnishing all members with a financial report by the annual business meeting of each year; this requirement may be met by publishing the financial report in the NCACC NEWSLETTER.

ARTICLE VI

Committees

1. The Executive Committee shall consist of the five officers, the immediate past President who shall serve for one year, and six members of the Conference who shall each serve for two years. Three of the six members of the Conference shall be elected at each annual meeting by a majority of the members present and entitled to vote. In case a vacancy occurs among the six Conference members after the annual business meeting [among the six Conference members], the Executive Committee shall choose a successor who shall serve until the close of the next annual business meeting. The successor so chosen shall be eligible at the next annual business meeting for election to that or any other vacant position on the Executive Committee. No member elected to one of the six Conference positions on the Executive Committee shall be eligible for another term thereon until after the lapse of one year.

2. The Executive Committee is the Board of Directors. It shall direct the affairs of the Conference[.] and [It] shall meet annually prior to the annual meeting of the Conference and at other times at the call of the President or seven members of the [Executive] Committee. All matters before the Executive Committee shall be determined by a majority vote of those present. Seven members of the Executive Committee shall constitute a quorum. The Executive Committee shall decide any question raised on the interpretation and application of these Bylaws.

[3. The Conference or the Executive Committee may authorize the appointment of such committees as are necessary to accomplish the purposes of the Conference. Such committee members shall be appointed by the President, unless stated otherwise in these bylaws.]

[4. All matters before the Executive Committee shall be determined by a majority vote of those present. Seven members of the Executive Committee shall constitute a quorum.]

[5.] 3. Not less than sixty days before the annual meeting, a [n]Nominating [c]Committee of at least five members shall be appointed by the President with the approval of the Executive Committee. At least thirty days before the annual business meeting, the Nominating Committee shall make and report to the members nominations for the offices of Vice-President, Secretary, Treasurer and members of the Executive Committee to succeed those individuals whose terms will expire at the close of the annual business meeting; and to fill other Executive Committee vacancies then existing or vacancies [which] that may be created as a result of the Nominating Committee's nominations. Nominations made for anticipated vacancies shall be specified as such in the Nominating Committee's report. Other nominations may be made from the floor at the annual meeting.

[6. The Executive Committee shall decide any question raised as to the interpretation and application of these bylaws.]

[7. The Executive Committee is the Board of Directors.]

[8.] 4. The Investment Committee shall consist of the Treasurer and two members appointed by the Executive Committee. The Investment Committee shall recommend investments to the Executive Committee. The Treasurer shall be responsible for the investment of funds as the Executive Committee deems proper.

5. The Conference or the Executive Committee may authorize the appointment of such additional committees as are necessary to accomplish the purposes of the Conference. Such committee members shall be appointed by the President, unless stated otherwise in these Bylaws.

ARTICLE VII

Secretariat

1. The National Center for State Courts shall serve as the Secretariat of the Conference. It shall issue bills for annual dues to all members no later than March 1 of each year, distribute membership cards to all members in good standing, and maintain a list of all members. It shall also serve as the repository for the minutes and other records of the Conference.

2. The National Center for State Courts shall receive and maintain the general revenues of the Conference, subject to the directions of the Executive Committee. The National Center for State Courts is authorized to pay the expenses of the Conference submitted to it, provided that the prior written or oral approval of the President or Treasurer has been received.

3. The National Center for State Courts shall maintain all financial records of this Conference in accordance with accepted accounting practices. It shall report to the Executive Committee annually on the results of all audits of those records.

4. The Conference shall, on or about January 1 of each year, transmit to the National Center for State Courts the sum of \$5.00 for each member of the Conference who is in good standing, up to a maximum of 150 regular members. The National Center for State Courts shall not otherwise charge the Conference for staff time expended on

Secretariat work. The National Center for State Courts shall, however, be entitled to reimbursement for reasonable expenses incurred in performing Secretariat functions such as, but not limited to, printing, photocopying, and mailing materials to the membership.

ARTICLE VIII

Dissolution Clause

Upon the dissolution of the corporation, the Executive Committee shall, after paying or making provision for the payment of all of the liability of the corporation, dispose of all assets of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable or educational purposes, as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1954 (or corresponding provision of any future United States Internal Revenue Law), as the Executive Committee/Board of Directors shall determine.

ARTICLE [VIII] IX

Amendments

1. These [b]Bylaws may be amended at an annual business meeting of the Conference by a majority vote of the members of the Conference present and [voting] entitled to vote, provided that each amendment to be considered shall have been submitted to the Executive Committee by mailing (postmarked) to the Secretary[-Treasurer] not later than April first of that year. The text of each amendment to be considered shall be included in the call for the annual meeting.

2. Notwithstanding the foregoing provision, amendments to the Bylaws submitted after April first may be considered by the membership at the annual business meeting provided that the membership consents to a suspension of the provisions of Article IX, Section 1, [VII, Section 1, as provided in Article VIII, Section 3.

3. Notwithstanding any other provision of these Bylaws, the operation of Article VII, Section 1, may be suspended at the annual meeting] by a vote of seventy-five percent (75%) of the members then present and entitled to vote, and provided further that the quorum requirements of Article IV have been met.

STRESS:

Middle managers suffer most

ST. LOUIS (UPI) — An expert in job-related stress says middle managers suffer the most pressure at work.

"They are caught between executive levels and line staffs," says Rita Numerof, a psychotherapist at the George Warren Brown School of Social Work at Washington University in St. Louis.

A middle manager is defined as the link between a company's top echelon and its lower-level employees. Thus the middle manager has the responsibility to see that his superiors get what they want, but may lack the facilities to actually get the job done.

"Often the middle manager doesn't have enough authority to fulfill many of the things he is responsible for fulfilling," said Numerof.

Numerof was one of the senior researchers in a study of 300 middle managers in a variety of industries located in a major East Coast city. The study concluded both men and women in the group suffered the same amount of stress, although women were more likely to complain of stress.

According to Numerof, the study and others casts doubt on the theory that the top executive is the one faced with the most worrisome situations.

"They have the ability to both make the decisions and make things happen," she said. "People who have limited authority and are not properly rewarded are more at risk."

Numerof, an assistant professor who lectures on coping with stress, advises middle managers to accept what their position entails, and not try to do the impossible.

"Studies show people who were able to come to terms with their limits wound up with fewer stress problems," she said.

It wasn't long ago that stress and its physical ef-

fects were a part of climbing the corporate ladder, but Numerof said those who can effectively manage stress not only will live longer, but ultimately might be more successful.

"It used to be the real person of success sacrificed himself and family. That type of lifestyle is not necessarily conducive to good health," she said.

Problems associated with stress range from minor nagging headaches, sleepless nights and stomach problems to serious depression, alcohol and drug abuse, and heart disease.

"A world without stress would be a boring, boring place," said Numerof. "Stress is a source of motivation and is healthy as long as it's not overwhelming."

Numerof said all business people — whether they are middle managers, corporate executives or individuals involved in an industry that is undergoing massive change — must learn to deal with stress in a positive manner.

To manage stress successfully, she said, you must first recognize it exists.

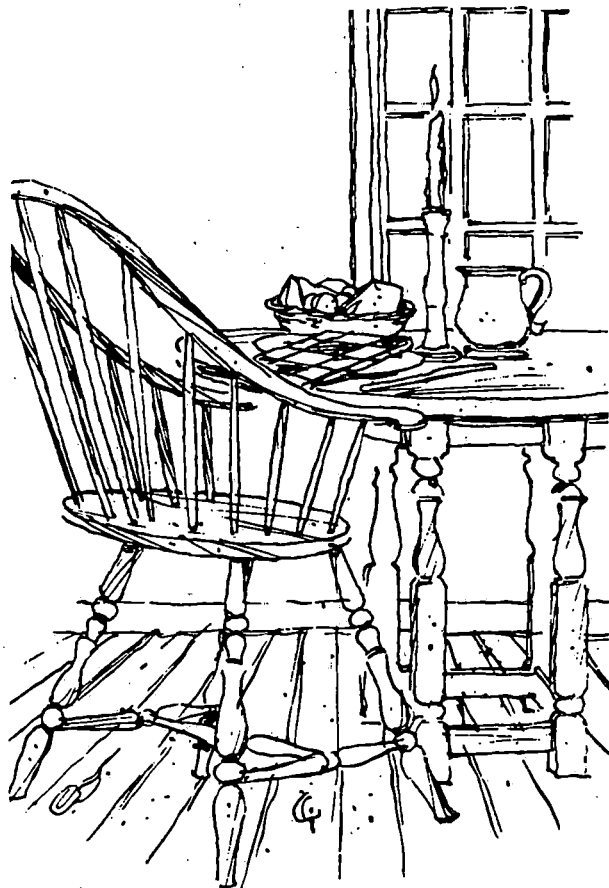
"There has always been a tendency to shove it under the rug; stress has generally been referred to as success."

Once a person admits to experiencing stress, it is helpful to recognize events and patterns in a person's life and then examine their responses to those situations.

It's also important to identify the early physiological and psychological signals associated with stress and then develop a personal plan to effectively manage stress, Numerof said.

"If you enjoy playing racquetball, fine," Numerof said. "I tell people to do whatever makes them relax. For some people, losing at a game of racquetball is more stressful than work."

WILLIAMSBURG REVISITED



TO THE TEAM

Our mid-year educational seminar in Williamsburg is now history. The question remains how we will write that history and what we will do with the experience. Will it be a dead end street or an interstate? Was the result positive enough to encourage continuance on an annual basis. I think so for the following reasons:

- 1) 30 members attended and there were 10 non-member attendees. (Some were program participants.)
- 2) Although some states in close proximity to Williamsburg had no one attend, some states not in close proximity did send people who have never attended or haven't come in some time.
- 3) Those who attended overwhelmingly indicated they would attend future mid-year seminars. (19 yes, 1 maybe) (20 responses)
- 4) The format and content of the mid-year seminar received high review grades. (Unanimous yes on format) (Content 4.1 on scale of 5)
- 5) The seminar was presented for a very modest cost and with a \$50 registration fee.
- 6) Attendance was good considering we were not able to give a lot of advance notice.

In the main, the mid-year seminar was a significant success. (Based on evaluations that were returned.) It was not expensive in terms of return on the time and effort expended. I would not hesitate to do it again. undoubtedly, if an annual mid-year seminar is offered we will continue to grow and profit. If education is our aim, as we espouse, then one session a year is not enough. Continued on an annual basis, the mid-year seminar will improve and be a significant cog in our wheel of education. If only 20 or 30 members avail themselves of the opportunity it is still worth all the effort.

In large measure the mid-year satisfied the goals we had set. This was new ground that was first tilled at our August meeting.

Let us review some of the considerations that prompted approval of a mid-year seminar:

- 1) Some clerks only have one deputy and they cannot both attend the same meeting.
- 2) Some clerks (particularly along the eastern seaboard) said that August was a bad month for them.
- 3) One of our stated objectives (ART II) is: " to improve the skill and knowledge required of those performing the duties of appellate court clerks by conferences, seminars or other educational programs;..."
- 4) A strong show of interest by those in attendance at our business meeting in Austin.
- 5) Some other court related organizations hold and seem to have benefitted by mid-year seminars.
- 6) Some members cannot afford the time and money necessary to attend the annual conference.
- 7) Some members seem to desire a shorter meeting with little or no organized social activities.

(This list is not necessarily in order of importance or significance.)

I believe we are committed to education in the NCACC. If only a relative few benefit, it is still worth all the time and effort. We and we alone have the obligation of our education. If we do not demonstrate that we give education a priority we will never convince anyone else of its importance.

Let us all go forward and keep climbing. We would appreciate your thoughts on continued annual mid-year educational seminars, when we discuss this at our business meeting in Hartford.



Frans J. Labranche, Jr.



National Conference of Appellate Court Clerks

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DATE: June 19, 1987
TO: The Membership of the National Conference
of Appellate Court Clerks
FROM: Keith Richardson, Treasurer
RE: Examination of our Financial Records

During our mid-year meeting in Williamsburg, Virginia, I had the opportunity to examine our financial records held by the National Center for State Courts. I examined the balance sheet prepared by the National Center for the year ending December 31, 1986, the related statements of revenue and expenditures and the changes in our fund balances. My examination was made in accordance with generally accepted auditing standards and included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

In my opinion, the 1986 financial statements prepared by the National Center for State Courts for the NCACC present fairly the cash receipts and disbursement transactions and the changes in financial position for the year ending December 31, 1986.

I wish to express my appreciation to the staff of the National Center and to Ms. Jane Gurtler, in particular, for the courteous assistance extended to me during my visit. Our conference records were organized, detailed and well documented.

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HERE'S THE LATEST!

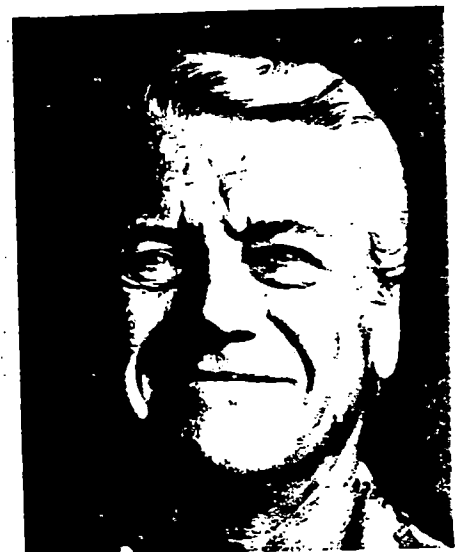
We are very pleased to report that two of our team members, who were out on injured reserve, have now returned to the active roster; that is Dona Williams of Arkansas and Reginald Shriver of Washington State. Reports are they are both doing well, keep them in your thoughts and prayers. Great to have you back where you belong Dona and Reginald, keep up the improvement. God Bless.

We were saddened to hear that Phyllis Woods, the widow of Clell Woods died a month or so ago. We commend her eternal rest to your thoughts and prayers. We extend our deepest sympathy to the Woods family.

Gee Whiz!! Look at who has retired; Al Herman, our STAT man, has retired as clerk of the D.C. Court of Appeals. The rumor is that he is joining the Pro Tennis Circuit. Best of luck Al, you and your figures will be missed. Good luck and thanks for your dedication and hard work.

Retired to a life on the sea is California's Clay Robbins. I understand Clay had a very impressive retirement, look elsewhere in this newsletter for an article. Clay, we wish you fair winds and favorable seas.

And yet another retiree is Elizabeth "Betty" McLaughlin, Clerk of the New Jersey Superior Court, Appellate Division. Betty, we wish you lots of long deserved rest and relaxation.



Raisins are rich in nutrition, containing ten minerals of important food value, including iron and copper.



Governor Cuomo joking with Joseph W. Bellacosa and his wife, Mary, in Albany yesterday about a note written by the Governor to Mr. Bellacosa, which he had saved, in December 1974.

Bellacosa Is Appointed to State Court

By ELIZABETH KOLBERT

Special to The New York Times

ALBANY, Jan. 5 — In 1974, Mario M. Cuomo, who was about to become New York's Secretary of State, wrote a congratulatory note to Joseph W. Bellacosa, who was about to become Chief Clerk of the state's highest court. "Did it occur to you that we may both be making a mistake?" Mr. Cuomo asked in his note.

Today, as Governor Cuomo officially announced his nomination of Judge Bellacosa to the State Court of Appeals, this 12-year-old question seemed finally to have been laid to rest. "To me it truly is a miracle," said Judge Bellacosa of his appointment, which requires confirmation by the State Senate. "It's a tremendous and exciting opportunity."

Judge Bellacosa received a telephone call Sunday night telling him of his appointment. Within 18 hours, he was hearing cases as an interim member of the court, wearing a robe given him by a former Court of Appeals justice, Domenick L. Gabrielli, who left the court two years ago.

To Judge Bellacosa, who has served for the last year as Chief Administrator of the state's courts, word of the appointment ended several weeks of anxiety, as the Governor, who is said to have been undecided as late as New Year's Eve, considered a list of seven candidates.

But to watchers of the court, the selection of Judge Bellacosa, a longtime

friend of the Governor and a fellow graduate of St. John's Law School, was no surprise.

Indeed, Judge Bernard Meyer predicted the appointment last month at his retirement ceremony when he said Judge Bellacosa would succeed him "if rumor becomes fact, as it often does."

Judge Bellacosa, who was born Sept. 1, 1937, grew up in the Ridgewood section of Brooklyn. His father, an immigrant from Bari, Italy, was an iceman, as was his grandfather.

After completing a bachelor's degree in English at St. John's University in 1959, Judge Bellacosa earned his law degree there two and a half years later. It was in his term as associate editor of the law review that he met Mr. Cuomo, who as a young lawyer submitted an article that dealt, coincidentally, with the jurisdiction of the Court of Appeals.

Judge Bellacosa termed the article "excellent" and called his friendship with Mr. Cuomo as a "longtime, multi-dimensional relationship."

The 'St. John's Connection'

Referring to the "St. John's connection," Mr. Cuomo, who has named several alumni to key positions, said, "St. John's is a great, great place." But simply having gone there "can't get you on the Court of Appeals," he added.

After law school, Judge Bellacosa worked for the general counsel of the New York Life Insurance Company, then spent seven years as a law

assistant to Marcus G. Christ, the former presiding justice of the New York State Appellate Division in Brooklyn.

In 1970, he returned to St. John's Law School to serve as assistant dean for academic and admissions affairs and as a law professor. Five years later, he was appointed Chief Clerk and counsel to the Court of Appeals.

In January 1985, Judge Bellacosa was appointed by the Chief Judge of the Court of Appeals, Sol Wachtler, to oversee the state's 2,000 judges and 12,000 nonjudicial employees as Chief Administrator of the Courts of New York. Three months later, the Governor nominated him to serve simultaneously as a judge of the State Court of Claims, a nomination that was confirmed unanimously by the State Senate and which helped groom him for the Court of Appeals position.

State Senator John Dunne, Republican of Garden City, L.I., who is chairman of the Senate Judiciary Committee, said he could "not imagine any problem" with Judge Bellacosa's confirmation to the Court of Appeals. He said he expected the confirmation to be made by the end of the month.

Ideologically, Judge Bellacosa is considered a moderate and his voter registration is as an independent.

He lives in the Albany suburb of Guilderland with his wife, Mary, an executive secretary with a real-estate management firm. They have three children: Michael, 25 years old; Peter, 23, and Barbara, 21.

Appellate Staff Attorneys' Organization Celebrates Decade of Success By Henry Clay

The Committee of Appellate Staff Attorneys (CASA), entering its second decade, is a vibrant professional association and a respected appellate court resource. Our tenth anniversary is an appropriate occasion for expressing our gratitude to those who have contributed to fulfilling the potential of the central legal staff concept and to making the benefits of a national organization available.

The development of appellate court central legal staffs has occurred, in large measure, since the early 1970s. Today all federal appellate courts and over 90 state supreme and intermediate appellate courts use staff attorneys. Although staff attorney responsibilities vary according to each court's practices, policies, and needs, we are guided by a common commitment to helping courts continue to render particularized decisions as caseloads expand in size and complexity, without intruding on the judicial function. This principle is reflected in the Standards Relating to Appellate Staff Attorneys, which were prepared by CASA in an intensive collaborative effort and approved this year by the ABA's House of Delegates as amendments to the Standards Relating to Appellate Courts.

While many courts were establishing central legal staffs, CASA was presenting annual educational seminars and investigating issues of significance, including: the functioning of the courts, the role of staff attorneys, and the future of the organization. This year, 88 staff attorneys representing 42 jurisdictions and 50 courts participated in the Denver seminar. The program included sessions on the future role of appellate court staff attorneys, significant trends in civil litigation, the screening of discretionary appeals, state constitutional law, the training of staff attorneys, and current issues in court administration.

We are now planning our 1987 seminar (Charles-

ton, June 25 to 30); preparing a sample code of ethics; examining the limitations upon and opportunities for staff attorneys to participate in pro bono projects; conducting a comprehensive salary survey; exploring the feasibility of publishing a journal; and considering how CASA may better serve all staff attorneys, including those unable to attend the annual meeting. In addition, we continue to offer a periodical newsletter, an updated staff attorney directory, and an active membership program.

Nevertheless, there is much more that can be done. We invite your inquiries and encourage your active participation.

We are the beneficiaries of the insight and ideas, as well as the encouragement and efforts, of many judges, scholars, attorneys, administrators, and our predecessors.

We are grateful for the opportunity and welcome the challenge of continuing to contribute to the appellate process.

CASA Officers and Executive Committee members for 1986-87 are: Henry Clay, chairperson, Supreme Judicial Court, Massachusetts; Richard B. Hoffman, chairperson-elect, District of Columbia, Court of Appeals; Thomas A. Lloyd, Secretary, Supreme Court of South Dakota; George E. Fowler, past-chairperson, Court of Appeals, Kentucky; Carol G. Green, Court of Appeals, Kansas; Lynn Liberato, Court of Appeals, Texas; Paul Douglas Sisk, U.S.C.A., Third Circuit; Norman P. Vance, U.S.C.A., Ninth Circuit; Ellen T. Wry, Superior Court, Appellate Division, New Jersey.

Henry Clay is chairperson of the Committee of Appellate Staff Attorneys of the Judicial Administration Division Appellate Judges' Conference and is a staff attorney at the Supreme Judicial Court of Massachusetts.

ELIZABETH MC LAUGHLIN retired as Clerk of the New Jersey Superior Court, Appellate Division, on March 1, 1987. Bette had served in the courts of New Jersey for 44 years. She became the first "official" Clerk of the Appellate Division in 1973 and provided invaluable assistance to her court during the time it grew from 12 to 28 members.

A testimonial dinner was held for Bette on May 8, 1987. Almost 200 judges, past and present, lawyers, employees, and friends attended the dinner. Speakers included former Chief Justice (and Governor) Richard J. Hughes, Associate Supreme Court Justice Alan B. Handler, and the judges who served as Presiding Judge for Administration of the Appellate Division during Bette's tenure as Clerk--Hon. Milton B. Conford, Hon. Robert B. Matthews, and Hon. Herman D. Michels.

Bette and her husband Laurence are still getting used to retirement. Most of their time is being spent redecorating their home in bucolic Hunterdon County. Bette's interim reaction to retirement: "I love it!"

...the his article under "Clerk." Clay Robbins Jr., who retired Friday after 33 years at Second District Court of Appeal, wanted other title.

Robbins, 60, was a hard taskmaster who would blister his staff for inefficiency, then spend an hour guiding a frustrated non-lawyer through court procedure. His reputation for helping attorneys was such that he once took a phone call at home from a lawyer in L.A.

"I gave the guy what he needed," said Robbins, "and I told him not to tell anybody. He doesn't need my name and home phone number on the (double-expletive) wall of the jail."

Division 2 Presiding Justice Mildred L. Lillard called Robbins's service "the best P.R. an appellate court has."

Although he was rousing popular — his 3-seat retirement dinner sold out days in advance — his run-ins with justices hastened his retirement. Beginning in February 84, when the justices decided to hire an assistant administrator to relieve the clerk's office of budgeting and other responsibilities, Robbins made a calendar on his wall, selected an early retirement date, and ticked off the 40 months to the present.

A former employee called him the consummated



Clay Robbins Jr.

mate bureaucrat who serves without being servile. "He did everything for the judges, but they always knew exactly where they stood with him," said Thomas J. Nolan, who clerked under Robbins while in law school.

His parents were lawyers, as are his brother and son. Robbins, however, after a rakish boyhood, had to choose between clerkship and driving race cars. He won his last sprint at Ascot Raceway in 1963 and three years later became clerk of the appellate court. "If I'd been a better mechanic, I might have been a better driver," he said.

In retirement he plans to ship his 32-foot sloop to Puget Sound and sail down the coast in September. Upon reaching Los Angeles, "I may turn in," he said, "or I may just keep going."

"What you're losing in Clay is a big piece of history," said Sheriff Captain William J. Poggione, one of Robbins's many friends in law enforcement.

Robbins saw James H. Doolittle fly a single-seat GB-2, felt two kamakazis plunge into his troop ship in the Pacific, heard senior clerks fret over the future of ball point pens, knew many of the state's prominent jurists, and recently declared there hasn't been a governor worth a nickel since Goodwin Knight — who went to high school with Robbins's mother, and whose father, Jess, traded horses with Robbins's grandfather at a mining camp in Nevada.

"Small world," Robbins said.

At an investiture, former Chief Justice Rose Bird once teased Robbins for still having an "Impeach Earl Warren" sticker on his car. The joke got a laugh but it wasn't true. He never had such a sticker, he said.

In any case, his conservatism is not entirely political. A short list of his dislikes would be:

- Administrative manuals
 - electric typewriters
 - tape-recorded messages
- An equal list of likes:
- black coffee
 - cold beer
 - people with procedural questions

"There is no such thing as a stupid question," said Robbins, befriender of the bewildered. "If you knew the answer, you wouldn't be asking. So if the question is real, it can't be stupid."

Didn't he, in effect, practice law by giving advice?

"Oh sure," he said, "no way to avoid it."

But in questions that involved much analysis, he said, he would usually direct the attorney to the governing rule or case. Thus the attorney could make an independent decision.

"That's called c.y.a.," Robbins said, closing one eye, "and it don't mean California Youth Authority."

Nolan said that as a law student at Loyola he never appreciated Robbins's grasp of procedure. Now an attorney with a national law firm, Nolan said, "I'm amazed that Clay, without outward ability or training, was always right in his gut reaction to a situation."

Nolan added gratitude to his appreciation of Robbins, who never questioned him for calling in sick during exams, and who was genuinely happy when he passed the bar and left to begin his career as a lawyer.

Robbins's parents had, of course, suggested that he turn to law, as did his younger brother, Richard, but they didn't push, Robbins said. His mother was born in Mexico and his father in Utah; they met in law school at USC. Anita Veale Robbins was a suffragette and Clay's family were break-aways from the Mormon Church. They gave their first-born a lot of rein.

He grew up in Hancock Park and attended, he prefers to say, "various high schools" before joining the Navy in 1944 as a seaman. Today he weighs 149 pounds, only 12 more than the day he enlisted. Nearly all of it went to his middle.

Back in Los Angeles after the war he attended junior college and fiddled around cars for nearly five years. In 1951, on a morning after the family agreed he would drop out of school for good, his father visited him and told him to see Vern Janney at courthouse. Janney was the jury commissioner. On that day Robbins was put to work filing papers for the Los Angeles Superior Court.

He was an oddity, a race car driver filing probate files, but he was personable.

'The clerk is the clerk. Clay didn't like to be called anything else.'

and immediately liked. Oddly too, he liked the work. For those with their eyes on courts are free theater.

Soon he was a utility man in the clerk's office, assigned to a different location nearly every week, sometimes every day. In 1955 he joined the appellate court as a deputy clerk. "Junior" deputy clerk," he said. "The old men were old enough to be my father, they didn't let me forget it for one minute. Ten years later he was chief deputy, and years later, clerk.

For whatever success he has enjoyed in his position, Robbins credits his mentor, Judge E. Brown, who was clerk when Robbins was hired. "In everything I did I asked myself, 'How would Jim Brown have handled this?'" Robbins said.

Take the arrival of a new judge. One day in 1969 when the court was still on West F Street (in 1974 it moved to 3580 Wilshire Boulevard), a superior court judge came to work pro tempore. It fell to Robbins to accommodate him, although the court had practically no space to spare.

"Parking was tight but he squeezed me in," said the judge, Robert Feinerman, now presiding justice in the court's Division Five. "I didn't have an office, so he found a storage room and cleaned it out himself. He didn't have a typewriter, so he found me one."

In Robbins's day, the clerk handled everything from hiring a janitor to controlling court policy. But with size and complexity — the district's 26 justices make the largest in the state — running the office and serving the court became too disparate. Robbins said there was talk about changing his title to administrator/clerk but he wanted none of it.

"The clerk is the clerk," said Robert Brown, who worked for five years under Robbins before becoming the Supreme Court clerk in Los Angeles. "Clay didn't like to be called anything else."

Robbins officially retires June 30, but he has two weeks' vacation to leave earlier.

Regrets? Robbins told a story about his Uncle Reynolds, his father's brother, who mined the Yellow Horse and other family diggings in Good Springs, Nev. He and Reynolds, who was asthmatic, were in Good Springs one night drinking and talking, and Robbins asked him if he had any regrets.

Robbins said his uncle took a deep draught on the hose of his oxygen bottle, knocked back the rest of his drink, dragged heavily his cigarette and said. . . .

Something unprintable. But the gist of it was "No."

ADMINISTRATIVE OFFICE OF THE COURTS
STATE OF NEW JERSEY

June 16, 1987

Chief Justice Robert N. Wilentz announced today the appointment of Jack G. Trubenbach as Clerk of the Appellate Division.

The Clerk's Office is the case processing arm of the 28 judge Appellate Division which decides more than 6,000 cases a year involving matters of general state jurisdiction.

Trubenbach had been Chief Counsel of the Appellate Division where he was responsible for the supervision of all legal matters arising within the Clerk's Office.

He succeeds Elizabeth McLaughlin who retired in March.

The Chief Justice also announced the appointments of Francine W. Charles and James M. Flynn as Deputy Clerks of the Appellate Division.

Charles has served in the Appellate Division since 1980, first as Operations Manager and then as Assistant Deputy Clerk. Previously, she served in a similar position in the Clerk's Office of the United States Court of Appeals for the Second Circuit. Charles is a resident of Franklin Township.

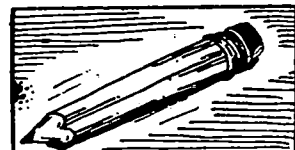
Prior to his appointment Flynn served as an Assistant to the Appellate Division Administrator. Flynn, a retired United States Navy Commander, is a graduate of Villanova University, residing in Haddonfield.

Welcome

TO ALL OUR NEW MEMBERS



Cookies bake best on sheets that are shiny on the top, dull on the bottom. Dark sheets can lead to over-browned cookies.



A pencil equipped with an eraser, the first of its kind, was patented by Hyman L. Lipman of Philadelphia in 1858.

YOUR PUBLIC IMAGE: WHAT DO YOUR CLOTHES SAY ABOUT YOU?

Have you ever wondered what message your clothing sends to other people? If your answer is no, you might want to start paying more attention to this vital part of your communication with others. Research by Dr. Albert Mehrabian of UCLA indicates that the "Visual" element of communication - i.e., what the listener sees, including your body language and wardrobe - constitutes 55% of your message in establishing trust and belief with your listener(s). The remaining 45% is divided between the "Vocal" (38%) - your voice and how you sound - and the "Verbal" (7%) - the words you use. Most of us spend a disproportionate amount of time on this last element while devoting very little time to the Visual. This article will focus on the way you dress and its importance in your professional life.

Let's first consider a few questions about clothing messages. What are some of the images or messages our clothing sends about us? How do our clothes send these messages? Is it fair for us to judge others based on their clothing alone - or for others to judge us? The answer to this last question is, "Of course not"; but we - and others - do it all the time. We need to be aware that other people judge us based on what they see.

Research shows that when you are meeting someone for the first time, how you say something and what you look like are much more important than the words you actually speak. In one brief moment - between 30 seconds and 3 minutes - your look tells others if you are in control, efficient, confident, up-to-date, friendly, trustworthy, or authoritative. During your first few minutes of interaction with others, their attention span is at its greatest and their powers of retention are highest, which means that the first impression will be a strong one. You want to make sure that judgments are favorable because you never get a second chance to make a good first impression!

So, it just makes good business sense to learn the language of successful clothing and use it to send whatever message you want to deliver. Understanding this idea and controlling how you want people to perceive you is power. You achieve this by packaging yourself to turn off the least number of people, and thereby expose yourself to the greatest number of possibilities for success. Think of it as "Response Engineering" - the process of dressing according to the message you want to convey as well as the response you want to elicit from the person(s) with whom you are interacting.

In your position, you come in contact with many different people; therefore, you may want to vary the message that your clothing conveys. For example, when you interact with attorneys or judges, you may want a "high authority" look such as a dark suit, white shirt/blouse, and a tie/scarf in the red family. But this outfit would be quite intimidating to individuals from

the general public who may be coming to your office for information. A better choice when meeting with these people would be colors in the blue and beige family, which convey "friendly" and "trustworthy." The power uniform is best saved for occasions or situations that demand it; otherwise you dilute its effect.

Outlined below are four basic guidelines that can serve as "image checkpoints" as you assess your current look. They are designed to insure a successful appearance for you at all times on the job.

The first rule is APPROPRIATE. Your key question here is to ask yourself: What is appropriate for me in my work setting? It's important to think in terms of whether an outfit is appropriate or inappropriate instead of right or wrong, because in one instance an outfit may be quite appropriate whereas in a different situation that same garment could work against you.

The second guideline is BE CONSERVATIVE. If you think classic in making your clothing choices, you can't go wrong. The cut, styling, and details of a classic outfit defy fads and the changing dictates of the fashion industry. Characteristics of a classic man's suit include 3" lapels, natural shoulders, and straight legged trousers. In a woman's suit look for an easily accessorized color, slightly padded shoulders, and a permanent hemline (1-2" below knee). These will never become dated looks. The three best and safest colors for business suits are blue, gray, and beige (and shades of these).

Third, select garments that are TAILORED - simple lines, simple cuts without a lot of busyness, fluff, and frills. This look flatters most figure types because it skims over figure problems.

Finally, look for QUALITY, not quantity. You need to invest more money in fewer items so your clothing reflects the level you are or aspire to be. Buy 100% natural fibers like cotton, wool, and silk when possible. You need a consistent look from day to day. You will send mixed messages if you wear a polyester suit one day and a three-piece wool suit the next.

In evaluating your professional image, keep in mind these words from Judy Moreo, an image consultant from Las Vegas: "Image is that which lingers in people's minds long after you have left the room." What image do YOU wish to leave in the minds of the people with whom you interact in your profession? Think about it . . . and engineer your wardrobe accordingly.

by

Meredith M. Bell
Executive Director
Beauty For All Seasons



(Meredith was a presenter at the mid-year seminar in Williamsburg.)

The world's a poorer place

The world needs a few more Morgan Thomases.

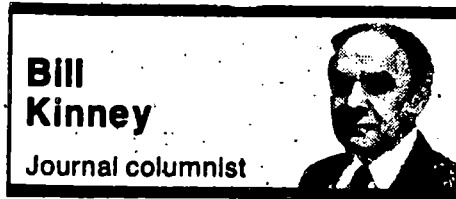
Morgan was a nice guy who didn't finish last. He made us all laugh at ourselves and the things around us. Nothing he said was off color. Blending wisdom with humor, he was truly a delightful fellow.

His former Emory University classmate Sims Garrett, retired Marietta banker, summed him up pretty well when he described Thomas as "a well-liked and well-respected Christian gentleman who never had a mean thought and dedicated his life to helping others."

Tall and lanky, and looking much younger than his 76 years, Thomas came across with an easygoing manner, quick wit and a rich, full voice that seemed to come straight out of the pulpit. His ever-present bow tie was his trademark, and he always looked straight at you with blue eyes sparkling behind black-rimmed glasses and an impish smile.

The very nature of his job pointed up the man's attitude. Fresh out of the University of Georgia law school and jobless in 1934, he took a \$166 per month position as deputy clerk of the Georgia Court of Appeals. Later he was named clerk, a job in which he remained for a record 46 years.

"I felt better in a service situation



Bill Kinney

Journal columnist

than in an adversary role, like lawyers get involved in," said Thomas, adding, "I never once thought about leaving."

Thomas preceded speakers to the podium representing almost every occupation and interest imaginable, including politicians, religious leaders and business tycoons. He poked clean fun at them all.

Thomas delighted in humorously giving keystone speakers "a hard time" at Cobb civic affairs, particularly the monthly Cobb Chamber of Commerce breakfasts and the chamber's yearly banquet. But the table was turned on him in the case of Atlanta minister Bill Self at a chamber breakfast.

"After that introduction," the preacher said of Thomas, "I feel like a Philistine. I think I've just been slain with the jawbone of an ass."

His spoken wit also showed up in "Morgan's Corner," the weekly summary of the appeals court. A memorable piece of prose was that penned by Thomas after the Legislature added urine tests to breath and

blood checks to determine if a person was intoxicated.

Then came a motorist convicted for drunk driving who appealed on the grounds that police had not given him a urine test. When the Court of Appeals reversed the conviction, Thomas wrote: "Listen lawmen, listen well for here's a brand new wrinkle. Besides the right to breathe and bleed they have the right to tinkle."

After graduating from Columbus High School in 1928, Thomas aimed for a medical career, but opted for working his way through law school when his money ran out in those tough depression days. He said he "learned a lot about life" as the night clerk at a second-rate hotel near the Athens campus.

He liked to relate how he enjoyed writing his full name, William Morgan Thomas, on documents when he first became deputy clerk. His boss, Clerk Logan Bleckley, called him aside and said, "See here, boy, you need to drop the William and just use 'Morgan.' You'll save yourself a lot of writing that way."

Many of Thomas's stories and his manner of delivery were learned while car-pooling with master-wit and orator Atlanta Constitution columnist Le Alkman, whom he fondly recalled "knew only clean stories."

You're Remembered

without Morgan Thomas

Thomas liked to recall the time when he unwittingly scheduled two dinner meetings in about the same time frame and didn't get fed at either. Discovering his mistake, he raced to Eatonton to address the Kiwanis Club, then hurried back to Atlanta to speak before an Episcopalian dinner, missing both meals and leaving his hosts "with a big case of jitters."

Thomas took great pride in his daughter Teresa, who in the late 1950s was one of the first coeds to graduate from the Georgia Institute of Technology. Another tribute he cherished was having the annual Cobb Symposium breakfast lecture named in his honor. Symposium "godfather" Dr. Noah Meadows and Chamber of Commerce chief Phil Sanders concocted the idea of naming the symposium's breakfast lecture after Thomas.

Meadows, who was a pallbearer at Thomas's funeral, recalled a joke told a few weeks prior to his death. When asked if he had a recommendation as to who could give the "Morgan Thomas Lecture," Thomas without hesitation quipped, "How about Lt. Col. (Oliver) North. He won't talk very long, and everyone can eat breakfast and leave early."

Thomas grew up the son of a Methodist minister and made home places like Americus, Columbus, Cor-

dele, Montezuma and Savannah. It was in Montezuma that he met the woman who later would become his second wife last year after both had been widowed.

Morgan over the years would ring me up and inquire if this or that bit of earthy humor would offend some office-holder or executive.

Last year Thomas called me to report his forthcoming marriage to Eleanor Haddock Farmer coming shortly after the long-lingering death of his first wife Billie. This writer judged Thomas was also seeking approval in that he explained Eleanor had been his childhood sweetheart in Montezuma, and that she knew he was terminally ill with cancer.

This writer advised: "Marry that fine woman. You need each other. Why care what anyone says? It's your lives."

It would be Eleanor who for months nursed Thomas and would call to report on Morgan's struggle with cancer. And it was Eleanor who phoned me at home from his bedside Friday night about 9 o'clock to report his death.

Morgan will be missed. He was a gentle, delightful, useful man who enriched our lives.

Bill Kinney is associate editor of the Marietta Daily Journal.

REMEMBER

NATIONAL CONFERENCE OF
APPELLATE COURT CLERKS
August 2-7, 1987

1987
APPELLATE CLERKS'
14th
Annual Meeting



Homily for the Funeral of Morgan Thomas
February 16, 1987
The Rev. Charles Scott May

St. James Church
Marietta, Georgia

Luther once made the striking statement that, "Every Christian is a Christ to the other man." Now while we know that this is simply not true of every Christian, we do know that there are people of whom this is true.

The man whose life we have come here this morning to celebrate -- the man we have come to say goodbye to -- was a Christ to me and to many of you as well. By that I mean that he lived his life so close to the Light of the World that that light was able to shine through him. Morgan Thomas was what I like to call an inhabited person -- and the inhabitant was the Christ. Like all inhabited people, Morgan did not know the meaning of selfishness.

Morgan became a legend in his own time. In my experience, his ability to blend wisdom with good humor was unparalleled. He was the Senior Warden of this parish when I was called to be the Rector almost fourteen years ago. From the very beginning we became fast and devoted friends and his love and support could always be counted on. He never ran hot and cold, but always true.

In my thirty years in the priesthood, I can count on one hand the lay people who have meant to me what Morgan did. You and I can always take heart when we move through the dark and troubled waters of this life because the Church in its deepest sense is built upon the foundation of men and women like Morgan Thomas who have moved beyond selfishness and in whose presence there are no membership cards or fences or artificial discriminations.

Shortly before his death, a grateful parish dedicated to Morgan the MORGAN THOMAS CONFERENCE ROOM in appreciation for his life and ministry. At the dedication service, Morgan sat in the middle of that room surrounded by his parish family and in his gentle, loving and humorous way he gave us his final benediction. It was as if the patriarch of our faith community had called us all together one last time to share with us his good humor and wisdom -- and then to say goodbye. It was, for me, a mountain top experience that I shall always remember.

Saying goodbye to Morgan on Friday was not easy for me. I sat by his bed and held his hand for seven hours. Although he was not able to speak, I am convinced that he used that time to sort through his great wealth of stories in order to come up with just the right one to share with St. Peter when the gates of that larger life opened wide to receive him. And I am relatively certain that Morgan was the first person who ever tap-danced into the kingdom.

Camille tells me that several weeks before his death, she and Morgan talked at some length about that heavenly banquet prepared by our blessed Lord for his saints. During that time, Camille shared with Morgan her fantasy that he was destined to be the Emcee at that great event. Morgan's response was that he would be happy just to have a place on the program. AMEN.

president's message

IT'S A LONG, LONG, LONG DRIVE

Well team, our season is rapidly drawing to a close. It is obvious we won some and we lost a few. It has been a good season. I realize everytime at bat can't produce a home run. However, we must identify our weaknesses and try to strengthen these spots; will you help our organization become better? Everyone is so busy with office and family and other interests that in spite of our good intentions we sometime just don't get to do for the conference.

We are a hard working, talented team. We have a great organization that is unique in court administration and management. Unique in its closeness, friendliness and caring. When we are together there is a magic working which is unbeatable, we need to bottle some of this magic for the rest of the year. The only way this will work is if everyone takes a bottle of magic home from the conference and periodically takes a swallow. Please bring a big bottle with you to Hartford, fill it to capacity, take it home and use as needed. As we learned in Williamsburg, the force is with us, we just have to remember to get off automatic occasionally and go with the force. Think about it, can you feel it? Sure you can. Trust it.

I will not try to highlight the year, what we have accomplished together will be presented and reviewed at our annual meeting. It has been a year of distinction and honor being your leadoff hitter. Soon I will become a pinch hitter; rest assured, however, I will try to knock a home run anytime I come up to the plate. (Unless I'm asked to sacrifice to right field.) Thanks for the fond memories.

GOD BLESS Y'ALL



**Something to
CROW ABOUT**

*Thanks for
your help!*