



**A
MESSAGE
FROM
THE
CHAPTER
PRESIDENT**



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Happy New Year!
Welcome to 2017

I hope you all had a wonderful holiday season full of good times and cheer. For many of you, this has been a crazy time of year and I hope you are all hanging in there. To our tax professionals... best wishes for the coming tax season.

Here at your local chapter, we are back to work, offering many CPE opportunities. January's luncheon is being coordinated by SAABA this year. Details can be found further in our newsletter this month. We also have more webinars and our March full day PDT coming up for you. We are also seeking nominations for our annual awards to be handed out at this year's PDT. Anyone can nominate someone they feel is worthy of the various awards presented by the Greater Lansing Chapter. Categories and descriptions are included in this newsletter.

It's hard to believe, but our 2016-2017 year is half way complete. While we are diligently continuing our work on this year's many activities, we also are beginning to look at the next program year as well. The Board greatly appreciates any input, suggestions for CPE/speakers, and/or interest in filling a board position from our membership. Please don't hesitate to contact myself or any of the Board members to submit your input and/or interest in volunteering to serve on the Board. Have questions about any of it.... Please ask away!

Here's to a fantastic 2017!
Thank you for your continued support of our Chapter.

Julie

Vision

AGA is the premier association for advancing government accountability.

Mission

AGA fosters learning, certification, leadership and collaboration for professionals and stakeholders committed to advancing government accountability.

Core Values

Service, Accountability, Integrity, Leadership

SAVE THE DATE

March 8, 2017

Greater Lansing AGA Chapter
Professional Development Training
8 hours CPE
Causeway Bay Hotel
and Convention Center

Eye Opener



September 2013

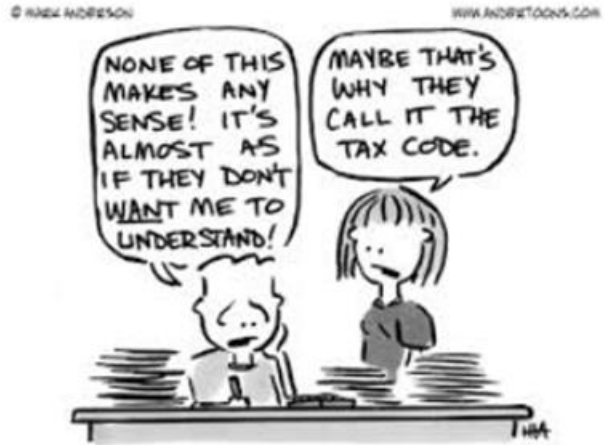
The date that marks a massive oil spill in North Dakota. Three years and three months later, less than one third of the 840,000 gallons spilled has been recovered.

SOURCE: The Associated Press | December 21, 2016





**MONTHLY MEETING
MONDAY**
January 23, 2017
11:45
 Michigan Library and
 Historical Center Auditorium
 Lansing, Michigan



ANNUAL TAX UPDATE

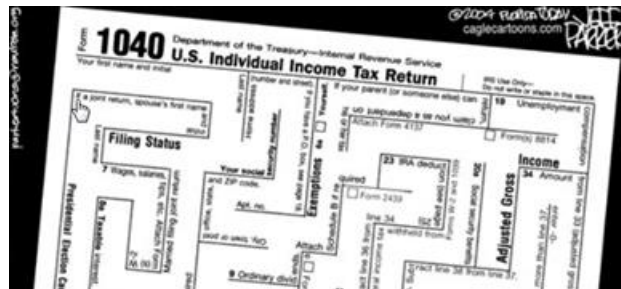
NOTE THE CHANGE IN REGISTRATION FOR THIS MEETING

Register on-line at www.saaaba.com.
 Click on Luncheons and Eents.
 Register before Monday, January 19, 2017

COST

\$10 AGA and SAAABA members
 \$15 non-members

Registrants are responsible for payment unless cancellation is received by the registration deadline.



GOVERNING

THE STATES AND LOCALITIES

SMART MANAGEMENT

WHAT GOVERNMENT WORKERS AND MANAGERS SHOULD BE PAYING ATTENTION TO IN 2017

Katherine Barrett & Richard Green | December 22, 2016

The new year will likely bring significant changes to state and local government workforces.

Republicans are gaining more control at the federal and state levels than any party has had in decades. State pension plans have suffered from unpredictable returns. And weak revenues are causing the most state budget shortfalls since the Great Recession.

"There's so much uncertainty that changes seem inevitable," said Steven Kreisberg, director of research and collective bargaining at the American Federation of State, County and Municipal Employees (AFSCME).

While much remains unknown, here's a rundown of the potential legislation and executive branch actions that may come down the pike in the coming months. Our conclusions are based on interviews with union officials as well as state and local associations and HR executives.

Retiree Health Care

When financial times are tough, governments often look to retiree health care. A continued pull back on new employees' retiree health care is likely. There are also likely to be more cuts to existing employees' benefits -- but only in the states that are legally allowed to do that.

Pensions

With investment returns well below expectations, there will be increased pressure to lower the assumed interest rate of returns for state and local pensions.

California's largest pension fund, often a trailblazer that other states look to, already dropped its assumed rate of return from 7.75 to 7.5 percent in 2012 and is considering dropping it even farther in 2017. These lower numbers are intended to require states to adapt to the "new normal," in which returns over 7 percent may be unachievable.

The changes being made may not seem large, but those actions will push already escalating annual employer contribution rates even higher. That in turn will lead to more pressure to reconfigure the benefits themselves. The push to move employees to defined contribution or hybrid pension plans, for example, is likely to continue in 2017.

continued on page 11

A YEAR INTO HAWAII'S PUSH TO GO PAPERLESS

By Dave Nyczepir, News Editor



Government agencies scattered across seven islands make delivering services to residents a challenge that electronic signatures help alleviate.

State employees have electronically signed more than 64,000 documents since Hawaii's state government began digitizing all its forms more than a year ago.

Paperless government is a game-changer in a state with such unique geography—agencies spread across eight main islands—in terms of sustainably providing services to 1.4 million citizens. Using Adobe Sign, data within documents flows directly into databases, removing human error from the equation and saving time and money.



"Documents executed electronically create this really clean archive," said Dan Puterbaugh, legal director and associate general counsel for Adobe Design, in an interview. "Hawaii is very much an innovator, more out in front than other states have been."

While 48 states have adopted the Uniform Electronic Transactions Act, Hawaii Gov. David Ige has driven its usage from the top—proclaiming Oct. 10 Electronic Records Day in the state and e-signing said proclamation.

Cost savings are only beginning to sink in some states, Puterbaugh said, but Hawaii estimates as many as 25,000 government employees use Adobe Sign.

Chief Information Officer Todd Nacapuy's first two hours in state government were spent signing human resources documentation by hand, which he found "ridiculous". Now HR forms are sent to new employees before they start.

Enterprise Technology Services prints 41,000 pages a day but will halve that in the next two months getting employees to sign documents on their mobile devices.

"It's really about giving our public servants the tools that they need to do their job," Ige says in this Adobe video. "And I'm convinced that giving them the latest digital tools allows them to be even more efficient and effective than they would normally be."

In addition to going green, e-signatures have the added benefit of bolstering privacy through the cloud.

Citizens dealing with state government often provide sensitive, personally identifiable information on forms. Handwritten signatures are easy to fake, but electronic documents are sent to specific email addresses, often with additional security measures like a unique smartphone code in place, to validate identities and avoid fraud.

Audit trails are important for legal compliance, and good software programs detail the lifecycle of a signature from the time a document is created and sent to the time of signing—establishing a strong evidentiary record you don't get with paper.

"We are cautious by nature, and that is one of the things that has occasionally slowed the process," Puterbaugh said.



11 SECRETS TO STAYING PRODUCTIVE AND IN CONTROL

Dr. Travis Bradberry, President of TalentSmart

TalentSmart has given emotional intelligence tests to more than a million people and found that the upper echelons of top performance are filled with people who are high in emotional intelligence (90% of top performers, to be exact). The hallmark of emotional intelligence is self-control—a skill that unleashes massive productivity by keeping you focused and on track.

Unfortunately, self-control is a difficult skill to rely on. Self-control is so fleeting for most people that when Martin Seligman and his colleagues at the University of Pennsylvania surveyed two million people and asked them to rank order their strengths in 24 different skills, self-control ended up in the very bottom slot.

And when your self-control leaves something to be desired, so does your productivity.

When it comes to self-control, it is so easy to focus on your failures that your successes tend to pale in comparison. And why shouldn't they? Self-control is an effort that's intended to help achieve a goal.

Failing to control yourself is just that—a failure. If you're trying to avoid digging into that bag of chips after dinner because you want to lose a few pounds and you succeed Monday and Tuesday nights only to succumb to temptation on Wednesday by eating four servings' worth of the empty calories, your failure outweighs your success. You've taken two steps forward and four steps back.

Since self-control is something we could all use a little help with, I went back to the data to uncover the kinds of things that people who are high in emotional intelligence rely on to keep themselves productive and in control. They consciously apply these behaviors because they know they work. Some are obvious, others counter-intuitive, but all will help you minimize those pesky failures to boost your productivity.

1. They focus on solutions. Where you focus your attention determines your emotional state. When you fixate on the problems that you're facing, you create and prolong negative emotions which hinder self-control. When you focus on the actions you'll take to better yourself and your circumstances, you create a sense of personal efficacy that produces positive emotions and improves performance. Emotionally intelligent people won't dwell on problems because they know they're most effective when they focus on solutions.

THE HUFFINGTON POST

2. They eat. File this one in the counter-intuitive category, especially if you're having trouble controlling your eating. Your brain burns heavily into your stores of glucose when attempting to exert self-control. If your blood sugar is low, you are far more likely to succumb to destructive impulses.

Sugary foods spike your sugar levels quickly and leave you drained and vulnerable to impulsive behavior shortly thereafter. Eating something that provides a



slow burn for your body, such as whole grain rice or meat, will give you a longer window of self-control. So, if you're having trouble keeping yourself out of the company candy bin when you're hungry, make sure you eat something else if you want to have a fighting chance.

3. They forgive themselves. A vicious cycle of failing to control oneself followed by feeling intense self-hatred and disgust is common in attempts at self-control. These emotions typically lead to over-indulging in the offending behavior. When you slip up, it is critical that you forgive yourself and move on. Don't ignore how the mistake makes you feel; just don't wallow in it. Instead, shift your attention to what you're going to do to improve yourself in the future.

Failure can erode your self-confidence and make it hard to believe you'll achieve a better outcome in the future. Most of the time, failure results from taking risks and trying to achieve something that isn't easy. Emotionally intelligent people know that success lies in their ability to rise in the face of failure, and they can't do this when they're living in the past. Anything worth achieving is going to require you to take some risks, and you can't allow failure to stop you from believing in your ability to succeed. When you live in the past, that is exactly what happens, and your past becomes your present, preventing you from moving forward.

4. They don't say yes unless they really want to. Research conducted at the University of California in San Francisco shows that the more difficulty that you have saying no, the more likely you are to

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experience stress, burnout, and even depression, all of which erode self-control. Saying no is indeed a major self-control challenge for many people. “No” is a powerful word that you should not be afraid to wield. When it’s time to say no, emotionally intelligent people avoid phrases like “I don’t think I can” or “I’m not certain.” Saying no to a new commitment honors your existing commitments and gives you the opportunity to saying no is an act of self-control now that will increase your future self-control by preventing the negative effects of over commitment.

5. They don’t seek perfection. Emotionally intelligent people won’t set perfection as their target because they know it doesn’t exist. Human beings, by our very nature, are fallible. When perfection is your goal, you’re always left with a nagging sense of failure that makes you want to give up or reduce your effort. You end up spending your time lamenting what you failed to accomplish and what you should have done differently instead of moving forward excited about what you’ve achieved and what you will accomplish in the future.

6. They stay positive. Positive thoughts help you exercise self-control by focusing your brain’s attention onto the rewards you will receive for your effort. You have to give your wandering brain a little help by consciously selecting something positive to think about. Any positive thought will do to refocus your attention. When things are going well, and your mood is good, self-control is relatively easy. When things are going poorly, and your mind is flooded with negative thoughts, self-control is a challenge. In these moments, think about your day and identify one positive thing that happened, or will happen, no matter how small. If you can’t think of something from the current day, reflect on the past and look to the future. The point here is that you must have something positive that you’re ready to shift your attention to when your thoughts turn negative, so that you don’t lose focus.

7. They avoid asking “What if?” “What if?” statements throw fuel on the fire of stress and worry, which are detrimental to self-control. Things can go in a million different directions, and the more time you spend worrying about the possibilities, the less time you’ll spend taking action and staying productive (staying productive also happens to calm you down and keep you focused). Productive people know that asking “what if? will only take them to a place they don’t want—or need—to go. Of course, scenario planning is a necessary and effective strategic planning technique. The key distinction here is to recognize the difference between worry and strategic thinking.

8. They sleep. I’ve beaten this one to death over the years and can’t say enough about the importance of sleep to increasing your emotional intelligence and maintaining your focus and self-control. When you sleep, your brain literally recharges, shuffling through the day’s memories and storing or discarding them (which causes dreams), so that you wake up alert and clear-headed. Your self-control, attention, and memory are all reduced when you don’t get enough—or the right kind—of sleep. Sleep deprivation raises stress hormone levels on its own, even without a stressor present, which are a major productivity killer.

9. They exercise. Getting your body moving for as little as 10 minutes releases GABA, a neurotransmitter that makes your brain feel soothed and keeps you in control of your impulses. If you’re having trouble resisting the impulse to walk over to the office next door to let somebody have it, just keep on walking. You should have the impulse under control by the time you get back.



10. They meditate. Meditation actually trains your brain to become a self-control machine. Even simple techniques like mindfulness, which involves taking as little as five minutes a day to focus on nothing more than your breathing and your senses, improves your self-awareness and your brain’s ability to resist destructive impulses. Buddhist monks appear calm and in control for a reason. Give it a try.

11. They ride the wave. Desire and distraction have the tendency to ebb and flow like the tide. When the impulse you need to control is strong, waiting out this wave of desire is usually enough to keep yourself in control. When you feel as if you must give in, the rule of thumb here is to wait at least 10 minutes before succumbing to temptation. You’ll often find that the great wave of desire is now little more than a ripple that you have the power to step right over.

Bringing It All Together

The important thing to remember is you have to give these strategies the opportunity to work. This means recognizing the moments where you are struggling with self-control and, rather than giving in to impulse, taking a look at these strategies and giving them a go before you give in.

GREATER LANSING CHAPTER SEEKING NOMINATIONS FOR AWARDS



DO YOU KNOW SOMEONE WHO DESERVES TO BE RECOGNIZED FOR THEIR CONTRIBUTIONS TO THE GOVERNMENT ACCOUNTABILITY COMMUNITY?

The Greater Lansing Chapter of the Association of Government Accountants (AGA) is seeking nominations for its annual (1) Excellence in Government Leadership Award, (2) Professional Development Award, and (3) Community Service Award. The Chapter's Awards and Nominations Committee is seeking the nominations of individuals whom you believe deserves to be recognized with these prestigious awards.

Nominations should include the name and position held by the nominee, the award for which they are being nominated, and a brief description of the person's recent accomplishments for the award category. In addition, the nominator's name and contact information must be included. You may nominate yourself. Recipients will be recognized by their peers at the Chapter's Spring Conference on March 8, 2017.

Please refer to the following criteria when submitting your nomination:

Excellence in Government Leadership Award

The Excellence in Government Leadership Award is presented to a government professional who exemplifies and promotes excellence in government accountability management, outstanding leadership, high ethical standards and innovative management procedures. The award criteria includes the following:

1. The nominee must be employed in government, holding a management position involving one or more disciplines of government financial management.
2. The nominee does not need to be a member of AGA.
3. The nominee must be personally responsible for leading extraordinary initiatives in the course of their employment throughout the last year that have made a significant and lasting contribution to the quality, efficiency, and/or effectiveness of government accountability management.

Professional Development Award

The Professional Development Award is presented to an individual, either an AGA member or nonmember, to recognize extraordinary efforts in providing and promoting continuing education and professional development leadership for government professionals and others, demonstrating the importance of a lifelong commitment to learning.

Community Service Award

The Community Service award is presented to an AGA member to recognize exceptional personal commitment to community service activities sponsored by AGA and other organizations.

Nominations must be received by Friday, February 10, 2017

- To submit a nomination send an email or write a brief letter with the information requested above
 - Completed nominations may be emailed to lansingaga@gmail.com or mailed to PO Box 12159, Lansing, MI 48901
 - If you have questions, contact Anna Lewis, Awards Chairperson at lewisa19@michigan.gov or 517-335-1515

AGA is a national professional association of 14,000 members who represent every level of government financial management. Since 1950, AGA has been dedicated to serving those who are faced with the challenge of using every government financial resource in the most effective manner possible and has been the vanguard organization addressing the issues and challenges facing government financial managers.

GOVERNOR RICK SNYDER SIGNS LEGISLATION EXPANDING ACCESSIBILITY, AFFORDABILITY OF COMMUNITY COLLEGES STATEWIDE AND EIGHT ADDITIONAL MEASURES

Thursday, Dec. 22, 2016

LANSING, Mich. – Community college students who do not reside within a community college district will now have expanded opportunities to pay residential tuition rates under legislation signed today by Gov. Rick Snyder.

“Michigan is well poised to be the national leader in developing talent, and community colleges are a tremendous resource to help us achieve this goal,” Snyder said. “These bills help make community colleges more affordable, increasing opportunities for new students and adults to gain the skills they need to be successful in the 21st century workforce.”

House Bill 4265, sponsored by state Rep. Amanda Price, allows a community college to expand its tax district to non-bordering communities. Joining the district, which includes options for lower tuition and improved access to job training programs, would still require approval by the local board of education or unit of government and local voters to expand the tax district. It is now Public Act 374 of 2016.

Snyder also signed eight additional bills:

House Bill 4677, sponsored by state Rep. David Maturen, allows assessors to create a separate tax parcel for a portion of farm land that is no longer considered agricultural property. The remaining agricultural parcel will not be subject to an increased tax. It is now Public Act 375 of 2016.

HB 4850, sponsored by state Rep. Jason Sheppard, gives state purchasing preference to Michigan-sourced bio-based products. It is now Public Act 376 of 2016.



HB 5484, sponsored by state Rep. Lisa Lyons, will require the Natural Resources Commission to review and determine if additional colors are safe and effective for individuals to wear while hunting, including “hunter pink”. It is now Public Act 377 of 2016.

HB 5520, sponsored by state Rep. Klint Kesto, removes the requirement for a dowry provision in judgments of divorce and separate maintenance. It is now Public Act 378 of 2016.

HB 5533, sponsored by state Rep. Ed Canfield, eliminates the requirement for a Physician’s Assistant to practice under the supervision of a physician, and now requires Physician’s Assistants to obtain a practice agreement with a participating physician or podiatrist. It is now Public Act 379 of 2016.

HB 5599, sponsored by state Rep. Andrea LaFontaine, clarifies definitions and processes associated with the use of the Underground Storage Tank Cleanup Fund and reduces the amounts owners and operators must pay in order to access the fund. It is now Public Act 380 of 2016.

Senate Bill 717, sponsored by state Sen. Tom Casperson, expands the types of actions allowed in order to facilitate underground fuel tank clean-up processes. It is now Public Act 381 of 2016.

SB 1187, sponsored by state Sen. Tom Casperson, supports sound scientific fish and wildlife management in Michigan, allows the Natural Resources Commission to designate species as game animals and restores the NRC’s authority to regulate the taking of sport fish. It is now Public Act 382 of 2016.

For more information on this and other legislation, visit www.legislature.mi.gov



THREE LEADERSHIP RESOLUTIONS YOU CAN ACHIEVE

Leadership scholar John Maxwell is well-known for describing what he believes to be the 21 indispensable qualities of a leader. These qualities, when adopted, will allow you to be the type of leader that others want to follow. However, trying to tackle the development or enhancement of all of these qualities all at once can be a bit of a challenge.



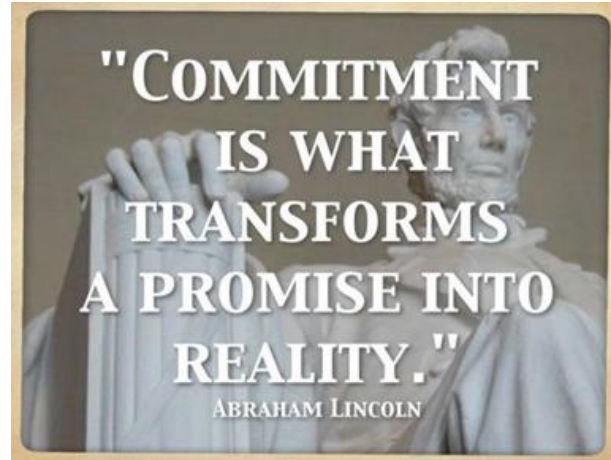
So, with the new year, why not set your New Year's Leadership Resolutions instead of declaring to go to the gym more, eat better, or curb your spending? OK...you **can** do those things as well, but we know how often we break those! Rather, consider carving out three things that you can focus on in 2017 to improve your leadership capacity; it will be far more manageable. With that in mind, here are my suggestion of qualities to improve that you can add to your New Year's resolutions.

Enhance Your Character

Character is the foundation of successful leadership and is the blending of your values, beliefs, and traits. A simple thing you can do to enhance your character is to pay attention to your actions. After all, your followers are. Ask yourself, *Am I open to new ideas and experiences? Am I conscientious in all of my tasks? Am I agreeable?* Ideally, you will want to answer these questions with a resounding "Yes!" Paying attention to your actions and how others perceive them will go a long way in strengthening your character.

Improve Your Commitment

One of my favorite Maxwell quotes is, *"When you make a commitment, you create hope. When you keep a commitment, you create trust."* The reality



is that for most people, things "get away" from us. Keeping track of what we have committed to and following through is an easy goal to achieve. Take advantage of various tools and apps that can help you with this resolution. Look at how you are spending your time and determine if you are **really** focusing on critical tasks and making progress towards your obligations. As you demonstrate your ability to keep your word, others around you will know that you are trustworthy.

Boost Your Communication Style

Communication is not only critical for effective leadership, but for successful government work. There are many ways in which you can improve your verbal, nonverbal, or written communication; but delivering an engaging message is the one skill in which many struggle. Look for ways to simplify your message. After all, it's not just **what** you say, but also **how** you say it. Using language that is common to those with whom you work and avoiding annoying phrases and words, can go a long way. Finally, consider alternate ways of delivering your message, using a variety of methods including email, town hall meetings, social media, memos, or one-on-one interactions.



As you prepare to close out 2016 and look forward to 2017, consider these resolutions to put you on track of being an outstanding leader. Doing so will build a better relationship with your followers and create commitment and engagement within your organization.

Early Career Center

WHAT NOBODY TELLS YOU ABOUT YOUR CAREER WHEN YOU'RE 22 – PART 1

By: Katie Burke, HubSpot.com



1) Solve for growth.

Early in your working life, you're defined by the company you keep, so choose wisely. It's very easy to pick the company with the biggest name or the biggest paycheck, but I recommend following our Co-Founder Dharmesh Shah's advice: Solve for growth.

How does the company you're working for (or considering joining) prioritize growth, both personally and professionally? How does the team you'll be working for plan to grow in the coming year, and what do the prospects look like for growth for the broader company?

Far too many people pick companies based on their current reputation rather than their possible growth, but you get far more career credit for being the fifth employee at LinkedIn after its explosive growth than you do for being the 5000th employee at Radio Shack before it stops growing entirely.

2) Don't fire back on feedback.

When you put your heart and soul into your work (as many young people do), you tend to take feedback personally -- whether it's good or bad.

When you get positive feedback, for example, you tend to think that you're the best marketer or salesperson in the world. And when you get your work criticized in any way, shape, or form -- you also tend to take it to heart. To combat this gut reaction, I always suggest letting feedback "soak" for 24 hours. It allows you to think about what's true and what isn't -- and how you can use it to grow, regardless of where it falls on that spectrum.

This time for reflection also allows you to have productive conversations with your manager. If you're personally hurt, offended, or angry, you're no longer listening. You've shut down. If you actually take the time to absorb feedback, you're going to have a conversation with your manager that will actually help you get to the next level.

3) Find the Tina(s) to your Amy.

A lot of people talk about how developing friendships at work can improve your personal life, but these relationships can also have a huge impact on your career path. Just look at Tina Fey and Amy Poehler -- they're best friends who also push each other to achieve amazing things in their respective careers.

I've been lucky enough to find several of my "Amys" at HubSpot (yes, I'm Tina in this scenario, as she's my spirit animal). Last year, I worked with VP of Operations Alison Elworthy and VP of Product Brad Coffey to prep HubSpot for our IPO -- a huge milestone for the company.

The kicker? None of us had prepped a company for an IPO before, and the stakes were high. So we leaned on each other. Because of our strong friendship outside work, we were able to improve our ideas, get feedback, and iterate on messaging and strategy.

So instead of thinking of your work friends as company for happy hour (although that's important too), seek out peers at work who challenge you, who can help you learn, and who think differently than you do. Just because someone's a peer at your company doesn't mean you can't learn a ton from them -- finding a "Tina" or "Amy" who can give you honest, constructive feedback and champion your efforts is incredibly valuable to your career growth.

4) Always be learning.

In my opinion, people overthink the role of formal mentorship in building their career. Instead of identifying one person to learn from and ask questions of, make that your daily practice. Write down what you see, know, and observe about what works and what doesn't: You don't think you'll forget it as you evolve in your career, but you will.

Having it written down somewhere will help you maintain perspective. Identify people you admire and learn from them, but don't wait for a formal mentorship relationship to do so.

Carve out time in your week to prioritize your own learning. Even if you just watch a TED talk or read a few pages of a new book, ensuring that you have time in your schedule to stretch your horizons makes it much more likely you'll do the same for the rest of your career.

CHAPTER EDUCATIONAL EVENTS



You can register for all chapter events at www.aga-lansing.org. Click on events.

Check the chapter website and upcoming newsletters for more information.

September 14, 2016

Webinar Conference

Internal Controls
Grand Tower, Dempsey Room
2 hours CPE

February 21, 2017

Monthly Luncheon Meeting

Maintaining Your Professional Certifications
VanWagoner Building, Lakeshore Room
1 hour CPE

September 20, 2016

Professional Development Conference

Managing Transition in Government
Library of Michigan
4 hours CPE

February 22, 2017

Webinar

Fraud and Risk
VanWagoner Building, Lakeshore Room
2 hours CPE

October 12, 2016

Webinar Conference

Cyber Security: The New Norm
Constitution Hall, ConCon Room A/B
2 hours CPE

March 8, 2017

Webinar

Uniform Guidance
VanWagoner Building, Lakeshore Room
2 hours CPE

October 18, 2016

Monthly Luncheon Meeting

Impact of Retirement Savings
VanWagoner Building, Lakeshore Room
1 hour CPE

March 29, 2017

Webinar

CFO/CIO Collaboration
VanWagoner Building, Lakeshore Room
2 hours CPE

November 16, 2016

Webinar Conference

Tools and Strategies for Fighting Fraud
Ottawa Building, Conference Room 6
2 hours CPE

April 12, 2017

Webinar

Ethics
VanWagoner Building, Lakeshore Room
2 hours CPE

November 17, 2016

Monthly Luncheon Meeting

Office of Performance and Transformation
VanWagoner Building, Lakeshore Room
1 hour CPE

April 18, 2017

Monthly Luncheon Meeting

Senate Fiscal Agency Budget Update
VanWagoner Building, Lakeshore Room
1 hour CPE

December 7, 2016

Webinar Conference

Ethics
Ottawa Building, Conference Room 3
2 hours CPE

May 16, 2017

Monthly Luncheon Meeting

TBD
VanWagoner Building, Lakeshore Room
1 hour CPE

January 23, 2017

Monthly Luncheon Meeting

Tax Update – Joint with SAAABA
Library of Michigan
1 hour CPE

June 14, 2017

Webinar

Fraud and Data Analytics
VanWagoner Building, Lakeshore Room
2 hours CPE

OTHER EDUCATIONAL OPPORTUNITIES



National AGA

To register for events, visit www.agacgfm.org

February 15-16, 2017

National Leadership Training

Ronald Regan Building
Washington D.C.
14 hours CPE

February 23, 2017

FREE Members Only Webinar

The Fraud Tools: Case Studies
Your Computer
1 hour CPE

July 9-12, 2017

Professional Development Training

John B. Hyne Convention Center
Boston, Massachusetts
24 hours CPE



West Michigan AGA

To register for events, visit
www.agawestmichigan.org/home/events

January 25, 2017

Webinar

2017 Government GAAP Update
2 hours CPE

Governmental Accounting Training Series (GATS)

Level 1: An Introduction (coming February 2017)
Level 2: Digging Deeper (coming March 2017)



Education is the most powerful weapon
which can cause change to the world.

Nelson Mandela

Paying Attention - continued from page 2.

At the very least, Michigan is likely to re-introduce a plan to move teachers to a 401k system in place of its defined benefit plan. This follows actions taken for other state employees in the late 1990s.

Unions

"We're going to see a number of anti-labor bills," said AFSCME's Kreisberg. These include expected right-to-work bills -- which limit the power of labor unions -- in Kentucky, Missouri and New Hampshire.

Other anticipated legislation includes efforts to withdraw automatic payroll deduction for union dues in Missouri and some attempts to narrow the types of issues that unions can legally negotiate. In Iowa, for instance, there's a push to stop unions from negotiating their health benefits at the bargaining table.

Workplace

On the administrative side, governments may be putting more money into professional development. As the baby boomers continue to age out of the workforce, it's more necessary than ever to help the Gen Xers and millennials who will fill their shoes.

The hiring process itself may also get revamped. Pennsylvania, which has had one of the more restrictive civil service systems, set the stage in 2016 to reform recruiting and hiring practices in 2017. To encourage young people to join public service, the Commonwealth set up a large millennial-only task force, which will start to deliver ideas in 2017 on how to attract and retain members of their generation.

Compensation

Whether workers get pay raises in 2017 will largely depend on the local or state economy. But high rates of turnover in areas like information technology, social services and corrections will likely prompt legislative requests to increase their salaries.

2017 will also likely bring a renewed emphasis on structural reorganizations of HR departments and a continuation of the long-term trend to automate transactional services and focus more attention on strategic goals within central HR departments. Tennessee, in particular, is looking to emphasize to young people that getting a government job is not so much about good benefits or employment security, but about "the impact you can have and the difference you can make on citizens' lives," said Rebecca Hunter, commissioner of the state's department of human resources.



MEMBER NEWS

CONGRATULATIONS!

Member Anniversaries

Deborah Christopherson, CGFM	21 years
Michelle Hililker, CGFM	21 years
Jerry Kulka, CGFM-Retired	21 years
Margaret Maday, CGFM	20 years
Vickie Crouch, CGFM	20 years
Beth Colosimo, CGFM	19 years
Karen Spak, CGFM	18 years
Cynthia Michels	16 years
Diane DeLuca	9 years
Scott Strong, CGFM	7 years
Abdel Abdelrahman	5 years
Desiree Kirkland	4 years
Benjamin Brewer	1 year
Cindy Liu	1 year

WELCOME!

New Members

Robert Fay
Michigan Department of Health and Human Services

Shauang Taylor
Michigan Department of Treasury



CHAPTER FINANCES

Balance Sheet at November 31, 2016

Assets	
Current Assets:	
Checking Account	\$ 29,904
Pay Pal Account	\$ 1,193
Total Assets	<u>\$ 31,097</u>
Liabilities and Net Assets	
Beginning Fund Balance	
Unrestricted	\$ 26,412
Restricted	\$ 4,515
Income (Loss)	<u>\$ 170</u>
Ending Fund Balance	
Unrestricted	\$ 26,582
Restricted	\$ 4,515
Total Liabilities and Fund Balance	<u>\$ 31,097</u>



**The Mark of Excellence
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Local Government**

CGFM is the professional certification recognizing the unique skills and special knowledge required of today's government financial managers. It covers governmental accounting, auditing, financial reporting, internal controls, and budgeting at the federal, state, and local levels.

MAINTAINING YOUR CGFM WHAT IS THE ANNUAL RENEWAL REQUIREMENT?

All active CGFMs must renew their certification annually. Annual CGFM renewals are due by March 21, 2017. The current renewal fee is \$30 for AGA members and \$65 for nonmembers.

By submitting their annual renewal payment, CGFMs that they have abided by AGA's Code of Ethics, and they have fulfilled the minimum CPE requirements.

CGFMs must promptly notify AGA of mailing address change. It is the responsibility of the CGFM to pay the annual CGFM renewal fee, even if that individual did not receive an invoice from AGA.



CHAPTER EXECUTIVE COMMITTEE MEETING MINUTES

December 13, 2016
Lewis Cass Building

CEC Members Present: Chris Bayley, Rachelle Breeden, Julie Chrysler, Cindy Osga, Anshu Varma, Dan Wawiernia

CEC Members Not Present: Anthony Edwards, Shawna Hessling, Dan Jaroche, Anna Lewis, Julie Salman, Cora Schimanski, Karen Stout

Call to Order and Acceptance of Agenda: The meeting was called to order at 12:08pm. A motion was made, seconded, and passed to accept the agenda.

Minutes: A motion was made, seconded, and passed to accept the September board minutes. There was no October meeting.

Budget and Financials: A motion was made, seconded, and passed to accept the November 2016 financials and expenditures in the amount of \$281.90.

Membership: The chapter currently has 116 members. Welcome letters were sent to the new members. The email list has been updated.

Education: The Spring PDT is **TENTATIVELY** March 14, 2016 at the Okemos Conference Center. However, we are checking on other dates because of a possible conflict with the Project SIGMA UAT Tester Training dates in mid-March.

Speakers are being arranged:

- Brian Mosier – AGA Regional Chapter President
 - GASB 77
- Dan Lohrman – Security Mentor:
 - Hacking, Elections, and Recounts
- Marie Stiegel – Plante Moran
 - topic still being discussed
- Stephan Blann – W.MI AGA, Rehmann
 - GAAP Update, or pick from list of topics
 - Rachel will send the list to the Board for consideration
- Kyle Diamond, MI D/Treasury
 - Multi-generational training
 - Possibly other topics
- Wendy Day – agreed to come back, 2 hours this time
 - Generational differences
 - Or other topic

Program Luncheons: No report.

Rachelle is working on other speaker options related to a topic on multi-generational working environment and is looking for sponsors.

Rachelle and Anshu will work together on finalizing the topics, the order and length of time for each, and food from Zaytoons.

Awards: Anna began working on the awards letter seeking nominations so they can be sent out next month.

Communications – Newsletter and CCR: Planning on issuing the newsletter in the beginning of January.

CGFM and CPE Events: No changes to the webinar schedule as noted on the chapter calendar.

Webmaster: Anthony was unable to make the meeting but provided the following update on the Chapter website merger.

- Anthony believes the time frame works well for us. There should not be any issues.
- Need to send 1-2 names to National from the Board who will part of the merger. We can include more if we wish to do so. Julie C. will check with Anthony to see if the names previously provided were added.
- We have already discussed our requirements for the site and National indicated there should be no issues.

Community Service: No report.

Chapter Recognition Program: Julie C. and Anshu will sit down and over the CRP process.

New Business: Cindy provided amendments to the Chapter's Articles of Incorporation as suggested by the IRS but eliminated the language that the organization is for religious or scientific purposes. The language for the dissolution clause was taken from the Chapter Bylaws and complies with the IRS code. A motion was made, seconded, and approved to adopt the amendments to the Chapter's Articles of Incorporation. Julie C. and Anshu signed the amendments to the Articles of Incorporation. Julie S. will respond to the IRS. For historical purposes, we will keep a copy of the minutes with amendment document.

Old Business: None.

Adjournment: A motion was made, seconded, and approved to adjourn at 12:5 pm.

Next Meeting: January 10, 2017
Location: Lewis Cass Building, Director's Audit Conference Room, 4th Floor
Host: Cindy Osga



Chapter Executive Committee 2016-2017

Platinum
Chapter

President

Julie Chrysler, CIA, CCSA
Natural Resources
chryslerj@michigan.gov
517-284-5864

Membership

Shawna Hessling
State Budget Office
hesslings@michigan.gov
517-335-8917

President Elect

Anshu Varma, CPA
Technology, Management and Budget
varmaa@michigan.gov
517-241-2002

Community Service

Cora Schimanski
Treasury
schimanskic@michigan.gov
517-373-7463

Treasurer

Julie Salman, CPA
Transportation Accounting Services Center
salmanj@michigan.gov
517-373-6659

CGFM, Audio Conferences

Dan Wawiernia
Technology, Management and Budget
wawarierniad@michigan.gov
517-241-2768

Secretary

Christopher Bayley, CPA
State Budget Office, SIGMA
bayleyc1@michigan.gov
517-284-7051

Webmaster

Anthony Edwards
Treasury
edwardsa9@michigan.gov
517-373-07173

Education

Rachelle Breedene
Technology, Management and Budget
thornr@michigan.gov
517-241-6388

Newsletter/Accountability

Cindy Osga, CGFM
Health and Human Services
osgac@michigan.gov
517-335-4087

Programs

Karen Stout, CGFM
Treasury
stoutk@michigan.gov
517-335-1012

Past President

Dan Jaroche, CPA
State Budget Office
jaroched@michigan.gov
517-373-1039

Awards

Anna Lewis
State Budget Office
lewisa19@michigan.gov
517-335-1515

Great Lakes Regional Vice President

Brian Mosier, CGFM
Central Ohio Chapter
bmosier@cshco.com
614-604-3164



**See the Chapter's Annual Citizen Centric Report
on the website.**

The Chapter's Citizen Centric Report was awarded a Certificate of Excellence by National AGA.

www.lansing-aga.org

Greater Lansing AGA
PO Box 12159
Lansing, MI 48901