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# Thank You!

The Greater Lansing AGA Chapter Executive Committee wishes to express its sincere gratitude to those who attended the Chapter's Annual Spring Professional Development Training.

### Vision

AGA is the premier association for advancing government accountability.

### Mission

AGA is a professional association advancing government accountability, transparency, and leadership by promoting education, certification, innovation, and collaboration across all levels of government and stakeholders.

### Values

Service, Accountability, Integrity, Leadership

## APRIL EVENTS

monthly luncheon  
April 16  
web conference  
April 24

see page 2 for details

Welcome Spring!!



## Eye Opener



# 80

The number of years it will take to repair more than 47,000 structurally deficient bridges in the U.S., according to a new report.

SOURCE: CNN | April 4, 2019





**MONTHLY MEETING  
TUESDAY**  
**April 16, 2019**  
**11:45**  
 Van Waggoner Building  
 Great Lakes Room  
 Lansing, Michigan

**THE STATE'S ROAD  
AND BRIDGE  
INFRASTRUCTURE  
AND THE  
TRANSPORTATION  
BUDGET**



You cannot help but notice the condition of our roads and bridges on your daily drive to work.

**CPE**

1 hour Management and Other  
 CPE Sponsor ID 104201

**REGISTRATION**

Register on-line at [www.aga-lansing.org](http://www.aga-lansing.org).  
 Click on events.  
 Register before Friday, April 12, 2019

**SPEAKER**

William Hamilton, House Fi\$cal Agency



**COST**

AGA members - \$12  
 non-members - \$16  
 SIGMA ID CV0026537-007

**DELIVERY METHOD**

Group – Live

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



**WEB CONFERENCE  
WEDNESDAY**  
**April 24, 2019**  
**2:00pm to 3:50pm**  
 Ottawa Conference Center  
 Room 3  
 Lansing, Michigan

**THE DATA ACT**



**OPEN  
Government  
Data Act**

**SPEAKERS:**

Michelle Sager, Director, GAO

**CPE**

2 hours Auditing-Government  
 CPE Sponsor ID 104201

**REGISTRATION**

Register on-line at [www.aga-lansing.org](http://www.aga-lansing.org).  
 Click on events.  
 Register before Monday, April 22, 2019

**COST**

AGA members - FREE  
 non-members - \$20  
 SIGMA ID CV0026537-007

**DELIVERY METHOD**

Group – Internet Based



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



**WELCOME  
SPRING**



## OPENINGS FOR STATE JOBS ARE UP, SO WHY ARE APPLICATIONS DOWN

Katherine Barrett and Richard Green | March 25, 2019

A new study shows the depth  
– and root causes –  
of the public sector's workforce problems.

At a time when the unemployment rate is a low 3.8 percent, the public sector is falling far behind in its desperate search for talented employees.

Even though postings for state government jobs rose 11 percent from 2013 to 2017, the number of applicants for those jobs dropped by 24 percent, according to a study that will be released this afternoon by the National Association of State Chief Administrators (NASCA).



The chief administrative officers (CAOs) who were surveyed blame this workforce dilemma on several issues: 85 percent said states can't offer salaries that are competitive with the private sector; 55 percent said there's a negative public perception about working for the government; and a third cited the lack of recruitment tools at their disposal as one of the biggest barriers to hiring.

"If governors, legislators and state chief administrators don't take action today, if they don't modernize job descriptions and change employee culture, the ultimate failure will be to the citizens," says Jamie Rodgers, deputy director of NASCA.

### Obsolete Job Descriptions

The report compared the CAOs' responses to those of corporate executives. One of the big differences is that private-sector leaders had a much stronger understanding that jobs are changing and that job descriptions need to change with them.

"Many of the job descriptions in state government are based on compensation and classification schemes that are decades old," says Bill Kilmartin, state and local government industry lead at

Accenture, a global services company that helped conduct the NASCA report. "The job descriptions themselves are tied to old skills and competencies that are not relevant nowadays."

The report points out that one state -- unnamed -- still asks for the ability to operate an IBM Selectric typewriter, which was introduced in 1961, in widespread use in the 1970s and '80s, but is only used today as the answer to a trivia question about outdated technology.



When job descriptions are obsolete, a recruitment effort is like building a house on a faulty foundation. Yet only 18 percent of CAOs said jobs and job descriptions had been "updated or modernized" to a "very large" or "large extent."

### Changing Recruitment Strategies

Insufficient recruitment efforts exacerbate the problem.

"Governments have traditionally been focused on intake. They've got to do more outreach," says Shane Evangelist, CEO of NEOGOV, which provided state and local jobs data for the NASCA report.

What can governments do to level the playing field?

Play to their strengths. The public sector has several that are particularly important to millennial job seekers: an altruistic mission, a strong work-life balance, a flexible environment, and on-the-job training and career guidance.

While many states haven't significantly altered their culture, some are adopting new recruitment approaches.

Louisiana is now using social media to draw applicants and post online videos to explain why they should work in state government. Indiana created an unusual cabinet-level position that focuses on workforce development for both the private and public sectors, including



local government. This increases the opportunities for all sectors to learn from each other.

[continued on page 6]

# HOW A SCHOOL DISTRICT DID AWAY WITH SNOW DAYS

Kate Elizabeth Queram, Staff Correspondent



School officials traded inclement weather closures for remote learning.

When Tropical Storm Michael drove through Anderson, S.C. last October, school was canceled—but students still attended class.

That windy Thursday was Anderson School District 5's first eLearning day, the launch of a pilot program where inclement weather cancellations are replaced by remote schooling. Students log onto school-provided laptops to complete 200 minutes of activities and lessons—enough to qualify as a day of attendance under state law, avoiding a snow day that has to be made up at a later date.

“Why would we want to make up that day by tacking it on after spring break or at the end of the year, when testing has already happened and we know attendance is very poor?” said Anna Baldwin, director of eLearning and integration for the northwestern South Carolina school district. “We were equipped to try this, so it just made sense for us to be able to do it.”

Anderson implemented the program this year as a pilot, the first of five school districts in South Carolina to do so. The move, approved by the state's Education Oversight Committee, was prompted by Anderson School District 5 Superintendent Thomas Wilson, who saw e-learning announcements pop up amid traditional school cancellation bulletins while traveling through the Atlanta airport during inclement weather. Intrigued by the prospect, he asked district officials to research whether it would work in Anderson.

It was possible, officials determined, largely thanks to the district's existing IT infrastructure, most notably its \$11 million investment in Google Chromebook laptops for students. Pupils in grades three through 12 take their Chromebooks home each day, while kindergarten through second graders tote theirs home only if the district anticipates an inclement weather closure.

Chromebooks do not require internet access, which allows students to participate in eLearning even if they don't have internet at home, Baldwin said. If inclement weather looms, teachers can have students download lessons at school before heading home for the day, then complete them later.

“We typically know ahead of time when it's coming, so we're able to prepare our teachers,” Baldwin said. “We tell them, ‘We'll have an eLearning day, you'll want to start prepping your lesson, what you think you might cover, and then put it in Google Classroom so the students can find their work.’ ”



Teachers are available for online consultation during predetermined blocks of time on eLearning days, the only part of the process that does require an internet connection (though there's also an app that works on even low-tech smartphones,

Baldwin said). All students have five days to complete eLearning assignments, leaving time to get additional help from teachers if necessary or in case a power outage or a machine malfunction derails the homework process.

So far, the district has had two eLearning days—the hurricane pass in October, and an ice storm in December. Online attendance for all 13,000 students averaged around 75 percent for the first day and 70 for the second, with middle- and high-school numbers lagging behind the elementary schools. That's partially due to the attendance policies in the higher grades, Baldwin said.

“In middle and high school, you get counted present by class period,” she said. “So if the student has four class periods and they complete three of the four assignments, they're counted as absent for the entire day. I'm not terribly disappointed by the numbers, but we have areas to work on. I don't think that number truly reflects our attendance.”

Officials will find out in the coming days if the program has been approved by the state for another year, with potential expansions to allow participating districts to better share tips and ideas about things that have worked and things that could be improved. In district 5, feedback has been generally positive—though parents and teachers are, naturally, more enthusiastic than students.

“The parents love knowing in advance that they don't have to get up and get their kids out on icy roads. They like that they're not waiting to hear whether school will be open,” she said. “So our parents have been very positive. The kids, well, they're not as crazy about it.”



## WHAT DID YOU LEARN FROM YOUR WORST BOSS EVER?

Scott Elbin, Executive Coach

My first job out of graduate school was as a first year associate in a Wall Street investment bank whose last of the 10 corporate values printed in their annual report was, "Have fun!" Sadly, I did not.

Decades later, it remains the worst place I ever worked or have seen other people working in in 20 years of leadership development work. I didn't last long there and a year later was back in my home state of West Virginia leading a small team of researchers in the Governor's economic development office. One of the great benefits of my job was a wonderful administrative assistant named Freda. She was kind, smart and made sure stuff got done. On my first morning in the new office, she took me aside and asked me, "What's your leadership style?"

I didn't have an answer. After sitting there for a few moments I think I said something like, "Whatever they did at the investment bank, I'm going to do the opposite." So that was my guide. If my terrible bosses in New York managed by fear, intimidation, uncertainty and pitting people against each other, I was going to be friendly and forthcoming, share information and try to build a one for all, all for one kind of team. It wasn't a perfect approach and didn't get me nominated for leader of the year, but it was a pretty good start for my first real management job. That was the beginning for me of learning how to lead in a professional environment and I owed it to the worst bosses I ever had.

Since then, I've been able to observe a lot of other people's worst bosses ever. Fortunately, I haven't had to coach many of the worst bosses (there's a very low probability of success on those gigs), but, especially through our Next Level Leadership® group coaching program, I've coached a lot of leaders who work for them. There are definitely "worst boss" behaviors that come up again and again in conversation that serve as a reference point for anyone who wants to work on being the "best boss" ever. Just do the opposite.

Here are some of the themes I hear again and again:

**Micromanager:** This is probably the one I hear about the most. Almost everyone hates to be micromanaged because most humans want some freedom and control in how they do their work. The

other big complaint about micromanaging bosses is the needless rework that results from the manager asking for rounds of changes on things (like the wording of one bullet point on one slide) that don't matter.

**Unpredictable:** There's so much that goes with this one. Leaders create unsettled working environments when they're unpredictable. Unpredictability can be driven by not sharing needed information about requirements and deadlines. It can stem from emotional outbursts. It can flow from a lack of consistent communication.

**Doesn't have my back:** Once you've lost a team on this one, it's really hard to recover the trust. Managers who don't stand up for their team's work, who don't provide air cover from pointless distractions, who take credit in good times and assign blame in bad times don't have their team's back. The common denominator of leaders who don't have their team's back is lack of courage.

**Freaks out over small things:** This one usually occurs when the boss has concluded that they are, in fact, the center of the universe and everything should revolve around them in service of their productivity, time, happiness and self-esteem. When life inevitably intervenes (maybe your staffer forgot the plastic fork for the salad they procured for you), they freak out. Almost everyone freaks out now and then, but a consistent diet of this from a leader leaves their team in a state of non-productive traumatic stress.

**Doesn't care about me:** If you think about it, the other worst boss behaviors all sort of roll up to this one. Bad bosses are usually self-centered instead of others-centered. When they are, they act out through micromanaging, unpredictability, throwing people under the bus, freaking out and a bunch of other bad behaviors. We've all heard the cliché, "They don't care how much you know, until they know how much you care." Clichés are clichés because they're usually true.

I hope you're not seeing yourself in any of these worst boss behaviors but if you are, why not pick one and be intentional about doing the opposite of that this coming week? You probably won't reach 100 percent perfection in a week or two, but if you're sincere in your intent you'll probably improve in ways your team will notice.

And if none of these apply to you, congratulations! What would you add to the list of worst boss behaviors for leaders who want to make sure they do the opposite?

[continued from page 3]

"Employers as a whole need to look at how we hire differently," says Blair Milo, Indiana's first-ever secretary of career connections and talent.

The state used to only reach out to college students who were thinking about what to major in and what to do after graduation. Now, it reaches out to them before they even get on campus.

**BRIDGE HIGH SCHOOL  
COLLEGE AND CAREER FAIR**

**April 25, 2019**

3pm – 8pm

Gymnasium

For Students and Parents

Consider the Options for Your Future

"There's a need to have greater engagement earlier with our students so that they have a better understanding of what the opportunities are," says Milo.

**Improving the Application Process**

California's Department of General Services has addressed one of the major problems cited in the NASCA report: the long delay between applying for a government job and getting a response. By cutting the steps in the hiring process from 89 to 14, the state drastically reduced the time it takes to hire someone from an average of 179 days to 65.

"We had too many approvals, so we streamlined the process. We cut it down by months," says Daniel Kim, director of the state's general services department.

In Oregon, technology upgrades are helping the state recruit better. It replaced a three-decade-old application software with one that lets managers better analyze data. For instance, they can see which areas are getting the most and least applications and invest their resources accordingly. The new software also provides a more seamless online application process that people can do from their phones.

All these changes are to achieve one goal, says Madeline Zike, the state's chief human resources officer: "We are working hard at making the state of Oregon an employer of choice."

# membership

## NATIONAL ACADEMIC SCHOLARSHIPS



Are you or a family member pursuing undergraduate or graduate studies in disciplines such as accounting, auditing, budgeting, economics, finance, information technology or public administration? If so, considering applying for an AGA Academic Scholarship today!

This year AGA will award:

**Rising College Freshman**

One Full Time \$3,000

One Part Time \$1,500

**Current Undergraduates**

Three Full Time \$3,000

Two Part Time \$1,500

**Graduate Students**

Two Full Time \$3,000

One Part Time \$1,500

**Community Service:** AGA can award two \$1,500 scholarships amongst the three collegiate categories above.

**The deadline for applications is  
Monday, April 15, 2019**

In addition, other opportunities to learn include:

**National Collegiate Scholarship Program:**

Provides full-time college student opportunities to attend the National Leadership Training or Professional Development Training.

**Young Professionals PDT Scholarship:**

The Young Professionals Focus Group annually selects five young professionals to attend the Professional Development Training.

Visit [agacgfm.org](http://agacgfm.org) to learn more about the qualifications and apply on-line.

# Early Career Center

## NAVIGATING THE CAREER JOURNEY: FIVE TIPS FOR EARLY CAREER MILLENNIALS

By: Rakhi Voria, Forbes Business Development Council, Chief of Staff to Microsoft CVP of Inside Sales



People who are just starting out in the working world are inundated with career advice, and the reality is, much of it is conflicting. They're told to be regimented about their career development plan but not to over-engineer it. Make close friends at work, but maintain separation and "work-life balance." In today's business environment, where companies are becoming increasingly matrixed, it's hard to tell which way is up.

We all measure success differently – whether it's the size of our paycheck, becoming a manager or getting a promotion. I don't have all the answers, but mentorship, research and five years of on-the-job training at Microsoft have helped me navigate through how to manage my career. Here are five tips for millennials early in their careers.

### 1. Nix the concept of a career ladder.

The traditional concept of a linear career path doesn't exist anymore. Facebook COO Sheryl Sandberg often encourages people to think about their careers as a jungle gym versus a ladder. There's no surefire path to success, so be sure to hone in on developing your skills and experiences. This can be by taking on projects outside of your normal scope, participating in rotational programs or traveling.

Some people do this by hopping from company to company, industry to industry, non-profit to for-profit, startup to corporation, etc. After all, millennials are often referred to as the "job-hopping generation." However, expanding your skills can also be accomplished within the same company -- big or small -- by trying a variety of jobs across multiple businesses to differentiate your experiences.

It's also important to set both short- and long-term goals, even if they are basic. My short-term goal is to sharpen my competencies on how to build and shape a high-performing business and to become a thought leader in my industry. This will help feed my long-term goal of becoming an executive at a large corporation and managing my own business. I keep this North Star in mind anytime I explore a new job or project.

### 2. Take advantage of the qualities that make you unique.

As a woman and millennial, some people have implied that I should be more assertive or hide my age in order to seem more credible. I don't think we should downplay the qualities that make us unique. Instead, we should use them to our advantage.

There was an instance a few years ago when I even questioned what to wear to a meeting with a Japanese client. Knowing that most of the attendees would be men from Japan, I thought about wearing a black business suit to fit in. After some thought, I decided to wear what I would normally wear if I hadn't known who the audience was -- a professional red dress inspired by the ever-so-fashionable Amal Clooney. After a successful meeting, I realized that what really mattered was that I was prepared, knowledgeable and comfortable. I brought my authentic self to work and encourage others to do the same.

Being fairly new to the workforce, I offer a unique perspective than my experienced peers and sometimes approach decision making differently. For that reason, people often seek my input when they need an outside-in or millennial perspective. Given that 50% of the workforce is predicted to be made up of millennials by 2020, our opinions will matter more and more. So why not leverage our strengths of being innovative, well-connected and energetic to invent new processes and initiatives?

### 3. Don't sacrifice happiness for a job; find a job that brings you happiness.

In other words, find a company that doesn't force you to leave your passions at home. Microsoft CEO Satya Nadella often [references](#) the fact that we spend far too much time at work for it to not have meaning. So find an environment that spans across your personal and professional interests.

As I was looking for a job, I focused on finding a company that was changing the world, that allowed me to exercise my personal interests -- a company with values that aligned with my own. One of the things I'm passionate about is helping to advance

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# Chapter Education Calendar



You can register for all chapter events at [www.aga-lansing.org](http://www.aga-lansing.org). Click on events.



Check the chapter website and upcoming newsletters for more information.

**September 12, 2018**

## Webinar Conference

Communications  
VanWagoner Building, Sleeping Bear  
2 hours CPE

**February 19, 2019**

## Monthly Luncheon Meeting

Passport to Michigan's Natural Resources  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**October 2, 2018**

## Professional Development Training

Training for Government Professionals  
Michigan Historical Library Forum  
4 hours CPE

**March 6, 2019**

## Webinar Conference

Finance  
VanWagoner Building, Lakeshore Room  
2 hours CPE

**October 9, 2018**

## Monthly Luncheon Meeting

Michigan Veterans Affairs Agency  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**March 21, 2019**

## Professional Development Training

Training for Government Professionals  
Okemos Conference Center  
8 hours CPE



**March 27, 2019**

## Webinar Conference

Cybersecurity  
VanWagoner Building, Lakeshore Room  
2 hours CPE

**November 20, 2018**

## Monthly Luncheon Meeting

Treasury's Continuous Improvement  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**April 16, 2019**

## Monthly Luncheon Meeting

Your Roads and the Transportation Budget  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**November 28, 2018**

## Webinar Conference

Ethics  
Williams Auditorium  
2 hours CPE

**April 24, 2019**

## Webinar Conference

DATA Act  
Ottawa Conference Center, Room 3  
2 hours CPE

**December 19, 2018**

## Monthly Luncheon Meeting

Michigan Specific Ethics  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**May 15, 2019**

## Webinar Conference

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

**January 15, 2019**

## Monthly Luncheon Meeting

Annual Tax Update  
Library of Michigan  
1 hour CPE

**May 21, 2019**

## Monthly Luncheon Meeting

Optimizing Professional Relationships  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**February 6, 2019**

## Webinar Conference

GASB Update  
Constitution Hall, ConCon A and B  
2 hours CPE

**June 12, 2019**

## Webinar Conference

Leadership  
VanWagoner Building, Lakeshore Room  
2 hours CPE



## OTHER EDUCATIONAL OPPORTUNITIES



### National AGA

To register for events, visit [www.agacgfm.org](http://www.agacgfm.org)

**May 7, 2019**  
**CFO/CIO Summit**  
Washington DC  
4 hours CPE

**May 14, 2019**  
**PIO/CFO Summit**  
Washington DC  
4 hours CPE

**July 21-24, 2019**  
**Professional Development Training**  
Washington DC or Virtual  
24 hours CPE

**September 18-19, 2019**  
**Internal Control and Fraud Prevention Training**  
Washington DC or Virtual  
14 hours CPE

Anyone who stops learning is old, whether this happens at twenty or eighty. Anyone who keeps on learning not only remains young, but becomes constantly more valuable regardless of physical capacity.  
- Harvey Ullman



### West Michigan AGA

To register for events, visit [www.agacgfm.org/Chapters/WestMichigan/Home](http://www.agacgfm.org/Chapters/WestMichigan/Home)

**April 10-12, 2019**  
**Governmental Accounting Training Series**  
Grand Rapids, Michigan  
Up to 24 hours CPE

**April 23, 2019**  
**Enhancing the Effectiveness of Management's Discussion and Analysis Webinar**  
Your Desk  
2 hours CPE

**July 23, 2019**  
**Single Audit Update**  
Your Desk  
2 hours CPE

### Western Michigan ISACA

To register for events, visit [www.isaca.org/chapters2/western-michigan](http://www.isaca.org/chapters2/western-michigan)

**April 18, 2019**  
**COBIT 2019 Overview**  
Kellogg Center  
East Lansing, Michigan  
8 hours CPE

### Greater Lansing ACFE

To register for events, visit [www.lansingacfe.com](http://www.lansingacfe.com)

**May 16-17, 2019**  
**Spring Fraud Conference**  
Lansing, Michigan

# My CGFM®

**LOG INTO YOUR AGA ACCOUNT TODAY**

## "My CGFM" Makes Tracking CPE Easier

We've added a new feature to "My CGFM" to help you keep track of the CPEs you earned at AGA events! In addition, you can upload CPEs earned outside of AGA to keep your records in one place.



## MEMBERSHIP NEWS

### CONGRATULATIONS! Member Anniversaries

Lisa Mazure, CGFM	26 years
Anthony Alvord	19 years
Fern Wilson	14 years
Jean Young	13 years
Angela Richards	10 years
Kavita Bankapur	6 years
Anshu Varma	6 years
Julie Chrysler	5 years
Michelle Bauer	3 years
Kimberly Murray	3 years
Robin Selmon	3 years

The chapter has 127 members.

[continued from page 7]

women in business. At Microsoft, I've been able to co-chair the Women@Microsoft Board in addition to my regular "day job." I get to help women grow their professional skills and build partnerships with other companies to share best practices on how we can support and advance women. Find a company that allows you to explore your own curiosities.

#### 4. Demonstrate clear, measurable business results.

It's easier to do this in some jobs, like sales, where it's clear what your accountabilities are and harder to do in others, like marketing, where you might not see an immediate or tangible impact. Regardless, it's important to get into the habit of documenting your impact and measuring progress.

Most corporations have clear performance review models with structured guidance on measuring results. However, this might not be as clear at a smaller company. This *Harvard Business Review* article offers guidance on how to set objectives, milestones and financial and non-financial goals. Learning how to do this early will serve you well throughout your career.

#### 5. Find ways to pay it forward.

Every job I've had has resulted from an introduction that was made for me. Because so many people have invested in my growth, I want to pay it forward and support others and encourage you to do the same.

As millennials, we have an instinctive desire to want to make a difference. Sixty-four percent of us say it's a priority to make the world a better place, so let's show this in our everyday interactions. This can be done by mentoring, volunteering or making financial contributions. One of my favorite phrases is "lift while you climb." I have this on my desk as a reminder that, while we might be individually strong, we're collectively powerful. You never know when helping others might help you in the future.



# 50 UNDER 30

# PDT 2019

The first 50 young professionals who register for the PDT 2019 will receive 50 percent off their registration fee.

Visit [agacgfm.org](http://agacgfm.org) to learn more

The fine print:

- You must be under 30 years if age as of July 9, 2019.
- You must be an AGA member.
- You must be a first time PDT attendee.



## The Mark of Excellence in Federal, State, and 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.

### HIGHER COMPETENCE. HIRE A CGFM

The Certified Government Financial Manager® (CGFM®) credential exemplifies experience and proficiency, distinguishing individuals who have made a significant commitment to their professional development. A CGFM has:

- **Increased knowledge of government financial management:** CGFMs must pass three rigorous examinations, covering key topics including federal, state and local accounting and reporting; financial management functions; performance measurement; internal controls and auditing.
- **Better understanding of the big picture of government:** CGFMs recognize how the different components of government financial management fit together, and they understand their role in the process.

- **Greater confidence on the job:** The CGFM certification is directly applicable to the everyday duties of government financial professionals, at every level. It can help a new employee hit the ground running, while enhancing the performance of existing employees.

#### Demonstrate your organization's commitment to excellence:

- Seek CGFMs for employment
- Encourage staff members to enroll in the CGFM program as part of their professional development
- Reimburse CGFM certification costs (application, training and examination fees)
- Support preparation efforts – set aside time during the work day for studying
- Bring CGFM courses to your location to educate your staff and help candidates prepare for examinations
- Offer financial incentives or promotions to those who earn their CGFM

25 REASONS  
to be a CGFM

Reason #5

Raise your level of self-confidence

25 YEARS  
CGFM.

25 REASONS  
to be a CGFM

Reason #6

Validate your competence

25 YEARS  
CGFM.

25 REASONS  
to be a CGFM

Reason #7

Become more competitive on government contracts

25 YEARS  
CGFM.



### WEB CONFERENCE THURSDAY

June 27, 2019  
1:00pm to 2:00pm

**FREE FOR MEMBERS ONLY**

Your Desk

### PROFESSIONAL RESILIENCE

#### SPEAKER:

Mark Reger,  
Past AGA NEC Member

#### CPE

1 hour Professional Development

In this webinar, the presenter will provide the participants with examples of the trials and tribulations of one financial leader as seen through his own experiences in government service. He will share the unusual events and the sometimes entertaining results. Participants will be treated to a few inspiring stories about and quotes from federal/state/national figures designed to foster a greater appreciation of the specific skills, actions, and results that help one deal with day to day adversity. The purpose of the session is to encourage participants to foster enthusiastic but realistic approaches to day to day events in their professional careers and help participants maintain a focus in their careers on those significant elements necessary for success.



**CHAPTER FINANCES  
February 2018**

**Assets**

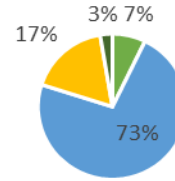
<b>Current Assets:</b>	
Checking Account	\$ 28,717
Pay Pal Account.	\$ 2,021
<b>Total Assets</b>	<b><u>\$ 30,738</u></b>

**Liabilities and Net Assets**

<b>Beginning Fund Balance</b>	
Unrestricted	\$ 24,619
Restricted	\$ 4,515
<b>Net Change in Assets</b>	\$ 1,244
<b>Ending Fund Balance</b>	
Unrestricted	\$ 25,683
Restricted	\$ 4,515
<b>Total Liabilities and Net Assets</b>	<b><u>\$ 30,738</u></b>

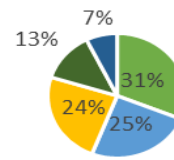


**REVENUES**



- Education: Audio Conferences
- Education: Professional Development Trainings
- Programs: Luncheon CPE Meetings
- Other

**EXPENSES**



- Education: Audio Conferences
- Education: Professional Development Trainings
- Programs: Luncheon CPE Meetings
- Other
- CEC

**Revenues**

	Approved Budget	Year-to-Date Activity	Budget Balance
Education: Audio Conferences	\$ 1,600	\$ 500	\$ 1,100
Education: Professional Development Trainings	\$ 13,300	\$ 5,040	\$ 8,260
Interest Income	\$ 5	\$ 0	\$ 5
Membership Dues	\$ 968	\$ 185	\$ 783
Programs: Luncheons	\$ 1,560	\$ 1,208	\$ 352
Sponsorships	\$ 300	\$ 0	\$ 300
<b>Total Revenues</b>	<b>\$ 17,733</b>	<b>\$ 6,933</b>	<b>\$ 10,800</b>

**Expenses**

Awards and Nominations	\$ 700	\$ 0	\$ 700
Bank, Credit Card, Pay Pal Fees	\$ 260	\$ 109	\$ 151
CEC Expenditures/PDT	\$ 6,000	\$ 403	\$ 5,597
CGFM Scholarships and Certification Awareness	\$ 770	\$ 0	\$ 770
Education: Audio Conferences	\$ 1,720	\$ 1,720	\$ 0
Education: Professional Development Trainings	\$ 8,900	\$ 1,371	\$ 7,529
Membership Development	\$ 50	\$ 0	\$ 50
Miscellaneous	\$ 200	\$ 178	\$ 22
Programs: Luncheons	\$ 2,000	\$ 1,319	\$ 681
Programs: Membership Appreciation	\$ 500	\$ 0	\$ 500
Community Service	\$ 550	\$ 75	\$ 475
Social Event	\$ 200	\$ 0	\$ 200
Website	\$ 500	\$ 350	\$ 150
<b>Total Expenses</b>	<b>\$ 22,350</b>	<b>\$ 5,525</b>	<b>\$ 16,825</b>

**Income/Loss**

<b>\$ -4,617</b>	<b>\$ 1,408</b>	<b>\$ -6,025</b>
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## CHAPTER EXECUTIVE COMMITTEE MEETING MINUTES

**February 12, 2019**  
**Michigan State Police Headquarters**

**CEC Members Present:** Sandra Burkhart, Kim Dunbar, Anthony Edwards, Zack Gregg, Lisa Munroe, Karen Stout, Anshu Varma, Dan Wawiernia, Heather Wells, Liz Williamson

**CEC Members Not Present:** Julie Chrysler, Cindy Osga, Sherry Troyer

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

**Minutes:** A motions was made, seconded, and passed to approve the January 2019 CEC minutes.

**Financials:** Sandra presented the January 2019 financials. The chapter had revenue of \$164.50 and expenses of \$66.27 for the month. The fund balance was \$29,133.78. A motion was made, seconded, and passed to approve the January financials and expenditures in the amount of \$66.27.

**Membership:** Liz has lists of various groups of potential members. For example, she has a list of 349 people from Michigan State University. The chapter has 126 members. Karen has a list she will share with Liz and Heather.

**Program Luncheons:** Karen there are 27 registered for the meeting on February 19. SAAABA scheduled its meeting for the same day which has resulted in a couple of cancellations.

**Education:** Lisa indicated the Spring PDT flyer was sent out and will continue to be distributed via email every 10 days beginning the week of February 18, 2019. Lisa and Zack will monitor the registrations. Help will be needed from the CEC

for the event. Soup Spoon will be the caterer. A motion was made, seconded, and approved to reimburse Dennis Green \$650 for travel expenses. In addition, the CEC approved honorarium gift certificates in the amount of \$100 for seven speakers.

**Communications – Newsletter and CCR:** Cindy emailed her report and asked that the President’s Message, January Financial Statements, and final PDT speakers and topics are due by February 22 for the March newsletter.

**CGFM and CPE Events:** The next webinar will Updates to the New Tax Reform on March 6, 2019.

**Webmaster:** Heather has been added as a Facebook Administrator.

**Community Service:** Sherry emailed her report and indicated a need to determine a preference for a non-profit for the upcoming PDT. She feels it is the best option to earn points for the chapter.

**Awards and Nominations:** Sherry emailed her report stating the awards deadline for award nominations is February 22, but nothing has been received to date. The following are open for nominations: Excellence in Government Leadership, Professional Development, and Community Service.

**Chapter Recognition Program:** No report.

**New Business:** Anshu mentioned the need for a Nominating Committee. After discussion, Lisa, Liz, and Kim agreed to work on the committee. Sandra would like to begin succession training for the Treasurer position and suggested working with someone as a co-treasurer to ensure a smooth transition into the position.

**Old Business:** None.

**Adjournment:** A motion was made, seconded and passed to adjourn the meeting at 1:01pm.

**Next Meeting:**  
March 6, 2019  
Austin Building  
Host: Sandra Burkhart





# Chapter Executive Committee 2018-2019

Platinum  
Chapter

### President

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

### President Elect

Julie Chrysler  
Natural Resources  
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### Education Co-Director

Zack Gregg  
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### Programs Co-Director

Karen Stout, CGFM  
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### Membership Director

Liz Williamson, CGFM, CFE  
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### CGFM, Audio Conference Director

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### Website Co-Director

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### Community Service Director

Sherri Troyer  
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### Treasurer

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### Secretary

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### Accountability Director

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517-335-4087

### Newsletter Director

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### Website Co-Director

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### Awards and Nominations Director

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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](http://www.lansing-aga.org)

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