



Message from the Chapter President



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I hope all of you have had a great holiday season and hopefully at least a few days off work.

With the start of a New Year I realize we are half way through the AGA program year. For many of us, the new year also brings the start of a new CGFM CPE cycle. Although the tax luncheon does not count for CGFM CPE (unless you work directly with taxes), we have 3 audio conferences during January and February as well as the February luncheon to get you started on your new requirement. With status of the "fiscal cliff" still in question the audio conference on January 9th for fiscal priorities should be an interesting one.

Thanks go out to Heather Hammond who is well into the planning process for what appears to be a very good spring seminar on March 27th. Make sure to check the upcoming events for that and other opportunities still to come.

Also, please consider ways you might wish and be able to become more involved in our local chapter. Soon, president-elect Amy Zimmerman will be trying to get next year's chapter officers and chairpersons in place. We currently have a great group, however, new perspectives are always good.

Also, since we tend to give a lot of links directly to events, newsletters and other items on the website, try to go and look around the website from time to time. We are considering ways to improve our website while reducing our costs, so if you have ideas please let either me or Linda deBourbon (chapter webmaster) know. We make no promises to incorporate ideas, but will consider ideas to improve.

Again, Happy New Year
Deb Christopherson, CGFM

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

Eye Opener



40% to 95%

The amount that Hennepin County, Minnesota, reduced Medicaid costs for its most expensive participants through a program called Hennepin Health.



SOURCE: GOVERNING | HENNEPIN COUNTY, MN | DECEMBER 5, 2012



**AUDIO CONFERENCE
WEDNESDAY
January 9, 2013
2:00pm to 3:50 pm**
Constitution Hall
Brake Conference Room
Lansing, Michigan



**MONTHLY MEETING
TUESDAY
January 15, 2013
11:45 am**
Capitol View Building
201 Townsend Street,
Lansing, Michigan

**FINANCIAL MANAGEMENT PRIORITIES
FOR THE SECOND OBAMA
ADMINISTRATION**

2 hours CPE

As the President begins his second term it is a good time to examine his Administration's expected priorities for financial management activities. This will start with a review of and assessment of the initiatives/priorities from his first term, including improper payments, asset management, financial management systems, financial reporting, grants management, travel and purchase cards, performance measures for financial indicators, the Campaign to Cut Waste, and single audit.

We will then move on to consider possible additional activities that the Administration may want to initiate over the next four years, including implementation of the DATA Act, other accountability and transparency initiatives, other cost savings initiatives, increasing use of data analytics, revising the schedule and improvements for agency audited financial statements, and responses to the next big crisis.

Whatever your role in federal financial management, this presentation will provide you with useful information about what you can expect in the upcoming months.

REGISTRATION

Register on-line at www.aga-lansing.org.
Click on events.
Register before Monday, January 7, 2013

COST

AGA members - free
non-members - \$20
Registrants are responsible for payment unless cancellation is received by the registration deadline.

ANNUAL TAX UPDATE
joint meeting with SAAABA
1 hour CPE **

Carrie L. Hindmon, CPA
Senior Manager
Andrews, Hooper & Pavlik, P.L.C.

REGISTRATION

Register on-line at www.aga-lansing.org.
Click on events.
Register before January 10, 2013.

Space is limited.
A box lunch will be provided.

COST

\$10 AGA members
\$15 non-members
Registrants are responsible for payment unless cancellation is received by the registration deadline.

** As noted in November's newsletter, in order to earn CPE for your CGFM, you need to make a connection with your job for a tax topic.

Next Monthly Meeting
Tuesday, February 19, 2013
Strategic Planning



Where's that lighthouse?



A



B



C

see page 5 for the answer

From the AGA National President

EVELYN A. BROWN, CGFM-RETIRED



As we end calendar year 2012, I'd like to express my appreciation to the AGA leadership, other members, staff, colleagues, and friends who contributed to the many successes that AGA has realized during the year. I'm especially appreciative of the momentum that I've observed in the chapters as we prepare for 2013.

The months of November and early December have indeed been momentous. On November 7 I met with the Austin Chapter President, Paul Morris, and the executive committee, participating in two events. The membership event not only served as a meet-and-greet, but also a recruitment opportunity.

A new member, Sharita Coyle was recruited and immediately engaged in the chapter's activities by volunteering to serve as the Chapter Historian. What better way to get new members involved than to help them become familiar with the chapter's history while getting to know current and past leadership and other members of the organization. Other recruitment activities included drawings for a free membership for a year, and a free lunch. President Morris identified a top priority for the chapter; sharing and learning best practices to see that the best fit for the chapter is. The chapter luncheon meeting was very well attended.

From Austin, I traveled to our Montgomery AL Chapter, where I was very pleased to meet Pamela Henderson and Margie, Chapter President and Chapter President-Elect. Their fall conference, "Maintaining Integrity in Government Accountability" was held at Auburn University. The chapter has 298 members. The attendance was well in excess of 240 and has the full support of the university. There were 17 past chapter presidents in attendance. What a terrific turnout!

I had the pleasure of meeting John Veres, III, Chancellor, Dr. Dan Hollingsworth, CPA, and Department Head of Accounting who joined the university in August. The meeting also included Dr. Ray Engram, numerous faculty members and students. Close collaboration and active participation between the university was evident in the teamwork displayed in the organization and execution of the conference. The chancellor was very supportive of the conference and indicated

that working together was essential to good government, and encouraged the audience to take advantage of the students who could eventually become interns, get jobs, and experience that would be a winning situation for all.

The chapter is also considering hosting a spring seminar with Faulkner University and is working with Huntington, Alabama State, and Troy Universities. Our sincere congratulations are extended to the Montgomery Chapter and other chapters for the outstanding outreach and collaboration taking place. Our chapters across the county are making some great strides into the academic community exposing students to the value of government accountability, the need for more transparent government and the value of AGA membership.

Attending the Financial Management Institute conference, PD Week 2012, held in Ottawa, Canada was a tremendous opportunity to participate in an organization with many similarities to AGA and with a government support element. This year's theme "Focus on Value" was in keeping with their commitment for a more accountable, transparent government delivering quality services to its citizens and a focus on continuing professional development of its workforce. The four day event had attendance well over 5,000 with support from the membership, government, sponsors and exhibitors. AGA Executive Director Reimond Van Daniker and I appreciated the warm Canadian hospitality as we attended presentations and took advantage of the opportunity to network with our neighboring colleges who also like to attend our conferences.

On December 4, I participated in our Baton Rouge Chapter's Fall Conference. It was also very well attended. I made two presentations—an update of AGA initiatives and Our Professional Journey, A Path to Success. Evie Berry, Director of Performance Reporting presented the Citizen Centric Report and discussed the benefits, opportunities, and resources available to assist chapters and governments in delivery of enhanced accountability and transparency to our citizens.

In keeping with the spirit of the season, I, along with the National Executive Committee and National Office staff, other members and colleagues across this great nation, with each and every one a very safe, enjoyable holiday season, and a bright, successful, healthy, and happy new year.



November 21, 2012

Jeff Haden

Ghostwriter, Speaker,
Columnist of Inc.com

THE PERFECT JOB INTERVIEW IN EIGHT SIMPLE STEPS

You landed the interview. Awesome! Now don't screw it up.

I've interviewed thousands of people for jobs ranging from entry-level to executive. Easily three-fourths of the candidates made basic interviewing mistakes.

Did I still hire some of them? Absolutely... but never count on your qualifications and experience to outweigh a bad interview.

Here are eight practical ways to shine:

1. **Be likable.** Obvious? And critical. Making a great first impression and establishing a real connection is everything. Smile, make eye contact, be enthusiastic, sit forward in your chair, use the interviewer's name.... Be yourself, but be the best version of yourself you possibly can. We all want to work with people we like and who like us. Use that basic fact to your advantage. Few candidates do.
2. **Never start the interview by saying you want the job.** Why? Because you don't know yet. False commitment is, well, false. Instead...
3. **Ask questions about what really matters to you.** (Here are five questions great job candidates ask.) Focus on making sure the job is a good fit: Who you will work with, who you will report to, the scope of responsibilities, etc. Interviews should always be two-way, and interviewers respond positively to people as eager as they are to find the right fit. Plus there's really no other way to know you want the job. And don't be afraid to ask several questions. As long as you don't take completely over, the interviewer will enjoy and remember a nice change of pace.
4. **Set a hook.** A sad truth of interviewing is that later we often don't remember a tremendous amount about you -- especially if we've interviewed a number of candidates for the same position. Later we might refer to you as, "The guy with the alligator briefcase," or, "The lady who did a Tough Mudder," or, "The guy who grew up in Panama." Sometimes you may be identified by hooks, so use that to your advantage. Your hook could be clothing (within reason), or an outside interest, or an unusual fact about your upbringing or career. Hooks make you memorable and create an anchor for interviewers to remember you by -- and being memorable is everything.
5. **Know what you can offer immediately.** Researching the company is a given; go a step farther and find a way you can hit the ground running or contribute to a critical area. If you have a specific technical skill, show how it can be leveraged immediately. But don't say, "I would love to be in charge of revamping your social media marketing." One, that's fairly presumptuous, and two, someone may already be in charge. Instead, share details regarding your skills and say you would love to work with that team. If there is no team, great -- you may be put in charge. If there is a team you haven't stepped on any toes or come across as pushy. Just think about what makes you special and show the benefits to the company. The interviewer will be smart enough to recognize how the project you bring can be used.
6. **Don't create negative sound bites.** Interviewers only remember a few sound bites, especially negative ones. If you've never been in charge of training, don't say, "I've never been in charge of training." Say, "I did not fill that specific role, but I have trained dozens of new hires and created several training guides." Basically, never say, "I can't," or "I haven't," or "I don't." Share applicable experience and find the positives in what you *have* done. No matter what the subject, be positive: Even your worst mistake can be your best learning experience.
7. **Ask for the job based on facts.** By the end of the interview you should have a good sense of whether you want the job. If you need more information, say so. Otherwise use your sales skills and ask for the job. (Don't worry; we like when you ask.) Focus on specific aspects of the job: Explain you work best with teams, or thrive in unsupervised roles, or get energized by frequent travel.... Ask for the job and use facts to prove you want it -- and deserve it.
8. **Reinforce a connection with your follow-up.** Email follow-ups are fine; handwritten notes are better; following up based on something you learned during the interview is best: An email including additional information you were asked to provide, or a link to a subject you discussed (whether business or personal.) The better the interview -- and more closely you listened -- the easier it will be to think of ways you can make following up seem natural and unforced. And make sure you say thanks -- never underestimate the power of gratitude.



A Fraudster's Nightmare Called 'Bubba'

Dr. Mark Funkhouser, a former Kansas City mayor and auditor, is the director of the Governing Institute.



Source: [governing.com](http://www.governing.com) <http://www.governing.com/gov-institute/col-tenessee-auditor-arthur-bubba-hayes.html>

He served in Army Intelligence as a Polish linguist, rides a Harley-Davidson and calls himself "Bubba." Arthur A. Hayes Jr., J.D., M.B.A., C.G.F.M., C.P.A., C.F.E., a nationally recognized expert on fraud who is about to retire as the state auditor of Tennessee, has had a huge and positive impact on the world of government auditing and accounting, both by having held positions on virtually every policy-making body or committee in the field and by having conducted hundreds of training sessions, workshops and seminars.

There is probably not a government auditor or accountant in America who hasn't seen Bubba in action, and his "gigs," as he likes to call them, could not be more unlike the endless hours of required continuing professional education that auditing professionals have to sit through. He is an outrageously funny showman who does his stuff not in a suit and tie but in Harley getup--kind of like a Robin Williams who knows the technical arcana of accounting cold and can put it into a real-world context to which virtually anyone can relate.

Art is 65, and the years, accidents and health issues have taken a toll on him. He walks with a cane and confesses that he is pretty much in constant pain. Except when he's performing. It's the strangest thing, and he acknowledges that he doesn't understand it, but when he's doing a gig, he says he's pain-free. The cane is discarded, and he bounces around among the audience laughing along with them like a man who's thoroughly enjoying himself.

I recently saw Art in action again at the Southeastern Intergovernmental Audit Forum's annual conference in Nashville. The session's title was an unusual one, at least for an auditing workshop: "Cognitive Dissonance and Fraud." He rambled around the room genially describing those sorts of moments that many of us have when we realize with 20-20 hindsight that we've seen that something was amiss but didn't act on our instincts.

We had what psychologists call "cognitive dissonance"--the uncomfortable feeling of holding contradictory thoughts in our heads--and we resolved it by rationalizing that the warning signs we'd seen were explainable in benign ways.



Tennessee Auditor Arthur A. Hayes, Jr.

For example, something seems out of kilter with accounts receivable. You ask the finance director about it, and he offers a plausible explanation. What he says might be true--it's sort of a gray area, and so you give him the benefit of the doubt. "Benefit of the doubt!" Art explodes at the top of his lungs. "Gray area! That's where you *start* your audit work, not where you end it! Examining gray areas is what we *do!*" Of course, that is exactly right, and a young auditor hearing Art is given the courage to dig a little deeper the next time a gray area comes up.

The importance of examining gray areas is just one of many lessons Art has drilled into his colleagues in the field over the decades. He and I pretty much started our auditing careers together, working side-by-side as young auditors at the Tennessee Division of State Audit in the 1970s. In 1988, Art succeeded Tennessee's legendary auditor, Frank Greathouse, as director of state audit in the Office of the Comptroller of the Treasury. Now, after all these years of making the world a less hospitable place for fraudsters, in January he's stepping down. Without Bubba, the world of government auditing will never be the same.





MEMBER ANNIVERSARIES

01/28/1985	Cinda Lou Karlik, CGFM
01/16/1996	Deborah Christopherson, CGFM
01/16/1996	Michelle Hilliker, CGFM
01/16/1996	Jerry Kulka, CGFM-Retired
01/16/1996	Minesh Moody
01/13/1997	Margaret Maday, CGFM
01/21/1997	Vickie Crouch, CGFM
01/20/1998	Beth Colosimo, CGFM
01/29/1998	Mary Elizabeth Gienapp, CGFM
01/01/1999	John Hayes, CGFM-Retired
01/12/1999	Karen Spak, CGFM
01/28/1998	Karen Stout, CGFM
01/29/1999	Cheryl Baker
01/01/2001	Cynthia Michaels
01/01/2006	Cheryl Grice
01/01/2008	Ginger Burke-Miller
01/01/2008	Diane DeLuca
01/01/2010	Scott Strong, CGFM
01/01/2012	Abdel Abdelrahman



CHAPTER FINANCES

Balance Sheet at October 30, 2012

Assets	
Cash	
Checking Account	\$ 4,934.18
Certificate of Deposit	-0-
Accounts Receivable	-0-
Total Assets	\$ 4,934.18
Liabilities and Net Assets	
Accounts Payable	\$ -0-
Unrestricted Fund Balance	4,934.18
Total Liabilities and Net Assets	\$ 4,934.18



CHAPTER EXECUTIVE COMMITTEE

The CEC did not meet in December.

Answer to Where's that lighthouse?

- | | | |
|--|-------------------------------------|---|
| A | B | C |
| White River Light Station
Whitehall | St. Helena Lighthouse
St. Ignace | Beaver Head Lighthouse
Beaver Island |



**The Mark of Excellence in
Federal, State, and Local
Government**

Requirements to Maintain Your Certification

All active CGFMs are required to complete at least 80 hours of continuing professional education (CPE) every two years in government financial management topics or related technical subjects. The 80 CPE hours must be completed within the CGFM's two year CPE cycle.

CGFMs do not need to submit supporting documentation of the CPE hours at the time of renewal. The payment itself serves as the CGFMs affirmation of his or her compliance with the CPE requirements.

CGFMs are required to maintain supporting documentation on CPE hours earned for a minimum of three years and provide it to AGA upon request. This documentation may be requested by AGA as part of the annual audit of a random sample of CGFMs.

Waiver or extensions on earning CPE hours are granted on an individual case basis. All requests for waivers must be submitted in writing to the National AGA's Office of Professional Certification no later than April 30 in the year following the end of the two-year CPE cycle.

To learn more about the CGFM certification visit the agacgfm.org.

CHAPTER EDUCATIONAL EVENTS



~~September 19, 2012~~

~~**Professional Development Conference**~~

~~The Changing Environment in the Government
Accountability Community
Library of Michigan
4 hours CPE~~

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

Check the chapter website and newsletter for updated educational opportunities.

~~October 23, 2012~~

~~**Monthly Luncheon Meeting**~~

~~Doing More with Less – Paul Artale
Capitol View Building
1 hour CPE~~

February 27, 2013

Audio Conference

Getting Started with a Fraud Investigation
Constitution Hall
2 hours CPE

~~November 13, 2012~~

~~**Monthly Luncheon Meeting**~~

~~Effective Business Speaking – Jack Pyle
Capitol View Building
1 hour CPE~~

March 13, 2013

Audio Conference

Government Financial Management
Constitution Hall
2 hours CPE

~~December 12, 2012~~

~~**Audio Conference**~~

~~Just Ethics
Constitution Hall
2 hours CPE~~

March 26, 2013

Professional Development Conference

Government Accountability Topics
LCC West Campus
8 hours CPE

January 9, 2013

Audio Conference

Financial Management Priorities Second Term
Constitution Hall
2 hours CPE

April 17, 2013

Audio Conference

Internal Controls
Constitution Hall
2 hours CPE

January 15, 2013

Monthly Luncheon Meeting

Tax Update (joint with SAAABA)
Capitol View Building
1 hour CPE

April 23, 2013

Monthly Luncheon Meeting

The State Budget – John Nixon
Capitol View Building
1 hour CPE

February 6, 2013

Audio Conference

Internal Controls and Improper Payments
Constitution Hall
2 hours CPE

May 21, 2013

Monthly Luncheon Meeting

To Be Announced
Capitol View Building
1 hour CPE

February 19, 2013

Monthly Luncheon Meeting

Strategic Planning – Berri Meyers
Capitol View Building
1 hour CPE

May 22, 2013

Audio Conference

Ethics
Constitution Hall
2 hours CPE

OTHER EDUCATIONAL OPPORTUNITIES



West Michigan AGA

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

January 23, 2013

Governmental Accounting Training Series Level 2
 Rehmann Group Office, Grand Rapids Michigan
 8 hours CPE

January 29, 2013

Governmental GAAP Update
 Webinar
 1 hour CPE

February 13, 2013

ACFE-AGA Governmental Fraud Conference
 Davenport University, Grand Rapids, Michigan
 8 hours CPE

April 24, 2013

Governmental Accounting Training Series Level 3
 Rehmann Group Office, Grand Rapids Michigan
 8 hours CPE

National AGA

To register for events visit
www.agacgfm.org



February 12-13, 2013

Ronald Regan Building and
 International Trade Center
 Washington, D.C.
 14 hours CPE

Western Michigan Chapter ISACA

To register for events visit
<http://www.isaca.org/chapters2/Western-Michigan/events/Pages/Calendar.aspx>

January 17, 2012

Chapter Meeting
 Kalamazoo

March 21, 2013

Winter Seminar
 Grand Rapids

Chapter Executive Committee

2012-2013

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