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## GREETINGS!

The Chapter is now open for business. Well, it never closed, but we had a rough start. There were numerous inquiries about our fall half day training we have had for many years. Others noticed the website was not working.

What happened? A few things happened. The president-elect, who the membership voted on last year, encountered some life challenges making it difficult to fulfill the role of president this year. A CEC member was suspended from AGA by the National Professional Ethics Board. The CEC has no details other than an email from the suspended member. Not wanting to see our successful chapter fail as it entered its 40<sup>th</sup> year, yours truly threw out some options, and option 3 (me taking on the president role) was selected. As a result, we had to pull together a CEC much later than we usually do. A special thank you to be members who voted on the CEC slate presented. Thankfully we have a great group to provide chapter services to our membership and others in the financial accountability community. I want to thank those members that stepped up to the plate and are serving on the CEC. See page 12 for our CEC members and contact information.

Our next luncheon is scheduled for Tuesday, November 19. See page 2 for more details. For those of you who need your Michigan Specific Ethics training, our February 20 luncheon meeting is for you. The monthly luncheon meetings and webinars have been scheduled for the year (see page 8 for the calendar). We will begin work to plan our spring PDT. And while this year we may not be able to provide the number of CPE hours we have in the past, the newsletter will contain other educational events that may benefit you.

*Cindy*

### 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

### NOVEMBER EVENTS

Monthly Luncheon  
November 19

Webinar  
November 20

see page 2 for details



## Eye Opener



**6,300**

The number of South Dakota voters found to be registered at a single fraudulent address in rural Pennington County.

SOURCE: Governing Magazine | May 2019





## MONTHLY MEETING TUESDAY

November 19, 2019

11:45

Van Waggoner Building  
Lakeshore Learning Center  
Lansing, Michigan

### MICHIGAN BUDGET 2020

#### SPEAKER:

David Zin, Chief Economist,  
Senate Fiscal Agency

#### RECENT HEADLINES

#### MEDIA CLIPS



- Dispute over shifting funds derails deal on Michigan budget impasse (Associated Press, 11/08/2019)
- Local to Lansing: Get a budget deal, because cuts are getting real (Bridge Magazine, 11/07/2019)
- State Rep: Misinformation left a \$10 million hole in Michigan Corrections budget (Mlive, 11/04/2019)

#### CPE

1 hour Other

CPE Sponsor ID 104201

#### REGISTRATION

Register on-line at [www.aga-lansing.org](http://www.aga-lansing.org).  
Click on events.

**Register before Thursday, November 14**

#### COST

AGA Members - \$12

Non-members - \$16

Student Assistants - FREE

SIGMA ID CV0026537-007

Register before November 14, 2019

#### DELIVERY METHOD

Group – Live

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



## WEB CONFERENCE WEDNESDAY

November 20, 2019

2:00pm to 3:50pm

Van Waggoner Building  
Sleeping Bear Conference Room  
Lansing, Michigan

### BUILDING A CULTURE OF ETHICAL EXCELLENCE

An ethical crisis happens in an organization, and the normal response is to create additional rules to handle the breach and ensure that that breach doesn't happen again. But is this the right response? Or by creating more policy - more prescription - do we actually set ourselves up for an even more catastrophic ethical breach the next time? So, if policy or prescriptive rule making isn't the answer; what is?

This webinar will look at four key actions organizations can take to build a culture of ethical excellence and develop the individual and organizational ethical muscle needed to create trust with key stakeholders.

#### Key Take-Aways

Learn about the downsides of a compliance or prescriptive approach to ethical behavior. Gain understanding around a framework that enables you to build ethical muscle and move away from a compliance-only approach.

#### SPEAKERS:

Dr. Lyall Swim

#### 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 Tuesday, November 19**

#### 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.



## Three Key Decisions Cybersecurity Leaders Need to Make

By Dan Lohrmann, Contributing Writer

A chief information security officer's success rides on how they address a few critical issues, like when to stop an IT project in the name of cybersecurity and whether the staff they hire is accountable and trustworthy.

All leaders face hard decisions. Whether you are a team lead, first-time supervisor or junior department director, those decisions follow you for years and will eventually define your legacy. As a leader's scope of duties, number of staff and overall authority grow, the impact of those decisions becomes even greater.

The list is long: Which technology or vendor is the best fit? What can motivate that staff member? Is it time to try something different? Do you keep pushing your team harder or give them a break? And so on.

Nevertheless, there are three topics security chiefs face that are especially important because of their role. While other technology and business heads also face these career challenges, these three decisions often determine whether someone succeeds or fails as a security leader.

### Should you really stop that IT project?

My boss was then-state CIO Teri Takai, who later went on to become CIO of California and of the Department of Defense. She said, "Dan, if that's your answer, you can't be the CISO in Michigan." Teri went on: "I've been to Dow, Ford, Chrysler and GM, and they all have Wi-Fi in their conference rooms. So, you need to figure out what they know that you don't know, and then come back and tell me how we're going to implement Wi-Fi securely. I'm giving you one week."

That meeting started a transformation in my security career. I began to rethink my role, my team's mission and how we were being perceived. I refocused my tactical and strategic initiatives to become an enabler of innovation — with the "right" level of security. We went on to win awards for

secure Wi-Fi deployments in government a few years later.

And there was a larger lesson. I now constantly ask myself: Am I bringing the organization problems or workable solutions?



**Lesson 1:** Be careful with security veto power. Think innovatively about offering alternative cyberanswers.

### Is the root cause of a security incident the people, the process or the technology?

In 2012, Utah state government made national headlines when a data breach exposed the Social Security numbers of about 280,000 Medicaid recipients. Top government leaders were fired, but the root cause was not poor technology — it was the negligent use of a default password by a network contractor.

**Lesson 2:** Processes and people are the cause of more cyberproblems than poor technology. Getting to the root cause after an incident and mitigating ongoing risk is an imperative.

### Is your team above reproach regarding security matters?

Do customers trust and respect both you and your cyberteam? More specifically, do you also verify staff trustworthiness?

The insider threat remains a nebulous issue for cyberleaders. While most insider threats are unintended errors, like staff clicking on a malicious email link, most CISOs at least occasionally stay awake at night worrying that a deeper problem lies within the team.

Beyond background checks, suspicions of unethical behavior by staff, peers or executive leadership will undermine future effectiveness and the ability to accomplish security goals. Cyberpros are the protectors of the crown jewels, including data and much more. Personal integrity is paramount.

**Lesson 3:** Build trust and integrity into every security team relationship and process. I'd rather hire a good security pro who has a great attitude, is trustworthy and is accountable than a great cybersecurity expert whom I don't trust.





Isaak  
Constans

Posted  
10-01-2019



## FIVE TIPS FOR KEEPING TOP TALENT IN GOVERNMENT

Everybody loves the boss who brings in donuts on Fridays and cake on birthdays. These generousities show employees that the boss is thoughtful and cares about employees. But when it comes time for an employee to choose between staying or leaving a position, office sweets won't be the deciding factor.

Many leaders in government are facing an uphill battle trying to keep employees within their agencies and within the public sector at large. The private sector is often able to offer higher salaries, flashier perks and further mobility – attracting both peak professionals and new hires.

For that reason, government needs to capitalize on the talent it has in-house, making the most of programs and budgets to retain top performers. While every employee wants to be GS-15 – or General Schedule 15, the highest pay scale for white-collar civilian employees – or a part of the Senior Executive Service (SES) leadership in government, elite positions are limited. Government managers and HR departments need to look for other avenues of reward and recognition to keep top performers.



"There's room for everyone at the table, but everyone just needs to figure out where the table- settings are," Traci DiMartini, Chief Human Capital Officer for the U.S. Peace Corps, said during GovLoop's Wednesday online training.

During the training, "5 Tips to Retain Your Team," DiMartini shared five approaches for managers who want to keep top performers. DiMartini warned that all five approaches might not be applicable for every situation or every agency, and that sometimes, employees will naturally leave specific offices or departments. The goal, she emphasized, is to keep top performers in public service when opportunities for promotion or advancement in their current situation is scant.

### 1. Be realistic, engaged and motivated

Managers and employees should know the reality of work in government. So from the beginning, managers cannot afford to make guarantees of promotion or eventuality for new hires. Instead, they should put employees in places to succeed.



DiMartini said that often when budgets are running short, the first thing managers cut is training. That is a massive mistake, she said. Training helps employees grow and advance into new roles while proving return on investment.

These opportunities are one way to engage employees and show them that their work is valued. Bad managers, who DiMartini said are all too common in government, often fail to recognize employees.

Therefore, recognition – even if it doesn't come by way of promotion – is a crucial component of retaining valuable employees.

"Sometimes, it's just about creating a culture of 'Your work is valuable and we appreciate you,'" DiMartini said.

### 2. Be creative, flexible and open

Success doesn't always mean having an employee go above and beyond expectations. Instead, grooming employees for future wins can be far more important than temporary sprints for success. DiMartini suggested two approaches to prime employees for what's next: detail assignments and mentoring.

"There are so many no-cost or low-cost activities every day that we don't take advantage of," DiMartini said.

Mentoring, whether through official or unofficial programs, can help employees of all ages settle into the office while preserving institutional knowledge from those at the top. Meanwhile, detail assignments, such as those through the Presidential Management Council Interagency Rotation Program, show employees that managers care about their success. Losing employees for a short time to details can help agencies retain them for the long term – as employees will be grateful for the opportunity and eager to share their newfound knowledge, DiMartini said.

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# Early Career Center

## ADVICE FROM A CEO ON BEGINNING YOUR CAREER AFTER GRADUCATION

By: Andrew Filev, Founder and CEO of Wrike, providing modern work teams with collaboration tools that make them more productive than you thought possible.



We're at the tail end of graduation season, and tens of thousands of young people across the country are settling into post-college life, waking up early and commuting to their first jobs as graduates. Your first job can be an emotional experience. On the one hand, there's the excitement of having the chance to learn and prove yourself in a challenging setting with high expectations. But there's also pressure to perform, the risk of impostor syndrome, and the challenging lifestyle adjustment of transitioning from college to a phase of life with greater independence and responsibilities.

CEOs are proud when people choose their companies for their first job out of college. Recent grads bring fresh energy, willingness to learn, and new perspectives to old problems that amaze even seasoned veterans of their fields.

For those who are just beginning their job hunt, here's some advice on getting your career off to a great start in your first job.

### Don't "fake it 'til you make it"

This is a fun and empowering phrase, and you've probably heard it from musicians or entertainers who have followed this advice and ultimately found success. But when you're interviewing for a position in a

company or startup, it's essential to be honest about your skill set and career goals. Most managers don't

fill entry-level positions expecting a perfect experience fit, but rather coachability, culture fit, and work ethic. Besides, given the technology and data skills required for many corporate jobs, you won't be able to fake it for long. Be honest and sell yourself on your enthusiasm, eagerness to become an expert, and your ability to bring value to any task.

### Be a part of the culture

If your company hosts after work events or in-office activities, it usually means leadership values culture, team building, and employee engagement. Showing up to these events is an



easy way to demonstrate that you're happy to be a part of the team. They also create opportunities to network with colleagues from other departments, and maybe spark casual conversations that turn into solutions for the company. Since 40% of employees either don't attend due to conflicts or just because they don't want to, there's an opportunity to stand out and build a reputation as an engaged team member who cares about your colleagues, company mission, and shared goals.

### Demonstrate your ambition through performance

In my career as a CEO, I've seen a few recent grads who are both talented and ambitious but are too hungry for career advancements that they haven't yet earned. This can be frustrating for employers who struggle to keep their culture positive, and disappointing for the workers themselves, who feel they are held back in menial jobs when they are ready for new responsibilities. My advice is to make sure you and your management are aligned about your career goals, and then let your performance speak for you. Seek out a mentor and compassionate feedback. Don't posture yourself as an expert, but rather as someone who is always open to learning something new.

**What are  
your  
career  
goals?**

Opportunities for promotions don't always open overnight, but if you are a star performer and innovating in your role, you should have no problem advancing when one is available. And if one doesn't present itself in a timeline that works for you, ask for what you want and how you can get there. If you still don't find what you want, make the decision to move on gracefully. "Boomerangs" (employees who leave and then come back) are very real, so don't burn bridges by earning a reputation as a hothead.

### Unhappy? Figure out why



You may not love your first job, and there's a chance that you may be downright miserable. If this is the case, step back and analyze why. If it's the activities of your job that are making you unhappy, then this may not be the functional area for you. If it's the company mission

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# GOVERNING

THE STATES AND LOCALITIES

## POLITICS AND ELECTIONS

### BLOCKCHAIN-BASED VOTING IS COMING TO OVERSEAS CITIZENS

Sarah Holder | August 2019

At its core, the technology is meant to make voting easier and increase primary turnout, which is historically lower than general elections.

This election season, the option to vote remotely via blockchain is coming to overseas voters from nine new U.S. cities. West Virginia became the first state to pilot the technology last year, with Denver following in May as the first city. In this August's local elections, far-flung voters from Utah County, home to the city of Provo, will be able to log their votes on a mobile application, too.



At its core, the technology is meant to make voting easier and increase primary turnout, which is historically lower than that of general elections. About 20 percent of registered voters cast ballots in midterm House of Representatives races last year—a huge leap from 2014's turnout rate of 13.7 percent.



“Given that the average primary turnout is 12 to 15 percent, 12 to 15 percent of people dictate most of our policies on the left or the right,” said Bradley Tusk, the startup-consultant-turned-philanthropist who is supporting the pilots, which are administered by the Boston-based technology company Voatz. “How do you get turnout to 60 or 70 percent?”



In his work in 2011 as an early-stage Uber consultant, Tusk thinks he found one answer: Let people vote on their phones.

When Uber wanted cities to legalize ridehailing, the company asked riders and drivers to indicate their support via texts and online petitions. They did, in vast numbers, and the rest is history.

“If you want to change the outputs, you’ve got to change the inputs,” Tusk said. “Everybody has technology in their pocket.” Tusk Philanthropies—funded in part by the equity Tusk was given by Uber as payment for that consulting work—has covered the costs of administering and auditing each Voatz election so far.

# Fly Lansing

Capital Region International Airport

## TSA PRE CHECK EVENT

Register today for your 10-minute appointment and you can skip the lines and the hassle next time you fly!

The event will be held **November 18-22** right here at the Capital Regional Event. Visit <https://bit.ly/2gmqmuq> to register.





[continued from page 4]

### 3. Make performance management real

Government performance evaluations are notorious. Managers can be anxious about negatively reviewing employees, and then, pairing that hesitancy with a static and limited evaluation system, poor performers can gain the same footing as high performers.

Managers need to be able and willing to give constructive, critical feedback. Otherwise, top performers will grow frustrated, and poor performers will fail to improve.

Then, managers need to listen. Working within bureaucratic processes, managers can struggle to adapt, so seeking out and considering feedback is necessary.

“You’re going to need to give feedback and receive it,” DiMartini said.

### 4. Define your why

The fourth tip is the simplest, but it’s crucial for successful public service. Employees or managers should be in public service because of the mission. That’s not to say the work has to be everybody’s dream job, but they should know the mission and connect with it.

Leaders inside of offices can help with these efforts by communicating the value of work. For employees, seeing demonstrable outcomes of their work will help keep them passionate and engaged.

### 5. Get out of the way if you don’t want to be in the lead

One of the biggest problems in the government, DiMartini said, is poor leadership.

“The federal government does a terrible job picking people to be leaders, and then we don’t invest in them,” DiMartini said. “We make it a competition.”

DiMartini was referring to the fact that too many times, leadership positions were awarded based on seniority, technical expertise and performance reviews – often skimming over the fact that they will actually have to lead. Many times, she said, employees don’t even want to manage people, but take the leadership responsibility because of promotion and pay raises.

Therefore, government agencies need to elevate leaders into leadership positions, offering training and growth opportunities on the way. And for those who don’t want to be leaders, there’s nothing wrong with that. Agencies must open up opportunities for advancement in technical fields to those who do not want to be managers or leaders.

[continued from page 5]

doesn’t excite you, then you may be able to find a similar role in a different field. Making significant career changes without understanding the cause of your unhappiness may just put you back in the same spot, and frequent job hopping won’t help with your future goals.

A recent study found that unhappy workers ranked “compensation” as the most important factor in their happiness. Happy workers, however, said “doing meaningful work” was the most important factor. Remember this key statistic as you begin your career. There are thousands of employers in every city, and many of them have amazing cultures with opportunities for growth. But: if the work doesn’t resonate and isn’t meaningful to you, your disinterest will likely spill over into your performance.

### Take an improv class

Succeeding in an unpredictable world requires opening your mind to the power of saying “yes, and.” This phrase is a ground rule in improv, and it allows you to build upon an imperfect idea rather than shutting it down and replacing it with your own.



In the workplace, “yes, and” can mean the difference between closing the door on an innovative solution to a problem and taking the first step toward solving it

through testing and iteration. As an entry level employee, you won’t like every task you’re given, but you do have the power to improve upon them in ways that are unexpected to your management. First, you have to say “yes” to the challenge, and what happens after the “and” might just define your budding career.

Starting your career is exciting, and there are a lot of opportunities to learn skills and learn about yourself. If you find a job

you love right away, remember to build upon that enthusiasm by taking advantage of every opportunity to learn. If you don’t find a job you love right out of the gate, remember that



there are still valuable lessons you can learn while you explore for better options. The best advice I can give is to enjoy the ride and do work you’re proud of every day. You may not be at the same company or in the same field in a few years, but you if you plant the seeds for lifelong learning and a drive for excellence, you can reap those fruits for your entire career.

# 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.

**October 23, 2019**

## Monthly Luncheon Meeting

Michigan Electronic Library (MEL)  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**February 20, 2020**

## Monthly Luncheon Meeting

Michigan Specific Ethics  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**November 19, 2019**

## Monthly Luncheon Meeting

State Budget Update  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**March 4, 2020**

## Webinar Conference

Improper Payments  
Location to be Determined  
2 hours CPE

**November 20, 2019**

## Webinar Conference

Ethics  
VanWagoner Building, Sleeping Bear  
2 hours CPE

**March 25, 2020**

## Webinar Conference

Cybersecurity  
Location to be Determined  
2 hours CPE



**April 8, 2020**

## Webinar Conference

Ethics  
Location to be Determined  
2 hours CPE

**December 11, 2019**

## Webinar Conference

Controlling Your Bots  
Location to be Determined  
2 hours CPE

**April 21, 2020**

## Monthly Luncheon Meeting

Topic to be Announced  
VanWagoner Building, Lakeshore Room  
1 hour CPE

**December 18, 2018**

## Monthly Luncheon Meeting

Topic to be Announced  
VanWagoner Building, Lakeshore Room  
1 hour CPE



**January 8, 2020**

## Webinar Conference

Uniform Guidance  
Location to be Determined  
2 hours CPE

**Date to be Announced**

## Professional Development Training

Training for Government Professionals  
Location to be Determined  
8 hours CPE

**January 21, 2020**

## Monthly Luncheon Meeting

Annual Tax Update  
Library of Michigan  
1 hour CPE

**May 13, 2020**

## Webinar Conference

Fraud and Data Analytics  
Location to be Determined  
2 hours CPE

**February 5, 2020**

## Webinar Conference

GASB Update  
Location to be Determined  
2 hours CPE

**May 19, 2020**

## Monthly Luncheon Meeting

Topic to be Announced  
VanWagoner Building, Lakeshore Room  
1 hour CPE



## OTHER EDUCATIONAL OPPORTUNITIES



### National AGA

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

**December 18, 2019**

#### MEMBERS ONLY FREE WEBINAR

Failing Forward  
Your Computer  
1 hour CPE

**January 9, 2020**

#### Financial Systems Summit

Washington DC or Virtual  
6 hours CPE  
FREE for AGA members and government employees

**February 12-13, 2020**

#### National Leadership Training

Washington DC or Virtual  
14 hours CPE

**March 18, 2020**

#### MEMBERS ONLY FREE WEBINAR

AGA Annual Women's Webinar  
2 hours CPE

**April 8, 2020**

#### PIO/CFO Summit

Washington DC  
4 hours CPE

**June 26, 2020**

#### MEMBERS ONLY FREE WEBINAR

Professional Development  
1 hour CPE

**July 19-22, 2020**

#### Professional Development Training

Dallas, Texas or Virtual  
24 hours CPE

### West Michigan AGA

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

**January 21, 2020**

#### 2020 Governmental GAAP Update

Your Desk  
2 hours CPE



# 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 (June – November)

Jane Wallin	40 years
Carol Carlson, CGFM-Retired	40 years
Pratin Trivedi, CGFM	30 years
Joseph Asghodom, CGFM	27 years
Cindy Osga, CGFM	27 years
Laura Hirst	26 years
Steven Kirinovic	26 years
Eric Formberg, CGFM	24 years
Tom Colosimo, CGFM	23 years
Chris Bayley	23 years
Bob Simon	20 years
Kathryn Cartwright	19 years
Susan Saari	19 years
Heather Boyd	18 years
Craig Murray, CGFM	17 years
Nicholas Bohac	17 years
Peggy Murphy	14 years
Julie Salman	13 years
Janell Thelen	9 years
Zada Shriner	9 years
Christine VanLinden	6 years
Tammie Anderson	6 years
Ann Richmond	6 years
Anthony Edwards	5 years
Michael Booth	5 years
Bethany Doyle	5 years
Roberta Marks	5 years
Alan Glanton	4 years
Derek Childs	4 years
Colin Ohl	4 years
Timothy Johnson	3 years
Sandra Burkhart	3 years
Dara Marshall, CGFM	3 years
Kim Dunbar	2 years
Brandon McAndrew	2 years
Ann Marie Muliatt	2 years
Tapiwa Nedziwe	2 years
Scott Simon	2 years
Rachael Spohn	2 years
Lisa Munroe	1 year
William Baldry	1 year
Richard Sellers	1 year
Eric McGaugh	1 year

### WELCOME NEW MEMBERS!

Sarah Talbot  
 Andrews Hooper Pavlik  
 Helen Johnson  
 County of Wayne



## Certification Connection

news for CGFM's

### CONGRATULATIONS TO OUR NEWEST CGFM

#### CRAIG MURRAY, CGFM

Office of the Auditor General

## 25 REASONS *to be a CGFM*

*Reason #9*

Demonstrate  
commitment to self-  
improvement

25 YEARS  
CGFM.

## 25 REASONS *to be a CGFM*

*Reason #10*

Keep skills sharp with  
continuing education

25 YEARS  
CGFM.



# Chapter Finances

## June 30, 2019

**Fund Balance**

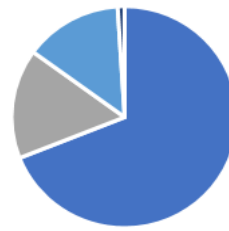
**\$ 28,639**

Revenues



■ Education - 81% ■ Programs - 14% ■ Membership Dues - 5%

Expenses



■ Education - 69% ■ Programs - 16%  
■ Administration - 14% ■ Community Service - 1%

### Revenues

Education: Audio Conferences  
 Education: Professional Development Trainings  
 Interest Income  
 Membership Dues  
 Programs: Luncheons  
 Sponsorships  
 Total Revenues

	Approved Budget	Year-to-Date Activity	Budget Balance
Education: Audio Conferences	\$ 1,600	\$ 1,280	\$ 320
Education: Professional Development Trainings	\$ 13,300	\$ 11,470	\$ 1,830
Interest Income	\$ 5	\$ 0	\$ 5
Membership Dues	\$ 968	\$ 785	\$ 183
Programs: Luncheons	\$ 1,560	\$ 2,256	\$ -696
Sponsorships	\$ 300	\$ 0	\$ 300
<b>Total Revenues</b>	<b>\$ 17,733</b>	<b>\$ 15,791</b>	<b>\$ 1,942</b>

### Expenses

Awards and Nominations  
 Bank, Credit Card, Pay Pal Fees  
 CEC Expenditures/PDT  
 CGFM Scholarships and Certification Awareness  
 Education: Audio Conferences  
 Education: Professional Development Trainings  
 Membership Development  
 Miscellaneous  
 Programs: Luncheons  
 Programs: Membership Appreciation  
 Community Service  
 Social Event  
 Website  
 Total Expenses

Awards and Nominations	\$ 700	\$ 0	\$ 700
Bank, Credit Card, Pay Pal Fees	\$ 260	\$ 202	\$ 58
CEC Expenditures/PDT	\$ 6,000	\$ 1,612	\$ 4,388
CGFM Scholarships and Certification Awareness	\$ 770	\$ 0	\$ 770
Education: Audio Conferences	\$ 2,000	\$ 1,720	\$ 280
Education: Professional Development Trainings	\$ 8,900	\$ 8,872	\$ 28
Membership Development	\$ 50	\$ 0	\$ 50
Miscellaneous	\$ 200	\$ 13	\$ 187
Programs: Luncheons	\$ 2,500	\$ 2,377	\$ 123
Programs: Membership Appreciation	\$ 500	\$ 0	\$ 500
Community Service	\$ 550	\$ 150	\$ 400
Social Event	\$ 200	\$ 0	\$ 200
Website	\$ 500	\$ 350	\$ 150
<b>Total Expenses</b>	<b>\$ 22,630</b>	<b>\$ 15,296</b>	<b>\$ 7,834</b>

### Income/Loss

<b>Income/Loss</b>	<b>\$ -5,397</b>	<b>\$ 495</b>	<b>\$ -5,892</b>
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# Chapter Executive Committee 2018-2019

Platinum  
Chapter

**President**

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

**Treasurer**

Julie Salman  
Retired  
Julied511@gmail.com  
517-284-5864

**President Elect**

Julie Chrysler  
Natural Resources  
Jchrysler.aga@gmail.com  
517-284-5864

**Secretary**

Darla Ykimoff  
Health and Human Services  
ykimoffd@michigan.gov  
517-702-5514

**Programs**

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See the Chapter's Annual Citizen Centric Report  
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