



**Message
from the
Chapter
President**



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Greetings,

Wow, it is hard to believe that this is the last newsletter of 2013! This year has passed so quickly!

We hope you will join us on December 11th for the web conference on Ethics and mark your calendars for our annual tax update luncheon, presented jointly with the State Association of Accountants, Auditors, and Business Administrators, on January 22, 2014.

May you have a wonderful holiday season filled with family, friends, fun, and festivity!

Take care,

Amy Zimmerman



December's Quote:

"Three grand essentials to happiness in this life are something to do, something to love, and something to hope for."

Joseph Addison, Essayist, Poet and Playwright



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



66,820

Average number of times per day Washington D.C. city employees visited the Armenian music website yerevannights.com.

SOURCE: GOVERNING | November 25, 2013





**WEB CONFERENCE
WEDNESDAY**
December 11, 2013
2:00PM to 3:50pm
Constitution Hall
Brake Conference Room
Lansing, Michigan

TAKING THE HIGH ROAD: HOW TO SUCCEED ETHICALLY WHEN OTHERS BEND THE RULES

Problems and consequences attributed to poor ethical decisions can arise when ethical behavior is not defined, understood, or demonstrated.

Emphasizing the value of ethics training will help to foster an environment where:

- Ethical behavior is valued.
- Ethical behavior is considered the norm.
- Ethical decisions help to contribute to long-term success.

This web conference features easy-to-understand definitions of ethics, guidelines for tackling difficult decisions, practical examples, and a generous amount of humor; the result is an upbeat look at a key factor in long-term success.

The presenter is Frank Bucaro, a professional writer and speaker on ethics who holds the Certified Speaking Professional designation through the National Speakers Association.

REGISTRATION

NOTE: Online registration is not available this month. To register for this audio conference please send email to: SaariS@michigan.gov
Register before Tuesday, December 10

COST

AGA members - FREE
non-members - \$20

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



**MONTHLY MEETING
WEDNESDAY**
January 22, 2013
11:45
Capitol View Building
201 Townsend Street,
Lansing, Michigan

ANNUAL TAX UPDATE

Joint meeting with SAAABA.

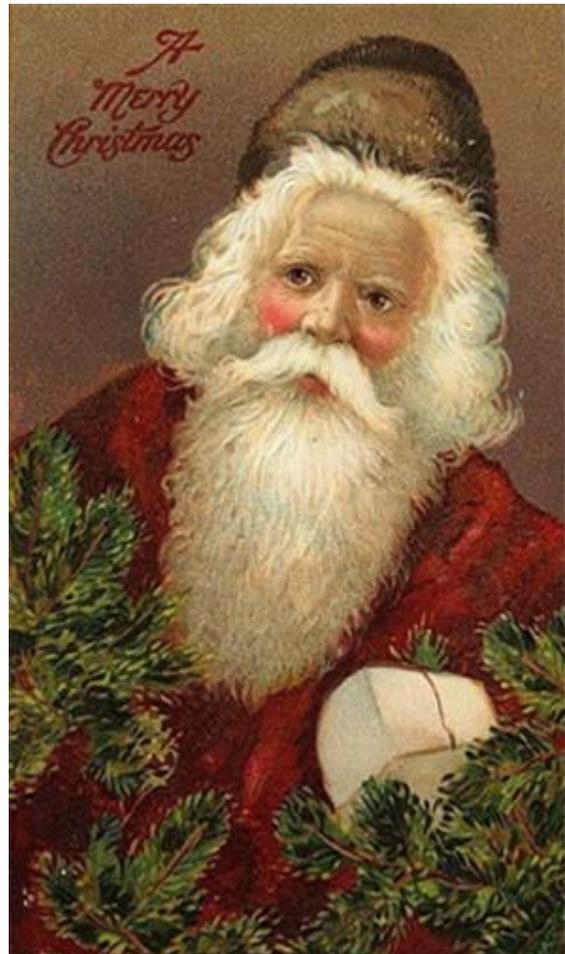
REGISTRATION

Register on-line at www.aga-lansing.org.
Click on events.
Register before Friday, January 17, 2013

COST

\$12 AGA members
\$16 non-members

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



Time is Ticking for States to Opt In or Opt Out of FirstNET



Steve Towns

Source: [governing.com](http://www.governing.com)

<http://www.governing.com/columns/tech-talk/gov-time-ticking-for-firstnet.html>

Within the next year or two, governors will need to decide if they want to join the federal government's new nationwide public safety communications network. And although the decision may seem far away, now is the time to prepare.

The First Responder Network Authority—the independent federal entity better known as FirstNet—is in the process of drawing up specific network designs for each state. Right now, a federal grant program is paying states to tally potential users and inventory radio towers and other gear that could be used by the network. Once those network plans hit governors' desks, the clock starts ticking. Under federal legislation signed last year, states have 90 days to opt into or out of the plan.

The goal of the new broadband network is to finally put the nation's emergency responders on a common communications platform, eliminating potentially deadly situations where police or fire agencies from different jurisdictions can't talk to each other during major disasters. In addition, the high-speed network opens the door to advanced public safety capabilities like piping live crime-scene video to mobile devices carried by police officers, or retrieving identity and criminal history information by simply snapping a photo of a suspect.

The federal government wants to create a single network for emergency communications and it is up to the states to decide whether they want to join.

But to deliver on those promises FirstNet needs to offer a national service that's better than existing networks used by state and local agencies. Jeff Johnson, a retired fire chief who is now a member of the FirstNet Board of Directors, acknowledged as much during a meeting of state CIOs last month in Philadelphia. "We think the cost needs to be at or below what you currently pay for your networks," Johnson said, "and we need to bring benefits of a network that's built specifically for public safety."

That won't be easy. Such a network has never been built before. "We're going to get things wrong occasionally, and we'll need to backtrack," Johnson said. "Give us some room here."

But what if states don't like what they see? Rejecting the plan presents its own set of challenges. Opting out of FirstNet doesn't mean the network won't come to your state; it just means the feds won't build it for you. Instead, you'll build your own network—following standards that allow it to plug into the national network—and pick up at least 20 percent of the cost.

States opting out will have just 180 days to get their own network plans approved by the Federal Communications Commission and the National Telecommunications and Information Administration, and then release a request for proposals for the project.



Furthermore, governors may not be able to make the opt-out decision alone, says Bill Schrier, who, as a senior policy adviser to the Washington

state CIO, serves as point man for the FirstNet deployment there. "Let's suppose that it costs \$100 million to build the network in Washington state," Schrier says. "If the governor opts out, he needs to cough up at least \$20 million. That typically would require legislative authorization."

Authorization would need to come quickly, too, because states that don't answer within the 90-day decision period will be automatically added to the federal network, Johnson said in Philadelphia.

No matter where your state stands on FirstNet, it's time to start paying attention. With a series of big decisions and tight deadlines on the horizon, governors and their advisers need to get up to speed.



Schrier's plan is to engage the feds early. "I'm hoping for an interactive process," he says. "Hopefully, they don't just take a bunch of data and dump a plan on my desk. I want them to ask questions and collaborate with us, so that when the design is done, we'll be able to properly advise the governor to support it."

That sounds like the right approach.



Dannielle Blumenthal

Posted November 23, 2013



Couples Therapy

Old Gov and New Gov finally went to see a therapist. It was that, or part ways after so many years.

The two of them started out happy, but New Gov had recently received her "15 Year Service" pin.

Though she had only a dozen or so years left until retirement, New Gov's midlife crisis was getting worse and worse.

Old Gov would not have gone to therapy at all. But he could not ignore the numbers. And this year's Best Places to Work rankings were the pits.

At first he tried to blame their problems on money – specifically the lack of it. The pay freeze. The shutdown. Sequestration. Furlough. Continuing resolution.

Call it what you want, it all spells "less food on the table."

But there was also the morale factor to consider. After so many years, Old Gov didn't care what people said anymore. But New Gov wanted to be listened to, and appreciated. She has so many years ahead of her.

Frankly, Old Gov was scared New Gov would jump ship to the private sector.

So there they were, at the therapist's office, on a bright sunny day at noon.



"Come in," the doctor said. "It's cold out there."

The doctor pulled up a chair. "So what brings you here today?"

New Gov had been looking at the diplomas on the wall. Now she sat down abruptly. The words came bursting out of her mouth like bullets from a machine gun.

"He will never, ever change," she said. "I have to do the same work, the same way, on broken equipment, day in and day out."

Old Gov did not expect to be attacked right off the bat like this.

"And you never stop changing," he said. "This is government, not the Silicon Valley. You've got to settle down."

She grimaced. "Why is that I can do my grocery shopping on my iPhone and have it delivered, but can't update a customer record without going through three separate screens on the old fashioned desktop?"

"Ha! That one is just funny!"

"What do you mean? Are you making fun of me?" Her face flushed. "This was clearly a mistake."

The doctor held up a hand. "Hold on, hold on."

Old Gov turned to face her, conciliatory. "I know we have to catch up. But you have to have some patience."

When she spoke next, New Gov was calm but resolute. "I've had nothing but patience. But you are afraid to try anything."



The doctor looked at both of them. "What can I do to help you here?"

New Gov folded her arms. "I don't know. I want to retire from the Agency, but frankly I have had enough. More work, worse equipment, less security, and I'm constantly getting dumped on by people and their stereotypes about Feds."

"I think Old Gov hears you," said the doctor. "That's why we are here. Why don't we begin?"

Old Gov and New Gov looked at each other. "I do like my work," she said. "I like that feeling of really helping people, and not just chasing a quick buck. I also like my friends."

"You do have a lot of good ideas," he offered. "And your suggestions may actually save us some money. Maybe I've been afraid to change. Me and my big fat ego, only getting in the way."

The doctor looked at the clock. Time had almost run out, but the patients' work was nearly done.

"All you had to do was show up here," he said. "I didn't really do anything today, other than give you some office space."

New Gov stoop up first, cautiously smiling. "Thank you doctor."

"Yes, thank you," echoed Old Gov.

They walked back to the office together.

National Pearl Harbor Remembrance Day

December 7

The 7 December 1941 Japanese raid on Pearl Harbor was one of the great defining moments in history. A single carefully-planned and well-executed stroke removed the United States Navy's battleship force as a possible threat to the Japanese Empire's southward expansion. America, unprepared and now considerably weakened, was abruptly brought into the Second World War as a full combatant.

Eighteen months earlier, President Franklin D. Roosevelt had transferred the United States Fleet to Pearl Harbor as a presumed deterrent to Japanese aggression. The Japanese military, deeply engaged in the seemingly endless war it had started against China in mid-1937, badly needed oil and other raw materials. Commercial access to these was gradually curtailed as the conquests continued. In July 1941 the Western powers effectively halted trade with Japan. From then on, as the desperate Japanese schemed to seize the oil and mineral-rich East Indies and Southeast Asia, a Pacific war was virtually inevitable.



USS Arizona sunk and burning furiously. *

U.S. officials (and they were well-informed, they believed, through an ability to read Japan's diplomatic codes) fully into the Indies, Malaya and probably the Philippines. Completely unanticipated was the prospect that Japan would attack east, as well.

The U.S. Fleet's Pearl Harbor base was reachable by an aircraft carrier force, and the Japanese Navy secretly sent one across the Pacific with greater aerial striking power than had ever been seen on the World's oceans. Its planes hit just before 8AM on 7 December. Within a short time five of eight battleships at Pearl Harbor were sunk or sinking, with the rest damaged. Several other ships and most Hawaii-based combat planes were also knocked out and over 2400

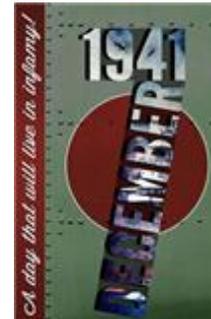
Americans were dead. Soon after, Japanese planes eliminated much of the American air force in the Philippines, and a Japanese Army was ashore in Malaya.



PBY patrol bomber burning at Naval Air Station Kaneohe, Oahu, during the Japanese attack. *

By late November 1941, with peace negotiations clearly approaching an end, informed

PEARL HARBOR
 DECEMBER 7, 1941, A DATE WHICH WILL LIVE IN INFAMY... NO MATTER HOW LONG IT MAY TAKE US TO OVERCOME THIS PREMEDITATED INVASION, THE AMERICAN PEOPLE, IN THEIR RIGHTEOUS MIGHT, WILL WIN THROUGH TO ABSOLUTE VICTORY.
 PRESIDENT FRANKLIN D. ROOSEVELT



These great Japanese successes, achieved without prior diplomatic formalities, shocked and enraged the previously divided American people into a level of purposeful unity hardly seen before or since. For the next five months, until the Battle of the Coral Sea in early May, Japan's far-reaching offensives proceeded untroubled by fruitful opposition. American and Allied morale suffered accordingly. Under normal political circumstances, an accommodation might have been considered.



USS Maryland alongside the capsized USS Oklahoma. USS Virginia is burning in the background. *

However, the memory of the "sneak attack" on Pearl Harbor fueled a determination to fight on. Once the Battle of Midway in early June 1942 had eliminated much of Japan's striking power, that same memory stoked a relentless war to reverse her conquests and remove her, and her German and Italian allies, as father threats to World peace.



http://www.history.navy.mil/photos/event_s

*Official U.S. Navy Photograph, National Archives Collection



On Sunday morning, December 7, 1941, the American Army and Navy base in Pearl Harbor, Hawaii was attacked by the Imperial Japanese Navy. More than 2,000 American citizens were killed and more than 1,000 were injured. The Americans also lost a large portion of their battle ships and nearly 200 aircraft that were stationed in the Pacific region.

The Congress, by Public Act 103 308, as amended, has designated December 7 of each year as National Pearl Harbor Remembrance Day



House Again Passes DATA Act

Transparency advocates praise the legislation, but states have questions about its costs.



Ryan Holeywell

Source: [governing.com](http://www.governing.com)

<http://www.governing.com/news/headlines/House-Passes-DATA-Act-Again.html>

The U.S. House of Representatives overwhelmingly passed the DATA Act this week in a move advocates say will help promote transparency of federal spending data.

The move is largely seen as a way to expand the transparency requirements that came with the stimulus more broadly across other types of federal spending.

A version of the legislation remains pending in the Senate, where earlier this month, it was unanimously reported out of the Senate Homeland and Governmental Affairs Committee.

Transparency advocates like the Sunlight Foundation have emphatically praised the legislation.

"It will create the opportunity for government to be more efficient, more effective, and more transparent," Rep. Darrell Issa (R-Calif.), the bill's sponsor, said in a statement. "The American people deserve real accountability of how their taxpayer dollars are spent, now, more than ever."

State and local government groups, however, have been skeptical of the legislation in the past, citing the increased resources they'd need in order to handle expanded reporting requirements.

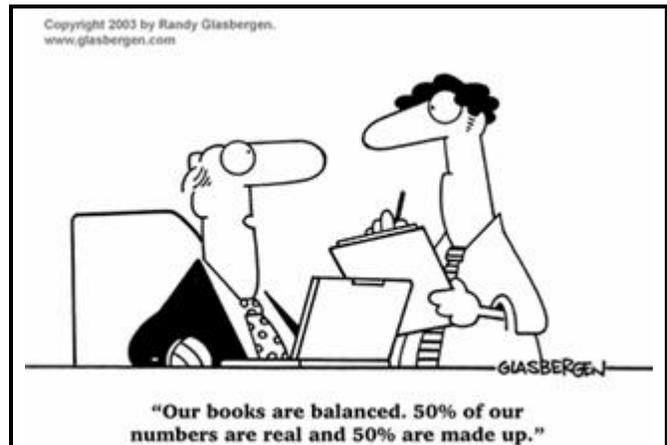
The House also passed a version of the legislation in 2012, but it remained stuck in a Senate committee and never received a vote.

Jeff Hurley, a policy analyst with the National Conference of State Legislatures, says the organization hasn't taken an official stance on the legislation but has concerns that it could effectively be an unfunded mandate, since states are unlikely to receive additional funding to comply with expanded reporting rules.

The legislation requires recipients of federal funds, including state and local grantees, to regularly report how they're using the money, and it would create a website designed to make federal spending data more searchable.

That's all the more troubling, Hurley says, since the legislation comes at a time when states are experiencing the loss of federal funds through sequestration and other cuts.

November 19, 2013



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 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.

Early Careers Center

Or for those experienced workers looking for a chuckle.



10 Things to Never Put on Your Resume

by Dawn Dugan, Salary.com

For resume seekers, the resume can be the most important document they need. After all, what's on that simple piece of paper can mean the difference between landing the interview and landing in the circular file.

While most job seekers concentrate on what they *should* put on their resume, few pay attention to what they *shouldn't* include. This article explores 10 things you should never put on your resume.

1. A crazy objective.

So you want to be the next Bill Gates. Terrific!! And you may even have the chops to make it happen. But please don't put it in your objective statement. Outlandish, overconfident, or "out there" objective statements almost always ensure that the rest of your resume is not read.

2. Irrelevant job experience.

Sure, the summer after freshman year you spent as Harry's Hot Dog Hut mascot was the best ever. But unless you're applying to wear the Gorilla suit for the Phoenix Suns, leave it out.

3. Achievements that aren't achievements.

Being nominated prom queen is not an achievement. Nor is belonging to a sorority or fraternity. And that award you won in a competitive eating contest? That's right—not an achievement. Stick to the professional and community service awards only.

4. Physical characteristics.

Hiring manager's don't care if you have "ribbed abs" or a "smokin' bod," so please don't describe yourself in that way. In addition, pictures should never be included with your resume unless you are an actor or model.

5. Strange hobbies.

It's fine to include a hobby or interest or two, as long as they aren't the type to raise eyebrows. Avoid listing hobbies such as "knitting sweaters for my 12 cats," and "twisting balloons into animal shapes." Stick to less detailed and more generic hobbies like reading,

gardening, mountain biking, and playing tennis. And keep them to a minimum.

6. Private matters.

Sexual orientation, religious and political affiliations, marital status, age, and whether you have children should not be included on your resume. Some of these things are controversial and/or irrelevant, while others may unwittingly influence the hiring manager. Leave them out.

7. Bad grammar and obscure words.

Describing yourself as a "very detailed orientated multi-tasker" is likely to get no other response than "Yeah, right" before it's passed around the HR department for laughs—and then tossed. And don't try to impress with big words. No one needs to know you are endowed with "sophrsyne" when "good sense" will do.



8. Unprofessional contact information.

If your email address is crazybeerdrinker@dummy.com don't include it on your resume. Email addresses are free and

most accounts allow you to get several, so either get a new, professional address or delete it from your resume.

9. Personal information.

Your resume is no place for your social security number or other sensitive information. There's no guarantee that your resume will be kept in a safe, secure place, so don't include anything that could be stolen or used in identity theft.

10. Attention-getting tactics.

Adding non-traditional elements to your resume *will* make it stand out—but not in a good way. Different font types and ink colors, glitter and other adornments or perfumed paper—yes, every hiring manager has seen at least a few of these memorable tactics—are all no-nos.

First impressions count a lot.

When it comes to finding the right job, first impressions count a lot. You can ensure your resume gives a first impression by knowing not only what to include, but also what *not* to include. Good luck in your job search.



MEMBER NEWS

Member Anniversaries

Leo LaPorte, CGFM	18 years
Annette Eustice, CGFM	17 years
Bobbie Marr, CGFM	17 years
Linda Shepard, CGFM	15 years
Tim Martin	15 years



CHAPTER FINANCES

Balance Sheet at October 31, 2013

Assets	
Current Assets:	
Checking Account	\$ 5,097
Accounts Receivable	\$ -0-
Total Assets	\$ 5,097
Liabilities and Net Assets	
Unrestricted Begin Fund Balance	\$ 4,580
Income (Loss)	\$ 517
Total Liabilities and Net Assets	\$ 5,097



CHAPTER EXECUTIVE COMMITTEE MEETING MINUTES

November 13, 2013

CEC Members Present: Chris Bayley, Deb Christopherson, Dan Jaroche, Cindy Osga, Susan Saari, Corey Sparks, Amy Zimmerman

CEC Members Not Present: Linda deBourbon, Kenji Griffith, Heather Hammond, Wanda Jones, Charlotte Roper, Karen Stout, Anshu Varma, Dan Wawierna

Call to Order and Acceptance of Agenda: Amy called the meeting to order at 12:00pm. A motion to accept the agenda was seconded and approved.

Minutes: Corey reported the minutes from the October CEC minutes were approved by email on October 17, 2013.

Budget and Financials: October 2013 financial statements were distributed via email. A motion to approve the October 2013 financial statements and October disbursements of \$644.47 was seconded and approved.

President's Update: Amy reported the next regional conference call is Monday, November 18, 2013. She thanked Chris Bayley and the website update committee for their recent work.

Chapter Recognition Program: No report.

Website: Chris report the chapter has contracted with Mark Rutledge to develop and implement a new website for the chapter. The new website will be significantly lower than our current site. Once the new website is up, event payments will be made through PayPal. December 1, 2013 is the implementation date.

Membership: Dan reported the chapter has 112 members, same as last month. For some reason the suspended member list increased from the prior month. Dan is looking into the reason for the increase.

Education: Anshu asked for suggestions for topics and the Spring PDC. Planning meetings will begin next month.

Program Luncheons: Susan reported for Karen who reported seven people registered Monday's luncheon. Another registration reminder will be sent out. The April 22, 2014 luncheon speaker will be Karen Holcomb from the Michigan League for Public Policy.

CGFM and CPE Events: Susan reported the webinar had some technical difficulties. The audio portion went of late in the presentation. We will try to have a separate audio call available at future events.

Community Service: No report.

Communications/CCR: Cindy reported the newsletter was sent out.

Awards Update: Wanda met with Karine to go over the awards process and administration.

Meeting adjourned at 12:50 pm.

Next Meeting: December 11, Lewis Cass Building

CHAPTER EDUCATIONAL EVENTS



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

Check the chapter website and upcoming newsletters for more information.

~~**September 24, 2013**
Professional Development Conference
Government Accountability
Library of Michigan
4 hours CPE~~

January 29, 2014
Webinar Conference
Tackling Improper Payments
Ottawa Building, Conference Room 3
2 hours CPE

~~**October 28, 2013**
Monthly Luncheon Meeting
Effective Speaking
Capitol View Building
1 hour CPE~~

February 19, 2014
Monthly Luncheon Meeting
Budget Update - Tentative
Capitol View Building
1 hour CPE

~~**November 6, 2013**
Webinar Conference
Data Analytics
Ottawa Building, Conference Room 3
2 hours CPE~~

March 26, 2014
Professional Development Conference
Government Accountability
LCC West Campus
8 hours CPE

~~**November 13, 2013**
Webinar Conference
Grants Management Reform Update
Grand Tower
2 hours CPE~~

April 9, 2014
Webinar Conference
Fraud Detection and Prevention
Constitution Hall, ConCon A
2 hours CPE

~~**November 18, 2013**
Monthly Luncheon Meeting
Student Externship Program Opportunities
Capitol View Building
1 hour CPE~~

April 22, 2014
Monthly Luncheon Meeting
Michigan League for Public Policy
Capitol View Building
1 hour CPE

December 11, 2013
Webinar Conference
Ethics – Taking the High Road
Constitution Hall, Brake Room
2 hours CPE

May 20, 2014
Monthly Luncheon Meeting
To Be Determined
Capitol View Building
1 hour CPE

January 22, 2014
Monthly Luncheon Meeting
To Be Determined
Capitol View Building
1 hour CPE

May 21, 2014
Webinar Conference
Ethics
Constitution Hall, ConCon A
2 hours CPE

OTHER EDUCATIONAL OPPORTUNITIES



West Michigan AGA

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

December 11, 2013

Technology Workshop
Ottawa County
2 hours CPE

January 28, 2014

Quarterly Webinar
2014 Governmental GAAP Update
1 hour CPE



National AGA

To register for events, visit www.agacgfm.org



February 11-12, 2014

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>

February 6, 2014

Chapter Meeting
Kalamazoo, Michigan



Let's Hear It for the 295 Workers Who Commute by Ferry



In the world of geekdom, there are few things more fun than the transportation census conducted by the U.S. Census Bureau every five years.



Like all the census reports it is awash with data, enough so to keep wonks, nerds and those people who think a great a pickup line has to include some stray bit of data awake for hours poring through chart after chart of figures.



The transportation census can also very quickly point out some trends which have potentially big effects on state and local government. For example, average commute times and distances, which help local planners on land use issues and transportation planners look at roads and other transport means.



The latest batch of census transportation data is out and our beady eyes quickly came across the spreadsheets on methods of transportation workers use to get to work.



For the statistical record, the census says there were nearly 4.256 million workers in the state in the latest census period. Of those, 148,685 worked from home (probably trading howling co-workers for howling kids).

Of the rest, 3.527 million took a car to work. Now, it gets a little more interesting when considering how many of those taking a



John Lindstrom, Publisher

carpool to work. For the record, the census estimated that 5,250 people commuted in carpools that that took seven or more people per vehicle.

Okay, interesting enough. An estimated 86,390 commute by bus or "trolley car." And then there are an estimated 585 who commute by "streetcar or trolley car." We have streetcars in the state still? Trolley cars? Can't ya just hear Judy Garland singing somewhere?

But wait: 705 people take the "subway or elevated" to work in Michigan. I hope they are talking about the Detroit People Mover because if there is a subway in Michigan other than a sandwich shop I don't know about it.

A hearty 19,420 commute to their daily toil by bicycle. A heartier 80,740 hoofed it by foot to work.

Yes, captain, 295 nautical souls took a ferry boat to work. Okay, Mackinac Island workers. Perhaps someone getting out to Beaver Island. Of course, there are also the people commuting from Harsen's Island. Ah, Edna St. Vincent Millay's poem "Recuerdo" comes to mind thinking of those on the ferry.

And 23,295 folks in Michigan were estimated to get to work by other means. What other means? Horseback? Rollerblades? Skateboards? Dog sled? Lear jet? Flying carpet? Unicycle? Jungle vine? Pogo stick? Teletransportation? Oh just a little more detail, please?

Actually, just dream instead. Just think of the vision of an army of Michigan workers, 23,295 of them, bouncing to work via pogo stick. Fair makes a man weep with pride. Bounce on, Michigan workers, bounce on.

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The Chapter's Annual Citizen Centric Report can be viewed on the Chapter's website.

