

Disclosures



MESSAGE FROM THE CHAPTER PRESIDENT

November 1999



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The holiday season is fast approaching. Before you know it, it will be New Year's Day and you will be sitting in front of the lifeless television in your winter parka, gloves, hat and snowmobile boots wishing you could salvage some good out of the new year and pick up a college football game. Hey, at this point you'd settle for a bowl parade. The fire, which is being fueled by the cherry dining room set you bought for your anniversary two years ago, is just about gone. You are now bemoaning the fact that you didn't listen to the [Y2K] doomsday predictions. You could be in a remote village in Belize right now enjoying the simple South American jungle life.

Of course, none of this will come to pass and we will be sitting in our warm comfortable homes watching Michigan vs. Michigan State for the national championship . . . huh, sorry, must have slipped back into another semi-dream state. My point is that we will be enjoying ourselves over the next couple of months; but let's not forget those less fortunate. While the Michigan Harvest Gathering food bank is officially completed, you can still donate food or money to any local food bank. Also, many organizations have "Giving Trees" where you take a tag from the tree and purchase the item noted and return it to the sponsor organization. In my experience these "Giving Tree" items are needs not wants. A warm coat, not Nintendo.

Have a good month.

Chris

Generosity is giving more than you can, and pride is taking less than you need. – Kahlil Gibran

To talk goodness is not good. Only to do it is, Chinese Proverb

Editor Note: While this was written by Chris in 1999, much of it still rings true. While we do not have Y2K to look forward to, we can hope that there is not a repeat of last winter and we have power for the holiday season. Remember to give to those less fortunate.

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



1862

Vernors ginger ale was created in Detroit and become the first soda pop made in the United States. In 1862, pharmacist James Vernor was trying to create a new beverage when he was called away to serve our country in the Civil War. When he returned four years later, the drink he had stored on an oak case had acquired a delicious ginger flavor.

SOURCE: 50States.com





**MONTHLY MEETING
THURSDAY
November 13, 2014
11:45**
Capitol View Building
201 Townsend Street,
Lansing, Michigan

ASSET INDEPENDENCE COALITION VITA –VOLUNTEER INCOME TAX ASSISTANCE

REGISTRATION

Register on-line at www.aga-lansing.org.
Click on events.
Register before Friday, November 7, 2014

COST

\$12 AGA members
\$16 non-members

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

The Asset Independence Coalition was established in 2004 with the purpose to bringing together resources and the community to help families in Mid-Michigan gain greater financial stability.

The Asset Independence Coalition coordinates the resources of public and private organizations to promote the financial stability of low to moderate income residents in Clinton, Eaton, and Ingham counties.

AIC is composed of approximately 50 different partner representatives from nonprofits, governmental agencies, financial institutions and other community entities.

Come learn how the Asset Independence Coalition works to help individuals become financially independent through its free tax preparation and financial services. Come learn what you can do to become a VITA volunteer. Jonathon Bailey, VITA director, will be the speaker.

This tax season AIC will be running a VITA Super Center to both connect the community with free tax preparation as well as many other financial resources.



**WEB CONFERENCE
WEDNESDAY
November 19, 2014
2:00pm to 3:50pm**
Ottawa Building
Conference Room 3
Lansing, Michigan

FRAUD RISK MANAGEMENT

REGISTRATION

Register on-line at www.aga-lansing.org.
Click on events.
Register before Friday, November 14, 2014

COST

AGA members - FREE
non-members - \$20

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

Fraud is growing every day in government operations and programs. And no one seems to have the answer on getting it under control once and for all. Until now!

This web conference will show audit, fraud and financial management professionals serving government exactly what they need to do to turn the tide on fraud. You'll get a five-step battle plan that can be implemented in any government operation or program – regardless of size or controls sophistication. We'll even show you how you can be a hero for showing management how to mount a meaningful anti-fraud campaign. This session will provide proven practices that auditors and other fraud experts use to help management create and maintain an anti-fraud environment.

Planned topics include:

- The core components of an Anti-Fraud Campaign
- The special role of auditors and other fraud experts in preventing fraud
- How to conduct and document a Comprehensive Fraud Risk Assessment
- The Fraud Loss Scorecard – starting point of prevention and detection efforts
- Three-Step Fraud Detection
- Managing the special challenges of Third-Party Relationships
- How to finally get management to take effective anti-fraud action

The program will be taught by John J. Hall, CPA, author of the Anti-Fraud Toolkit and a professional speaker on management and fraud prevention topics.

EXIT INTERVIEW WITH AGA's RELMOND VAN DANIKER

Relmond Van Daniker, a longtime leader in government accounting, retired this month. Van Daniker's career is an impressive one: 18 years as the executive director of the National Association of State Auditors, Comptrollers and Treasurers; 30 years as a government accounting professor at the University of Kentucky; and, most recently, 11 years as CEO of the Association of Government Accountants (AGA). Even those who don't know Van Daniker by name will know him by his work, primarily that he helped develop the standard by which state government finance reports adhere -- the "generally accepted accounting principles," commonly referred to as GAAP.

The mark Van Daniker leaves on the AGA is a deep one. During his time at the Alexandria, Va.-based association, he more than doubled its budget to \$7 million, increased staff by more than half and was the driving force behind the Citizen-Centric Reporting initiative, a template that distills the most important and complicated financial and performance information about a jurisdiction into a four-page, easy-to-read document. I visited Van Daniker before he returned to Kentucky as he reflected on his career and hopes for the field. The interview has been edited for clarity and length.

After more than 50 years in the accounting world, AGA's CEO retires.



About a hundred or so jurisdictions now are doing citizen-centric reporting, including huge governments such as the state of Texas and smaller ones such as Scottsdale, Ariz. Why did you start the push for citizen-centric reporting in 2006 and where do you see it heading?

I think the government has a responsibility to tell citizens what's going on in a form that citizens can understand. I don't want to create a scenario where you have to learn accounting to understand these big thick financial statements -- I want to get it down to four pages. If I had my way, I'd have legislation to require all federal agencies do citizen-centric reports because, if they did them, the state and locals would have to as well. My concern is, if it's not required, it's going to take another 10 to 15 years to really get governments doing this. Right now, there are a lot of excuses, like "people aren't asking for it," "it's too hard," "it takes too much time." That's a bunch of hooey. You could do this very easily.

Liz Farmer

GOVERNING
THE STATES AND LOCALITIES



How has the AGA changed during your tenure?

The AGA was not on the map. You'd have thought that it stood for the American Gas Association. But I'm here to do something, I'm not here to sit around and collect a paycheck. And I believe we have the responsibility to be leaders. We have state and federal members so the question is, how do you get the groups together? The feds won't listen to the states and vice versa. But they might listen to somebody in the middle. [That's us.] Today we have regular talks with the Office of Management and Budget, with regulators at [the Department of] Treasury and with most of the state CFOs. They all believe in what we're trying to do.

You have pushed for more graduate-level work in government accounting but interest has been so subdued that the AGA couldn't find takers on its scholarship for enough government accounting doctoral candidates. What are your fears about the future of the field?

There's this big push from universities to be in the top 20 -- to get students published in the more popular, renowned journals rather than the applied journals. As a result, we don't have anybody doing research in government accounting. I don't see things changing dramatically in the future. That's a problem, especially with procurement. If the government doesn't have people as good as the contract community, they're going to win and the people lose. I want the government side to be as good as the private-sector side and it's not that way now.

New pension accounting standards are in. New reporting standards on retiree health care are in the works. What do you see as the next big change in government finance reporting?

Some organizations are hellbent on making sure we don't get into performance reporting [standards suggested by the Governmental Accounting Standards Board but not made a requirement in GAAP.] And they've been successful so far, but I think that could change. I've asked my students: "Would you rather me tell you we spent the \$1 million on this and that's how it's supposed to be? Or would you rather me show you how we spent the \$1 million and what happened?" It's a no brainer. There's increasing pressure now on transparency, on metrics. The question really is how long can you keep your finger in the dyke and keep the water back.



Jessie Kwak

Posted
July 31, 2014



HOW TO EFFECTIVELY (AND RESPECTIVELY) SOLVE OFFICE CONFLICTS



How can you fix a situation like this?

When a group of people with different roles, ideas and personalities need to work together, there's bound to be conflict. Tempers can flare out of control, and pretty quickly the initial disagreement can become obscured in mistaken meanings and unintended slights.

No matter how great our working relationships are with coworkers, there's bound to be disagreements from time to time – and that's actually fantastic. Disagreements force us to think outside the box, and can create stronger, more creative solutions in the workplace.

But they can also escalate into truly hostile situations if they're not handled gracefully. Keeping these five tips in mind will help you solve office conflicts before they get out of hand, and hopefully find a result that works for everyone along the way.

1. Figure out what you're disagreeing on

This seems basic, but the truth is that while *on the surface* you may be arguing about how to launch a new initiative, *in reality* the argument could be about something completely different. Are you really disagreeing over the choice of font in the website redesign? Or are you actually upset over the way you weren't included in the process from the beginning?

In work and in life, most conflicts have deep undercurrents. Getting to the root of the issue will help you not only resolve the current problem more effectively, but can help smooth the road for problems to come.

2. Listen, listen, listen

I'm the worst at jumping in halfway through my partner's sentences to argue against the point I *assume* he's trying to make – especially when tempers are high. I'm so ready to defend my position I sometimes don't realize that there's nothing to defend against. If I'd just take the time

to listen thoroughly to what he's saying – rather than focusing all my attention on formulating my next argument – then we could have a much more rational, productive conversation.

Workplace arguments are no different. Take a moment to listen to what your coworker is saying before jumping to conclusions. Try summarizing her argument back to her, to make certain you understand it completely before laying out a counter-argument. It may turn out that your disagreement is really rather small – or that you're not actually disagreeing about anything at all.

3. Stop assuming intent

Your coworker left you off the email chain – was it an intentional slight, or just an oversight? Your boss just handed one of your regular duties over to someone else – does she think you're incompetent? Or is she just freeing up your time to take on tasks that are more in line with your skill set?

It's only natural to guess at the meanings behind people's actions, but to keep a healthy work environment you need to acknowledge that you can't actually know what anyone's intent is. Unless you ask them, of course.

If you're feeling stung by a coworker's action, address it directly instead of letting the feeling ferment. Let them know how you perceived their action, and give them a chance to explain the actual motive behind it.

4. Talk it out in person

Nothing adds fuel to the fire of conflict like vague, passive aggressive emails. When we're put in an emotionally charged situation, it becomes all too easy to seek out double meanings in our coworkers' words. Maybe you sent an email meant to be brief and businesslike, but your coworker assumed you were terse and annoyed. Maybe your coworker sent you a request for information that you perceived to be bossy and belittling.

Rather than sit and seethe at the hidden meanings you're sure are behind every sentence, get out from behind your screen and go talk to your coworker face to face. In-person conversations help deescalate conflict because they force us to remember we're talking with actual people, not just faceless entities in our computers.

5. Separate the person from the issue

Try to maintain an objective point of view about the disagreement, and don't identify too personally with your position. Ask yourself if you're arguing as a matter of pride, or if you really feel that the solution you're advocating is the best choice.

In the same vein, make it clear that your disagreement is with your coworker's position, not with your coworker personally. Avoid using words like "you" and "yours," which could make your coworker feel attacked and defensive.

Remember: at the end of the day everyone in the office is (hopefully) working toward the same goal.

**AGA's
NATIONAL
PRESIDENT
2011-2015**



**William D. Miller
CGFM, CFE**

My visits to the Albuquerque, Omaha Metro, Central Ohio, Central Arkansas and Greater Columbus chapters in October were rewarding and inspiring. I presented CPE training at all of these chapter visits, as well. I was impressed with the chapters' leadership and the enthusiasm of the executive committees and members. The chapters have strong leadership and dedicated executive committee members. The quality of the training events was top-notch.

- The Omaha Metro Chapter is struggling with membership issues, but the leadership is strong and opportunities are being explored to work with other associations in joint-meetings.
- The Central Arkansas Chapter is a remarkable chapter. They have brought younger members into their executive committee and their commitment to building the chapter is on the right track.
- The Albuquerque Chapter has an energetic executive committee and membership is steady. The seminar was well attended and the audience was very attentive.
- The Central Ohio Chapter has very seasoned veterans who are great mentors to new members and executive committee members. Their seminar was broad-based and covered many topics. The leadership is steady and energetic.
- The Greater Columbus Chapter held a seminar and had a good presentation by the invited speakers. The chapter is steady and executive committee members are mixed well with veterans and new leaders.

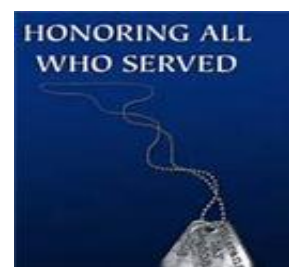
I concluded that these chapters are in good hands and are a great representation of AGA.

And, guess what AGA members! We now have a new kid on the block. CEO, Ann Ebberts, and I traveled to Mexico City and installed a new chapter. Thanks to AGA Past National President Bobby Derrick, CGFM, for working with the Mexico City prospects and doing the ground work. The members come from the U.S. Department of the State. Currently, there are 29 members with 43 potential additions. They were enthusiastic and excited about being a part of a professional association. Their main program-push initially is the CGFM program. There is a lot of interest in the CGFM credential. We welcome this new chapter and look forward to their continued growth.

Finally, what I saw and experienced with these visits is solid networking and a strong belief in the value AGA brings to them.

**VETERAN'S
DAY**

NOVEMBER 11



Veteran's Day originated as Armistice Day on November 11, 1919, the first anniversary of the end of World War I.

Congress passed a resolution in 1926 for an annual observance.

November 11 became a national holiday beginning in 1938.

Veteran's Day pays tribute to all American service members, living or dead, but especially gives thanks to living veterans who served their country honorably during war or peacetime. Memorial Day honors those who died in service to their country.

In 1954, President Eisenhower officially changed the name of the holiday from Armistice Day to Veteran's Day.

In Europe, Britain, and the Commonwealth countries it is common to observe two minutes of silence at 11 a.m. every November 11.

There are approximately 23 million military veteran's in the United States.



Early Careers Center

Young Professionals: Six Keys to Building Your Career

by Josh Bersin



Young People are Getting More Serious:

The days of young people smoking marijuana, hanging around on the street in cities like Berlin, or kids in the UK engaging in binge drinking are slowly coming to an end. The Economist research shows that these teams of youth are going away and people are focused on their education, career, and making a living.

People in their 20s rate "professional development" as their #1 issue in selecting a great place to work. The Quantum study, which surveyed 400,000 professionals, rated the top drivers of engagement by age and look what they found (it's not surprising).

College Education is among the biggest drivers of satisfaction at work.

The Quantum research shows very clearly that "more education" results in "happier career." The chart below shows a clearly upward slanting trend toward education and engagement.

What this shows is that despite all the hype about the high cost of a college education and the disruption of education by MOOCs and other content companies, people are still finding that a college degree does result in a "better job."

Young professionals: this is your time. What this data, coupled with the strong jobs report launched earlier this week, shows is that we have entered a period of time where younger workers (people in their 20s and early 30s) are now getting far more serious about their careers.

Young Professionals: Welcome to Your Career - Six Keys

As an aging baby boomer who spends my career looking at talent and business trends, let me summarize some suggestions:

1. It's time to take your career seriously: make sure you achieve your goals, openly communicate with your manager, and express your ambitions clearly.

When I was young I was far too shy (and not even sure) about my personal career .. and not until my late 20s did I really have any idea where it was going. Don't worry if your current job doesn't seem like your "dream job" - learn everything you can, contribute positively, develop great relationships, and express your desires in an open way. Today more than ever employers will help find you the right next step, as long as you're doing good work in your current role.

2. Seek out the mentoring and advice of others.

Now that you've become a little more serious about your career, take some time to have lunch with a more senior friend, work associate, or even family friend. Ask them about their career, what they learned, and how they decided to do what they do. Building a career will take decades, and you will get lots of good ideas on which direction to go from many of us who have been down this path.

3. Stay open to changes and diversions in your path.

The one thing I would say about my career (and I hear this from most senior people) is that I could never have predicted it would go where it went. Every job and every assignment will teach you something new: something about work, something about life, and something about yourself. Stay open to these.

new assignments and opportunities and look at them as your stair-step path toward your eventual "perfect job," whatever that may be.

4. Teach yourself every day.

These days we have so much learning, content, and information available online you should spend your commute time, travel time, or down time learning something new. Read about a new company or technology; follow a business leader you admire; take courses in new technology or tools; and learn to use all the tools around us. The world of business changes faster than ever - you should get comfortable being a "continuous and relentless learner."

5. Push your limits.

The most valuable learning experiences you will have in your career happen when you get thrown into the deep end of the pool and think you can't swim. I had a whole series of jobs I was not qualified for, but after months of hard work and lots of late nights, I figured most of them out and each one became transformational in my own career growth. If your boss offers a new assignment which is both important and new, think hard about taking it!

6. Be yourself.

Last year I wrote an article called "Learning to Be Yourself." Now, more than ever, as the job market heats up, you should spend some time learning what you are really all about. I was always an introvert and shy as a young professional, and sure enough that eventually brought me into a career as an analyst, researcher, and entrepreneur. Don't try to copy someone else who appears to be getting ahead - your path will be much more valuable if you stay true to yourself.

"Be yourself; everyone else is already taken."
— Oscar Wilde

"Always be a first rate version of yourself and not a second rate version of someone else."
— Judy Garland

Building a career is a never-ending process, and even if you get layed off or your boss fires you, it's part of moving forward. A good friend of mine is a senior HR executive and she was just ousted from the company she worked at for many years. Rather than think of this as a "failure" or "mistake," I encouraged her to think about it as the opening of a new door to her career - one as an HR leader at a new, perhaps smaller company who will value her skills even more.

Every career is unique and you can succeed in a myriad of ways. I admire my doctor for the career he built; our family nutritionist is a highly successful professional in her chosen field; whenever I hire a contractor or consultant I learn about their career and am usually fascinated by their experiences. The research clearly shows that over the next 3-5 years career development will be one of the most important issues in the labor market. Employers: take heed - if you don't offer these kinds of "tours of duty" (as Reid Hoffman calls it in The Alliance), you'll lose good people.

And those of you in the first ten years of your own journey, strap yourself in for an adventure and enjoy the ride. If you follow some of my advice, every day will be a growth experience and you'll look back 30 years from now and say "wow, what a great career I had."

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 18, 2014**
Professional Development Conference
Government Accountability
Library of Michigan
4 hours CPE~~

~~**October 21, 2014**
Monthly Luncheon Meeting
DNR Resource Trust Fund
Capitol View Building
1 hour CPE~~

~~**November 13, 2014**
Monthly Luncheon Meeting
VITA – Volunteer Income Tax Assistance
Capitol View Building
1 hour CPE~~



~~**November 19, 2014**
Webinar Conference
Fraud Risk Management
Ottawa Building, Conference Room 6
2 hours CPE~~

January 26, 2015
Monthly Luncheon Meeting
Income Tax Update
Joint Meeting with SAAABA
Capitol View Building

January 28, 2015
Webinar Conference
Strengthening Grant Management
location to be announced
2 hours CPE

February 18, 2015
Webinar Conference
Fraud Prevention
location to be announced
2 hours CPE

February 24, 2015
Monthly Luncheon Meeting
FOIA and Email
Capitol View Building
1 hour CPE

March 18, 2015
Webinar Conference
Internal Controls
location to be announced
2 hours CPE

March 26, 2015
Professional Development Conference
Government Accountability
LCC West Campus
8 hours CPE

April 22, 2015
Monthly Luncheon Meeting
topic to be announced
Capitol View Building
1 hour CPE



May 13, 2015
Webinar Conference
Ethics
location to be announced
2 hours CPE

May 19, 2015
Monthly Luncheon Meeting
topic to be announced
Capitol View Building
1 hour CPE

ASSOCIATION of GOVERNMENT ACCOUNTANTS

Greater Lansing Chapter

The Greater Lansing AGA Chapter received its charter from the National AGA on

September 25, 1979.

The chapter started with 66 charter members.

Tommy L. Adkins	Dale Munk
Donna Bishop	Paul Nay, Jr.
James Bolthouse	James Nelson
Lionel Bower	William Pagel
David Butler	Dean Parks
Patricia Collins	Charles Pasche
Kenneth Cook	D. Joseph Perrone
Ray Cordahl	Allen Peters
Dan DeYonke	Howard Pizzo
Beth Diehl	William Ragla
Thomas Foreman	Francis Reynnet
Robert Hankamp	Thomas Ripley
John Hapchuck	Dale Ruttan
Robert Hapeman	Richard Saxman
Terry Hassell	William Settingington
Kenneth Hendrick	Carol Shamka
Jerome Herman	Louis Smith
Mary Katherine Hines	James Sims
Ronald Hofmeister	B. Louise Storey
Donald Hollerback	Paul Swanson
Roger Howes	Robert Templeton
John Humphreys	Daniel Thaens
Kenneth Joosse	Fred Todd
Kurt Kollmeyer	Sylvester Tomaszewski
Calvin Kladder	Joe Unrue
Mandan Lalwani	Joyce VanCoevering
Brian Laperriere	Melvin VanVorst
Eric Lange	Betty Walker
Jay Mason	Jane Wallin
Scott Matteson	Orla Wanless
Ronald Mellinger	Herbert Wegner
Joseph Mleko	Ruth Whiting
Priscilla Moore	James Wise

GREATER LANSING CHAPTER 35 YEARS

OTHER EDUCATIONAL OPPORTUNITIES



West Michigan AGA

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

November 6, 2014

AGA/GFOA Double Feature
Grand Rapids, Michigan
8 hours CPE

January 21, 2015

Webinar
Governmental Grant Update
2 hours CPE

National AGA

To register for events, visit www.agacgfm.org



January 8, 2015

Federal Financial Systems Summit
Walter E Washington Convention Center
Washington, D.C.
6 hours CPE



February 11-12, 2015

National Leadership Training
Ronald Regan Building
Washington D.C.
14 hours CPE



July 12-15, 2015

Professional Development Training
Gaylord Opryland Hotel
Nashville, Tennessee
24 hours CPE

Lansing IIA

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

February 6, 2015

Got Ethics?
East Lansing, Michigan
2 hours CPE

Develop a passion for learning. If you do so, you will never cease to grow.

Anthony J. D'Angelo





New for National AGA Audio Conferences

Individual Registration

Individual participants may register online by choosing an event from the webinar calendar on the National AGA website. Cost for the individual registration is \$49.

To verify CPE credit, the individuals must verify their attendance by noting letters that appear in the top right hand corner of the screen at unannounced times. Immediately following the web conference, participants are prompted to enter the letters they have recorded. CPE certificates will be available within five business days for participants who successfully validate their conference through this system.

A great alternative if you want to participate in a webinar the chapter is not offering.



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

CGFM is a 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.

To earn the CGFM, candidates must apply for the CGFM program and meet the following requirements:

- **Ethics** – Read and agree to abide by AGA's Code of Ethics.
- **Education** – Have a bachelor's degree from an accredited college or university.
- **Examinations** – Pass three comprehensive CGFM examinations.
- **Experience** – Have at least two years of professional experience in government financial management.



MEMBER NEWS

CONGRATULATIONS ! Member Anniversaries

Valerie Wales-Beatty	28 years
Robert Simon	15 years
Brenda Vincent	12 years
Kelly Manning	10 years



CHAPTER FINANCES

Balance Sheet at September 30, 2014

Assets	
Current Assets:	
Checking Account	\$ 6,952
Pay Pal Account	\$ 914
Total Assets	<u>\$ 7,866</u>
Liabilities and Net Assets	
Unrestricted Fund Balance	\$ 9,012
Income (Loss)	\$ 146
Total Liabilities and Net Assets	<u>\$ 7,866</u>





Chapter Executive Committee 2014-2015

Platinum
Chapter

President

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

President Elect

Dan Jaroche, CPA
State Budget Office
jaroched@michigan.gov
517-334-8050

Treasurer

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

Secretary

Susan Saari
Treasury
saaris@michigan.gov
517-335-6712

Education

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

Programs

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

Programs

Kenji Griffith, CGFM
Treasury
kgriffith@michigan.gov
517-335-1014

Membership

Charlotte Roper, CGFM
Secretary of State
roperc@michigan.gov
517-373-6659

Community Service

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

CGFM, Audio Conferences

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

Awards

Wanda Jones, CPA
Licensing and Regulatory Affairs
jonesw1@michigan.gov
517-241-6130

Webmaster

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

Newsletter/Accountability

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

Past President

Amy Zimmerman, CPA
Community Health
zimmermana5@michigan.gov
517-335-1681

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

www.lansing-aga.org

Greater Lansing AGA
PO Box 12159
Lansing, MI 48901