

President's Message

Hello everyone,

What a great evening we had at our Annual Networking Event last month at the Wisconsin Club. Great conversation, great speaker, great food!! A big thank you to Marie Banach for all her hard work in putting together a special evening.

Next on the agenda is Student Activities Night later this month. More about that event elsewhere in this newsletter. Hope you'll be able to be there to meet some of the area's accounting students and learn about "Building Bridges to Better Careers and Better Businesses", probably a helpful skill for all of us to have. Also, those of you interested in taking a tag or two for the Holiday Giving Tree this year can pick them up on the 20th. Thank you for your generous support in answer to my email asking your opinion about Chapter 41 again participating in the program coordinated by the Volunteer Center of Greater Milwaukee. Agencies serving those in need in our community have expressed a greater demand than ever this year for businesses and organizations to step forward to help in this worthy effort of supplying Christmas gifts for children and adults who might not see anything else under the tree this year. If you can't make it to Student Activities Night, please email me at vmoller@hyc.com or call me at 414-225-9578 before the 20th and I'll get a tag to you another way.

Sherri Lederer, Susan Hallberg, Cheryl Pfundtner, and myself came back from the

ASWA National Conference in Scottsdale tanned but disappointed in some aspects of annual gathering. CPE education classes were fewer than in past years and selection was the weakest in the five years I've been attending the conference. That's not to say that it wasn't a terrific opportunity to learn more about ASWA and what other chapters are doing as well as meet some great women in our profession. It means that very high standards are expected from the education offerings and I'm sure our national leaders have heard this from a number of those in attendance that more is expected from the 2002 Annual Conference in New Orleans. I have confidence that things will get back on track next year.

In closing, what more can be said about the experiences we all have gone through since American's sense of safety was shaken on September 11th? I know this country has pulled together to provide for the families of the victims and those that survived the terrorist attacks that day. I know that patriotism has never been higher since World War II. And I know that the United States will survive and become stronger by these events. I don't know what circumstances prompted this comment from Harry Truman, but it sure seems to fit what's going on these days. *"America was not built on fear. America was built on courage, on imagination, and an unbeatable determination to do the job at hand."* Amen.

Till next time,

Vivian

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Next Deadline

JANUARY NEWSLETTER
January 10th

Ad Policy - Ads are accepted for publication for a nominal fee. Employment opportunities will be advertised for free if the size of a business card. They are also mentioned at our monthly meetings free of charge. Contact the Newsletter Chair for other advertising rates.

WHO WE ARE ... WE ARE ...

Formed in 1938, the American Society of Women Accountants (ASWA) is the first professional association dedicated to supporting all women in the accounting profession and allied fields. Our mission is to enable our members to achieve their personal, professional, and economic goals, while contributing to the future development of the profession. ASWA boasts 6,000 national members, 2,500 of whom are CPAs -- making it the premier association for women in accounting and all related fields.

The Society provides regional and national CPE-accredited educational programs for its members and the profession through its meetings, workshops, and conferences. In addition, ASWA acts as a resource to the profession through its various print and electronic publications and communications. We have an active voice in policy issues furthering women's causes and initiatives. And we act as mentors and leaders to women starting in or re-entering the accounting profession.

Sources and Resources

ASWA's Mission: *To enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.*

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Student Night

Tuesday, November 20, 2001

Tuesday, November 20, 2001

Klemmer's Banquet Center

10401 West Oklahoma Avenue, West Allis

Laura Parrino Byxbe, C.P.C.

Career Management Professional and Consultant

My Recruiter, Inc.

Topic: Building Bridges to Better Careers, Better Business.

Laura explores how to bridge the generation gap and how to mentor young professionals into the Accounting field to help grow your business.

Raffle for prizes including 1 grand prize for a scholarship to the Becker CPA Review

Activities begin at 6:00pm

Dinner at 6:30

Please call Pat Ignatew for more details at (414) 352-7130

E-mail: PIgnatew@aol.com

RSVP BY 11/13/01

Return this portion with a check

(Students \$16, Guests \$21)

To Patricia Ignatew
5712 North Argyle Ave.
Glendale, WI 53209

Please Make Checks Payable to American Society of Women Accountants

Name:

Address:

School:

Phone number:

Email address:

STUDENT ACTIVITIES NIGHT - November 20th

I would like to thank the members who volunteered to be on the Student Night Committee. I still need volunteers and door prizes. Please contact me at 414-352-7130 or email PIgnatew@aol.com.

I have a special request for all members who attend to try to make sure an ASWA member is at each table. The evening will be geared towards students and professors.

The speaker for the evening is Laura Parrino Byxbe, CPC. Laura is a career management professional, business owner, small business and nonprofit consultant, trainer, author and motivational speaker. With more than 15 years experience recruiting and placing individuals at all levels in the Milwaukee area, she is an expert in the matching of corporate culture and individual characteristics and motivation. She is a futurist and visionary who researches the trends and changes affecting the workforce and employment, and translates the data to create innovative solutions to help grow businesses and careers. She is a valued and trusted resource for numerous organizations.

Laura will be speaking on Building Bridges to Better Careers, Better Business. Baby Boomers, Generations X and Y are challenged by a "generation gap" created by great changes in work and lifestyle values, technology advancements, and the nature of business itself. She will explore how to bridge this divide, and how to mentor young professionals into the Accounting field.

Pat Ignatew, Student Night Chair

DID YOU KNOW....?

A new withholding calculator is available on the IRS Web site. This withholding calculator reflects the change in the income tax rates on individuals that began on July 1, 2001. It can help employees figure their Federal income tax withholding. Employees may use the results of this program to help them complete a new Form W-4, which they can submit to their employers. To use the calculator, visit the IRS Web site at www.irs.gov/prod/ind_info/wh/.

CPE Certificates

If you signed up to receive CPE credit for a program held last year, Susan Hallberg has your certificate. See her at the next meeting to pick it up.

Hiring Strategically to Improve Your Bottom Line

Amid uncertain economic times and increasing pressure to contain costs, staffing more strategically is a necessity. Companies have abandoned the one-person, one-job approach to hiring. Instead, they are now focusing on the total resources they'll need to complete initiatives in a timely, cost-effective manner.

One way organizations are becoming more strategic is through the use of project professionals. Temporary employees help companies better manage workloads, maintain productivity and build revenue, while avoiding the perils associated with overstaffing. Bringing in temporary workers also turns a portion of one of your firm's biggest fixed costs -- labor -- into a variable expense that can be managed according to workload peaks and valleys.

The growing number of individuals who are choosing project work as a full-time career is expanding the pool of available talent. This gives businesses greater access to highly experienced professionals in a range of disciplines, including accounting, finance and information technology. Project workers may possess skill sets that do not exist internally at your firm or are not required long-term.

In addition, temporary employees can help you tackle rising workloads and keep major initiatives on track. Augmenting the efforts of your full-time team members can also prevent them from becoming overburdened; they will be more motivated and appreciate the extra help. And experienced temporary professionals can serve as mentors to junior-level employees, accelerating the growth and development of your full-time staff.

Employing project professionals involves more than just bringing in someone to answer phones when an employee is on vacation. When used correctly, a strategic staffing plan can improve your company's productivity while saving you money, giving you more time to grow your business.

Please visit our websites:

www.roberthalf.com, www.accountemps.com and www.rhimir.com

Milwaukee Chapter No. 41
American Society of Women Accountants
Meeting Minutes
Tuesday, September 25, 2001

Call to Order – The meeting was called to order at 8:15 p.m. by President, Vivian Moller. There were twenty-six members present and one guest. Our own Susan Hallberg and Cheryl Pfundtner presented a module produced by the Educational Foundation for Women in Accounting. The presentation topic was “Personal & Professional Balance”.

Welcome & Announcements

- Viv distributed a new member certificate.

Approval of Minutes – *April and August Meetings* – will be approved at the next business meeting in January.

Committee Reports

Treasurer – The Treasurer’s Report was distributed. The first Entertainment Book payment will be made soon.

Membership – Linda Guymon welcomed new members and guests.

Corresponding Secretary – Sue Press advised the deadline to submit articles for the next newsletter is Nov. 1st. There will be no charge for job openings advertised in future newsletters.

Program Chair – Susan Hallberg and Cheryl Pfundtner have speakers for January and February.

Fundraising – Darlene Mielke has collected \$890. Twenty-six of forty-nine Entertainment Books, and twenty of thirty Gold-C Books, have been sold. Tom the barber is again selling books, and books will be available at the networking event, as well. The two free Entertainment Books and one free Gold-C will be sold to add to the fundraising profit of \$7 per book. There are some books with drilled holes for anyone interested in displaying the books. Payments can be mailed to Darlene.

Networking Event – Marie Banach advised the invitations are out and October 4th is the RSVP deadline. Linda Steinberg placed ads for the event in the CNI Newspaper and the Business Journal. Linda Guymon will be speaking regarding membership and Sue Press will do the invocation. Sue Christiansen and Sue Heaton will be greeters and Ann Neshek and Darlene Mielke will be selling Entertainment Books, as well. Corporate sponsors in the works include, The Polacheck Co., Suby, Von Haden & Associates, and Robert Half International. Donations for door prizes are still needed.

Student Night – Pat Ignatew has printed letters and flyers for Student Night. Laura Parrino Byxbe, a career management professional and consultant, will be the speaker. Ms. Byxbe’s topic is “Building Bridges to Better Careers, Better Business”. Susan Hallberg will speak regarding scholarships. A Becker CPA Review Course will be raffled. Volunteers to help with the raffle are still needed, as well as door prizes.

Scholarship Chair – Bev Loofboro has sent out scholarship application packets to twelve schools. November 29th is the application deadline for the \$1,000 scholarship. Any additional funds available may be applied to a second scholarship at the discretion of the committee.

Education/Legislation Chair – Linda Steinberg had no report.

Old Business

A report on the National conference will be in the November newsletter. Those attending this year are Sherri Lederer, Vivian Moller, Cheryl Pfundtner and Susan Hallberg. Next year’s national conference will be held in New Orleans.

New Business

All members should be receiving the national ASWA newsletter, The Edge. It was requested that someone attending the national convention suggest to the President’s Council to put a date on the Edge, versus a volume number.

It was suggested we have a standing article regarding our local chapter’s scholarship fund in our monthly newsletter.

Adjournment – Cheryl Pfundtner made a motion to adjourn. Susan Hallberg seconded the motion. The meeting adjourned at 8:50 p.m.

Respectfully submitted,

Deb Fineour
Substitute Recording Secretary

Vivian Moller
President

WE ARE SELLING, SELLING, SELLING BOOKS!!

As of November 1, we have sold 25 Gold C books and 44 Entertainment Books, plus Ann Neshek's friend Steve of "Steve's Imperial Hair Care has sold 10 Entertainment Books, and restocked his business with another 10- just for us!!! We committed to selling 49 Entertainment books; as you can see 54 sold so far.

We need everyone's participation with this fundraising. So far 19 members have generated the above results. We have approximately 45 active members. If you don't have a book or two to sell, Please, Please consider helping. You can pick up books at our Student Night meeting on Nov 22nd.

We have until Nov 30th to complete our Gold C campaign; we still have 15 to be sold. As for the Entertainment books we have until Dec 31st. We have available 17, seven in my possession.

With Christmas coming, these make great gifts. Consider Birthdays and Anniversaries too. No need for any one to stand in line to return merchandise because something didn't fit or wasn't the correct color. This could be just the perfect present. Plus as you know this benefits our Scholarships and working capital. See you on November 20th, Student Night.

Darlene Mielke,
Fundraising Chair

Are you looking for an online tutorial for Microsoft Office 2000? Log on to www.fgcu.edu/support/office2000 for help.

ANNUAL NETWORKING EVENT NEWS

On October 11, 2001, many of us gathered at the Wisconsin Club for an evening of camaraderie. Our keynote speaker, the Honorable Judge Patricia J Gorence, presented Balancing the Equation: The Federal Courts and You. She touched on the formation of ASWA Chapter 41 in 1954, and compared its' accomplishments through the years with the growth of the federal judicial system. Her presentation was most informative as well as entertaining.

I share the achievements of this great evening with all who assisted in mailings, donations and greeting our guests. A special thank you goes to our corporate sponsors, Suby, VonHaden & Associates, The Polacheck Co and Robert Half.

Marie Banach
Public Relations Chairman

If you would be interested in receiving daily or weekly tips in Excel or Word, log on to these web sites: www.vitalnews.com/wordtips or www.exceltips.com. You can subscribe, free of charge!

ASWA SCHOLARSHIP INFORMATION

OUR 4 YEAR ACCOUNTING SCHOLARSHIPS THIS YEAR ARE \$1000.00 AND \$750.00. THE 4 YEAR SCHOLARSHIP APPLICATIONS HAVE ALREADY BEEN SENT TO THE FINANCIAL AID OFFICES OF LOCAL COLLEGES. NOTICES ATTACHED TO THE APPLICATIONS SAY THAT THEY ARE DUE BACK TO ME BY NOVEMBER 19TH BUT THE DATE IS EXTENDED TO DECEMBER 5TH. APPLICANTS NEED TO APPLY WHEN THEY ARE IN THEIR JUNIOR YEAR. THE SCHOLARSHIPS ARE FOR THEIR SENIOR YEAR. APPLICANTS CAN BE EITHER FULL OR PART TIME. IF YOU NEED AN APPLICATION, EMAIL ME AT bjloof@hotmail.com AND I CAN SEND ONE OUT TO THE STUDENT. THERE WILL ALSO BE APPLICATIONS AVAILABLE AT THE STUDENT NIGHT. IF YOU HAVE ANY OTHER QUESTIONS, JUST DROP ME A LINE. THANKS TO ALL OF YOU FOR YOUR GENEROUS DONATIONS TO THE SCHOLARSHIP FUND.

BEV LOOFBORO
SCHOLARSHIP CHAIRPERSON

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS * MILWAUKEE CHAPTER 41**

Meeting Schedule for the 2001-2002 Year

Location: Klemmer's Banquet Center, 10401 W. Oklahoma Avenue

Time: Social 5:30, Dinner 6:00, Program 7:00

Fees: Members \$19, Retired Members \$16, Students \$16, Guests \$21

Date	Day	Entrée	Program Topic/ Speaker
November 20, 2001	Tuesday	TBA	<i>Student Activities Nite</i> <i>Building Bridges to Better Careers</i> Laura Parrino Byxbe
December, 2001		HAPPY HOLIDAYS!	NO MEETING SCHEDULED!
January 22, 2002	Tuesday	Parmesan Turkey Dijon Baked Fish Florentine	<i>Income Tax Update</i> Pat Hintz, CPA, Quarles & Brady, LLP
February 26, 2002	Tuesday	Veal Piccata New York Strip	<i>Supervisory Management</i> Dianne Fitting, HR Specialist at ARCW
March 26, 2002	Tuesday	Baked Chicken Breast Stuffed Filet of Sole	TBA
April 23, 2002	Tuesday	Beef Stroganoff Baked Chicken <i>Family Style</i>	TBA <i>Election of Officers</i>
May 28, 2002	Tuesday	Chardonnay Chicken/Pasta Rib Eye Steak	TBA
June 25, 2002	Tuesday	Roast Pork Baked Fish <i>Family Style</i>	TBA <i>Installation of Officers</i>
July, 2002		<i>Date to be announced</i>	<i>Planning Meeting</i>

Please call Susan Hallberg at 414-225-1542 by the previous Thursday to make a reservation or to add/delete your name from the permanent reservation list. Please advise if you wish the alternate Vegetarian Steamed Vegetable Entrée instead. Guests are always welcome at our meetings!

PERMANENT RESERVATION LIST: (Call in ONLY if you wish to cancel!)

Lois Arsand	Susan Hallberg	Cheryl Pfundtner
Marie Banach	Sue Heaton	Sue Press
Eve Bischoff	Sherri Lederer	Mary Pulizos
Carol Butula	Bev Loofboro	Sheila Robak
Sue Christiansen	Darlene Mielke	Ellenmay Seaman
Deb Fineour	Vivian Moller	Linda Steinberg
Wendi Hall	Ann Neshek	Catherine Yekenevicz

PER EXECUTIVE BOARD RESOLUTION, any member who makes a reservation by the deadline, or any member on the permanent reservation list who fails to cancel their reservation by the deadline, will be billed for their meal.

American Society of Women Accountants

c/o Sue Press
11775 W. St. Martins Road
Franklin, WI 53132

Address Correction Requested

FIRST CLASS



Next Meeting of ASWA

November 20, 2001