

President's Message

Labor Day has come and gone and another summer has bit the dust. I hope you all had the chance to kick back and enjoy yourselves. Think back to when you were a child, summer used to stretch out forever, full of possibilities and of course no school. You get a little older, and summer might mean not seeing close friends for (gasp) three months. That's the way it was when you grew up in the country like I did and your parents didn't run you all over the place. Then you turn 16 and there's freedom in the form of a driver's license, that is, when you could borrow the car and head to the beach with your friends, and maybe get a job that pays real money for a change. Although, looking back at the Social Security earnings report I got this summer, my idea of real money has changed! Anyway, I wax nostalgic because summers seem to be like any other part of the year these days. What use to be relaxed and easy going days, whether because of vacations or festivals or a downtime at work, etc., now seem to run together at a mad pace. Trying to get everything done at work, meeting personal obligations whether it be for your family, church, or an organization like ASWA, it's no wonder that days fly by with hardly the time to take a deep breath. And I don't think it's the Superwomen Syndrome. Most of us have realized we don't have to do it all and it's ok to say no. The pace of life just seems to be picking up and for heaven's sake don't lose your daily planner or palm pilot.

Now some of you are wondering what I've been ranting about. Your life is serene and well balanced and you get the best out of life at work and at home. I'm envious. However, others of you know of what I speak and this month's program, "Personal & Professional Balance" may be right up your alley.

Our own Susan Hallberg and Cheryl Pfundtner will be presenting this module produced by the Education Foundation for Women in Accounting. I hope you can be there to get some practical tips to apply in your life. Or if you've got it all figured out, come contribute to the program and share your wisdom.

Some dates to keep in mind, the evening of October 11th is the Annual Networking Event (formerly the PR Banquet). It's a great night to showcase our organization, add to our growing networks, hear from an interesting keynote speaker, and enjoy a wonderful dinner at the Wisconsin Club. I hope you will all be able to attend...and bring a friend. November 20th is the date for this year's Student Night, where accounting students from area colleges and universities attend to start their networking and learn more about the real business world.

And one final word... a paraphrase from Vince Lombardi..."Life's battles don't always go to the stronger or faster woman. But sooner or later the woman who wins, is the woman who thinks she can."

Until later,

Vivian

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September 25th Meeting –

The presentation for the September meeting will be PERSONAL AND PROFESSIONAL BALANCE. This is one of the Leadership Modules developed by the Education Foundation for Women in Accounting. The presentation teaches you to recognize when you are "out of balance" and how to analyze the appropriate alignment between activities, goals and values. Relationships and support systems are also identified to enable you to get what you want out of life.

The presenters will be Cheryl Pfundtner, CPA and Susan Hallberg, CPA. Both are members and officers of the Milwaukee Chapter of ASWA.



Ad Policy - Ads are accepted for publication for a nominal fee.

Employment opportunities are mentioned at our monthly meetings free of charge. Contact the Newsletter Chair below for advertising rates.

Deadline

NOVEMBER NEWSLETTER

November 1st

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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ANNUAL NETWORKING EVENT



ANNUAL NETWORKING EVENT

On October 11, 2001, Chapter 41 of ASWA will be hosting its' Annual Networking Event at the Wisconsin Club. The keynote speaker will be US Magistrate Judge Patricia J Gorence. The topic of her speech is "Understanding the Equation: The Federal Courts and You."

Invitations will be mailed around the 13th of September. If there is anyone that you would like to add to our mailing list, please contact me at 414-427-5429. Also, we are looking for donations for door prizes for the evening. Any questions or comments about this event can be directed to me. Hope to see everyone there!

Marie Banach
Public Relations Chair

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.

ENTERTAINMENT BOOKS GOLD C

WE ARE OFF TO A GRAND START!!!! LET'S MAKE IT OUR BEST YEAR!!!!

At our August meeting we distributed 30 Gold C books and 48 Entertainment books.

The next day Ann Neshek picked up 10 more Entertainment books and we have Steve the Barber selling them on our behalf. I understand he has assisted us in the past and we are grateful he supports us.

I heard Sue Press did great at the St. Martin's Fair and all the Gold C books she had, sold out quickly. This sounds like a excellent spot for next year.

Keep up the important work. If you need more books let me know.

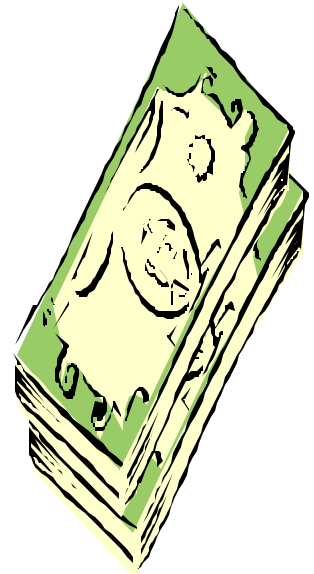
Please bring the monies collected to date to our September meeting on the 25th.

Attention: Members not in attendance at the August meeting; if you want to purchase or sell the books please give me a call. Your participation and support with the fund raising is vital.

We are really working well as a team and I am proud to be a part of this organization.

See you on the 25th.

Darlene Mielke,
Fundraiser Chairperson
414-274-1620 or
dmielke@polacheck.com <<mailto:dmielke@polacheck.com>>



ASWA 61st Annual Conference

This year's ASWA annual conference, "Converging Opportunities in an Expanding Profession," will be held October 18-20, 2001 at the DoubleTree Paradise Valley Resort in Scottsdale, Arizona.

You should have received your program in the mail. If not, contact ASWA headquarters @ 1-800-326-2163, e-mail aswa@aswa.org or check out the ASWA web site at www.aswa.org.

Developing Leaders

Accounting departments are being asked to take command of an increasing number of projects and personnel. As a result, the ability for managers to instill leadership skills in their team is essential.

While some people are born leaders, others get there with practice and the help of a mentor. Here are four tips to help your employees gain leadership skills:

1. **Provide formal training.** In a recent Robert Half International survey, 94 percent of chief financial officers said it's valuable for businesses to invest in ongoing professional development for their employees. Teach and instill the values that reflect your department's management style. Make sure your employees have an in-depth knowledge of your company's practices, operations, long-term goals and corporate culture.
2. **Create a supportive work environment.** Establish a workplace that allows greater autonomy and increased responsibility by designing assignments that are progressively more challenging and demanding. Give clear directions about expectations and standards, and provide regular guidance and feedback.
3. **Design a mentoring program.** People often learn best by watching others, especially those who are very successful. The best way to promote this type of collaboration is through a mentor program. These relationships allow mentees to learn from the real-life experiences of their more tenured co-workers while providing mentors valuable leadership training.
4. **Identify promising leaders early.** Look for leadership qualities not only in your current employees, but also during the hiring process. The sooner you find potential leaders and develop their skills, the better off your company will be.

www.roberthalf.com, www.accountemps.com, www.rhimr.com

STUDENT ACTIVITIES NIGHT

"Building Bridges to Better Careers, Better Business"

Wise, sage, and established Accounting Professionals have much to share with the fresh, eager new faces anxious to build and begin their careers. Learn how bridging the generation gap can help grow your business and career.

Laura Parrino Byxbe, CPC, is a career management professional, business owner, small business and non profit 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.

Laura is President of My Recruiter, Inc., Placement Director at ProMentor Technology Training Specialists, Adjunct Consultant for Right Management Consultants International, and Management Assistance Program Consultant for the Nonprofit Center of Milwaukee. Laura has achieved the designation of Certified Personnel Consultant by the National Association of Personnel Services.

I need volunteers to be on the Student Night Committee. Committee opportunities include: taking care of RSVPS, soliciting for door prizes, selling raffle tickets, taking care of the check-in table and greeting our guest and members. If you are a new member, this is a good way to be come involved and get to know other members.

If you are interest in serving on the committee, please contact Pat Ignatew by phone 414-352-7130 or email PIgnatew@aol.com.

Pat Ignatew, Student Night Chair

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.

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
September 25, 2001	Tuesday	Baked Stuffed Shrimp Rib Eye Steak	<i>Personal & Professional Balance</i> Susan Hallberg/Cheryl Pfundtner
October 11, 2001	Thursday	<i>Held At</i> <i>Wisconsin Club</i>	<i>Annual Networking Event</i> US Magistrate Judge Patricia Gorence
November 20, 2001	Tuesday	TBA <i>Family Style</i>	<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
Wendy 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

September 25, 2001

