

Forty-First ENTRY

Volume 55, Issue 5 ~ January, 2006

President's Message

Our New Year's resolutions came early at November's meeting where we vowed to pull our credit report (www.annualcreditreport.com) and protect our identities - - and those of our clients. Thank you, Kathryn Crumpton of Consumer Credit Counseling!

On to the challenges of the New Year: new tax law changes (there are always some of those, right?), changes and challenges in family and community. The ASWA community holds its elections in the first months of the year. Changes in officers means that the organization is a living organism, continuing to advance its members in the service and experience that becomes a valuable, personal achievement.

The slate of the National Board is published in this newsletter. We are asked, as a chapter, to review that slate and to make any other nominations that we may believe would benefit the organization. We are grateful to these wonderful women for stepping up for election and especially to our own Vivian Moller who will be serving another two-year term on the Board of Directors.

The Hurricane Katrina disaster continues to affect the personal and professional lives of ASWA members in the stricken areas. Our Chapter can help by taking part in the "Adopt a Member" campaign by paying next year's dues for one member - - \$100.00 that will mean so much to our sisters in the South!

At our January meeting, we will have the privilege of conveying the Balance Award plaque to a representative of Kolb & Co., a local firm that values the life challenges of its staff and affords a healthy and creative work/home balance to all of its employees. Congratulations!

~ Catherine Yekenevicz, Chapter 41 President 2005-2006

January Meeting~ TAX UPDATE

Speaker: Lyn Gamerding of Kolb & Co.

Meeting Details:

The next meeting will be held Tuesday, January 24, 2006, at Klemmer's Banquet Center, 10401 W Oklahoma Avenue, West Allis beginning at 5:30. Dinner is served at 6:00 followed by the program and business meeting. Entrees are: Veal Italiano / Baked Cod Almondine.

Guests, members, and students are welcome at any meeting. Please contact Joan Cook (414) 297-6438 or (414) 228-6678 VPresident@aswamilwaukee.org by the previous Thursday to make a dinner reservation. Meeting fees are: \$21, members; \$18, retired members and students; \$23, guests.

Permanent Dinner Reservation List: Lois Arsand, Sue Christensen, Rhonda Fritz, Wendy Hall, Susan Heallberg, Sue Heaton, Vivian Moller, Ann Neshek, Cheryl Pfundtner, Sue Press, Mary Pulizos, Sheila Robak, Ellenmay Seaman, Valerie Sheldon, and Cathy Yekenevicz.

CHAPTER CONTACTS

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American Society of Women Accountants
Milwaukee Chapter 41
Membership Meeting – October 25, 2005

MINUTES

Call to Order: The September meeting was called to order at 7:50 pm by Cathy Yekenevicz. Quorum Present.

Minutes: Motion made to accept prior meeting minutes for September 27, 2005 by Sue Christensen. Motion approved.

Treasurer's Report: There are 35 paid members. We will be making a payment to Entertainment books soon. Two scholarships - - \$500 and \$375 - - have been paid.

Committee Reports:

Bylaws: We should be comparing our Chapter Bylaws and practices to the national ASWA standards. National recommends that small chapters do not need committees. Also, the responsibility of making decisions should be as a board of directors and not the entire organization.

Program: The November 22nd meeting topic will be *All About Credit*. Future programs are: January 24 - - Tax Updated (Kolb & Co.); February 28 - - Economic Outlook (Landaas & Co.); March 28 - - Business Insurance (focus on workers' comp); and April 25 - - Women's Health. The CPE credit sheet will be at the front table from now on.

Membership: Sue Christensen reported that we will vote on one member application after the meeting. A discussion followed regarding if we should send letters to people noted in the paper for promotions, etc., about ASWA as another way to obtain new members. Cathy reported that as part of the National Strategic Plan, National has been calling individuals who have not renewed their membership. National is also starting a marketing project with five schools with accounting graduate programs in Wisconsin: Alverno, Marquette, Mount Mary, UW-Madison, and UW-Milwaukee.

Member Retention: Rhonda Fritz will start calling members who have not renewed.

Website: New job openings will be posted on the website, along with our Chapter's Bylaws.

Fundraising: Ann Neshek reported that Entertainment Books and Gold C Books are available for purchase. Cost is \$35 for Entertainment Books and \$12 for Gold C Books. They will be on sale until the end of the year. We are off to a good start. By selling 100 books, we will have a 21% profit.

New Business:

- At the Joint National Conference, Christi Olson gave recognition to our Chapter's 50th anniversary.
- The Joint National Conference next year will be in Las Vegas.
- Giving Tree tags will be distributed at the next meeting.

Motion made by Susan Heallberg and seconded by Linda Steinberg to adjourn the meeting. Meeting adjourned at 8:35 p.m.

Respectfully submitted:
Valerie R. Sheldon, Recording Secretary

American Society of Women Accountants
Milwaukee Chapter 41
Membership Meeting – November 22, 2005

MINUTES

Call to Order: The September meeting was called to order at 8:10 pm by Cathy Yekenevicz. Quorum Present.

Minutes: Motion made to accept prior meeting minutes for October 25, 2005 by Wendi Hall, seconded by Sue Press. Motion approved.

Treasurer's Report: Payment to Entertainment Books has been made.

Committee Reports:

Bylaws: Cathy reported that Bylaws will be posted on the website.

Program: Future programs are: January 24 - - Tax Updated (Kolb & Co.); February 28 - - Economic Outlook (Landaas & Co.); March 28 - - Business Insurance (focus on workers' comp); and April 25 - - Women's Health; May 23 - - Motivation; and June 27 - - 103 Survival Tips for a Professional Image.

Membership Retention: Rhonda Fritz has started calling members who have not renewed. She has contacted three former members so far and left messages to the others who could not be reached..

Scholarship: Applications will be reviewed by members of the Committee.

Website: Current job openings are posted on the website.

Fundraising: Ann Neshek reported that we have had \$2,503 of Entertainment Book sales.

New Business:

- Giving Tree tags will be distributed at the end of the meeting. Items purchased will be for individuals at Wisconsin Nazarene Compassion Center, Inc.
- Charter Exchange notes regarding member recruiting, retention, leader succession, and Chapter assessment are available on the ASWA website.
- ASWA National Annual report has been published.
- Vivian Moller reported that there is a need to fill vacant regional director spots, especially in our region.

Motion made by Rhonda Fritz and seconded by Susan Heallberg to adjourn the meeting. Meeting adjourned at 8:55 p.m.

Respectfully submitted:
Valerie R. Sheldon, Recording Secretary

Fundraising Chair's Message:

ENTERTAINMENT '06 AND GOLD C BOOKS WILL BE AVAILABLE AT THE JANUARY 24TH MEETING!

The Entertainment '06 and Gold C books will still be available again for everyone to pick up at the January 24th meeting. The Entertainment '06 books still sell for \$35 but the price of the Gold C books went up to \$12.

So far we have sold 75 Entertainment Books and 38 Gold C Books for a \$640.66 profit. I need to return any unsold books to Entertainment by the end of January. Thanks to everyone for making this another successful year for our Entertainment Book sale!

Pocket Peelers should be available at the February 28th meeting. I will find out more in the next few weeks and let everyone know when they will be available in the February newsletter.

Ann Neshek, Fundraising Chair
E-mail: fundraising@aswamilwaukee.org
Telephone: (414) 443-1911

New Member Introduction:

I would like to welcome Ann Maree Hooper, our most recent new member of the ASWA – Milwaukee Chapter. Ann Maree lives in Kenosha and is currently a student at Upper Iowa University. She anticipates graduating in Spring of 2006 with a Bachelor's degree in Accounting. Welcome Ann Maree!.

Sue Christensen
Membership Chairperson

Scholarship Fund:

We are pleased to announce our 4-year scholarship recipients for the 2006-2007 school year from the Dorothy Phillippi Scholarship Fund.

The winner of our \$1,000 scholarship is Kimberly Ripp. Kimberly currently attends UW-Whitewater, and expects to graduate in May, 2007. She intends to enter US-Whitewater's Master of Professional Accountancy program after graduation and also sit for the CPA exam. Kimberly has held various positions with Business Professionals of America, including local Treasurer, local President, and State Parliamentarian. Honors she has received include: Student Involvement Award and Academic Honor Award. Kimberly is also currently doing part-time accounting work at Kiesling Associates, LLC.

We are also very pleased to be able to award a second \$750 scholarship to Elizabeth Slamer who is currently attending UW-Madison. Elizabeth is also planning on graduating in 2007 and then going on for a Master of Accountancy degree and sitting for the CPA exam. She currently holds a part-time job as an accounting assistant at the UW-Madison Neuroscience Training Program. Elizabeth's extracurricular activities include: membership in Alpha Kappa Psi, Beta Alpha Psi, National Society of Collegiate Scholars, and Phi Eta Sigma Honor Society. She has been named to the Dean's List for four semesters and was a semi-finalist in the Communication Arts 100 Public Speaking Contest.

Congratulations to these two deserving candidates. Thanks are also in order for our members who work to raise money to fund these scholarships. We appreciate the chance to provide two scholarships due to the hard work of our members!

The Scholarship Committee

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS
REPORT OF THE NATIONAL NOMINATING COMMITTEE
SLATED 2006-2007 BOARD OF DIRECTORS

President	Elected in the spring of 2005 for a term starting July 1, 2006 Joy N. Barron	Birmingham Chapter
President-Elect	To serve as National President in 2007-2008 Karen J. Gunther	Boston Chapter
Vice Presidents	Sarah R. Wheatley Barbara W. Covington	Denver Chapter Fort Walton Beach Chapter
Secretary	Stacey L. Craig, CPA	Phoenix Chapter
Treasurer	Tracy L. Johnson, CPA	San Antonio Chapter
Directors	To serve two years, July 1, 2006 to June 30, 2008 Jeanette Ding Vivian L Moller, CPA	San Diego Chapter Milwaukee Chapter

	Violeta L Torres	El Paso Chapter
Director	To serve one year July 1, 2006 to June 30, 2007 Monika P. Miles, CPA	Silicon Valley Chapter
Immediate Past President	Debbie L. Michael, CPA	Billings, Chapter
Directors	To serve the second year of a two-year term; elected in the spring of 2005 to serve until June 30, 2007 Susan R. Tripepi Catherine A. Mulder, CPA Cheryl Willers	Akron/Canton Chapter Ames Chapter Flagstaff Chapter

Respectively submitted by:
the ASWA National Nominating Committee:
Suzanne M. Basuino, CPA St. Louis Chapter
Mary E. Burns, CPA Tulsa Chapter
Christi L. Olsen, CPA (Chair) Omaha Chapter

EMPLOYEE TURNOVER: RECOGNIZING THE WARNING SIGNS

Today's accounting and finance professionals have myriad job opportunities available to them due to the intensified demand for their services. As a result, retaining star performers has once again become a top priority for employers.

One of the first steps for enhancing your organization's efforts in this area is to recognize the signs indicating that top personnel may be looking elsewhere for their next career move. Following are some common red flags:

Change in Attitude: Someone who is normally very enthusiastic and a team player may become withdrawn or stop volunteering to help others, for example. On the opposite end of the spectrum is a normally quiet employee who begins acting out and voicing his or her displeasure with the department.

Lost Productivity: If a star performer begins missing deadlines and submitting low-quality work, it may be a sign that there is a growing disconnection from the job.

Less Communication: Employees looking to leave often become less visible and fail to engage with others as actively as they once did.

More Time Out of the Office: People who take increasingly longer lunch breaks or are absent more frequently could be using this time to look for new opportunities. This also may be a sign of the individual's diminishing interest in the position and the company.

Increased Personal Calls: Similar to being out of the office for extended periods, a rise in non-business phone activity could indicate someone is job searching.

Difference in Attire: Watch for change in the way people dress. If your office standard is business casual and one of your staff members appears in a suite, it may be because he/she has been invited for an interview that day. On the other hand, if a coat and tie is the norm and the employee starts wearing jeans, it could signal lessening concern about status within the organization.

Greater Internet Use: This may be a sign that the individual is looking at online job postings.

As a manager, one of your responsibilities is to monitor the attitudes and needs of your team. Watching for these signs may tip you off that someone is looking to leave your firm and offer you enough time to rectify the situation.

In Part 2 of this series, we will address steps you can take to respond to these signals.

Jamie Carpen, District Public Relations Manager
 Accountemps
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<u>Meeting</u>	<u>Dinner Choice</u>	<u>Presentation/Speaker</u>
January 24, 2006	Veal Italiano / Baked Cod Almondine	Tax Update Lyn Gamerdinger / Kolb & Co.
February 28, 2006	Baked Chicken Breast / Pasta Primavera	Economic Outlook Brian Kilb / Landaas & Co.
March 28, 2006	New York Strip / Mushroom Ravioli Marsala	Understanding Business Insurance Focus on Worker's Comp Judy Bohn / Sentry Insurance
April 25, 2006	Chicken Saltimbocca / Salmon Filet-Bernaise Sauce	Women's Health Update Dr. Muth
May 23, 2006	6 oz. Filet Mignon / Chicken Kiev	Motivation Jo Anne Carter-Hauser
June 27, 2006	Mesquite Grilled Pork Chops / Baked Stuffed Shrimp	193 Survival Tips for a Professional Image Donna Kinza, Kinza Presentations