President Message

Welcome to another chapter year. We achieved Platinum status again last year and hope to continue the trend for fiscal year 2015-2016. I want to thank our prior year chapter President Sandy Freese and all the officers for their service last year and for the last several years. This will be my third time to serve as President of the chapter ironically in 3 different decades (previously in FY 1995-1996 and FY 2001-2002). I mentioned that to someone the other day and he said just think in less the 5 years you can make it 4 times in 4 decades. That is not going to happen.

The chapter survey results indicate members have some interest in the chapter communicating through Twitter and Facebook. To do that we need someone to volunteer to set this communication up for us and handle posting and sending out information. If you are interested contact me or one of the chapter officers at the chapter email address centralmoiia@yahoo.com.

We had 72 members respond to the survey last month. The best response rate ever for the chapter survey. The winner of the $25 gift card was Janis Fischer (not provided to her yet). Thank you to everyone for the input provided. If you volunteered to help in areas you will be contacted if that has not occurred yet. We still need help with programs unfortunately no one indicated any interest in that area.

The survey indicated members would like to have the annual ethics seminar earlier in the year. To accommodate that we are trying to schedule 2 ethics seminars this fiscal year. Plan ahead if we have an ethics seminar in the first half of 2016 there will not be one in the 2nd half of the year.

As indicated in the May newsletter be aware we have a new chapter website https://chapters.theiia.org/central-missouri/Pages/default.aspx. Please check it out. If you have suggestions about information you would like to see or concerns or questions about the website please contact me or our webmaster Lori Melton at the chapter email address centralmoiia@yahoo.com.

Holly House will be preparing the monthly CAP report tracking our progress for the year. We can receive CAP points if you perform speaker presentations where attendees receive CPE. Send information about such presentations to Holly at HHouse@mibanc.com. You will need to provide the topic, location of the presentation, and the number of CPE hours attendees received.

We expect to offer several seminars free to members again this year. I hope to see you at the upcoming events we have planned.

Jon Halwes
President
centralmoiia@yahoo.com

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Don’t forget to sign up for the September Seminar!

Top 5 Mistakes Audit Departments Make

Risk & Controls – The Basics

Speaker: Robert Mainardi

Learn more about Robert by viewing his website http://www.mainardicompany.com/who-i-am/

Wednesday, Sept. 30, 2015
8:15 – 4:30
8 CPE
Lunch Included
Members $65

IIA News & Chapter Report

Central Missouri Chapter

Summer 2015
CAP Summary
The following is the status of the Chapter Achievement Program (CAP) points for our chapter as of August 2015:

<table>
<thead>
<tr>
<th>Category</th>
<th>Minimum for Bronze</th>
<th>Chapter Points (to Date)</th>
<th>Balance to Minimum</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Service to Members</td>
<td>325</td>
<td>23.59</td>
<td>301.41</td>
</tr>
<tr>
<td>II. Service to Profession</td>
<td>200</td>
<td>34.24</td>
<td>165.76</td>
</tr>
<tr>
<td>III. Chapter Administration</td>
<td>160</td>
<td>26.00</td>
<td>134.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>685</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>83.83</strong></td>
</tr>
</tbody>
</table>

Current CAP Status:

Our target for CAP is to reach the Gold (Platinum) status, which is 1,560 points. To reach the Bronze level (minimum target) we need 685 points, and to reach the Silver level status we need 1,060 points.

FY 2016 CPE Recap
(June 1, 2015 to May 31, 2016)

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>No. of CPE Hours</th>
<th>Member Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>June</td>
<td>Understanding Social Media Risks</td>
<td>1</td>
<td>FREE</td>
</tr>
<tr>
<td>August</td>
<td>Disaster Recovery and Business Continuity</td>
<td>3</td>
<td>FREE</td>
</tr>
</tbody>
</table>

Membership Update!

New Members
- Matt Perona, Veterans United Home Loans (May 2015)
- Kyle Scherder, Landmark Bank (May 2015)
- Melissa Wolfe – Hawthorn Bank (June 2015)
- Scott Glasgow – Public Service Commission (July 2015)

There is always membership changes in our chapter. The chart below provides a glimpse of membership in’s and out’s.

<table>
<thead>
<tr>
<th>8/2/2015</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Active Members</td>
<td>234</td>
</tr>
<tr>
<td>Membership Lapsed</td>
<td>1</td>
</tr>
<tr>
<td>Transferred Membership to different chapter</td>
<td>0</td>
</tr>
<tr>
<td>Transferred Membership from different chapter</td>
<td>1</td>
</tr>
<tr>
<td>Government Membership</td>
<td>196</td>
</tr>
<tr>
<td>New Members Added in Month</td>
<td>2</td>
</tr>
</tbody>
</table>
WHEREAS, internal auditing is a vital part of strengthening organizations and protecting stakeholders of both the public and private sectors; and

WHEREAS, internal auditing helps identify and manage the organization’s risks and ensure policies, procedures, and controls are in place and working appropriately; and

WHEREAS, internal auditing is an increasingly sophisticated and complex activity requiring specialized knowledge, training, and education; and

WHEREAS, internal auditing is an established profession, led by The Institute of Internal Auditors, with a globally recognized code of ethics and International Standards for the Professional Practice of Internal Auditing; and

WHEREAS, the contribution of internal auditors to the success of organizations and the global economy at large deserves our recognition and commendations.

Proclamation

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NOW THEREFORE, I, Jon Halwes, Governor of the State of Missouri, do hereby proclaim May 2014 to be INTERNAL AUDIT AWARENESS MONTH IN MISSOURI.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, at the City of Jefferson, this 25th day of April, 2014.

[Signature]
Governor of Missouri

YAHOO ~ Internal Auditors!
Membership Appreciation Lunch
By Julie Herigon
Auditor, MoDOT Audits and Investigations

The members who attended the Membership Appreciation Plan (MAP) Lunch were treated to a one-hour CPE training by Tom Durkin, Public Education Director for the Missouri Attorney General’s Office, with the topic being Understanding Social Media Risks. Mr. Durkin served as a legislative assistant to a state senator, was the communications coordinator for the Missouri Supreme Court, the Director of the Media Focus Program for a high school in the State of California, and was a professional actor in New York and Los Angeles.

Mr. Durkin explained the importance of people’s role, not only as individuals, but also as a parent, when it comes to social media and the risks that follow. He stated that things people post on social media, whether it be a political view, an off-color joke, or even a photograph can be viewed by many people and can possibly lead to them not getting into the school they wanted or even may influence a company’s decision on whether to hire them. Mr. Durkin provided an example; an individual had just accepted a position at a company; the individual complained on social media about the company before their first day. Someone from the company saw the post and the person was fired before they even began working for the company.

Mr. Durkin also spoke about how easy it is for someone to find out information about individuals such as, their name, address, phone number, where they work or go to school, etc. just by something that is posted on social media. Once someone has that much information about an individual and/or their children they can use the information to do harm to their family or even steal their identity.

Mr. Durkin spoke of the importance of being aware of the dangers of children using social media. He asked that everyone who has children to talk to them and be aware of what they are posting. He suggested setting up guidelines for their social media usage; explain to them how easily things can go wrong, and that it is their job as a parent to keep them safe. The more you know, the easier it will be to keep you and your children safe.

The training was interesting and informative. Mr. Durkin speaks to many schools in Missouri regarding internet safety. It would be well worth everyone’s time to request Mr. Durkin to speak at their school.

The chapter also awarded gift cards (prizes) during this event. Congratulations to the following award recipients:
- $100 gift card: Travis Owen
- $50 gift card: Kendal Blythe and Lisa Kremer
- $25 gift card: John Riley, Barb Glover, Tony Albus, Jim Smith, Debbie Bernsen, Cheryl Alonzo, Lisa Wehmeyer, Amanda Sifford, Greg Beck, Kevin Heislen, Sarah Duran, and Jon Halwes

Kim Bolin will be tracking the MAP points this year. Information about MAP can be found on the chapter website at https://chapters.theiia.org/central-missouri/Pages/MAP.aspx. Kim can be contacted at kim.bolin@psc.mo.gov.
Feeling Stressed? Try Some Summertime Work-Life Balance Techniques

You’re a pro at managing the finance and accounting department, but how well do you manage your stress level? All that extra work covering for vacationing colleagues, not to mention having the kids home for the summer, can add up to tension and anxiety. To make it worse, your Facebook and Instagram feeds are filled with images of other people enjoying picture-perfect holidays.

While you can’t completely eliminate work pressures from your life, you can learn to achieve a healthy work-life balance this summer. As another busy quarterly deadline approaches, step back, take a deep breath and focus on these four stress-management tips:

1. **Come to work rested.** The best stress-management strategy is completely free and requires you to do absolutely nothing: sleep! Make it a priority to get seven to eight hours of shut-eye every night. If that means skipping “Game of Thrones” and getting to bed by 10 p.m., then so be it. (You can always DVR the episode.) When you get enough sleep, you’ll wake up rejuvenated, clearheaded and ready to take on another busy day at the office.

2. **Schedule me-time throughout the day.** Participating in frequent back-to-back meetings may seem like a business necessity, but information overload can sap your energy and drag you down. Make sure you take time out of your daily schedule to do something just for yourself. Eat a real lunch, away from your desk. Take a brisk walk around the block. Get out of your chair and stretch your legs every hour. Grab a healthy snack. Give yourself time to hit the refresh button before you jump back into work.

3. **Embrace the outdoors.** One of the best things about summer is that the days are longer. Take advantage of those hours. When you get home from work, there’s plenty of daylight left to enjoy a bike ride, walk the dog, go for a run or hit a few balls at the driving range. Many towns have free summertime events such as outdoor concerts, plays and movies. After you spend quality time outside, you’ll feel like you’ve had a mini vacation.

4. **Sign off and unplug.** Don’t check work emails at night — your boss and colleagues can wait until morning. The same goes for weekends. If you can’t get away for a long vacation, go on a three- or four-day weekend break and completely unplug. Prioritize work-life balance by keeping your two worlds somewhat separate. Yes, you are super busy, and there always seems to be one more thing to do. But having work regularly encroach on your personal life is ultimately counterproductive.

Stress is unavoidable, and sometimes it can be the motivation that helps us do what needs to get done. But too much of it — and too little work-life balance — is unsustainable. So while the days are long and the weather is pleasant, disengage a little and give yourself permission to relax. It’ll make a world of difference in your productivity and job satisfaction.

**Seminars Offered in St. Louis**

Developed and facilitated by seasoned internal audit professionals, IIA Seminars will provide you with the skills you need to drive results. Join us in **St. Louis, October 6–9** and earn up to 32 CPEs while you polish your internal auditing skills. For more information and registration on the courses offered, visit: [https://na.theiia.org/training/seminars/Pages/St-Louis-Seminar.aspx](https://na.theiia.org/training/seminars/Pages/St-Louis-Seminar.aspx)
Self-Confidence
Robert Half Management Resources

Whether Asking for a Raise or Negotiating Salary, Confidence is Key to Career Advancement

Self-confidence is the foundation of a successful career in any field, but many U.S. workers are hesitant to assert themselves when it comes to asking for a raise, according to the recent Robert Half Confidence Matters survey. In fact, respondents said they are more confident about speaking in public (66 percent) than negotiating salary with a new employer (61 percent) or asking for more money at their present position (56 percent).

Whether you’re an accountant on the job market or a finance professional seeking a raise, confidence matters when it comes to career and work success.

Know your value.
When was the last time you benchmarked your salary against industry standards? Among the workers surveyed, 59 percent checked within the last year. Twenty-seven percent, however, have never looked up their “going rate,” with women less likely than men to benchmark their salaries. Keeping up to date with salary trends is vital when it comes to salary negotiations. Demand too much of employers, and they may opt for other applicants. Consult the 2015 Salary Guide from Robert Half for the latest salary ranges of more than 375 finance and accounting jobs.

It’s not easy asking for a raise.
Even though the vast majority (89 percent) of respondents believe they are due for a raise, only 54 percent say they intend to ask for more money this year. This lack of confidence makes other unpleasant tasks preferable to salary negotiation: cleaning the house (32 percent), looking for a new job (13 percent), getting a root canal (7 percent) and undergoing an IRS audit (6 percent). Self-confidence seems to be correlated with years of experience: The longer a worker has been in the workforce, the more he or she is likely to ask for a raise than go through any of the above unappealing options.

Are women less confident or just more careful?
If confidence manifests itself as having the nerves to ask for a raise, males between the ages of 18 and 34 who live in the western part of the United States comprise the most confident demographic. This group was also most likely to have checked their going salary rates within the past 30 days. In comparison, female respondents in general tend to be more risk-averse, professionally and financially. Although more women than men believe they deserve a raise, they are less likely to ask for one. And if they received a salary increase, more women would pay off debt, while more men would make a major purchase.

Regardless of your job title, self-confidence is key to career advancement. It’s crucial to understand that if you don’t research your worth and ask for a raise when appropriate, you could be leaving money on the table. So take a chance. Know your value, build up your confidence and start earning what you deserve.

This article titled “Feeling Stressed?” and “Self-Confidence” were provided courtesy of Robert Half Management Resources, the premier provider of senior-level accounting, finance and business systems professionals to supplement companies’ project and interim staffing needs. The company has more than 150 locations worldwide and offers online job search services at www.roberthalfmr.com. Follow our blog at blog.roberthalfmr.com.
Updating Member Information
It is important for our IIA members to keep their profile information up to date. The reason is that the chapter receives the member profile information from the IIA headquarters. We use that information to contact our members about upcoming seminars and other pertinent internal audit news. Please follow these simple steps should you want to review or update your information.

2. Click on the “Sign In” tab at the top of the screen.
3. Enter your email address or member number, and password to login.
4. Click on the “Profile” tab on the top of the screen. Select “my profile”.
5. Click on the “My Account” tab at the left side of the screen. This screen will allow you to edit your individual information, change email preferences or your password.

Job Opportunities

Check our chapter website periodically for job opportunities!
If your organization is hiring an auditor or accountant please feel free to share that information with the chapter webmaster.

https://chapters.theiia.org/central-missouri/Careers/Pages/default.aspx

Auditing Humor