A Different Kind of Resolution

Have you considered a “personal growth and development” resolution for this year?

As you know, your local IIA chapter provides many seminars on a variety of topics for continuing professional education (CPE). Yes, many of us need to attend these trainings so we meet the educational component to maintaining a CPA license or an IIA certification. However, have you ever considered the “importance” of personal growth, development, and continued learning?

I read that understanding the importance of personal growth and development is necessary for an individual to live life to the fullest. When talking about “personal growth” to me it means something that involves self-responsibility. In other words, no one is going to do this for you. This concentrated effort involves something you want to change for the better. The following list provides a few focus points.

- how to make a change in life (personal or professional)
- how to manage stress
- how to improve relationships
- how to develop the skills you have in your job – well the local IIA chapter tries to help with this one, but only you, can take what you learn at the CPE seminars and apply it back at the office

Your attitude and behavior are also two components of personal growth and development. When faced with a challenge, do you look at it as an opportunity for growth; or do you dwell on how unlucky you were to be dealt that particular hand of cards? By using positive energy, it will give you the foundation for future success.

Many years ago, I made a statement to college students when I presented the topic of “If I knew then, what I know now.” I told the students that although you may believe that upon your college graduation that you are done with school; however, your learning has only just begun. There would be on-the-job training and continuing education requirements. In addition, they must be prepared for change. When I graduated from college, I thought that getting my CPA license would be enough for me to reach my professional and personal goals. However, this has changed and it continues to change. Since that time, I obtained a master’s degree and a variety of other certifications. I, too continually discover that “my learning has only just begun.”

“Don’t let the fear of the time it will take to accomplish something stand in the way of your doing it. The time will pass anyway; we might just as well put that passing time to the best possible use.”

– Earl Nightingale

Nicki Russell, CIA, CPA, MPA
IIA Secretary
MOSERS Assistant Chief Auditor
CAP Summary

The following is the status of the Chapter Achievement Program (CAP) points for our chapter as of January 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>578</td>
<td>0</td>
</tr>
<tr>
<td>II. Service to Profession</td>
<td>200</td>
<td>236</td>
<td>0</td>
</tr>
<tr>
<td>III. Chapter Administration</td>
<td>160</td>
<td>157</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>685</strong></td>
<td><strong>971</strong></td>
<td><strong>3</strong></td>
</tr>
</tbody>
</table>

Current CAP Status: Bronze

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 2015 CPE RECAP
(June 1, 2014 to May 31, 2014)

<table>
<thead>
<tr>
<th>Month</th>
<th>Year</th>
<th>Topic</th>
<th>No. of CPE Hours</th>
<th>Member Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 2014</td>
<td></td>
<td>Materiality</td>
<td>Risk Based Auditing</td>
<td>3</td>
</tr>
<tr>
<td>June 2014</td>
<td></td>
<td>Consumer Frauds and Scams</td>
<td>1</td>
<td>FREE</td>
</tr>
<tr>
<td>August 2014</td>
<td></td>
<td>Vendor Mgmt &amp; Utilizing SOC Reports</td>
<td>2</td>
<td>FREE</td>
</tr>
<tr>
<td>October 2014</td>
<td></td>
<td>Ethics and Money</td>
<td>2</td>
<td>FREE</td>
</tr>
<tr>
<td>December 2014</td>
<td></td>
<td>Economics Update</td>
<td>2</td>
<td>$20</td>
</tr>
<tr>
<td>January 2015</td>
<td></td>
<td>Auditing Human Resources</td>
<td>3</td>
<td>$25</td>
</tr>
</tbody>
</table>

Welcome to the IIA!

Mid America Bank
- Michele Harlow

Missouri National Guard
- Laura Falter

Missouri Public Service Commission
- Mark Kiesling

Missouri State Auditor’s Office
- Sheila Hohenstreet
- Lisa Schulp
- Sara Walsh

Veterans United Home Loans
- Danielle Thomas
- Jordan Hughes
- Caroline Abshier
- David Wallace
- Julie Clark Walters

New IIA member orientation (webinar) provides knowledge regarding the many benefit that come with belonging to the IIA.

Check out this link for more information.
[https://na.theiia.org/membership/members-only/Pages/New-Member-Orientation.aspx](https://na.theiia.org/membership/members-only/Pages/New-Member-Orientation.aspx)
I need CPE!!

Does this apply to you? Have you ever found yourself in this situation?

Oh no, it is December and I do not have enough CPE!

I need training on X, Y, or Z. I can’t find this training locally.

While we do not want to lose your attendance at our seminars, we do want to alert you of other CPE sources (particularly webcasts).

Deloitte Consulting – Dbrief Webcasts

Crowe Horwath
http://www.crowehorwath.com/events/

KPMG
http://www.kpmg-institutes.com/events/webcast-landing-page.html

PwC Open University

BDO online CPE Network

EY Thought Center Webcasts

BKD Thoughtware
http://www.bkd.com/thought-center/

McGladrey Events
http://mcgladrey.com/content/mcgladrey/en_US/events.html

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Five Fearless Economic Forecasts
By Debbie Bernsen, MPA, CIA
Missouri Public Service Commission – Engineering and Management Services

The Central Missouri Chapter of the Institute of Internal Auditors held a two-hour seminar on December 10, 2014 entitled “Economic Update: Where are we in 2014 and what’s on the horizon in 2015?” Chris Kuehl, Managing Director of Armada Corporate Intelligence, presented the seminar. Chris provides forecast and strategic guidance for a wide variety of clients around the world and is chief economist for several national and international organizations.

The presentation focused upon “Five Fearless Economic Forecasts,” with each forecast carrying the caveat of “unless” to specify occurrences or conditions that might dramatically affect the accuracy of the stated forecast.

The Five Economic Forecasts paraphrased were:
1. Interest rates will not rise until late in 2015.
2. The U.S. dollar will gain against all major currencies.
3. The U.S. economy will grow by around 3.5% this year and 4.5% next year.
4. Labor shortages will worsen and there will be more emphasis politically on wage issues & employment
5. Measures of manufacturing growth will improve through the bulk of 2015.

Chris presented a lively humorous discussion, sometimes using graphics that poked fun at the field of economics. While the focus was on the U.S., Chris included an international perspective to understand its effect upon our national indicators. Graphs were used to illustrate trends in a number of economic indicators over time. He also presented an interesting international perspective on world markets and currency and their effects upon the U.S. economy. One of the maps illustrated how a number of world countries would be placed on a U.S. map according to their gross domestic product (GDP).

The Economic Update was interesting, very informative and an entertaining presentation.

Membership Appreciation Plan (MAP)
The purpose of the MAP is to give back to our members and show our appreciation to those members who regularly support the Central MO IIA Chapter during the fiscal year. Members that meet the requirements are invited to a special event to network and share some fun with fellow members. Lunch is served at the event, an hour of FREE CPE is provided, and many doorprizes are given to attendees. Members who earned at least three points during the fiscal year meet the minimum requirements. There are many ways to earn MAP points, as noted in a few of the examples proved in the following table.

<table>
<thead>
<tr>
<th>Description of Volunteer Effort</th>
<th>MAP Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meet and greet seminar attendees</td>
<td>1</td>
</tr>
<tr>
<td>Help with food coordination</td>
<td>1</td>
</tr>
<tr>
<td>Introduce a speaker</td>
<td>1</td>
</tr>
<tr>
<td>Help set up / clean up after a Seminar</td>
<td>1</td>
</tr>
<tr>
<td>Taking pictures at the seminar</td>
<td>1</td>
</tr>
<tr>
<td>Coordinate a speaker</td>
<td>2</td>
</tr>
<tr>
<td>Perform the annual chapter audit</td>
<td>3</td>
</tr>
<tr>
<td>Serve as an IIA board member</td>
<td>5</td>
</tr>
<tr>
<td>Tally the evaluation sheets after a seminar</td>
<td>2</td>
</tr>
</tbody>
</table>
Auditing Human Resources
By Cathy Lucia, MBA
Fiscal and Administrative Manager - Internal Audit - Missouri Dept. of Corrections

Roger C. Sass of RCS Consulting Services presented auditing Human Resources on January 28, 2015 and the seminar provided three hours of CPE for those individuals in attendance.

Why Audit Human Resources? Several reasons were presented in response to this question including:
- It is an area typically overlooked by auditors.
- Human Resource issues are among the top business risks impacting organizations.
- Employees are an organization’s greatest assets.

Mr. Sass discussed how the role of Human Resources has evolved. He also emphasized the four key roles that human resources should have in every organization.
1. Contribute to the entity’s strategic plan.
2. Act as a change agent.
3. Provide administrative services.
4. Be an employee champion.

He presented a very detailed list of audit objectives and noted the top five risk areas for Human Resources.
1. Talent management and succession planning
2. Ethics and tone at the top
3. Regulatory compliance
4. Pay and performance alignment
5. Employee training and development

What’s Keeping Human Resource Leaders Up at Night? Mr. Sass answered this question with the following six points: ensuring employees remain engaged and productive, retaining key talent as the economy recovers, developing leaders, aligning people strategies to business objectives, controlling healthcare costs, and driving culture change.

The presentation concluded with selected audit findings and lessons learned by Mr. Sass during his 40+ years of internal auditing. The final piece of advice he offered, “The audit from Hell! It will happen, accept it, deal with it and move on!”

Accounting (and Valentines Day) Humor
Thank You! Thank You! Thank You! Thank You! Thank You!

The December IIA seminar was educational as well as fun and festive. Jim Smith, Gine Henley, Lisa Wehmeyer, Brian Benter, Mickey Wilson, John Riley, Gary Bangert, and Martha LeMond received a door prize. A delicious meal was catered by Sweet Chipotle Catering, which included some tasty homemade desserts. We asked attendees to donate supplies, which the chapter donated to the Rape and Abuse Crisis Center.

January, 2015
IIA, Central Missouri Chapter
P.O. Box 1604
Jefferson City, MO 65102-1604

To Everyone in the Central Missouri Chapter of IIA —

Thank you so much for sharing so generously with our families at RACS during the Christmas season! Each year it seems that our shelter is busier than the last, and when a challenging economy creates more stress in all of our lives, we find that the abuse often worsens, leading to an increasing need for our services. This held true for us again in 2014, as our shelter was filled nearly to capacity for much of the year. Through the generosity shown by community individuals like you, though, we were able to not only ensure that all of our families had gifts under their trees on Christmas morning, but we were also able to re-stock our shelter’s dwindling supplies of items we need to be able to provide for families like these when they come to us for shelter in the coming year.

Christmas is one of the most difficult times to be uprooted from your home, but sometimes being in shelter — even during the holidays — is the only answer for a family from a violence-filled home. Some of our moms who have tried to endure the violence to avoid disrupting their kids’ lives during the holidays come to us too close to Christmas for us to be able to adopt them out. Others who have been in shelter are fortunate enough to be in new homes by the time Christmas comes around, but even the moms who are able to work rarely have more than hourly-wage jobs, and the costs of childcare, rent, food, transportation, and utilities usually take up most — sometimes all — of their income. With the great variety of gifts we received at RACS over the holiday season, we were able to not only provide Christmas gifts for all of our families in need — both in shelter and out, but also to set aside supplies that will allow us to help many more families over the coming year. In fact, we’re even able to provide birthday gifts during the year with extra items that come to us during the holidays!

We were blessed again this year to receive gifts of food — both prepared goodies that tantalized the taste buds of our families in shelter and non-perishable items to stock up our pantry, personal care products, cleaning supplies and paper products, warm hats, gloves and scarves. We were given laundry baskets, linens, and towels for our families to use while they’re in shelter as well as other basic household and kitchen items to provide to them when they move into their new homes. We were also excited to receive monetary gifts and gift cards that will allow us to purchase many other needed items throughout the year, such as prescriptions and medications for our families and perishable grocery items. Your generosity was overwhelming; we felt blessed by your kindness, and our families were touched that so many people they don’t know would care enough to do this for them. As one of our families said, “Thank you so much for your generosity. My family feels truly blessed for someone to give at Christmas, to make us feel special. We are thankful to you all and pray that you continue to be blessed.”

On behalf of everyone at RACS, thank you so much for caring for our families. You have truly made a difference with your generosity.

Sincerely,

Pam Otto
Outreach Education & Volunteer Coordinator

Door Prizes

Save the Date – Watch for more info
April 17, 2015 Report Writing Seminar
8 CPE