President Message

The next chapter Board meeting will precede the December 9, 2015 seminar at 10:00 AM. We will be discussing calendar year 2016 chapter programs, who will be attending the IIA leadership conference in April, chapter finances, and other topics. All chapter members are welcome to attend.

I read in the newspaper, Investor’s Business Daily, that most successful people in all walks of life have many of the following 10 traits. See how many you have or need to improve on.

1. **HOW YOU THINK IS EVERYTHING:** Always be positive. Think success, not failure. Beware of a negative environment.

2. **DECIDE UPON YOUR TRUE DREAMS AND GOALS:** Write down your specific goals and develop a plan to reach them.

3. **TAKE ACTION:** Goals are nothing without action. Don’t be afraid to get started. Just do it.

4. **NEVER STOP LEARNING:** Go back to school or read books. Get training and acquire skills.

5. **BE PERSISTENT AND WORK HARD:** Success is a marathon, not a sprint. Never give up.

6. **LEARN TO ANALYZE DETAILS:** Get all the facts, all the input. Learn from your mistakes.

7. **FOCUS YOUR TIME AND MONEY:** Don’t let other people or things distract you.

8. **DON’T BE AFRAID TO INNOVATE; BE DIFFERENT:** Following the herd is a sure way to mediocrity.

9. **DEAL AND COMMUNICATE WITH PEOPLE EFFECTIVELY:** No person is an island. Learn to understand and motivate others.

10. **BE HONEST AND DEPENDABLE; TAKE RESPONSIBILITY:** Otherwise, Nos. 1-9 won’t matter.

This is the last newsletter before the end of the year. I hope everyone has a wonderful Holiday season. The chapter has had a successful first half of the fiscal year with excellent attendance at each training session. We hope to continue that trend in the second half of the fiscal year. More detail on the programs planned will be available in January.

If you have any questions or concerns please contact me at centralmolia@yahoo.com.

Jon Halwes, President
CAP Summary

The following is the status of the Chapter Achievement Program (CAP) points for our chapter as of November 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>325.00</td>
<td>550.10</td>
<td>Achieved!</td>
</tr>
<tr>
<td>II. Service to Profession</td>
<td>200.00</td>
<td>137.33</td>
<td>62.67</td>
</tr>
<tr>
<td>III. Chapter Administration</td>
<td>160.00</td>
<td>149.00</td>
<td>11.00</td>
</tr>
<tr>
<td></td>
<td>685.00</td>
<td>836.43</td>
<td></td>
</tr>
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</table>

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.

Programs Summary

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

<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</td>
<td>2015</td>
<td>Understanding Social Media Risks</td>
<td>1</td>
<td>FREE</td>
</tr>
<tr>
<td>August</td>
<td>2015</td>
<td>Disaster Recovery and Business Continuity</td>
<td>3</td>
<td>FREE</td>
</tr>
<tr>
<td>September</td>
<td>2015</td>
<td>Top 5 Mistakes Audit Departments Make &amp; Risk and Controls - The Basics</td>
<td>8</td>
<td>$65</td>
</tr>
<tr>
<td>October</td>
<td>2015</td>
<td>Ethics: What and Why we need to know</td>
<td>2</td>
<td>$15</td>
</tr>
<tr>
<td>November</td>
<td>2015</td>
<td>Excel Tips and Tricks</td>
<td>Auditing with ACL</td>
<td>2</td>
</tr>
</tbody>
</table>

Mark your Calendars and Save the Date!

December 9, 2015 | 1099’s What to Know to Get it Right

- Holiday Luncheon
- 1 hour CPE – FREE for members
- 1099 Training
- Earn 3 MAP points by donating a cleaning supply or paper product
Membership Update

Central MO IIA Membership Statistics

<table>
<thead>
<tr>
<th></th>
<th>11/4/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Active Members</td>
<td>234</td>
</tr>
<tr>
<td>Membership Lapsed</td>
<td>2</td>
</tr>
<tr>
<td>Transferred Membership to different chapter</td>
<td>1</td>
</tr>
<tr>
<td>Transferred Membership from different chapter</td>
<td>0</td>
</tr>
<tr>
<td>Government Membership (84%)</td>
<td>198</td>
</tr>
<tr>
<td>New Members Added in Month</td>
<td>0</td>
</tr>
</tbody>
</table>

IIA Membership has its Benefits!

- Build strong connections while learning best practices at IIA conferences and seminars.

- Attend Members-only Webinars to earn valuable CPEs without leaving your desk. Earn 12+ free CPEs per year with your membership.

- IIA volunteer leaders receiving training, professional recognition, and opportunities for continued growth that is difficult to get elsewhere.

2015-2016 Board Members

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Ethics
October 13, 2015
By Kevin Heislen, CPA, CIA, CFE
Williams Keepers LLC

David Nelson from the Missouri Department of Corrections led the group through a series of scenarios, case studies, and prior experiences in telling the story of Ethics: what and why we need to know. The group reviewed a series of opening questions related to a spouse's health, the health of a person we do not know, and the health of a pet. We were tasked as to whether we strongly agree, agree, strongly disagree, or disagree with various situations of how far, if at all, we would go along the ethics spectrum to save the life of these people and pets. Each case brings with it moral and societal dilemmas depending on the facts and circumstances surrounding the event.

Mr. Nelson provided the interesting story through the advent of the internet and social media, the 1939 movie, Gone with the Wind, had one “bad” word. In 2013, the movie, The Wolf of Wall Street, had over 500+ “bad” words. Society appears to have accepted this movement, but with that movement, “words have impact”. The question then becomes, has society’s ethics changed in that time? What we see and hear via social media affects our decisions and the information we pass on to family and friends.

Mr. Nelson related to the group that ethics has a history with the founding fathers of our country having ethical issues with Great Britain due to the suppression of religion and personal freedoms. Jeremy Bentham, John Stuart Mill, John Locke, and Thomas Hobbes all had a role in early American society’s ethical dilemmas that they lived and dealt with at that time. Ethics is never easy and the difficulty in revealing the truth and the responsibility to decide what to disclose, if at all, has been around for a long time. Many times, it is difficult to do the right thing no matter how simple it may appear to others.

Lastly, Mr. Nelson provided case studies within retail companies, medical professions, technology companies, and governments where people have had to decide what is “right” in their opinion, for specific ethical situations. It may appear easy from the outside looking in, but when you are the responsible party, it is not always so clear-cut. As was shown within the group of approximately 80 attendees, situations can have various ethical outcomes when decided by individuals who have different upbringing, values, and context to the situations presented to them.
4 Ways to Help Accounting and Finance Employees Stay Up-To-Date with Technology

Robert Half Management Resources

Technology keeps evolving, which means keeping the team up to date with changes can be difficult for some finance managers. In a Robert Half Management Resources survey of CFOs, keeping pace with changing technology was the top response when executives were asked about the biggest challenge facing their teams.

Tech tools such as enterprise resource planning (ERP) and big data systems are a critical part of modern accounting and finance departments, making it vital for your team to be comfortable working with these systems. Here are some ways to help your employees grow their tech skills.

1. Start with an assessment
Find out what technical skills and knowledge your team members already have and compare them to your needs. You may find that they have expertise not currently being used but that could come in handy when the need arises.

2. Support education
Many accounting and finance employees are happy to pursue continuing education if they receive encouragement and support from their employer. Give them time to get extra technical training and reimburse them for costs upon successful completion of the program.

Here are some technology training options your team may find helpful:

- Certification programs, such as those from SAP or Oracle
- Courses at a local community college or university
- Vendor-provided training programs
- Conferences and other off-site events
- “Lunch-and-learn” seminars and other in-house training opportunities
- Webinars and online courses

3. Mentoring
Establishing mentoring relationships between select staff members and tech-savvy employees is often beneficial. These mentors can be experienced accounting and finance specialists or members of the IT department. A good working relationship with your organization’s CIO can be helpful in identifying the best mentors for your team. Another productive relationship is reverse mentoring, which gives an experienced employee the chance to learn from a junior colleague who may be more savvy about communication via social media. However, beware of reinforcing stereotypes. Less-tenured employees can offer more than just technology expertise; they also bring different perspectives on the world and different approaches to problem-solving the rest of the team may not be familiar with.

4. Give them a chance to grow
Many accounting and finance professionals have not expanded their knowledge of technology simply because they have not had an opportunity to do so. With their daily workload, there isn’t much time left over to stay current with new technology. It’s up to you to make this a priority. Talk to your team and discover who would like to help with a tech initiative, such as migrating to a cloud service or implementing or upgrading an ERP system.

Your support is the critical ingredient to helping employees stay current with new and evolving technology. Those who have the desire and aptitude, in particular, can benefit from your help and direction.
**Updating Member Information**

It is important for our 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 ANNOUNCEMENTS**

Check out the Central Missouri Chapter website to see who is hiring (link provided below).

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

Please let an officer know if your employer is looking for someone in the auditing or in the accounting profession as we would like to help you advertise the job announcement to our members!

**Current announcements:**
- Missouri State Treasurer’s Office – Treasury Analyst I
- Missouri State Treasurer’s Office – Linked Deposit Coordinator

**Happy Thanksgiving**

![Thanksgiving Greeting Card](https://123Greetings.com)