President Message

Summer is over and it is time to get prepared for the holiday season. The December seminar will include a special holiday lunch, a donation drive, and some extra prize giveaways. Both the November and December seminars are free for members if you need CPE. Please take advantage of those opportunities. We had a good turnout for the September seminar. The speaker received some of the highest evaluation scores in the history of the chapter. An article on the presentation will be later in the newsletter.

IIA chapter leaders had access to a webinar in August "Top Tech Tools for Today." The presentation included information on low and no cost apps covering (1) Computer Back-up and Security, (2) Efficiency, (3) Financial, (4) Meetings/Presentations/Emails, (5) Organization, and (6) Videos. The apps can help you in your personal and professional life. The handout from the seminar is in the member’s only section of the chapter's website https://chapters.theiia.org/central-missouri/Pages/default.aspx. You will need your member ID and password to access that location. Your member ID is on the mailing label of your Internal Auditor magazine if you do not remember it. Lori Melton (Chapter Webmaster) is having some problems getting the members only section to work correctly. If those issues are not resolved, the handout may be available on the main page of the website.

The next chapter Board meeting is scheduled for December 9, 2015, either before or after the seminar that day. The time will be included in the seminar announcement. All chapter members are welcome to attend. We will be discussing calendar year 2016 chapter programs, who will be attending the IIA leadership conference in April, chapter finances, and other topics.

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

Jon Halwes
President

We hope to see you at our next seminar, which is scheduled for November 10.

2 Hours CPE

Lunch at 11:30 AM

Excel Program:
Noon to 1:00 PM

ACL Program:
1:00 to 2:00 PM

To register: e-mail jehal@email.com
CAP Summary

The following is the status of the Chapter Achievement Program (CAP) points for our chapter as of October 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>469.45</td>
<td>Achieved!</td>
</tr>
<tr>
<td>II. Service to Profession</td>
<td>200.00</td>
<td>117.55</td>
<td>82.45</td>
</tr>
<tr>
<td>III. Chapter Administration</td>
<td>160.00</td>
<td>133.00</td>
<td>27.00</td>
</tr>
<tr>
<td></td>
<td>685.00</td>
<td>720.00</td>
<td></td>
</tr>
</tbody>
</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 2015</td>
<td></td>
<td>Understanding Social Media Risks</td>
<td>1</td>
<td>FREE</td>
</tr>
<tr>
<td>August 2015</td>
<td></td>
<td>Disaster Recovery and Business Continuity</td>
<td>3</td>
<td>FREE</td>
</tr>
<tr>
<td>September 2015</td>
<td>Top 5 Mistakes Audit Departments Make &amp; Risk and Controls - The Basics</td>
<td>8</td>
<td>$65</td>
<td></td>
</tr>
<tr>
<td>October 2015</td>
<td></td>
<td>Ethics: What and Why we need to know</td>
<td>2</td>
<td>$15</td>
</tr>
</tbody>
</table>

Mark your Calendars and Save the Date!

- November 10, 2015
  - 2 hours CPE
  - Excel Tips and Tricks
  - ACL/Auditing in an Electronic Age
- December 9, 2015 (more information will be coming soon)
  - 1 hour CPE
  - 1099 Training

If you are an IIA Member!
Membership Update

Central MO IIA Membership Statistics

<table>
<thead>
<tr>
<th></th>
<th>10/7/2015</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>

An IIA membership is a way for you to stay connected, boost your knowledge, and gain more confidence as an internal auditor. For more information about the benefits of being an IIA member, go to https://na.theiia.org/membership/Pages/Benefits-of-Membership.aspx

2015-2016 Board Members

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Top 5 Mistakes Audit Departments Make
September 30, 2015
By Wendy Sullivan, CIA, CRCM
Compliance Audit Manager, Central Bancompany

Robert Mainardi, addressed common audit mistakes in his morning presentation. These mistakes were in relation to audit methodology, planning, report issuance, action plans, and communication. Mr. Mainardi was an engaging and informative speaker and incorporated into his discussion easy solutions to auditor struggles. The simple and common sense tools identified would be beneficial to any audit function. Overall, attendees were left with several useful and applicable strategies to address everyday dilemmas faced by auditors.

Risks & Control – The Basics
September 30, 2015
By Janet Roling, CPA
CFO/COO, Missouri Bankers Association

Robert Mainardi, president and founder of Mainardi & Company, spoke on one of the biggest challenges of audit planning – assessing risk and controls. Mainardi explained the risk and control process begins with gaining business knowledge of the audit process, which requires communication with the process owner and links directly to the business objectives. True process risk cannot be achieved without identifying the barriers and obstacles that keep the business owner from achieving business objectives. Risk measurement requires consistent scoring throughout the organization to ensure risks are prioritized accurately. Finally, risk management involves ensuring control procedures and other management actions adequately address the root cause of the risk identified.

Control development occurs after the auditor has gained an understanding of process objectives and fully understands risks. The auditor must tie controls to the root cause in order to be effective. Mainardi emphasized that people and time are the most common enemies of internal control, as a result, the auditor must make strategic decisions when selecting which controls to test. Once controls have been fully documented, the planning process is complete and fieldwork can begin. His discussion was interactive and included examples of his own experiences, helping to enhance the audience’s understanding of the concepts of risk and control.
What's in Store for 2016? Next Year’s Hiring and Salary Trends Revealed
Robert Half Management Resources

This article is 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.

2015 has tried the patience of finance and accounting managers looking to hire highly skilled employees, and 2016 is not likely to be much different. To succeed in recruiting and landing top talent, employers need to know what to expect so they can be competitive with incentives and compensation.

The latest resource for finance and accounting hiring trends is hot off the presses. Here is a peek at what’s inside the 2016 Robert Half Salary Guide for Accounting & Finance:

Business is booming. Many companies are expanding and launching new initiatives to generate revenue, resulting in a need for skilled accountants and business analysts. The current regulatory climate with its increasingly complex mandates is also driving up demand for finance professionals with experience in financial compliance and healthcare.

Good talent is hard to find. Open finance positions outnumber candidates with the necessary skills. As a result, top applicants often have multiple offers on the table, prompting organizations to accelerate the hiring process to increase the chances of landing their top picks.

Good talent is hard to keep. Experienced finance professionals are aware that the market is in their favor. They are confident about exploring other options and do not hesitate to head elsewhere for better pay and shinier job titles. Employers often make counteroffers in an attempt to retain key players, although this retention strategy is usually ineffective and often backfires.

Some positions will be harder to fill than others. Though demand for most finance and accounting employees will continue, the 2016 Salary Guide indicates the following professionals will be especially sought after:

• Accounting managers
• Business, business systems and financial analysts
• Compliance officers
• Information technology auditors
• Internal auditors
• Payroll professionals
• Senior and staff accountants

Starting salaries continue to climb. From entry-level accountants to senior internal auditors, healthy salary increases are likely in 2016. Each of the more than 400 positions listed in the 2016 Salary Guide is expected to see base compensation rise by 4.0 to 5.3 percent. In response, some employers aren’t just matching the starting salaries offered by the competition; they’re exceeding them to attract the best candidates. Use our Salary Calculator to customize the going salary ranges for your city.

Companies are offering perkier perks. Besides boosting starting salaries, many firms and financial institutions are offering sign-on bonuses, merit-based raises and more. They are also enhancing nonwage perks, such as telecommuting options, extra vacation days, relocation assistance, flexible scheduling and tuition reimbursement.

Contract workers can cover staffing gaps. Organizations continue to rely on skilled contract workers to maintain productivity while searching for full-time hires. Many finance managers appreciate this flexibility, as well as the opportunity to evaluate potential candidates in real time on a contract-to-hire basis.
The latest hiring trends are clear: Despite wobbles in the global economy, the search for talented finance and accounting employees remains steady and competitive. Consult the 2016 Salary Guide to see what’s in store for the coming year, and position yourself to meet and exceed potential recruitment and retention challenges.

**JOB ANNOUNCEMENTS**

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

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:**

- Staff Auditor at the Missouri State Auditor’s Office ~ Jefferson City, St. Louis, Kansas City and Springfield, Missouri offices
- Controller at the State Technical College ~ Linn, Missouri
- Corporate Auditor at Shelter Insurance ~ Columbia, Missouri

[https://chapters.theiia.org/central-missouri/Careers/Pages/default.aspx](https://chapters.theiia.org/central-missouri/Careers/Pages/default.aspx)

**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.
Certified Governmental Auditing Professional (CGAP)

For a limited time, **October 1-31, 2015**, The IIA is waiving the application fee (up to a US$200 value) for the Certified Governmental Auditing Professional (CBAP) designation.

The CGAP® designation was established for auditors working in the public sector at all levels. Whether you are seeking a promotion or simply pursuing professional development, this credential will demonstrate your preparation for the many distinct challenges you will face in this demanding environment.

**Important CGAP Change in 2016**: As part of the restructured CGAP syllabus which will begin transition in mid-2016, applicants will be required to complete the CIA Part 1.

Candidates must submit their application via CCMS during the waiver period to save! Offer ends **Oct. 31, 2015**.

**Seminars Offered in Chicago**

Developed and facilitated by seasoned internal audit professionals, IIA Seminars will provide you with the skills you need to drive results. Join us in **Chicago, November 3–6** 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/Chicago-November-Seminar.aspx](https://na.theiia.org/training/seminars/Pages/Chicago-November-Seminar.aspx)

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The mission of The Institute of Internal Auditors is to provide dynamic leadership for the global profession of internal auditing. To learn more about the IIA go to [https://na.theiia.org/about-us/Pages/About-The-Institute-of-Internal-Auditors.aspx](https://na.theiia.org/about-us/Pages/About-The-Institute-of-Internal-Auditors.aspx)