Chapter Message

Dear Members,

We had an exciting time at our two-hour ethics course presented by Raven Catlin, CEO of Raven Global Training, LLC, earlier this month. We’ll pick back up with Chapter meetings and training events in 2019. In the meantime, be sure to check out the upcoming December members-only webinars mentioned on page 4 in our Other Professional Development Opportunities section.

As we approach the holidays, I want to remind you to be safe and aware of your surroundings at all times. You should also never leave valuables in your vehicle, and keep all valuable items out of sight!

Happy Holidays!

Camille Marbury
Communications Committee

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CHAPTER ACHIEVEMENT PROGRAM (CAP) POINTS

The CAP report tracks chapter activities throughout the chapter year, June 1st through May 31st. We obtain points in three categories:

1) Service to Members (Luncheons/Seminars/Certifications),
2) Professionalism, and
3) Chapter Health.

If you have conducted any speaking engagements or participated in any Junior Achievement Program events, please let Molly know. Your participation enables our chapter to succeed!

Based on last year’s activities, we exceeded our goal of 1,560 CAP points and maintained our Platinum status. Help us earn enough points to qualify us for ‘Gold’ status, which will allow us to maintain our PLATINUM status (highest level)! Thank you to all of our members for your continued participation and support!!!

CAP points will now be reported quarterly.
## New Members!

<table>
<thead>
<tr>
<th>Name</th>
<th>Company/Position</th>
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<tbody>
<tr>
<td>Barbara Aguilar</td>
<td>Akin, Doherty, Klein &amp; Fuege, P.C.</td>
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<tr>
<td>Elizabeth Reyes</td>
<td>City of San Antonio</td>
</tr>
<tr>
<td>Evelyn Kim</td>
<td>Community First Health Plans</td>
</tr>
<tr>
<td>Michael Clark</td>
<td>CPS Energy</td>
</tr>
<tr>
<td>Mark Meador</td>
<td>NuStar Energy, LP</td>
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<tr>
<td>Chris Molina</td>
<td>NuStar Energy, LP</td>
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<tr>
<td>Brantley Oliver</td>
<td>NuStar Energy, LP</td>
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<tr>
<td>Jason Edwards</td>
<td>USAA</td>
</tr>
<tr>
<td>Deborah Logan</td>
<td>USAA</td>
</tr>
<tr>
<td>Aubree Maness</td>
<td>USAA</td>
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<tr>
<td>John Pace</td>
<td>USAA</td>
</tr>
<tr>
<td>Larna Padalecki</td>
<td>VIA Metropolitan Transit</td>
</tr>
<tr>
<td>Samuel Keith</td>
<td>Wells Fargo</td>
</tr>
<tr>
<td>Monica Martinez</td>
<td>Wells Fargo</td>
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<tr>
<td>Elini Norman</td>
<td>Wells Fargo</td>
</tr>
<tr>
<td>Diana Serna</td>
<td>Wells Fargo</td>
</tr>
<tr>
<td>Qamrul Sheikh</td>
<td>Wells Fargo</td>
</tr>
<tr>
<td>Omolola Tejumola</td>
<td>Wells Fargo</td>
</tr>
</tbody>
</table>

## Newly Certified

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
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<tbody>
<tr>
<td>Ingrid Galindo</td>
<td>Certified Internal Auditor (CIA)</td>
</tr>
<tr>
<td>Richard Jolly</td>
<td>CIA</td>
</tr>
<tr>
<td>Abigail Medina</td>
<td>CIA</td>
</tr>
<tr>
<td>Larry Rogers</td>
<td>CIA</td>
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</tbody>
</table>
Prepare to Pass the CIA Exam.

If you’ve made the decision to enhance your career by earning the Certified Internal Auditor® (CIA®) designation, the IIA San Antonio Chapter can help you achieve your goals with The IIA’s CIA Learning System®.

The IIA’s CIA Learning System is an interactive print and online self-study review program designed by CIA-certified industry experts to help you learn, review, and apply the key CIA content. This approach will help you build on foundational elements of internal auditing to master key concepts you need to know to pass the CIA exam. This three-part program includes:

- Comprehensive reading materials teaching the entire global CIA exam syllabus in both printed and e-book formats.
- Interactive online study tools:
  - Pre- and post-tests to gauge your starting knowledge and advancements.
  - SmartStudy™ tools to help you create a customized study plan based on pre-test results.
  - Chapter quizzes to test your comprehension and retention.
  - Flashcards and glossary.
  - CIA practice exam to build confidence for the computer-based CIA exam.
  - Online reports to track your progress and performance.

For more information or to try a demo, visit www.LearnCIA.com.

Wondering how long it will take you to prepare for the exam? Create your free, personalized study plan at www.LearnCIA.com/3partcia/my-cia-review-plan.
TRAINING & EVENTS...

YEAR-END ETHICS WEBINARS:

Ethics Webinar - Special Price!

**Practical Ethics Webinar** on **December 19th @ 11am CST**. This is due to increased demand and as an introduction to GoldSRD Webinars for IIA Chapters. Any chapter members can sign-up at this link for a discounted rate of **$45 per person**. Feel free to pass this on to other members. This course is offered by Danny M. Goldberg, CPA, CIA, CISA, of GoldSRD.

[Practical Ethics Webinar Registration Link](https://www.goldsrdevents.com/Webinars/December19thWebinar)

**How to Create and Sustain an Ethics-Based Business Environment**

Ethics Webinar on **December 28th @ 10am CST**. There’s so much talk about ethics in business. The importance of the tone at the top, the Board’s role in setting the proper governance foundation, leading by example and other similar topics dominate written policies and periodic employee awareness sessions. Yet despite all of this, employees, managers and executives too often ignore the organization’s behavior rules and head off in a dangerous direction.

In this session, we’ll cover how to translate ethics policies into real everyday business behaviors. You’ll come away with actionable ideas to strengthen your own or your client’s ethical business environment. Prepare your questions in advance and send them to [John@JohnHallSpeaker.com](mailto:John@JohnHallSpeaker.com). This course is offered by John J. Hall, CPA, and qualifies for 2.0 Continuing Professional Education (CPE) credits in ‘Behavioral Ethics’ for a **CPE Program fee of $29.00**.

**LEARNING OBJECTIVES**

In this program, **you’ll benefit** from learning how to create and sustain an ethics-based business environment. You’ll:

- Recognize the similarities and critical differences between ethics and integrity
- Explore how to align the tone at the top, middle and bottom of the organization
- Recognize why managers and employees need real guidance on ethical questions – and how to provide it when it’s needed
- Identify what executives and managers at all levels must do every day to create and sustain a real-world ethics-based business environment
- Recognize why and how ethical practices and anti-fraud efforts overlap
- Explore how to make your ethics hotlines come alive and be trusted by all
- Recognize why ethical principles without real accountability is a recipe for failure
- Explore how to blend ethical practices right into existing quality control behaviors – so there’s no extra work involved

**WHO SHOULD ATTEND**

- Audit and assurance professionals in internal auditing, governmental auditing and public accounting
- Compliance professionals
- CPAs and CAs in public practice, industry or education
- Certified Fraud Examiners
- Financial and executive leaders
- Board members and their advisors in all organizations
- Business owners
- Leaders in all levels of government

NASBA Program definitions: [https://www.nasbaregistry.org/registry-forms--policies/fields-of-study](https://www.nasbaregistry.org/registry-forms--policies/fields-of-study)

Registration and Payment Link: [https://jhspeaker.wufoo.com/forms/xda3t8q01ikl57/](https://jhspeaker.wufoo.com/forms/xda3t8q01ikl57/)

**For more information on upcoming events, please visit the IIA San Antonio Chapter Website.**
January 2019 Meeting: Joint IIA/ISACA - Business Intelligence/Data Analytics

Date/Time: Tuesday, January 22, 2019 / 11:30am - 11:45am (Arrival/Networking); 11:45am - 12:45pm (Presentation)

Location: Rosenberg Skyroom (University of Incarnate Word, 847 E. Hildebrand Ave., San Antonio, TX 78212)

CPE: 1.0

Presented By: Mike Lovelace, MBA, CPA, CMA, CISA, CFO Partner at Aventine Hill Partners; and
Lawrence Coffee, Senior Manager in the Business & Technology Practice at Aventine Hill Partners

Learning Objectives:

In the first half, the speakers will introduce the topic of Business Intelligence / Data Analytics and share sample executive dashboards. We will cover the business use cases for power BI and discuss the relative costs of solutions and the corresponding level of effort.

In the second half, the speakers will review the more specific technical aspects of designing a dashboard and show actual functionality.
Other Professional Development Opportunities

Members-only Webinars

- **January 15th:** Enhancing and Protecting Organizational Value - Sawyers 7th Introduction

To register, please click here: IIA Webinars

Did you miss a webinar? No need to worry. As a member, you can access previous webinars for free. Click the link here: 2018 Archived Webinars

IIA Conferences

For additional information on IIA seminars and conferences, use the links below:

- Upcoming IIA Seminars
- Upcoming IIA Conferences
**JOB POSTINGS**

The following employer postings are on our Chapter Careers webpage. Click [here](#) to view more information.

- Lewis Energy Group - Project Auditor
- SAISD - Bond Auditor
- SAWS - Internal Auditor to Senior Internal Auditor (Range)
- SWRI - Specialist - Sr. Specialist - Internal Audit
- VIA - Senior Financial Analyst

**LOOKING FOR EMPLOYEES??**

Post or view positions offered on our Chapter Careers webpage (see link above), or at the IIA Audit Career Center.

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**IIA BLOG**

**AN EXTRAORDINARY EXPERIENCE**

Mike Jacka, CIA, CPA, CPCU, CLU

In his blog, Mike Jacka makes us aware of how stakeholder opinions and perceptions should be assessed in order to provide a more quality service experience to stakeholders. Shouldn’t we all want to hear our stakeholders say, “I just had an extraordinary internal audit experience.” This article, in my opinion, isn’t just for internal audit departments. Everyone can benefit from the tips shared. You can read more on Mike Jacka’s creative blog by clicking [here](#).

For additional blogs released this month or in the past by the IIA’s bloggers, please click [here](#).

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**2018/2019 GOVERNORS**

Kevin Barthold  
City of San Antonio

Melissa Cox  
Andeavor

Blake Herndon  
Blake Herndon Consulting

Tim Hieger  
HEB

Remi Nel  
Rackspace

Glenn Prochnow  
USAA

Cristina Baumgardner  
Ridout, Barrett & Co., P.C.

Dr. Dennis Elam  
Texas A&M University – San Antonio

Wendy Hetzel  
Frost Bank

Randy Melby  
USAA

Dawn Oppermann  
City of San Antonio

Larry Wallis  
VIA Metropolitan Transit

*Officers are also on the Board of Governors*
Photo Pics
November Meeting: Ethics

Speaker: Raven Catlin, CIA, CPA, CFSA, CRMA, CEO, Raven Global Training, LLC
(below and top right, second from left)