



November 2002

Volume 25, Number 3

The President's Message

by Jim Arnette

DO YOU THINK ABOUT THE PILGRIMS ON THANKSGIVING?

Every Thanksgiving Day my wife somewhat jokingly asks me, "Have you thought about the Pilgrims today?" And even though I know the question is coming, my answer is usually, "No." Why should I think about the Pilgrims and that first Thanksgiving in 1621?

Well, I did a little research on the Internet in order to get my facts straight. It seems that the first Thanksgiving was significant because since the Mayflower had landed at Plymouth Rock, the colonists had experienced a disastrous year. The first winter had been bitterly cold, there had not been enough to eat, and the Indians had been a constant threat. Disease and other causes had taken the lives of more than half of the original settlers.

Many of the colonists probably thought Governor William Bradford had lost his mind for setting aside three days during this troubled time for a Thanksgiving feast. But I believe that in Governor Bradford's declaration, we can find a lesson to be learned. That lesson is to celebrate Thanksgiving even in the midst of troubles. Thanksgiving did not be-

come a national holiday during a time of prosperity but as a proclamation by President Abraham Lincoln during the Civil War. This Thanksgiving is no different. There are still problems in the world such as hunger, war, terrorism, human rights violations, and the economy.

I would like to use that brief history lesson as a lead in to my plug for our chapter's community service project involving the Second Harvest Food Bank. I listened to a young lady from Second Harvest speak a few weeks ago about world hunger and those who are going hungry in our very own country and in our very own city. Her description of her customers was disturbing. While the perception is that most of the people who take ad-

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Chapter Recognition Points YTD
(through 10/31/2002)

Leadership	2,975
Education	3,075
Certification	1,550
Communication	3,033
Membership	250
Community Service	1,100
Awards	<u>200</u>
Total points YTD	<u>12,183</u>

Chapter Goal = 10,000

CHAPTER MEETING

Thursday
November 21, 2002

Speaker:
Patsy Pagan, President of
Pat Pagan & Associates

11:30 a.m. - Cumberland Club
COST: \$8.00 per member

Make your reservation with
the receptionist at
(615) 747-5201 by 4:30 p.m.
Monday, November 18, 2002

You can also make your
luncheon reservation online at
<http://www.nashvilleaga.org>.

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The President's Message

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vantage of Second Harvest are homeless, lazy, and often mentally disturbed, most of the Second Harvest customers are hard-working adults who are stuck in a state of poverty.

Do you realize that a husband and wife who are both working at least forty hours a week at minimum wage can still find themselves below the poverty line? With every raise they earn, their public housing rent goes up and their food stamp benefits go down. Most of these people do not know how or are incapable of finding their way out of their predicament.

Our chapter has an opportunity to celebrate the Thanksgiving season by helping those in our community who are coping with troubles most of us cannot comprehend. I hope we will support the Second Harvest project by filling all of the collection boxes with food. While Second Harvest will certainly accept monetary contributions, food donations are preferred because the food can be used immediately.

Things are not perfect in our lives or in our world. But despite any troubles we might be facing this Thanksgiving, we need to take the same opportunity as the Pilgrims to celebrate the good in our lives, to celebrate life, the beauty of the earth, our country, the freedom we enjoy, and our families and friends. Let us support the Second Harvest Food Bank's mission to try and eliminate hunger in the world. And by all means, think about the Pilgrims on Thanksgiving!

See you at the November luncheon!

News from National

The New and Improved AGA Career Center is LIVE!

AGA is proud to announce a new and improved career center for members of the AGA. CareerBank.com and AGA have enhanced the AGA career center where members can post resumes and jobs, plus use premium services at a significant discount!

Additional details can be found at <http://aga.careerbank.com/>.

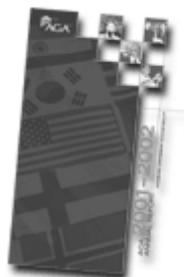
Special Back to School Offer

AGA is offering a **20 percent discount** as a **Back To School Special** for the online GFM Course - *The Governmental Environment* during September, October and November 2002. The cost of this online course is \$195, but during this special offer the cost is **just \$156!** Available 24 hours a day, seven days a week from the comfort of your home or office.



Additional details can be found at <http://www.agacgfm.org/academy/index.htm>.

AGA's 2001 - 2002 Annual Report is Now Available



Celebrate AGA's accomplishments from the past year and view a copy of the 2001-2002 Annual Report. "I will just say that it is clear from these accomplishments that there has never been a better time to be an AGA member. —Richard V. Norment, CGFM, CIA, 2001–2002 AGA National President."

A copy of the annual report can be found at <http://www.agacgfm.org/publications/downloads/01-02AnnualReport.pdf>.

Free CPE Now Available

In partnership with IBM Business Consulting Services and Netcertification, AGA is now offering an opportunity to earn **FREE CPE!** Utilizing a recent radio broadcast from the *Business of Government Hour* program, you can access a four-part series discussing "Conversations About Management."

Additional details can be found at <http://www.agacgfm.org/academy/index.htm>.

True leadership is the art of changing a group from what it is to what it ought to be.

— Virginia Allan

News from National (cont.)

The membership theme for the year is TEAM REAP – Recruit & Retain Essential Accountability Professionals. Our membership goal is to at least recruit 2,300 new AGA members while keeping lost members to less than 1,900 – a 2% net growth. AGA has experienced tremendous membership growth in years past. In fact, from 1995 to 1999, we brought in more than 13,748 new members—an average of 3,437 new members a year! Unfortunately, in program years 2000 to 2002 we LOST more members than we gained. As the membership goals above suggest, we'd like to turn this decline around!

Along with the annual membership and chapter recognition awards programs, the 2002-03 campaign includes an attractive selection of incentives, which include:

Individual Members (1 prize in total) – A fishbowl drawing for a trip for 2 to anywhere in the Continental US or Alaska, Hawaii or Caribbean (airfare and hotel only). Your name gets put into the fishbowl each time you recruit a new member – recruit 1 member, get 1 chance, recruit 100 members, get 100 chances.

Chapter Membership Chairs (6 prizes in total) – 2 airline tickets to anywhere in the Continental US. One chapter membership chair from each of the six chapter size groupings has a chance at winning a prize. The prize goes to the membership chair whose chapter has the highest percentage of growth for the program year.

Chapter Presidents (6 prizes in total) – An upgraded room at the 2003 PDC to the concierge level or a complimentary PDC registration. One chapter president from each of the six chapter size groupings has a chance at winning a prize. The prize goes to the president whose chapter has the highest percentage of growth for the program year.

Regional Coordinators for Membership (1 prize in total) – A \$500 gift certificate to Best Buy or Circuit City. The regional coordinator for membership whose region has the highest percentage of growth for the program year will win this prize.

Regional Vice Presidents (1 prize in total) – A \$500 gift certificate to Best Buy or Circuit City. The regional vice president whose region has the highest percentage of growth for the program year will win this prize.

The Recruiter of the Year and the Top Two Sponsors will also receive a complimentary meeting registration.

The membership campaign started **May 1, 2002, and runs through April 30, 2003.**

The success of this campaign will rely on you! We need the commitment of members to spread the word about AGA and encourage their colleagues to join.

By working together, we will undoubtedly make this year success! Start recruiting today!

Mark Your Calendar!

November 18, 2002

CEC Meeting
11:30 a.m.
15th Floor Conf. Room
James K. Polk Building

Deadline for making
reservations for the November Luncheon Meeting

November 21, 2002

Chapter Luncheon Meeting
11:30 a.m.
Cumberland Club
Speaker: Patsy Pagan,
President of Pat Pagan and Associates

December 19, 2002

Chapter Luncheon Meeting
11:30 a.m.
Cumberland Club
Speaker: Richard Rognehaugh, Deputy
Commissioner and CIO,
State of Tennessee

NEWSLETTER ITEMS?

Please call the Newsletter Chair, Will Hancock, at (615) 747-5293 or FAX at (615) 532-2765, with any member news or other items for the newsletter. You may also e-mail newsletter items to:

Will.Hancock@state.tn.us

Please have information and articles for the newsletter turned in by the third Friday of each month.

Additionally, any newsletter corrections should be brought to the attention of the Newsletter Chair at the e-mail address above.

Committee News

MEMBERSHIP COMMITTEE

RECRUIT! RECRUIT! RECRUIT! RECRUIT! RECRUIT! RECRUIT! RECRUIT!

- **For every 4 members you sponsor, you will get \$50!!!!**
- For every 2 members you sponsor you will receive a certificate for a **free** chapter luncheon.
- For every new member you sponsor, you will earn 2 points for the drawing for the Chapter Service Award (the National PDC give-away).
- A grand prize will be given at the end of the year.
- You can also win prizes through the national office of AGA! The national campaign “Team REAP- Recruit and Retain Essential Accountability Professionals” will award a variety of prizes.

Contact Ann at ann.collett@state.tn.us or Tommy Chester at Thomas.w.chester@state.tn.us if you have questions.

From the national website— here’s a couple of typical questions prospective members may ask:

Q: What exactly is AGA?

A: Briefly, AGA has been serving the government financial management profession for over 50 years. As a not-for-profit educational organization, AGA serves the professional interests of financial managers from the local, state and the federal governments, as well as public accounting firms, responsible for effectively using billions of dollars and other monetary resources everyday. Members are accountants, auditors, contract, financial and performance, budget analysts, chief financial officers, information systems managers, finance directors, inspectors general, professors, students.... Membership in AGA is like tapping into a reservoir of actual real-world knowledge and experience of 18,000 government financial management experts.

Q: What do I get for my dues?

A: There are a number of rewarding member benefits. For example, you receive the monthly newsletter, *TOPICS*, and the bimonthly journal, *Journal of Government Financial Management*. Other valuable benefits include - networking and job opportunities; literature on current events, professional certification and recognition, 24 hour access to AGA Members’ Only website, and Membership also entitles you to significant discounts on registration fees for conferences, workshops and courses, as well as AGA periodicals and training materials.

Locally, one of the biggest incentives that will take place in about 2 months, is the Federal Income Tax/ Personal Finance seminar to be held in January. **IT WILL BE FREE TO AGA MEMBERS!!!!**

http://www.agacgfm.org/membership/m_services.htm

This link takes you to the **Member Services** section of the National AGA website. Some of the things you can do there include: submit an address change, renew your membership on-line, sign up a new member, print applications, and find out additional information about AGA. Check out the “10 Great Reasons to Join AGA.”

There are membership materials available locally. If you would like some of these, need your membership number, or have questions, contact Ann at ann.collett@state.tn.us or Tommy Chester at thomas.w.chester@state.tn.us.

“It’s tough to make predictions, especially about the future.”

- Yogi Berra

Committee News (Cont.)

CGFM COMMITTEE

The committee plans to continue with the exam fee subsidy drawing, free lunch for those passing the exams, disbursing brochures at meetings to extol the virtues of becoming a CGFM certificate holder, and providing notice of training relevant to CGFM exam content. The committee's near-term plan for this year will be to expand last year's brainstorming session into formal training for individuals who plan to take the CGFM exams. The committee also plans to sponsor another brainstorming study session in February 2003. The purpose of these sessions will be to assist the AGA members who plan to sit for the CGFM exams by discussing the various topical areas of the three exams. The formal training is tentatively scheduled for May or June 2003. All members interested in participating in this training should contact (by December 31, 2003) the committee co-chairs, Gerry Boaz (Gerry.Boaz@state.tn.us) or Rebecca Barr (Rebecca.Barr@state.tn.us).

Free Lunch for Those Passing the CGFM Exam

Congratulations to **Robyn Probus** for passing the CGFM exam!

The CGFM Committee is continuing its program to congratulate those individuals passing the CGFM exams by offering lunch certificates that are good for a free lunch at any AGA luncheon meeting. If you passed the CGFM exams during September 2001 – October 2002 and have not received a lunch certificate, please contact Gerry Boaz (Gerry.Boaz@state.tn.us) or Rebecca Barr (Rebecca.Barr@state.tn.us).

Win Financial Assistance Toward CGFM Exam Fees

The CGFM Committee is pleased to announce its plans to continue fully funding CGFM exam fees for three members. AGA members who are interested in sitting for the three exams required to achieve CGFM certification and who meet eligibility requirements to sit for the exams may win an exam fee subsidy. The committee will fund the entire exam fee of \$327 for three members. A drawing will be held at the November 2002 meeting to determine winners. Winners must sit for all parts of the exam by July 2003. Winners will be reimbursed for the exam fees. For the opportunity to be one of the winners, please email the committee co-chair, Gerry Boaz at (Gerry.Boaz@state.tn.us) between now and **November 8** stating your interest and that you are eligible to sit for the exam, and your name will be included in the November drawing. Please enter the drawing only if you fully intend to sit for the exam during the applicable period. Committee co-chair, Rebecca Barr (Rebecca.Barr@state.tn.us) has CGFM brochures and exam applications for interested members.

To be eligible to sit for the exam, you must have a bachelor's degree from an accredited college or university and have completed 24 hours of study in accounting, auditing, budgeting, economics, electronic data processing, finance, information resources management, public administration, or other financial management topics. You must have at least two years of professional-level experience in government financial management (this experience requirement does not have to be met before taking the exams, but must be completed before you can become certified). Your experience must involve government financial management at a professional level in federal, state, or local government, the private sector, or academia.

The Department of Personnel includes the CGFM certification in the list of certifications eligible for a one-step salary increase. A salary increase **may** be granted to employees of the State of Tennessee if the certification is obtained by passing the exams. To be certain that you qualify for the salary increase, obtain approval from your supervisor and the Department of Personnel **before** sitting for the exams. For specific details see the Department of Personnel Policy #90-031 (10/10/90) amended March 23, 1999.

NOTE TO MEMBERS

It seems as if every organization is facing some budgetary concerns this year, and our Chapter is no exception.

In an effort to reduce printing costs, we are encouraging all members able to do so to accept the newsletter electronically. The newsletter is made available on the Chapter web site every month in PDF format, and e-mail notification of the release is sent to each member we currently have an e-mail address for.

If you are willing to be removed from the printed newsletter distribution list, please contact Will Hancock at (615) 747-5293 or via e-mail at Will.Hancock@state.tn.us.

Committee News (Cont.)

COMMUNITY SERVICE COMMITTEE

Christmas Gift Collection for DHS "After Care" for December

Traditionally, AGA has supported TPS (Tennessee Preparatory School) during the Holiday (November/December) Season. We have provided craft supplies and personal items (clothing, hygiene gifts, and small appliances) to children living on campus that would not be home for Christmas. Since TPS has drastically reduced its student size, we have decided to support the DHS Aftercare Program. This is a program run by the Department of Human Services for teenage children. These children are placed in homes away from their families. AGA would be providing the same types of supplies for these children. DHS is getting together a list of needed items. The Community Service Committee will be sending a special e-mail to all AGA members asking for their support. Please look for our e-mail in late October, early November.

Project Pencil

Thanks to everyone for their continued support of Alex Green. We were able to raise \$100.00 and approximately \$40.00 worth of toys toward Alex Green's Book Fair project. Alex Green sponsored a "Mugs and Muffins" day, November 8, 2002, for their parents. AGA donated 100 coffee mugs that were given to the parents in appreciation for their attendance.

MEETINGS AND ATTENDANCE COMMITTEE

The Chapter Executive Committee has formally adopted the previously unwritten policy regarding monthly luncheon attendance and cost:

Non-members may attend one luncheon as a member's guest at the subsidized rate of \$8. If they choose to attend another luncheon prior to applying for membership, they will be charged the full cost of \$14. (Spouses are exempt from this policy.)

Former members will be charged the full cost of \$14 to attend luncheons.

Active members of other AGA chapters will be charged the subsidized rate.

Members will not be eligible to receive points for guests that must pay full cost.

The Nashville Chapter of the Institute of Internal Auditors presents the 12th
Annual

Accountants and Auditors Awareness Seminar

Sponsored by the Government Affairs Committee

January 27, 2003 – Willis Conference Center

Speakers include:

Dr. Larry Ponemon, CEO, Privacy Council Inc., Dallas/Ft. Worth
John Ferguson, CEO, Corrections Corporation of America
Steve Curry, Executive Assistant to the Treasurer, State of Tennessee
Beth Chapman, Director of Unclaimed Property, State of Tennessee
Walt Vance, President, Nashville Chapter of the IIA

Brochures will be sent out soon. If you do not receive one and are interested, or if you have any questions, please contact

Nancy Bernstein at either nancy.bernstein@state.tn.us or 741-1651.

Hear Ye! Hear Ye!

The Tennessee Chapter of the American Society for Public Administration presents its

17th Annual Fall Symposium
Thursday, December 5, 2002
8 AM – 4:30 PM

Room 354, Tennessee State University, Avon Williams Campus

Planning for Tennessee's Future:
The Roles of Local, State, and Federal Government in the Growth of Tennessee

Additional details and registration forms can be found on the Nashville Area Chapter's website at:

<http://www.nashvilleaga.org>

Meeting Minutes

October Chapter Meeting

*Submitted by Elaine Anderson,
Chapter Secretary*

The Nashville Area Chapter held its monthly meeting at the Cumberland Club on Thursday, October 17, 2002. This was a joint meeting with the Institute of Internal Auditors. President Jim Arnette called the meeting to order. He announced that Paula Null, the secretary in State Audit who handles reservations for the monthly AGA meetings, was the victim of a house fire in which her father was killed. State Audit has set up a fund for Paula. Contributions may be given to Joanne Barry, Barbara White, or Penny Austin.

Minutes from the September Chapter meeting were approved. Mason Ball gave the invocation and Jim Arnette introduced persons at the head table. Eight member guests and three new members were introduced. Jim Arnette announced that Robyn Probus has successfully passed the CGFM exam.

Karen Hale introduced the guest speaker, Mr. John Morgan, Comptroller of the Treasury. His presentation, "Tennessee's Fiscal Dilemma," addressed tax issues in the State of Tennessee and how they affect the State budget.

Walt Vance, president of the Institute of Internal Auditors was introduced. He announced that IIA will sponsor a Student Night Tuesday, October 22. Three student scholarships and one scholarship for the school bring the most students will be given away that night. IIA is currently having a membership drive. Persons may join for \$85 with no application fee. Membership information may be obtained from their website, <http://www.theiia.org>. The November meeting of IIA will be at HCA on November 12. IIA is sponsoring the CIA exam at the Dollar General Headquarters November 20 and 21. Nancy Bernstein announced IIA's upcoming seminar on January 27, 2003. Phamlets were available on the tables.

Mason Ball announced that one hour of CPE is given for attendance at the

monthly Chapter meetings but applies to CGFM only.

Ann Collett announced that 82 new members are needed to reach our goal for Nationals. She also reviewed the incentives available for recruiting new members. Persons sponsoring new members should include their name and member number on the membership application.

Ray Register thanked the members of AGA for the contributions given to Alex Green School and announced we will be collecting articles for the school through November 8. Food collection boxes are available for Second Harvest Food Bank in several of the buildings. If anyone would like to set up a food collection box in their work area, contact Ray Register. Donations for Second Harvest may be brought to the November Chapter Meeting.

Jim Arnette announced that the deadline to notify Gerry Boaz that you are interested in the fee subsidy for CGFM is November 8.

Bertha DeWeese won the fishbowl drawing.

Ron Anderson provided the answer to the October AGA puzzle.

The meeting was adjourned until November 21, 2002.

October CEC Meeting

*Submitted by Elaine Anderson
Chapter Secretary*

The Nashville Area Chapter's Executive Committee met on Monday, October 14, 2002, in the 15th floor conference room of the James K. Polk Building. President Jim Arnette called the meeting to order. Committee members present were: Jim Arnette, Dan Willis, Penny Austin, David Sturtevant, Mason Ball, Ann Collett, Margaret Walker, Elaine Anderson, Karen Hale, Gerry Boaz, Clare Tucker, Tammy

Farley, Julie Rogers, Jennifer McClendon, Will Hancock, Rebecca Barr, Phil Carr, Tommy Chester, Mitzi Martin, Leigh Anne Scheuerman, Beth Pugh, and Ted Fellman.

Approval of Minutes

Julie Rogers noted that her name was reported as seconding the motion to submit the Nashville Chapter By-Laws to the National By-Laws Committee without change. Julie is not a voting member of the CEC and the second was actually made by Jennifer McClendon. Tommy Chester offered a motion that the September CEC minutes be amended to show Jennifer McClendon as the second on this motion and that the minutes be approved as amended. Penny Austin seconded the motion and it passed.

Jim Arnette reported that Paula Null was recently the victim of a house fire and that her father perished in the fire. Jim noted that the Comptroller's office is collecting money for Paula but thought it appropriate for AGA to do something as well. Jim will email the CEC members with possible ways to assist Paula.

Chapter By-Laws:

Margaret Walker reported receiving notification that the Nashville Chapter By-Laws do not conform to the prototype established by the National By-Laws Committee. Margaret has contacted the National By-Laws committee for further guidance. No action was taken at this time.

Committee Reports:

CGFM - Gerry Boaz reported that Robyn Probus has successfully completed the CGFM exam. Gerry will recognize Robyn's accomplishment at the next Chapter meeting on October 17. He also reported that five people have signed up for the CGFM subsidy drawing.

Budget/Finance – Ted Fellman reported that our tax form is due November 15, 2002.

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Meeting Minutes

October CEC Meeting

(Continued from page 7)

Treasurer's Report - Penny Austin presented an Operating Statements for the period ended September 30, 2002, and reported cash balances in the operating account of \$26,125.53 and the savings account of \$22,555.87 on that date. Penny also noted that there has been some confusion about how many times a person may be considered a guest and receive the discounted luncheon price at the monthly Chapter meetings. Margaret Walker presented a motion that an individual may be considered a guest and receive the discounted luncheon price (\$8) at an AGA Chapter meeting only once (spouses are exempt), active members of other AGA chapters may receive the discounted luncheon price, suspended members may not be considered guests and must pay the full luncheon price (\$14), and that tracking of guests be retroactive to the September Chapter meeting. David Sturtevant seconded the motion and it passed.

Meetings and Attendance - Julie Rogers reported 96 people are currently signed up to attend the October Chapter meeting and this does not include IIA members. She also reported there will be a joint meeting with ASPA sometime in the spring.

Education – Mason Ball reported there has been some question about whether the AGA Chapter meetings meet the guidelines to be considered for one hour of CPE for the CGFM designation. After some discussion, Jim Arnette made a motion that one hour of CPE be granted for attendance at the monthly AGA Chapter meetings retroactive to September. Ted Fellman seconded the motion and it passed. Mason will make an announcement about receiving CPE at the October AGA Chapter meeting. Mason also reported that the next educational opportunity will be the Federal Income Tax Seminar scheduled for January 16, 2003. The date of that seminar may change

depending on what auditorium is secured.

Chapter Recognition – Phil Carr reported that the Nashville Chapter currently has 12,183 points.

Programs - Karen Hale reported our speaker this month, John Morgan, will discuss State budget issues. Our speaker for November will be Patsy Pagan. Karen also presented prices and activities available for a fall family social at Jillian's. A suggestion was made that the fall social be moved to the spring and that we have a family picnic. A picnic committee will be formed at a later date to handle the duties (cooking, cleaning, games, etc.)

Awards - David Sturtevant made a motion that the two scholarships currently awarded be increased to \$1,500 each. Penny Austin seconded the motion and it passed. David reported that information on the Chapter Service Award is on the web page. He also reported that the committee is updating the applications for the scholarships. Nominations for the Federal Leadership Award are due November 8, 2002. We do not have a nomination. The Knoxville Chapter has nominated David Bennett for regional Vice President.

Newsletter – Will Hancock reported that Friday, October 18th is the deadline for submitting information for the October newsletter. Phil Carr and Penny Austin will submit member profiles for the October newsletter. Will also reported the committee plans to contact Dr. Robert "Smitty" Smith at MTSU to see if any of his students would be interested in writing articles for the monthly newsletter.

Membership - Ann Collett reported 444 local AGA members as of September 30, 2002. Forty-nine of the suspended members have now been reinstated. Ann recommended that the local AGA Membership Application be removed from the local web page and that it be replaced with the National AGA Application and a link to the national website to their on-line pro-

cessing. Tommy Chester or Ann Collett will review the local membership incentives at the chapter meeting October 17.

Community Service - Tammy Farley reported that we still need members outside the Polk Building to sponsor food boxes for Second Harvest Food Bank. Anyone willing to sponsor a box should call Ray Register. Project Pencil is continuing and three persons have volunteered to teach a class at Alex Green. The committee will report on Project Pencil, DHS Aftercare and Second Harvest Food Bank at the Chapter meeting on October 17.

Internet - Dan Willis reported the Internet Committee is looking at other Chapter web sites and is considering a new design for the Nashville Chapter. Dan also asked each committee chair to look at their committee's content on the website and to provide updates or new material.

Early Careers - Jennifer McClendon reported the committee had two representatives at Tennessee Tech's "Meet the Firms Night" in September. Representatives are scheduled to attend career fairs at Western Kentucky University on October 22 and Belmont University October 23.

The next CEC meeting is scheduled for Monday, November 18, 2002, in the 15th floor conference room of the James K. Polk Building. The meeting was adjourned.

Member News

Welcome New Members

The following is a list of new members who have recently joined. The Nashville Chapter offers them a warm welcome:

Shawn Francisco
 Rob Marshall, State of TN
 Vicki Massey, City of Murfreesboro
 Dean Czerwinski
 Linda Penny, State of TN

New Member Sponsors

Thanks to the following members who have sponsored new members and are on their way to earning prizes!:

Elaine Anderson
 Melissa Wright
 Deborah Loveless
 Amy Czerwinski

For new members: As an extra incentive to attend chapter luncheon meetings, the chapter will do a cash prize drawing at year-end based on attendance. Each time a new member attends, his or her name will be put into the drawing!!!

Member Accomplishments

Congratulations to the following members who have recently passed professional exams:

Robyn Probus (CGFM)

If you know of fellow AGA members who have obtained certifications, degrees, job accolades, promotions, outside recognition or involvement, or other similar type of achievements, please contact Ann Collett at (615) 253-2159 or e-mail at Ann.Collett@state.tn.us.

Member Profiles

Each month, space permitting, the newsletter will profile members of our chapter. This month, we are featuring Phil Carr, our President-elect, and Penny Austin, our Treasurer.



Phil Carr

Phil has come full circle – government to government. His first job out of college was working in the Medicaid Division of State Audit for Tennessee. “It was a great place to start my career. It laid the foundation for me to easily transition to other areas of accounting.” After positions in public accounting and the private sector, he returned to government at the local level with Nashville and Davidson County. “It amazes me how each job I’ve had so naturally led to the next. My current position is a perfect fit to maximize my professional skills and maintain the quality of life that I expect.” His first years at Metro were spent working on the implementation of a new financial and accounting system. More recently, his focus has been on the GASB 34 implementation. Next, he will be working with a number of Metro departments on a process to focus on the results that they deliver to their customers. “This is an exciting process. Instead of measuring ourselves based on what we do, it allows us to measure ourselves based on what our customers experience.”

Originally from the Chattanooga area, Phil attended college at the University of Tennessee in Knoxville. His professional certifications include Certified Public Accountant (CPA) and Certified Government Financial Manager (CGFM).

Phil is currently the President-Elect for the Nashville Chapter of AGA. “It is an honor to be asked to serve in the Chapter’s leadership position. I’ve certainly benefited from my AGA membership over the years and am looking forward to contributing to the continued success of the Nashville Chapter.” He has previously served on the CEC and various committees.

Phil can often be found on the tennis court. “I’m probably a 4.0 level player on a good day, but I’m very inconsistent.” And weekend plans usually include the movies or dinner with friends. He also enjoys writing, listening to music, and playing the guitar. “I’m a legend in my own house, at least my cats think so.”

Member Profiles



Penny Austin

Penny is the Information Systems Audit Manager for the Division of County Audit where she has been employed since January 1993. She began her career in the West Tennessee area and transferred to Nashville in 1997. Penny is a Certified Public Accountant and a Certified Government Financial Manager. She has been a member of AGA for two years and is currently serving as treasurer. She also serves on the Education Committee.

Penny is originally from Bogota, a very small community in West Tennessee. She is a graduate of Tennessee Technological University, where she received a BS in Accounting. She currently lives in Murfreesboro and spends most of her free time with her husband Russell.

Help wanted!! No experience required!!

How can you get more out of your AGA membership? Participation on a chapter committee is a great way to get to know other members while demonstrating your organizational or leadership skills. Have no talents? That's not possible - join a committee and discover how talented you really are. Participation on a committee does not require an extensive time commitment. The committees currently established are Awards, CGFM, Community Service, Early Careers, Education, Finance and Administration, Internet, Meetings and Attendance, Membership, Newsletter, and Program. Contact the current committee chair or any CEC member for more information on how you can become more active in your chapter.

November Speaker Patsy Pagan, President of Pat Pagan and Associates



Patsy has 20-years experience in the Health Care field. She was Executive Director with EDS (Electronic Data Systems), having the management responsibility for Medicaid Programs in Arkansas, Kansas, Tennessee, Hawaii, and the Florida Student Loan Program. In addition to directing the program activities and managing the staff and maintaining customer satisfaction, she was also charged with adding millions of dollars in add-on business each year.

She is now a business strategist, working with businesses and independent professionals showing them how to develop a demand for their product or service and then provide the information and ideas to show them how to market and sell their services more successfully .

She speaks professionally, is past President of the National Speakers Association of Tennessee, and is a consultant and trainer in marketing and sales strategies.

November Speaker Robert M. Crowl, CGFM, AGA Regional Vice President

Bob Crowl retired from the U. S. General Accounting Office in August 2001 with over 35 years of service. His career began in GAO's Washington, DC, headquarters. He worked overseas in GAO's Far East Branch for 4 years before joining the Atlanta Regional Office in 1978. During his GAO career he managed numerous assignments, focusing primarily on defense and financial management issues. In addition, he served as Executive Director of the Southeastern Intergovernmental Audit Forum for 12 years. He received numerous awards for his service to GAO and the Southeastern Audit Forum.

Bob has been an active member of AGA since joining its Honolulu Chapter in 1976 as a charter member and is currently serving as the AGA Southeastern Regional Vice President. Over the years he served the Atlanta Chapter in almost all officer and director positions including Chapter President in 1992-93. He received many Chapter awards, including its Distinguished Leadership Award. In 1993, the National AGA office recognized him for Superior Performance as Chapter President. In July 2000 he received AGA's 50th Anniversary Chapter Award for significant contributions to advancing government accountability.

Bob received his bachelor's degree in accounting from Carson-Newman College, Jefferson City, Tennessee, in 1966. He is a Certified Government Financial Manager. Bob and his wife, Peggy, have four children and a grandson. They reside in Jasper, GA, located in the North Georgia mountains about 65 miles north of Atlanta.

Gaining Recognition for the CGFM Certification Within Your Government

by Joan Schwartz, CGFM National Coordinator

In today's world of tight budgets, deficit spending, and staff cutbacks, the CGFM designation places you on the cutting edge when entering the job market.

As an employee in a government financial management position, you may not be able to obtain recognition of the CGFM through a direct percentage pay incentive, but you may be able to earn a job promotion, including a pay increase, without a government appropriations increase.

One way to begin the process is by having the CGFM professional certification listed as a preferred qualification for job positions in the government financial management field in your state or local government. If you know of anyone in your state or local government that can facilitate the process, you may want to enlist the support and help of your chapter officers, regional CGFM coordinator (Dianne McKay dianne.mckay@state.tn.us), or Virginia Brizendine or Joan Schwartz, 2002 CGFM national coordinators.

During the last few years Washington State, Idaho, Virginia, Tennessee and Contra Costa County, CA have recognized the CGFM designation either as a preferred hiring qualification, a substitute for professional experience, or a requirement for a pay incentive.

Obtaining recognition does not happen overnight; but your colleagues who have worked to obtain recognition for the CGFM have a suggestion or two for how to obtain recognition a little more quickly.

In Idaho, Angie Billings, the state chief financial officer and an AGA past RVP commented that it took her almost a year to obtain recognition for the CGFM designation. The chapter ultimately succeeded by engaging the help of the Idaho human resources department and changing their approach. When Ms Billings began her pursuit of recognition for the CGFM, she was hoping to have a monetary award given to individuals when they received their designation. What she quickly discovered was

that each state agency had its own policies and procedures, especially when it came to spending appropriated funds. A monetary reward for the CGFM certification looked like a lifetime project – one that Ms Billings did not have the time to pursue!

The chapter's newly appointed CGFM coordinator, Rachel Martinen, came in with a new approach. Ms Martinen discovered that the better way to gain recognition was through the Idaho state human resource office; they screen and then approve all appointed jobs; which includes the majority of the financial management positions in the state. Here was the heart of the operation – here was the office that could recognize the CGFM! In this instance it would not be for a monetary incentive, but for bonus points towards a job promotion. These points could be crucial to making it to the top of the list for job eligibility, according to Ms Billings. This was certainly one way to indirectly obtain a monetary reward for the CGFM credential.

In Washington State, the CGFM can substitute for one year of professional experience. Again, the pathway was through the state Department of Personnel; it was in the throes of conducting an intensive study of state pay and job classifications, including accountants, and during the CGFM was included in the revised legislation.

In Tennessee, the state human resource department aided in having the CGFM recognized. Tennessee already had a policy in place regarding acceptance of professional certifications. Charles Harrison and Richard Norment of the Tennessee Audit Office were instrumental in having the CGFM added to the listing of accepted certifications. Once on the list, each agency made the determination of whether to spend appropriated funds for the offered pay incentive of up to 9% over a two-year period.

In Virginia there is a similar situation. According to Joe Kapelewski from the Richmond Chapter, the Commonwealth of Virginia's recent Compensation Reform Plan allows agencies to reward employees

who earn professional certification with 'in-band' adjustments or other rewards.

From reviewing the cases we have to date, one suggestion from your colleagues would be to speak with the state human resources department about how you can gain recognition for the CGFM. This seems to be a crucial step in the process.

Whether it is the first step that then goes on to the approval by the state legislature, or the only step that is required, without visiting the legislature, this office is a key element in the process. Also, according to Ms Tracy West-Phillips, it is very important to have the support of the top executive to whom you report. They should be your ally in going forward.

Another suggestion is that you be aware of any government job reform legislation that is being developed for passage in the legislature. In Washington State the CGFM recognition was part of an extensive study of the pay and job classifications of state government accountants; in Virginia the CGFM recognition came about because of the state's Compensation Reform Plan that allowed agencies to reward employees with an "in-band" adjustment.

The road to recognition is available; it requires some research and networking in both the state and agency human resources department. It requires speaking with your colleagues within AGA who have succeeded in gaining CGFM recognition.

Certainly you do not have to do it alone; approach other chapter officers for their support and help; contact the regional CGFM coordinator in your region; and/or Virginia Brizendine (vbrizendine@ohsers.org) 2002 National Chairman or Joan Schwartz (jschwartz@agacgfm.org).

It can be done – and you can be part of a chapter team that succeeds!

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