

Topeka Register

Volume Year 2007

August 28, 2007

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Intergenerational Workforce Communication

On August 9, 2007, Dr. Martha Crumpacker, Associate Professor of Management at Washburn University, addressed a group of 18 members and guests at the Top of the Tower in the second lecture of this year's Professional Lecture Series. Dr. Crumpacker spoke on the importance of "Intergenerational Workforce Communications."

At the current time, there are workers in the American workforce whose ages span more than 60 years. These workers are divided into four generations characterized by two major factors—birth rate and the events of the "times." The four generations are labeled as follows: Traditionalists, age 62-85; Baby Boomers, age 43-61; Generation X, age 27-42; and Generation Y age 26 and younger. Problems come into play when dominant characteristics of one generation are stereotyped by those in other generations. For example the Traditionalist's respect for rules and authority may be seen as being rigid and autocratic by a "Gen Xer." At the same time, the technologically savvy Generation Y member might

be seen as technologically dependent by a Baby Boomer. The greater emphasis on the balance between work and quality of life sought by a Generation X member might make him/her appear to be a "slacker" to the more driven, competitive Baby Boomer.

There are several communication tips that may help with intergenerational communication: When you communicate with a Traditionalist, respect is the key. For Baby Boomers, meet face-to-face whenever possible and develop rapport. With a Gen X, "cut to the chase" and avoid unnecessary meetings. For Gen Y, be positive—even when correcting or critiquing. Although these guidelines may be very helpful, caution must be used to avoid generalizations. Not everyone "fits the mold" of a particular generation. While knowing a person's generation might lend some perspective in knowing where he/she is "coming from," there is no substitute for knowing much *more* about the individual with whom you are communicating than just his/her age group.

Upcoming Regional/National Events

AGA National Performance Management Conference—September 24-25, 2007—Phoenix, Arizona—go to www.agacgfm.org/conferences for more information.

AGA Lincoln, NE Chapter—Fall Seminar—September 20, 2007—Earn 8 hours of CPE credit—go to www.lincolnneaga.org for additional information.

Striving to Reach the Top

During the 2006-2007 chapter recognition year, we earned 21,650 chapter recognition points, which resulted in the Topeka Chapter once again being awarded the designation of Platinum Chapter in AGA's Chapter Recognition Program. Congratulations to all of the loyal members who made this achievement possible through your involvement throughout the year!

Points are compiled from May 1 through April 30. For the first quarter of the 2006-2007 year, we have earned 4100 points. As we strive to reach our goal of maintaining our Platinum status, there are many ways for members to contribute. Every time you attend a monthly Professional Lecture Series meeting, recruit a new member, participate in a community service event, or contribute an item to this newsletter, you bring us one step closer to our goal.

The objective of the Chapter Recognition Program is to "support, encourage and promote the accomplishment of AGA's mission, and to provide flexible guidelines for a well-rounded chapter." It is through member participation in all aspects of the organization that we will earn the most CRP points, and— more importantly—it is the way that *you* will get the most from your membership.

Submitted by Melinda Richter



Community Service Corner

Please join your fellow AGA members in one, two,.....or **all** of the following worthwhile endeavors:

Submitted by Nickie Roberts

September/October—Topeka Rescue Mission

Donate your spare change at the September and/or October PLS meeting to help others make a change in their lives

September 15—American Heart Walk

Reynolds Lodge at Lake Shawnee

September 29—Race Against Breast Cancer

Washburn Law School

(The CEC has approved payment of the registration fee for members who wish to participate in the race, and it was suggested that members display their AGA pride by wearing AGA t-shirts and walking/running as a group.) There are also other opportunities to be of service—such as packet preparation the night before the event and helping at the registration table the day of the event.

Year Long Project—Collection of metal tabs to support Ronald

McDonald House. Please bring your tabs to any meeting.



Please contact Nickie Roberts for more details on any of the above events at 296-7917, or email nickie.roberts@da.ks.gov



Upcoming Events

September 6, 2007—Professional Lecture Series—Maureen Rogers, Finance Director, City of Merriam—” Local Government Finance”—11:30 am—Topeka-Shawnee County Public Library, Room 101 B

November 14, 2007—Audio Conference—”Tools for Performance Audit Efficiency”—Topeka/Shawnee County Public Library

December 12, 2007—Audio Conference—”Anatomy of Fraud: Case Examples of Greed, Collusion, and Override of Controls”—Topeka/Shawnee County Public Library

March 6 & 7, 2008—Professional Development Conference
Capital Plaza Conference Center

Save the Date!!!

CEC Highlights

Submitted by Marti Leisinger

The August CEC meeting was held at 5:30 p.m. on August 8th at the Foxridge Cooperative Clubhouse with the following members in attendance: Sabrina Wells, Scott Alisoglu, Walt Darling, Kathy Bohnhoff, Linda Farlow, Fred Baer, Brandi Baer, Larry Barret, Nickie Roberts, Melinda Richter, and Marti Leisinger.

Discussion was held on the budget proposed by President Sabrina Wells. The consensus of the committee was that we should attempt to break even on monthly Professional Lecture Series meetings through cutting some of the costs associated with the meetings. With a few minor adjustments, the budget for the 2007-2008 chapter year was adopted on a unanimous vote. The new budget and a current financial report will be included in the September newsletter.



Other items discussed included the Professional Lecture Series and audio conferences. Scott reported that average attendance at the monthly lectures is approximately 18-25. He will provide a more precise count at the next CEC meeting. Linda discussed the three audio conferences which she has booked for November 14, December 12, and May 7. A conference room at the library will be booked from 12:30-3:30 for each of the days. It was decided that the charge for the conferences would be \$20 for members and \$25 for non-members. Walt suggested adding 2 hours of ethics training to the December audio conference, and he will be contacting Bernie Hayden to see if he is available to speak on that date. Melinda reported that she needed all chapter recognition points for May, June and July turned into her by Friday, August 10 for her report to National. Also, she reminded committee members that yearly chapter reports are due by August 30. Nickie presented the Community Service report. The two events we will be participating in during September are the American Heart Walk on September 15th and the Race Against Breast Cancer on September 29. The Committee voted to pay the registration fee for any member who chooses to participate in the Race Against Breast Cancer. Larry is working on ideas for the March, 2008 PDC and discussed some possible speaker ideas. The first PDC planning committee meeting will be held on August 28 at Celtic Fox.

Meeting adjourned at 6:42 p.m.



TOPEKA
CHAPTER

ASSOCIATION OF GOVERNMENT
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President's Message

Advancing Government Accountability



Summer fun and the heat that came with it will soon leave us as we settle into the routine that comes with autumn. For those of us who are fiscal personnel, this means that we have budgets to prepare, reporting requirements to meet, and a host of other matters that require our attention. Don't forget that as important as it is to stay on top of your daily responsibilities, it is equally important to continue your education and training. Education and training allow us to grow in our professions. A boost to our skills brings depth to what we can do, whether it comes from taking a simple thirty minutes out of our day to read an article in one of those professional journals that is part of a stack on our desks, a one-day seminar, or a one-hour lunch meeting. We owe it to ourselves and to our organizations to expand our knowledge of the ever changing world of government finance. I challenge you to bring a new and helpful perspective to your next project .

--Sabrina

If you have a topic or news item you wish to have included in the Topeka Register, please contact Kathy Bohnhoff at kbohnhoff@ksinsurance.org She will do her best to include it in the next issue.

We're on the web!

www.AGAKS.org