



The Association of Accountants and Financial Professionals in Business

The General Ledger

Winter 2025

MINNEAPOLIS CHAPTER



~Stay Cozy with the IMA Minneapolis Chapter ~



The Association of Accountants and Financial Professionals in Business

CELEBRATING OUR MEMBERS

Honoring IMA Members Celebrating 25 Years with our Minneapolis Chapter!

Ailean T. Golder, CMA, CFM, CPA

Yulanda C. Williams

Debra M. Peters, CMA

Honoring IMA Members Celebrating 10 Years with our Minneapolis Chapter!

Raquel Paulson, CMA, CPA

Cynthia Khang, CMA

Edie A. Wasyliszyn, CPA

Jodie Korinek

Melissa Hjelmstad, CMA

Michael Paul Anderson, CMA

David Supalla, CMA

Joseph Kennedy, CMA, CSCA

NEW CHAPTER MEMBERS

Please welcome our newest chapter members

Shruthi Ingarsal

Leticia Santino Lopes

Heeja Martinez

Katie Taylor

Jacob Moberg

Charles Groll

Natasha McCalmont

Erica Coffey

Dr. Janell Blazovich

Lindsay L Riggs

Russell Luniak

Wendi Klingler

Christopher Blake

Kari Morphey

Nick Kazmierczak

Jonathan Katzmark

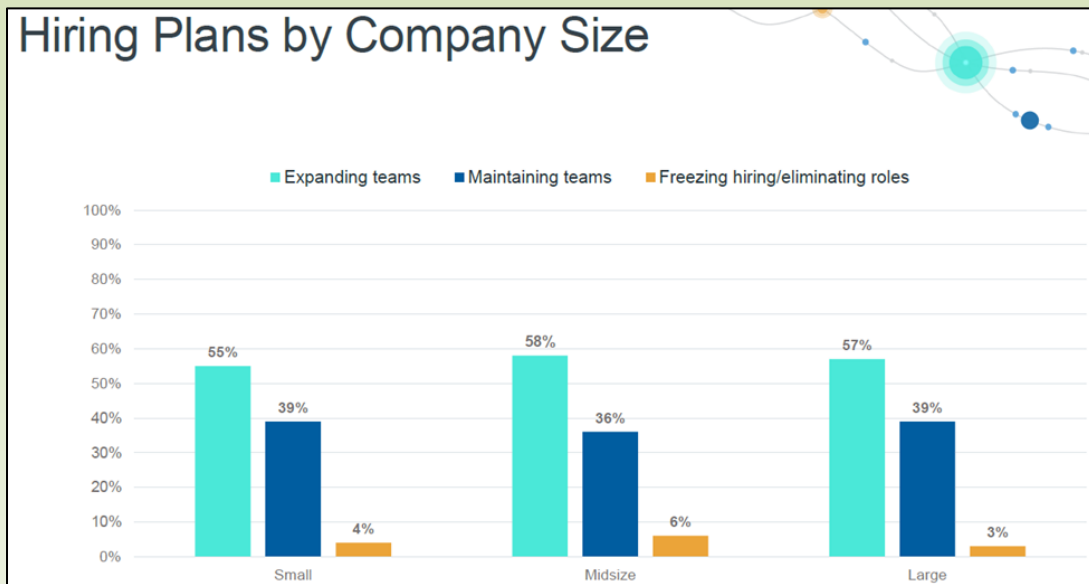
Keegan Presley

McKenna Nelson

Event Recap

Employment Update

In July, Ben Aberle and Jennifer Exsted presented *The Demand for Skilled Talent*. With the evolving labor market, one trend remains consistent: skilled professionals are high in demand. There is low unemployment in key sectors as well as the changing priorities of job seekers. Employers need to rethink how they attract, develop and retain top performers.

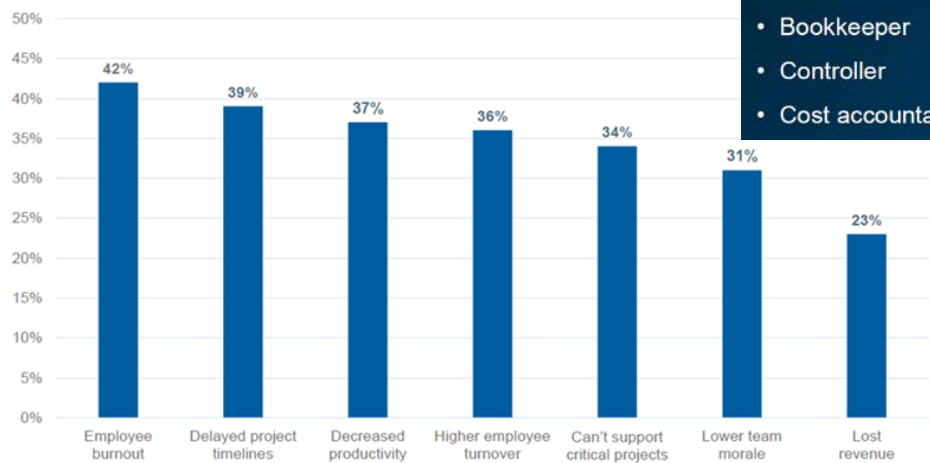


The majority of companies—of all sizes—are looking to expand their teams. Relatively few organizations are looking to freeze hiring or eliminate roles. Motivations for hiring include meeting short-term needs, bringing in proper capabilities and addressing employee turnover. Within our profession, there are significant skills gaps in Finance & FP&A, Financial Reporting, Tax & General Accounting.

In-Demand Roles

- Accounts payable
- Accounts receivable
- Bookkeeper
- Controller
- Cost accountant
- Director of finance
- Financial analyst
- Payroll
- Property accountant
- Staff/senior accountant

The Costs of Leaving Roles Open



Mini-Golf & Happy Hour

In August, we rounded out the summer with our best attempts to stay out of the water and off the beach. Accomplishing this was one putt at a time. We followed up a round at the Links of Dred Scott with another one at Willy McCoys in Bloomington.

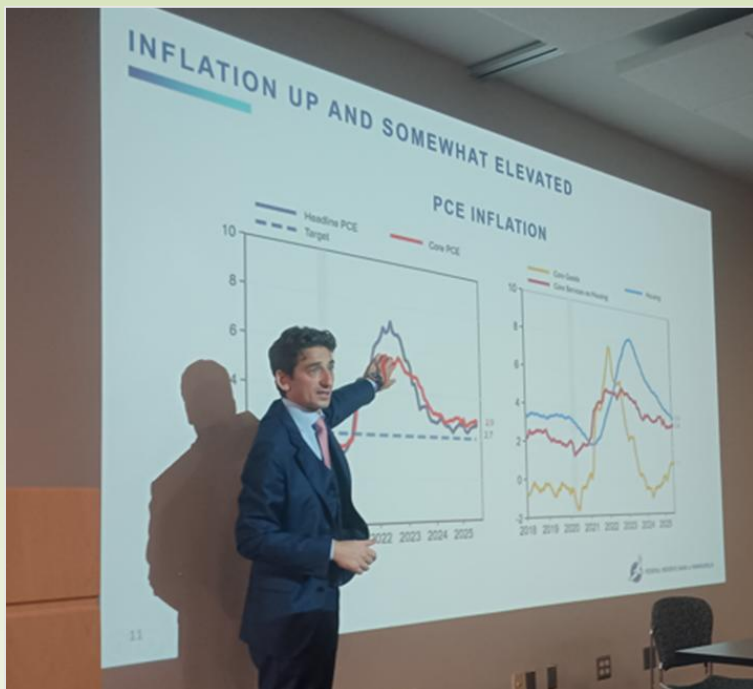


Fun was had by all. We even had a chapter member from Duluth make the trip down. Well, there was also this fair thing going on at the same time that might have had something to do with that. It was a surprisingly difficult round of golf, but we had a beautiful night to take it all in.



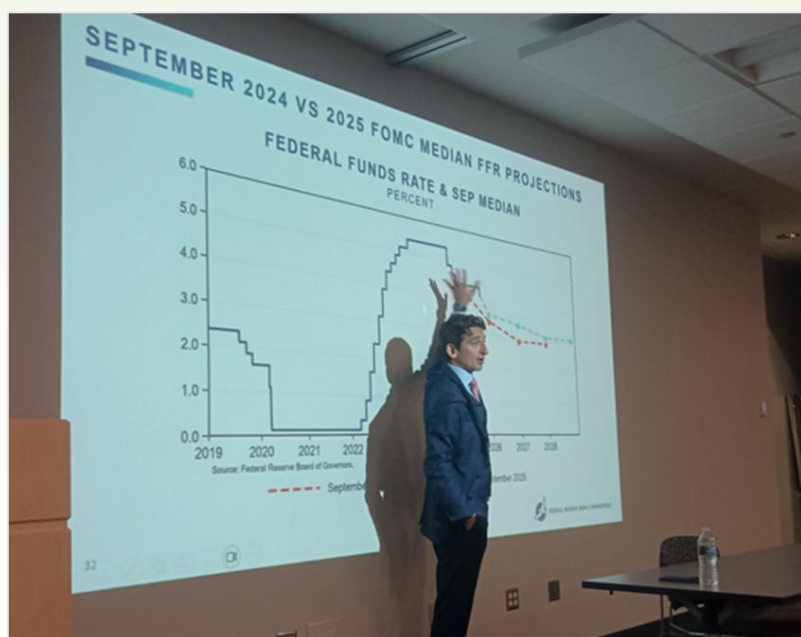
Economic Update

September kept with tradition of bringing in an Executive from the Federal Reserve Bank of Minneapolis to give us an Economic Update. SVP Andrea Raffo shared his expertise with us regarding the national and global economy. This was a broader scope than years past that had more of a regional focus.



Tariffs were also a topic of conversation noting that they act like a sales tax on imported goods. Companies have to choose whether to eat the additional costs or pass them on to consumers. This has a propensity to lead to higher inflation while lowering output and employment.

With everything going domestic and abroad, the tone was optimistic along with a positive future outlook. We had lots of Q&A throughout keeping our presenter on his toes. It was quite apparent both how knowledgeable and enthusiastic Mr. Raffo is with his role at the Federal Reserve.



Fifth Annual Pumpkin Decorating Contest

In October, we had our annual pumpkin carving contest and happy hour. This was hosted at Davanni's in Edina and there were three pumpkin finalists. We enjoyed pizza, drinks and conversations over the course of the evening. Hope everyone had a nice Halloween.



Upcoming Events

Keep an eye out for communications regarding future events. We'll also have them on our minneapolis.imanet.org website. April marks the return of the in-person Spring Conference.

December – 10 Key Steps for Effective Internal Controls webinar on the 9th

January – Committing Fraud, Accepting Responsibility & Rediscovering the Pathway

February – Mr. Excel two-hour webinar on the 19th

March – Annual bracket challenge & happy hour

April – Spring Conference in Bloomington featuring Ross Bernstein, Professor Michaelson and CPA firms with over 12 CPE credits on the 23rd & 24th

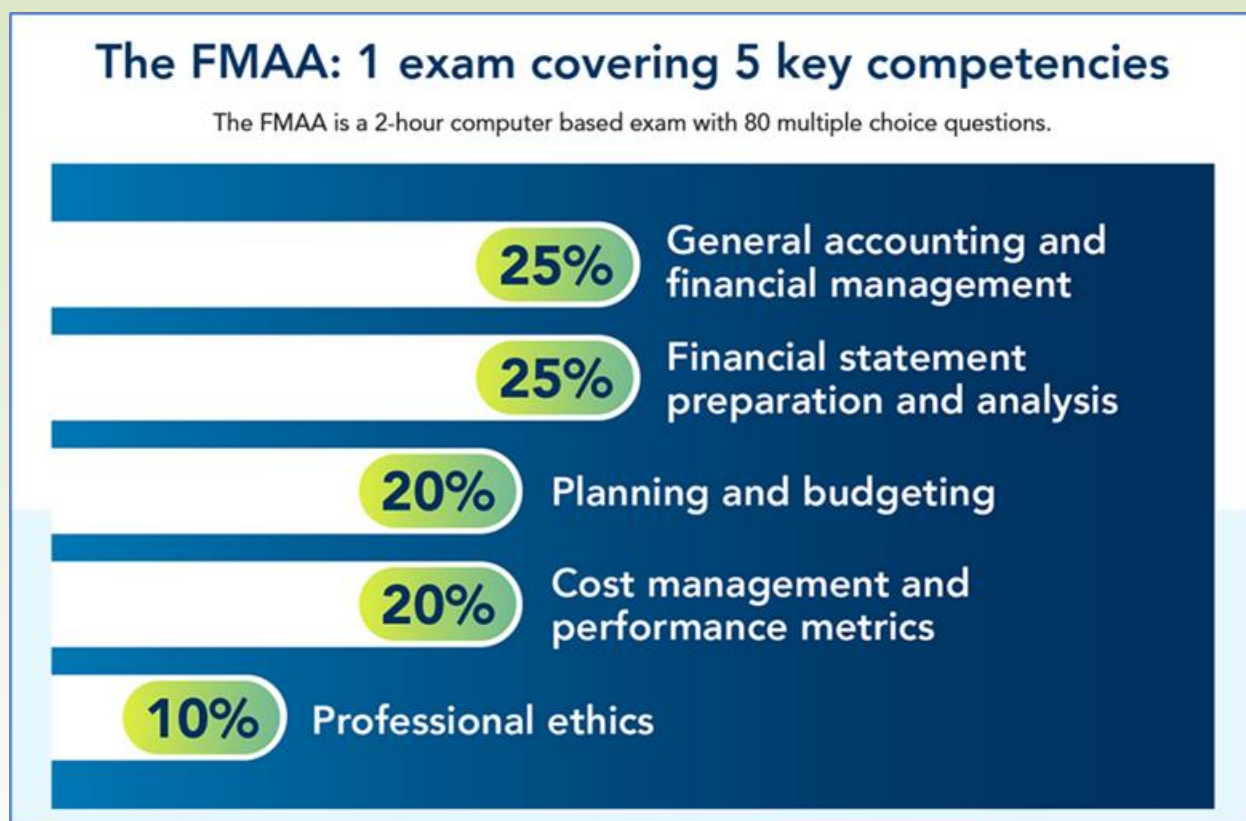
Accountants don't make mistakes, they make adjusting entries!

Financial & Managerial Accounting Associate

In June, our chapter had its first recipient of the FMAA certification. It was awarded to Marie Saunders. She also happens to be a CMA holder and a long-standing Minneapolis member.



This is a relatively new certification offered by the Institute of Management Accountants. It is a one-and-done exam if that helps. With a focus on the five competencies below.



That's an extra special accomplishment being among the first testing groups worldwide to achieve this. Thanks for being a pioneer on this front and being an ambassador for our chapter. Congrats Marie!

Additional information about the FMAA certification and eligibility is available [here](#).

In Memory of Boz Bostrom



It is with sadness that Boz Bostrom passed away on October 9th. This followed a brief hospitalization of which he remained positive throughout. Boz was a larger-than-life advocate for our profession, his students and was an all-around great guy. You might recognize him with his trademark "Accounting" shirt and smile.

Boz was a local Accounting Professor at St. Ben's and St. John's. He also was an author, speaker and began his career within the Big 4. This past year, he chaired the helm at the MNCPA. Greater so, he had a heart that surpassed everything else in his life.

Whether hanging out or wearing a suit, his Accounting Superman cape was either center stage or just under the surface. Boz lived and breathed his passion for Accounting & Finance; with a deep caring for those who were lucky enough to know him. He inspired everyone from students just being introduced to the debit & credit fundamentals all the way up to professionals achieving their respective pinnacles.

He also shared a personal success story of overcoming one of the many vices that life can tempt us with. This can be different things to different people; it might be a public or personal struggle. In his own shoes, Boz became ten years alcohol-free by dedicating himself to his loved ones and all that mattered most. Some of life's challenges can be a day, week, month or year at a time.

This is a man of exceptional character. Rediscovering and dedicating himself with so much purpose in life. Boz will be missed as his legacy lives on.

<https://www.csbsju.edu/news/csb-and-sju-mourn-the-loss-of-warren-boz-bostrom/>

[Celebration of Life \(YouTube\)](#)

Revamped IMA Competency Framework

The IMA recently released their latest and greatest competency framework. This expands upon the key hallmarks previously outlined for our ever-evolving profession. Having first been established in 2016, the pace of change that we endure makes it vital to focus on continuous development.

Current Framework (2019)



New Domains Added (2025)



Grounded in Data. Shaped by the Future.

The IMA Competency Framework is informed by real-world data, global trends, and the voices of IMA members and employers.

- Industry Trends**
 - Job postings data
 - Employer insights
 - Global workforce trends
- Member Insights**
 - Member feedback
 - Member career insights
 - Demand signals
- Emerging Tech**
 - Insights from academia
 - Early adoption signals
 - Industry disruptors

Shaped on 100 Years of Leadership. Designed for Tomorrow.

From strategy and ethics to AI, sustainability, and data intelligence—the 2025 framework empowers the modern accounting & finance professional.

Driving Learning That Matters.

The framework powers courses, thought leadership and exams from IMA—ensuring members stay ahead with relevant, in-demand skills that advance their careers.

Partnering for Your Success.

The IMA framework is designed to help you achieve your career goals—wherever they take you.

A deeper dive, including a nine-page white paper, is available here:

<https://www.imanet.org/en/Career-Resources/Competency-Framework>

IMA Global Conference 2026

The IMA's biggest event of the year is coming to Tampa, Florida in June 2026. There will be a dais of great speakers and a series of fun activities for attendees. [Register](#) before December 31st and save up to \$350.



June 14 – 17, 2026 ♦ Tampa, FL ♦ Register by Dec 31 for 2025 pricing

Additional Resources

IMA Announces Corporate Membership Plans

Within the past year, the IMA announced Corporate Membership plans. This offers similar benefits to that of an individual membership, but with group discounts available. It further encourages broadening professional knowledge collectively as a team.

The Corporate Membership is designed to enhance employees' skills, broaden their knowledge, and support their career growth by offering:

Plans that scale with your business

Tailored solutions to drive growth at every level of your organization.

[Learn more](#)

Compare all features:



Team Plan

For companies enrolling 5 to 29 employees looking to elevate their team's skills & capabilities

\$250

per person/year

[Get started now](#)

On-demand course library, valued at \$1,300 pp
60+ live member-only webinars per year
Local chapter events & networking opportunities
Discounts on our CMA and CSCA Certifications



Enterprise Plan

For organizations enrolling 30 to 299+ employees seeking to drive large company-wide growth

Custom Price

per year

[View our pricing](#)

PLUS: Extensive course library, valued at \$2,000 pp
Private labeled microsite & self-service portal
Analytics and tracking for your team
US Only: 1 CFO Alliance Membership (\$500 value)

- Access to a diverse range of on-demand courses and training materials
- Participation in exclusive webinars and events
- Opportunities for networking through professional communities
- Tools for tracking progress and managing certifications

More information is available here:

<https://enterprise.imaglobal.org/pages/pricing>



IMA's Certification for Accountants and Financial Professionals in Business



Certified in Strategy and Competitive Analysis

IMA Count Me In Podcast

The IMA's Count Me In Podcast has celebrated over 325 episodes. These are generally 15-20 minute digestible bites focused on topics related to the Accounting and Finance world. They can also be downloaded and listened to at your convenience. [Check it out.](#)

- Explain accounting to a 5 year old.
- Tommy says he has 40 cookies. I count Tommy's cookies to make sure he's honest.



Taking the Next Step

The IMA has a series of resources available [here](#) to assist professionals on their career path. This includes tips on interviewing, writing a resume and more to help advance your career. Most of these are relatively quick reads and includes over one hundred in total to choose from. Find a topic that is relevant to your ambitions.

Career Articles

Access career-related articles featuring tips on leadership and advice for navigating a successful career path.

Leadership



Resume Writing Tips



Interviewing Tips



- [Finding the Right Job](#)
- [The New Basics of Interviews](#)
- [Do I really need to send a thank you note after an interview?](#)
- [Ace the Job Interview Process](#)
- [How Hiring Managers and Job Candidates Can Make the Most of an Interview](#)
- [This is how to write a job resignation letter, with examples](#)
- [Don't Forget to Do This Before a Job Interview](#)
- [New Job Offer? 5 Red Flags](#)
- [Top Video Job Interview Tips](#)

Free Self-Study CPE

It pays to be a member! Utilize this member benefit by logging into your profile on imanet.org and viewing [Courses](#) within the Education & Events drop-down.

[Accounting in the Age of Generative AI](#) (0.5 CPE)

[Achieving the Extraordinary: Lessons in Entrepreneurial Success and Growth](#) (0.5 CPE)

[AI Meets Procurement: Mastering Purchase Price Variance](#) (0.2 CPE)

[Applying the Ethical Framework: MAFAIE](#) (0.2 CPE)

[Aristotle and Accounting: Building Virtue to Fight Fraud](#) (0.5 CPE)

[Best Practices for Integrating AI into Finance](#) (0.2 CPE)

[Breakthrough In Financial Intelligence](#) (0.5 CPE)

[Bridging the Gap Between Certification and Work](#) (0.5 CPE)

[Building a Powerful Personal Brand](#) (0.2 CPE)

[Building Long-Term Value Through Strategic Sustainability Integration](#)

[Building Strong Accounting Teams through Effective Leadership](#) (0.5 CPE)

[Building Strong HR and Finance Partnerships](#) (0.5 CPE)

[Building Trust and Accountability Through Authentic Leadership](#) (0.5 CPE)

[Busting Myths About Introverts and Leadership](#) (0.5 CPE)

[Driving Strategic Management with the Profitability Analytics Framework](#) (2.5 CPE)

[Embedding Finance in the Heart of Innovation](#) (0.5 CPE)

[Enhancing Finance Team Agility Through Modern Solutions](#) (0.5 CPE)

[Expert Strategies for Cross Border Accounting and Operations](#) (0.5 CPE)

[Finance in the Cloud: Tools and Techniques](#) (0.2 CPE)

[Financial Storytelling: Making Numbers Speak](#) (0.2 CPE)

[From Balance Sheets to AI: Shaping the Future of Accounting](#) (0.5 CPE)

[From Burnout to Balance](#) (0.2 CPE)

[IMA Excel 365: Tips in Ten](#) (0.2 CPE each up to 6.4)

[Integrating Carbon Accounting into Financial Reporting](#) (0.2 CPE)
[Introduction to Agentic AI](#) (0.2 CPE)
[Leading Innovation Through Disruption](#) (0.2 CPE)
[Making Your Next Career Move with Intention](#) (1.8 CPE)
[Master the Art of Networking: Proven Strategies for Success](#) (0.5 CPE)
[Mastering Financial Transformation: The Strategic Power of Automation](#) (0.5 CPE)
[Mastering Uniquely Human Skills in the Age of AI](#) (0.2 CPE)
[Maximizing Financial Impact with Fractional Leadership](#) (0.2 CPE)
[Measuring the ROI of Sustainability Investments](#) (0.2 CPE)
[Navigating AI's Impact](#) (0.2 CPE)
[Navigating Red Flags in Business Process Transformation](#) (0.2 CPE)
[Negotiation](#) (2 CPE)
[Overcoming Self Doubt and Embracing Your Unique Strengths](#) (0.5 CPE)
[Overcoming Silo Mentality in Organizations](#) (0.5 CPE)
[Pioneering Soil Carbon Credits and Environmental Stewardship](#) (0.5 CPE)
[Predicting the Future: Anything Can be Modeled](#) (1.5 CPE)
[Preparing for SEC Climate Disclosure Requirements](#) (0.2 CPE)
[Purpose, Performance, and Progress: The Future of Purpose-Driven Reporting](#) (0.2 CPE)
[Revenue Management: Methods to Drive the Top Line](#) (1.2 CPE)
[Revolutionizing Finance: A Look at Digital Transformation](#) (0.5 CPE)
[Scenario Planning in a Shifting Environment](#) (1.5 CPE)
[Statement of Cash Flows Tutorial](#) (1 CPE)
[Strategic Analysis for Management Accountants and CFOs](#) (2 CPE)
[The Future of B2B Payments: Embracing Revolutionary Automation and Innovation](#) (0.5 CPE)
[The Impact of Technology on Finance Leadership and Transformation](#) (0.5 CPE)
[Transform Accounting with Smarter Strategies and Happy Teams](#) (0.5 CPE)
[Transformative Coaching in the Corporate World Key Insights](#) (0.5 CPE)

[U.S. GAAP vs IFRS: Nonfinancial Assets](#) (1 CPE)

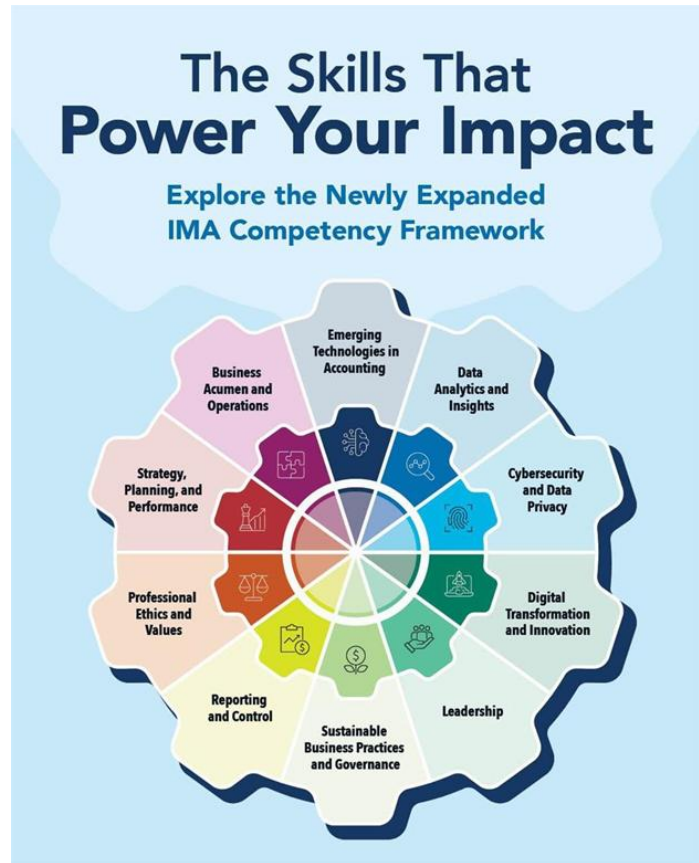
[U.S. GAAP vs. IFRS - Liabilities and Related Special Topics](#) (1 CPE)

[Unlocking Potential: The Impact of Mentorship in Finance](#) (0.2 CPE)

[Unraveling the Complexities of ESG Reporting](#) (0.5 CPE)

[Want to Be a Better Leader? Get to Know Yourself](#) (0.5 CPE)

[Whistleblowing and Leadership](#) (0.2 CPE)



Strategic Finance

Check out the latest articles from Strategic Finance, the IMA's publication on all things Finance and Accounting, here: [Strategic Finance](#)



Free Self-Study Ethics CPE

Don't forget to take your two hours of Ethics CPE! All CMAs are required to take at least two hours of Ethics CPE each year. The IMA offers their ethics courses as a complementary benefit for being a member. Sign in to claim your free offer.

[Can We Count on You?](#) (2 CPE)

[Change and Ethical Responsibilities](#) (1 CPE)

[Ethical Decisions and Workplace](#)

[Relationships](#) (1 CPE)

[Fundamentals of Fraud](#) (1 CPE)

[Mission Impossible: When Benchmarks](#)

[Undermine Ethics](#) (2 CPE)

[Navigating Ethics in a Digital World](#) (1.6 CPE)

[People and Profitability in a Sustainable World](#) (2 CPE)

[Responsible Decision Making in the Digital World](#) (2 CPE)

[The Power of Trust](#) (2 CPE)

As an added benefit for CPA holders, the majority of these courses also qualify for NASBA CPE.

IMA's Shared Interest Groups

IMA's Shared Interest Groups (SIGs) provide a forum where members of the global accounting and finance community can come together to share insights, discuss best practices, explore new technologies, and support one another through friendly and engaging interactions.



Leadership Academy

Grow Your Leadership Experience

The IMA Leadership Academy (IMALA) supports the development and enhancement of our members' leadership education and skills to aid in career advancement.

All benefits are available at no extra cost to IMA members.

[Leadership Academy | IMA](#)

Student Support



Did you know more than 2,900 colleges and universities from around the world have participated in the CMA Scholarship program? Over \$50 million of scholarships have been provided by IMA to help students pursue the CMA and FMAA certifications at no cost to them.

Be one of the 10 students from your school this academic year to be nominated by professors to receive the CMA or the FMAA Scholarship!

[What is the CMA Scholarship?](#)

[Other Student Scholarships](#)

Looking for a new role?

[Explore IMA's Job Opportunities](#)



Chapter Board of Officers 2025-2026



Pictured (left to right): Willy Arevalo, Bhavesh Parekh, Rudy Hershberger, Dave Franz, Trent Kramer, Lianne Loeks Munson, Andrew Galas, Ashley Davis, Heath Hertel, Shari Nepper, & James Powers
Forefront: Gwen Van Berne (IMA Chair 2022-2023) & Steve McNally (IMA Chair 2021-2022)
Not pictured: Ryan Chase, Natasha McCalmont & Todd Stenson

Position

President
VP of Engagement
VP of Communications
Treasurer
Director of Education
Director of CMA & Student Engagement
Secretary
Director of Events

Name

Ashley Davis, CMA, CSCA, FPAC
James Powers, CMA
Trent Kramer, CMA, CPA, CSCA
Todd Stenson, CPA
Andrew Galas, MBA
Natasha McCalmont
Willy Arevalo, CMA
Ryan Chase, CMA, CSCA

If you are interested in learning more about serving on the board, reach out to minneapolis@imachapter.org



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