



The Association of
Accountants and
Financial Professionals
in Business



President's Message January 2014

Season's Greetings to all Mid-America Council Members and Friends!

I write this message in front of a toasty fireplace at my home as I anticipate a high temperature for the next day of -13°F. Do you remember that day (January 6)? Hopefully this deep freeze has thawed out some by the time you are reading this.

On a much more positive note, I have a number of exciting things to report to you from the Mid-America Council. First, in pursuit of one of my goals for this year, I am well on my way to visiting each of the chapters within the council – four down and nine to go. January through March will be very busy travel months for me but the time and effort is well worth it. These visits have enlightened me and have given me a much greater appreciation for each chapter's local challenges and approaches to meeting their members' needs. I have learned that no two chapters are alike – this became very apparent. I have met many engaged chapter leaders and their desire to succeed has been very evident as I observed their meetings. This is why our council is one of the top councils within IMA!

Second, plans are coming together for our big event on April 24-25. We are excited to present two back-to-back one-day conferences for IMA members and non-member friends. After last year's record attendance at the Leadership Training Session (LTS), we wanted to keep the momentum going. On Thursday, April 24, a technical management accounting conference will be held. This will be followed up with our increasingly popular LTS on Friday, April 25. Plan to attend either day or both. These conferences will be at the NIU Outreach Center in Rockford, IL. Please mark your calendar and watch for more details in February. This will be an incredible value and opportunity that you will not want to miss.

Third, we have a goal of starting four new IMA student chapters. The council received "seed" money for these new student chapters from an MEF grant. Our enthusiastic Director of Student Activities, Jason Leabman, would love to help you get a student chapter formed at one of your local colleges or universities. The grant funds can be used to help offset initial student membership dues, secure high quality meeting speakers, and assist with travel costs to the Annual Student Conference or LTS. The council is ready and willing to assist you in your efforts to strengthen student membership. Remember, students are our future leaders and most accounting students will ultimately spend their career in management accounting.

Finally, do not forget about IMA's Annual Conference on June 21-25 in Minneapolis, MN. It probably will not be located this close to our council ever again. Reference my article (Anatomy of an IMA Annual Conference) in the July 2013 newsletter on why I plan to attend my 15th straight annual conference. If you have never attended, make it your first!

Stay warm and think spring! Please feel free to contact me at dkora@fristampumps.com.

David Skora
Mid-America Council President, 2013/2014



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IMA Mid-America Council Meeting Agenda

Date & Time	Teleconference Information	Location
Saturday, January 25, 2014 9:00am – 12:30pm	Dial-in number: 712-432-1500 Access Code: 514007#	Holiday Inn Express 3100 Wellington Drive Janesville, WI 53546 608-756-3100

1. 9:00am – 9:05am	Welcome & Introductions	Dave	5 minutes
2. 9:05am – 9:15am	President's Report Travel Schedule	Dave	10 minutes
3. 9:15am – 9:20am	Secretary's Report Approve Minutes from 11/2/13 Mtg	Patricia	5 minutes
4. 9:20am – 9:30am	Treasurer's Report 2 nd Quarter Financials/Bills	Rick	10 minutes
5. 9:30am – 9:55am	President-Elect's Report 2014 LTS Update – 4/25/14 Nominating Committee Report Council Award of Excellence	John	25 minutes
6. 9:55am – 10:35am	Regional VP & Regional Directors IMA Board of Directors Update Regional Director Chapter Reports	Harlan	40 minutes
7. 10:35am – 10:45am	BREAK		10 minutes
8. 10:45am – 10:50am	VP Communications Newsletter Due Date Council Website	Barb/Eric	5 minutes
9. 10:50am – 11:20am	VP Education MEF Grant – Student Focus Educational Conference – 4/24/14	Bruce & Jason	30 minutes
10. 11:20am – 11:25am	By-Laws Committee Report	Mary	5 minutes
11. 11:25am – 11:35am	Committee Reports Long Range Planning Committee on Academic Relations Member Relations Committee	Harlan	10 minutes
12. 11:35am – 11:45am	Old Business CMA Review Course - Chicago	Mary	10 minutes
13. 11:45am – 11:55am	New Business	?	10 minutes
14. 11:55am – 12:00pm	Past Presidents		5 minutes
15. 12:00pm – 12:05pm	Meeting Adjournment	Dave	5 minutes
16. 12:05pm	Lunch Invitation		



10 Things *Really* Amazing Employees Do Ideas for Business Owners and Employees

By Kevin Daum

As a longtime employer of dozens, I was always grateful to have good employees. It takes a lot to recruit and maintain top talent. Every once in a while special employees come along that just really seem to get it. They drive the entire company forward in ways that were unimaginable. Advancement and reward is never an issue for these rock stars because they understand the power of cause and effect, and only a worthy company can retain them and afford them.

Here are 10 things amazing employees seem to do effortlessly. Here's how to help your great employees be even more amazing.

1. Enthusiastically Learn All Aspects of Business

They understand they're part of something bigger and more worthwhile than just their job. They look to learn other areas of the business and be fluent in finance and management so they'll positively impact multiple areas of the company.

What you can do: Invest in material and seminars on business basics like accounting, marketing, and management so all employees have easy access to learn and grow.

2. Steward the Company

They treat the company as if it were theirs. They look to make prudent decisions about expenses and opportunities with the long-term future of the company in mind. They easily assess risk vs. reward, selflessly when making decisions.

What you can do: Be transparent in your business. The more you share your financials and philosophy, the easier it is for employees to make the right decisions.

3. Generate Viable Opportunities

You don't have to be in sales or marketing to help a company grow. Strong networkers from all divisions see company growth as a collective effort and constantly keep their eyes open for ways to more than pay for themselves.

What you can do: Make sure all your employees understand your value proposition and can easily identify opportunities. Then reward them openly for their efforts.

4. Resolve Issues Before They Are Issues

My favorite days running companies are when I notice positive change in procedure when I was totally unaware of the need for change. Amazing employees are always looking to improve systems proactively, and they do.

What you can do: Communicate a clear written vision of where the company is going and encourage initiative so people feel safe and empowered to make change.



5. Tell It Like It Is

Amazing employees understand that hiding bad news helps no one. They find kind ways to bring uncomfortable information to the surface, but they DO bring it to the surface. They tell people what's necessary before major damage is done.

What you can do: Foster an open communication environment where people are not only given permission to tell the truth, but also absolutely required.

6. Demonstrate High Standards, With Low Maintenance

I always feel relaxed when I can trust an employee to perform a task to the same high standards I would expect from myself. Not all can do this without constant attention or difficulty. Amazing employees quietly drive their own high standards.

What you can do: Set the example and the tone for high performance with minimal drama. Publicly reward those who can execute in the same manner.

7. Grow Themselves, and Others

They not only drive their own career but they inspire others to do the same. These employees lead by example in how to advance without creating animosity or resentment. They see and create their perfect future, and also bring others along.

What you can do: Encourage personal development and peer growth through dedicated group time and learning for career advancement.

8. Research, Apply, and Refine

No employer expects people to know everything. In this fast changing world, I choose employees who will learn over those who know. The best employee proactively explores options, takes action and then improves without direction from the top.

What you can do: Invest time in exploration and expansive thinking. Encourage people to explore deep visionary projects with time and reward for the findings.

9. Stimulate Happiness

Amazing employees aren't always sunshine and roses. They do know how to keep it real. But they understand the dynamics of people, stress, and the blend of work, life and friendship. They are self-aware and able to direct their own path that brings out their best with family, friends and career. They exude positive energy even in stressful times and share it around, making for a happier office.

What you can do: Create an environment where people can openly express themselves. Encourage them to work hard in fulfilling ways and achieve their dreams.

10. Facilitate Amazing Bosses

Amazing employees make me grow as an employer. They self-confidently get their value and help me get mine. They make me want to be worthy of working with somebody of such high caliber, without ever saying it directly of course.

What you can do: Make effort to genuinely show appreciation for any of the behaviors above so people feel their value and will grow to full potential. Then they will do the same for you.



2013 - 2014 Board of Directors

BOARD POSITION	NAME, CHAPTER
President	Dave Skora , Madison
President Elect	John Wieland , WinnebagoLand
Secretary	Patricia Cox , Greater Milwaukee
Treasurer	Rick Bellmore , WinnebagoLand
VP - Communications	Barb Sheedy , Greater Milwaukee
Webmaster	Eric Griffin , Madison
Director - Social Media	OPEN
VP - Education	Bruce Hamilton , Madison
Director - Student Relations	Jason Leabman , Madison
VP - Corporate Development	OPEN
Regional VP	Harlan Fuller , Central Illinois
Regional Director - Calumet	Sheryl Elliott , Fox River Valley
Regional Director - Central Illinois	Sheryl Elliott , Fox River Valley
Regional Director - Chicago	Mary Strautmann , Greater Milwaukee
Regional Director - Fox River Valley	Mark Camerena , Calumet
Regional Director - Greater Milwaukee	Bruce Hamilton , Madison
Regional Director - Heart of WI	Dave Skora , Madison
Regional Director - Illowa	Michele Reagan , Rockford
Regional Director - NW Suburban Chicago	Michele Reagan , Rockford
Regional Director - Madison	Michele Reagan , Rockford
Regional Director - Packerland	Mary Strautmann , Greater Milwaukee
Regional Director - Rockford	Bruce Hamilton , Madison
Regional Director - Sangamon Valley	Harlan Fuller , Central Illinois
Regional Director - WinnebagoLand	Erin Ankebrant , Greater Milwaukee
Regional Director - Wisconsin Lakeshore	Erin Ankebrant , Greater Milwaukee
MAC Long-Range Planning Committee (Most Sr. Active Past President)	Harlan Fuller , Central Illinois
Council By-Laws Committee	Mary Strautmann , Greater Milwaukee
Committee on Academic Relations	Harlan Fuller , Central Illinois
Member Relations Committee (National Board Standing Committee)	Harlan Fuller , Central Illinois



IMA Mid-America Council Meeting
Rockford, IL
November 2, 2013

ATTENDANCE

NAME	CHAPTER	MAC POSITION
Michele Reagan	Rockford	Past President/Regional Director
Bruce Hamilton	Madison	Past President
Pam Voorhees	Fox River Valley	Delegate
David Skora	Madison	President
Bill Ramsay	Winnebagoland	Past President
John Wieland	Winnebagoland	President-Elect
Erin Ankebrant	Greater Milwaukee	Regional Director
Harlan Fuller	Central Illinois	Regional VP
Rick Bellmore	Winnebagoland	Treasurer
Jason Leabman	Madison	Student Relations
Mary Strautmann	Greater Milwaukee	Past President/Regional Director
Angela Truong	Fox River Valley	Chapter Secretary
James Wilber	Chicago	Delegate
Mark Camarena	Calumet	Delegate

VIA PHONE

Eric Griffin	Madison	Webmaster
Sheryl Elliott	Fox River Valley	Past President/Regional Director
Chase Thompson	Chicago	Chapter President

David Skora called the meeting to order at 9:05am. The meeting began with introductions of the members that were present or on the phone.

PRESIDENT’S REPORT – David Skora

David talked about his tentative travel schedule to visit all of the Chapters. He is still working on dates, but he is trying to get to the furthest Chapters first.

SECRETARY’S REPORT – Patricia Cox

Patricia was not able to be at the meeting, but everyone looked over the minutes that had been sent out. Bill Ramsay motioned to approve the minutes, Erin Ankebrant seconded. Motion was approved by all.

TREASURER’S REPORT – Rick Bellmore

Rick reviewed the financials and expenses. The Discover Bank CD matured in September and was closed out. The money was put into an Ally Bank CD, which matures in September 2015.

Sangamon Valley sent the balance of their checking account to Rick in September as the Chapter is no longer active and closed out their account.



Chapter dues have been billed and most of the Chapters have sent in their dues as of this meeting. Chapters not yet paying their dues are Greater Milwaukee, Wisconsin Lakeshore, and Chicago.

There is still a receivable from an individual from LTS \$25. John motioned to write off the receivable. Bill seconded the motion. Motion was approved by all.

The question was asked how much should be reimbursed for mileage. It was discussed and determined that mileage reimbursement can be given up to the budgeted amount.

Mary motioned to approve the Treasurer's report. Bill seconded the motion. Motion was approved by all.

PRESIDENT-ELECT - John Weiland

John discussed LTS for 2014. LTS will be held at NIU – Rockford on April 25th. Bill Knese has confirmed as a speaker. John has some feelers out for other speakers. If you have suggestions, please send them to John. One suggestion was Bob Grogan, DuPage County Auditor. Dave will be contacting sponsors again this year. If you have any suggestions for sponsors, please contact Dave. Some ideas given were BMO Harris and Associated Bank.

Need to start looking at nominating people for the Council Board for next year. Committee will consist of Dave, Mary, and Bruce.

John has started working on the Council Award of Excellence. He is using our project for Student Chapters as his project for the award.

Dave presented the MAC Council Award of Excellence to Bruce. Dave received the award on behalf of the Council at the National Conference.

Dave also presented a Past President's plaque to Bruce and thanked him for all of his hard work on behalf of the Council.

STUDENT RELATIONS – Jason Leabman

Jason announced that there were 5 groups and 1 individual who submitted grant applications for the Student Conference. Jason and Cathy Horton picked the winners. Students were awarded ½ of the money up front and will receive the other half after the event.

Our Council was awarded an MEF grant of \$2,000 to help start 4 new Student Chapters. Jason has some ideas of schools to contact, but if you have suggestions, please send them to Jason. Suggestions were Edgewood, MATC in Milwaukee, and ISU. Follow up with Jason on any contact information you have for schools.

Harlan noted that he will be attending the Student Conference with 8 students from ISU. The Accounting Society at ISU wants to start an IMA Student Chapter there.



VP EDUCATION – Bruce Hamilton

Bruce discussed the decision to have an education conference on April 24th at NIU – Rockford. This is the day before LTS, so he is hopeful that people will come to both days. He has arranged for Tony Spina to talk about Nexus in the morning. He is still looking for a speaker for the afternoon. Ideas for the afternoon session include the new financial reporting model or “Baby GAAP” or transfer pricing. Bruce has reached out to a speaker on transfer pricing, but has not heard back from him. If you have other suggestions, please send them to Bruce. Someone suggested having Bill Knese present on the 24th.

Bruce will send out pricing by e-mail.

Mary attended and had a booth for IMA at the North Central College Accounting Teacher Conference in September. She had out information packets about IMA and raffled off a \$25 gift card.

REGIONAL VP AND REGIONAL DIRECTORS – Harlan Fuller

Harlan did not go to the Board of Director’s meeting in Puerto Rico. They discussed having a joint venture with ACCA. That has been stopped for now, but is still being looked into. They voted on having each Council submitting 2 names to Global so the nominating committee can balance the Board. Global will select which one will be on the Board. Starting in 2015, our Council will need to submit 2 names. We will need to make some internal changes as there will no longer be a Regional Director. The next meeting is February 2014 in Orlando.

COMMITTEE REPORTS

GREATER MILWAUKEE – Bruce: Chapter is doing well. Bruce attended their planning meeting. They have their meetings set for the rest of the year. Attendance has been good. They are restricting their Student Night.

WISCONSIN LAKESHORE – Erin: Has tried reaching out, but not receiving a response. They have noon meetings, which makes it hard to get to a meeting. She will try to get to a meeting in the new year.

NORTHWEST SUBURBAN – Michele: Has had contact with Chapter President, but has been able to attend a meeting yet. Will try to get to a meeting in the new year. They have their meetings set for the rest of the year.

CHICAGO – Mary: They have their events planned for this year. Will have a Career Night panel in November. They are trying different strategies to improve attendance such as more personal invites and inviting members whose membership has lapsed.

CALUMET – Sheryl: All of their meetings are set. They are getting great student participation.



FOX RIVER VALLEY – Mark: Their meetings are planned and will be finalized in the Spring. They have a professional event planned in March 2014.

PACKERLAND–Mary: Attended their planning meeting. They have a good Board and have their meetings set. They had good student attendance at their Student Night. They are doing a community project. Getting into social media.

CENTRAL IL – Sheryl: Has not visited yet. Meetings are set. Western Illinois University moved their Student Chapter to Central IL. The Chapter is helping out with student member dues. Will be offering a CMA review class for second part of exam in March 2014.

ROCKORD – Bruce: Michele reported that all meetings are set for rest of year. Have a new Board member this year. Student attendance was down at Student Night this year.

HEART OF WISCONSIN – Dave: Things are going well. Getting students involved. Have 2 Student Nights planned. They are visiting classrooms. Will have a mystery fraud night in May.

MADISON – Michele: have not visited yet, but will attend meetings in new year. Have had contact with President. Things are going well and they have their meetings set.

ILLOWA - Michele: have a new President and Board and are active again. Michele sent the checkbook back to the Treasurer. They have a half day event planned for mid-November and plan to have another event in the Spring.

SANGAMON VALLEY – Harlan – Chapter is in hiatus. Their bank account was closed out and a check was sent to Rick. Milliken is in area, so may be able to contact someone there to help.

WINNEBAGOLAND – Erin: They have an ethics meeting coming up. Events are planned for the remainder of the year. They received an MEF grant from Global for their Student Night. They changed their meetings to be from 5-7pm. Starting earlier has gotten them better attendance.

Harlan reported that the Long Range Committee is making a movement to include students more to help get some new faces on the Councils.

Harlan reported that the Academic Relations Committee noted that there is now an IMA endorsement with accounting programs. School has to send in an application. So far Brigham Young and Penn State have participated in the program.

Harlan reported that he called in for the Member Relations Committee meeting, but could not hear on the phone conference.

VP COMMUNICATIONS – Barb Sheedy

Eric noted that deadline for the next newsletter will be 3 weeks before the next meeting, which will be the end of January 2014. Dave will send out the date and location.



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WEBMASTER – Eric Griffin

Has nothing new to report.

BY-LAWS – Harlan Fuller

Revisions to by-laws were posted to the website. No new changes since then.

Winnebagoland had a question regarding Past Presidents and students and their voting rights per Global. After a discussion, it was determined that they may just need to adjust their by-laws. Greater Milwaukee said that they can send their by-laws to them to use as a guide.

It was also discussed that the Regional Directors should request contact information from their Chapters at the beginning of the year and pass along any communications to the President, President-Elect, and Secretary about delegates and voting rights. It was also suggested that we make a presentation at LTS regarding this to everyone knows what the Council does and what they are voting for.

OLD BUSINESS

There was no old business.

NEW BUSINESS

A member of the Chicago Chapter, an educator, could conduct a CMA exam review. Could do this in a class setting or online. After a discussion, it was brought up whether we need to do some due diligence to find out what he has in mind, what materials is he using, what would he charge, etc. It was decided that we need to put review classes that are available in each Chapter area and each person that wants to take a class should do their own due diligence on the class. We also would want to post a disclaimer for items posted on our website.

PAST PRESIDENTS

Sheryl – Good meeting. SCMS – if on the Board as an officer, you can apply and join.
Bill – Good meeting. We are transitioning to look at ways to deliver things to our members.
Bruce – Good meeting. We accomplished a lot at the meeting.
Mary – Good meeting. Good to see some new faces at the meeting.
Michele – Good meeting. Good discussions and ideas.

MOTION TO ADJOURN – 11:35am

Bill motioned to adjourn, Mary seconded. No one opposed; motion passed.

Respectfully submitted,
Michele Reagan