



# ALBUQUERQUE CHAPTER

Albuquerque AGA Monthly Newsletter

March 2015

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## President's Message

Greetings,

I always love this time of year with the frenzy of activities going on! Our New Mexico weather is in its full bipolar glory and shows us some tinges of Spring coming, but there is still skiing to be had! Work is very busy with the Spring busy season in full gear, and fun things happening around the desk hours. The sports world offers some bracket madness, and a little leprechaun may be waiting with some luck. And of course, we are in full swing getting ready for the best PDT we have ever seen! It feels like a good time to celebrate the many wonders we have in our lives.

Our March luncheon will be a fun celebration of our CGFMs, while we also learn about non-attest services and the great AGA CCR report. We are extremely fortunate to have the opportunities that AGA provides and champions. In this newsletter issue, we are proud to welcome and congratulate two new CGFMs, and celebrate those who have earned these four important letters. Well done!

I hope you all have a lucky month as we navigate the month of March, and we look forward to seeing you at the luncheon, PDT, or both!

*Heather Prudhomme, CPA, CGFM, CGMA*  
AGA Albuquerque President

## ★★★ Upcoming Leadership Call ★★★

***Are you looking to become more involved in a great organization? Do you want a chance to be responsible for decisions that guide government accounting professionals? The annual Chapter Executive Committee call for nominations will be sent out in April to all members. We encourage you to think about joining a great Board that works hard to provide a quality experience for our members. Watch your email for details!***

## Welcome New Members!

welcome

### February/March Members:

Ms. Mauricia Chavarria-Quam, NM Aging and Long Term Services Dept.  
Ms. Wanda M. Gonzales, NM Supreme Court  
Ms. Jane Tinker, CliftonLarsonAllen  
Ms. Amy Carter, Moss Adams, LLP



Find Us On  
Facebook

[https://www.facebook.com/  
groups/AGAABQ/](https://www.facebook.com/groups/AGAABQ/)



## Keeping Your Employees Engaged

- Denise Wu, , CPA, CGFM  
CliftonLarssonAllen, LLP



### Perspective: Keeping Your Employees Engaged

By Denise Wu, CGFM, CPA  
CliftonLarssonAllen LLP

Two weeks ago, AGA Topics featured the AGA National Leadership Training session for which I was fortunate to moderate, *How to Motivate & Retain a Talented Workforce*. In this follow-up column, I wanted to focus in on a few specifics shared by our panelists in the session.

According to Custom Insight, "Employee engagement is not the same as employee satisfaction. Employee satisfaction only indicates how happy or content your employees are. It does not address their level of motivation, involvement, or emotional commitment." So what is employee engagement? "Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work." The Office of Personnel Management (OPM), in its 2014 annual Best Places to Work survey for Federal Government agencies, highlighted three key areas related to employee engagements:

- Leaders Lead - reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation. The survey result dropped to 50% in 2014 compared to 53% in 2013.
- Supervisors - reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support. The number increased slightly from 70% in 2013 to 71% in 2014.
- Intrinsic Work Experience - reflects the employees' feelings of motivation and competency relating to their role in the workplace. It dropped slightly from 69% in 2013 to 68% in 2014.

With some of these numbers dipping slightly, here are some programs and tactics that can be implemented to keep your employees engaged.

- Take small steps to thank your employees for their good work, when it is earned, consistently. Take care not to give praises when there is no merit or when it is not heart felt.
- Learn what motivates your employees and target your employee retention and engagement strategies around their lives and their career cycles. Learning what motivates your employees takes time and involvement. There is no short cut to that process.
- Avoid a crisis management mentality and work habits. Urgent matters do happen at work, but how we react to those urgent matters is equally as important as the actual events themselves. Develop a management style that allows you to remain calm and frame your message in a manner that instills hope, learning attitude, and optimism.
- As can be seen from the OPM survey results above, the Leaders Lead result was at 50%. When the tone at the top is not as strong as it should be, managers should try to create a localized workplace culture that fosters employee engagement and innovation.
- Recognize the employee's need to take ownership and responsibility for their thoughts and feelings. Managers can try to create an environment with all sorts of opportunities for career

## Keeping Your Employees Engaged - *Continued*

development and rewards. However, these incentives cannot substitute for the fact that the employees must ultimately make their own decisions to be happy and stay engaged. A lot of workplace engagement comes from within, as well as from the workplace environment. Be sure to give your employees space to think through and make that internal decision. Our panelist, Carylynn Larson believes that as managers, we need to present concepts of empowerment to our employees, ask powerful questions, and make it safe for the employees to be honest. Many studies have shown that 50% of what determines our happiness comes from genetics, 35% from our personal choice, and 15% from our environment. We can't ignore the power of the employee's own choice. Lastly, she shared this quote from LiveLifeHappy.com, "If you want to attract happy, positive things...become a happy, positive person! Work from the inside out!"







**Denise WU, CPA, CGFM**, is a Principal in CliftonLarsonAllen LLP's federal government services practice. She has also served as an engagement principal with the U.S. Government Accountability Office, U.S. Department of Transportation, U.S. Department of Veterans Affairs, Corporation for National and Community Service, and National Railroad Passenger Corporation (Amtrak), among other entities. CliftonLarsonAllen provides audit, financial management, information technology, and organizational risk solutions to federal government agencies and other related federal entities to help achieve and maintain the public's trust. She can be reached at [denise.wu@CLAconnect.com](mailto:denise.wu@CLAconnect.com).

## February AGA Seminar - "Preparing Government Financial Statements"

The AGA Albuquerque Chapter hosted the training seminar "Preparing Government Financial Statements" on February 18, 2015, at the Crowne Plaza Hotel. The training was conducted by Ms. Laura Beltran-Schmitz, CPA, CFE, CGFM, CICA, and Christopher Gregory of CliftonLarsonAllen. Attendees were provided an exceptionally detailed training session on preparing Government financial statements and concluded the event with group activities to demonstrate the application of the training provided.







## March Luncheon & CGFM Celebration Day!

**Citizen Centric Reports: Giving Citizens Numbers They Can Really Understand**

*James L. Hartogensis, CPA, CGFM, founder of James L. Hartogensis, CPA LLC is a licensed CPA who also earned the Certified Government Financial Manager (CGFM) certification in 2011. He is in his 8th year of serving on the Executive Committee of the AGA Albuquerque Chapter, and his 3rd year as the Regional Coordinator for Certification for the AGA Southwest Region. This session will cover how to prepare a CCR for your governmental entity and what tools and resources are available. He will also outline the types of non-audit services your auditor can provide without breaking independence.*

**Wednesday, March 18, 2014**  
11:30 am - 1:00 pm

**Pappadeaux Seafood Kitchen**  
5011 Pan American Fwy NE, Albuquerque, NM 87109

\$15 for members | \$20 for non-members - **this month only....\$10 lunch for CGFMs!**  
Provides 1 hour, technical CPE

**RSVP to Marla Gorena at [mgorena@acgsw.com](mailto:mgorena@acgsw.com) or 505.883.2727**

## CGFMs In The AGA Albuquerque Chapter

### New CGFM's Program Year 2014-2015

Mrs. Barbara G. Burns, CGFM

Mr. Daniel O. Trujillo, CGFM



### Current CGFM's In The Chapter

Mr. Lee Baldwin, CGFM  
Mrs. Laura E. Beltran-Schmitz, CGFM  
Mr. Matthew Bone, CGFM  
Ms. Sarah Brack, CGFM  
Mr. Jeffrey A. Brown, CGFM  
Mr. Clarke Cagle, CGFM  
Ms. Victoria M. Fredrick, CGFM  
Mr. Pete Gilmour, CGFM  
Mrs. Kimberly Hallatt, CGFM  
Ms. Cynthia M. Handfield, CGFM  
Ms. Joanne Johnson, CGFM  
Mr. Gilbert T. Kometa, CGFM  
Ms. Janet K. Langston Schoen, CGFM  
Mr. Anthony Lo, CGFM

Mr. Johnny I. Mangu, CGFM  
Mr. Danny A. Martinez, CGFM  
Ms. Melissa Nelson, CGFM  
Ms. Heather J.R. Prudhomme, CGFM  
Mr. Jeffrey M. Riggs, CGFM  
Mr. Patrick J. Wagner, CGFM  
Mr. Ted H. Webber, CGFM  
Mr. Raul Joseph Anaya, CGFM  
Mr. James Hartogensis, CGFM  
Mr. Javier Machuca, CGFM  
Ms. Georgie Ortiz, CGFM  
Mrs. Janet Pacheco-Morton, CGFM  
Ms. Stephanie M. Yara, CGFM  
Mr. Phillip J. Gonzales, CGFM

Mr. Steve M. Gregg, CGFM  
Mr. Martin E. Mathisen, CGFM  
Ms. Donna M. Sandoval, CGFM



## Membership Renewal Season



Dear Members,

Thank you for your support of AGA! We understand how you choose to spend your money is a critical decision and we encourage you to continue to invest in yourself and your career by renewing today. AGA is your organization, providing an extraordinary return on investment in terms of training, knowledge management, resources and networking.

### Renew your membership and CGFM online today:

Login with your **User Name** at [www.agacgfm.com](http://www.agacgfm.com)

Enter your password, typically **first initial last name** (no space).

Select the "Proceed to Checkout" button at the bottom of the invoice to renew online

### Important CGFM renewal information:

To maintain the CGFM certification in an active status, CGFMs are required to:

Pay the CGFM annual renewal fee by March 31

Complete at least 80 hours of continuing professional education (CPE) in government financial management topics or related technical subjects within each designated two-year cycle

Maintain and, if requested by AGA, provide detailed information on CPE hours completed

More information on CGFM renewal, CPE requirements, inactive status and retired status may be found at: [Maintaining CGFM Certification](#).

**By submitting your renewal payment, you affirm your agreement and compliance with AGA's Code of Ethics. CGFMs further agree to meet the above CPE requirements.**

We look forward to your continued membership!

**34% Of Our Albuquerque Members Have Renewed—Please Join Them!**

## The NM Area AGA PDT - Connect. Engage. Discover. *Your Passport to an Unforgettable Training Experience*

**March 30 - April 1, 2015 at the Hotel Cascada in Albuquerque, NM**

### 2015 Format:



**Monday - CGFM Day - 6 hours of CPE**

Chapter-led intensive training over all three tests.

**Test 1:** 9:00am - 10:15am | **Test 2:** 10:30am - 12:00noon & 1:00pm - 2:30pm | **Test 3:** 2:45pm - 4:00pm

\$60 for members | \$85 for non-members | Lunch is included

**ONLY 14 DAYS LEFT TO  
REGISTER!**

### Tuesday & Wednesday - PDT - 17 hours of CPE

Federal, State & Local topics offered during each break-out session

**Topics include:** Federal Government Procurement Process; Green Book - *Federal Internal Controls* by a GAO Rep; Federal Financial Reporting; Federal Contracting - Do's and Don'ts; GASB 67/68; GASB Exposure Draft Update; Grants Management - Best Practices; representatives from the NM State Auditor's Office, State Treasurer's Office, and DFA; Federal Controls Compliance for Effective Grants Management; YellowBook Ethics; Fraud, Financial Statements; and the OmniCircular.

\$250 for members | \$300 for non-members | 1-day option available

Room rates: \$83/night, call 505.888.3311 w/ code AGA NM by March 6, 2015

Register at: <http://aganmpdt.eventzilla.net> | [www.agaabq.org](http://www.agaabq.org)

Questions to: Marla Gorena [mgorena@acgsw.com](mailto:mgorena@acgsw.com) or 505.883.2727





## AGA ALBUQUERQUE CHAPTER STUDENT MENTORSHIP PROGRAM STATUS UPDATE

In joint effort with the CNM Government Accounting Student Association, AGA Albuquerque Chapter had launched for the spring semester a Student Mentorship Program to support academic excellence and promote student success in the accounting field.

We are proud to announce that the Mentorship Program has reached the matching phase between the CNM students and member volunteers in our chapter. The Program is designed primarily for the benefit of the mentee so the matching is based on students' areas of interest in a one-on-one and e-mail-based mentoring (e-mentoring) relationship.

### How will the Project Work?

The Student Mentorship Project will serve as a bridge between the student community and members in the AGA Albuquerque Chapter toward the goal of providing "real world" information, encouragement, advice, and access to networks that are otherwise often unavailable to students.

Building Futures

Changing Lives



We want to thank our members who volunteered as mentors! Your commitment, personal knowledge, insight and experience will impact the students' professional lives significantly!

Thank you for volunteering as a mentor!

## Welcome President-Elect!

We would like to extend a warm welcome and congratulations to our 2015-2016 President-Elect, **Mr. Jeffrey Brown, CPA, CGFM!** Jeff joined the Albuquerque AGA chapter and its CEC in 2011, and has held several leadership positions including Historian and Newsletter Editor. He is a very active member, and received his CGFM certification in 2013. He is also a licensed CPA in New Mexico, and is in the process of studying for the addition of the CIA letters to his credentials. He says that his favorite part of being involved in AGA is collaborating with dedicated professionals in an organization of diverse knowledge.

Jeff is currently a Staff Accountant at the U.S. DOE, where he graduated from the U.S. Graduate School's year-long Executive Potential Program for federal employees. He came to New Mexico in 2005 from Michigan with his wife and two children.



**We are excited for Jeff's ideas and contributions to our chapter!**



# Governor's Proclamation — Certified Government Financial Managers



STATE OF NEW MEXICO EXECUTIVE OFFICE SANTA FE, NEW MEXICO

## Proclamation

**WHEREAS**, THE NEW MEXICO AND ALBUQUERQUE CHAPTERS OF THE ASSOCIATION OF GOVERNMENT ACCOUNTANTS (AGA) ARE PROFESSIONAL ORGANIZATIONS, THAT ARE PART OF THE ASSOCIATION OF GOVERNMENT ACCOUNTANTS WHICH HAS A NETWORK OF OVER 14,805 MEMBERS IN 104 CHAPTERS IN THE UNITED STATES AND AROUND THE WORLD; AND

**WHEREAS**, THERE ARE APPROXIMATELY 356 ACTIVE MEMBERS REPRESENTING STATE, FEDERAL, MUNICIPAL, AND PRIVATE SECTOR ACCOUNTANTS, AUDITORS, AND FINANCIAL MANAGERS IN NEW MEXICO; AND

**WHEREAS**, AGA NEW MEXICO AND ALBUQUERQUE CHAPTER MEMBERS HAVE RESPONDED TO AGA'S MISSION OF ADVANCING GOVERNMENT ACCOUNTABILITY AS IT CONTINUES ITS BROAD EDUCATIONAL EFFORTS, WITH EMPHASIS ON HIGH STANDARDS OF CONDUCT, HONOR, AND CHARACTER IN ITS CODE OF ETHICS, AND ARE MAKING SIGNIFICANT ADVANCES IN PROFESSIONAL ABILITY AND IN SERVICE TO THE CITIZENS OF NEW MEXICO BY MASTERING INCREASINGLY TECHNICAL AND COMPLEX REQUIREMENTS; AND

**WHEREAS**, THE CERTIFIED GOVERNMENT FINANCIAL MANAGER (CGFM) PROGRAM OF AGA PROVIDES A MEANS OF DEMONSTRATING PROFESSIONALISM AND COMPETENCY BY REQUIRING CGFM CANDIDATES TO HAVE APPROPRIATE EDUCATIONAL AND EMPLOYMENT HISTORY, TO ABIDE BY AGA'S CODE OF ETHICS, AND TO PASS THREE EXAMINATIONS REQUIRING EXPERTISE IN GOVERNMENT ENVIRONMENT, GOVERNMENTAL FINANCIAL MANAGEMENT AND CONTROL, GOVERNMENTAL FINANCIAL MANAGEMENT AND BUDGETING, AND REQUIRES EACH CGFM HOLDER TO MAINTAIN CERTIFICATION BY COMPLETING AT LEAST 80 HOURS OF CONTINUING PROFESSIONAL EDUCATION IN GOVERNMENTAL FINANCIAL MANAGEMENT TOPICS OR RELATED TECHNICAL SUBJECTS EVERY TWO YEARS;

**NOW, THEREFORE, I SUSANA MARTINEZ, GOVERNOR OF THE STATE OF NEW MEXICO, DO HEREBY PROCLAIM THE MONTH OF MARCH, 2015, AS**

### **“CERTIFIED GOVERNMENT FINANCIAL MANAGERS MONTH”**

THROUGHOUT THE STATE OF NEW MEXICO.

SIGNED AT THE EXECUTIVE OFFICE  
THIS 17<sup>TH</sup> DAY OF FEBRUARY 2015.

ATTEST:

DIANNA J. DURAN  
SECRETARY OF STATE

WITNESS MY HAND AND THE GREAT  
SEAL OF THE STATE OF NEW MEXICO.

SUSANA MARTINEZ  
GOVERNOR



## MISSION STATEMENT

Albuquerque AGA serves government accountability professionals by providing quality education, fostering professional development and certification, and supporting standards and research to advance government accountability.

[www.agaabq.org](http://www.agaabq.org)

## AGA CORE VALUES

Service, Accountability,  
Integrity, Leadership



## AGA Chapter Executive Committee (CEC)

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Heather Prudhomme

[hprudhomme@atkinsoncpa.com](mailto:hprudhomme@atkinsoncpa.com)

Past President  
Laura Beltran-Schmitz

[laura.beltran-schmitz@claconnect.com](mailto:laura.beltran-schmitz@claconnect.com)

Treasurer  
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Secretary  
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[pacheco180@msn.com](mailto:pacheco180@msn.com)



**Make achieving the CGFM your goal for this program year!**

The first **two** AGA Albuquerque Chapter Members who send in a notice of CGFM award between now and May 31, 2015 (*final test must not have been taken prior to September 1, 2014*) will receive recognition in our newsletter and \$500 from the AGA Albuquerque Chapter. For more details or to apply for the award please contact James Hartogensis, CPA, CGFM at [jhartocpa@msn.com](mailto:jhartocpa@msn.com).

