



Footnotes

Birmingham Chapter #47

November/December 2008



American Society of Women Accountants

ASWA Annual Networking Meeting Dec 10, 2008

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Join us for our annual Networking Meeting on Wednesday, December 10, 2008 at the Harbert Center downtown on 4th Avenue North between 20th and 21st Street. The meeting starts at 11:30, but come a little early so you can network a little and have time to get your meal before we begin the fun networking activities.

Susie Wilkerson will have her Silpada Designs sterling silver jewelry on display so everyone can see the fabulous jewelry in person. Orders will be taken in case you would like to order some Christmas or birthday presents. A portion of the commission will go to the

ASWA Scholarship Fund. Order forms and catalogs will be available on request. Angelia Divine will have her Mary Kay beauty supplies and accessories on display.

Andrea Brown, owner of Hannah Kate children's clothing will speak for about 15 minutes and Susie Wilkerson will give a few tips on what she has learned about networking.

We will have two fabulous raffle prizes to give away. Angelia Devine of Compass Bank has donated a MK Color Compact and Susie has donated a \$50 Silpada Gift Certificate. Because there are two raffle prizes being given away the cost of a raffle ticket will be \$5.00. All

of the money collected for the raffles goes to the scholarship fund. Three free door prizes will given away. Several other surprises are coming your way so make sure to get that email to Jennifer today! The cost of lunch is \$20 for members and guests, \$10 for students.

Don't forget to bring your business cards because we will be playing business card Bingo!! Bring a guest and automatically get entered into the scholarship raffle.

COME JOIN THE FUN!!

Special Points of Interest:

- YWCA Santa's Workshop, Sat. Dec. 13.
- Alabama Rivers Alliance Executive Director to speak at January 28 meeting.

Networking Meeting Highlights!

- ⇒ Business card swap.
- ⇒ Great networking tips.
- ⇒ Fun games with prizes.
- ⇒ Center Piece take home delight for one lucky gal at each table!
- ⇒ Holiday surprise for each person.
- ⇒ Beautiful .925 sterling silver jewelry to view & order if interested. (portion of commission will go to scholarship fund)
- ⇒ Great raffle prizes (money goes to scholarship fund)
- ⇒ A fun Mary Kay display!
- ⇒ Three fun door prizes to be given away!
- ⇒ Delicious food and a fun time had by everyone!!
- ⇒ Everyone leaves with a positive networking experience.

President's Message

According to the ASWA website, the mission ASWA is as follows:

The mission of ASWA is to enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.

One way to achieve our mission is to provide scholarships for deserving accounting students. Another is to recruit student members so that they can start to develop their network within the profession. We will have the chance to do both at our annual student reception. The reception will be held at the Flag Colonnade on the campus of Samford University on February 5th, 2009 at 6:00p.m. We will be inviting accounting students from all local campuses. We would like to recruit new members and provide them with information so that they can apply for various ASWA scholarships. I would like to have good representation from the chapter so mark the date on your calendar and please make every effort to

attend. If you have any questions, please contact LyKethia Pierce (LYPIERCE@southernco.com) or Latrell Sherrod (Latrell.Sherrod@compassbank.com) co-chairs of the student activities committee.

On November 20th, the ASWA Board approved the 2008-2009 budget for the chapter. This budget is included in this month's bulletin. If you have any questions, please feel free to contact anyone on the board. I have been getting a lot of feedback on fundraising ideas, alternative meeting places and ideas for speakers. Please keep those ideas coming. We appreciate any and all feedback.

I look forward to seeing everyone at the Networking meeting on December 10th. We will have a fun meeting planned with games, raffles and food. Please remember to bring money for the raffles (for the scholarship fund), your business card, and most importantly a GUEST OR TWO!



I would just like to say, it takes a great deal of both individual and collective energy to have a successful year in any organization. As the year comes to a close, I want to thank all of you for your contributions and I look forward to another year of growth and opportunities. Thank you for your help and best wishes for a happy, prosperous, and healthy new year.

Allison

Happy Holidays to all!

"A well developed sense of humor is the pole that adds balance to your steps as you walk the tightrope of life"

~ William Arthur Ward-Writer

"If you limit your choices only to what seems possible or reasonable, you disconnect yourself from what you truly want, and all that remains is a compromise." ~ Robert Fritz

More Yummy Recipes to Try Out for Your Holiday Get Together

The following recipes were sent in by Allison Webster:

Crockpot Chicken & Dressing

4 chicken breasts (deboned & chopped)
2 cans cream of chicken soup
1 stick margarine, melted
2 eggs
1 Tbsp sage
1/2 tsp pepper
5 cups cornbread crumbs
2 cups bread or biscuit crumbs
1 medium onion, chopped
1 can of chicken broth (can use the broth off of chicken)

Put 1/2 can cream of chicken soup in bottom of crockpot. Mix bread crumbs, can of cream of chicken soup, can of chicken broth and margarine. Add eggs, onion, sage and mix well. Rotate dressing and chicken; ending up with chicken on the top. Put 1/2 can of cream of chicken soup on top. Cook for three hours on low. (1999)

Turkey Sauce

1 jar Durkee's Famous Sauce, large
1/2 bottle Worcestershire sauce, large
2 Tbsp dry mustard
1 stick oleo
Juice from 2 lemons or 1/4 cup Real Lemon
2 tsp salt
1 tsp onion salt
1 cup vinegar
2 Tsp black pepper

Combine all at once and bring to boiling point.

Note: Turkey and Boston Butt Roast cooked then basted with this sauce while smoking is so delicious.

"The optimistic thinker sees the invisible, feels the intangible, and achieves the impossible." ~Gary Ryan Blair

Three Tips for Surviving Corporate Change

The biggest difference between today's employment world and that of our fathers' is the rapid pace of corporate change. Expectations of company stability and long lasting employment are a thing of the past. If one isn't tuned into the signals of corporate change it can mean an unexpected layoff and months of unemployment and job searching. Do you have a career management plan to ensure your career growth in times of corporate chaos?

To prevent career disaster, live by these three rules of career management:

1. Expect change—Change in the work place is far less traumatic when it is expected as the norm. One of the most important career management skills is the ability to detect signs of corporate change. For instance:

- *Rumors of corporate merger or takeover
- * Corporate profit levels spiraling downward
- * No end-of-year bonuses given
- * Hints of layoffs to trim the budget
- * Upper management suddenly resigning
- * Your peers jumping ship to the competition

Don't get caught off guard by holding on to a false sense of security or misplaced loyalty. Those who fear change trust corporate loyalty rather than face the reality of their precarious position in the corporate food chain. Expect change and keep your eyes and ears open—or you could be the last in line when it's time to find new career opportunities.

Don't wait for change to strike. While your job is secure and your work environment is stable, take steps to keep your skills highly desirable in the job market. For starters:

- * Stay current with technology trends of your industry
- * Get certified if appropriate
- * Keep your resume current at all times
- * Be ready to interview at a moment's notice

2. Adjust quickly to change—Your ability to keep your career momentum building in the midst of corporate chaos depends on your skill at adjusting quickly to change. First, don't over analyze your dilemma. Too often valuable time is wasted trying to figure out ways to make a bad situation work. Second rule, don't take it personally, or you won't be able to plan your exit strategy clearly. Third, take action as soon as possible. If your resume is kept current at all times you will be ahead of the pack when others consider moving on as well. Your resume should be updated every six months. For quick updating keep an ongoing record of your accomplishments as you overcome work challenges.

Maintaining confidentiality during a job search while still employed is a challenge that requires discretion and level headedness. Ideally, no one in your company should even suspect that you are looking for other employment. Resist the urge to speak to coworkers about your decision for action. Keep your regular work hours and try to schedule interviews during off-work time. Avoid posting your resume online where your employer may find it.

3. Build a strong professional network in good times.—One thing that hasn't changed over the decades is the fact that a majority of people still get new positions faster through networking. What used to be called the "good ol' boy system" is as active in the job market as ever. Technology hasn't replaced the effectiveness of a vast network of people who can help you find new career opportunities quickly.

The problem is that most people ignore their network until they need it. Bad idea. If you haven't kept in touch with former coworkers how will you know how to find them when you need them?

There are many great venues for building your network: professional associations, college alumni groups and former colleagues to name a few. Take time to meet with non-work people on a regular basis. Build relationships around mutual interests, friendship and trust. Make this your lifelong habit and you'll never be without help when you need to make a career change.

More than ever, proactive career management is essential to professional growth. Keep these rules of surviving corporate change as the building blocks of your career management plan and you'll stay in control of your professional growth and income potential.

Deborah Walker, CCMC is a career coach helping job seekers compete in the toughest job markets. Her clients gain top performing skills in resume writing, interview preparation and salary negotiation. Learn more about Deborah Walker, career coach at:

<http://www.AlphaAdvantage.com>

Despite Uncertain Economy, Hiring Challenges Persist

Even in today's uncertain economic environment, employers report that there is ongoing demand — and tough competition — for skilled accounting and finance professionals, according to the *2009 Salary Guide* from Robert Half International. In fact, 72 percent of U.S. finance and human resources managers surveyed by Robert Half International are having difficulty locating highly qualified candidates. Talent shortages are particularly acute for staff and senior accountants, public accountants, and credit and collections specialists. Following are additional findings highlighted in the recently released guide:

Salaries Projected to Rise Modestly

Starting salaries in accounting and finance are expected to go up slightly in 2009. Tax accountant managers at large companies (organizations with more than \$250 million in sales), for instance, are expected to see some of the biggest gains with a 4.9 percent increase, to between \$76,500 and \$100,750. General accountant managers at midsize companies (\$25 million to \$250 million in sales) are forecast to receive a 4.1 percent boost, to a range of \$60,500 to \$79,500. Salaries of senior financial analysts at small companies (up to \$25 million in sales) also are projected to rise 4.1 percent, to a range of \$50,250 to \$64,000. (These are just three of the more than 250 accounting and finance positions listed in the *Salary Guide* that can be adjusted for more than 75 markets across the United States.)

Organizations Keeping their Eyes on Future Talent Pipeline

The anticipated retirement of millions of baby boomers is likely to have a significant impact on hiring needs in the years ahead. In a Robert Half survey featured in the *Salary Guide*, senior executives ranked baby boomer retirements as the trend that will most significantly alter the workforce in the next decade. Although many boomers are opting to remain longer in the workforce for quality of life and financial reasons, companies recognize the need to think ahead. To prepare for the eventual loss of top professionals, businesses of all sizes are keying in on the need to hire and groom the next generation of leaders. Public accounting firms are recruiting college students as early as their sophomore year, while retention efforts have focused on giving young professionals more career development opportunities and better work/life balance.

Strategic Staffing Embraced

More and more organizations are staffing strategically by thinking in terms of needs, not just jobs. Businesses are increasingly turning to project professionals to cost-effectively handle workload peaks and provide specialized expertise that doesn't exist internally. Concerned about making hiring mistakes, many companies use these temporary assignments as a cost-effective way to evaluate project professionals firsthand before extending full-time offers.

To request a complementary copy of the *Salary Guide*, please visit www.accountemps.com/FreeResources or call (800) 803-8367.

Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and bookkeeping professionals. The company has more than 360 offices worldwide and offers online job search services at www.accountemps.com



Santa's Workshop

eliminating racism
empowering women **ywca**

Santa's Workshop Saturday, December 13, 2008

Santa's Workshop is held each year at the YWCA to help families living in area homeless shelters and transitional housing programs to have a happy holiday season. Children have an opportunity to make gifts that they can give to moms, teachers, friends, or others in their life circle and can even have their picture taken with Santa. Moms are able to "shop" (everything is free) for gifts to give their children.

How You Can Help:

Donate new items from the Santa's Workshop wish list.
Children's ages range from infants to teenagers.
Please, no toy guns, violent toys or used items.

Please drop of your item(s) at the YWCA, 309 North 23rd Street,
by Wednesday, December 10th.

**For more information, contact Kari Nesbitt at
knesbitt@ywcabham.org
or by calling 322-9922 x 340.**

Wish List

- *Art Supplies, Coloring Books, Crayons, Markers and Playdough
- *Baby Items and Infant Toys
- *Backpacks (mesh) and Purses
- *Batteries (all sizes)
- *Blue Jeans
- *Books (for all ages)
- *Fast Food Gift Certificates

- *Remote Control Cars
- *Portable CD Players and CDs
- *Coats, Scarves, Gloves and Other Warm Clothing
- *Jewelry, Hair Accessories, Nail Polish and Accessories
- *Sports Equipment—Footballs, Basketballs, etc.
- *Stuffed Animals, Dolls and Doll Clothes
- *Toys, Board Games, Cards, Card Games and Puzzles
- *Socks and Shoes

ASWA General Fund - Birmingham 47

Profit & Loss Budget vs. Actual

July 2008 through June 2009

	2007-2008		\$	%	2008-2009		Comments
	Budget	Actual	Change	Change	Budget	Actual	
Ordinary Income/Expense							
Income							
404 · National Dues - Unappropriated	1,700.00	1,372.24	(327.76)	-23.9%	1,725.00		Based on conservative # of 75
405 · National Dues - Appropriated PR	1,700.00	1,372.24	(327.76)	-23.9%	1,725.00		members @ \$46
430 · Professional Dev Seminars	4,400.00	2,889.93	(1,510.07)	-52.3%	5,400.00		See scholarship expense below
440 Public Relations Luncheon	200.00	240.00	40.00	16.7%	1,000.00		50 attendees @ \$20
450 · Regular Meetings	5,550.00	3,963.00	(1,587.00)	-40.0%	6,000.00		Avg 30 attendees per mtg - 10 mtgs
Total Income	13,550.00	9,837.41	(3,712.59)	-37.7%	15,850.00	-	
Expense							
500 · National Dues for Regular	150.00	-	(150.00)	-100.0%	-		
504 · National Dues for Retired	50.00	-	(50.00)	-100.0%	-		
505 · Regular Meetings Expense	6,940.00	4,926.82	(2,013.18)	-40.9%	7,500.00		Avg \$750 per mtg - 10 mtgs
510 · Contributions	5.00	100.00	95.00	95.0%	100.00		
520 · Flowers and Gifts	50.00	28.59	(21.41)	-74.9%	50.00		
610 · Bulletin	-	-	-		-		
630 · Chapter Development	-	-	-		-		
650 · Finance	80.00	107.99	27.99	25.9%	125.00		Software
655 · Historian	-	-	-		-		
680 · Member Relations Expense	400.00	198.45	(201.55)	-100.0%	200.00		Networking mtg
690 · Membership	-	-	-		-		
692 · New Member Orientation	-	-	-		-		
695 · Office Supplies and Expense	260.00	356.59	96.59	27.1%	300.00		
700 · President's Expense	900.00	744.95	(155.05)	-20.8%	900.00		Includes JNC fee
710 · Programs	-	-	-		-		
730 · Public Relations Luncheon Exp	2,400.00	2,144.64	(255.36)	-11.9%	2,100.00		
740 · Scholarship	500.00	-	(500.00)	-100.0%	-		
760 · Student Activities	300.00	279.00	(21.00)	-7.5%	408.00		2 events
??? - Tanju Scholarship expense	2,500.00	-	(2,500.00)	-100.0%	2,500.00		
??? - JNC registration fees	-	-	-		1,200.00		2 Attendees @ \$600
775 · Web Site	-	233.00	233.00	100.0%	467.00	-	
Total Expense	14,535.00	9,120.03	(5,414.97)	-59.4%	15,850.00	-	
Net Ordinary Income	(985.00)	717.38	1,702.38		-	-	
420 · Interest income	-	-	-		-	-	
Total Other Income	-	-	-		-	-	
Net Income	(985.00)	717.38	1,702.38		-	-	

Member's Corner



Happy Birthday!
November & December Ladies!!

On 9/18/08 Jennifer Rowe our chapter's Vice President had twins! Briahana Hollis Rowe was born at 3:22 pm, weighed 6.8 lbs and 19 3/4 inches long. Justin Bradley Rowe was a little reluctant to enter the world. He was born at 7:03 pm, weighed 6.14 lbs and was 20 1/2 inches long. Chris and Jennifer have not one, but two bundles of joy! CONGRATULATIONS Jennifer!!



Note: Be sure to let me know if you have any great news that we can put in the newsletter! We love to brag on our members!!

Coming December 15—Special Holiday Edition Newsletter!! Looking for recipes and other fun Holiday stuff!!

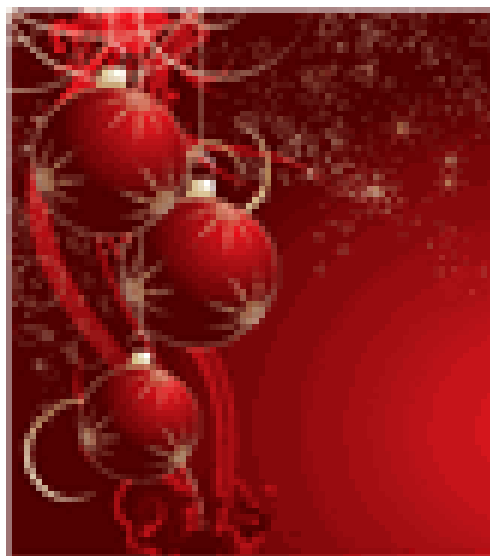
Tidbits and other fun stuff!

ASWA Dates of Interest:

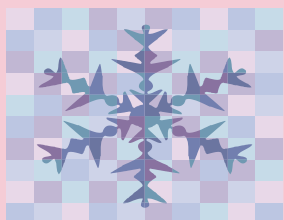
No meeting in December, but a fun and festive Footnotes will be emailed to everyone.

December 19, 2008-YWCA will host their annual Santa's Workshop. For details see information on page 6.

January 28, 2009-Cindy Lowry, Executive Director of Alabama Rivers Alliance will give us a presentation on what the ARA does to help protect our rivers in Alabama.



"Light tomorrow with today!"
~ Elizabeth Browning



"Look ahead; envision the beautiful blessings waiting on your distant shores. If you follow your personal stepping-stones with joy, love, faith, and gratitude, the swiftest currents will not impede your journey."

~ Steve Brunkhorst, Professional life success coach and motivational author

A. S. W. A.

Helping women in accounting and
related fields achieve their potential.

WE'RE ON THE WEB!
www.birminghamaswa.org

ASWA Mission Statement:

To enable women in all accounting and
related fields to achieve their personal,
professional, and economic potential and
to contribute to the future development
of the profession.

" You control your future, your destiny. What you think about comes about.
By recording your dreams and goals on paper, you set in motion the process
of becoming the person you most want to be. Put your future in good hands
- your own."

-- Mark Victor Hanson, American inspirational and motivational speaker,
trainer and author

"Success is not a doorway, it is a stairway."

~ Dottie Walters, Speaker and author

"Worrying is like being in a rocking chair. It gives you something to do but
does not get you anywhere."

-- author unknown
