

## THE INLAND NORTHWEST LEDGER

Volume 9

Issue 10 of 10

June 2003

### President's Message

It seems as though August 2002 was just yesterday. So many events have come and gone and my term in office is coming to a close. I wanted to thank all of the members of the chapter for your support this year. I could not have continued to persevere during the past eight months without you!

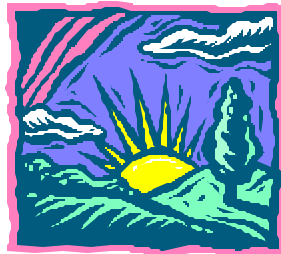
Although June marks the end of my presidency, I am excited that Marie Vanover is being inaugurated as president of the chapter. Marie will bring fresh, new, and exciting ideas to the chapter for the coming year and I look forward to the direction she will provide our members.

Please take a moment to drop Marie a note of encouragement for her new position within the chapter. You may reach her at [secretary@aswa4.org](mailto:secretary@aswa4.org).

Please mark your calendar – the inauguration dinner will be June 19, 2003. Please contact Leslie Miller, Program Chair, at [dir1@aswa4.org](mailto:dir1@aswa4.org) for details.

Again, I want to thank each of you for your support and participation within the chapter. It has been a wonderful year!

Barbara



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*Empowering Women in the Accounting and Financial Professions since 1938*

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## Hidden Treasures –



It is an annual tradition in Kettle Falls to vote on the one “[Grouch](#)” of the town. Starting on April Fool’s Day, the residents are encouraged to vote for the city “Grouch” of the year. Each vote cost 25 cents and it has been know for families to spend their life savings to ensure their choice as the annual “Grouch”.

Kettle Falls, Washington is the place to be June 6, 7, and 8<sup>th</sup> for the annual [Kettle Falls Town & Country Days](#). Friday afternoon will start the celebration with food and craft booths. At 7 pm you can participate in the 7K "Grumpy Grouch Fun Run". Saturday there is the "Slam Jam," a 3 on 3 basketball tournament, a parade down Main Street, and the ALA sanctioned logging events. They have free kids games, car show, beer garden and the final frenzy of ballot stuffing for the "Grouch" election. The afternoon ends with the announcement of the new "Grouch". Sunday concludes the activities with an outdoor community church service.

If you can’t make it up state for the Town & Country Days, don’t worry; June 21, and 22 is the [Washington Governor's Cup Walleye Tournament](#), held on Lake Roosevelt. This two-person team event features participating Governors from around the US (or a representative team). The prize is a one-of-a-kind traveling Governors Cup. Cash awards are also presented on the basis of aggregate weight of fish per team. This is a popular event and teams from all over the country participate, but local fishermen seem to do pretty well.

July in Kettle Falls is also a busy time with the [Lake Roosevelt Sailboat Regatta](#) on July 12, [Paddle Days](#) on July 19, and [Rock Cut Blues Festival](#) on July 25 – 26 followed by the [Ridenhog Rodeo](#) on July 26 – 27.



Kettle Falls also has a [Historical Center](#) that tells about 9,000 years of human history, from the Native American fishermen to the white settlers. A tour of the center allows you to experience the daily life of the people of the Falls and what they did during each of the four seasons.

It seems like anytime this summer you can find fun and excitement just 80 miles north, in the community of Kettle Falls.

Have a great summer!

## Five Steps for Preventing Staff Burnout

Many companies are awaiting more definitive signs of growth before they resume hiring, which means that employees are taking on added responsibilities. The growing to-do lists and increased overtime can take their toll on workers, leading to lower morale and declining productivity.

You may not be able to avoid assigning more projects to your staff, but you can help prevent them from becoming burned out. Below are five steps to take:

1. **Conduct a stress audit.** Although some of the distress your team feels may be attributed to increased workloads, there are probably other contributing factors that are less obvious, such as unrealistic expectations or a lack of authority. To identify them, ask your group to pinpoint the specific causes of their frustrations during a typical workday, and act on their suggestions if it's within your control.
2. **Delegate responsibilities.** While all projects must be completed, some may be safely postponed. Reassign non-critical tasks to employees with less-demanding workloads.
3. **Take breaks.** Encourage your staff to take short breaks throughout the day to refocus their energy and stimulate fresh ideas. Provide a good example by periodically setting aside a few minutes to recharge your own batteries.
4. **Establish measurable goals.** Another cause of burnout is the inability to connect efforts and results — employees may feel that they're working harder than ever, yet still not getting anywhere. Establishing a series of smaller but quantifiable objectives for your team allows them to enjoy a sense of progress and satisfaction as they achieve their goals.
5. **Work with temporary employees.** While adding full-time staff might not be an option, project professionals represent a variable expense and can be brought in to ensure initiatives are completed on time and within budget. This extra help will reduce full-time personnel's workloads and show them that you're doing all you can to help.

*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 320 offices throughout North America, Europe, Australia and New Zealand, and offers online job-search services at [www.accountemps.com](http://www.accountemps.com). For more information please contact Amy at (509)747-2058.*

## Building a Strong Corporate Culture

A key to success for companies during any economic environment is keeping staff motivated. Employees are most productive when they know their contributions are valued and rewarded. In today's cost-conscious business climate, however, it's not always possible for rewards to be monetary. Instead, firms are bestowing non-financial perks and touting the benefits of their corporate culture to boost morale and increase retention rates.

How can you ensure that your organization's work environment motivates staff to do their best? Here are a few ideas:

? **Empowerment and open communication** -- Employees need adequate resources and the latitude to make their own decisions if they're to give 100 percent. If they aren't comfortable speaking up and testing new ideas, they'll feel stifled, and you'll risk missing out on innovative approaches to day-to-day business challenges.

? **Professional development** -- Regularly provide your team with fresh assignments and learning opportunities to keep them interested and reduce the likelihood of burnout. Also consider establishing a mentoring program if you don't already have one. Personal attention from a mentor helps less-experienced staff improve their technical and interpersonal skills.

? **Employee interaction** -- Most people accomplish more and develop a greater sense of job satisfaction in a supportive and collaborative environment. Encourage your staff to work in inter- and intra-departmental groups on appropriate projects. This will foster teamwork within your organization and introduce personnel to new ideas and insights.

? **Reward and praise** -- Employees value having their accomplishments recognized. And sometimes the simplest ways of communicating your appreciation are the most effective. Even if your company has a formal recognition program in place, be sure to regularly congratulate team members for a job well done with a note, e-mail or personal mention during a staff meeting.

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"Once you realize that the road is the goal and that you are always on the road, not to reach a goal, but to enjoy its beauty and its wisdom, life ceases to be a task and becomes natural and simple, in itself an ecstasy."

Sri Nisargadatta Maharaj  
From [www.inspirationpeak.com](http://www.inspirationpeak.com)

From the [May 2003 Online Issue of the Journal of Accountancy](#) here are a few of the Dumbest Fraudsters (Thanks for the chuckle Leslie!):

In Wichita, Kansas, police arrested a 22-year-old male who tried to pass two counterfeit \$16 bills at an airport hotel. And in St. Louis, a bus carrying five passengers was involved in an accident. However, when the police arrived, 14 more people were aboard the bus, all complaining of whiplash and back pain. Not very smart.

### **THE HOLE TRUTH**

Police detectives in Radnor, Pennsylvania, were having trouble convincing a suspect to confess. Lacking a lie detector machine, which might have helped them glean the truth, the investigators quickly improvised. They connected two wires from the office copy machine to a metal colander, which was then placed on the suspect's head.

Each time the hapless miscreant answered incorrectly, one of the investigators would press a button and the copier would spit out a sheet of paper with two words: "He's lying." Figuring this ingenious machine had nailed him, the suspect quickly confessed.

### **ETHICS LESSON**

Dave, the internal auditor, rubbed his eyes. Then he looked again at the three expense vouchers before him—individual requests for reimbursement of travel expenses from three employees to an out-of-town seminar. Dave declined paying the modest sums for three reasons:

Problem no. 1: The amount requested for reimbursement of automobile mileage on each expense voucher was identical.

Problem no. 2: Dave previously had seen all three men pile into the same car for the trip.

Problem no. 3: The three employees who were triple-billing expenses were traveling to attend a seminar on ethics.

### **THE OLE SWITCHEROO**

Leroy Clark Jr. of Tampa, Florida, thought he was clever. The enterprising crook, knowing the bank would be closed all weekend, taped a sign to the night deposit slot: "This drawer is out of order. Use the alternate box provided."

The alternate box that Clark had placed next to the real slot actually was an overnight mail bin stripped of its identifying decals. But to the pizza manager making a deposit on Saturday, something just didn't look right. He called the police who discovered that other depositors hadn't been so alert: More than \$35,000 in cash had already been dropped into the fake bin. When Clark stopped by later to pick up his loot, officers nabbed him.

Membership Meeting -  
Officer Installation and Scholarship Presentation  
June 19, 2003

Congratulations to the 2003 Mary M. Fraijo Scholarship winners!

Sandy Lands - Gonzaga \$500  
Michelle Soss - Graduate studies - WSU \$500  
Melissa Valley - Gonzaga \$ 1000  
Lulu Yu - Gonzaga \$1000

The Inland Northwest Chapter #4 will meet at the West Coast Grand Hotel at the Park (formerly Cavanaugh's Inn and the Park), West 303 North River Drive in Spokane, Washington. Your dinner charge will be \$20.00, which includes one hour of CPE. Join us at 5:30 pm for social networking, with dinner beginning at about 6:15 pm. Our program will start shortly thereafter.

Contact Lisa at Dir2@aswa4.org or 535-7464 for more information

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When everything is coming your way, you're in the wrong lane.

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Experience is something you don't get until just after you need it.

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## 2003 Calendar

Date	Program/Theme	Presenter	CPE Units
June 5	Board and Planning Meeting 5:30pm	NA	NA
June 19	Officer Installation and Scholarship Presentation	NA	NA

Schedule subject to change.  
For more information on events, please email  
Leslie Miller, Program chair at Dir1@aswa4.org

## Calendar of Other ASWA Events:

Date	Event	Location
September 24 - 26, 2003	63rd Annual ASWA Conference	Paradise Point Resort and Spa, San Diego, CA
May 20-22, 2004	Northwest Area Days	Billings, MT

[ASWA's](#) **63rd Annual Conference**  
***The Pursuit of Personal & Professional Promise:***  
***Women Accountants as Catalysts for Change***  
**September 24-26, 2003, San Diego, California,**  
**Paradise Point Resort & Spa**

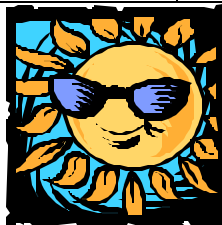
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Marie Vanover is creating a recipe book for the Inland Northwest Chapter of the ASWA.  
 Please contact Marie if you have a recipe that she can use.  
 All proceeds of the book sale will go to the Chapter.

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## Incoming 2003-2004 Officers

Position	Name	Phone #	Email
President	Marie Vanover Williams & Webster PS	509-838-5111	President@aswa4.org
President Elect	Sharon Greenslitt		
Vice President & Hospitality Director	Lisa Kroiss Volunteers of America	509-535-7464	Vicepres@aswa4.org
Treasurer			
Recording Secretary			
Corresponding Secretary			
Immediate Past President	Barbara Suveg Barbara S. Suveg, CPA, P.A.	208-769-7331 208-704-0349	Pastpres@aswa4.org
Director 1	Linda Carter Omlin Gunning & Associates	509-467-2000	Dir1@aswa4.org
Director 2	Jennifer Vasconcellos Moss Adams	509-747-2600	Dir2@aswa4.org



## Outgoing 2002-2003 Officers

Position	Name	Phone #	Email
President	Barbara Suveg Barbara S. Suveg, CPA, P.A.	208-769-7331 208-704-0349	<a href="mailto:President@aswa4.org">President@aswa4.org</a>
Vice President	Sharon Greenslitt		<a href="mailto:Vicepres@aswa4.org">Vicepres@aswa4.org</a>
Treasurer	Leah Vacca Fairmont Memorial	509-326-6813 (W) 509-327-2903 (H)	<a href="mailto:Treasurer@aswa4.org">Treasurer@aswa4.org</a>
Recording Secretary	Marie Vanover Williams & Webster PS	509-838-5111	<a href="mailto:Secretary@aswa4.org">Secretary@aswa4.org</a>
Corresponding Secretary	Rosemary Coulson Williams & Webster PS	509-838-5111	<a href="mailto:Editor@aswa4.org">Editor@aswa4.org</a>
Immediate Past President	Linda Carter Omlin Gunning & Associates	509-467-2000	<a href="mailto:Pastpres@aswa4.org">Pastpres@aswa4.org</a>
Director 1 – Programs	Leslie Miller L.Miller Consulting Company	509-276-5523	<a href="mailto:Dir1@aswa4.org">Dir1@aswa4.org</a>
Director 2 – Hospitality	Lisa Kroiss Volunteers of America	509-535-7464	<a href="mailto:Dir2@aswa4.org">Dir2@aswa4.org</a>
Director 3 – Historian	Joyce Towne Holy Cross Cemetery	509-467-5496	<a href="mailto:Dir3@aswa4.org">Dir3@aswa4.org</a>

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### INLAND NORTHWEST ASWA MISSION STATEMENT

The mission of the Inland Northwest Chapter of the American Society of Women Accountants is to provide an organization that supports networking, educational, and mentoring opportunities for accounting and finance professionals in the Inland Northwest.

### NATIONAL MISSION STATEMENT

The mission of the American Society of Women Accountants is to enable women in all fields of accounting to achieve their personal, professional and economic potential and to contribute to the future development of the profession.

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The Ledger is published by the Inland Northwest Chapter of the American Society of Women Accountants. If you have an article, an idea for an article, a photo, or a Letter-to-the-Editor, please submit it to the editor by the 20<sup>th</sup> of the month.