



Accounting & Financial Women's Alliance

CONNECT • ADVANCE • LEAD

Orange County Chapter

The mission of AFWA 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.

AFWA Networking Mixer March 19th



The first 20 people to Pre-Pay RSVP by Monday, 3/16/2015 will be entered in a drawing for FREE attendance to our April Fun Event!

Thursday, March 19, 2015
Social/Mixer 5:30 PM - 8:00 PM

Ten Asian Bistro
4647 MacArthur Blvd
Newport Beach, CA 92660
Ph: 949.660.1010

Have you wanted a chance to talk to another member or guest, get to know them better and get their contact information? Now is your chance at our March 19th Social/Mixer.

We're going to be playing a Speed Networking game that will give you a chance to meet and interact with other members and guests. Be sure to bring lots of business cards to share during our Speed Networking game. Don't miss out on this great networking opportunity!

Note: If you don't want to participate in the Networking event-that's ok just sit out the game and enjoy the fun!

Pre-pay by PayPal at www.afwaoc.org

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Upcoming Events

3/19/2015 5:30pm
Speed Networking
Ten Asian Bistro
Newport Beach

4/18/2015 11:00am
After Tax Brunch
Rutebagorz
Orange

5/21/2015 5:30pm
Member Appreciation
Ten Asian Bistro
Newport Beach

6/24/2015 6:00pm
Installation Dinner
Holiday Inn
Santa Ana

[Visit our chapter website for more details](#)

Board of Directors

President
Millie Culpepper

President-Elect
Karen McGarrigle

V.P. Membership
Lily Gidcumb

V.P. Special Events
Doris Cerna

V.P. Communications
Karen McGarrigle

Recording Secretary
Zohra Cornin

Treasurer
Sandra Maldonado

Directors

Gina Webber



\$15 AFWA Members, \$20 Guests, \$25 Member + one Guest
Includes appetizers, drink on your own at Happy Hour prices!

RSVP: networking@afwaoc.org or contact Kristina Diaz at 714.726.0775
Guest Business Card Drawing Donated by AFWA-OC:
AFWA-OC Next Event (\$40 value)

Opportunity prize drawings:
Tickets sold at 2/\$5, 6/\$10, 15/\$20

Proceeds support our scholarship fund.
If you or your company would like to donate a bottle of wine, a gift certificate or other items to be used for our Opportunity Drawing to raise money for our Scholarship Fund, please contact Sandra Maldonado at opportunity.drawings@afwaoc.org.

President's Message



The Orange County Chapter has been in existence since 1961 and we continue to grow and expand our diverse membership by hosting meetings and events throughout the year.

Come join us on March 19 as we host a Networking Mixer at the Ten Asian Bistro in Newport Beach. It's always amazing to most of us that AFWA Orange County isn't better known. At these mixers, you have the opportunity to get to know your fellow members and guests.

At past mixers I've had conversations with several new guests who had learned of the evening's event from friends earlier that day, and were happy to discover a thriving women's accounting organization in Orange County. We're a good resource for making connections, for education, for job prospects, and bringing together women who enjoy working and feeling challenged in their careers as accountants, tax practitioners, and "trusted financial advisors". We are a well-kept secret whose time has come in Orange County. Our members understand the true value of networking when it translates into meaningful relationships of trust. Our chapter is a place where members help each other, form a business community and prosper.

SAVE THE DATE: After the busy tax season is over we deserve a break so join us Saturday, April 18th as we host our Annual After Tax Event which this year will be a Brunch/Lunch at Rutebagorz in Orange. Bring your colleagues, friends, clients or make an early Mother's Day outing. Let's share the value of our organization and the diverse resource it has become for all involved.

I look forward to seeing you at our upcoming events!

Millie Culpepper
President

Member of the Year Nominations

Millie Culpepper

Each year we recognize one outstanding individual as our Member of the Year for the AFWA Orange County Chapter. This honor is voted on by the membership in appreciation for the personal contributions and leadership demonstrated by one of our members. As we prepare to select our nominees for this year's honoree, please consider the following:

- Who consistently demonstrates a commitment and who sets a great example with personal and professional accomplishments?
- Who inspires you to be the best that you can be, to explore your professional potential?
- Who offers advice, encouragement, mentorship or professional guidance?
- Who consistently demonstrates their commitment to the growth and development of our local chapter, and to the goals of professional women in accounting?
- Who has made you feel welcomed, and made a difference in your life since you have been a part of AFWA?

Nomination forms will be available at the March 19th event and voting will take place during the Member's Appreciation Social in May. The winner remains a secret, and will be revealed during our June installation and dinner meeting.

For more information, please contact:

Millie Culpepper (714) 402-5535 or E-mail president@afwaoc.org

Calling All AFWA Members The Board of Directors Wants You!

Millie Culpepper

It takes a team of dedicated volunteers to keep our organization growing and thriving. Whether you're interested in contributing leadership skills that you already excel in, or want to try your hand at developing new ones, we need your expertise! Serving on AFWA's Board of Directors provides great opportunities for personal and professional growth, as well as developing lasting friendships along the way.

We are currently reaching out to all AFWA members who are interested in joining the 2015-16 Board of Directors. The Board meets once a month, separately from our regular meetings. Not sure if you are qualified? There are plenty of experienced members who will be glad to show you the ropes.

Board of Directors Roles & Responsibilities

Each member of the Board shall oversee such standing committees as are assigned by the president and approved by the Board of Directors. The Board of Directors shall encourage the attendance of committee chairs at Board meeting. If the chair is unable to attend, another member of the committee may represent the committee at the Board meeting.

Members of the Board of Directors are expected to attend all meetings of the Board and at least 50% of the regular dinner meetings.

In order for business to be conducted at Board meetings a quorum of the Board must be present. If a Board member cannot attend a Board meeting, she/he should notify the President prior to the meeting. A Board member who must miss a meeting and who regularly performs a significant duty at the meetings is responsible for suggesting to the president an alternate representative to perform that function. A representative from the general membership carrying out those duties would not be counted toward the quorum and would not carry a vote. Also, a Board member who must miss a meeting may submit a proxy to the president in advance of the meeting appointing any other attending Board member to vote on behalf of the missing Board member.

There are a few positions that are not filled/open - we have included below a brief description of each position's responsibilities:

President:

Karen McGarrigle will lead the chapter as our President for the 2015-16 fiscal years.

President-Elect:

Kristina Diaz - This role focuses on finding great program speakers for our monthly dinner meetings and preparing to take over the reins in 2015-16.

VP – Communications:

Zohra Cronin - The lifeline of our chapter, this position oversees our website and newsletter activities, as well as all special communications with our members.

2nd VP - Membership:

Open - Help us welcome new members and grow our chapter, as well as focusing on retaining our current members.

3rd VP - Special Events:

Open - Put your event planning skills to work in planning chapter events like our popular networking mixers, as well as our annual scholarship dinner and holiday party.

Treasurer:

Alison Aldrich - Share your accounting expertise by handling all the chapter's financial transactions

Recording Secretary:

Open - Your great organizational skills will be a plus in recording the monthly meeting minutes of our Board meetings.

Director (3 positions available):

Open - These Board members are not committed to responsibility for a specific area, but contribute their expertise as needed to any of the Board's projects.

If you are interested in any of these positions, please contact Millie Culpepper at president@afwaoc.org, Karen McGarrigle at president.elect@afwaoc.org or Kristina Diaz at director2@afwaoc.org as soon as possible for further details. Come join us and make a difference!

Membership Corner

Lily Gidcumb

Do you know Accountants and Financial Personnel who are not members of AFWA?

This is what you should share with them:

By joining the Accounting and Financial Women's Alliance (AFWA), you can strengthen your professional growth. AFWA offers networking and continuing education with accounting and finance professionals at the local, regional and national levels. Our members communicate both virtually and in-person through online, national and regional conferences, and chapter meetings.

The following is a list of current benefits enjoyed by members:

National Directory: Access to an online directory of AFWA Members including accounting and finance professionals from across the country.

Conferences: AFWA hosts a number of conferences throughout the year, including various spring conferences hosted by local chapters, and National Conference held in the Fall. In addition to networking and leadership development, these conferences offer CPE credit for attendees (up to 24 hours at the National conference!). AFWA members can attend all conferences at a discounted rate.

- National Conference
- Spring Conferences

Social Networks: AFWA Members connect on a variety of platforms, including Facebook, Twitter, and LinkedIn. Members also have access to an exclusive LinkedIn Online Member Exchange to share ideas, and seek support.

Access to Member-Only Site: Our member site offers resources and materials to help AFWA members develop their local chapters and make the most of their membership experience.

Publications: Your AFWA membership includes a subscription to weekly, monthly, and quarterly AFWA publications.

CPE Events: Members earn their education hours along with the benefit of connecting with other local network.

Scholarship: Between July 2013 and June 2014, The Foundation of AFWA awarded over \$29,000 in cash scholarships, review courses, and certification awards, to benefit those working to advance their education in accounting and finance. Many of these scholarships were awarded exclusively to AFWA Members.

Career Center: The AFWA Career Center provides helpful career resources, and connects employers with professionals like you.

Volunteering: AFWA is proud to build leaders. We encourage all members to volunteer with their local Chapters, and to consider advancement to a National Volunteer roll. AFWA offers National Committees, Chapter Advocates, Foundation Board, and National Board positions.

Education

Columbia Southern University: 10% discount on tuition

Review Courses

Wiley CPAexcel: 10% discount on CPA review courses for AFWA Members, and a 20% discount for Student Members

Reference Books

CCH: 30% discount on more than 175 tax and accounting reference books

Insurance

MassMutual: Discount on both long term care and disability insurance

Association Memberships

ALPFA - Building Latino Business Leaders: Complimentary membership for AFWA Members

For membership application and membership fees, click on this link [member application](#)

If you know of an accountant who is not a member, please tell them about us! Have them go to www.afwaoc.org.

How to Avoid the High Cost of a Bad Hire

Kristina Diaz

Everyone in the office pays the cost of a bad hire. Managers waste time and money - up to 150 percent of that person's salary to find a replacement. But the effect on your staff is an even bigger concern. In a recent Robert Half [survey](#), 39 percent of interviewed CFOs said the biggest cost of a bad hire is lower morale. Thirty-four percent named lost productivity.

Building your accounting [dream team](#) requires smart recruiting and on boarding. So here are some tips to help you avoid making a bad hire:

1. Start with a solid posting. Base the advertisement on an airtight [job description](#). Make the job posting narrow enough to discourage potential bad hires, but broad enough to attract applicants who are missing a few teachable skills but otherwise meet your requirements.
2. Eliminate and screen. Right away, rule out candidates who don't meet your minimum requirements or whose resumes raise [red flags](#) . When you're down to 10 applicants, conduct [phone interviews](#) , and eliminate those do not communicate well or who respond unconvincingly to your questions. Aim for three to five candidates to invite for in-person vetting.
3. Test their hard skills. Some bad hires get through the door because their resume looks great and they interview well - but they don't actually have the technical skills you need. These two methods help you evaluate their abilities:
 - Use a pre-employment exam to assess their knowledge of accounting procedures and software. It can include your own questions or those of a third-party provider.
 - [Ask skills-based interview questions](#) about the position's main responsibilities.

4. Check their cultural fit. Candidates who clash with your corporate culture won't work out, no matter how technically brilliant they may be. So have finalists meet as many of their potential colleagues as possible. Also get opinions from employees who aren't part of the official recruiting process - security guards, receptionists and administrative assistants. You don't want to hire anyone who treats support staff poorly.

5. Don't skip the reference check. It's tempting to make a job offer right away, when you find an applicant who seems ideal. But don't take shortcuts. Ask for a list of professional [references](#) and contact each one. Calling is better than emailing because it's faster and easier to follow up on comments made on the phone. And you can pick up on a less-than-enthusiastic recommendation.

6. Support new hires. In some cases, a bad hire simply wasn't properly [on boarded](#) and trained. Don't just throw new workers into the deep end. Set them up for success with a solid orientation program, regular check-ins and even mentoring.

7. On-the-job vetting. A temporary-to-hire model can really minimize the possibility of a bad hire. Work with a staffing agency to bring in a skilled finance professional. Then, if that person is a good fit, offer a full-time job.

Vetting and training take time and effort, but not nearly as much as the cost of a bad hire. A little extra work on the front end will save you a lot of headaches down the line.

Accountemps, a [Robert Half](#) company, is the world's first and largest specialized staffing firm for temporary accounting, finance and bookkeeping professionals. Accountemps has more than 340 locations worldwide. More resources, including online job search services and the [Accountemps blog](#), can be found at accountemps.com.

**Accounting & Financial Women's Alliance Chapter #73
949-862-0777**