

ASWA FAX RETURN

American Society of Women Accountants — Houston Chapter No. 33

Member of *The Federation of Houston Professional Women*

VOL. 53 No. 3

September 2004

PRESIDENT'S MESSAGE

Ann White

I feel that the Houston Chapter suffered a great loss when Judy McMillian passed away on August 26th. Judy was an inspiration to me as well as many others. In all the years I knew her I do not recall ever hearing her utter an unkind word about anyone. It was always a pleasure to sit near her at meetings. She would always speak highly of others and very little of her own accomplishments. While others at the table may have been criticizing someone at work or relaying a negative thought or event that occurred earlier, she never joined in like most of us do to add our two cents worth. She would just sit silently and listen or provided a positive perspective. She was always participating in charity events and helping on committees. She never missed an ASWA meeting and was truly dedicated to the advancement of ASWA.

Judy never wanted recognition for her unselfish acts. As much as we tried, she would not accept the nomination as honoree for the Federation of Houston Professional Women's annual banquet. It is this quality that made her so special. Always giving and not taking. She will be truly missed!

True to form and not wanting to be fussed over, no funeral service was announced. A memorial service will be held later this month.

Continuing her unselfish community involvement, Robin Hartman, her husband, is planning to join us as we prepare meals for the homeless at Loaves and Fishes on Saturday, October 23. Hope you can join us, too, and make this a most memorable event.

MEMORIAL SERVICE

JUDY MCMILLIAN

Friends and Family:

There will be a memorial celebration for Judy at the River Oaks Garden Club, 2503 Westheimer, Houston, Texas 77098 (corner of Westheimer and Kirby) on Friday, September 24, 2004, at 7:00 p.m.

Please join with others in celebrating Judy's life.

I am not sure I have all the contacts, addresses and email addresses necessary, so please forward this to anyone you are aware of that Judy knew and touched - this email is a very incomplete list and is just a beginning.

Robin Hartman
(Judy's husband)

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Empowering Women In The Accounting and Financial Professions Since 1938

2004-2005 Officers & Committee Chairs

President H 713-974-6360 W 713-528-2771	Ann White awhitetx@yahoo.com awhite@cddacpa.com F 713-528-6423	Past President C 281-684-5495 W 713-528-2771	Ellie Moore emoore@cddacpa.com F 713-528-6423	Member Relations Meeting Arrangements
President Elect H 281-894-5253	Eileen Neucere aggie1978@earthlink.net	Database	Director H 713-926-2679 W 713-681-8481	Deborah McKenney dmckenney@immucor.co F 713-681-2223
Vice President H 281-469-0970 W 713-353-1942	Melanie Norton nortonmelt@hotmail.com C 281-381-3781	Publicity	Job Bank H W 713-623-4700	Karen Amoroso Karen.amoroso@accountemps.com F
Treasurer H 832-445-0578	Lisa Wilson lmwilson@msn.com		Newsletter C 713-817-0318 W 713-924-9763	Colene Blankinship coblank@msn.com F 713-926-9960
Secretary H 713-688-4057 W 713-831-5412	Kathryn Pearce kathryn_pearce@aigvalic.com F 713-831-8653		Programs	Vacant

Deadline for October newsletter: October 9, 2004 Newsletter Editor: Colene Blankinship Home: 713-817-0318 Work: 713-924-9763 Fax: 713-926-9960 Email (work): colene_blankinship@petrochemintl.com	Additions and changes to the mailing list should be submitted to Eileen Neucere Home: 281-894-5253 Work: 713-681-8481 X 3006 Email: aggie1978@earthlink.net
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CALENDAR OF EVENTS

SEE PAGE 6 FOR SPECIAL EVENTS DATES

2004

- Sept 14 Board Meeting
- Sept 16,17 ACFE-Communicating the Results of Your Fraud Examination, San Antonio
- Sept 28 Membership Meeting—Employee Tax Issues in Sale or Purchase of Business, Dana Desenberg, Crady, Jewett, McCully
- Oct. Membership Meeting—Texas Sales Tax Update (rescheduled from July), Trisha Fortune, Ryan & Company
- Nov 10-12 ASWA/AWSCPA Annual Conference Chicago, IL
- Nov. 16 Membership Meeting—Sarbanes-Oxley, Speaker Mandy Spencer, Matrixcio
- Dec. 14 Holiday Party

- Feb. 22 Membership Meeting—HR Forensics, Dan White—a case study on corporate crime
- March 22 Membership Meeting
- April 26 Membership Meeting
- May Public Relations Luncheon

Standing Reservations

- | | |
|--------------------|----------------|
| Loyce Anderson | Melanie Norton |
| Colene Blankinship | Kathy Pearce |
| Ellie Moore | Eunice Reiter |
| Eileen Neucere | Ann White |
| Debbie McKenney | |

The Chapter will bill for reservations that are not cancelled by noon Thursday prior to the meeting.

Please contact **Ellie Moore** to be added or deleted from the Standing Reservations List.
281-684-5495 emoore@cddacpa.com

2005

- Jan. Board Meeting
- Jan. 25 Membership Meeting—Tax Update

MEMBERSHIP MEETING
1 hour CPE
September 28, 2004

Time: 5:30 p.m. Networking
 6:15 p.m. Dinner
 7:00 p.m. Speaker

Topic: Employee Tax Issues in the Purchase and Sale of a Business (see page 7)

Speaker: Dana Densenberg,
 Crady, Jewett, McCully

Prerequisite: None Required

Course Level: Basic

Method: Discussion with Outlines Provided

Administrative Policy: Per ASWA standing rules, if you register and do not attend you will be charged the \$25.

Where: The Briar Club
 2603 Timmons Lane
 (corner of Westheimer and Timmons Lane)

Parking is available in the member parking area across the street from the Briar Club.

Meeting Prices

- \$25 Members with reservations
- \$30 Members who do not make reservations
- \$30 Guests
- \$15 CPE only (no dinner)

**RSVP by 9/23/04 to Ellie Moore at:
 281-684-5495 or emoore@cddacpa.com
 Reservations need to be made by the Thursday
 preceding the meeting. Special dietary requests
 available on request.**

The chapter meets on the 4th Tuesday of each month except December (holiday party) and May (annual luncheon).

CPE Contact:

Ann White
 c/o Collector, Dart, DiCampli & Assoc.
 3000 Richmond Ave, Suite 270
 Houston, TX 77098

CALLING ALL CHEFS
By Ann White

The Houston Chapter is putting together a cookbook of your favorite recipes. All proceeds from the sale of the cookbooks will benefit the Memorial Scholarship Fund.

The cookbook will be titled **COOKING THE BOOKS**. We would like for your recipe to be given a clever name incorporating the theme such as “In the Red Velvet Cake” or “Bottom Line Brownies”; you get the idea. If you can’t come up with a clever name, we can help. We would also like to include some short stories that you may have about your experiences with ASWA. If you don’t have a recipe to submit but have a story you want to include that would be great too. If your favorite recipe is from a published cookbook, it is okay to submit it. The ingredients are not copyrighted. However, you will need to rewrite the directions in your own words.

Recipes can be submitted by email to awhite@cddacpa.com, by fax to (713) 528-6423 or by US Mail to Ann White c/o Collector, Dart, DiCampli & Associates, 3000 Richmond Ave., Suite 270, Houston, TX 77098.

The recipes will be entered into a software program designed for recipes so it doesn’t have to be pretty, just readable. If you would like the recipe returned, just let us know and we will gladly mail it back.

There is no limit to the number of recipes you may submit. The more recipes we get, the better the cookbook will be and the more money we can raise for scholarships.

The deadline for submissions is October 31, 2004.

Official National Registry Statement

ASWA is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State Boards of Accountancy have the final authority on the acceptance of individual courses of CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors: 150 Fourth Avenue, Nashville, TN 37219-2417. phone 615-220-4200. Web site: www.nsba.org

THANK YOU

The ASWA Memorial Fund acknowledges with gratitude the following contributions:

In memory of Orapin Duangploy’s daughter, Tippy

By: Shirley Cusack
Judy McMillian

With concern for the health of Judy McMillian

By: Shirley Cusack

Houston ASWA Memorial Fund

The Houston ASWA Memorial Fund was chartered in 1973 with the two-fold purpose of:

- Providing scholarships to deserving accounting students
- Furthering the mission of the American Society of Women Accountants -- “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”.

The Memorial Fund receives contributions, in lieu of flowers, for members and their loved ones during times of grief. We receive contributions to celebrate special occasions and in honor of special people.

Please consider the ASWA Memorial Fund as an opportunity to honor or to memorialize the people in your lives.

Contributions should be made payable to:

ASWA Memorial Fund
c/o Eunice H. Reiter
5005 Woodway, Suite 200
Houston, TX 77056-1789

If your contribution is in honor or in memory of someone, be sure to include information regarding where to send the acknowledgement.

FIRING UP CONFLICT

By Marsha Petrie Sue, MBA

The e-mails are flying. One nasty response is hastily sent while the recipient fumes and can’t type fast enough to get right back to the senders in box and pass the torch. The high-speed connection is on fire!

- √ What happens when two successful business people have conflict?
- √ How does this appear to the rest of the team? To the business partners? To their bosses?
- √ What would your solution be? That’s an easy one you might be saying – just tell them to grow up!

Well it’s not that easy when it is YOU and you are being flamed and not listened to; when your idea is being tromped on; or when the other person just seems to be too thick to understand your message.

When you find yourself in this kind of conundrum, step back and evaluate. Have the fire extinguisher at hand. These may be some of the questions you want to ask yourself:

1. Am I being flexible enough to really hear the other person’s issue by asking questions and digging deeper?
2. Have I stretched out of my own style and am I really looking at the situation from the other side?
3. Do I delay responding rather than knee jerking an answer?
4. Am I gracious and caring in my choice of words?
5. If I were they, what kind of response would I hear?

I find that many people don’t really care about the outcomes they are creating and are not willing to change. That is certainly their choice, but I believe we must understand what this does to us – and yes, what we are doing it to ourselves.

Considerations:

1. In a time when some companies are evaluating moving jobs overseas, will they want to keep you knowing you cannot communicate well?

(Continued on page 5)

(Continued from page 4-Firing Up Conflict)

2. If your appraisal is not what you think it should be, have you considered it could be related to these small “situations” creating dissention and sending messages of your inflexibility?
3. Are you having “issues” with people in your personal life, and you just know it’s the other person and not you?
4. Have you been “passed over” for a promotion and blame it on favoritism?
5. Do you use your assertiveness skills? Do you stand up for your rights while not violating the rights of others?
6. Do you create an atmosphere of MUTUAL respect? Is it all about you, or is it all about them?
7. Have you created behavior to respect and have passion for both yourself and the other person?

We must create consistent, acceptable behavior by throwing out old thinking and changing our ways to new, more productive habits. I know the older we get, the harder this is. I am pushing 59 and continue to evaluate the behavior that works and yes, the behavior that becomes a barrier. My choice is then to change the ineffective actions.

Understanding our core selves becomes part of our self-awareness. My favorite tool is to use the Myers Briggs Type Indicator. Conflict between two people can be evaluated easily.

If we take two individuals and run a team development report, we can identify how the two interact and where the potential issues may be developed. There is no finger pointing, no flaming, just developing the understanding of behavior – where we are with our individual core self and how each person’s clarity with their type code influences how they interact. Then actions are developed for each person making them personally responsible for better outcomes and communication.

So if this tool works so well, why don’t more people use it? Two reasons in my humble opinion.

(Continued on page 6)

Special Events for September and October

By Ellie Moore

September 28 Donation items for Loaves and Fishes

Next month, we will be cooking and serving lunch at the Loaves and Fishes shelter. This shelter sleeps about 12 women each night. They could use anything from linens to soaps, toiletries to first aid supplies, women’s clothing to food items. The list is endless. They allow the women to get their clothes washed, shower, eat and sleep for a night. Travel size soaps and shampoos are great, but large bottles are also welcome. The beds are twins, but I am sure any linens and towels are appreciated. Plan on bringing your items to the monthly meeting if you cannot attend next month and we will make sure all donations get to the shelter. They are also looking for a freezer for the women’s area if anyone has one to donate.

October 23 9 am Loaves and Fishes – across the street (I-45) from Minute Maid Park

Loaves and Fishes is a shelter that feeds the homeless daily. A lot of the work is provided by volunteers. We gather and start around 9. We prepare the meal, set the tables and serve. Sack lunches are also prepared for them to take. Last April we served around 300 lunches and sent out about 125 sack lunches. The work is minimal and the company is fun. We need a head count to make sure we have enough help. Friends and family are welcome. There is plenty for kids to do if you want to bring them along.

Please let me know if you can assist with either of these events. We wouldn’t want to start without you. As always, bring a friend. Ellie Moore 281-684-5495 or emoore@cddacpa.com.

MEMBER NEWS

Our deepest sympathy to Joan Landreth whose mother, Jane Straub passed away August 28.

We will miss Judy McMillian, former chapter president, who passed away in August. Next month we will be publishing “Judy stories”. If you have a story you would like to share, please send them to the editor, Colene Blankinship.

National Bylaws—Proposed Amendment # 1

Amend Article III, Section 2 by inserting the words “Any application not approved by the chapter board of directors shall be sent to the headquarters office with explanation of reasons for disapproval. The application will be reviewed based on criteria for membership in the bylaw. The national board shall have the final decision in approval of the application.

National Proposed Bylaw Change

Included in this fax return is a proposed bylaw change to be voted on at the 2004 Joint National Conference. Please review the proposed amendment and be prepared to discuss any questions or concerns you may have at the September 28 membership meeting. Any questions raised will be addressed before voting on our position at the October 26 membership meeting.

**Special Events Calendar
By Ellie Moore**

Mark your calendars and plan to attend.

Our goal is to have some fun, family events, group get togethers and community service projects. Below is a tentative list of events. All of these are open to family and friends.

- Sept 28 Donations items for Loaves and Fishes shelter
- Oct 23 9 am Loaves and Fishes – cook and serve lunch at this shelter
- Nov 20 9 am Ellison’s Greenhouse – Brenham, TX, Poinsettia tour
- Dec 14 Food Bank in conjunction with Holiday Party
- Jan 8 10 am Scrapbooking – in conjunction with mid year planning meeting
- Feb 19 Murder by Chocolate
- Mar 22 Donations items for Loaves and Fishes shelter
- Apr 23 9 am Loaves and Fishes – cook and serve lunch at this shelter
- May Open

For more information or to sign up, please contact Ellie Moore at emoore@cddacpa.com or by phone at 281-684-5495.

(Continued from page 5-Firing Up Conflict)

1. People don’t really want to change. Period. Complaining is easier, and the aggravation of conflict helps them point the finger easing themselves out of personal accountability for their behavior.
2. Many people don’t know there are tools to use, broadening their understanding of who they have become. Contact me if you want to know more. It’s really quite simple.

Firing up conflict is not a goal of mine any longer – and yes it used to be! I learned well from my mother on how to keep the pot stirred, how to aggravate at a moment’s notice and how to be a general pain. I could turn this on and off with honed expertise. Outcomes showed me this didn’t work too well and the landscape of my life was desolate and scorched.

I’ve learned how to plant the seed of collaboration and caring, to nurture the burnt out relationships into viable fields of cooperation. I’ve even learned how to walk away from property that is devaluing me as a human being and search for higher ground.

Are you managing conflict? Are you fired up to change? Can you capably extinguish these situations before they torch your future? Managing conflict truly does become a choice.

Sign up for Marsha’s fabulous “Sue News for Inspired Leadership” monthly on-line magazine. It’s complimentary!
<http://marshapetriesue.com/newsletter.html>
 Author of *The CEO of YOU*
 P.O. Box 15218 Scottsdale, AZ 85267
Marsha@MarshaPetrieSue.com
 480-661-8756 Toll Free: 1-866-661-8756

Special Events for November

By Ellie Moore

Nov 20th 9 am Ellison's Greenhouse –
Brenham, TX

Are you ready for the holidays? Is your house full of color? Come with us on a trip to Brenham to see poinsettias in 17 varieties and 25 colors.

This tour is available both Sat. and Sun. It is open from 10 – 4. Parking is available along the road and the cost is \$2 per person with these proceeds going to the 4H Club. They have snacks and drinks, so we may want to bring picnic items with us.

Lectures are given from Texas A & U Ag. Dept and various growers around the area. The drive is expected to be about 1 hour from Houston. It is my understanding that you can purchase the plants, at a fraction of the cost from stores, and they have gift items available. Please let me know if you plan to attend so we can coordinate the meeting place so we can ride together and or follow each other.

As always, bring a friend. Ellie Moore 281-684-5495 or emoore@cddacpa.com.



JOB BANK

Ernst & Young LLP have job openings in the Houston area. Positions open include Senior Manager/Manager, Manager, and Business Risk Services Auditor. <http://jobsearch.ey.com> (Search by location: Houston, TX)

If you would like more information and are interested in these or other positions, please contact Karen Amoroso at 713-623-4700. Be sure to tell her that you are calling in connection with the ASWA Houston Chapter Job Bank.

Employee Tax Issues in the Purchase and Sale of a Business 9-28-04

Learn about the seller's and purchaser's responsibilities for payroll taxes, qualified plans and other employee benefits prior to and after the sale of a business, as well as structuring the transaction to avoid or alleviate potential problems related to these issues

SPEAKER PROFILE DANA DESEMBERG, ATTY

Dana Desenberg is an attorney with Crady, Jewett & McCulley LLP. Ms. Desenberg's practice focuses on general corporate, transactional and franchise matters. Her practice primarily involves the representation of individuals and small to medium sized companies in many business areas, including formation, mergers and acquisitions, financing and lender transactions, employee matters, franchising, technology and licensing, and real estate.

Ms. Desenberg is a third generation Houstonian. She graduated from the University of Houston Law Center in 1995 and is a member of the American Bar Association, the State Bar of Texas and the Houston Bar Association. She is involved in the Animal Welfare Committee of the Houston Young Lawyer's Association and other charities.

Firm Biography

Crady, Jewett & McCulley, LLP engages in a business-oriented law practice. The current firm is a successor to firms established in Houston over sixty years ago. Major areas of practice include mergers and acquisitions, general corporate law, general business planning, real estate, income tax planning and controversy, estate planning, trust and estate administration, oil, gas and energy law, employment law, litigation, bankruptcy, transportation law and international law. The firm represents corporations as well as individuals and their joint ventures, partnerships and closely-held business interests. Representation of these clients involves general business counseling, tax planning and general commercial litigation.

For more information about Ms. Desenberg or Crady, Jewett & McCuley, LLP, visit the firm's website at www.cjmlaw.com



**American Society of Women Accountants (ASWA)
and American Woman's Society of CPAs (AWSCPA)**

**2004 Inspired Solutions
Joint National Conference
November 10, 11 and 12, 2004
Hotel Intercontinental, Chicago, Illinois**

Sarah Wheatley
sarah.wheatley@qwest.com

Jenifer Goforth
jgoforth@awscpa.org

Kim Fantaci
info@awscpa.org

Lee Lowery
llowery@aswa.org

July 29, 2004

Dear ASWA Chapter President,

A few months ago I mailed this letter to the 2003 – 2004 ASWA Chapter Presidents. Now, as the new Chapter Presidents of 2004 – 2005, I am requesting your help.

The Annual ASWA/AWSCPA Joint National Conference is coming up November 10 – 12, 2004 in Chicago, IL. Since “Inspired Solutions” is the theme, I hope that you or some of your members may be inspired to help.

As chairman of the JNC Workforce Committee, I am looking for a “few good women or men” to help the Committee. We need volunteers to act as moderators, who will introduce a speaker and present a gift after the presentation, and room managers to assist attendees with session seating and ensure that CPE sign-in sheets are completed and returned. We would like to staff members from both ASWA and AWSCPA.

In addition, we need help at the registration table to greet speakers, give volunteers their moderator packets and provide general assistance. Volunteers will work shifts and will therefore still have the opportunity to attend the majority of the sessions.

This is a great way to network and get to know the speakers as well as other members.

Please email, mail or call me with the names of as many volunteers as you can muster, and they will be welcomed. I would like to receive your list of volunteers no later than October 1, 2004.

Thank you.

Yours truly,

Janet R. Wade
Workforce Chairman
214 Priscilla Dr.
Ft. Walton Beach, FL 32547

E-mail: janrw@cox.net
850-862-8909
850-862-9553 FAX

ASWA Membership Meeting—August 24, 2004

Current President Ann White called the meeting to order at 7:50 p.m.

Minutes – The July membership minutes were approved as corrected.

Treasurer's Report – No report.

Committee Reports –

Membership – Debbie McKinney has received several inquiries and has sent out more membership packets.

Job Bank – A recruiter, Jennifer Allen, has sent Karen Amoroso a list of several openings and an article will be placed in the FAX Return. Karen also spoke to Deloitte & Touche about a need for internal audit and IT Audit needs. On a personal note, Karen has been promoted to Manager of Long Term Projects, which covers the Woodlands, Downtown and Clear Lake.

Database – Eileen Neucere gave a brief update of the website and said that the goal of the website is to be interactive so members can update their information. We will also keep the Chapter bylaws on the website.

Programs - Ann White presented a list of speakers listed below:

September–Dana Desenberg, Crady Jewett McCully–Employee Tax Issues in the Purchase & Sale of a Business

October – Trisha Fortune – Texas State Sales and Use Tax Update

November– Mandy Spencer – Sarbanes-Oxley

December – Holiday Party

January – Tax Update

February – Dan White – HR Forensics – a case study on corporate crime

March – TBA

April – TBA

May – Scholarship luncheon

Newsletter - Deadline for articles is September 10.

Student Activities – Debbie McKinney has agreed to help organize the scholarship process.

Member Relations – Ellie gave a report on Judy McMillian's health problem and also that the Scrapbooking special event scheduled for August 28 will be postponed.

Public Relations/Publicity– Ann has updated the Federation website and posted information about the August and September meetings.

New Business -

1. We are entitled to 4 delegates based upon our membership of 53 members on May 31, 2004. We will need to turn in the list of delegates and alternates or proxy and proxy alternates no later than October 22, 2004. We will vote at the September 28, 2004 membership meeting.
2. Ann explained about the new CookBook and set a deadline of October 31, 2004 for recipes. This CookBook will be dedicated to Judy McMillian.
3. Eunice Reiter gave a report of the Houston Chapter Memorial Fund. In the past couple of months she has seen contribution increase and encouraged everyone to keep up the good work. Balance in the fund is currently \$7500.
4. Amanda Pollock sent information about a Fraud Examiners seminar in San Antonio.

Old Business - Please bring your collection of shampoos and items for the women at the Loaves and Fishes soup Kitchen to the September Meeting.

The meeting was adjourned at 8:10 pm.

ASWA
American Society of Women Accountants
c/o Collector, Dart, DiCampli & Associates, P.C.
3000 Richmond, Suite 270
Houston, Texas 77098

Return Service Requested

**Printing and Postage Compliments of
Collector, Dart, DiCampli & Associates, P.C..**

The FAX RETURN is the newsletter of ASWA Houston Chapter 33. It is published monthly, except December. You can receive the Fax Return by email or by snail mail. **Please let the editor know which form you would like to receive the newsletter.**

ADVERTISING RATES

The ads are to be emailed to the newsletter chair no later than the 1st of the month in which the ad is to appear.

\$300/ year—full page
\$160/ year—1/2 page
\$ 10/ month—business card size

The Fax return is published monthly except December.

Federation of Houston Professional Women (FHPW)

Web site: www.fhpw.org

ASWA Delegates:

Melanie Norton
Kathryn Pearce

ASWA Alternates:

Pam Ahlers
Ellie Moore

ASWA National Headquarters

800-326-2163

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