



American Society of Women Accountants

The Bulletin

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President's Message

As we begin to establish chapter goals for the 2006-2007 year, I've wrestled with the question of what our chapter's overall goal should be. After much thought it came to me, focus on the members. This year I hope to do just that.

With so many members in different areas of practice, I believe that it becomes difficult for an organization like ours to bring each person's individual needs to every meeting. When I began asking members what they thought we could do to make our meetings better, I heard two reoccurring comments; the first was that we should offer CPE for our technical presentations and the second was that there wasn't enough networking time at our regular meetings.

To incorporate these two ideas, this year we are going to focus on keeping our lunch meetings technical and our dinner meetings more focused on personal and professional development. Each technical lunch meeting will qualify for CPE and each evening presentation will be shorter, allowing more time for networking. We have had a lot of new members join within the past few years and I would like to give them additional opportunities to become more integrated into the membership.

On that note, I am happy to announce that we have finalized committee chairs for the 2006-2007 ASWA year. Thank you to everyone who has decided to take an active role on a committee. If there are any members interested in becoming more involved in our local chapter, please see the

attached committee list. If you see a committee that you would like to become involved in I encourage you to contact the committee chair. I am a firm believer that you get out of an organization what you put into it.

I hope to see you all at our August 16th kick-off meeting. The meeting has been structured to allow plenty of networking time, so please feel free to bring a guest and introduce them to your fellow ASWA members.

Shelly Kapustka

President 2006 – 2007

AUGUST 2006 WINE TASTING

- Dinner:** Wednesday, August 16, 2006
- Time:** 5:30 p.m.
- Location:** Champions Run Club
13800 Eagle Run Drive
Omaha, NE 68164
- Cost:** \$35.00
- Speaker:** Champions wine presenter
- Menu:**
 - Appetizer: smoked chicken & spaghetti squash
 - Salad: stuffed roasted pepper & boysenberry salad
 - Entrée: petite filet, roasted finger linked potatoes & ratatouille
 - Dessert: white chocolate cheesecake with chocolate crust & raspberry sauce
 - Drinks: wine will be served with dinner
- Reservations:** Debbie Zadina at 496-9100 or dzadina@fzacpa.com by NOON, Friday August 11, 2006

2006/2007 OMAHA BOARD OF DIRECTORS

Shelly (President): mkapustka@deloitte.com
 Kerry (President Elect): kclark@sisq.com
 LaTonya (Vice President): lbennett106@cox.net
 Paula (Treasurer): peastman6923@yahoo.com
 Kristen (Secretary): klembe@fzacpa.com

Kristen (Past President): kvanfoeken@cox.net
 Stephanie (Director): ssetlak@lutzcpa.com
 Kim (Director): kim.steffen@owh.com
 Annette (Director): annette@travisandannette.net

Local Website: www.aswaomaha.org

National Website: www.aswa.org

**If you register to attend but are then unable to make it, you will be billed for the cost of the meal.
**Vegetarian meals are available upon request*

NATIONAL CONFERENCE:

The 2006 Joint National Conference will be held in Las Vegas, Nevada September 18th through September 20th. For complete conference information, please view the conference website at http://www.awscpa.org/2006conference/meeting_details.htm. To reserve a room, contact Bally's hotel reservations department at (800) 634-3434 no later than August 18, 2006. Be sure to mention that you are attending the ASWA/AWSCPA Joint National Conference to receive the discounted room rate.

Note: We will be nominating and voting on five delegates for the National Conference at the August 16th meeting. Please contact Shelly Kapustka at mkapustka@deloitte.com if you will not be at the meeting but are interested in being a chapter delegate at Nationals.

Save the date for the 2007 Joint National Conference that will be held at Disney's [Coronado Springs Resort](#) in Orlando, Florida during October 25-27!

TAX SYMPOSIUM:

The Omaha ASWA chapter is co-sponsoring its 3rd Annual Tax Symposium with the IRS & Creighton's Department of Accounting on August 10th, 2006 from 8 a.m. to 1 p.m. The event will be held at Creighton University in the Hixson-Lied Science Building's Lecture Hall G4. For a \$25 registration fee, attendees will get 4 hours of CPE and a box lunch.

If you have additional questions or would like registration information please contact Shelly Kapustka at 997-7292 or at mkapustka@deloitte.com.

IMPORTANT COMMITTEE DEADLINES:

- Committee goals are due to LaTonya Bennett by August 4th
lbennett106@cox.net.
- Committee budgets are due to Paula Eastman by August 4th
peastman6923@yahoo.com.

ANNOUNCEMENTS:

Congratulations to Ryan & Toni Nietfeldt on the birth of their baby boy. Tyler Ryan Nietfeldt was born on July 15th weighing 5lbs 8oz.

UPCOMING MEETINGS:

Don't forget that the Student Recruiting/Membership Night has been moved to September 27th (the last Thursday of the month) to avoid a time conflict with the National Conference. Also, the Public Relations dinner date has been set; mark your calendars for November 15th, 2006.

ANNUAL BASKET RAFFLE:

Right now is a great time to start asking your employers to donate to the basket raffle. Please contact Angela Tompsett at atompsett@woodmen.com if you are interested in helping out on the basket raffle committee or if you would like to make a donation.

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MENTORS:

As we begin our year, we are looking for mentors for new members. If you would be interested in being a mentor or would like more information on the program, please contact Stephanie Setlak at ssetlak@lutzcpa.com.

Article

Managing a Multigenerational Team

Today represents the first time that four different generations are part of the workforce at the same time. Increasingly, individuals from the Silent Generation, baby boomers, and Generations X and Y find themselves working side by side in the same company or department. This diversity offers employers and colleagues a number of advantages – as well as challenges.

Following are some tips for accounting managers leading teams with a mix of talent representing different age groups:

Recognize differences. Keep in mind that each generation may be motivated by different factors. For example, Generation Y may prefer to communicate electronically most often rather than attend in-person meetings, and they may be more interested in flexible work arrangements and telecommuting options. As a result, one-size-fits-all policies and methods of interacting may no longer be effective. Seek feedback from staff about what resources they need to be most productive and adjust your practices as appropriate.

Foster teamwork. Look for opportunities for staff of different ages to collaborate on teams and in mentoring relationships. This enhances rapport among employees and encourages the sharing of different viewpoints. In the process, coworkers will better understand each other's individual strengths and perspectives.

Don't fall into stereotypes. While many demographers point to generational differences that often exist in the workplace, don't take things too far and assume that *all* members of a particular generation feel the same way about work issues. It's well known that a large share of Generation X puts a high priority on work/life balance, but that doesn't mean some baby boomers aren't looking for greater time to take care of their personal needs, such as taking care of elderly parents. It's important to be aware of preferences and attitudes different generations tend to hold, but your company's policies should be all-inclusive and not based entirely on generalizations.

With many people planning to work beyond the traditional retirement age, the workforce will continue to become increasingly diverse. Successful managers will be those who integrate all age groups into cohesive, productive units.

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 330 offices throughout North America, Europe, Australia and New Zealand, and offers online job search services at www.accountemps.com. For more information, call the Omaha office at (402) 384-8300.

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Member Profiles

Shelly Kapustka

Board Position: President
Graduated from: UNL
Company: Deloitte & Touche LLP
Position: Tax Consultant
Birthday: August 5th
Hobbies: Traveling, Skiing, Knitting & Baking
Spouse/kids/pets: Tony, husband and two Shih Tzus -Logan & Layla
Most Exciting Event(s) of the past Year: Skiing/Vacationing in Vail
Favorite Ice Cream: Sorbet/Sherbet
Favorite Movie: It's a Wonderful Life & Sleepless in Seattle

LaTonya Bennett

Board Position: Vice President
Member for: 5 1/2 years
Graduated from: Texas A&M University
Company: The Nebraska Medical Center
Position: Instructor
Birthday: January 16th
Hobbies: Travel, reading, exercising, listening to music
Most Exciting Events of the past Year: Getting to visit my 71 year old aunt in Texas
Favorite Ice Cream: Rocky Road
Favorite Movie: Caddy Shack

Kim Steffen

Board Position: Director
Member for: 3 years
Graduated from: UNL
Company: Omaha World-Herald
Position: Corporate Accountant
Birthday: December 31st
Hobbies: Reading, playing with my son
Spouse/kids/pets: Spouse - Kyle, Kids - Braeden (2)
Most Exciting Events of the past Year: To come - birth of child #2 on September 8, 2006
Favorite Ice Cream: Mint Chocolate Chip
Favorite Movie: Dirty Dancing, Goonies

Kristen Lembke

Board Position: Secretary
Member for: 1 year
Graduated from: Creighton University
Company: Frankel, Zacharia, Arnold, et al.
Position: Audit Staff
Birthday: December 3rd
Hobbies: Golfing, shopping, reading, anything outside
Spouse/kids/pets: A mutt name Libby
Most Exciting Events of the past Year: 2 weeks in Hawaii
Favorite Ice Cream: Cookies and Cream
Favorite Movie: The Family Stone

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