

# February 2016

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## American Society of Military Comptrollers

### Washington Chapter Newsletter

TO PROMOTE EDUCATION, TRAINING AND PROFESSIONAL  
DEVELOPMENT IN ALL ASPECTS OF MILITARY  
COMPTROLLERSHIP



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PO Box 16237 Arlington, VA 22215-1237

# President's Message

*Gretchen V. Anderson*

Whew! What a storm that was! I trust everyone is recovering reasonably well from all the shoveling and rescheduling that resulted from our January blizzard. Happily, your Washington Chapter Board officers and committee chairs planned well so that none of our January activities was disrupted by the blizzard. I'm sure the same cannot be said for all our professional responsibilities!

As you'll see in the rest of this newsletter, we have a "flurry" of activities coming up:

- We're hosting another Early Careerist Happy Hour at Sine on February 25 at Sine—what a great way to socialize with other young professionals, and a chance to chat informally with a few of the "seasoned hands" who stop in to chat. Take advantage of the opportunity to meet new or interested ASMC members and get first-hand answers to your questions, either about your career or about the Washington Chapter! Together, you can shape the future of ASMC!
- We're honored to have Mr. Mark A. Rose, U.S. Coast Guard Comptroller, speak at our next luncheon on February 18 at the Westin (Crystal City). The USCG has achieved a clean opinion on its financial statement audit, so Mr. Rose (a former Captain himself, as well as a CPA and CGFM) should have some good insights to share with us. And don't forget that you will earn a continuing professional education credit for attending the luncheon!
- February 18 will be a busy day for the Washington Chapter, as we're also holding the next set of FREE classes that day. The two courses, Cost Benefit Analysis and Internal Controls, are aligned to help members achieve their Defense Financial Management credentials. If you're too late to sign up this month, keep in touch with your Service Vice-President so you can be sure to take advantage when we schedule another day of courses.
- The BIG event is nearly here. I refer, of course, to the annual ASMC-Washington Chapter Regional Professional Development Institute, March 10 (promptly at 8 a.m.) at the Ronald Reagan Building, 1300 Pennsylvania Avenue NW. This event is such a hot ticket that it completely sold out last year and we have every intention of doing so again this year. So if you have not already done so, hurry to get your registration in!



I hope you'll mark your calendar for all of these events. In addition, your chapter officers are knee-deep in reviewing nominations for chapter and national awards, and the scholarship

applications are pouring in, too. As usual, we have lots to do so if you're interested in getting more active in the Chapter, please contact your Service Vice-President. Your interest and energy keep this Chapter growing!

## Upcoming Luncheon Schedule

<b>Date</b>	<b>Guest speaker</b>
<b>February 18, 2016</b>	<b>Mr. Mark A. Rose, SES, U.S. Coast Guard Comptroller</b>
<b>March 10, 2016</b>	<b>N/A PDI</b>
<b>April 21, 2016</b>	<b>Mr. Terry Halvorsen, Department of Defense Chief Information Officer</b>
<b>May 19, 2016</b>	<b>Mr. Joe Marshall, Defense Health Agency</b>
<b>June 16, 2016</b>	<b>N/A Scholarships</b>

# Luncheon Recaps

## October 2015

**Speaker:** Mr Thomas Murphy, Deputy Assistant Secretary for Financial Operations, Air Force

**Topic:** “Hiking the Grand Canyon: A Change Management Journey”

**Host:** ASMC Washington Chapter United States Air Force Members



## November 2015

**Speaker:** Major General Thomas Horlander

**Host:** ASMC Washington Chapter United States Army Members



## December 2015

**Event:** ASMC Washington Chapter 2015 Holiday Party- December 15, 2015

**Location:** Army Navy Country Club

**Host:** Washington Chapter Department of Defense Members



# Luncheon Spotlight

## ASMC Washington Chapter October 2015 Luncheon –

*Remarks by Thomas Murphy, SAF/FMF*

The Washington Chapter was pleased to have Mr. Thomas Murphy, the Deputy Assistant Secretary of the Air Force (Financial Operations) as our guest speaker at the October luncheon. As the SAF/FMF, Mr. Murphy is the point person for Financial Improvement and Audit Readiness across the Department of the Air Force and technology solutions for Air Force financial management. Mr. Murphy possesses extensive experience from the Defense Finance and Accounting Service (DFAS) and Industry, where he implemented Enterprise Resource Planning (ERP) systems and oversaw standard accounting practices for Things Remembered. He spoke on the topic of Hiking the Grand Canyon: A Change Management Journey and related his journey directly towards Financial Management and Stewardship – our Washington Chapter’s theme.

Mr Murphy used the Kaibab Trail in the Grand Canyon and Route 66 to provide valuable Change Management insight to ASMC members. It is not often that the Kaibab Trail and Route 66 are associated with Financial Management. During Mr Murphy’s travels the Air Force Defense Enterprise Accounting and Management System (DEAMS) is always a topic of discussion, and change management is always part of that conversation. Here are some of the comments from Mr Murphy:



*“So what does this have to do with DEAMS and change management? During my time in the private sector implementing enterprise resource plans (ERPs), conducting audits, and leading audit response teams, I ran across a useful model called the Unconscious Competence Change Management model. It applies equally well to ERP implementations and backpacking trips because sometimes a little perspective goes a long way.*

*As we rollout DEAMS to help lead the Air Force to auditability, we are changing the way we do business--significantly. For example, our legacy accounting and entitlement systems allowed us to enter an invoice without any funding loaded. The invoice would get paid and would get flagged as a problem at the back of the accounting process. Defense Finance and Accounting Services (DFAS) would spend a fair bit of time working with us to research what happened to help clear the mismatch. It’s not an efficient process, and not one that auditors care for either.*

*DEAMS changed the approach. Funding must be loaded first – at the front of the process. It's a lesson we learn over and over. With funding loaded, the invoice matches and flows hands-free through the rest of the process. Of course, this is more efficient and more auditable, and is the*



*basic difference between ERP and legacy design. The controls are moved from the back of the process to the front, so the transaction's journey is cleaner. But, it requires us to change the way we process transactions, which brings us back to change management and the Grand Canyon.*

*When we were hanging around the North Rim before we put our packs on, walking on level ground, we were in a state called "Unconscious Competence." This is much like the state in which we were operating using our legacy systems. We could process funding documents and payments with our eyes closed. We had the codes memorized, we could move with blazing speed, and funding lore had been passed from generation to generation. In short, we could function at a highly effective level with minimal effort. We were "Unconsciously Competent."*

*Then we started down the North Kaibab trail towards the river. Our packs were loaded, bootlaces tightened, and our journey began. This is similar to the DEAMS implementation. During implementation we entered a stage of Unconscious Incompetence, a blissful time. We were new on our journey, not all that adept yet at what we were doing, but too naïve to realize it. Despite our training, we pumped in invoices trying to use the same techniques we did in our legacy system, but no one pointed out the error of our ways, and we felt like we hadn't missed a beat. Yet in truth, we were still relying on old techniques and creating new problems. During our hike, my daughter summed up Unconscious Incompetence well as reality dawned near the bottom of the trail. She simply said, "My body's ticked." Ok – she didn't say ticked, but this is a family-friendly publication. We had just passed through Unconscious Incompetence and were headed towards a very painful phase. One that involved moleskin and backlog reports.*

*Conscious Incompetence is where the trail gets dicey. For me, it manifested as I reached the point in the morning when I could no longer delay climbing out of my tent. The feeling was much like trying to flatten out a ball of aluminum foil that has been crinkled tight--with much associated whimpering. My wife, anticipating this moment got up first, made herself a cup of hot tea, then amused herself watching us one after the other go through the same performance. The new reality was clear – this was not going to be easy and we had adjustments to make.*

*After we've been through a close or two in DEAMS, we began to see invoices that were caught in the backlog – or more appropriately in the case of DEAMS – the “Frontlog.” We realized that some of our old processing techniques don't work. We really do have to load funding first. DEAMS is unforgiving in that respect and now we see the consequence of invoices that didn't pay and didn't make it to our Status of Funds report. We realized that we must do things differently, and that our journey will now take us in a positive direction – to our next stage of Conscious Competence.*

*It's time to start the journey back to the rim through the stage of Conscious Competence. Now that we realized the old ways of doing business won't work, it's thanks to the likes of the DEAMS Customer Support Division, the DEAMS Users' Forum, and the DEAMS Outreach Portal Site, that we can begin to share tools and techniques to operate effectively in our new environment. We can and will use DEAMS to operate effectively, but it will take some effort. That's the essence of Conscious Competence. We will pay those invoices efficiently and auditably, but only when we load funding first, and follow the new step-by-step process. For a time, it will take more effort, but eventually we will work our way back to the rim and find ourselves back where we started-- Unconscious Competence.*

*A few trail notes from the journey: there are things we can do to make DEAMS better and there always will be. Today we have users at all points on this journey. Our challenge is to reach back to those still working their way down from the North Rim and across the canyon bottom to help bring them up to the South Rim, where we have users effectively using the system. Our implementations have gone well, but we have had to re-learn lessons along the way. Kind of like taking kids backpacking, but I'll save the Longs Peak story for another day.”*

Mr Murphy's perspective on Change Management can be used in our everyday lives as we learn, grow and deal with the obstacles placed in our path – at work and at home. Understanding where we are going and the willingness to lean on friends, family and fellow Financial Managers can help us along the journey as we figure out what we do not know and continue to improve and grow in our stewardship of taxpayer dollars.

# Community Service News

We had a successful community service event with **SOME (So Others Might Eat)** on December 8, 2015. SOME is a community-based organization that exists to help the poor and homeless of our nation's capital. Volunteers are needed to help prepare meals and serve them to hungry guests at SOME's Dining Rooms for the homeless. With the help of volunteers, SOME provides a nourishing hot breakfast and lunch every day of the year. Please visit <http://www.SOME.org/> for more information about SOME. We had **13 volunteers** participate and attached are a few of the photos.



**THANK YOU TO MARION BUCHITE FOR  
COORDINATING THIS SUCCESSFUL EVENT.**



# ASMC Washington Chapter Annual Holiday Social

The ASMC 2015 Annual Holiday Social was held on **Tuesday, December 15th** at the Army-Navy Country Club. This was a wonderful start to the Holiday Season!!!

Thank you all for attending and for your generous donations!



**See you next year!!**

# Upcoming Events

## ASMC Washington Chapter Awards Program

The ASMC Washington Chapter is pleased to announce ASMC National Essay Contest. The topic for the 2016 Essay Competition is "Identifying and adopting best practices can improve performance. Describe best practices from your career that may improve DoD financial management."

### Essay rules:

- Essays must be original and must not exceed 1,500 words.
- Dual- or group-authored essays will not be accepted.
- No member will be permitted to be a repeat winner for more than 2 consecutive years.
- Essays will be judged on adherence to topic (how well does the essay meet the contest topic), clarity and readability (how well does the essay flow and is it understandable), content (is the essay original and does it contain substantial content), and general administration (length, grammar, spelling, sentence structure, punctuation).
- The submission deadline is **February 26, 2016**.

The Washington Chapter will publish the winning article in the Chapter's newsletter. Please submit completed essays to the Washington Chapter Essay POC, **Ms. Wendy Pouliot, by email at [wendy.pouliot.civ@mail.mil](mailto:wendy.pouliot.civ@mail.mil)**.

All Washington Chapter Essay submissions will be forwarded to compete at the National level. National winners of the Essay Award may have their essays published in the Armed Forces Comptroller magazine and/or the ASMC website. Up to three winners will be selected each year from qualified essays. The first place winner receives \$750; second place receives \$500; and third place receives \$250. In addition, all winners receive a plaque to be presented at the ASMC Professional Development Institute. A completed W-9 will be required before disbursement of the award check(s) to the winners.

# Upcoming Events *(continued)*

## Chapter Essay Contest

The current topic for 2016 Essay Competition is “Identifying and adopting best practices can improve performance. Describe best practices from your career that may improve DOD financial management.” Essays must be original and must not exceed 1,500 words. Dual- or group-authored essays will not be accepted. No member will be permitted to be a repeat winner for more than 2 consecutive years.

Essays will be judged on adherence to topic (how well does the essay meet the contest topic), clarity and readability (how well does the essay flow and is it understandable), content (is the essay original and does it contain substantial content) and general administration (length, grammar, spelling, sentence structure, punctuation). Winners will receive email notification by 1 May and results will be posted on the National ASMC website.

National winners of the Essay Award may have their essays published in the Armed Forces Comptroller magazine and/or the ASMC website. Up to three winners will be selected each year from qualified essays. The first place winner receives \$750; second place receives \$500; and third place receives \$250. In addition, all winners receive a plaque, which is presented at the ASMC Professional Development Institute (PDI). A completed W-9 will be required before disbursement of the award check(s) to the winners.

This year's submission deadline is February 26, 2016. Please submit completed essay to **Washington Chapter Essay POC - Ms. Wendy Pouliot** ([wendy.pouliot.civ@mail.mil](mailto:wendy.pouliot.civ@mail.mil)).

# Upcoming Events *(continued)*

## Important Update: 2016 ASMC Washington Chapter NCR PDI

**Update:** The website for the 2016 ASMC Washington Chapter ASMC National Capital Region (NCR) PDI has been open for registration/payment and presently there are only 300 seats remaining for this first class training event. Please register\* now, so you don't miss out on this great annual opportunity. Our 2016 ASMC NCR PDI theme is: Simplify FM for Mission & Audit!

PLEASE join us on Thursday 10 March 2016 at the Ronald Reagan Center in Washington D.C. for a terrific day of learning, dialogue, collaboration, networking, and certification (6-7 CPEs). Thanks in great part to our dedicated corporate sponsors (highlighted below), government ASMC members will attend at no cost.

In addition to this year's keynote speakers [the Honorable Michael McCord, Under Secretary of Defense (Comptroller) and CFO (confirmed), and the Honorable Peter Levine, Deputy Chief Management Officer (DCMO) (confirmed)] there will be updates from the Military Service FMs, as well as new Innovation Insight Sessions to highlight compelling capability approaches/innovations that apply to government.

We ask each registrant's cooperation with our campaign of "If Sign Up, Show Up!" Please view your registration as a valued commitment and personal obligation to keep, or responsibly relinquish for a fellow colleague. Please notify our Registration Chair Wayne Whiten if you find you are unable to attend and we will fill your spot! Call 703-797-8831 work/703-509-1544 mobile.

Also, please remember to be generous and contribute to our designated charities:

- Capital Food Bank - bring canned meats/non-perishables for needy neighbors
- Pets for Vets - cash donations appreciated

By the way, due to Government firewalls there are no hotlinks in this message. Please go to the ASMC Washington Chapter Website for details and hotlinks. Thank you for your cooperation, and your support of our premier training event!

Thank you for your understanding, cooperation, and your support of our premier training event!

**Please feel free to contact me with any questions or concerns:**

**Debra Del Mar**

**2016 Chair, ASMC National Capital Region PDI**

[debra.delmar@vanguard-LLC.com](mailto:debra.delmar@vanguard-LLC.com)

**M: 703-593-6667**

# Upcoming Events (continued)

## Young Professionals Happy Hour! 25 February 2016

**TIME:** 5pm

**Address:**

**Siné Irish Pub and Restaurant:**

**1301 S. Joyce St**

**Arlington, VA 22202**

**Phone: 703-415-4420**

**Please RSVP to your Service Representative Below:**

**Army:** Mike Jucewicz, [Michael.j.jucewicz.civ@mail.mil](mailto:Michael.j.jucewicz.civ@mail.mil)

**Navy: (pending)**

**Air Force:** Capt John Forbes, [john.r.forbes4.mil@mail.mil](mailto:john.r.forbes4.mil@mail.mil)

**USGC:** LT Mark Sanchez, [Mark.M.Sanchez@uscg.mil](mailto:Mark.M.Sanchez@uscg.mil)

**USMC:** Jodi Barnes, [jodi.barnes@usmc.mil](mailto:jodi.barnes@usmc.mil)

**Corporate:** Sarah Sprockett,

[ssprockett@ManagementConcepts.com](mailto:ssprockett@ManagementConcepts.com)

**AMERICAN SOCIETY OF MILITARY COMPTROLLERS**

**Young Professionals  
Happy Hour!**

**Who?**  
**Y** Young finance professionals with careers in the Military

**Where?**  
**SINÉ**  
Irish Pub and Restaurant

Here's where **you** come in! It's the perfect opportunity to network with peers and senior leadership in your industry! **Will you come?**

**The Date:**  
**2.25.2016**

← The fun begins at 5pm →

A variety of appetizers will be served!

**Additional Details**

Address for Siné Irish Pub and Restaurant:  
1301 S. Joyce St Arlington, VA 22202  
p: 703-415-4420

Please RSVP to your Service Representative Below:

Army: Kristin Walker, [kristin.k.walker2.civ@mail.mil](mailto:kristin.k.walker2.civ@mail.mil)

Navy: (pending)

Air Force: Capt John Forbes, [john.r.forbes4.mil@mail.mil](mailto:john.r.forbes4.mil@mail.mil)

USGC: LT Mark Sanchez, [Mark.M.Sanchez@uscg.mil](mailto:Mark.M.Sanchez@uscg.mil)

USMC: Jodi Barnes, [jodi.barnes@usmc.mil](mailto:jodi.barnes@usmc.mil)

Corporate: Sarah Sprockett, [ssprockett@ManagementConcepts.com](mailto:ssprockett@ManagementConcepts.com)

For more information on these **events** and **luncheons** please visit: [More information](#)

# National News

From the National ASMC

## President orders SES workforce reforms to improve recruitment and hiring

President Obama last month ordered federal agencies to take action to improve the Senior Executive Service (SES).

[Executive Order #13714](#) was issued to “to strengthen the recruitment, hiring, and development of the Federal Government's senior executives.”

Office of Management and Budget (OMB) Director Shaun Donovan, in an [OMB blog](#) said the action would “attract, develop and retain the best talent needed to continue moving the Federal Government forward in the 21st century.”

The administration is increasing attention on the SES workforce as it is estimated that 60 percent of SES personnel will be eligible to retire.

The action directed in the Executive Order emphasizes three areas: 1) Hiring the best talent; 2) Strengthening SES development; and 3) improving SES accountability, recognition and rewards.

To hire the best talent, agency leaders are directed to regularly track SES vacancies and recruiting efforts to ensure top management attention. OMB will evaluate agency SES selection materials and recommend changes to streamline the hiring process. Agencies will also put into place a talent and succession management process for SES, Senior Level (SL), and Senior Scientific or Professional (ST) employees.

To strengthen SES development efforts agencies are directed to prepare rotation plans based on agency needs and employee professional growth opportunities. A government-wide goal (not for each agency) is set to rotate 15 percent of SES employees for a minimum of 120 days during 2017. SES employees will be required to complete at least one professional activity each year and receive a leadership assessment every three years. The order requires each agency to prepare a formal “onboarding program” for new SES employees.

To improve SES accountability, recognition, and rewards, the administration will increase funding for agency performance rewards caps from 4.8 percent to 7.5 percent, which was the agency average in 2010 before OMB placed restrictions on rewards. OMB will provide guidance on how these rewards should be distributed and allocated. Initial pay rates for SES employees will be increased to ensure that they earn more than their General Schedule (GS) employees.

The Executive Order establishes a Subcommittee of the President's Management Council (PMC) to advise the Office of Personnel Management (OPM) and the president on implementation of the requirements in the Executive Order.

It also sets up a time line for implementation of these required actions. OPM will evaluate the the Qualification Review Board (QRB) process and issue guidance, within 90 days, to agencies on acceptable materials for QRB consideration. Within 120 days after this guidance is issued agency heads will examine their career SES hiring process and make changes to “make it more efficient, effective, and less burdensome for all participants.” By May 31, 2016 agencies with 20 or more SES positions will submit to OPM a 2-year plan to increase the number of rotating SES employees.

The department of Defense, Energy, Health and Human Services, Housing and Urban Development, and Veterans Affairs will implement reforms by September 30, 2016. The departments of Agriculture, Education, Labor, and Transportation, and the National Aeronautics and Space Administration, Environmental Protection Agency, and the Small Business Administration will implement these requirements by September 30, 2017. The departments of State Treasury, Interior, Commerce, and Homeland Security will implement these reforms by September 30, 2018.

For more news and updates, visit

<http://www.asmonline.org>

# Training and Education



## *Attention Members!*

All military departments and OSD FM organizations have websites. These websites provide valuable information about the organizations as well as training, education, professional development and career management. Here are the websites:

### Defense

<http://comptroller.defense.gov/>  
<https://fmonline.ousdc.osd.mil/>

### Army

<http://www.asafm.army.mil/>

### Navy

<http://www.navy.mil/>  
<http://navy.fmip.com/>

### Air Force

<http://www.saffm.hq.af.mil/>

### Coast Guard

<http://www.uscg.mil/>  
<http://www.fincen.uscg.mil/>

THANKS TO OUR 20 CORPORATE GOLD & SILVER MEMBERS!





# Washington Chapter 2015-2016 Executive Board

## *Chapter Officers*

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Ms. Gretchen V. Anderson  
gretchen.v.anderson.civ@mail.mil  
703-571-9206

### **Treasurer**

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### **Army Assistant Secretary**

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### **Marine Corps Vice President**

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### **Air Force Assistant Secretary**

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### **Secretary**

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### **DoD Assistant Secretary**

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### **Navy Vice President**

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202-433-3499

### **Marine Corps Assistant Secretary**

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### **Coast Guard Vice President**

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202.475.5450

### **Corporate/Retiree Secretary**

Ms. Rita Finney  
rfinney@savantage.net  
301-938-8198

# Washington Chapter 2015-2016 Executive Board

## *Committee Chairs*

### **Training and Education**

#### **Chair: Terry Placek and Millie Thompson**

Edson Barbosa	CDFM	barbosaEN@state.gov	202-736-7357
Wendy Pouliot	Awards/Essay Chair	wendy.pouliot.civ@mail.mil	703-697-0156
Janice Hill	Scholarship	Janice.hill@usmc.mil	571 256-8810
Milford E. Thompson	Luncheon	milford.thompson@navy.mil	202-685-1524
Terry Placek	Training & Education	terryplacek@yahoo.com	703-599-4514

### **PDI**

#### **Chair: Deb Delmar**

Ramni Abdul-Jalaal	PDI Silent Auction	ramni.abdul-jalaal.civ@mail.mil	703-692-2015
Deb Delmar	Regional PDI	debra.delmar@vanguard-llc.com	703-593-6667

### **Outreach and Publicity**

#### **Chair: Wayne Whiten and Jeff Norris**

Veniceza "Vee" Critton	Competition	veniceza.g.critton.civ@mail.mil	703-695-6458
Jeff Norris	Community Service	jnorris@kpmg.com	202-533-4024
Dan Olden	Membership	dolden@kpmg.com	202-533-5183
Rocky Wilber	Photographer	rocky.wilber@dfas.mil	571-372-7190
Mo Kohistani	Newsletter Managing Editor	mohammad.kohistani@ey.com	571-213-3709
Wayne Whiten	Webmaster	wayne.whiten@calibresys.com	703-797-8831

### **Audit**

#### **Chair: vacant**

### **Nominating**

#### **Chair: vacant**

Cynthia Curry	DOD VP	cynthia.l.curry.civ@mail.mil	703-697-4542
Cynthia Crippen-Black	Army VP	cynthia.d.crippenblack.civ@mail.mil	703-692-5746
Robin Farley	Navy VP	robin.farley1@navy.mil	202-433-3499
Jane Roberts	USMC VP	jane.roberts@usmc.mil	703-955-1469
Benjamin J Yarish	Air Force VP	benjamin.j.yarish.civ@mail.mil	703-695-4442
LT Sanchez	USCG VP	mark.m.sanchez@uscg.mil	202-475-5450
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