

*ASMC Mission Statement: To provide professional development and promote ethical behavior in all aspects of Defense Financial Management.*



## President Elect Message Ms. Crystal Toupin



**Crystal & Lilly**

Per Peter Drucker “the greatest danger in times of turbulence is not the turbulence itself – it is to act with yesterday’s logic.” I would say, at least in the Working Capital Fund World, we are experiencing a bout of extreme turbulence with our current funding constraints, preventing us from effectively executing our mission. Issues with the Flying Hour reimbursement model and Sales Rates, coupled with a reduced FY20 budget and the associated consumption of shelf stock, has the Supply Chain in a perfect storm of sorts. We need to stop thinking with “yesterday’s logic” to overcome our current and upcoming challenges. Leadership’s decisions today will affect the way we do busi-

ness in the years to come. Fortunately, the takeaways from last month’s Regional PDI, as well as the topics in our upcoming ASMC events, can help us all to circumvent these challenges, develop new strategies, and successfully weather this financial storm.

From AFMC Headquarters to LCMC and NWC Leadership, Human Resources to Retirement, and everything in between, PDI attendees effectively learned how to “build on yesterday, lead today, and change for the future.” While Brig Gen Peccia shared his R-I-P-P-L-E C-T dictum regarding his leadership philosophy and told us to “make the farm better than when we found it,” renowned author Richard Paul Evans shared personal stories demonstrating how we can tap into our own inner greatness. BEE the Change was definitely a power slogan for not only the PDI, but also our chapter’s 2020 vision!

March’s Monthly ASMC Luncheon (it’s March 24 by the way) tackles “the Elephant and the Rider” Leadership and Change Management methodology coined by author Dan Heath in his book Switch.

**President Elect Message continued on  
Page 7**

### Inside this issue:

<i>President’s Message</i>	1
<i>Regional PDI Highlights</i>	2-3
<i>Board Member Roll Call</i>	2
<i>Upcoming Events</i>	4
<i>National PDI</i>	4
<i>Member Spotlight</i>	5
<i>Financial Management Tuition Assistance Pilot</i>	6
<i>March Meeting Details</i>	6
<i>Member Spotlight Con- tinued</i>	7
<i>President’s Message Continued</i>	7
<i>Save the Date</i>	7
<i>Golf Tournament Flyer</i>	8
<i>PDI Pictures</i>	9



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## Regional PDI Highlights

On 20 February, 217 FM'ers gathered at the Davis Conference Center for our Regional PDI. Military and Civilian members came from 25 different organizations on Hill and the surrounding area and both Active Duty AF and ANG were represented..

**Ms. Glenda Scheiner, Director, HCRM, OUSD (C)** spoke to us about workforce development. She reminded us we should all understand how we fit into the big picture. She also spoke about the FM Certification, a NAF FM Certification pilot program, the Defense Security Cooperation Agency Certification, and an upcoming Acquisition transformation that will streamline the 14 acquisitions career fields into two areas—Business and Technical Management. The MOST exciting news is a revamped CET tracking and reporting tool that is due out in February 2021 replacing the tedious LMS site. Also—be watching for the FMSTARS assignment catalog for anyone wishing to be a candidate for a 3-6 month cross-component rotation.

**Mr. Val Majewski from American Benefits Exchange** was back to discuss civilian benefits & retirement. He addressed FEGLI and what you can carry over into retirement, touched on the various FERS retirement systems (and the Survivor Benefit Plan) and TSP—are you taking advantage of the 5% government match?!

**Ms. Kathryn Sowers, Director of Finance & Comptroller, AFLCMC** addressed some FY20 budget challenges such as \$5B in must pays and \$10M reprogramming limits. She also spoke to upcoming changes within our work environment such as Bots that can run repetitive transactional work in a fraction of the time we can do it manually and collaborative workspaces where you 'hotel' in a work spot rather than having your own desk space. Ms. Sowers had some great words of wisdom

- ◇ Everyday is a job interview—show up, be enthusiastic, seek new challenges
- ◇ Don't be in a hurry—gain breadth & depth, don't rush to move up too quickly
- ◇ Continue to learn, mentor and train
- ◇ Seek results—If you're doing financial analysis right—you have to be outside your lane

**Continued to page 3**



### 2019 BOARD MEMBERS

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**We are still looking for  
Board Members to fill the  
Programs vacancy!**

**Please consider volunteering  
today!**

**Continued from Pg 2**

**Mr. David Harder, Director of Finance & Comptroller, AFNWC**, discussed Reinvigorating the AF Nuclear Enterprise—Ground Based and Air Delivered Systems, and Nuclear Technology and Inter-agency Engagement. Mr. Harder also discussed the funding trends and how changes in Procurement and RDT&E funding affect nuclear programs. He also had some great videos!

**Brig Gen James D. Peccia, Comptroller, AFMC**, provided the following leadership ‘nuggets’

- ◇ Communicate and understand expectations
- ◇ Own your job—don’t be on the hamster wheel
- ◇ Act like warriors—know the mission
- ◇ Aptitude, Attitude & Motivation—YOU control these
- ◇ Don’t be afraid to fail—but don’t make a habit out of it (this was my favorite)
- ◇ Be humble & approachable
- ◇ Publicly support your bosses’ policies (be loyal)
- ◇ Bring recommendations—not problems
- ◇ Embrace the uncomfortable times—they bring growth
- ◇ Develop your leadership philosophy now— don’t wait until you need it
- ◇ Every day is a job interview
- ◇ Live & work with passion

**Mr. Richard Paul Evans, author & founder of The Christmas Box House**, provided spoke on “Unleashing your Inner Greatness”. Mr. Evans stated that while most people are good—we live far below our potential for joy and accomplishment. To help get the most of life—he shared “Ricky Evans the Great—Rules for Greatness”

- ◇ There’s a reason you were born—you’re not a mistake
- ◇ Free yourself
  - \* From the cage of paradigm—don’t settle for what everyone else is having—there might be something better waiting for you!
  - \* From the cage of victimhood— don’t use the currency of past events to buy out of your current responsibility
- ◇ Magnify your life—Don’t lose by default—if you’re not willing to fight for your dream—who is?
- ◇ Develop a love centered mind

Thanks to the generosity of our members, we donated about \$800 in pajamas plus \$290 in cash from PDI attendees. Additionally, your Chapter donated \$250 in honor of our speakers.

Also, a shout out to the American Benefits Exchange for donating \$500 for our Chapter Scholarship Program and the Davis Conference Center for sponsoring our after-hours social.

## UPCOMING EVENTS

- ◇ **24 March 2020** - Chapter Meeting  
Speaker: Col Luke Cropsey, 'The Elephant and the Rider'  
1100-1230, Bldg 1580, Conference Room 150, Brown Bag Lunch
- ◇ **19 March—Peanut Butter and Jelly Sandwiches Community Service Project**  
3:30 PM—Building 1222, Conference Room  
Need volunteers and donations of Peanut Butter and Jelly  
Supporting the Ogden Homeless Shelter
- ◇ **8 April 2020** - Chapter Meeting  
Speaker: 75 CPTS, DEAMS Transition  
1100-1300, Bldg 1209, Lunch from Zupas (watch for sign ups)
- ◇ **9 April—Burrito Project**  
5:00 PM—Rico Foods, SLC
- ◇ **1 May — 3rd Annual ASMC Golf Tournament - The Barn Golf Course**  
4-Person Scramble \$60 per golfer includes tournament fees, breakfast & lunch  
Signup with Winnie Ochoa by 28 April
- ◇ **11 May—Early Careerist Leadership Panel Q&A Brunch**  
9:00 AM—Location TBD  
Panel will tentatively include—Daysha Tello, Crystal Rasmussen, Tris Peraza, Bill Howell, Melody Chase, and James Davis

## PDI 2020

## WE WALK THE LINE

## Instrumental to the Warfighter

This year's National PDI will be held in Nashville, TN from 27-29 May. The National PDI is the premier training event for the ASMC. Defense financial managers from around the world will meet for this 3-day event to enhance resource management knowledge and skills and to share best practices for meeting complex challenges in the current fiscal environment.

Start making your plans to attend — Registration is open now!

<https://asmconline.org/pd/pdi/>

## ASMC Member Spotlight



**Marina Rodin (and Buddy)**  
AF Audit Agency

ASMC member since 2018

### Briefly describe your career path.

Prior to joining the Air Force Audit Agency, I was a financial consultant for the SBA while I was completing my accounting degree from Weber State University. I always loved finance, but my accounting professor convinced me to pursue a degree in accounting. Regrets? No, my accounting degree opened job opportunities with several CPA firms and for government jobs including the Air Force Audit Agency. While at Weber State University, I was recruited by another accounting professor to work for his CPA firm where I experienced many long hours working on company accounts especially during the tax season. Realizing that career path didn't promise much excitement for me, I applied for an auditor position with the Air Force Audit Agency. During my tenure with the Agency, I obtained an MBA

at Webster University and completed Squadron Officer School online. Auditing became my passion! It taught me to be detail-oriented, analytical, innovative, and how to use professional judgment. I have also learned to perform multiple priorities on short deadlines without compromising quality. The most rewarding and exciting part of my job is gaining knowledge and experience performing audits in a variety of areas such as compliance, financial management, accounting, logistics management, lifecycle management, contracting, acquisition, supply, maintenance, personnel, medical, and deployment.

### What are your future goals?

I believe I am very resourceful and have an endless desire to learn new things. I get a lot of intellectual satisfaction from the challenges associated with learning new things. As I seek these learning opportunities, I also love developing new and innovative ideas. I really appreciate career broadening and my future goals include pursuing those opportunities. Our professional community here at Hill AFB consists of many individuals with tremendous knowledge, experience, and expertise. Career broadening opportunities, whether a 3, 6, or 12-months, are great for our professional community. They

provide a structure where we can share our knowledge and experience and learn from others, build great rapport with other local professionals, and create a stronger professional community. I would love to see more of us encouraging our organizational leadership to support and create more of these opportunities.

### How has ASMC helped in developing your career?

I became a member of ASMC primarily to expand my network of professionals at Hill AFB. It has definitely been worth it! As I research audit topics and issues, and develop ideas for new audits, I am able to tap into the substantial knowledge and experience that other ASMC members possess by brainstorming with them or seeking their advice. I have been fortunate to meet many high-quality individuals since joining ASMC.

### Which ASMC programs/offerings have helped the most?

I had the opportunity to attend the national PDI in San Antonio last year. It was a fantastic experience! I met many professionals who shared with me their stories and experiences and who have become part of my growing network.

**Member Spotlight continued on Page 7**



## Financial Management Tuition Assistance Pilot Program

Have you considered the 1515 Operations Research/Cost Analyst job series but don't have the necessary 24 credit hours in advanced mathematics to meet the qualification standards? The FM Tuition Assistance pilot program might be something to consider. This is a voluntary program to help address the shortage of 1515 Operations Research/Cost Analysts. Eligible employees include permanent GS-13 or lower, FM employees in any job series, already holding a bachelor's degree or higher, and assigned to Hill. If you'd like to apply— submit an FM TA application, resume (using FM template), FM TA memorandum of understanding, copy of all transcripts to [afpc.fm.cft@us.af.mil](mailto:afpc.fm.cft@us.af.mil) by 1 Apr 2020. Documents can be found at:

<https://cs2.eis.af.mil/sites/10355/CivilianDevelopment/Pages/CivDev.aspx#InplviewHash6c4b0744-e236-4fd3-8917-e4497e08e450=SortField%3DModified-SortDir%3DDesc>

This pilot for 1515 series is also available at other locations. There are also slots for the 510 series—but not at Hill AFB. - Direct questions to [afpc.fm.cft@us.af.mil](mailto:afpc.fm.cft@us.af.mil)

## ASMC Presents

ICBM's Colonel Luke Cropsey



## The Elephant and The Rider

Leadership and Change Management according to the book "Switch," by Dan Heath

Tue, 24 Mar  
1100-1230  
Bldg1580  
CR 150  
Brown bag lunch

For more information, pls. contact Winnie Ochoa @ [winnie.ochoa.4@us.af.mil](mailto:winnie.ochoa.4@us.af.mil)



### President Elect Message continued from Page 1.

April's Monthly ASMC Luncheon addresses possibly one of the hardest changes we as financial managers must cope with in FY20: DEAMS. Lastly, May's monthly meeting is currently slotted as a Senior Leader Q&A Brunch Panel. The most effective way to cope with change is to help create it....so let's create it together!

**SAVE THE DATE**  
**EARLY CAREERIST**  
**LEADERSHIP PANEL**  
**Q&A BRUNCH**  
**11 MAY 2020**  
**9 AM**

**TENTATIVE PANELISTS**  
**DAYSHA TELLO**  
**CRYSTAL RASMUSSEN**  
**TRIS PERAZA**  
**BILL HOWELL**  
**MELODY CHASE**  
**JAMES DAVIS**

### Member Spotlight Continued from Pg 5

I also very much enjoyed the variety of lectures and subject matter at the national PDI, which broadened my knowledge in many different areas. Similarly, I value the regional PDI offered locally as well as our monthly luncheons, especially when I have the chance to listen to guest speakers. These programs help me be better at my job and provide a certain amount of professional and personal satisfaction.

### If you could pass along one piece of advice to ASMC Early Careerists, what would it be?

The government is a very large organization with a long, tradition-based history. However, we need to bring innovation and new ideas to our organizations, and young professionals can help lead change. They often have fresher views and very different perspectives than many of us who have been government employees for a long time and are used to the status quo. I would advise ASMC Early Careerists to engage with their organizational leadership while they are learning the ins and outs of their jobs. I would also advise them to share their new and different ideas, to ask questions, and to encourage their leaders to be open to and support positive change and progress. As I said before, our professional community at Hill

AFB is very diverse in terms of knowledge, experience, and expertise. There is so much to learn from these professionals so don't settle for just one mentor. Seek out multiple mentors and seek out opportunities to gain knowledge by connecting with professionals in different organizations. Diversify your knowledge and experiences!

### Share something you enjoy doing when you're not working?

I am all about maintaining a healthy lifestyle: nutrition, meditation, fitness, hiking with my dog, and of course social gatherings with girlfriends and family. I enjoy running and walking Buddy (my dog), daily meditation to help me connect with my inner self and forget the external environment. I also enjoy cooking healthy dinners and love to have a glass of red wine (yes, it's very healthy). I love nature and hikes on the weekends. I love Utah because there are so many amazing hikes. One of my favorites is the Mount Timpanogos Summit. It took me 7 hours to hike 15 miles, but Buddy and I had an amazing experience!



**2020**  
**ASMC**  
**GOLF**  
Tournament  
Fundraiser

**4-PERSON  
SCRAMBLE**

**May 1**  
Friday 2020

**\$60**

per golfer  
includes  
tournament fees  
breakfast  
lunch

Sign up deadline  
**April 28**

**The Barn Golf Course**

305 W Pleasant View Dr.  
Pleasant View, UT 84414

**Prize won on every  
hole!**

Mulligans & licorice rope included

Raffle prizes!!!

To register, contact

Winnie Ochoa @  
winnie.ochoa.4@us.af.mil

*Proceeds benefit American Society of Military Comptrollers-Utah Chapter  
Non-Profit Organization*







**ASMC Utah Chapter  
2020 Regional PDI**

**Building on Yesterday, Lead-  
ing Today, Changing for the  
Future  
Bee the Change!**