



Chapter Newsletter – January 2015

Meet Your 2014/2015 Board of Directors



President - Glenn Price, CHAE

Glenn Price has been the Director of Finance at the Gasparilla Inn & Club for eight years. Prior to joining the Gasparilla Inn, Glenn was the CFO at Three Creek Ranch in Jackson Hole, Wyoming, and the Controller at Hammock Beach Resort in Palm Coast, Florida.

Glenn has an MBA in Finance from University of New Orleans and a Bachelor of Science degree from Louisiana State University.

Glenn has been a member of HFTP since 1995 and served as the Vice President of the Manasota Chapter for the past two years and as a Director prior to that.

Glenn's interests include golf and SCUBA diving.

Vice-President - Ronald E. Robinson, Jr., CHAE



Ron Robinson has been the Controller at Heron Creek Golf and Country Club for two years. Prior to working at Heron Creek, Ron worked at the

Country Club of Sapphire Valley in Cashiers, North Carolina and The Reserve at Lake Keowee in Sunset, North Carolina.

Ron has been a member of HFTP for 6 years – two years in the Manasota Chapter and 4 years in the Blue Ridge Chapter. Ron served as a Director of the Manasota Chapter last year.

Ron is married to Christa Robinson and they have two sons, Brant and Brady, and a daughter Brynn.

Ron's interests include UNC Basketball and his family. He was an all conference wrestler in high school. A little known fact about Ron – he has one sister and four brothers, but he is the youngest and oldest.

Treasurer - Sharon Litchfield, CHAE



Sharon Litchfield has been the Controller at TPC Prestancia for 20 years in May.

Sharon has served on several HFTP committee including Bottomline, Social Media, and Education during her 15+ years as a member of HFTP. Sharon is also a certified CHAE trainer.

Sharon is pursuing a Master's Degree in Hospitality and Technology Leadership at the University of South Florida Sarasota Manatee. Sharon also has a Bachelor of Science degree from the University of South Florida in Social Sciences and Accounting.

Her interests include golf (although she doesn't get to play much) decorating and designing, photography, art museums, hiking, travel, GNO (Girls Night Out), and live music. She loves to dance!

Secretary - Eileen Sarris, CPA, CHAE



Eileen is the Chief Financial Officer at The Field Club. She joined the Field Club in October 2012. Prior to joining The Field Club, Eileen was an Audit Partner with Natherson & Company, P.A., where she had a had a 20 year career in public accounting providing audit and tax services to not-for-profit, CIRA, and small business organizations.

Eileen has a Bachelor of Science degree, Magna Cum Laude, in accounting and a Master of Accountancy degree, both from the University of South Florida. Eileen serves as a Trustee of the USF Accounting Circle Board of Directors, the Alumni Chair of the Leadership Sarasota County Program, and Vice President of Education for Sarasota Evening Toastmasters. She has held many leadership positions within the Toastmasters International, including District Governor for Florida and the Bahamas.

Eileen is married to John Sarris, who is a CPA and shareholder with Piper Hawkins & Company. They have two children: Matthew (age 10) and Nicole (age 8).



Director - Sam Adelstein

Sam Adelstein is the Assistant Controller at Laurel Oak Country Club.

Director - Christine Fox



Christine Fix has been a Marketing Coordinator for Jonus Club, ClubPay Division for 5 years. Prior to ClubPay, she worked for Technology Training Associates as a Jonas Client Solutions Specialist for three years. She started her professional career as a Loan Processor at Florida Department of Transportation Credit Union in 1998.

Christine has been a member of the HFTP Manasota Chapter since 2010 and has served on the Social Committee for the past several years.

Christine's husband is an entrepreneur and multi-media artist and their daughter is a dancer with Fuzion Dance and a hair stylist at Yellow Strawberry.

Christine and her family moved to Sarasota in 2003 and they enjoy the variety of activities Sarasota offers; unique dining establishments, theatre, museums, and multi-faceted cultural experiences. She also enjoys hiking, camping, snorkeling, and growing orchids.

Director - Paul Hoffman, CPA, CGMA



Paul Hoffman has been the President of South Tech for 12 years. Prior to South Tech, Paul was the CFO of Go Solo Technologies, Inc., and had worked as the Tax Technology Center Manager for Arthur Anderson. Paul has been a member of HFTP for 2 years.

Paul is married to Marie Hoffman and they have 2 children, Ashley and Kyle. Paul enjoys running and volleyball. Paul held his high school's mile record for 29 years.

Director Alison Liska, CAM



Alison Liska has been the Controller at The Founders Golf Club, Inc. for 3 years. Prior to working at the Founders Golf Club, Alison worked at the Longboat

Key Club, Sarasota Yacht Club, and Fisher Island, Inc.

Alison has been an HFTP member for over 20 years. She has served as Treasurer, Vice President and President several times. She chaired the HFTP Regional Conference at the Ritz in 2005, as Hurricane Katrina was strengthening in the Gulf.

Alison is currently President of The Lovelanders, Inc. and sits on the Board of Directors of Loveland, Inc.

Alison's hobbies include rowing crew and gambling. She has 6 sisters, 3 children and 4 grandchildren. Her son has special needs (Down Syndrome) and is the light of her life. Her secret passion is floral design.

Director Lee Sullivan, CPA, CGMA



Lee Sullivan recently joined McGladrey, LLP as an Assurance Manager. Prior to joining McGladrey, Lee was with PBMares, LLP for 10 years as an Assurance

Manager. Lee has been a member of HFTP for 4 years and previously served on the Charitable Giving Committee in 2002.

Lee attended Virginia Wesleyan College where he received his BA. Prior to joining McGladrey, Lee worked with Witt Mares / PBMares cumulatively for 9 years leading their not-for-profit niche. Lee also spent 2 years in private industry as the accounting manager for Wave Church in Virginia Beach, VA.

In his free time, Lee enjoys spending time with his family – Carley and Brittin (7), Ridge (4) and Ryder (1), friends, surfing, snowboarding, skateboarding, soccer, running, watching the Redskins, pretty much doing anything outside, reading good books, watching good movies.

Director, Christopher VanUs

Christopher VanUs has been the Controller at Stoneybrook Golf & Country Club for over two years. Prior to joining Stoneybrook Golf & Country Club, Chris was with Palma Ceia Golf & Country Club as the Assistant Controller.

Chris has an MBA in Finance and Management and a Bachelor of Arts degree in Communication from the University of South Florida.

Chris has been a member of HFTP for two years and this is his first year serving on the Board of the Manasota Chapter.

Chris is married and has two step-children. He enjoys cars, hunting and fishing. An interesting fact about Chris is that he lived in Germany for a few years.



Hospitality Financial and Technology Professionals (HFTP®), producers of HITEC, are proud to announce that attendee registration and the housing bureau for the 2015 Hospitality Industry Technology Exposition and Conference (HITEC®) are now available online. HITEC is the world's largest hospitality technology exposition and conference. This year's event will be held at the Austin Convention Center in Austin, Texas USA from June 15-18.

MARK YOUR CALENDAR!

Upcoming Chapter Activities 2015

Your Board of Directors is working hard to plan our Chapter's activities for 2015. If your Club or Hotel would be interested in hosting any of our meetings, please contact our Vice President – Ron Robinson Controller@heron-creek.com Likewise, contact Ron, if you have topics that you would like to see presented or have someone in mind who is a great presenter.

February 18, 2015 – What Your Board and General Manager Need to Know about Your Financial Statement and Audit – Panel Discussion: Lee Sullivan (McGladrey), Jay Clarkson (CS&L), and Tom Cramer (Suplee & Shea)

Location TPC Prestancia

March 19, 2015 – Employment Law Update – Jennifer Compton, Shumaker, Loop & Kendrick, LLP

The Oaks Club

April 23, 2015 – Florida Fraudsters and White Collar Crime in West Central Florida – Kerry Myers, retired attorney and accountant for the Federal Bureau of Investigation who currently teaches forensic accounting at USF

Location TBA

May 28, 2015 – Annual Trends Meeting presented by Phil Newman, McGladrey
Chapter Meeting – Laurel Oak

June 2015 – Chapter Social Event

June 15 – 18 - HITEC Austin, TX

Club & Hotel Controllers Conference – co-located with HITEC – June 15 – 17

July – Regional Conference

August 19, 2015

Chapter Meeting – Location TBA

September 16, 2015

Chapter Meeting – Location TBA

October 21-24, 2015 – Annual Convention & Tradeshow, Bellevue, WA



A special welcome to our newest members who have joined the Manasota Chapter:

Michael Afloarei

Regional Director of Finance –
Southeast US

Hilton

Tina Griffey

Controller
Tampa Bay Skating Academy

April Jordan, CHAE

Controller

Stephanie Klosterman

Accounting Coordinator
Bradenton Yacht Club

February Meeting Topic



Does your governing board understand their fiduciary responsibilities? Is the audit process a mystery? What are the best practices for Boards and Management?

Join us on February 18th at TPC Prestancia for our Chapter meeting. Invite your Board of Directors and General Managers to attend. We will have a panel comprised of CPAs, Lee Sullivan, Jay Clarkson, and Tom Cramer, who will share with us fiduciary responsibilities of governing boards, and the system for monitoring, assessing, and reporting on overall fiscal condition and financial performance.

Speaker Bios

Lee Sullivan, CPA, CGMA recently joined McGladrey, LLP as an Assurance Manager. Prior to joining McGladrey, Lee was with PBMares, LLP for 10 years as an Assurance Manager.

Jay Clarkson, CPA | Principal CS&L CPAs has been a CPA for more than 20 years, and has provided services to not-for-profit organizations, closely-held businesses, country clubs, construction companies, common interest realty associations, and employee benefit plans during that time. Jay brings the added perspective of having been a CFO for a closely-held business responsible for cash management, development of internal controls, and financial reporting both for management and outside parties.

Thomas R. Cramer, CPA, Partner, Suplee & Shea graduated from Florida State University and became a Certified Public Accountant in 1985. He concentrates on financial accounting and audits.

Governing boards have a fiduciary responsibility

By Lee Sullivan, Assurance Manager with McGladrey, LLP. This article was published in Inside Business The Hampton Roads Business Journal, October 31, 2014.

Both the recession and wide-ranging scandals over the past few years have changed the perceptions of duties required of boards of directors in all industries, including nonprofits.

Additionally, the Internal Revenue Service, through its revisions to Form 990, requires reporting by nonprofits on a range of governance issues that go far beyond financial reporting. Directors of all organizations need to be familiar with independence considerations, compensation issues, how much "transparency" is appropriate, and most important, how to know if you are executing your "fiduciary duty." But what exactly is fiduciary responsibility and what does it mean to the directors of a nonprofit?

Many successful nonprofits recognize the need to operate more like a business. In well-operated nonprofits, executive directors run the organization and the board provides governance, oversight and strategic direction. This is not the case with all nonprofits. In an effort to save money over the past few years because of the recession, many boards have taken a more hands-on role in day-to-day operations. While many

board members are very successful in their own careers, stepping into a nonprofit management role, even inadvertently, can have unintended consequences. The operation of a nonprofit is altogether different from operating a for-profit enterprise, and a director's role is different than an executive's role. It is critical that all board members understand their roles.

A board member has three duties, including a fiduciary duty, to the nonprofit. He or she is exposed to potential personal liability if the director or board fails to uphold these duties. A fiduciary is someone who acts on behalf of another based on an expectation of trust. A nonprofit's board is the central governing body of the organization. The executive director is the lead member of management and makes operating decisions for the nonprofit on a day-to-day basis; however, the board has ultimate responsibility and accountability for the organization's actions.

According to the Midwest Center for Nonprofit Leadership, a nonprofit board and its members individually have three fundamental fiduciary duties: a duty of care, a duty of loyalty and a duty of obedience.

The duty of care means that the board member actively participates, attends board meetings, is educated on the industry, provides strategic direction and oversees management. Directors are required to understand risks and opportunities facing the industry and the environment in which the enterprise operates. Capable directors educate themselves and make decisions based on facts. While discussions may be spirited behind closed doors, once a decision is made, it is the decision of the board and individual members should not undermine those decisions.

The duty of loyalty requires the board member to operate in the interest of the nonprofit and not to use the position to further a personal agenda. Failure to follow these guidelines can expose the board member to personal liability.

The duty of obedience requires the board to comply with state and federal laws and regulations that apply. This includes regulations and guidance issued by the IRS. Obedience to governing documents requires a deep understanding of the operating documents - the bylaws, rules, board manuals - and a clear understanding of the difference between the terms "may" and "must" contained in those documents.

Finally, obedience requires that the board not act outside the scope of the organization's legal documents.

According to the Minnesota Council of Nonprofits, some of the general expectations of a board include: securing adequate financial resources for the organization to fulfill its mission; defining prerequisites for potential new board members, orienting new members and evaluating board performance; and clearly defining the organization's mission, accomplishments and goals to gain support from the community and enhance the organization's public image.

The responsibilities of a board member are numerous, but the payoff is priceless. Without directors willing to understand and faithfully execute their duties, the majority of nonprofits would not be in existence, benefiting society. This is why it is important to cultivate strong governance policies and build educated and committed boards - these qualities are the hallmarks of the most successful organizations.

March Meeting Topic



Plan to attend our March Chapter Meeting on March 19th at The Oaks Club, as attorney Jennifer Compton presents an employment law update.

March Speaker Bio

Jennifer B. Compton

Partner, Labor & Employment
Practice Co-Administrator



Employment Law.

Jennifer B. Compton's practice focuses on employment law counseling and litigation. She is Board Certified by The Florida Bar in Labor &

Jennifer primarily represents employers and provides assistance in preventative counseling and the defense of litigation brought by current and former employees. Jennifer regularly practices in Federal and State courts as well as in arbitration. Areas of defense recently handled by Jennifer include claims under the ADA, FMLA, FSLA, ADEA, Florida Whistleblower Act, and Florida Trade Secret Act. Jennifer also

regularly litigates to enforce non-competition and non-solicitation agreements against former employees, as well as defending claims for enforcement on behalf of employers who have hired new employees subject to such covenants. Additionally, Jennifer works with executives separating out from local, regional and national employers, including the areas of severance and restrictive covenants. She is a frequent lecturer on employment law and litigation issues for employers.

Honors

- Florida Super Lawyer by *Super Lawyers* magazine, 2013, 2014
- Florida Rising Star by *Super Lawyers* magazine, 2011, 2012

Professional and Community Affiliations

- Sarasota County Bar Association
- Greater Sarasota Chamber of Commerce, Board of Directors
- Greater Sarasota Chamber of Commerce, Workforce Innovation and Talent Development Council, Chair
- Southwest Florida Red Cross Advisory Counsel
- Girls Inc., Board of Directors
- Southwest Chapter of the American Red Cross, former Board Member and Secretary



April Meeting Topic

Florida Fraudsters and White Collar Crime in West Central Florida



April Speaker Bio

Kerry L. Myers

**Clinical Professor of Law and Accounting,
University of South Florida**

**Supervisory Special Agent-
Attorney/Accountant (retired) Federal
Bureau of Investigation**

Prior to joining the faculty at the University of South Florida (USF), Kerry L. Myers worked 25 years as both an attorney and an accountant with our Nation's premier federal law enforcement agency, the Federal Bureau of Investigation (FBI). He was one of the original members of the Tampa Bay Bank Fraud Task Force and also served on the Tampa Joint Terrorism Task Force. He successfully investigated a major terrorism financing case that included numerous federal money laundering violations arising out of the transfers of funds from Florida to terrorists committing violent acts in the Middle East on behalf of a designated international terrorist organization. He was also certified as a bomb technician with the

FBI which resulted in his working the Oklahoma City Bombing, Centennial Park Bombing in Atlanta and the TWA Flight 800 crash off of Long Island Sound. He testified against both Timothy McVeigh and Terry Nichols during their respective OKBOMB trials. His FBI terrorism financing and bombing investigations have taken him to Israel, Jordan, Lebanon, Qatar, Pakistan, Afghanistan, Thailand and Greece during his career. As a bomb expert, he was temporarily assigned to work Improvised Explosive Device (IED) issues with the Combined Explosives Exploitation Cell (CEXC), CENTCOM, in Afghanistan in 2006 during Operation Enduring Freedom. Agent Myers received an Award for Bravery for his conduct there. He also received a Director's Award for leading a national terrorism undercover operation that proactively prevented a terrorist act in the United States. Finally, Agent Myers additionally served the FBI as a SWAT Operator, Crisis Management Coordinator, Weapons of Mass Destruction Coordinator, Firearms Instructor and Police Instructor.

Agent Myers now teaches several graduate classes such as forensic accounting which includes the topics of white collar crime, fraud, money laundering and financial investigation at USF's School of Accountancy in the Muma College of Business. He is also assigned to the Florida Center for Cybersecurity at USF. He earned his Juris Doctorate Degree, with Distinction, from the University of Missouri and a Bachelor's of Science in Business Administration-Accounting Degree, *Summa Cum Laude*, from Missouri State University. He is a Certified Fraud Examiner and is licensed to practice law in the State of Missouri where he was a trial attorney and prosecutor for almost a decade before joining the FBI.