

Spring 2024

A publication of the Connecticut Society of CPAs.

# Connecticut CPA

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## State of the CTCPA

From pipeline initiatives and cutting-edge technology tools to advocacy and more, we're tackling the profession's biggest challenges and seizing opportunities in an ever-changing world.

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## Editor's Note

# CTCPA Launches New DEI Event June 18 at The Hartford Club: 'Celebrating Diversity in the Workplace'

As we continue our focus on filling the pipeline and evolving our businesses to thrive as we move into the future, it has never been more important to attract and retain a talented and diverse workforce to the profession. Data shows that diversity in a business team leads to increased innovation and growth.

To support this important initiative, the CTCPA Diversity, Equity, and Inclusion (DEI) Committee, led by chair **Shanita Booker** of The Hartford, has planned a special event for Tuesday, June 18 from 5:30 to 8:00 p.m. at The Hartford Club. "Celebrating Diversity in the Workplace" will be a dynamic program engaging accounting professionals as they network, gain different perspectives on the importance of DEI in the workplace, and feel inspired to drive DEI-related conversations that promote a positive work environment.



Keynote Speaker  
**Sandra Quince**  
CEO –  
Paradigm for Parity

The evening's keynote speaker **Sandra Quince** is the Chief Executive Officer of the Paradigm for Parity coalition. Her organization represents current and former business leaders including CEOs, CHROs, and DEI experts who are dedicated to addressing the systemic gender and racial gaps in the corporate sector. They partner with companies to develop and promote strategies that transform corporate leadership to assure that women of all races, cultures, and backgrounds have equal power and opportunity to advance.

## Opportunities to forge connections and spark new ideas.

Here's a look at the program's schedule, which offers ample time for interactive and thoughtful discussion:

- 5:30-6:00 Networking and Hors D'oeuvres/Bufferet/Soft Drinks/Beer/Wine
- 6:00-6:20 Keynote Speaker: Sandra Quince
- 6:20-7:00 Panel Discussion
- 7:00-7:20 Table Exercise: Roundtable Discussion Groups
- 7:20-7:30 Debrief Table Exercise
- 7:30-8:00 Networking

## Join us as a participant, sponsor, or purchase a table for your organization.

We'd love to fill the Hartford Club for this program. You can offer your support as an Event Sponsor, Gold Sponsor, or Company Table Sponsor. Each of these opportunities includes 10 tickets to the event as well as recognition for your organization that evening and in pre- and post-event materials. You're also welcome to join through an individual registration. Learn more and register at [www.ctcpas.org/DEI](http://www.ctcpas.org/DEI).



See you next issue,

Kirsten Piechota, Managing Editor

# 2024 CTCPA Annual Meeting



Featuring Keynote Speaker

**Liz Barentzen**  
Vice President, Operations  
and Talent Initiatives –  
Center for Audit Quality

Thursday, May 16 • 5:30 - 8:30 p.m. • Aqua Turf Club, Plantsville

1 CPE Credit • Member Price \$95 • Non-Member Price \$115 *Prices will increase by \$10 after May 2.*

We're back in person! Register at [www.ctcpas.org/AnnualMeeting](http://www.ctcpas.org/AnnualMeeting).

In response to member requests the CTCPA Annual Meeting returns as an in-person event, bringing back the buzz of face-to-face interaction, networking, and community spirit.

We'll conduct our annual business meeting, hear remarks from outgoing CTCPA Chair **Timothy Hedley** of Fordham University and incoming Chair **Kevin Lawlor**, elect the 2024-2025 Board of Directors, install our new Advisory Council members, and honor the Jack Brooks Leadership Award winner before hearing from our keynote speaker. We'll wrap up the evening with a networking hour with wine, beer, and hors d'oeuvres.

### Keynote Address: Filling the Pipeline

Everyone's talking about filling the CPA pipeline – including the Center for Audit Quality (CAQ). We'll be joined by **Liz Barentzen**, the Vice President, Operations and Talent Initiatives at CAQ, to learn more about their efforts.

Recent CAQ research reveals that reaching students before they get to college is critical, with 66% of accounting majors reporting they had decided to major in accounting before they arrived on a college campus. The CAQ, through its Bold Ambition and Accounting+ initiatives, has partnered with a number of organizations to help reach younger audiences via a scalable digital platform implemented in more than 3,000 high schools in the 2023-2024 school year alone, with impressive results.

Thank you to our sponsors as of March 21, 2024.

To learn more or reserve your sponsorship, contact Cindy Panioto • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org) • 860-258-0213

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From the Executive Director and CEO

## From new staff to seasoned professionals: Developing Lifelong Leaders

Each year CTCPA's past presidents/chairs gather for an evening of dinner, camaraderie, and thoughtful discussion. I was lucky to be invited to join them this year. It was an inspiring evening for me as I was surrounded by individuals who embody our organization's strong legacy of volunteerism, support of each other, and pride in the profession.



CTCPA past presidents and chairs who attended this year's dinner included (back row, from left) Brian Reilly, Michael Maksymiw Jr., John Turgeon, Charles Frago, Executive Director and CEO Bonnie Stewart, Brian Kelleher, (front row, from left) Marie Benedetto, Patricia Poli, Janet Maley, James Smith, Bradley Kronstat, John Palmeri, and Susan Martinelli.

These past presidents and chairs also demonstrate one of our greatest strengths here at the CTCPA – we develop leaders. Over the years I've seen countless professionals join a committee and participate in meetings, broadening their networks and knowledge. This engagement often leads to committee chair positions where they learn to run meetings, draft agendas, and promote community. Many committee members also go on to roles on the Advisory Council, which can lead to a seat on the Board of Directors and perhaps even the CTCPA Chair position!

And, of course, that's not the only path to leadership. There's our six-month Connecticut Professionals' Leadership Academy, a program bringing together professionals from across industries (attorneys, financial planners, architects, and insurance professionals) for one day per month. Our New and Young Professionals Cabinet includes representatives from a wide range of companies and organizations who plan specialized volunteer opportunities, programming, and events. You or your staff can also help inspire the next generation by speaking about the profession in classrooms, supporting the Accounting Scholarship Foundation, or participating in our annual Day of Giving. The possibilities are endless!

Whether you're looking to make a difference in the profession or aiming to nurture leadership skills in young or new staff, we can help. I suspect you'll find what I've been saying for years: we have an incredible group of people here, and when we work with people we genuinely like, we're more fulfilled, happier, and more likely to stick with our profession and our organizations. Good for us, and good for our efforts to fill the pipeline.

If you'd like some help finding the perfect volunteer opportunity for you or a member of your team, please reach out to Membership Director **Cindy Panioto** at [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org) and she'll be happy to help.



I look forward to continuing to work and thrive together.

Bonnie Stewart, Executive Director & CEO

# 2024 CTCPA Annual Meeting

## Official Notice of the 2024 CTCPA Annual Meeting

In accordance with the bylaws, notice is hereby given that the annual meeting of the Connecticut Society of Certified Public Accountants will be held on Thursday, May 16 at 5:30 p.m. at the Aqua Turf Club in Plantsville. The election and installation of the 2024-2025 Board of Directors will take place at that time.

The report of the Nominating Committee is as follows:

**Kevin Lawlor, CPA**, Chair-elect for 2023-2024, will be installed as Chair;

**Mary Manfredi, CPA** of General Dynamics Electric Boat for Chair-elect;

**Muhammad Malloy, CPA** of CohnReznick LLP for Treasurer;

**Amber Moore, CPA** of Goldblatt Bokoff, LLC for Secretary;

**Eliot Bassin, CPA, CFE** of Fiondella, Milone & LaSaracina for Advisory Council Chair;

**Christopher King, CPA, CGMA** of King, King & Associates, P.C. CPAs for Member-at-Large;

**Kariann McDougall, MSA, CPA** of Marcum LLP for Member-at-Large;

**Rachel Tressy, CPA, CIA, CRMA** of Voya Financial for Member-at-Large;

**Karen Zeilhofer, CPA** of Deloitte LLP for Member-at-Large.

Other nominations may be made in accordance with Section 6.4 of the CTCPA bylaws.

The full proposed leadership slate is available at [www.ctcpas.org/Nominees](http://www.ctcpas.org/Nominees) and on page 12 of this issue.

Sincerely,  
CTCPA Secretary Muhammad Malloy, CPA  
CohnReznick LLP



# Advocacy Update

By Bonnie Stewart, CTCPA Executive Director and CEO

**Note: This information was accurate as of press time. Things change quickly during the legislative session. Check our Advocacy Updates for the latest.**

## Top Issues for Connecticut CPAs in the 2024 Legislative Short Session

Our advocacy efforts have ramped up significantly this year as we pursue various initiatives that our membership has specifically requested. This year's short session adjourns on May 8, so things will move very quickly.

### Advocating in Support of CPA License Fee Reduction

Senate Bill 135: *An Act Establishing a Maximum Charge for Certain Occupational Licenses, Certifications, Permits and Registrations* could significantly reduce CPA licensure fees in our state. The CTCPA has advocated to reduce these fees for many, many years. The proposed bill seeks to cap initial and renewal licensure fees for CPAs and other professionals at just \$100!

While this reduction would greatly benefit our members and other licensed professionals in our state, it also carries a significant fiscal note, prompting extensive discussion and debate among legislators on how to offset the potential revenue loss to the state.

In support of this measure, we urged members to submit testimony advocating for Senate Bill 135 as well as contact their individual legislators using sample messages we provided through our VoterVoice action software. I also testified orally in support of the measure, highlighting the fact that Connecticut CPAs pay substantially higher license fees than any other CPAs in the country, placing an undue burden on our members.

We will continue to fight hard in support of this measure as the session moves on and keep you informed of any new developments.

### State Tax Committee Requests

The State Tax Committee has raised proposals regarding DRS audit appeals, interest rate, and allocation of tax payments. At press time, changes regarding audit appeals are expected to be heard by the Finance Committee. We appreciate the Finance chairs agreeing to hold a public hearing on such a substantial measure during the short session. Unfortunately, they believe the interest rate and allocation of tax payments need more time, and that will not be heard this year. Still, we will continue to educate legislators on the measures so they can be brought back next year.



**Check our Advocacy Updates and special alert emails for the latest on these proposals and many more throughout the legislative session.**

We have continued to build a strong and effective relationship with the Department of Revenue Services (DRS). DRS staff have been very responsive in helping bring about needed services we have advocated for including a taxpayer hotline and other administrative support for taxpayers and tax preparers. We look forward to continued collaboration and progress going forward.

### Governmental Accounting and Auditing Committee Request

At press time, Senate Bill 363: *An Act Concerning Assorted Revisions To The Education Statutes* incorporated the Governmental Accounting and Auditing Committee's request to change the Connecticut State Department of Education (SDE) deadline for audits from December 31 to January 31. We will keep you apprised of any developments via electronic communications.

### Not-for-Profit Organizations Committee Request

At press time, House Bill 5275: *An Act Concerning Audits of Certain Nonstate Entities Receiving State Financial Assistance* included a proposal to raise the single audit threshold from \$300,000 to \$500,000. While we support this, we also continue to advocate in support of raising the threshold from \$300,000 to \$750,000 to align with the federal threshold.

While these modifications could also be accomplished through a slower regulatory change, a legislative change would fast-track the process. We have been apprised that, while we may not be able to fully match the federal standards, there is a good chance we will get the Connecticut numbers adjusted this session.

We will continue to keep you updated as we advocate on these matters throughout the session. As always, reach out to me at [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org) or **Alyssa Boerenko** at [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org) if you need anything.

# CTCPA Women's Awards



Pictured are honorees (back row, from left) **Mariam Noorzad** of Ernst & Young, **Marissa Bartone** of Ernst & Young, **Teresa J. Opalacz**, CPA of Guilmartin, DiPiro & Sokolowski LLC, **Amber Moore**, CPA of Goldblatt Bokoff LLC, **Rebecca W. Lyman**, CPA of CohnReznick, **Stacy R. Farber**, CPA of UHY LLP, **Jennifer J. Schempp**, CPA of Beers, Hamerman, Cohen & Burger, PC, **Emily Kindle** of Whittlesey PC, **Christina Roy** of Fiondella, Milone & LaSarcina, **Lindsay Tessler**, CPA of Whittlesey PC, (front row, seated, from left) **Bridgette Eguizabal** of Kaman Corporation, **Katherine M. Patnaude**, CPA, MSA of PKF O'Connor Davies, **Melissa S. Beeler**, CPA of Deloitte Tax, LLP, and **Mary Kay Curtiss**, MSPA, CPA of CLA (CliftonLarsonAllen LLP).

View the event photos and meet our winners at [www.ctcpas.org/CTCPAWomen](http://www.ctcpas.org/CTCPAWomen).

The fifth annual CTCPA Women's Awards program returned to the beautiful TPC River Highlands on January 17, 2024 to recognize the many contributions female CPAs are making in Connecticut.

This year, a record 14 outstanding women were honored in three categories including Distinguished Service, Women to Watch, and Aspiring CPAs (new this year!).

Read more about their contributions to the profession and watch inspiring videos about how they selected the accounting profession, advice to their younger selves, and what brings them joy in their careers at [www.ctcpas.org/CTCPAWomen](http://www.ctcpas.org/CTCPAWomen).

Special thanks to **Rachel Tressy** of Voya Financial (pictured below) for stepping in at the last minute to deliver an inspiring keynote interview with emcee **Renee DiNino** of iHeartMedia.



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# NASBA Professional Licensure Task Force Issues Exposure Concept on Equivalent Licensure Model

This spring, the National Association of State Boards of Accountancy (NASBA) Professional Licensure Task Force issued an Exposure Concept on the Equivalent Licensure Model.

This proposed structured experiential learning program, which both the CTCPA and the Connecticut State Board of Accountancy support, would provide for education, documented experience, and other elements that would provide an equivalent path to licensure without the need to have a fifth year to complete a 150-hour education program.

The CTCPA advocates for simplifying the CPA qualification process and reverting to the original 120-hour requirement, but with an additional year of experience.

We do recognize the critical importance of mobility, though, so we recommend that NASBA examines language that would enable states to initiate the passage of this measure but refrain from enacting it until a certain percentage of states have done so.

Responses to the exposure concept closed on March 31. We will keep you apprised of the issue as it progresses.

## Read CTCPA's Response to the Exposure Concept

The Connecticut Society of Certified Public Accountants (CTCPA) supports NASBA's exploration of alternative pathways to CPA certification. We strongly urge you to keep the CPA qualification process straightforward as the profession evolves.

One alternative pathway CTCPA strongly recommends is restoring the original 120-hour requirement, complemented by an additional experiential year that does not include additional cost for CPA candidates.

On-the-job experience is an invaluable component of professional development, often more valuable than additional years of classroom education. Numerous studies have highlighted the profound impact of practical experience in equipping new professionals with the skills and knowledge needed to excel in their chosen fields.

Connecticut CPAs feel strongly that the value of one year of on-the-job experience surpasses the additional year (30 credits) of college coursework. Job candidates who participate in internships during their undergraduate studies experience higher employment rates and earn higher starting salaries. Still, the value of on-the-job learning does not end with college. The importance of on-the-job experience in bridging the gap between academic learning and real-world application is critical in fostering excellent proficiency and readiness for professional success.

Please keep the CPA qualification process valuable and simple. Restore the 120-hour requirement, with an additional experiential year added to the current two-year requirement.

We also recommend, recognizing the importance of mobility, that NASBA examines language enabling states to initiate the passage of this measure but refrain from enacting it until a certain percentage of states have done so. This approach would ensure a coordinated effort across states, facilitating smoother implementation and maximizing the benefits of mobility for CPA licensure. This is a common practice with environmental legislation.

# Thank You, 2023-2024 CTCPA Premier Members

Thank you to these Premier Members for their commitment to help CTCPA stay strong today and into the future. Learn more and become a Premier Member at [www.ctcpas.org/PremierMembership](http://www.ctcpas.org/PremierMembership).

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MSA, CPA**

*Marcum LLP*



**Member-at-Large**

**Rachel Tressy,  
CPA, CIA, CRMA**

*Voya Financial*



**Member-at-Large**

**Karen Zeilhofer, CPA**

*Deloitte LLP*

## About the CTCPA Board of Directors

The Board of Directors serves as the organization's senior decision-making and policy-making body.

A Nominating Committee of members determines the slate of candidates each year. Elections take place at the CTCPA Annual Meeting.



**Eliot Bassin, CPA, CFE**  
Chair  
*Fiondella, Milone & LaSaracina*



**Jenna M. Allegretto, CPA**  
Member-at-Large  
*Marcum LLP*



**Donna Baker, PAFM**  
Technology  
*MMNT, LLC*



**Alex Bancroft, CPA**  
Member-at-Large  
*Mystic Accounting Group, LLP*



**Shanita Booker, MST**  
Diversity, Equity, and Inclusion  
*The Hartford*



**Dawn Brolin, CPA, CFE**  
Member-at-Large  
*Powerful Accounting Inc*



**Megan Budd, CPA**  
Cannabis  
*Withum Smith+Brown, PC*



**Alan Clavette, CPA, CGMA**  
State Taxation  
*Clavette & Company, LLC*



**Anne Comer, CPA**  
Member-at-Large  
*CRC Group*



**Erica Bacon Czajkowski, CPA**  
Member-at-Large  
*Deloitte & Touche LLP*



**Bryan Decker, CPA**  
Peer Review  
*PKF O'Connor Davies*



**Katherine Donovan, CPA**  
Employee Benefit Plans  
*BDO*



**Julia Eisenhour, CPA**  
Not-for-Profit Organizations  
*PKF O'Connor Davies*



**Javim Gordon**  
Member-at-Large  
*Talcott Financial Group*



**Ruth L. Gretz, CPA, PFS, CFP®**  
Member-at-Large  
*RDM Financial Group HighTower*



**Destiny Hartmann, CPA, MSA**  
Hartford County Young Professionals  
*Fiondella, Milone & LaSaracina*



**James Hogan, CPA**  
Educators  
*University of Saint Joseph*



**Kevin Kiss, CPA**  
Financial Institutions  
*RSM US LLP*



**J. Allen Kosowsky, CPA, ABV, CVA, CFE, CFF**  
Member-at-Large  
*CironeFriedberg, LLP*



**Angelo Lombardo, CPA, MSA**  
Member-at-Large  
*Yale University*



**Thomas Maddaloni, CPA**  
Member-at-Large  
*Red Barn Dog Holdings, LLC*



**Nicholas Neptin, CPA, MSAT**  
Member-at-Large  
*CLA (CliftonLarsonAllen)*



**Misal Panchal, CPA**  
Member-at-Large  
*Connecticut Insurance Department*



**Katherine Patnaude, CPA, MSA**  
Governmental Accounting & Auditing  
*PKF O'Connor Davies*



**Nicole Pelletier, CPA**  
Member-at-Large  
*Whittlesey PC*



**Teri Pough**  
Firm/Company Administrators  
*CironeFriedberg, LLP*



**Michael Welch, CPA/ABV/PFS, J.D., LL.M**  
Federal Income Tax  
*Pue, Chick, Leibowitz & Blezard, LLC*



**Michael Ziebka, CPA**  
Accounting, Auditing, and Financial Reporting  
*Budwitz & Meyerjack, P.C.*

## About the CTCPA Advisory Council

During three half-day meetings each year, the Advisory Council serves as a sounding board and source of information for the Board of Directors, brainstorming on the future of the CTCPA and the profession.

The Nominating Committee appoints up to 30 members to the Advisory Council each year. At least half of those appointed are CTCPA group chairs (or their designees). The Advisory Council comprises members spanning diverse professional specializations, demographics, and geographic areas across the state.

# Learn. Connect. Thrive.

## Member Meetings



Register and find more at [www.ctcpas.org/MemberMeetings](http://www.ctcpas.org/MemberMeetings).



### Finance Professionals in Industry Meeting: Crypto Trends and Updates That CPAs Need to Know

Wednesday, April 24 • 12:00pm - 1:00pm • Online



### Employee Benefit Plans Committee Meeting

Wednesday, April 24 • 8:30am - 9:30am • Online



### Educators FOOD Group Meeting

Friday, April 26 • 9:30am - 11:00am • Rocky Hill and online



### New and Young Professionals Meeting: The New CPA Exam

Wednesday, May 8 • 8:30am - 10:30am • Rocky Hill



### TechConneCT Roundtable

Thursday, May 9 • 9:00am - 10:30am • Online



### DEI Event: Celebrating Diversity in the Workplace

Tuesday, June 18 • 5:30pm - 8:00pm • The Hartford Club

NEW!



### CTCPA Town Hall Meetings

9:00am - 10:00am • Online

Join us for this opportunity to gather with CTCPA Executive Director and CEO **Bonnie Stewart** and special guests to discuss hot topics and issues affecting the profession.

Wednesday, May 22  
Wednesday, June 19  
Wednesday, July 17  
Wednesday, August 21  
Wednesday, September 18  
Wednesday, October 16  
Wednesday, November 27

NEW!



### Small Firm Roundtables

9:00am - 10:00am • Online

All small firm owners, partners, and principals are invited to join CTCPA Executive Director and CEO **Bonnie Stewart** for open discussion on topics of importance to small firms.

Wednesday, April 24  
Wednesday, July 24  
Wednesday, October 30

CTCPA Accounting Scholarship Foundation

## Golf Tournament

Monday, July 22, 2024

The Farms Country Club, Wallingford

\$3,000 and \$1,800 Major Sponsorships  
\$1,400 Gold Sponsorships (Foursome Plus Sponsor Recognition)  
\$300 Tee/Green Sponsorships  
Consider Donating a **Raffle Prize!**

\$275 Individual Player Registration

Join us as we return to the Golf Club at Oxford Greens for a fun day of golf, camaraderie, refreshments, and an afternoon reception while supporting scholarships for the profession's next generation.

Want to help make a great event even better?  
Join the Golf Committee at [www.ctcpas.org/Golf](http://www.ctcpas.org/Golf)!



# **CTCPA** Committees and Groups

Join groups and find upcoming meetings at [www.ctcpas.org/Groups](http://www.ctcpas.org/Groups).



## **Accounting, Auditing, & Financial Reporting Committee**

Discuss exposure drafts and enhance relationships with standard-setters.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Bylaws Committee**

Each year a group of members are assembled to serve on the Bylaws Committee. *Membership by CTCPA Chair appointment.*

Contact: *Bonnie Stewart* • [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org)



## **Cannabis Committee**

Meet and learn together with others exploring and working in this new hot topic.

Contact: *Lisa Bugryn* • [lisab@ctcpas.org](mailto:lisab@ctcpas.org)



## **Firm/Company Administrators Group**

Connect and learn about best practices and tools to help your organization grow.

Contact: *Bonnie Stewart* • [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org)



## **Educators FOOD Group**

Discuss hot topics in this candid, conversational group.

Contact: *Alyssa Boerenko* • [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org)



## **Employee Benefit Plans Committee**

Discuss issues affecting benefit plans, program audits, and employers.

Contact: *Lisa Bugryn* • [lisab@ctcpas.org](mailto:lisab@ctcpas.org)



## **Environmental, Social, & Governance (ESG) Committee**

Discuss and collaborate on sustainability reporting, disclosures, risk management, and more.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Fairfield County Chapter**

Meet for networking and educational events in Fairfield County locations.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Federal Taxation Committee**

Discuss issues and build relationships with legislators and regulators.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Financial Institutions Committee**

Share trends, regulatory and legislative developments, and new pronouncements.

Contact: *Alyssa Boerenko* • [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org)



## **Golf Committee**

Support scholarships/grants by helping plan our annual golf tournament.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Governmental Accounting & Auditing Committee**

Talk FASB, GASB, and single audits with public sector and audit professionals.

Contact: *Lisa Bugryn* • [lisab@ctcpas.org](mailto:lisab@ctcpas.org)



## **Investment Committee**

Oversee the CTCPA's investment portfolio and report to the Board of Directors.

Contact: *Bonnie Stewart* • [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org)



## **Membership Committee**

This group of company ambassadors help the CTCPA with recruitment as well as evaluating member benefits.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **New & Young Professionals Cabinets**

Plan programs and volunteer opportunities for members aged 35 and younger.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Not-for-Profit Organizations Committee**

Focus on accounting, taxation, and financial reporting for not-for-profits.

Contact: *Lisa Bugryn* • [lisab@ctcpas.org](mailto:lisab@ctcpas.org)



## **Peer Review Committee**

Stay ahead of changing standards and explore the peer review market niche. *Membership by CTCPA Chair appointment.*

Contact: *Lynette Lindner* • [lynettel@ctcpas.org](mailto:lynettel@ctcpas.org)



## **Professional Ethics**

Investigate ethics complaints and maintain the Code of Professional Conduct. *Membership by CTCPA Chair appointment.*

Contact: *Lynette Lindner* • [lynettel@ctcpas.org](mailto:lynettel@ctcpas.org)



## **Southeastern Connecticut Chapter**

Meet in locations across Southeastern Connecticut.

Contact: *Bonnie Stewart* • [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org)



## **State Taxation Committee**

Navigate the regulatory and legislative aspects of Connecticut tax compliance.

Contact: *Alyssa Boerenko* • [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org)



## **TechConneCT Roundtable**

Ask and answer questions on anything related to technology or software at our interactive roundtables.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)



## **Trust, Estate, and Gift Taxation Committee**

Meet for discussion of taxation, trusts, gifting strategies, and more.

Contact: *Cindy Panioto* • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)

# State of the CTCPA



**We're bringing you the support you need in an ever-changing world.**

This year's State of the CTCPA showcases all the ways we're working to take on the challenges – and seize the opportunities – of an evolving profession.

Count on us for an unwavering dedication to equip you with cutting-edge tools, connections, and crucial insights to empower both you and your team.

## Member Survey Highlights

We conducted a member survey earlier this year to identify our top benefits and member needs going forward.

### Top Member Benefits

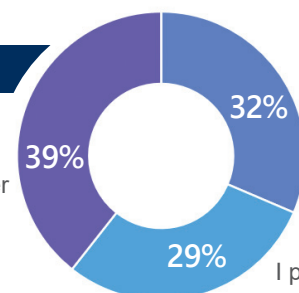
- 1 Advocacy efforts**  
State Board of Accountancy, legislative, regulatory
- 2 Communications**  
*Connecticut CPA* magazine, Member eNews, Advocacy Updates, special alerts
- 3 Committees and interest groups**  
State Tax, Federal Tax, Technology, Not-for-Profit Organizations, etc.
- 4 Discounts on high-quality professional development**  
Webinars, in-person, self-study, etc.
- 5 Member meetings and networking opportunities**  
Town Halls, roundtables, special events

### Top Concerns

- 1 Technology (AI, software, etc.)**
- 2 Recruitment/retention/onboarding**
- 3 Succession planning**
- 4 Leadership development and business skills**
- 5 Human resources issues**

### How to Meet

I like to learn online, but appreciate getting together in person for socializing and networking.



I prefer virtual programming.

I prefer in-person programming.



## Removing Barriers to CPA Licensure

By Bonnie Stewart, Executive Director and CEO



We recently completed a survey of our members to determine some of our most valuable member benefits, and to learn about professional pain points and how we can help. It's no surprise that pipeline and staffing issues rated as a top concern for a large portion of our membership.

In addition to many of the pipeline initiatives we have been conducting as an organization to reach Connecticut high school and college students – many of which are highlighted in the following report – there has been extensive discussion on this topic at the national level.

The new CPA Exam that launched in January was a major component of the American Institute of CPAs (AICPA) and National Association of State Boards of Accountancy (NASBA) CPA Evolution project. The new exam is designed to be more modern and flexible and to better prepare new CPAs for the real-world environment they will face. With that aspect of reinventing the CPA pipeline well underway, it's time to move forward with addressing additional barriers to the profession.

These barriers include obtaining the additional credits beyond a bachelor's degree to meet the 150-hour requirement for licensing, costs associated with exam review courses, and exam fees.

At the forefront now is the 150-hour requirement. NASBA's Professional Licensure Task Force issued an exposure concept this winter to gauge interest in exploring equivalent paths to licensure that would not require a fifth year to complete the 150-hour requirement.

CTCPA leadership responded with a letter strongly supporting this concept, provided that it does not threaten the mobility of Connecticut CPAs to practice in other states.

It is imperative to focus on these efforts as students, especially those with financial constraints, are opting out of the CPA career path for alternative and often less costly options.

I encourage us all to think creatively about additional ways to address roadblocks that are preventing talented and qualified individuals from completing the CPA certification process. It is vital to our state's economic fabric that we attract enough new CPAs to replace retirees, serve our clients and organizations, and protect the public interest.

Thank you, as always, for your support.

## Addressing Today's Most Pressing Issues

By Timothy Hedley, CPA, Ph.D. of Fordham University, CTCPA Chair



In my inaugural address, I said that our members are far from just “numbers people” – we are problem solvers, mentors, trusted advisors, business analysts, strategists, and so much more. Reflecting upon my year as CTCPA chair, I'm proud of our work as a society and as professionals to adapt and grow in a complex business environment.

### Filling the Profession's Pipeline and CPA Evolution

The profession's talent pipeline is under strain as the number of new CPAs is declining. The CTCPA Educators Group has been meeting regularly to share insight and advice as we work to prepare and inspire the profession's future. I encourage those of you who employ recent graduates to develop internal policies and mentoring programs to promote the CPA career path and provide aspiring CPAs with the support they need to complete the rigorous licensing process.

As an executive-in-residence and member of the accounting faculty at Fordham University, I am part of its efforts to prepare students for changes to CPA licensing through the CPA Evolution initiative. The design of the new CPA Exam allows candidates to demonstrate competence in the profession's complexities and real-world skills they will need to succeed in the current environment, with a strong focus on technology.

### Committees Covering Emerging and Established Specializations

At Fordham, I am responsible for Environmental, Social, and Governance (ESG) literacy, and I am happy to see the advances the profession has made in this emerging field. To demonstrate the society's commitment to this exciting area, I traveled to New Hampshire last summer to speak about ESG implications for businesses, investors, and the nonprofit sector. Another emerging area is cannabis. Our Cannabis Committee is going strong, meeting regularly to share ideas and recent developments and holding a successful conference in the spring.

These committees join almost two dozen specialized groups the CTCPA offers as part of your membership – covering everything from tax, audit, and not-for-profits to financial institutions, employee benefit plans, and more. I urge you to consider committee membership as an invaluable member benefit.

### A Thank You As I Pass the Torch

I want to thank Bonnie Stewart and her staff, the CTCPA Board of Directors, and the entire membership for the support they have provided me. I hope to see you at the Annual Meeting – returning to an in-person event on May 16 – where I will pass the torch to Chair-elect Kevin Lawlor.

Thank you,



## Filling the Pipeline

# We're working to draw students to CPA careers and support them on the path.

Finding and retaining talent is a top concern for the profession, but the number of new CPAs continues to decline both in our state and across the country. A strong and diverse pipeline of individuals entering the profession is imperative to future success and growth.

We're working alongside accounting and finance groups across the country to engage the next generation and make sure they're aware of all the opportunities the profession offers.

### ▶ High School Classroom Visits

As part of a nationwide initiative, we joined forces with the American Institute of CPAs (AICPA) and other state CPA associations for the Accounting Opportunities Experience. Our goal was to get members into as many classrooms as possible to share their stories about their career paths and to inspire tomorrow's CPAs.

### ▶ Accounting Is My Major (AIM) High School Programs at Connecticut Colleges

Our popular Accounting Is My Major (AIM) programs bring high school students from across the state to Connecticut colleges and universities. This fall, participants heard from college faculty and students as well as those working in the profession at Southern Connecticut State University, the University of Connecticut, and the University of Hartford.

### ▶ Promoting the CPA at College Career Fairs

CTCPA staff heads to college career fairs around the state, providing students with materials including *CTCPA's Guide to Becoming a CPA in Connecticut* and career information from our partnership with the AICPA.



**66%** of accounting majors decided to major in accounting before they began college, according to recent Center for Audit Quality research. Reaching students earlier in their academic journey is critical.

### ▶ CPA Exam Review Course Discounts and Personalized Help on the Path to CPA

We support our student members with discounts on CPA Exam review courses, help making sure they've fulfilled the requirements, and one-on-one guidance to help navigate the certification process.

### ▶ Scholarships for Accounting Majors

The CTCPA Accounting Scholarship Foundation (ASF) provides scholarships to Connecticut high school and college students, encouraging a strong pipeline for years to come. This year, trustees awarded more than \$50,000 in scholarships to help aspiring CPAs.



*Kate Donovan of BDO (center, in pink) inspires the next generation at Granby Memorial High School.*

"Visiting high school accounting students to share insights is fulfilling. I debunked common misconceptions and shared my journey – from failures to success – with some humorous moments intertwined. These visits help students understand the dynamic nature of accounting, the wide range of career opportunities, and the impact CPAs have on society. The thank you notes I received validated the value of professional classroom visits. I strongly encourage other professionals to participate to foster the next generation of accountants!



**Katherine Donovan, CPA**  
Audit Senior Manager – BDO



## From opportunities to encouragement, we develop leaders.

Whether you're a new professional just starting out or a seasoned professional aiming to nurture leadership qualities in members of your team, CTCPA is here to help.

Our supportive, engaged community offers both formal and informal opportunities to get involved and grow. Not sure where to start? Reach out and we'd be happy to help you identify the opportunity that's right for you or your team member.



**94%** of business and HR leaders say leadership capabilities are important or very important to their organization's success. Source: Deloitte Global Human Capital Trends

### ► Cross-Industry Connecticut Professionals' Leadership Academy

This half-year program meets once per month, bringing together an elite group of emerging leaders including accountants, architects, attorneys, and finance and insurance professionals for a rigorous curriculum.

### ► Committee Membership and Chair Positions

Expand your leadership skills by serving as a member of a specialized committee. There are almost two dozen groups to match your interests. As you gain experience, you can step up to serve as a group chair.

### ► A Clear Path to Leadership Advancement

Many leadership groups including the Advisory Council, Board of Directors, State Board of Accountancy, and AICPA Council draw heavily from members and leaders of our specialized committees. There is a clear path to advancement once you become involved.

### ► Board of Directors and Volunteer Opportunities with Local Not-for-Profits

We're frequently approached by not-for-profits and community organizations seeking members with financial expertise to volunteer for their organizations and serve on their boards of directors. We can help connect you with the perfect opportunity to leverage your skills and interests.

### ► Connections to Grow Your Business or Your Client Base

CTCPA meetings and events offer a perfect opportunity to hone networking skills and make contacts. Connect well beyond the CPA community with attorneys, bankers, financial planners, employee benefit plan administrators, not-for-profits, and more.



*Pictured at last spring's AICPA Council meeting in Washington, D.C. are (from left) Jackson Day of EY, Susan Martinelli of RSM US LLP, Joe Radzewicz of Stanley Black & Decker, Timothy Hedley of Fordham University, Bonnie Stewart of CTCPA, and Katherine Patnaude of PKF O'Connor Davies.*

"Getting involved in the CTCPA is a great way to build leadership skills in a supportive environment. I first joined the New and Young Professionals Cabinet and eventually became its chair. That helped build my confidence, and from there I became a member and then chair of the Governmental Accounting and Auditing Committee and a trustee of the Accounting Scholarship Foundation. That led to roles on the Advisory Council and Board of Directors, and soon after I was appointed to AICPA Council, where I'm connected with leaders from all over the country. It all starts with the first step. I encourage each and every member to attend a meeting and see what it's all about."



**Katherine Patnaude, CPA, MSA**  
Partner – PKF O'Connor Davies



## Stay in-the-know on important legislative and regulatory developments.

Members rely on us to keep on top of breaking news and developments at the State Capitol and beyond. Not only do we work hard to defend the profession and Connecticut organizations against harmful legislation, we also connect members with officials and pursue a number of legislative and regulatory initiatives each year.

Our advocacy efforts help build relationships so legislators respect and rely on us to offer feedback on new tax and economic proposals, ensuring they are crafted in the most effective way to achieve their intended goals.

### ► Connecting with DRS and Other Officials

Members had the opportunity to connect one-on-one with DRS representatives at DRS liaison meetings in Hartford and Fairfield counties. Our conferences, committee meetings, and other events also featured representatives from the IRS, FASB, GASB, FBI, U.S. DOL, and taxation divisions from several states in the region.

### ► State Board of Accountancy Developments

Recent State Board of Accountancy (SBOA) meetings have focused on important policy issues for the profession, including removing barriers to licensure and addressing concerns in order to move the profession forward. CTCPA representatives attend all SBOA meetings so we can keep you informed on important developments affecting the profession.

### ► Department of Consumer Protection Help

The Connecticut Department of Consumer Protection (DCP) oversees CPA licensing and regulation, firm permits, peer review, and more. We work closely with the DCP and our members to help clarify requirements and navigate issues that arise.



**51%** of members who participated in a recent VoterVoice grassroots campaign were first-time participants. Our action alerts allow to you edit a short pre-written message and send it to your legislators with one click on our website.

### ► Advocacy for Audit Issues

We advocate on behalf of our members working in financial reporting and auditing by working directly with agencies including the State Department of Education and Office of Policy and Management to ensure filing deadlines are appropriate. We also supported members working with not-for-profits by successfully advocating to raise the not-for-profit audit threshold and are pursuing additional single audit threshold changes this session.



*Members connect with DRS representatives at the CTCPA DRS Liaison Dinner at Testa's in Southington.*



**Michael Welch, CPA/ABV/PFS, J.D., LL.M.**  
Partner –  
Pue, Chick, Leibowitz & Blezard, LLC



## Knowledge and News

# Keep on top of emerging issues and breaking news and information.

From technology and regulatory changes to business strategy and management, we're your partner as you successfully navigate into the future.

Members are the first to know about issues vital to the profession with our breaking news alerts, timely professional information, advocacy updates, and special alerts. We've also added several new meetings and roundtables to provide an opportunity to touch base.



**Top skills firms say are valuable for new hires include data analysis tools and techniques (99%), soft skills (99%), and advanced taxation (83%).** *Source: AICPA Trends Survey*

### ▶ **New Monthly Town Hall Meetings**

Many members have requested an opportunity to gather regularly and discuss issues affecting the profession. CTCPA Executive Director and CEO Bonnie Stewart and special guests will bring you the latest legislative, regulatory, and professional information you need to stay ahead of the curve.

### ▶ **New Quarterly Small Firm Roundtables**

All small firm owners, partners, and principals are invited to join Bonnie Stewart each quarter for open discussion on topics of importance to small firms.

### ▶ **Specialized Committees and Groups**

Our more than two dozen member groups draw professionals from a wide range of specializations including law firms, financial institutions, educational institutions, employee benefit plan administrators, not-for-profits, and governmental and regulatory agencies.

### ▶ **Technology Advice and Resources**

From articles in *Connecticut CPA* magazine, opportunities to get questions answered at TechConneCT meetings, and demos at events, to hundreds of targeted educational programs, we're here to help you implement new technology today and learn what's coming in the future.

### ▶ **Special Alerts, Communications, and News**

In addition to our top-rated communications including Member eNews, *Connecticut CPA* magazine, and Advocacy Updates, we'll be sure you're aware of time sensitive information – such as when the state issued relief for taxpayers affected by storms this year – with our timely special alerts.

### ▶ **Just-in-Time Professional Development**

We're bringing you the hot topics you need, with sessions added this year on beneficial ownership information (BOI) reporting requirements, state and local tax changes, the latest legislation, artificial intelligence, and more, all offered at a generous discount for members.



*Members stay in-the-know on the latest state and local tax developments at the annual CTCPA State Tax 360° Conference.*

"As a new member and chair of the Trust, Estate, and Gift Tax Committee, I have been impressed with the framework the CTCPA has built for its members including content generation, education and networking opportunities, and technological resources such as online communities specific to each area of interest.

It has been a privilege and a learning experience serving as a committee chair, and I appreciate the support of CTCPA staff in making that position an easier lift than I anticipated. Thus far, I have been impressed with the experience, knowledge, and willingness to help colleagues that our committee members bring to our meetings."



**Timothy Fogarty J.D., CTFA**  
Vice President, Senior Trust Officer –  
Dime Bank



## Share in our commitment to our communities, professional and beyond.

It is imperative for our members to stay connected to the local, regional, national, and worldwide community, including fellow professionals, future professionals, and the communities we serve.

The profession has a long history of public service, providing pro bono work, charitable giving and volunteer hours, and protecting the public interest. Our community also demonstrates a strong commitment to supporting fellow professionals, building each other up as we advance together.

### ► Day of Giving Supports Local Community

This year we collected more than a thousand pounds of food for Connecticut Foodshare and hundreds of toys and art supplies for Connecticut Children's Medical Center, plus almost \$4,000 in donations to benefit those organizations. We also had a wonderful time getting together!

### ► Accounting Scholarship Foundation Helps Tomorrow's CPAs Today

The Accounting Scholarship Foundation, supported by our annual fundraising golf tournament and donations as part of the membership renewal process, presents \$50,000 annually to help along the journey to CPA – from high school to college to CPA Exam candidates.

### ► Revamped Emergency Assistance Plan Helps Members and Families in Crisis

In response to increased requests, we've revitalized the Emergency Assistance Plan. The program connects member volunteers with practitioners and their family members in need of practice sale or continuation help in the event of death or serious illness.



**\$50,000** in scholarships is awarded each year to aspiring CPAs thanks to the members and organizations who support the Accounting Scholarship Foundation through donations and golf tournament support.

### ► CTCPA Women's Awards Event Celebrates Outstanding Work and Accomplishments

A true celebration of the profession, this annual event recognizes the vital impact female CPAs and accounting professionals are making on their organizations, clients, and communities.

### ► New Attorneys, Bankers, and CPAs (ABC) Event Strengthens Connections

CTCPA members packed Carbone's Prime for the first Attorneys, Bankers, and CPAs (ABC) Event where they enjoyed an evening broadening their networks. We'll bring you a Fairfield County ABC Event this spring.



**Hunger is big. Our community is bigger.**

*Members of the New and Young Professionals Cabinet, including Chair Destiny Hartmann (left) of Fiondella, Milone & LaSaracina, recently sorted donations at Connecticut Foodshare as part of the group's community outreach.*

"CTCPA New & Young Professionals (NYP) programming is a great way to get involved with our organization during the early stages of your career. It offers opportunities to grow your network and your leadership skills, as well as find meaningful connections within the profession and the community. It's important that we come together and support one another. The NYP group is the perfect example of how we can accomplish this – so I encourage everyone to get involved!"



**Destiny Hartmann, CPA, MSA**  
Manager, Tax & Advisory Services –  
Fiondella, Milone & LaSaracina

# Thank you to our volunteer leadership!

## 2023-2024 Board of Directors

### Chair

**Timothy Hedley, CPA, Ph.D.**  
*Fordham University*

### Chair-elect

**Kevin Lawlor, CPA**  
*Formerly of Fairfield University  
and Seton Collaborative*

### Members-at-Large

**Christopher King, CPA, CGMA**  
*King, King & Associates, P.C. CPAs*

### Treasurer

**Mary Manfredi, CPA**  
*General Dynamics Electric Boat*

### Secretary

**Muhammad Malloy, CPA**  
*CohnReznick LLP*

**Kariann McDougall, MSA, CPA**  
*Marcum LLP*

**Rachel Tressy, CPA, CIA, CRMA**  
*Voya Financial*

### Advisory Council Chair

**Amber Moore, CPA**  
*Goldblatt Bokoff, LLC*

**Karen Zeilnhofer, CPA**  
*Deloitte LLP*

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Financial Reporting  
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# Professional Development Register for these programs and hundreds more at [www.ctcpas.org/Register](http://www.ctcpas.org/Register).

Date	Title	Course Code	Member Standard/Early	Nonmember Standard/Early	CPE Hours	Location
5/8-11	Semi-Senior Staff Training – Level 2	SST2-24A	\$830/\$795	\$955/\$920	24	Online
5/7	K2's Excel Essentials For Staff Accountants	EES-A	\$309/\$274	\$434/\$399	8	Online
5/8	K2's Excel Tips, Tricks, And Techniques For Accountants	EXL-A	\$309/\$274	\$434/\$399	8	Online
5/9	K2's Advanced Excel	ADE-A	\$309/\$274	\$434/\$399	8	Online
5/13-16	Level II: Semi-Senior Staff Training	SSST2-24	\$830/\$830	\$955/\$955	24	Online
5/16	K2's Budgeting And Forecasting Tools and Techniques	BFT	\$309/\$274	\$434/\$399	8	Online
5/17	K2's Case Studies In Fraud And Technology Controls	CFT	\$309/\$274	\$434/\$399	8	Online
5/20	Hot IRS Tax Examination Issues for Individuals and Businesses	EXIB	\$309/\$274	\$434/\$399	8	Online
5/21	Financial Institutions Conference (Virtual)	FIC	\$345/\$295	\$405/\$355	8	Online
5/20-23	Level III: Beginning in Charge Training	BIC3-24	\$830/\$830	\$955/\$955	24	Online
5/22	Employee Benefit Plans Conference (In-Person)	EBP	\$309/\$274	\$434/\$399	8	Rocky Hill
5/22	Employee Benefit Plans Conference (Virtual)	EBPWEB	\$309/\$274	\$434/\$399	8	Online
5/22	Postmortem Estate Planning: Navigating Decedent's Estate Issues	PMEP	\$309/\$274	\$434/\$399	8	Online
5/28	AI and Data Analytics for Auditing – The Big Picture	AIDAA-1	\$99/\$99	\$134/\$134	2	Online
5/28	Level V: Advanced Management and Leadership Essentials	AMLE2-1	\$99/\$99	\$134/\$134	2	Online
5/29	Cryptocurrency Accounting	CRA2	\$89/\$79	\$124/\$114	2	Online
5/29	Deceptive Accounting Practices	DAP4	\$160/\$140	\$225/\$205	4	Online
5/30	Accounting Data Analytics	ADA-1	\$99/\$99	\$134/\$134	2	Online
5/30	Current Expected Credit Losses	CECL4	\$160/\$140	\$225/\$205	4	Online
5/30	Securing a Comfortable Retirement in the Age of Spending	SCRT	\$309/\$274	\$434/\$399	8	Online
5/31	Construction Contractors: Critical Accounting, Auditing, and Tax Issues	CONS	\$309/\$274	\$434/\$399	8	Online
5/31	Integrated Estate, Financial, and Asset Protection Planning: A Breakthrough Approach	IEFP	\$309/\$274	\$434/\$399	8	Online
6/3	Audits of 401(k) Plans: New Developments and Critical Issues	AFPL	\$309/\$274	\$434/\$399	8	Online
6/3-6	Level V: Advanced Management and Leadership Essentials	AMLE-16	\$710/\$710	\$835/\$835	16	Online
6/3	SSARS Preparations, Compilations and Reviews (In-Person)	SPCR	\$309/\$274	\$434/\$399	8	Online
6/3	SSARS Preparations, Compilations and Reviews (Virtual)	SPCRWEB	\$309/\$274	\$434/\$399	8	Rocky Hill
6/4	FASB Accounting and AICPA Auditing Update (In-Person)	FAAA	\$309/\$274	\$434/\$399	8	Rocky Hill
6/4	FASB Accounting and AICPA Auditing Update (Virtual)	FAAAWEB	\$309/\$274	\$434/\$399	8	Online
6/4	Surgent's Handbook for Mastering Basis, Distributions, and Loss Limitation Issues for S Corporations, LLCs, and Partnerships	HMBI	\$309/\$274	\$434/\$399	8	Online
6/5	A Practical Guide to Trusts: Maximizing Financial, Estate, and Asset Protection Strategies	PGTT	\$309/\$274	\$434/\$399	8	Online
6/5	Governmental Accounting and Auditing Conference (In Person)	GAA	\$309/\$274	\$434/\$399	8	Rocky Hill
6/5	Governmental Accounting and Auditing Conference (Virtual)	GAAWEB	\$309/\$274	\$434/\$399	8	Online
6/5	Navigating Your Client Through the IRS Appeals Process	NAV4	\$160/\$140	\$225/\$205	4	Online
6/5	Top Ten Questions from Partnership Clients Regarding the Section 754 Election	T754	\$160/\$140	\$225/\$205	4	Online
6/6	Disclosure – The Key to Financial Statements	DKFS	\$309/\$274	\$434/\$399	8	Online
6/6	How to Settle a Client's Estate	SEAZ	\$309/\$274	\$434/\$399	8	Online
6/6	Level IV: Management and Leadership Essentials Training	MLE4-8	\$545/\$545	\$670/\$690	8	Online
6/7	Preparing Not-for-Profit Financial Statements	ENFP	\$309/\$274	\$434/\$399	8	Online
6/7	Social Security and Medicare: Planning for You and Your Clients	SSRB	\$309/\$274	\$434/\$399	8	Online
6/10*	Annual Update and Practice Issues for Preparation, Compilation, and Review Engagements	CORU	\$309/\$274	\$434/\$399	8	Online
6/10*	Estate and Life Planning Issues for the Middle-Income Client	PMIC	\$309/\$274	\$434/\$399	8	Online
6/10	FAQ – Accounting and Auditing	FAQAA	\$309/\$274	\$434/\$399	8	Online
6/11	Schedules K-2 and K-3: Preparation of Forms	KPF2	\$89/\$79	\$124/\$114	2	Online
6/11	The Inflation Reduction Act's Changes to Auto and Energy-Related Tax Credits	AEC2	\$89/\$79	\$124/\$114	2	Online
6/12	Not-for-Profit Update	NFPU	\$309/\$274	\$434/\$399	8	Online
6/13	Analyzing Financial Statements	AFS	\$309/\$274	\$434/\$399	8	Online
6/13*	Annual Update for Accountants and Auditors	AUAA	\$309/\$274	\$434/\$399	8	Online
6/13	Peer Review Update	PRU	\$160/\$140	\$225/\$205	4	Online
6/13	The Best Federal Tax Update Course by Surgent	BFTU	\$309/\$274	\$434/\$399	8	Online
6/13-14	K2's Technology Conference	TECWEB	\$544/\$509	\$669/\$634	16	Online
6/17	Accounting, Auditing, and Tax Considerations for the Cannabis Industry	CANA4	\$160/\$140	\$225/\$205	4	Online
6/17	Analytical Procedures Workshop	APW4	\$160/\$140	\$225/\$205	4	Online



Date	Title	Course Code	Member Standard/Early	Nonmember Standard/Early	CPE Hours	Location
6/17	Auditing Not-for-Profit Entities: Superior Skills for an Effective and Efficient Audit	ANFP	\$309/\$274	\$434/\$399	8	Online
6/17-18	Management Conference (Virtual)	MCWEB	\$500/\$450	\$625/\$575	16	Online
6/18	Avoiding Deficiencies in Peer Reviews: Focus on Engagement Quality	ENQ4	\$160/\$140	\$225/\$205	4	Online
6/18	Compilation and Review Practice Guide	CRP	\$309/\$274	\$434/\$399	8	Online
6/18	Ethics and Professional Conduct: Updates and Practical Applications	CL4GRE	\$180/\$160	\$245/\$225	4	Online
6/18	Fraud Case Studies: Schemes and Controls	FRD4	\$160/\$140	\$225/\$205	4	Online
6/19	K2's Business Intelligence, Featuring Microsoft's Power BI Tools	BIF	\$309/\$274	\$434/\$399	8	Online
6/20	Accounting and Auditing Conference (In Person)	AAC	\$309/\$274	\$434/\$399	8	Rocky Hill
6/20	Accounting and Auditing Conference (Virtual)	AACWEB	\$309/\$274	\$434/\$399	8	Online
6/20	Insurance Industry Conference (Virtual)	IICWEB	\$345/\$295	\$405/\$355	8	Online
6/20	Interpreting the New Revenue Recognition Standard: What All CPAs Need to Know	CL4INRR	\$160/\$140	\$225/\$205	4	Online
6/20	K2's Excel PivotTables For Accountants	EPT-A	\$309/\$274	\$434/\$399	8	Online
6/20	The Bottom Line on the New Lease Accounting Requirements	CL4LEAS	\$160/\$140	\$225/\$205	4	Online
6/21	K2's Excel Best Practices	K2EBP-A	\$309/\$274	\$434/\$399	8	Online
6/21	Key Partnership and S Corporation Tax Planning Strategies	BTS4A	\$160/\$140	\$225/\$205	4	Online
6/21	Single Auditing Made Simple	SAMS	\$309/\$274	\$434/\$399	8	Online
6/21	This Year's Top Tax and Financial-Planning Ideas	IEF4	\$160/\$140	\$225/\$205	4	Online
6/24	Buying and Selling a Business: Tax and Structuring Overview	SEL4	\$160/\$140	\$225/\$205	4	Online
6/24	Financial Statement Disclosures: A Guide for Small and Medium-Sized Businesses	GSM4	\$160/\$140	\$225/\$205	4	Online
6/24	K2's Accountants Guide To QuickBooks Online	QBO-A	\$309/\$274	\$434/\$399	8	Online
6/24	Multistate Income Tax Issues	MIT4A	\$160/\$140	\$225/\$205	4	Online
6/24	Yellow Book and Single Audits: How to Stay in Good Graces and Out of Bad Places with Your Peer Reviewer	YBS4	\$160/\$140	\$225/\$205	4	Online
6/25	AI and Data Analytics for Auditing – The Big Picture	AIDAA-2	\$99/\$99	\$134/\$134	2	Online
6/25	Annual Accounting and Auditing Update	ACAU	\$309/\$274	\$434/\$399	8	Online
6/25	K2's Better Productivity Through Artificial Intelligence	AIA4-A	\$160/\$140	\$225/\$205	4	Online
6/25	K2's Emerging Technologies For Accountants, Including Blockchain and Cryptocurrencies	EMT4	\$160/\$140	\$225/\$205	4	Online
6/25	Maximizing Your Social Security Benefits	SSR4	\$160/\$140	\$225/\$205	4	Online
6/25	Required Minimum Distributions: Compliance and Planning	RMD4	\$160/\$140	\$225/\$205	4	Online
6/26	2024 FASB and AICPA Update	FAU	\$309/\$274	\$434/\$399	8	Online
6/26	AICPA's Code of Professional Conduct and Connecticut Ethics	KHETH	\$180/\$160	\$245/\$225	4	Online
6/26	K2's Paperless Office	PPO	\$309/\$274	\$434/\$399	8	Online
6/26	Summary and Analysis of the Inflation Reduction Act of 2022	IR22	\$89/\$79	\$124/\$114	2	Online
6/27	Accounting Data Analytics	ADA-2	\$99/\$99	\$134/\$134	2	Online
6/27	Estate Planning for 2024 and Beyond	EPXX	\$309/\$274	\$434/\$399	8	Online
6/27	K2's Mastering Advanced Excel Functions	AEF4-A	\$160/\$140	\$225/\$205	4	Online
6/27	K2's Ethics And Technology	ETT4-A	\$160/\$140	\$225/\$205	4	Online
6/27	Not-for-Profit Organizations Conference (In-Person)	NFP	\$309/\$274	\$434/\$399	8	Rocky Hill
6/27	Not-for-Profit Organizations Conference (Virtual)	NFPWEB	\$309/\$274	\$434/\$399	8	Online
6/27	Update on the SECURE 2.0 Act	SEC2	\$89/\$79	\$124/\$114	2	Online
6/28	K2's Technology For CPAs – Don't Get Left Behind	K2TEC-A	\$309/\$274	\$434/\$399	8	Online

\*AICPA members take \$30 off the price.

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## Financial Institutions Conference

*Presented in partnership with the Iowa Society of CPAs*

**Tuesday, May 21 • Online • 8 Credits**

Express Code: FICWEB (online)



## Employee Benefit Plans Conference

**Wednesday, May 22 • Rocky Hill and online • 8 Credits**

Express Codes: EBP (in person) and EBPWEB (online)



## Governmental Accounting and Auditing Conference

**Wednesday, June 5 • Rocky Hill and online • 8 Credits**

Express Codes: GAA (in person) and GAAWEB (online)



## K2's Technology Conference

**Thursday, June 13 and Friday, June 14 • Online • 16 Credits**

Express Code: TECWEB (online)



## Management Conference

*Presented in partnership with the North Dakota Society of CPAs*

**Monday, June 17 and Tuesday, June 18 • Online • 16 Credits**

Express Code: MCWEB (online)



## Accounting, Auditing, and Financial Reporting Conference

**Thursday, June 20 • Rocky Hill and online • 8 Credits**

Express Codes: AAC (in person) and AACWEB (online)



## Insurance Industry Conference

*Presented in partnership with the Iowa Society of CPAs*

**Thursday, June 20 • Online • 8 Credits**

Express Code: IICWEB (online)



## Not-for-Profit Organizations Conference

**Thursday, June 27 • Rocky Hill and online • 8 Credits**

Express Codes: NFP (in person) and NFPWEB (online)



## Fraud and Forensic Conference

*Presented in partnership with The Ohio Society of CPAs*

**Tuesday, August 27 • Online • 8 Credits**

Express Code: FFCWEB (online)



# Welcome, New Members!

We're pleased to welcome the following individuals to CTCPA membership:

## New Certified Members

**Samantha Bilinsky**  
Ernst & Young

**Riley J. Cross**

**Douglas Elliot**  
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**Michael G. Farrell**

**Hilary A. Fryd**

**David G. Gassel**  
Deloitte

**Suriani B. Hostetler**

**Laura Ledan, CPA**  
CLA (CliftonLarsonAllen LLP)

**Albert Lucatino Jr.**  
Mahoney Sabol & Company, LLP

**Kieran C. Lyons**  
Darien Library

**Huyler Marsh**  
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**Matthew Mazotas**  
Blue Horizon Tax Advisors LLC

**Julia Rizza**  
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**Judith F. Scofield**

**Catherine A. Thorpe**  
CFG

**Carly C. Whitmer**  
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**Candy Wood**

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## New Professional Colleagues

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**McKenzie Campbell**

**Alexi Carey**  
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**Demetri S. Chambers**  
Purtill & Company, CPAs

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Petrovits, Patrick, Smith & Co., LLC

**Jenna Desaulniers**  
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**Matthew J. Frank**  
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Carter, Hayes & Associates, P.C.

**Robin Lee Tessier**  
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**Md Anisur Rahman**

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**Tetiana Sokolova**  
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**Philip Tyler**  
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## In Memoriam



David Goldfarb, a member since April 21, 1977, passed away on January 6, 2024. He spent 12 years in private and public accounting before dedicating 29 years to Connecticut Hospice in Branford, where he retired as CFO.

# Member PERKS and PARTNERSHIPS



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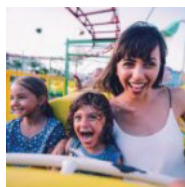
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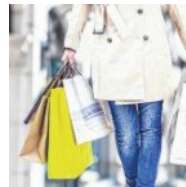
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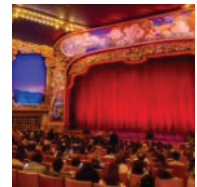
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## Member News

Send your news to **Caitlin Bailey O’Neill** at [caitlinb@ctcpas.org](mailto:caitlinb@ctcpas.org).

The **Innovative CPA Group (ICG)** has recently completed two mergers. First, they merged with **Piasecki & Company, CPAs, LLC** of Norwalk. **Paul Piasecki** remains a partner, maintaining his service to his clients. Additionally, the firm has merged with **Acquista & Lazor LLC, CPAs** of Bridgeport, bolstering service offerings in tax planning, audit, advisory, and consulting. **Richard Acquista** and **George Lazor** will continue as Partners, based in their Bridgeport office. The merged firms will continue operating under The Innovative CPA Group.



Ashley Laufer

In addition, The Innovative CPA Group announced **Ashley Laufer** as the firm’s newest Partner. Ashley specializes in serving complex and multistate individuals and businesses across various industries. Her expertise lies in delivering professional tax compliance and consulting services to partnerships, S-corporations, and high-net-worth individuals and families.



Cynthia Galamgam

CohnReznick elected the following new Partners:

**Cynthia (Cindy) Galamgam**, who has been with the firm since 2011 and advises clients on various state tax issues and planning opportunities.



Vikas Thaker

**Vikas Thaker**, who has been with the firm since 2009 and focuses on affordable housing, real estate, and tax.



Deborah Denno

MahoneySabol has appointed **Deborah Denno** as a Partner in the firm’s tax department. She has more than 35 years of experience providing accounting and tax services to high-net-worth individuals and closely held organizations across various industries.

Gitlin & Company promoted **Kathleen E. McKeon** to Partner. She is responsible for a diverse array of tax and accounting services to a variety of businesses and individuals. She has 21 years of public and private accounting experience.



Melissa Braun



Daniel Wiecek



Rebecca Teixeira

**Marcum LLP** announced that **Federman, Lally & Remis LLC** has joined the firm. This merger strengthens Marcum’s team in New England’s automotive and food and beverage sectors, adding five partners and 12 associates.

Whittlesey promoted **Melissa Braun** to Partner. She has more than a decade of tax and advisory experience with commercial, residential, and affordable housing real estate entities; financial institutions; construction, manufacturing, and closely held businesses; and high-net-worth individuals.

Walsh & Dickinson announced the promotions of **Daniel Wiecek** to Partner and **Rebecca Teixeira** to Principal.



Edward Fitzgerald, Jr.

Nicola, Yester & Company, P.C. elected **Edward Fitzgerald, Jr.** to Partner. He provides attest and tax services to closely held privately owned companies primarily in the industries of construction, manufacturing, and distribution. He also provides personal tax services to business owners and high-net-worth individuals.



Jayme White

Rolleri & Sheppard CPAs, LLP promoted **Jayme White** to Partner.

Sacred Heart University faculty **Danny Pannese** and **Benoît Boyer** and CTCPA Marketing and Communications Director **Kirsten Piechota** were quoted in “Updated CPA Exam Encourages Specialization” in the *Fairfield County Business Journal* and *Westchester County Business Journal*.

**Michael Sabol** of MahoneySabol, **Drew Andrews** of Whittlesey, and CTCPA Marketing and Communications Director **Kirsten Piechota** were quoted in “Accounting merger activity heats up as aging partners eye retirement, firms look for growth” in the *Hartford Business Journal*.



*Pictured (from left) are RSM Partner and Stamford Office Leader Greg Budnick, RSM Senior Manager Larry Cifarelli, Alyssa Horrall of Connecticut Children's Foundation, RSM Manager Bobby Gendron, and RSM Partner and Hartford Office Leader Susan Martinelli.*

RSM US LLP recently presented a \$64,550 check to Connecticut Children's Medical Center as part of RSM's Power of Love fundraising efforts related to The RSM Classic, a PGA Tour event for which RSM is the title sponsor. The \$64,550 was part of the more than \$4.7 million raised through Power of Love in the United States, Canada, India, and El Salvador during 2023.



*Pictured (from left) are Michael Sabol, Stephen Giamalis, and James Mahoney of MahoneySabol.*

MahoneySabol merged with Giamalis and Company, a firm primarily in the restaurant, real estate, automotive dealership, and construction industries. With this merger, MahoneySabol is welcoming nine experienced professionals to its team of 60-plus accounting professionals and administrative support staff. The combined firm will continue to operate as MahoneySabol & Company, LLP.

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**As a leading, progressive firm in Fairfield and New Haven Counties, expanding regionally,** we are interested in exploring a merger or affiliation with another strong firm to allow us to continue to grow, diversify our services, and expand our client base. For a confidential discussion, please contact Tony Cirone at CironeFriedberg, LLP by phone at 203-798-2721 or email [tcirone@cironefriedberg.com](mailto:tcirone@cironefriedberg.com).

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**2020**

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*26742*

City, town, or village  
*Missio*

State *CT* ZIP code *06002*

2 Your social security number  
*354-79*

4 Estimate of total tax liability for 2020 . . . \$ \_\_\_\_\_

5 Total 2020 payments . . . . . \_\_\_\_\_

6 **Balance due.** Subtract line 5 from line 4 (see instructions) . . . . . \_\_\_\_\_

7 Amount you're paying (see instructions) . . . ▶ \_\_\_\_\_

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