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Debbie Cortes

Graphic Design

Underwood Graphics underwoodgfx.com

Hawaii Society of CPAs

1000 Bishop Street, Suite 802
P.O. Box 1754
Honolulu, Hawaii 96806

Tel: (808) 537-9475
Fax: (808) 537-3520
E-mail: info@hscpa.org
Website: www.hscpa.org

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President's Message

By Ryan K. Suekawa

Embracing the Future of Accounting



Aloha HSCPA Members! In the fast-paced world of accounting, staying relevant is not just an aspiration but a necessity. As we emerge from our busiest times, it's crucial to reflect and recognize the profound impact that emerging technologies continue to have on our profession. The ability to adapt and embrace these changes is not just advantageous – it's essential for our success.

The Evolving Landscape

Technology is reshaping the accounting landscape at an unprecedented pace. From artificial intelligence and automation to blockchain and data analytics, these innovations are revolutionizing the way we work. As guardians of financial integrity, it is our responsibility to not only understand these changes but to harness their power for the benefit of our clients and organizations.

Why Stay Current?

- **Enhanced Efficiency:** Embracing technology allows us to automate routine tasks, freeing up time for more strategic, value-added activities. Efficiency gains directly contribute to improved client service and organizational effectiveness.
- **Informed Decision-Making:** Technology provides us with unprecedented access to data. Harnessing this data through analytics enables us to make informed decisions, identify trends, and provide strategic insights to clients and stakeholders.

- **Maintaining Competitiveness:** As the business landscape evolves, clients increasingly expect their CPAs to be tech-savvy advisors. Staying current with emerging technology not only meets these expectations but positions you as a forward-thinking professional.

HSCPA Resources

Your HSCPA is committed to supporting your journey into the future of accounting. Here are some resources available to you:

- **Workshops and Training Sessions:** Keep an eye on our calendar for upcoming workshops and training sessions focused on the latest technologies shaping the accounting profession.
- **Networking Opportunities:** Connect with fellow members who have successfully integrated technology into their practices. Learn from their experiences and share your own insights.
- **Educational Partnerships:** We are exploring partnerships with educational institutions and industry experts to bring you the most relevant and up-to-date information on emerging technologies.

Looking Ahead

The HSCPA is excited about the future, and we encourage each member to embrace the opportunities that emerging technology presents. Together, let's continue to uphold the highest standards of our profession while confidently navigating the evolving landscape.

Stay tuned for updates, events, and educational opportunities that will empower you on your journey to becoming a technologically savvy CPA.

Wishing you a technologically enriched and successful year ahead!

With warmest Aloha!

TAX FOUNDATION OF HAWAII

Hawaii's Watchdog on Taxes & Government

By Tom Yamachika



If you're not already a supporter of the Tax Foundation of Hawaii (TFH), it's never too late. TFH is the 'watchdog' for Hawaii taxpayers and keeps us informed of what the government is doing with taxpayers' money. To support TFH's mission, [please donate here.](#)

The PTE (Pass-through Entity) Problem

Update: As of the publication deadline, HB 1803 was not heard by the Senate Ways and Means Committee, but the House Finance Committee heard SB 2725 and substituted the contents of HB 1803. That bill will now go to Conference Committee.



There are a couple of measures moving in this year's Legislature that are important for the many small businesses here that do business in passthrough entities (partnerships or S Corporations, mostly).

So, here's the problem. The Tax Cuts and Jobs Act of 2016 put a \$10,000 hard cap on individual taxpayer deductions for state and local taxes. No limit is placed on other entities like corporations. If an individual conducts business as an S corporation or a partnership (most small businesses are in that form), the state income taxes of the business aren't paid by the business itself, but are instead paid by its owners according to their respective shares in the business; a 30% owner, for example, would include 30% of the business's net income on the owner's individual tax return. But if state tax on that amount goes over \$10,000, then the owner involved winds up with a non-deductible expense. This is an issue here in Hawaii because our individual income tax rates can go up to 11%, second highest in the nation.

Last year, lawmakers enacted a work-around. They passed a bill providing

a "passthrough entity election" (PTE election). An electing company would pay 11% (because 11% is the highest individual tax rate) on its net income. The company, not the owners, would be able to deduct the 11% without limit, and the owners would get credited with their proportionate shares of the tax payment. The Internal Revenue Service came out with some guidance, [Notice 2020-75](#), that says this works. So far, so good.

Hawaii's bill, however, also had a feature that wasn't so great. The credit was provided on a "use it now or lose it" basis; it couldn't be refunded or carried to any other year. If it wasn't used in the current year, any excess was lost. This was harsh because the credit wasn't for magic money that the State gives people for doing certain things that it considers socially desirable; it was for real money that the business paid to the State on behalf of its owners.

Most normal business owners don't make nearly enough to drop into the 11% tax bracket. For those people, the benefit from the federal deduction was often outweighed by the state tax forfeiture that would result from the "lose it" portion of the credit.

Put another way, the benefit from the PTE election was greatest when the taxpayer was wealthy enough to have income from sources other than the passthrough. The excess credits would offset the tax from those other income sources and wouldn't be lost.

Well, that is a screwed-up situation, probably not at all what our lawmakers intended.

The bills moving through the Legislature, [HB 1803](#) and [SB 2725](#), would help to solve the problem by allowing the excess credit to be carried forward to future years (both bills), or reducing the rate from 11% to 9% (House bill only). Both changes appear to help with the problem presented. Hopefully, lawmakers will consider these bills seriously as the legislative session advances.

Tom Yamachika is President of the Tax Foundation of Hawaii - the 'watchdog' that keeps an eye on Hawaii's taxes. Tom is also the owner of Aloha State Tax, a small law firm with emphasis on State taxes. Prior to going solo and the TFH, Tom was a principal with Accuity LLP where he managed the tax consulting practice, including quality and risk management and practice development.

HSCPA's young professionals have made beach clean-up their annual giving day for over 15 years, and we continued the give-back tradition on April 20th at Ala Moana Beach Park.

Approx. 50 volunteers – professionals and students from UH-Manoa and UH-West Oahu – showed up bright-eyed and bushy-tailed for a fun day of HSCPA's beach trash hunt. Our enthusiastic volunteers strategically scoured the park for trash hunting and found interesting items. Congratulations to Team 2 for lugging back a mattress and large plywood board, then going back to pick up more trash!

Thank you to our generous sponsors [CW Associates](#) and [Island Plastic Bags](#) for making this year's event possible.



HSCPA ANNUAL Give Back Day at the Beach







Project Management Solutions

By Thomas G. Stephens, Jr., CPA, CITP, CGMA

Given the nature of the work CPAs and other financial professionals perform, project management solutions are a near necessity. Whether it's working on a tax return, conducting an audit, closing the books at month's end, or any other task that involves multiple team members or extends over more than a few days, effectively using a project management solution can help to keep the project moving forward, while simultaneously ensuring that team members perform all necessary steps in their prescribed order. This article examines the need for project management solutions and identifies some of today's leading options.

What Are Project Management Solutions? Project management solutions help team members plan, execute, monitor, and control projects of various sizes and complexities. Sometimes, a project management tool could be as simple as an Excel spreadsheet, with tasks, due dates, responsible parties, and completion status recorded in separate columns. Although this simple solution may work for simple projects, larger and more complex projects will likely demand a more sophisticated solution.

How Can Project Management Solutions Help?

The following is a partial list of issues an effective project management solution

can help your organization manage.

- **Scheduling and planning.** An effective project management solution should help you create a realistic plan for completing a project on time and budget.



- **Task assignment and tracking.** When using a project management solution, team members should have visibility into assigned tasks, including their completion status.

- **Project team communications.** Thoughtfully designed project management solutions should have built-in communication capabilities or should be able to integrate with other communication platforms such as Zoom or Microsoft Teams.

- **Time and budget tracking.** Ensuring that a project or engagement is completed timely and on budget is undoubtedly a desired outcome for all project managers. Therefore, time and budget tracking capabilities are undoubtedly necessary for today's tools.

Five Desired Characteristics In Project Management Solutions

Project management solutions should possess some or all of the following characteristics to be effective in helping with the four issues outlined above. Otherwise, the platform may become a hindrance and not help achieve the desired outcomes.

First, the solution must be intuitive and easy to use. For instance, simply assigning tasks to other team members through Microsoft Outlook can be a very effective form of project management, particularly in smaller organizations or when working on smaller projects involving only a few team members. In this case, team members would work with a tool they are likely quite familiar with – Microsoft Outlook. Indeed, more significant projects would likely demand more sophisticated and capable solutions. But that doesn't mean the solutions must be challenging for team members to use. Intuitively, we know if the solution is difficult

to use or unintuitive, team members will likely resist using the application.

Second, the solution must be flexible and adaptable to the needs of the firm, individual users, and the projects where it will be used. For example, configuring a project management solution to assist with a due diligence engagement on a proposed business acquisition would be somewhat different than configuring the solution to help a firm open a new office. Both jobs involve project management, but the issue centers on whether the solution is flexible enough to manage two vastly different projects.

A third critical characteristic for successfully using project management solutions is user-friendliness. Team members will resist solutions that are inflexible and difficult to use. And that's only natural – no one wants their job to be more demanding than it already is! Therefore, ensure that the solutions you might consider put users first. To illustrate, for those who work in public accounting, consulting, legal, and other professional services environments where tracking and billing time is an integral part of daily activities, where possible, integrating the project management solution with the time-and-billing/practice management solution could be an enormous “value-add.” In this case, as team members enter their time-tracking information into one solution, it posts to the other. The advantage of this integration is that team members do not need to waste time on redundant data entry.

Security is the fourth vital component of any project management solution. Specifically, the solution should protect the confidentiality, integrity, and availability of the project data and assets. This trait is essential for accounting professionals, considering the volume of sensitive and private data that might be used in the project. Thus, the solution must have modern and robust security and privacy features and protocols to help ensure that data is visible only to those authorized to see the data. Specifically, protocols such as encryption, multi-factor authentication, appropriate backup schedules, and disaster recovery and business continuity plans should be a part of the project management solution.

The fifth and final characteristic of successfully implementing a project management solution is its return on investment (ROI). Like all other technology solutions, a project management solution should positively impact the

organization and stakeholders. It can do this by improving project processes, efficiency, effectiveness, and quality. It can also help managers achieve this objective by managing project risks, costs, and delays.

Project Management Solutions For Accounting And Financial Professionals Many terrific project management solutions are available today to service the accounting and financial communities. As indicated previously, you will want to do your due diligence to ensure you choose a solution that suits your team's needs. However, the following are some examples of project management solutions that you may find helpful as you seek to improve efficiency and effectiveness.

Microsoft Planner

Microsoft Planner is a simplified cloud-based solution that allows users to cre-

Continued on page 11



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jon@yamaguchiinc.com

Stephanie Yamaguchi:
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My experience of teaching with a CPA license

By Dharyl Bongbonga

Did you know that you can teach accounting courses at the college level with your CPA license? Normally, teaching at this level would require a graduate degree, but CPAs can teach with just a bachelor's degree.

I learned this after joining the HSCPA and reconnecting with my past college professor, Dr. Katie Landgraf. Since 2022, I have been teaching part-time as an Accounting Lecturer at the University of Hawai'i at West Oahu (UHWO). I have always wanted to teach, but I thought that it would only be something I would do in the later years of my career. For those in their later or retired years, teaching can be a way to give back and share the wealth of your accumulated knowledge. For me, someone who is in the early to middle of my career, teaching has allowed to grow professionally and mentor the next generation.

Lecturing part-time has enhanced my performance working as a full-time Assistant Controller, and working in the industry has helped to make me a more effective educator. Teaching has made me a better presenter and manager. In my full-time role, one of my first tasks is

to present our GAAP financial statements to managers across the organization who do not have a finance background. I have learned to make my presentations simple and summarized to key points. Looking back at my first lectures, I have become more concise and slightly more comedic when

“Educators play a key role in perpetuating the integrity of the profession and influencing future professionals”

transferring knowledge. I have also had to adapt to different styles of learning with the students of this generation. This has helped me in communicating and managing my direct reports. Industry knowledge has helped me to inform my students on what parts of the lecture will be relevant in practice and not just theory.

What has been most fulfilling is giving back to the next generation. For me, this is personal. Earning my bachelor's

degree with an accounting concentration and obtaining my CPA license has opened many doors and changed the trajectory of my life. Primarily, I teach an introductory course, so the students that take my class have concentrations in other business disciplines. Most students that I have are not accounting students.

Being a Lecturer allows me to advocate for the profession. I have challenged myself in designing a course that is both digestible for all business majors and inspirational to those considering accounting as a career. I have had several successes including a few students changing their concentration to accounting, and a couple of them added the goal of obtaining their CPA license. In terms of talent, educators see what skills college graduates have. In fact, my most recent new hire in my full-time role is a former student.

Educators play a key role in perpetuating the integrity of the profession and influencing future professionals. Teaching also has the side effect of growth and professional development. If you have ever had the desire or curiosity to teach, let this be your sign!

ate projects and then assign tasks within the project to team members. Planner is highly customizable and contains a moderate degree of detail surrounding task assignments, due dates, and priorities. Planner is well suited for smaller projects that involve a relatively small number of team members. However, it is an excellent “introduction” to project management.

Microsoft Project

Microsoft Project is Microsoft’s flagship project management solution. You can license Project as a Cloud-based solution starting at \$10 per user per month or run it as an on-premise solution. Among Project’s strengths are coauthoring documents, project planning, scheduling, and communication through Microsoft Teams.

Zoho Project

Zoho Project is a compelling, cloud-based project management solution that provides many features and utility. When creating a project with the Zoho solution, you can customize the project to meet detailed needs using features unavailable in many other solutions. For instance, you can incorporate budgets (including choice of currencies), billing methods, roll-up tasks and subtasks into projects and milestones, restrict unauthorized users from accessing project details, store and share project-related documents, and have project data flow-through to Zoho’s Invoice service for billing.

Asana

Asana is another “general” solution that can work well in accounting and other professional services environments. Among Asana’s features is the ability to create tasks and subtasks within a project

and assign them to team members. Asana also supports attachments and forms, allowing managers to establish and monitor due dates. Additionally, you can create templates that you can use for multiple projects; for example, you could establish an “audit” template that contains standard tasks typically performed in an audit and copy that template as many times as necessary.

Tax-Related Project Management Solutions

Most leading income tax preparation solutions include at least a minimum level of project management capabilities. For instance, most solutions include a checklist of procedures that staff can mark as staff work on the returns.

CCH ProSystem fx Practice Management

Although named “Practice Management,” CCH ProSystem fx Practice Management includes some project management features. For example, you can track due dates, budgets, milestones, and other critical data using Practice Management to help you manage your projects more effectively. Of course, this solution works best when an accounting firm implements it as part of its overall CCH-focused strategy.

Onvio Firm Management

For firms that use the Onvio (Thomson Reuters) platform, it is worth noting that the Firm Management solution contains several valuable project management features. For example, you can assign team members to a project and, in turn, assign tasks to these team members. After that, you can track due dates, monitor budgets, and generate reports to help

ensure the project is completed on time and profitably.

The six solutions above represent only a tiny subset of all the project management solutions available today. We encourage you to carefully consider all the relevant options available before deciding which to implement.

Summary

Project management solutions have gained new life recently as more companies and firms seek to manage projects from the cradle to the grave. When organizations select appropriate solutions for the task, implement them appropriately, and train team members on how – and why – they should use them, the results can be outstanding.

Tommy is one of the shareholders of K2 Enterprises. At K2, Tommy focuses on creating and delivering content and is responsible for many Firm management and marketing functions. You may reach him at tommy@k2e.com, and you may learn more about K2 Enterprises at www.k2e.com.

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ACCOUNTING PRACTICE SALES
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Assessing an Accountant's Suitability for Remote Working

By Steve Evans

Since the Covid pandemic changed our attitudes towards working from home and accelerated an already growing trend towards remote working, there's a common theme among business commentators that the world of work has moved on and businesses need to catch up.

However, among staff who have become remote workers, some thrive in this 'new normal', whilst others genuinely miss the in-person interactions, even if they don't miss the commute.

What can employers do to assess whether a job candidate is likely to thrive or struggle in a role where they may work remotely most of the time, or in the case of international or inter-state hiring, may never meet their employer face-to-face?

Some of the better personality assessments can quickly provide valuable insights into suitability for remote working. Some, but not all. If the personality assessment you're using right now crams your candidate into a 4-letter box, tells you whether they are red or green, or a duck or a pigeon, then it's going to be as useless at measuring suitability for remote working as it is for making hiring or development decisions.

However, if you're using [Big-5/OCEAN](#) based assessments, or want to upgrade to them, here's how you can use candidate profiles when hiring remote workers, or assessing how existing

team members will cope with hybrid or working from home environments.

I'm going to use our [Accountants Personality Profile Questionnaire \(APPO\)](#) to illustrate the process, but you'll find

these personality traits under Interacting and Coping headings in most Big-5/OCEAN based questionnaires if you're already using another product and we haven't won you over (yet):

Personality Traits Linked to Remote Working Effectiveness

MOST LIKELY	LEAST LIKELY
CONSCIENTIOUSNESS	EXPEDIENT
Prudent & responsible. Places high value on established processes when working remotely	Less thorough & procedural. Places less value on rules & processes. May cut corners
SELF-DISCIPLINE	INFORMAL
High self-control, planned & organized. High personal standards when managing workloads	Places less value on planning, organizing and expectations of others
EMOTIONAL STABLE	AFFECTED BY FEELINGS
Resilient under pressure. Less flustered by challenging events or periods of high workloads/deadlines	Emotionally invested in what they do. May struggle with criticism or challenging events or people
SELF CONFIDENCE	APPREHENSIVE
Rarely experiences self-doubt. Expects success not failure when tackling new challenges	Dwells on past mistakes. Apprehensive when facing challenges
CALMNESS	TENSENESS
Expects interruptions & petty inconveniences at work & remains calm when they happen	Allows inconveniences & setbacks to frustrate them. May struggle to switch off after work
TRUSTING	SUSPICIOUSNESS
Trusts others intentions & abilities at face value; including remote managers	Suspicious of ulterior motives & intentions of others. May struggle to delegate or trust
SELF-SUFFICIENT	AFFILIATION
Self-Reliant. Happy to work autonomously without close contact with others	Seeks out & needs company of others. May become demotivated if working remotely
DISTANCE	WARMTH
Less need for relationships at work. Prefer to keep their distance from others	Genuine interest in others. Tend to build deep friendships with work colleagues.

When you have a job candidate's personality profile in front of you and there are potential concerns in that person's suitability for remote working, keep in mind that you need to stick to the ethical use of personality questionnaires in a hiring setting.

Any personality questionnaire asks people about their preferences in given situations, so what you have in front of you is how someone will likely behave if they were to follow their preferences. Some people are well aware of their preferences and when they need to work against their natural style and some are not. Your job as an employer is to test those concerns with well-crafted interview questions to determine whether, for example, someone with a high need for affiliation derives all their interactive fulfilment through their family, friends and hobbies and are more than happy to not have extensive affiliation at work.

Our APPQ assessment includes behavioral-based interview questions to address concerns with candidates and their referees, so we've done all the hard work for you. We are working on a Remote Working module for APPQ too, which we aim to release later this year, but in the meantime, use this guide and get in touch with any questions.

Happy hiring – Steve

Want to see if Accountests will work for your firm? [Click Here](#) for a FREE trial test - use it on a candidate or get one of your staff to give it a go and see what they think.

Steve Evans, founder & director, has 25 years' experience in testing and assessment in New Zealand and the UK. Steve knows how to ensure both the assessments and reporting are world class.



Accounting Talent Shortage Crisis

Help transform the profession's future!

A career in accounting offers tremendous stability and unlimited opportunities. However, the profession's talent pipeline has been shrinking, and we need your help to prioritize potential solutions.

By taking this quick but critically important national survey, you can help the National Pipeline Advisory Group (NPAG) prioritize and refine a holistic pipeline strategy.

We need influencers like you to complete the survey and support this initiative by encouraging your network to participate. The entire accounting profession is invited to take the national survey. This includes CPAs, accounting and finance professionals, educators, accounting association members, and state regulators.

We also need your help promoting the national student survey. Because this audience has a unique perspective on the education and early-career landscape, a separate survey was developed for current accounting and business students.



NATIONAL SURVEY

For CPAs, accounting and finance professionals, educators, accounting association members, state regulators



STUDENT SURVEY

Current college accounting and business students

We're all in this together!

*In Memory Of
Alan R. Rutaka
1954 - 2024*

Our sincere regret at the loss of a colleague, friend and member of the HSCPA since 1984.

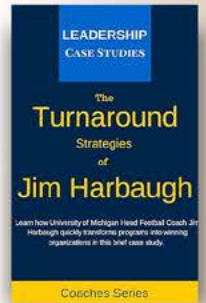
We wish to express our deepest sympathy to his family and friends.



Norman's Book Review

"The Turnaround Strategies of Jim Harbaugh"

by Leadership Case Studies



Love him or hate him, Jim Harbaugh has had success wherever he has coached: University of San Diego (USD), Stanford, San Francisco 49ers and Michigan. Will he be successful with the Los Angeles Chargers? After reading this case study, I'm convinced he will. As a Stanford graduate and 49ers fan, I'm soooo thankful he led both programs to achieve success quickly. He brought Michigan back to national prominence, culminating in an unbeaten season and national championship last year.



The case study is easy and fast to read and filled with amazing insights to help you be a better coach and leader. Here are some of the key takeaways from the case study.

Focus on the Important Things

Whenever Jim takes over a new program, his entire focus is on his team and improving its performance. Any distractions, roadblocks, traditions, ingrained habits, laziness, etc. that are not conducive to winning football games are dealt with and changed. He wears the same clothes every day (khaki pants, team cap and team shirt or sweatshirt), like Steve Jobs and his black turtleneck and jeans, and Mark Zuckerberg and his gray t-shirt. Why? He has one less thing to think about and that much more time to focus on football. At USD he told his team, "I don't care about clothes. I'm here for two things: to work and to

make you guys tough. That's it. Now let's go!"

Do you have the same singular focus in your work and personal life?

Just Coach the Team

Jim values people who make smart decisions and gets things done. He surrounds himself with such people so he can "just coach the team."

Do you surround yourself with smart and trusted people so you can focus on your team being successful?

Be Paranoid

Jim is a big fan of Andy Grove's book "Only the Paranoid Survive: How to Exploit the Crisis Points That Challenge Every Company." Accordingly, he preaches that his team needs to be paranoid so it can adjust and adapt quickly to changes on the football field. Football fans know how quickly the game

can change because of one play, one injury, a new player, etc. Because things can get better or get worse quickly, you have to be prepared.

Are you paranoid in a good way to ensure success for your company?

Always Be Learning

For all his success and knowledge accumulated over the years, Jim is constantly learning and trying new things. As Ron Kroichick of the San Francisco Chronicle wrote, "For all his swagger and self-assuredness, for all his success as a quarterback and coach, Jim still goes out of his way to seek guidance. He also routinely behaves as if he's accomplished nothing."

Do you still have the thirst for knowledge and desire to keep on learning?

Be Positive

Can you ooze positivity and have your

team be positive while being intense, demanding, tough and paranoid at the same time? Jim can and does. As sports journalist Jeffri Chadiha explained, “if the team wanted to do what Jim did back in the day, which was focus intensely on the positive, they might just create magic.”

Are you a positive leader? If you yell like Jim does at the end of every practice or game “Who has it better than us?” will your team, group, company or family yell back “Nobody!” like Jim’s teams do?

Culture

Everyone strives to have a strong and positive culture because they know it is key to a successful organization. Jim is no different. “To be successful, everyone on the team must be on the same page. The culture that a leader creates within the organization can serve as a blueprint for all players. By having a strong culture, all members of the organization know what is expected of them.”

The case study acknowledges it’s very hard to change the culture of a losing program. It takes a certain type of leader to change the direction of an organization. Jim is that type of leader and has done it at every place he has coached because he is a “leader with a specific vision who has the energy, determination and mindset to get everyone to buy into a new way of doing things.”

How strong is your culture? Can you effect change?

Winners Practice More

Traditionally, whenever there is a practice drill competition, the winning side gets to skip extra work like running sprints. With Jim, he completely turns

this concept around. “In his program, the winners PRACTICE MORE. The players who “win” in practice earn the right to get better by practicing more, running more, lifting weights more, etc. The losers are left to stand, watch and wonder if they gave everything they had.” This inspires his players to want to get better, improve and achieve success.

How committed are you to getting better?

Constant Improvement

With a competitive mindset and confidence laid down as a foundation for his team, he next begins the process of getting his players to execute at a high level. He knows how he wants things executed and he gets his team to execute them that way.

Jim also wants his players and team to have continuous improvement. When asked at a press conference about his team’s goals, he responded, “See if we can’t be better than we were yesterday. See if we can’t be better tomorrow than we were today.”

The case study noted that high-achieving people have realized that the way to constantly improve and grow is to focus on the way that they do things, and not to focus on the end results. By focusing on the daily process, achievers are able to work on things in their direct control and to minimize distractions.

Do you focus more on the process or the end results?

Take Pride in Your Work

At his basic core, Jim believes in hard work. He truly appreciates it when his players put in the time and effort to get better at their craft. He understands that for an organization to achieve success, its people must strive for excellence in everything that they do.

A story in the case study that fascinated me was he was almost late for practice because he pulled his car on the side and admired for 30 minutes the work of a police officer directing traffic at an intersection with a broken traffic light. “He was mesmerized by the skill and savvy of the police officer. He commented he really likes to watch people doing their job at the highest level.”

Do you take pride in hard work and the hard work of others?

Summary

It was really insightful reading about Jim Harbaugh and learning about how and why he has been so successful. If you are a Southern Cal, Ohio State or Los Angeles Rams fan you may not be as excited as me, but the case study will help you improve your leadership skills. It will be interesting to see if he can lead the Los Angeles Chargers to a Super Bowl in the future. I would not bet against him.

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Send e-mail to: info@hscpa.org

Profession
Update

2024-2025
Officers &
Directors



H S C P A
2024

ANNUAL ELECTION &

Member Meeting



June 19, 2024
2:00 – 4:00 p.m.
Prince Waikiki

ANNUAL ELECTION / BUSINESS MEETING

June 19, 2024

ELECTIONS

The Annual Election Meeting will be held IN-PERSON on June 19, 2024 at the Prince Waikiki. Only Regular members are allowed to vote. Following the Election Meeting, installation of the new officers and directors will be conducted.

NOMINATING COMMITTEE REPORT

Pursuant to the provisions in Article VI, 6.1 of the HSCPA Bylaws, the Nominating Committee has submitted the following nominations for officers and directors of the Society for the fiscal year beginning July 1, 2024. If any nominee should for any reason become unavailable after notice of the election has been given, and if voting is not conducted by written ballot, then nominations for that office from the floor by any member in good standing who is present at the Annual Election Meeting shall be accepted.

ASSISTANT SECRETARY

Edmund N. Nakano – C.S. Wo & Sons, Ltd.

DIRECTORS (2024-2026)

Chantal A. Mentzer – Chantal Mentzer, Inc.
Norman N. Okimoto – Hawaiian Financial FCU
Joel C. Peralto – Peralto & Co., CPAs, Inc. PC

In accordance with the Bylaws, officers automatically accede to the next level of office to serve terms as elected or as designated, and the directors named below will continue to serve their terms as elected or as designated, or may be removed by a vote of at least two-thirds of the voting members present at a designated meeting. The President automatically becomes Immediate Past President when his/her term ends.

PRESIDENT: Franklin K. Kudo – University of Hawaii at West Oahu

PRESIDENT-ELECT: Trisha N. Nomura – Ascend Consulting LLC

VICE PRESIDENT: Adrian K. Hong – Island Plastic Bags, Inc.

SECRETARY/TREASURER: Chad K. Funasaki – N&K CPAs, Inc.

IMMEDIATE PAST PRESIDENT

Ryan K. Suekawa – Deloitte & Touche LLP

DIRECTORS (2023-2025)

Nelson K. Lau – University of
Hawaii at West Oahu

Darryl K. Nitta – Accuity LLP

Grayson Y. Nose –
CW Associates, CPAs

Natalie M.H. Taniguchi –
American Savings Bank

Gordon M. Tom – Hawaiian Financial FCU

AICPA MEMBERS

Ronald I. Heller – Torkildson Katz,
ALC OF COUNCIL

Ryan K. Suekawa – Deloitte & Touche LLP



Hawaii Society of CPAs Supports Designating Accounting as a STEM Profession

Recognizing accounting as a STEM field will help ensure future generations of CPAs are highly skilled.

Accounting professionals harness math and develop technology to solve complex issues, empower communities, and drive trust in financial markets. From data analytics to machine learning, CPAs increasingly use STEM skills to improve audits, assess fraud risk, and automate business processes, among other services.



That's why HSCPA endorses two bipartisan bills that will expose more students to the accounting profession. The Accounting STEM Pursuit Act of 2023 ([H.R. 3541](#)) and STEM Education in Accounting Act ([S. 1705](#)), would allow federal K-12 funding to be used for accounting education, with a focus on improving access for underrepresented students.

Preparing tomorrow's workforce

Recognizing accounting as a STEM field will help ensure future generations of CPAs are highly skilled and prepared to meet the public's evolving needs. Ninety-nine percent of accounting firms already say [STEM skills](#) like data analysis and critical thinking are vital for new hires.

STEM designation will also help expose students from various backgrounds to the profession — and set them up for success. On average, employees in STEM fields earn [nearly double](#) what their peers in non-STEM occupations make. Plus, the number of STEM jobs is expected to grow by 10.8% by 2032, compared to 2.3% for non-STEM jobs.

As the profession works to design a resilient future, investing in STEM can strengthen the talent pipeline, encourage innovation, and bolster economic opportunity. HSCPA members can help advance these efforts by asking your U.S. senator or congressional representative to cosponsor the bipartisan bills.



Send “ask” email to Hawaii Congressional Members:

S. 1705

Senator Mazie Hirono – Send Thank You for co-sponsoring S. 1705

Senator Mazie Hirono

mazie_hirono@senate.gov

Ben Strand

ben_strand@hirono.senate.gov

Senator Brian Schatz

brian_schatz@schatz.senate.gov

Robert Joyce

Robert_joyce@schatz.senate.gov

H.R. 3541

Representative Ed Case

ed.case@mail.house.gov

Annika Nozaki A

nnika.nozaki@mail.house.gov

Representative Jill Tokuda

jill.tkuda@mail.house.gov

Mitch Heidenreich

heidenreich@mail.house.gov

Other than Hawaii, visit www.congress.gov/members to find your senators' and representatives' contact information.

Use these [templated letters](#) to send an email via their congressional website.

Together, we can help introduce more students to a rewarding career in accounting and finance.



Get EXAM Ready

With the HSCPA'S MOCK
CPA EVOLUTION EXAM

JUNE 25, 2024

9 am -1 pm

Are you – or someone you know – planning to sit for the CPA Exam soon? Put those skills to the test and see how Exam ready you are.

Through its partnership with Surgent CPA Review, the HSCPA is once again offering – FREE! – an opportunity for students and CPA candidates to gauge their readiness for the 2024 CPA Evolution Exam. The 2024 Exam includes three core exams – AUD, FAR and REG, and one discipline exam of choice – BAR, ISC or TCP.

Participants will select the Exam section they want to try during the 4-hour session. Scores and a report showing areas of strength and weakness are provided so participants will know where to focus their efforts as they prepare for the actual CPA Exam.

Take advantage of this exclusive opportunity available to HSCPA members, their staff and student members. Registration in advance is required. Additional registration information can be found [here](#).



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#2101 **\$1,450,000**

1 BD, 1 BA Intr Size: 739 ft² / 69 m²
Lanai: 78 ft² / 7 m², Prk: 1
Views: Marina, Ocean & Sunset

Please call May or Jack : **808 532 3330**



John "Jack" Tyrrell

President
Principal Broker, CRS, CRB
CPA (not in public practice) E: Jack@jtchawaii.com
Lic. # RB-19880 C: 808.306.6933

www.jtchawaii.com Ala Moana Hotel - Lobby, 410 Atkinson Drive, Suite 1F6 Honolulu, HI 96814

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FINANCIAL STATEMENT FRAUD

May 15, 2024
8:30 a.m. to 12 noon HT

That's right, instances of financial statement fraud have occurred ever since the first financial statements were prepared!

This webinar will discuss fraud risk assessments, the Fraud Triangle, who commits fraud, fraud red flags and motivations to commit fraud activities, COSO internal controls, anti-fraud controls, and numerous financial statement fraud case studies.

[REGISTER HERE](#)



Advanced Cybersecurity Awareness in Accounting

May 31, 2024
8:30 to 10:30 a.m. Hawaii time

Over 9 billion data records have been lost or stolen since 2013. With a frequency of almost 5.5 million records exposed every day, it is no longer a question of whether a firm has been compromised, but more a question of when it will happen.

Does your team have the cybersecurity knowledge and auditing skills to prevent or mitigate the next big breach?

You will learn the basics of cybersecurity awareness and safeguarding sensitive data, how to address cybersecurity threats within a firm, and how to use AICPA best practices to manage and obtain assurance of cybersecurity risks.



You will also learn how to address cybersecurity threats with reasonable assurance in audit engagements.

[REGISTER HERE](#)