



## Prepare your party hats!

Thanks to our wonderful members, the Maine Society of CPAs will mark its 100th year in 2024! To kick off the celebration, we'd love to gather some historical data to better understand what life – and the accounting industry in Maine – was like a century ago.



Does your firm have origins dating back to 1924? Did your great-grandparent keep a diary about the 'Roaring Twenties?' Maybe it's a family photo or saved newspaper clipping that offers insight into life 100 years ago. We'd love to share such treasures.

**Please let us know** what you unearth, and stay tuned for birthday details!

A quick review of [What Will You Do After Graduation](#), published in 1926, reveals that while some things have changed – for example, higher salaries and level of diversity – much is the same:

- Men-only profession
- Salaries for college grads at public accounting firms averaged \$125/month.
- Required skills: "honesty; agreeable personality; capacity to work diligently; mathematical accuracy; analytical, problem-solving and communication skills."
- "Public accountants, because of their education and training, serve an important function for business and the greater community."

Bring in a new MECPA member before February to be entered into a 100-year celebration drawing for a \$100 prize!

## ADVOCACY

### Important items on our radar screen

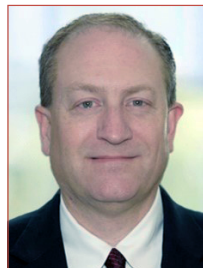
We continue to work on legislative issues that impact you because we know you value this member benefit. Here's what we're keeping an eye on:

**CPA Exam Credits:** We've joined other state Societies in requesting that NASBA and state Boards of Accountancy offer a onetime credit relief to reinstate CPA Exam credit for sections passed during 2020-23 and lost in the COVID pandemic. We also requested that the Maine

– See **ADVOCACY**, page 2

### Board of Accountancy now boasts two MECPA members

After a year operating at limited capacity, the Maine Board of Accountancy now has all seats filled. We're thrilled to introduce the newest members, both nominated by – and members of – the Maine Society of CPAs.



Tom Cyr



Bob Brown

Tom Cyr, CPA, MST, is a partner with KPMG, LLP, and Bob Brown, CPA, CFE, is founder and principal of The CPA Solution and an Assistant Professor at Thomas College.

Enjoy getting to know them a little here:

#### Why did you want to join the Maine BOA?

**TOM:** Accounting has been a great career for me, and I wanted to help support the accounting profession. Unfortunately, there are fewer people

– BOA, page 3

## EXECUTIVE DIRECTOR NOTE

### Our benefits are priceless (with no card!)

"What do I get for my membership dues? For me, that question calls up those old Mastercard



commercials that celebrated the "priceless" personal experiences and human connections made possible by using the credit card.

The list of MECPA tangible benefits starts with top-notch, discounted CPE; legislative achievements like extending tax deadlines; curated information and resources (i.e. Learning Hub); and pipeline programs like classroom connections with students.

But arguably more valuable are intangible benefits of being part of the MECPA community. I've seen friendships form, careers evolve, leaders blossom, confidence built, stress relieved, curiosity and critical thinking cultivated – all thanks to the experiences and opportunities available to MECPA members.

So what do you get for your membership dues? Connections to people, ideas and opportunities. Priceless!

— Executive Director  
Trish Brigham



## MEMBER NEWS

### ADVOCACY

#### – Continued from page 1

Board of Accountancy extend the credit window for all Exam credits that expire between now and Jan. 1, 2024. The current provision states that conditional credits earned on Jan. 1 and beyond will have a 30-month expiration window, but until rulemaking processes are complete, this extension does not apply to credits earned before Jan. 1.

#### Fall 2023 Federal & State Tax Filing Deadline Extensions

Thanks to previous lobbying efforts to have the IRS respond when states declare disaster emergencies, September's Hurricane Lee, resulted in filing and payment deadlines for both federal and state taxes for Maine taxpayers.

#### Business Owners Information Reporting Requirements

We urged Maine's federal legislative delegation to sign onto S. 2623 and H.R. 4035, both titled the "Protecting Small Business Information Act of 2023." These identical bills in the House and Senate would delay the start date of the rule for an unspecified amount of time, providing additional time for small businesses, including CPA firms, to know and understand their new reporting requirements – and the penalties for non-compliance, which are steep.

#### STEM Designation for Accounting (Pipeline)

The MECPA joined the AICPA and all other 53 State CPA Societies, requesting that the Department of Homeland Security recognize accounting under the 'T' for Technology in Science Technology Engineering Math (STEM) education. Specifically, we requested that six accountancy programs be added to the Classification of Instructional Program (CIP) code list maintained by DHS's STEM Designated Degree Program List. With this designation, colleges and universities across the country could tap into a deeper pool of STEM-designated grant money to enhance and grow their accounting programs.

We also urged U.S. Sen. Angus King to co-sponsor the STEM Education in Accounting Act introduced by U.S. Sen. Susan Collins, and he did. This bipartisan bill, which has a bipartisan House companion, would allow the addition of accounting education to STEM curricula for K-12 students.

#### Maine Revenue Services

Members of the MECPA Taxation Committee will meet with MRS staff to provide feedback on several carryover bills, including the Pass-Through and Child Care Tax Credit.

[Go here](#)

for a database of tax legislation enacted in the 2023 session.

## ListenUP! It's not always the straight and narrow path

Donna Ryan took a circuitous route to the CPA profession via a public school classroom, college admissions office and law school.

She taps into communication skills learned along the way to enhance her client and



Donna Ryan

colleague relationships.

Hear her very interesting story in our latest ListenUP! installment [here](#).

Have a few minutes to chat? Want to introduce yourself to fellow members?

[Contact Trish](#) FMI.

## BOARD PRESIDENT LETTER

### Stay tuned as we determine next steps for the MECPA

Hello, members.

Thank you so much for your continued support of the MECPA!

It's been so rewarding to connect with you all over the years. I'm always reminded how incredible this professional community is when connecting with fellow accountants.

The MECPA has been hard at work providing CPE and networking opportunities to its members while also maintaining a presence in classrooms throughout the state – promoting the profession.

Amid these ongoing efforts, strategic planning remains a huge focus for the MECPA. The Member Survey that we sent out this summer was insightful and will certainly help drive our path forward.



David Stone

The next step in this strategic planning process will be our Annual Accounting Leaders meeting on Nov. 14 – details to come; however, we hope this will be a place for leaders and CPAs in private industry to convene and discuss the industry,

including the MECPA's role in ongoing challenges.

The Board also recently approved the creation of an ad hoc Strategic Planning Committee. Ensuring the MECPA can remain viable and continue to support its members is of the utmost importance!

We look forward to sharing the steps we're taking throughout the process and welcome your input.

— David Stone,  
Board President

– Continued from page 1

joining the accounting field, and I'd like to help reverse that trend in any way possible.

**BOB:** I've reached a point in my professional and personal life when an opportunity to actively participate in our great profession arose, I took it. Most folks probably think a position related to regulatory issues doesn't sound all that exciting; however, I've always been a person who was interested in figuring out how things work. If there is something, however small, that I can do to make things a little better or run a little smoother, I want to give it a shot.

### What advice would you give your younger self?

**TOM:** The best advice I would give my 22-year-old self at the beginning of my accounting career would be ... to maintain contacts with the people that work and interact with when you start your career. Your peer group will grow in their own careers, and it's amazing how many people you will work with, lose touch with and then become reacquainted with later. Try to not lose touch with them along the way, as you'll be able to continuously learn from them based upon their own individual journeys.

**BOB:** Do not take life too seriously or other people's opinions of what you "should be doing" or "how it should be done" to heart. (I'm talking from a career or personal growth standpoint, not technical aspects of the field.) There will be endless possibilities and opportunities available to you; don't be afraid to take a chance, make that introduction, shake that hand, volunteer on that board. You'll make plenty of mistakes, say the wrong thing at the wrong time, things will not always work out and that's OK. If you don't make those mistakes, you'll never appreciate the true successes awaiting you. When you no longer have passion for what you are doing or where you are working, do something different. Don't wait, make it happen.

## BEYOND THE NUMBERS: AMANDA BARTLETT

# Accepting that accountants can't know it all!

**Name:** Amanda Bartlett, CPA, CTP, MBA

**Employer:** Southern Maine Community College

**Title:** Business Accounting Professor

**How long in this profession:** 15 years

**How long as an MECPA member:** 10 years

**How has being a member helped you:** Being a member of the MECPA has kept me informed of important professional and legislative updates, provided cost-effective CPE opportunities and given me a group of colleagues to connect to. I'm thankful to the MECPA for previously recognizing me as a Woman to Watch in the accounting profession. I always recommend my students who are pursuing a career path in accounting to join the MECPA. A great example is my former student Cristian Dwyer, who is now a student representative on the MECPA Board.

### Volunteer organization you're involved in:

I'm actively involved in the Southern Maine Community College campus. I also help out my children's youth sports groups. You can usually find me on a soccer field with 3- to 6-year-olds on weekends. I love watching kids learn the value of teamwork, good sportsmanship and, most importantly, having fun.

**Best advice you've received?** That's a difficult question! I've been fortunate to have so many great mentors in my career who have all given me valuable advice. Early in my career, when I was trying to learn everything in accounting, someone told me I'd never know everything and I'd burn out trying. It took me a while, but as soon as I accepted they were right, it took the pressure off. As long as you have the skills to learn, that's what matters. It's also OK to say you don't know something.

In my personal life, my best advice came from my Dad. He said in difficult situations all you need to do is get up, open the curtains, embrace the light, and continue to move forward. Some days, it's big steps, and some days, it's little steps. The only thing that matters is that you move forward. This is something I share with



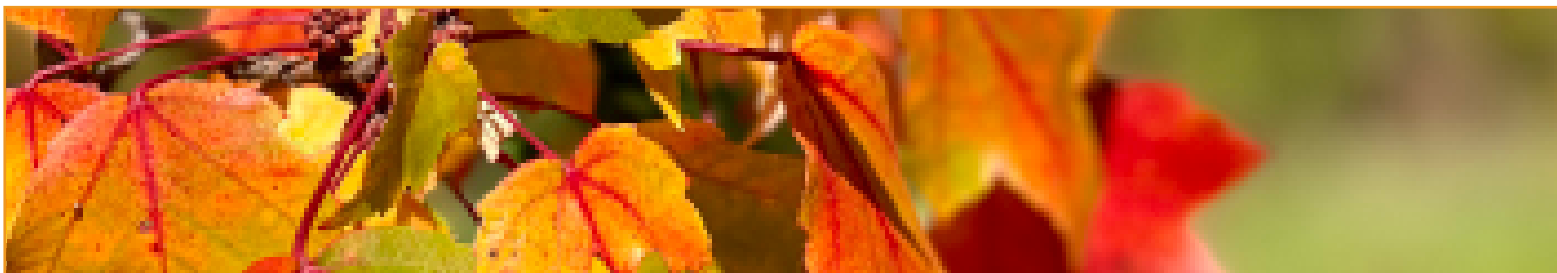
*Amanda Bartlett enjoys some beach time with husband Josh, daughter Emerson and son Gabe.*

my students as they work through varying challenges.

**What do you do in your free time?** I'm currently pursuing my Doctoral Degree in Business Administration from Capella University, which keeps me pretty busy! When I'm not teaching or writing papers, I do accounting consulting, and the accounting work for my husband Josh's lawn care business. I have a 3-year-old daughter Emmy and 5-year-old son Gabe who keep me busy, and I love to do activities with them. When I have time, I love to hike, and am an avid reader. I read 13 books this summer!

**Favorite vacation spot:** Any place with a beach! The beach is my happy place. My family goes to Higgins Beach for a week every summer, and it's one of our favorite weeks. We usually go to Florida a few times a year to visit family and are lucky they also live close to some great beaches. I love to explore new places, and am hoping to go to Galveston, Texas, in the spring.

[Email Trish Brigham](#) if you'd like to be featured in **Beyond the Numbers**.



## MEMBER NEWS

### More tax types can use Portal as rollout continues

Maine Revenue Services continues to make progress on the rollout of the Maine Tax Portal, which integrates all the tax types administered by MRS into a single system.

It will enable online filing for all tax types administered and significantly expand the online functions that facilitate taxpayers' and practitioners' ability to conduct business electronically.

The third step of the rollout kicked off Oct. 10, opening for these tax types:

- Individual Income Tax
- Fiduciary Income



- Milk Handling Fee
- Hospital
- Initiator of Deposit
- Tobacco Products
- Cigarette

- Cigarette Tax Refund
- Commercial Forestry Excise
- Telecommunications Excise
- State Homestead Tax Deferral
- Municipal Valuation Returns and related reimbursements

The fourth and final rollout is scheduled for next October. [Go here](#) to see which taxes will open during this 2024 phase.

MRS now hosts free, live webinars on using the Maine Tax Portal to manage these tax types. [Register here.](#)

### 'Fore' fun and networking



MECPA members and colleagues ramped up their golf game this summer under the tutelage of golf pro Abby Spector and her staff at Riverside Golf Course in Portland. Smiles outnumbered frustrated grumbles, evidence that the event was a hit. Thanks to NBT Bank for its sponsorship.

### New Family Leave Act impacts Maine employers

When Gov. Janet Mills signed the state's budget in July, Maine became the 13th state to legislate the creation of a paid family and medical leave program.

The state's Department of Labor kicks off its rule-making process in January 2024.

Beginning in 2026, eligible workers in the private and public sector will have 12 weeks of paid time off available for family or medical reasons, including illness, to care for a relative, or for the birth of a child.

[Go here](#) for more information about the new law.

### Updated bylaws, and thanks to our new President-elect

Proposed amendments and updates to the [MECPA's bylaws](#) were approved by electronic vote in September. Changes reflect current practices and protocols.

Also approved was the nomination of Barbara Belik, CPA, JD, MBA, as the Board's President-elect. A partner at Bergen Parkinson Attorneys, Barbara also has served on the Business School faculties of the University of Southern Maine and St. Joseph's College of Maine.

**FREQUENT STOPS AT [MECPA.ORG](https://mecpa.org) HELP KEEP YOU CURRENT!**



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## Coming up: Great programs and events

**Oct. 30**

Strategies to Leverage Outsourcing & Automation to Reduce Tax Workflow – [Register.](#)

**Nov. 9**

**BOWLING!** Bayside Bowl, Portland AND The Sports Arena, Bangor! Friendly competition with bankers from **M&T** and **Bangor Savings Bank!** Thanks to their support, sponsorship and sense of fun. Prize sponsor: **Robert Half.** [Register for Portland](#) or [Register for Bangor.](#)

**Nov. 13**

AICPA & FASB Update – [Register.](#)

**Nov. 14**

Maine Accounting Leaders Meeting – [Email to register.](#)

**Nov. 15-17**

Practice Management Conference in Connecticut – [Register.](#)

**Dec. 1**

Professional Ethics for CPAs – [Register.](#)

**Dec. 5**

New England Accounting Leaders Roundtable – [Email to register.](#)

**Dec. 19-20**

Management & Leadership Essentials – Virtual. For new supervisors and managers – [Register.](#)

**Sometime in December**

Difference Makers Committee Holiday Volunteer Project – TBD

**Jan. 11, 2024**

Annual State & Legislative Update

Visit [mecpa.org](https://mecpa.org)  
for full listings.

## Some great ways to help yourself while helping others

Lots of organizations reach out to the MECPA looking for volunteers with some financial expertise. Here are just a few currently available. Check the [MECPA home page](#) for updated career and volunteer opportunities:

Consultants/Advisors for Maine Entrepreneurial Resource Corps (MERC), grant applicants. Stipends available. Contact: [Carrie Yardley.](#)

CASH Maine community volunteer. Training provided. Contact: [United Way of Southern Maine.](#)

AARP tax aide counselor. Training provided. Contact: [Patrice Wehner.](#)

“Helping others is a gift that keeps on giving.”

## PIPELINE

# We're still focused on promoting our great profession

Next to AI, the most talked-about topic in the accounting industry is pipeline and related talent shortages. The MECPA continues to focus time and resources on addressing the challenges.

In November – Accounting Opportunities Month – we'll continue working with local high schools to raise awareness about the amazing career opportunities

offered by the accounting profession and the exciting ways CPAs contribute to the health of the business community.

Wondering if this type of outreach matters? Here's how it DOES:

"I had a new staff member tell me that he is in public accounting because of my visit to his USM accounting class a couple of years ago. He said my passion for

the public accounting profession made him interested in pursuing it as a career. Before my visit, public accounting wasn't even on his radar. This shows that small actions really do make a difference for the profession." – David Stone, MECPA Board President.

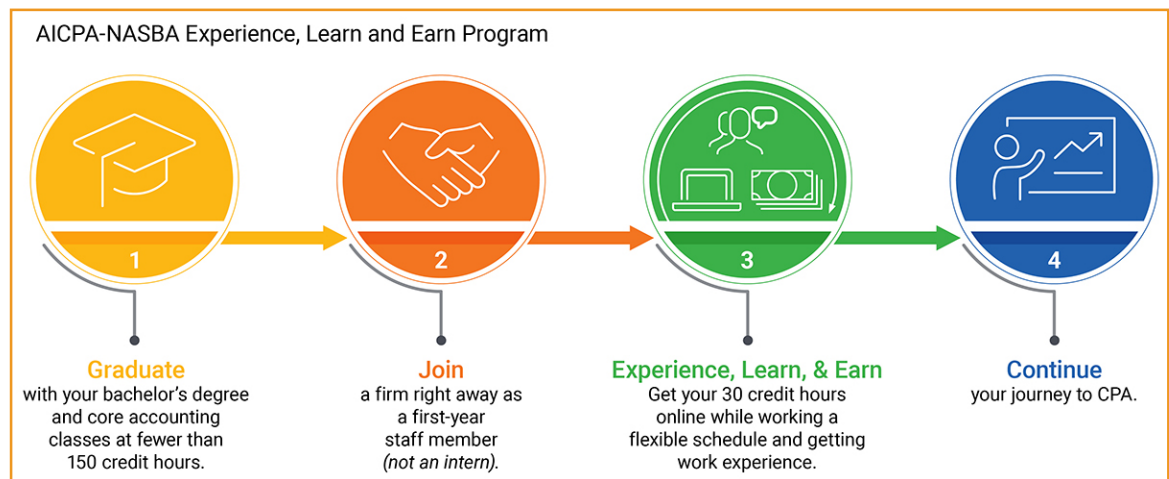
Interested in getting involved by sharing your story? [Contact Trish Brigham](#).

## Pilot Experience, Learn & Earn program being assessed at Tulane

To address challenges presented by the 150-credit hour requirement for CPA licensure, the AICPA and NASBA unveiled its Experience, Learn & Earn (ELE) program this year.

Under this program, a recent graduate with 120 credit hours begins working for a firm as a regular (not intern) employee. They have a flexible work schedule and take online courses to earn an additional 30 credits. Courses are discounted, thus minimizing the financial burden on the CPA-to-be.

ELE is currently in pilot stage with Tulane University.



It's important to note, that ELE programs will not award degrees. We are awaiting word on when applications from

other colleges and universities will be accepted. About 200 firms nationwide have expressed interest in partici-

pating, and five of these have offices in Maine.

[Go here](#) for more information and FAQs.

## Exploring innovative new ways to attract students to accounting

Representatives from MECPA member firms met with Maine Business School faculty this summer to discuss the possibility of firms providing internships and work experiences to graduate students that want to earn U.S. CPA licensure while enrolled at University of Maine.

At face value, the program is a win-win – increasing university enrollment and the talent pool for firms.

The catch though: students being considered are from the United Kingdom, so concerns were raised over work visas, commitment to long-term employment, housing and transportation.

The consensus was that more research is needed to accurately assess viability. The MECPA appreciates being part of the conversation and applauds the Maine Business School for thinking out of the box to address these problems.

### Note these important CPA Evolution dates

Important dates for current BEC and new sections BAR, TCP, ISC:

**Oct. 1:** Was last day to apply for first-time BEC

**Nov. 12:** Last day to apply for a retake of BEC

**Nov. 27:** First day to apply for new disciplines – BAR, TCP & ISC

### USM announces two MECPA Endowed Scholarship recipients

Thanks to the generosity of past MECPA members, the University of Southern Maine, University of Maine and Husson University award scholarships to students from the Endowed Maine Society of CPAs Scholarship funds managed by these institutions.

Congratulations to recipients **Nicholas Degrinney** of Scarborough and **John O'Hara** of Falmouth. Both graduated in May.



## INDUSTRY NEWS

# Assisting clients with SBA funding applications? New rules apply

By Diane Sturgeon, SBA Director,  
Northern New England

On a positive, exciting note, the Small Business Administration's loan guaranty programs saw some great changes as of Aug. 1, when an updated SOP 50 10 was released!

The agency used this update to modernize many of our programs. In most cases, this allows lenders to follow their internal policies and procedures for reviewing and approving loans.

The SBA updated affiliation rules, increased the Small 7a loan limit to \$500,000, and incorporated an eligibility check to the front end of loans to assist lenders and borrowers in determining eligibility prior to a request for guaranty purchase.

To encourage lenders to make loans they otherwise could not make on reasonable terms due to a lack of credit, collateral or equity injection from their borrower, 7a guarantees offer lenders a

guaranty from 50% to 90%, depending on the program used.

The SBA guarantees loans for for-profit businesses that meet our size standards – which amounts to more than 95% of all businesses in Maine. The borrower will now certify to eligibility based on their size and the size of their affiliates, as well as ownership.

Affiliation rules were updated to no longer take control into consideration, but businesses are viewed as affiliates based upon ownership interest and NAICS code; thus, the franchise directory has gone away as the agency was reviewing those franchises to ensure the franchisor did not exert excessive control over their franchisee.

As always, your clients may benefit from the assistance of our SBA Resource Partners – SCORE, SBDC, WBC, and VBOC – when determining whether a franchisor is a good one to develop a relationship with!

Your client also will certify to their eligi-

bility based on 13 CFR § 120.10, including but not limited to requirements in 13 CFR §§ 120.100, 120.110, 121.301 and 31 CFR § 285.13.

They also will certify that the business is 51% owned and controlled by a U.S. citizen or Lawful Permanent Resident and all loan proceeds will be used for eligible purposes.

The SBA's eligibility check will include a review for past losses to the federal government caused by the business or an associate of the business, including past due COVID EIDL loans and PPP loans that are still under review for forgiveness.

Applicants on probation or parole or who are currently incarcerated continue to be ineligible for SBA guarantees, but the agency will no longer require a detailed explanation of past convictions and the updated SOP offers clarification for lenders as to when detailed projections are required to prove ability to repay a loan.

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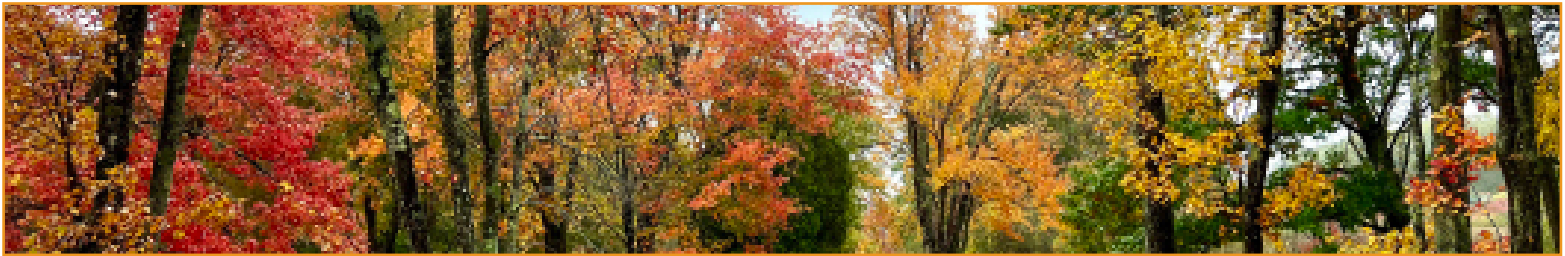
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## INDUSTRY NEWS

# The rising trend of global talent outsourcing: India and beyond

By **Santiago Poli**, co-founder and VP Operations, Vintti

In the fast-paced world of business, the pivot toward a globalized workforce is evident.

A central point in this discourse is the surge in outsourcing, with India standing out prominently.

However, South America is quickly becoming a compelling alternative.

Why India? India's allure in outsourcing lies in its impressive pool of professionals, English proficiency, and competitive pricing. Its strong educational structure churns out millions of graduates annually, especially in IT, finance and engineering.

### Navigating the Indian Landscape

Outsourcing from a different continent brings challenges:

**1. Cultural Understanding:** India's unique work culture, holidays, and communication style demand careful navigation.

**2. Clear Expectations:** Clarity is even more vital when dealing with international teams to ensure deliverables meet expectations.

**3. Technical Integrations:** Time zone differences and remote work call for robust platforms enabling effortless collaboration.

Yet, many argue the benefits surpass these challenges. Leveraging outsourced talent offers:

• **Scalability:** Swiftly adjusting operations based on needs.

• **Diversity:** Gaining varied perspectives from a rich cultural tapestry.

• **Cost-Efficiency:** Accessing quality talent at reduced costs, considering overheads.

Is the investment worth it?

Absolutely. Post-integration, businesses usually harness a team that's not just adept but also committed. The blend of heightened productivity with substantial cost savings proves its value.

Moreover, a diverse talent pool offers agility amidst global economic shifts, a crucial asset in an unpredictable world.

### Looking Beyond India: South American Proposition

While India has made its mark in outsourcing, global talent is not geographically confined. South America, with Vintti, is emerging as a viable competitor. As companies seek diversified talent hubs, South America's rising tech and business sectors offer a fresh perspective. Its proximity to North American markets, a shared time zone with the United States, and a rich cultural mix make it an attractive proposition.

In conclusion, while India remains a dominant force in talent outsourcing, South America is carving its niche. For businesses eyeing a global footprint, exploring multiple regions can be the key to a well-rounded, efficient, and diverse team.

[Go here](#) FMI about Vintti.

# Peer review extension tips from NEPR colleagues

New England Peer Review administers the AICPA peer review program for Maine CPAs and their firms. NEPR is governed by a Board that includes two dedicated volunteer members from the MECPA – Mike Jones of BBSC and Amanda Shultz-Brown of Smith & Associates.

NEPR, a great resource for peer reviewers and reviewees, shares the following tips on peer review extensions:

If your firm knows extra time will be needed to complete your peer review, requesting an extension is a potential option. Extensions may be requested using the self-service functionality in PRIMA and are ultimately approved by the administering entity (AE).

Before requesting an extension, talk to your peer reviewer. Each extension request is considered on a case-by-case basis by the AE.

Your firm must ensure that any approved change to the review due date complies with governmental, regulatory body or any other organization's peer review requirements. For example, if your firm performs engagements under the Generally Accepted Government Auditing Standards (GAGAS), you should discuss the fact that the GAO does not automatically accept extensions granted by the AE beyond three months.

A request for an extension is better if submitted during the planning stages of the review, but not later than 60 days before the due date. Extensions are not typically granted after the due date unless extenuating circumstances are present.

Interested in "paying it forward?" NEPR is looking for volunteers to serve on Peer Review Report Acceptance Bodies (RABs). It's not necessary to be a peer reviewer to serve on a RAB. [Download this flyer](#) for more information.

## CLASSIFIED ADVERTISEMENT

### MID-COAST PRACTICE FOR SALE

Well-established \$300K Mid Coast practice prefers to sell the practice in entirety but would consider a partial sale or merger. Practice uses Lacerte software and has an office lease expiring in late 2023. Seller will provide a smooth transition and may consider a P/T consulting role after the sale. For more information, please email the MECPA's Trish Brigham at [trish@mecpa.org](mailto:trish@mecpa.org).



## THANK YOU!

These busy people recently have gone the extra mile to support the MECPA and its initiatives:

- Jake Black, BerryDunn, Husson University Accounting Club Connector

- Karla Brannen, multiyear AICPA representative

- Josh Callnan, Wipfli, pro bono tax work

- Mike Santo, Wipfli, tax legislation work/consultation

We're also grateful to these sponsors:

- Bangor Savings Bank and M&T Bank – Strike Up Connections Bowling Tourney (Nov. 9!)

- Deloitte, LLP – Pipeline work

- KPMG, LLP – Pipeline work

- NBT Bank – Golf Clinic and general sponsorship

- Jill Sorrentino, National Life Group – seminar sponsorship

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DIFFERENCE

## MEMBER NEWS

### Compensation trends in a tight market

According to a recent ADP newsletter, [ADP National Employment Report's Pay Insights](#), Maine's year-over-year increase in annual pay was 6.4% in September, with a median annual salary of \$54,500 for workers who've stayed in their role for the past 12 months.

Nationally, the year-over-year median change in annual pay was 5.9% and

the median annual pay was \$57,700 for those job stayers.

The annual AICPA's PCPS Survey revealed that average the starting salary for new accounting hires was \$50,000 to \$55,000 nationally.

There has been widespread concern that these compensation levels are too low to attract candidates away from other career paths.

### AI: It's all anyone's talking about ... Or is that ChatGPT doing the talking?!

There certainly are lots of questions surrounding AI, a quickly evolving and shifting technology.

[This article](#) shared by CalCPA Society shares some perspective on AI's impact on accounting firms.

**Note:** This is on the agenda for the members-only New England Accounting Leaders Roundtable on Dec. 5. [Email to register.](#)

### Delegating creates chances to grow

Reprinted from the Illinois CPA Society

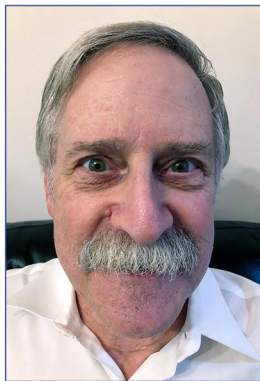
It's common knowledge that overstretched supervisors and early managers are those most likely to exit a position in search of "greener pastures."

Honing delegation skills might minimize the desire to flee by making their jobs more manageable. Developing the delegation muscle has the added benefit of creating professional growth opportunities for staff as well.

[Read more.](#)

## EXPERIENCE ★ INTEGRITY ★ KNOW-HOW

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## NEWS FROM ACROSS THE BORDER

NEW HAMPSHIRE SOCIETY OF  
CERTIFIED PUBLIC ACCOUNTANTS

## CONNECTION

**T**he New Hampshire Society of Certified Public Accountants and New Hampshire Bankers Association held the 9th Annual Women's Golf Outing at Stonebridge Country Club. The team from Fiduciary Trust Company of New England took first place, while the 50/50 raffle winner Elisabeth Larson a financial advisor at Edward Jones, donated her winnings of the day back to OPPORTUNITY NETWORKS INC.



*The Players lined up ready to start!*



*Our 50/50 raffle winner (middle) with Opportunity Networks.*

## SAVE THE DATES

**Surgent's Federal Tax Camp with Susan Smith.**

**November 8th at the Puritan Backroom in Manchester NH.**

**41st Annual Tax Forum Hosted by NHSCPA & McLane Middleton**

**November 17th at the Grappone Center in Concord NH.**

[Register for CPE on our website!](#)

NHSCPA CONNECTION



A publication of the  
**New Hampshire Society of CPAs**

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