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| **Chapter Name** | Central Ohio |
| **Chapter Number (ex. CH0000)** | CH3071 |
| **Chapter Location (City, State)** | Columbus, OH |
| **Chapter Membership Size** | Medium (101 - 349) |
| **Contact Person for this Submission:** | Irina Ceaparu |
| **Email Address:** | [irina.ceaparu@alliancedata.com](mailto:irina.ceaparu@alliancedata.com) |
| **Phone Number:** | (614) - 648 - 6822 |
| **Chapter Board Position:** | President |
| **Chapter Website URL:** | [http://www.centralohioatd.org](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fenotification.td.org%2Ftrack%2Fclick%2F30530608%2Fwww.centralohioatd.org%3Fp%3DeyJzIjoiZ1FwZnpScHBPNm1DbVF3Q1RfZS1EdkdzR2FNIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvd3d3LmNlbnRyYWxvaGlvYXRkLm9yZ1wiLFwiaWRcIjpcIjNkODAyMzZmNWExYTQwNmVhZmE5NmQ3ZTBmOWFkMDAyXCIsXCJ1cmxfaWRzXCI6W1wiN2MwYzU0YTFlYzVmOTgzMmY3MzVkNzg3OTYxYjg4ODZkZDU1MmU1MlwiXX0ifQ&data=02%7C01%7Csherman%40td.org%7C22c8b9e7506b41d6e8b908d65b1ec240%7C8900f07fa62b4990bd0fd8e0691e6078%7C0%7C0%7C636796585007645497&sdata=sq26AVX5Y%2B3lmF5Q451LYnPkUr9yF5WIf5B4Lk9rLEE%3D&reserved=0) |
| **Submission Title:** | Finance Process Improvements |
| **Submission Description:** | After a couple of years of not having a VP of Finance on the board, we renewed our search for one and were able to successfully fill the position. The key success elements were: refining and clarifying the job description and focusing our search towards individuals with dual backgrounds in finance and L&D. As a result, we were able to fill this role with an individual who is a CPA by background but has transitioned into a talent development role within the accounting industry. With this position filled, it allows for better understanding of financial activity and translation between the Board and the chapter’s accounting firm. Also, the new VP of Finance was able to look at our processes and improve the chapter's financial reporting. The Central Ohio chapter has been able to increase financial reporting through quarterly reviews of financial activity by comparing actual activity to budget. Having increased exposure to the chapter’s financial resources has been effective for the Board when it comes to both overall awareness and decision making. It also allows the Board to commit additional attention to the annual budget on a more frequent basis than was done in the past. |
| **Need(s) Addressed? Please be specific.** | Increased financial awareness and monitoring, better decision making, decreased risk as it relates to the financial health of the chapter. |
| **What is your chapter's mission?** | We help our communities work better by providing exceptional workplace learning and performance resources and experiences. |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | This effort ensured that the chapter focused on understanding and monitoring its financial health in order to be able to maximize the value to our members. |
| **National ATD's mission is to "empower professionals to develop talent in the workplace". How does this submission align with ATD's mission? Please provide specific examples.** | This effort ensured that the chapter focused on understanding and monitoring its financial health in order to be able to maximize the value to our members. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | The board - no one had to fill two roles or stretch into a role they were not comfortable with The members - they had the assurance that the chapter is meeting its financial requirements as well as maximizing the budget utilization |
| **Costs/Resources Used: (include any details regarding use of resources including monetary, donations, contributions, volunteer hours, people resources, etc. and how you went about getting these resources)** | None |
| **How did you implement: (please give a brief description)** | See details in submission description. |
| **What were the Outcomes: (Please include hard data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.)** | Increased financial awareness and monitoring, better decision making, decreased risk as it relates to the financial health of the chapter. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | Reach out to your network to identify potential candidates for the role. Look for CPAs who might have transitioned to a different role. Be clear about the position requirements and prioritize what the role should focus on. Once the VP of Finance is onboard, create opportunities for the entire board to become financially fluent, as this is truly a responsibility shared by all board members. |
| **Please list the specific ATD chapter resources that helped guide you in the process of completing this best practice (e.g. people, documents, policies, by-laws, etc.):** | VP of Finance job description, Chapter Finance Toolkit |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | Found SOS on ATD website |
| **Would you be willing to present on this submission at the ATD Chapter Leaders Conference (ALC)? \*Request for Proposals (RFPs) open in May of each year at** [**td.org/alc**](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fenotification.td.org%2Ftrack%2Fclick%2F30530608%2Ftd.org%3Fp%3DeyJzIjoiUVhQQmJRdWhUanBwYzl0Rzl6d3prcllyc3dRIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcIjNkODAyMzZmNWExYTQwNmVhZmE5NmQ3ZTBmOWFkMDAyXCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ&data=02%7C01%7Csherman%40td.org%7C22c8b9e7506b41d6e8b908d65b1ec240%7C8900f07fa62b4990bd0fd8e0691e6078%7C0%7C0%7C636796585007655511&sdata=Uka4NVi91FvS1AMqhqPouFhDnly3T8x%2BZI22WrK98EY%3D&reserved=0)**. Selected session facilitators receive complimentary registration.** | Yes |