



# The Payroll Post

Volume 8, Issue 12

*A publication for and by the members of the Greater Atlanta Payroll Association*

From your President...

As I look back on our year together, I am thrilled with all that we have accomplished and tried as new offerings to you this year - quarterly meetings, Braves game outing, in house education for the PayrollOrg year-end seminar, brought back the in-person study group offering, Slack, QR codes and being named Chapter of the Year. Let's not forget the huge undertaking of rebranding our chapter to the Greater Atlanta Payroll Association with a new logo designed by one of our members. As the year comes to an end, we are still moving full steam ahead with continued rebranding efforts, such as our website changing and additional chapter merchandise coming, and we are already planning out our 2024 events! Be sure to watch your email and our social networks to stay on top of the changes coming.

*Amleigh*

### **Upcoming Events:**

No Meeting in January



### **Due to Year-End Processing**

*Join us as in February for our first in-person meeting of the year. More details to follow!*

*Hope everyone has a wonderful, safe Holiday season!*

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## Free Webinar for National Members!

**Striking the Right Balance: AI and the Payroll Professional:** January 23, 2024 at 11 a.m. EST. Join us for an insightful webinar diving into the evolving relationship between artificial intelligence (AI) and payroll professionals. We'll explore how AI empowers, rather than replaces, roles in streamlining administrative tasks and enhancing efficiency. Discover how this partnership amplifies human expertise, creating a synergy where technology elevates the efficiency of payroll processes, allowing professionals to focus on strategic aspects. Register [here](#).

## Local News:

### ***Annual Scholarship***

We are proud to announce the 2024 Tracy Ravencraft, CPP Memorial Scholarship.



Jessica will receive membership to the Greater Atlanta Payroll Association for 2024, the Payroll Source, registration for the chapter's summer study group and the cost of the payroll certification exam fee.

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### ***Holiday Celebration***

Annually, our December meeting serves as a celebration of our chapter's achievements and a moment to acknowledge our members' successes. It's a time to embrace the holiday spirit with festive activities, a shared meal, and a lively white elephant gift exchange – and this year was no different. From the entertaining "get to know you" Bingo at the start to the laughter-inducing Payroll Telephone Game, everyone thoroughly enjoyed the festivities.

A quick note: In January, we will not have our regular meeting to allow everyone to focus on wrapping up year-end tasks and activities.

**Special Recognitions:**

Congratulations to our latest group of FPCs and CPPs! Earning a payroll certification is a noteworthy achievement, reflecting your dedication and expertise in the field. We acknowledge the effort and commitment it takes to attain such recognition, and we are genuinely proud of your accomplishment. Your newly acquired certification not only signifies personal success but also positions you to make significant contributions in the realm of payroll. Here's the list of recipients for 2023:

<p>Cadida Cox, FPC Joy Deas, CPP Lynn Kessler Leah Manderano, FPC Kensiya Pronina, CPP</p>	 <p>Farzaneh Rastegar, CPP</p>
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**Recipient of Registration to 2024 Payroll Congress**



Let's extend our warm congratulations to Tereasa Herald, CPP for her outstanding commitment to our chapter! In the year 2023, Tereasa demonstrated dedicated involvement by attending a minimum of 8 chapter meetings, making her eligible for entry into the drawing for registration. This level of consistent participation not only showcases her enthusiasm for our chapter but also highlights her active engagement that shapes our chapter. We commend her for her ongoing support and look forward to her continued contributions to our chapter.

**Gift Exchange:**



## Recognition of our 2023 Volunteers!



### **BACK TO SCHOOL DRIVE**

Alonzo Pitts, CPP - Organizer  
Michele Baker  
Hema Bhagavan, FPC  
CJ Easterling, CPP  
Tereasa Herald, CPP  
Levi Meeske, CPP  
Priti Rughani, CPP  
Stacey Seminara, CPP  
Ansleigh Smith, CPP  
Lisa Vandervelden, CPP

### **NEWSLETTER**

Lisa Vandervelden, CPP  
Michele Baker  
Hema Bhagavan, FPC

### **MONEY MATTERS**

Candace White, FPC -  
Coordinator  
Melinda Eldridge  
Jerome Jones

### **PUBLIC OUTREACH**

Stacey Seminara, CPP -  
Coordinator

### **STATEWIDE VOLUNTEERS**

Candace White, FPC - Coordinator  
Hema Bhagavan, FPC  
Debra Charles  
CJ Easterling, CPP  
Tereasa Herald, CPP  
Jim Kohl, CPP  
Maxine Lloyd, FPC  
Ella McDuffie, CPP  
Levi Meeske, CPP  
Denise Mitchell, CPP  
Teresia Perkinson, CPP  
Amanda Riley, CPP  
Priti Rughani, CPP  
Stacey Seminara, CPP  
Ansleigh Smith, CPP  
Amy Travis, CPP  
Kelly Young, CPP

### **HOSPITALITY**

Priti Rughani, CPP - Chair  
Maxine Lloyd, FPC  
Alonzo Pitts, CPP  
Gail Lee, CPP  
Hema Bhagavan, FPC  
Ella McDuffie, CPP

## **STUDY GROUP**

CJ Easterling, CPP - Coordinator  
Amy Travis, CPP - Saturday Group  
Bridget Creviston, CPP  
Fonda Gill, CPP  
Tereasa Herald, CPP  
Jim Kohl, CPP  
Robin Massaro, CPP  
Denise Mitchell, CPP  
Tonya Morton, CPP  
Alonzo Pitts, CPP  
Lisa Poole, CPP  
Trina Richards, CPP  
Priti Rughani, CPP  
Ansleigh Smith, CPP  
Lisa Vandervelden, CPP  
Cassandra Washington, CPP  
Candace White, FPC  
Lauri Windham, CPP

## **BOARD OF DIRECTORS**

Ansleigh Smith, CPP - President / Web Master  
Priti Rughani, CPP - President Elect / Hospitality  
Tereasa Herald, CPP - Secretary  
Candace White, FPC - Treasurer  
Lisa Vandervelden, CPP - Government Liaison  
Maxine Lloyd, FPC - Hospitality  
Hema Bhagavan, FPC - BOD  
Michele Baker - BOD  
Amy Travis, CPP - BOD  
Levi Meeske, CPP - Advisor  
CJ Easterling, CPP - Education / Membership  
Amanda Riley, CPP - Secretary / Web Master

## **The Invaluable Benefits of Volunteering**

Lisa Vandervelden, CPP

Volunteering is a powerful force that not only enriches communities but also contributes significantly to individual growth and development. In the realm of our local payroll chapter, embracing volunteer opportunities can be a transformative experience, offering a multitude of benefits for both the volunteers, the chapter and the community we serve. There are numerous advantages of volunteering and how it plays a crucial role in fostering a stronger, more connected payroll community.

As members contribute their time and skills to our payroll chapter, they often find themselves acquiring new knowledge, honing existing skills, and gaining valuable hands-on experience. This active engagement fosters continuous learning, enhancing the volunteers' expertise and contributing to their overall professional growth.

Building a strong professional network is essential in any industry, and volunteering provides an ideal platform for this. Working alongside like-minded individuals creates connections that extend beyond the volunteer activities. These relationships can lead to mentorship opportunities, job referrals, and a deeper understanding of the industry landscape.

Volunteering also allows individuals to take on leadership roles and responsibilities they might not encounter in their day-to-day work. This hands-on experience in leadership positions within the chapter can be a steppingstone for professional advancement. The skills developed through this volunteering, such as communication, decision-making, and project management, are highly transferable and enhance one's leadership capabilities.

Beyond personal and professional development, volunteering is a meaningful way to give back to the community. We often play a vital role in supporting educational initiatives, promoting industry best practices, and providing resources to professionals. By volunteering time and expertise, individuals contribute to the betterment of the community and help shape the future of the payroll profession.

In conclusion, volunteering brings multifaceted benefits, including professional development, networking, leadership opportunities, community contribution, and enhanced visibility. By actively participating, individuals enrich their lives and contribute to the growth of the local payroll community, building a more vibrant and interconnected industry for everyone.



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## Local Membership Renewal:

It is time to renew your membership for the 2023 calendar year. If you have already renewed your membership - **THANK YOU**.

Please login to our website, go to [MEMBERSHIP](#) on the website to complete your payment information and scroll down to:

[Submit payment for membership here.](#)

Feel free to share this information with all of your co-workers and friends.



## Chapter Leadership – Open Positions:

It is time to submit nominations for the officer roles we have open for the 2024-2026 officer year. Voting will occur in 2024 and new officers will begin their role in April 2024. Please be sure your nominee is willing to serve before nominating them. They must be a member of both our chapter and PayrollOrg. Please respond to this email with nominations.



NOMINATIONS  
ARE OPEN

The open positions are for President Elect and two positions on the Board.

Below are the duties of each of the positions that are open for 2024 nominations. Please send nominations to: [president@apaatlantachapter.com](mailto:president@apaatlantachapter.com).

### **President Elect**

The President Elect shall be an active member in good standing with PayrollOrg and the Greater Atlanta Payroll Association. The President Elect position's intent is preparation to be President. Responsibility may include but not limited to:

- Attend monthly meetings and other chapter events.
- In absence of the President, the President Elect shall preside over Member and Officer/Board meetings.
- The President Elect will fill in for any absence of other officers during Chapter meetings, Officer/Board meetings, and any other duties as the Board may prescribe.
- The President Elect reads emails that the President sends regarding inquiries, issues, etc. as training for assuming the role after the two-year term ends.
- Time commitment is about 8 - 10 hours a month.
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### **Board Member (2 Positions)**

The Board of Directors shall be active members in good standing with PayrollOrg and the Greater Atlanta Payroll Association. Responsibility may include but not limited to:

- The Board of Directors will assist with providing information to be included in the Chapter newsletter.
- The Board of Directors will greet new members and visitors at in-person events and find a chapter member to sit with them at the in-person meetings.
- Board members must attend at least 2 board meetings per annum.
- Board members must attend at least 1 non meeting event held by the chapter. (Examples include but are not limited to Statewide, membership drive, volunteer projects).
- Time commitment is about 5 - 10 hours a month.

## GAPA – Volunteering!



On November 18<sup>th</sup>, volunteers from the Greater Atlanta Payroll Association assisted with the Lawrenceville Cooperative Ministry with their Food Bank. This is an organization that seeks to care for those in need in the Lawrenceville and Dacula communities. They assist by providing food, personal care items and connections to other helping resources. One of their primary goals is to help clients become fully responsible for themselves. Top Left: Jacqueline Aramburo, CPP; Bottom Left: Jacqueline, Tereasa Herald and Erika Handley.



### Rebranding update.

As part of our name change to the Greater Atlanta Payroll Association, our website will be accessed by a new address. Please be sure to bookmark the new address / URL. This will happen In December.

**[gapayroll.org](http://gapayroll.org)**



## Chapter Member Spotlight – CJ Easterling, CPP

By: Michele Denise Baker



Where does one begin to give just a bit of insight into CJ and her long-standing career as a Payroll Professional, not to mention her contributions to our chapter and PayrollOrg.

CJ has devoted the past twenty-two years as Director of Payroll, Benefits, and Employee Services at Community Loans of America, Inc. She lives and breathes payroll. Even though she once served as a CFO of a company, she always found her way back to payroll.

Becoming a Certified Payroll Professional in 2001 wasn't without its challenges. At that time, CJ was searching for a payroll job without prior knowledge of what a CPP or FPC entailed, or their respective requirements. Joining the chapter and enrolling in the study group meant investing in herself and going "back to school." Although this initiative was challenging, she emphasizes that it taught her discipline. Earning the distinguished CPP badge opened a new world for her.

As payroll professionals, we all encounter highs and lows. CJ admits to nights filled with worry and a constant to-do list as she commutes to work. "I used to worry about everything being perfect," she says. "But there is no such thing as perfect. We do the best we can with the information given to us."

Over the decades, CJ has witnessed numerous changes in our profession. One wish of hers, which would benefit us, is for colleges to emphasize more teaching of payroll rather than treating it as a small part of an accounting course. On the flip side, she believes that government decisions on matters they know little about do not benefit payroll professionals at all.

Motivated by the eagerness to learn and grow among the new generation of payroll professionals, CJ remains a longstanding member of the Greater Atlanta Payroll Association.

The study group that supported her in earning her CPP credential in 2001 continues to be a source of passion for her. From 2002 onward, she has consistently participated and has only been absent for two summers.

You might be wondering how CJ stumbled into what she considers the best profession ever. It was, of course, by chance. At the age of twelve, her mom needed help in her office and showed her how to do payroll. And that was all she wrote. Imagine falling in love with your chosen career. After college, her first position was at a CPA firm, where, naturally, she handled payroll!

Imagine a stage with a young girl at six, performing as Mary (mother of Jesus) for the church's Children's Christmas program. Yes, CJ enjoyed theater from a young age and continued acting in school productions until high school graduation. She even participated in a few local productions until she finished college."

A few fun facts about CJ:

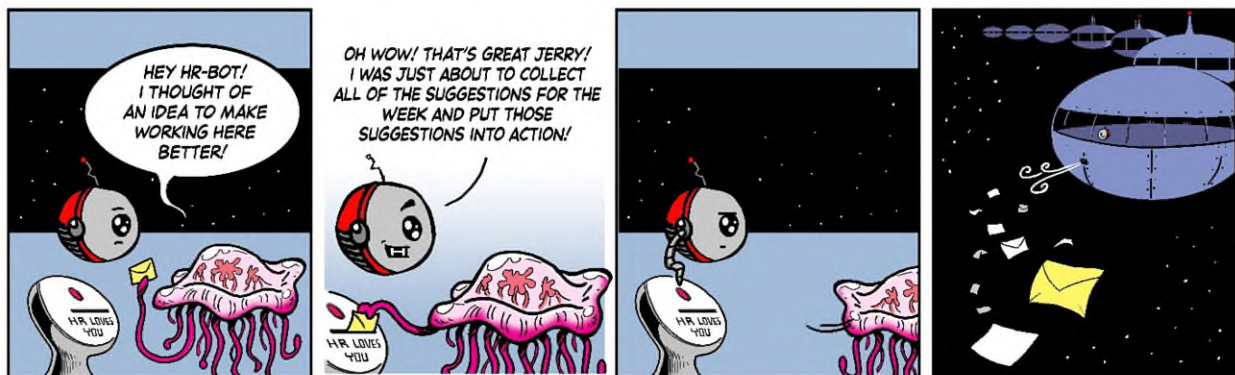
- She had her first job (money) at the age of 6, which was an afternoon paper route. Her Mom helped set up her "account" book so that she would know who owed and just how much. Her clients were mostly made up of the elderly in her 12-block territory. It taught her a lot about people and respect even at that young age.
- She rode horses, bike, roller skates, and skateboarded as much as possible. Like most kids, chores and homework were required to be completed before she could go play.
- CJ's favorite toy was a black & white teddy bear. Unlike many young girls, she did not play with barbie dolls. Her constant companion that went everywhere with her, was Rover, her faithful dog.

In closing, CJ most satisfying aspect of her long-standing career, is teaching others and watching them grow into their payroll career. She says, "I used to be like a flower leaning against a wall whenever I was around a lot of people. Not anymore."



## The adventures of PAYBOT...

By Jim Kohl, CPP



## National News



### 2024 Congress Register [here](#).

May 7-10, 2024 in Nashville TN. Use promocode **TotalPayroll24** for a \$150 discount if you register by November 29, 2023.




**Reconciling Forms 941 and W-2** November 30, 2024 at 1:00 p.m. EST, Learn how to avoid the hassle and cost by confirming the numbers and answers match through proper reconciliation of these two iconic payroll reporting forms before they are filed. Register [here](#).

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We are looking for contributors to write an article for our newsletter. We need you! Submit your articles to [lvandervelden@constangy.com](mailto:lvandervelden@constangy.com). If your article is selected and published in our monthly newsletter, you will receive a free registration to one of our virtual monthly chapter meetings!

## "PayTalk"

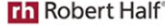


**Brandi Britton, Global Executive Director, Contract Finance & Accounting at Robert Half**

### EPISODE 44: Pay Transparency: Insights from the Robert Half 2024 Salary Guide


In this podcast:

- Pay transparency laws impact on employers, job seekers
- Guidance on salary, benefits negotiations
- Retention strategies for managers

Sponsored by: 

[Transcript](#)

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### EPISODE 43: The Global Payroll Pulse Survey Special

In this podcast:

- Top priorities for global payroll
- How to address global mobility, nexus
- Leading-edge capabilities, trends payroll teams are talking about

[Podcast](#) | [Transcript](#)

## Compliance TV

In the December edition of [Compliance TV](#), these items are covered:

- IRS Announces 2024 COLAs for Transportation Fringes, FSA Deferrals, Foreign Earned Income Exclusion, and More
- Two States, Virgin Islands Subject to FUTA Credit Reduction for 2023
- SSA Offers Tips to Employers Before Filing Season Begins
- IRS Provides More Information on ERC Withdrawal Process



## Greater Atlanta Payroll Association

Meetings held the second  
Thursday of the month  
Alternating Breakfast and  
Dinner Meetings

**We're on the Web!**

See us at:

<https://apaatlantachapter.com/index.php>



## About Our Organization



We are a nonprofit organization centered on providing continuing education to payroll, accounting and human resource professionals. Along with education, we offer community service opportunities for all members. We are an autonomous and independent Chapter of Payroll.org.



**Thank you to our Greater Atlanta Payroll Association Partners!**

### Titanium:



### Steel:

