

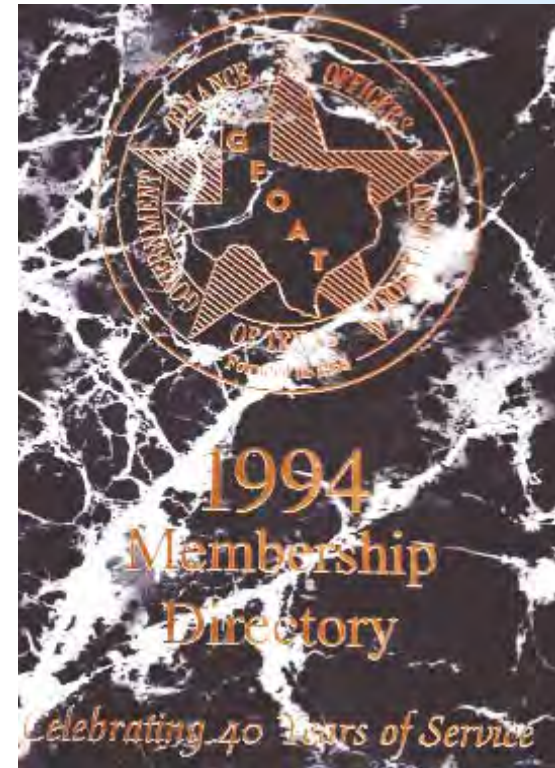
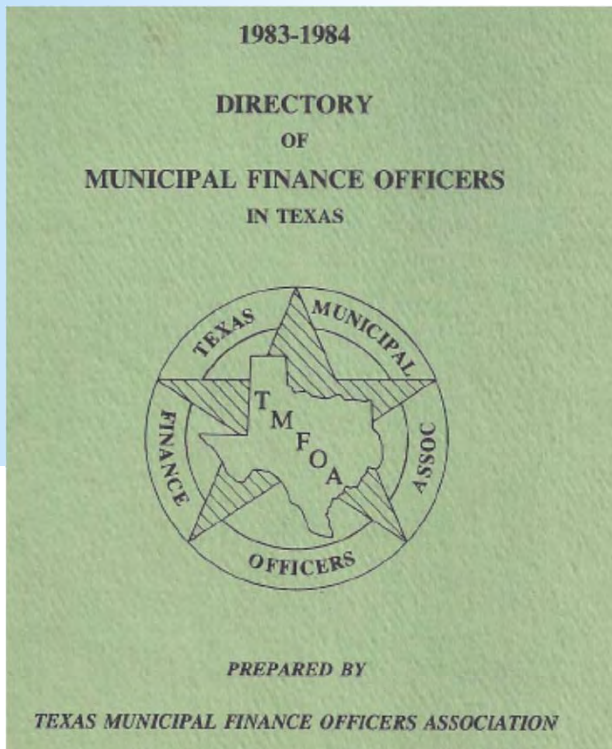
State of the Profession



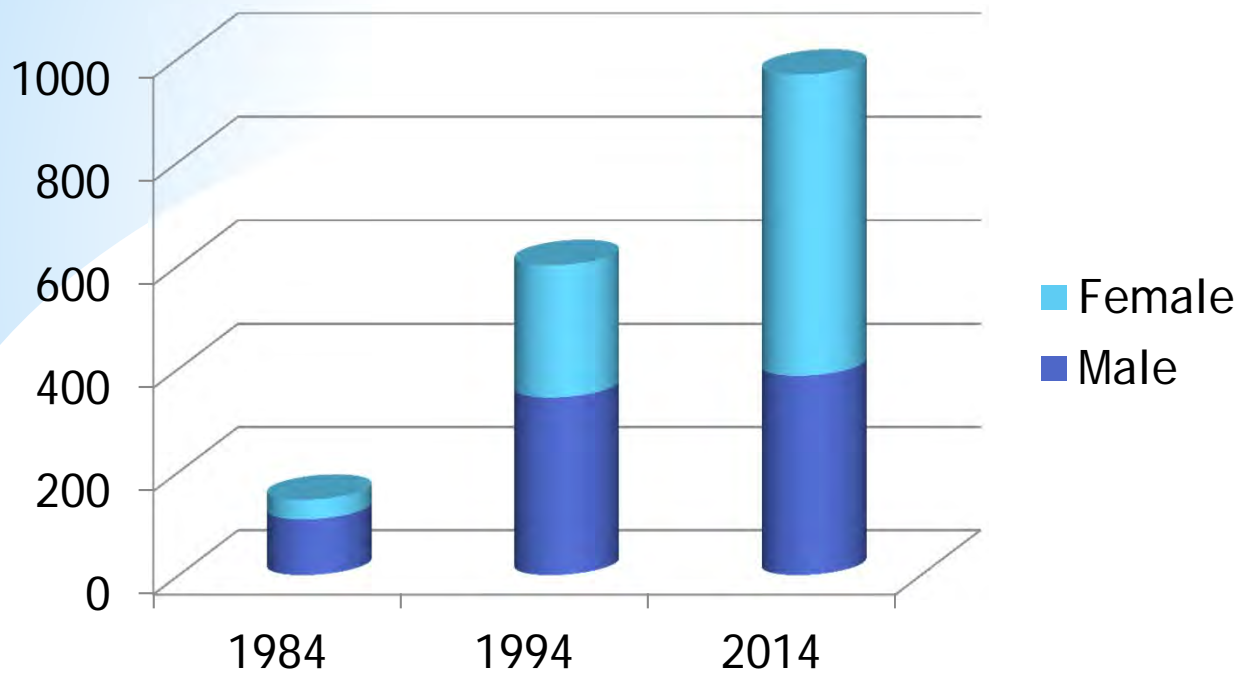
Challenges and Opportunities

2014 GFOAT Fall Conference

Randy Moravec



member
profile



GFOA National:

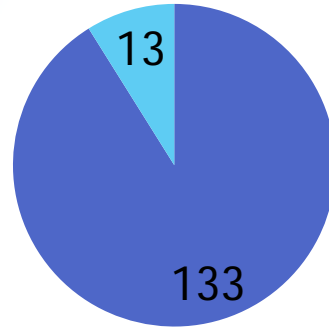
1. California
2. Texas
3. Florida
4. Illinois
5. Ohio

gfoat membership

70 % Female

21 % Female

1984

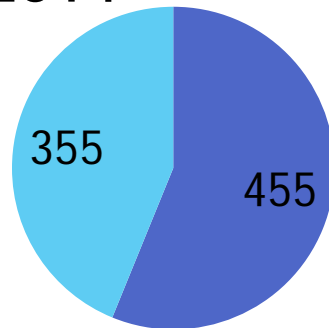


■ Executive ■ Subordinate

67 % Female

62% Female

2014

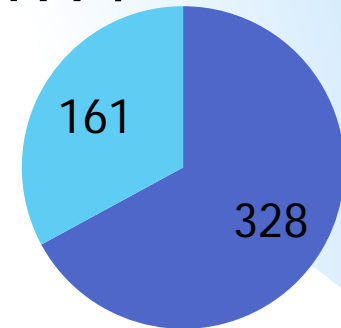


■ Executive ■ Subordinate

60 % Female

60% Female

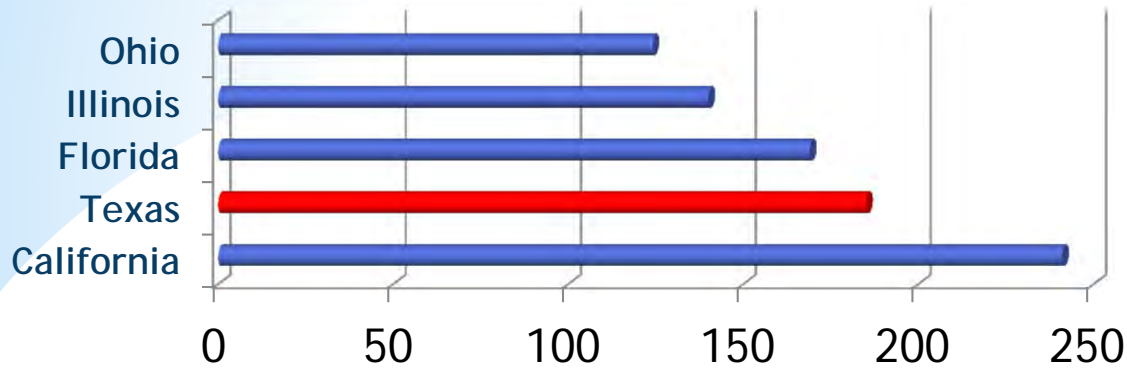
1994



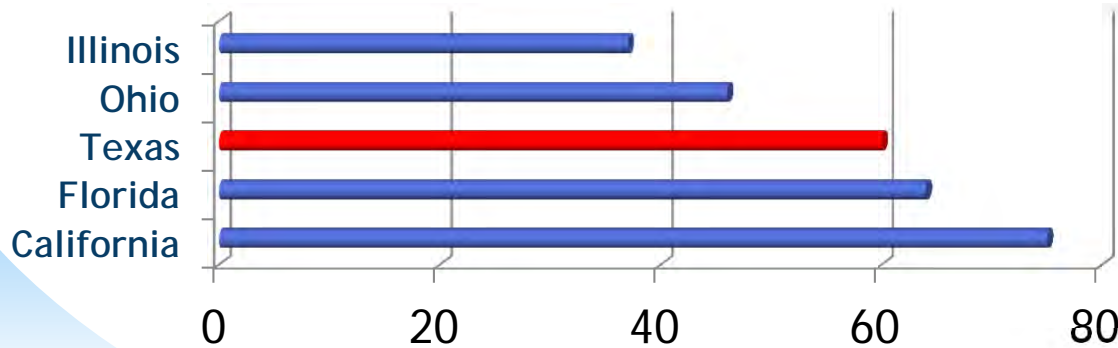
■ Executive ■ Subordinate

membership
by classification

Participants-US Total 1,913



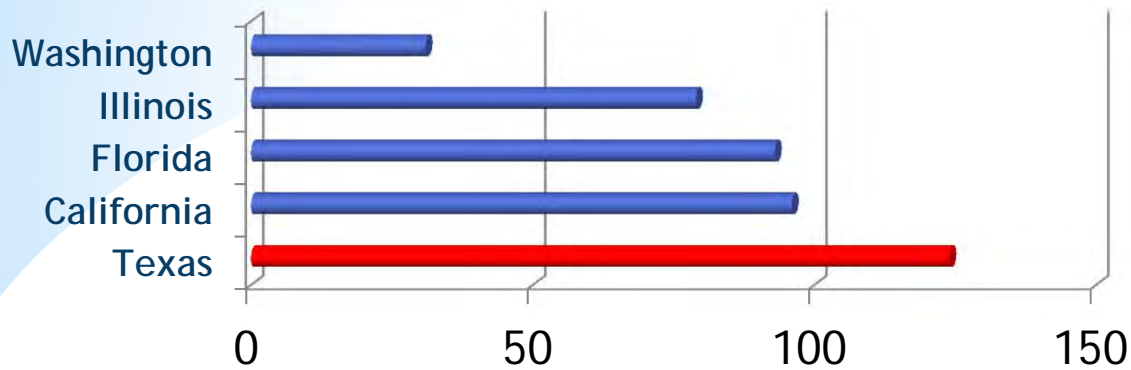
Reviewers-US Total 664



certificate of
achievement

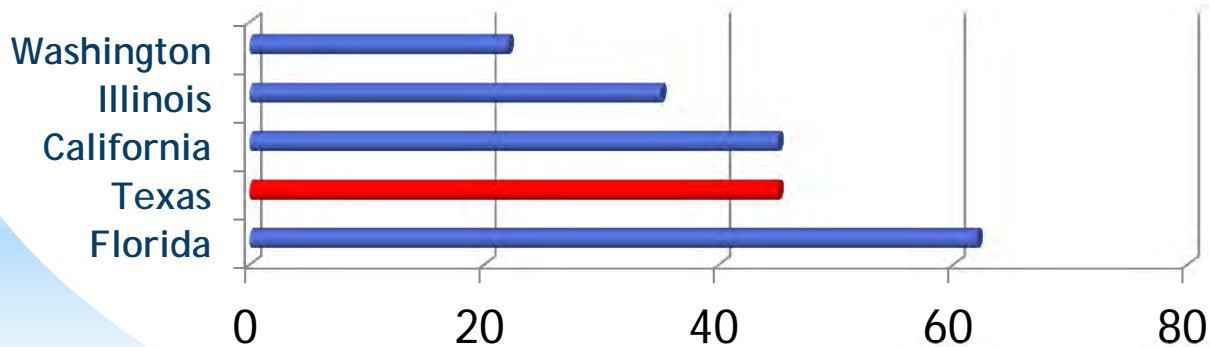
professionalism

Participants-US Total 896



distinguished
budget award

Reviewers-US Total 483



professionalism

- GFOAT Certified Government Finance Officer

- 194 members - 20% of total membership



- GFOA Certified Public Finance Officer

- 486 members - 3% of total membership
- 14 Texas members - 9th highest state

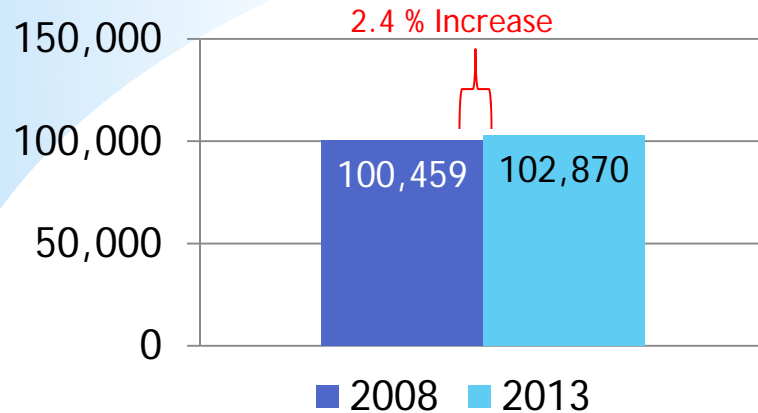


professional
certification

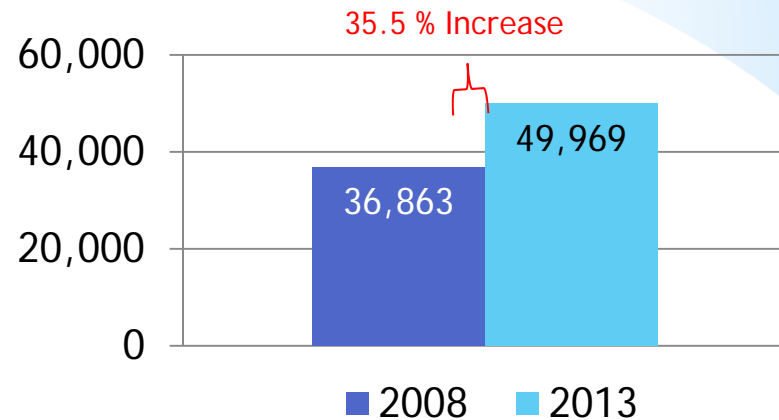
professionalism

Sustainability

TMRS Participants



TMRS Retirees



future of the profession
-challenges/opportunities

Queen Bee Syndrome

THE WALL STREET JOURNAL
WSJ.com

THE SATURDAY ESSAY | March 1, 2013, 3:17 p.m. ET

The Tyranny of the Queen Bee

Women who reached positions of power were supposed to be mentors to those who followed—but something is amiss in the professional sisterhood.

By PEGGY DREXLER



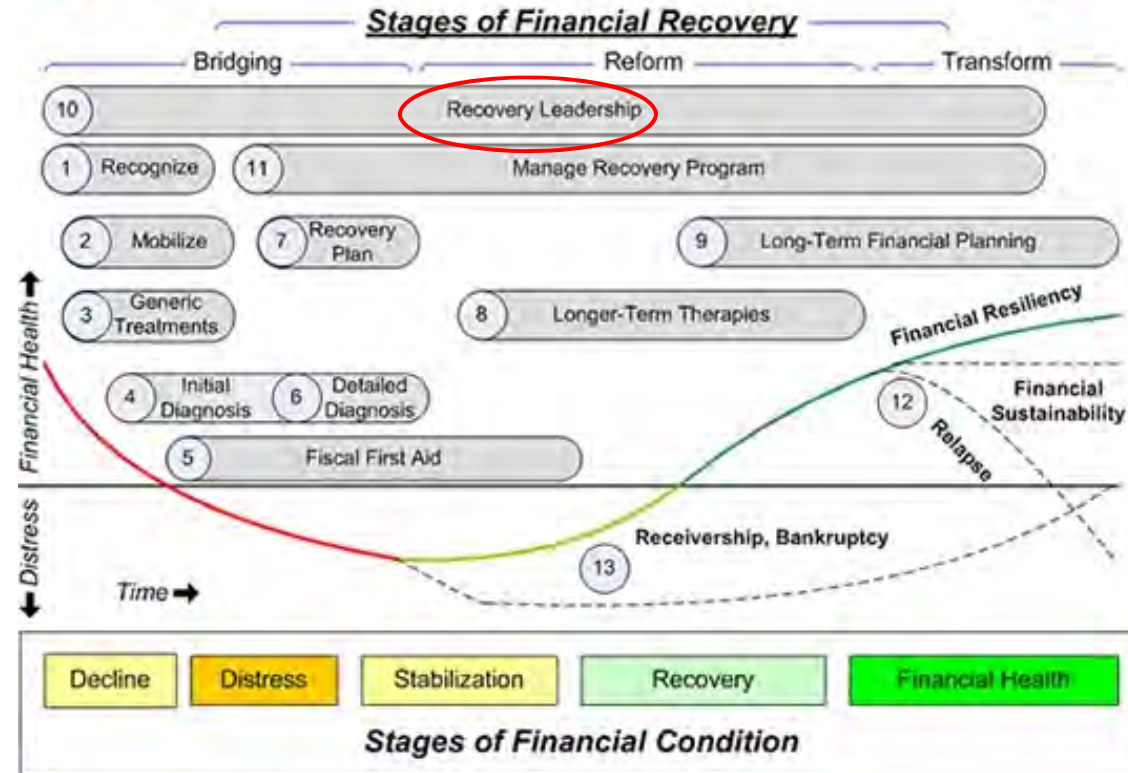
John Kierzala



future of the profession
-challenges/opportunities



GFOA's Process for Recovery from Financial Distress



- More task oriented than relations oriented
- Little or no leadership training in school, job or profession
- Profession recognizes importance of leadership but provides no training

future of the profession
-leadership

➤ **Organization**

- ✓ Maintain membership census
- ✓ Expand directory to include member pictures
- ✓ Develop formal mentor and leadership training programs

➤ **Personal**

- ✓ Be friendly and approachable
- ✓ Display enthusiasm for what needs to be accomplished
- ✓ Find ways of saying 'no' in ways that will make others feel you want to help them with their challenges
- ✓ Seek out mentor / protégé relationships

**future of the profession
-recommendations**