

Georgia Fiscal Management Council



About Us

The Georgia Fiscal Management Council (FMC), a nonprofit organization, began in 1968 as the Fiscal Officers' Council. The Council promotes efficient management of state government resources in a variety of ways. The Council serves its members by encouraging professional development, providing quality educational programs through monthly meetings and a three-day annual training conference.

SEPTEMBER

2023

NEWSLETTER

WHAT'S INSIDE

CFO ARTICLE:
WILLIAM E. BELL, DPH

**MESSAGE FROM THE
FMC PRESIDENT**
CINDY JONES

**COPING WITH GRIEF
AND LOSS IN THE
WORKPLACE – NO
LONGER A PERSONAL
THING**
TRINETTE M. BROOKS



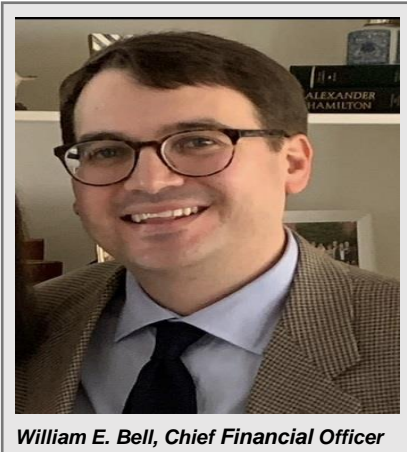
**3 DAYS
TO GO**

**ANNUAL TRAINING
CONFERENCE**

**FOCUS
on the
FUTURE**

SEPTEMBER 10 - 13
SAVANNAH, GA

Teamwork in the Workplace



William E. Bell, Chief Financial Officer

By William E. Bell, CFO, Georgia Department of Public Health

Teamwork – what do you think of when you see this term? If you are like me, one of the first thoughts that comes to mind is a sports team. Skilled athletes on one team, competing against those on another team in a particular sport, each team with a singular goal – to win. Winning is how most successful teams are judged; however, while less visible to fans, *how* a sports team wins should be of equal importance. Successful sports teams are hardworking, disciplined, and do not succumb to complacency. But above all, successful teams not only on each position to successfully execute his or her specific role, but also, to operate within a system to achieve a

favorable result. Most of us will never be part of a winning, professional sports team, but qualities of effective teams, such as vision and discipline can be translated for success in the workplace.

While still relatively new in my role as Chief Financial Officer (CFO) of the Georgia Department of Public Health (DPH), I have quickly learned the importance of each unit's role within DPH's Division of Budget and Finance. To achieve successful results, each unit must not only excel independently, but must work with one another as a team. One way to effectively build a team-based culture is to share and perpetuate *vision*. For example, successfully assisting DPH programs in their financial/operational needs (e.g., quality customer service) is of paramount importance. Striving for quality customer service is DPH's Division of Budget and Finance vision. Ensuring we are consistently reminding each other of our team's vision is imperative to maintaining the team's structure. This takes discipline.

I had a former teacher that said, "*practice does not make perfect; perfect practice makes perfect.*" This sums up the sentiment of true discipline and discipline is key to the success of any workplace team. Leading up to the end of each state fiscal year, DPH's Division of Budget and Finance prepares our own closeout calendar and conducts our own internal closeout procedures in addition to those required for all state agencies prepared by the Governor's Office of Planning and Budget (OPB) and the State Accounting Office (SAO). DPH's internal closeout calendar is more detailed, with more aggressive dates than the calendar published by SAO and OPB, and a weekly meeting is held, in a war-room format, in the weeks leading up to/weeks following June 30th to ensure a successful start-up to the new fiscal year in addition to the existing fiscal year's closeout. Each unit within DPH's Division of Budget and Finance, striving together to meet common goals, in addition to the ones established for us, is the essence of discipline.

University of Michigan head football coaching legend, Bo Schembechler, famously said, "*No man is more important than the Team. No coach is more important than the Team. The Team, the Team, the Team, and if we think that way, all of us, everything that you do, you take into consideration what effect does it have on my Team?*" Whether on the football field or finance offices throughout state government, encouraging your staff to work together as a team through shared vision and discipline is a proven recipe for success.

Message from the President

See You Soon!



Dear Council Members,

We look forward to seeing you in Savannah this year for the 2023 Annual Conference. Our message this year is a Focus on the Future. We know the state will be moving forward with NEXTGEN and most of us have also been participating in DOAS' Workforce Strategies. These two projects are focused on moving the state forward into our future as finance professionals in Georgia.

We will have both new and returning presenters ready to engage us on topics that affect us in our daily jobs. These topics will help ensure we all have the knowledge needed for keeping Georgia the best state to live and work. See you soon in Savannah!

Sincerely,

Cindy Jones

President, Georgia Fiscal Management Council (2022-2023)



Coping With Grief and Loss in The Workplace - No Longer a Personal Thing

by Trinetta M. Brooks

Grief is universal and one of the most painful things we'll experience in our lifetime. If you look for advice on dealing with grief, you will likely find a myriad of ideas – some more helpful than others. Although some experts talk about grief occurring in set stages, each individual grieves in his or her own unique way. Do the differences in reactions to grief mean that some people are less saddened by their loss or are “suppressing” their feelings? Not necessarily. While acknowledging and expressing grief can have a healing effect, there is not one “right way” to grieve. Much may depend on an individual's culture, personality, and life experiences, as well as the nature of the loss.

Losing a loved one impacts every aspect of our lives. Yet, we rarely address grief in the workplace. As a result, most organizations don't account for how grieving at work impacts employee engagement and wellness. However, the impact of the global pandemic has accelerated changes in all areas of the workplace including how employers respond to grief and loss.

Beyond paid time off, our work culture has no standard for dealing with our grief at work or supporting employees who've suffered a loss. More organizations have begun to recognize the need to give employees the time and space they need to work through personal loss. And, as the line between our work and personal lives have become more intertwined during the pandemic, conversations about grief and adversity are becoming more common and accepted every day in work settings.

Grieving at Work is Difficult

Grieving at work is challenging, and it can be difficult for employees to feel like themselves. Employees may have a hard time getting back a sense of normalcy, including returning to work after a loss. Grief itself may feel like a full-time job. Delayed grief can also occur, especially if bereavement leave was focused on planning services and funeral arrangements instead of managing emotions. For some, work is a welcome distraction, but for most, returning to work while grieving may be overwhelming and can leave you feeling sad and unproductive. Suffering a loss can take a toll on our motivation levels, too. Things that used to be important may not feel so urgent or pressing anymore. Working while grieving is complex, and it will change as you adjust to the loss of your loved one.

Coping With Grief and Loss in The Workplace - No Longer a Personal Thing

continued from page 4

How to Manage Grief at Work

Experiencing grief in the workplace isn't easy – but you can take steps to make the process more manageable.

Adjust Expectations

Adjust expectations of yourself at work to reduce stress while you come to terms with your loss. You may not be as productive or focused on the job, and that's okay. Discuss the loss with your manager and tell them how you're doing once you return to work. Being honest about how you're coping will help them better support you. Managers can see how the grieving employee's workload can be shifted to help ease their transition back to work and show their support.

Determine Your Need for Support & Privacy

Privacy during grief is just as important as support. Some employees may not be ready to share their loss with co-workers right away while others may want it out in the open as soon as possible. Respect their wishes. Talk to your HR department about employee assistance program benefits and other support resources that may be available.

Be Honest and Honor Your Feelings

Sometimes, we may feel the need to hide our grief at work. We may experience denial about the loss or just want to return to normal. However, ignoring grief won't stop it from happening, it will only delay the recovery process.

Be honest with yourself and honor your feelings about the loss. You may feel a range of emotions, like sorrow and anger. Try not to place judgement on these feelings, and simply let yourself process the emotion.

You may need to be intentional about taking breaks to feel your emotions fully. Setting aside time in your workday to grieve and process your feelings can help manage grief at work.

Ask Them What They Need

Have a candid conversation to understand how you can best support the employee. Make the most of the resources you have to offer to try to meet their need wherever possible.

Check In To See How They're Coping

Returning to work after the loss of a loved one can be an unsettling experience for people who are grieving. Check in regularly to see how they're feeling. On a consistent basis, be sure to let the employee know you're there for them and ready to help any way you can. Grief is different for everyone – one employee may find the first week to be the toughest, while another may not struggle for a while if ever.

“Grief is like the ocean; it comes on waves ebbing and flowing. Sometimes the water is calm, and sometimes it is overwhelming. All we can do is learn to swim.”

-Vicki Harrison

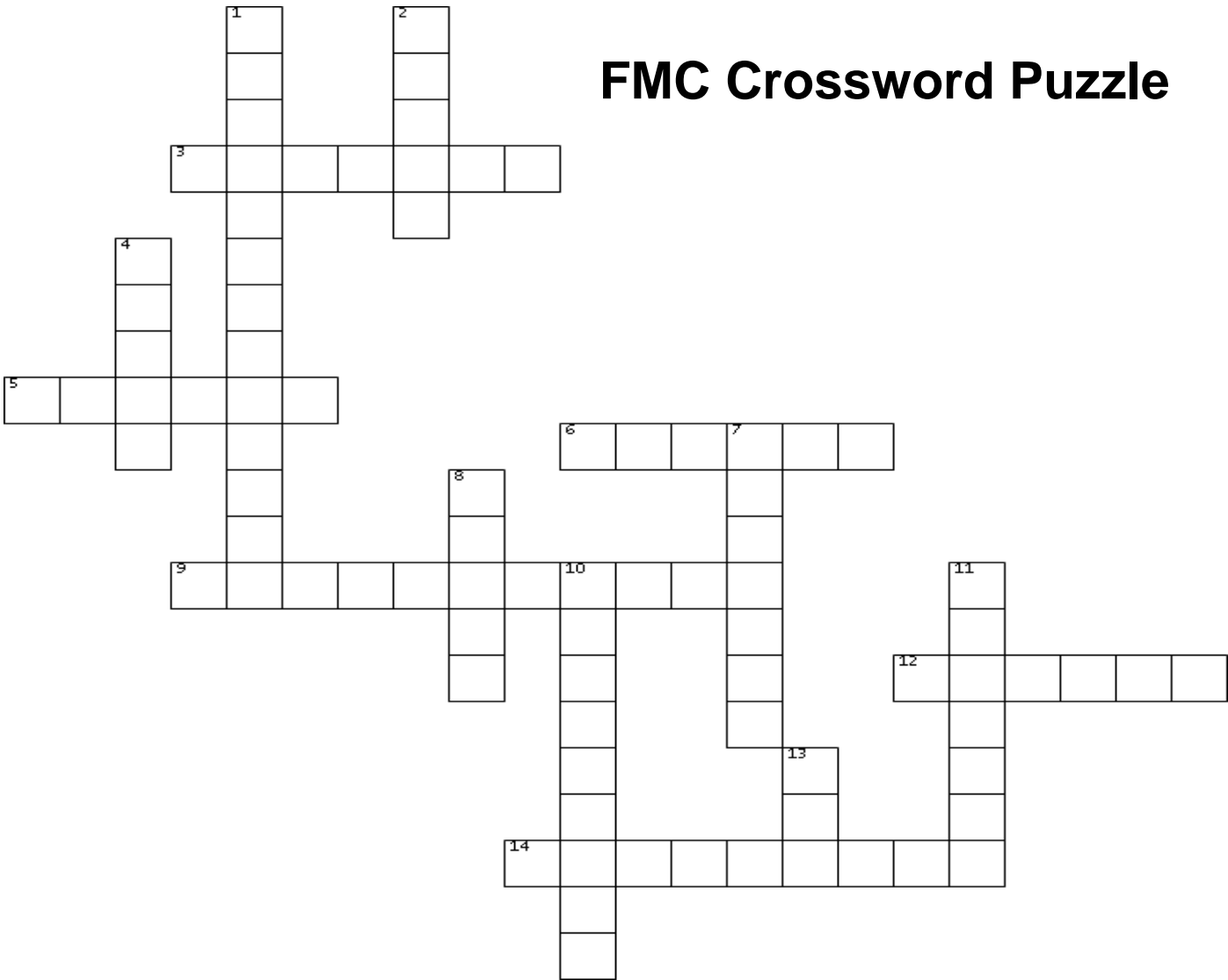
Making the Most of Your FMC Membership

FMC welcomes new and returning members. Below are ways to make the most of your membership.

- Participate in FMC monthly meetings via Zoom where various training and topics are discussed.
- Attend annual training conference which includes keynote speakers, panel discussions, and breakout sessions.
- Connect with other members to share or gain knowledge in various processes and procedures.
- Volunteer to serve on an FMC committee.
- Encourage a college senior, rising college senior or graduate student to apply for the GFMC Scholarship.
- Help us grow by telling someone about FMC and encouraging them to join.



FMC Crossword Puzzle



- 3. Systematic set of activities undertaken to accomplish an agency's core businesses.
- 5. Known as the year, 12-month, period at the end in which financial accounts are balanced.
- 6. Financial plan for a specific fiscal year.
- 9. A commitment related to an unperformed contract for goods or services.
- 12. Equals a debit.
- 14. Georgia's enterprise Solution for financial and HR records, transactions and operations.

DOWN

- 1. An authorization by the General Assembly to a state agency to spend the sum specified for the purposes in the authorization.
- 2. Tool used in TeamWorks to extract information.
- 4. The automatic termination of an appropriation.
- 7. Fund used for general purposes of state government.
- 8. Equals a credit.
- 10. The authorization for a state agency to withdraw funds from the state treasury for expenditure.
- 11. Unspent funds at the end of a fiscal year.
- 13. The chief procurement officer for a State Entity responsible for all procurement activities

Georgia Fiscal Management Council

Join Today

Membership to the Georgia Fiscal Management Council is open to any state employee engaged in a function related to fiscal operation and/or management. If you would like to join, please complete an [application form](#).

Benefits of being an FMC Member

- **Professional Development.** An FMC membership gives you access to up-to-date information on fiscal matters. When a change in methodology, policy or procedure is required, FMC usually hears about it first.
- **Mentorship.** FMC is made up of many leaders across the state of Georgia. These leaders are seasoned professionals and career state government employees. The depth of knowledge is vast and they provide a strong support system within the fiscal community.
- **Leadership Development.** An FMC membership gives you access to an organization where the possibilities of participation is unlimited! Build your leadership skills by serving/chairing on a committee or leading an effort.
- **Networking.** Being a member of FMC allows you to mix and mingle with others in the fiscal community within the state of Georgia. You can establish relationships with other FMC members who share common professional interests and similar business concerns.
- **Jobs.** Most fiscal officers in FMC share open job or vacancy announcements with the FMC since it represents the state's fiscal community.

Council Leadership

Cindy Jones	President
Peter Adams	President-Elect
Lisa Walker	Past President
Chad Dabella	Treasurer
Alicia Hautala	Secretary

Council Committees

Meetings & Events (Chair: Cindy Jones)
Membership (Chair: Barbara Kaumeyer)
Newsletter (Chair: Carla Morris)
Program and Professional Development (Chair: Dave Lakly)
Scholarship (Chair: Teresa Loggins)
Sponsorship (Chair: Kenley Finlayson)
Website (Chair: Kenley Finlayson)

Contact Us

Georgia Fiscal Management Council
2 MLK Jr. Drive., S.E. 707 West Tower
Atlanta, GA30334