**CFO Forum Pa. November 15 2023 Minutes**

Virtual meeting to learn about the key to success-a firm’s culture!

Guest speakers were Anita Krick and John Foster. They are complimentary experts in OD, HR, financial and leadership as each of them has a history of in driving success-either in their own firms or currently as consultants.

We have all heard that culture trumps strategy and usually that is taken with a grain of salt. John anticipated that and shared a presentation given to a large CPA organization and proved it to them! The return on investment was overwhelming and convincing. I won’t try to summarize their years of knowledge-that’s why the zoom presentation is on the website.

**Housekeeping:**

Visit the slides and the recording on the website. [www.thecfosolution.org](http://www.thecfosolution.org) Should be posted this week. CPE letters are also be on the website.

**Other:**

If you are in need of employees feel free to contact me and I will share with our network OR you can reply all to our distribution list. IF you know anyone looking for fractional Controller or CFO positions within the area, please have them contact me. There are several opportunities AND there are one or two upcoming private search CFO opportunities.

Lehigh Valley Professionals group has experienced folks in search. Really difficult to work with their lack of infrastructure but possibly worth it. Contact Careerlink and ask for their support person.

Similarly, OJT funding exists but Bethlehem Careerlink has cut back on resources. If you know someone in search and in need of training in the meantime, there is a new federal funding program for them to access. WOTC and other credits exist if you are not receiving those credits, we can help you.

Same for tax credits, cost savings and other topics. Call me to chat about your situation.

**No session in December. Keep ideas coming on future topics.**

**January topic and invitation to be provided.**

**Enjoy the holidays.**

**Gary**