

## General Meeting Minutes for 1-25-2024: Seber-Tans, PLC (Written by Frans Tanade)

- 6:00-6:10 PM: grabbing food
- 6:10-7:10 PM: Seber Tans, PLC Presentation
  - Who We Are: Tom Horwath (Tax Director), Taylor Earl (Tax Staff Accountant), Harrison Hunt (Tax Staff Accountant)
  - Non-Profit Accounting
    - 55,000 nonprofits in Michigan, just under 2,000,000 in US
    - 4 out of 30 working for a nonprofit, 6 out of 30 work at a public accounting firm serving nonprofit clients
    - Ikea, AHA, NCAA is nonprofit, NFL was nonprofit for 75 years and gave up nonprofit status last decade (due to privacy of books)
    - Nonprofit accounting for spending money wisely (Statement of Financial Position, Statement of Activities, Restricted [by donors] or Unrestricted Donations, Retained Earnings?)
  - Non-profit tax returns
    - They must file a tax return
    - They mostly don't file income taxes (unless they generate revenue to create welfare)
    - Form 990 = tax filing (if not filed, fines and penalties), no tax return filings = forfeited nonprofit status)
    - Mission vs. Margin (mission to do good for public with profits)
  - Transition from Student to Professional
    - Are you ready? Do you feel prepared?
    - Professionalism
    - Time management skills
    - Differences between the two
    - Adjustments
      - Schedule change; class vs. Work
      - Using knowledge learned in school and applying in real world situations
      - Work experience is a lesson on its own
      - Deciding which route to take
        - Full time vs CPA route and planning how best to do that
    - Advice
      - Take internships
      - Ask questions

- Write everything down (staff still reference notes from notebooks)
- Prepare far in advance
- Leadership
  - School, work, projects, sports
  - Elected or default or hired
  - Someone chose to be the leader on many occasions
  - Nature and nurture
- Leadership Qualities
  - Good vs bad
  - There are different ways to lead people
  - Adapt to your situation
  - Developing skills to take advantage of opportunities to take on leadership roles
- Leadership: Positive Psychology
  - Treat others how they want to be treated
  - Recognizing and appreciating differences
    - Generational differences
    - Different values
  - Focus on development over output
  - Leaders show gratitude and authenticity
- 4 out of 50 resumes are picked for an interview
- Interviews
  - Types of interviews
    - Temporary hire
    - Internship
    - Career
  - Know your audience
    - Company
    - Interviewers
- Interview Skills
  - Before, during, and after the interview (be a true and genuine person)
- Seber Tans, PLC
  - History
    - Mr. Seber and Mr. Tans
    - Offices in Kalamazoo & Battle Creek

- Largest independent CPA firm in Southwest Michigan
- Departments
  - Tax
  - Audit
  - Client Accounting Services (tax personnel may join on trips)
- 7 states do not have state income tax
- Does not do cannabis because it is not legal federally
- Seber Tans Benefits
  - Work life balance
  - Career advancement
  - Friendly atmosphere
  - Perks
  - Hiring of interns
  - Different types of work to gain experience
  - Opportunities to learn
  - Strong collaboration between all levels of the office
  - Half day Fridays during the fall, 4-day work weeks during the summer
  - Open to hire international students!
- 7:10 PM: Group picture
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