



THE ASMC “TROLLER” NEWSLETTER

VOLUME 27, ISSUE 6

DECEMBER 2023

PRESIDENT’S MESSAGE

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Happy Holidays

Thank you ASMC for another great year being part of the Redstone/ Huntsville Chapter. We have an awesome Chapter that has continued to do some pretty awesome things! Hopefully, some of you got the chance to get out and volunteer during the Christkindlmarket, Kids to Love, or Christmas on the River at Ditto Landing. If not, there is always next year. The year 2024, is right here at our door. Hard to believe this year is coming to an end.

ASMC I would encourage you to think about being more active this upcoming year by coming out to our monthly luncheons, joining a committee, volunteering for community service or just seek to get to know new professionals in the Redstone/ Huntsville community. When I said, “we have an awesome Chapter” it is all because of the awesome people in it! I consider all the relationships I have built through ASMC a true blessing. If you are new or old to ASMC there are unlimited opportunities and networking potential waiting for you.

I heard the Western Christmas Party that we had this month was a hit. I wish I could have made it! A big shout out and thanks to Kembela McCrary, our Special Events Committee Chair and those on her committee for putting



Jeff Bacon
ASMC Redstone – Huntsville,
Chapter President

this together. For those who attended I hope you had a great time!

This upcoming year, right around the corner the next big ASMC event will be on **11 January @ 1100**, and we’re excited to have COL Micheal Mai, MILDEP, G8 at the US Army Material Command come speak to the Chapter on “Understanding Theater Finance Operations for the Army of 2030”. Please be on the lookout for the flyer or show up at the Redstone Federal Credit Union at the Atrium off Wynn Drive. You don’t want to miss it.

EXTERNAL LINKS

- **Local Website:**
asmc-rsa-hsv.org
- **Chapter LinkedIn:**
asmc-rsa-hsv
- **National Website:**
asmconline.org
- **Join ASMC:**
asmconline.org/membership/join/

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Continuation of President's Message

The Redstone/Huntsville Chapter Mini-PDI will be held on **6 February** at Embassy Suites downtown. Please mark your calendars. Tina Hinze, our Training and Education Committee Chair and her committee have been doing an outstanding job getting us prepared for the best Mini-PDI yet. Please be on the lookout for information.

As we approach the end of the year may all your Holiday traditions be filled with joy. Take time out to cherish loved ones. Look out for one another as sometimes this can be a hard time of the year for some. Debbie and I want to wish each of you and your families a **Merry Christmas.**

Keep doing great things – Happy New Year!



Jeff Bacon

American Society of Military Comptrollers

Redstone/Huntsville Chapter President

5 Star Chapter

Announcements & Reminders

Today is a great day to review your ASMC Membership Profile! Please visit the ASMC website and update your contact information (email/phone/organization) today. Visit www.asmcconline.org We still have some members that have not changed their email address from *mail.mil* to *army.mil*. Please review and update your email address ASAP.

ASMC Redstone-Huntsville Chapter Membership Committee:

Madisone Betts, Khoe Tran and Stephanie Russell



4 JAN - January Board Meeting

11 JAN - January PDE

1 FEB - February Board Meeting

6 FEB - Mini PDI

Our next **Executive Board Meeting is 4 JAN 2024 at 11:30 AM.**

Please make sure there is a representative from each committee present for the monthly board meeting if at all possible. If you or a representative from your committee are unable to make it, please send your committee updates ahead of time and let one of the officers know you won't be in attendance.



*Virtual attendees will need to provide personal email address to be granted access to Professional Development Events.

**Please note since we are conducting blended meetings, speakers must present at least 50 minutes to earn 1 CPE/CET. The first 30 minutes of the meeting is for those physically attending to allow time to check in and get their meal.

Chapter News Corner



ASMC Professional Development Event
Thursday, January 11, 2024 @ 11:00 am – 12:30pm
Location: The Atrium at Redstone Federal Credit Union, 220 Wynn Dr. Huntsville, AL



**Speaker: COL Michael R. Mai, Military Deputy, G8
US Army Materiel Command (AMC)**

Topic: "Understanding Theater Finance Operations for the Army of 2030"

**Lunch menu: Signature Salads – with Grilled Chicken. Traditional Cobb Salad, Strawberry Fields Salad, and Oriental Chicken Salad.
Coffee, Tea and Water**

Cost: \$15 Member \$20 Non-members

For Reservations: <https://www.eventbrite.com/e/asmc-monthly-professional-development-event-tickets-774332889517?aff=oddtcreator>

POC: Daphne Turner daphne.d.turner.civ@army.mil

Please make reservations by noon, Monday, January 8, 2024

ASMC Professional Development Events will qualify for 1 CPE/CLP toward your CDFM, FM Certification, and/or Acquisition Certification continuing education requirements.

Chapter News Corner

ASMC Mini-PDI

Redstone-Huntsville Chapter

February 6, 2024

Embassy Suites Downtown
800 Monroe St SW, Huntsville, AL

KEYNOTE SPEAKERS

Honorable Caral E. Spangler
Brigadier General Christine A. Beeler

Navigating the
Future



**CLICK HERE
TO REGISTER**



<https://www.linkedin.com/company/asmc-rsa-hsv>



Chapter News Corner

Annual Christmas Party

Thank you to all who joined us for our annual Christmas Party. We had a great time filled with fun, laughter, games, great food, and prizes!



Chapter News Corner



Certifications Committee

CDFM Scholarship Available!

Elsie Steffany Memorial Scholarship Award

- ✦ **Purpose:** This award will recognize one individual who demonstrates exceptional dedication to professional development and clearly committed to public service.

- ✦ **Award Criteria**
 - Entrants must be members in good standing of the American Society of Military Comptrollers at the time of submission and selection.
 - No member will be permitted to be a repeat winner.
 - Nominee must submit an essay of no more than 600 words addressing the following questions:
 - Why is public service in defense financial management important to you?
 - Why is professional development and the pursuit of the CDFM certificate important to you?

- ✦ **Application Process/Deadline** - Essays must be submitted by 31 December to the member's local ASMC chapter. Each ASMC chapter president may submit one nomination.

- ✦ **ASMC Chapter Nomination Deadline** – By 31 December.

Winners will receive email notification by 1 May and results will be posted on the ASMC website.



Certifications Committee



The Certifications Program Committee is looking for a group of active CDFM credential holders (2 – 3 folks at minimum) who recently obtained their certifications within the last 1 – 2 years and who are interested in volunteering to lead and facilitate the chapter's CDFM Study Groups beginning in Jan 2024 thru May 2024 to prepare CDFM candidates for the examinations. Their services will be rotational with other Modules

1, 2 and 3 facilitators. The study groups will be held for one hour on weekdays during the regular lunch period. All study group attendees will earn 1 CET for their participation and be responsible for having their own study material (EDFMT most preferred).

Point of Contact: Elizabeth McCullough, Chairperson, Certifications Program Committee, at email elizabeth.a.mccullough@usace.army.mil.



Elizabeth (Liz) McCullough
Certifications Program Committee Chair

Certifications Committee

CDFM Study Groups

Certifications Program Committee will host CDFM Study Group (Brown Bags/ Lunch and Learn) sessions beginning in February 2024 thru April 2024 via MS Teams during the lunch period. Each participant can earn 1 CET with a certificate of completion when you attend the full one-hour session. **No CET will be earned for partial attendance.**

If you are interested in attending/participating in the monthly CDFM Study Group session, please email your full name, organization where you are assigned, and your ASMC email address Elizabeth McCullough, CDFM-A, at elizabeth.a.mccullough@usace.army.mil by **19 January 2024**.

Note: Each participant is responsible to have their own EDFMT material (latest revision 2020) for each session.



Elizabeth (Liz) McCullough
Certifications Program Committee Chair

Membership News Corner

Announcing new Membership AWARDS

Let's grow our Chapter

Recruitment Awards

MONTHLY
Bring a "non-member" guest and be entered into the drawing for FREE admission for the next PDE

After registering, email your name and guest's name to:
Madison.betts@mda.mil

QUARTERLY
Member who recruits the most new members—receives a \$50 cash award

Minimum of 2 recruits

Appreciation Award

Monthly drawing from Active membership list — winner receives a FREE ticket to the monthly PDE

Redstone/Huntsville Membership Committee
Madison Betts
Stephanie Russell
Khoe Tran

2023-2024 Redstone/Huntsville ASMC Membership Committee:

Madison Betts
Stephanie Russell
Khoe Tran

Membership News Corner

Local Chapter and ASMC Awards

Please Submit Your Nominations for our ASMC Chapter Member of the Quarter

Please nominate your fellow ASMC member that stands out to you as going and beyond for the period of **October – December 2023** by **3 Jan 2024**.

We have great people in our chapter; let's make sure they're recognized!

Please, take a few minutes to nominate those committee chairs, members and event volunteers that you've noticed putting in extra effort.



Member of the Quarter Criteria Checklist:

- ✓ Current member in good standing of the ASMC Redstone/Huntsville Chapter
- ✓ Has provided significant contributions to the "Spirit of Resource Management/Comptrollership" through chapter involvement, publications, volunteer work, national involvement, or community service
- ✓ Describe their contribution in a paragraph or so for the committee to review

Example Nomination: Billy Smith is leading efforts for our local mini PDI and volunteers with 2 other committees. He consistently shows up to meetings, volunteers for tasks and promotes the chapter. Overall, Billy's contributions add value to the chapter in multiple ways.

Send your Nominations Today!

Send Nominations or Questions to the Awards and Scholarships Committee:

Tina Hinze – Chair- tina.c.hinze.civ@army.mil
 Debbie O'Neal – onealdeb25@gmail.com
 Jamica Langley – Jamica.l.langley.civ@mail.mil
 Lawrence A. Anyanwu – Lawrence.a.anyanwu.civ@army.mil
 Rebecca Hunt – lachele334@gmail.com
 Erica Ignont – Erica.ignont@gmail.com
 Lauren Cunningham – lauren.s.cunningham2.civ@army.mil

Thanks for your support to our ASMC Chapter. Without **YOU**, we couldn't do what we do!



Tina Hinze
Awards Chair

Membership News Corner

Congratulations to our very own **Blake Thompson** on graduating from the University of Alabama in Huntsville (UAH) with his Master's of Business Administration (MBA)!



Congratulations
CLASS OF
2023

Membership News Corner

Welcome to Our New Members!!

WELCOME to our new members that have joined the Redstone/Huntsville chapter! We are beyond excited to see what great things you do in your career and in our chapter.

- Sara M. Graves** (Oct 2023)
- Kristen H. Willis** (Oct 2023)
- Kevin L. Foster** (Oct 2023)
- Garhett Moseley** (Oct 2023)
- Kristy Ivey** (Nov 2023)
- James Greene** (Nov 2023)

hello



*2023-2024 Redstone/Huntsville ASMC
Membership Committee:*
Madisone Betts
Stephanie Russell (not pictured)
Khoe Tran

Community Projects News Corner

Community Service Events

This month several chapter members volunteered in our local community! Events included Christkindlmarket, Christmas on the River, and the Salvation Army. Thank you for your hard work and dedication!



Community Projects News Corner

CHRISTMAS ON THE RIVER



Community Projects News Corner

SALVATION ARMY



Rebecca Hunt
Community Projects Chair

Community Projects News Corner

A Letter from our Community Projects Chair!

I want to take this opportunity to thank everyone who has participated in any Community Project thus far. I am especially thankful to those who have volunteered throughout the holiday season and continue to do so. We've had volunteers at Christmas at the River at Ditto Landing, Kids to Love, ChristKindmarket and in Serving the Less fortunate. I am sure it has been a rewarding experience for all.

A group of 13 ASMC members gathered together on Saturday 9 December 2023 and humbly served the in-house residents at the Salvation Army Emergency Shelter. After serving those residents, they then, served individuals freely coming in from the community just to have a meal. The meal was prepared by members of the committee, with meat being catered. We had a scrumptious menu served along with tea, water and various kinds of desserts.

This was an awesome and very special project, and I am grateful for all those who took time out of their schedules to prepare food, run errands, decorate the tables and site preparation for the event.

Special Appreciation to:

Sha-Tamara Anderson

Patricia Chew

Audrey Crabtree

Clay Farmer

Janet Jackson

Tricia McDonald

Angelina Offei-Dua

Ryan Reynolds

Sherri Rucker

Daphne Turner

Stacey Williams

Sabrina Wren

Again thanks to all of you for all you do! God Bless,

Rebecca Hunt

Community Projects Chair

Newsletter News Corner



Want to volunteer to help with the newsletter?

Want to contribute articles, pictures or ideas?

Know someone that should be honored for their contribution?

Know someone retiring or that has passed on from our chapter that we should pay tribute to?

Send them to the Newsletter Community Chair, DeOnah Young-Norfleet via email at deonah.t.young-norfleet.ctr@army.mil.



DeOnah Young-Norfleet

Newsletter Chair

2023-2024 Executive Board and Committees

EXECUTIVE BOARD	OFFICER
PRESIDENT	JEFF BACON
VICE-PRESIDENT	DEBBIE O'NEAL
CORRESPONDING SECRETARY	LAURA OLIVER
RECORDING SECRETARY	KARI CHILDRESS
TREASURER	DAPHNE TURNER
ASSISTANT TREASURER	KEEDRA HARRIS
EX-OFFICIO MEMBER	COL. SAMUEL GLOVER

COMMITTEE	COMMITTEE CHAIR
ATTENDANCE/FACILITIES/WAYS & MEANS	DAPHNE TURNER
AUDIT	NANCY HOWE
AWARDS/SCHOLARSHIP	ADRIENE FIELDS
CERTIFICATION PROGRAMS	ELIZABETH MCCULLOUGH
CHAPTER COMPETITION	DEBBIE O'NEAL
COMMUNITY PROJECTS	REBECCA HUNT
CONSTITUTION AND BY-LAWS	KARI CHILDRESS
EARLY CAREERIST	KRISTEN HINTON-WILLIS
MEMBERSHIP/CORPORATE MEMBERSHIP	MADISONE BETTS
NEWSLETTER/PUBLICITY/PHOTO	DEONAH YOUNG-NORFLEET
NOMINATING	REBECCA HUNT
PHILANTHROPY	GINA HRANILOVIC
PROGRAMS	PETRA TAYLOR
SPECIAL EVENTS	KEMBELA MCCRARY
TRAINING AND EDUCATION	TINA HINZE
WEBMASTER AND SOCIAL MEDIA	THADDEUS BLAKE

National ASMC News Corner

We have a few National ASMC Award Deadlines coming up. Please look over these awards and submit a nomination. We have lots of great people out there who are well deserving of these awards!

ASMC National Essay Contest

Objective

The goal of this award is to inspire members of the association to contribute to shaping the future of the financial management profession by producing compelling essays.

Award Criteria

Entrants must be members in good standing of the American Society of Military Comptrollers at the time of submission and selection. Authors may write on any one of three current topics:

The Growth of Artificial Intelligence:

We are currently witnessing the expansion of artificial intelligence (AI), defined as "systems with intellectual processes characteristic of humans, such as the ability to reason, discover meaning, generalize, or learn from past experience." While we have long embraced related capabilities like robotic process automation, AI represents a distinct paradigm shift. What roles should artificial intelligence play in the future of financial management? Please provide examples of potential applications and their potential impacts.

Centralization in Decision Making within Defense Financial Management:

Budget execution may seem relatively straightforward in times of financial abundance; however, when budgets become constrained, organizations tend to gravitate toward centralizing resource decision making. As a general premise, should decision making within defense financial management be more centralized or less? Please provide examples to substantiate your viewpoint.

Accelerating DoD's Path to Financial Auditability:

The Department of Defense (DoD) is on a path towards achieving financial auditability, but this journey is lengthy and challenging. What improvements should be prioritized now, such as policy guidance, systems integration, training/education, etc., to expedite audit readiness within the DoD?

How to Submit an Essay

Essays must be submitted using the web-based form through the nomination link at <https://asmconline.org/membership/awards>. Essays may be submitted by an ASMC chapter representative or by the author directly.

- Duo or group-authored essays will not be accepted.

- Essays must be original, unpublished, and should not exceed 1,500 words in length.
- The use of AI tools is prohibited.
- No member may be selected for an award consecutively for more than two years.

Deadline

All essays must be submitted via the ASMC Awards Online website no later than February 28 for consideration by the selection panel. If February 28 falls on a weekend or federal holiday, the deadline will be the following business day. There are no exceptions to this deadline.

Award Selection Procedures

A selection panel will be led by a member of the National Awards Committee and assisted by a member of the Armed Forces Comptroller Editorial Board. The selection panel will comprise a minimum of four members, representing various segments of ASMC membership. If a judge encounters a conflict of interest, they must recuse themselves.

Essays will be evaluated based on adherence to the topic (how effectively the essay addresses the contest theme), clarity and readability (the cohesiveness and comprehensibility of the essay), content (the originality and substantial nature of the essay's content), and general administration (length, grammar, spelling, sentence structure, punctuation). Winners will be notified via email by May 1, and the results will be published on the ASMC website.

Recognition

Winners of the Essay Contest may have their essays published in the Armed Forces Comptroller magazine and/or on the ASMC website. Distinguished and Meritorious winners will be selected from the qualified essays. The Distinguished winner will receive \$1,000, and the Meritorious winner will receive \$500. Prior to the distribution of the award check(s) to the winners, they must submit a completed W-9 form.

For More Information

National Awards Committee
Mr. Sam Grable, samgrable@aol.com
www.asmconline.org

National ASMC News Corner

ASMC Achievement Awards

ASMC National Achievement Awards are presented annually to individuals and teams who have been nominated for outstanding accomplishment within one of the functional fields of financial management.

The Ernest J. Gregory Award

ASMC is proud to recognize the outstanding leadership and service of Ernest J. Gregory to the defense financial management community in the designation of this award in his honor. Mr. Gregory served our nation for 37 years. He was a lifetime member of ASMC, for whom he served as the Vice President (Army) and as Secretary on the ASMC National Executive Committee. He cared deeply for military servicemembers, and he inspired all those he led and with whom he worked. Ernie was a beloved colleague and friend who left a legacy of professionalism, excellence, and investment in the lives of others.

This award recognizes an individual with primary staff duties for acquiring, distributing and overseeing the funds needed to fulfill the organization's mission. These responsibilities include financial planning, management, budgeting, and audit readiness operations for a command, installation, or component. The nominee is actively involved in establishing and managing strategic goals, objectives, initiatives, policies, procedures and accountability. This person is also engaged in organizational performance management to include talent management, financial reporting, and internal control operations. This individual demonstrates a high level of dedication to leadership, professional development, ethics, and mentorship.

Accounting

Responsibilities include planning and directing the accounting operation to best serve management's needs, including the development and presentation of information in support of management decision-making; development of accounting policies and procedures, interpretation and application of accounting principles and standards; financial reporting, including preparation and presentation of the basic financial statements, related notes and disclosures, management's discussion and analysis, and required supplementary information; ensuring the integrity of financial and accounting information; audit readiness including internal controls over financial reporting, communication with auditors, planning for and responding to "provided by client" (PBC) items, internal testing of transactions, preparation of internal control assurance statements, and working audit findings and recommendations; valuation of property, plant, and equipment (PPE); considerations regarding materiality, review and analysis of accounting transactions, information and trends, analysis and resolution of problem disbursements; and aiding in the design, development and inspection of accounting systems.

Acquisition/Cost Analysis

Responsibilities include acquisition program decision support, project management, economic analysis, management analysis, business case analysis, and cost/benefit analysis. It also includes special studies, cost modeling, and parametric cost modeling, as well as involvement in driving cost management culture and program or operational cost savings.

Auditing

Responsibilities involve the planning and conduct of financial statement audits, performance audits, and attestation engagements and also the preparation and presentation of associated reports - all in accordance with government auditing standards. Financial statement audits include all the activities associated with providing an opinion as to whether an organization's financial statements are presented fairly, in all material respects, in accordance with the applicable financial reporting framework. Performance audits include review of the efficiency and effectiveness of resource utilization and the extent to which desired program or operating results and benefits are being achieved. Auditing includes the determination and presentation of audit findings and recommendations (as well as their documentation and support) and estimation of savings that can be generated from the implementation of audit recommendations.

Budgeting

Responsibilities include planning, managing, or involvement in formulation, submission, justification, and execution of organization budgets. It also includes development of estimates, preparation of reports (e.g., SF 132 and SF 133) and special schedules, development and management of unfinanced requirements, internal controls over the integrity of obligations, and all other areas of compliance with OMB Circular A-11 requirements associated with the budgeting function. Key functions also include review and analysis of the relationships between resources and the organization's mission and functions, such as analyzing accounting reports, researching program activities, executing briefings on programs, reviewing financial plans, conducting analysis of alternative uses of funds, and other activities in support of management decision-making.

Contractor Support

This category recognizes the value provided in contractor support to a government organization. The nominee must have worked for the government organization for a minimum of one calendar year and made significant contributions to one or more of the fields of FM.

Intern/Trainee

This award recognizes outstanding individuals who have been in a trainee program for a minimum of six months of the awards calendar year and who have significantly contributed in one of the fields of financial management.

National ASMC News Corner

ASMC Achievement Awards

Finance

Responsibilities at various levels include managing, controlling, review and analysis of military and civilian pay, military retired pay, commercial pay, travel pay, disbursing, call center, and other associated financial operations and services in peacetime, wartime, and contingency operations. It also includes development of financial management policy and procedures associated with these operations and maintenance of internal controls to manage financial services and analysis operations, as well as performance of audit readiness functions relative to finance services operations.

Financial Systems/Digital Transformation

Responsibilities include the integration, modernization, development, implementation, and reliability of a financial system. Recognition of groundbreaking or technology driven solutions (e.g. AI, RPA, ML, blockchain) or applications. This may include the development of user-friendly interfaces and accessibility features. Explain the usage of the system and how it supports decision making in the organization.

Resource Management

This category recognizes outstanding performance by an individual who works in financial management; for example, planning, programming, cost management, cyber security and execution of FM related programs or projects involving superior contributions to resource management that do not fit into the other categories.

Team Achievement – Small and Large

This award is for outstanding team performance and recognizes teams whose accomplishments, adoption of study results or outcome of savings, aid in the advancement of the profession of federal government financial management. A team is defined as between two and twenty individuals, brought together temporarily to perform a specific task outside of normal functions, operations or organization. Teams will compete as a small team (2 to 10) or a large team (11 to 20). Contract personnel may be listed as members, but the team must be primarily government employees.

Team Achievement – Financial Systems /Digital Transformation

This award is for outstanding team performance in the integration, modernization, development, implementation, and reliability of a financial system. Recognition of groundbreaking or innovative approach in developing the financial system or implementing data analytic or technology driven solutions (e.g. AI, RPA, ML, blockchain) to include the development of user-friendly interfaces and accessibility features. Recognition of the scalability and adaptability to different organizations should be included. This category focuses on data scientists, data analysts, business analysts and financial managers. Team consists of no more than 20 individuals.

Award Selection Procedures

Judging will be based and weighted on performance as evidenced by documentation of impact, complexity, leadership, and/or resource savings. Financial systems will be judged on innovation, impact and scalability.

A selection panel, chaired by an ASMC national officer, will review all submissions and make final recommendations to the Awards Committee. The selection panel will include not less than five members representing a cross section of ASMC Membership. A judge must recuse him/herself if a conflict of interest exists. Winners will be notified by May 1.

The number of awards presented in achievement award categories will be dependent upon the number of submissions and quality of the nominations, not to exceed four awards in any one category. There is a limit of one winner per category from the same office in the current year. No individual or team will be permitted to be a repeat winner in the same category within a five-year time period.

How to Submit a Nomination

Any military or civilian person currently employed by the federal government in a functional field of financial management may be nominated or submit a nomination. Individual contractors may be nominated for in the individual category of Contractor Support.

Nominations must be submitted via the ASMC Awards Online platform by January 31 to be considered. If January 31 falls on a weekend or holiday, the deadline is the next business day. The awards system allows nominators to see their past submissions, edit and post new submissions up to the deadline, and email or print their nominations.

Nominations should strive to include the most relevant quantitative and qualitative information possible focusing upon the results achieved by the accomplishments. If an individual is nominated in more than one category, prepare a separate entry for each category.

Recognition

Awards will be presented at the annual ASMC National Professional Development Institute (PDI), and winners will be recognized on the ASMC website and in the Armed Forces Comptroller journal.

The National PDI registration fee for ASMC individual achievement award winners and/or one representative from winning teams will be complimentary for the PDI at which the award is presented. The winner or his/her command will be responsible for any other expense related to attendance should the recipient be approved to attend.

For More Information

ASMC National Awards Committee
Rules and submission website:
<https://asmc.secure-platform.com/>
Email: awards@asmconline.org Phone: 703-549-0362

2023 Mini-PDI Corporate Sponsors



THOMPSON GRAY



ASMC National Web page: <http://www.asmconline.org/>

ASMC Engage: <https://engage.asmconline.org/home>