



The Official Publication of the Hawaii Society of Certified Public Accountants



Help Grow the  
CPA PIPELINE

# CPACHARGE

AN AFFINIPAY SOLUTION



Member  
Benefit  
Provider

## LIMITED-TIME OFFER

Sign up for CPACHarge by 09/15  
and you'll pay no monthly fee for  
the life of your account.

CPACHarge has made it easy and inexpensive  
to **accept payments via credit card**. I'm getting  
**paid faster**, and clients are able to pay their bills  
with **no hassles**.

— Cantor Forensic Accounting, PLLC

Trusted by accounting industry professionals nationwide,  
CPACHarge is a simple, web-based solution that allows  
you to securely accept client credit and eCheck payments  
from anywhere.



22% increase in cash flow with online payments



65% of consumers prefer to pay electronically



62% of bills sent online are paid in 24 hours



**PAYMENT  
RECEIVED**

YOUR FIRM  
LOGO HERE

Client Invoice  
#0123-A

Your Client

\*\*\*\* \* 9995

\*\*\*

TOTAL: \$3,000.00

VISA



POWERED BY  
CPACHARGE

eCheck

DISCOVER

PAY CPA

Get started with CPACHarge today

● [cpacharge.com/hscpa](http://cpacharge.com/hscpa)

866-327-0321

AffiniPay customers experienced 22% increase on average in  
revenue per firm using online billing solutions

CPACHarge is a registered agent of Synovus Bank, Columbus,  
GA., Fifth Third Bank, N.A., Cincinnati, OH, and Wells Fargo  
Bank, N.A., Canadian Branch, Toronto, ON, Canada.



The Official Publication of the  
Hawaii Society of  
Certified Public Accountants

#### Officers

President	Frank T. Kudo
President-elect	Trisha N. Nomura
Vice President	Adrian K. Hong
Secretary/Treasurer	Chad K. Funasaki
Assistant Secretary	Edmund N. Nakano

#### Directors \* 2024-2026

Chantal Mentzer (Kaua'i)  
Norman N. Okimoto  
Joel C. Peralto (Hilo)

#### Directors \* 2023-2025

Ronald I. Heller  
Nelson K. Lau  
Darryl K. Nitta  
Grayson Y. Nose  
Natalie M.H. Taniguchi  
Gordon M. Tom

#### Immediate Past President

Ryan K. Suekawa

#### AICPA Council

Ronald I. Heller (Designated)  
Ryan K. Suekawa (Elected)

#### Executive Director

Kathy Castillo  
Administrative Assistant  
Debbie Cortes

#### Hawaii Society of CPAs

1000 Bishop Street, Suite 802  
P.O. Box 1754  
Honolulu, HI 96806

Tel: (808) 537-9475

E-mail: [info@hscpa.org](mailto:info@hscpa.org)

Web: [www.hscpa.org](http://www.hscpa.org)



This publication is designed to provide general information only, and should not be used as a substitute for professional advice. The authors and editors disclaim any liability for any loss or damage resulting from the use of any information or advice herein. Although a reasonable attempt has been made to be accurate, neither the HSCPA nor the authors and editors can guarantee that all information contained herein is correct as of the date of publication.

KALA (the Hawaiian word for money) is published periodically and is the official publication of the Hawai'i Society of Certified Public Accountants. Please direct all inquiries regarding editorial content to HSCPA, P.O. Box 1754, Honolulu, Hawai'i 96806.

## This Issue

President's Message .....	4
<i>By Dr. Frank Kudo</i>	
Tax Foundation .....	5
<i>By Tom Yamachika</i>	
Empowering Teams through Process-Driven Professional Development .....	6
<i>By Parker Bohon</i>	
AI for Tax Research? .....	7
<i>By Mat Armstrong</i>	
Networking Events Matter to Students .....	10
<i>By Dr. Katie Landgraf</i>	
Nominating Committee Report .....	11
NEW LAW: Alternative Pathway for CPA Licensure .....	12
Inspiring Journeys of CPA Trailblazers .....	15
<i>with Darryl Nitta</i>	
HSCPA College Bridging Scholarship .....	15
Norman's Book Review .....	16
<i>By Norman Okimoto</i>	
Give Back Day .....	18
Inspiring Journeys of CPA Trailblazers .....	19
<i>with Donny Shimamoto</i>	
Member Advisory - Avoid a RICO Investigation .....	20





# President's Message

By Dr. Frank Kudo

## Psychology of Power - In Human Behavior

Professor Dacher Keltner, UC Berkeley is a recognized expert in the area of the psychology of power in human behavior. His definition of power is *"someone's capacity to alter another person's condition or state of mind by providing or withholding resources such as food, money, knowledge, affection, or administering punishment such as physical harm, job termination, or even social ostracism."*

If you think back to your freshman year in college taking, Introduction to Psychology 101, remember Abraham Maslow and his hierarchy of human needs? At the bottom of his triangle were the basic needs of shelter, food, money, love, etc. Well, if someone has control over your access to obtain one of these, they conceptually have power over you. Having power over someone or someone having power over you because he/she could prevent you from having your basic needs met. Power is prevalent in everything we do in our lives from work to play. This human dynamic often determines who will lead and who will follow.

The psychology of power can actually affect you in a positive and negative way. Positive in that you feel more confident when you have power, you are less self-conscious and more decisive and willing to take action. Additionally, power not only changes you, it changes the people around you. The perception or aura of power makes people behave differently around you, they want to gain your favor or influence

from you. You become a symbol of authority. Actually, the people around you are reacting to your power persona, not you. People start to tell you what you want to hear and praise you and your accomplishments, instead of providing you with useful feedback about the wrong decision you made or your ill-fated strategy. This laudatory sense further boosts your ego. You don't want to listen to criticism or to seek advice from others. You start to feel you don't

*"Nearly all men can stand adversity, but if you want to test a man's (woman's) character, give him (her) power."  
--Abraham Lincoln*

need to "fit in" socially or politically and you can finally feel like doing what you want to because you have the power to do so. Keltner calls this "disinhibition" or the ability to be immune from social criticism and the influence of others. Disinhibition is what we see in successful entrepreneurs, social activists, creative people, anyone who significantly affects positive change in their field of endeavor. These people disrupt an industry with their thoughts and ideas. However, there is a downside to disinhibition that is destructive. These people have annoying personalities such as frequently interrupting the people around them, dominating a conversation, patronization, even bullying and harassing people. They don't listen to experts because they feel they

are better than the experts and dismiss advice when they really should be listening. Individuals who possess power also display something called a "sense of illusory control." This means that they adopt an overly confident belief in their ability to affect outcomes that are beyond their skills or know how, and this has often proven destructive, chaotic and questionable.

From the captain of the Titanic, to Napoleon invading Russia during the winter months, etc. Albeit illusionary control has its positive attributes of optimism, inspirational, high self-esteem, the negative effects are the delusion of disregarding essential facts which can result in catastrophic outcomes. Honest feedback is essential as a self-correcting mechanism. This is how leaders in history have been accused of being out of touch with their people and begin to be corrupted by power. These are the traps of the seductive influence of power.

Every dictator and autocratic ruler have been a victim of this illness and it plagues the powerful and rich in our society today. Just look around.







# TAX FOUNDATION OF HAWAII

Hawaii's Watchdog on Taxes & Government



By Tom Yamachika

## The Major Raid that Wasn't

It's around this time in our legislative session when surprises start happening. Some are good, some not so great. But you, the taxpaying public, are not alone when it comes to surprises. Sometimes it's the government itself that is on the receiving end.

House Bill 1153, Relating to Funding Adjustments for State Programs, is an example. It is an Administration bill introduced by the Department of Transportation to remedy a technical problem in prior appropriations bills. It sailed through the House Finance Committee and the Government Operations Committee in the Senate. Then it hit the Senate Committee on Ways and Means.

Apparently the WAM committee was intrigued by the bill's title, and it was looking for a few more dollars to put into the general fund. So, it added language to raid special funds. By "raid" I mean that the bill proposed to take money out of various special funds, finding that the current balance in the funds exceeded the funds' current requirements, and transfer that money to the general fund.

And WAM didn't fool around. We are talking major raid. Senate Draft 2 of the bill proposed to raid ninety-seven special funds. The total amount proposed to be raided was more than \$320 million. Almost no executive department was spared.

Among the victims: \$3.9 million from the state parking revolving fund. I get that the state gets parking revenue (from the airports, for example) but why does it need to be shoved into a segregated fund? \$7.2 million from the pest inspection quarantine and eradication fund. That sounds like a core function of the Department of Agriculture, so why use a special fund? \$19.3 million for DBEDT's HI-CAP program, which provides capital assistance to small businesses. The program is supposed to be federally funded, so how come there is so much state fund buildup? From the Department of Education, \$33.2 million for the school food service special fund and \$7.9 million for the community use of school facilities special fund. If we are talking about 165,000 kids, \$33 million is \$200 per kid. Why is so much money squirreled away when we're asking parents to pay for their meals on an ongoing basis? The University of Hawaii has auxiliary enterprise special funds, eight of which made WAM's list. The biggest one was for Admin, with \$8.8 million. The Department of Land and Natural Resources is sitting on \$43.7 million in the special land and development fund and \$24.6 million in the ocean-based recreation special fund. And the Department of Health has \$22.7 million in the community health centers special fund and \$14.1 million in the clean air special fund. These sound more like core department responsibilities that should be funded out of the general fund.

I can just imagine the panic and confusion sparked when the various agencies found out about the proposed raids, and the frantic lobbying efforts that followed. That would be funny, except that all of the government employees involved, including the legislators, are paid by taxpayers. So, they were panicking and scurrying instead of doing, um, other essential work.

The agencies' efforts seem to have paid off. The Conference Draft of the bill, which probably will become law, removes all of the raiding except for an \$8.1 million transfer from the state educational facilities improvement special fund. (This, by the way, was not on WAM's list of ninety-seven.) The Conference Report states that the fund was repealed in 2020. (Act 72 of 2020 repealed HRS section 36-32, which established that fund.) So, it took us five years to figure out that eight million dollars was sitting around doing nothing.

At least the proposed major raid, which turned out to be a relatively minor raid, will accomplish something.

Tom Yamachika is President of the Tax Foundation of Hawaii - the 'watchdog' that keeps an eye on Hawaii's taxes. Tom is also the owner of Aloha State Tax, a small law firm with emphasis on State taxes. Prior to going solo and the TFH, Tom was a principal with Accuity LLP where he managed the tax consulting practice, including quality and risk management and practice development.

# Empowering Teams

## *through Process-Driven Professional Development*



By Parker Bohon of Boomer Consulting, Inc.

**Talent retention and engagement are among the biggest challenges for CPA firms.**

Finding qualified staff has been the top issue for all categories of firms except sole proprietors in the AICPA's PCPS CPA Firm Top Issues Survey for several years, so investing in professional development is no longer optional—it's essential.

Traditional performance reviews often fall short in fostering growth and engagement. That's why Boomer Consulting started taking a process-driven approach to professional development that creates clear pathways for employee growth, promotes accountability and aligns individual aspirations with the firm's strategic goals.

### **Shifting from performance management to growth-oriented development**

We recognized years ago that the traditional annual review process wasn't enough to drive real development and switched to quarterly performance reviews. However, this year, we implemented Growth Path meetings. These structured, forward-looking discussions build a roadmap for each employee's success.

During an annual Growth Path meeting, every employee meets with HR, their direct manager, and their manager's manager in a 1.5-hour session. These meetings differ significantly from traditional reviews in several ways.

- **They're separate from salary and bonus discussions.**

Compensation is important in talent management but shouldn't dictate professional development conversations. Decoupling these discussions ensures a focus on growth rather than financial negotiations.

- **They emphasize self-evaluation and long-term aspirations.** Employees assess their core competencies, identifying strengths and areas for improvement.

- **They use the "My Bold Future" Worksheet.**

Employees articulate what they want to be, have, do, create, and experience—personally and professionally.

- **They identify alignment gaps.** Employees and leadership examine how current roles

align with their vision and where gaps exist.

- **They establish a structured development plan.** Each employee walks away with a concrete set of skills to develop over the next year.

This structured approach creates clarity and transparency, allowing employees to take ownership of their growth while ensuring leaders are actively engaged in their professional journey.

### **Why include the manager's manager?**

We implemented an important change to include the employee's manager's manager in the Growth Path meetings. This addition is beneficial because it helps employees better understand the firm's strategic direction and see how their roles contribute to the bigger picture.

It also gives leaders deeper insight into individual aspirations and performance. Instead of relying solely on secondhand feedback, upper management gains firsthand knowledge of each employee's career trajectory and performance.



### Quarterly check-ins drive continuous improvement

Growth Path meetings set the foundation, but continuous development requires ongoing accountability. That's why we also hold quarterly meetings between employees and their managers. These check-ins ensure employees make progress toward the goals they identified during their Growth Path meeting and provide an opportunity to adjust as needed.

A few elements make these meetings successful:

- **Each meeting starts with a positive focus.** Employees reflect on what's gone well since the last meeting. This reinforces progress and accomplishments.

- **We revisit goals.** Are they still relevant? If not, we can make adjustments. If an employee falls short of a goal, managers facilitate discussions to understand the reasons and determine solutions.
- **We define the next steps.** Clear action items ensure forward momentum.



By breaking goals into quarterly milestones, employees receive continuous feedback and course correction, keeping professional

development initiatives proactive rather than reactive.

### Why a process-driven approach works

Firms that don't invest in professional development risk higher turnover, lower engagement and decreased productivity. A process-driven approach ensures employees receive structured and equitable development opportunities rather than ad-hoc feedback. It also helps employees understand their career trajectory and what they need to do to advance.

Professional development should be an ongoing process, not a one-time event. By integrating structured Growth Path meetings and quarterly performance development meetings, you can cultivate a culture where employees feel empowered, engaged and motivated to grow within the firm.

Firms prioritizing process-driven professional development will have an easier time attracting, retaining and developing talent. Remember, leadership isn't about setting expectations—it's about providing the tools and pathways for employees to exceed them.

Parker Bohon, Solutions Coordinator at Boomer Consulting, Inc., is excited to work closely with members. Her primary focus is on our communities, including the Boomer Technology circles, CIO Circle, and Marketing and Business Development Circle.

24+ years and 303 practices sold in 2024!

# IS IT TIME FOR...

- ✓ Family
- ✓ Life
- ✓ A Change

## Time to SELL?



Scan Here



DELIVERING RESULTS - ONE PRACTICE AT A TIME



**ACCOUNTING  
PRACTICE SALES**  
THE GLOBAL LEADER IN PRACTICE SALES

Ryan Pannell  
Ryan@APS.net

800-397-0249  
www.APS.net



# AI for tax research?

AT SMALL FIRMS, IT'S A  
GAME CHANGER.



By Mat Armstrong  
VP, Customer Success at Blue J

Ask anyone working in a smaller accounting firm whether they feel they have enough resources to do their job correctly and the answer you're likely to get is a resounding "no". But that response is never stronger than when important new tax laws are announced.

Without the benefit of a larger team backing them up, small firms are left to scramble when new legislation hits. In order to communicate the impact to clients and their own professionals, they're forced to spend hours going through long, cumbersome, detailed documents to figure out what's really important and what it all means for clients. It's an imperfect science at best—and one that can consume a ton of valuable time, often from some of the firm's most valuable professionals. They deserve better than hours spent on complicated, heavily manual research software and Google searches.

## Where existing tools and approaches fall short

Traditional tax research tools are powerful, but they're also tough to navigate, which makes it hard to get the right answers quickly. At many small firms, only one person may have a user license or know how to use them properly, which

means that they're on the hook for researching and interpreting the rules for everyone else. This results in a bottleneck at exactly the moment when firms need to meet tight deadlines and deliver precise answers and advice as quickly as possible. In a perfect world, these types of tools and insights would be accessible to every professional who needs them, not just one research warrior.

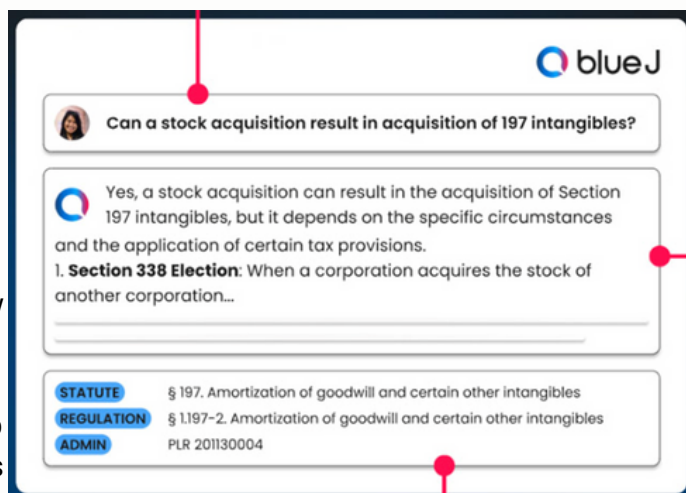
## AI opens the door to a smarter approach

As managing partner at Maryland-based CWCPA, a firm with fewer than 20 employees, Samantha Bowling was frustrated with the inefficiency of the firm's approach to tax research. The entire firm depended on a handful of team members to make sense of every new tax regulation. These individuals would have to drop everything to focus on research rather than spend valuable time on billable client work. "Our research relied on a mix of Google and standard tax research tools,"

said Bowling. "The research tools were hard to navigate, while Google was a pretty lightweight approach that didn't always inspire real confidence in the answers." So, when advanced AI tools started hitting the market, Bowling sensed a new opportunity.

## GWCPA embraced an AI tool for a better tax research solution

With several tax-focused AI solutions on the market, GWCPA had options to choose from. The firm ended up selecting Blue J, an intuitive tool that uses generative AI to create clear, easy-to-understand answers in responses to user queries, drawing directly from massive



volumes of tax legislation documents.

"AI has transformed how we conduct tax research," said

Bowling. “Instead of one of two people handling research, now our whole team has direct, easy access to the same insights on demand. They’re doing their own research, and they’re gaining a lot of valuable knowledge along the way.”

Blue J’s AI capabilities have given GWCPA a number of other important advantages on the tax research front, including:

#### **Faster, more accurate research**

Blue J’s AI platform quickly scans authoritative sources and provides accurate, verifiable answers to challenging tax questions in seconds. As a result, GWCPA shifted from time-consuming searches to near-instant answers.

#### **More confidence in answers**

When Blue J generates answers, it provides direct links to source documents to ensure compliance and verification. These sources are constantly updated, managed and curated through a reliable database of trusted tax content from government sources and Tax Notes’ news and commentary. This is an important distinction since many other AI tools can’t be depended on to provide authoritative, accurate, well-sourced answers. “Blue J even caught an updated tax rule that I probably would have missed otherwise,” says Bowling. With better insights (and less time required to generate them), firms have a powerful opportunity

to focus more on higher-value, advisory-level tax services.

#### **Improved client communication**

AI-generated client-emails translate complex tax topics into plain language. GWCPA users simply review the email drafts, modify them as necessary, and hit “send.” Bowling commented, “I gave Blue J a particularly dense tax memo and asked it to translate the memo into an easy-to-understand client email. I was amazed at how accurate and professional it was—it saved me so much time and was well received by our clients.”

#### **Low barriers to adoption**

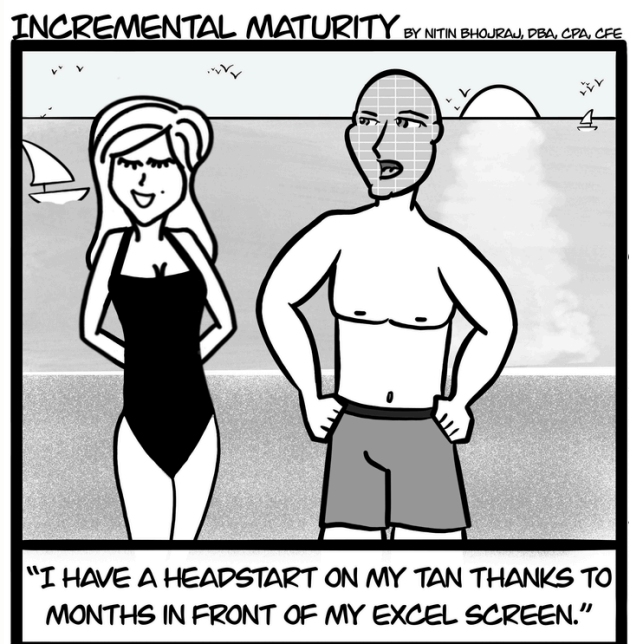
Many professionals are naturally hesitant to use AI tools. *Will it replace us? Can I trust AI-generated outputs? Won’t it be hard to learn?* These are all common and understandable concerns. For Bowling, the key is remembering that AI is a powerful assistant, not a replacement.

Human insight and oversight are still required for successful AI adoption. And she noted that her team found Blue J easy to use, so the staff quickly embraced it. And AI-powered tax research can be more cost-effective than traditional solutions.

#### **AI is the future of tax research at small firms**

Tax research plays a huge role in any firm’s ability to provide high-quality, advisory-level service to its clients. Until now, firms have held the advantage in tax research, because they have the resources and staffing required to sit through piles of new tax legislation. AI changes all that. The same capabilities that allow professionals across industries to make quick work of massive volumes of data are ready to help tax professionals get the research insights they need in a matter of seconds, using simple, focused queries. Just like GWCPA, your firm can be more efficient, accurate, and confident in its tax research than ever.

Learn [more about Blue J](#), and hear more about Samantha Bowling’s experience in this [on-demand webinar](#).





## Connections That COUNT



## Networking Events Matter to Students

By Dr. Katie Landgraf



**remember** what it was like to be a college student? Lots of opportunities to learn about the “real world” through classes, family exposure, campus organizations, career fairs, etc. The influencers surrounding a student are endless, especially in today’s market where available positions seem endless. Accountants, the job market is a competition, so let’s treat it that way.

In competitions, accountants must put their best effort forward to “win over” the top students. One way to do this is through networking events. In 2024, there were two large networking events: **Meet the Pros** and **Kukulu Professional Night**.

Meet the Pros, hosted by the HSCPA, gave 85 students the opportunity to discuss accounting career opportunities with about 40 professionals (attendance was limited). Kukulu Professional Night, hosted by UHWO Business Faculty and an anonymous donor, had 118 total participants, about 50% were accounting students and professionals.

Both events were set-up in a “speed dating” format where

“

Thank you again for hosting this event. Thought you might want to know that we are interviewing one of the students we met, and I am pushing to hire her. We probably would’ve never met without this event.  
---Professional

”

students / professionals rotated tables in order to meet various students / professionals throughout the night. These events are not for recruiting purposes, although many professionals shared job opportunities.

Students make career-long decisions based on what they are exposed to. These networking events give local accountants an opportunity to share their testimonials in a small and more intimate way. In fact, many accounting students shared that they are now inspired to go into the industry after attending the events.

Overall, students and professionals enjoyed the events.

98% of the Kukulu participants shared that they found the overall event either excellent or very good, and 78% of the Kukulu participants shared that the professional-to-student ratio was excellent or very good.

I hope this encourages you to join the competition and raise awareness of the many benefits to working in the accounting industry. The networking events usually happen in October or November, so please consider signing up. Every interaction counts!



“

This was a successful event. I learned so much and was enlightened after the event. I was worried about my career journey, but all those concerns are now gone. Thank you for the opportunity, I am excited to start my journey towards becoming a professional.  
--- Student

”

**Every interaction  
counts!**



## Annual Election / Business Meeting 2025 Elect & Engage

The Annual Election Meeting (aka Elect & Engage) will be held in-person on June 27, 2025 at the Prince Waikiki. Members are invited to attend, however, only Regular Members are allowed to vote. Following the Election Meeting, installation of the new officers and directors will be conducted.

### Nominating Committee Report

Pursuant to the provisions in Article VI, 6.1 of the HSCPA Bylaws, the Nominating Committee has submitted the following nominations for officers and directors of the Society for the fiscal year beginning July 1, 2025. If any nominee should for any reason become unavailable after notice of the election has been given, and if voting is not conducted by written ballot, then nominations for that office from the floor by any member in good standing who is present at the Annual Election Meeting shall be accepted.

#### ASSISTANT SECRETARY

**Grayson Y. Nose - CW Associates**

#### DIRECTORS (2025 - 2027)

**Ronald I. Heller - Torkildson Katz, ALC**

**Jill M. Ishimitsu - TRUSTA, AAC**

**Edmund N. Nakano - C.S. Wo & Sons, Ltd.**

**Darryl K. Nitta - Accuity LLP**

**Natalie M.H. Taniguchi - American Savings Bank**

In accordance with the Bylaws, officers automatically accede to the next level of office to serve terms as elected or as designated, or may be removed by a vote of at least two-thirds of the voting members present at a designated meeting. The President automatically becomes Immediate Past President when his/her term ends.

#### President

**Franklin K. Kudo - University of Hawaii West Oahu**

#### President-Elect

**Trisha N. Nomura - Ascend Consulting LLC**

#### Vice President

**Adrian K. Hong - Hong Consulting LLC**

#### Secretary/Treasurer

**Chad K. Funasaki - N&K CPAs, Inc.**

#### Immediate Past President

**Ryan K. Suekawa - Deloitte & Touche LLP**

#### Directors (2024 - 2026)

**Chantal A. Mentzer - Chantal Mentzer, Inc.**

**Norman N. Okimoto - Hawaiian Financial FCU**

**Joel C Peralto - Peralto & Co., CPAs, Inc. PC**

#### AICPA Members of Council

**Franklin K. Kudo - University of Hawaii West Oahu**

**Darryl K. Nitta - Accuity LLP**

---

## Hawaii Practices for Sale

**(Gross revenues shown):** Hilo CPA Practice - \$755K. The service mix includes tax (48%), accounting/book-keeping (32%), payroll services (19%). Turn-key practice with tenured staff available to assist in transition. For more information, please call 1-800-397-0249 or visit [www.APS.net](http://www.APS.net) to see listing details and register for free email updates.

**Thinking of Selling Your Practice?** Accounting Practice Sales is the leading marketer of accounting and tax practices in North America. We have a large pool of buyers looking for practices, as well as the experience to help you find the right fit for your firm and negotiate the best price and terms. To learn more about our risk-free and confidential services, call Ryan Pannell with The Holmes Group at 1-800-397-0249 or email [Ryan@apsholmesgroup.com](mailto:Ryan@apsholmesgroup.com).



**ACCOUNTING  
PRACTICE SALES**  
THE GLOBAL LEADER IN PRACTICE SALES



## Alternative pathway to becoming a licensed certified public accountant is in HAWAII's best interest

**Accounting** is the language of business, but fewer professionals are speaking that language, as the number of accounting graduates, particularly those that ultimately become certified public accountants (CPAs), has dwindled over the past couple of decades - yes, decades.

This is happening at a time when demand for CPA services is only increasing, driven by the growing complexity of tax laws, financial regulations, and business operations. CPAs arguably power the economic engines we all rely on.

For nearly two years, countless state CPA societies across the country have been listening to their members, those in the trenches of the profession, to envision the CPA licensure model of the future.

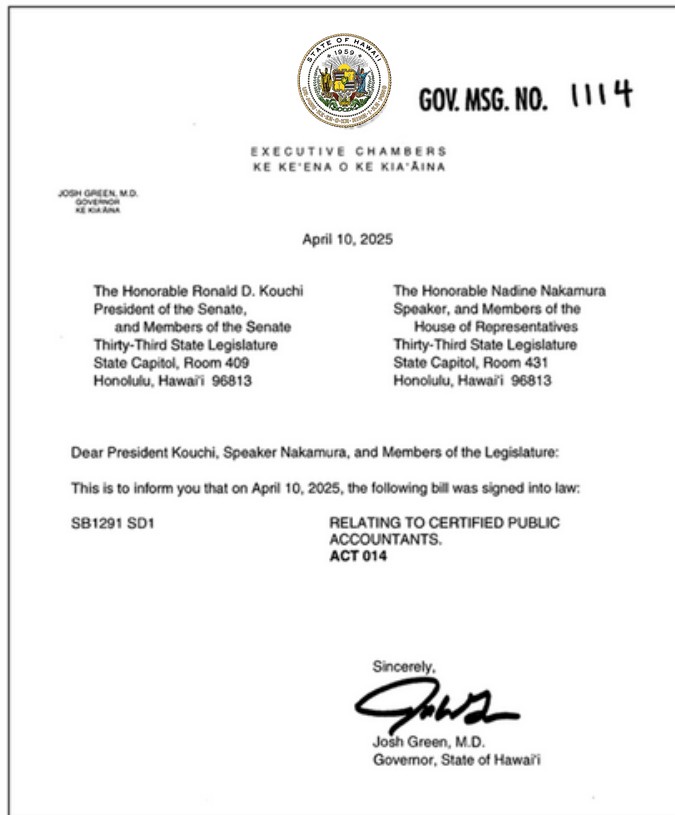
Hawaii is one of those states and the HSCPA, through collaborative efforts with the Hawaii Board of Public Accountancy, HAPA, The Accountants Coalition, lobbyist Nahe Parsons and the Legislature, have successfully passed legislation to evolve Hawaii's CPA licensure model to

better meet the profession's workforce demands and needs of individual interested in pursuing CPA licensure.

Mahalo to **Chair Senator Jarrett Keohokalole (CPN)**, **Co-Chair Senator Carol Fukunaga (CPN)**, and

**Chair Representative Scot Matayoshi (CPC)**, **Co-Chair Representative Cory Chun (CPC)** who introduced, supported and passed our bills to successfully make it to Governor Josh Green's desk where it was adopted on April 10, 2025.

Hawaii's alternative pathway for CPA licensure is: In lieu of 30 additional credit hours (beyond a bachelor's degree), an applicant may complete 12 months of additional experience in public accounting. *One can choose to earn money, rather than pay for additional education credits.*



Current Law Remains - No Change	NEW! Alternative Pathway
Bachelor's degree + 30 credits	Bachelor's degree
2 years experience	3 years experience (1 of 3 in public accounting)
Pass Uniform CPA Exam	Pass Uniform CPA Exam

*You're  
Invited!*



**Members  
Only**



**June 27, 2025**



**2:00 to 4:00 p.m.**

*Join us* to elect the 2025–2026 leadership, reconnect with peers, and engage in meaningful conversations as we provide a brief outlook on the profession. A unique opportunity to share insights, enhance professional networks, and contribute to the growth and development of the profession.

[REGISTER HERE](#)



**KOULA**

Ward Village



Unit #2503 **\$865,000**  
1 BD, 1 BA Intr Size: 509 ft<sup>2</sup> / 47 m<sup>2</sup>  
Lanai: 65 ft<sup>2</sup> / 6 m<sup>2</sup>, Prk: 1  
Views: Ocean & Park



**KO'OLANI**

Kaka'ako



Unit #4502 **\$1,850,000**  
3 BD, 2 BA Intr Size: 1,573 ft<sup>2</sup> / 146 m<sup>2</sup>  
Lanai: 46 ft<sup>2</sup> / 4.2 m<sup>2</sup>, Prk: 2  
Views: Ocean, Beach Park, City & Sunset

Please call May or Jack : **808 532 3330**



**John "Jack" Tyrrell**

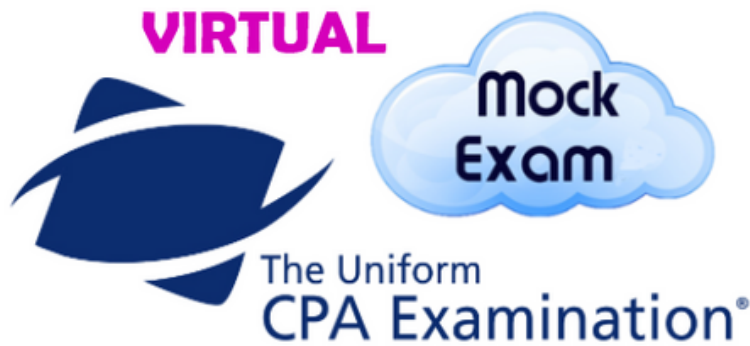
Chairman & CFO  
Principal Broker, CRS, CRB  
CPA (not in public practice) E: [Jack@jtchawaii.com](mailto:Jack@jtchawaii.com)  
Lic. # RB-19880 C: 808.306.6933

[www.jtchawaii.com](http://www.jtchawaii.com) Ala Moana Hotel - Lobby, 410 Atkinson Drive, Suite 1F6 Honolulu, HI 96814

**JACK TYRRELL  
& COMPANY**  
A Real Estate Brokerage Corporation

\* The information presented herein is provided as is, without warranty expressed or implied of any kind. Information herein deemed reliable but not guaranteed.





FREE Mock Exam Session

**June 24, 2025**

9:00 a.m. to 1:00 p.m.

# Let's Build the CPA Pipeline!

For many candidates, taking the CPA Exam can be one of the biggest obstacles to overcome when transitioning into the profession. Often aspiring CPAs are not sure if they are truly prepared to sit for each section.

In order to help provide more transparency into exam-readiness, HSCPA and Surgent CPA Review have partnered to offer a FREE simulated CPA Exam section of your choice.

The goal is to simulate the format of taking the CPA Exam, using actual multiple-choice questions and simulations. Questions are laid out according to the Uniform CPA Examination Blueprints.

This live 4-hour session is a unique opportunity. Not only will you be able to experience a simulated exam section from the comfort of your own home or office, you will also be able to view your exam results in real-time, giving you a better understanding of how prepared you are to sit for the actual exam.

Candidates will receive their ReadySCORE™ along with a diagnostic report showing areas of strength and weakness which are aligned with the CPA Exam Blueprints.

To register, click [here](#). Deadline to register is June 16, 2025.

The email address that you use to register for this event will be used by Surgent to set up simulation. Links are unique to individual and cannot be shared.

# Inspiring Journeys of CPA TRAILBLAZERS

with

Darryl Nitta, CPA  
Partner, Accuity LLP



One of the most exciting and unexpected aspects of my CPA journey was the travel opportunities that were presented to me. As I progressed in my accounting career, I had the chance to attend various conferences and trainings across the country. These experiences not only broadened my accounting knowledge, but also allowed me to explore different cultures. As a minority, my experiences helped the AICPA promote the profession through Diversity, Equity, and Inclusion initiatives. Traveling for work has also been a refreshing change of pace, where a network of professionals from across the country began rebuilding the CPA pipeline through student interaction and education. Working with the next generation of leaders in our profession is something I am passionate about every day.



The transformation of the accounting profession begins with Agents of Transformation watch Darryl [here!](#)

## CONGRATULATIONS, CHASITY!



Meet Chasity Barrera, scholarship recipient of HSCPA's College Bridging scholarship available to Hawaii community colleges with accounting programs. Chasity was born and raised on the island of Kauai. In 2012, she earned an Associate's degree in Liberal Arts. Shortly after, she took a break from furthering her education to focus on being a stay-at-home mom, later working part-time as a habilitation technician.

In 2018, Chasity began serving as the treasurer at her church. She discovered that she enjoyed working with finances, which inspired Chasity to pursue an Associate's degree in Accounting. She will be graduating from Kapi'olani Community College this month (May) and will be continuing her education at University of Hawaii West O'ahu to earn a Bachelor's degree in Accounting.

Through this journey, Chasity wants to show her kids that it's never too late to earn a degree. If you enjoy what you do and are willing to put in the hard work, anything is possible. Chasity is thankful for the scholarship to help her continue her education and ease the financial burden along the way. We wish Chasity all the best and congratulate her as one of Hawaii's Best & Brightest!

Thank you, HSCPA Members! Your voluntary contributions support deserving individuals pursuing accounting in Hawaii. Thanks to your donations, the HSCPA awards \$15,000 to \$25,000 annually.



## Norman's Book Review

## EAT TO BEAT DISEASE

By William W. Li, M.D.



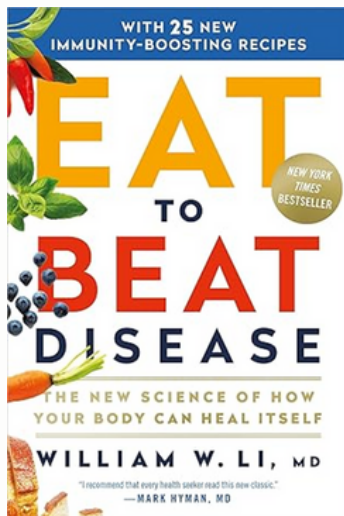
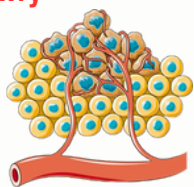
Every day we are learning more about what foods are good and bad for us, and how we can increase our odds of beating diseases and staying healthy. "Eat To Beat Disease" is one of the best books on this topic. Aside from being a New York Times bestseller and containing over 400 pages of useful information and recipes, the book had the vote of confidence of my wife who used to watch Dr. Li on Rachael Ray's cooking shows.

Dr. Li is a world-renowned physician, scientist, speaker and author. He is the co-founder and leader of the Angiogenesis Foundation, a nonprofit organization with a mission "to improve global health by focusing on a "common denominator" shared by many diseases: angiogenesis, the process our bodies use to grow new blood vessels."

The following are "snapshots" from the book which will give you a good feel of how much life-changing information is contained in the book. I'm confident if you read this book, you will increase your odds of living a longer and healthier life. As an accountant, you will also feel good that you will have spent pennies for a better life.

### Angiogenesis Gone Awry

Angiogenesis gone awry is a problem not only with cancer but is a common denominator in more than 70 different diseases, including the top killers: heart disease, stroke, diabetes, Alzheimer's and obesity.



That's why Dr. Li became interested in angiogenesis and the potential of treating all serious diseases through controlling blood vessel development.

### Five Defense Systems in Our Body

The five defense systems in our body which also helps us heal from within are Angiogenesis, Regeneration, Microbiome, DNA protection, and Immunity. In a very clear and emphatic writing style, Dr. Li covers the food and drinks that help, as well as hurt our five defense systems.

### By the Numbers

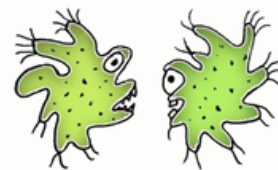
The book had some amazing numbers that I wasn't aware of:

- We have over 60,000 miles of blood vessels in our bodies.
- We have over 750,000 stem cells in our body that maintain, repair and regenerate our bodies over our lifetime.
- Almost 40 trillion bacteria inhabit our bodies, most of which act to defend our health.
- Our brain, heart, kidneys and liver have a high demand for blood. All have a capillary density of 3,000 vessels per cubic millimeter, which is 30 times that of bone.
- Since an infant consumes about 27 ounces of milk daily, the infant swallows about 10 million bacteria every 24 hours.

- Our body has over 19 billion capillaries, the smallest blood vessels.
- Our body contains 37.2 trillion cells.
- Our gut is a long tube, about 30 feet long.
- We will consume about 60 tons of food through our digestive tract in our lifetime.

### Be Careful Who You Kiss

A kiss can introduce as many as 80 million bacteria per smooch (yuk!).



It is not surprising because a milliliter of saliva contains up to 100 million oral bacteria.

### Get Rid of These Items

Nonstick pans made with Teflon, plastic storage containers, plastic utensils and tools, and Styrofoam and plastic cups.

### Best Cooking Techniques

Steaming, blanching, stir-frying, sauteing, poaching, simmering, braising, slow cooking, pressure cooking, a la plancha, roasting, baking, and pickling. Note that Dr. Li doesn't include deep-frying or microwaving your food. Microwaving starchy foods turns them into a harmful polymer that can build up in your body and cause damage to your organs.

### Awesome Foods

Towards the end of the book, Dr. Li listed some exceptional foods sorted into four categories: Global Finds, Jaw-Droppers, Grand Slammers and Market Standouts. I'll list the first two categories.



- **Global Finds:** Squash blossoms, persimmons, fresh wasabi, bitter melon, fiddleheads, truffles, bottarga, squid ink and razor clams.
- **Jaw-Droppers:** Beer, cheese, chocolate, prosciutto and jamon, spicy food, purple potato and tree nuts (almonds, cashews, chestnuts, macadamias, pecans, pine nuts, pistachios and walnuts).

### Beer

I was really surprised how good beer was for you! Beer contains bioactives that float into the liquid during its fermentation. These bioactives have anticancer effects and is antiangiogenic. The nonalcoholic part of beer also stimulates stem cells that are good for the heart. For example, beer drinking is associated with a 33% reduced risk for kidney cancer, 24% reduced risk of colon cancer, 21% reduced risk of coronary artery disease, 60% reduced risk of dementia, 87% reduced risk of being diagnosed with Alzheimer's disease, and finally a 25% reduced risk of death from cardiovascular disease!



### Olive Oil

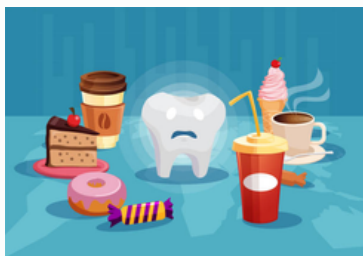
I believe it is universally known that extra virgin olive oil is good for you, and most people buy the brand that's most familiar to them. Dr. Li pointed out that some olive oils have higher levels of polyphenols than others. He reads the labels and looks for one of these three monovarietal olive oils, which are made from only one type of olive and contains the highest levels of health-generating polyphenols: Koroneiki (from Greece), Moraiolo (from Italy), and Picual (from Spain).



### Sugar, Sugar, Sugar

Diabetes, glucose and A1C are being monitored and discussed by more people and doctors daily. The rise in commercials for drugs that address these health conditions are testaments to this.

Dr. Li amplifies the dangers of consuming too much sugar. Too much sugar consumed blocks the production of stem cells, lowering our body's ability to repair organs. It also kills important stem cells across the board, from endothelial progenitor cells to bone progenitor cells to cardia stems cells. Too much sugar also shortens our DNA telomeres, equivalent to about 4.6 years of faster aging each year, similar to smoking cigarettes. Lastly, sugar fuels cancer cells and help them grow. Conversely, when glucose is low, tumors have difficulty growing.



### Soy, Soy, Soy

Soy contains antiangiogenic bioactives known as isoflavones. It lowers the risk for a number of angiogenesis-dependent diseases, from breast and prostate cancer to coronary artery disease. Simply put, soy can starve your cancer and feed your health.

### Cancer

Cancer is one of the most feared diseases of all time. Up to 90-95% of cancers are linked to exposures from the environment and our lifestyle. An estimated 30% of all cancer deaths are linked to diet.



All of us have cancer cells in our body. Our defense system to keep cancer cells small is angiogenesis, which starves the cancer cells of the blood supply and nutrients they need to grow. We can optimize our defense system through the foods we eat. There are more than 100 foods listed in the book that enhance our body's ability to starve cancer which are listed the book. These include green tea, purple potatoes, walnuts, extra virgin olive oil, soy, celery, apples, peppers, dark chocolate, coffee and red wine.

### Seafood

The seafood with the highest levels of antiangiogenic omega-3s are: Hake, sea cucumber, manila clam, big eye tuna, yellowtail, sea bass, bluefin tuna, cockles, bottarga, caviar and fish roe.

### Stem Cell Damagers

Tobacco smoke, secondhand smoke, heavy drinking and diabetes are very damaging to our stem cells. They deplete the number of stem cells in our body, leaving fewer cells overall available for regeneration and repair over time, and increases the risk of diseases.

### Summary

Dr. Li is passionate about helping everyone live longer by eating foods that you like. As he noted in the beginning of his book, this book is for you if you are fit and in good health and want to stay that way, if you are starting to feel your age, if you want to prevent decline and stave off chronic diseases, if you are living with a disease or chronic condition, if you are actively battling a feared disease like cancer, and finally, if your family history makes it highly likely you will get a disease. In essence, this book is for ALL OF US! I wish everyone a happy, healthy and long life!!!







# Give Back Day at the Beach!

On a clear, beautiful Saturday, Y-CPAs got together with UHM's Accounting Club and BAP for our annual beach clean-up at Magic Island. Groups managed to scour the park and 'hunt' for trash - hoping to find the most "unusual trash" for top game points. Congratulations to Team Jamba - their unusual find was a (real) pufferfish! Thank you to our sponsor for providing great bento lunches - yummy!



A big Mahalo to [Hong Consulting LLC](#) for supporting this worthwhile event!



*Thank You!*



**Hong Consulting, LLC.**  
Helping Clients Tell Their Story



# Inspiring Journeys of CPA TRAILBLAZERS

with

Donny Shimamoto, CPA, CITP, CGMA  
Founder/Managing Director  
IntrapriseTechKnowlogies LLC



I've always loved to travel and my career as a CPA gives me the opportunity to travel to a different foreign country at least once a year. There are accounting conferences literally all over the world and they are usually at 5-star hotels that have beautiful rooms and outstanding food—and it's all tax deductible! Getting to meet and network with people all over the world has also enabled me to learn about and experience different cultures. Now when I travel, whether for work or personal, I also find that I have people to have meals with or who are even willing to play local tour guide.

That takes me to the another thing I love about our profession, which is how giving everyone is. Over the course of my career, I've had other CPAs locally, nationally, and internationally, all offer to provide coaching and mentoring to help me either with technical skills, leadership skills, or to just share their career paths so that I can learn from them. Throughout my career I've also done the same, sharing my story with students, new staff, and now even new firm owners and partners to help elevate everyone in our profession. We're all in this together and working to #improvetheworld! **Watch** how Agent Donny Shimamoto transforms Accounting!



**SAVE**  
*the Date!*



Professional Issues

**ETHICS**

RESILIENCE



Lisa Simpson  
AICPA - VP, Firm Services



Ron Heller  
Torkildson Katz -  
Attorney/CPA



Andy Pierce  
Performance Resilience  
Expert



CPAs are known for “doing the right thing” and the following information is provided to HSCPA members whose core values are to uphold the legacy and integrity of the accounting profession.

### ETHICS CPE

#### Do Hawaii CPAs need Ethics CPE for license and Permit to Practice (PTP) renewals?

**Yes.** Even if you are renewing your license only, you will need (4) hours of Ethics CPE. For those renewing both license and PTP, the four (4) hours of Ethics CPE can be part of the 80 hours of required CPE (40 hours in each of the biennium). Be prepared and register for an Ethics course here. License and PTP renewals by December 31, 2025. Firm PTP renewals will require peer review reporting, if applicable.

#### Important Hawaii Administrative Rules (HAR 16-71 - Effective November 27, 2021)

Section 16-71-33 requires a minimum of twenty (20) hours of CPE be earned within each calendar year for the PTP.

For a PTP covering each biennium, an individual applicant shall file, together with the application and payment of a fee for a PTP, an attestation as to the completion of at least eighty (80) hours in continuing professional education programs. The 80 hours shall have been earned by the applicant within a 24-month period, and within 24 months prior to the date of the application for a PTP, with a minimum of 20 hours earned within each calendar year.

### Using the “CPA” Designation

#### Can one use “CPA” after his/her name with a license, but without a PTP?

The law in Hawaii says that it is a prohibited act to use the title Certified Public Accountant or the abbreviation “CPA” unless you hold **both** a CPA license and a current Permit to Practice, subject to certain exceptions.

If you have a CPA license but not a current PTP, you may call yourself a “CPA”, but you must make it clear that you are NOT actively engaged in the practice of public accounting (e.g., by adding the words “not in public practice”).

People in different positions use the title “Certified Public Accountant.” Some of them prepare tax returns, some do audits of financial statements, some do financial planning, some do business consulting, and some of them hold management positions in industry. There are CPAs in government, CPAs who teach, and CPAs who do other things that may not even be related to accounting. Nothing in the law says that you must be actively engaged in the public practice of accounting to call yourself a CPA.

The way to indicate that you are not holding yourself out to be in the practice of public accountancy, according to Administrative

Rule 16-71-9, is to add the words “not in public practice” following the title CPA. Thus, assuming that you do have a current, valid CPA license, you may use the title “Certified Public Accountant” or the designation “CPA” if you follow it with the words “not in public practice”.

If your CPA license has lapsed, then it is clearly a prohibited act to use the CPA title, even with the words “not in public practice” added. To fit within the exception, you must have a current CPA license.

It is not a violation to make a statement that is clearly historical rather than current, such as “I was a CPA for 30 years before I retired.” That type of statement is not a violation because it does not imply that you are a CPA now. However, if you do not have a current PTP, any statement that suggests or implies that you are a CPA now should clearly indicate that you are not in public practice.

Of course, the other alternative is to maintain a current Permit to Practice. If you have both a CPA license and a current Permit to Practice, then no disclaimer is required.

To initially obtain your CPA license, you had to satisfy the applicable standards regarding Education and Experience, and pass the Uniform CPA Exam. You have good reasons to be proud of that achievement, and if you follow the rules, it’s appropriate to let people know about it. You are a CPA--the fact that you left public practice doesn’t change that.

Having CPAs in important positions in government, industry, and academia is good for the profession and good for society. If your CPA background helps you do your job, that proves the value of the CPA profession. Identifying yourself as a CPA and showing pride in the profession is a plus for all of us.

Don’t become a victim of a RICO investigation! Know the law and comply. If you have any questions, feel free to contact the Hawaii Board of Public Accountancy at (808) 586-2696, email: [accountancy@dcca.hawaii.gov](mailto:accountancy@dcca.hawaii.gov).

*This advisory is intended as general information, and not legal advice for any specific individual situation. If you need or want legal advice, you should consult an attorney.*

\*The Regulated Industries Complaints Office (RICO) is a statewide agency of the Department of Commerce and Consumer Affairs. RICO enforces the regulatory standards of over forty professions, occupations, and programs by receiving, investigating, and prosecuting complaints.