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The Official Publication of the
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August 2025

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President's Message

By Dr. Frank Kudo

This is a different perspective of people's minds and how they see things. It has a bearing on whether we reach our goals in life or not, our attitudes about work and relationships, how we raise our kids and more importantly, whether or not we fulfill our true potential.

I read a book titled "Mindset" by Carol Dweck, PhD. It was part of my research in adolescent behavior and leadership development. Dr. Dweck is a psychologist at Stanford University and is a renowned expert in the field of social psychology, personality and developmental psychology. Dweck discovered that everyone has one of two basic mindsets.

One mindset is a "fixed mindset," you believe basically that your talents and abilities are set ... either you have it or not. Another mindset is a "growth mindset," you believe that your talents and abilities are developed over time with hard work, knowledge, perseverance and making mistakes and experiencing failure. Yes, making mistakes and experiencing failure. Those with growth mindsets journey through life opening up more opportunities and chances for success. Our mindsets which develop from childhood are a result of parenting and our peer group interactions. As an adult



our mindset sets in motion our ability to cope with failure, take risks, and produce positive results. From work to sports, relationships to parenting we are all product of our minds.

Research has shown that people with fixed mindsets had a higher level of depression and anxiety. They ruminated on anything that would cast a shadow on them. Failure was devastating to them. They felt that failures and setbacks meant that they were incompetent and inadequate. Failures literally traumatized them and negatively impacted their self-image and left no room for success. The more depressed they felt, the more they let things go and gave up on trying to solve their problems. Another thing they did was assign blame to someone else or make excuses. For a fixed mindset individual success can really define you, but failure can be traumatic on your self-image and can have paralyzing effects.

For the growth mindset, individual failure can hurt, but it won't be devastating to your self-image of

yourself. Your understanding of failure has another side to it. It is an effective way of learning and developing mastery. We all fail at something in our lives, and sure we don't feel good about it, but those who feel it is part of the learning process will ultimately taste success. They work hard to get better and learn from their mistakes. They persevere through hardships because they know there will often be light at the end of the tunnel. Growth mindset is a positive attitude and understanding of human development and what really defines you.

In sum, anyone with a fixed mindset is always in danger of being measured and defined by a failure. When failure happens, it can define them in a permanent way. It literally robs them of their coping mechanisms. However, a person with a growth mindset views failure as a learning experience, a way to learn, work, study and get better. In business or any profession, a growth mindset will open the doors to opportunities and ultimately success in our lives.



Last month, the Senate unanimously passed the Filing Relief for Natural Disasters Act that the House unanimously passed earlier this year. The bill now heads to the President's desk for his signature. The legislation authorizes the IRS to postpone federal tax deadlines for taxpayers affected by a qualified state-declared disaster upon a declaration by the state governor.

The American Institute of CPAs (AICPA) and state CPA societies have strongly advocated Congress to authorize the Internal Revenue Service (IRS) to postpone federal tax deadlines for taxpayers affected by a qualified state-declared disaster upon a declaration by the state governor. Earlier this year, the House of Representatives unanimously passed the Filing Relief for Natural Disasters Act (H.R. 517) and this week the Senate followed suit, passing the bill by unanimous consent. The bill now heads to the President's desk for his signature.

Historically, the process of receiving tax filing and payment relief from the IRS during a disaster is triggered by a federal disaster declaration, which can come days, weeks or months after a disaster. Therefore, affected taxpayers may wait months before knowing if they will be entitled to much needed tax relief. This bipartisan, bicameral legislation will expedite the issuance of federal tax relief and provide the IRS with authority to grant tax relief once the governor of a state declares a disaster or state of emergency.

"The passage of this important legislation is a major win for taxpayers and tax practitioners across the country," said AICPA President & CEO Mark Koziel, CPA, CGMA. "When taxpayers are impacted by a disaster, the stress, anxiety and emotional toll can be overwhelming – these people should be afforded every opportunity to meet their tax obligations without additional hardship. We applaud the actions taken by members of Congress to set aside political ideology and unanimously support taxpayers by providing disaster victims' timely relief. This bill will allow those impacted by a natural disaster to have certainty that tax filing deadlines will be extended earlier in the process, and sometimes before the disaster occurs, so they can focus on their safety."

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What's in the Big Beautiful Tax Bill?

By Art Werner



On July 4, 2025, President Trump signed the One Big Beautiful Bill Act into law. Passed by the Senate on July 1 (51-50 with Vice President Vance breaking the tie) and agreed to by the House on July 3, this sweeping tax and spending legislation solidifies and expands key provisions of the 2017 Tax Cuts and Jobs Act.

The law makes permanent or extends the TCJA individual rate cuts, expands the standard deduction and child tax credit, and introduces new tax breaks—most notably eliminating federal income tax on cash tips and overtime pay for certain earners. Small businesses also receive expanded Section 179 expensing (up to 23%) and 100% bonus depreciation, plus adjustments to treatment of research and development deductibility.

On the spending side, the bill imposes substantial cuts to Medicaid and SNAP (food stamp) funding, rescinds green energy incentives, increases funding for border enforcement and defense programs, and raises the federal debt

ceiling by \$5 trillion—expected to increase deficits by \$3 trillion or more over the next decade.

For CPAs and tax advisors, implications are immediate:

- Client income thresholds may shift, and refund estimates could change due to increased standard deductions and credits.
- Tipped and hourly workers may need support understanding new exclusions for cash tips and overtime.
- Businesses should revisit spending and equipment purchase plans based on expanded expensing rules.
- Retirement and estate planning may change if top individual rates now remain lower permanently.

While the law is now finalized, clients are just starting to digest its breadth—and state-specific fiscal effects are just emerging. Now's the time to talk strategy and scenario planning so clients are prepared before the next tax filing season.

Hear more from Art

REGISTER HERE

**What The Big Beautiful Bill Means
for You and Your Clients**

**Breaking Down Key
Tax Provisions**

August 4, 2025

8:30 a.m. to 12 noon



From Receipts to Reports: A No-Nonsense Approach to Tracking Business Finances

Keeping track of business expenses, from receipts to reports, is not exactly the most glamorous part of entrepreneurship, but let us be honest—it keeps the lights on. If you are not paying attention to your financial records, you are flying blind. Money leaks happen, the tax season becomes a nightmare, and you are scrambling to understand it all before you know it. The good news? A solid system makes all the difference. Whether you are running a one-person show or managing a growing team, the key is building habits that keep your finances in check without overwhelming you.

Start With A Dedicated Business Account

Mixing personal and business expenses is a recipe for confusion. It is time to draw a clear line if you are still swiping the same card for office supplies and Friday night takeout. A separate business checking account keeps everything organized from the start. Not only does this make tax season much easier, but it also gives you a clearer picture of your actual cash flow. Plus, if you ever apply for a business loan, having well-maintained financial records makes you look much more credible.

Automate Everything You Can

Manually tracking every expense is a quick way to drive yourself crazy. The best way to

stay on top of your financial records is to let technology do the heavy lifting. Expense-tracking apps like Zoho Expense, SAP Concur, QuickBooks, Expensify, or Wave can categorize your spending, synchronize with your bank, and even generate reports in seconds. Automation is not about replacing good financial habits but making them



effortless. Staying consistent becomes second nature when your system works for you instead of against you.

Save Every Receipt, But Go Digital

Implementing OCR technology can transform how businesses manage expense tracking and financial record management. OCR tools reduce manual data entry and minimize errors by converting scanned receipts and invoices into searchable, editable text. This technology helps businesses organize financial documents efficiently, making it easier to track expenses and retrieve records when needed. For a deeper understanding of how this

works, check out the definition of OCR technology and see how it can streamline financial processes.

Schedule Regular Financial Check-Ins

Waiting until tax season to review your finances is like only checking your bank account after a card gets declined. Set a recurring date—weekly, biweekly, or monthly—to review your expenses, income, and any outstanding invoices. I prefer to file an expense report the day after I return from a business trip. Otherwise, it would be too hard to remember my expenses. Plus, I capture every receipt while on the trip on my phone and email travel reservations like airfare to my expense tracking platform. These financial check-ins do not have to be lengthy, but they do need to be consistent. Correcting a minor problem is much easier than digging yourself out of a financial mess months later.

Understand Your Tax Deductions

If you are not taking advantage of tax deductions, you leave money on the table. But the key is knowing what qualifies before you start writing things off. Business meals, home office expenses, mileage, and software costs can all be deducted, but only if you track them correctly. A quick consultation with a tax professional can help

continued on page 18



TAX FOUNDATION OF HAWAII

Hawaii's Watchdog on Taxes & Government

TFH is the 'watchdog' for Hawaii taxpayers' money. To support TFH's mission, please donate [here](#).

Pay for No Work



In our state, we have a civil service system that is supposed to protect workers. Workers are not to be fired unless the employer has "cause," or a good reason, to fire them. But, as we will see, the system that has built up around this principle is now broken.

Under most of the union agreements with governmental employers that are now in place, an agency can suspend the employment of a worker for up to 30 days if they think that worker did something bad. The agency can then investigate and terminate the worker if it has cause to do so. The worker, then, has a chance to file a grievance against the firing and have the matter heard by an arbitrator.

If the agency needs more time than 30 days to conduct its investigation, it needs to resume paying the worker. A worker in this situation either can be told to go back to work either in the same job or a similar job, or is put on "administrative leave," like paid vacation. Administrative leave means that the worker doesn't come to work, but is still paid, and earns the same benefits as if he or she were still working. If the class of employees of which the worker is a part receives a union-negotiated raise, for example, the worker gets that raise too. The worker also earns vacation days, sick days, and service credit that figures in to his or her pension when the worker retires.

This system apparently was designed to encourage agencies to conduct their investigations quickly and then make up their minds quickly about what action, if any, to take against the worker.

That hasn't happened in many instances.

In July 2024, Civil Beat reported that many of these investigations were taking months or years. Between 2020 and 2023, the Hawaii Health Systems Corporation had at least 120 workers on paid administrative leave for an average of 2½ months each. The Hawaii Department of Education had at least 70 workers in that situation for an average of 10+ months each. The Hawaii Department of Health had at least 30 workers on paid administrative leave for an average of 10 months each. The total salary cost to taxpayers just from these agencies is \$6.3 million. For zero productivity.

And those are just the average cases. Civil Beat, in a follow-up report, mentioned the case of an employee of the Honolulu Prosecuting Attorney's office who was accused of claiming \$12,000 of faked mileage reimbursements. The investigation into his case has dragged on for five years, costing taxpayers upwards of \$300,000. It is unfathomable how an investigation into misconduct, in an office that is full of investigators and attorneys whose job it is to build

cases against wrongdoers, could be allowed to take that long.

Perhaps the problem is that government agencies don't feel invested in the outcome. After all, it's not their money that is being wasted here; remember, government agencies don't pay taxes, taxpayers pay taxes. People further up the food chain need to be accountable for debacles like these.

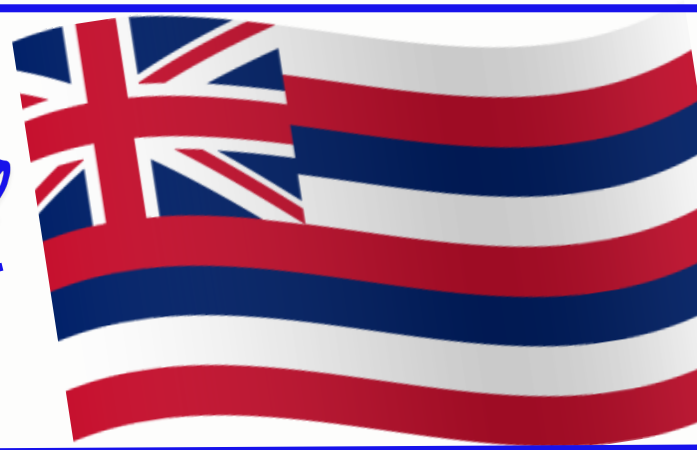
But why does agency leadership have to be invested in the fate of one or two allegedly bad apples where the agency employs hundreds or thousands? The answer is morale. Who wants to slave and toil at an agency where a coworker who allegedly did something bad is raking in the cash without the slaving and toiling?

Administrators of large agencies, especially, should be made to feel the pain even when a few million dollars here or there is only a small fraction of the agency's total budget. That few million dollars certainly can be better used elsewhere.

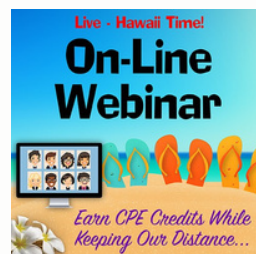
Tom Yamachika is President of the Tax Foundation of Hawaii - the 'watchdog' that keeps an eye on Hawaii's taxes. Tom is also the owner of Aloha State Tax, a small law firm with emphasis on State taxes. Prior to going solo and the TFH, Tom was a principal with Accuity LLP where he managed the tax consulting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



Special



More Updates on The One Big Beautiful Bill Act + Hawaii Tax Insights



August 11, 2025 ★ 11:30 a.m. to 2:00 p.m.

Stay ahead with the latest developments under The One Big Beautiful Bill Act, featuring expanded tax breaks for tipped workers, overtime pay, Social Security benefits, and select car loan interest. We'll also cover key provisions including green energy incentives, employee retention credit claims, and opportunity zones.

Gain clarity on how key elements of the 2017 Tax Cuts and Jobs Act (TCJA) have been extended, modified, or allowed to expire - including updates to the SALT deduction impacting both individuals and businesses.

We will round things off with highlights from Hawaii's newest tax legislation, including TIR 2025-02 regarding withholding requirements for nonresident partners and beneficiaries starting in tax year 2015 (January 1, 2025).

We are seeking your comments on TIR 2025-02. The Governor also vetoed two tax bills this year - to be discussed. Register [here](#)!

Featuring Hawaii All-Star Panelists



Ron Heller



Kurt Kawafuchi



Chris Mashiba



Tom Yamachika

SELECTING THE

Right AI Tools



By Heather Robinson
Boomer Consulting, Inc.

For all the promises being made about artificial intelligence (AI) right now, it's not a magic wand. But with the right approach, it can be a powerful lever for change. The firms seeing the biggest gains don't chase trends. They collaboratively solve real problems.

You have plenty of AI tools to choose from, but identifying the right tool requires aligning innovation with purpose, involving the people who make your firm run and committing to a process that ensures long-term value.

At Boomer Consulting, we believe every AI investment should move your firm closer to its strategic goals. So, the next time someone in your firm says, "We need AI," push the conversation forward by asking, "What's the problem we're solving and who needs to be at the table?" That's where transformation begins.

Define the problem before you pick the tool
The most common misstep firms make when selecting an AI tool is

skipping ahead to the solution without considering the underlying requirements. No amount of automation can fix a process you haven't defined or a problem you don't fully understand.



Start by asking:

- What workflow or outcome are we trying to improve?
- Who is impacted most by this challenge internally and externally?
- How are we solving this today, and where does it fall short?

For example, are you trying to reduce manual data entry in client onboarding? Speed up document review during busy season? Or deliver faster, more accurate insights for advisory services?

Each scenario could point to a different class of AI solution. Some may require intelligent document processing, while others need machine learning-powered analytics.

Without clarity on the "why," it's easy to invest in tools that add complexity instead of value.

Establish decision criteria

Once you define the problem, establish a consistent set of filters for evaluating potential tools. These filters should reflect your firm's

values, priorities and capacity to adopt and maintain new technology.

Key decision criteria include:

- **Functionality fit.** Does the tool directly support the workflow or task you're aiming to improve?
- **Ease of integration.** Will it integrate seamlessly with your existing tech stack, or will it require custom workarounds?

- **User experience.** Is it intuitive for both tech-savvy team members and those less familiar with AI?
- **Security and compliance.** Does it meet your firm's data privacy standards and applicable regulations?
- **Scalability.** Will it only work for one team or scale across the entire firm as your needs evolve?
- **ROI and time to value.** How long before you see measurable benefits, and what does success look like?

Having these filters in place before you schedule vendor demos ensures your decisions remain grounded in strategy rather than hype.

Involve the right stakeholders

The most effective AI decisions happen when leaders bring both technology and process voices to the table. Technology leaders can evaluate infrastructure needs, integration, licensing and data security risks. Meanwhile, process leaders understand how work gets done across teams. They're best positioned to assess adoption risks, user experience challenges and potential impact on the client journey.

This cross-functional approach helps avoid a common trap: investing in a tool that works technically but fails to stick because it doesn't fit the way your teams actually work.

Pilot intentionally

Rather than launching an AI tool firmwide on day one, start with a targeted pilot. Choose a team or workflow with a well-defined process and measurable outcomes.

- Track usage data, time saved, error rates, or other key performance indicators



- Solicit user feedback early and often from the people doing the work
- Refine the implementation plan before scaling

An intentional pilot helps build internal buy-in, highlight unforeseen challenges and reduce the risk of costly missteps. It also allows your firm to test both the tool's effectiveness and the support systems (like training and documentation) required for broader adoption.

Create a Feedback Loop

AI isn't a "set it and forget it" investment. Like your firm's processes, AI tools require ongoing evaluation and refinement.

Establish regular checkpoints to assess:

- Is the tool being used as intended?
- Are we realizing the benefits we expected?
 - What adjustments—technical or procedural—are needed?
 - Do users have the training and support they need?

Even successful implementations can lose steam without a feedback mechanism. Ongoing review helps your firm adapt as workflows evolve, team members change or the solution provider releases new features.

Choosing an AI tool shouldn't feel like a gamble. When you pair the right technology with a strong process, you unlock efficiency, firm-wide confidence, innovation and momentum.

Your investment in AI should be strategic, not reactive. The most successful firms don't chase every new tool; they solve real problems, involve the right people and measure impact along the way.

So, the next time someone says, "We need AI," respond with, "Let's talk about the process first."

Transformation Trends



By Donny Shimamoto, CPA.CITP, CGMA

Ditch the Ladder, Climb the Jungle Gym:

Rethinking Career Paths in Accounting

*Accounting is no longer just about numbers.
It's about navigating possibilities--and career paths should reflect that.*

For decades, the accounting profession has sold the dream of a singular path to success: graduate with your degree, land a job at a firm, and work your way up the ladder to partner. Or exit the firm and become a controller and work your way up to CFO.

For many, that ladder was clear, structured, and (for some) satisfying.

But for too many others—especially younger generations, mid-career changers, and those from historically underrepresented backgrounds—the ladder can feel limiting, outdated, or even out of reach. Or even worse, not reaching the top can feel like failure.

It's time for the profession to replace the traditional ladder with a jungle gym (Thank you, Sheryl Sandberg) —a more flexible, dynamic, and inclusive vision of career growth that reflects the complexity of modern accounting and the aspirations of today's workforce.

From Climbing Up to Moving Around

Unlike a ladder, a jungle gym offers multiple ways to reach new heights. You can climb up, sideways, even backwards—and sometimes take a step down to

*Accounting is no longer just about numbers.
It's about navigating possibilities --
and career paths should reflect that.*

ultimately leap forward. That's the kind of career agility that today's accountants need.

Consider the rise of non-traditional accounting roles:

- Data analysts and automation specialists inside firms;
- ESG consultants leading sustainability initiatives;
- Internal firm coaches and DEI strategists;
- Client advisory professionals specializing in tech stack design or process reengineering; and/or

- Accountants turned into startup founders, authors, or educators.

These are not deviations from the profession. They are evolutions of it. And yet, many firms and organizations still talk about success as if there's only one direction: up the ladder.

Why the Ladder is Losing Its Appeal

Three major trends are accelerating the shift away from the ladder model:

1. **Changing Talent Expectations:** Today's professionals are seeking purpose, autonomy, and balance. They want roles that align with their values, leverage their strengths, and allow for personalization. A rigid path to the executive level doesn't appeal to everyone—nor should it have to. We should honor diverse definitions of success, not just the titles on a business card.

and the Trend continues...

2. **Evolving Business Models:**

The rise of advisory roles in firms and finance, niche consulting in non-accounting areas, and AI-enabled workflows is redefining what it means to be valuable in a firm. Expertise is no longer solely vertical—it's lateral, interdisciplinary, and collaborative.

3. **Urgency Around Retention:**

While some research suggests the tide of quiet quitting has eased, the cost of losing talent is still an issue for many accounting firms and finance teams. But many of those professionals aren't burned out – they're boxed in.

What the Jungle Gym Looks Like in Practice

Transitioning to a jungle gym model doesn't mean abandoning structure. It means expanding it.

Instead of a single upward track, offer multiple pathways with interchangeable roles across departments, service lines, or specialties. A tax associate might shift into a tech implementation team. An auditor could explore sustainability consulting or training roles. A controller could try being a business analyst with a focus on

data analytics and operations.

Normalize lateral transitions and rotations as growth opportunities. These can deepen perspective, prevent burnout, and build team resilience. Empower employees to shape their own trajectories. Let them combine technical, leadership,



and personal growth goals in ways that make sense for their aspirations—and your business needs.

Mentors as Guides, Not Gatekeepers

Encourage mentorship models that support exploration and risk-taking, not just grooming for the executive path.

It's time to redefine what success looks like in accounting. The jungle gym model honors the complexity of modern accounting and the humanity of the people who choose this

profession. Whether you're a managing partner, CFO, HR director, or young professional trying to find your place, ask yourself:

- Are we offering real career agility, or just lip service?
- Are we rewarding curiosity and lateral growth?
- Are we building teams that people want to stay in—or escape from?

Let's Design the Profession We All Want

At the Center for Accounting Transformation, we believe the future of accounting is inclusive, dynamic, and fulfilling. But we

can't get there if we cling to outdated models of what a "successful accountant" looks like.

Let's give people the freedom to swing, climb, pivot, and grow. Let's build teams where the view from the top isn't the only one that matters.

Let's ditch the ladder—and build a jungle gym together.

Passing the Baton – and the Magic of Getting Involved

By Jill Ishimitsu



After more than 15 years with the Y-CPA professional community, it's finally time for me to roll off.

But before I do, I want to make one last push to encourage you to get involved.

The Y-CPA community offers a variety of opportunities that are not only rewarding but genuinely fun: community service projects, networking mixers, social events, speaking engagements, and presentations to students. Whether you're looking to give back, grow professionally, or just connect with fellow CPAs, there's something for everyone.

I hope a few of these catch your interest—and that you'll consider jumping in.

Community Service

One of the Y-CPA goals is to give back to our community. Throughout the year, various events are scheduled to give members the opportunity to volunteer their time. Events such as teaching financial literacy to 2nd graders at Maemae Elementary School (through Junior Achievement) in December and January, annual beach clean up alongside college students in April, packing food boxes for seniors with the Hawaii Food Bank in August, and wrapping gifts for foster kids for the Family Program Hawaii's Annual Holiday Party. We have also assembled lanterns for the Shinnyo Lantern Floating event and volunteered with VITA. If you would like to recommend a community service project, feel free to bring it up with the Y-CPA Committee or Squad.

Building the Pipeline

A big focus of our efforts has been on promoting the accounting profession to high school and college students. We conduct in-person and online presentations to advocate the importance of

going to college and pursuing a degree in accounting. We share our personal experiences and talk about the many opportunities a career in accounting can offer.

At the college level, we provide various presentations and workshops to encourage students to become accountants. This includes helping them with their resumes and preparing for interviews, keeping them abreast of the CPA exam changes, and providing opportunities for them to meet and network with professionals. While we have seen a slight increase in accounting students, there



is much more work to be done. We are always looking for volunteers to share their experiences and connect with the next generation of accountants.

Networking and Social Events

The Y-CPA organize events to bring young professionals together. These events offer members the opportunity to socialize and network with accountants and other business professionals. These events foster lasting relationships with professionals who will support and encourage you along the way. Whether it be over a drink or on a hike, take advantage of the time to learn about others and share a bit of yourself too.

Opportunities and Gratitude

I've gained so much through the Y-CPA, thanks to the support and leadership of Kathy, Debbie, and the entire Squad (former and current). When I joined the HSCPA in 2010, it was simply to connect and give back—but it grew into something far more meaningful.

I had just moved to Honolulu and didn't have many professional contacts. It was important for me to build a network of professionals in Hawaii to complement the network I had built in Oregon. The Y-CPA allowed me to do that and so much more. I'm truly grateful for the connections I have made through the Y-CPA and for the support they have provided me.

The Y-CPA challenged me to be a better leader and to do things outside of my comfort zone like public speaking and teaching a classroom of second graders. I attended presentations by members of our business community who shared their success stories and provided me insights into what it takes to be a better leader.

As I roll off the Y-CPA Squad and join the HSCPA Board, I encourage you to jump in. It's easy to get started—sign up for events, bring co-workers, and don't worry if you don't know anyone. You'll find friendly faces ready to welcome you.

Not seeing something that sparks your interest? Join the Y-CPA Committee and help shape the calendar. Got a thought to share? Write for the KALA. The Y-CPA is here for you—get involved, share your ideas, and you just might be surprised by what you gain.



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Lanai: 65 ft² 6 m², Prk: 1
Views: Ocean & Park



#1404 \$1,780,000

2 BD, 2 BA Intr Size: 1,133 ft² 105 m²
Lanai x 2: 65 ft² 6 m² / 71 ft² 6.5 m², Prk: 2
Views: Diamond Head, Ocean & Ala Moana Beach Park

Please call May or Jack : 808 532 3330



John "Jack" Tyrrell

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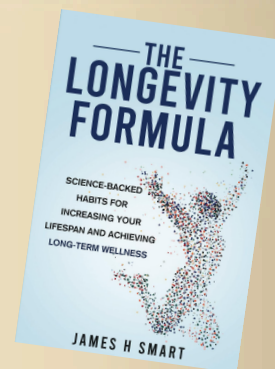
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Norman's Book Review

"THE LONGEVITY FORMULA"

BY JAMES H. SMART



There is a plethora of information via books, videos, and online sources on how to live longer, healthier and happier. How do you navigate through all the information? This is where James Smart's book comes in. In his clear and easy-to-read writing style, he covers what's out there related to the aging process, physical activity, sleep and restoration, what to eat, healthy practices, medical practices, and alternative practices. James ends his book with practical applications and 101 science-backed methods to increase your lifespan. He intentionally focused his book on practical and actionable strategies that we can implement immediately. I felt like his book was a "CliffsNotes" on better health.

The following are excerpts from the book that I thought you would find interesting and would give you a good feel of the book. I easily read the book in one sitting and felt more knowledgeable and inspired about improving my health.

Chronic Inflammation

Chronic inflammation is a hidden enemy of longevity. It

slowly causes cellular damage and degrades our body over time. Poor diet, a sedentary lifestyle and stress can trigger it. The book summarizes the foods that cause inflammation and the foods that fight inflammation. These are listed below. Try to eliminate or minimize the former and load up on the latter.

Foods To Avoid

- Refined carbs like white bread and pastries
- French fries and other fried foods
- Soda and other sugar-sweetened beverages
- Red and processed meats
- Margarine, shortening and lard

Foods To Consume

- Turmeric is the most anti-inflammatory food
- Ginger and garlic are closely behind Turmeric
- Green or black tea
- Colorful fruits and vegetables
- Whole grains
- Beans
- Soy-based products
- Nuts and legumes
- Fatty fish

Keep Moving

A sedentary lifestyle is the antithesis of longevity. Per the World Health Organization, people who are insufficiently active have a 20-30% increased risk of early death compared to people who are sufficiently active. Sadly, 60-85% of the world's population lead sedentary lives.

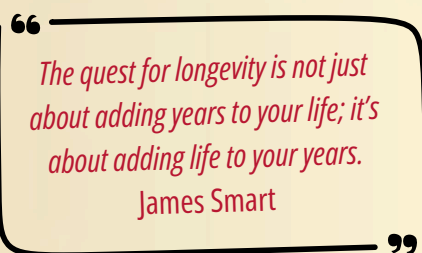
From HIIT to Yoga

The best exercises for longevity range from high intensity interval training (HIIT) to yoga. For those of you who want "magic" to happen, combine these two exercises. HIIT challenges your body and ignites vitality, while yoga nurtures flexibility and promotes resilience.



The book contains helpful hints to improve your sleep. These include: don't workout within three hours of bedtime, keep your bedroom cool (between 60-67degrees), keep your bedroom tidy, no screen time at least one hour before bedtime, and have a consistent sleep schedule. Note that chamomile, valerian and passionflower are herbs that help relax and sleep.

A great way to assess our digestive and gut health is to analyze our stools. A healthy gut microbiome supports well-formed stools. To help us is the Bristol Stool Chart which features seven different stool types. **Type 1:** Hard lumps; **Type 2:** Sausage-shaped, but lumpy; **Type 3:** Like a sausage but with cracks on its surface; **Type 4:** Like a sausage or snake, smooth and soft; **Type 5:** Soft blobs with clear-cut edges; **Type 6:** Fluffy pieces with ragged edges, a mushy stool; and **Type 7:** Watery, no solid pieces. [Types 3, 4 and 5](#) indicate a well-functioning digestive system and a balanced gut microbiome.



Contrast hydrotherapy is where you combine an ice bath with sauna. You start with a sauna, then do an ice bath or cold shower, and repeat the process two or three times. The potential benefits are improved circulation, enhanced immune function, reduced inflammation and stress reduction.

It seems like we know many people who are pre-diabetic or are diabetic. What does that mean? That means you have elevated blood glucose levels. Fasting blood glucose below 100 mg/dL is normal; 100-125 mg/dL may indicate pre-diabetes; and above 126 mg/dL on two separate tests indicates diabetes. Regarding Hemoglobin A1c, a number below 5.5% is normal; 5.7–6.4% may indicate pre-diabetes; and above 6.5% on two separate tests indicates diabetes.

- Omega-3
- Vitamin D
- Magnesium
- Probiotics
- CoQ10

Breakfast: Overnight oats, whole grain toast with avocado, smoothies

Lunch: Quinoa salad, turkey and veggie wrap, vegetable stir-fry

Snacks: Greek yogurt with berries, vegetable sticks with hummus, nuts and seeds

The author notes alternative practices can be helpful, but should be researched to make sure it is right for you. Nicole Kidman practices transcendental meditation, Elle Macpherson embraces acupuncture, Cindy Crawford enjoys infrared saunas, and Gwyneth Paltrow uses cupping and Chinese medicine.

The author noted at the end of his book that he wanted to provide us with the tools we need to live a longer and healthier life. Because knowledge alone is not enough and the true power lies in taking action, he included actionable and science-backed advice that we can integrate into our daily routines. We will then be able to embark on a journey towards a future filled with vitality, joy, and the wisdom that comes with age.



you determine which deductions make sense for your business and how to document them properly. Tax laws change; what worked last year might not fly this year. Stay informed, and do not leave your deductions to guesswork.

Keep Personal Spending In Check

Just because you can expense something does not mean you should. Business finances need discipline, and that means drawing clear boundaries. It is tempting to run personal expenses through your business account, but this can create a messy paper trail and potential legal headaches. Keep personal and business spending separate and resist blurring the lines because it is convenient. Good financial habits today mean fewer problems tomorrow. We cover expense fraud in our new

K2 course, "K2's Expense Reporting Automation," which is included in our K2 Conferences and is available as an on-demand course.

Summary

Tracking business expenses, from receipts to reports, is not about following rigid rules but creating a system that fits your workflow. You may be a spreadsheet person or rely on apps for heavy lifting. Whatever method you choose, consistency keeps you out of financial chaos. The more you stay on top of your records, the more control you have over your business's future. And isn't that the whole point?

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In Memory Of

Steven H. Shimabukuro
1947 - 2025

Our sincere regret at the loss of a colleague, friend and member of the HSCPA since 1975. We extend our heartfelt condolences to his family and friends.

Hawaii Practices for Sale

Honolulu CPA Practice - \$250K gross revenue; Leeward-Central Oahu Area - \$865k gross; Hilo CPA Practice - \$755K gross. For more information, please call 1-800-397-0249 or visit www.APS.net to see listing details and register for free email updates.

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H S C P A

HAWAII SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS

Your Experience Can Help Solve Hawaii's Accounting Talent Shortage

Dear Professionals:

Hawaii businesses are facing a critical shortage of accounting professionals—and the ripple effects are real.

To address this challenge, the Hawaii Society of CPAs and Center for Accounting Transformation have launched a new research effort: The State of Accounting Careers in Hawaii. This survey is part of a broader initiative to understand the current workforce and build a more sustainable talent pipeline.

We're calling on accounting and finance professionals across the state to participate. If you work at an accounting firm, we also want you to participate.

Your insights will:

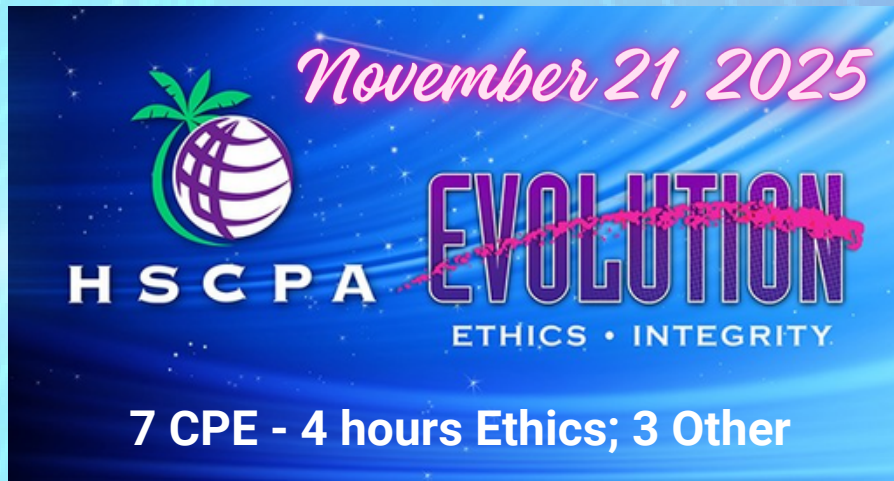
- Inform advocacy for job creation and education pathways
- Help students see the real future of accounting—beyond the stereotypes
- Provide factual data on work hours, salary trends, and the impact of AI
- Support outreach to students, educators, and employers

We ask that you give us just 5-10 minutes of your time to complete the survey. Whether you're in public practice, finance, government, internal audit, education, or a related field, your career journey matters.

Take the Survey → https://www.surveymonkey.com/r/HSCPA_Careers2025

Let's shape a profession—and a future—that enhances Hawaii.

Thank you for being part of the solution!



65th Annual Conference

8:30 AM ~ 3:30 PM



Take a break from the technical stuff for an amazing day filled with inspiration, connections, and excitement! The Annual Conference will fulfill the Ethics CPE requirement for license renewal this year, along with top-notch speakers who will share insights to empower and enlighten. We will cap off the day by unwinding at Happy Hour with great company.

The HSCPA 65th Annual Conference will open with **Lisa Simpson**, VP Firm Services with the American Institute of CPAs. If you've been a fan follower of the AICPA Town Hall Series since 2020, Lisa is the "star". She will discuss the latest updates on trends and issues and the pipeline challenges impacting the accounting profession. Lisa will also touch on the "Transforming Your Business Model" initiative and how this project helps firms identify outdated aspects of their business model and offers solutions across five key areas — governance, strategy, service offerings, talent, and technology. It takes a deeper look at how this transformation can help shape your firm's future.



Professional ethics continues to evolve, influenced by issues like technology, environmental concerns, and social justice. Navigate the gray areas as we explore how moral principles and behaviors have developed and changed over time. It's a reporting year and you'll need the 4 hours of Ethics CPE for license renewal.

Ron Heller will provide an update on professional ethics and explain recent interpretations of the AICPA Code of Professional Conduct. He will teach you how to identify, analyze and respond to conflicts of interest, how to apply independence rules in your practice, and key rules regarding client confidentiality. The presentation will also cover recent Hawaii developments and tips to avoid malpractice claims or liability.



Master Resilience expert, **Andy Pierce**, will cover the Event → Thought → Outcome (ETO) model, a valuable tool for enhancing decision-making and problem-solving. This framework helps CPAs recognize how their thoughts, rather than external events, determine their emotional and behavioral responses. By detecting and challenging underlying beliefs, such as perfectionism or bias, accountants can improve clarity, reduce stress, and make more objective decisions. This approach ultimately strengthens resilience and enhances client relationships, leading to better outcomes in both professional judgment and daily work.



Don't miss this blend of learning, laughter, and leisure! You'll earn 7 hours of CPE, breakfast, lunch, swag, and yes, Happy Hour! Save your spot today and [Register now](#) - we can't wait to see you there!

Happy hour!

Swag