DECEMBER 2022 | VOLUME 69, ISSUE 3



The WVSCPA Staff would like to wish you and yours a Happy Holiday &

Healthy New Jean!

A&A UPDATE WVSCPA AWARD WINNERS PERSONAL FINANCIAL & ESTATE PLANNING

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## **ADVERTISING**

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## CONNECT

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The West Virginia CPA is owned by the West Virginia Society of Certified Public Accountants and is published to provide information, news and trends in the profession of accounting. It is distributed quarterly as a regular service to the members of the WVSCPA. Opinions expressed by correspondents and contributors are not necessarily those of the Society.

# 12 Advantages of Diversity in the Workplace



Source: SplashBi

When an organization proactively runs a workplace, they include individuals that are unique, individuals who come from distinct backgrounds and have different caste, religion, gender, age, sexual orientation, locations, ethnicity, beliefs, and education. This kind of inclusion in the workplace is what makes it diverse. With the rising significance of diversity in the workplace, it is crucial to understand its effect. Whether it is the marketing sector, sales, finance, or HR, diversity has a significant influence on the workplace.



#### **Committee Objectives**

The Accounting & Auditing Committee consists of individuals with diverse backgrounds and experience areas. If you encounter a situation requiring consultation on a general accounting or auditing matter, we may be able to guide you in the right direction. In addition, we regularly communicate with state and local government leaders regarding audit and financial reporting issues, so please let us know if there are concerns you feel we need to address in these communications. Please contact Kristin Moody, Chair of the Accounting & Auditing Committee at kmoody@suttlecpas.com.

#### FINANCIAL ACCOUNTING STANDARDS BOARD ACCOUNTING STANDARD UPDATES (ASU)

Accounting Standards Update (ASU) No. 2022-04: Liabilities-Supplier Finance Programs (Subtopic 405-50): Disclosure of Supplier Finance Program Obligations

The amendments in this ASU apply to all entities that use supplier finance programs, also referred to as reverse factoring, payables finance, or structured payables arrangements. These programs allow a buyer to offer its suppliers the option for access to payment prior to an invoice due date, which is paid by a third-party finance provider upon confirmation from the buyer that invoices are valid. The amendments require additional disclosures, including key terms of the supplier finance program and information about the obligations the buyer has confirmed to be valid to the third-party finance provider.

The objective of this ASU is to improve transparency to investors and other users about a buyer's use of these programs. New disclosures will allow better analysis and consideration of working capital, liquidity, and cash flows over time. The amendments are generally effective for fiscal years beginning after December 15, 2022, including interim periods within those fiscal years. Early adoption is permitted. *Summary provided by Sarah Crouse, CPA*  By: Kristin Moody A&A Committee Vice Chair



#### **PROPOSED ASU AND EXPOSURE DRAFTS**

Proposed Accounting Standards Update (ASU) No. 2022-ED100: Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures

The FASB has issued Proposed Accounting Standards Update (ASU) No. 2022-ED100, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures, which aims to improve the disclosures about a public entity's reportable segments by, among other things, addressing requests from investors for more detailed information about a reportable segment's expenses. The amendments would apply to all public entities that are required to report segment information in accordance with Topic 280.

## If adopted, the amendments in the Proposed ASU would:

- Require that a public entity disclose, on an annual and interim basis, significant segment expenses that are regularly provided to the chief operating decision maker (CODM) and included within each reported measure of segment profit or loss.
- Require that a public entity disclose, on an annual and interim basis, an amount for other segment items by reportable segment and a description of its composition; the other segment items category is the difference between segment revenue less the significant expenses disclosed and each reported measure of segment profit or loss.
- Require that a public entity provide all annual disclosures about a reportable segment's profit or loss and assets currently required by Topic 280, *Segment Reporting*, in interim periods.
- Clarify that if the CODM uses more than one measure of a segment's profit or loss, at least one of the reported segment profit or loss measures (or the single reported measure if only one is disclosed) should be the measure that is most consistent with

the measurement principles used in measuring the corresponding amounts in a public entity's consolidated financial statements.

• Require that a public entity with a single reportable segment provide all the disclosures required by the amendments in the Proposed ASU and all existing segment disclosures in Topic 280.

Comments on the Proposed ASU are due December 20, 2022. *Summary provided by Beth Farley, CPA* 

#### Proposed Accounting Standards Update (ASU) No. 2022-ED300: Business Combinations- Joint Venture Formations (Subtopic 805-60): Recognition and Initial Measurement

The FASB has issued Proposed Accounting Standards Update (ASU) No. 2022-ED300, Business Combinations— Joint Venture Formations (Subtopic 805-60): Recognition and Initial Measurement, which aims to provide investors with more decision-useful information in a joint venture's separate financial statements and to reduce diversity in practice in this area of financial reporting.

The Proposed ASU would apply to the formation of entities that meet the definition of a joint venture (or a corporate joint venture) as defined in the FASB Accounting Standards Codification Master Glossary. A newly formed joint venture would initially measure its assets and liabilities at fair value (with certain exceptions that are consistent with the business combinations guidance) upon formation. Comments on the Proposed ASU are due December 27, 2022. *Summary provided by Beth Farley, CPA* 

Proposed Accounting Standards Update (ASU) No 2022-004: Investments-Equity Method and Joint Ventures (Topic 323): Accounting for Investments in Tax Credit Structures Using the Proportional Amortization Method (a consensus of the Emerging Issues Task Force)

The objective of this proposed ASU is to improve consistency among reporting entities regarding the accounting for investments made primarily for the purpose of receiving tax credits or other income tax benefits.

Existing GAAP only allows election to apply the proportional amortization method to investments in low-income housing tax credit (LIHTC) structures, while the

proposed ASU would extend the optional election to reporting entities meeting certain conditions, regardless of the program through which the investment earns income tax credits. The proposed ASU would also require specific disclosures for tax equity investments in a program when the reporting entity has elected to apply the proportional amortization method.

The amendments in this proposed ASU would apply to all reporting entities meeting certain conditions and who elect to use the proportional amortization method to account for tax equity investments. An effective date has not yet been determined. *Summary provided by Sarah Crouse, CPA* 

#### Exposure Draft (ED) No. 2022-ED200: Proposed Statement of Financial Accounting Concepts No. 8-Conceptual Framework for Financial Reporting-Chapter 2: The Reporting Entity

The FASB has issued Exposure Draft (ED) No. 2022-ED200, Proposed Statement of Financial Accounting Concepts No. 8: Conceptual Framework for Financial Reporting—Chapter 2: The Reporting Entity, a proposed new chapter of its Conceptual Framework that describes a reporting entity.

Stakeholders are asked to provide input on the characteristics of a reporting entity described in the proposed chapter as "a circumscribed area of economic activities that can be represented by general purpose financial reports that are useful to existing and potential investors, lenders, and other resource providers in making decisions about providing resources to the entity." The new chapter would also elaborate on the following three features of a reporting entity:

- Economic activities of the entity have been conducted.
- Those economic activities can be distinguished from those of other entities.
- The financial information in general purpose financial reporting faithfully represents the economic activities of the entity in the circumscribed area and is useful in making decisions about providing resources to the entity.

Comments on the Exposure Draft are due January 16, 2023. *Summary provided by Beth Farley, CPA* 

#### AICPA

#### **AUDITING STANDARDS BOARD (ASB)**

Statement on Auditing Standards (SAS) No. 148, Amendment to AU-C Section 935

The SAS updates AU-C section 935, *Compliance Audits*, to reflect the issuance of the following SASs:

- SAS No. 142, Audit Evidence (AU-C section 500)
- SAS No. 145, Understanding the Entity and Its Environment and Assessing the Risks of Material Misstatement (AU-C section 315)

The SAS provides new language for identifying and assessing risks of material noncompliance. The language provides further detail for risk assessment procedures to evaluate if controls that address these risks are implemented and effectively designed and to assess inherent risk and control risk. Additions and changes to the footnotes and Appendix – AU-C Sections That Are Not Applicable to Compliance Audits were made to accurately reflect the application of the sections amended by the SASs listed above to compliance audits.

The amendment relating to AU-C section 501 in the Appendix is effective for compliance audits for fiscal periods ending on or after December 15, 2022. All other amendments are effective for fiscal periods ending on or after December 15, 2023. *Summary provided by Sean Woody* 

#### **ACCOUNTING AND AUDIT GUIDES**

Between August and October 2022 the AICPA issued the 2022 editions of the Life and Health Insurance Entities Audit Guide, the State and Local Governments Audit Guide, the SOC 2® Reporting on an Examination of

Controls at a Service Organization Relevant to Security, Availability, Processing Integrity, Confidentiality, or Privacy Audit Guide, the Revenue Recognition Audit Guide, and the Employee Benefit Plans Audit Guide. The Guides are updated to reflect new authoritative guidance and give practical tips and illustrative examples. *Summary provided by Kristin Moody, CPA* 

#### **TECHNICAL QUESTIONS AND ANSWERS**

In August 2022 the AICPA responded to a question in Section 100: Ethics adding a new subsection relating to independence in regards to potential familiarity threats due to long association of engagement team senior personnel.

Also in August 2022 questions were added in Section 705 Unpaid Fees. The questions relate to the significance of unpaid fees, safeguards for unpaid fees in conjunction with firm size, other situations related to unpaid fees, and how these items could impact independence.

In September of 2022 the AICPA responded to three inquiries in Section 250: Nonattest Services - Information Systems Services. Two of the questions related to considerations in the evaluation of independence when providing non-attest IT services such as operation or maintenance of the IT help desk and network maintenance and updates. The third was in regards to whether postproduction stabilization support (hypercare) is considered an implementation service or postimplementation service. The response indicates that hypercare is part of the final stage of implementation. *Summary provided by Ericka Vance* 

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Outstanding Accounting Student Awards \_\_\_\_\_ APPLY BY MARCH 15, 2023

Each year the Recruiting and Career Opportunities Committee of the WV Society of CPAs recognizes students majoring in accounting from colleges and universities all across the state of West Virginia. Information regarding these awards is sent to current student members of the society as well as Faculty to advise that they are eligible to participate and apply for these awards. You MUST be a Student Member of the Society and be attending a college or university in the state of West Virginia. If you are not currently a Student Member, you may now apply for membership via our online application, under the Membership tab from the home page.

For more award criteria and application process, visit wvscpa.org/students.

# DEADLINE EXTENDED TO DECEMBER 31, 2022

2023 WVSCPA AWARDS

AWARD Nominations Open

DEADLINE TO NOMINATE DECEMBER 15, 2022

To nominate a member who fits the criteria for one of our awards, please complete the form on the next page. Nomination information should include the form, a letter of recommendation telling how the candidate meets the criteria, supporting documents, if applicable, and a resume.

Email all nomination information to Kelly Shafer at kshafer@suttlecpas.com or Sonya Butcher at sonya.butcher.cpa@gmail.com.

UPDATE YOUR INFO

Contact Us to Update Info

We want you to have the most current Society information as possible, so we suggest that you review and update your profile information when you pay your membership dues each year. You should also contact us at any time during the year, if you experience any of the following changes:

- Name change due to marriage or divorce
- Change in membership status (i.e. you go from student to associate member or you obtain your CPA license and go from associate member to regular member)
- Contact information changes (i.e. your phone number, address, or work or personal email address)
- Change in employer, position or both

**NOTE:** Membership dues will be emailed to members the week of March 20, 2023.







The West Virginia Society of CPAs recognizes members each year through the awards program. Currently, we are in the process of soliciting nominations.

The following applies to ALL Nominees:

- Nominated by a WVSCPA member in good standing, other than the nominee.
- Posthumous nominations will be accepted, but no later than one calendar year after their date of death.
- Nominations must be submitted no later than December 15, 2022.

#### Outstanding CPA in Business & Industry

- Member in good standing of the WVSCPA
- Actively employed in business and industry or retired
- Nominee must have at one time held a CPA license but does not currently have to hold an active license.
- Distinguished by having made a significant contribution to the growth and success of his/her employer organization or a notable entrepreneurial
- achievement.
  Distinguished by having made a significant contribution to the growth and enhancement of the profession
- Demonstrates leadership, commitment, and achievement

#### **Outstanding CPA in Government**

- Member in good standing of the WVSCPA
- Employed in local, state or federal government
- Nominee must have at one time held a CPA license but does not currently have to hold an active license.
- Government employees who have been retired less than one year prior to the application deadline, as well as elected and appointed officials are eligible, Elected and appointed are eligible
- Having made a sustained and significant contribution to the increased efficiency and effectiveness of his/her government organization. This is the most important criterion.
- Having made a significant contribution to state and national professional organizations, and in the level of government for which nominated
- Having made a significant contribution to the growth and enhancement of the profession

#### Public Service

- Member in good standing of the WVSCPA
- Demonstrated leadership
- Impact on the community
- Involvement in the community
- Service has been outstanding and/or unique

#### Kathy Eddy Young CPA of The Year

- Member in good standing of the WVSCPA
- Candidate must be 35 years of age or younger on May 31 on the year of nomination
- Meets all eligibility requirements to practice as an active CPA in the state of WV
- Member of a local chapter and at least one other professional organization
- Significant accomplishments within the WVSCPA or a local chapter
- Professional achievement suggested
- Community contributions and significant achievements
- Demonstration of dedication to the profession through
  participation in professional activities

#### **Outstanding Accounting Educator**

- Need not be a CPA, a member of the WVSCPA, nor hold a doctoral degree
- Be a past (retired within 3 years) or current full-time accounting educator at a WV post-secondary educational institution
- Be distinguished for excellence in classroom teaching and motivating students.
- Having contributed to the accounting profession, as demonstrated by active involvement in professional activities such as participation in professional accounting organizations.
- Noted for their teaching abilities but are now primarily involved in administration or research are eligible for the award.

## To view past award winners, please visit wvscpa.org.

Last L	Day to Submit Form is Dec. 15, 2022
ninee Information	
Name of Award:	
	):
ninator Information	
Name:	WVSCPA Member #:
Address:	
Email:	Contact Number:

# Resources To Make a Complex Job, Simpler

Whether you are preparing for year-end, tax season, or everything in between, Paychex is here to provide the free resources and tools accounting professionals need to stay informed, remain compliant, and enhance your advisory services.

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- · Year-end checklist,
- 2022 tax briefing and more.

Bookmark and frequent this page to stay informed of timely updates that could impact year-end plans.

Paychex also offers **free access** to our robust online **Accountant Knowledge Center (AKC)**. The AKC can help you stay up to date on local and state tax information, answer key business questions, increase productivity, and enhance your client relationships with resources such as:

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- Tax guides and forms
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Paychex is the preferred provider of payroll services to WVSCPA and its members.

The AKC has links to state-specific tax laws, withholding guidelines, and much more.



### payx.me/wvscpa\_ye22

# ACCOUNTING EDUCATION FOUNDATION SCHOLARSHIP WINNERS & GRANT OPPORTUNITIES

By Cassi Baylous

### THE ACCOUNTING EDUCATION FOUNDATION IS PLEASED TO ANNOUNCE THE WINNERS OF THEIR 2021 – 2022 SCHOLARSHIP!

John Craig is a Senior at Marshall University. He is the Community Service Coordinator for the Marshall Chapter of Beta Alpha Psi, involved with Big Brothers Big Sisters of the Tri-State, and is a member of the Student Center for the Public Trust. He was previously named the Outstanding Accounting Student by the Huntington Chapter in 2020.



Craig

Sydney Cunningham is a Senior at Fairmont State University. She is the Vice President of the Student Accounting Society, and has volunteered with Life Builder's Fellowship and Soup Opera. She has received multiple recognitions during her time at Fairmont State and in the jobs she has held while attending the university.



Ian Pomeroy is a Senior at Glenville State University. He has volunteered with the National Park Service, is the school's football captain, and has received many recognitions during his time at the university, including being recognized with the Distinguished Business Student Award.



Amelia Walker is a Junior at Marshall University. She has volunteered with the school's Volunteer Income Tax Assistance program, is a studentathlete tutor at the school, held several jobs while attending school, and has received multiple recognitions from her time at the university.

The board would like to extend their warmest congratulations to these very deserving candidates. The 2022-2023 scholarship is currently available for student members of the WVSCPA.

In addition to providing scholarships to accounting students across the state, the Foundation has grant opportunities available. If your organization has a project that relates to higher education and accounting within the state, please reach out to jeredgreen@teaysvalleybaptist.com or anna.neil@ huntingtonfederal.com detailing the project and the amount for which you are requesting assistance.



In the past seven years, the Foundation has given out \$36,000 in scholarship funds to West Virginia accounting students and \$27,801 in grants to organizations promoting student learning opportunities and accounting in higher education across the state. We rely on your generous support in order to continue supporting accounting education in our state. We accept donations throughout the year. If you are interested in giving, please contact Kim Mick at the WVSCPA office. We would like to thank those of you who have supported us in the past and made a difference in the future of our profession!



#### **REGULAR MEMBERS**

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## \_EGISLATATIVE UPDATE

DECEMBER 15, 2022 1:00PM - 3:00PM VIRTUAL EVENT

**REGISTRATION CLOSES DECEMBER 11** 

## COMMITTEE DAY

FRIDAY, MAY 5, 2023 CHARLESTON TOWN CENTER MARRIOTT

105TH ANNUAL MEETING

JUNE 14-17, 2023 THE GREENBRIER RESORT

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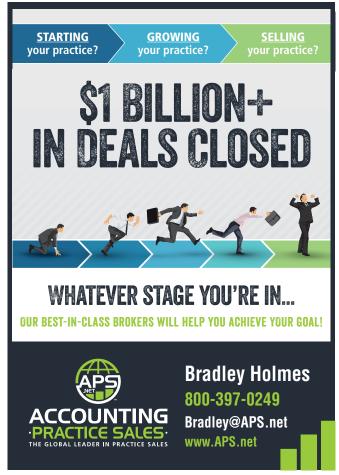


The right planned gift can provide your clients and their loved ones with tax and income benefits while they support the charities of their choice.

With expertise in matching client circumstances to charitable needs and over \$125 million in assets under management, the United Methodist Foundation of West Virginia is the ideal choice to serve as trustee of endowments, donor advised funds, charitable remainder trusts, or charitable gift annuities.

To explore the benefits and possibilities of partnering with The Foundation for your clients' planned giving needs, please contact us.







## 2022 Personal Financial & Estate Planning Checklist

#### BY VICTOR GRIGORACI, CPA

My wife Judy and I recently watched the movie: "Stars in My Crown," starring actor Joel McCrea as Pastor Josiah Gray. In one scene, Pastor Josiah "read" a Will to an angry crowd of townspeople that he quelled. His reading reminded me of what is commonly called an "Ethical Will", known as a "Family Love Letter", also similar to a "Letter of Instructions."

While a Will is legally binding, an Ethical Will or similar document is not legally binding. Many believe that an ethical will can be more valuable than money and material assets. It is a place to share your values and traditions, lessons of life and, of course, your love. It is a place to honor the past, recognize the present and challenge the future by including a quote such as from *Forbes Magazine* founder B. C. Forbes who implored readers to "spend your life on something that will outlast you." This could also be the place where you explain in everyday language certain provisions in your Will that included or excluded a person or bequest, and so forth. And don't forget to provide protected passwords.

If you should decide to prepare an ethical will, you may need professional assistance from a financial advisor, certified public accountant, and attorney. Ethical wills are personal to you and there is no set way or form to hand-write/type or record an ethical will. It is just your heart felt messages that you want to share with your loved ones, either after death or even during life. It should not be a way to hurt, but to uplift, share memories, events, life's lessons and teach; not preach. In essence, you need to answer the question: What do you need/want to share with your loved ones?

"A Letter of Instructions" generally deals with your funeral wishes, obituary and persons to notify; organ donations; where to find available ready cash; bank accounts and investments; bank safe deposit box number and key and home safe combination; life insurance; other financial assets (including retirement accounts) and liabilities; credit cards; employee benefit plans (with special attention to medical insurance); business arrangements; advisors and counsel; doctors and medications; home mortgage; home and auto insurance; payments of utilities; document locations; records to keep, shred, and discard; military records; medical records; Social Security and Medicare; memberships; charitable contributions; income and tax matters; lawn and garden care; pets; family responsibilities and connections; social media details; pending matters and projects; and so forth. The goal is to tell your survivor or executor what to know to carryon and settle your affairs, including protected passwords and digital assets, in particular.

Consider sharing this "Letter" while living, including giving a dated hard copy. If you maintain this "Letter" on your computer or device, it can be updated once-a-year and certainly as needed. Of course, everything on your computer needs to be password protected, and hard copies need to also be secure from prying eyes.

I have found over the years that a number of clients have not updated their Wills and financial plans to reflect changes in the tax laws and family circumstances. **Reminder: It is also very important to review your beneficiary designations on all your documents, especially retirement plans, life insurance, bank accounts, titles and property deeds, etc. Named beneficiaries on these documents will control – not your Will or Revocable Trust.** I therefore suggest the following questions and items for your consideration:

A. Do you have a Will?

B. If yes, does your Will reflect your current desires or family circumstances? If your answer is <u>No</u> to A or B, you may want to contact your legal counsel immediately.

- C. Have you considered alternatives such as trusts or gifts?
- D. Are you taking advantage of your <u>annual</u> \$16,000 (\$32,000 joint) per person gift tax exclusion? Note: The additional lifetime exemption is \$12,060,000 per estate, plus "portability." (The lifetime exemption reverts to \$5,000,000 each adjusted for inflation in 2026.) "Portability" relates to married couples by allowing the surviving spouse to claim the \$12,060.000 unused exemption of the deceased spouse. An election is required and must be filed within 5 years of the date of death. This is called Deceased Spouse Unused Exemption or DSUE. You may need professional advice and assistance for this DSUE election. *Important Note: Unlimited Exclusion for Gifts Made in Payment of Another's Medical or Tuition Costs: Such payments must be made directly to the provider. This is a splendid opportunity for parents/grandparents/others to make gifts in excess of the \$16,000 per year exclusion. This is an easy way to help children, grand- children and others without the inconvenience of a gift tax return and in reducing the donor's estate, if that is the desire.*
- E. Are you interested in ways to avoid estate tax on life insurance policies? On deferring or accelerating income or deductions?
- F. Are you interested in making substantial gifts to members of your family? or others? a. Are you interested in income tax-free or tax-deferred education plans or ABLE accounts, etc. for your children or grandchildren?
- G. Are you interested in making substantial gifts to charities during your lifetime or through your Will?
- H. Have you recently reviewed your business, homeowners, auto, life, disability, and umbrella insurance policies for adequate coverage? Have you considered long-term care insurance?
- I. Do you have the following documents and are they current?

a. **Durable Power of Attorney?** This legal document authorizes a person to act as another person's agent in financial affairs.

b. **Medical Power of Attorney?** This legal document designates someone else to make health care decisions for you if you are unable to make those decisions. This document and Living Will can avoid family conflicts and court intervention.

c. **Living Will Declaration?** This legal document expresses your desire not to receive extraordinary medical treatment when you may be terminal and are unable to speak for yourself. (See West Virginia Center for End-of-Life Care website for current information and forms.)

d. **Distribution of Tangible Personal Property Statement?** Wills generally provide for the distribution of tangible personal property (such as antiques, heirlooms, autos, boats, collections, guns, jewelry, furs, special clothing, etc.) according to a separate writing to designated beneficiaries. If not, your Will or trust controls.

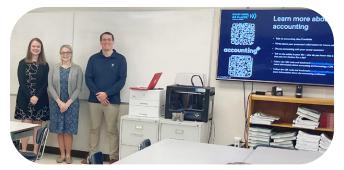
In addition to these four documents, I have discussed Ethical Wills, Family Love Letters and Letter of Instructions above, which I sincerely hope you will also consider. These can be real gifts to your loved ones, including organizing, gifting, and purging your personal records. With respect to gifts of assets, I have advised clients over the years: Do not give away anything that you might need or want. As always, confidential matters should be protected.

Please Note: My cardinal point is: This article is just a cursory – repeat, cursory Checklist - discussion of personal financial and estate planning matters to move you to an action plan. And it should not be considered professional advice. Be sure to research the Internet for additional information and seek professional advice and assistance as needed.

Victor Grigoraci, CPA, is Charleston City Treasurer. These are his personal views, observations, understandings, conclusions, suggestions, and recommendations. This planning discussion has not been peer reviewed. All errors are his and are unintentional; use at your own risk.



WVSCPA President Mike Costanzo at the Huntington Chapter's Student Night in October.



Alexis Holstein, Carly Proctor, and Jared Proctor speak to Herbert Hoover High School students about accounting career opportunities.



WVSCPA President Mike Costanzo at the Parkersburg Chapter's Student Night in November.



## S.R. Snodgrass, P.C. Announces Aquisition Of Zeno, Pockl, Lilly, & Copeland, A.C.

S. R. Snodgrass, P.C., a full-service accounting and consulting firm known for its forward-thinking work with financial institutions, nonprofits and other businesses, has announced its acquisition of Zeno, Pockl, Lilly, & Copeland, AC, effective January 1, 2023.

Founded in 2013, the public accounting firm of Zeno, Pockl, Lilly, & Copeland, a spinoff of S.R. Snodgrass, has grown steadily to become a leader in accounting, auditing, and tax solutions for nonprofits, financial institutions, property and casualty insurance firms, and other businesses in West Virginia and Ohio.

Founded in 1946, S.R. Snodgrass is a privately held, multi-faceted public accounting and consulting firm, known for innovative tax, assurance, technology, and financial advisory services for financial institutions, nonprofits, and businesses of all kinds. The firm has worked with more than 160 financial institutions in 16 states and employs more than 80 professionals.

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