



Upcoming Events

January 11, 2023- Holiday party at Fowling Warehouse

February 23, 2023- "Staying Connected in a Disconnected Age" with Mark Miller,
Pendleton Consulting

May 23, 2023- Golf Outing @ Losantiville



**FOWLING
WAREHOUSE™**

· CINCINNATI ·

11 | JANUARY

**CFMA CINCINNATI'S
HOLIDAY PARTY**

2940 Highland Ave, #230

Cincinnati, OH 45212

6:00 PM- 8:00 PM

BRING A FRIEND

FOOD/DRINK WILL BE PROVIDED



[Click Here to Register for the Holiday Party](#)



HAPPY NEW YEAR

Staying Connected in a Disconnected Age

23 | FEBRUARY 2023

11:15 am-12 pm: Lunch

12 pm- 1 pm: Program

Location:

AssuredPartners

5905 E Galbraith Road,

Suite 5000

Cincinnati, OH, 45236

Member Fee: \$10

OR bring a prospective
member & you both
are free!

Nonmember Fee: \$30



Mark Miller
Pendleton Consult

*Email cincinnati@cfma.org your name, email address, Company and Job title as well as your prospective member's name, email, Company and Job title so we can reserve your spots for free!

[Click here to register!](#)



Shout out to our Education Committee:

Bill Steimer
Kyle Skotnicki
Mark Nelson
Maryann Cianciolo
Joe Riech
Kirsten Beckett

They are working hard to bring us some great events in the 2022-2023 year!
More details to come!

Join a committee!

Committees are a great place to build friendships with your industry peers – not to mention the give back to your professional organization! To get involved, please reach out to [*CFMA Admin Team*](#).

Don't forget to visit our [*website*](#) and follow us on [*Facebook*](#) and [*LinkedIn*](#) for the latest news!

We hope you'll take the time to follow us on LinkedIn and interact with our posts. Ask your company's marketing department to follow us on social media too.

Hey CFMA!



Here is a sneak peek at something very new at CFMA. It will be launched in mid-January 2023. We will be sharing a link in a future newsletter.....this is CFMA's informal microlearning platform. The purpose of informal microlearning is not CPE, but to fill in a knowledge gap quickly and efficiently. "Hey CFMA" is our answer to Google for the unique areas of construction finance. For example, if a newer controller wants to understand an overview of how a surety looks at their financial statement before a board meeting, they can type in "bonding" in Hey CFMA, and the bonding specific videos in the CFMA's library will appear. Each are 3-5 minute snippets of wisdom on a construction finance related topic (one learning objective) presented by our members. They can choose to watch the videos that answer their immediate need, and within 15 minutes, are better able to have a conversation with their company's leadership about bonding. Our associate members are a treasure trove of knowledge. Hey CFMA allows the associate members to showcase their knowledge, skills and firm to members. The members get a quick, experienced answer to their question without taking the time to take an entire course on, say, bonding. Win, Win! Look for the link and check out the site in January. Associate Members, look at the content you already have created to jump on the bandwagon, and showcase your firm and associates! Looking a couple of years down the road, we will see CFP's across the nation and Canada typing in "Hey CFMA", how do I _____.

Watch too for the Formal Microlearning Launch! These mini-courses will offer CPE. We are entering into another era of CFMA Learning. Hop on board and Strap In!





Humanizing Your Workplace by Dustin Stephens

The construction industry has long suffered from a qualified worker shortage, but the effects of the pandemic have further exacerbated the issue. It's no wonder that hiring new workers while retaining current employees is top of mind for many construction businesses.

However, in the current business environment, traditional incentives such as competitive pay and benefits packages are not always enough to attract and retain workers. Many are seeking something more; they want an environment that fosters their personal and professional growth, cares about their wellbeing, and contributes to a greater purpose — a more humanized workplace.

The following are three steps your business can take to set you on the path to humanizing your workplace.

Break Down Silos

As a construction financial professional, you have insight into what is happening across the business, but what about the rest of your organization? It's common for individuals or teams to remain so focused on their particular job duties that they lack awareness of what is happening in other business areas.

It is important to break down silos and encourage teams to interact and understand what their coworkers do. Regardless of role, all employees should know that they're working toward a shared goal. Change has to start at the top — have clear organizational goals and let everyone know how they can work together and contribute.

To read more click [here](#)



CHAIRMAN'S EXCELLENCE

PROUDLY PRESENTED TO THE

GREATER CINCINNATI CHAPTER

THOMAS BORGIA
CHAIRMAN



STUART BINSTOCK
PRESIDENT & CEO

“Thinking about taking the CCIFP exam in the coming year? We can help connect you with a study group and additional resources. If there is a strong enough demand, we will offer a CCIFP review course with neighboring chapters. For more information email cincinnati@cfma.org ”



About ICCIFP

For more than 17 years, the ICCIFP has committed to developing and maintaining the CCIFP certification as the recognized standard of excellence for competent and ethical construction financial management.

The CCIFP Certification is based on the current construction landscape, focusing on the competencies and knowledge construction financial professionals needed to lead in today's competitive construction industry.

The CCIFP designation is endorsed by industry-leading organizations like ASA, CFMA, CICPAC, IRMI, NASBP and others.

In today's transparent climate, the ICCIFP is committed to fair and impartial management of all certification and re-certification activities, potential conflicts of interest and overall operations.

ICCIFP is proud to be ANSI Accredited. Being ANSI accredited means that the CCIFP certification meets the highest standards. This provides an added level of confidence in the certification and the people who hold the CCIFP designation.

ICCIFP is an independent, separately incorporated entity affiliated with the Construction Financial Management Association, the only organization dedicated to the needs of construction financial professionals.

For more about the CCIFP [click here](#).



Is the Housing Market Already in Recession?

by Anirban Basu

Yes, and the reason is abundantly clear: higher borrowing costs. In its effort to suppress the highest inflation in four decades, the Federal Reserve has been ratcheting interest rates higher since March of 2022, and that has caused a precipitous increase in mortgage rates. At the end of 2021, the average rate on a 30-year fixed rate mortgage was 3.11%, according to Freddie Mac. As of early November, that average had risen to 7.08%, though it's since fallen to just below 7%. Put another way, the monthly payment on a \$300,000 home at current rates is the same as the monthly payment on a \$475,000 home at the average rate that prevailed at 2022's onset.

Home prices have yet to adjust to higher borrowing costs and remain at a level reflective of sub 3% mortgage rates and booming demand. The S&P/Case-Shiller Home Price Index, a measure of the price level of existing single-family homes in the U.S., increased 41 between the start of 2020 and September 2022 and has risen 8% through the first nine months of the year. According to Census Bureau data, the median price of a new house sold increased from \$331,800 in February 2020, the month before the pandemic began, to \$493,000 in October 2022.

To read more [click here](#)

Coffee with the President

We have exciting new content that will be added monthly to our website and social media pages.

[Click Here](#) to check out our most recent **Coffee with the President** video as our chapter President, Roger Kramer, interviews Michael Phillips, FEI chapter President.

You can view our previous months **Coffee with the President** videos here:

[Click Here](#)

More episodes coming soon...



**Text HOME to 741741 to connect with a Crisis Counselor
Free 24/7 support at your fingertips.**



Reset & Grow

by Elyssa Dixon

What Is Mindfulness?

Although the definition of mindfulness varies, I like to reference Jon Kabat-Zinn: “Mindfulness is paying attention on purpose in the present moment non-judgmentally.” He identifies three main tenets of mindfulness.

Be Present

The concept of staying present is straightforward, but implementing this practice in your daily life can be challenging. We are constantly bombarded with distractions, and our minds are easily drawn in multiple directions. Remaining present is a skill that we can grow through mindfulness practices and one that ultimately improves our ability to focus, reduces spiraling thoughts, and allows us to enjoy each moment.

Awareness

Mindfulness teaches us to be aware of our bodies and emotions; we slow down when we practice and notice feelings or thoughts. Building this skill translates directly into how we treat ourselves and others. We learn how to extend more compassion and empathy with ourselves and ultimately to those around us. We are also better able to pause before we react to a situation, examine and understand our initial inclinations, and determine how we want to move forward rather than simply reacting.

To learn more [click here](#).



CCIFP is in need of volunteers to moderate study groups. CCIFP candidates band together to set study times and present topics. The moderators also add color to the topics, and make sure things stay on track.

Please contact Veronica Whitehead at CFMA to volunteer today!

vwhitehead@cfma.org

Cincinnati Art Museum

Original Building, 1886

On May 17, 1886, the first purpose-built art museum west of the Allegheny Mountains opened its doors, with almost 5,000 people visiting. In one of the many speeches given that day, Mayor Amor Smith, Jr., described the art museum as, “a gift of the people for the people,” acknowledging the crucial role the community had played in its establishment. Over the next nine months, 26,403 people would visit the new museum, which was open daily, Monday through Saturday, with an admission fee of 25 cents for adults and 15 cents for children. In July, it also began opening on Sundays, “for the benefit of the many hard workers who are unable to leave their occupations during the week”.



[To read more about the history of Cincinnati Art Museum click here](#)





Our contact information is:

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