

# 2025 Annual Report



Members



Finances



Resources

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**ALGA'S MISSION**

ALGA is committed to providing an inclusive and thriving community for all local government auditors working together, making a difference for the public good. ALGA empowers our local government auditing community through excellence in advocacy, education, communication, and collaboration to protect and enhance the public good while embracing diversity, equity, and inclusiveness.



## MESSAGE FROM ALGA'S PRESIDENT



With spring in full bloom, we envision a similarly verdant picture for ALGA and its future.

In this annual report, there are signs of growth for ALGA. The number of organizations in ALGA's membership grew for the third year straight. ALGA's net assets rose 10% in fiscal year 2024 and are projected to grow another 17% in 2025. ALGA also hired its first communications liaison (welcome, Allie Boman!) and took steps to explore hiring an executive officer for the first time.

And speaking of firsts, this year's annual report has a few new features. Page 4 has a message from ALGA's DEI Officer Anu Sidhu, reminding us that ALGA's commitment to diversity, equity, and inclusion will not waver amid turbulence elsewhere in the U.S. government. There's also an update from Strategic Plan Officer Lori Rice on three new strategic initiatives that ALGA started in early 2024. At the back of this report, you'll find status updates for key performance metrics for each committee that you can pore over.

We are so grateful to everyone who gives their time to make ALGA what it is. First, we could not do any of this without Member Services, whether it's putting on the annual conference, organizing regional trainings, or doing any of the million and one things they do behind the scenes. We also appreciate the work of folks on

Kathie Harrison  
Acting President and President-Elect

ALGA's board and its committees, who volunteer their time. ALGA would also be nothing without you and its other members who make up our local government auditing community.

Of course, to keep ALGA growing and healthy, we all have a responsibility as members to tend to it. What would happen if we all chipped in just a little bit more? It doesn't take much. Thinking of joining a committee? Writing an article? Volunteering for a peer review? Even the simple act of sitting down next to someone you don't know and striking up a conversation at our annual conference helps us all grow and foster our audit community.

It is a weary time for the world, but we do not have to succumb to it. We get strength from being in a community with all of you, our colleagues and friends. We work together to bring home what we learn from each other and how we can make our own small part of the world better.

Check out the rest of this report to learn what ALGA is all about. If you're on the fence about getting more involved, we can assure you... the grass is certainly greener on this side.

All the best,

Ross Visscher,  
President (on leave)

## ABOUT THE ASSOCIATION

### MORE THAN 30 YEARS OF PROGRESS

Since 1989, ALGA has been providing local government auditors a way to communicate and collaborate about important issues. From its start as a grassroots group in the Pacific Northwest more than 30 years ago, ALGA has evolved into an international organization with over 300 organizational members across the United States, Canada, and the Marshall Islands. In 2025, ALGA will continue to move forward as an organization, ensuring that we are an inclusive and thriving community for all local government auditors working together and making a difference for the public good. The potential for growth and change in this profession has never been greater. As social media continues to change the information landscape, our work provides trusted, objective knowledge for elected officials, residents and community members, and the media. At a time when it can be difficult to discover truth, our work as auditors is invaluable. ALGA's mission is to empower our local government auditing community through excellence in advocacy, education, communication, and collaboration to protect and enhance the public good while embracing diversity, equity, and inclusiveness. As we weave these values into ALGA's governance and processes, we ensure ALGA is well-positioned to support and grow the local government auditing profession into the future.

### WHO WE ARE

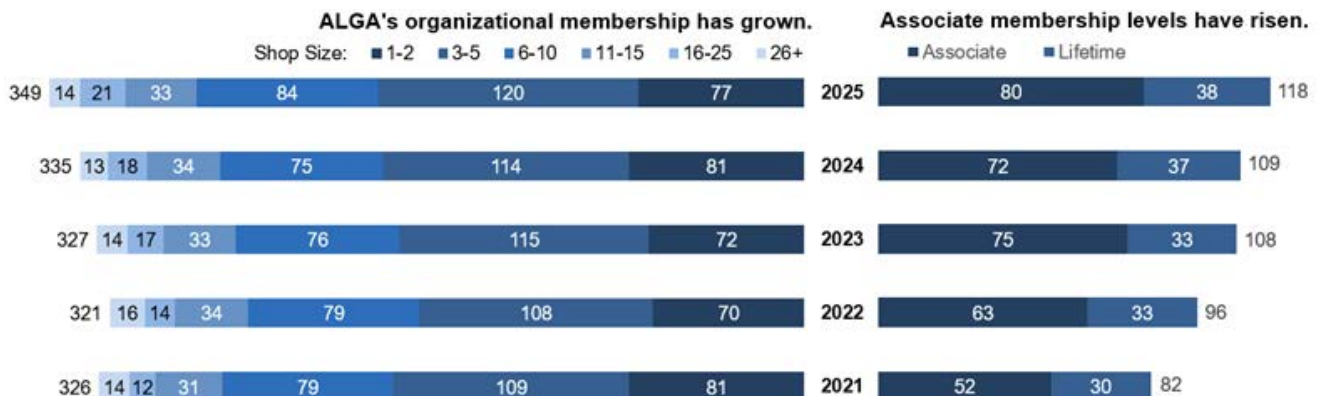
ALGA's members represent a diversity of local government audit organizations, from one-person audit shops to organizations with more than 75 professionals. While the most ALGA member shops are cities and counties, membership also includes other local government entities such as school districts, utilities and utility districts, transportation agencies, regional governments, tribal governments, retirement systems, and more. In addition to our full members, ALGA also has associate members such as non-local government organizations. We also have lifetime members: individuals who have been awarded ALGA's Lifetime Achievement Award.

### NATIONAL REPRESENTATION

ALGA represents its membership on various national committees including the:

- Advisory Council on Government Auditing Standards.
- Governmental Accounting Standards Advisory Council.
- U.S. Government Accountability Office's Domestic Working Group.

#### In 2025, ALGA maintained historic membership numbers.



**2025 AWARDS** See [algaonline.org/awards](https://algaonline.org/awards) to learn more about each of ALGA's awards.

**Lifetime Achievement Award**

ALGA's Lifetime Achievement Award recognizes and honors members who have made lasting and worthwhile contributions to local government auditing through their extraordinary service to ALGA. In 2025, **Corrie Stokes, Ruthe Holden, and Janet McWilliams** each received the award for their years of advocacy, service, and leadership.

**Rising Star Awards**

ALGA's Rising Star Award recognizes the best and brightest among newer local government audit professionals and spotlights their personal initiative and commitment that positively impact the local government auditing profession. In 2025, **Carissa Nash and Selena Wong** each received the Rising Star Award.

**Knighton Awards**

The Knighton Award recognizes the best performance audit reports of the year. The following reports were recognized for their excellence in calendar year 2024.

**Extra-Small Audit Shop (1–2 auditors)**

- **EXEMPLARY:** City of College Station, TX, Internal Auditor's Office – "Segregation of Duties within ERP Role-Based Access"
- **DISTINGUISHED:** San Francisco Department of Police Accountability, CA – "San Francisco Police Department: Action Is Needed to Ensure the Completeness and Accuracy of Stop Data"
- **DISTINGUISHED:** Volusia County, FL, Internal Audit – "Impact Fee Assessments and Collections"

**Small Audit Shop (3–5 auditors)**

- **EXEMPLARY:** Chicago Housing Authority, IL, Office of the Inspector General – "Audit of Public Housing Capital Construction Change Orders and Supplemental Contracts"
- **DISTINGUISHED:** City of Durham, NC, Audit Services Department – "Holistic Empathetic Assistance Response Team (HEART) Program Performance Audit"

- **DISTINGUISHED:** Knox County, TN, Internal Audit – "Fleet Management"

**Medium Audit Shop (6–10 auditors)**

- **EXEMPLARY:** City of Seattle, WA, Office of City Auditor – "Addressing Places in Seattle Where Overdoses and Crime Are Concentrated: An Evidence-Based Approach"
- **DISTINGUISHED:** City of Berkeley, CA, Auditor's Office – "Berkeley Restaurant Inspections: Chronically Understaffed Program Did Not Meet Targets"
- **DISTINGUISHED:** City of Oakland, CA, Office of the City Auditor – "Performance Audit of Citywide Pay Equity"

**Large Audit Shop (11–15 auditors)**

- **EXEMPLARY:** DeKalb County, GA, Office of Independent Internal Audit – "Audit of County Recycling Processes"
- **DISTINGUISHED:** City of Long Beach, CA, Auditor's Office – "Construction & Demolition Recycling Program Performance Audit"
- **DISTINGUISHED:** City of San Jose, CA, Auditor's Office – "Animal Care & Services: Addressing Capacity Constraints and Updating Shelter Protocols Will Help Improve Animal Outcomes"

**Extra-Large Audit Shop (16+ auditors)**

- **EXEMPLARY:** New York City, NY, Office of the Comptroller – "Audit Report on the New York City Police Department's Oversight of Its Agreement with ShotSpotter Inc. for the Gunshot Detection and Location System"
- **DISTINGUISHED:** City and County of Denver, CO, Auditor's Office – "City Shelters"
- **DISTINGUISHED:** City of Toronto, ON, Auditor General's Office – "Audit of Parks Branch Operations – Phase 1: Improving Oversight of Day-to-Day Maintenance Helps to Ensure City Parks Are Beautiful, Clean and Safe"

## THE YEAR IN REVIEW: 2024-25

### Outstanding Contribution to the Quarterly

ALGA's Outstanding Contribution to the Quarterly Award recognizes excellence in articles published in the *ALGA Quarterly* over the past year based on their content, effectiveness, innovation, organization, and prose.

This year's winner is **Jenny Scott** of the City of Portland, OR. Jenny's article, "Auditing Commitments Made to Voters: Takeaways From Our Audit of Portland's Gas Tax Initiative," was singled out by the judges for the original subject of the audit and its clear, applicable discussion of methodology.

ALGA would also like to recognize Honorable Mention winner **Arushi Thakorlal** of the City of Seattle, Washington. Arushi's article, "Increasing Accountability in Honolulu: An Evolving Follow-Up Process," was recognized by the judges for highlighting the importance of follow-ups and offering practical tips for a robust follow-up process.

## FROM ALGA'S BOARD

### Diversity, Equity, and Inclusion

**DEI Officer: Anu Sidhu, Senior Management Auditor, King County, WA**



Recent federal actions scaling back DEI programs have created an environment of uncertainty for those working toward greater equity and inclusion. As auditors, we recognize that diversity, equity, and inclusion are not optional but essential to ensuring that public resources are allocated fairly and effectively. ALGA remains steadfast in our commitment to integrating DEI principles into our work—fostering accountability, amplifying diverse voices, and promoting equitable outcomes.

We're excited to provide an opportunity at this year's annual conference to discuss the opportunities and challenges of applying DEI in your jurisdictions during the DEI roundtable, which is more critical than ever. We've also maintained our focus on applying a

DEI lens in selecting conference sites, recognizing excellence through awards, and collecting demographic data to better understand and serve our membership.

As your DEI officer, I am committed to embedding equity into our practices and profession to ensure that these principles remain resilient and not vulnerable to shifting political winds. Our commitment is not just about maintaining momentum—it's about ensuring that equity remains at the heart of how we audit, lead, and grow in this profession. Thank you for your commitment to serving the public good.

### ALGA Strategic Initiative Update

**Strategic Plan Officer: Lori Rice, Assistant City Auditor, City of Oklahoma City, OK**



In early 2024, ALGA embarked upon three new strategic initiatives, developed from a strengths, weaknesses, opportunities, and threat (SWOT) analysis performed at the fall 2023 board meeting. These initiatives and their corresponding status are as follows:

#### 1. Explore the feasibility of a certification program to replace CGAP.

Following The IIA's discontinuation of the Certified Government Auditing Professional (CGAP) certification, ALGA surveyed members and realized an equivalent certification may prove to be valuable. A task force consisting of four ALGA members was formed and is currently collaborating with potential partners to determine what such a program would entail and the best way to proceed.

#### 2. Improve DEI data collection.

ALGA's DEI Committee continuously works to collect demographic information from members to gain an understanding of how to better serve our membership. Additional efforts to ensure members understand why ALGA collects this information and equip them with easy ways to provide this information are ongoing.

### 3. Develop a communication strategy.

ALGA has decided to make concerted efforts to increase communications resources, outreach, and industry profile. Most recently, a communications manager was onboarded and is tasked with developing a detailed communications strategy. This work is off to a good start.

Aside from these strategic initiatives, ALGA committees work hard throughout the year on foundational tasks that ensure an inclusive and thriving community for our members. See the appendix of this annual report for results of each committee's key performance metrics.

## COMMITTEE ACTIVITIES

### Advocacy

**Committee Chair: Amanda Noble, City Auditor, City of Atlanta, GA**



The Advocacy Committee's mission is to promote independent performance auditing throughout local government. The committee does this by providing information on how to establish an audit function, by supplying resources to help strengthen audit functions, and by defending audit functions that are under attack. In the past year, the committee worked with more than 20 jurisdictions on issues related to creating or preserving independent audit functions, strengthening audit independence, improving access to information, and strengthening professionalism.

The committee sent letters and/or provided public testimony to eight governing bodies in support of audit functions and provided technical assistance to 12 jurisdictions that were considering starting an audit function or looking to strengthen their existing audit function. The committee also sent letters to four charter review commissions to advocate for adding or strengthening independent audit functions in their jurisdictions and are continuing to research several other charter review efforts. We finalized and published guidance on staffing and funding the audit function, noting that financial autonomy is a key element of audit independence, and we started preparing guidance

differentiating "administrative oversight" from "functional oversight" of the audit function. We sent an email blast to alert members to new California legislation that makes it easier to establish an effective hotline. Finally, we started preparing a video outlining how the Advocacy Committee can help members.

### Awards Program

**Committee Chair: Annamarie McNeil, Operations and Audit Director, Multnomah County, OR**



The Awards Program Committee manages, evaluates, and promotes ALGA's award programs. We are committed to ensuring the award programs provide opportunities for ALGA members to recognize auditors for their work in the local government auditing community and to helping audit shops continue to improve their performance audit programs. We are pleased to report the 2024 Knighton Awards program received 60 report submissions and 34 judge applications. The Rising Star Award program received nine nominations. We hope our ongoing efforts increase ALGA members' interest and participation in the awards programs.

### Conference

**Committee Co-Chairs: Kymber Waltmunson, County Auditor, King County, WA, and Kathie Harrison, Acting Assistant City Auditor, City of Austin, TX**



The Conference Committee plans and executes ALGA's signature event: its annual conference. The 2025 hybrid (in-person and virtual) conference in Minneapolis is on track to have over 400 in-person attendees and hundreds more attending remotely, with a record high number of event sponsors. Based on member ideas and volunteers, the committee has developed seven workshops and valuable general and concurrent sessions for attendees. Everyone registered for the conference will have complimentary on-demand access to session recordings after the conference.

## THE YEAR IN REVIEW: 2024-25

The Conference Committee is made up of 30 ALGA members from shops of all sizes, types, locations, and life experiences. The committee is deeply grateful to ALGA's Member Services staff, who are the engine of the conference.

### 2024 Annual Conference

The 2024 ALGA Annual Conference took place in Seattle on May 6–7, 2024, originally the site for the 2021 conference that pivoted to virtual-only during the pandemic. This was ALGA's third hybrid conference; both virtual and in-person attendees could earn up to 14 hours of CPE over the two days, in addition to CPE credit for attending one of the 10 workshops held before and after the conference and for viewing recorded conference sessions available on demand through May 31. This conference built upon the success of ALGA's previous hybrid conferences in Dallas and Baltimore, which continued the tradition of the in-person experience while also expanding access for those unable to travel to the conference.

With over 450 in-person and 500 virtual attendees, the two-day main conference featured 49 general and concurrent sessions — 40 of which were also offered virtually — and a combination of in-person, virtual, and hybrid workshops. The sessions covered the full breadth of emerging topics in local government auditing, including equity, public safety, and generative AI. In-person attendees were able to let loose with our networking event at Seattle's Museum of Pop Culture,

enjoying delicious food, an eye-catching "VJ" (video jockey), and immersive museum exhibits. Virtual attendees also enjoyed connecting with their peers using our social walls, chats, and directory.

### Constitution and Bylaws Procedures

**Committee Chair: Madison Rorschach, City Auditor, City of Denton, TX**



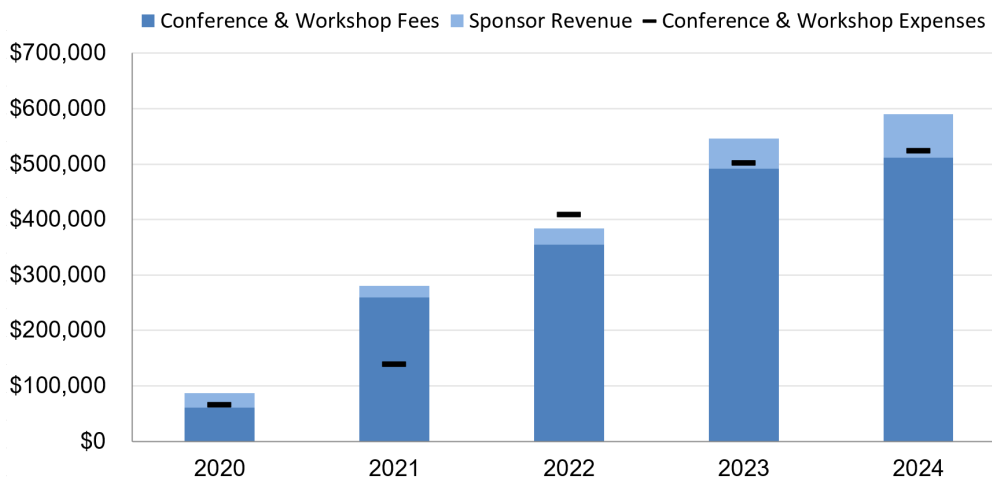
The Constitution and Bylaws Procedures Committee is an ad hoc committee that considers possible changes to the ALGA bylaws. The Committee has not been active since May 2024 as no proposals have been submitted.

### Digital Strategy

**Committee Chair: Caroline Zavitkovski, Audit Director, Multnomah County Auditor's Office, OR**



The Digital Strategy Committee supports and maintains ALGA's website, SocialLink features, and social media platforms. Through this work, we help ALGA members maximize their ALGA benefits, such as training, jobs postings, publications, and peer review opportunities. In 2024–25, we added capacity to our committee to support video editing and production for ALGA. We also continued to grow ALGA's online presence through YouTube and LinkedIn, and we worked with the Awards Program Committee to highlight winners on ALGA's website. Members of



the Digital Strategy Committee are trusted partners for problem-solving technical challenges and coordinating communications with other ALGA leaders. We encourage all members to connect on LinkedIn (Association of Local Government Auditors), X (@ALGA\_Gov), YouTube (@ALGA\_Gov), and ALGA's website (ALGAonline.org) to create a strong community of practice and support.

### Diversity, Equity, and Inclusion (DEI)

**Committee Chair: Felicia Stokes, Audit Manager, Internal Audit, Mecklenburg County, NC**



The DEI Committee promotes a diverse, equitable, and inclusive association and provides resources for members looking to incorporate DEI principles in their audit work. In March 2025, we issued a new tool called "Reporting on Small Groups and Statistics: Navigating a

Complex Landscape." We also wrote an article for the Spring issue of the *ALGA Quarterly* to help audit shops assess and cultivate DEI practices. We sponsored several trainings this year, including a webinar, regional training sessions, and concurrent sessions at the annual conference. We are excited to host another DEI roundtable at the 2025 conference. We will be gathering data about ALGA leaders in our 2025 Leadership Survey. To help ensure ALGA best represents you, please go to ALGA's website and complete the demographic information in your member profile. If you have any ideas or need support on how to promote equity in ALGA or local government auditing, please reach out to the DEI Committee.

### Education

**Committee Chair: Matthew Jacobson, Senior Performance Analyst, City of Chicago Office of Inspector General, IL**



The Education Committee continues to keep members updated on current events and issues in the audit community through quality CPE—not only through live webinars, but also the on-site regional conferences and archived webinars available at no charge to

members. These offerings provide cost-effective and quality education for members. The mentoring program

has many successful pairings that have yielded valuable career development opportunities for participants. Regional trainings are going strong, with sessions in Atlanta; Austin, TX; Scottsdale, AZ; Houston; Portland, OR; Los Angeles; and Avondale, AZ. On the virtual side, we provided nine webinars and the winter virtual symposium, all of which received praise and high ratings from those attending. We could not have done all this without the remarkable work of our regional training hosts, mentoring program participants, webinar speakers, and Member Services. Thank you all!

### Membership

**Committee Chair: Shanika Carey, Associate Auditor, City of Shreveport, LA**



The Membership Committee ensures current ALGA members remain in the association, identifies prospective members and encourages them to join, and surveys members on matters of interest. This year, the committee's growth and retention team updated

its welcome message to new members and started to better document its procedures. It continued the "Meet a Member" feature in monthly newsletters to highlight current members' experiences in ALGA. The committee's survey team adjusted to new surveying software. The team conducted the Benchmark Survey and assisted with other efforts, such as a survey for the Awards Program Committee. The big Membership Survey will be coming this fall!

### Nominating

**Committee Chair: Kathie Harrison, Acting Assistant City Auditor, City of Austin, TX**



The Nominating Committee evaluates candidates interested in open ALGA Board positions and ensures prospective candidates meet the minimum eligibility criteria outlined in the ALGA Bylaws. Our committee recently conducted this process for the second time following

the May 2023 change in the ALGA Bylaws to popular elections. We reviewed all applications for open board positions, including president-elect; treasurer; diversity, equity, and inclusion officer; and two at-large board members against this criterion. All candidates were

## THE YEAR IN REVIEW: 2024-25

presented to the board at its winter 2025 meeting, along with the results of our committee's evaluation. The board approved all six candidates to be placed on the election ballot for full ALGA members to cast their votes from May 1 to 9, 2025. The new board officers and board members will be announced at the 2025 business meeting, to be held virtually at 2 p.m. ET (11 a.m. PT) on Wednesday, May 21.

### Peer Review

**Committee Chair: Corrie Stokes, City Auditor, City of Austin, TX**



The Peer Review Committee administers ALGA's Peer Review Program for organizations that follow the Yellow Book, Red Book, or both. Our goal is to provide quality, affordable peer reviews to member organizations; foster commitment to audit quality;

and encourage performance in accordance with professional auditing standards. The Peer Review Program conducted 32 reviews in 2024 using 70 team members.

The committee expects to conduct many more reviews in 2025. We also offered multiple peer review trainings across the country and updated guidance for review teams. This included updating all guidance and forms for Red Book reviews under The IIA's new standards. In 2025, we will be working on incorporating recent revisions to the Yellow Book into the relevant guidance and forms.

### Professional Issues

**Committee Chair: Dawn Wiseman, Audit Director, City and County of Denver, CO**



The Professional Issues Committee (PIC) reviews, evaluates, and comments on proposed changes to professional standards issued by various standard-setting bodies, as well as other issues relevant to ALGA's members.

This year we commented on four exposure drafts from the AICPA, GAO, GASB, and IIA. We commented on the AICPA's Proposed Peer Review Standards Update

No. 2, GAO's Standards for Internal Control in the Federal Government (known as the Green Book), GASB's proposed changes for Subsequent Events, and The IIA's Third Party Topical Requirements. The committee will continue to monitor standards changes for organizations such as The IIA, GFOA, GASB, COSO, OMB, and NIST. With the onset of artificial intelligence and federal administration changes, we will make sure to monitor the changes that affect the auditing community and our ALGA members. Additionally, the PIC committee will continue to partner with The IIA to assist with projects related to the local government sector and the new standards.

Committee members also contributed to the *ALGA Quarterly*. Emily Kidd and Kharis Eppstein authored articles published in the Summer and Fall issues. PIC Committee members have a diverse set of skills and come from audit shop sizes from small to extra-large, allowing us to provide a comprehensive perspective when commenting on proposed standards changes. I am lucky to work with each committee member! Thank you to all the committee members for their dedication and hard work and the support of the ALGA Board!

### Publications

**Committee Chair: Andrew Scoggin, Assistant City Auditor, City of Seattle, WA**



The Publications Committee serves as the steward of the *ALGA Quarterly*, which publishes in March, June, September, and December. This online publication is for and by ALGA members. Folks from across ALGA's membership give their time to write articles for the *Quarterly*,

allowing the rest of us to learn from them and ultimately better serve our communities.

In 2024, we published *ALGA Quarterly* issues on the following topics:

- Annual audit planning.
- Follow-ups and lessons learned.
- Transit and public improvement projects.
- Public engagement and communication.

We published 33 articles in 2024, including the final edition of Gary Blackmer's longstanding column in

December. Thank you times infinity to Gary for his contributions to the *Quarterly* and our audit community over all these years. Last year, we also transitioned our committee's leadership—a big thank you to Claire Kruschke for her years of service to our committee and for setting up future chairs for success for years to come.

As a committee, we've also continued to analyze how people are engaging with the *Quarterly*. We're heartened to see that some of our recent issues had some of our highest engagement levels. We appreciate everyone's support of the *Quarterly*—please let us know how we can serve you better!

Moving forward, we've recently introduced two new recurring columns: our "TechKnow" spotlight on IT and data analysis, and our "Eye on DEI" feature highlighting the work of ALGA members on diversity, equity, and inclusion. We're also continuing our New Auditor column to help us learn from our new peers.

Our Spring 2025 issue on government continuity planning is available now. We've got the following issues lined up for the rest of the year:

- Summer: Policing and law enforcement.
- Fall: Back to basics.
- Winter: Emerging issues.

We feel especially grateful to our *Quarterly* authors—we simply could not do any of what we do without them. Don't hesitate to reach out if you're interested in writing.

## Strategy

**Committee Chair and Strategic Plan Officer: Lori Rice, Assistant City Auditor, City of Oklahoma City, OK**



The Strategy Committee supports the work of the strategic plan officer, who is responsible for maintaining ALGA's strategic plan and recommending updates to the plan as needed. This past year's focus has been threefold:

1. Develop a workplan for the Strategy Committee's ongoing responsibilities.
2. Keep ALGA's Board updated on progress being made on the three strategic initiatives adopted in last year's strategic plan update.
3. Develop a method of reporting out achievement status of the three strategic initiatives and performance metric results for each ALGA committee's key tasks.

The workplan has been developed and should be completed for this annual cycle in the very near future. The status of the strategic initiatives can be found in the ALGA Strategic Initiatives Update section earlier in this report, while the committee's key performance metric results can be found in the appendix at the end of the report.

Going forward, the Strategy Committee will begin work assessing the effectiveness of each committee's key tasks and performance metrics, with the intent of ensuring routine refinement of ALGA's overall performance in delivering what has been promised. Additionally, although the time of such has not yet been determined, we will begin contemplating our next strategic plan update.

Finally, my sincerest thanks go to the entire Strategy Committee, who have been instrumental in the progress made on our inaugural workplan. I appreciate them more than I can express.

# THE YEAR IN REVIEW: 2024-25

## ALGA FINANCES

**Treasurer: Deborah Jenkins, City Internal Auditor, City of Bowling Green, KY**



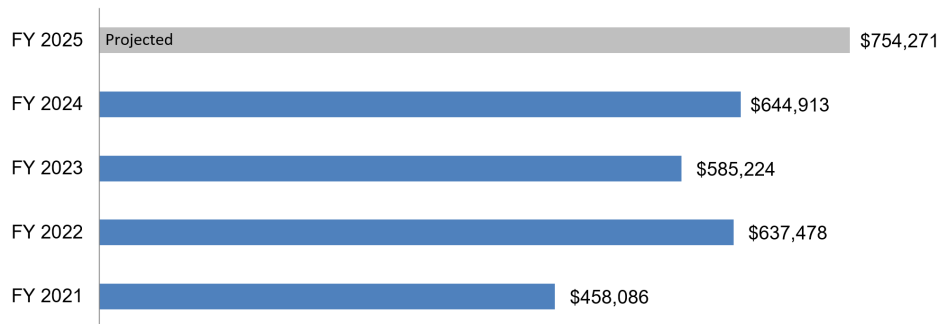
At the time of publication, ALGA's financial statements for the year ending March 2025 are being finalized. Preliminary figures show a net income of \$109,000, increasing net assets to \$754,000. This strong financial position reflects the success of our 2024 annual conference, higher revenue from member dues, strong performance from our educational programs, and lower-than-budgeted expenses.

The 2024–25 budget, approved by the ALGA Board of Directors, had projected a net loss to allow flexibility for ongoing initiatives and expected inflationary pressures. However, thanks to an exceptional year, we closed with a net profit. The Conference and Education committees were especially effective in managing costs, and general operating expenses came in below expectations.

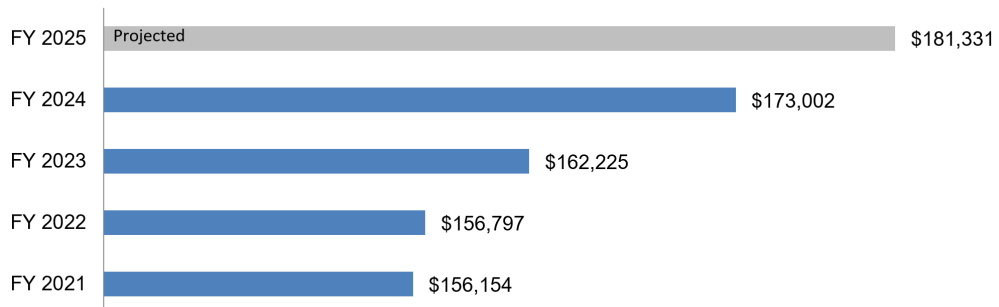
At the January 2025 board meeting, a new budget was approved for our 2025-26 fiscal year, anticipating a net loss of \$116,000. Our budgeting approach remains conservative, accounting for several key impacts: an updated contract with Member Services to support our growth, our first full year with a contracted communications liaison, ongoing inflation-related increases for educational and peer review services, the hiring of an external firm for our biannual audit, and broader operating needs.

As my term as Treasurer comes to a close, I want to highlight a few key projects I've worked on with the board. We completed a thorough review of our general insurance and liability coverage, addressed our aged accounts receivable process, refined our refund and credit procedures, and updated our speaker and travel reimbursement policy. Most recently, we also revised our reserves and investment policy, capping our growing conference reserves to free up funds for future ALGA initiatives. ALGA's financial statements are available to view on the ALGA governance webpage.

### Ending Net Assets



### Dues Revenue



## APPENDIX: PERFORMANCE METRICS

Committee	Key Performance Metric	Performance	Target	Actual	Frequency	Period Measured
Advocacy	Survey Respondents rating their Advocacy experience as good or better	○	100%	TBD	Biennial	TBD 2025-2026
	Output: # of Charter Reviews identified	○	N/A	14	Annual	Apr 2024-Mar 2025
	Output: # of respective letters sent	○	N/A	4 <sup>b</sup>	Annual	Apr 2024-Mar 2025
	Input: # of requests for Advocacy related information	○	N/A	20	Annual	Apr 2024-Mar 2025
	Output: # of responses to requests for Advocacy related information	○	N/A	20	Annual	Apr 2024-Mar 2025
Awards Program	Increase of audit shops submitting for Knighton Award over last year	●	≥3 %	13%	Annual	2023 to 2024 Award Year
	Input: # of non-winning shops submitting for Knighton Award that re-submit the following year	●	>60%	58%	Annual	2023 to 2024 Award Year
	Input: # of non-winning shops submitting for Knighton Award that do not re-submit the following year	●	<40%	42%	Annual	2023 to 2024 Award Year
	Judges who perceive the awards program as fair or better	○	90%	TBD	Annual	TBD next Judges' Survey
Communications <sup>a</sup>	TBD	○				
Conference	Median participant score of ALGA conference sessions for the following: Course content was relevant; Programs materials were relevant; Instructors were effective	●	≥6	6.18	Annual	2024 ALGA Conference
	Average participant score of ALGA conference sessions on DEI	●	≥5	6.1	Annual	2024 ALGA Conference
Diversity, Equity and Inclusion (DEI)	Output: # of DEI trainings at ALGA conference	●	≥3	4	Annual	Apr 2024-Mar 2025
	Output: # of DEI articles in <i>ALGA Quarterly</i>	●	≥2	2	Annual	Apr 2024-Mar 2025
	Output: # of new DEI tools developed	●	1	1	1-2 Years	Apr 2024-Mar 2025
	Output: # of existing DEI tools reviewed for relevancy and alignment with current practices	●	1	1	1-2 Years	Apr 2024-Mar 2025
	Output: # of DEI spotlight blogs	●	12	8	Annual	Apr 2024-Mar 2025
	Target Population participating in the DEI Leadership survey	●	51%	48%	Biennial	As of 2023 Leadership Survey
Digital Strategy	Target Population participating in the DEI data request on member profiles	●	51%	38%	1-3 Years	Apr 2024-Mar 2025
	Committee chairs reporting as satisfied with the support they have received from the committee	●	85%	100%	Annual	Apr 2023- Mar 2024
	ALGA members responding agree or better to "I can easily find the information I need on ALGA's website"	○	85%	TBD	Annual	TBD 2025-2026
	Average # of shares per post on LinkedIn	●	1	0.38	Annual	Apr 2024-Mar 2025
	Average # of impressions per post on LinkedIn	○	TBD	209	Annual	Apr 2024-Mar 2025
Education	Number of regional training attendees in the past 12 months	●	80	308	Annual	Apr 2024-Mar 2025
	Number of webinar attendees in the past 12 months	●	800	1006	Annual	Apr 2024-Mar 2025
	Percentage of evaluations since last board report noting education opportunity met or exceeded	●	90%	96%	Annual	Apr 2024-Mar 2025
	Percentage of mentorship participants who are satisfied or very satisfied with the mentorship program	●	90%	93%	Annual	Apr 2024-Mar 2025
Membership	ALGA members retained from prior period (full + associate)	●	90%	100%	Annual	Jan 2024-Dec 2024
	Increase of ALGA membership over prior year (full + associate)	●	1%	0%	Annual	Jan 2024-Dec 2024
Nominating	Create recruitment opportunities for board positions	●	5	6	Annual	2024-2025 Nominations
	Nominating committee winter board reports that include diversity about the proposed slate of candidates	●	100%	100%	Annual	2024-2025 Nominations
	Nominating committee winter board reports that include diversity about the next year's proposed slate of candidates	●	100%	100%	Annual	2024-2025 Nominations
Peer Review	Team members and leaders rating their peer review experience as good or better	●	95%	100%	Annual	Apr 2024-Mar 2025
	Average evaluation score of participants attending the peer review trainings	●	≥5	6.48	Annual	Apr 2024-Mar 2025
	Peer reviewed shops rating their review as good or better	●	95%	100%	Annual	Apr 2024-Mar 2025
Professional Issues (PIC)	Exposure drafts responded to annually	●	70%	63%	Annual	Apr 2024-Mar 2025
	Adopted standards that incorporated PIC feedback that was substantive, or PIC influenced the outcome	●	30%	44%	Annual	Apr 2021- Mar 2023
	Output: # of training sessions on updated standards provided to members	●	1	1	Annual	Apr 2024-Mar 2025
	Output: # of articles or informational materials on updated standards provided to members	●	1	0	Annual	Apr 2024-Mar 2025
Publications	Percentage of members satisfied or very satisfied with the <i>Quarterly</i> publication	○	85%	TBD	Biennial	TBD 2025-2026
	Output: # of Outstanding Contribution to the Quarterly Awards presented at the annual conference	●	≥1	1	Annual	Jan 2024-Dec 2024
	Quarterly out reach to DEI Committee to feature article in <i>ALGA Quarterly</i>	●	100%	100%	Annual	Jan 2024-Dec 2024
Strategy	Board meetings where progress on strategic initiative efforts is provided	●	100%	100%	Annual	Apr 2024-Mar 2025
	Key committee metric results reported out annually	●	100%	100%	Annual	As of this publication
	Key committee metric activities/results assessed for effectiveness annually	○	100%	TBD	Annual	TBD 2025-2026

TBD = To be determined

- = Performance meets or exceeds target
- = Performance slightly below target
- = Performance did not meet target

○ = Performance can't be measured, as the task has yet to be completed and/or results will be measured at some point in the future via survey, it is a new metric and a target has not yet been set, it is an Input/Output metric that will not have a target, or performance metrics are currently under development.

<sup>a</sup> ALGA recently contracted with a communications liaison, who is working to identify key metrics for an organization-wide strategic communications plan.

<sup>b</sup> Still working on eight charter reviews and two did not require a letter.

## 2024-25 BOARD OF DIRECTORS



**Ross Visscher**  
**CIA, CPA, CISA**  
**President** (through 01/24/25)  
Senior Data Analytics Auditor  
City of Calgary, AB



**Kathie Harrison**  
**CGAP, CFE, CICA**  
**Acting President** (effective 01/24/25)  
**President-Elect**  
Acting Assistant City Auditor  
City of Austin, TX



**Deborah Jenkins**  
**CIA, CFE, CGAP, CICA**  
**Treasurer**  
City Internal Auditor  
City of Bowling Green, KY



**Madison Rorschach**  
**CIA, CGAP**  
**Secretary**  
City Auditor  
City of Denton, TX



**Rebecca Takahashi**  
**CFE, CGAP, CIA**  
**Immediate Past President**  
Department Audit Manager  
Los Angeles Fire and Police Pensions,  
CA



**Anu Sidhu**  
**Diversity, Equity, and Inclusion**  
**Officer**  
Senior Management Auditor  
King County, WA



**Lori Rice**  
**CIA**  
**Strategic Planning Officer**  
Assistant City Auditor  
City of Oklahoma City, OK



**Courtney Smith**  
**CIA, CPA, CFE**  
**At-Large Member**  
Chief Internal Auditor, Spring  
Independent School District  
City of Houston, TX



**Jennifer Folliard**  
**At-Large Member**  
Director of Audits  
Office of the Comptroller  
Audit Services Division  
Milwaukee County, WI



**Sonal Patel**  
**CPA, CIA, CGMA**  
**At-Large Member**  
Assistant Audit Director  
City of Durham, NC



**Kelsey Thompson**  
**CIA, CGAP**  
**At-Large Member**  
Assistant Audit Director  
City of Durham, NC  
*Taking a leave of absence between  
03/18/25 and 10/01/25.*



**Larry Wallis**  
**At-Large Member**  
Internal Audit Director  
University Health System Internal Audit  
Department  
San Antonio, TX  
*Serving 03/19/25 through 09/30/25.*



# ALGA

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