

# THE GRAND LEDGER



QUARTER 2

2025

# Welcome,



Dear Team,

I want to take a moment to extend a heartfelt welcome to all the new faces who've recently joined us. We're thrilled to have you on board and look forward to the fresh perspectives and talents you bring.

At the same time, I want to sincerely thank those of you who've been with us for years—your passion, resilience, and steady presence are the backbone of our success.

You know at CKH one year counts as two!

This quarter has brought exciting new opportunities, and I couldn't be more confident in how we're rising to meet them. That's a reflection of you: the people who care deeply about doing great things, together. I love seeing you all develop and grow.

You know I love reading quotes on our intranet. I will share one of my favorite ones: "You don't build a business—you build people, and then people build the business." – Zig Ziglar

Thank you for being the people who make this company stronger every single day.



KATE KUDRENKO  
CEO

## Important Links on CKH Dashboard

*If you are not aware of the changes to the CKH Dashboard (sharepoint), several useful or new links can be found on it. New links include a car reservation form for the Atlanta office, a client feedback form to highlight satisfied client's messages, and a library full of marketing materials including powerpoint templates, letterheads, and logos. Many of these links can also be found on People Force. If you have any questions/suggestions about the CKH Dashboard, please reach out to Storm Haas (stormh@ckhgroup.com)*

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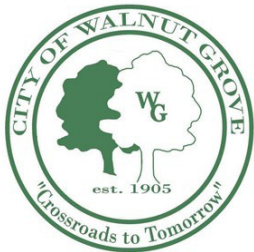
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# CKH SUCCESS

## NEW ENGAGEMENTS



### Government Contracts

#### Audit

City of Ellenton, GA  
Clay County, GA  
City of Iron City, GA  
City of Stone Mountain, GA  
Seminole County Development Authority  
City of Norman Park, GA (Existing)  
City of Colquitt, GA  
City of Edison, GA (Existing)

#### Augmentation

Wilkinson County, GA  
Town of Pinewood, SC  
Perry-Houston Airport Authority  
Chattooga County, GA  
City of Walnut Grove, GA  
City of Edison, GA

### Non-Government Contracts

#### Audit

Manna Fund

#### Payroll

Antonia Beauty Salon



# CKH CAREER JOURNEY SPOTLIGHT:

We take pride in celebrating the remarkable accomplishments of our team members. This quarter, we're thrilled to spotlight Kyle Heyl, who has been a longterm CKH Group Employee and recently celebrated the one year anniversary of the Hawkinsville office's establishment.

## KYLE HEYL Tax Manager



Hawkinsville,  
Georgia



### Kyle Heyl's Career Highlights

- **2015 - Started out at CKH:** Kyle began his career at CKH Group in the Cape Town office as a Staff Accountant supporting the Atlanta-based Tax Team. His early responsibilities focused on providing bookkeeping services to local businesses in the US.
- **2017 - Increased Responsibilities and Atlanta Travel:** As his role expanded, Kyle started traveling to Atlanta to assist with corporate and individual tax preparation. During this time, he also took on the responsibility of submitting payroll and sales taxes for the tax team's client base. These visits to the U.S. sparked a new professional goal: to one day be based at CKH's headquarters.
- **2022 - USA Relocation:** That goal became a reality when Kyle relocated to the United States to serve as a Senior Tax Accountant. His demonstration of ability and expertise made him a valuable member of the tax team. This move enabled him to engage more directly with the US clients, fostering stronger and more meaningful business relationships.
- **2024 - Opened Hawkinsville Office:** With the formation of a new department at CKH, Kyle seized the opportunity to support the Staff Augmentation team. What began as a volunteer effort quickly evolved into a leadership role. He was promoted to Staff Augmentation Team Leader and was instrumental in launching CKH's second U.S. office: located in South Georgia.



### Making an Impact

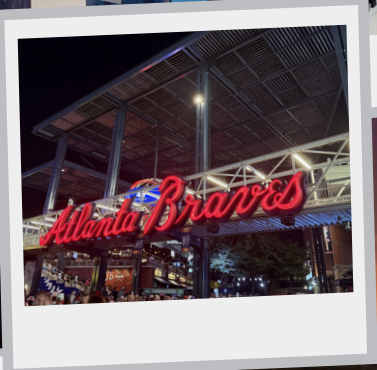
Kyle has recognized the potential of the region's small-town communities and has led initiatives to invest in the local workforce and economy. The office has partnered with area high schools and neighboring colleges to create internship opportunities that help cultivate and guide the next generation of professionals in the Central and South Georgia region.

### Driving CKH Forward

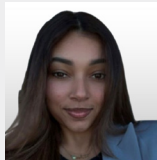
Kyle's CKH journey underscores the opportunities at CKH Group for those with ambitions and the willingness to raise their hand. His professional growth employees to set their own goals and make themselves a valuable part of the team. Congratulations, Kyle and we look forward to the continued growth and success!

*"When a season brings you moments that seem to be grim and dampens your emotions and your mind, with perseverance and the right amount of persistence, with the right mindset and attitude, the situation can turn out to be a beautiful outcome at the end of the day. Stay positive. Never Give Up. This too shall pass." - Kyle Heyl*

# NEW HIRES: Apr. - Jun.



## ATLANTA, GEORGIA



**Erica Perez**  
Lease Analyst

"Hi everyone! I'm excited to be joining the CKH team and to start this new chapter. For the past four 1/2 years, I worked at American

Dream Mall as a Lease Analyst/ AR Specialist, where I gained valuable experience in lease administration, Accounts Receivables & tenant relations. I'm looking forward to bringing that knowledge here, and learning from all of you."



**Bryson Banks**  
Accountant

"I am currently majoring in Accounting at Fort Valley State University. Originally from North Raleigh, North Carolina, I was raised in

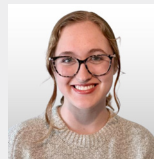
Athens, Georgia. I am the eldest in my family and have a younger brother who is majoring in Finance at Tuskegee University. In addition to my academic pursuits, I am an active member of the university's football team."



**Qian Ren**  
Tax Accountant

"Hi team! I'm Qian Ren, and I'm really excited to join CKH Group as a Tax Accountant. I love traveling and trying new foods—especially anything

spicy. I'm also a big fan of music, and my favorite singer is Eason Chan from Hong Kong. I'm looking forward to meeting everyone and starting this new adventure with you all!"



**Lauren Hames**  
Administrative Assistant

"I'm excited to join the CKH team as administrative assistant, bringing with me a background full of teamwork, problem-solving,

and client support! I'm passionate about helping those around me while keeping things running smoothly. Outside of work, I love spending time with my cat, Achilles, and baking for friends."

## WELCOME, ATLANTA INTERNS!



**Ophelia Tchoupe**  
Tax Intern

"I'm a senior at Georgia State University majoring in Accounting with a minor in Real Estate, graduating in Dec. 2025. I'm originally

from Paris, France, and speak fluent French, and I'm passionate about exploring how accounting connects with real estate and hospitality investment. I plan to pursue the CPA after graduation and eventually work in a global, dynamic environment like CKH Group."

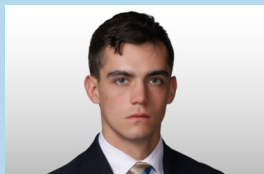


**Jarret Leitman**  
Tax Intern

"I am an incoming sophomore majoring in Canfield Business Honors in either accounting or finance at the University of Texas at Austin. I grew up in

the Johns Creek/Alpharetta area and have lived in Atlanta my whole life- I'm (sadly) a diehard Hawks and Falcons fan! I've always been drawn to numbers and problem-solving, which led me to be interested in the world of accounting and finance. Outside of school, I love pickup basketball, watching movies, and fantasy football."

## WELCOME BACK:



**Saywer Davis**  
Business Development Intern



**Sophie Stone**  
Audit Intern



**Lydia Lee**  
Consulting Intern



# NEW HIRES: Apr. - Jun.



## KYIV, UKRAINE



**Yuliia Zosimova**  
Junior AR Specialist

"Hello everyone! I have over six years of experience in Accounts Receivable. I hold a Master's degree in

Business Administration, which has allowed me to combine deep financial knowledge with practical management skills. Outside of work, I find inspiration in hiking, cycling, and reading books—activities that help me recharge and maintain balance. I'm looking forward to growing together with the team and making meaningful contributions"



**Polina Platsynska**  
Junior AP Specialist

"Hi everyone! My name is Polina. I am an experienced accountant with a

passion for precision and numbers. Beyond my professional life, I have a deep love for travelling, always eager to explore new places and cultures. Sport keeps me active and energized, while my heart belongs to romantic books - i can never resist a good love story. I am thrilled to be a part of CKH Group and look forward to this exciting chapter."



**Polina Kholbobaieva**  
Junior AP Specialist

"Hi! I'm Polina, I'm based in Kyiv, Ukraine. In my free time, I enjoy sports and singing, and I find city walks to be my perfect form of meditation. I'm excited to join CKH Group, contribute my knowledge and skills to the team, and continue learning and growing together!"

## HAWKINSVILLE, GEORGIA



**Stephen Mock - Junior Governmental Accountant**

"I'm excited to be joining the team at CKH group as a Junior Governmental Accountant. I'm currently working toward my bachelor's degree in finance, and this will be my first professional experience in the financial services industry. I'm eager to learn, contribute, and grow within the firm. Outside of work and school, I spend the majority of my time chasing around my two kids. I look forward to getting to know everyone at the firm."



# WORK ANNIVERSARIES

## THANK YOU TO OUR DEDICATED TEAM

At CKH Group, we want to see our employees succeed. Your personal development is important not just to the success of the company but also to your own personal development. Remember our core values to never stop growing and reach higher. A special thank you to the below employees who have been dedicated to CKH Group for over five years. Well done to Frank on 20 years at CKH!

### CONGRATULATIONS ON 5+ YEARS!



**Frank D'Urban  
Jackson**  
20 years



**Yvette Hasbrouck**  
13 years



**Andrzej Badura**  
11 years



**Zack Gasimov**  
7 years



**Afroditi Zerva**  
6 years



**Christos Kleftakis**  
6 years



**Eda Agian**  
5 years



**Olha Zhygarieva**  
5 years



**Iuliia Antoniak**  
5 years



**Dinara Kartayeva**  
5 years



**Olesia Honcharyk**  
5 years



**John Goss**  
5 years

# CONGRATULATIONS!

## Azerbaijan

Apr. 1 - Nigar Haytaoghlu (3 years)  
Apr. 1 - Vusala Aghayeva (1 year)  
Apr. 3 - Dinara Ramazanova (2 years)  
Apr. 3 - Farida Guliyeva (2 years)  
Apr. 25 - Esmira Huseynova (2 years)  
May 20 - Elnara Hajiyeva-Rzayeva (1 year)

May 21 - Eldar Gurbanov (1 year)  
Jun. 1 - Zack Gasimov (7 years)  
Jun. 5 - Sabina Hajibayli (2 years)  
Jun. 20 - Leyla Hasanova (3 year)  
Jun. 24 - Lala Ismayilova (1 year)

## Greece

Apr. 15 - Dimitri Myrat (1 year)  
May 8 - Ioanna Tsaroucha (1 year)  
May 19 - Engi Rami (4 years)  
May 23 - Aggeliki Tsiri (3 years)  
May 24 - Pepi Delimari (4 years)  
Jun. 1 - Tzogia Zapanti (3 years)

Jun. 3 - Christos Kleftakis (6 years)  
Jun. 3 - Angeliki Chatzaki (1 years)  
Jun. 10 - Afroditi Zerva (6 years)  
Jun. 20 - Maria Kondylaki (3 years)  
Jun. 29 - Eda Agian (5 years)

## Poland

May 2 - Matthew Sert (3 years)  
Jun. 1 - Andrzej Badura (11 years)

## South Africa

Jun. 1 - Carita Jansen Van Rensburg (3 years)  
Jun. 6 - Stephné Kukard (3 years)  
Jun. 13 - Lize-Mari Badenhorst (3 years)

## Spain

Apr. 4 - Aldo Baldani (3 years)  
May 9 - Livia Juliani (3 years)  
Jun. 13 - Thais Tibau (3 years)

## Ukraine

Apr. 2 - Karina Sihalova (1 year)  
Apr. 2 - Myroslava Sosnovska (1 year)  
Apr. 6 - Olha Zhygariyeva (5 years)  
Apr. 27 - Iuliia Antoniak (5 years)  
May 15 - Viktoriia Lehusova (2 years)  
May 22 - Dinara Kartayeva (5 years)  
May 23 - Tetiana Hryvenko (2 years)  
May 27 - Oleksandra Tatarynova (1 year)  
Jun. 5 - Kristina Tataru (2 years)  
Jun. 9 - Olesia Honcharyk (5 years)  
Jun. 24 - Artur Kuzin (1 year)

## United States

May. 11 - John Goss (5 years)  
Jun. 1 - Frank D'Urban Jackson (20 years)  
Jun. 11 - Yvette Hasbrouck (13 years)  
Jun. 26 - Brian Cagle (2 years)

### Apr. 20 - Easter



Easter is a springtime holiday that originated as a Christian observance of Jesus Christ's resurrection, it also blends older seasonal traditions, like the symbolic use of eggs/egg hunts and rabbits to represent new life.

### Apr. 22 - Earth Day



Earth Day is an annual event on April 22 to demonstrate support for environmental protection. First held on April 22, 1970, it now includes a wide range of events coordinated globally aimed to promote sustainability and environmental support.

# HAPPY HOLIDAYS

## ACROSS THE WORLD



### Apr. 27 - South Africa Freedom Day

Freedom Day is the commemoration of the first democratic elections held in South Africa on 27 April 1994. These were the first post-apartheid national elections to be held in South Africa where anyone could vote regardless of race. the result of this election was the inauguration of Nelson Mandela, the first democratically elected president of South Africa and notable anti-apartheid activist.

### May 1 - International Labour Day

International Workers' Day, also called Labour Day in some countries and often referred to as May Day, is a celebration of labourers and the working classes that is promoted by the international labour movement and occurs every year on 1 May, or the first Monday in May.



### May 3 - Poland Constitution Day

This day honors the adoption of the Polish Constitution of 1791—one of the first modern constitutions in the world after the United States. It marked a progressive effort to reform the political system and strengthen national sovereignty.



### May 17 - US Armed Forces Day

U.S. Armed Forces Day, honors all branches of the military for their service and dedication. Established in 1949 to unify separate branch celebrations, the day recognizes and celebrates active duty members and their vital role in protecting the nation.

### May 11 - Mother's Day



Mother's Day is a holiday celebrating mothers and maternal figures, recognized in many countries around the world. In the US, it's observed on the second Sunday in May and is a time to honor the love, care, and influence of mothers.

### Jun. 15 - Father's Day



Father's Day is a holiday celebrating fathers and paternal figures, recognized in many countries around the world. In the US, it's observed on the third Sunday in June and is a time to honor the guidance, support, and role of fathers.

### May 26 - Memorial Day

Observed on the last Monday in May, Memorial Day is an annual day of remembrance to honor all those who died in service to the U.S. during peacetime and war. Many people visit cemeteries and memorials, and volunteers place American flags on graves at national cemeteries.





## May 28 - Azerbaijan Independence Day

Azerbaijan Independence Day, celebrated on May 28, commemorates the founding of the Democratic Republic of Azerbaijan in 1918—the first secular democratic republic in the Muslim world. Although that republic lasted only until 1920 before Soviet occupation, May 28 remains a symbol of national pride and democratic aspiration (there is also a day of restoration of independence celebrated later in the year, marking the independence after soviet collapse).

# HAPPY HOLIDAYS

## ACROSS THE WORLD

## Month of June - Pride Month

Pride Month, celebrated each June, honors the LGBTQ+ community and commemorates the 1969 Stonewall Uprising—a pivotal moment in the fight for LGBTQ+ rights in the United States. It's a time to celebrate love, identity, and equality, while also raising awareness of the ongoing struggles faced by LGBTQ+ individuals. It is marked by parades, rallies, art, and advocacy.



## Jun. 15 - National Salvation Day of Azerbaijanis

National Salvation Day in Azerbaijan, observed annually on June 15, commemorates a critical turning point in 1993 when the nation faced political turmoil, near civil war, and internal collapse. On that day, Heydar Aliyev was invited back to Baku and elected chairman of the National Assembly, which effectively restored stability, prevented further conflict, and set Azerbaijan on a path toward modern statehood.



## Jun. 16 - South Africa Youth Day



Youth Day in South Africa honors the brave high school students whose peaceful protest in Soweto in 1976 ignited a powerful resistance against apartheid education policies. They were met with brutal police violence, resulting in tragic loss of life. Today, Youth Day reflects on their courage and sacrifice and highlights the ongoing importance of youth empowerment in pursuing equality and social justice

## Jun. 19 - Juneteenth



Juneteenth, marks the day in 1865 when enslaved people in Galveston, Texas, were finally informed of their freedom, two years after the Emancipation Proclamation was issued. It is the oldest nationally recognized celebration of the end of slavery in the United States. Juneteenth is a time to honor Black freedom, resilience, and culture, and reflect on the ongoing struggles for racial justice.



## Jun. 26 - Azerbaijan Armed Forces Day

This day commemorates the establishment of the nation's military back in 1918 when the Muslim Corps was renamed the Detached Corps of Azerbaijan, marking the birth of its national army. It's celebrated each year with grand military parades and public ceremonies honoring the service and sacrifice of Azerbaijan's armed forces.

## Jun. 28 - Ukraine Constitution Day

Ukraine's Constitution Day commemorates the adoption of the nation's modern constitution by the Verkhovna Rada on that date in 1996, solidifying Ukraine's identity as a sovereign, democratic, and legal state. It is typically celebrated with official ceremonies, cultural events, and educational programs that reinforce the principles of rule of law, human rights, and national unity.



# XRP Las Vegas Conference

Kate Kudrenko had the opportunity to attend the XRP Conference in Las Vegas, which focused on digital assets, blockchain developments, and upcoming bills related to them. She was able to meet with some of their guest speakers and learn more.



# OFFICE EVENTS AND EMPLOYEE ACTIVITIES

## AICPA Conference

Kate and Eon attended AICPA ENGAGE 2025, a conference where they met respected leaders in the industry, attended trainings, and exhibited on the show floor.



# First Aid Seminar

Our Athens office attended a first aid seminar to stay knowledgeable about first aid practices in the event of an emergency. The team all came together to learn CPR and other training.



# Visiting Hawkinsville

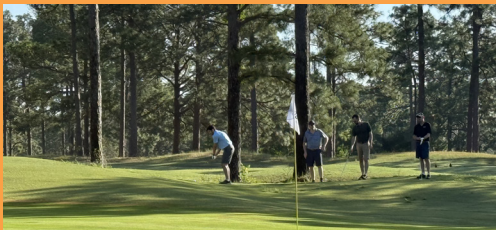
Storm Haas and Founder Harry Catrakilis had the opportunity to make the trip to CKH's Hawkinsville office to collaborate in person and connect with the town. There, they chatted with the team, made introductions around town, and learned more about the community.





# Golf Tournament

CKH Group hit the green at the Cochran-Bleckley Chamber Classic Golf Tournament! With both our Hawkinsville and Atlanta offices connecting for the afternoon, we were proud to show up in full swing to support the local Chamber of Commerce.



# Tenant Appreciation Day

Our Atlanta offices had a bit of mid-day fun at the Tenant appreciation event hosted by our office building. The team enjoyed some food and games.



## Hellenic Army

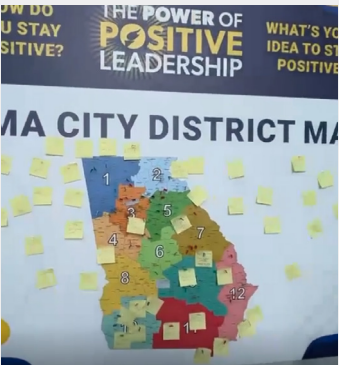
Harry Catrakilis and University of North Georgia, LTC (RET) Wes Pirkle, met with international exchange cadets from the Hellenic Army Academy while on visit to UNG. CKH Group is committed to assisting the bilateral relationships between the UNG Corps of Cadets and Hellenic Army Academy.



# OFFICE EVENTS AND EMPLOYEE ACTIVITIES

## GMA Conference

Our business development exhibited at the annual Georgia Municipal Association conference to share our government accounting and audit services with Georgia.





# 1 Year Hawkinsville Opening Anniversary

One year in Hawkinsville! Our incredible team came together to celebrate a year of growth, partnership, and local impact. We are so happy to be a part of this community. Here's to many more years!



# OFFICE EVENTS AND EMPLOYEE ACTIVITIES

## Braves Game

CKH Group celebrated a successful tax season by coming together to cheer on the Braves! A well earned team summer outing for another year of supporting our clients.



## Kyiv AP/AR Team

Our AP and AR teams in Kyiv met up at a coworking space for a day of collaboration and connection. Led by Kateryna Zatona, the team worked side by side and enjoyed lunch together to build teamwork.



## ACCG Conference

CKH Group's business development team had a great time at the 2025 ACCG Annual Conference in Savannah! Roger, Bill, Yvette, and Brian took the opportunity to connect with local government leaders in Georgia.





# HAPPY BIRTHDAY!



# Quarter Two Birthdays

## Azerbaijan

Apr. 19 - Leyla Hasanova  
Apr. 25 - Esmira Huseynova  
May 24 - Farida Guliyeva

May 30 - Nazli Mukhtarova  
Jun. 22 - Kanan Huseynov  
Jun. 23 - Aynur Nadirova

## Greece

Apr. 9 - Kelly Koutsoura  
May 4 - Konstantinos Theodorou  
May 6 - Maria Kondylaki  
May 18 - Stamatia Tsakoz  
May 23 - Evangelia Karamolegkou

May 26 - Engi Rami  
May 27 - Dimitris Dimitrelis  
Jun. 15 - Dionisis Kalogeropoulos  
Jun. 16 - Eleni Fillipidi  
Jun. 23 - Georgia Sergi

## Poland

Apr. 12 - Ewa Kaczmarek  
May 9 - Yana Sadovska

May 13 - Lukasz Augustyniak

## South Africa

Apr. 8 - Stephne Kukard  
Apr. 19 - Nasja Anthony  
Apr. 22 - Clayton Seale  
May 1 - Carita Jansen Van Rensburg

May 4 - Rentia Venter  
Jun. 1 - Hilda De Wit  
Jun. 21 - Jan Duvenage

## Spain

Apr. 20 - Berke Taseli  
May 5 - Thais Tibau

May 29 - Livia Juliani

## Ukraine

Apr 4 - Olha Zhygariyeva  
Apr 9 - Tetiana Artekova  
Apr 12 - Maryna Zadoyan  
Apr 12 - Mariia Biakova  
Apr 14 - Artur Kuzin  
Apr 15 - Olena Tsokolenko  
Apr 20 - Kateryna Zatona  
Apr 30 - Oleksandr Pobedria  
May 1 - Viktoriia Lehusova  
May 3 - Polina Kholbobaieva  
May 4 - Khrystyna Shchyrba  
May 5 - Mariana Senkiv  
May 9 - Myroslava Sosnovska  
May 12 - Pavlo Kripak  
May 12 - Yuliia Zosimova

May 14 - Liudmyla Riznychok  
May 15 - Dinara Kartayeva  
May 16 - Tetiana Kozyr  
May 16 - Sabina Adjygeldyeva  
Jun 1 - Alla Ishchenko  
Jun 1 - Anastasiia Vlasova  
Jun 7 - Larysa Kril  
Jun 13 - Olesia Honcharyk  
Jun 14 - Maksym Prybora  
Jun 18 - Valeriia Avramenko  
Jun 21 - Olha Nazarenko  
Jun 22 - Olga Volosovska  
Jun 28 - Viktoriia Kozak  
Jun 28 - Tetiana Hryvenko  
Jun 30 - Tetiana Cherniavska

## United States

Apr. 2 - Esther Shi  
Apr. 9 - Leo Frangis  
Apr. 19 - Bill Webb

Apr. 26 - Frank D'Urban Jackson  
May 19 - Brian Cagle  
Jun. 25 - Joel Franzen

# Chatting with Franco

A column dedicated to the thoughts and writings of Franco Cicchiello from our Barcelona office. Reach out if you would like to contribute too!



## An Elegant Teddy Bear

It was one of those days that mark the transition from summer into autumn. One of those days when you wake up and look outside the window and everything is grey, the sky is pouring down water onto the rooftops, onto the streets, and onto the people as if they were under a hammering shower.

Some people carry an umbrella, and some do not because, either they forgot it before the rain began or made the confident, but wrong choice before leaving home. These people move fast from under one overhang to the next and sometimes put their foot in a puddle but don't stop and don't say anything. They just keep moving! Before entering the buildings people shake their umbrellas and go inside but they are wet just like

the others. Everybody gets wet, there is no escape!

In a day like this one, the only thing that everybody wants is to go home and find comfort in the embrace of the family, in the heat of the house and in some dry clothes.

When Daddy comes home, he opens the door thinking he has finally found his shelter but, guess what? He finds himself in front of a battlefield instead.

Somebody has broken into the apartment through the big window on the balcony!

Everything is destroyed: the sofa, the armchairs, also the wooden floor, which was broken in the search for a safe that was not even in the home! Pieces of furniture were everywhere! Everything was completely torn down: a total disaster!

Daddy remains calm and calls the police before entering any further. Then, soon after, he calls his wife, who was supposed to have been picking up their little baby girl, aged 7 years old, from school. When they return home, the police are already there at the scene asking many questions.

There was no safe, of course, and nothing precious in the apartment besides the golden bracelet of Mummy. She was used to wearing it daily but, that morning between the rain and the chaos of having everyone ready, who knows why? But she forgot it at home.

Do you know the feeling when you realize that you have forgotten something important, and all the stress falls on you like a rock? That was how Mummy felt when she took the palm of her right hand to the front of her head and said, "Oh, noooo, my bracelet!!" She did not speak loudly because her daughter was there but she was shocked, very shocked!

Daddy was very sorry because the bracelet had been a gift to his wife for the birth of their little daughter but he stayed calm and said, "We'll buy another one. Don't worry," and then "We are all safe and we're together, and we'll buy another

one. For sure."

Everybody knows that certain objects have a value that goes beyond the price or the material, but what can you do? When it's too late, it's too late. The policemen were very professional and kept on asking questions about the description, the place where it was stored, where was it the last time they saw it and so on.

Mummy was desperate even if she tried not to let the baby understand what kind of tragedy she was living. You know how children are when they want to capture your attention, but they are shy because there are too many other people around that they don't know. They pull on the hem of your sleeve and try to talk to you in your ear.

The little daughter started to do just this until Mummy said "Yes sweetheart, what's up? Tell me." And with a little voice she whispered in her mother's ear "I know where the bracelet is!"

Mummy smiled like only parents can do when children tell their absurdities. She gave a warm caress on the face of her daughter and repeated loudly, "She says she know where the bracelet is!" Everybody in the room smiles and says, "Excellent!"

One of the policemen says, "She's so cute!" and then he adds, "Can you also tell me where it is, or will you only tell your mum?"

The little girl felt she must only talk to her Mummy and pulled on her sleeve again. Once again in the ear she said, "It's on the wrist of my teddy bear!"

"And since when?", asks Mummy.

"This morning! You were all busy and I was getting bored, so I thought that this bracelet would have made my teddy bear very elegant"

The teddy bear was big, not bigger than her, but his arm was big enough to wear the bracelet.

At this point everybody got serious and opened the door to the little girl's room. The thieves stepped into the room but had left it alone.

Who knows why they did so, but luckily nothing was touched.

In the corner at the very end of the room, the teddy bear was sitting there, looking very elegant with a golden bracelet on his wrist. The people in the room applauded the little girl who was happy but, probably, she did not understand the miracle that she had just worked.

Mummy still owns the bracelet to this day and she always wears it because the bracelet is more elegant on her wrist than on the teddy bear's. And because the little girl is now a little woman, the teddy bear has since retired many years ago.

Was it a miracle? Maybe, I don't know what else to call it, but I think that children can be the secret agents of God!

Please note: This is a true story in which I have hidden any possible reference to my friends.





## The Finish Line

It's almost one o'clock in the morning, there is silence, all is dark, I am running alone in the cone of light generated by the assistance car following right behind me. I can hear my heart beating at the rhythm "Tu tum, Tu tum" in my chest. The fresh air enters my mouth and I feel my lungs opening and my body working just like it should.

I forget the fatigue of having run 5 days in a row without sleeping, I look in the distance and see the lights of

the city of Melbourne where I must reach the Westfield Shopping Center to finish and win the first edition of the Westfield Sidney to Melbourne Ultramarathon: 875 Kms across the southern Australian highlands.

It is May 3rd, 1983, my name is Cliff Young, I am 61 years old, and I am becoming an Australian National Hero.

I am a farmer. My family was poor and because we did not have any means for transportation, I have been running since my childhood. In the case of incoming storms, many times, I had to run for days to gather the sheep or cattle and bring them home.

I have never raced a competition but, at 60 years of age I decided to run a marathon just to try and I ended up finishing in just 3 hours and 5 minutes. So, I thought maybe I could get good results, especially in the ultramarathons.

When I registered for the race, a guy from the organization called me on the phone.

They were afraid I could die, so I invited the guy for a running session and, after more than 3 hours of effort, trailing behind me, he was convinced I would be okay, and I was officially accepted in the race.



When the race started, 5 days ago, I was quickly in last position and continued to lose ground mile after mile, but, when the first night came, the others took a break and slept a few hours, while I

kept on running and took the leadership of the race. During the following day, some overtook me again but, during the following night I took the first position again. By now, everybody is too far away. They're not going to catch me anymore.

I reach Melbourne at 1.30 in the morning and there is a crowd cheering me on "Go Cliffy, go Cliffy!" A lot of people run with me; girls say they have fallen in love with me. I mean: isn't it



crazy?

I didn't know, but during these five days of running, I was becoming a national celebrity.

Now I stop thinking, the finish line is here! I win!

The victory of Cliff Young at the 1983 Sidney to Melbourne Ultramarathon remains one the biggest surprises in sport of all times.

# The Kudos Corner

**Kerosha Reddy**, thank you so much for your help and support on the audit readiness article for the GGFOA newsletter. Your prompt response and expertise enabled us to deliver on time in a tight deadline. Appreciate your help, and thank you for your contribution!



To **Sawyer Davis, Sophie Stone, and Lydia Lee**- Outstanding representation of CKH Group while attending GMA. Your contributions prior to and after the conference has positioned CKH Group for future business. Thanks for the great attitude and effort you display on a daily basis.

Well done to our new hire **Lauren Hames** for picking up training and tasking quickly! Your proactive attention and support has been positive within the Atlanta office, looking forward to your future ahead at CKH Group.

**Bill Webb** - thank you for always being a positive, productive, presence in the office. Working with you is easy and I appreciate your collaborative nature. I feel like you take challenges head on, and treat every missed shot as an opportunity for growth. That forward-driven mindset is critical within the business development team. I also appreciate your respect for other's time and efforts, as well as your honest and open approach to feedback. Thank you!



Well done to **Clara Buse** and **Lyndsey May** for your work on the Four Crosses Non-profit registration. Kudos to having an incredibly satisfied client who's really happy with your results so far. Incredible job knocking this out, we appreciate all the work you are doing!

Well done to **Stephné Kukard** for your impact on the government audit team. We are happy to see you moving to the US in our Hawkinsville office! Thank you for all your expertise, well done.

**Storm Haas**, I was impressed by the ownership of the google ads project and Caseware Article, Kudos. Storm, thank you for your quick turnaround on those edits, appreciate your speed and I value your keen eye. Good job on the deck, looks great, thank you again!

**Leo Frangis**, thank you for your adaptability, appreciate you taking on these projects. Thank you for the support with the excel article!

**Frank D'urban Jackson**, thank you for your dedication on another successful tax season! Well done to the tax team.

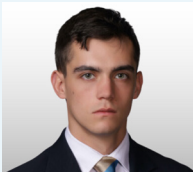


It's rare to find someone whose judgment and execution you can trust completely. **Shakira Parker** is not only a brilliant professional but also a fantastic colleague, and I'm truly grateful to have the opportunity to work with her.

**Brian Cagle** has been instrumental in bringing in work to our government team, and becoming the face of our services on the road. Always incredible impressed with your ability to interact with others and show them the benefits of CKH.

Props to **Eon van Wyk**, Thank you for delivering great results at the AICPA conference and powering through the red-eye flight back!

**Sawyer Davis** - an exemplary intern! Well done on creating that map that shows all the delinquent cities in Georgia as well as hot/cold leads. In general, you've been incredibly valuable to the team with a very can-do attitude. Appreciate all the you do for the business development team, glad to have you back at CKH for the summer!



**Kanan Huseynov**, Thank you for the structured approach, Derek is very happy!

**Roger Nixon**, well done on your ability to form connections, becoming an author in the GGFOA newspaper is a valuable asset, thank you.



Kate Kudrenko, well done to your first quarter/two quarters as CEO! You've been juggling a lot of responsibilities but I still feel like you make time to check in on others, find efficiencies, and support the CKH team in ways that are productive, constructive, and forward-thinking. Thank you for all your hard work in maintaining client relationships during the transition.

**Nick Catrakilis**, thank you for driving and making our Hawkinsville office good looking again!

**Olesia Honcharyk**, thank you for your resilience in managing two departments, well done!

Thank you **Yvette Hasbrouck** for your work on commercial leads, keeping getting those wins!

If you would like to praise a coworker on a job well done, scan this qr code to fill out the form! (can be submitted anonymously)





# Flawless Execution:

## Strategy

Strategy is the vital link between that 'future picture' and the tactical plans teams will execute. As Murph puts it, "You can have the best execution in the world... but if you execute against the wrong things, you will lose." Strategy ensures we're focused on the right goals. When everyone is pushing in a similar direction this is great evidence that the organization is aligned with the future picture. Here are key takeaways:

- **Strategy vs. Tactics:**
  - Where are we going?
  - What are we applying resources to?
  - How will we get there?
  - When and how will we adapt or exit?

Tactical success means little without strategic clarity. For example, despite tactical wins, wars like Vietnam and Afghanistan were lost strategically. We must remain agile and adaptable.
- **Creating Strategy:** It starts with understanding the future picture. Leaders must know where, how, and when to apply resources—and define a clear finish line.
- **Mapping Systems:** Like a body or car, all organizations are systems made of internal and external elements. Systems resist change, so understanding how they work is crucial.
- **Centers of Gravity:** These are high-impact leverage points in a system. Apply resources here to create the greatest change.
- **Targeting:** Once leverage points are identified, target them with speed and precision. In our government strategy, this means focusing on cities aligned with revenue goals and acting quickly to solve real problems for future customers.

-Roger Nixon, VP of Business Development





# Leader's Intent

Murph says, "It's not enough to know the strategy—you must understand the decisions behind it." A strong leader's intent helps teams move faster and make smarter decisions, even in the leader's absence. Everyone should understand what we're doing, why, and when—so that execution stays aligned with the vision, even under pressure.

## Key Points:

**Leader's Intent:** Intent must be clearly communicated down to the lowest level so that everyone can act independently and with confidence. It's about clarity of purpose, not just orders.

## Open Planning (OP):

- Encourages speed, collaboration, and creativity.
- Focuses on vision—not tactics.
- Planning should be quick, transparent, and inclusive. (Desert Storm strategy was drafted in 48 hours!)
- Everyone, no matter their role, contributes ideas and helps define success.

## Campaign Rooms:

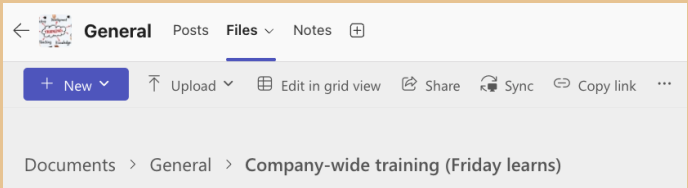
- Visual collaboration spaces like the "Checkmate" room ensure alignment.
- Units see each other's plans, fostering shared purpose.
- BAMA Company used a similar strategy: new employees had to walk through and learn the 12 key metrics and the future picture, reinforcing alignment from day one.

## Finishing with Finesse:

It's not just about how you start—it's about how you exit. Businesses must understand where they are in the lifecycle (Start-Up, Growth, Sustainment, Transition) and plan accordingly. Great organizations, like Coca-Cola or the film industry, know when to pivot, retire products, or introduce new ones to stay relevant.

# Missed a Company Training Event?

Don't forget that recordings of all past trainings can be found in the shared teams channel "CKH Group Training" under the General Tab, in the files section. (**Documents > General > Files > Company-wide Training**)





# THE GRAND LEDGER

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