

WINTER 2024 ISSUE

Q1 FY 2024

A NOTE FROM THE CFO



Happy 2024! I know that we're already a month into the new year, so I'm sure that many of you are already hard at work on keeping your resolutions. In the spirit of the season, I want to share the things I'm working toward, what I'll be focusing on, and what I'm hoping to accomplish this year.

Spending time together meaningfully:

In my holiday message, I reflected on how finding new ways to spend time together was one of my top three

highlights of 2023. Going into this year, I'm committing to meaningfully getting together — virtually and in person — to exchange ideas, engage, and grow. We're now the largest CXO at GSA, and it's important to me that we constantly find new ways to work together across offices, divisions, and functions in order to realize the value of true collaboration. For me, that's making more visits to spend time with those of you in the regions (I'll be announcing those trips throughout the year), as well as creating opportunities for virtual engagement.

Staying the course: During the upcoming town hall, I'll walk you through updates the senior leadership team has made to the strategic roadmap. Though we'll be rolling out some exciting new initiatives, our mission, vision, and core values remain the same. To me, the vision, mission, and core values serve as the identity and focus of our organization. Keeping them consistent helps align our efforts across the five two-letter offices. The course we set with our FY23–27 roadmap is still where we want to

go, and I'm committed to keeping OCFO on target.

Showing gratitude: We are a high-performing organization, always in competition with ourselves and striving to do better. As we focus on the daily tasks that bring us closer to accomplishing our goals, we often overlook the people and things that make our work lives easier and more enjoyable. This list is long and varied, but I want to call out our executive officer cohort, which keeps our organization functioning; our [Engagement Team](#) volunteers, who bring us together for fun events; the [OCFO Equity Team](#), which ignites diversity and inclusion conversations; and the [Analytics Community of Practice](#), which offers employees across OCFO opportunities to sharpen their skills. Each of these requires time and effort. And if they seem easy and seamless, it's because of the planning and thoughtfulness that goes on behind the scenes. I want to give a HUGE shout out to the OCFO front office team that works hard to give shape to my vision — from the town hall and the OCFO Awards to the leadership offsite and this very newsletter. Thank you for everything you do to make my workload lighter every single day!

As the year gets underway, and things get more hectic, I encourage you to look for opportunities to show gratitude to people who make your workload lighter or your day brighter whenever you can. I hope you all are able to attend [next week's town hall](#), scheduled for Wednesday, Feb. 7th at 1:30 p.m. Eastern. If you have questions you want to submit to us in advance, you can share them through [this Google form](#).

—Nimisha

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CHIEF OF STAFF'S CORNER



Happy new year, OCFO! Since Nimisha used her note to touch on resolutions and setting goals, I'll use the next few paragraphs to share some information about (and issue a challenge related to) a reality that we all face as federal employees — continuing resolutions.

Starting each September, we all probably start hearing rumblings about the upcoming funding deadline for the entire government. The October 1st funding deadline (the start of the fiscal year) comes with the risk of a government shutdown due to a lack of funding to operate. One of the most common ways this funding issue is addressed by Congress is through a continuing resolution, also commonly referred to as a CR. Essentially, a CR is Congress' way of funding the government for a period of time using last year's funding levels (with a few exceptions) while they continue to work on establishing new full year budgets for each agency. CRs come with their own set of challenges, including impacts to new program starts, hiring, and strategic planning. But, for better or worse, they have been (see the trivia question on the right!), and likely will be, a common tool used by Congress to fund the government.

I found this [2023 Congressional Research Service report](#) on CRs very interesting. Check it out if you'd like to learn more about CRs and their impacts as we approach the current CR expiration date of February 2nd for the majority of government.

Government funding trivia question: *When was the last year that government was fully funded on October 1st? (Scroll down to see the answer at the bottom of the page.)*

In other news, it wouldn't be a chief of staff update if I didn't remind you about upcoming mandatory training. [GSA's mandatory training for FY24](#) was rolled out earlier this month. These courses need to be completed by all GSA employees, and each course has a due date of either April or July. Get started now to avoid the last minute scramble later this year!

—Christian

Government funding trivia answer: 1997! The last time the federal government was fully funded on October 1st without the need for a CR, the movie *Titanic* was in theaters and AOL Instant Messenger was brand new!

EMPLOYEE SPOTLIGHT: DEREK BLANCHARD



Derek Blanchard is a financial management analyst in the FAS Financial Services Division (BGF) of the Office of Financial Management. He has been with OCFO since July 2020, and lives in Philadelphia.

1. What's your favorite thing about OCFO?

My favorite thing about OCFO is the camaraderie and collaborative initiatives I have been fortunate to be a part of during my time here. Working with some of the most brilliant minds in the federal government to solve issues, complex and miniscule, has been very rewarding. Being able to work alongside some of these individuals is continually contributing to making me a better version of myself as well.

2. Describe yourself in three words.

Adventurous. Observant. Motivated.

3. What advice would you give a new OCFO employee?

I would encourage any new OCFO employee to let their voice be heard. We all come from different backgrounds and we all have acquired different skills that can be combined to produce great results. Being new can be intimidating, but everyone is more than welcoming, comforting, and willing to help with the transition.

4. What's the most interesting place you've been?

I would say one of the most interesting places I have been is Tenerife, Canary Islands. Tenerife is the largest of Spain's Canary Islands, off the coast of West Africa. The weather is amazing, it has a robust diverse population, and a dormant volcano that causes the black sand beaches throughout the island. The surrounding waters are full of unique marine life, and I had the most memorable experience viewing a family of pilot whales while out on a catamaran. Most importantly, the food is amazing. It is truly a peaceful and scenic oasis in the middle of the ocean.

5. What's your favorite quote?

"Without continual growth and progress, such words as improvement, achievement, and success have no meaning" – Benjamin Franklin

EMPLOYEE SPOTLIGHT: BOBBIE ROBINSON



Bobbie Robinson is a program analyst in the Office of Audit Management & Accountability. She has been with GSA for nine years and handles audit portfolios for FAS, OCFO, GSA IT, and OCIA. She was born and raised in Washington, DC, but recently relocated to Winter Garden, FL.

1. What was your first job?

My first job was as a summer intern at Howard University's School of

Communications, through Mayor Marion Barry's Summer Youth Employment Program. It was a fantastic experience that opened my eyes to the world of communications and laid the foundation for my career journey.

2. What motivates you?

The ability to deliver exemplary customer service, build effective relationships, and resolve issues in a manner that fosters cooperation brings a sense of fulfillment.

3. What hobbies do you have outside of work?

Outside of work, you'll often find me getting lost in a good book, tackling challenging puzzles, and soaking up the joys of family and friends' company. I'm also a travel enthusiast, always on the lookout for new adventures to add to my story!

4. How would you describe your job to a 5th grader?

I'm the superhero leader who plans missions, helps superhero teams work together, and makes sure all the important paperwork is in order. It's like being the superhero behind the scenes, like Alfred to Batman; making sure everything in the superhero world runs smoothly and everyone is happy!

5. What's your favorite part of your job?

My favorite part about my job is the opportunity to build meaningful relationships. Delivering top-notch customer service, explaining complex details in a way that fosters cooperation, and being a reliable resource for partners and clients bring me a sense of accomplishment. Contributing to program improvement and being a trusted advisor adds a personal touch to my role. It's not just about managing projects; it's about making a positive impact and building connections in the process.

SHOUT OUTS

- Shout out to **Colten Gibson** (BAA) for providing training on how we can use the GSA Enterprise GitHub to manage projects, develop data solutions, and incorporate open source data.
- Shout out to **Morgan Gaylor** (BB), **Jim Geoghegan** (BB), **Michelle O'Brien** (BBP), **Simon Casselle** (BBP), **Mike Buonocore** (BBP), and **Bill Bartek** (BBP) for their work and collaboration in getting the PBS build of OneStream into production. Their dedication and engagement were vital to working with the developer to keep the project on schedule and have a successful implementation.
- Shout out to **Siri Nankin** (BBF) and **Kathryn Thompson** (BBF) for their amazing contributions to the FAS Financial promotion and socialization effort related to the FAS Financial Dashboard. Their engagement, creativity, and dedication were instrumental to the effort's success.
- Shout out to **Kaleema Reid** (BBF) for all her great work collaborating with the FAS Personal Property Utilization and Donation program to adjust the FY24 and FY25 budgets for the FY25 Congressional Justification based on guidance received in the OMB passback.

Shout out to **Lakesha Davis** (BBF) for all her hard work reimagining the FAS Staffing and Payroll Reports for FY24, working through a variety of challenges related to new coding and budget structures resulting from the F4 Reorganization.

- Shout out to **Jarren Brown** (BBP) for reviewing more than 120 IRA project authorizations and updating Kahua and CPA for each over the holidays, allowing PBS to meet their baseline planning goals to move this key GSA priority forward.
- The Accounting and Financial Reporting Team (BGA), consisting of **Andrea Stanley, Angela Evans, Robert Smalskas, Cassie Holman, Courtney Moon, Felicia Ford-Jones, Gail Brass, Jared Leicht, Jose Malan, Ken Kirtley, Keri Band, Sunil Mohanty, Teisha Jones, and Theresa Lewis**, success-

fully completed FY 2023 year-end reporting that was integral to GSA's FY 2023 Agency Financial Report. This team has many demanding deadlines and their dedication, hard work and determination always pays off. This was one of the smoothest and uneventful year-end reporting cycles in recent memory. Congratulations, team BGA!

- The Agency Financial Report is more than the compilation of fiscal year end financial results. It also includes developing a theme and schematics. For FY 2023, **Daniel Humble** (BG) joined the AFR team and brought forth many new ideas to improve the visual layout of the report by highlighting the Art in Architecture Program, GSA's stewardship of historical buildings, and revamping the organization section of the report.



- **Nancy Hamlin** (BG2DA) has been instrumental on the OCFO's implementation of the SFFAS 54 Leasing Standard mandated by the Financial Accounting Standards Board. Nancy has been working with various stakeholders, reviewed test scripts, provided feedback, and conducted user acceptance testing to ensure issues were addressed and resolved. Nancy's expertise played a vital role in the successful conversion of more than 6,100 right-to-use leases and accurately recording the related assets and liabilities. Her proactive role has helped ensure consistency and accuracy in the handling of post implementation transactions and has mitigated a potential audit risk by improving the reliability of the transactions in the financial system of record and reducing improper payments.
- Shout out to **Avery Collins** (BIS) for her role supporting the [White House Leadership Development Program \(WHLDP\)](#) orientation this past October. The WHLDP is sponsored by the Executive Office of the President and aims to strengthen



(Continued on page 5)

SHOUT OUTS

enterprise leadership across the federal government by providing senior level federal employees with exposure to cross-agency priority challenges. Avery was specifically requested to support the orientation and played a key role in planning and executing the week-long onboarding process for the new cohort of WHLDP fellows. Avery helped ensure fellows had an informative and engaging start to their experience in the program. Well done, Avery!

- Shout out to **Isabel Metzger**, **Larry Young**, and **Michael Kelty** (all BIA) for promoting our advanced analytics work with the broader government community! In October, Izzy and Larry spoke at the 34th twice yearly government-wide Budget Line of Business Fall Forum. They delivered a talk titled “Elevating Federal Customers’ Experience: Insights from Data-driven Dashboards and In-depth Analyses.” That same work was featured in a Digital.gov blog post, [Decoding public sentiment: Harnessing open data to gain insights into service delivery](#), authored by Michael Kelty. In November, Izzy was also a panelist for the “AI—Risk and Reward in the Federal Sphere” talk hosted by the Treasury Executive Institute, and in December Izzy authored the post [Amplifying customer voices: A guide to natural language processing in customer experience data analysis](#). We are so psyched to be getting the word out about this great work!
- Shout out to **Hilary Busbee** (BIC) for converting all the Pegasys, VCSS, and Business Intelligence information from the GSA Corporate IT Services page to GSA InSite so that the GSA Corporate IT Services platform could be decommissioned. Hilary was instrumental in moving all the documents and training material, creating an easy-to-navigate interface, adding new functionality to assist users in easily finding the information. The switchover is scheduled to occur on time in late January thanks to Hilary’s efforts.
- Kudos to team members **Michelle Claudy** and **Jenette Troberg** from BR Zone 3’s Capital Branch (BR3R) for preparing an Inflation Reduction Act update for the first issue of the [FY24 RWA & Capital Projects Community of Practice bulletin](#).

The article summarizes important program information and contains extremely helpful source information from our business partners in the Office of Budget, the Office of Acquisition Management, and the PBS Program Management Office. Great work, Michelle and Jenette!

- Kudos to **Sarah Reinbold** (BR3R) for her excellent customer service! During a busy year end, Sarah worked closely with the Region 8 PBS team to prepare and execute a RWA project for the U.S. Space Command. This was a challenging task in a leased location, where the lessor did not want to perform the work. The project manager at USSPACECOM J4X emailed the PBS project lead and had this to say: “The entire team really made magic happen to get this one awarded this year. We’ll be inviting the team down to USSPACECOM to say thanks in the near future.” Sarah was part of the team who “made magic happen.” Thank you, Sarah, for taking excellent care of both our internal and external customers! Your hard work demonstrated to the U.S. Space Command that GSA is a professional and efficient agency to work with.

OFFICE UPDATE: BUDGET

The first quarter of FY 2024 was a busy one for the Office of Budget. We started off the fiscal year operating under a continuing resolution (CR) that lasted through November 17, 2023. We worked with GSA's programs to develop spend plans that funded staff and critical contracts within the limited funding amounts that were available under the CR. Once the second CR was enacted in November, that extended funding through February 2, 2024, BB once again collaborated with GSA's programs to update their spend plans to account for the new funding and new activity that would occur during the new CR timeframe, including FY 2023 performance award payouts. The House of Representatives and the Senate were also negotiating on the full-year FY 2024 appropriations during the first quarter; the Office of Budget worked very closely with the Office of Congressional and Intergovernmental Affairs to provide technical assistance to Congress in order to obtain FY 2024 appropriations and report language requirements.

Besides focusing on FY 2024 execution, the Office of Budget partnered with GSA's different program offices during the run-up to Thanksgiving to prepare for passback from OMB on GSA's FY 2025 request. Passback then came in early December and we partnered with GSA's programs and the Administrator's Office to develop GSA's response to OMB. Overall, GSA received a very favorable passback from OMB given the constraints that were imposed by the Fiscal Responsibility Act of 2023. Once passback and GSA's final FY 2025 funding levels

were settled, BB began working with the programs to update our budget narratives and exhibits to get GSA's FY 2025 Congressional Justification ready for release in early 2024.

Lastly, the Office of Budget has also been looking forward to FY 2026 and the upcoming spring budget formulation process. We've been partnering with the Office of Analytics, Performance & Improvement to develop GSA's FY 2026 budget guidance for release in February. We're continuing to refine the environmental scan process that makes sure that GSA's programs take a broad view of the various factors that might influence them as they identify their needs for FY 2026 and they develop their budget requests. Another major change this year is working to improve the visibility into IT data across the agency by standardizing GSA's business case templates to capture the same quantitative and qualitative information when programs submit requests for new IT funding; we've also been partnering with GSA IT to expand the information that we capture in OneStream around the various systems and tools to give leadership better insight into GSA's IT infrastructure. Finally, we also finalized the development of the PBS budget formulation modules in OneStream, so that in the spring PBS's budget request will be captured directly into OneStream. This will be the realization of one of the OCFO's primary goals with our implementation of OneStream by having all of GSA's budget request in one central location.

OFFICE UPDATE: FINANCIAL MANAGEMENT

FY 2023 Agency Financial Report and Financial Statement Audit

The Office of Financial Management coordinates the compilation of GSA's annual agency financial report. This is one of the major deliverables produced by GSA and it could not be completed without the contributions of OCFO's partners across the agency. This year, we highlighted the Art in Architecture Program, GSA's stewardship of historical buildings, and GSA's podcast [GSA Does That!?](#).

[GSA's FY 2023 Agency Financial Report](#) was published on November 15th, and the Office of Financial Management would like to express gratitude and appreciation to everyone who played a role

in getting the report across the finish line.

We would also like to thank you for the teamwork and collaboration that made responding to audit requests seamless and ensured the auditors received all the information they needed in a timely manner. In FY 2023, GSA responded to more than 1,300 requests from the external auditors.

New G-Invoicing Automations Make Adoption Smoother

The Process Optimization and Automation Division delivered [a new automation](#) that assists with automated retrieval of G-

OFFICE UPDATE: FINANCIAL MANAGEMENT (cont.)

Invoicing documentation and delivers documents to the appropriate programs within GSA. The automation not only attaches documents and distributes information, but also enables users to monitor document download statuses and submit document download requests to the bot using a custom dashboard. This automation is projected to download 50,000-plus attachments over fiscal year 2024 (returning an estimated 1,250 hours of capacity). And that's just for the FAS Assist workload! Those figures are projected to increase as more work across GSA moves to G-Invoicing.

We are also working on [another automation](#) to improve the G-

Invoicing workflow that will help staff execute the G-Invoicing general terms and conditions (GT&C) approval process and manage the G-Invoicing order data update and approval process. This automation will scrape data from each order and GT&C and perform validations against a list of business rules. Depending on the validation outcome, the automation updates the order status in G-invoicing. This automation also sends out notification emails to various stakeholders at different points of the order or GT&C lifecycle. All information that the automation scrapes is displayed on an interactive dashboard, where funding officials can look up the order or GT&C of interest, and take action on orders.

OFFICE UPDATE: ANALYTICS, PERFORMANCE & IMPROVEMENT

BI Gathers for Office Onsite

In October, BI held its annual onsite at 1800F. The onsite was an opportunity for the entire office to get together in-person and strengthen the bonds that fuel our efforts and accomplishments throughout the year. It was a great balance of team-building activities, skills development, strategic thinking, and social time.

The onsite kicked off with the office reflecting on accomplishments from FY 2023. We were then joined by Crystal Philcox, FAS's Assistant Commissioner for Travel, Transportation, and Logistics Categories, to talk about the challenges and opportunities in electrifying the fleet and the importance of data in the customer experience. Later in the onsite, we participated in a workshop called "Storytelling for Results." This workshop was a

fun and valuable group-based storyboarding exercise. We finished the onsite by exploring BI's FY 2024 priorities and plans for the year as well as meeting with Nimisha.

BI's FY 2024 Priorities

At the beginning of each fiscal year, BI creates a set of overarching priorities that guide its actions and operations. This year, BI's top FY 2024 priorities are:

- Impact through Performance Management
- Innovative Solutions to Business Problems
- Transformation of GSA's Financial Reporting and Analytics Capabilities
- Data-Driven Management of FinTech and Working Capital Fund Investments

During our October onsite, BI office members participated in a "science fair" workshop dedicated to these four priorities. During the exercise, individuals visited a station for each FY 2024 priority and used post-it notes to identify impactful projects within the priority area and keys to successful implementation. BI is currently leveraging the insights from this exercise.



Mitchell Lucia, Isabel Metzger, Ashleigh Sanders, De-Borah Mack, Veronica Butler, Jewell Anderson, Grace Jeon, and Nimisha Agarwal. Row 2: Larry Young, Gleason Rowe, Dan Icitovic, Nathan Keene, Mike Wano, Steve Brockelman, Will Spelker, Tanisha Paulding, Vivi Tran-Chu, Sophie Rybacki, Hilary Busbee, and Avery Collins.

OFFICE UPDATE: ANALYTICS, PERFORMANCE & IMPROVEMENT



Veronica Butler, Sophie Rybacki, and Grace Jeon.



Vivi Tran-Chu and Gleason Rowe.

Highlight: Strategy, Risk, and Performance Management (BIS) Holds SSOs Accountable for Performance

In December, the BIS team facilitated quarterly performance reviews (QPRs) between the Office of the Administrator and leadership teams from FAS, PBS, TTS, and OGP. QPRs are data-driven reviews that enable the A-suite and SSO leaders to review progress on strategic priorities and key initiatives, and to discuss challenges, risks, and opportunities.

This round of QPR meetings was focused on evaluating end-of-year performance results from FY 2023 and discussing top priorities

for FY 2024. Three of the four QPRs were held in-person at 1800F. Key themes from the discussions included opportunities for GSA to:

- Optimize the federal real estate footprint and reduce agency costs;
- Leverage customer feedback to improve acquisition tools and digital resources;
- More effectively support agencies through GSA services, such as policy-making and program evaluations.

Additional information and results of all enterprise performance measures can be found in the [GSA Enterprise Dashboard](#).

OFFICE UPDATE: PBS FINANCIAL SERVICES

BR's Continued partnership with the Office of Budget and the PBS Climate & Infrastructure Program Management Office on the Inflation Reduction Act in FY24

BR's Internal Solutions Team has continued to partner with the Office of Budget and the project management office to develop systems for accurate tracking of project funding, obligations, and outlays for the special appropriations as IRA projects are approved. These reports will serve as the official system of record for internal and external reporting requirements to the Office of

Management and Budget and agency stakeholders. Also, the BR Capital Projects teams in all Zones have been actively collaborating with both the PBS project teams and BB's Capital Projects team on the execution of the program.

[Sign up to receive weekly IRA updates from the project management office.](#)

BR continues to lead PBS workforce management in FY24. Ongoing use of the BR-developed staffing plan application has led PBS

to continue increasing its onboard employee count to historic levels while also providing critical financial projections for FY24–FY25 budget planning scenarios. The Internal Solutions Team also recently developed and demoed a new tool for the PBS deputy commissioners that provides unprecedented visibility into over 300 management support and administrative services contracts totaling \$90 million. This tool will be used throughout FY24 to ensure contract costs are aligned with budgetary and programmatic priorities.

IRA Program Executive Dashboard

IRA Program Budget			Obligation Info				
\$3,375,000,000			\$ 105,004,219 / % 3.3				
Component	Program Code	# Projects	Approved Budget	Obligated Amount	% Obligated	Un-Obligated	Outlay
High Performance Green Buildings	PG21	22	\$98,994,018	\$4,839,590	4.9%	\$94,154,428	\$1,941,255
LCOLS: Low embodied carbon glass	PG24	35	\$392,602,659	\$30,558,799	7.8%	\$362,043,860	\$85,868
LCOON: Low embodied carbon concrete	PG24	99	\$511,010,266	\$9,737,987	1.9%	\$501,272,280	\$49,984
LCASP: Low embodied carbon asphalt	PG24	50	\$125,091,743	\$22,054	0.0%	\$125,069,689	\$22,054
LCSTL: Low embodied carbon steel	PG24	80	\$232,241,933	\$9,260,180	4.0%	\$222,981,753	\$157,958
LECM: Unassigned Program	PG24	35	\$780,938,783	\$0	0.0%	\$780,938,783	\$0
Emerging and Sustainable Technology Projects	PG27	572	\$961,300,020	\$43,617,619	4.5%	\$917,682,401	\$2,381,016
Emerging and Sustainable Technology Programs	PG28	1	\$50,496,000	\$6,867,989.89	13.60%	\$43,628,010	\$85,279.74
TOTAL IRA Funding			\$3,152,674,821	\$105,004,219	3.33%	\$3,047,670,602	\$5,473,414

OBLIGATION HIGHLIGHTS

Click the image above to access the dashboard

ENGAGEMENT TEAM UPDATE

In Q1, the Engagement Team successfully planned and executed the [OCFO Season of Sharing initiative](#). The team organized several opportunities to engage and share throughout the holiday season, culminating with a hybrid style holiday party. Congratulations go out to **Joe Murphy** (BGF) who guessed the correct number of candies in the jar and the game winning North Pole Ninjas with team captain **Nina Wirth** (BGF) and team members **Bridgette Hill** (BR2B), **Denisha Quarles** (BR4L), **Lene Denney** (BG2DDC), **Brenda Cadette** (BR4F), **Georgia Davis Leggett** (BR4), **Kevin Ward** (BR4B), **Jewell Anderson** (BIA), and **Gena Flourney** (BG2AC). Kudos also to the Rebels Without a Claus and the Silent Knights for finishing second and third place, respectively.

The hybrid holiday party was made possible by the efforts of a few individuals who went above and beyond to ensure a successful event. A special thank you to **Ebony Taylor** (B), **LaTanya Benson** (BR2R), **Kristin Williamson** (BGF), **Dan Humble** (BG), **Stephanie McWhirter** (BBF), **Mia Drane-Maury** (B), **Vivi Tran-Chu** (BIC), **Rozetta Robinson** (B), **Vickie Lay** (BBW), and **Pam Murray** (BBW) for all of your hard work both in-person and virtually. Did you participate in the hybrid holiday party? It's not too late to [provide your feedback!](#)

In case you missed it, be sure to check out the [OCFO recipe book!](#) The goal is to make this a seasonal activity, which will result in a year-round collection of your best recipes.

As we start 2024 and begin planning future engagement activities, we would like to extend the opportunity to all OCFO employees to join our team. At this time, we are looking to fill the key role of [Engagement Team co-chair](#). If you are interested in volunteering for this role or to join us as a general team member, please complete the [interest form](#). Questions? Please email OCFOEngagementTeam@gsa.gov or [Kristin Williamson](#) and [Mia Drane-Maury](#).

EQUITY TEAM UPDATE

During the first quarter of fiscal year 2024, the Equity Team remained committed to advancing DEIA principles and practices in the workplace in support of equitable service delivery and operations.

In an effort to establish a sound foundation for OCFO DEIA and equity action planning, the Equity Team, led by Isabel (Izzy) Metzger the Sub Co-Chair for Accessibility, analyzed FY 2022 Federal Employee Viewpoint Survey (FEVS) data performing a correlation analysis of DEIA specific FEVS responses and non DEIA FEVs responses. This correlation will assist with informing actionable activities, driven directly by the workforces feedback, that will be leveraged in OCFO's DEIA action plan. So stay tuned for updates!

As an update to last quarters newsletter, once again the OCFO Equity Team's efforts to support and drive change at the GSA enterprise level as the DEIA SES assessment was shared with the SES cadre. In addition, the supervisor/manager voluntary questionnaire was distributed providing over 2,135 members of supervisory cadre with an opportunity to inform and shape GSA's DEIA and equity outcomes.

As always, the Equity Team, with the support of OCFO leadership, remains excited about what's ahead. To that end, OCFO employees, at all GS levels, interested in becoming a member of the Equity Team or learning more are encouraged to read the FY24 [Equity Team one-pager](#) or complete the [Equity Team sign-up form](#) and JOIN US!

The OCFO Equity Team

HAIL & FAREWELL



Welcome to **Clinton Birchfield** (BAI), who hails from Safford, Arizona! He is a veteran of both the Navy and Army and has had an interesting and varied career, including stints as an Environmental, Health and Safety Training and Compliance Manager, a Lab Technician, and an armed security officer at a nuclear power plant. He brings with him a host of skills applicable to the BA mission, such as being a drone pilot. Clinton also holds a bachelor's in Organizational Management.

Clinton is a father, a partner, and a veteran who says he treats life like a classroom and a science lab. He is always looking for the lessons to be learned and wants to improve what he can so others can avoid the obstacles he faces. Has a pet pig, skunk, dog, and bearded dragon — all of which he has taken on to help other people. Clinton loves his family, data, and gaming.



Welcome to **Fabrian McCain** (BAI)! Fabrian has been a civil servant for 11 years, transitioning to GSA from the U.S. Immigration and Customs Enforcement (ICE)'s Office of Budget and Program Performance as an analyst. Prior to ICE, Fabrian worked with Department of Homeland Security HQ OCFO as a resource analyst, Health and Human Services as a health physicist, and the Department of Defense as a radiological controls technician. Her areas of expertise include data analytics and visualization, program management, and federal budget (formulation, execution, planning and programming).

Fabrian received a B.S. in physics from Virginia State University and prior to her federal experience was a high school physics teacher. Originally from Charlotte, North Carolina, Fabrian now lives in Prince George's County, Maryland. In her spare time, she enjoys cooking and traveling, with her favorite destinations thus far being Barbados and Sydney.



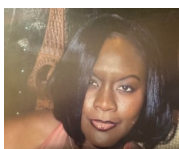
Welcome to **Colten Gibson** (BAA)! Colten is pictured with his wife, Hanah. He is from, and currently resides in, the Dallas-Fort Worth area. Colten traveled and lived in many states growing up in a military family. He has a bachelor's in medical laboratory sciences and a master's in advanced data analytics, from University of North Texas. He is currently attending Texas A&M University working on an MBA.

Colten started working for GSA in November 2023. Prior to GSA he served in the United States Air Force and worked in private sector healthcare. In his free time he likes to do outdoor activities, go for trail runs with his dog Pepper, take care of his plants, and spend time with his family and friends.



Welcome to **Erick Okewa**! Erick has 16 years of experience in payroll, travel advances and settlements, budget analysis, fleet management, and internal controls in the U.S. Navy Reserve. He has served as the lead petty officer on several deployments, overseeing millions of dollars for active duty and reserve sailor TDY vouchers.

Erick is an avid family man who enjoys quality time with his wife and two boys. Erick has a bachelor's and master's degree in accounting, and has completed the level 1 financial management certification. Erick will be working as an accountant in the Financial Services Division (BG2D), Financial Analysis and Cash Reconciliation Group (BG2DCA) when he returns from deployment.



Welcome, **Teresa Gullatte**! Teresa joins us after serving for almost four years with USCIS's HART service center, where she was an immigration service assistant. She has also worked as a budget analyst and a quality control analyst with several companies. Teresa has a bachelor's degree in business finance and an associate's in accounting.

Teresa is married with two daughters. Her husband is a retired Army veteran. One of her daughters is a lieutenant colonel in the Army and the other is a registered nurse. Teresa is working as a financial operations analyst in the Financial Services Division (BG2D), Financial Analysis and Cash Group (BG2DCA).

HAIL & FAREWELL



Welcome to **Twyla Williams**, who joined the Financial Services Division, Utilities Payments Group (BG2DAA) in October 2023! Twyla is a Louisiana native who embraced the Lone Star State 17 years ago. She received her bachelor's degree in finance from Louisiana State University and was previously employed by SBA's Office of Disaster Assistance.

While her rhythm may be questionable, she has a love for dancing. She's her family's go-to holiday cook and loves seeing them enjoy the vittles she whips up. Outside of the holiday seasons, she's considered the unofficial therapist for her family and friends. Actively engaged in various organizations, she holds the position of financial secretary of the Epsilon Tau chapter of Iota Phi Lambda Sorority, Inc., and holds memberships in the National Council of Negro Women, Blacks in Government, and the NAACP. Twyla is excited about joining the GSA team and contributing to its mission in a meaningful way.



Welcome to **Zach Goodman**! Zach joined the Financial Services Division, Utilities Payments Group (BG2DAA) in November, having transferred from the Army Corps of Engineers. He earned a bachelor's in business administration from the University of Kansas and is currently pursuing an MBA and a graduate certificate in analytics from the University of Missouri - Kansas City, and is expected to graduate in the fall.

He married the love of his life in April 2023, and is now stepfather to a 15-year-old named Brason. In his free time, he plays the piano and the guitar.

Zach's grandpa was a professor at the University of Kansas (KU) and when Zach was 5 years old, his grandma asked him what he wanted to be when he grew up. He said "I want to be a big boy KU basketball player." Although that did not happen, he is still a huge University of Kansas Jayhawks (and Kansas City Chiefs fan). He's also very grateful and happy to begin a career with GSA.



Welcome, **Jake Grindstaff** (BGF)! Jake is a Maryland native who still calls the state home. He earned a bachelor's degree in risk management and insurance from Gallaudet University in Washington D.C. He is currently studying for a master's of public administration in Gallaudet, and expected to graduate in May.

Prior to joining GSA, he worked as employee benefits ancillary marketing desk analyst at USI Insurance Services in Bethesda, MD, and as a financial advisor at New York Life Insurance Company in Baltimore, MD. Jake started with GSA by joining the Enterprise Emerging Leaders Program and has rotated through several offices, including the Office of Information Technology Category, Office of Audit Management and Accountability, FEDSIM – Army Group, PBS Financial Operations Division, and the Region 10 Leasing Division.

In his spare time, Jake enjoys playing golf, disc golf, cycling, watching sports (big Baltimore fan), being involved with the deaf community, and spending time with his wife and dog. He loves to share fun facts about himself, like how he completed Cycling Across America (4,120 miles in 60 days) with two friends during his summer break from college.



Welcome to **Katy Harrison**! Katy joined the Reimbursable Agreements Branch (BGF) from Office of Portfolio Management and Customer Engagement in R11 PBS, where she had been an asset manager for strategic analysis for more than two years. Katy started as a contractor for the federal government 13 years ago and her focus has been in finance and purchasing. She joined BGF in October as a financial management analyst.

HAIL & FAREWELL



Welcome to **Alan Tran** (BGF)! Alan is a graduate of George Mason University with a bachelor's in business management. Prior to joining GSA, he worked at the College Hunks Hauling Junk and Moving franchise in Northern Virginia, where he held various positions including team lead, human resources manager, and operations manager. In his free time, he enjoys playing video games, watching romance dramas, trying cuisines from different countries, and spending time with his friends. His life goals include getting a cat and naming it Saber, traveling to Paris, and becoming an excellent swimmer.



Welcome, **Stephan Hardiman** (BGF)! Stephan served four years in the Air Force and 10 years in the Army. During that time, he was stationed in a number of cities across the U.S. and in Korea and Iraq.

After his time in the military, he enrolled in college and graduated in 2016 with a degree in project management, focusing on team leadership. In March 2016, he started with TSA and was a financial specialist for six years. In January 2022, he started with the DEA as a financial management specialist in the Omaha division. His duties included processing various types of accounting transactions, performing analysis of financial information, and providing customer support.



Welcome to **Jon Carlson** (BGF), who joined FAS Financial Operations Controls Branch – Fleet and Supply Team as a financial management analyst in October 2023! Before joining his current team, Jon was with the PFS Financial Information and Operations Division in Cash Collections as a financial operations analyst from August 2020.

Prior to coming to GSA, Jon worked for the Department of Defense – Defense Military Pay Office in Ft. Leavenworth. Before that, Jon worked for the Internal Revenue Service as a 1040X tax examining technician, RICS/IVO tax examining technician, and IRS-CI investigative analyst.

Jon grew up in Kansas and currently lives in Kansas City, Missouri. He is married and has two cats. Jon graduated from Highland Community College with an associate's degree and many different college courses from Wichita State University and Tabor College. Jon is passionate about sports as he was an athlete back in the day. He was also a former high school and college football assistant coach for several years. Finally, Jon, his brother, and his sister all have knowledge of American Sign Language.



Welcome to **Tammy Peterman** (BGF)! Tammy began her career at GSA as a contractor in 2013 and officially became a federal employee in 2020 as an accounting technician in the Sales and Claims section of the Financial Information Control Branch. From there, she moved on to becoming a financial operations analyst, also in the Sales and Claims section. Recently, she was promoted to financial management analyst in the FAS Financial Operations and Control Branch.

She graduated from Northwest Missouri State University — go, Bearcats! She has been married to her husband, David, for 22 years, and has two sons, Jalen and Garrett. Her hobbies include reading and playing pool in a pool league when she is not following her boys around to their events. Her favorite hobby is spending time at the beach or — even better — reading on the beach!



Welcome, **Adrienne Maybin** (BGF)! Adrienne joined GSA Fleet in July 2018 as a program analyst for Zone 2 Zonal Operations. Adrienne joined the Fleet/Supply team as a financial management analyst this past October in the FAS Financial Operations and Controls Branch. Prior to joining GSA, she was a community economic development volunteer with the Peace Corps. Adrienne graduated with her MBA from the University of Wisconsin-Whitewater in 2014. Outside of work, Adrienne is a part time yoga instructor who also enjoys running, CrossFit, hiking, and traveling.

HAIL & FAREWELL



Welcome, **Nicholas Meyer**! Nick will be supporting the Telecom programs as a Financial management analyst in the Financial Operations and Controls Branch of the FAS Financial Services Division (BGF). He joined BGF in August. This is Nick's first job with the federal government, and he is very excited to learn and grow as much as he can. Nick double majored in finance and economics, with a concentration in innovation and entrepreneurship, at the College of William and Mary. With his expertise in Excel and automation with VBA, he is looking forward to helping with innovation wherever it is possible. While out of the office Nick enjoys rock climbing, camping, photography, and making music.



Welcome **Annakay Tomlinson** to BGF! Originally from Kingston, Jamaica, Annakay graduated from Clark Atlanta University and worked as a disaster recovery specialist for the SBA before joining GSA as a program analyst in 2022. In her free time, she enjoys plays, wineries, traveling, cooking, fitness, exploring the outdoors, creative writing, and deep-sea fishing. We're excited to have her on board and look forward to her contributions as a financial management analyst in the Financial Operations and Controls Branch.



Welcome to **Latonya White** (BG2EB). Latonya joined BG2E as a financial operations analyst in the External Services Branch. Latonya worked at the Naval Recruiting Command, spending the past several years as a financial management analyst. Prior to her time in the command center, she served in the United States Navy and retired as a chief after 20 years of service. She has a master's in operations management and business administration. Latonya is originally from Clinton, North Carolina, and loves to have fun, spend time with family and friends, and travel.



Welcome to **Patrick Wilson** (BG2E)! Patrick is a financial operations analyst in the Financial Information Control Branch, Cash Collections Section. Patrick worked at the Social Security Administration (SSA) for two years as a benefit authorizer. Prior to the SSA, Patrick worked at the Central Plains Consolidated Patient Accounts Center and Department of Veterans Affairs in various capacities. Patrick is a U.S. Army combat veteran.



Welcome to **Sundee "Iris" Alon**! Iris joined BI in October and is a lifelong learner and strategist with a propensity for studying the rules so she can break them properly!

Before joining GSA, Iris served as the program manager for the Enterprise Risk Management Division at the Transportation Security Administration (TSA), where she led the annual assessment of risks and implementation of ERM framework across TSA. She also held supervisory and leadership roles at various organizations within the homeland security enterprise where she facilitated the integration of performance into resource planning and was instrumental in helping several DHS components mature their performance management process.

She enjoys traveling and is an avid New York Yankees fan (which pains Red Sox lifer Steve Brockelman)!

HAIL & FAREWELL



Welcome to **Laura Lynch** (BG2E)! Laura joined the Financial Information and Operations Division in October 2023 as an accounting technician in the Sales & Claims Section (BG2EAD). Laura has been with the federal government for almost 15 years. She has worked mainly for the Veterans Administration. At the VA she held several different jobs with the last position being with the Central Plains Consolidated Patient Account Centers (in Leavenworth, Kansas). Laura is from Kansas City, Kansas, and has three children who are 23, 19, and 9 and who she likes to spend time with. She is glad to be here at GSA, and appreciates how helpful and welcoming everyone has been since she joined in October.



Welcome to **Abby Keppler** (BG2E). Abby joined the Financial Information and Operations Division in October 2023 as an accounting technician in the Cash Collection Section (BG2EAF). She recently graduated from UMKC with a master's in accounting, after completing her bachelor's in financial management from Upper Iowa University. Abby is a military veteran with 15 years of service with the Iowa Air National Guard, having separated as a captain in 2014. Abby is a Northeast Iowa native, only having moved to Kansas City four years ago. She grew up dairy farming and is the youngest of six children. In addition to supporting the Kansas City Chiefs, she and her fiancée have twin six-year-olds that keep them busy.



Welcome to BR Zone 2's RWA & Capital Projects Division, **Melissa Stockton**! Melissa has been working for the federal government for almost 21 years. Her career has taken her to Germany, Italy, and most of the United States. She worked for the Department of Defense for 17 years and 3.5 years with the Department of Interior. In her various positions, Melissa was responsible for developing, analyzing, and evaluating a wide range of financial and program data, including budget & finance; business administration; federal policies & procedures and financial advising.

Her career has included multiple positions, including: Department of Commerce, National Weather Service in Ft. Worth, TX (Budget Analyst); Department of the Interior, National Park Service in Washington, D.C. (budget analyst/Deputy-USPP); US Army NATO Brigade, AFSOUTH Battalion, Naples, Italy (comptroller); George C. Marshall Center, Garmisch Germany (supervisory management analyst/comptroller); Ft. Carson, Colorado (budget analyst); United States European Command, Stuttgart, Germany (administrative officer); and United States Africa Command, Stuttgart, Germany (business administrator).

Melissa received a bachelor's in information management systems from the University of Maryland; and a master's in business administration/finance from the University of Denver. She has two publications to her credit: Computers and Ethics - IEEE Computer Society and Customer Service Challenges: A Recipe for Success - American Society of Military Comptrollers.

In her free time, Melissa's hobbies include hiking, walking, travel, cooking, horseback riding, reading and volunteerism.



Welcome to BR Zone 2's RWA & Capital Projects Division, **Heather Ryberg**! Heather is formerly a budget analyst for the Bureau of Prisons, working within the walls of the historic USP Leavenworth located in Leavenworth, Kansas. She has held several positions over her eight-year tenure with the BOP, including: unit secretary, facilities assistant, and financial program specialist. Heather is also a military veteran, having served ten years in the Missouri Air National Guard as an aerospace medical technician.

She currently lives in St. Joseph, MO, with her husband of 20 years and their 16-year-old son. She also has a 23-year-old stepson who lives in Colorado. When Heather is not working, she enjoys spending time with her family and closest friends visiting different wineries around Missouri, especially those in Hermann, MO. Her motto is "Life is too short for boring hair" so, much like her personality, her hair is vibrant and colorful!

Heather is very excited to begin this new adventure with GSA and looks forward to meeting everyone on the team!

HAIL & FAREWELL



Welcome to BR Zone 2's Leasing & Revenue Division, **Mark Stoverink**! Mark joined GSA in early November as a BA 53 budget analyst, supporting Region 6. He recently retired from the military after 20 years of active duty in the Air Force and Missouri Air National Guard. His experience includes personnel security, training management, travel pay specialist, and budget analyst. He joins GSA as a BA53 budget analyst in Region 6 of Zone 2.

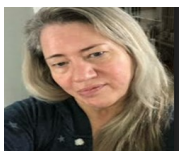
Mark resides just outside the rural town of Holden, Missouri, with his wife, Katy; youngest son, Calvin, who will turn 4 in February; as well as a dog, Sasha, and two cats, Brutus and Milo. Mark also has two adult sons, Wesley, 26, and John, 22. He enjoys hunting, fishing, and working on projects around their property. They love spending quality time with family, and hope to travel more often — Italy is the next big destination on the list.

Welcome to **Lauren Harville** (CSDE1)! Lauren is a member of the Emerging Enterprise Leaders Program who is doing a rotation in the Office of Budget's WCF and Appropriated Account Division (BBW). Lauren will be helping BBW provide support to GSA IT and the Office of Small and Disadvantaged Business Utilization during her rotation.

Welcome to **Sanford Phillips** (BGF)! Sanford is coming to GSA after eight years with Navy Aviation Supply. Sanford will be working as a financial management analyst in support of the HSPD-12 and TTL programs on the Financial Operations and Controls Branch of the FAS Financial Services Division. Sanford loves all aspects of "nerd" culture, specifically sci-fi and Marvel movies! In the new year, Sanford is hoping to travel more.



Farewell to **Jeffery (Jeff) Bowman**, staff accountant in the Internal Controls Division. Jeff retired at the end of December after 43 years of dedicated federal service. Jeff spent 18 years at GSA, serving in various capacities including monitoring and supporting the completion of financial statement audit corrective actions, assessing internal controls over operations and systems and documenting GSA's compliance with internal control directives and mandates. Jeff's retirement plans include traveling and spending more time playing tennis.



Farewell to **Vickie Bruce**, a supervisory accountant in the Financial Services Division (BG2D), Accounts Payable Branch (BG2DA), after nearly 34 years of federal service. Vickie began her career as an accountant trainee in the GSA Finance Center in January 1990 after graduation from college. As an intern, Vickie worked in all branches of the Finance Center, including accounts payable, accounts receivable, financial analysis, and accounting operations before being promoted to a unit chief/TME in accounts payable. Vickie has worked as SME in accounts payable, accounting operations, and financial analysis. Vickie was later promoted to supervisory accountant over the leases and utility groups in accounts payable where she has serviced for the last few years of her career. We wish her all the best in her retirement.



Farewell to **Nina Wirth**! In December, Nina accepted a lateral position as a contract specialist in the Construction Services Division of the Office of Acquisitions, Public Building Service, in the National Capital Region. She served as a financial management analyst with BGF in the Reimbursable Agreements Branch (RAB) for more than 5 years. We are wishing Nina much success in her new position.

HAIL & FAREWELL



Farewell to **Nancy Weaver**! Nancy retired from BR Zone 4's RWA & Capital Projects Division in December 2023. Nancy started her career with GSA in December 2000. During that time she worked for the National Capital Region's Design and Construction Division as a senior budget analyst. In December 2010 Nancy was promoted to branch manager and later joined the OCFO organization in February 2016. During her time with GSA, Nancy worked on several high profile reimbursable construction projects that included the WW2 and Eisenhower memorials and she helped oversee the purchase of several office buildings in the Washington D.C. area. During her retirement, Nancy will be doing the things she loves to do which will be traveling the world. She will be deeply missed by her coworkers.



Farewell to **Maureen Cain**! Maureen retired after 16 years of service on October 21, 2023. She worked in the OCFO division as an accountant for the Manual Business Line section. Maureen is enjoying retirement by traveling.

Farewell to **Ken Smallwood** (BBP) and **Cynthia White** (BBC) who both retired at the end of calendar year 2023. We'll miss their presence in the Office of Budget and wish them well as they move on to the next phase of their lives.

Farewell to **Tyler Sova**! Tyler accepted a promotion in October as a management and program analyst in TTS. He served as a financial management analyst with BGF in the Financial Operations and Controls Branch for 5 ½ years. We wish Tyler the best of luck in his new position.

Farewell to **Terri Lewis**, accounting service technician in the Financial Operations and Disbursements Branch, Operations Section (BG2ECC). Terri retired at the end of December with more than 39 years of federal service. In this position, she assisted GSA vendors, customers, and employees with accounts payable, accounts receivable, and other finance-related inquiries. During her federal career, Terri worked for several federal agencies, including the IRS, the SSA, the USPS, the Census Bureau, DFAS, USDA, and the GSA. During retirement, Terri plans to give back by mentoring students at her alma mater, Central High School, in Kansas City, MO.

Farewell to **Terri Creekmore**! After 34 years of federal service with GSA, Terri retired on December 30, 2023. Terri supported various budget activities over her career, but retired as a senior budget analyst supporting the capital projects program in Zone 2. We congratulate Terri on a well-deserved retirement!

Farewell to **Melissa Lewis**! Melissa departed federal service on January 12, 2024, after more than 18 years in order to explore business opportunities with her family. The BR2R family wishes her well in her new endeavors!