



GOVERNING BOARD PACKET

04 MAY 2020

Meeting Room
Whichever Room You Choose

Your House

Your Address
Your City

setting high standards of
scholarships, educational efforts and information exchange
achievement for those in the
linking professionals from diverse areas of professional focus
hospitality industry
development and funding, operations to design,
architecture and purchasing, manufacturing to
sales, marketing and communications

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NEWH, INC. GOVERNING BOARD MEETING AGENDA

4 May 2020

Your Comfy Spot

Please arrive having read the BOD Meeting Packet, they will not be read during the meeting

Board of Directors Meeting

Monday, 04 May 2020

7:30am – 10:30am Pacific Daylight Time, 10:30am – 1:30pm Eastern Daylight Time, 3:30pm – 6:30pm British Summer Time, 4:30pm – 7:30pm Central European Summer Time

Executive Committee	Christine Tucker Fernando Diaz	Sandy Banks Jennifer Wellman	Christine Wasmer Monica Meade Tara Witt	Jonathan Young Cynthia Guthrie Trisha Poole	EC Guests Gwendoline Theodet Enrico Cleva	Strategic Advisors Trudy Craven Andrea Thomas Julia Marks
Board of Directors	Brittany Spinner Dallas Bentley Mary Ann Thornam Vanessa Vaughan	Kelly Gaddes Alex Jones Debbie McKelvey Helen Reed	CP Ambassadors Matt DeShantz Gretchen Gilbertson Jordan McInturf	Media Ambassadors Michelle Finn Stacy Rauen	BrandED Ambassadors Barry Sullivan Teri Urovsky	Chairs Stacey Olson Leslie Anderson Stephanie Deshaies Penny Shelton Natalie Sheedy
House of Delegates	Libby Bull Laura Carter Valentina Castellon Sarah Churchill Anastasia Davis Jenelle Francois	Alison Gasser Natasha Gomez Kelli Groh Tara Hebert Anne Hiter Korrin Howard	Rittner Hufford Melissa Knock Kristin Kubala Dawn Garner Chelsea Lawrence Johanna Malen	Roger Mathis Shana Downing Demi Melissinou Elissa Murry Timi Mustapha Leena Nancy	Karen Rains Gabe Rodriguez Chris Shafer Penny Shelton Sean Tanner Amanda Tomlinson	Shannon Vance Tara Witt Jonathan Young
_:30 am	Call to Order				Christine Tucker	
_:32 am	Establishment of Quorum (Roll call introduction) - Presentation of Minutes and Motion to Accept				Fernando Diaz	
_:35 am	President's Welcome				Christine Tucker	
_:40 am	Financial Report - NEWH Financial Policy				Sandy Banks	
_:45 am	NEWH COVID Position - President's Statement - Website - Beyond ... special edition magazine - 2020 NEWH, Inc. Events - What Should Chapters Be Doing				Chris Tucker NEWH Staff Trisha Poole Chris Tucker Chris Tucker	
_:05 am	International Report (Paris & Milan) - Canada - United Kingdom - Paris - Milano				Christine Tucker Tara Witt Caroline Cundall Gwendoline Theodet Enrico Cleva Trudy Craven	
_:25 am	Strategic Issues					
_:30 am	BREAKOUT - Finance/Fundraising - Education, Continuing Education, Green Voice Education, EDonline, Mentoring - Scholarship - Development, Leadership Conference, Chapter Membership, Social Media				Sandy Banks/Kelly Gaddes Christine Wasmer Jennifer Wellman Monica Meade/Alex Jones	
_:15 am	Report on Breakout Session - FINANCE/Fundraising - EDUCATION, Continuing Education, Mentorship, Green Voice Education - SCHOLARSHIP - DEVELOPMENT/NEWH Conferences, Membership, Social Media					
_:35 am	Open Discussion - Q&A				Christine Tucker	
_:00 am	Old Business / New Business - Presentation of Motion to Appoint Board Members - NEWH, Inc. Staff Structure				Christine Tucker Trisha Poole	
_:30 pm	Motion to Adjourn					

NEWH, INC. GOVERNING BOARD MEETING MINUTES
 24 January 2020
 Harbor Ballroom, Doubletree by Hilton Orlando at SeaWorld | Orlando, FL

Executive Committee	Christine Tucker Fernando Diaz	Sandy Banks Monica Meade	Christine Wasmer Tara Witt	Trisha Poole	
Board of Directors	Jennifer Wellman Alex Jones	Mary Ann Thornam Kelly Gaddes	Debbie McKelvey Vanessa Vaughan		
Chairs	Leslie Anderson Dallas Bentley				
House of Delegates	Leslie Anderson Anastasia Davis Shana Downing	Anne Hiter Demi Melissinou Gabe Rodriguez	Laura Carter Korin Howard Chris Shafer	Rittner Hufford Timi Mustapha Penny Shelton	Sarah Churchill Karen Rains Tara Witt
CP Ambassadors	Jordan McInturf		Media Ambassadors	Michelle Finn	
Strategic Advisors	Trudy Craven Andrea Thomas				
NEWH Inc. staff	Shelia Lohmiller Jena Seibel	Brenda Brown			
Not in attendance	Cynthia Guthrie Stacy Costa Matt DeShantz Natasha Gomez Melissa Knock Johanna Malen Stacey Olson Helen Reed Sean Tanner Jessica Wasmer Northover	Nicole Brindle Courtney Crosby Jennifer Farris Kelli Groh Tory Knoph Roger Mathis Bimal Patel Teri Schell Amanda Tomlinson Benjamin Wells	Libby Bull Caroline Cundall Jenelle Francois Edgar Gutierrez Kristin Kubala Kary Maybury Janine Peluffo Heather Scott Kelly Irvolino Jonathan Young	Valentina Castellon Melissa Davis Alison Gasser Tara Hebert Chelsea Lawrence Elissa Murry Michelle Purcell Natalie Sheedy Teri Urovsky Julie Zanella	Kathryn Clark Stephanie Deshaies Gretchen Gilbertson Taylor Hoesley Jessica Linden Leena Nancy Stacy Shoemaker Rauen Barry Sullivan Shannon Vance

The meeting was called to order by President, Christine Tucker at 9:04 am EST. Fernando Diaz, took roll and a quorum was established. The minutes were presented and a motion was made to approve the November 9th, 2019 minutes as presented and was accepted.

MOTION TO APPROVE MINUTES

Date: January 20, 2020

Motion Number: 1

I, Christine Tucker, move to approve the November 9th, 2019 minutes as presented.

Motion seconded by: Monica Meade

VOTE COUNT:

YEA: 10

NAY: 0

ABSTENTION: 0

STATUS OF MOTION:

Carried:

Defeated:

PRESIDENT – CHRISTINE TUCKER

Discussion-Christine Tucker:

- Welcome guests
- Introduced self, from Toronto, Canada, 1st International President
- Has been with NEWH for 15 years
- We are growing leaps and bounds with North America, UK, Paris, Milan and Canada
- Your time is greatly appreciated

VP/FINANCE – SANDY BANKS

Discussion-Sandy Banks:

- Holding many budget calls in last couple of weeks
- NEWH is very solid and successful
- There are signature cards for some chapters that need to be submitted to Inc.
- Many chapters still need to put together some sort of sponsorship venue and get them out to the chapter membership so we can start making money to support the group

Discussion-Shelia Lohmiller:

- Chapter boards should start putting together sponsorship menu package; recommended to start September/October for following year
- DC Metro shared some ideas on sponsorship menu <https://newh.org/news/2020-sponsor-newh-washington-dc-metro-maven/>
- Seattle does same thing as DC Metro and in addition for some major events & hotel tours, they put out secondary sponsorship package

• Reminder Board resources are available on the website, log in to get access <https://newh.org/boardresources/>

MOTION TO ACCEPT 2020 BUDGET

Date: January 24, 2020

Motion Number: 2

I, Sandy Banks, move to accept the 2020 budget as presented in the board packet dated January 24, 2020

Motion seconded by: Christine Wasmer

VOTE COUNT:

STATUS OF MOTION:

YEA: 10 NAY: 0 ABSTENTION: 0 Carried: Defeated:

BOARD ORIENTATION – TRICIA POOLE

Discussion-Tricia Poole:

- Explained why we are here, how NEWH Inc. functions
- NEWH is a business, we are here to strengthen the hospitality industry
- We are working towards raising funds for students and scholarships that strengthen this industry; also doing networking and education to further enhance that
- Everyone needs to know the mission statement; it relates to board strategy and everything you do; be sure to understand it so when someone asks you about NEWH, you can mention some of the key points - <https://newh.org/about-us/vision-and-mission/>
- NEWH is a nonprofit 501c3, we do not lobby; very important that we follow the rules; contact Inc. office employees with any question or concerns
- After IBOD meetings, go back to chapters and report what is going on, vision of organization and where we are going
- Organizational structure included in board packet was reviewed and discussed
- Code of ethics is sent out by Inc. and is completed online; very important we ethically operate; if we witness anything that unethical, we need to report it or talk to them about it
- As a board member, you are all legally liable for what happens in your chapter, especially financially; if you see something going on and you don't want to deal with it at the chapter level, call Chris, Tricia or Shelia
- Scholarship dollars to date is almost \$7million; our organization is very healthy and is due to everyone working together
- New issue reported in that one of our chapters had a member do graphics for invitations; person doing graphics asked chapter to stop using the graphics, per our attorney, it is intellectual property
- When you have someone doing graphical work including professional photography, have them sign a release so we own it
- 501c3 – means we have an agreement with the federal government that we are tax exempt as long as we obey laws, we will remain tax exempt; we brought in almost \$3million last year and we did not pay tax on that; if we lose status, we would have to pay taxes so it is very important to follow laws; only applies to chapters in US as we are charitable organization; Canada is separate corporation registered in Canada, UK is separate corporation registered in UK, both are non-profit but not a charitable organization

INTERNATIONAL REPORT – CHRISTINE TUCKER

Paris – Fernando Diaz:

- A luncheon and hotel tour was held in Paris last week at Sofitel Le Scribe Paris Opera; attended by 26 people
- Very excited to have a chapter in Paris; Gwendoline Theodet and Michele Crociani moving full force ahead
- Had a meeting with MAISON&OBJET (professional trade fair dedicated to lifestyle, decoration and design); held in January/September at Paris Nord Villepinte.; 100,000+ people attend; 8 buildings full of resources for interior designers, architects, purchasers; this year they just started a section created for hospitality industry; created small booklet that lists vendors that participated in hospitality part; this show gets bigger and better every year; they want to be very much involved with NEWH and we will be talking about how they can help us
- The great thing about this is NEWH is getting a world presence, the Paris chapter is building and are getting sponsorships right off the start, they have 5 sponsors: Kneedler Fauchere, BOND Events, Ulster, M&O, and Loloey Carpets; they are supporting themselves in their growth and are off to a great start; right now we have 14 members in Paris and are growing rapidly
- We are sensitive to cultural differences in networking and so far the activities are during work hours; important to note Paris does not need scholarship money because their schools paid for by their government; they would like to create something for craftsman

Milan – Fernando Diaz:

- 2 years of experience going to Host Milano show; we were sponsored to send delegates through NEWH to attend
- We have six members in Italy
- Participating in Milan Furniture Fair (largest furniture show in world) in April; vendors are hosting events with NEWH banner
- Michele Crociani is helping us to meet key people in the industry in Italy
- Right now, these 2 new chapters are our focus and we want to get them off the ground before expanding further.

UK – Caroline Cundall:

- Have done very well in membership in last couple of years (got to 150), aiming for 200 members.
- Having Standard Hotel tour event, sold out in 2 days for event.
- Key thing for this year is sustainability; planning Sunset Yoga and Eco-ED (trying to get 4-5 speakers for event; venue holds 150) in October.

Toronto – Tara Witt:

- Going great, chapter is strong, great leadership and fresh faces

- Top ID event coming up along with BrandED.

Vancouver – Tara Witt:

- So much engagement as regional group
- Scholarship event was fabulous
- Looking to grow membership

STRATEGIC ISSUES – TRUDY CRAVEN

Discussion-Trudy Craven:

- Going to chapters, working on strategic planning; evaluations at end of workshop are very positive
- Concerned if we are really making an impact; what's working, what's not working; if you get asked to help, please give open and honest feedback.
- Consultant to NEWH, used to be with Milliken; focus is strategy, business development starts with strategy
- Under Trudy – new roles, advisors we are bringing in; Andrea Thomas - scholarship; Julia Marks - leadership conference, events, executive advisor.

Discussion-Tricia Poole:

- Milliken planning session – executive committee meets on regular conference calls and has intermittent meetings to discuss what we are hearing from chapters
- Held in March/April, Milliken provides guest house
- Trudy leads sessions which always lead back to who are we, where are we going, how are we going to get there; ask are we clear on who we are in industry today, is map right or do we need to change the course?

BREAK OUT: Group Discussions Overview/Reports

Break-Out Session Overview:

Draft goals around your discipline keeping them cascading and aligned within your discipline and/or within your chapter

Join the breakout group that interests you (where your passion lies) or in an area that your chapter needs assistance with

Great ideas come from breakout groups, implementation is all about setting goals

Look at previous board report minutes from last meeting; what steps need to be accomplished to meet future goals

During the May IBOD meeting we'll discuss if the goals have been accomplished

Use handout template to record attendance and report notes from your discussion turn into Inc. staff prior to exiting today or email your breakout notes/attendance sheet to: info@newh.org

1. Finance/Fundraising
2. Education/Scholarship, Continuing Education, Mentorship, Green Voice Education
3. Development/NEWH Conferences, Membership, Social Media

Reports:

Finance/Fundraising:

- Kelly recapped the current status of the event planning for Celebrity Chef event
- Need to establish a deadline for receiving funds in order to move forward with the event (\$100,000 by May 31, 2020)
- Fernando is starting his role to reach out to Food Network and chef contacts that he has; will send his letter requesting honorary membership within 2 weeks
- Concern: how to possibly bring in Food Network and not have the event turn into a Food Network money pit?
- Concern: don't lose focus of the purpose, which is to bring in funds from culinary vendors and tourism
- Sponsorship menu and the save the date needs to be distributed by the end of January
- Narrative needs more punch and excitement to be effective
- Fernando and Sandy will give ideas to help strengthen the marketing material to Kelly, who will work with Teri and Katie to get it to the next level (by end of next week)
- Contract for venue needs to get in NEWH Inc. hands for review and finalization ASAP

Education/Scholarship, Continuing Education, Mentorship, Green Voice Education:

Continuing Education:

- Developing packet for chapters on how to do CEU events
- Goal is to develop CEU's more quickly
- Testing with Rocky Mountain
- Trying to do CEU's online
- We want to overlap Green Voice, CEU's and EOnline into each other
- Have two volunteers – Denver & London
- First CEU is Trends in Leather and second is Axminster Carpet; will be live CEU's

EOnline:

- We are starting to call out for educational content
- Email blast to Corporate Partners for first right of refusal
- Should use a deadline
- Some Corporate Partners do more with CEU's/Education, need to be more targeted and ask on a personal level
- Are we sending it to the right people? Go to sales manager
- Need to create a sense of urgency and motivation for these sales managers at Corporate Partners

Scholarship:

- Leadership Conference – collecting scholarship stories, send to Nicole and Natalie (must be in landscape mode)

- These stories will be a source for the professional video that is done every two years
- The scholarship application is being modified to ask more questions that may help
- London chapter has a judging competition with five judges
- Working on curriculum piece so the students have hospitality project
- Award students in June

Development/NEWH Conferences, Membership, Social Media:

Leadership Conference:

- February 11-13, 2021 in Seattle
- Attendance by members encouraged
- Really communicates the value of membership
- Social media campaign (Space Needle)
- Overall push for sponsorships
- Working to confirm keynote speakers
- Sending board members and scholarship winners

Membership:

- New/refreshed marketing
- Pass around list of lapsed memberships at Board meetings
- Challenge in keeping students as members; transition students to full members
- Membership table at every program, including Regional Tradeshow
- Panel discussions at schools, sharing career tracks, how they got where they are; communicate value
- Committee of past involved board members are coming together to focus on student outreach
- Create membership level for Design Firms
- Membership incentives for Design Firms
- Award an honorary membership to a firm, chapter can sponsor or a company can sponsor
- Option on every invitation to buy a membership and attend for free
- Promote designers work on NEWH website

TOP ID:

- Seattle holiday party – Board members and TOP ID present their projects and logo
- Suggestion to add TOP ID to the NEWH website – images/more in the forefront
- Issue of magazine featuring TOP ID
- Website needs to prominently feature design firms work
- Monthly highlight
- Build relationship with vendors and access to the best products
- Portfolio tools for students/firms
- National TOP ID at Leadership Conference

TOP ID and Brand ED – Tricia Poole:

TOP ID:

- Have been changes: used to be the board voted top ID maybe not fair, has been complaints too many of the same; has been changed so more can participate; meant to make firms become members, especially large firms; that is working
- Discussion of a wildcard entry; how many publications, how many members belong from firm, etc.; adds some levels of criteria for deeper judging
- Still needs to be hospitality; this is a level of excellence
- Could be good to add to your gala...or scholarship event so people get it on stage etc.; makes more sense to perhaps not have INC announce like they do at BDNY; or time your gala prior to the announcement in November; so the award is a surprise
- Show a snippet of nominee projects prior to the announcements on screen
- Need to strategize to have our vendors sponsor those nominees to get them to come to event
- Build up suspense by posting on social media all the nominees
- Can sell levels for sponsorship tables and also add a TOP ID table for a vendor to buy and make sure a nominee from each firm is in attendance (or a representative) so they can collect their award; TOP ID banners are important to show at all events if possible
- There is discussion to see what might work for each chapter due to when their events are held
- INC might then compile all the nominees together and choose another top 3 to announce at say HD or some other INC event; makes it even more important and exciting; gives a possible international exposure even
- Some chapters may only have a couple awards to give out due to less hospitality firms available
- Large chapters should not have only 1 award; there should be lots of involvement
- There is marketing collateral available to help facilitate the excitement for firms to compete
- Owners were asking if this award is credible; TOP ID needs to stay legitimate for transparency; owners pull from these firms to do their projects
- Overall: Keep the 3 awards the way it is...but make it secret; need to work on timeline for awards creation process; October / November is still good for this process; INC not to announce at BDNY; keep interest and more firms to apply
- Types of firms: Timeshares, Restaurants, Hotels; INC to create a guideline for these categories
- If gala doesn't work could be fun to show up at winning firms with an announcement and balloons/champagne to celebrate; telling firms to not do their own exposure but just making it fun for them to know they won
- New criteria should have helped with smaller firms to apply
- These need to be changed by April 2021 in order to see if this will work; try this idea and see how it goes after a season
- Need to reduce people on board knowing; only 1 person may need to know the winners so it stays a secret

- Maybe make a TOP ID committee team of 3 to do the scoring once the applications are in and keep it secret; or possibly swap your admissions with another chapter for voting
- If firms are neck and neck. think of criteria yourself to make the point difference for winner

NEWH Branded:

- New program trademarked and NEWH owns it
- Created to bring education to the industry and help branded Hotels
- Sponsorships are kept small; sold out super-fast for BrandEd events
- Programming/President at BrandED event
- Debbie is in charge of them; chapters need to reach out to discuss how to do a BrandED event
- Brands are saying where they want to be in certain regions

OPEN DISCUSSION | CHRISTINE TUCKER

Membership dues:

- When we first started out membership dues were January to January; now we are on subscription billing (rolling 12-months)
- If you have anyone who hasn't renewed membership, have someone review and make phone calls to see if we can get them to renew
- Assign people in chapter a list of names; this is not one person's responsibility
- We need to know why people are leaving
- We need to target past members and get them to renew as well as finding new members
- Promote auto-renew
- Add option to purchase membership to all program registrations

NEWH Database:

- If you know of someone changing jobs, please let the Inc. office know so we can update the database

OLD BUSINESS / NEW BUSINESS | CHRISTINE TUCKER

Strategic Advisors:

- Three people in advisor roles (Trudy, Andrea, Julia)
- Advisors to VP's and Directors

Honorary Membership:

- Honorary membership is an option (if board votes on and approves) for past presidents
- Each chapter has the option to offer honorary/courtesy membership, chapter pays Inc. office for membership; one-year membership
- Inc. will send list of past President's and it is up to chapter to make contact and engage them
- Past President's Brain trust example – past presidents are invited to chapter executive committee meetings

MOTION TO APPOINT BOARD MEMBERS

Date: January 24, 2020

Motion Number: 3

I, Trisha Poole, move to appoint Vanessa Vaughan to the position of Director/Membership on the NEWH, Inc. Board.

Motion seconded by: Christine Wasmer

VOTE COUNT:

STATUS OF MOTION:

YEA: 10 NAY: 0 ABSTENTION: 0 Carried: Defeated:

MOTION TO APPOINT BOARD MEMBERS

Date: January 24, 2020

Motion Number: 4

I, Trisha Poole, move to appoint Alex Jones to the position of Director of NEWH Conferences on the NEWH, Inc. Board.

Motion seconded by: Fernando Diaz

VOTE COUNT:

STATUS OF MOTION:

YEA: 10 NAY: 0 ABSTENTION: 0 Carried: Defeated:

MOTION TO ADJOURN

Date: January 24, 2020

Motion Number: 5

I, Christine Tucker, move to adjourn the NEWH, Inc. Board of Directors Meeting at 1:19pm EST.

Motion seconded by: Monica Meade

VOTE COUNT:

STATUS OF MOTION:

YEA: 10 NAY: 0 ABSTENTION: 0 Carried: Defeated:

PRESIDENT

CHRISTINE TUCKER

Job Purpose:

- To advise, govern, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.
- The Presidency is the highest honor the membership can bestow. In electing a fellow member as President, they are charged with the full responsibility of leadership of the organization
- Be an advocate of the NEWH through all industry and NEWH networking opportunities.

JANUARY 2020:

GOAL 1 STATEMENT:

Work closely in a leadership role with the International Board of Directors as well as the NEWH Inc., office to ensure NEWH remains focused and true to the Mission Statement.

Our Mission statement is; NEWH is the premier networking resource for the hospitality industry, providing scholarships, education, leadership development, recognition of excellence, and business development opportunities.

Encourage input and teamwork from all of our membership welcoming new ideas and initiatives for growth. Remain focused on what is best for NEWH to ensure our continued success in our ongoing initiatives.

GOAL 1 MEASURE

The state of health is an ongoing constant review of our efforts with the Executive Committee. We have two EC Conference Calls each month to report on activities and functions and review any current issues at hand. Quarterly goal updates offer a more formal review as well of NEWH health and status reports from each of our Executive to ensure we are aware of the ongoing business of NEWH.

GOAL 1 TIMING

The start for my role as President is January 1, 2020, with a constant check on health status. There is no end date to this review as this is a function shared with all on the Executive Committee to ensure NEWH is the best in how we operate and function on an ongoing basis of our Team efforts.

GOAL 1 MAJOR MILESTONES

The truest review of our ongoing efforts is reviewed and summarized at the Executive Committee Strategic Planning Event hosted by Milliken with the expertise of Trudy Craven as our facilitator who guides and challenges the EC to ensure we are meeting our goals and developing new ones to continue our growth curve.

GOAL 2 STATEMENT

Work closely with our newest members in Paris and Milan to grow both of these Chapters in membership and successful events.

GOAL 2 MEASURE

The measure of success will be reflected in growth in membership and leadership roles in each geographic region. Successful events hosted in these areas with financial stability will be the key to continued success in these Regions.

GOAL 2 TIMING

The newest International Expansion in Europe started in Oct 2017, with NEWH participating at the HOST Milano Trade Show in Italy. The continued relationship with HOST in 2019 has allowed NEWH to meet key individuals and also become recognized as the premier networking resource. There is no end date as we will continue to support and grow these Chapters and look to expand further, once we feel these Chapters are strong and can maintain their membership and programming operations independently.

GOAL 2 MAJOR MILESTONES

The first milestone for Paris Chapter is happening in at Hotel Scribe in Paris on January 16, 2020. There will be a Tour of recently renovated

rooms and Luncheon at the hotel. This event has European sponsorship and key Hospitality guest attending.

The first milestone for Italy chapter is happening at the Salone del Mobile show in April, 2020 with a newh event to be hosted during the show in Milan. This will be sponsored by an Italian vendor, with key hospitality guests invited to introduce newh to these industry leaders.

COMMENTS

I am honored to hold the position of president of NEWH, Inc. I look forward working with all of the membership and engage you to reach out to myself for any input or initiatives you feel would benefit newh as a whole. It is my intention to encourage each of you to a higher level to ensure we as a team build and develop the ongoing business of NEWH, Inc. All of what newh is about our members and thanks to each of you for making a difference and building on our success story.

NEWH is strong and a positive force to be reckoned with and i am proud to be a part of it.

GOAL STATUS

The goals established early this year continue to remain focused on the NEWH mission statement. Certainly, COVID-19 has changed the way the world operates and the landscape for NEWH. We continue to provided leadership in the hospitality Industry when it is needed more than ever. The NEWH Inc office and Executive Committee have been very focused on keeping our membership CONNECTED with key content on our BEYOND COVID-19 web page sharing information input from our members updated weekly.

Expansion in Paris and Milano has been spectacular as both Chapters continue to amaze us with their engagement of NEWH during this world pandemic. We are very proud to have excellent leadership in both Chapters working closely with NEWH Inc., to expand with membership growing in both Chapters during COVID-19. Paris hosted a luncheon in January which had sold out attendance and sponsorship. Milano did their first event in April via Zoom with over 80 in attendance with a few from North America participating as well. Both Chapters have hosted events with support of the local hospitality industry and being able to focus on NEWH Connecting them to the hospitality world beyond their borders. Several NEWH events planned for April in Italy have been postponed but the outlook remains positive for building strong NEWH Chapters in both Regions.

GOAL OBSTACLE

The obstacle of COVID has challenged the world to adapt to new ways of interacting with each other. The technical learning curve for all to learn how to function in the virtual world has been a group training effort. NEWH has engaged Zoom technology for our office and our Chapters to continue to Network. With this new way of delivering Chapter events we have expanded our events to an International platform being able to have unlimited participation from our membership around the world.

We look forward to connecting via Zoom for our May 4, IBOD. Our NEWH Inc., office team is working at 120% capacity remotely as they communicate and support our membership, Corporate Partners as well as Brand Partners. The NEWH Executive Team and office are being proactive in planning for event changes to scheduling and working with Chapters to react and do our best to deliver on what

our members are telling us they need to stay connected. On the Chapter Zoom calls many are sharing great ideas and concepts for programming events. We will format a template on some of the structures we are receiving on how to execute virtual Hotel Tours, TopID, Panel discussions or Scholarship events and share for best practices for Chapters to review.

NEWEST OFFERINGS

- NEWH NOW – Interviews with 3 different Chapters and key industry professionals each week on Wednesdays.
- NEWH Special Edition BEYOND Magazine contest open to our TopID winners since 2012, to feature top 20 Designs of the future.

- NEWH Manufacturers Monday call interview with our Corporate Partners hosted by Shelia
- NEWH Stay Connected with Chapters every 3 weeks – President to extend to their Chapter Board to participate

GENERAL COMMENTS

NEWH remains positive and continues to work to support all of our members and partners in the Hospitality Industry during this challenging time more than ever. Together we are strong and a truly positive force to be reckoned with! Look out COVID we are moving forward together for NEWH BEYOND COVID 19, see you there!

SECRETARY

FERNANDO DIAZ

Job Purpose

- Record and preserve the business records of the organization
- Ensure all chapters remain in compliance with all public laws governing their activities.
- Provide mentorship and guidance to the chapter secretaries as needed

GOAL 1 STATEMENT

Continue to improve the nomination process for the College of Fellows and its guidelines

GOAL 1 MEASURE

GOAL 1 TIMING

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

Offer support to the South Carolina Regional Group with their Culinary Event

GOAL 2 MEASURE

Participate on all their planning calls

GOAL 2 TIMING

Already started and ends in October 2020 when the event takes place

GOAL 2 MAJOR MILESTONES

COMMENTS

All Chapters are required to take and maintain minutes of all chapter board meetings; your minutes are a legal document. All motions should be attached to the minutes. A copy of your minutes must be sent to kathy.coughlin@newh.org.

You are also required to do, and file with the office, a Business Plan. A simple template can be found at the end of the Board Report packet. Nicole Crawford handles compliance in the NEWH, Inc. Office. Please contact her regarding silent auctions, raffles or other fundraising activities. Some states prohibit these things and others require special permits.

UPDATE NOT SUBMITTED

RECEIPT OF MINUTES, ANNUAL BUDGET AND CHAPTER BUSINESS PLAN – 2020

Chapters (min. 6 per year)	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Budget	Business Plan
Arizona	Yes	Yes											Yes	Yes
Atlanta	Yes	Yes	Yes										Yes	
Chicago	Yes	Yes											Yes	Yes
Dallas	No Mtg.	Yes	Yes										Yes	
Houston	No Mtg.	Yes											Yes	
Las Vegas	Yes	Yes	Yes	Yes									Yes	
Los Angeles													Yes	
New York	Yes	Yes	Yes										Yes	Yes
North Central	Yes	Yes	Yes										Yes	
Northwest	Yes	Yes											Yes	
Paris														
Rocky Mountain													Yes	
S. Florida	Yes	Yes											Yes	Yes
San Francisco Bay	Yes	Yes											Yes	
Sunshine	Yes	Yes												
Toronto	Yes	Yes												
UK	Yes	Yes	Yes										Yes	Yes
Washington, DC													Yes	

Regional Groups (Minutes once a quarter)														
AC/Philadelphia	Yes	No Mtg.	No Mtg.											
Cincinnati	Yes	Yes												
Mid-South	No Mtg.	Yes												
Milano														
New England	Yes	No Mtg.	Yes											
North Carolina														
Orange County	Yes	No Mtg.	Yes											
Pittsburgh	Yes		Yes											
South Carolina	No Mtg.	Yes												
Vancouver	Yes	Yes												

NEWH Chapter Board Training Schedule

	2019	2020	2021	2022
ARIZONA	BD TRAIN 12/14/2018	ST PLAN- 7/10/2020 (virtual)	WEBINAR	OPEN
ATLANTA	ST PLAN 11/2/2019	WEBINAR	OPEN	BD TRAIN
ATLANTIC CITY	WEBINAR 9/17/2019	BD TRAIN/ST PLAN 2/20/20	OPEN	BD TRAIN
CHICAGO	BD TRAIN 12/8/2018	ST PLAN	WEBINAR	OPEN
CINCINNATI	OPEN	BD TRAIN	ST PLAN	WEBINAR
DALLAS	BD TRAIN 2/22/2019	ST PLAN- 11/23/2019	WEBINAR	OPEN
HOUSTON	ST PLAN 9/21/2019	OPEN	BD TRAIN	ST PLAN
LAS VEGAS	WEBINAR	OPEN	BD TRAIN	ST PLAN
LOS ANGELES	OPEN	BD TRAIN 3/7/2020	ST PLAN	WEBINAR
MID-SOUTH	BD TRAIN	BD TRAIN/ST PLAN 1/11/20	WEBINAR	OPEN
NEW YORK	OPEN	ST PLAN	OPEN	BD TRAIN
NEW ENGLAND	WEBINAR	BD TRAIN/ ST PLAN	ST PLAN	WEBINAR
NORTH/SOUTH CAROLINA	ST PLAN 3/20/2019	BD TRAIN (SC) 2/1/2020	WEBINAR	OPEN
NORTH CENTRAL	BD TRAIN 10/19/2018	ST PLAN 1/18/2020	WEBINAR	OPEN
NORTHWEST	OPEN	WEBINAR	ST PLAN	BD TRAIN
ORANGE COUNTY	WEBINAR	BD TRAIN / ST PLAN	ST PLAN	WEBINAR
PITTSBURGH	BD TRAIN	WEBINAR	WEBINAR	OPEN
ROCKY MOUNTAIN	ST PLAN 3/1/2019	BD TRAIN 1/18/2020	WEBINAR	OPEN
SAN FRANCISCO	WEBINAR	OPEN	BD TRAIN	ST PLAN
SOUTH FLORIDA	BD TRAIN/ST PLAN 5/31/19	WEBINAR	OPEN	WEBINAR
SUNSHINE	WEBINAR	OPEN	BD TRAIN	ST PLAN
TORONTO	ST PLAN 9/28/19	WEBINAR	OPEN	BD TRAIN
UNITED KINGDOM	BD TRAIN- 6/13/19	OPEN	BD TRAIN	ST PLAN
VANCOUVER	WEBINAR	OPEN	BD TRAIN	ST PLAN
WASHINGTON DC	ST PLAN 3/16/2019	WEBINAR	OPEN	BD TRAIN

Board Training	Strategic Planning	Webinar	Board Training / Strategic Planning	Open
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On the OPEN years, chapter may book Trudy or Jena/Diane for extra training.

VP/FINANCE

SANDY BANKS

Job Purpose

- Keep and maintain, or cause to be kept and maintained, adequate and correct books and records of the properties and business transactions of the corporation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements
- Regularly review income and expenditures with Executive Committee to ensure knowledge of financial affairs and status of the organization are clear
- Monitor NEWH Fundraising for both NEWH, Inc. and its Chapters and develop new ideas for Fundraising

GOAL 1 STATEMENT

Work with NEWH Director of Finance to achieve getting all of the check books back to the NEWH Inc. office.

GOAL 1 MEASURE

The check books will be in the office and complete

GOAL 1 TIMING

Star in January. End March

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

Balance the budget for the first quarter.

GOAL 2 MEASURE

Budget will be balanced

GOAL 2 TIMING

Start January. End March

GOAL 2 MAJOR MILESTONES

COMMENTS

With the help of NEWH, Inc. and Susan, I will do my best to learn the particulars of this position and be of vital support and help.

GOAL 1 STATEMENT

Goal 1 has been achieved and all checkbooks are now in NEWH, Inc. office.

GOAL 2 STATEMENT

Currently NEWH is financially sound

GOAL 2 MEASURE

Monitoring the current conditions . . .

GOAL 2 OBSTACLES

COVID-19

BANK BALANCES	
account balances as of 3/31/2020	
General	\$ 569,022.94
Scholarship	189,004.01
Cliff Tuttle Scholarship	6,960.42
Ken Schindler Scholarship	-321.60
Money Market <i>(cash reserve fund)</i>	397,057.91
Long Term Reserve Account	368,432.02
Checking Reserve Account	145,270.11
CD	100,000.00
NEWH, Inc. acct in Canada (8/31/17)	CAD 21,805.63
NEWH Canada, Inc.	CAD 122,432.90
NEWH, Inc. acct. in London	GBP 22,753.53

Chapter	Updated Signature Cards 2020	2020 Fundraising Remittance	2020 reconciled Fundraising % Proceeds	Regional Tradeshow Monies transferred to Scholarship Acct in 2020	Fundraising/ Donation Monies transferred to Scholarship Acct in 2020	Checking Bal	Date	Scholarship Bal	Date	Mutual Fund	CD
Arizona					8.40	16,404.38	3/31/20	16,216.43	3/31/20		
Atlanta					56.47	136,428.88	3/31/20	50,121.25	3/31/20		
Chicago					46.36	124,739.56	3/31/20	135,171.95	3/31/20		
Dallas					4,688.62	109,656.72	3/31/20	105,060.56	3/31/20		
Houston					12.54	28,376.93	3/31/20	51,046.11	3/31/20		
Las Vegas					29.60	37,025.25	3/31/20	144,776.51	3/31/20		
Los Angeles Founding					25.70	55,183.23	3/31/20	93,315.80	3/31/20		
New York					61.30	189,971.88	3/31/20	173,843.97	3/31/20		
North Central				14,883.49	12.63	37,368.12	3/31/20	63,746.18	3/31/20		
Northwest					48.62	121,073.95	3/31/20	111,512.02	3/31/20		
Rocky Mountain					32.65	74,309.35	3/31/20	54,558.50	3/31/20		
San Francisco Bay Area					164.17	63,794.14	3/31/20	270,161.83	3/31/20		
South Florida					19,657.07	49,238.35	3/31/20	104,457.96	3/31/20		
Sunshine					54.39	98,115.85	3/31/20	93,690.51	3/31/20		
Toronto	N/A					28,995.79	5/1/20	20,200.01	5/1/20	34,656.37	5/1/20
United Kingdom	N/A					£14174.96	3/31/20	£2741.77	3/31/20		
Washington DC Metro					86.29	156,716.44	3/31/20	170,463.69	3/31/20		
Regional Groups											
Atlantic City						25,582.31	3/31/20	8,980.56	3/31/20		
Cincinnati						25,704.86	3/31/20	6,556.10	3/31/20		
Hawaii						11,924.53	3/31/20	27,257.54	3/31/20		
Mid-South						1,000.00	3/31/20	5,550.51	3/31/20		
New England						7,112.38	3/31/20	5,866.84	3/31/20		
North Carolina						10,410.88	3/31/20	13,191.49	3/31/20		
Orange County						1,230.15	3/31/20	65,547.23	3/31/20		
Pittsburgh						8,732.56	3/31/20	6,221.79	3/31/20		
South Carolina						2,860.69	3/31/20	3,318.10	3/31/20		
San Diego								19,375.19	3/31/20		
Vancouver											
Virginia								12,131.25	3/31/20		

2020 BUDGET

		INCOME	EXPENSE
President		-	199.62
President Elect		-	-
Past President		-	1917.19
	Founders Circle	-	-
Executive Adviser		-	7,978.71
Secretary		-	1,065.43
	Board Training	-	13,179.03
Vice President Finance		-	-
	Fundraising	7,545.94	762.84
	Travel / Delegate	-	2,916.28
Vice President/Scholarship		-	2,958.40
	Scholarship	2,388.00	7,271.57
	BrandED	-	-
	Clifford Tuttle Scholarship	5,000.00	-
	Elite Expositions	-	5,000.00
	Green Voice Scholarship	-	-
	ICON Scholarship	-	-
	ISHP Scholarship	-	-
	Ken Schindler Memorial	-	-
	NEWH Leadership Scholarship	-	-
	Vendor Scholarship	5,000.00	5,000.00
	Women Leaders in Hospitality Scholarship	5,000.00	-
Vice President/Education		-	2,427.89
	Continuing Education	-	584.87
	BrandED	96,100.00	10,677.02
	ED Online	-	330.00
	Green Voice Education	2,500.00	-
	Women In Business	-	-
VP/Development		-	437.32
	Membership	128,955.00	86,511.24
	NEWH Awards	-	11,005.76
	NEWH Conferences	16,150.00	529.75
	Social Media	-	574.88
Administration		37.42	296,763.44
	Corporate Partner Development	280,025.00	7,296.03
	Marketing	-	16,741.00
	Tradeshows/USA	-	1,477.66
	Tradeshows/Regional	665,502.58	92,569.00
	NEWH Governing Board Mtg.	-	4,097.58
	Website	5,050.00	89,206.64
	Publications	-	3,332.28
	Reserve Acct.	-	-
	Bank/Credit Card	-	12,646.96
		1,219,253.94	685,458.39

2020 CORPORATE PARTNERS

	level	partner since
Durkan Hospitality	Benefactor	1995
Fabricut Contract/S. Harris	Benefactor	2004
RH Contract	Benefactor	2012
Signature	Benefactor	2005
ULSTER	Benefactor	2003
Bernhardt Hospitality	Patron	2012
Boutique Design Group	Patron	2012
Brintons	Supporting	2010/2016

Delta Faucet Company	Patron	2014
Hospitality Design Group	Patron	2001
Installation Services Group	Patron	2010
Milliken Floors	Patron	1996
Moen House of Rohl	Patron	2012
P/Kaufmann Contract	Patron	2011
Valley Forge Fabrics	Patron	2019
American Atelier, Inc.	Supporting	2011
Arteriors Contract	Supporting	2013
Artline Group	Supporting	2018
Ashley Lighting, Inc.	Supporting	2012
Atlas Masland Contract	Supporting	2001
Crypton + Nanotex	Supporting	2014
Down Etc.	Supporting	2019
Encore Hospitality Carpet	Supporting	2019
Fabric Innovations	Supporting	2011
Fairmont Designs	Supporting	2020
Kimball Hospitality	Supporting	1994/2016
Lily Jack	Supporting	2011
Mandy Li Collection	Supporting	2011
Porcelanosa USA	Supporting	2017
Richloom Contract	Supporting	2013
Sem Fim	Supporting	2013
Serta Simmons Hospitality	Supporting	2005
Séura Incorporated	Supporting	2012
Shaw Hospitality Group	Supporting	1999/2015
Shelby Williams	Supporting	1994/2011
Summer Classics Contract	Supporting	2011
Tarkett	Supporting	2008
Tropitone Furniture Company	Supporting	2012
Vaughn Benz	Supporting	2011
W A L T E R S	Supporting	2012

FUNDRAISING

KELLY GADDES/Director

Job Purpose

- To mentor and support NEWH Chapter efforts in fundraising
- To coordinate, support and monitor all fundraising activities within the organization, and to develop and implement NEWH's fundraising strategies for unrestricted income so as to help generate the security and funds required to achieve NEWH's growth plans

GOAL 1 STATEMENT

Successful implementation of the Celebrity Chef event in October 2020.

GOAL 1 MEASURE

The event will be held this October and the goal is to raise 40% above the cost of the event. Right now the budget (cost) is set for \$165,000 for an event of 300 people.

GOAL 1 TIMING

In progress now.

GOAL 1 MAJOR MILESTONES

50% of sponsorships obtained by May of 2020.

GOAL 2 STATEMENT

Creation of a template of the Celebrity Chef event that can be rolled out to other chapters and regional groups. The intent is that this event becomes bi-annual and occurs the years between the Leadership Conference.

GOAL 2 MEASURE

When the template is issued and approved by the board and accessible on the NEWH website.

GOAL 2 TIMING

The template will be started in August once the majority of the planning and preparation has been completed so that we have an accurate assessment of what it took and lessons learned.

GOAL 2 MAJOR MILESTONES

I plan to have a draft for review at the November board meeting.

COMMENTS

The South Carolina Regional group has done an outstanding job volunteering for this initiative and leading the charge. They have been organized and remain enthusiastic about the potential opportunity. The sky's the limit!!

GOAL 1 STATEMENT

Bring the Celebrity Chef Competition for Charleston back online and set a new date for early 2022..

GOAL 1 MEASURE

We set the date.

GOAL 1 TIMING

When COVID-19 is a mere memory!

GOAL 1 MAJOR MILESTONES

When things appear to be heading in a positive direction we will reinstate our monthly committee calls and brainstorm dates.

GOAL 2 STATEMENT

Set a realistic budget for Celebrity Chef.

GOAL 2 MEASURE

When there is a plan in place that outlines specifically where and when the money is coming from.

GOAL 2 TIMING

When COVID-19 is a mere memory we will get started. I'm shooting to have a completed budget by the end of December 2020.

GOAL 2 MAJOR MILESTONES

We need to have commitments from 3-5 major sponsors, so this will be the primary focus.

COMMENTS

The event was scheduled for October of 2020 but due to Coronavirus it has been cancelled. We will now plan for an event in early 2022. A lot has been learned from the work already completed and this will help us make the 2022 event even better!

VP/SCHOLARSHIP

JENNIFER WELLMAN

Job Purpose

- Oversee all actions of the stated NEWH, Inc. mission of Scholarship
- To advise, govern, oversee policy and direction, and assist with the leadership and general promotion of NEWH so as to support the organization's mission and needs.

GOAL 1 STATEMENT

Review each of the existing NEWH Scholarships and Scholarship schedule prior to the Scholarship Retreat on January 23rd.

GOAL 1 MEASURE

I know that I have achieved the goal when the retreat starts and I have a clear understanding of the existing scholarships and schedule.

GOAL 1 TIMING

Start- now
End- January 23rd

GOAL 1 MAJOR MILESTONES

- 1- Week of get existing scholarship information and schedule from Nicole (January 3 if possible)
- 2- Review information- January 3-January 22
- 3- Scholarship Retreat- January 23

GOAL 2 STATEMENT

Prepare to run the Quarterly Scholarship Sharing Calls

GOAL 2 MEASURE

When the first call on January 8 is run successfully!

GOAL 2 TIMING

Start- today
End- January 8

GOAL 2 MAJOR MILESTONES

COMMENTS

- 1- Further review what the content of the sharing calls entails
- 2- Develop ways to make the calls more interactive
- 3- Run the first call

GOAL STATUS

SCHOLARSHIP

BRITTANY SPINNER/Director

I have reached out to the chapter level scholarship directors to let them know I am available to help them with scholarship questions. I have also asked for them to track student stories to help with our video at leadership.

Goals will need to be reset since my position has changed to the VP.

NEW GOALS

Work with Chris Wasmer in the Green Voice reboot
Help promote the remaining scholarships that will be available this year

Continue to promote student videos

I will also set a time to talk to Hillary about setting a plan for the remainder of the year & how we will restructure for next year

GOAL OBSTACLE

Scholarship positions changed along with Nicole leaving. It took us a moment to get reorganized Scholarships are being limited due to the Coronavirus pandemic.

ACTION PLAN

Action plans as Director were set to work with chapter Directors on getting info about scholarship recipients. Work on how to elevate the local and international scholarships for more visibility. Work with Chris Wasmer on redeveloping the Green Voice competition and working out how to work with schools to allow students to receive credits for work. Also- work with educators to help us understand what might be more useful in adding to the current school curriculum.

COMMITTEE TASKS

no, and I am not sure if I have their contact info from that meeting.



Job Purpose

- Direct the NEWH, Inc. Chapter Scholarship Program and see that chapters follow the Scholarship mission of the organization

GOAL 1 STATEMENT – JANUARY 2020

Create a best practices reference sheet for all scholarship directors to refer to throughout the year.

GOAL 1 MEASURE

I will know I have achieved the goal when I have gotten the best practices sheet to all scholarship directors.

GOAL 1 TIMING

I would like to start this goal after our first NEWH IBOD meeting. I would like to end this goal by mid-march so they can utilize the information for the majority of the year.

GOAL 1 MILESTONE

- Get a list of directors from Nicole
- Start a dialogue through introduction
- Ask about help and what are the tough topics
- Create best practices based on feedback
- Distribute to scholarship directions
- Follow up with questions or suggestions

GOAL 2 STATEMENT – JANUARY 2020

Create an open dialogue so scholarship directors can

communicate with each other outside of calls for information when needed

GOAL 2 MEASURE

When the scholarship directors can rely on each to share information with each other and use the group email.

GOAL 2 TIMING

I will start the goal immediately after the new year. I will get emails from Nicole and start to build a group email. the goal will end in the fourth quarter with the last group email communication. I want to send a communication each quarter to check in with everyone.

GOAL 2 MILESTONE

Send welcome email, set schedule for quarterly check in.

COMMENTS

If there are other goals that you have in mind, please let me know. I know in the past it has been about streamlining the application process, but I would like to get everyone communicating and involved.

UPDATE NOT SUBMITTED

SCHOLARSHIPS AWARDED BY CHAPTER

Chapter	2020	total # of awards	Total Given
Arizona	-	125	132,300.00
Atlanta	-	171	383,365.00
Atlantic City/Philadelphia	-	14	49,500.00
Chicago	-	142	450,073.73
Cincinnati Region	-	3	8,000.00
Dallas	29,000.00	200	495,200.00
Hawaii Region	-	4	8,000.00
Houston	-	138	226,125.00
Las Vegas	-	172	477,604.92
Los Angeles Founding Chapter	-	373	898,598.00
Memphis/Mid-South	-	2	5,000.00
New England Region	7,500.00	41	61,450.00
New York	-	250	697,000.00
North Carolina Region	-	4	10,000.00
North Central	-	48	82,000.00
Northwest	-	61	207,963.64
Orange County Region (Southern Counties)	-	70	96,950.00
Pittsburgh Region	-	5	15,000.00
Rocky Mountain	-	54	137,200.00
San Diego Region	-	3	3,000.00
San Francisco Bay Area	-	31	172,000.00
South Carolina	-	1	2,500.00
South Florida	-	107	181,000.00
Sunshine	-	83	253,500.00
Toronto	-	67	CAD 127,513.00
United Kingdom	-	30	GBP 55,036.88
Vancouver	-	7	CAD 16,500.00
Virginia	-	8	16,500.00
Washington DC Metropolitan	-	150	593,300.00

Clifford Tuttle Scholarship	-	6	30,000.00
Elite Expositions/Cruise Ship Interiors	5,000.00	2	10,000.00
Future Hospitality Leaders Scholarship	-	3	15,000.00
Green Voice Design Competition	-	5	30,000.00
NEWH BrandED/Hilton	-	1	7,500.00
NEWH BrandED/IHG	-	1	7,500.00
NEWH BrandED/Marriott International	-	1	7,500.00
NEWH ICON of Industry	-	25	120,000.00
NEWH Ken Schindler Memorial Scholarship	-	4	20,000.00
NEWH Leadership Scholarship	-	2	15,000.00
NEWH Women Leaders in Hospitality Scholarship Award	10,000.00	10	50,000.00
NEWH Sustainable Design Competition/School	-	9	40,000.00
NEWH Sustainable Design Competition/Student	-	17	75,000.00
NEWH Vendor - American Holtzcraft	-	1	3,000.00
NEWH Vendor - Fabric Innovations Legacy	-	7	70,000.00
NEWH Vendor – Harvey Nudelman Memorial Scholarship	5,000.00	14	56,500.00
NEWH Vendor – P/Kaufmann	-	2	20,000.00
NEWH Vendor – Séura	-	4	12,000.00
NEWH Vendor – Symmons	-	6	24,000.00
TOTALS	\$ 56,500.00	2484	USD \$ 6,466,024.17

VP/EDUCATION

CHRISTINE WASMER

Job Purpose

- Oversee all actions of the stated NEWH, Inc. mission of Education

GOAL 1 STATEMENT – JANUARY 2020

EDONLINE

Continue with 2019 goal regarding creating education resource database library drawing expertise from hospitality community

GOAL 1 MEASURE

Have program ready for implementation by BDNY 2020. (Reference EDonline Chair timeline)

GOAL 1 TIMING

Goal began in January 2019.

- When implemented, supplemental goals will follow such as: establishing implementation goals, creating measurement system to gauge value and areas for improvement.
- Goal will become established program that will require review and maintenance.

GOAL 1 MAJOR MILESTONES

- Continuous content collection.
- Build rotating committee of curators as needed. Appropriate curator per each subject matter areas as content is received.
- Expansion of sub-categories as content is received
- Evaluation of submitted data/content by Director Continuing Education or others as appropriate
- Chapters to beta test format.
- Evaluate beta test feedback and implement changes.
- Survey beta testers with final platform before roll out. (Reference EDonline Chair timeline).

GOAL 2 STATEMENT – JANUARY 2020

GREEN VOICE:

Review, strengthen Green voice initiatives, working with Director Education and Green Voice Committee. To include presentations at tradeshow, chapter level educational programming and review/revisit criteria and structure of the Green Voice Design Competition. (Design Competition goal to include working with VP &

Director Scholarship).

GOAL 2 MEASURE

Establish comprehensive list of subject matter experts to assist in GV presentations

- Identify NEWH members, i.e., TOP ID that can be valuable contributors to GV and sustainable education in EDonline
- Improve advance scheduling of programs with regard to HD and BDNY presentations
- Identify new technology and trends in sustainable and WELL
- New criteria released for GV Design Competition

GOAL 2 TIMING

January 2020 (ongoing since 2019). Establishment of strong committee and process for identifying new subject matter will signify completion of goal and enter new goal making phase.

GOAL 2 MAJOR MILESTONES

March 2020

- review current SME list and compile review of past GV presentations
- Work with Scholarship VP and Director in review of GV Design Competition criteria and FAQ's

May/June 2020

- working with Director Education establish direction and process to contact individuals/organizations helpful to our goals
- Working with Scholarship VP and Director – establish new criteria for two additional types of GV competitions to be alternated year to year. Ultimate goal would be to have four different criteria to be used alternatively. These should be refreshed every three years.

COMMENTS

The GV Design Competition part of this goal should likely be separated out from the GV committee goals.

- If you have any questions, please contact info@newh.org

GOAL STATUS

- We have new Director of Education and new Chair for EDonline.

- Education retreat to be held via Zoom to discuss all education initiatives – overview, critique, establish revised goals and direction. To include: EDonline, Continuing Education, Green Voice

GOAL OBSTACLE

- COVID 19 CLOSURES
- Loss of critical staff – NEWH Inc.
- Loss of opportunity to 'market' EDonline to our corp. partners at Founders Circle

ACTION PLAN

- Continuing Education – Mary Ann Thornam
Develop packet for chapters re: planning CEU events. Goals: develop CEU's more quickly; Rocky Mountain CEU test; develop online CEU's

- EDonline – Dallas Bentley
Begin calling for educational content
Corp. Partner eblast
Determine when we will be able to Beta Test site
Suggested that a 'deadline' for submittal be set
- Green Voice –
Sessions that can be shared to EDonline.
CEU's that can be developed with GV focus
Revamp GV Design Competition for 2020

COMMITTEE TASKS

All at the break out are current committee members Directors or VP's.

EDUCATION

DALLAS BENTLEY/Director

Job Purpose

- Develop and implement a program to support the new, emerging talent in the hospitality industry.

GOAL 1 STATEMENT – JANUARY 2020

Enlist the support of a green voice committee to support green voice sessions and greening of chapter meetings.

GOAL 1 MEASURE

Have quarterly meetings with the committee.

GOAL 1 TIMING

The first meeting was held in December 2019. The next meeting is scheduled for January. Meetings will occur throughout the year.

GOAL 1 MAJOR MILESTONES

Establish committee, meet regularly, develop chapter meeting guidelines, review report back from chapter meetings.

GOAL 2 STATEMENT – JANUARY 2020

Elevate green voice session content and NEWH magazine publications regarding green voice content.

GOAL 2 MEASURE

Deliver final speaker lineup to in January. Develop quarterly articles for magazine through support of the committee.

GOAL 2 TIMING

January – HD expo. June – BDNY. Quarterly: magazine publications.

GOAL 2 MAJOR MILESTONES

Establish committee, meet regularly, confirm green voice speaking lineup for HD expo, brainstorm BDNY lineup, outline magazine talking points.

COMMENTS

Green voice committee members welcome!

UPDATE NOT SUBMITTED

CONTINUING EDUCATION

MARY ANN THORNAM/Director

Job Purpose

- Develop and implement a program of continuing education that meets the standards of IDCEC, NCIDQ and AIA, and promotes the credibility and Mission of NEWH, Inc.

GOAL 1 STATEMENT – JANUARY 2020

- Finalize documents/package for NEWH Continuing Education Units
- Design and implement a CEU event at the Chapter level with Rocky Mountain

GOAL 1 MEASURE

- Final packet available for use by Chapters
- Completion of CEU Event for Rocky Mountain Chapter and shared review.

GOAL 1 TIMING

January 2020

GOAL 1 MAJOR MILESTONES

- Steps to Achieve Goals
- Final approvals from VP Education on final documentation, including submission, approval, review and evaluation/assessment forms
- Using the documents and overview submitted in Goal 1 to develop the process for Goal 2 which is the CEU event at the chapter level
- Establish a volunteer planning committee to execute the Chapter Continuing Ed event, community outreach
- Certificate of Completion and Accreditation

GOAL 2 STATEMENT – JANUARY 2020

Long Term Goals for This Position

- Develop "CEU How to" package to distribute to chapters with best practices
- Develop Online CEU program and comprehensive directory

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

COMMENTS

Year to Date Review

- Submittals need to be more timely
- Progress made in direction now it is time to do the CEU

Other

- Executive Board approval
- Accrediting – IDCEC and AIA?

GOAL STATUS

Goal: Design and implement a CEU event at the chapter level. The Rocky Mountain Chapter implemented a series of weekly Virtual CEU's to engage the membership during the Corona Virus. These were met with outstanding attendance and could be used as the prototype

for the online archives developed for NEWH. All used were previously approved by IDCEC allowing quick access once representatives were contacted.

Goal: Finalize documents/pkg. for NEWH CEU's
In process.

GOAL OBSTACLE

I think the biggest obstacle has been time spent on the proposal only. Seeing an actual example of the virtual or online CEU, while reviewing a package of the requirements, increases not only interest but also the likelihood of chapters choosing to provide this to the membership.

COMMITTEE TASKS

ED ONLINE CHAIR

PENNY SHELTON

Job Purpose

- Develop and implement a program for online learning

GOAL 1 STATEMENT – JANUARY 2020

Create education resource database library drawing expertise from hospitality community

GOAL 1 MEASURE

Have program ready for implementation by BDNY 2020.

GOAL 1 TIMING

Goal was started in 2019. Update:
Chair Dallas Bentley and his committee is formed. They have created preliminary e-blasts to corporate partners to solicit content. This blast has gone out in December 2019 and slated for two additional e-blasts in January 2020. After content from corporate partners arrives, the content submission form may be adjusted to suit needs of content submitters. E-blasts have also been created but not sent to some other populations (designers, vendor members) as we are waiting for Corporate Partners to first respond. Another next step is the first beta test of the actual user webpages once some content has been submitted. Some preliminary content is online and laid out, we can begin beta testing with chapters.

GOAL 1 MAJOR MILESTONES

- September-November 2019: Website development: Online form (submissions),
- December 2019 – February 2020: Marketing: Email piece for collection of content from Corporate Partners
- January – March 2020: Website layout with preliminary content, categories
- February 2020: Marketing: targeted materials for (educators, membership, tradeshow)
- March 2020: Eblasts/request for submissions
- March 2020: Communicate new initiative to chapters (build committee members through IBOD breakouts-continuous)
- March 2020: Chapter beta test: North Central, Northwest, San Francisco

Contact has been made to individuals responsible for the success of the current online offerings for committee work.

Recommendations for additional committee members should be requested from individual chapters after current examples and requirements are reviewed and each chapter can determine their individual needs.

GENERAL COMMENTS

As we enter an uncertain phase in economics, which directly affects the hospitality industry, NEWH must be prepared to offer continuing education, expertise and support to the membership.

- April 2020: Review beta test results with committee
- April 2020: Modify as needed from beta test review
- Continuous collection: Content collection timeline/ amount/grow list of categories
- March/April 2020: Review progress at Milliken
- April/May 2020: Build committee members around received categories
- May-July 2020: Load approved submissions to website- continuous
- Late July 2020: Survey beta testers with final platform
- August – September 2020: Review/modify beta testers feedback
- September 2020: Determine timeline for review process
- November 2020: Final phase
- November 2020 IBOD/NY: Build additional committee members

COMMITTEE TASKS

Committee is divvying up possible membership groups (designers, vendors, brands, etc) to contact via email to solicit content. Committee is also working with INC to establish rules for content usage. Committee Chair and VP Education is working INC to build preliminary site for beta testing with first content submitted.

GOAL 2 STATEMENT – JANUARY 2020

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

COMMENTS

Ongoing challenge will be identifying and curating Content.

Present challenge is generating interest on the part of corporate partners to submit content.

UPDATE NOT SUBMITTED

VP/DEVELOPMENT

MONICA MEADE

Job Purpose

- Responsible for the well-being and growth of the NEWH, Inc. membership and expansion of NEWH, Inc. Generating methods of membership and revenue growth.
- Responsible for overseeing the successful execution of the 2019 Leadership Conference.
- Oversee digital marketing efforts to expand the presence of NEWH.

GOAL 1 STATEMENT – JANUARY 2020

Provide guidance and support the development of the 2021 Leadership Conference.

GOAL 1 MEASURE

We will be able to measure the success of the LC after it's deployment in Feb 2021.

GOAL 1 TIMING

We started overall planning in May 2019 and LC will be feb 2021

GOAL 1 MAJOR MILESTONES

Work with the EC and the LC committee to select and commit key note speakers for LC by May 2020.

GOAL 2 STATEMENT – JANUARY 2020

Collaborate with EC and LC committee to design panels and break outs for LC by Sept 2020 and commitments from panelist by Nov 2020.

GOAL 2 MEASURE

I will know this goal is a achieved when all the panelists and key note speakers are signed.

GOAL 2 TIMING

Started May 2019 and end of goal is feb 2021

GOAL 2 MAJOR MILESTONES

Present list of top 3 key note speakers to EC by April 2020 and follow up with speakers for commitments

UPDATE NOT SUBMITTED

MEMBERSHIP

VANESSA VAUGHAN/Director

Job Purpose

- Develop a program to maintain memberships, increase visibility to potential membership, and promote NEWH, Inc.

GOAL 1 STATEMENT

Improve the resources that communicate the value of NEWH membership to empower local directors and chairs. Freshen membership materials (postcard and brochure) and seek out new narratives that drive membership.

GOAL 1 MEASURE

When membership directors and chairs have fresh tools that are useful to help them communicate the value of membership.

GOAL 1 TIMING

Start in February and finish by September.

GOAL 1 MAJOR MILESTONES

- 1) Ask for feedback on current membership marketing materials and for fresh ideas from local directors and chairs (on first round of discipline calls in March)
- 2) Review other professional organizations' materials for relevant examples of effective pieces. Engage Polly so she knows this project is coming up.
- 3) Consider new or different formats that might be more contemporary and eye catching. (Price out printing / formats)
- 4) Combine feedback on current materials with ideas for new ones, produce a brief for Polly.
- 5) Seek feedback on the brief from NEWH Inc leadership
- 6) Collaborate with Polly on new designs.
- 7) Seek feedback / approval of new designs from NEWH Inc leadership
- 8) Print and distribute.

Guide and encourage regional groups & international start-ups to achieve NEWH expansion goals.

GOAL 2 MEASURE

When a routine has been established in each regional group with consistent participation by committee members. (once / quarter, with 80% attendance)

GOAL 2 TIMING

Starting in February, ongoing as we establish more regional groups.

GOAL 2 MAJOR MILESTONES

- 1) Reach out to all regional group committee chairs + connect individually on the phone. Let them know the plan for quarterly calls and that I can be available for any questions they have as they are getting started.
- 2) Establish a schedule for quarterly calls with each regional committee
- 3) Facilitate first quarterly call to go over committee positions, questions anyone has, and set goals for the year.
- 4) Follow up on subsequent quarterly calls to ask how they went, who was in attendance, and ask for meeting minutes from chairs.
- 5) Have a call in September / October for strategic planning going into 2021 to make sure there will be some members remaining with the committee and some new joining.

COMMENTS

I'm looking forward to working with the local chapter directors and chairs to more effectively communicate the value of NEWH and help each chapter and regional group grow and thrive.

UPDATE NOT SUBMITTED

GOAL 2 STATEMENT

MEMBERSHIP REPORT BY CHAPTER

chapter	November 1, 2019	11/1/2019 w/ Students	2020 to date	2020 to date w/ students	% of Change since 11/1/2019 w/o students	2020 non renewals		2020 new members/ past returning		voting members	non-voting	students
						Students are not reflected						
Arizona	102	148	119	140	17%	13	10.9%	8	7.8%	89	30	21
Atlanta	347	627	336	554	-3%	52	15.0%	36	10.4%	232	104	218
Chicago	331	419	278	344	-16%	36	10.9%	19	5.7%	230	48	66
Dallas	391	513	362	460	-7%	48	12.3%	23	5.9%	293	69	98
Houston	122	193	119	176	-2%	26	21.3%	16	13.1%	84	35	57
Las Vegas	193	246	172	228	-11%	40	20.7%	16	8.3%	139	33	56
Los Angeles Founding	232	286	215	259	-7%	40	17.2%	27	11.6%	182	33	44
Milano	0	0	17	17				16		17	0	0
New York	424	518	370	434	-13%	80	18.9%	45	10.6%	290	80	64
North Central	182	348	173	330	-5%	12	6.6%	16	8.8%	112	61	157
Northwest	239	292	212	242	-11%	38	15.9%	18	7.5%	161	51	30

Paris	4	4	15	15	0%	0	0.0%	9	0.0%	13	2	0
Rocky Mountain	160	235	150	206	-6%	23	14.4%	16	10.0%	126	24	56
San Francisco Bay	224	289	206	263	-8%	25	11.2%	20	8.9%	167	39	57
South Florida	260	321	238	271	-8%	51	19.6%	24	9.2%	197	41	33
Sunshine	227	252	226	262	0%	34	15.0%	29	12.8%	195	31	36
Toronto	129	158	125	152	-3%	21	16.3%	15	11.6%	100	25	27
United Kingdom	136	156	135	145	-1%	27	19.9%	23	16.9%	114	21	10
Washington DC Metro	341	413	328	372	-4%	48	14.1%	17	5.0%	264	64	44
Atlantic Canada Region	1	1	1	1	0%	0	0.0%	0	0.0%	1	0	0
Atlantic City/Philadelphia	72	88	66	84	-8%	9	12.5%	2	2.8%	57	9	18
Cincinnati Region	69	164	58	135	-16%	4	5.8%	8	11.6%	49	9	77
Hawaii Region	4	7	3	3	-25%	0	0.0%	0	0.0%	2	1	0
Memphis/Mid-South Region	71	129	77	130	8%	1	1.4%	8	11.3%	64	13	53
New England Region	105	138	92	124	-12%	19	18.1%	8	7.6%	76	16	32
North Carolina Region	83	125	81	99	-2%	18	21.7%	6	7.2%	48	33	18
Orange County Region	88	123	86	106	-2%	11	12.5%	6	6.8%	62	24	20
Pittsburgh Region	43	52	46	54	7%	8	18.6%	8	18.6%	40	6	8
Regional Members	37	37	39	40	5%	4	10.8%	10	27.0%	35	4	1
San Diego Region	3	3	2	2	-33%	0	0.0%	0	0.0%	2	0	0
South Carolina Region	29	38	34	42	17%	4	13.8%	5	17.2%	28	6	8
Vancouver Region	96	162	82	134	-15%	24	25.0%	8	8.3%	52	30	52
edited 27-April-2020	4745	6485	4463	5824	-6%	716	15.1%	462	10.4%	3521	942	1361

REGIONAL MEMBERSHIP

Regional Areas	2020	2019	2018	2017	Regional Areas	2020	2019	2018	2017
Alabama	2	1	1	1	Michigan	3	4	5	10
Arkansas	2	2	1	1	Missouri/St. Louis	11	8	4	4
Asia/Pacific	3	1	2	3	Oklahoma	5	6	3	5
Idaho	1	1			Spain	1			
Indiana	6	6	5	8	Virginia	2	3	3	2

NEWH CONFERENCES

ALEXANDRA JONES/Director

Job Purpose

- Develop the bi-annual NEWH International Conference – Making better Leaders in the Hospitality Industry.

GOAL 1 STATEMENT – JANUARY 2020

To try and fill in the big shoes of Monica and keep the momentum and excitement going with the Leadership Conference.

GOAL 1 MEASURE

Organization will be key and setting goals with timelines.

GOAL 1 TIMING

Speakers will be presented to the executive committee at the next IBOD/January Orlando.

GOAL 1 MAJOR MILESTONES

meeting with Monica in Orlando to learn what steps need to be taken to ensure a smooth transition.

GOAL 2 STATEMENT – JANUARY 2020

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

UPDATE NOT SUBMITTED

SOCIAL MEDIA

HELEN REED/Director

Job Purpose

- Provide marketing communications through Public Relations and online media for NEWH, Inc. and support initiatives and chapter events and programs with international and regional marketing opportunities.

GOAL 1 STATEMENT – JANUARY 2020

- Increase exposure for NEWH through IG/Social Media
- Help increase awareness of NEWH Leadership Conference 2021, grow sponsorship and look at ways to market LC to Hospitality

Organizations, Hoteliers, Restaurant owners, Travel organizations and other groups

- Work with LC team on Marketing ideas
- Announce NEWH scholarships and scholarship winners
- Grow following of NEWH

- Provide templates for NEWH chapters for NEWH, Inc announcements

GOAL 1 MEASURE

- Increase postings on IG
- Have Chapters get involved with NEWH Inc. IG postings/takeover

GOAL 1 TIMING

Goal will start week of Jan 6 – The goals are ongoing

GOAL 1 MAJOR MILESTONES

Review at the end of each quarter

GOAL 2 STATEMENT – JANUARY 2020

Increase participation and marketing through IG for LC 2021

GOAL 2 MEASURE

Working with NEWH Inc

GOAL 2 TIMING

Goal will start in first quarter 2020 and end at LC 2021

GOAL 2 MAJOR MILESTONES

COMMENTS

GOAL STATUS

Moving forward with goals set for this year.

GOAL OBSTACLE

Finding content is an obstacle but moving forward we have come up with a variety of events for NEWH that will be launched under NEWH Now.

VP/INTERNATIONAL RELATIONS – CANADA

TARA WITT

Job Purpose

- Develop and facilitate a program that expands the NEWH Canada, Inc. and NEWH Inc. mission of education through charitable endeavors worldwide. The program should increase the visibility/credibility of NEWH, Inc. within Canada and other International opportunities.

GOAL 1 STATEMENT – JANUARY 2020

Represent the international arm of NEWH to the current chapter and region within Canada.

GOAL 1 MEASURE

Regular attendance of events, open relationship and engagement with both established regions.

GOAL 1 TIMING

Starts January 1st, 2020 and progress will be reviewed and updated quarterly with the executive committee.

GOAL 1 MAJOR MILESTONES

Success in chapter events, strong relationships with board members, and "farming" supporting membership.

GOAL 2 STATEMENT – JANUARY 2020

Identify and explore viability of new market opportunities throughout Canada.

GOAL 2 MEASURE

Interest generated in Quebec (namely Montreal) from provincial supply members to come together for an NEWH Canada event. Due to language laws in Quebec, NEWH cannot have chapter presence, but due to the high concentration of hospitality professionals, it is in NEWH's best interest to have exposure in the region. By working with supply partners, we can achieve this.

GOAL STATUS

I have been representing the international arm of NEWH to the

Toronto chapter virtually. The Vancouver regional group has done a fantastic job of moving their networking initiatives to a virtual platform with 'Virtual Wine Wednesday' and also a Trivia element. At the Toronto chapter level attempt to offer #virtualnetworking, we are currently looking to plan Round Table events that the Vancouver regional group could host and participate in as well, bring a national perspective. A great part of this new era of online connection and education gives us the ability to have multiple chapters bring their knowledge base and memberships together.

In relation to the goal set to host an NEWH Canada event in Montreal, I had started some research and had some some input on sponsorship and venues. This kind of event would help to explore new market opportunities throughout Canada. Obviously, due to COVID-19, this is no longer a viable goal to measure and will be postponed until 2021.

GOAL OBSTACLE

COVID-19 has forced us to move all initiatives to a virtual online platform. I believe it is working well. However, we need to be mindful of how priorities have changed due to the pandemic and make sure that we can offer these virtual experiences as a supportive network and not a 'selling' platform. There is new standard for proper business etiquette through a global pandemic, and this will change how suppliers and decision makers are expected to interact in these forums. We also need to be sensitive to not make these online experiences overbearing and incessant for those participating.

VP/INTERNATIONAL RELATIONS – UNITED KINGDOM

JONATHAN YOUNG

Job Purpose

- Oversee all actions of the stated NEWH, Inc. mission of Education

NO GOALS SUBMITTED

UPDATE NOT SUBMITTED

PAST PRESIDENT

CYNTHIA GUTHRIE

Job Purpose

- To provide counsel to the NEWH, Inc. Governing Board

GOAL 1 STATEMENT – JANUARY 2020

Explore the potential of a NEWH Advisory Board comprised of leading hospitality executives and what the positive impact would be to the organization.

GOAL 1 MEASURE

When I have presented a scope document to EC identifying key goals to assemble an advisory board.

GOAL 1 TIMING

GOAL 1 MAJOR MILESTONES

Research other nonprofit and for profit executive level advisory board structures and function.

Nov 2019 – had breakout session with NEWH IBOD Ambassadors to get comments/suggestions for guidelines and demographic to select for Advisory Board.

Finalize scope document for 1st review with Trudy.

GOAL 2 STATEMENT – JANUARY 2020

To gather all materials & information for a Leadership Conference Manual

GOAL 2 MEASURE

When NEWH staff and EC have reviewed and confirm all pertinent information & materials is complete in the manual

GOAL 2 TIMING

April 2019 start

April 2020 end

GOAL 2 MAJOR MILESTONES

First draft presented by LM June 2019 for review

Second draft presented by CG Nov 2019 to Jena for review with further revisions to follow

Third draft to be presented to Jena for comments Feb 2020

COMMENTS

As past president, i will serve and advise our current president chris tucker with any existing or new goals she would like to assign to me. Our discussion and first objective is to get the above goals completed so we can move on to other items where i can focus more attention.

GOAL STATUS

Advisory Board Goal – A review was done on 4-20-20 to adjust the milestone dates and content of this goal.

Leadership Conference Manual – A review was done on 4-20-20 to adjust the milestone dates and contents of this goal.

GOAL OBSTACLE

Budget consideration has to be evaluated for Advisory Board Goal.

No obstacle for LC Manual

ACTION PLAN

Breakouts specific to above goals were not in breakouts in Jan. Monica Meade VP Developments may be able to share any comments regarding LC Manual and need for this manual.

COMMITTEE TASKS

Not specific to a breakout –

Monica Meade and I are working on the LC manual so we can present to NEWH staff.

Advisory Board to present to EC September 15th, 2020

EXECUTIVE ADVISOR

TRISHA POOLE

Job Purpose

- To provide counsel to NEWH, Inc. Governing Board
- Assist the NEWH, Inc. Governing Board in preparing its annual total strategy plan both for the short and long term
- Monitor the health of NEWH, Inc. and adherence to the mission

GOAL 1 STATEMENT – JANUARY 2020

Collaborate and guide our creative video company to deliver a high quality video showcasing NEWH, who we are and what we do for debut at 2021 Leadership Conference.

GOAL 1 MEASURE

When the video is debuted successfully and in budget at the Leadership Conference in Seattle.

GOAL 1 TIMING

Start: January 2020

End: January 2021

GOAL 1 MAJOR MILESTONES

2020 Jan: Call for submissions by NEWH to all chapters and set up Dropbox to share with Interconnected

2020 Mar: Interconnected review of stories and identify 3 finalists by the end of March

2020 Apr: NEWH identifies final feature story candidate with input from Nirvan and creative team

2020 May: SOW and quotes due for final filming of feature story candidate and how it will be debuted at 2021 Leadership Conference in full and short film versions

GOAL 2 STATEMENT – JANUARY 2020

Develop a Brand Partners benefits plan to provide incentive for annual financial commitment to add additional financial security to the success of NEWH brand related programs.

GOAL 2 MEASURE

January 2021 have five NEWH Brand Partners signed up.

GOAL 2 TIMING

Starts: January 2020

Ends: January 2021

GOAL 2 MAJOR MILESTONES

January 2020: Create Brand Partner Agreement identifying partner benefits and marketing collateral with Debbie McKelvey's input; issue to all vendors for sign up for 2020 partnership benefits.

January-December 2020:

1. Continue to market throughout the year if we do not fill all five spots
2. Continue to market the BrandED program on the local level for local support
3. Continue to test and refine Brand Partner benefits
4. Continue to bring new Brands on board to deliver educational programs

GOAL 3 STATEMENT – JANUARY 2020

Continue to refine the BrandED program/process to enhance Brand partnerships with existing and new partnerships. Expand the program into international chapters and regions.

Deliver a BrandED program guideline book for chapter and international events to provide more comprehensive information to chapters and participating brands.

Start: January 2020

End: December 2020

January 2020: Meet with Brand Relations Director, BrandED Chairs and chapter boards that have hosted past BrandED events to determine draft guidelines for the booklet.

January 2020: Meet with ALIS organizers to develop BrandED programs within ALIS conference for 2021; contact Lodging

organizers to seek opportunities for BrandED within the Lodging Conference.

January-December 2020:

- Continue to market the BrandED program on the local and international level sponsor and brand support
- Maintain regular contact with Ambassadors and Debbie to confirm program success at the Chapters and provide support as required.

May 2020: Provide draft booklet for review at Board meeting

September 2020: Meet with Lodging organizers to develop BrandED programs at the Lodging Conference 2021.

GOAL STATUS

The BrandED program has been temporarily interrupted with the COVID 19 restrictions in place March-June it will make the programs difficult to execute. It has postponed some of our planned events for 2020. Debbie McKelvey, Leslie Anderson and Stephanie Deshaies is working on virtual events to continue the distribution of education and important information from the brands. We are shifting the format and topics to respond to the

challenge of physical meetings and address current issues the brands are facing.

GOAL OBSTACLE

COVID 19

COMMENTS

"I want to thank Debbie, Director of Brand Relations, Leslie BrandED Chair and Stephanie, BrandED Chair for be proactive in addressing the BrandED events. We appreciate the efforts to continue to provide value to our partners, sponsors and to deliver important information and education to our NEWH followers/supporters.

NEWH will also be publishing a NEWH Special Edition Magazine titled ""BEYOND"" that will feature 20 of our TopID firms most creative work sharing a future view of design ""beyond"" COVID 19. There has been a huge positive response from this timeless publication that will be issued early to mid-July. We look forward to promoting our TopID partners and the innovative concepts they will present and thank the firms that are participating!"

BRAND RELATIONS

DEBBIE MCKELVEY/Director

Job Purpose

- Develop and implement a program to introduce and educate membership about the Hospitality Brands.

GOAL 1 STATEMENT – JANUARY 2020

To have a BrandEd Partner sponsorship level which would include 4 vendors for 2020 with several levels of benefits.

GOAL 1 MEASURE

will be sending out a call for BrandED partners mid-January. Must have for the first event call for BrandED event sponsors for February event.

GOAL 1 TIMING

Mid-January thru end of January.

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT – JANUARY 2020

To have 6 events for 2020.

GOAL 2 MEASURE

Work with additional Brands for our partners to have events.

GOAL 2 TIMING

This is an on-going yearlong project.

GOAL 2 MAJOR MILESTONES

COMMENTS

UPDATE NOT SUBMITTED

NEWH STAFF

Jena Seibel/Susan Huntington/Diane Federwitz/Julie Hartmann/Kathy Coughlin/Brenda Brown/Hillary Eggebrecht

2020 BOARDS

Delegate Reports – do you see a delegate report from your chapter in this packet? If not, be sure your delegates are completing the reports and turning them in by the deadline!

Board Changes – Have you recently added a new board member? Has someone left your board? Please alert the NEWH office with any board changes so we can update the database and be sure new individuals are pulled for important board information and show upon the website in your board roster. If any new people appointed to positions throughout the year need training, please call the NEWH office. We will set up a one-on-one training session with the new board member.

Succession planning – Even though actual nominations do not start until August now is the time to be on the lookout for upcoming board members! Look for those members who actively participate in your chapter – who attend events, serve on a committee, etc. Put a bug in their ear early letting them know you think they'd be a perfect addition to your board. Give them time to think about it, invite them to your board meetings or committee meetings to start getting them involved. As board members, show enthusiasm by serving on the board! No one wants to join a board if they hear board members complaining.

In house Board Training/Strategic Planning - Is your chapter due for in-house training with Jena and Diane, or a strategic planning session with Trudy Craven, with your 2020/2021 board? (see the board training schedule in this report to see when your chapter is due for in house board training/strategic planning). Training can take place as early as late September/October! With current restrictions, it could be planned as a virtual training. Please send in your request for dates to jena.seibel@newh.org as soon as possible. In-person training is scheduled for a 7-hour time period and can be held on a weekend or during the week.

MEMBERSHIP

Are you familiar with all of the Business Membership categories available? Please visit <http://newh.org/business-membership/> for a description of the memberships as well as applications.

Stay connected with all your members – whether it's a personal email or phone call - make them feel wanted and important. If they feel connected, they'll be loyal to NEWH!

Highlight members on Social Media during this time - in order for members to feel connected and/or include a member spotlight on your chapter web page (just send information you'd like on your website to Diane at the NEWH, Inc. office). Introduce new members at your next virtual event. Make new members feel welcome!

EVENTS

Event Calendar – if any of your event dates change, please be sure contact Diane at the NEWH Office to update your website calendar.

Virtual Events – NEWH Inc. is in the midst of polling chapters/regions for ideas from them on things that have worked for them. Content/Ideas for events, reaching out, and staying connected will be compiled and the information shared with boards.

Registration for virtual events can take place online and a link or

your registrants will be provided to your board members in order for them to email the login/link for your event to attendees. NOTE: We are not posting the actual Zoom link/credentials on the website for security reasons. Boards have found it helpful to have a cut-off time posted for event registration (a few hours prior to event start-time) to be sure all registrants are included when the meeting login/credentials are emailed out.

Email Broadcasts - Please be sure to allow two (2) to three (3) days MINIMUM to process your email blast requests. Event broadcasts are done on a first come first serve basis, so if a chapter requests their broadcast in a timely manner, it will be done before any last minute requests.

Do you know someone not receiving emails? Let Diane know – she can track the individual email address to be sure it has not bounce or been unsubscribed.

2020 Regional Tradeshow – the schedule is as follows: Dallas, TX – June 23rd, 2020; Bethesda, MD – July 30th, 2020; Atlanta, GA – September 1, 2020; Los Angeles, CA TBA, Houston, TX – September 24th, 2020

SCHOLARSHIP

I want to introduce myself, I'm Hillary Eggebrecht, and I will be your contact for scholarships. Any questions you may have, please contact me: hillary.eggebrecht@newh.org

Scholarship awards: During this time that fundraisers are uncertain, re-evaluate your budget of scholarship donations for 2020. As a reminder, you never want to give out more than half of your scholarship fund, a suggestion would be to give up to 25% this year, reserving the other 25% for 2021, due to the uncertainty of donations this year.

Engage educators and students: Chapters can have more than one (1) Student/Educational Professional Representative. Recruit from colleges in your territory to serve on your board to promote NEWH scholarship and membership as well as keep you updated of what's happening within their programs. Invite students/educators to assist in planning a virtual student event/discussion. Reminder to keep updating your annual school lists so scholarship packets are received by the appropriate college staff.

Scholarship Videos: There are four (4) available videos for chapter use (extended version/trailer); user guidelines must be followed. Ensure your audience understands what's behind our name, how funds are raised, how we're supported and what members can access through NEWH. Remember to use these as a great intro for your virtual events. If you need access to the video contact Hillary Eggebrecht.

Keep growing the story! Video your scholarship winners, at the chapter awards event (via virtual or in-person), through an on-site interview, or video the students' parents/guests/ educators at your event/virtually. Collected contributions will help us build our next scholarship video and enable us to promote through social media.

WEBSITE/SOCIAL MEDIA

Stay connected - Chapters/Regions digital platforms (such as Instagram and Facebook) will likely play a major role this year while social distancing remains – members/nonmembers may no longer be able to connect from email addresses we have for them (either due to unemployment or furlough) so please

continue/ramp up your social media posts to stay connected!

Event Photos/Flickr: Check out your Event Recaps section on your website page – do you have event photos from past events that are not yet posted? Please upload to Flickr and let Diane know so she can link to your website Event Recap section. Flickr instructions are on the website, or contact Diane. Members LOVE to see pictures!

Now's the time to review your chapter pages on the website.

Your chapter board is responsible for making sure your chapter pages are up to date. If you'd like different banner photos, send them in! Remember: Your chapter-landing page is the first place someone visits to find out about your chapter so sell your chapter here! Why should someone join your chapter? How are you connecting to your members? What do you have to offer? Want to share how successful an event was or market an upcoming event? Make it exciting! Visit your pages often to make sure they are up-to-date – the more current your pages are, the more visitors you will have on your site. Forward any chapter page updates/requests to Diane Federwitz.

FINANCE

Banking

- Thank you for all who have completed their signature cards for the 2020 term. We are still waiting on a few, but do understand the current circumstances. Please reach out if we can be of further assistance.
- PWB Bank statements (for the previous month) are delivered electronically 2-3 business days following the close of the month which are then emailed to the Chapter's Board.

GoPayment App

- Chapters can use GoPayment to accept credit cards– the app guarantees that funds are received immediately.
- Do not use Go Payment for processing membership dues – new or renewal. Membership dues need to be sent to Inc.
- A swiper/reader is not needed to process cards. The “scan card” or “key card” features can be used in lieu of a reader. For more information, contact Susan.
Susan.huntington@newh.org

Text-to-Give App

- Is a great new option to take mobile donations via text
- Easy and convenient way allows donors to give towards your scholarship funds.
- For more information and to get a donation text code, contact susan.huntington@newh.org

QuickBooks Online

Easy and effective way to track your Chapter's finances up-to-date, print reports and verify account balances.

- If you have any questions or concerns on how to utilize QB Online, please contact Susan

Checks/Deposits

- Reimbursement requests must be submitted to the Chapter treasurer 60 days following the occurrence or the expense may be considered a donation.

- Please do not mail cash for deposit to NEWH, Inc. Two people should count the cash for accuracy. Either a personal check or a cashier's check for the amount of cash can be sent to the INC office.
- Please update your Chapter sponsorship forms to reflect NEWH, Inc.'s mailing address for all checks to be mailed and deposited directly out of the Inc office.

Chapter Financial Reports / Profit and Loss

- Accounting is Cash Basis (Jan - Dec). Meaning revenue and expenses are dated when cash is deposited and expenses are paid out.
- Financial reports are emailed to the Chapter Board after the monthly statement has been reconciled. Please review with your Chapter board.

Chapter Budgets

- 2020 budgets were due mid – February – thank you to all who have sent those in!
- Regular monitoring the budget will keep you financially stable. These figures should sync with all event budgets. Finances are the responsibility of the entire board – not just the treasurer.
- Scholarship amounts granted in 2020 should come from your fundraising efforts in 2019. Any questions, contact Susan or Hillary.
- Due to the current circumstances, should your budget need amending – the Chapter will need to vote on any changes and let the INC office know.

Chapter Credit Card

- NEWH, Inc. holds a Chapter credit card and should be utilized by Chapters to make deposits, pay invoices, etc. in lieu of using personal accounts. (Request should be made **5 days** prior to the date due). There is no fee to utilize the credit card. Please contact Susan.

Feel free to contact the NEWH office if you have any questions.

Questions can be directed to:

- President/VPs/Delegates – Shelia Lohmiller or Diane Federwitz
 - Treasurer/Finance/Insurance – Susan Huntington or Julie Hartmann
 - Secretary – Kathy Coughlin
 - Membership – Diane Federwitz or Kathy Coughlin
 - Scholarship/Education/EDonline – Hillary Eggebrecht
 - Compliance/Raffles/Auctions in your state: Julie Hartmann
 - Programming/Fundraising – Diane Federwitz; Event RSVPs – Julie Hartmann
 - Regional Tradeshows/Corporate Partners / Leadership Conference– Jena Seibel or Brenda Brown
 - Green Voice – Hillary Eggebrecht
 - Website/Newsletters – Diane Federwitz
- Other questions – just call, we would be glad to help!

ARIZONA

Rittner Hufford and Shannon Vance, delegates

chartered May 5, 1995

MEMBERSHIP

Membership has been hit especially hard with the business slowdown due to COVID-19. We had been averaging 2-4 new members a month with nearly 100% renewals for Nov/Dec/Jan/Feb, then all came to a halt.

We ran some ideas by INC last week as to how to jump-start membership and accommodate those rendered unable to renew, or furloughed etc. and in need of work. To that end we are encouraging employers and designers alike to log onto the Job Board on the website.

Also will encourage sponsors and manufacturers in next newsletter to perhaps sponsor a membership or two. Developing an e-letter for AZ chapter members to remind them of benefits of membership, to be sure they are taking advantage of other services available.

We are looking for a good time/place to hold a membership drive event (likely 4th quarter 2020) and find sponsorship to cover costs. Will also combine membership drive and information table at all future NEWH AZ events. More next month!!

Dan Lynn, Principal, Contract Furniture Associates LLC, (480)684-4400

PROGRAMMING

My position is going well, as this my first year as the programming director. We had a successful event at Nook. With great attendance and inquiries about our chapter.

Any positive or suggestions for your chair.

My goal this year is to have successful well-attended events.

Jenny Armstrong

SCHOLARSHIP

Shannon is on maternity leave but her position is being helped by Rittner and Michelle. Currently nothing to report but will be making social media blasts during COVID 19 for students about joining and how they can be involved with our chapter during school closure.

FUNDRAISING

The goal of my position this year was to raise more money for our

chapter so that we can give back to our community (i.e. scholarships, programming events). Due to COVID-19, we are working to move our calendar of events that raise money for the chapter to later in the year. This year it will be difficult to raise money. I am looking for any ideas of what INC has done in the past during difficult economic climates.

Thanks, Tammy Shust

OTHER CHAPTER HIGHLIGHTS

Earlier this year we had our first event at Nook Restaurant. The designers, chef and artists were there to give a brief overview of the design, food and graphics used at the restaurant space. Also was well attended!

During COVID-19 we have been doing social media blasts regarding our local restaurants that some of our board members have worked on and also doing shout outs to members.

CHAPTER/REGION GOAL

One of our goals this year is to have events that are focused that will get great attendance and get new members. We created a list of events, filled in a calendar and did research that no overlapping events occur during ours to increase captive audience. But because of COVID-19 much has been delayed but are focused using our social media account to reach to our members and new members.

REPORT BACK TO CHAPTER/REGION

Yes, I report during the new business. We have taken some ideas from other chapters such as using whatsapp and working to be more organized for future directors using google drive, all IBOD meetings are recorded by delegate in our Google drive.

Staff note: During this time that fundraisers are uncertain, re-evaluate your budget of scholarship donations for 2020. As a reminder, you never want to give out more than half of your scholarship fund, a suggestion would be to give up to 25% this year, reserving the other 25% for 2021, due to the uncertainty of donations this year. Use this year to stay connected with your members and the industry.

ATLANTA

Tara Hebert & Penny Shelton, delegates

chartered May 5, 1995

MEMBERSHIP

The NEWH Chicago Chapter has had a successful year since our last Board Report. In 2020 alone we have welcomed 14 new members and 2 new chapter level business memberships, all coming from a variety of schools and businesses in the hospitality industry. Although our spring events, including the New Member Event and King Pin, have been postponed to a later date due to COVID-19, we continue to keep our members up-to-date on all news and we look forward to celebrating with everyone in the future.

PROGRAMMING

Programming hasn't held any new events in 2020. We had a planned and fully sponsored New Members Event planned 3/19/20 but was cancelled due to the unprecedented times we are facing and continue to for the immediate future.

The Top ID Awards, Restaurant Event and Hotel Tour have been postponed until further guidance from local government, NEWH and the Health and Organization Community at large deem it is safe to congregate in groups larger than 10 people.

SCHOLARSHIP

Tough as it is out there with schools, there are probably a good

number of people out there with real need for this scholarship. We would like to get the scholarship opened as soon as possible. Our original intent was to open it on April 15th at the Young Professionals event. While that was derailed – we still want to reach out to educators, past recipients and fellow professionals to get the word out that this is still on!

It's all going to be about the outreach. We are working with Isreal Macias, former recipient, to ask him to help distribute information in his area of Wisconsin. He has contacts at Lakeland College and will reach out to them. From there the plan was to get on the phone and email everyone on the contact list.

In addition, we are using Social Media to post information about the opening of the scholarship applications.

We have an appointment with Perdue University scheduled for October, but will reach out to them to remind them of the opening for this scholarship this year.

FUNDRAISING

The board is still brainstorming and coming up with some ideas at our next month's board meeting for alternative events this summer. Right now we've officially cancelled our Summer Social event and moved the deposit at the event space to next Summer – July 22nd

2021. Kingpin – our annual bowling event and biggest fundraiser has been rescheduled for November 19th at Diversey River Bowl. At this point in time, we believe we'll most likely only have one fundraiser given the current climate.

OTHER CHAPTER HIGHLIGHTS

Our board has embraced this new normal lifestyle completely. We remain committed to helping our students as much as we can this year. The current crisis has definitely changed every plan we had for the year. We are continuing to brainstorm and think of unique ways we can continue to connect with our membership during these tough times and reach out to our students. We believe our digital platform such as Instagram and Facebook will play a major role this year while we continue to social distance from each other for the foreseeable future.

CHAPTER/REGION GOAL

Our Chapter goals involve staying connected. We want to stay connected as a board, to our chapter and to our students. We hope to have one successful fundraising event to allow scholarships to be given to students in financial hardship.

REPORT BACK TO CHAPTER/REGION

Each person who attends the IBOD meeting spends a few minutes

ATLANTIC CITY/ PHILADELPHIA REGION

Courtney Elfand, steering committee chair

September 9, 2008

MEMBERSHIP

We are in a rebuilding phase and working to encourage membership. Our scheduled April event was supposed to be a membership drive in which if you became a member you could attend the event free of cost. We also are working with the local universities to better showcase NEWH in attempts to gain membership at the collegiate level.

PROGRAMMING

The April event was postponed due to COVID and rescheduled for the first week in June. We are considering pushing to mid-summer as it seems that large gatherings will not be allowed any time in the near future. We are working as a team to create new ideas for virtual events and utilizing social media to engage new and current members.

SCHOLARSHIP

Our scholarship team has connected with the Universities to communicate that we would like to announce our scholarship in the Spring this year. We plan on announcing our scholarship winner in the Fall 2020.

FUNDRAISING

We were planning on trying to have an event in the fall be a fundraising event. We wanted to engage the culinary school in Philadelphia to create a "Top Chef" event. We currently are still working out the details of the event.

OTHER CHAPTER HIGHLIGHTS

We met with the NEWH team in February 2020 to have our full day immersion. Everyone came out of that event with a lot of great new ideas and really enjoyed the programming.

CHAPTER/REGION GOAL

We would like to gain more members and have a diverse group of attendees at our events so that they are solely designers and vendors. We are trying to create programming that appeals to a broader range of people in the hospitality industry.

Report back to Chapter/Region: Yes I reported back after attending the IBOD meeting in Orlando. I brought up many of the items discussed on how to conduct meetings, Top ID, and ways to engage

reporting back to the board their findings and takeaways during our next monthly meeting. The board is always open to hear what new things are going on among the organization and other chapters. We've had some great ideas for membership drives and social media engagements. We also have adopted the Top ID award presentation that was mentioned at IBOD meeting.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We are assuming this will be across all chapters but how are people going to handle future events? We want to be sensitive to everyone's financial struggles and hardships right now – especially with how hard the hospitality industry has been affected. These are unprecedented times and put us in a particularly difficult situation. Asking for sponsorships - even for programming events – seems like a challenging and daunting task after something like COVID-19.

Staff note: The majority of current events are being held virtually and most will not require sponsorships at this time. Going forward, it may be a case-by-case basis and feeling out where companies are at financially. Consider offering annual sponsorship menus for the following year so that sponsorship funds can be included in company budgets early on.

new members. The team really enjoyed hearing feedback regarding these issues.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Figuring out ways in which we can better engage with our members through social media/ virtually. We are in a regrowth stage and had planned multiple events which had to be rescheduled because of COVID. We need to figure out how to gain more members without actually having the ability to meet them in person at events.

GOAL STATUS

We had our meeting with the NEWH team in February. We wanted to create more diversity in our team and event attendance. We also were focusing on engaging more students to start participating. We were planning on releasing our scholarship for participation in June. We were planning on having an event in April which was postponed due to COVID.

GOAL OBSTACLE

The largest obstacle for us currently is that we are in a rebuilding year and the COVID pandemic has greatly impacted our opportunity to engage in person. Since we have limited members it was our goal this year to create really great events that were well attended to get the word out that NEWH now has a strong presence in our region. We need to refocus our energy to engaging online.

ACTION PLAN

During the breakout we decided that our marketing team would need more support and we were going to create a bigger presence online. We wanted to try and get another team member on our board to help with this as one of our board members decided to no longer be part of the team. We made a calendar of things we could present on social media to keep our members engaged. Our membership committee came up with ideas on how to engage new members. Our scholarship team partnered with our student representative to better connect with student members.

COMMITTEE TASKS

Yes, we have connected with all committee members and discussed tasks that need to be achieved.

CHICAGO

Jenelle Francois & Anne Hiter, delegates

chartered August 12, 1991

MEMBERSHIP

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Although our spring events, including the New Member Event and King Pin, have been postponed to a later date due to COVID-19, we continue to keep our members up-to-date on all news and we look forward to celebrating with everyone in the future.

PROGRAMMING

Programming hasn't held any new events in 2020. We had a planned and fully sponsored New Members Event planned 3/19/20 but was cancelled due to the unprecedented times we are facing and continue to for the immediate future.

The Top ID Awards, Restaurant Event and Hotel Tour have been postponed until further guidance from local government, NEWH and the Health and Organization Community at large deem it is safe to congregate in groups larger than 10 people.

SCHOLARSHIP

Tough as it is out there with schools, there are probably a good number of people out there with real need for this scholarship.

We would like to get the scholarship opened as soon as possible. Our original intent was to open it on April 15th at the Young Professionals event. While that was derailed – we still want to reach out to educators, past recipients and fellow professionals to get the word out that this is still on!

It's all going to be about the outreach. We are working with Isreal Macias, former recipient, to ask him to help distribute information in his area of Wisconsin. He has contacts at Lakeland College and will reach out to them. From there the plan was to get on the phone and email everyone on the contact list.

In addition, we are using Social Media to post information about the opening of the scholarship applications.

We have an appointment with Perdue University scheduled for October, but will reach out to them to remind them of the opening for this scholarship this year.

FUNDRAISING

The board is still brainstorming and coming up with some ideas at

our next month's board meeting for alternative events this summer. Right now we've officially cancelled our Summer Social event and moved the deposit at the event space to next Summer – July 22nd 2021. Kingpin – our annual bowling event and biggest fundraiser has been rescheduled for November 19th at Diversey River Bowl. At this point in time we believe we'll most likely only have one fundraiser given the current climate.

OTHER CHAPTER HIGHLIGHTS

Our board has embraced this new normal lifestyle completely. We remain committed to helping our students as much as we can this year. The current crisis has definitely changed every plan we had for the year. We are continuing to brainstorm and think of unique ways we can continue to connect with our membership during these tough times and reach out to our students. We believe our digital platform such as Instagram and Facebook will play a major role this year while we continue to social distance from each other for the foreseeable future.

CHAPTER/REGION GOAL

Our Chapter goals involve staying connected. We want to stay connected as a board, to our chapter and to our students. We hope to have one successful fundraising event to allow scholarships to be given to students in financial hardship.

REPORT BACK TO CHAPTER/REGION

Each person who attends the IBOD meeting spends a few minutes reporting back to the board their findings and takeaways during our next monthly meeting. The board is always open to hear what new things are going on among the organization and other chapters. We've had some great ideas for membership drives and social media engagements. We also have adopted the Top ID award presentation that was mentioned at IBOD meeting.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We are assuming this will be across all chapters but how are people going to handle future events? We want to be sensitive to everyone's financial struggles and hardships right now – especially with how hard the hospitality industry has been affected. These are unprecedented times and put us in a particularly difficult situation. Asking for sponsorships -even for programming events – seems like a challenging and daunting task after something like Covid-19.

CINCINNATI REGION

Bimal Patel, steering committee chair

NO REPORT SUBMITTED

DALLAS

Roger Mathis & Elissa Murry, delegates

chartered August 12, 1991

MEMBERSHIP

The 2020 Membership Drive original date was canceled due to Coronavirus and is going to be rescheduled for end of year – possibly our December event since it is a highly attended event annually.

PROGRAMMING

Currently, all our 'in person' programming events have been postponed due to 'Stay at Home' orders from the County. We are considering a virtual 'hotel tour' on Instagram Live or a recorded tour. All other months programming events are being postponed until orders are lifted. More 'virtual' events are being planned and considered.

SCHOLARSHIP

The 2020 Dallas Scholarship Dinner has been postponed due to Coronavirus and 'Stay at Home' orders from the County. It is currently being discussed between disciplines to combine it with the Fundraiser in October. Student recipients have been contacted. We are highlighting/presenting 1 of the recipients per week on Instagram and social media to give them 'face time' until we can present them hopefully later in the year.

FUNDRAISING

Fundraising and Scholarship disciplines are considering combining forces this year due to the 'stay at home' orders resulting in events being postponed and push out to the Fall. The Fundraiser for 2020 is slated, currently, to be a 'team' event similar to the "Life of Design" chair design competition from the past. 2020 will see the teams

(designers and vendor sponsor/partners) creating works of art to be judged and auctioned off that night.

OTHER CHAPTER HIGHLIGHTS

We just surpassed 1000 Dallas NEWH Instagram followers!!

We are still considering the 'CEU Bootcamp' for later in the year – providing a full day of CEUs to local designer/architects (if the 'Stay at Home' orders continue, we are looking to create and schedule it via virtual ZOOM CEU format)

CHAPTER/REGION GOAL

We just reached one of our goals with the 1000+ Insta followers... check!

Our goals have had to change somewhat since our beginning of the year 'ideas' with everything going on currently. Our focus is shifting more to taking care of our members with outreach and compassion... while trying to stay connected via the virtual world for networking and 'events'.

REPORT BACK TO CHAPTER/REGION

I haven't been to one this year...but, yes, every year's delegates have reported back to the Dallas Board and I will do the same!

OUR CHAPTER/REGION WOULD LIKE HELP WITH

It has been suggested the turnaround of reimbursement checks be expedited if possible.

Right now we are adapting daily and researching how best to move forward with the remainder of 2020.

Staff note: Send all approved requests to the Chapter Treasurer and copy Susan Huntington at susan.huntington@newh.org. All checks over \$250 will require a 2nd signature and will be mailed to the Chapter Treasurer. When possible utilize the Chapter credit card to pay expenses in lieu of using personal accounts and waiting for reimbursement checks.

HOUSTON

Leena Nacy & Kristin Kubala, delegates

chartered February 17, 1992

MEMBERSHIP

We currently have a total of 155 members. It's always a goal to increase our membership every year. This year we plan to have a bowling membership drive (date TBD). We will have available lane sponsorships for \$350 a lane. This sponsorship comes with 7 bowler spots and sponsor logo above their lane on the screen. Our goal is to have sponsors invite a mixture of current members and potential new members to bowl on their team. We will be providing hors d'oeuvres and presenting awards for the following: Best Team Score, Best Team Spirit, Team with the Most New Members, and Lowest Scoring Player.

PROGRAMMING

Events: All event dates are TBD at this time

- Our annual Student Day event will be held at McCoy
- Planning at least two Restaurant Tours, including a restaurant tour to honor our Top ID winner: Gensler
- Regional Tradeshow this year is on 9/24 at the Hilton Americas Downtown. Planning a local panel discussion from 12-1PM and Tradeshow from 1-6PM
- Host an annual food drive
- Collaborating a CEU event with IIDA/ WHL

SCHOLARSHIP

We plan to combine our scholarship and fundraising event this year. We are hoping to give \$15,000 to \$20,000 in scholarships this year. We will open applications in the fall for students to apply.

FUNDRAISING

We have our annual scholarship and fundraising event in October. Our goal is to exceed last year's attendance and profit. Possible theme ideas are Kentucky Derby, Fairy Tale, Carnival/Circus, Arabian Nights, or Disco. We have received quotes from some venues and are still waiting for some. We are at a standstill until venues know when they will reopen.

OTHER CHAPTER HIGHLIGHTS

Due to COVID-19 quarantine, we are using social media to highlight local restaurants that are offering to go, curbside, or delivery. We are doing what we can to help support our local community businesses in these tough times. The board is trying to come up with new ways to keep members engaged and networking. We are trying to find different ways to stay connected; possibly hosting a virtual event for our chapter members.

CHAPTER/REGION GOAL

Our goals are to widen our reach to students and spreading the word about the scholarship opportunities, increase membership numbers, and work on communication within the board. We are setting monthly goals and checking in with one another.

REPORT BACK TO CHAPTER/REGION

Yes, we do report back and it's very positive feedback. It's good to hear new ideas and changes that are being made to better the organization. The board members look forward to attending an IBOD meeting someday themselves.

LAS VEGAS

Dawn Larsen-Garner & Sean Tanner, delegates

chartered March 26, 1991

MEMBERSHIP

Nothing new to report

PROGRAMMING

Unfortunately, we've had to cancel all of our events due to the Coronavirus outbreak

SCHOLARSHIP

We have received our scholarship applications and are reviewing them.

FUNDRAISING

Trying to decide whether to cancel the HOSPY event in the fall.

LOS ANGELES

Alison Gasser, Natasha Gomez & Melissa Knock, delegates

founded October 1984

MEMBERSHIP

We're currently at 110 general members, 11 education professional

and 34 student members, giving us a total of 223. We currently have 5-chapter level businesses in the LA chapter as well.

PROGRAMMING

JANUARY – 1/26, NETWORKING EVENT – Goat Yoga – Complete. Had a great turnout of about 30 people and very cute goats.

FEBRUARY – we hosted a HH/Sundowner at Hotel Erwin rooftop. Started with a hotel tour and ended with no host happy hour on the roof for sunset. Great turnout.

MARCH – Onward...all events we had initially programmed are currently on hold while we figure out how to navigate COVID-19. We have spoken as a group about organizing virtual events – hotel tours, happy hours, etc. and have ideas in the works that just need to be executed.

SCHOLARSHIP

We currently have 11 applications and are planning to award approx. \$30K in scholarships this year. Our application deadline closes at the end of April, so we will start our selection process at that time. Picking up on some information we've heard from other chapters, we would like to notify our recipients via virtual meeting which we will record (with approval) and use to promote via social media. We are now targeting and hopeful that we can host our in-person Brunch in August pending regulations.

FUNDRAISING

Fundraising has also been put on hold as we do not feel it appropriate to ask for money while so many of our members and vendors are struggling during this time. If we are able to host our Scholarship Brunch in August, we would like to keep that open as our fundraiser for 2020, but tentative for now.

MID-SOUTH REGION

Courtney Crosby, steering committee chair

MEMBERSHIP

In anticipation of the Nashville Kick-off Event, we had volunteers assemble a contact list for the Nashville area. The Buzz about NEWH is spreading and we have already started seeing some new memberships coming in from the Nashville area. We have begun our "Member Monday" social media campaign that highlights members with a photograph and some fun questions that focus on travel and local hospitality. We are hopeful this will be a lighthearted way to keep our membership engaged during our time of social distancing.

PROGRAMMING

We have postponed both our Nashville Kick-off Event as well as the Memphis Central Station Hotel Tour, dates TBD. We will brainstorm ideas on how our Regional Group could best utilize Zoom for upcoming virtual CEUs or panel discussions during our next committee meeting.

SCHOLARSHIP

Nothing new to report. Campus visits have been postponed.

NEW ENGLAND REGION

Kelly Irvolino, steering committee chair

(originally chartered November 4, 1992)

MEMBERSHIP

Steven Rice

PROGRAMMING

Jillian White/Sirena Melton

SCHOLARSHIP

Jessica Williams/Angela Dewar

FUNDRAISING

Everyone

OTHER CHAPTER HIGHLIGHTS

During this time, we are highlighting our manufacturers that are using their resources in creative ways to help with the pandemic.

CHAPTER/REGION GOAL

1. Get back to having events IRL! But in the meantime, our biggest goal is to kick off virtual events and keep our members connected during this time.
2. Continue our marketing efforts and engage more with our design community and members to get/keep them encouraged and engaged.

REPORT BACK TO CHAPTER/REGION

Yes, we report back to the team and it's well received. Everyone is interested in what's working for other chapters.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

How to fund raise during a pandemic so we can grow our funds to continue offering scholarship in the future.

Staff note: Encourage those to continue to support your Chapter if they are still able to donate even if it's a small amount. On virtual calls the Text-to-Give app could be offered – please contact Susan Huntington susan.huntington@newh.org for a unique donation code for your event.

During this time that fundraisers are uncertain, re-evaluate your budget of scholarship donations for 2020. As a reminder, you never want to give out more than half of your scholarship fund, a suggestion would be to give up to 25% this year, reserving the other 25% for 2021, due to the uncertainty of donations this year. Use this year to stay connected with your members and the industry.

OTHER CHAPTER HIGHLIGHTS

In addition to Member Monday, we have also used Firm Friday to highlight our TopID firms.

CHAPTER/REGION GOAL

Increase the presence of NEWH in our area, and continue to educate who/what NEWH is all about.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

I know in the past; we have seen membership increase during times when the industry is struggling. We would love any ideas / guidance on how to engage the public, encourage new membership, and serve our existing members... all while maintaining a safe distance.

Staff note: NEWH Inc. is in the midst of polling chapters/regions for ideas from them on things that have worked for them. Content/Ideas for events, reaching out, and staying connected will compile the information and share it with boards.

CHAPTER/REGION GOAL

To have a multi city happy hour, one member will be in 5 different local cities!

REPORT BACK TO CHAPTER/REGION

This will be my first time hosting and attending the event.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We need assistance with marketing.

NEW YORK

Laura Carter & Amanda Tomlinson delegates

chartered July 23, 1991

MEMBERSHIP

In January 2020 the New York chapter hosted a Town Hall at the Tile Bar showroom (Chapter Business Member). This event was open to all current members and potential members and led by Jennifer Mehra of Wyndham. This event was a structured feedback session and provided a lot of ideas. Contributing from this event we added 8 members to the board to further flush out the organization chart.

Our membership director (Kristy Bohne) and the scholarship director (Josh Kennett) have had a lot of collaboration this spring and have grown their committees. The team planned a speed networking event for students and hospitality design professionals in March which we canceled due to COVID-19. They are pivoting now to bring this event to students using Zoom in late May after graduation. After researching comparable industry events, the committee has decided to focus on preparing students for interviews and portfolio reviews. We are also using this event to educate students and professors on the free membership, benefits of NEWH and scholarship availability.

Another outcome of the Town Hall is the initiative to replicate the popular NEWH bowling events (or similar) for our New York membership as a fun networking activity that can engage vendors at a lower sponsorship level than our Fundraising events.

Another initiative for the New York Chapter is to start early with communicating the TopID application process. We've engaged our Hospitality Chair, Anita Khullar, as taking the lead in this initiative with the goal of getting at least 5 applications this year. Partnering with membership, we hope to expand on Design Firm NEWH awareness Inform HR and library managers of membership options and provide a hand out's for them to give to interns that they bring on.

Membership is also collaborating with Programming ensuring that we have Membership sign-ups available at each Toasty Tuesday while our audience is engaged.

PROGRAMMING

Toasty Tuesday events remained strong by the leadership of Levar Jackson and his committee members (7 committee members strong in 2020). January Moxy East Village. February was held at the KahKow Chocolate Factory. Our first Culinary Toasty Tuesday in chapter history. Attendees toured a chocolate factory, learned how chocolate was made, the history of the chocolate industry and the vision for the future of the chocolate industry. Our members continue to enjoy fun and educational Toasty Tuesdays with informational design and culinary tours. Moving forward during this COVID-19 crisis is critical to the future of NEWH and programming. We must maintain member engagement that will ensure, upon the resumption of gatherings, successful events. If anyone in the NEWH community is working on or has recently worked on a project in NYC that has recently opened or is soon to be released, we would love to show off and talk about your work. Please put us in touch with the owner, designer, GM, F&B, etc.!

SCHOLARSHIP

As mentioned in Membership, the team has had a lot of collaboration working to create student events. Another initiative that stemmed

from the Town Hall meeting is a desire for more educational events and opportunities. Coordinating with Josh Kennett, Erica Puccio has taken on the CEU role and has coordinated with marketing for a call for CEUs for the New York Chapter. Utilizing Zoom, we plan to host CEU courses over lunch breaks twice a month.

We still plan to release scholarship applications at the end of summer and award by fall. So far COVID-19 hasn't changed our timeline or process.

FUNDRAISING

The New York chapter has two signature events that raise the majority of our funds year over year – Owner's Roundtable (typically in June and planned around the NYU Real Estate Conference and the HD Awards) as well as BDNV Fundraiser, Product Runway. We had not committed to an Owner's Roundtable contract prior to COVID-19 which allows us the flexibility to postpone for later this year. John Roberts is our second-year fundraising director coordinating with HD Magazine we decided to schedule for Tuesday, September 15th and continues our relationship with TAO Group. We're finding a lot of variables with planning such a large event this year. We continue to monitor the situation and will continue to explore our options as we may not be able to rely on our typical event sponsorships sources/ sponsorship amounts.

OTHER CHAPTER HIGHLIGHTS

NY Chapter Marketing is being led by Tiffany Miller-Baker. This year we have a full marketing team with all positions filled. The team has had a strong beginning to the year by setting up new social media practices, updated graphics, and new ideas for the future. The team is now getting up to speed on their new roles, and excited about how we can all come together to strengthen our chapter. The team is currently working on social media outreach and staying connected to our members in this challenging time.

Hosted a Town Hall event in January 2020 which kicked off a few new initiatives.

CHAPTER/REGION GOAL

Working through our business plan now in the age of virtual events – keeping our community and members supported, engaged and connected.

REPORT BACK TO CHAPTER/REGION

Yes, I reported back in February to the board at our meeting. I often refer to my delegate report and have it saved in our shared Google drive.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Collaborating on virtual initiatives and sharing resources with other chapters as we navigate this new normal.

Staff note: NEWH Inc. is in the midst of polling chapters/regions for ideas from them on things that have worked for them. Content/Ideas for events, reaching out, and staying connected will assemble the information and share it with boards.

NORTH CAROLINA REGION

Benjamin Wells, steering committee chair

NO REPORT SUBMITTED

NORTH CENTRAL

Valentina Castellon & Korrin Howard, delegates

chartered December 11, 2000

NO REPORT SUBMITTED

NORTHWEST

MEMBERSHIP

As a chapter we decided to focus 2020 on membership retention, growing membership and most of all, adding value to members. We outlined various ways to do this which was primarily through events. Due to COVID-19, we have needed to take a step back and pivot.

So far we have hosted virtual game nights (2 time slots) but plan on implementing other virtual discussions/happy hours to keep our members engaged.

We are seeking out companies that are offering virtual CEUs or interesting virtual meetups in order to expand our topics. We are also trying to focus on everyone "getting together" and ordering take out so they support their local hospitality industry.

At this point our main goal is retaining our current member base and be open to new ideas on how to do so.

PROGRAMMING

Programming obviously has been challenging but we are optimistic that we can get moving again with any luck in June/ July.

We are planning a Micro Hotel tour/ Happy Hour a local hotel. This is a very casual gathering that members can mingle for free and non-members can join for a nominal fee!

Our First Hotel Tour will be at The State Hotel in Seattle Washington in August. We have rented the entire 8th floor and have 100 guests participating in a crawl. This may need to be altered slightly if we need more social distancing.

In September we are planning our Oregon Winery Tour. We will have limited admissions to this and we will all enjoy three wineries, picnicking and socializing outdoors.

This is sure to be a summer staple in our region that we look forward to growing into a second fundraising event.

SCHOLARSHIP

ORANGE COUNTY REGION

Jessica Wasmer Northover, steering committee chair

September 9, 2008

MEMBERSHIP

Monthly Dues – recently lapsed

Jan – \$3,975

Feb – \$4,425

Mar – \$3,100

*Our average lapsed amount pre Covid was typically +- \$2,500. So we are approx 62% higher than our typical average.

OC Roster total membership count

Jan – 93

Feb – 93

Mar – 93

Apr – 90

*Our average membership total pre Covid was typically +- 119. So we are approx 75% lower than our typical average.

We welcomed two new members in February:

Feb 3 – Michelle Hnatyk, Cambria

Feb 26 – Amy Edgcombe, Strategic Furniture Group

PROGRAMMING

CEU MDC Interior Solutions

CEU Formica

Working on virtual hotel tour

Top ID date still yet to be determined.

PITTSBURGH REGION

Julie Zanella, steering committee chair

NO REPORT SUBMITTED

We have decided to push out the scholarship to a Fall application / ceremony. This also postpones school visits and events. We are working on rescheduling these things – thinking it will be early in the school year, likely September as we would still like current juniors to be eligible to get the scholarship 2nd semester of their senior year + this would flow well into finding a Student Liaison.

FUNDRAISING

After careful consideration of our fundraising efforts during this unprecedented time, we're reformatting our fundraising schedule to reflect the pressures that we're seeing our sponsors, partners and members experiencing. While we're keeping the date of our early fall fundraiser, we're going to change the date of Savor: Uncorked from June to mid-October to ensure that attendees and supporters have budget and are suffering less uncertainty in the face of a changing economy. We're going to spread fundraising efforts out over this longer period of time, and carefully assess the size of packages and setup of the event to ensure that we hit the required 40% profit margin. By evaluating our fundraising process periodically, we'll be able to plan the event to the budget based on funds we've already raised. Our team is carefully reviewing our approach so that the ask acknowledges hardships but focuses on the extra need for NEWH scholarships in the times ahead.

CHAPTER/REGION GOAL

To continue adding value for our members while staying in place. We have postponed many of our events and hopefully will be able to throw as many as possible before 2020 is through.

REPORT BACK TO CHAPTER/REGION

This will be my first year as a delegate and I am planning on reporting back at our board meeting 2 weeks after the IBOD meeting.

SCHOLARSHIP

No activity on Scholarship in April. Upcoming in May:

- Confirm scholarship funding source for 2020 (based on lack of fashion runway funding)
- Confirm all school contacts for scholarship
- Contact all schools to see if there is interest in moving the application date forward from August/September to the June timeframe or not
- Develop a contact list for the scholarship committee members to reach to and seek influential students to become our student ambassadors for NEWH and spread the word about scholarships and events

OTHER CHAPTER HIGHLIGHTS

We just launched our first ever newsletter and plan on having them be a quarterly email blast.

CHAPTER/REGION GOAL

Strong programming content

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Sponsorships.

ROCKY MOUNTAIN

Kelly Almus & Chelsea Lawrence, delegates

chartered December 2, 1991

NO REPORT SUBMITTED

SAN FRANCISCO BAY AREA

Terri Metzger & Janine Peluffo, delegates

chartered June 1, 2010

MEMBERSHIP

Roster info – April 2020

Associate: 10	Corp Partner: 9
Business Plus: 1	Educational Prof: 10
Chapter Bus: 20	General: 90
Ch Bus Mem: 7	Green Voice:
Ch Lev Bus: 7	Honorary:
Ch Top Tier: 1	Student: 64

Grand Total: 219

PROGRAMMING

We had one event in the first quarter: Successful Showing @ February Membership Drive Event
Palihouse Hotel Tour.

Our Fundraising Gala, originally scheduled for March has been postponed to October 2nd, pending COVID-19.

We plan to host a Virtual Happy Hour on Tuesday 4/28. Not sure what to expect, but we are going to try it!

How do we connect with our members and provide programming and practice proper social distancing?

Virtual Happy Hour — “Design Moment: WFH Perspective?” (come up with better name)

Get a few designers to share their perspective or tips and broadcast to our membership – maybe they share their office space design at home or something in their home that relates to design – art, a piece of furniture, a view from their house, something in their neighborhood?

Give our annual sponsors 2 minutes to talk — thoughts on this? Other ideas????

SCHOLARSHIP

Student Event Tentatively booked Apr 3 at AAU campus, cancelled due to COVID-19 and school closures.

We have a healthy Scholarship fund and will be tricky to engage with students during the distancing initiatives. Need to re-assess timeline for applications.

FUNDRAISING

Roaring 20's Gala theme, honoring Top ID and Scholarship Recipients – rescheduled to October 2, 2020; pending COVID-19

Looking to add a Raffle component:

- Raffle — have a new idea to try for this year– working with Inc. on this

SOUTH CAROLINA REGION

Teri Schell, Steering Committee Chair Elect

MEMBERSHIP

Our membership continues a steady increase. We currently have 39 members across our region.

PROGRAMMING

Unfortunately, all our "in person" events were cancelled due to COVID-19. We are creating several virtual events to include both educational and inspirational events to take place thru the summer. Our hope is to be able to celebrate our 4th annual membership drive Turkey Bowl in November.

- “mailer raffle” tickets purchased before event
- Something similar to this raffle: saffle.com
- Raffle tickets can be pre-purchased prior to the event and will go on sale 1 month prior to Oct. 2
- You don't have to be present at the event to win
- Raffle winners will be drawn the evening of the event
- Raffle gift packages will be on display at all of the Lounges
- We will need your help with sourcing the following:
 - Hotel stays
 - Spa Packages
 - Products/gifts
 - Gift Cards –restaurants
 - Other items– lunch with someone fabulous, a special experience?

OTHER CHAPTER HIGHLIGHTS

Our marketing team is doing a great job, and social media in particular!

Community Service: Working on brainstorming ideas of how to connect with members and create some sort of community service involvement or “event” while maintaining social distance.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Keeping up the momentum, due to distancing element of COVID-19; and the hit that our entire industry has taken.

Can we do some kind of portal or initiative to support our membership, friends and firms that have been adversely affected by the downturn? Connecting folks, keeping them engaged...etc.

Continue to be challenged by shortage of volunteers on our board, with open VP positions and Fundraising Director.

Staff note: Before holding any raffles, please check with the INC office in regards to your state and local regulations. The state of California will not allow online raffles, but mailed raffles are permitted with proper licensure.

NEWH, Inc. has a special section on the website (click on blue circle 'Beyond COVID19' at top of website). From there you'll find information on how companies in the industry are responding to the pandemic, chapter/regional virtual events scheduled, a place to enter your comments/thoughts, hospitality professionals perspectives on how they see the industry changing after COVID19, links to CEUs/podcasts/industry resources, etc. NEWH is also sending out a weekly email encouraging people to visit this area of the website to stay connected/informed.

SCHOLARSHIP

We will be awarding a scholarship in the winter.

FUNDRAISING

Our main fundraiser, the Celebrity Chef competition has been postponed. We had concerns about our ability to both fund the event and meet the attendance goals we established. Our current expectation is to reschedule for Spring of 2022.

CHAPTER/REGION GOAL

Come out on the other side of the COVID-19 crisis with our

membership still intact and growing. We are reaching out to the hospitality community, both member and non-member to continue engaging people.

REPORT BACK TO CHAPTER/REGION

Yes. The information gained from the breakouts is always greatly appreciated. We have used ideas from other regions or chapters to develop events, reach new members and fund-raise.

SOUTH FLORIDA

Anastasia Davis & Gabe Rodriguez, delegates

chartered October 2, 2003

NO REPORT SUBMITTED

SUNSHINE

Shana McCullough-Downing & Chris Schafer, delegates

chartered September 1, 1996

MEMBERSHIP:

Current Updates on Membership: 13 Associate Members, 38 Chapter Business Courtesy members, 18 Chapter Business Members, 16 Chapter Level Business, 1 Chapter Level Top Tier, 17 Corporate Partner Courtesy Members, 6 Education Professionals, 97 General Members, 1 Green Voice business Member, 10 Honorary Members, 1 Retired Member, 34 Student Members.
Grand Total 254

PROGRAMMING:

Currently we have little on the books for future events; we don't want to schedule a sundowner until we know we are able to have people attend safely. We are looking into doing virtual sundowners, virtual CEUs and even a virtual fun run. All are in the works with not a lot to report as of yet. Learned a lot today on the Zoom Call with Inc and all the chapters with other ideas and will brainstorm with the rest of the board on how to incorporate some of those virtual events as well.

SCHOLARSHIP:

Our scholarships are now open and ready for students to submit. We are hoping to be getting some soon but are ready to extend the date if we aren't seeing a lot of opportunity. We were able to do a school visit back in February and we are hoping that helped increase our presence in the community.

FUNDRAISING:

We currently still have our June 3rd bowling event scheduled but we believe we will most likely have to postpone it. We are looking at potentially moving it to later in the year where we had a second fundraising event that was more of a gala. We will move the second fundraiser that was scheduled for Fall of 2020 to 2022 as we already have plans in the works for our 25th Anniversary Gala in 2021.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Right now there really isn't anything we need help with. Fortunately, every time we have requested help we get a great response from Inc.

Staff Note: Thank you! Please continue to reach out to us 😊

OTHER CHAPTER HIGHLIGHTS:

Our Trade Show and Sundowner in January were huge successes. We had an overwhelming amount of people attend both and we are so grateful for all that were able to attend and showcase.

We had our DASH and Top ID Winner Showcase in February in a new venue. It was a popular event as in past years and we had a lot of success in incorporating our Top ID Winner's Award Presentation this year.

The Membership Drive was just before our stay at home orders were issued in March so we were fortunate with that, we had a Luau themed drive and we were able to increase our membership numbers.

CHAPTER/REGION GOAL:

We are going to change our original goals to adapt to current times and say that we are going to maintain our membership numbers throughout this pandemic. We will do that by keeping active as a group and showing the value of membership even from a distance.

REPORT BACK TO CHAPTER/REGION:

In our monthly Board meetings following any IBOD Meeting whoever the delegate/s in attendance were will go over their notes from the meeting in brief, answer any questions and make any major announcements. Our Board is happy to hear the ideas that come from other chapters We also attach the link to the IBOD Report on the meeting minutes with any notes to highlight.

OUR CHAPTER/REGION WOULD LIKE HELP WITH:

We feel that with all of the current obstacles we are adapting and moving forward as best we can. We will revisit any challenges we face and ask for assistance as they arise.

TORONTO

Demi Melissinou & Tara Witt, delegates

chartered November 18, 2004

MEMBERSHIP

For April 2020 our Membership grand total was 140 :

• Associate Members – 9	• Educational Professionals – 11
• Business Plus Courtesy – 2	• General – 42
• Chapter Business Courtesy – 25	• Honorary – 3
• Chapter Business – 5	• Lodging Business – 1
• Chapter Level Business – 13	• NEWH Fellow – 1
• Corporate Partner Courtesy – 4	• Students – 25

PROGRAMMING

Due to the Corona Virus situation, all events have been canceled until further notice.

We have plans to host some on line events like a "Virtual wine evening" and an "Owners round table."

SCHOLARSHIP

As the COVID-19 situation has left the majority of students without summer jobs we have had an increased number of students asking us information regarding our scholarships.

FUNDRAISING

Due to the latest extraordinary circumstances, both 2020 fundraiser events have been postponed.

The Room to Room trade show at the Radisson Hotel has been postponed until further notice and our September Golf tournament has been postponed for September 2021.

Unfortunately, fundraising, in the months following the end of the COVID- 19 period, will be extremely challenging as everyone believes a financial crisis is around the corner and it will be very hard to

persuade people to make donations.

OTHER CHAPTER HIGHLIGHTS

Our TopID awards event took place this year in February at the newly renovated Fairmont Royal York Hotel, downtown Toronto. During the glamorous event all guests had the opportunity to split into small groups and take a Hotel tour, led by some great hotel staff members who had been with the hotel long enough to take us that extra mile. We all walked through rooms, suites and common areas and were given loads of interesting information.

On March 5th, our designer members gathered at The Broadview Hotel to take part at our first BrandED event in Toronto. The event was a huge success.

CHAPTER/REGION GOAL

All our original goals for 2020 have been put on halt due to the COVID-19 virus.

Our goal for the next couple of months will be to keep our members involved in some kind of on line events.

REPORT BACK TO CHAPTER/REGION

UNITED KINGDOM

Libby Bull & Jonathan Young, delegates

chartered June 12, 2002

MEMBERSHIP

At the end of 2019 we were very excited as we reached our goal of 150 members for our UK chapter. Although we have started the year with an aim to reach 200 members and had several requests after TopID, our membership drive has been stalled with the uncertainty of COVID-19 affecting our events. Kevin Swart (Northern Lights) continues to take care of our membership along with help from our new Chair, Amber Hunter-Love.

PROGRAMMING

The events for 2020 kicked off in January with a hotel tour of the new Standard Hotel in London – we made this an exclusive “members only” event to encourage membership and to show membership benefits and it was so popular that it sold out within a week.

In February we held our TopID event which again was a hugely popular event with 150 people attending. We celebrated the work of 3x smaller design companies this year which was really well received as it was inspiring for many of the designers who attended to get to learn more about them and to see how smaller businesses work.

Our events for the next few months have either been postponed or cancelled due to the lock down in London over COVID-19. The Sustainable Surfaces learning event that we had planned for March is now postponed to June but will probably be moved again – this is also a sold out event and we still want it to occur at some point this year.

We have a Sunset Yoga event planned for May that was to be held on the top floor of an amazing office building with city views. We are considering doing this as a Virtual Event and getting our members involved from their living rooms.

Our main Round Table and Fundraiser Event is scheduled for 23rd June but the hotel is working with us on postponement – we are considering September as an option for moving this event. We have put down a considerable financial deposit for this already so we do not want to cancel.

SCHOLARSHIP

Despite COVID-19 we are still planning to go ahead with our Judging and Scholarship Awards this year, even if it is delayed or handled differently. The judging can be arranged to be done virtually instead of face-to-face and Libby Bull, our Scholarship Director, is currently looking into this option with the tutors. We are proposing that the students submit movies of themselves presenting their work and the

After Orlando I gave our board members in Toronto a rundown of the Orlando meeting's most important points and we discussed which of those, as a chapter, we could adapt. The proposal that the nominees for the Top ID awards could be judged, in the future, from a board of another chapter was a great hit!

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Hospitality is an industry that has received a major hit from Covid-19 and no one is yet in a position to inform us when things will go back to normal so people can start living normal lives, travelling again and eating in restaurants.

Now, we are challenged to create interesting on line events that will bring people of our industry together until this whole thing ends.

Staff Note: TopID information will be coming out soon to boards and broadcasted to A&D firms in early May. Because the judging process is based entirely on a judging scorecard/point system in order to keep the judging fair/not subjective to favorites, we suggest that only if there happens to be a tie between firms based on the completed judging scorecards that chapters/regions can then reach out to other boards to break the tie.

judges each assess them first then hold a virtual meeting to discuss and review their selection.

Although we are still struggling to get more colleges involved, Libby is planning to get several tutors from different colleges to attend the fundraiser this year to help them understand what we can offer for another year. Libby is being helped with the scholarships and students by two of our new Chairs; Annette Culhane and Karolina Januskaite.

FUNDRAISING

Due to COVID-19 we are planning our Annual Fundraiser to be postponed from June to September. The location this year will be the Bloomsbury Hotel which has more space than the location used last year. We will be holding our Round Table event in the late afternoon with our Scholarship presentation and networking following it that evening. The Round Table event was a great success and fully sold out last year so we are pleased that we can increase the capacity for this event this year.

Hannah Rogers continues her excellent work as Director for Fundraising where she has already established very good contacts.

OTHER CHAPTER HIGHLIGHTS

We are very excited about the Paris and Milan chapters starting up and although they are also delaying all their events right now we are hoping to get some crossover between our memberships as it is likely that (when “normal” returns) our members will visit Paris and Milan occasionally and vice versa.

CHAPTER/REGION GOAL

One of our goals this year is to increase our corporate sponsors. We have discussed working with BCFA on a common goal of awareness for both our networking businesses and are planning a combined networking event later in the year which will be sponsored by the BCFA.

REPORT BACK TO CHAPTER/REGION

We have discussed the brain storming sessions that are planned instead of the regular quarterly discipline calls and the team is aware of the new format. We also discussed the Honorary Membership and will consider this further.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

As requested, it would be helpful to have a PowerPoint presentation with facts and history of NEWH for use at future events. We have

been asked to do a presentation to BOND Five Star event in Rome (now in September) and will add our own pages about the chapters in London, Paris and Milan.

In regards to membership renewals on the website, there are some glitches since we put the membership cost up; renewals should be £90

but are still charging at £80 at payment stage. Can this please be looked into and corrected.

Staff Note: this has been corrected.

VANCOUVER REGIONAL

James Adamson, steering committee chair

NO REPORT SUBMITTED

WASHINGTON DC METROPOLITAN

Jennifer Farris & Monica Meade, delegates

chartered November 6, 1992

NO REPORT SUBMITTED

ADDENDA

MOTION TO APPROVE MINUTES

Date: May 4, 2020

Motion Number: 1

I, _____, move to approve the minutes as presented / as corrected.

Motion seconded by: _____

VOTE COUNT: _____ STATUS OF MOTION: _____
 YEA: _____ NAY: _____ ABSTENTION: _____ Carried: Defeated:

MOTION TO ADD POSITION TO NEWH, INC. BOARD OF DIRECTORS

Date: May 4, 2020

Motion Number: 2

I, Cynthia Guthrie, move to appoint Brittany Spinner to the position of Director/Scholarship on the NEWH, Inc. Board.

Motion seconded by: _____

VOTE COUNT: _____ STATUS OF MOTION: _____
 YEA: _____ NAY: _____ ABSTENTION: _____ Carried: Defeated:

MOTION TO ADJOURN

Date: May 4, 2020

Motion Number: 3

I, _____, move to adjourn the NEWH, Inc. Board of Directors Meeting.

Motion seconded by: _____

VOTE COUNT: _____ STATUS OF MOTION: _____
 YEA: _____ NAY: _____ ABSTENTION: _____ Carried: Defeated:

NEWH Continuing Education CEU Proposal

NEWH is the premier networking resource for the hospitality industry, providing scholarships, education, leadership development, recognition of excellence and business development opportunities.

Mission

Develop a program of continuing education giving the NEWH membership which will provide opportunities to gain knowledge and skills essential for the professional development required to maintain industry standards.

Objectives

Development of a program for continuing education giving membership access to educational trends through distance and in-class learning from colleagues, industry professionals and educators. This will be accomplished by offering CEU events, and white paper, training, online submissions, videos, as well as other approved formats from membership and industry partners, for those approved for accreditation, as well as those where formal approval is not required.

Guidelines

The Executive Board has determined the parameters and approval process and establishing the committee will be the first step in moving this initiative forward. A call for committee volunteers will be issued for Committee Members no later than November 31, 2019 with a deadline of January 31, 2020.

Committee Member Requirements

The committee should consist of 6-10 members. Roles will include:

- VP Education – oversees this initiative
- Director Continuing Education – serves as Educational Liaison – educator who reviews needs of students. Reaches out to Education SME's and works with education content editor. This Director reports progress to IBOD.
- Committee members committed to the research and expansion to fulfill the objectives outlined.

Committee Responsibilities

The development of the appropriate documents will provide a framework for the development, presentation, measurement and management of the course offerings. These should include the following and will be developed by the committee:

- NEWH Chapter/Regional Group CEU Proposal form - Develop template for course submission (refer to the guidelines published by IDCEC) best practices for submission and approval. To include the following:
 1. Session title
 2. Session time
 3. Session description
 4. Speaker, moderator, panelist
 5. Venue if required
- Course approval requirements
- Course approval forms (2), courses approved for Credit and those non-eligible for credit
- Course review and evaluation forms (2)
- Certificate of completion form
- Instructor Biography to include the following:
 1. Name, title/position/company (exactly how it should appear in marketing material)
 2. Bio 100-word max
 3. High resolution headshot
 4. Email, cell phone, business phone, business-mailing address
- Certificate of completion

NEWH Responsibilities National and Chapter TBD

- Training for Chapter Boards
- Community Outreach
- Best Practices
- Assessment
- Establish method of record and amount of time for access

NEWH CODE OF ETHICS

Members of the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC. shall conduct themselves honorably so as to maintain the integrity of the organization. To that end, each member shall adhere to the following code of ethics:

1. Each member shall hold membership in the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC. as a privilege and a responsibility and shall abide by the By-Laws.
2. Each member is obligated through personal and professional conduct to uphold and maintain beyond reproach the dignity of the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC.
3. Each member shall recognize and respect the professional standards of the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC. members and shall encourage the highest level of cooperation of the members.
4. No member shall use the position as Officer, Director or member of the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, Inc. to gain purely personal advantages in advertising, merchandising, or promotion. Members are encouraged to use the initials NEWH after their names on business stationary and business announcements.
5. The name NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC. may be used officially only by the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC. and its authorized chapters. An individual may, with the written approval of the NEWH, Inc. Board of Directors of the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC., use the name of the organization in connection with the sponsorship or co-sponsorship of an industry activity.
6. A member may not use the membership directory as a mailing list for commercial purposes nor permits its use by a nonmember for any purpose. NEWH mailing lists shall be available to other organizations within the Hospitality or related industries, only as approved by the NEWH, Inc. Board of Directors and are not to be used for commercial purposes. List members may request in writing that their names be deleted from any mailing list provided to another organization.
7. Members who misrepresent their professional qualifications at any time will be subject to disciplinary action by the Chapter Board of Directors.
8. Any conduct which is detrimental to the best interests of the NETWORK OF EXECUTIVE WOMEN IN HOSPITALITY, INC. may result in disciplinary action by the NEWH, Inc. Board of Directors.

Leadership

A member who is elected or appointed to one of these positions acquires a second set of rights and responsibilities, in addition to those which are theirs as a general member.

Rights

It is the right of NEWH, Inc. Leaders to:

- Receive adequate and competent direction and support from other leaders of the organization;
- Have the support and cooperation of the membership of the organization;
- Depend on the membership to accord them the courtesies of meeting protocol and group etiquette; and
- Expect support of the industry when organization sponsored events serve industry interests.

Responsibilities

As an NEWH, Inc. Leader it is their responsibility to:

- Know the duties of the position to which they were elected or appointed;
- Review the tenets and objectives of the organization;
- Review the NEWH, Inc. By-Laws and Board Handbook for policies of the organization and the position to which they were elected or appointed;
- Act with the care that a reasonably prudent person in a similar position would use to perform their duties under similar circumstances, and must perform their duties in good faith and in a manner they reasonably believe to be in the best interest of NEWH, INC.;
- Use disciplined judgment in making fiscal decisions;
- Refrain from engaging in personal activities which would injure or take advantage of NEWH, INC.;
- Not use their position of trust and confidence to further their private interests;
- Study and practice good leadership skills and techniques;
- Serve all members, not just a selected few; and
- Bring genuine interest, enthusiasm and sufficient time to their duties to discharge their responsibly.

They Will Not

- Realize secret profits or unfair gain through personal transactions with or on behalf of the NEWH, INC.;
- Compete with NEWH, INC. to its detriment;
- Usurp an opportunity of NEWH, INC.;
- Realize personal gain from use of material, non-public information; and
- Will avoid even the appearance of a conflict of interest.

NEWH Board Code of Ethics

As a member of the Board of Directors of NEWH, Inc. or any of its chapters, I will:

- Represent the interest of all the people served by this nonprofit and not favor special interest inside or outside the organization
- Not use the nonprofit or my service on the board for my own personal advantage or for the advantage of my friends, relatives or supporters
- Keep confidential information confidential
- Respect and support majority decisions by the board
- Approach all board issues with an open mind, prepared to make the best decisions for everyone involved
- Prior to election or appointment, disclose any personal, professional or legal matters that might reasonably cause embarrassment if subsequently associated with my NEWH leadership position, including without limitation any conviction of a felony or crime of moral turpitude, termination of employment for cause, and involuntary dismissal from a position of leadership in another nonprofit organization.
- Do nothing to violate the trust of those who elected or appointed me to the board or those served
- Focus my efforts on the mission of this nonprofit and not on my personal goals
- Never exercise authority as a board member except when acting in a meeting with the full board or as I am delegated by the board
- Consider myself a "trustee" of this nonprofit corporation and do my best to ensure that it is well maintained, financially secure, growing and always opening in the best interest of those we serve
- I have read, understand and agree to abide by this Code of Ethics

SUCCESSION PLANNING: NEWH, Inc. Board of Directors Eligibility Policy

NEWH, Inc. and its chapters are governed by the NEWH, Inc. Executive Committee, Board of Directors, and House of Delegates. The governing body is made up of representatives of all NEWH, Inc. chapters worldwide. Each member of the NEWH, Inc. Governing body shall:

- Know the duties of the position to which they were elected or appointed;
- Review the code of belief and objectives of the organization;
- Review the By-laws and the Procedure Manual for policies of the organization and the position to which they were elected;
- Act with the care that a reasonably prudent person in a similar position would use to perform their duties under similar circumstances, and must perform their duties in good faith and in a manner they reasonably believe to be in the best interest of the NEWH, Inc.;
- Refrain from engaging in personal activities which would injure or take advantage of the NEWH, Inc.;
- Not use their position of trust and confidence to further their private interests;
- Realize secret profits or unfair gain through personal transactions with or on behalf of the NEWH, Inc.;
- Compete with the NEWH, Inc. to its detriment;
- Usurp an opportunity of the NEWH, Inc.;
- Realize personal gain from use of material, non-public information;
- Will avoid even the appearance of a conflict of interest;
- Study and practice good leadership skills and techniques;
- Serve all members, not just a selected few;
- Bring genuine interest, enthusiasm and sufficient time to their duties to discharge their responsibly; and
- Understand the actions of the Executive Committee and Board of Directors and report back to the Chapter Board of Directors.

House of Delegates

The chapter representatives will sit in the House of Delegates, a non-voting section of the NEWH, Inc. Board of Directors. In addition to the above, the Delegate shall:

- Identify needs of chapters and flush out before bringing to the NEWH, Inc. Board of Directors;
- Participate in special focus groups; and
- Understand the actions of the Executive Committee and Board of Directors and report back to the Chapter Board of Directors

The delegate is elected for a two (2) year term and may hold the position of delegate for five (5) concurrent terms before leaving the NEWH, Inc. Board of Directors. Each chapter elects one or more delegates based on the number of members in good standing at the time of election. A member of the House of Delegates may run for a position on the NEWH, Inc. Board of Directors after serving two (2) years in the House of Delegates.

Board of Directors

The Board of Directors conducts the business of NEWH, Inc. at board meetings held three times per year. Each Director has responsibility for a specific area of the business of NEWH, Inc. and shall form a committee to help conduct that business. In addition to the above, the Director shall:

- Conduct the business of the organization;
- Establish a committee to help conduct NEWH, Inc. business and to create a larger knowledge base within the organization;
- Facilitate a minimum of two (2) conference calls per year with chapter board members; and
- Understand the actions of the Executive Committee and Board of Directors and report back to the Chapter Board of Directors.

The NEWH, Inc. Board of Directors is elected bi-annually from the seated board members and the members of the House of Delegates. To be eligible to hold a position on the Board of Directors, the person must have sat in the House of Delegates for two terms and not have been off the governing body for more than four (4) consecutive years. A member can only serve three (3)

consecutive terms on the Board of Directors.

Executive Committee

The Executive Committee of NEWH, Inc. conducts the business of NEWH, Inc. between the regularly scheduled board meetings. Officers of NEWH, Inc. are responsible for the Directors listed under them on the NEWH, Inc. Organizational Chart. In addition to the above, the Director shall:

- Conduct the business of the organization;
- Participate in semi-monthly Executive Committee meetings held via teleconference calls; and
- Provide leadership to those Directors in their immediate reporting relationship.

NEWH, Inc. Officers are elected bi-annually from the current Executive Committee and seated Board of Directors. To be eligible to hold a position on the Executive Committee, the person must be currently seated on the Board of Directors to running. A member holding an elected position Executive Committee can only serve three (3) consecutive terms.

TWELVE PRINCIPLES OF GOVERNANCE THAT POWER EXCEPTIONAL BOARDS

Exceptional boards add significant value to their organizations, making a discernible difference in their advance on mission. Good governance requires the board to balance its role as an oversight body with its role as a force supporting the organization. The difference between *responsible* and *exceptional* boards lies in thoughtfulness and intentionality, action and engagement, knowledge and communication. The following twelve principles offer **chief executives** a description of an empowered board that is a strategic asset to be leveraged. They provide **board members** with a vision of what is possible and a way to add lasting value to the organization they lead.

CONSTRUCTIVE PARTNERSHIP

Exceptional boards govern in constructive partnership with the chief executive, recognizing that the effectiveness of the board and chief executive are interdependent. They build this partnership through trust, candor, respect, and honest communication.

MISSION DRIVEN

Exceptional boards shape and uphold the mission, articulate a compelling vision, and ensure the congruence between decisions and core values. They treat questions of mission, vision, and core values not as exercises to be done once, but as statements of crucial importance to be drilled down and folded into deliberations.

STRATEGIC THINKING

Exceptional boards allocate time to what matters most and continuously engage in strategic thinking to hone the organization's direction. They not only align agendas and goals with strategic priorities, but also use them for assessing the chief executive, driving meeting agendas, and shaping board recruitment.

CULTURE OF INQUIRY

Exceptional boards institutionalize a culture of inquiry, mutual respect, and constructive debate that leads to sound and shared decision making. They seek more information, question assumptions, and challenge conclusions so that they may advocate for solutions based on analysis.

INDEPENDENT-MINDEDNESS

Exceptional boards are independent-minded. They apply rigorous conflict-of-interest procedures, and their board members put the interests of the organization above all else when making decisions. They do not allow their votes to be unduly influenced by loyalty to the chief executive or by seniority, position, or reputation of fellow board members, staff, or donors.

ETHOS OF TRANSPARENCY

Exceptional boards promote an ethos of transparency by ensuring that donors, stakeholders, and interested members of the public have access to appropriate and accurate information regarding finances, operations, and results. They also extend transparency internally, ensuring that every board member has equal access to relevant materials when making decisions.

COMPLIANCE WITH INTEGRITY

Exceptional boards promote strong ethical values and disciplined compliance by establishing appropriate mechanisms for active oversight. They use these mechanisms, such as independent audits, to ensure accountability and sufficient controls; to deepen their understanding of the organization; and to reduce the risk of waste, fraud, and abuse.

SUSTAINING RESOURCES

Exceptional boards link bold visions and ambitious plans to financial support, expertise, and networks of influence. Linking budgeting to strategic planning, they approve activities that can be realistically financed with existing or attainable resources, while ensuring that the organization has the infrastructure and internal capacity it needs.

RESULTS-ORIENTED

Exceptional boards are results-oriented. They measure the organization's progress towards mission and evaluate the performance of major programs and services. They gauge efficiency, effectiveness, and impact, while simultaneously assessing the quality of service delivery, integrating benchmarks against peers, and calculating return on investment.

INTENTIONAL BOARD PRACTICES

Exceptional boards purposefully structure themselves to fulfill essential governance duties and to support organizational priorities. Making governance intentional, not incidental, exceptional boards invest in structures and practices that can be thoughtfully adapted to changing circumstances.

CONTINUOUS LEARNING

Exceptional boards embrace the qualities of a continuous learning organization, evaluating their own performance and assessing the value they add to the organization. They embed learning opportunities into routine governance work and in activities outside of the boardroom.

REVITALIZATION

Exceptional boards energize themselves through planned turnover, thoughtful recruitment, and inclusiveness. They see the correlation between mission, strategy, and board composition, and they understand the importance of fresh perspectives and the risks of closed groups. They revitalize themselves through diversity of experience and through continuous recruitment.



Program Script for Fundraisers & Programs Speakers & TopID

Welcome to (insert title of your event)

We have a few NEWH business announcements:

- **Thank Event Sponsors**
We'd like to thank (company name) for generously sponsoring tonight's program, say a little about what (company) does, introduce the attendees from the sponsoring company and ask them to stand)
- **Thank Chapter Sponsors**
We'd like to thank (company name) for their sponsorship of our chapter, say a little about what the (company) does, introduce the attendees from the sponsoring company and ask them to stand)
- **Thank NEWH Corporate Partners**
(draw attention to the Corporate Partner banner, these partners give anywhere from \$18,000-\$35,500 per year - ask if there are any attendees from those companies – ask them to stand and thank them!)
- *Without the generous support of our Event Sponsors, Chapter Sponsors and Corporate Partners NEWH could not accomplish what we do today! And we would like to thank you for supporting (include your chapter name here) throughout the years – because of you, our chapter has been able to give (insert \$ amount in total given by your chapter here) in scholarships and the entire NEWH organization has awarded (insert \$ amount in total here) in scholarships! (Call NEWH Inc for up to date amounts.)*
- *We would like to share a video so you may become more familiar with NEWH about who we are and what we do:*
Video (optional)- Show NEWH video – 1 or 6 minute version if venue permits. Always show with sound. If sound is not possible do not show the video and do not show video on continuous loop. We suggest it be shown at one major event during the year.
As you can see, NEWH touched the lives of these students and so many more over the years. (can be stated if video shown)
- **What is NEWH**
*NEWH is the premier networking resource for the hospitality industry, providing scholarships, education, leadership development, recognition of excellence, and business development opportunities. It's about Scholarship, Education, and Business Networking. **Customize for your chapter** (Our charter is to raise scholarship funds for individuals pursuing a career in the hospitality industry – whether it is in design, culinary or management. We provide educational programs, community service events and host fundraising events for our scholarship fund. Last year we awarded over \$xxx in scholarships to xx individuals thanks to you and our generous supporters.*
- **Ask all Chapter BOD members in attendance to join you. Introduce each name & position**
Our chapter board of directors, many volunteers and students worked tirelessly on their own time to present this event and throughout the year to plan events for our members and guests. Without their help, we could truly could not be a successful chapter. Let's give them a round of applause. Thank you all for making this a great event.
- **Specifically ask these Directors to speak**
 - **Membership** – Announce new members:
 - *(insert names of new members) ask to stand if present*
 - **offer applications to non-members**
 - **Fundraising** – *PROMOTE your fundraising event if applicable and provide handouts with sponsorship info*
 - **Community Service** – *announce any upcoming community service events*
 - **Programming** – *Announce next program and hand out flyers*
 - **Any other directors that have announcements**



- Ask all NEWH Inc. staff in attendance to join you. Introduce each name & position
Each of the NEWH, Inc corporate office staff members help each chapter in so many ways. They are very dedicated and want to help each chapter succeed. Let's give them a round of applause.
- Ask all NEWH Inc International IBOD and Executive board members in attendance to join you. Introduce each name & position. Call upon
Please join me in welcoming our International IBOD and Executive board members. They are responsible for running the business of NEWH. They too are volunteers dedicated to furthering the mission of NEWH and just like our Chapter board and volunteers, they work tirelessly to promote educational and scholarship, to develop initiatives, connect with industry professionals and associations and international chapter development, just to name a few of a long list of their responsibilities. Let's give them a round of applause.
- Introduce and ask an International IBOD or Executive board member to announce any major international events or major initiatives.

- **Add this for events with speakers**
 - Describe your event
 - Introduce featured speakers
 - Featured Speakers include: Provide information from bio obtained from each speaker

Begin Program

At the end of the program, thank each speaker and the guests for attending and supporting NEWH

Remind everyone the dates and titles of upcoming events.

- **Add this for TopID award event**

We are here to announce the NEWH TopID winners. This award is a prestigious honor determined by NEWH chapter and regional boards to recognize and promote the best in our industry. A firm's quality design work in the hospitality industry, along with membership and support the firm has provided the NEWH chapter/region, is considered in the selection process. This exclusive recognition is NEWH's way of supporting and promoting our Designer membership. Not only are firms acknowledged by their local community as a leader in hospitality design, they are also celebrated internationally across the vast network of professionals in the industry!

We would like to thank Hubbardton Forge for making this beautiful hand forged award to be presented to each recipient. Please welcome Heidi Limone, National Commercial Sales Manager for Hubbardton Forge. She is here to present the awards.

- *Featured Top ID winner to include:*
- *Introduce the firm and person accepting the award*
- *Provide information from bio obtained from each winner*

At the end of the program, thank each Top ID and the guests for attending and supporting NEWH

Remind everyone the dates and titles of upcoming events.

NEWH AWARDS REVIEW

THE PINNACLE AWARD

The NEWH Pinnacle Award (formerly known as Recognition of Excellence Award) will be given to an NEWH member who has contributed extraordinary time and effort to NEWH, has a minimum of fifteen (15) years' experience in the Hospitality Industry, has held a local Chapter and/or International Board position for at least one term, and has mentored four people in the industry, at least two of whom are women. The nominee must also have unquestioned professional ethics.

Award Presentation:

The award presentation will take place at the 2020 NEWH Leadership Conference in Seattle, WA. Awardees must be able to attend presentation.

Nomination Information:

Deadline: November 1, 2020

Nomination form and description can be found at www.newh.org – About Us – Awards

NEWH COLLEGE OF FELLOWS

Purpose

Fellowship is bestowed on NEWH members who have made notable contributions to the Hospitality Industry, not only through their work, but through their demonstrated commitment to NEWH.

The application process is held every other year and is conducted by the Chair of the College of Fellows together with a jury of selected members of the College. Fellows will be inducted at the Leadership Conference.

Criteria / Eligibility

- A current member in good standing of NEWH and has been a member for 10 consecutive years or more.
- Nominee must exhibit the highest level of ethical conduct and professionalism in the Hospitality Industry. Examples of these items must be included in the nomination form, along with 5 letters of references from NEWH members in good standing endorsing the nomination, and 2 other references from Hospitality Industry professionals.
- Nominee must have excellent leadership skills.
- Nominee must have contributed to mentoring at least 2 individuals in the Hospitality Industry.

Nomination Process

A Fellowship nomination can be made by a Chapter Board, an NEWH member, or can be a self-nomination.

Timeline

- July 1, 2020 – Nominations open
- October 31 – Deadline for candidates to submit nomination packet
- November/December – Jury meets
- January 15 – Fellow recipients informed
- February 2021 – Fellow recipients recognized at the NEWH 2021 Leadership Conference

Nomination Information:

Deadline: October 31, 2020

Nominations will open July 1, 2020. Nomination form and description can be found at www.newh.org – About Us – Awards

TOPID AWARD

What is TOP ID?

RECOGNIZING DESIGN EXCELLENCE – The TopID award is a prestigious honor determined by NEWH chapter and regional boards to recognize and promote the best in our industry. A firm's quality design work in the hospitality industry, along with membership and support the firm has provided the NEWH chapter/region, is considered in the selection process. This exclusive recognition is NEWH's way of supporting and promoting our Designer membership. Not only are firms acknowledged by their local community as a leader in hospitality design, they are also celebrated internationally across the vast network of professionals in the industry!

How would your firm benefit from being name a TopID?

TopID firms will be asked to sign a consent form that allows NEWH to post their photography on the NEWH website for promotional purposes. They may also be contacted by media related to speaking opportunities, editorial comment and or participation in events as a highly-respected design professional. They will be published in the ICON of Industry booklet that is distributed at the Gold Key Awards Ceremony in November during the BDNV Show held in New York City. By accepting the honor of NEWH TopID, NEWH will present the list on the NEWH website and at all international events they participate in with

the intent of presenting the TopID firms as the “elite” and most exceptional design firms in the regions they are within. NEWH encourages members and industry professionals to utilize this list when in need of a design leader for their projects or expert advice within their companies or events.

Minimum Criteria - required

- Current Membership (one person within the local firm must be a current voting member in good standing with NEWH)
- Minimum of 3 hospitality projects completed within the 18-month period prior to nomination (January 1, 2018 to June 30, 2019) with 150-word written narrative describing each project
- Projects submitted with the nomination must be professionally photographed (minimum 300 dpi resolution jpeg or tif file format) – images will be acquired from the winning firms after TopIDs have been announced
- Firm must have an accessible website

TopID Deadlines for 2019 TopID:

May 6	TopID info sent to chapters/regions. Chapter/Regions are to get the word out to qualifying firms in their area - nominations due July 1. Call for nominations email sent to A&D members.
July 1	TopID Nomination forms from Candidate Firms due to chapters/regions
July 1 – Sept 1	Chapters and Regions review nominees
September 1	TopID winners due to NEWH, Inc. office! Chapters/Regions to submit three final TopID winners (with nomination forms and judging forms) to Diane Federwitz
September 15	NEWH Office to notify the chapters/regions their TopID nominees have been approved
October 30	Chapter President/Regional Chairs notify the TopID winners. All notifications are to be made no earlier than October 30 (TopID winners are revealed at BDNY)

Nomination Information:

Deadline: July 1

A link to the nomination form can be found at www.newh.org – About Us – Awards

NEWH JOYCE JOHNSON AWARD

Description of Award/Qualifications:

The NEWH Joyce Johnson Award of Excellence will be given to an NEWH member who has contributed extraordinary time and effort to your local NEWH chapter, has been a chapter member for at least 7 years, has held a local chapter board position for at least one term, and has mentored chapter members and helped strengthen the chapter to achieve its goals. The nominee must also have unquestioned professional ethics.

Award Presentation:

The award presentation should take place at a major chapter event and the awardee must be able to attend the event.

Nomination Information:

The nomination form must be completed by the Chapter President and must be submitted 6-8 weeks prior to award presentation event. Nomination form can be found on website - and description can be found on the website - Login to website and click on Board Resources – Awards area.

Setting Your Goals – Template

The Goal Statement (Start with a VERB!)

The Measure (How will you know when you have achieved the Goal?)

When to Start?

When to End?

What are the Major Milestones? (Make it a Project!)

Board Resources - ONLINE

Does your board have the resources and information available to have a successful year? Do all board members know exactly what is expected of them in their position? Encourage your board members to utilize the Board Resources section online for templates and helpful resources to help them in their position. If you appoint new directors/chairs throughout the year, share the job description with them that can be found in the Board Resources.

NOTE: you must be logged in to the website in order to see the NEWH Board Resources menu item on the bottom of the page – if you have problems logging in, please contact Diane at the NEWH office to reset your login.

On the bottom of the home page in the blue area, you will see NEWH Board Resources under the Resources menu.



You will then see a directory of resources included under each discipline. Look around at the resources available for anything that may pertain to you and make your job easier!

<p><u>General Resources</u></p> <ul style="list-style-type: none"> The Structure of your Board of Directors Chapter Organization Chart Chapter Board Member Job Descriptions Chapter Business Plan Template Commercialism Policy/NEWH Logo Usage Joyce L. Johnson Award / Recognition of Excellence Corporate Partner Signage NEWH By-Laws Quarterly Conference Calls/Webinar Schedule and Minutes Chapter Calendar Mandatory Chapter Director Webinar Training 	<p><u>Board Meeting Resources</u></p> <ul style="list-style-type: none"> Board Meeting Agenda Board Meeting Minutes Motion Form Who Can Vote? Reporting to the Board Achieving Consensus The Art of Delegation Communicating with your Chapter Membership Conflict of Interest/Code of Ethics Dealing with Conflict Decision Making Motions Who Can Vote on your Board Parliamentary Procedure Project Scope Document Quarterly Conference Calls/Webinars
<p><u>Board Training</u></p> <ul style="list-style-type: none"> Board Orientation/Training for Full Board Chapter Board Member Job Descriptions Quickbooks Seminar Smart Goals Training PowerPoints for each Board Position 	<p><u>Financial Support</u></p> <ul style="list-style-type: none"> Budget Calculator Check Request Contracts Event Invoice Tax Exempt Explanation Travel Reimbursement
<p><u>Marketing</u></p> <ul style="list-style-type: none"> Chapter Newsletters NEWH Corporate Partners Commercialism Policy and NEWH Logo Guidelines Social Media Guidelines Promoting NEWH and your Chapter Marketing Materials – Ordering Photography Release Press Release Template Banners 	<p><u>Membership</u></p> <ul style="list-style-type: none"> Types of Membership Member Interest Survey Membership Director Information Membership Drive New Member Welcome Renewal Reminder

<p><u>Nominations</u></p> <p>Chapter Nomination Timeline Chapter/Region Job Descriptions Chapter Board Organization Chart NEWH, Inc. Board of Directors</p>	<p><u>Programming/Fundraising</u></p> <p>Programming vs Fundraising Event – What's the difference? Budget Calculator Catering Checklist Certificate of Insurance Form Communicating with your Chapter Membership Corporate Partner Signage Contracts Contribution/Sponsor Acknowledgement (Thank you letter) Event Badge Templates Funds – What's Required and Distribution Event Sponsorship Request Letter Liquor Policy Program Script Results of Activity Reporting – Programming Results of Activity Reporting – Fundraising Setting your Plan for the Year Speed Mentoring Event Sponsorship Agreement Sustainability Programming</p>
<p><u>Regional Groups</u></p> <p>Establishment of a Regional Group Regional Group Application Regional Group Manual</p>	<p><u>Scholarship & Education</u></p> <p>Scholarship Process Guidelines for Scholarships Educator & Student PowerPoint Frequently Asked Questions Accredited College Resources Letter to Non-winning Applicants Letter to Scholarship Winner Scholarship Check Request Form Hold Harmless Policy Chapters Scholarship Application Evaluation Chapter Event Idea Templates Vendor Scholarship Agreements In Memory Scholarship Agreements</p>
<p><u>Awards</u></p> <p>NEWH Pinnacle Award (formerly known as Recognition of Excellence Award) NEWH College of Fellows TopID Awards NEWH Joyce Johnson Award</p>	<p><u>NEWH, Inc. Policies & Procedures</u></p> <p>Liquor Policy Event Refund/Cancellation Policy NEWH, Inc. By-laws</p>
<p><u>NEWH, Inc. Regional Tradeshows</u></p> <p>Tradeshow Policies Timeline</p>	<p><u>NEWH, Inc. Board</u></p> <p>Board Reporting Forms Ambassador Continuing Education Delegate Development Education Events Executive Advisor Expansion Finance Fundraising International Expansion International Relations Marketing Marketing Collateral Marketing Communications Membership – director Membership – vice president NEWH Conferences Past President President President Elect Regional Tradeshows Scholarship Secretary Sustainable Hospitality – director Sustainable Hospitality – vice president</p> <p>NEWH By-laws Travel Reimbursement</p>
<p><u>Board Reports / Minutes / Etc.</u></p> <p>International Board of Directors Meeting Packets</p>	<p><u>Member Logos</u></p>



NEWH Chapter Business Plan

NEWH/(chapter) – (year)

What is a Chapter Business Plan?

A chapter business plan helps to ensure your chapter's success. And, as the blueprint for your chapter, a chapter business plan is a critical element because it showcases your chapter's vision, board structure, calendar, financial projections, and goals.

The chapter business plan outlines the operating framework of your chapter by detailing who you are, what are your plans/goals, and how you will generate proceeds for NEWH's mission of scholarship and education.

CHECK LIST

Required - these items **must** be submitted to the NEWH, Inc. office:

Board of Directors/Chairs

NEWH has a list of your nominated board – please submit any chairs appointed by the board by January 31st – and as additional chairs are appointed, or any board changes occur throughout the year

Chapter Event Calendar

Calendar will be posted on the NEWH website – specific calendar dates will be added to the event calendar. Calendar should be submitted by January 31st

Chapter Budget

Submit an approved budget to NEWH Inc. by the end of February – please contact the NEWH office for any resources you may need (past budgets, budget template, etc.)

The following pages can be used as a template to submit the required items.

Other Helpful Items to include in your Chapter Business Plan

Written Goals:

Ask each director/chair to write 2-3 goals they'd like to complete for the year. These goals will be the starting point for board discussion and planning throughout the year.

Here are a few examples:

- Your membership director has a goal to get more students members involved in your events. This goal should be shared with the chapter programming director and the scholarship director to ensure that one of your chapter programs planned includes student involvement (i.e. portfolio review, mentoring event, etc.)
- Your scholarship director has a goal to increase the amount of student scholarship applications received. This goal should be shared with your board and a plan should be put into place for chapter members to visit local schools, or contact schools in your surrounding area, to speak to students about NEWH's scholarship opportunities.
- Your VP/Development has a goal to increase the number of committee members in your chapter. This goal could be shared with your membership director and other board members to formulate a plan to reach out to current members, and new members, to find out members' interest to be involved and asking them to volunteer.

SWOT Analysis:

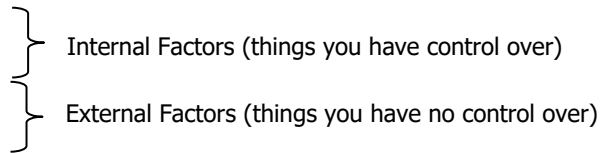
Conduct a SWOT analysis with your board – this is helpful to refer to throughout the year, as well as when conducting strategic planning in future years to gauge how your chapter addressed weaknesses, opportunities, etc.

S – Strengths

W – Weaknesses

O – Opportunities

T – Threats



Chapter Board

President	enter president
VP-Administration/Delegate	enter vp-admin/delegate
VP-Development/Delegate	enter vp-development/delegate
Secretary	enter secretary
Treasurer	enter treasurer
Past Pres./Parliamentarian	enter past president
Executive Advisor	enter executive advisor
Scholarship	enter director
Membership	enter director
Programming	enter director
Fundraising	enter director
Marketing	enter director

Optional Positions

By-laws & Ethics	enter chair	Internet Communications	enter chair
CEU	enter chair	Public Relations	enter chair
Committee Development	enter chair	Publications	enter chair
Community Service	enter chair	Regional Tradeshow	enter chair
Database	enter chair	Strategic Alliances	enter chair
Education/Mentoring	enter chair	Strategic Planning	enter chair
Farewell Ambassador	enter chair	Student Representative	enter chair
Historian	enter chair	Sustainable Hospitality	enter chair
Hospitality	enter chair	Ways & Means	enter chair

Calendar of Events

Chapters are encouraged to form their calendar prior to the year beginning. Submit your Chapter Calendar to the NEWH Office no later than January 31st of each year.

Programming/Networking Events: Chapters are not required to hold an event each month. When putting together your calendar for the year, the key is to remember quality vs quantity. Instead of struggling to put on an event every month, plan 3-4 great programming events for the year (tours, speakers, panels, CEUs, etc.) that are of high value to designers, manufacturers, and students – and in between those events, do more low-key happy hour/sundowner type events. A program’s mission is to develop relationships and build membership in a more business type setting.

Think about the event – is it an event you don’t want to miss, or is it more of a casual networking event that may not be as beneficial to you? Focus on what your members are going to be attracted to, especially venues – whether it’s a newly opened or remodeled hotel, new restaurants, etc. Invite those involved in the project to speak.

Fundraising Event: Remember, chapters are required to hold at least one fundraising event per year – this is your FUN event. A FUNdraiser’s purpose is to raise money for NEWH’s mission of Scholarship & Education.

Board Meetings: Chapters are required to hold at least 10 Board of Directors Meetings per year.

<p>January <i>Example:</i> 2nd – Board Meeting 11th – Sundowner/Happy Hour</p>	<p>February</p>
<p>March</p>	<p>April</p>
<p>May</p>	<p>June</p>
<p>July</p>	<p>August</p>
<p>September</p>	<p>October</p>
<p>November</p>	<p>December</p>

SWOT Analysis

Strengths <ul style="list-style-type: none">••	Weaknesses <ul style="list-style-type: none">••
Opportunities <ul style="list-style-type: none">••	Threats <ul style="list-style-type: none">••

NEWH, INC. INSTAGRAM GUIDELINES

Goal:

Grow awareness to NEWH through Instagram by displaying images that showcase our mission and events that are happening on an International and Chapter level.

Objectives:

1. Post an image daily
2. Be consistent with message
3. Market scheduled events
4. Keep post professional
5. Engage your followers
6. Drive traffic to website

Ideas of what to post:

1. Post pictures of members
2. Post quotes that relate to our mission statement
3. Tell a short story
4. Hold contest
5. Thank event sponsors (including sponsor logo)
6. Post meeting notices on Instagram
7. Post event wrap-up photos (i.e. 'look what you missed')
8. Promote one member per month
9. Highlighting TopIDs
10. Highlighting scholarship recipients
11. Sustainable tip a week

What **NOT** to do/post on Chapter or NEWH Inc Instagram pages:

1. Post too many times (more than 3 times a day)
2. Share partying images
3. Overuse hashtags (no more than 15 hashtags)
4. Use an advertising platform (no ads, thanking sponsors is ok)
5. Use profanity
6. Use someone's photo without giving them credit
7. Post without captions
8. Political Statements or Views
9. Ignore followers' comments
10. Auto share every Facebook or Twitter post

Chapter Guidelines:

1. Only 2 people on the board are to have the rights to Instagram. The Board should approve who these 2 people are since they will have Social Media privileges and passwords.
2. Only one password is to be used for Chapter Boards, The password is to be provided to NEWH, Inc. as well.
3. The password for the Chapter is to be changed if and when a person with Instagram privileges no longer participates in posting.

Hashtags:

#Hospitality Industry

#Raisingmoneyforscholarships

#NEWHInc

#donate

#nonprofits

#hospitalitydesign

#leadership

#education

#hospitalityscholarships

Tags:

@NEWHInc

@chapter (i.e. @NEWHDallas, @NEWHAtlanta, etc.)

Non-Profits to follow on Instagram for inspiration

<http://www.nonprofitmarketingguide.com/blog/2015/04/16/50-nonprofit-instagram-accounts-you-should-follow-right-now/>

Please follow NEWH, Inc. on Instagram @NEWHInc

NEWH/INDUSTRY CALENDAR - 2020

2020

23-Jan	NEWH Regional Tradeshow / ORLANDO	Doubletree by Hilton Orlando at Seaworld
24-Jan	NEWH, Inc. Board of Directors	Doubletree by Hilton Orlando at Seaworld
26-27 Jan	ALIS Law	Residence Inn & Courtyard / LA LIVE
26-30 Jan	2020 Winter Las Vegas Market	World Market Center, Las Vegas, NV
27-29 Jan	ALIS	JW Marriott & Microsoft Theater
27-30 Jan	SURFACES	Mandalay Bay Convention Center
30-31 Jan	2020 ARDA-WIN Meeting	Rosen Centre Hotel, Orlando, FL
3-5 Feb	Saudi Entertainment & Amusement/Design	Riyadh, Saudi Arabia
4-8 Feb	Stockholm Furniture & Light Fair	Stockholm, Sweden
5-7 Feb	DOMOTEX USA	Atlanta, GA
11-13 Feb	BD Winter Forum	Four Seasons, Vail, CO
12-Feb	Design Speaks	Dallas, TX
13-Feb	CityScene	Atlanta, GA
14-Feb	Valentine's Day	
17-Feb	President's Day	
21-23 Feb	Kitchen & Bath Show	Las Vegas, NV
24-25 Feb	Hotel Association of Canada National Conference	Delta Hotels by Marriott Toronto Airport & Conference Ctr.
26-28 Feb	Hospitality Design Summit	JW Marriott Cancun Resort & Spa
2-4 Mar	International Hotel Investment Forum	InterContinental, Berlin, Germany
3-5 Mar	The Foodservice Show/The Professional Kitchen Show	ExCeL London
3-5 Mar	Interiors & Tabletop Show/Hotel, Restaurant & Catering	ExCeL London
4-6 Mar	HI DESIGN MEA	Kempinski, Dead Sea, Jordan
8-9 Mar	The Female Empowerment Edition	Los Angeles
8-10 Mar	London Design Week	Design Centre Chelsea Harbour, London
9-12 Mar	International Furniture Fair Singapore	Singapore
10-Mar	Purim	
11-14 Mar	Design Shanghai	
12-Mar	AHEAD Asia 2020	Andaz Singapore
12-13 Mar	HICAP Asia Pacific	Grand Hyatt Singapore
12-16 Mar	All Aboard	Fort Lauderdale to Cozumel
17-Mar	St. Patrick's Day	
17-18 Mar	Independent Hotel Show	Amsterdam RAI, Amsterdam, NL
18-20 Mar	Hunter Conference	Atlanta Marriott Marquis, Atlanta, GA
24-26 Mar	DOMOTEX asia/CHINAFLOOR	Shanghai PR China
24-27 Mar	Indian Gaming Tradeshow & Convention	San Diego Convention Center, San Diego, CA
25-28 Mar	HOTEC Asia	Intercontinental Hanoi Westlake, Vietnam
29-31 Mar	Healthtac East	Trump National Doral, Miami, FL
30 Mar - 1 Apr	Nightclub & Bar Show	Las Vegas Convention Center
31-Mar	Dallas Regional Tradeshow	Hyatt Regency, Dallas, TX
31 Mar-2 Apr	The Hotel Show Saudi Arabia	Jehhah, Saudi Arabia
3-Apr	CityScene	Los Angeles, CA
5-8 Apr	HotelPoint 2020	Westin Kierland Resort & Spa, Scottsdale, AZ
6-10 Apr	High Point Market	High Point, NC
8-16 Apr	Passover	
12-Apr	Easter	
13-16 Apr	AAHOA Convention & Tradeshow	Orlando, FL
15-16 Apr	Hawaii Hotel & Restaurant Show	Hawaii Convention Center
20-23 Apr	Coverings '20	Ernest N. Morial Convention Center, New Orleans, LA
20-24 Apr	Hostelco 2020	Fira Barcelona Gran Via – L'Hospitalet de Llobregat
21-23 Apr	HITEC Europe 2020	Convention Center of Palma, Palma, Spain
21-26 Apr	Salone del Mobile.Milano	Milamp Fairgrounds, Milano, Italia
23-Apr	Bethesda Regional Tradeshow	Bethesda North Marriott Hotel & Conference Center

25-Apr	Design Talks	San Francisco, CA
25-28 Apr	Environments for Aging	Louisville, KY
25-29 Apr	High Point Market	Market at the Point, High Point, North Carolina
26-29	Milliken Experience	Milliken Campus, Spartanburg, NC
27-28 Apr	Hotel Summit 2020!	Five Lakes Resort, Colchester
1-May	CityScene	Washington DC
3-7 May	ARDA World 2020 Annual Convention & Expo	The Diplomat Resort, Hollywood, FL
3-May	NEWH Founder's Circle	
4-May	NEWH, Inc. Board of Directors Meeting	
4-6 May	Meet the Money	Los Angeles, CA
5-7 May	HD Expo & Conference	Mandalay Bay Convention Center, Las Vegas, NV
5-7 May	LIGHTFAIR International	Las Vegas Convention Center, Las Vegas, NV
10-May	Mother's Day	
11-12 May	Caribbean Hotel & Resort Investment Summit (CHRIS)	Seminole Hard Rock Hotel & Casino
12-14 May	ULI Spring Meeting	Metro Toronto Convention Centre, Toronto, ON Canada
14-16 May	AIA Conference on Architecture 2020	Los Angeles Convention Center, Los Angeles, CA
16-19 May	National Restaurant Association Show	McCormick Place, Chicago, IL
17-20 May	International Contemporary Furniture Fair	Jacob Javitz Center, New York, NY
18-20 May	Track Days	Colorado Springs, CO
19-21 May	Clerkenwell Design Week	London
20-May	HD Siteseeing	New York, NY
20-22 May	HOLA	Miami, FL
25-May	Memorial Day	
31 May - 2 Jun	BITAC Independent	The Mirage, Las Vegas, NV
31 May-2 Jun	Int'l Hospitality Industry Investment Conference	New York Marriott Marquis, New York, NY
3-Jun	HD Awards	Cipriani, 25 Broadway, New York
3-Jun	Stay Boutique Live, the Investment Edition	New York City
7-9 Jun	Boutique Design Match	El San Juan Hotel, Puerto Rico
8-10 Jun	NeoCon	Merchandise Mart, Chicago, IL
9-11 Jun	Global Shop	McCormick Place, Chicago, IL
10-11 Jun	HD Next Gen Conference	
10-20 Jun	HI Design Europe	RIU Plaza Espana Hotel, Madrid, Spain
14-17 Jun	HOTEC Operations	Ritz Carlton South Beach, Miami, FL
15-18 Jun	HITEC San Antonio	Henry B. Gonzalez Convention Center, San Antonio, TX
16-17 Jun	Cruise Ship Interiors Expo	Miami Beach Convention Center
16-18 Jun	EXPHORE	Centro Nacional De Convenciones, Heredia, Costa Rica
16-19 Jun	HOTEC Middle East	Al Bustan Palace, Muscat, Oman
17-18 Jun	Wave of the Future	
21-Jun	Father's Day	
21-23 Jun	Senior Lifestyle Design Match	Portland, Maine
21-23 Jun	Hotel & Hospitality Show	Johannesburg, South Africa
24-25 Jun	ForWard: Women Advancing Hospitality	Hilton Chicago
28-30 Jun	HOTEC Design 2020	JW Marriott Miami Turnberry Resort & Spa, Aventura, FL
4-Jul	Independence Day	
13-16 Jul	DOMOTEX Turkey	Middle East Fair Center - Gaziantep, Turkey
22-24 Jul	BD Summer Forum	Hotel Villagio, Yountville, CA
26-30 Jul	2020 Summer Las Vegas Market	
Aug	Los Angeles Regional Tradeshow	
9-11 Aug	Western Foodservice & Hospitality Expo	Anaheim Convention Center
12-14 Aug	HICAP	Sofitel Sydney Darling Harbour
16-18 Aug	HealthTAC-Senior/Assisted Living West	La Cantera Resort & Spa, San Antonio, TX
23-26 Aug	AHLEF Golf Classic	The Broadmoor, Colorado Springs, CO
Sep	Paris Design Week	Paris et Île-de-France - 75 Paris
Sep	HD Elevate	

1-Sep	Atlanta Regional Tradeshow	Cobb Galleria Centre, Atlanta, GA
4-8 Sep	MaisonObjet Paris	
7-Sep	Labor Day	
16-18 Sep	Grounded by Design	Mohonk Mountain House, New Paltz, NY
18-20 Sep	Rosh Hashana	
21-24 Sep	The Lodging Conference	JW Marriott Phoenix Desert Ridge Resort & Spa
23-25 Sep	HIDESIGN Americas	
27-28 Sep	Yom Kipper	
Oct	BD Fall Forum	Louisville, KY
Oct	HI Design Asia	
Oct	Women in Design	
1-4 Oct	Interior Design Show	Vancouver Convention Centre West
5-8 Oct	Global Gaming Expo (G2E)	Sands Expo Center, Las Vegas, NV
13-16 Oct	HOTEC Europe	Rixos Libertas Dubrovnik, Croatia
19-23 Oct	High Point Market	High Point, NC
22-25 Oct	westedge DESIGN FAIR	The Barker Hanger, Santa Monica, CA
Nov	AHEAD MEA	Caesars Palace Bluwaters, Dubai, UAE
Nov	AHEAD Europe	Battersea Evolution, London, UK
7-8 Nov	NEWH EC Strategic Wrap	Javitz Convention Center
7-Nov	NEWH, Inc. Board of Directors Meeting	Javitz Convention Center
7-10 Nov	Health Design Expo & Conference	Music City Center, Nashville, TN
8-9 Nov	BD ny	Jacob Javitz Convention Center, New York, NY
8-9 Nov	HX: The Hotel Experience	Jacob Javitz Convention Center, New York, NY
9-Nov	Gold Key Awards	
10-Nov	Platinum Circle	
17-18 Nov	SLEEP + EAT	Olympia, London
26-Nov	Thanksgiving	
3-6 Dec	Art Basel in America	Miami Beach Convention Center, Miami, FL
6-8 Dec	Healthtac Food & Beverage	Reunion Resort, Orlando, FL
10-18 Dec	Hanukkah	
25-Dec	Christmas	

Thoughts from a New Member

I see you at the meetings,
but you never say hello.
You're busy all the time you're there
with those you really know.
I sit among the members,
yet I'm a lonely gal.
The new ones feel as strange as I;
the old ones pass us by.
Darn it, you folks urged us to join
and talked of fellowship,
You could just cross the room, you know,
but you never make the trip.
Can't you just nod your head and smile
or stop and shake a hand,
get over your mom's good intentions.
Then go sit among your friends?
Now that I'd understand.
I'll be at your next meeting,
and hope that you will spend
The time to introduce yourself,
I joined to be your friend

Thank you to Angela Reed for sending us this poem

NEWH BOARD OF DIRECTORS MOTION FORM

Date: May 4, 2020

Motion Number:

I, _____

Motion seconded by: _____

Motion is stated and thrown open by the chair for discussion.

Notes on discussion: