



GOVERNING BOARD PACKET

12 November 2022

Meeting Room
1E07 Lower Level
Jacob Javitz Convention Center

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

Saturday, November 12, 2022 – Room 1E07 lower level/Javitz Center

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

9:00am–1:30am Pacific Daylight Time, 12:00pm–4:30pm Eastern Daylight Time, 5:00pm–9:30pm BST, 6:00pm – 10:30pm Central European Summer Time

Executive Committee	Christine Tucker Fernando Diaz Sandy Banks	Jennifer Wellman Deidre Schwartz Monica Meade	Lanée Burns Helen Reed Cynthia Guthrie	Trisha Poole Jonathan Young Tara Witt	Gwendoline Theodet Enrico Cleva Shelia Lohmiller	Jena Seibel Susan Huntington Trudy Craven
Board of Directors	Brittany Spinner Dallas Bentley	Vanessa Vaughan Kelly Gaddes	Alex Jones Teri Urovsky	Todd Fuller	CP Ambassadors Kelly Ponder	Emily Mueller Adam Tooter Jason Reynolds
Chairs	Leslie Anderson Rachel Berman Allie Bruski	Stephanie Deshaies Debbie McKelvey Julia Marks	Natalie Sheedy Stacy Elliston	Brand Ambassadors Barry Sullivan Tara Chung	Kavitha Iyer My Nguyen Alvaro Montoya	Media Ambassadors Stacy Rauen Keisha Byrd Simmy
House of Delegates	Natasha Lila Ashar Dallas Bentley Nicole Brindle Laura Carter Kathryn Clark Enrico Cleva	Caro Cundall Kortney Edge Kim Faith Jennifer Farris Todd Fuller Denise Ganson	April Geter Edgar Gutierrez Taylor Hoesley Valerie Hogan Rittner Hufford	Levar Jackson Manuela Kennedy Wanda Luna Genevieve Mansfield Roger Mathis	Kary Maybury Ashley Mitchell Terryl Nielsen Elle Pechiney Kathryn Quinn	Gabe Rodriguez Kiko Singh Francesca Sosa-Alkhoury Brittany Spinner Gwendoline Theodet

12:00 Call to Order (2 minutes)	Christine Tucker
12:02 Establishment of Quorum (2 min) - Presentation of Minutes and Motion to Accept (2 min)	(Fernando Diaz) Shelia Lohmiller
12:06 President’s Welcome (2 minutes)	Christine Tucker
12:08 BDny Welcome	Kevin Gaffney
12:13 Financial Report (2 min)	Sandy Banks
12:15 Scholarship (2 min)	Jen Wellman/Brittany Spinner
12:17 Education (2 min) - EDOnline (2 min) - GreenVoice (2 min) - Brand Programs (2 min)	Deidre Schwartz Dallas Bentley Rachel Berkin Teri Urovsky/Trisha Poole
12:25 Regional Tradeshow (2 min)	Jena Seibel
12:27 EID Chapter (2 min)	Lanee Burns/Valerie Coleman
12:29 Communications/Social Media (2 min)	Helen Reed/Todd Fuller
12:31 International Report (Paris & Milano) - Canada (1 min) - United Kingdom (1 min) - Paris (1 min) - Milano (1 min)	Tara Witt Jonathan Young Gwendoline Theodet/Chris Tucker Enrico Cleva
12:35 Leadership Conference (2 min)	Monica Meade/Alex Jones
12:37 Top ID (2 min)	Stacy/Elliston/Trisha Poole
12:39 Board Training/Strategic Planning/Next Steps (2 min)	Jena Seibel/Trudy Craven
12:41 BREAK (15 min)	
12:55 BREAKOUT GROUPS – 1.5 hours long - SCHOLARSHIP - EDUCATION/Continuing Education, Green Voice Education, EDOnline//EID - MEMBERSHIP/ CONFERENCES/Events - FINANCE/Fundraising/TopID - COMMUNICATIONS/ Social Media	Jen Wellman/Brittany Spinner Deidre Schwartz/Lanee Burns Monica Meade/Vanessa Vaughn/Alex Jones Sandy Banks/Trisha Poole/Kelly Gaddes Todd Fuller/Hillary Eggebrecht
2:25 Report on Breakout Session - SCHOLARSHIP (10 min) - EDUCATION, Continuing Education, Green Voice Education, EDOnline / EID (10 min) - MEMBERSHIP/ CONFERENCES/Events (10 min) - FINANCE/Fundraising (10 min) - COMMUNICATIONS, Social Media (10 min)	
3:30 New Business - Motions	Christine Tucker
3:40 Old Business - DesignLinQ - NYC EID Event	Diane Federwitz/Tim Wilson Levar Jackson
4:15 Motion to Adjourn	

NEWH, INC. GOVERNING BOARD MEETING MINUTES

Monday, April 25, 2022

In-Person/Virtual Zoom Meeting

Executive Committee	Christine Tucker Fernando Diaz Sandy Banks	Jennifer Wellman Deidre Schwartz Monica Meade	Helen Reed Lanée Burns Tara Witt	Jonathan Young Cynthia Guthrie Trisha Poole		Strategic Advisor Trudy Craven
Board of Directors	Brittany Spinner Dallas Bentley	Vanessa Vaughan Kelly Gaddes	Alexandra Jones Teri Urovsky	Ambassadors:	Keisha Byrd Stacey Rauen	Adam Tooter Emily Mueller
Chairs	Penny Shelton	Debbie McKelvey	Stephanie Deshaies	Natalie Sheedy		
House of Delegates	Todd Fuller Ashley Mitchell Jenelee Francois April Geter	Roger Mathis Edgar Gutierrez Wanda Luna Natasha Ashar	Laura Carter Levar Jackson Taylor Hoesley	Jamie Hysell Brittany Spinner Genevieve Mansfield	Gabe Rodriuez Denise Ganson Terryll Nielson	Caro Cundall Kathryn Quinn Jennifer Farris
Presidents/ Steering Chair	Crystal McCain Rebecca Bertrand	Mark Cunningham Demi Melissinou	Libby Bull Julie Unger-Kaufmann	Penny McPeak Gary Cardono		
Guests	Christy Adams Natalia Arkharova Elizabeth Banks Kevin Bourassa	Hope Case Marcotte Celine Michele Crociani Jennifer Delmas	Michelle Finn Beth Heins Linda Hinjosa Casie Idle	Beth James Jessica Kendrick Kirsten Maltzen Jill Matsumoto	Riley Miller Deaderia Morris Brown Julie Paraschiv Sheryl Pellegrino	Erica Puccio Wyatt Thorne Taylor Vigilia Valli Wiggins Rashana Zaklit
Not in Attendance	Gwendoline Theodet Enrico Cleva Tory Knoph	Barbara Bradley Rachel Berkin Teri Schell	Leslie Anderson Francesca Sosa-Alkhoury Kortney Edge	Kim Faith Kathryn Clark Nicole Brindle	Valerie Schub Kiko Singh Carolina Coelho	Kary Maybury Manuela Kennedy Elle Pechiney
NEWH Staff	Shelia Lohmiller	Jena Seibel	Hillary Eggebrecht	Kate Nesbitt		

The meeting was called to order by Christine Tucker. Roll call taken and a quorum was established.

MOTION TO APPROVE MINUTES

Date: April 25, 2022

Motion Number: 1

I, Fernando Diaz, move to approve the January 13, 2022, minutes as presented.

Motion seconded by:	Beth Heins
STATUS OF MOTION:	
Carried:	<input checked="" type="checkbox"/> X <input type="checkbox"/>
Defeated:	<input type="checkbox"/> <input type="checkbox"/>

President's Welcome

Discussion-Christine Tucker: President's Welcome

- Thank you to our corporate partners
- Additions to corporate partners
- Millikin has increased their corporate partnership to the highest level
- Newest corporate partners announced
- New ambassadors announced
- Leadership conference in Seattle was amazing, we were sold out, thank you to everyone in the NEWH office and our leadership committee
- Leadership conference 2024 is in Memphis, Tennessee
- Board training, 2 groups are scheduled for this year. They will be done via Zoom.
- NEWH Inc office is growing and has added an additional office in Shawano
- Susan Huntington, our CEO, has moved on to a different career *correction CFO
- Two new people are welcomed to the NEWH Inc office, Debbie Onesti, Financial Director, and Patricia Floyd, Financial Asst.

Manager for HD Expo- Kevin Gaffney

Discussion-Kevin Gaffney

- For those who were here last August, we were hoping the audience would be 70% larger, and it is now 80% larger
- The trade show itself has grown 85%
- We are launching a new service called HD connect, you can download our HD app, it gives you details about the show and allows you to reach out to exhibitors
- You can also pick up the directory

- We are bringing back our passport program
- The expo will kick off at 9:30 tomorrow morning

Financial Report- Sandy Banks

Discussion- Sandy Banks

- We are all doing quite well, NEWH is doing okay, and have managed to stay in budget
- As Chris Tucker said, Susan Huntington has retired *correction: moved to a new job, so there will be a delay in some of the reconciliations
- We still need to reconcile the Leadership conference, when that happens, we will give you the report on that
- We have quite a few chapters doing in person trade shows, so please attend if you can and feel safe enough to do so
- Many of the chapters are now starting to do in person programming as well
- One of the only ways that we have been able to continue our programming has been our corporate partners, so thank you to them
- We will be changing the two-signature requirement on chapter checks. It will be changed to all checks over 1,000.00 will require two signatures. When submitting a reimbursement request, we will require two signatures – one being a member of the Chapter Executive Committee and the other being the Director of discipline requesting funds. If it is the Director requesting the funds, then two signatures by Executive Committee members.

EID Report- Lanée Burns

Discussion-Lanée Burns:

- 19 out of the 29 chapters have EID directors
- We will be contacting each chapter to see if we can fill the EID director positions
- San Francisco had an EID event last week that went really well

Scholarship – Jennifer Wellman and Brittany Spinner

Discussion-Jennifer Wellman:

- We are continuing to do our educational sessions for all of the chapters via Zoom to discuss best practices for judging scholarship applications
- We are going to start reaching out to chapters starting the second week of May to set up more training courses
- We are also reaching out to chapters to find out how they are keeping track of student members and past scholarship recipients, so we have an idea of where these students are going
- One way we could keep track of scholarship recipients in the future would be to start a scholarship recipient society
- We are looking to build a scholarship committee to help complete some tasks, and will be reaching out to chapters regarding this
- We are opening up scholarships on May 6th and we are also giving away a scholarship at the young entrepreneurs breakfast

Chapter Status- Hillary Eggebrecht

Discussion-Hillary Eggebrecht:

- As Jen said, we are working on chapter scholarship evaluation trainings, and we will do another wave soon
- We already had two chapters award their scholarships this year

Education- Deidre Schwartz

Discussion – Deidre Schwartz:

- We announced that we had partnered with AEC Daily in BDNY, and that is going very well
- We are in phase two, getting CEUs connected with AEC Daily
- We currently have 79 free CEUs that are on the Ed online website
- We have a total of 157 pieces of educational content on Ed Online
- We are also putting together a marketing strategy to gather more relevant content for our members
- We feel there may be some gaps in the educational offerings and would like to identify and fill those gaps, which will be discussed in the breakout session
- We have a session on Wednesday called: Understanding the AIA Material Pledge
- Rachel has been busy building a network of speakers and presenters for the GreenVoice topics

Brand Programs– Trisha Poole and Teri Urovsky

Discussion- Teri Urovsky:

- Brand programs is planning a number of events for this year
- Our first in person sessions is planned for later in May at the Phoenix Sheraton with the Mariten
- We have a dual branded event with IHG in July, in Miami
- Holland America will be doing an event, hopefully on a cruise ship, in the fall
- We still have 3 sponsorships open for BrandEd this year
- We are working on an owner developer council
- We are looking to do a POWERtalk in the fall

Regional Trade Shows- Jena Seibel

Discussion- Jena Seibel:

- We had the LED show conference in Seattle
- We had Dallas, which went over great
- We have Denver coming up in June
- Atlanta is in September
- Orlando and Miami are in December
- We are working on the 2023 schedule right now

Communications and Social Media- Helen Reed

Discussion- Helen Reed:

- We have been doing the quarterly discipline calls with the chapters and EID directors, we had 2 this month and will be doing that again next quarter
- We are encouraging the communications and social media directors of all chapters get together with each discipline of the chapter to map out a strategy of how you can communicate who has been scholarship members, celebrate the diversity of your chapter, and work with EID in celebration of heritage months
- We've talked to the chapters about calendars
- We are trying to create reels and videos to post followings and ratings on social media platforms

International Report- Christine Tucker

Discussion: Tara Witt (Canada)

- Toronto is working to get back on track and has had two live events in the past month, but have seen a limited amount of attendance
- Toronto Top ID is happening in June this year
- We are also attempting show room events for established members with speakers
- We are networking with students and offering mentoring online, which has increased student activity
- Vancouver has had a couple of successful live events
- Both Toronto and Vancouver are planning golf fundraising events for this summer

Discussion: Jonathan Young (UK)

- The big success has been collaboration with the Paris and Mullan chapters, which were formed right at the beginning of the pandemic
- The three chapters in Europe are combining and organizing events, and had an event in Paris last month
- We've built a succession plan
- We've started live events again in the UK, and had a successful Top ID event last month
- It is the 20th anniversary party for the UK chapter this year and will have an event to celebrate it

Discussion: Michele Crociani (Milano):

- We appointed a new communications chair
- We are creating new specific benefits for the members
- We are restarting in person events next week, we are having a dinner in Milan
- In June all the members will participate in an event
- We are promoting the Milano chapter to students

Discussion: Chris Tucker (Paris):

- Membership is growing, and there are some new board members
- Paris is planning live programming, one event per month
- They have a social media campaign going
- Partnered with a hotel to help with events and membership
- Working on awarding their first scholarship

Leadership Conference- Monica Meade

Discussion- Monica Meade:

- The leadership conference was great with an incredible turnout, 600 attendees
- The survey went out and we got about 10% of the responses back with really good feedback
- We will begin to plan Memphis for 2024
- Everyone seemed to enjoy the speakers at the conference

Top ID- Trisha Poole

Discussion- Trisha Poole:

- We will be initiating the wild card and the criteria will be finalized to bring in new firms
- We are in the stages of planning and putting together the apex award, which will be awarded at Platinum Circle
- We are loosening up the criteria on NEWH requirements

Board Training/ Strategic Planning- Jena Seibel

Discussion- Jena Seibel

- Page 13 on the board report has a schedule for who is up for strategic or board planning
- We are trying to do the board planning via zoom

Report on Breakout Sessions

Break-Out Session Overview:

Reports:

Scholarship-Jennifer Wellman and Brittany Spinner:

- How do we engage students and what can we do to keep students involved after they receive the scholarships?
- Possibly starting outreach for what NEWH is earlier
- Maybe approaching high schools to discuss the hospitality and design industry
- Budgeting every year to bring student scholarship planners to events
- Set up different booths and school events and using past scholarship winners to spread the word
- Add a personal email to the applications
- NEWH's Future Leaders or NEWH's Winner Circle as possible names
- Scholarships for high school students
- Need more committee members to help with keeping students engaged

Education- Dallas Bentley:

- Over 150 pieces of content on Ed Online
- How do we make Ed Online better and identify gaps in topics
- Spec writing for junior designers, workshops, or open houses
- Strategic planning exercises and sessions
- Discussions on how long a CEU should stay on the website
- Gathering diverse and inclusive voices
- Finding relevant topics for students and educators through surveys or reaching out directly
- Spec emergency 911 service
- Making education less formal than CEUs, such as trivia
- Getting GreenVoice more involved on the chapter level

Membership/Conference- Monica Meade and Alexandra Jones:

- Feedback on speakers was great
- Leadership building and managing day to day business
- We need panels that are leadership driven
- Set-up conferences for people who have never been to a conference before
- Sourcing product
- Possible training on software programs
- Encourage principles to bring in junior designers so they can start learning from the ground up
- More inspirational speakers that are geared more towards the hospitality industry
- Messaging should relate to the speakers
- It is really important to share the scholarship video
- Everyone loved the owners round table discussion

- Have past recipients speak at the panels
- The World Central Kitchen should be part of the discussion
- Panel on human trafficking
- Heart and Soul session about giving back and The World Central Kitchen
- Creatively reaching the designer and more interaction between the designers and vendors
- Staying relevant and motivated while still working from home
- Mission statement: what the values to being a member are will be announced at IBOD

Finance- Trisha Poole:

- Annual fundraising for the chapters and how to make that work with organization at the beginning of the year
- Moving events to make them more interesting
- New fundraising events ideas such as carnivals or a family feud events
- Revamping of criteria for Top ID
- Creating new opportunities for Top ID and new categories to move around which design firm wins
- Looking at creating a committee of designers, owners, and media to help with the Apex award
- We encourage board participation, however, do not allow more than two from a company on the board

Communications- Ashley Mitchell:

- Getting involved with EID chairs for different ideas
- Diversity of membership highlight
- Following people who you want to see your content
- Reaching out to schools to inform them of scholarships opening
- Engaging social media chairs
- Getting traction on social media including regularity, choosing the best days/time frames, and reels
- LinkedIn to get more ownership involved
- Creating a forum to help chapters communicate and share ideas

MOTION TO AMEND

Date: April 25, 2022

Motion Number: 2

I, Cynthia Guthrie, move to amend the NEWH organization chart

Motion seconded by:

STATUS OF MOTION:					
Carried:	<input type="checkbox"/>	X	Defeated:	<input type="checkbox"/>	<input type="checkbox"/>

MOTION TO APPOINT

Date: April 25, 2022

Motion Number: 3

I, Lanée Burns, move to appoint Valerie Colman to the position of Director of EID

Motion seconded by:

STATUS OF MOTION:					
Carried:	<input type="checkbox"/>	X	Defeated:	<input type="checkbox"/>	<input type="checkbox"/>

MOTION TO ADJOURN

Date: April 25, 2022

Motion Number: 4

I, Fernando Diaz, move to adjourn the NEWH, Inc. Board of Directors Meeting at 3:27pm PDT.

Motion seconded by:

STATUS OF MOTION:					
Carried:	<input type="checkbox"/>	X	Defeated:	<input type="checkbox"/>	<input type="checkbox"/>



PRESIDENT

CHRISTINE TUCKER

Job Purpose:

- Carry the full responsibility of leadership of NEWH, Inc.
- Act as the leader of NEWH, Inc., reporting to the Executive Committee and IBoD and all members of NEWH, Inc. internationally.
- Supervise the business of the NEWH, Inc., keeping all IBoD members focused on setting and meeting the goals of NEWH, Inc.
- Encourage leadership roles from our membership.
- Encourage and supports teamwork and ensures inclusivity and engagement of all members.
- Lead by example with inclusive and equitable leadership within all aspects of the NEWH, Inc. President's role.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.

NOVEMBER 2022

GOAL STATUS

The communication goals are in place, and we continue to ensure we are actively listening to our membership and partners.

Leadership Lessons with our consultant Trudy Craven are one of newest initiatives. Trudy has been coaching the Executive Committee with Strategic Planning for many years and this year we have a monthly call dedicated to Leadership Lessons for our Executive Committee. We have added Leadership Lessons for Chapters and encourage all to attend these sessions. The content and information presented is of great value on a business level and personal growth beyond just NEWH. The next Chapter Leadership Lesson is December 1, 2022, ensure you RSVP and join the call it is worth your time.

The IBOD Directors are hosting calls with Chapter / Regional Directors and those who participate find them very insightful. We can always ask and hope for more to participate on these calls as the sharing of information coming in and going out is very crucial for Chapter/ Regional support of what is working and challenges in other regions. Our Founders Circle via zoom with our Corporate Partners continue to be very positive information and excellent attendance of our industry leaders. The calls provide us with industry updates and dialogue on what opportunities are out there for NEWH and how we can ensure we remain relevant. The feedback from our CP's is the Regional Trade Shows continue to be a success in a challenging market where it is hard to get time in front of A&D when their schedules are so tight. The information shared from our calls that vendors and designers are experiencing challenges in finding staff.

Goal Obstacle: The biggest obstacle for all of us is the time balance of life, work and family. We appreciate that we all have so much happening in our world and thank you for your dedication and contribution to NEWH.

BREAKOUT FORMAT

The Breakout sessions are great source of information coming in from our Chapter/Regional Delegates and information being disseminated from our IBOD Directors on initiatives. These sessions bring new ideas and content for us to review and vet for new opportunities.

BREAKOUT ACTIONS

The Director or VP leading each break out session are responsible to take notes and ensure the information is shared with those at the IBOD meeting. The notes from this are also reviewed for action or further discussion for new initiatives or areas that need attention. This is a great source of information to ensure we remain relevant.

GENERAL COMMENTS

NEWH continues to remain strong and healthy which is thanks to each of you and your involvement and commitment to NEWH. We are a team and if you have ideas or input, please reach out to our Leadership to share your insights. Our NEWH Inc., office continues to do an amazing job of supporting the more than 6,000 members. Our NEWH Team is there for you if you have questions, news for the magazine, questions we are just an email or phone call away.

Thank you for being a part of the NEWH family!

APRIL 2022

GOAL STATUS

The goal of ensuring communications with Leadership and Chapter/ Regions we are proceeding with our IBOD Directors setting up Discipline calls with the Chapter/Region Directors. Those that have attended have been very engaged and provide great insight and sharing of best practices. As always, we would like to have more Chapter/Regions represented on these calls to be able to work together. Board training videos were sent to all Board Members for 2022 and due back to the office with training and protocol details. We have had one Founders Circle to share input and info from our Corporate Partners and will have a three per year. The next Founders Circle will be after HD so we can review industry input on the show and marketplace. Breakout sessions on the first IBOD via Zoom were reported and shared in this IBOD Packet. Thank you to all who participated in the IBOD via Zoom it is a great opportunity for all members to participate and see the bigger picture of NEWH in an International Board Meeting – all are welcome.

The goal of bringing our Chapter/Regions more leadership training is well into action. Trudy Craven hosted now two sessions with our Chapters/Regions – December 2021, February 2022 with positive feedback and great interaction on these two calls. There are 3 more scheduled in 2022; May 18, August 17, December 1, 2022. Please

mark your calendar and participate as the content is powerful and a true lesson shared that are impactful in your life, your job and NEWH. Content on this is not exclusive to NEWH and a huge perk of training for our NEWH membership.

GOAL OBSTACLE

The only obstacles I believe all of us are facing is the juggling act of how busy our world has become coming out of these challenging years. Balance of life, career and NEWH are more hours in the day. We appreciate you fitting NEWH to your day!

ACTION PLAN

The Breakout sessions are recorded and shared with each Director for focus on areas that need attention or more discussion to take action within their discipline.

COMMITTEE TASKS

Each Director is addressing their tasks with the participants.

GENERAL COMMENTS

If you have any specific concerns, please reach out as we are a very diverse team and here to help. From our amazing staff at NEWH, Inc., office, Executive Committee, IBOD Directors on specific disciplines and our Strategic Planning Consultant Trudy we are here for you. Let us know we appreciate your positive and constructive input.

WOWZA on the NEWH Leadership Conference in February. Was amazing to have over 600 in attendance and were sold out!!! The Leadership Committee and our NEWH, Inc., staff out did themselves this year and brought us the best yet!!!

Please let them know if you see them that their efforts were

amazing!!!! Monica Meade, Alex Jones, Cindy Guthrie, Jena Seibel, Diane Federwitz, Julie Hartman, Susan Huntington, Hillary Eggebrecht, Kate Nesbitt, Kathy Coughlin, Matt DeShantz and Shelia Lohmiller all went above and beyond!!!!

JANUARY 2022

GOAL 1 STATEMENT

Ensure and strengthen all levels of communication and collaboration with NEWH leadership and Chapter / Regional Group in all NEWH initiatives and activities.

GOAL 1 MEASURE

The goal will be measured in activity and feedback from our members in all Chapters and Regional Groups and Corporate Partners and Supporters. Ensure we welcome input and ask for feedback from our membership in any of our communication platform opportunities such as Staying Connected calls with Chapters and Regional Groups Boards quarterly, Discipline calls with our VP's and IBOD Directors with members throughout the year, Delegate reports submitted at the IBOD meetings three times per year, Breakout Sessions at each IBOD, Founders Circle dialogue and discussion with our Corporate Partners three times per year. Review and share information with the Executive Committee at our Strategic Planning Sessions with Executive, International Board of Directors as well as at Chapter level sessions.

GOAL 1 TIMING

Communication has been a focus and will continue to be our goal to ensure NEWH as a whole delivers and provides strength and support to our membership. Truly this goal never ends and remains a key driver for all leaders within NEWH.

GOAL 1 MAJOR MILESTONES

The addition of Zoom as part of our regular communication also allows us to check in more frequently for review and stronger connection with our membership around the world and dialogue that includes members from USA, Canada, UK, France, and Italy. As well at our International Board meetings during the Breakout Sessions to share input and review communication at all levels. Review at IBOD meetings at minimum three meetings throughout the year as well as Zoom calls in between IBOD's to stay connected.

GOAL 2 STATEMENT

Expand leadership training of our members assisting in growth and education building stronger leaders within NEWH.

GOAL 2 MEASURE

The measure will be reflected in members stepping up to build on our succession planning for NEWH. Chapter activity and strength on our International Board of Directors as well as strength in each Chapter with strong leadership from our members. Member participation on the 2022 Leadership Lesson quarterly calls February 9, May 18, August 17, and December 1, 2022, hosted by Trudy Craven.

GOAL 2 TIMING

This goal actually kicked off on at the first Chapter / Regional Group Leadership Lesson on December 20, 2021. The Executive Committee has relied heavily on council and Strategic Planning sessions for many years with sessions with Trudy Craven our Business Advisor & Strategic Planning Consultant from TWC Consulting. This was the first time we focused Leadership Lessons specifically for our Chapter Board and Regional Group focused on framework and overview of the Strategic Planning model for NEWH as a whole and how important it is for each Chapter / Regional Group and personal business growth as well.

GOAL 2 MAJOR MILESTONES

The first milestone will be the review in March 2022 at Milliken Retreat by Executive Committee of the membership engagement and feedback received from those who participated in the Leadership Lessons on Dec 2021, and Feb 2022.

COMMENTS

We all welcome a new year and look forward to positive recovery of the hospitality industry. We look forward to kicking the year off with our leadership conference in Seattle on February 17, 18 & 19, 2022. Welcoming our members back to reunite at the amazing newh conference with key industry speakers and that in person comradery that online communication cannot replace! See you in Seattle!

SECRETARY

FERNANDO DIAZ

Job Purpose

- Record and preserve the business records of NEWH, Inc. and ensure all Chapters/Regional Groups remain in compliance with all public laws governing their activities.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. so as to support the organization's mission and needs.

NOVEMBER 2022

GOAL STATUS

1. Continue to manage the selection for the College of Fellows inductees
2. Make sure selection of inductees was done in a timely manner
3. Presentation of inductees at the Leadership Conference

GOAL OBSTACLE

None

BREAKOUT FORMAT

As member of the EC that does not have directors nor committee members – I have chosen to attend different breakout groups to be able to help with new perspectives on some issues

GENERAL COMMENTS

Continue to offer support to the President whenever needed. 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.coughling@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. Susan Huntington handles all 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.



Goal Status

Goal met; we inducted 12 new members to the NEWH College of Fellows during the Leadership Conference in Seattle

Goal Obstacle

No obstacle encountered

Action Plan

Participated in the Conferences/Events breakout

General Comments

Reminder - All Chapters are required to take & 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 sample template can be found at the end of the Board Report Packet.

Debbie Onesti handles all compliances 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.

JANUARY 2022

GOAL 1 STATEMENT

Continue the NEWH College of Fellows program

Goal 1 Measure:

Goal 1 Timing

On Going

Goal 1 Major Milestones

We have 12 new inductees to the NEWH College of Fellows

GOAL 2 STATEMENT:

Goal 2 Measure:

Goal 2 Timing:

Goal 2 Major Milestones:

Comments

Offer support to the President whenever and wherever needed.

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 karthy.coughling@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.

Susan Huntington handles all 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.

MINUTES, ANNUAL BUDGET AND CHAPTER BUSINESS PLAN – 2022

Chapters (min. 9-10 per year)	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Budget	Business Plan
Arizona	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				X	X
Atlanta	Yes	Yes	No Mtg	Yes	Yes	Yes	No Mtg						X	
Chicago	Yes	Yes	Yes	Yes									X	X
Dallas	Yes	Yes	Yes	Yes	No Mtg	No Mtg	Yes						X	
Houston													X	
Las Vegas	Yes	Yes		Yes									X	
Los Angeles	Yes	Yes	Yes	Yes	Yes	Yes	Yes						X	
Milano	No Mtg.	No Mtg.	Yes	No Mtg.	No Mtg.	No Mtg.	Yes	No Mtg.	No Mtg.	Yes				
New York	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No Mtg					X	
North Central	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				X	
Northwest	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No Mtg	Yes	Yes			X	
Paris														
Rocky Mountain	Yes	Yes	Yes	No Mtg.	Yes	Yes							X	
San Francisco Bay	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				X	
South Florida	Yes												X	
Sunshine	Yes	Yes	Yes	Yes	Yes	Yes	No Mtg	Yes		No Mtg			X	
Toronto	Yes	Yes	Yes	Yes	Yes	Yes	No Mtg	Yes					X	X
UK	Yes	Yes			Yes		Yes		Yes					
Washington, DC	Yes	Yes	Yes	Yes	Yes	Yes	No Mtg	Yes	Yes	Yes			X	
Regional Groups (Minutes once a quarter)														
AC/Philadelphia	Yes	No Mtg	Yes	No Mtg	Yes	No Mtg	No Mtg	No Mtg	Yes					
Cincinnati	Yes	Yes												
Mid-South	Yes	Yes	Yes	Yes										
New England	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes					
North Carolina								Yes	Yes					
Orange County	Yes	Yes	Yes	No Mtg	No Mtg	Yes	No Mtg	Yes	Yes	Yes				
Pittsburgh	Yes	No Mtg	Yes	Yes										
South Carolina	Yes	Yes	Yes		Yes	Yes	Yes	Yes						
Vancouver	Yes	Yes	Yes	No Mtg	Yes	Yes	Yes	Yes	Yes					

NEWH Chapter Board Training Schedule

The board training schedule is open for modification, contact us if you would like your schedule reworked

	2022	2023	2024	2025
ARIZONA	Strategic Plan - 1/21/2022	Board Train (Required)	Virtual BDT/STP (request)	OPEN
ATLANTA	OPEN	Virtual BDT/STP (request)	Board Train (Required)	Strategic Plan (required)

ATLANTIC CITY
CHICAGO
CINCINNATI
DALLAS
HOUSTON
LAS VEGAS
LOS ANGELES
MILAN
MID-SOUTH
NEW YORK
NEW ENGLAND
NORTH/SOUTH CAROLINA
NORTH CENTRAL
NORTHWEST
ORANGE COUNTY
PARIS
PITTSBURGH
ROCKY MOUNTAIN
SAN FRANCISCO
SOUTH FLORIDA
SUNSHINE
TORONTO
UNITED KINGDOM
VANCOUVER
WASHINGTON DC

Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
Board Train (Required)	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)

Online Board Training start	Strategic Planning	Webinar Board Training or Strategic Planning – On Request	OPEN – Chapter may have a break year or request something special
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Those marked "upon request" may incur charges 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.
- Ensure NEWH, Inc. standards and practices for fundraising are understood and followed by Director/Fundraising as well as all Chapter Boards/Regional Group Steering Committees and Fundraising Directors.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. so as to support the organization’s mission and needs.

NOVEMBER 2022

GOAL STATUS

Have you accomplished your 2022 Goals ?

In Part, Yes.

GOAL 1

Reconciliation of the Leadership Conference proceeds.
A special thanks to Jena and Susan for getting all of the numbers together and balancing the spreadsheet. While we all know the LC is not intended as a fundraiser, The remarkable result of this conference was in the BLACK with a grand total profit of \$ 18,946.41.

Congratulations to Monica and her committee. Job well done. Now on to the next one.

GOAL 2

We were unable to develop a budgeting process for the board of directors as this year was interrupted by Susan's semi departure and training of new people. I am entering this as a new goal to be completed by end 2022. we will get it done.

HAS ANYTHING BECOME AN OBSTACLE

As stated, Susan's semi departure did cause an interruption, but we are now back on track.

I also think our industry is very cautious as we navigate this new normal. Even though business and projects seem to be coming back, we will have to watch our expenses closely as it will most likely still be difficult to raise sponsorship support. Travel is expensive and the cost of supplies and services will remain high until inflation is addressed and subsides a bit.

DO YOU FEEL THE BREAKOUTS AT THE IBOD MEETINGS ARE MEANINGFUL

Often, yes. It depends largely on the people who attend each session and the topics they choose to address.

HOW DO THE ACTIONS OF THE BREAKOUTS MOVE NEWH FORWARD

They highlight issues in our organization that need to be improved, fixed, or adjusted. I think they also stimulate a positive energy to work on NEWH and an additional excitement for our members to become involved and participate in more chapter business.

GENERAL COMMENTS YOU WOULD LIKE TO SHARE

The chapters need to start thinking about programming and their budgets for 2023 so they can release their sponsorship menus by the end of the year to maximize revenues.

NEWH has decided to absorb the cost of the music licenses for all chapters and regional groups rather than passing that expense along

as previously discussed.

NEWH has not taken any fundraising proceeds from chapters since 2019. We will start back to the normal rate in January of 2023. As a reminder, NEWH takes 20% of all total net proceeds. Of the balance the chapter puts a minimum of 65% into the scholarship account. The balance goes into the chapter admin account.

APRIL 2022

GOAL 1

Will report on the Leadership conference once reconciliation is complete.

GOAL 2

Susan Huntington has resigned but has volunteered to stay on part-time until the new Finance Director, Debbie Onesti, is up to speed. We thank Susan, as the financial tasks in the office would be too much for Julie Hartmann to handle by herself. We would also like to thank Julie for stepping up and assuming additional responsibilities! Debbie Onesti started on April 22. We have also hired a part time employee, Patricia Floyd, to work as financial assistant. She works

20-24 hours per week, as needed. Please welcome our new finance team members.

ADDITIONAL GOAL

I would like to work with the chapter membership directors to assist in maintaining our current and new membership and to assure dues are paid. Can do this quarterly.

Continue to assist Kelly in helping programming plan and achieve money making events.

JANUARY 2022

GOAL 1 STATEMENT

Assist the leadership committee in any way I can to help make the leadership Conference as successful as possible. The Leadership Conference was never designed as a fundraiser so if we break even or experience a bit of profit, we will have achieved our goal.

GOAL 1 MEASURE

To break even or experience a bit of profit, we will have achieved our goal.

GOAL 1 TIMING

When all the expenses and proceeds have been counted and we see the bottom line. 30 days after the end of the conference.

GOAL 1 MAJOR MILESTONES

We see we have successfully balanced the expenses and the income from the event while providing an outstanding experience.

GOAL 2 STATEMENT

Work Closely with Susan Huntington to develop the budgeting process for the Board of Directors so we see a smooth transition From Shelia to Susan in establishing a budget for each year.

GOAL 2 MEASURE

We see that all the budget's balance with our income from Sponsorships and events.

GOAL 2 TIMING

The end of each year.

GOAL 2 MAJOR MILESTONES

We will have to monitor all expenses and income closely (Quarterly) to reach our goal.

Income exceeds expenses.

COMMENTS

Regarding the Leadership Conference: At this time, if all goes as planned and budgeted, we will come out in the black. This will also require that people don't panic because of Covid, and we are able to successfully manage the safety and positive experiences of our attendees in the environment of the venue. I think we will all have to be ambassadors of good will and cheer to give the Conference the positive energy we aspire to. I am looking forward to a great experience.

To our sponsor suppliers, we are very grateful for their continued, unwavering support both in word and deed (money) With their support, we have been able to maintain a solid operating base through this difficult period of two years. Our thanks to Jena for negotiating our sponsorships where we have lost but she has found replacement sponsorship dollars, so we are not suffering that loss. So proud of our group of hard-working volunteers that help us daily to help provide NEWH with the resources that make this organization the leader in the hospitality industry.

BANK BALANCES		
account balances as of 09/30/2022		
General		\$ 375,134.39
Scholarship		190,793.08
Cliff Tuttle Scholarship		7,964.71
Money Market (cash reserve fund)		397,218.99
Long Term Reserve Account		493,661.69
Checking Reserve Account		7,311.01
CD		100,000.00
NEWH, Inc. acct in Canada (10/30/20)	CAD	10,706.43
NEWH Canada, Inc.	CAD	85,058.57
NEWH Canada, Inc. Scholarship	CAD	12,298.98
NEWH, Inc. acct. in London	GBP	24,297.55

Chapter	Updated Signature Cards 2021	Regional Tradeshow Monies transferred to Scholarship Acct in 2022	Fundraising/ Donation/ Interest Monies transferred to Scholarship Acct in 2022	Checking Balance	Date	Scholarship Bal	Date	Mutual Fund
Arizona	x			36,811.93	9/30/22	26,181.48	9/30/22	
Atlanta				148,814.09	9/30/22	100,247.44	9/30/22	
Chicago	x			163,810.42	9/30/22	80,056.36	9/30/22	
Dallas	x			172,239.23	9/30/22	57,414.53	9/30/22	
Houston				21,901.88	9/30/22	68,342.77	9/30/22	
Las Vegas	x			53,472.23	9/30/22	52,456.27	9/30/22	
Los Angeles Founding	x			76,533.20	9/30/22	34,386.37	9/30/22	
Milano								
New York	x			155,067.98	9/30/22	156,355.78	9/30/22	
North Central	x			62,784.75	9/30/22	43,830.97	9/30/22	
Northwest	x	26,733.93		159,062.51	9/30/22	58,629.88	9/30/22	
Paris								
Rocky Mountain	x			90,827.67	9/30/22	28,375.09	9/30/22	
San Francisco Bay Area	x			35,219.33	9/30/22	208,473.53	9/30/22	
South Florida	x			89,875.82	9/30/22	66,460.77	9/30/22	
Sunshine	x			108,588.71	9/30/22	105,753.73	9/30/22	
Toronto				29,631.41	10/31/22	26,623.20	10/31/22	7,684.77
United Kingdom				32,935.84	9/30/22	5,055.78	9/30/22	
Washington DC Metro	x			105,865.25	9/30/22	232,512.96	9/30/22	
Regional Groups								
Atlantic City				27,967.44	9/30/22	12,382.92	9/30/22	
Cincinnati				21,170.64	9/30/22	9,919.37	9/30/22	
Hawaii				11,927.51	9/30/22	27,271.37	9/30/22	
Memphis Mid-South				1,000.00	9/30/22	12,128.42	9/30/22	
New England				7,089.72	9/30/22	11,250.47	9/30/22	
North Carolina				10,413.49	9/30/22	8,534.94	9/30/22	
Orange County				1,230.46	9/30/22	64,685.39	9/30/22	
Pittsburgh				8,177.85	9/30/22	7,559.60	9/30/22	
South Carolina				2,861.41	9/30/22	2,283.96	9/30/22	
San Diego						19,385.02	9/30/22	
Vancouver						35,378.57	9/30/22	
Virginia						12,137.41	9/30/22	

2022 ACTUAL INCOME/EXPENSE STATEMENT

	INCOME	EXPENSE
President	-	15,085.94
President Elect	-	-
Past President	-	2,883.09
Executive Adviser	-	572.45
Secretary	-	2,629.46
Board Training	-	3,090.96
Vice President Finance	-	-
Fundraising	-	626.84
Travel / Delegate	-	2,678.75
Vice President/Scholarship	-	-
Scholarship	5,250.00	1,615.00
Ageless Living Collaborative		10,082.48
BrandED	-	18,058.93
Clifford Tuttle Scholarship	-	6,224.24
Elite Expositions	10,000.00	5,758.06
Green Voice Scholarship	-	16,686.24
HDAC Scholarship	5,000.00	5,082.52
ICON Scholarship	4,950.00	8,879.22
NEWH Leadership Scholarship	-	1,860.74
Vendor Scholarship	17,000.00	36,813.55

Crypton + Nanotex	Supporting	2014
Down Etc.	Supporting	2019
Encore Hospitality Carpet	Supporting	2019
Fil Doux Textiles	Supporting	2021
Kimball Hospitality	Supporting	1994/2016
Lily Jack	Supporting	2011
Mandy Li Collection	Supporting	2011
Porcelanosa USA	Supporting	2017
Richloom Contract	Supporting	2013
Serge Ferrari Group	Supporting	2022
Serta Simmons Hospitality	Supporting	2005
Shaw Hospitality Group	Supporting	1999/2015
Shelby Williams	Supporting	1994/2011
Summer Classics Contract	Supporting	2011
Surya Contract	Supporting	2022
Tarkett	Supporting	2008
TLS Furniture	Supporting	2021
Tropitone Furniture Company	Supporting	2012
WALTERS	Supporting	2012

DIRECTOR/FUNDRAISING

KELLY GADDES

Job Purpose

- Provide oversight and support for fundraising activities of NEWH, Inc. Chapters/Regional Groups.
- Ensure NEWH, Inc. standards and practices for fundraising are understood and followed by Chapter Boards/Regional Group Steering Committees and Fundraising Directors.

NOVEMBER 2022

No goal update submitted

APRIL 2022

GOAL STATUS

My goal was to increase communication and networking between the chapters and I'm on target. We had our 1st quarter fundraising call with the chapter fundraising and programming chairs. Fundraising challenges were brought up by Orange County, Paris, Toronto, and Northwest. Subsequent follow up calls have been set up to follow up and assist with their individual needs. The Orange County call has already taken place. The call with the Northwest and Toronto chapters

will be April 1 as will a separate call with the Paris, etc. chapters. Our Quarter 2 call is set for June 1.

GOAL OBSTACLE

No, it's going better than expected.

COMMITTEE TASKS

Not Applicable

JANUARY 2022

No goals submitted

VP/SCHOLARSHIP

JENNIFER WELLMAN

Job Purpose

- Oversee all aspects of the stated NEWH, Inc. mission of Scholarship; and
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.

NOVEMBER 2022

GOAL STATUS

Scholarship has the goals of creating a committee, educating the chapter directors on scholarship judging best practices, and creating a past scholarship "society" that can be recognized in the industry as a go to resource for employers. We are very much working toward

the best practices for judging scholarships and have been working through the chapters. This is an ongoing goal since directors are constantly changing.

We are working toward forming a scholarship committee. We ask for volunteers at every call when hosting the best practices call, but I haven't had any interest yet. I am not sure if everyone is just really

busy right now and don't have time. I think Covid has made us a little less use to the pace we have to keep up with right now. I know I am working 12 hours a day to keep up and my guess is everyone else is too. Maybe we move to delegates that are past presidents? Maybe engaging them when they are moving out of the local chapter would make it more appealing.

Brittany and I have talked about the past recipients and how to keep them engaged, but we have a hard time initiating any progress. I think it is a matter of time honestly. I think it is something we should probably work through and nail down for the HD show. It will take time to track down members and engage them and also promote the group.

GOAL OBSTACLE

Brittany and I have both started new jobs and have both been really busy, so time is definitely an issue. Coordinating schedules can be tough when we are both traveling and have meetings. Understanding how and where to pivot when something isn't

working is something we need to work through also.

BREAKOUT FORMAT

yes and no- I feel like we talk about the same thing and don't seem to get anywhere. We also have fewer and fewer people who join the scholarship breakout. I think we only had a few at the last meeting so that makes it hard to get new ideas.

BREAKOUT ACTIONS

In theory we should be using the attendees as a committee. We have not done this in the past. This is a product of timing also, which having a committee would help!

GENERAL COMMENTS

I think everyone is getting used to a new pace and we will have some attrition in committees and such until things feel a little more stable. Its just part of the cycle

APRIL 2022

GOAL STATUS

We are continuing to hold educational sessions for chapters on scholarship application judging and we have started to ask chapters how they are tracking recipients and trying to keep them involved. We would like to start a past recipient society to promote scholarship winners after they graduate. The conversation has been started, but we need to move forward with next steps. We did talk about having a coffee hour in the NEWH booth at HD Wednesday morning after the breakfast, but I don't know if this was approved. I will follow up with Hillary. If it has been approved, we need to market it.

GOAL OBSTACLE

Time and coordination of meetings is always a challenge. We are dealing with travel schedules, time zones, and over all busy schedules. We have reinstated our monthly meeting so we can start to dig into some of our goals a little deeper.

ACTION PLAN

- Student retainment (mentoring, special events, etc.) and how this is important to our scholarship efforts
- Discussion about what other chapters are doing to engage their winners (extra perks, mentoring)
- Continuing training sessions and application education

COMMITTEE TASKS

No- I don't think a sign in sheet was passed at this breakout session. We will have a sign in sheet available for future sessions.

General Comments

The student event at the leadership conference was great. I would really like to see us do more student promotion/involvement events.

JANUARY 2022

No goals submitted

DIRECTOR/SCHOLARSHIP

BRITTANY SPINNER

Job Purpose

- Manage NEWH, Inc. Scholarship programs and assist NEWH, Inc. Chapters/Regional Groups as needed to understand and follow the Scholarship mission of NEWH, Inc.

NOVEMBER 2022

GOAL STATUS

GOAL 1 STATEMENT

We are close to accomplishing our goals of the yearly training for the chapters on the scholarship applications. This training has been helping and provide some additional training/support for those new to the scholarship position as well as those who are involved in the scholarship committees.

GOAL 2 STATEMENT

Create an alumni network of past scholarship recipients and provide an annual party or meeting at one of the tradeshow to encourage past winners to stay connected.

- We have discussed the idea with several chapters, and they feel that it is a good investment of time because they also feel it will

help create a reason who scholarship winners to stay involved.

- This goal has not been accomplished but is gaining momentum.

GOAL OBSTACLE

We have heard from several chapters that the quantity of scholarship applications received has declined. This will become an obstacle in the future and chapters are looking for more ways to reach students and bring awareness to the scholarship.

BREAKOUT FORMAT

Absolutely. The breakout sessions really help give us a sense of what the chapters are feeling, what successes they have had, and how they are feeling regarding scholarship. It is a great place to hear success stories of how they have been able to stay connected with their scholarship winners

APRIL 2022

GOAL STATUS

GOAL 1

Continuing with our goal from 2021, in tandem with the VP of Scholarship, we will implement a training program for chapter

scholarship directors and their committees.

We have given our first round of trainings to the chapters. Trainings will be continuing through May and June to complete the training for all chapters.

GOAL 2

Create an alumni network of past scholarship recipients and provide an annual party or meeting at one of the tradeshow to encourage past winners to stay connected.

We are working on finding locations and format at the tradeshow to implement this. One idea is a gathering within the booth for past scholarship winners. It would be more of a networking event to help continue the relationship of the scholarship winners with our organization.

GOAL OBSTACLE

Coordination regarding the tradeshow is a bit of a challenge. We also tend to lose the current email addresses of past winners and would love to find ways to follow them more throughout their career.

COMMITTEE TASKS

I personally have not. We would like more board members across all chapters to consider helping to review the applications for our INC. level scholarships

JANUARY 2022

GOAL 1 STATEMENT

- Continuing with our goal from 2021, in tandem with the VP of Scholarship, we will implement a training program for chapter scholarship directors and their committees.
- Complete board trainings for each chapter to develop an education and understanding about the review of the scholarship applications.

GOAL 1 MEASURE

- All the chapters that year have received a training from Jennifer or I for that current year.
- We see a reduction in checks being returned to us due to a lack of financial need by the student

GOAL 1 TIMING

Goal 1 Timing: Start: Starting February 2022
End: December 2022

GOAL 1 MAJOR MILESTONES

- Each chapter to have received a training after their scholarships

have closed by end of 2022

GOAL 2 STATEMENT

Create an alumni network of past scholarship recipients and provide an annual party or meeting at one of the tradeshow to encourage past winners to stay connected.

GOAL 2 MEASURE:

- Host a reunion party/meeting for the past recipients
- Measure the feedback and participant rate for those who attended

GOAL 2 TIMING

Goal 2 Timing: Start: February 2022
End: May 2022

GOAL 2 MAJOR MILESTONES

- Work with programming to develop a time and place for the reunion to take place
- Finalize the contact list for all who we will be extending an invitation.

2022 SCHOLARSHIPS AWARDED BY CHAPTER

Chapter	2022	total # of awards	Total Given
Arizona	1,500.00	130	138,550.00
Atlanta	-	179	423,865.00
Atlantic City/Philadelphia	2,500.00	17	57,000.00
Chicago	40,000.00	171	566,573.73
Cincinnati Region	-	6	15,500.00
Dallas	25,000.00	218	535,200.00
Hawaii Region	-	4	8,000.00
Houston	-	148	250,625.00
Las Vegas	30,000.00	200	542,604.92
Los Angeles Founding Chapter	23,500.00	388	963,598.00
Mid-South	-	4	10,000.00
New England Region	-	45	66,250.00
New York	-	267	772,500.00
North Carolina Region	5,000.00	7	22,500.00
North Central	-	54	102,000.00
Northwest	25,000.00	69	279,963.64
Orange County Region (Southern Counties)	-	73	105,650.00
Pittsburgh Region	-	7	18,500.00
Rocky Mountain	5,000.00	63	167,200.00
San Diego Region	-	3	3,000.00
San Francisco Bay Area	-	43	255,000.00
South Carolina	-	3	7,500.00
South Florida	20,000.00	120	250,450.00
Sunshine	35,000.00	100	338,500.00
Toronto	3,000.00	71	CAD 135,513.00
United Kingdom	6,000.00	37	GBP 54,750.00
Vancouver	3,000.00	10	CAD 25,000.00

Virginia	-	8	16,500.00
Washington DC Metropolitan	70,000.00	179	788,300.00
Ageless Living Collaborative	5,000.00	1	5,000.00
Clifford Tuttle Scholarship	5,000.00	9	45,000.00
Elite Expositions/Cruise Ship Interiors	5,000.00	4	20,000.00
Future Hospitality Leaders Scholarship	-	3	15,000.00
Green Voice Design Competition	15,000.00	13	75,000.00
HDAC Diversity Scholarship	5,000.00	2	10,000.00
NEWH BrandED/Accor	-	1	7,500.00
NEWH BrandED/Hilton	-	1	7,500.00
NEWH BrandED/Holland America	7,500.00	1	7,500.00
NEWH BrandED/Hyatt	7,500.00	1	7,500.00
NEWH BrandED/IHG	-	1	7,500.00
NEWH BrandED/Marriott International	7,500.00	2	15,000.00
NEWH ICON of Industry	7,500.00	27	135,000.00
NEWH Ken Schindler Memorial Scholarship	-	4	20,000.00
NEWH Leadership Scholarship	15,000.00	4	30,000.00
NEWH Women Leaders in Hospitality Scholarship Award	5,000.00	13	65,000.00
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	10,000.00	10	100,000.00
NEWH Vendor - Fabricut FR-One	5,000.00	15	61,000.00
NEWH Vendor - P/Kaufmann	10,000.00	5	50,000.00
NEWH Vendor - Séura	-	4	12,000.00
NEWH Vendor - Symmons	-	6	24,000.00
NEWH Vendor - Woodcraft Design Competition	-	3	15,000.00
NEWH Vendor - Yellow Goat	5,000.00	1	5,000.00
TOTALS	\$ 405,346.74	2782	USD \$ 7,778,819.31

VP/EDUCATION

DIEDRE SCHWARTZ

Job Purpose

- Oversee all aspects of the stated NEWH, Inc. mission of Education;
- Ensure NEWH, Inc. mission, standards, and practices for education are understood and followed by Director/Education, Chair/Continuing Education, Chair/Green Voice, Chair/EDOnline, as well as all Chapter Boards/Regional Group Steering Committees; and
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs

NOVEMBER 2022

GOAL STATUS

Our goals in 2022 were essentially to build out our team, its structure, and fill open areas of expertise needed to bring greater value to EDOnline and Green Voice. Our key accomplishments so far this year have been:

1. The structure of the Education team includes two key chair positions (EDOnline and Green Voice) and we have appointed Allie Bruski, Dir of Business Development with Milliken for the EDOnline Chairperson along with Rachel Berkin, Sustainability Product Manager with Tarkett, who is our Green Voice Chairperson.
2. Role descriptions for chapter-level Green Voice Chairpersons has been drafted and we have begun to connect with chapter leadership to promote the role and encourage the chapters to enlist a member with related experience and passion. We will have a Green Voice National Committee as well as the Green

Voice Chapter Chairpersons who will engage to bring important and relevant sustainability-related topics to our programs.

3. With Allie as our EDOnline Chairperson and engagement with an array of different members (designer, educators, students, mfrs), an EDOnline committee will work to build our EDOnline content in volume and variety of topics different stakeholders seek.

GOAL OBSTACLE

Time is generally our only constraint.

BREAKOUT FORMAT

Each breakout session that I have experienced so far, both HD and BDNY, have been important in identifying topics that we should consider and that helps us prioritize as well as understand where our gaps are. Last IBOD breakout made us aware that having a voice in our committee from students, educators, and designers is essential to bringing value to those stakeholders. We must also continue to seek

educational materials that help support hotel management and culinary fields, to name just a couple. Our members seek materials about financial management, people management, marketing, and general business as much as they do about how to measure carpet, detail furniture, and writing a specification. These are important facts we must always keep in mind as we seek and examine educational content.

BREAKOUT ACTIONS

The breakout sessions tend to confirm and refute impressions that we as a team might have on a certain topic. For example, we thought Continuing Education was something that should fall under EDOnline now that EDOnline is live. We discussed this at our HD IBoD,

and everyone agreed. With that, we reset our structure accordingly and identified member to join us.

GENERAL COMMENTS

With a full staff on our team along with an outstanding assortment of committee members for Green Voice and EDOnline, we are enthusiastic about what we can do in 2023 to advance and strengthen both programs for all our members. We welcome input from everyone and would be delighted to hear from you with any ideas that you have for either or both programs. Feel free to email them to the VP Education at NEWH.Deidre@gmail.com. Your voice is extremely helpful and important. Thank you

APRIL 2022

Goal Status

Goal 1

Grow the volume of content materials in EDOnline

So far, we have double the content on EDOnline. There are 115 pieces of content that includes 37 CEUs with 50 more in the que. There is another 44 +/- pieces to add that are video forms of content around green voice, hotel tours, BrandEd, etc. The next milestone is for 4/10 where the team will have reviewed the material and decided if it is relevant for EDOnline.

Our marketing plan for EDOnline is advancing forward and is expected to be ready mid-year where we can enlist help from Marketing/Communications team and conduct outreach to NEWH Regions and Chapters for content.

Goal 2

Define and develop the "Green Voice" (GV) ambassador for greater chapter engagement on GV matters and opportunities.

The framework of this has begun to develop with some key subject matter experts on deck to assist. More to report on this at next IBOD, as Q1 has been focused on HD Expo session and the GV Design Competition.

Goal Obstacle

Nothing unusual...time and competing priorities always pose speed bumps.

Action Plan

EDOnline:

Phase I: Launch and Publish Initial Content (completed)

Phase II: Test + Tweak (underway)

- Where are the opportunities to improve
- Solicit input from Educators & Designers (design + content)
- Best Practices/Workflow

- User Experience – continuous improvement

Phase III:

- Website content consolidation across the whole Education tab

Green Voice:

- Establish Roles and Responsibilities of GV chair
- Create a network and resources for those GV chairs, including but not limited to:
 - Chapter-level event ideas, tours
 - Policies (eliminated single-use plastic, local catering, etc)
 - Connect GV sponsors to GV initiatives
 - Funding and participating in GV events
 - Connect sponsor commitment to sustainability
 - Create GV virtual events beyond just BDNY + HD Expo
 - EG: Virtual Earthday for everyone
 - Engage NEWH in sustainability initiatives that are already occurring
 - Become a partner on Metropolis climate pledge (for example)

Committee Tasks:

Not as of yet but anticipate this occurring in the next few months.

General Comments:

There is a great opportunity to organize the Education tab of the NEWH website to make it easier for members to find content. EDOnline should be the main spot where members go to find article, podcasts, white papers, CEUs, presentations, and virtual events. There are a few links that may be considered for "retirement".

While we feel like our content needs a thorough audit, we also should address the framework of the Education tab to ensure it provides a positive/intuitive user experience with ease. We would love to hear from members about if and how they use EDOnline and the various educational resources available online.

JANUARY 2022

GOAL 1 STATEMENT

Grow the volume of content materials in EDOnline

Goal 1 Measure

1. Curate a marketing and communication plan to draw awareness around this important membership benefit for the various types of members and their respective interests.
2. We have a wide assortment and volume of content that includes CEUs, white papers, presentations, articles, videos, and more.

Goal 1 Timing

Start in January and end in December. It will really never end, but we will ultimately layer on a review process where we will continually evaluate existing content for relevance. We will remove content while continuing to add new content.

Goal 1 Major Milestones

1. Schedule planning meeting with NEWH Marketing/Communication Team

2. Develop calendar based on openings and opportunities
3. Create a "sell sheet" that addresses the needs of designers, suppliers, and students

GOAL 2 STATEMENT

Define and Develop the "Green Voice" (GV) ambassador for greater chapter engagement on GV matters and opportunities.

Goal 2 Measure

1. We have a well-defined description of what the GV ambassador's job description
2. Calendar meetings set up with 6-8 chapters
3. Participation of Chapter members in GV committees

Goal 2 Timing

Start in February end in November

Goal 2 Major Milestones

1. At least 6 meetings are set on calendar with Chapters
2. GV chair – job description is written

3. GV chairs at 8 chapters
4. Directory of Subject Matter Experts we can solicit for GV topics, presentations, speaking opportunities

Comments

We had a small but very engaged team at the November IBOD meeting where many of these items were discussed. We want to be more involved in reaching out to educational institutions to

demonstrate the opportunities with them for student scholarships, mentoring, networking, etc. Barbara is excited to learn more from the schools to see how we can better meet the needs of students. How do we do a better job of retaining student membership post-graduation? The Green Voice competition is a great and growing opportunity, and we can all help spread the word about this at the chapter, national, and international level.

DIRECTOR/EDUCATION

DALLAS BENTLEY

Job Purpose

- Manage development and implementation of education programs that align with NEWH, Inc. mission, including Continuing Education, EDOnline, and Green Voice programs.

NOVEMBER 2022

GOAL STATUS

We have not accomplished the goal of marketing EDOnline yet. However, we have filled our ranks and restructured somewhat while building a new committee with more diverse members. Allie Bruski is filling Penny Shelton's spot as EDOnline chair. Barbara Bradley is stepping back from the CEU chair position, which we folded into the EDOnline position. Barbara is joining us on the committee to act as an advisor and educator/designer voice.

Our committee adds Michelle Purcell, Jocelyn Nevels, and Sherry Morris as well. We have a few students who are interested in participating in some form. We are reaching out to IHG to try to recruit a voice from the brands.

GOAL OBSTACLE

Mainly time. Barbara and Penny had to step back, and I have been pretty swamped at my work owning my company. I'm building the committee to better brainstorm and delegate tasks.

BREAKOUT FORMAT

Yes. Great for brainstorming and confirming suspicions about whether one direction is good to take. There isn't another mechanism in the IBOD meeting where you can hear from the delegates on more particular topics, so I think it is wise to have it.

APRIL 2022

GOAL STATUS

GOAL 1

is to develop an integrated marketing plan for EDOnline and Green Voice by February 15th, 2022. I have made progress and should have a first draft to Deidre by 4/1/2022.

GOAL 2

Submit proposal to Deidre Schwartz for CEU Day and Education Council by 4/1. This will be completed 4/8.

GOAL OBSTACLE

No, only busier at work. Most of my goals are improvements on our existing efforts or whole cloth new programs, so they are not associated with any deadline other than the somewhat arbitrary ones I have imposed. I have been able to make some progress on the marketing plan but only nearing the end of a first draft.

The CEU Days and Education Council has not seen much attention.

COMMITTEE TASKS

I have not. But I see where you are going with this. We are looking to grow our committee, and this would be a way to do that with a clear list of "things to do" for the new members.

GENERAL COMMENTS

I'm excited by the work that Barbara Bradley has done. She has attempted to improve the quality and quantity of offerings on EDOnline. Her efforts to bring AEC content on board and to help edit the content online currently is worthy of praise. Also, Rachel Berkin brought together two good GreenVoice sessions and is now well into planning the HD Expo sessions. She has been getting up to speed on the Scholarship and meeting with David and Kiko to learn more about the sustainability efforts at NEWH and bounce ideas. Deidre has supported Rachel well.

JANUARY 2022

GOAL 1 STATEMENT

Develop and implement an integrated marketing plan for EDOnline, CONEd, and GreenVoice to promote awareness and communicate value among chapter board members, general membership, corporate partners, and international board members.

GOAL 1 MEASURE

When I have completed the final draft of the marketing plan including list of marketing activities, desired audience, messaging, and calendar of activities by February 15th, 2022.

GOAL 1 TIMING

The goal will begin after the 1/13 IBOD meeting.

GOAL 1 MAJOR MILESTONES

- Milestone 1: Finalize plan 2/15.
- Milestone 2: 3/15. Confirm major activities requiring coordination with NEWH Inc and IBOD parties: Social media messaging, virtual event planning, physical collateral creative work, digital media programming with Tim, etc.
- Milestone 3: 11/15. Complete primary marketing activities according

to plan.

GOAL 2 STATEMENT

Evaluate the feasibility and value of two ideas related to Continuing Education:

1. A CEU Day (or Week) program that can provide education programming in a way that is helpful for several chapters, particularly those that struggle to provide educational content. This can be virtual or in person.
2. the creation of an Education Council or Education Ambassadors composed of educators at universities and chapter level Student Relation Directors. This group may provide feedback about students entering the workforce who are potential new members, changes to curricula and educational trends, and about NEWH's educational offerings.

GOAL 2 MEASURE

The evaluation consists of the education team members brainstorming, drafting a proposal, and consulting with VPs on the IBOD level to gather consensus. From there, another goal can be to propose how to develop anything that is green lit.

GOAL 2 TIMING

1/13 – Start at education breakout at IBOD to brainstorm ideas.
End Goal, if approved, with CEU Day in Winter 2023.

GOAL 2 MAJOR MILESTONES

1/13 – Start at education breakout at IBOD to brainstorm ideas.
4/1 – Submit proposal of CEU Days and Education Council to VP Education Deidre to propose to Exec committee.

5/1 – If green lit, develop preliminary plan (calendar, milestones) for VP Education Deidre to approve.
8/1 – Begin to market Education Council for members and CEU day activities.
BDNY 2022 – Report on progress. Possibly invite first Education Council to BDNY activities.
Winter 2023 – Conduct CEU Day.

DIRECTOR/BRAND PROGRAMS

TERI UROVSKY

Job Purpose

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

NOVEMBER 2022

GOAL STATUS

1. Hold 5/6 Live BrandED events in 2022. The committee has completed and hosted four live BrandED sessions.....Marriott Sheraton; Phoenix; Hilton-NY, Holland America-Vancouver and Marriott Bethesda. A 5th event is scheduled for October 27 with IHG in Miami. This will meet our target of 5/6 live events for the year.
2. Enhance international presence of BrandED in Europe/UK. Multiple meetings have taken place with key stakeholders in the region to discuss the program and determine steps to move forward. Jonathan Young is taking the lead and Accor and IHG have Brand Ambassadors in place. Next step is to market the program to the vendor community to secure sponsorship to be able to plan events. The goal is three events (London, Paris, Milan) for 2023.
3. Create an Owner/Developer advisory council to influence event

content and relevance. Two meetings have taken place to discuss the approach. Draft of communication to potential members complete. This goal will roll over to 2023 for completion and implementation.

GOAL OBSTACLE

No, not really.

BREAKOUT FORMAT

Yes, it is good to have the dedicated one on one time with other members to exchange thoughts and ideas.

GENERAL COMMENTS

The year started a bit slow with obtaining sponsorships just coming out of COVID, but it picked up a few months in and the Brand Chairs did an amazing job coordinating the BrandED events with great success.

APRIL 2022

Goal Status

BrandED sponsorship – Brand Programs has secured three vendor sponsorships of the six targeted. Continuing efforts being made with recent email blast from NEWH, inc. as well as a focused effort at HD. Confidence is high that we will secure the remaining three.
BrandED events – The two BrandED programs (Hyatt and Marriott) held at Leadership were extremely successful with strong attendance and positive feedback. In addition to these sessions, we are well on our way to achieving the goal of 2 virtual BrandED events and 5-6 Live events this year. The first virtual event took place in January with a session by Holland America. A live BrandED event led by Holland America will take place in concert with the Cruise Ship Interiors show in Miami in June. Dates for additional live events are being confirmed with Marriott (Autograph presentation in May and Bethesda Marriott/Corp bldg presentation in September), IHG event planned for June as well as Hilton and Hyatt committing to events for later this year.
Create Owner/Developer Council – Efforts to form an Owner/Developer council to guide and influence our programs have

been initiated with a formal kickoff meeting held earlier this month and follow up steps identified.
PowerTalk Event – The next PowerTalk event is tentatively planned for October 2022 with official planning kicking off this summer.

Goal Obstacle

Not at this time.

Committee Tasks

Our last breakout consisted of members of the Brand Programs Committee. The Brand Chairs (Debbie McKelvey, Leslie Anderson, and Stephanie Deshaies) are doing a fantastic job in completing efforts toward the committee goals.

General Comments

We are excited to have the Live BrandED sessions returning this year after a two-year hiatus. The in-person networking, learning and camaraderie coupled with the opportunity for earning revenue towards scholarships is invaluable and it is exciting to see that getting back on track

jANUARY 2022

GOAL 1 STATEMENT

Clarifying Brand Programs

- Clarify brand programs to address the following:
- When and in what manner should BrandED be monetized? Selling 2022 is a goal.
 - Should we sell 2021 virtual?
 - Should BrandED programs be kept open to all or taken back to a closed/invitation only group?
 - How should Brand Programs be continued with the promotion of programs with discounts?
 - How to demonstrate the value and benefits of Brand Programs to members? i.e.: NEWH Magazine articles are only for members and CP's.

- How to capitalize on Brand Programs to grow membership?
- How to demonstrate the value and benefits of Brand Programs to Chapters?
- Etc., Etc.

Goal 1 Measure

Goal to be complete with a document to be the complement to the process document completed in 2021. The new document will outline the position statement around Brand Programs and provide supporting information regarding answers to the above questions and any additional questions that arise during the process.

Goal 1 Timing

Goal to be kicked off at January 28 committee meeting with an objective to be complete by 4/30/22.

Goal 1 Major Milestones

- Introduction of goal to committee and request for volunteers – 1/28/22
- Kickoff meeting – 2/11/22
- First draft review – 3/1/22
- Second draft review – 3/29/22
- Senior leadership review – 4/12/22
- Final issue – 4/30/22

GOAL 2 STATEMENT

Brand/Owners’ Council

Develop and implement a Brand/Owner Council. This Council will serve to connect NEWH and Brand/Owners for the purpose of building loyalty to NEWH, to expose Brand/Owners to NEWH, to increase visibility, to maintain and build on the relationships, to engage.

Goal 2 Measure

All participating Brand/Owners have been invited to the Council and

we have established an annual Council summit.

Goal 2 Timing

1/28/22 – 6/30/22

Goal 2 Major Milestones

- Introduction of goal to committee and request for volunteers 1/28/22
- Kickoff meeting and brainstorming on target Brand/Owners as well as Council goals/objectives 3/1/22
- Brand/Owners contacted, and participation agreed. 4/30/22
- Plan and hold Council Summit 6/30/22

Comments

These goals align well with and support the overall direction of the Brand Programs Committee to provide exceptional educational opportunities offering new and diverse programs and broadening the reach of NEWH to untapped areas of the industry such as the owner and developer communities.

CHAIR/CONTINUING EDUCATION

Job Purpose

- Manage NEWH, Inc. Continuing Education program to provide continuing education opportunities to the NEWH, Inc membership.

APRIL 2022

GOAL STATUS

Goal 1 status:

In this first quarter, 75+ IDCEC-accredited CEUs have been vetted and submitted for publishing. We are nearing completion of Phase 1 (loading content).

OUTCOME:

Our collaboration continues with AEC Daily, adding new courses from their library. We expect to announce and promote the library to educators and members in the near future.

GOAL 2 STATUS:

All CEUs have been reviewed to ensure they align with best practices and reflect the educational integrity of NEWH, Inc. A standards manual (electronic) is in the works to document the submittal entry process to maintain consistency.

OUTCOME:

As we begin Phase 2, we will issue an educator and member survey for feedback, site navigation, relevancy, and content requests. We'd like to punch up the aesthetic appeal, but that will come later in the year.

An initial discussion on the 2022-2023 Green Voice Design Competition has generated fresh ideas with Rachel onboard for this year's rewrite. My role will shift to offer GVDC support as needed.

OUTCOME:

We are aiming for an earlier date (May-June) to post the GVDC entry forms.

GOAL OBSTACLES:

It's been a slow process without IT support for troubleshooting.

Goal Obstacle

The submittal process had a 2-month delay; IT support was not available to resolve publishing issues with AEC Daily content. INC's creative problem-solving team shifted the gears. Collaborations are positive and productive.

GENERAL COMMENTS

Hillary's support has been amazing, offering workarounds and resolving issues as content is published. Deidre's ED team 'think tank' has kept us motivated and focused. The collective passion for education is inspiring!

GOAL 3 STATUS:

JANUARY 2022

GOAL 1 STATEMENT

Primary on-going focus: Curate new and existing CEUs to ensure they meet high caliber, IDCEC certification; offering members easy access to 24/7 online or in-person formats and expanded hospitality design-related LEED/WELL, Sustainable Design, and 2022 trending topics.

GOAL 1 MEASURE

- Posting 65+ new CEUs in collaboration with A.E.C. Daily and industry partners, with content categorized to reflect EDOnline guidelines.
- Current 'available CEUs' will be merged and categorized under EDOnline to simplify accessibility
- Bi-Annual survey feedback from chapters and educators will support on-going evaluation of desired topics and gaps

GOAL 1 TIMING

First quarter 2022 survey sent out (once 50+ CEUs posted). Review and make adjustments before third quarter.

GOAL 1 MAJOR MILESTONES

- CEU survey results examined; changes implemented, and tasks assigned to curating team
- Engage Chapters and student members to obtain direct

feedback on desired CEU and relevancy of current library.

- Ongoing pursuit of industry contributors and new CEU resources

GOAL 2 STATEMENT

Collaborate with marketing to promote NEWH EDOnline's accessible CEU offerings, targeting current needs of designers, educators, students, suppliers, and industry sponsors. Promote NEWH as competitive resource for continuing education.

GOAL 2 MEASURE

- Review untapped opportunities to market and elevate EDOnline continuing education through chapter engagement and survey feedback received from educators, students, and designers
- Document available summarizing CEU postings by category will be available to curating team for ongoing evaluation

GOAL 2 TIMING

First quarter of 2022; third quarter reevaluation

GOAL 2 MAJOR MILESTONES

- After 50+ CEU listings are posted on EDOnline and survey results available, review and make changes as needed.
- After third quarter survey received, make ongoing adjustments
- CEU library is a valued, go-to resource for members

COMMENTS

The addition of 50+ IDCEC-certified CEUs will have been submitted to INC by 2021-year end. It took more hours than expected to setup and

manually enter A.E.C Daily course submissions. It will be to our advantage to find ways to streamline the submission process, possibly engage their tech department to reduce the hours involved.

CHAIR/ED ONLINE

Job Purpose

- Develop/manage an online education effort to support the NEWH, Inc. mission of education.

APRIL 2022

GOAL STATUS:

We have made a lot of progress thanks to Hillary and Barbara! Both have continued to work out issues with web site and added content

No

GENERAL COMMENTS:

A big thank you to Barbara for working to get the CEU's uploaded and working out the tweaks!

GOAL OBSTACLE:

No, I would not call the issues obstacles, simply the process.

COMMITTEE TASKS:

JANUARY 2022

GOAL 1 STATEMENT

2021 Goal was to get the site up and running! Yeah, we accomplished it

Content is now available

GOAL 2 TIMING

The goal never ends. We will be adding and removing content forever!

GOAL 1 MEASURE

The site is beautiful and up and running

GOAL 2 MAJOR MILESTONES

The site is up and now we need to advertise it! We do plan to create an advertisement schedule for 2022 to promote both content & use.

GOAL 1 TIMING

In reality the goal never ends. We will be adding and removing content forever!

COMMENTS

This site is a process and one that will continue to grow. Getting it off the ground has been a huge task, but we have managed and now it can grow and shine!

GOAL 2 STATEMENT

Adding content to the site

GOAL 2 MEASURE

Thanks to all for making this happen.

CHAIR/GREEN VOICE

RACHEL BERMAN

Job Purpose

- Develop/manage an online education effort to support the NEWH, Inc. mission of education.

APRIL 2022

No goals submitted

JANUARY 2022

No goals submitted

CHAIR/BRANDED

Job Purpose

- Develop/manage an online education effort to support the NEWH, Inc. mission of education.

APRIL 2022

GOAL STATUS

1. Get sponsors for 2022 BrandED-need 6.
2. Get live events planned & set up. Would like to have at least 6 live for the year and a few virtual.

most to start live.

3. As of today, we have a commitment from My w/Holland America to hold event in Miami on 6/9/22. Our team is meeting next Friday to plan out details.

GOAL OBSTACLE

1. Slow to get sponsors w/need to get corporate partner positions filled. But as of today 3/15/22, we have secured 3: Mincey Marble & Ratana who joined again after sponsoring in 2020 and Gary Platt new this year.
2. Brands hard to pin down for this first quarter of year, looks like we might be doubling up months as summer seems better for

COMMITTEE TASKS

n/a

GENERAL COMMENTS

All is good, lots of excitement for BrandEd events on from the brands and the chapters to host. The 2 live BrandED events at leadership conference were great & very well attended!

JANUARY 2022

No goals submitted

VP/EQUITY, INCLUSION, and DIVERSITY

LANÉE BURNS

Job Purpose

- Oversee all activities related to Equity, Inclusion and Diversity across NEWH, Inc.;
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.

NOVEMBER 2022

GOAL STATUS

We have finished some of them and still working on others and always creating new goals for the team.

1. The sub-committee for Membership has finished the Guidelines and we worked with the VP of Membership and Membership Director on this. We have submitted them to the President for review
2. The sub-committee for Scholarship finished their task. We just need to meet with the VP of Scholarship and the Scholarship Director to go over them and see how we can merge our document with theirs
3. We are still re-vamping EID Dialogue to have in person at the industry trade shows

GOAL OBSTACLE

I think our only obstacle is time.

Regarding the EID Dialogue at BDNV, we just need to start earlier and reach out to a lot of people. I think that we thought that the people we originally asked was a guarantee. So now we know that for HD, we need to do a better job with securing speakers

BREAKOUT FORMAT

APRIL 2022

GOAL STATUS

I am a little behind on the goals set for January because I lost my Board of Director. But I am planning on catching up by the end of 2022.

One of the goals for EID is to reach out to each chapter to encourage them to elect an EID Director either for this year or for 2023.

Another one of my goals is to bring a guest speaker to the EID Committee at least 2-3 times a year.

We finished the Membership Best Practices and sent it to Shelia and Chris to review prior to us sending to the VP of Membership. We finished the Scholarship Best Practices and in the reviewing process. We are planning a meeting with the VP of Scholarship and the Lead EID person to discuss and make recommendations and/or edits prior to sending to Shelia and Chris for review

JANUARY 2022

No goals submitted

DIRECTOR/EQUITY, INCLUSION, and DIVERSITY

VALERIE COLEMAN/Director

Job Purpose

- Direct NEWH, Inc. Equity, Inclusion and Diversity initiatives and assist NEWH, Inc. Chapters/Regional Groups as needed.

NOVEMBER 2022

GOAL STATUS

I took over the role in April 2022 and have continued the goals set by the prior director. Some of the active initiatives that have completed include:

1. EID hosted an EID Dialogue (virtually) on Wednesday May 12th, 2022 – featuring 2 African American female roommates who bought a Hilton Brand hotel.
2. Several chapters held events that had an EID focus, to include –
 - a. **LA CHAPTER:** Panel with black designers in LA area, June event; Social media posts to highlight LA history in

I feel like the breakouts are okay. I just feel that it is a lot of talking but we really leave there with not a lot of action items many of the times. I think it is nice to hear from our members but I think that we can use this time to also continue to educate our leaders on how NEWH works and to find out if our chapters/regional groups are having any issues that we can assist with.

BREAKOUT ACTIONS

For EID, we have taken some of the actions back to our committee and have assisted with working on things like the Guidelines for some of the disciplines that we have.

GENERAL COMMENTS

EID has been appointed a New EID Director, Valerie Coleman, who has been great to work with and she has been a great asset to the leadership position. She is very poised to lead the committee and continue to do great things in NEWH. I am happy to work with her and looking forward to working and knowing her better.

We are trying to have our Educational Moments a few times a year to continue to educate our committee.

We will have our strategic planning meeting in January with the new EID Directors that have been elected in their chapters/regional groups

We held a Strategic Planning meeting which I felt was successful and energized many of the directors on the committee in January

GOAL OBSTACLE

The only obstacle is time

COMMITTEE TASKS

Those that attended the Membership/EID Breakout many of the members are already EID Directors for their chapters or regional groups.

GENERAL COMMENTS

I think that EID does not always need to be paired with Membership at the IBOD meeting breakouts. I would love to EID pair up with Scholarship, Education, and other disciplines during the IBOD meeting

- e. **HOUSTON CHAPTER:** held a Drag Queen Bingo in August.
- f. **ATLANTA CHAPTER:** held joint event with IHG Hotels to host students.
- g. **SC & NC REGIONAL GROUPS:** partnered and held an all-female panel in September, focused on getting certifications of being a female owned business.
- 3. Wash DC Chapter's Valerie Coleman asked to sit on a panel to speak with students in the NEWH Vancouver chapter as they do not have black designer representation for that region; April 28.
- 4. Scholarship sub-committee submitted recommendations to ensure our scholarship solicitation, application review processes are inclusive; set to be reviewed with NEWH VP Scholarship (Jennifer Wellman).
- 5. Membership sub-committee drafted a best practices document to weave EID into all disciplines. Reviewed by NEWH VP Membership, sent to NEWH executive team, and once approved, is ready to be published (post BDNY).
- 6. Chapter/BIPOC (Black, Indigenous People Of Color) organizations sub-committee – coordinated conversations with NoMA (Nat'l Org of Minority Architects) to determine synergies and future collaboration with NEWH (June).
- 7. UK chapter's Alicia Sheber attended an IIDA webinar on "Activism vs. Allyship" and shared a recap on that event – going beyond empathy to activism.
- 8. EID VP & Director proposed holding "Educational Moments" at EID Committee Mtgs to further educate the EID Directors; held the 1st one at October's mtg, featuring Tad Asbury of Marriott Bridges program – bridging students with disabilities with employers.

- 9. EID VP & Director proposed (and the EID committee agreed) doing "EID Dialogue" sessions at trade show conferences moving forward (in lieu of virtual) to foster more engagement as we educate our members on EID issues. 1st one schedule for the BDNY show, November 2022, with topic "The Significance of Designing Beyond ADA Stereotypes"
- 10. NEWH Magazine featured articles that highlighted EID content of persons.

GOAL OBSTACLE

- 1. Striving to gain more input and participation from the EID Directors so they feel this is truly their committee to share ideas, get educated, and collaborate on challenges.
- 2. Gathering content for social media and magazine articles has been challenging.
- 3. Working on better planning techniques to coordinate EID Dialogue sessions

BREAKOUT FORMAT

In theory, yes. But I did not attend the IBOD in May 2022 and don't have comment. I will be attending the IBOD mtg in Nov 2022.

GENERAL COMMENTS

Though I became the EID committee Director mid-year, I believe we have a good focus and are on the right path in educating our chapter EID Directors and the NEWH membership on issues related to EID. The support from the EID VP (Lanee), the NEWH President (Chris) and Executive Director (Shelia), our EID Advisor (Trudy), and the EID consultant (Rachel) has been very helpful in us getting our footing and allowing us to create the content we'd like to share. Looking forward to 2023 and the coming EID strategic planning mtg.

APRIL 2022
No goals submitted

JANUARY 2022
No goals submitted

VP/DEVELOPMENT

MONICA MEADE

Job Purpose

- Develop and facilitate the professional and personal growth of the NEWH, Inc. membership through Leadership Conference and membership initiatives.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.

NOVEMBER 2022

No goal updates submitted

APRIL 2022

GOAL STATUS

Complete – the leadership conference was a huge success

GOAL OBSTACLE

No obstacles

ACTION PLAN

The networking game developed at the breakout was a big success and people enjoyed it during the LC

COMMITTEE TASKS

Not applicable at this time

JANUARY 2022

GOAL 1 STATEMENT

Provide leadership, oversight, direction, and support to the team responsible for planning, development, and execution of the 2021 Leadership Conference.

anecdotal data, etc.) of attendees after the Conference with questions on content, logistics, etc.

Budget – staying on budget

Delivery – meeting timeline target dates.

GOAL 1 MEASURE

Success of the 2021 LC will be measured on three factors:
Satisfaction – as measured by a survey (or interviews, or gathering

GOAL 1 TIMING

overall planning began in May 2019 and LC will be Feb 2021

GOAL 1 MAJOR MILESTONES

Work with the EC and the LC committee to hit major milestones in the development of the LC conference based on those dates outlined in the Project Plan (aka responsibility chart).

GOAL 2 STATEMENT

Collaborate with LC committee to design panels and break outs for LC and confirm speakers and commitments from panelist by Dec 31.

GOAL 2 MEASURE

Success of the speakers for the LC will be measured on these key factors:

- Key notes speakers confirmed and under contract.
- Break out session topics finalized, and perspective speakers

outlined and confirmed.

GOAL 2 TIMING

Breakout session long descriptors completed by end of Dec. 2021

Set up calls with panels to be completed by Jan 17 2022

GOAL 2 MAJOR MILESTONES

Coordinate with INC to ensure signed agreements in place by end of Dec 2021.

Coordinate with panels and moderators to schedule pre-conference collaboration calls.

Complete the run of show in coordination with Director of Conferences by end of Jan. 2022

DIRECTOR/MEMBERSHIP

VANESSA VAUGHAN

Job Purpose

- Assist Chapter/Regional Group Directors/Membership maintain memberships, increase visibility to potential members, and promote NEWH, Inc.

NOVEMBER 2022

GOAL STATUS

Overall, I feel good about the progress made on 2022 goals, especially the exciting refresh we are working on of the Membership marketing materials. It has been a delight to receive so much support from the EC on updating how we communicate the value of membership to prospective members. Our goal is to speak to each segment of our membership directly, highlighting what matters most to each specific group we serve.

In terms of membership growth overall, I hoped to see larger gains coming out of COVID, but I believe as chapters continue to plan exciting programming and provide value to members, a steady increase in membership will follow. We still have a way to go, and hopefully our new marketing strategies will help communicate our message – there is no reason not to join NEWH!

One goal that I have not made as much progress on is Business Membership – I believe there is a huge opportunity for growth here. We only have a handful of members in the Business Plus category and I'd like to set some more concrete goals around promoting / growing this category, as well as the chapter-level business memberships, in the future. If chapters are equipped with the tools to communicate

the value of this membership specifically for businesses, we can gain loyal members who are benefitting from belonging to NEWH at the company level rather than as individuals.

GOAL OBSTACLE

We are working on overcoming some of the obstacles to growing our membership. One goal I would like to keep in mind for the future is streamlining the joining process, so that folks can easily understand which membership type is best for them and can complete the process simply online without any delays that can take place with additional forms required for businesses, with board approval of new members and with confirming someone's past or current status.

BREAKOUT FORMAT

Yes, the breakouts always spark meaningful conversation and sharing between those who serve NEWH.

GENERAL COMMENTS

Thank you to our amazing staff and board members! It is such a pleasure to serve with such dedicated, **talented**, and hard-working individuals. I am excited for the year to come!

APRIL 2022

No goals submitted

JANUARY 2022

No goals submitted

MEMBERSHIP REPORT BY CHAPTER

chapter	October 14, 2021	10/14/2021 w/ Students	2022 to date	2022 to date w/ Students	% of Change since November 2021 meeting w/o students	2021 non renewals		2021 new members/ past returning		voting members	non-voting	students
						Students are not reflected						
Arizona	110	136	135	169	23%	19	14.1%	37	33.6%	115	20	34
Atlanta	311	489	334	492	7%	79	25.4%	80	25.7%	245	89	158
Chicago	288	370	252	328	-13%	84	29.2%	36	12.5%	201	51	76
Dallas	316	409	333	447	5%	78	24.7%	73	23.1%	276	57	114
Houston	122	178	101	184	-17%	34	27.9%	20	16.4%	78	23	83
Las Vegas	164	211	188	250	15%	41	25.0%	39	23.8%	147	41	62
Los Angeles Founding	186	230	208	257	12%	48	25.8%	55	29.6%	183	25	49
Milano	90	90	89	89	-1%	36	40.0%	47	52.2%	81	8	0
New York	359	438	346	435	-4%	107	29.8%	86	24.0%	269	77	89
North Central	182	316	172	296	-5%	26	14.3%	24	13.2%	105	67	124
Northwest	156	201	161	214	3%	41	26.3%	33	21.2%	129	32	53

Paris	20	24	17	20	0%	9	0.0%	8	0.0%	16	1	3
Rocky Mountain	166	217	161	210	-3%	38	22.9%	43	25.9%	132	29	49
San Francisco Bay	159	220	188	241	18%	34	21.4%	49	30.8%	140	48	53
South Florida	199	249	204	268	3%	72	36.2%	49	24.6%	166	38	64
Sunshine	194	261	198	277	2%	34	17.5%	35	18.0%	162	36	79
Toronto	106	197	129	273	22%	14	13.2%	23	21.7%	96	33	144
United Kingdom	124	135	132	148	6%	44	35.5%	56	45.2%	115	17	16
Washington DC Metro	253	312	285	351	13%	43	17.0%	51	20.2%	232	53	66
Atlantic City/Philadelphia	99	141	103	154	4%	26	26.3%	24	24.2%	83	20	51
Cincinnati Region	61	114	66	80	8%	17	27.9%	13	21.3%	42	24	14
Mid-South Region	119	200	126	215	6%	27	22.7%	24	20.2%	88	38	89
New England Region	102	126	116	134	14%	16	15.7%	23	22.5%	87	29	18
North Carolina Region	81	117	68	110	-16%	29	35.8%	23	28.4%	52	16	42
Orange County Region	80	110	85	120	6%	21	26.3%	22	27.5%	66	19	35
Pittsburgh Region	35	53	43	56	23%	5	14.3%	6	17.1%	30	13	13
Regional Members	63	65	51	56	-19%	9	14.3%	9	14.3%	39	12	5
South Carolina Region	29	36	31	37	7%	7	24.1%	7	24.1%	26	5	6
Vancouver Region	78	128	76	151	-3%	9	11.5%	17	21.8%	67	9	75
edited 31-October-2022	4252	5773	4398	6062	3%	1047	24.6%	1012	23.0%	3468	930	1664

REGIONAL MEMBERSHIP

Regional Areas	2022	2021	2020	2019	Regional Areas	2022	2021	2020	2019
Arkansas	2	2	2	2	Israel	1			
Asia/Pacific	13	9	4	1	Kansas	0	1	0	0
Atlantic Canada	1				Michigan	2	2	3	4
Germany	1				Missouri/St. Louis	14	16	12	8
Hawai'i	5				Oklahoma	4	5	5	6
Idaho	1				San Diego	1			
India	1	1	0	0	Spain	0	2	1	0
Indiana	11	8	6	6	Virginia	2		2	3

CHAIR/NEWH LODGING PROGRAM

Job Purpose

- Manage the NEWH, Inc. Lodging Program, a member benefit providing discounted rates at hotel properties participating in the program.

APRIL 2022

No goals submitted

JANUARY 2022

No goals submitted

DIRECTOR/NEWH CONFERENCES

ALEXANDRA JONES

Job Purpose

- Plan and execute the biennial NEWH, Inc. Leadership Conference.

NOVEMBER 2022

GOAL STATUS

The Committee had a post Leadership Conference meeting where we discussed the survey feedback from Seattle and our general thoughts. We were pleased to see an overall 70.49% rating of excellent for the conference. We reviewed the comments and % of satisfaction in each area and discussed changes to make Memphis even better.

GOAL OBSTACLE

Many obstacles have been consistent in the last few years, market uncertainty, recession, sponsorships, and commitments to volunteer and out of town attendance.

BREAKOUT FORMAT

Always, the IBOD meetings are so helpful in learning strategies to keep our members engaged and to show value for membership. Looking forward to hearing feedback from Seattle and suggestions for the next Leadership Conference.

GENERAL COMMENTS

We look forward to hearing from everyone in New York their feedback and suggestions for Memphis. We are looking for content for seminars and speakers. Please send along your ideas! ajones@heritageoffice.com

APRIL 2022

GOAL STATUS

We set and exceeded our goals for the February conference, a

sell out!

GOAL OBSTACLE

Sponsorship we would have wanted more funds however are pleased with our first ever pandemic event had great momentum and feedback.

COMMITTEE TASKS

once the conference is announced we will meet with the local

chapter so engage them on the next steps.

GENERAL COMMENTS

We will review the feedback on the survey's and apply the ideas, suggestions, and improvements for the next conference

JANUARY 2022
No goals submitted

VP/COMMUNICATIONS

HELEN REED

Job Purpose

- Oversee all activities related to communications designed to support the mission of NEWH, Inc.
- Promote NEWH, Inc. initiatives through marketing and communications.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.

NOVEMBER 2022

GOAL STATUS

There is great progress with the goals. The communications team continues to have several meetings per month to plan, discuss projects and move forward with implementation. We have had calls with marketing and social media directors of the chapters, each of the calls has been a success with great attendance. Todd Fuller has joined the Communications Team as Social Media

Director, he has been heavily involved with meeting the communication goals and strengthening the team.

GOAL OBSTACLE

BREAKOUT FORMAT

Yes, breakouts at IBoD are always a great time for collaboration and feedback from all the chapters

APRIL 2022

GOAL STATUS

Moving forward and working towards achieving the goals, our presence on social channels has grown +500 so far this year.

- Getting content
- Schedule

GOAL OBSTACLE

- Time

COMMITTEE TASKS

Yes

JANUARY 2022

GOAL 1 STATEMENT

Develop a strategy to increase the presence of NEWH's mission, vision, success, members, and events through social channels internationally growing our following and the interaction between followers.

brands and followers around the world

GOAL 2 STATEMENT

Increase NEWH chapter's involvement with social media with all chapters being involved and having a presence through social channels

GOAL 1 MEASURE

Quarterly review with Communications team to see where we are with the goal

GOAL 2 MEASURE

Quarterly calls with chapters to discuss strategies and challenges.

GOAL 1 TIMING

January 1, 2022 start ending at the end of 2022

GOAL 2 TIMING

Jan. 10, 2022, start, end with final review at IBOD meeting in Jan 2023

GOAL 1 MAJOR MILESTONES

Reaching 10,000 followers on IG and interacting with members,

GOAL 2 MAJOR MILESTONES

Review with chapters quarterly how they are doing and support them with what is needed.

DIRECTOR/SOCIAL MEDIA

TODD FULLER/Director

Job Purpose

- Provide communications through online media for NEWH, Inc. and support initiatives and Chapter/Regional Group events and programs with international and regional opportunities.

NOVEMBER 2022

GOAL STATUS

We have made a lot of progress! We have increased our followers on Instagram, 3,845 followers as of 10/14/2022, and started a new initiative with our business account on LinkedIn, posting directly from the NEWH, Inc business page as NEWH. As of 10/14/ 2022 we have over 5,700 followers. We meet several times a month to discuss content and strategize our posts and make sure we have consistent content.

The only obstacle is finding content. The kind that attracts the social media algorithms, so the posts have the largest possible audience, which are currently Reels, Stories, and posts with great images.

BREAKOUT FORMAT

At the HD Breakout we got a lot of great feedback and ideas. The challenge is keeping people engaged. We have discussed having monthly zoom meetings similar to the ones the EID Committee does to make sure those on the Social Media Committees at the chapter level help to provide content on the International level as well.

GENERAL COMMENTS

We are looking for content about individuals and companies... more than promoting them, we want to share fun things, heart-

warming stories, and the joys of what we do. If you have any content or ideas, please send them to Hillary, Helen, or me

APRIL 2022

No goals submitted

JANUARY 2022

No goals submitted

VP/INTERNATIONAL RELATIONS – CANADA

TARA WITT

Job Purpose

- Develop and facilitate the NEWH, Inc. mission of scholarship, education, and networking throughout Canada, increasing the visibility/credibility of NEWH, Inc.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization’s mission and needs.

NOVEMBER 2022

GOAL STATUS

I have decided that those goals need to be revised due to the changing climate of budgets coming out of the pandemic. Instead of focusing on a Quebec based, the Toronto chapter is focusing more on local events that can support Quebec hoteliers, suppliers, and reps. We are currently perusing an event with a QC-based hotel chain in Toronto that should offer a large draw.

GOAL OBSTACLE

The biggest obstacle is the reduction in budgets for things like event sponsorships across our membership. Many of the companies who have been large supporters of the Toronto chapter in the past have dramatically scaled budgets and sales rep

coverage, which directly affects the ability to put on an event and have the sales network bring out decision makers. We are tackling this by filling the calendar with more sundowner-style events as we navigate the uncertainty of this recession.

BREAKOUT FORMAT

Yes, I feel like they can be very meaningful. Sometimes the topics can be consumed by a single event or chapter experience, and I think it’s important to make sure to hear from various people and regions to overcome that.

BREAKOUT ACTIONS

They can be a great source of ideas and strategies that get the people involved re-energized about their roles in NEWH.

APRIL 2022

GOAL STATUS

I think there is finally an opportunity to progress quite well. Canada’s reopening from the pandemic has been very conservative, but we just had our first in-person, indoor event again in Toronto. We have also brought on a board member (Celine) who is physically in Quebec and francophone which is invaluable in being able to organize an event in QC.

GOAL OBSTACLE

Aside from the obvious pandemic, no. Even as the cases dropped, we still saw a lot of apathy toward events and getting together. I think this is finally starting to subside.

ACTION PLAN

I was not present at the board meeting to have a breakout session regarding this.

COMMITTEE TASKS

I currently have 3 formal committee members for this goal in particular, with the entire Toronto board helping as back up to get the event off the ground.

GENERAL COMMENTS

I’m looking forward to a great 2022 with some renewed energy and a fresh perspective toward social events and getting together!

JANUARY 2022

No goals submitted

VP/INTERNATIONAL RELATIONS – UNITED KINGDOM/EUROPEAN UNION

JONATHAN YOUNG

Job Purpose

- Develop and facilitate a programme that expands the NEWH, Inc. mission of education through charitable endeavors worldwide. The programme should increase the visibility/credibility of NEWH, Inc.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization’s mission and needs.

NOVEMBER 2022

In Europe it finally looks like life post-pandemic is returning to normal. Industry events and exhibitions are back on the agenda and there seems to be a lot of activity, in part due to events being delayed earlier in the year now happening. The UK chapter has managed to maintain membership at around 150, whilst Milan continues to add members replacing those that have left during

the year. Paris is now building on the platform they have created with a more robust Board and collaborations forming like the one with Equip Hotel Show that takes place in November.

One of the challenges of Membership, particularly in the early years of a chapter is retaining members and keeping in contact with the students that form part of the Scholarship programme and then

enter the industry. We have struggled with this in the UK chapter over the years and are seeing a similar pattern emerging in Milan. It is therefore great to see two past Scholarship winners now on the NEWH UK chapter Board, namely Barbara Biscoff, who was a winner in Los Angeles in 2017, and Emily Marzocchi who won a Scholarship Award in London in 2021. In addition, the UK chapter are working with collaborator CUBE Video to create a video about the scholarship programme showcasing the winners that can be shared.

When you look at the industry calendar for November you realise how global the hospitality sector has become with The Brit Awards and BCFA Annual Lunch in London, followed by Equip Hotel Show in Paris, and BDNY in New York. Later in November comes HIX and the AHEAD Awards Europe, followed by a new Sustainable Design Summit and the Cruise Ship Interiors Expo. It's going to be a busy time! It will also include our first live European "La Pause" talk at Equip Hotel in Paris which will focus on F&B with interior designers from London, Paris, and Milan giving their perspectives. This is on the back of the successful Zoom webinars that commenced during the lockdown and has proven to be a terrific way to bring together all the chapters in Europe and raise the profile of NEWH across the continent. We plan to continue these events into 2023 with different relevant topics and try to co-ordinate them alongside

hospitality exhibitions and events in Europe.

We are also working on expanding the BrandED initiative to Europe and now have two European BrandED Ambassadors with NEWH who are Emma King from IHG, and Ngahua Damerell from Accor. The plan for 2023 is to add a third and hold 3 events at recently opened hotels within the brands. We are working on the first one being with IHG in Rome so watch this space!

NEWH in Europe continue to look at ways to collaborate with industry organisations that will help raise the profile within Europe. This includes hospitality publications such as Hospitality Interiors Magazine and SPACE magazine, Hotel Designs an on-line publication and networking organisation, Equip Hotel Paris, HIX, the new hospitality show in London, and Cruise Ship Interiors Expo. In addition, the Milan chapter are working closely with a number of trade bodies in the market.

The key objectives remain the development of the new chapters in Europe providing additional support, help, and mentoring to both the Paris and Milan boards. We continue to encourage all NEWH members of the European chapters to attend events across the CHAPTERS AND consider new chapter opportunities if the support is in place.

APRIL 2022

I am pleased to report that business activity levels are picking up across the UK and Europe as the restrictions in place due to the pandemic have eased and life seems to be returning to some type of normality. The Maison + Objet exhibition took place in Paris last week postponed from January and Salone de Mobile in Milan is now scheduled to happen in early June. The design firms, whilst busy, seem to have flexi working in place and are not in the office full time and this provides its own challenges, particularly when it comes to arranging events. There are a number of hotel projects now happening, some delayed over the last couple of years and other new opportunities, although with the war in the Ukraine there is still a great deal of uncertainty ahead.

Membership in the UK continues to hold relatively steady with new members replacing those whose subscriptions have lapsed, and whilst Milan has seen a recent drop in membership it is still in a strong position after fantastic growth from its inception. The Paris chapter seems to have a more robust Board and it is hoped that both European chapters will be able to start holding live in person events again. The Paris chapter was able to hold a very successful breakfast event at Maison + Objet last week which attracted some 30-40 guests including some from the UK and Italy.

We also resumed the successful La Pause webinars last month with a focus on Food & Beverage although attendance was much smaller than those we had in 2021 which I am sure is because more people are working back in their offices and are busier. We still plan to continue this initiative in 2022 which 3 other planned webinars, at least one of which will be live at the Equip Hotel exhibition in Paris in October.

The UK chapter celebrates its 20th anniversary this year and is planning on holding an event in June inviting members past and present to attend. The goal is also to have an event a month and in February the first hotel tour for 2 years was held at the newly opened Pan Pacific Hotel in London. At the end of March, the UK chapter have the Top ID event which will showcase the winners of the award for 2022 who are AD Associates, Sparc Studios, and THDP. Held and sponsored once again by Roca we anticipate this will be a well-attended event given that the industry is keen to connect again.

The increased profile for NEWH continues to be supported by our collaborations with industry organisations in Europe. The UK chapter is currently working on agreements for 2022 with HIX, Cruise Ship Interiors Expo, Hotel Designs, and the Society of British Interior Designers (SBID) and will still be promoted in both SPACE and

Hospitality Interiors magazines. In Paris and Milan, the chapters are working with Maison & Objet, Salone de Mobile, and Equip Hotel so that NEWH can have a more prominent presence at these exhibitions in the future and perhaps be involved in some of the panel discussions and events that take place during the shows.

During the initial lockdown we started the "La Pause" European webinars which were a great success. They gave us the opportunity to bring together all the chapters in Europe and raise the profile of the organisation across the continent, and it created a lot of interest by keeping the topics fresh and topical. At the end of Summer 2021 we took a break but will recommence these in 2022 and plan to make them quarterly in the future. We're hoping that the European



collaboration of these events between the chapters in the UK, Paris, and Milan will enable us to build a closer relationship between the chapters and allow us to attend events in other chapters as vaccination rates increase and travel becomes easier.

This year represents the 20th anniversary of the UK chapter and as such we have planned events to take place every month. In addition to the usual Fundraising, Round Table, and Top ID events we are planning a 20th anniversary party in June celebrating the time NEWH has been in the UK.

The key objectives remain the development of the new chapters in Europe providing additional support, help, and mentoring to both the

Paris and Milan boards. We are looking to pair board members from the UK with their equivalents in Milan and Paris so they can share their experiences and knowledge and will hopefully bring the chapters even closer together. Finally, we have had interest from designers and

suppliers in Germany about setting up a chapter there and some initial discussions have taken place with JOI Design, a prominent hospitality design firm based in Hamburg.

JANUARY 2022

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The key objectives remain the development of the new chapters in Europe providing additional support, help, and mentoring to both the Paris and Milan boards. We are looking to pair board members from the UK with their equivalents in Milan and Paris so they can share their experiences and knowledge and will hopefully bring the chapters even closer together. Finally, we have had interest from designers and suppliers in Germany about setting up a chapter there and some initial discussions have taken place with JOI Design, a prominent hospitality design firm based in Hamburg.

PAST PRESIDENT

CYNTHIA GUTHRIE

Job Purpose

- Know parliamentary procedures and ensure meetings are conducted under these rules.
- Chair the Nominations committee to elect members of NEWH, Inc. Executive Committee and the NEWH, Inc. IBoD.
- Provide counsel to the NEWH, Inc. IBoD/Executive Committee.
- Advise NEWH, Inc. IBoD/Executive Committee on experiences related to past programs and initiatives to validate alignment with mission and feasibility of program success.
- Support NEWH, Inc. programs and initiatives with participation in events at the Chapters/Regional Groups when needed.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization’s mission and needs.

NOVEMBER 2022

GOAL STATUS

Our goal to complete the NEWH Conference manual has not been completed.

GOAL OBSTACLE

Dedicating time to the manual has been my biggest challenge but have committed time to get this done before end of 2022.

Breakout Format: The breakouts are very helpful to learn new ideas and opinions of what is or is not working in each of the disciplines.

BREAKOUT ACTIONS

The ideas taken away from the breakouts are evaluated from a

number of approaches. Is what we are currently doing need to be revamped, do we have adequate staffing to implement, etc. and most importantly will our members and hospitality professional see the value of our initiatives?

GENERAL COMMENTS

Participated in the regional tradeshow for Orlando & Miami. The Inc. staff, Jena, Kate and Hillary did a stellar job to make these successful events.

Looking forward to finalizing our city destination for the NEWH Leadership Conference and to commence planning.

APRIL 2022

GOAL STATUS

We set and exceeded our goals for the February conference, a sell out!

GOAL OBSTACLE

Sponsorship we would have wanted more funds however are pleased with our first ever pandemic event had great momentum and feedback.

COMMITTEE TASKS

Once the conference is announced we will meet with the local chapter so engage them on the next steps.

GENERAL COMMENTS

We will review the feedback on the survey's and apply the ideas, suggestions, and improvements for the next conference.

JANUARY 2022

GOAL 1 STATEMENT

To complete Leadership Conference Manual

GOAL 1 MEASURE

When the manual is reviewed and approved by NEWH Staff – Shelia & Jena.

GOAL 1 TIMING

Start/Continuation – April 1, 2022
approved July 1, 2022

GOAL 1 MAJOR MILESTONES

Start/Continuation: April 1, 2022 – review where we left off (Cindy & Jena)
June 1, 2022 compile the review details and submit draft to NEWH Staff, VP Development & LC Conference Director
July 1, 2022 complete manual approved by NEWH Staff

GOAL 2 STATEMENT

To begin Nomination process for NEWH Inc. International Board of Directors & President Elect.

GOAL 2 MEASURE

Goal will be achieved when slate for interested positions are ready for ballot to be issued.

GOAL 2 TIMING

Start – February 2022

End – August 2022

GOAL 2 MAJOR MILESTONES

Feb 2022 – Begin review/interviews of interested candidates.

August 2022 – finalize and issuance of ballot for voting.

November 2022 – deadline for votes.

December 2022 – Announce positions from election.

COMMENTS

Happy New Year and wishing you a healthy and prosperous 2022!

A big thank you to all who have contributed time and devotion to the NEWH 2022 Leadership Conference. Without your help, this conference would not be possible. WE appreciate you! I am excited about the high quality of sessions and speakers to make this conference better the ones before and truly will elevate NEWH within our industry. If you have not registered to attend.please do!

With regards to the upcoming elections for NEWH Inc. IBOD Directors & President Elect, please reach out to me personally if you would like to talk about any of the IBOD positions. Also, if you are currently on the IBOD and would like to retain your position, please let me know your interest. I will also be reaching out to all on IBOD as well. My cell is 561-248-7240 and email cindy@guthrieassociates.com

EXECUTIVE ADVISOR

TRISHA POOLE

Job Purpose

- Provide counsel to the NEWH, Inc. IBoD/Executive Committee.
- Advise NEWH, Inc. IBoD/Executive Committee on experiences related to past programs and initiatives to validate alignment with mission and feasibility of program success.
- Support NEWH, Inc. programs and initiatives with participation in events at the Chapters/Regional Groups when needed.
- Advise, oversee policy and direction, and assist with the leadership and general promotion of NEWH, Inc. to support the organization's mission and needs.

NOVEMBER 2022

GOAL STATUS

The BrandED team did a great job with live events this year,

completing five for 2022 and awarding three scholarships. Solicitation for 2023 Annual Sponsors will begin at BDNY after offering to the current partners. See Teri Urovsky's report for

more detail on their goals and progress.

We have a new TopID Chair, Stacy Elliston that we are excited to welcome to the IBOD! She is engaged and has been getting familiar with the chapter awards program. The Wild Card was initiated this year and the plan to launch a new award for the best of all the chapter award winners is in the works. We are targeting November 2024 to award this prestigious award at Platinum Circle. A judging committee will be developed this year

to provide judging of all the 2024 chapter design nominees to be announced in January 2024 and identify the best of each chapter to go onto the bigger award in November 2024. We will be sharing all the details of this new award at the IBOD meeting in NY with a schedule.

GOAL OBSTACLE

Everyone is busy, so time remains our biggest obstacle.

APRIL 2022

GOAL STATUS

The BrandED team is doing well on the goals they set last year. See Teri Urovsky's report for more detail on their goals and progress.

The TopID has been under review and Meg Prendergast has been appointed as the new chair for this NEWH award. We are on schedule to add the "Wild Card" selection to this year's nominations and launch the new APEX Award at the Platinum Circle in 2023.

GOAL OBSTACLE

Time always seems to be an obstacle, but I feel we are doing very well in progressing around the challenge.

ACTION PLAN

JANUARY 2022

No goals submitted

NEWH STAFF

Jena Seibel/Susan Huntington/Diane Federwitz/Julie Hartmann/Kathy Coughlin/Erika Swansen/Hillary Eggebrecht/Denise Huntington/Kate Nesbitt

We would like to introduce you to the new members of our Team! Erika Swansen and Denise Huntington. Erika serves as Scholarship and Training Manager and works full time. Denise is our Administrative Support Specialist and works 20-24 hours per week.

Erika has extensive experience in the continuing education field focusing on course development for professional education, operations and customer service. She holds Master degrees in both Vocational Rehabilitation and in Business Administration.

Denise earned a Business Administrative certificate degree from Northeast Wisconsin Technical Institute in 2010. She has worked for 20 years in bookkeeping and customer service in various positions.

2023 BOARDS

Mandatory Discipline Calls – Remind ALL voting board directors to participate in the mandatory discipline training calls for their respective position. These calls will take place in December and January. Board members must participate in order to serve on the Chapter Board of Directors. (NOTE: Though many current board members are remaining in their board position for 2023, participation is still required in the mandatory calls.) Please watch for emails for more information.

Ensure a Smooth Transition into 2023 – if you have new board members coming into a 2023 board position, be sure to include them in your end of year (Nov/Dec) board meetings so your current board members can mentor the new members. The new board members can see how the board meetings operate and will have the opportunity to ask questions of the current board member in their position to ensure an easy transition to your new board.

Succession Planning – the Chapter Board/Regional Group nomination/voting process is complete!! 2023 Board Announcements will be sent out mid-November and we are looking forward to a great year. There are some Chapters that have open spots in key positions so please be on the lookout for upcoming board members! As members reach out to serve, help

N/A

COMMITTEE TASKS

N/A

GENERAL COMMENTS

We are doing well with the development of partnerships with our brands and media friends. We are working this year to add a NEWH session within The Lodging Conference agenda along with continuing our BrandED Scholarship Award during the lunch session. We will also include a NEWH TopID firm as a participant to design a lounge space for the conference.

them select the perfect spot on your boards. We appreciate all that hard work that goes into the whole process from start to finish. **Job Well Done!**

Board Training/ Strategic Planning – Please see schedule for 2023 In-house board training as well as strategic planning sessions with Trudy Craven. Both will be offered virtual or in person. Contact erika.swansen@newh.org to schedule.

Chapter Business Plan – Chapters – Be sure to complete your annual business plan and send to the NEWH office. This is a basic roadmap for your chapter as you plan for next year. Use this in your strategic planning meetings.

Chapter Budget – Start putting 2023 budget together now in order to approve at your first board meeting in January. If there is not an approved budget in place, all expenses must be voted upon until the budget is approved. Remember, it is not up to just a few board members to create your budget, each director should be turning in their budget according to their discipline to the chapter treasurer who then includes in master budget.

MEMBERSHIP

Dues Renewals – Many members have an early January due date. Get a membership renewal committee in place to call those on the dues report who have an upcoming dues date or those who have recently lapsed who have not yet renewed. Encourage them to renew online (Renew your Dues link is on the top menu of the NEWH website) and personally invite them to your next chapter event. Your goal – to RETAIN the members you have! If you are a board member, be sure your membership is current!

Membership Drives – Each chapter should plan to have one membership drive annually. If you are offering a discount membership as incentive to join, please remember that it only applies to new members, it does not apply to renewals or past members. We will verify eligibility in NEWH office. Please be sure to have your new member fill out an application including payment information and send to Kathy in the NEWH office within

a couple days of the event. When setting a discount, keep in mind that with discounted memberships, as with all memberships, the NEWH, Inc. portion is \$75.

Attracting New Members / Retaining Members – As you start planning your 2023 event calendar, make your events inviting and intriguing to members and potential members to attend. Everything revolves around programming. If your programs are content rich, people will want to attend. Not sure what members are looking for or looking for new ideas? Conduct a member interest survey and ask your members! (contact Diane at the NEWH, Inc. office to set this up). Check out what other chapters/regions are planning or have had by checking out their events on the website, or by reading chapter reports in this board packet. If you see something you believe would be great to try in your chapter, reach out to the NEWH Office and we can put you in touch with a chapter representative to find out how that event was planned and its outcome. Learn from each other and save time by not re-inventing the wheel.

Member Approvals – New members are anxious to know that they are approved and look forward to being involved so please continue to approve them within 30 days and let Kathy know of the approval, and please welcome them within a few days of approval. To ensure timely approvals, anything over 30 days will be reviewed and approved by Shelia in the NEWH office.

Business Membership categories: Be familiar with all of the business membership categories available. You can find a description and applications at this link: <http://newh.org/business-membership/>

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

Highlight members on Social Media - 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 event. Make new members feel welcome!

EVENTS

Event Calendar – as you set your 2023 calendar, forward your dates to Diane in the NEWH Office to put on your chapter website calendar. Many individuals look at the online master calendar when deciding on business travel dates and plan accordingly so they can attend another chapter's event – have that information available to them.

Planning your 2023 Events – To avoid board burnout, focus on a few high quality events instead of many events. Fill in 'off' months with simple sundowners or no host/no sponsorship networking events at local establishments that perhaps were newly renovated - see if they will offer tours.

Holiday Events – as your chapter/region is planning holiday events, please remember that NEWH is not in the business of throwing parties. If you are planning a 'gala' or 'black-tie' event with a high ticket price, your event will be slated as a fundraiser and will be expected to bring in 40% net proceeds from the event. If you are planning a program with a moderate ticket price (\$30-\$40) be sure your event has a programming aspect to it (tour, panel discussion, speaker, etc.). Networking holiday events are fine but should be planned as such - no-host bar and/or low (\$10-20) ticket price and no/low sponsorships to cover appetizers.

Corporate Partner banner – A 2023 corporate partner banner will be sent to the chapter president/regional steering committee

chair in early 2023 and is required to be displayed at all events. Remember to thank partners as well as individual event sponsors. Slides are available of the partner logos to incorporate into event sponsor PowerPoints running at events and available in the Board Resources section of the website.

Sponsorships – Companies are now doing their budgets for 2023; therefore, it's a great idea to get notification of your 2023 events out to potential sponsors now so they can request sponsor dollars for your events. Even if you don't have dates confirmed but know what kind of events you may be hosting, put a brief event/calendar together or at least information on your large fundraiser to get in their budget.

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 bounced or been unsubscribed.

2023 Regional Tradeshows and Virtual Tradeshows – Los Angeles, Bethesda, Minneapolis, and Dallas have been confirmed. Working on dates for Chicago and Boston.

SCHOLARSHIP

Scholarship awards: While planning your 2023 scholarship budgets, keep in mind your 2022 fundraisers. If in 2022 you had a successful fundraiser, go back to the typically suggested 50% of your scholarship fund. If in 2022, you did not have a successful fundraiser, stick with the 25% suggestion.

Scholarship recipient review: After your chapter has voted on your anticipated scholarship recipients, please send their applications into the Inc office for a brief review to check for eligibility. Keep in mind, if you have any questions about an applicant - do not hesitate to email or call the Inc office and ask.

Scholarship recipients becoming members: It is now a standard that all scholarship recipients automatically become student members of your chapter. Headshots will be required from all recipients before their scholarship checks are sent out.

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. Now would be a great time to start engaging with high school students/educators to show them all the hospitality industry has to offer and the scholarship opportunities of NEWH. Invite students/educators to assist in planning a virtual student event/discussion. Hillary in the NEWH office will be sending your school lists to start updating soon.

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 or Erika Swansen.

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

WEBSITE/SOCIAL MEDIA

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

Your chapter-landing page is the first place someone visits to find out about your chapter so sell your chapter here! If you'd like different banner photos, send them in! 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.

Event Photos/Flickr: Check out your Event Recaps section on your website page – do you have any events or photos 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!

Social Media Update:

NEWH Inc Looking for help: NEWH, Inc would like to feature all of our members in our campaigns. Please send Hillary an email to feature either yourself as a member or ask your chapter members if they would like to be featured.

Facebook: Each chapter has their own Facebook page that is linked to the NEWH Twitter account. When you post on FB, it is automatically tweeted. Please be proactive and keep your FB current with chapter happenings.

Instagram: If your chapter has an Instagram account, let Hillary know your account name/password. We can add the Instagram link to the bottom of your email broadcasts. Please see the board resources/marketing section for updated Instagram guidelines.

LinkedIn: Chapters can establish their own LinkedIn account. Please send admin access to NEWH, Inc. office to have on file in an event the chapter admin is unavailable/unreachable.

Twitter: NEWH Inc. has one main Twitter account. The Twitter account is linked to all our chapter Facebook pages, so as event notices are broadcasted out, they are automatically posted on chapters' Facebook pages which are then linked to the one NEWH, Inc. Twitter account and tweeted. All Facebook posts are automatically tweeted to the NEWH Inc. Twitter account so please put your chapter name in any Facebook posts you make (i.e. 'NEWH/New York thanks its event sponsors!') so those following the NEWH Twitter account know which chapter the tweet is for (i.e. do not just post 'come to our event').

FINANCE

Banking

- It's time to start thinking about signature cards for 2023. Susan will be reaching out to all signers (VP/Admin, Secretary, Treasurer). Please watch for correspondence.
- 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 Boards.

GoPayment App

- GoPayment App is available to take payments during events – tickets at the door, silent auction, etc.
- For more information, contact Susan at Susan.huntington@newh.org

Text-to-Give App

- Is a great new option to take mobile donations via text, or direct payment link.
- Several Chapters have utilized this as an easy and convenient

way allows donors to give towards your scholarship funds from virtually anywhere!

- For more information and to get a donation text code, contact Susan at susan.huntington@newh.org

Zelle

- Low fee and fast way to accept payments
- For more information, contact Susan at 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.

- Chapter Presidents and Treasurers have access to live financials for your Chapter.
- 2022 cost was \$75 / year, we do not have the estimated cost for 2023.
- 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 or Zelle transfer for cash amount can be sent to the Inc. office.
- Please review and if necessary, 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. PO Box 322, Shawano, WI 54166

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

- It's time to start thinking about budgets. 2023 budgets are due mid-February, be on the watch for an email with a budget template.
- Regular monitoring of the budget will keep you financially stable. These figures should sync with all event budgets. Financials are the responsibility of the entire board – not just the treasurer, if something seems off, please question it.
- Scholarships granted in 2023 should come from your fundraising efforts in 2022. It is understood that your Chapter may be re-building scholarship funds after the past couple of years. Keep this in mind when reviewing 2023 scholarship funds. Any questions, contact Susan or Hillary.
- Back in 2023, NEWH will be reinstating the 20% INC portion for all fundraising events.
- 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 the Chapter 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 – Erika Swansen or Hillary Eggebrecht
- Compliance/Raffles/Auctions in your state: Susan Huntington and Denise Huntington
- Programming/Fundraising – Diane Federwitz; Event RSVPs – Denise Huntington and Julie Hartmann
- Regional Tradeshows/Corporate Partners/Leadership Conference – Jena Seibel or Kate Nesbitt
- Green Voice – Hillary Eggebrecht
- BrandED – Kate Nesbitt
- Marketing/Social Media – Hillary Eggebrecht
- Website/Newsletters – Diane Federwitz
- Ethics – Shelia Lohmiller
- Other questions – just call, we would be glad to help! 800-593-6394

ARIZONA

Rittner Hufford, delegates

chartered May 5, 199

MEMBERSHIP

As 2022 has progressed we have seen a steady increase in membership activity. We ended the first quarter of this year at 130 total members and now, at the beginning of the third quarter, we stand at 158 members strong. These numbers reflect the hard work and dedication of our entire Chapter Board. We have worked as a team in our outreach efforts this year and plan to continue to do so moving forward. In 2023, we will be hosting a dedicated membership drive event. We have always considered all of our events as membership drives, but we feel that we will be able to capture more new members with a spotlight event where we can utilize targeted marketing.

PROGRAMMING

Programming has been very successful this year. Member involvement is up, and we are even reaching our limits at events. By posting more activity on social media we are engaging our market and highlighting the positive events. Our VIB hotel tour was a great success along with our Spirebar and tour of Mochilero kitchen. More to come this year. Team is also working on programming adding to the annual sponsorship packages. Build Build Build.

SCHOLARSHIP

We have kicked off the year with our 2nd annual Scholarship Walk in March with 20 attendees. We have a new Scholarship Walk banner that can be used yearly for photos and marketing. We raised over \$600 towards the scholarship fund. This year the board voted on giving out \$7500 in scholarships vs \$2250 in 2021, so we are giving out (3) scholarships. We have made two presentations to local students at Arizona State University and Grand Canyon University. We plan on a visit to NAU with ASID and IIDA. We have sent out emails to the schools letting them know that our chapter scholarship is open. Applications are due October 28, selection will be on November 2nd.

FUNDRAISING

Our annual spring Wine & Dine Under the Stars event was a big success raising \$ 3,344.54 towards Scholarships and \$1,800.90 to the admin account with a total of \$5145.44. The event was well attended, and the culinary student appetizers were a delight. The competition was close but, in the end, the youngest chef was the winner and is heading to New York City to attend culinary college. The annual NEWHonsors preparations are in full swing, and the event is scheduled for December 7th. Ticket sales have begun, and for sponsorships and vendor tables we are currently showing \$16,100 with an additional \$2,000 in verbal commitments to participate. Our budget for expenses are estimated at \$9,500.

OTHER CHAPTER HIGHLIGHTS

We have many highlights including reaching our goals, but the most recent accomplishment that will set us up for even greater success next year is a FULL Board! Not only a full Board, but a growing list of people who wish to be Chairs and/or committee members. We are very excited for 2023 and the work ahead to make it a fantastic NEWH Arizona year!

CHAPTER/REGION GOAL

Our 2022 Goals have been accomplished or are very near accomplishing. We identified these areas to focus on and the results have been a positive impact in our chapter.

1. Increase/broaden NEWH Arizona presence through social media, local publications, and tangent industries/organizations.

The marketing team has done an effective job of keeping our membership apprised of all our events this year and that has been evident from the attendance received. In addition, we have doubled our Chapter Level Business members as they see the value and enjoyment of networking among our community of professionals and students.

2. Increase sponsorship satisfaction for events - We continue to seek input from our sponsors on their event sponsorship satisfaction and have been working to assemble an Annual Sponsorship Program to better assist them with budgeting and strategic participation in our chapter. We plan to rollout the new program for 2023.
3. Increase scholarship fund and grant higher scholarship awards Our 2022 scholarships have increased three-fold, from \$2,500 to \$7,500 due to the success in fundraising through our Annual Scholarship Fundraising Walk, Wine & Dine, and NEWHonsors. We will continue to strive for increased scholarship awards to help seed the next generation of hospitality professionals.
4. Expand and engage the education community to participate in events, join NEWH, and apply for scholarships. Our scholarship director and student relations director as well as many others have been diligently participating in NAU, ASU, GCU and other college venues with hospitality programs to further educate those educators and students on the value of NEWH and our vast array of scholarship opportunities as well as the networking opportunities to engage with professionals who may need their talent in the near future.
5. Create 3 "best of Honors" events that spotlight firms and properties and help inspire and educate our members and guests.

We held 3 key events in 2022 to spotlight firms in our chapter:

1. Mochilero Kitchen-Best Stand-Alone Restaurant in 2021 designed by Beth Katz of Katz Design Group. May 18, 2022
2. Spire Bar at the Arizona Biltmore-Best Bar in 2021 designed by PHX and Biltmore. June 16, 2022
3. BrandED at the Sheraton-Marriott/Sheraton design speakers (brought to us by the NEWH BrandED team). June 21, 2022
4. Vib by Best Western Tour-Best Western design. September 15, 2022

REPORT BACK TO CHAPTER/REGION

Yes, with Michelle Purcell assisting the feedback has been positive and appreciated since not everyone is able to attend either in person or via zoom. It has been good to see reports from other chapters and learn who we may go to with specific questions depending upon the task or objective at hand. These reports further demonstrate all that we have been able to accomplish through the year in an easy and visual format.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Corporate sponsor engagement so they are aware of our events and have the opportunity to participate/attend/sponsor where they would like to. Arizona's hospitality industry is growing and consists of a wide range of professionals working in lodging, senior living, multi-family, and contract environments.

Staff note: As soon as your annual or event sponsorships are available please send to diane.federwitz@newh.org and jena.seibel@newh.org. Jena will send out to the Corporate Partners annual and fundraising sponsorships and programming events if a special event. (not happy hours). NEWH gives Corporate Partners a couple of days to respond before sponsorships are opened to the general public.

ATLANTA

Dallas Bentley & Todd Fuller, delegates

chartered May 5, 1995

MEMBERSHIP

We had a great Bowling Membership drive on June 7th. Every lane sponsorship included a full priced membership in the cost so the sponsor could give a team member of their choice a membership for that year without the restriction of being a new member. The theme was Reality Check and teams dressed as people from a reality television show. No one tackled Naked and Afraid or RuPaul's Drag Race, but there were some amazing teams like Keeping Up With the Kardashians, The Bachelor, and Toddlers and Tiaras!

We also had increased membership with events like our GoodConnections Fundraiser (see more about this in the fundraising section) and Regional Tradeshow which required membership to volunteer.

PROGRAMMING

Jennifer Cahill, our Programming Director, has been busy this year creating amazing events in between our fundraisers. Since the Board Report we submitted in May, we had several hotel tours. The tour at The Bellyard, a Tribute Hotel, had over 115 in attendance and over 25 students from SCAD. Our tour of the Burgess Hotel, a boutique hotel in the Buckhead area of Atlanta, had over 80 in attendance and was also hosted by the hotel owners. The night before the NEWH Atlanta Regional Tradeshow, we had a hotel tour at The Sylvan, a Kimpton Hotel, with over 85 attendees and representatives from IHG. On the day of the Tradeshow, Jennifer organized and hosted a panel discussion with 5 leaders in our local market discussing the future of work, life, and travel. We were not able to get a head count, but every seat was filled and many standing along the sides and in the back.

SCHOLARSHIP

Scholarship applications were due October 27th. Kelly McCallister, Scholarship Director, has visited many of the schools to encourage applications. Zoom has made it much easier to meet with the schools and students. This year we have earmarked \$50,000 for 5 scholarships; two are in conjunction with IHG. They will be awarded at our annual TopID and Scholarship Awards Gala in December.

FUNDRAISING

Fundraising has been working overtime this year! We started out with our always popular, annual golf event in May. IHG partnered with Penny Shelton, the Atlanta Chapter President, to create a speed dating type of event we called GoodConnections. Vendors who participated were required to be chapter members and selected by IHG. Vendors were matched with about 7 decision makers with IHG and TopID design firms for 20-minute meetings. All participants felt it was an incredible value and we have already started discussing another event for 2023.

The NEWH Atlanta Regional Tradeshow was September 29th. The event was well attended by industry professionals, but the surprise this year was the number of students that came from surrounding schools! Our Holiday Gala this year is Thursday, December 8th. It has been refreshed with a new venue, caterer, and themed with vintage Hollywood glamor. Our committee has been working hard to create new interest and a increased profitability!

OTHER CHAPTER HIGHLIGHTS

Our EID Committee teamed up with IHG and the City of Atlanta Schools to create a career day for selected high school students. The students were able to hear from professionals with various ethnic and economic backgrounds at the IHG Corporate Headquarters and at their flagship hotel, Crowne Plaza Ravinia. The organizers felt the event was a huge success and will work to organize a similar event next year!

CHAPTER/REGION GOAL

This year a major goal was to nurture our relationship with IHG. Last year IHG did a fundraiser in memory of their colleague, Kevin Woodard which led to a special scholarship in his name which lead to IHG participation and attendance at last year's TopID Holiday Gala. This year, the relationship has grown with participation in our GoodConnections fundraiser, Career Day, and an IHG employee on the board for 2023!

ATLANTIC CITY/ PHILADELPHIA REGION

Erica Harmelin, steering committee chair

September 9, 2008

MEMBERSHIP

We currently have 150 members. At every networking event, we ask for at least one sponsor to donate a 1-year membership and have a drawing at the end of the event for all non-member attendees. This has helped with membership and promotion of the organization. We found this is a great give away and the new members attend more events.

PROGRAMMING

We held our popular "Sips" networking events at local restaurants and art galleries. In total we held 6 over spring – summer – fall. While these are not large profit events, they draw a crowd and have helped through Covid to keep our group going and community connected. Our goal was to create buzz, grow membership and we try to award 1 membership per sips events donated by a sponsor. Also, we try to choose places that are newly opened to promote or feature places our members have worked on.

SCHOLARSHIP

We extended our deadline to 10/10. As of 10/6, we have 4 applicants. Our numbers of applicants decreased following Covid. We have made some new Higher Ed connections recently and

hope to change this. Our main incentive to put together our first fundraiser event this year was to be able to award higher monetary amount in scholarship and develop a minority-based scholarship. We feel a higher monetary amount would draw more applicants and due to rising costs of education, support students better following their career passion.

FUNDRAISING

We decided to have our very first Fundraising event this Fall on 10/20/22. We spend the first half of the year throwing around ideas and getting things to present to NEWH Inc. By mid-July we had approval for a Formal Themed Gala with dancing, dinner, various experiences, and silent auction; but that left us with only 3 months to get sponsors, sell tickets and execute our plan. Some of our committee members took on additional rolls with Marketing, Programming and Fundraising leading the way. Amy McGee from Programming has led the efforts and spend so much time on this event along with a few others. As of 10/6/22 with one more day of sales open, we have exceeded our goal of 200 tickets and are at 215. We have secured revenue of \$65,275 with a projected profit of \$17,700. While sales are not yet closed and we have estimated our Silent Auction profit (we have 30 items), we believe we will make at

least the \$17,700 if not more. We estimate we could reach 250 ticket sales which could drive this number higher. We appreciate the support from Shelia and Jena to go forward with this event even though we had no record of raising money like this or selling this number of tickets. There is buzz about this event and NEWH, a very diverse mix of people from our Industry going and we are really excited to pull this event off and have fun with our community. The biggest take away is that we need a dedicated team to just this event, aside from other rolls on the committee. The members putting in effort are a bit burned out. We also realized this has to be a minimum of 6 months planning to properly handle the amount of work. The downside of fundraising we have discovered is that our goal was to raise money for our scholarship fund so we could award a higher scholarship next year. Events are so costly and timely to put on, and even after coming up with \$65,000+ in 3 months, the profit and donations do not all go directly towards the scholarship so we will not end up with as much as we had hoped for our scholarship fund. We just hope we can have a much higher scholarship award next year than we have been awarding after the final numbers are calculated.

OTHER CHAPTER HIGHLIGHTS

We will be on the look for a new Steering Chair next year as well as a new Board. Many of the members have been on since 2020 and will serve through 2023 so there is uncertainty as to who will stay on. We have created momentum together and built this Group

back up, so there are goals to keep this going. We did not end up getting our T-shirt fundraiser approved this year, that will also move to next year's goal list.

CHAPTER/REGION GOAL

Raise more money to go directly towards scholarship. We are only able to award 1 – \$2,500 scholarship per year and we feel this amount is too low. As described above, we planned our first fundraiser Gala to do so. While we will need to calculate all the numbers, we believe we have raised enough money to do so for the 2023 / 2024 Scholarship and would like to present this to NEWH Inc following the Gala financial report.

REPORT BACK TO CHAPTER/REGION

Yes. I think that it has encouraged members to reach out to other Chapters and Regions to get ideas on how they do things and meet their goals in programs, fundraising, and marketing.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Review of our financials and year end so we know what we can award for Scholarship in 2023 and what our fundraising goal should be for T shirt sales and if we try to do another fundraiser.

Staff note: The Inc Office has reached out directly to your region with the specific information you requested.

CHICAGO

Ashley Cova & Jenelle Francois, delegates

chartered August 12, 1991

MEMBERSHIP

Membership for our chapter is at 314 – we started the year strong with a Business Plus Membership. We've seen an increase in general membership over the course of the year but can likely improve these numbers by reaching out to more past members. We continue to welcome new and returning members and with each event we seem to add a few to our roster. We have also encouraged new members to participate in meetings and to join committees. With the trade show coming up next year we have seen a great deal of interest in that committee.

We also encourage our new members to participate in postings on our social media and hope to see more of this activity.

PROGRAMMING

We hosted a hotel tour on May 26th, the event was a great success with presentations from both the design team and the manufacturers involved. We're currently gearing up for a Top ID Panel to highlight the 2022 winners. The panel is planned to be held on 11/17 at the Merchandise Mart.

SCHOLARSHIP

This year we had a total of 17 students who applied for NEWH Chicago Chapter Scholarships. We awarded 8 students, giving away a total of \$40,000. We are planning to award certificates in person at this year's Top ID event. Looking forward to starting this process over again in the New Year.

FUNDRAISING

Our second fundraising event of the year was held at Lonesome Rose on July 14th. The event was sold out with approximately 160 attendees and was received with great excitement! Our next fundraising event is scheduled for November 3rd at Diversey River Bowl, we expect 250+ attendees.

OTHER CHAPTER HIGHLIGHTS

Our board was able to fill the available positions for the next year, while also maintaining the majority of our current board members.

CHAPTER/REGION GOAL

A new goal that has been set is to build up a Trade Show 2023 committee, we've already received some interest which is great. We plan to continue to promote the trade show for next year in an effort to not only build interest in attendance but also in joining the board and being a part of the trade show team. In the past we've found that the new tradeshow committee members stick around and try out other positions and committees the following year.

REPORT BACK TO CHAPTER/REGION

Myself and the other delegate, Jenelle, always bring back our notes from the IBOD meeting to the board at the following meeting. We give a high-level overview and touch on the breakout sessions with the team. Our board members are always interested in hearing what is going on in other chapters.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

The Chicago 2023 Tradeshow – we are going to meet next week and do a site walk of McCormick Place.

CINCINNATI REGION

Kyler Burroughs, steering chair

MEMBERSHIP

Kristin Owens-Hain – Standard Textile
Danielle Monhollon – Foodbuy Hospitality

PROGRAMMING

Amanda Searfoss – Luminaut

SCHOLARSHIP

Jen Hartig – Rolling Hills Hospitality
Jayne Menke – Artonomy Inc.

FUNDRAISING

Maddie Baker – Luminant

OTHER CHAPTER HIGHLIGHTS

Successful new restaurant tour and sundowner in September. The restaurant owner was super excited to show off his newest project, it was also the largest member turnout all year ~ roughly 53 attendees.

CHAPTER/REGION GOAL

To increase membership base and expand our reach to other design firms due to the new design firm landscape in Cincinnati around hospitality. We planned to invite sponsors who could invite new potential members that they call on for business. Potentially having a professional development event like headshots, résumé building, etc.

REPORT BACK TO CHAPTER/REGION

Not yet, have not attended an IBOD meeting due to availability.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Programming event ideas and how to solicit/invite new types of designers. We have difficulty with the "draw" to get clients and members out, but we have increased our timeline for getting out event invitations so that attendees have more time to plan around our programming and fundraising events.

Staff note: Great job on revising your timeline to get things out earlier! As far getting the draw/attendance – speak directly to whom you are trying to get to attend. Ask them what type of event they would attend, what they are looking for, what time of day works best, etc. Ask them to help plan the event (committee member) to get the buy in.

DALLAS

April Geter & Roger Mathis, delegates

chartered August 12, 1991

No reports submitted for January & November Board Meetings

HOUSTON

Melissa Davis & Francesca Sosa-Alkhoury, delegates

chartered February 17, 1992

No report submitted for November Board Meeting

LAS VEGAS

Edgar Gutierrez & Wanda Luna, delegates

chartered March 26, 1991

MEMBERSHIP

We are holding steady at our membership but always looking for ways to grow. We hold a membership drive early in the year as a way to capture new members and also to get existing members to get more involved. We are introducing the "Buddy Program" at each event to introduce new members to existing members for a personal connection, to meet new people and to feel welcomed and part of the community. We are also following up with a 'welcome' email and/or letter/phone call to all new members.

PROGRAMMING

Every month a networking event is scheduled, whether it's a Thirsty Thursday, Tour, or a State of the State Panel Discussion. We tend to have great sponsorships at all our events and in return have a great turnout.

SCHOLARSHIP

We awarded a combined \$30,600 to 6 well deserving students in May. We plan to be able to award more next year.

FUNDRAISING

We concluded our biggest fundraiser of the year, "Glamping" on September 16-18 in Ponderosa Ranch, UT. We had just over 200 people in attendance. We had a great turnout in sponsorships and were able to raise additional funds from admission tickets to silent auction sales.

OTHER CHAPTER HIGHLIGHTS

Yes. Our chapter is always interested in hearing what other chapters are doing. Learning what does and doesn't work for them in terms of fundraising and hosting events. That is one of the main reasons we try to attend conferences or any other events from other chapters or INC meetings.

CHAPTER/REGION GOAL

We will get more involved in the universities and have more of a presence by attending at least 3 times a year and host events or participates on career fairs.

LOS ANGELES

Natasha Ashar & Valerie Schub Hogan, delegates

founded October 1984

MEMBERSHIP

We currently have a total of 240-chapter members. This includes 20 Associates Members, 16 Business Members, 23 Corporate Partner Members, 12 Education Professional Members, and 117 General Members. We have a successful Bowling Membership Drive in June.

PROGRAMMING

We had a busy summer of chapter events starting In June with our Bowling Membership. We co-hosted a Happy Hour with the OC Chapter and had a panel discussion about the benefits of NEWH with some of the early NEWH members. In August we sold out a Hotel Tour at the Pendry Hotel with a panel discussion with Cuningham Group who were the architects of the project and one of our 2022 TopID Winners. We ended our summer programming with a Drag Queen Bingo networking event. This event also sold out. We are currently working on planning of our Annual Fundraising Event scheduled in December. We are also beginning

to plan our 2023 calendar. This will be finalized at our next board meeting in November.

SCHOLARSHIP

We are beginning to organize for our 2023 Scholarship. We will be opening the scholarships in January 2023 and will award the scholarships at a Brunch in April 2024.

FUNDRAISING

We are currently working very hard on our Fundraising Annual Event scheduled for December 3rd. It has been a huge struggle to receive sponsorships this year. Vendors seem to have already spent their sponsorship money on event at other chapters. We are looking at the option of scheduling this event for a different time of the year in 2023.

OTHER CHAPTER HIGHLIGHTS

Our events in 2022 have been very well attended and have been

generally sold out. Our Annual Event should be no different. We are in the process of preparing our 2023 board for a successful, which will include hosting the NEWH Tradeshow for the first time in many years.

CHAPTER/REGION GOAL

Our Fundraising Director had a goal to get at least 6 Annual Sponsors. We had 14 Annual Sponsors this year. We were successful with the goal by offering Sponsors Social Media Posts on our NEWH page throughout the year. That was a huge selling point for all vendors who purchased.

REPORT BACK TO CHAPTER/REGION

I did report back about the IBOD meeting held at the HDExpo Show. The chapter was overall very interested to hear about tips that I picked up from other chapters, especially as the related to fundraising and programming.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We would like help with fundraising. We feel like we are constantly

asking our membership for money to sponsor events. We know we are holding amazing events because they are all selling out, but we are really struggling to find sponsorships for the events.

Staff Note: In Board Resources on the website (you do need to be logged in to view) – under Programming/Fundraising you will see ‘Sponsorship Menu’ and a link to samples that other chapters have done to get ideas of what your chapter/region would like to offer your sponsors. Companies are now doing their budgets for 2023; therefore, it’s a great idea to get notification of your 2023 events out to potential sponsors now so they can request sponsor dollars for your events. Even if you don’t have dates confirmed but know what kind of events you may be hosting, put a brief event/calendar together or at least information on your large fundraiser to get in their budget. Also, if you can put together an annual sponsorship with the fundraising/programming events you will be working on for the year, sponsors can sign up early and receive benefits throughout the year vs just for the one event.

MID-SOUTH REGION

Crystal McCain, steering committee chair

chartered July 23, 1991

No reports submitted for April & November Board Meetings

MILANO

Enrico Cleva, chapter president

MEMBERSHIP

- numbers & segmentation:
- Total members: 89
- General members: 80
- Chapter Level Business: 9
- 56 % suppliers
- 25 % architects + interior designers
- 8 % services
- 5 % education
- 4 % ownership, property, operators
- 3 % communications agency

We are struggling for reach and overcome our 100-membership target by the end of 2022. When we organize events, or we participate to Hospitality related trade fair or Hospitality conference we confirm our capacity to attracting people and we gain new memberships subscription each time.

Still, we are losing people at annual renewal, most people report they haven’t noticed reminder email and/or they are in difficulties applying for renewal.

Staff note: NEWH Inc. sends 3 dues reminders before a member is due. After they are changed to past member, we no longer contact them. We do send a monthly dues report to the entire board encouraging board members to reach out to all that have lapsed, as well as those coming due, reminding them to renew. Many members may not recall receiving reminders from Inc., however receiving a personal call/email from a local board member can be much more beneficial in retaining your members. If you know of a member who is not receiving NEWH email broadcasts, please let Diane know, she can confirm we have the correct email for that person and be sure they have not unsubscribed or bounced in the past.

We prepared a specific ‘membership renewal guide’ in which you can find main description and screenshot steps to follow in order to get to renewal fee payment (see attached file)

These our suggestions which need to be implemented by NEWH org: make subscription as automatic annual renewal or put Membership Director copied to email renewal reminder to each Member

LODGING PROGRAM

A Lodging Program Chair has been appointed since January 2022 in name of Giovanni Fonseca

There are few hotel ownerships which are interested in its implementation according to our policies to promote a win/win agreement where ownership will grant incoming NEWH member hosts with a very specific welcome gift; for example: a bonus for internal specific services (SPA, restaurant, parking place); a city sightseeing tour; participation to local cultural events; ... We are waiting for precise directions from NEWH org as to draft a Lodging program agreement and brochure

PROGRAMMING

PROGRAMMING 2022

17.2.22 Sponsored Webinar

In&Out: how to live in outdoor area of the hospitality buildings – part of the Cycle of Webinars WINTER GAMES Hospitality & Development organized by MC INTERNATIONAL

11.3.22 Participation to the Master Interior Design at POLI.design. Prof Scullica invited Enrico Cleva and William Loloey to present NEWH and its activities to the class of the master

18.3.22 Partnership to the event Winter Games Hospitality & Development organized by MC INTERNATIONAL on the 2026 Winter Olympics in Cortina

3-5.5.22 Guest Lab Milano

Networking dinner on May 3 and presence of newh with a desk and with a speech of Prof Francesco Scullica, NOA architects and Enrico G. Cleva

24.6.22 Event at Grand Hotel Victoria Menaggio with a tour with the architect Arch Franco Pè designer of the renovation, and celebrating the 2nd anniversary of NEWH MILANO CHAPTER

11.10.22 participation with a desk at Hospitality Day in Rimini; talk by Francesco Scullica with Cinzia Pagni at "Hospitality Day," on the theme "how to cope with change in order not to be overwhelmed"

November: top id event. Possible date 24.11 – location: To be defined
In addition, we are having a weekly Board call to coordinate the schedule on all activities

We are trying to make networking events more efficient introducing a CRM for the association to handle better contacts and

prospects. Networking opportunities at our events have been really effective, being our membership well balanced and with a broad attendance at the events.

SCHOLARSHIP

WE are building our relationships with Politecnico di Milano-POLI.design; NEWH Patronage to the Master of Interior Design of the Milan Polytechnic; The master, currently in its nineteenth edition, is a training product of excellence and a significant reference for the specialization on interior design; within the Master there is a section dedicated to the design of hospitality spaces, which assumes particular importance.

Details:

Participation of NEWH, through President Enrico Cleva and Membership Director Sergio Grazioli in:

– The exams of the XVIII edition of the master interior design in (March 2022) to promote the association and the partnership with POLI

– A presentation of NEWH to the class of the 19th edition of the master's program (June 2022) and meeting with participants;

Our summer networking event among NEWH members was open to master interior design participants (July 25, 2022) to try to attract students to the Chapter Scholarships planning for the current edition of the Master is underway, with reference to some students who have elaborated significant projects for the hospitality module of the course.

Relations with other universities:

some meetings have been made with Bocconi University of Milan and Federico II University of Naples to evaluate some forms of collaboration, in continuity with what has been instigated previously;

Participation in Hospitality fairs-events;

FUNDRAISING

It's been a challenging year.

Nonetheless we have prepared a tentative schedule of events for end of 2022 and 2023 where we plan to upgrade to more elegant and upscale venues and try to rake in higher level sponsorships.

There are some firms that are interested in sponsoring, but amounts are way below what we would expect from a US Chapter.

OTHER CHAPTER HIGHLIGHTS

We are working on broadening the membership of our Chapter on

one side to investors, to be interesting for our designer's members, and on the other side to young members, trying on opening it to students and professionals at their early stage of the career to secure us a future and some good fresh energy.

Energy crisis in Europe, raising inflation and the war in Ukraine are having a strong impact on the association's fundraising and membership goals. It makes much more difficult for us to get sponsors and companies interested in investing money out of their promotion budgets.

CHAPTER/REGION GOAL

We did not achieve last year's goal to reach 100 members, we have been very close, and this year may be the one. We are having some hard time for the renewals as some people do not really see the benefits of the association, or do not have time to participate in the events. Tourism had a real boom after covid and most of the subjects involved in the industry have been busy at the point of cutting social events. We now have a good and stable group of people participating in our events, which have been all very successful. Our goal now is to make NEWH a well-known resource for the hospitality community, changing from a new opportunity to an established way to do networking on a national and on an international scale.

REPORT BACK TO CHAPTER/REGION

There is an important interest by members and Board members in hearing back what is happening on an international scale with the association and how to make the links across the ocean stronger and more effective.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Membership renewal has been a challenge, many members would prefer to have an auto-renewal on their credit card, as sometimes it gets quite challenging with Italian credit cards. We would like to have more coordination between the chapter and the central levels on membership renewals, having our membership director in copy when members receive their renewal reminders.

Staff note: The list of those who would receive reminders and who are due or lapsed is on the monthly dues report that is sent to all board members – the dues report includes their email address and phone for board members to reach out to. Please use this information to reach out to those who have lapsed or whose dues are upcoming.

NEW ENGLAND REGION

Gary Cardono, steering committee chair

(originally chartered November 4, 1992)

No report submitted for November Board Meeting

NEW YORK

Laura Carter & Levar Jackson delegates

chartered July 23, 1991

MEMBERSHIP

On 6/28/2022, we hosted our 2nd Membership Drive of 2022 in the form of a product scavenger hunt where participants were provided clues to product installations at select hospitality venues along a determined route. It all culminated in a mini-tradeshaw and social affair. Attendance was around 50 as well.

PROGRAMMING

We held a Mixer Monday at the Hard Rock Hotel. Great attendance from the community, looking forward to our next event which will be an elevated Holiday mixer in December to celebrate Scholarship and TopID.

SCHOLARSHIP

Scholarship's efforts this year included an early and repeated periodic

outreach to schools. Partnering with Student Relations Director, Josh Kennett, we reached out to all contacts on NEWH New York's list of academic institutions to re-educate and inform them of scholarship opportunities. Faculty continued to respond positively and were eager to pass along and post scholarship information to their students. Scholarship is also coordinating with other committees to increase awareness of Scholarship's mission and accomplishments by attending events throughout the year.

Current Activities

NEWH NY extended the scholarship application deadline by one week, now due by October 17, 2022. We received a good mix of replies from academic institutions in our chapter reach, hopefully as a result of early and repeated outreach to school contacts throughout 2022. Received applicants from interior design, culinary

and hotel management programs.

Continue to award higher scholarship values this year. Goal is to award four (4) students with \$12,500.00 each as long as NEWH criteria is satisfied by applicants as well as NEWH budgeted percentage requirements. The belief is that a higher value scholarship could be more impactful and possibly the deciding factor as to whether or not a student can continue their pursuit of a degree in higher education and their career aspirations.

Requested NEWH NY to follow Instagram accounts of schools in the chapter's reach. We asked schools to in turn follow NEWH NY's IG account so students could see benefits of membership and motivate them to sign up for free student membership.

Research new opportunities with academic institutions that have hospitality related programs but have not connected yet with NEWH.

Continue to connect and cultivate relationships with previous scholarship winners. We want to remind students that NEWH is a valuable support and networking resource as they advance in their professional lives. We want to keep them engaged and potentially become a dues paying member after they leave academia and begin their careers. Josh and I connected with one of last year's scholarship winners (Michaela Nemer) at the Cirque du Design fundraiser. We introduced Michaela to the owners of a young, emerging design firm who were looking for an intern. Evelyn Liu, last year's other scholarship winner, interned at my office for the summer. Evelyn is now interested in joining the NEWH board.

FUNDRAISING

We wrapped up our first-ever summer carnival fundraiser this past July and look forward to bringing in back again next year! As for this fall, rather than the Owners' Grille format we originally planned on, we've pivoted to hosting a cocktail reception paired with a silent auction during BDNY weekend. We believe this will be a huge draw for our NEWH supporters and NYC visitors alike. We've seen some incredible generous silent auction donations come in thus far and can't wait to see what this event can bring in for our cause. If interested in sponsorship opportunities, please email claire@clausenconcepts.com

OTHER CHAPTER HIGHLIGHTS

Still operating our virtual CEU programming.

NORTH CAROLINA REGION

Dee Testa, steering committee chair

No reports submitted for April & November Board Meetings

NORTH CENTRAL

Kim Faith & Taylor Hoesley, delegates

chartered December 11, 2000

MEMBERSHIP – Kevin Bourassa

Your Role

- Maintain memberships, increase visibility to potential membership, and promote NEWH, Inc.
- Individuals I report to
- Christina Fluegel President and Stephanie Thompson,
- NEWH Inc. Directors and staff

Goals

- To Maintain and increase membership as the community and industry open up
- Planned a Membership Event "Axe Throwing"
- Be a mentor to new members and make sure to keep the existing members we currently have.
- Get more students and student members involved in our chapter and events.

EID

We are hosting our first NEWH Cultural Exchange to celebrate the rich tapestry and creativity of members and their diverse cultures.

The Goal is to create another welcoming for members and the sense that their diversity of thought and experience add an important aspect to the texture of the organization.

We had a very competitive pool for the committee to select TopID from and we're excited to award the winners this winter in person (DASH, Goodrich, Hart Howerton). We presented the 2022 awards at the Cirque du Design event to Celano, Glen & Co, and HOK.

MARKETING

We are working on creating branding and marketing goals for our chapter. This will streamline aesthetics and make sure the overall vision of NEWH carries through. We are working as a chapter to have a streamlined master calendar that will allow us to prepare graphics in a more timely matter and creating type forms that will allow us to gather information from directors/for events in one swoop.

CHAPTER/REGION GOAL

Our planning session in February 2022 highlighted two areas of focus for our chapter this year – Fundraising and access to events for all of our directors. Every director has an event planned for this year, in contrast to years past where events were concentrated to Programming, Fundraising and Membership. In both instances we're spending more time and attention and building committees to support these initiatives.

REPORT BACK TO CHAPTER/REGION

Yes, we report key takeaways at the following board meeting and encourage teammates to read the Governing Board Report.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Training and leadership support as we build committees and fill chair positions.

New York Chapter is not scheduled for in-house board training until 2025. However, we could do a 2-hour webinar with the board that covers who NEWH is, board positions and working together. Also, the board is due for strategic planning with Trudy Craven in 2023.

- Call people who have left organization and ask to return
- Run for reelection

Membership Event

- Axe Throwing was May 12th. Gave away one membership and signed up 5 after event.
- Working on "Wine & Whiskey Pull" at our Masquerade Ball.

Current Membership Totals:

- Associate: 61, Business Plus Member: 1, Chapter Business Courtesy Member: 17, Chapter Business Member 9, Chapter Level Business 3, Chapter Level Business- Top Tier; 2, Corporate Partner Courtesy Member: 9, Corporate Partner Member 1, Education Professional: 15, General: 49, Student: 121.

- Grand Total: 287 we are up from 234 in May of 2022.

NORTHWEST

Kathryn Clark, delegate

chartered March 23, 1995

No report submitted for January Board Meeting

MEMBERSHIP

Since January of this year, our membership has increased by 12 including 5 new student members.

PROGRAMMING

Our Spring Hotel tour this year came in under budget and was very well attended. The Lodge at St. Edwards State Park was a gorgeous venue and a delight to tour. The featured speakers were knowledgeable, engaging, and comprehensive in their introduction to this gem of a hotel.

SCHOLARSHIP

We will be honoring our 2022 Scholar winners in a few weeks at our annual fundraising event, Savor.

Our three recipients are:

- Anissa (Ying) Chak, WSU, \$10,000
- Madeline Cognasso, George Fox, \$10,000
- Sierra Rothlisberger, WSU, \$5,000

FUNDRAISING

We held our first-ever Scholarship Walk in September and had a decent turnout. Networking while getting some fresh air and a little

exercise all while raising donations for scholarships was a big hit and we are looking forward to continuing this as an annual event, or possibly even a quarterly event.

Our chapter will be hosting our annual fundraising event Savor next week on October 20th where we will be honoring our three Scholarship Winners. As of now we are projecting excellent attendance numbers and have received an impressive selection of auction donations that will hopefully make this our most successful event ever!

OTHER CHAPTER HIGHLIGHTS

Our Community Service event held in July raised an amazing \$3,238.00 for local charities in Washington and Oregon that help provide food security for our communities.

CHAPTER/REGION GOAL

This year one of our main goals is to get our Call for Annual Sponsors out earlier than we have in the past few years. We are currently aiming to send out the call-in early November and our fundraising team is actively working toward making this goal a reality.

REPORT BACK TO CHAPTER/REGION

Yes, highlights from the IBOD meeting are shared at our monthly board meeting.

ORANGE COUNTY REGION

Jennifer Dorr, steering committee chair

September 9, 2008

No reports submitted for January, April & November board meetings

PARIS

Gwendoline Theodet, chapter president

No report submitted for November Board Meeting

PITTSBURGH REGION

William Michael, steering committee chair

No reports submitted for January & April board meetings

MEMBERSHIP

Linda Hindmarch, Director

* Newly joined as MD in 2022

Linda, once better trained on the position, will work to maintain and build membership for Pittsburgh Region. We hope to have Linda build a committee to help target strategic member groups not currently in our mix. Working in conjunction with our Social Media (Renee Leheew) and Student Relations (currently open) Chairs, the goal would be to have a united effort, improved communication and more frequent presence with current and prospect members.

PROGRAMMING

Hannah Wilkerson, Chair

* newly joined as PD in September 2022

Hannah has accepted the challenge of planning our Program Calendar for 2023 to include quarterly events. We will kick off the year with our Top ID and Scholarship Gala (catch-up to include recipients since last Gala in January 2020). We are currently considering a tour of The Landing Hotel at River's Casino (opened Q3-22); an indoor golf event at a new venue, Puttschack, scheduled to open in 2023; and a culinary inspired event to complete the year. Additionally, we hope to schedule a couple casual networking Happy Hours along with one event near State College, PA to capture the interest of Penn State's Hospitality Management Program students/faculty and the local boutique hospitality design

firms.

SCHOLARSHIP

Hannah (Strauch) Marion, Director

Hannah has been successfully leading Pittsburgh Region's Scholarship effort for a number of years. This year's goal will be to find a committee member to work alongside Hannah in training to pass the torch in January 2024.

She worked with HQ to develop the current campaign, which was opened in early October. The submission deadline is scheduled for November 15, 2022. We will be awarding (1) \$2500 Scholarship.

FUNDRAISING

Currently rely on sponsorships (annual and program specific), membership and event proceeds. We would be interested in other suggestions.

OTHER CHAPTER HIGHLIGHTS

Terry Cumberledge and Karen Kashmer have recently joined the board as Co-Steering Chair Elect for 2023 and will take command starting January 2024.

Freddie Bainbridge was added to the board earlier in 2022 as Equity, Inclusion and Diversity Chair

CHAPTER/REGION GOAL

As we close out 2022 in a mode of rebuilding the leadership team our goal for 2023 is to get Pittsburgh Region back on track. We had been building momentum pre-Covid and have been floundering since. The

leadership currently in place is committed to planning quarterly events to renew membership interest and involvement. We would like to create a strategy to concentrate efforts on building NEWH awareness, to outreach and capture new lifelines (related professionals/organizations) by adding culinary, hospitality management and senior living professionals to our current hospitality design focused membership and to strengthen overall membership engagement.

REPORT BACK TO CHAPTER/REGION

With unexpectedly taking back the reigns of Pittsburgh Region in August 2022 I was not present for the previous IBOD meeting and therefore did not share updates that were presented. Certainly, information presented and learned at the upcoming IBOD meeting in November will be shared among my current board and membership.

ROCKY MOUNTAIN

Nicole Brindle & Brittany Spinner, delegates

MEMBERSHIP

This year so far, we have added 18 new members to our chapter with a great ratio of 9 new student members and 9 new rep/designer members.

Our most active month of new member signup was May which is when we held our membership drive. 11 new members signed up 6 students and 5 reps/designers. The hotel tour/ membership drive at the Catbird hotel was a great success. Offering everyone a chance to hear from the designers, suppliers, and more. While getting up close and personal with the finished project. More events like this will continue to help our chapter grow. I also encourage more networking opportunities with the local colleges. Here we can make sure that students are aware of the great incentives of membership, like community service, adding to their resume things like planning and coordinating events by joining committees, and networking with possible future employers. We already have added some great connections to our team and will be using them to organize some events next year that will focus on highlighting the culinary portion of our hospitality community. This will help us grow and ensure we are including all facets of our industry. 2022 was a great year for the Rocky Mountain Chapter and I know 2023 will be even better.

PROGRAMMING

- April 30th – Virtual Speed Mentoring Event: (Programming/Student Event): We struggled with this event this year. We chose to do virtual and had a great set of panelists that talked about different sectors of the hospitality design industry. We had eleven top designers/leaders as mentors to review portfolios at the event. Our panelists were from a hotel management group, purchasing, carpet designer, a sales rep, event management, and a catering company. We aligned the student event with the outreach for our scholarships and talked about the vent in all school visits and blasts to teachers. Only eleven students attended, and only four students showed up on the day. We will be looking at new ways to engage students next year.
- May 12th – Hotel Tour – The Catbird by DLR Group, Swan Dive and Sage Hospitality (Membership): We had 64 attendees, and this was our most popular event of the year. The tour showcased the unique extended stay hotel concept by Sage Hospitality and brought together two design firms who weren't so active in our chapter previously and a local ownership group.
- June – Regional Trade Show in Denver – Fundraiser: The trade show drew a lot of the A&D community that doesn't normally come to our events. Our chapter presented a panel of a top ownership group, hotel management group, interior design firm, and

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We would like to establish a date for a virtual "All Member" call in an effort to build awareness of NEWH and entice more member involvement in events and committees.

Staff note: Let the NEWH Inc office know and we'd be happy to send out an invite to all of your members!

We would like to schedule a virtual training session with INC as many of the board/steering members are relatively new to NEWH and have not had prior training on their positions. I believe this will provide better organizational understanding and better meld the current board, provide them direction and inspiration to do more.

Staff note: Pittsburgh is due for in-house training for the 2023 Pittsburgh Steering Committee. Please contact Erika Swansen at erika.swansen@newh.org to get scheduled.

chartered December 2, 1991

local rep on the topic of collaboration and finding better ways to work together. This panel was successful and drew about 150 people.

- Sept 15th – TopID and Scholarship Awards Gala (Programming): This was our second year for the NEWH TOP ID Gala, and we had 174 confirmed tickets and had sold out of the event again this year. We honored Mary Ann Thornam who was the first chapter president of the Rocky Mountain Chapter and was awarded the NEWH College of Fellows this year. We awarded our scholarship winners and honored our TOP ID Firms. There was a lot of competition this year between neighboring chapters and their fundraising events, and our usual sponsors had spread their fundraising dollars to those events while also being cautious of a potential recession. Due to this we raised only \$6,000, which was half of our goal. This event was converted to a programming event instead of our annual fundraiser. Overall, the event was a great way to engage designers from other firms and give a well-deserved spotlight to our TOP ID firms.

SCHOLARSHIP

Our board plans to award \$7000 in scholarships this year and ended up awarding \$5,500. We received only 10 applications after two months of school visits, online presentations, and email blasts. We selected two winners, and decided to give them \$3,000 and \$2500.

FUNDRAISING

We have successfully achieved our goal of \$14,000 worth of chapter annual sponsorships this year. We will be looking at our annual sponsorship menu earlier this year and looking at different ways to incorporate benefits for the TOP ID Gala. Our main fundraiser this year was our regional tradeshow.

OTHER CHAPTER HIGHLIGHTS

Our CEU program for the past couple of years has been really strong. We gave 8 CEU's this year, with a goal of 1 per 12 weeks. We have exceeded our goal. Our average attendance was around 15 people for each CEU with August and September including 18-20 designers. Some notes and advice we would recommend for other chapters wishing to pursue more CEU's: We recommend giving CEU's a variety of different topics as well as looking at industry trends for CEU's. We also recommend taking time to plan ahead of time and give yourself a few weeks to get the website image up, the zoom link made and the details from the vendor handled, about 3 weeks. Furthermore, we recommend the chapter do a good job of marketing the CEU on email, your own board, LinkedIn events, and Facebook – the more exposure, the better for all!

Communication is key!

CHAPTER/REGION GOAL

Create a strong and collaborative board this year.

How we achieved this goal in the following ways:

- We have started in person meetings (with an option of virtual for those who travel). This has helped form bonds and relationships between board members.
- Frequent check-in's by VP's and executive board help us stay in tune with what's happening on the board, what issues there are, and to tackle any tasks that are slipping.
- We have set up the board retreat in line with our strategic planning to further help build upon the success of this year and to strengthen the board's knowledge, commitment, and excitement for the chapter.
- In the past, we had a lot of board members jumping around positions before their term ends and we lose a lot of that knowledge (Often times the second year is where you really hit your stride), so we've encouraged board members to complete their two-year terms, and we find that most board members are happier that second year and really feel comfortable with their role.
- We have an incredible group of passionate people, and we feel excited and secure in the succession of the board in the coming years.

REPORT BACK TO CHAPTER/REGION

Yes, I take notes and as the scholarship director for the NEWH Inc. Board, I also report back regarding any changes, or initiatives that we should be on the lookout for.

Feedback we have received: Local design firms here are small and don't have a large budget for photography of projects. This is a limiting and even preventative factor when they consider applying to be a TOP ID firm. They would like this requirement waived to

allow for more firms to submit.

Staff note: your comment has been forwarded to the TopID committee.

The regional tradeshow is a great success; however local reps don't understand why they are not allowed to walk the show. More information or explanations may help ease some frustration that they feel.

Staff note: Each booth receives 2 badges. In the past, they were able to purchase more and we then received complaints about a booth having too many booth staff in a 6x6 space – which blocked the neighboring booths. Now each booth receives 2 badges, and are allowed one more if they are a tradeshow event sponsor. We do not allow any non-exhibiting vendor attendees to attend. (If we did allow them to attend, then exhibitors would just get more badges that way.) We want to keep the aisles open for quality attendees so the exhibitors who have incurred all the cost are seeing the ROI. If a local rep is a member of NEWH, they can sign up to volunteer day of the show (the volunteer sign-up is sent first to board members of the hosting chapter, then to members of the chapter) – those volunteers can walk the show after their volunteer shift.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We'd like more ways to encourage students to sign up for scholarship applications and to attend student events.

Staff note: We've heard great things from chapters of student focused events that happen at their school. Coordinate with your Student Relations Director and Scholarship Director to create events at the large campuses in your area to gain more attention. Perhaps host a portfolio review at a campus with a prominent interior design/architecture department. Work with a school's faculty to ask what their students are looking for or would benefit from. Many of their contacts are on the school list sent by Erika at the end of each year.

SAN FRANCISCO BAY AREA

Kiko Singh, delegate

chartered June 1, 2010

No reports submitted for January & April Board Meetings

MEMBERSHIP

Membership Director: Haley

Associate: 36

Brand Partner: 1

Business Plus Courtesy: 2

Chapter Business Courtesy: 12

Chapter Business: 20

Chapter Level Business: 11

Grand Total: 230 *Roster info (updated for October 2022)*

Membership Drive Bowling Event was a huge success!

Corporate Partner Courtesy: 7

Corporate Partner: 2

Educational Professional: 14

General: 74

Honorary: 3

Student: 45

September 25th, we had our annual fundraiser and this year celebrated by having a Garden Fete. This was a new format for us and got great feedback.

*Wine By Design is coming back in 2023

OTHER CHAPTER HIGHLIGHTS

Marketing Efforts and social media continue to be strong.

CHAPTER/REGION GOAL

Our goal was to migrate as much as possible into a pre-pandemic environment. This year was a wonderful combination of in person and virtual events. We look forward to curating a calendar for 2023 that takes in all of the lessons learned from 2022.

REPORT BACK TO CHAPTER/REGION

Yes, our delegates report back to our chapter. We normally discuss topics covered during IBOD at the following board meeting.

Overall, feedback has been well received. Our board welcomes any opportunity to learn from other chapters.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

In post pandemic San Francisco in person events have changed quite a bit. Costs are much more expensive and many of our reps have migrated to other territories, so sponsorships are harder to get. It was extremely helpful to have the INC percentage waived for the fundraiser this year and if it does come back next year perhaps, we can have some flexibility on what percentages are attainable for our chapter so that our scholarship fund can continue to grow.

Staff note: To remain compliant with the guidelines set forth by the IRS

PROGRAMMING

Programming Director: Joleen Enns

- Fyrn factory sustainability tour

- Hotel Tour of The Lodge at Sonoma

- Annual State of Hospitality in June- Virtual Event

- Dia de los Muertos Movie Night in November- Kid Friendly Event

SCHOLARSHIP

Scholarship Director: Thao Tu

Scholarship Chair: Chad Moore

Student outreach is happening, and applications are due October 14th!

FUNDRAISING

Fundraising Director: Melissa Paterson

Fundraising Chair: Maria Torres

to retain our 501(c)(3) status, our fundraisers must be profitable and meet certain requirements. Unfortunately, that is not something that can be adjusted on our end. Good news, the percent of proceeds is calculated **before** the 20% Inc portion. With that being said, the Inc

portion does not affect the fundraiser's percentage itself. Currently, your Chapter has a healthy scholarship account balance.

SOUTH CAROLINA REGION

Penny McPeak, Steering Committee Chair Elect

MEMBERSHIP

Our current membership numbers have decreased this year overall. We had a membership drive to encourage new members, but it was postponed until Jan. 2023 due to a hurricane that came through SC in Sept when it was originally scheduled.

PROGRAMMING

Ageless Living Collaborative: "The Intersection of Senior Living and Hospitality" with Phoebe Stein and David Ashen in February
Top ID and Scholarship event in March
CEU: National Solutions with Jill Griffin at Pond in August
In October, we had our first joint event with the NC Region in Durham, NC — "This We Believe" a brighter future we can all build on, a discussion with Women and Minority Owned businesses, an EID event. Had about 25 in attendance.

In December, we are planning a scholarship fundraiser that is sponsored by Architessa: Gingerbread House building

SCHOLARSHIP

We will be voting on scholarship applicants once received from scholarship chair Brooke Pearsall on Friday, Nov. 4, 2022.

FUNDRAISING

We have increased our sponsorship this year more than previous years with creating the shared EID event with NC Region.

CHAPTER/REGION GOAL

To have more meaningful events and create our first EID event. We succeeded with combining with NC.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Promos for social media

SOUTH FLORIDA

Gabe Rodriguez, delegate

chartered October 2, 2003

No reports submitted for January & November Board Meetings

SUNSHINE

Denise Ganson and Kary Maybury, delegates

chartered September 1, 1996

No report submitted for November Board Meeting

TORONTO

Manuela Kennedy & Terry Nielsen, delegates

chartered November 18, 2004

MEMBERSHIP

Our membership numbers have fluctuated with an increase in student registration, new designers and manufacturers who have joined our chapter. We are looking at extending our student reach even farther, as our chapter treasurer is the student outreach person designated by ACCOR Hotels. Kevin Barrington (ACCOR Hotels) is a great advocate for NEWH Inc. Toronto since he was also a NEWH Inc. scholarship winner (2019). Nothing like paying it forward!

networking event to enjoy the fall colours and to take a peek at the resort prior to its renovation completion. A follow up event is being planned for 2023 to view the completion of the resort's remodel.

November 23, 2022, we are hosting a Toy Drive and manufacturers' evening at Euro Tile & Stone. The supplier is hosting the event in their showroom and providing the necessary catering for the evening. Attendees are instructed to bring a new unwrapped toy for donation for families in need for Christmas.

SCHOLARSHIP

Two scholarships (\$1500.00 each) were awarded to students at our TopID event. A panel selected the recipients in April 2022. Jaymie Borchardt-Mistry presented the virtual awards to the winners and set the tone for our formal evening. The students were engaged and delighted to receive NEWH Inc. Toronto scholarships!

FUNDRAISING

Post-COVID, we have been challenged with raising funds for our chapter. As we did not exit quarantine until the spring of this year, our programming dipped its toes back into the water this past March. We have been building our membership roster, leading to improved ticket sales.

Currently we are planning fund-raising events for 2023 to generate more financial aid and membership involvement. Rather than one main fund-raising event (golf tournament) we are planning several monthly events to raise funds for scholarship.

OTHER CHAPTER HIGHLIGHTS

A team of NEWH Inc. professionals have offered their time to provide weekly portfolio reviews for final year students from local colleges

We had excellent representation at our TopID event hosted at a recently renovated (Park Hyatt; 2-year process due to COVID) downtown Toronto hotel. The renovation was completed by one of the 2022 winners. Matt DeShantz graciously volunteered his time to host the evening and interact with the winner's panel. Our TopID event was hosted June 15, 2022, and organized by our chapter president, Demi Melissinou.

We had to cancel our scholarship fundraiser in September, an annual golf tournament. Although the golf course honoured our 2020 booking contract, we were unable to generate enough registrants to make the event financially feasible. Consequently, our chapter hosted a "Sundowner" event, at a downtown Toronto establishment, which drew sizeable sponsorship and attendance. Sharing the space with Toronto Blue Jays and FC fans, prior to their games, added the right kind of energy! The turnout for an impromptu event was notable.

This week (Oct. 19) we are hosting an intimate event at a winery. A tour and tasting are planned. Golf, spa treatments, and dinner options are available to the attendees at a reduced rate. It is a casual

and universities. The students are enrolled in four year accredited interior design programs. These Toronto Chapter portfolio reviews will begin November 22, 2022 and continue into January 2023.

Earlier this year, just as our quarantine was easing, we hosted a skating night at the Toronto city hall, better known as Nathan Phillips Square. Non-members and members were comfortable with the outdoor setting and thoroughly enjoyed the outdoor activity. As a result, one of our board members suggested a "ski/snowboard" day in January or February 2023. Fun!

CHAPTER/REGION GOAL

For 2023, we are looking to engage our members more effectively and provide monthly networking events which are a mix of activities, hotel tours, and seminars. A number of Toronto hotels are being remodelled and we are patiently waiting for their completion in 2023. We are also considering an auction evening, comedy night (Canadian humour, eh? or is it humor?), bingo and karaoke (who doesn't love to belt out their favourite shower song?) events. A culinary night has been suggested for 2023 and for our more artistic

members, a paint and sip night. Canadian tuxedos will be optional!

REPORT BACK TO CHAPTER/REGION

As a delegate, I report back to our Toronto board and share any new, different, and creative events hosted by other chapters. Sharing my IBOD experience generates a positive energy amongst our board and stimulates conversation as to potential events to modify and try with our local members. IBOD is a great 'think tank' of idea sharing, which is transferred to our chapter as a result of my personal experience. It is well received.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We are always open to assisting with students, scholarship, and networking seminars and events. Chris Tucker keeps us connected to the international scope of the organization. This is very helpful to our chapter, as it provides insight and perspective to our board. The motivation to try new things for our members is a direct result of Chris's input. We are a lucky group!

UNITED KINGDOM

Caro Cundall & Kathryn Quinn, delegates

chartered June 12, 2002

MEMBERSHIP

- Following a drop in membership during COVID, we have since seen an increase, and with many of our events this year, we saw attendance from a lot of new faces. We continue to nurture these relationships post events and continue to work on building (and retaining) our student members
- Our membership director, Kevin Swart, along with Hannah Rogers have looked in depth at the pricing structure for our various memberships and the differences and benefits of each type. They have then been circulating this to interested members, which helps to give a better understanding for new members and companies.
- Conversations are still underway for a joint European membership, which could help European companies with memberships for reps across UK, Paris & Milan.

PROGRAMMING

- Unfortunately, we have lost our Marketing director, Alison Kells, as she has left to embark upon a new career in a different industry. We hope to fill this position soon and, encouragingly, one of Alison's Ulster Carpets colleagues has reached out expressing an interest to join the board. In the meantime, we have Alicia Sheber, Rita Bancroft & Kathryn Quinn continuing to write features for the various publications throughout the year.
- On a more positive note, we have gained some new board members – one is Barbara Biscoff who was the LA scholarship recipient in 2017! She has moved to London and has fully immersed herself in the chapter as our Student Relations Director. We also have Emily Marzocchi, one of our UK scholarship winners from 2021 as Scholarship chair and Emily continues to show passion in the chapter, designing event graphics, posting on social media and taking minutes at our board meetings.
- We managed to squeeze in 2 final events for 2022 – one a last-minute hotel tour, and the other a collaborative event with two of our industry partners. These will both have taken place by the time of the board meeting, so we can update on the success then.
- Budgeting for student travel to our recent events has been very rewarding. Not only has it increased student attendance, but it has given our member and event attendees a real sense of understanding of what NEWH is all about, and helps to increase the benefit of their membership
- We are in the process of putting together our calendar of events for 2023, as many of our members have been keen to get

involved. We will continue to focus on meaningful events that draw in a varied member base of designers, suppliers, students, hoteliers and industry experts.

- Here in London, we are finding mid-week events particularly successful, as the shift to working from home Mondays and Fridays remains popular.

SCHOLARSHIP

- This year, unfortunately we did not have as many student applicants as normal, and in fact we had some no shows on the day, which was really disappointing. We are determined that this will not be the case again and are putting a number of steps in place to ensure this.
- Firstly, we are working with one of our industry collaborators, Cube, who are a video production agency, to put together a short video about the scholarship programme and its' success stories. This will be used as a tool to pitch to more universities within the UK; enabling us to broaden our reach and build an earlier relationship directly with the students, instead of predominantly through their tutors. (By the time of the governing board meeting this video will have been filmed)
- We have also shifted our scholarship judging and presentation dates to align with the UK Academic Calendar.
- Despite the low number of applicants this year, we had 2 really strong students. As this was our 20th anniversary year Scholarship presentation/Fundraiser, we made a few changes to the format of the evening by bringing back a couple of our previous scholarship recipients for a panel discussion. This was very well received by our audience, a lot of whom had never attended a NEWH event before, so this helped to boost the benefits of becoming a member.
- Annette Culhane, our scholarship director, along with Barbara Biscoff, has continued to develop our student social media presence, which offers a platform for information and connections.
- Alicia Sheber has been reporting back following the EID board discussions, and she oversees our events to ensure all events are inclusive and accessible.

FUNDRAISING

- The backlash of COVID and a lack of events, filtered into companies not having as much available spend for events such as ours, so we have had to be a little tighter with funds this year.

- However, on a positive note, we are in discussion with a number of companies who wish to write us into their budgets for next year in advance. So this is great news.
- Our Fundraising director, Jon Wilkins, had to take a break from NEWH due to work and personal reasons, and so we are very grateful to Hannah Rogers who stepped up and once again organized our Annual Fundraiser.
- Hannah also put together a new flyer for sponsorship for next year and this has been circulated with interest
- We continue our industry partnerships with a number of companies who, whilst their input is not directly financial, help to raise our profile within the hospitality industry, and globally.

OTHER CHAPTER HIGHLIGHTS

- Our 20th Anniversary party was a huge success, and we were delighted to have Chris, Shelia, & Jena to join us in our celebration. Founding members, past presidents and current members, past and present scholarship and Top ID winners all joined together to celebrate this milestone.
- We continue our strong connection with the Paris & Milan chapters, and our previous webinar series 'La Pause' is now going live, with the first event taking place at EquipHotel in Paris.

CHAPTER/REGION GOAL

- Our aim for the year ahead is to get more universities involved and raise our awareness amongst the education sector, not just for the scholarship submissions, but for ongoing relationships throughout the year. The video (mentioned in Scholarship section) will be an excellent tool for this, in addition to planning a Student/Designer event for 2023.

REPORT BACK TO CHAPTER/REGION

- JY is very good at reporting back after every IBOD and our board members love to hear back following all meetings as it's so great to get an insight into other chapters, and the organization as a whole. We also try to rotate the people who attend the meetings as much as possible, so that everyone can experience NEWH

beyond the UK.

- (From my experience, it really blows your mind the first time you attend a meeting like this. Not only does it help to understand the scale of NEWH but helps to inject a real sense of passion for why we do what we do!)

OUR CHAPTER/REGION WOULD LIKE HELP WITH

- We are still working through our mailing list and ensuring we have an up-to-date distribution list. This has taken a back step since losing board members, but if you are aware of any efficient way to do this (a program/system for keeping track of it), we would be very grateful if you could share this information.
- We would like help from Inc to create a ticketing solution for our events – to create an alert/tab which would inform suppliers that they must also buy a designer/specifier/hotelier guest ticket and cannot purchase a single ticket for themselves.

Staff note: Because the checkout form is a template all chapters use, the best way to handle this is to note it on your event invitation, we put a note above the dropdown by the purchase section as a reminder, and as a chapter follow up with an email to any single purchase ticket. (i.e. – "Hello! I see you've signed up to attend our event, however, we do not see that you are bringing a guest. Here's a link to register your guest for the event. We are looking forward to seeing you there!")

- We would like to discuss with Inc the opportunity to widen the parameters of our Scholarship applicants for the UK, to allow the inclusion of 3rd year students who are moving into the industry as graduates (i.e., not continuing in full-time education). In the UK, students can find this time particularly difficult – fees required for studios, travel, low income etc.

Staff note: Thanks for bringing this to our attention. We'll have a more in-depth discussion about this with the Executive Committee.

- Other than that, we are so grateful for all of your support and guidance throughout the year. Thank you for all you do!

VANCOUVER REGIONAL

Rebecca Bertrand, steering committee chair

MEMBERSHIP

Membership continues to move along successfully. We have a few key instructors now at LaSalle that have been helping us increase our student membership. The golf tournament also helped I believe with increasing our membership and other events have been successful and people have noticed, and more people are asking about membership as we are increasing the spread between member and non-member pricing. Currently at 72 student members (up 20 from May!), 33 general members (up from 26 in May),

PROGRAMMING

Very successful year for us.

- networking event in March- trivia – sold out
- Student roundtable – April – disappointing turnout but we gained some very key student volunteers from it
- Hotel Tour & networking – May – fundraiser- sold out – very good feedback
- Golf Tournament – August- most successful fundraiser for us to date for our chapter
- Wine Down Weds. – Sept – great turn out- sold out- great feedback
- Diverse Professionals in Hospitality – Nov. 2nd – coming up – virtual student event
- Nov. 17th will be our ANNUAL – where we give out out TOPID &

student scholarship

SCHOLARSHIP

We have 2 scholarships, but we gave out our \$3,000 scholarship this summer to Andrew Wegener (KPU student). We will give him an award at the Nov. event. We have the Bermanfalk \$2k millwork scholarship as well with the deadline of Nov. 7th that we will be giving out as well.

FUNDRAISING

We have raised more money this year than any other year. the golf tournament brought in \$16k CAD and I think we raised about \$3k at the hotel tour. We are very excited about this as one of our goals was to raise more money to give out more scholarships next or 1 larger scholarship.

OTHER CHAPTER HIGHLIGHTS

We continue to showcase out our Instagram our Membership Mondays, Emerging talent (students) and the team started LINKED this year which already has 421 followers since we launched it late spring I believe. We are working on pushing more content there as well. We've also been working on updating the EVENTS recap page online. We are assigning someone for each event so that we keep that page more up to date.

The volunteer team is working really well together. We have amazing student volunteers and it's just been a great year so far!

CHAPTER/REGION GOAL

One goal was to be raise more money for scholarships and we did that by charging more for tickets at events and doing our first golf tournament that was a big risk, but it worked out!

REPORT BACK TO CHAPTER/REGION

I do. I think there are always tips that help the volunteers, i.e. social media tools, we have ended up using with tips from the IBOD for

example.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Need to set up a Canadian call to go over programming with our programming team. I started to set this up with Chris before I went on holiday, but maybe we can do this in Jan. so that we set up the next year for success and everyone is on the same page.

WASHINGTON DC METROPOLITAN

Jennifer Farris & Elle Pechiney, delegates

chartered November 6, 1992

No reports submitted for January & November Board Meetings

ADDENDA

MOTION TO APPROVE MINUTES

Date: April 24, 2022

Motion Number: 1

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

Motion seconded by: _____

VOTE COUNT: STATUS OF MOTION:
YEA: 0 NAY: 0 ABSTENTION: 0 Carried: Defeated:

MOTION TO ADJOURN

Date: November 12, 2022

Motion Number: 3

I, Lanee Burns, move to appoint Valerie Coleman to the position of Director Equity/Inclusion & Diversity to complete Deaderia Morris-Bowman's term.

Motion seconded by: _____

VOTE COUNT: STATUS OF MOTION:
YEA: 0 NAY: 0 ABSTENTION: 0 Carried: Defeated:

MOTION TO ADJOURN

Date: November 12, 2022

Motion Number: 4

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

Motion seconded by: _____

VOTE COUNT: STATUS OF MOTION:
YEA: 0 NAY: 0 ABSTENTION: 0 Carried: Defeated:

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 stationery 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.

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 2024 NEWH Leadership Conference. Awardees must be able to attend presentation.

Nomination Information:

Deadline: November 1, 2023

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 a minimum of three (3) letters of references from NEWH members in good standing endorsing the nomination, and two (2) other references from Hospitality Industry professionals.
- Nominee must have excellent leadership skills.
- Nominee must have contributed to mentoring at least two (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 2023 – Nominations open
- October 31 – Deadline for candidates to submit nomination packet
- November/December – Jury meets
- January 15, 2024 – Fellow recipients informed
- Fellow recipients recognized at the NEWH Leadership Conference in Spring of 2024

Nomination Information:

Deadline: October 31, 2023

Nominations will open July 1, 2023. Nomination form and description can be found at www.newh.org – About Us – Awards

TOPID AWARD

What is TOPID?

RECOGNIZING DESIGN FIRMS FOR SUPPORT AND LEADERSHIP IN THE HOSPITALITY INDUSTRY – The TopID award is a prestigious honor determined by NEWH chapter and regional boards to recognize design excellence and promote design firms engaged in supporting NEWH and its mission of scholarship and education. A firm's custom 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 for their design, engagement, and generous support of their local hospitality industry, 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. 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)
- Update: Minimum of 3 custom hospitality projects* completed by local firm within the 30-month period prior to nomination (January 1, 20-- to June 30, 20--) with 150-word written narrative describing the projects’ unique design elements/attributes that make the project distinct in the industry today (*custom projects are non-program work where designs are not pre-determined by a brand)
- NEW CRITERIA: To qualify as a TopID nominee, the firm must provide one photograph per project with nomination submission (total of 3 photos/1 per project submission) that best depicts the narrative provided as noted above. Projects submitted with the nomination must be professionally photographed (minimum 300 dpi resolution jpeg or tif file format) (*Chapter/Regional boards will be required to acquire the images from the nominated firms for use during judging process – the 3 images will be required to be sent in with your chapter/regional group’s final 3 TopID recipients to NEWH, Inc.)
- Firm must have an accessible website

NEWH JOYCE JOHNSON AWARD

Description of Award/Qualifications:

The NEWH Joyce Johnson Award of Excellence will be given to an NEWH member, at the chapter level, 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!

General Resources

- 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

Board Meeting Resources

- 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

Board Training

- Board Orientation/Training for Full Board
- Chapter Board Member Job Descriptions
- Quickbooks Seminar
- Smart Goals
- Training PowerPoints for each Board Position

Financial Support

- Budget Calculator
- Check Request
- Contracts
- Event Invoice
- Tax Exempt Explanation
- Travel Reimbursement

Marketing

- 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

Membership

- Types of Membership
- Member Interest Survey
- Membership Director Information
- Membership Drive
- New Member Welcome
- Renewal Reminder

Nominations

Chapter Nomination Timeline
Chapter/Region Job Descriptions
Chapter Board Organization Chart
NEWH, Inc. Board of Directors

Programming/Fundraising

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

Regional Groups

Establishment of a Regional Group
Regional Group Application
Regional Group Manual

Scholarship & Education

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

Awards

NEWH Pinnacle Award (formerly known as Recognition of Excellence Award)
NEWH College of Fellows
TopID Awards
NEWH Joyce Johnson Award

NEWH, Inc. Policies & Procedures

Liquor Policy
Event Refund/Cancellation Policy
NEWH, Inc. By-laws

NEWH, Inc. Regional Tradeshows

Tradeshow Policies
Timeline

NEWH, Inc. Board

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

NEWH By-laws
Travel Reimbursement

Board Reports / Minutes / Etc.

International Board of Directors Meeting Packets

Member Logos



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:

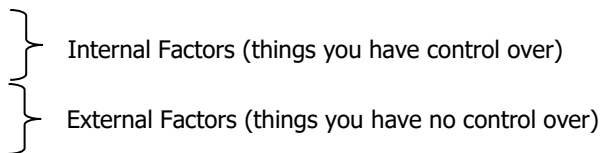
Conduct a SWOT analysis with your board – this is helpful to refer to throughout the year, as well as when conducting strategic planning in future years to gauge how your chapter addressed weaknesses, opportunities, etc.

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 9/10 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

<p style="color: red; margin: 0;">Strengths</p> <ul style="list-style-type: none"> • • 	<p style="color: red; margin: 0;">Weaknesses</p> <ul style="list-style-type: none"> • •
<p style="color: red; margin: 0;">Opportunities</p> <ul style="list-style-type: none"> • • 	<p style="color: red; margin: 0;">Threats</p> <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

2023 CALENDAR

JANUARY 2023

1-Jan	<i>New Years Day</i>	19-23 Jan	Maison & Objet
2-Jan	<i>Bank Holiday (United Kingdom)</i>	20-Jan	Leadership Lessons/NEWH EC
6-Jan	NEWH Executive Committee Zoom Call	20-29 Jan	DesignTO
6-Jan	<i>Epiphany (Italy)</i>	22-25 Jan	January Furniture Show
10-13 Jan	Heimtextil	22-23 Jan	ALIS Law
16-Jan	<i>Martin Luther King Day (United States)</i>	23-25 Jan	ALIS
12-Jan	NEWH, Board of Directors Zoom Call	24-Jan	Hospitality Design CitySCENE
12-15 Jan	Domotex Hanover	Jan 29-Feb 2	Las Vegas Winter Market
18-Jan	Chapter Leadership Lessons with Trudy	Jan 31-Feb 2	The International SURFACE Event (live & Virtual)
18-22 Jan	Paris Deco Off	Jan 31-Feb 2	Kitchen & Bath Show NKBA KBIS
19-22 Jan	IDS Toronto		

FEBRUARY 2023

1-3 Feb	BD Winter Forum	17-Feb	Leadership Lessons/NEWH EC
1-3 Feb	The NAFEM Show	18-Feb	<i>Lailat al Miraj</i>
3-Feb	NEWH Executive Committee Zoom Call	19-Feb	<i>Lailat al Bara'ah</i>
6-9 Feb	Riva del Garda Fierecongressi	20-Feb	<i>President's Day (United States)</i>
7-9 Feb	Surface Design Show	20-Feb	<i>Family Day (Canada)</i>
6-12 Feb	Stockholm Design Week	23-Feb	NEWH Regional Tradeshow / Los Angeles
14-Feb	<i>Valentine's Day</i>		

MARCH 2023

1-3 Mar	HI Design MEA	12-Mar	Hospitality Design CitySCENE
3-Mar	NEWH Executive Committee Zoom Call	21-23 Mar	Hunter Hotel Investment Conference
7-Mar	<i>Purim</i>	22-Mar	<i>Hindi New Year</i>
8-10 Mar	HD Summit	22-23 Mar	Hawai'i Hotel & Restaurant Show
12-Mar	<i>Daylight Savings Time in US and Canada</i>	22-23 Mar	Architect@work
14-15 Mar	Independent Hotel Show	23-Mar	<i>Ramadan</i>
17-Mar	Leadership Lessons/NEWH EC	23-27 Mar	All Aboard Design
17-Mar	<i>St. Patricks Day</i>	24-Mar	Hotel Designs MEET UP - London
19-Mar	<i>Mother's Day (United Kingdom)</i>	26-Mar	<i>Daylight Savings Time in EU & UK</i>
19-21 Mar	HEALTHTAC East Live Connect	29 Mar-2 Apr	PAD Paris

APRIL 2023

4-7 Apr	AAHOA 2023 Convention & Tradeshow	18-Apr	<i>Laylat al Qadr</i>
5-13 Apr	<i>Passover</i>	18-21 Apr	Coverings
6-Apr	<i>Good Friday</i>	18-23 Apr	Salone Del Mobile
7-10 Apr	<i>Easter Weekend (United Kingdom)</i>	19-Apr	Chapter Leadership Lessons with Trudy
9-Apr	<i>Easter</i>	20-23 Apr	97th Annual Hotel Ezra Cornell
10-Apr	<i>Easter Monday (Canada, France, Italy)</i>	21-Apr	Leadership Lessons/NEWH EC
12-Apr	Hospitality Design CitySCENE	24-27 Apr	Furniture Show - Birmingham
14-Apr	NEWH Executive Committee Zoom Call	25-Apr	<i>Liberation Day (Italy)</i>
15-18 Apr	Environments For Aging	25 Apr-6 May	Boston Design Week
16-19 Apr	ARDA Spring Conference 2023	27-Apr	<i>Eid-al-Fitr (end of Ramadan)</i>

MAY 2023

TBD May	Hotel Designs MEET UP North	18-May	<i>Acension Day (France)</i>
1-May	NEWH, Inc, Board of Directors Meeting	18-20 May	The Hotel Show Africa
1-May	<i>Labor Day (France, Italy)</i>	18-25 May	NYCxDESIGN
1-May	<i>Bank Holiday (United Kingdom)</i>	19-May	Leadership Lessons/NEWH EC
2-4 May	HD Expo + Conference	20-23 May	National Restaurant Association Show
3-7 May	DesignMarch	21-23 May	ICCF

4-May	Guest / Lab	22-May	Victoria Day (Canada)
6-May	Bank Holiday (United Kingdom)	22-24 May	BD Match
7-10 May	HotelPoint	23-24 May	CHRIS
7-10 May	RestaurantPoint west	23-25 May	Clerkenwell Design Week
8-May	Victory in Europe Day (France)	23-25 May	The Hotel Show Dubai
8-17 May	Berlin Design Week	23-25 May	HOLA
11-14 May	BOND Leading 5-Star Hotel Designers	23-27 May	RHS Chelsea Flower Show
11-14 May	BOND- Latin America's Leading Hotel Designers	28-May	Mother's Day (France)
12-May	NEWH Executive Committee Zoom Call	28-30 May	Saudi Entertainment & Amusement
14-May	Mother's Day (S, Canada, & Italy)	29-May	Memorial Day (United States)
15-17 May	International Hospitality Investment Forum	29-May	Whit Monday (France)
16-18 May	ULI Spring	29-May	Spring Bank Holiday (United Kingdom)

JUNE 2023

2-Jun	NEWH Executive Committee Zoom Call	16-Jun	Leadership Lessons/NEWH EC
2-Jun	Republic Day (Italy)	19-Jun	Juneteenth (United States)
4-6 Jun	NYU Hospitality Investment Conference	19-22 Jun	Hotec Design
6-Jun	HD Awards	21-Jun	Hospitality Design CitySCENE
6-7 Jun	Cruise Ship Interiors Expo America	24-28 Jun	HITEC Charlotte
7-9 Jun	3daysofdesign	26-Jun	Interior Design & Architecture Summit
7-9 Jun	HI Design Europe	26-29 Jun	HITEC North America
7-10 Jun	AIA Conference on Architecture	27-Jun	Hotel Designs Int. Design & Arch. Summit
8-11 Jun	Design Shanghai	28 Jun-8 Jul	NEW DESIGNERS
12-14 Jun	NeoCon	28-Jun	Waqf al Arafah - Haji
12-15 Jun	Hotec Operations	29-Jun	Eid al-Adha
15-18 Jun	Art Basel	30-Jun	BCFA Summer Barbeque

JULY 2023

1-Jul	Canada Day	19-Jul	Chapter Leadership Lessons with Trudy
4-Jul	Independence Day (United States)	19-Jul	Hijra - Islamic New Year
7-Jul	NEWH Executive Committee Zoom Call	21-Jul	Leadership Lessons/NEWH EC
7-Jul	BCFA Summer Barbeque	23-25 Jul	Manchester Furniture Show
13-15 Jun	retailX	28-Jul	Day of Ashura
14-Jul	Bastille Day (France)	Jul 30-Aug 3	Las Vegas Summer Market
17-19 Jul	BD Summer Forum		

AUGUST 2023

4-Aug	NEWH Executive Committee Zoom Call	15-Aug	Feast of Assumption (France & Italy)
6-8 Aug	Western Foodservice & Hospitality	18-Aug	Leadership Lessons/NEWH EC
7-Aug	BC Day (Canada)	28-Aug	Summer Bank Holiday (United Kingdom)

SEPTEMBER 2023

4-Sep	Labor Day (Canada & United States)	19-21 Sep	Best Western Annual Convention
7-Sep	NEWH Regional Tradeshow / Bethesda	20-23 Sep	Design London
7-11 Sep	Maison & Objet	21-23 Sep	Sustainable Design China Summit
7-11 Sep	Paris Design Week	21-24 Sep	London Design Fair
8-Sep	NEWH Executive Committee Zoom Call	21-24 Sep	IDS Vancouver
10-12 Sep	The Hotel Show - Saudi Arabia	21-24 Sep	Arc Interiors
11-Sep	September 11th (United States)	22-Sep	Leadership Lessons/NEWH EC
11-13 Sep	BD Fall Forum	24-25 Sep	Yom Kippur
15-17 Sep	Rosh Hashanah	25-26 Sep	Hotel Summit
16-24 Sep	London Design Festival	25-29 Sep	Cersaie Ceramic& Surfaces
18-21 Sep	Lodging Conference	26-29 Sep	Marmo+Mac Stone & Design

OCTOBER 2023

Oct TBD	PAD London, 20th Century Design	10-Oct	Indigenous Peoples Day (United States)
Oct TBD	Frieze Art Fair	12-15 Oct	BOND- EMEA's Leading Five Star Hotel Designers
4-Oct	Hospitality Design CitySCENE	13-17 Nov	Host Milano
5-Oct	NEWH Regional Tradeshow / Minneapolis	16-17 Oct	Independent Hotel Show
6-Oct	NEWH Executive Committee Zoom Call	18-Oct	Chapter Leadership Lessons with Trudy
8-11 Oct	Decorex	19-Oct	NEWH Regional Tradeshow / Dallas
9-Oct	Thanksgiving (Canada)	20-Oct	Leadership Lessons/NEWH EC
9-Oct	Milad un Nabi	25-26 Oct	Hospitality Design NextGen Forum
10-11 Oct	ITHIC - Italian Hospitality Investment Conf.	29-Oct	end of Daylight Savings Time in UK & EU

NOVEMBER 2023

Nov TBD	Hotel Designs Brit Awards	11-Nov	NEWH, Inc. Board of Directors Meeting
Nov TBD	BCFA Annual Luncheon	12-Nov	NEWH, Inc. Executive Committee Wrap-up
Nov TBD	HIX (Hotel Interiors Experience)	12-Nov	Diwali
1-Nov	All Saint's Day (France & Italy)	12-13 Nov	BD ny / HX the Hotel Experience
3-Nov	NEWH Executive Committee Zoom Call	13-Nov	Gold Key Awards
5-Nov	End-Daylight Savings Time in US & Canada	17-Nov	Leadership Lessons/NEWH EC
10-Nov	Platinum Circle Awards	17-18 Nov	HIX (Hotel Interiors Experience)
11-Nov	Veterans' Day / Armistice Day	23-Nov	Thanksgiving (United States)
11-Nov	NEWH, Inc. Executive Committee Wrap-up		

DECEMBER 2023

Dec TBD	Cruise Ship Interiors Expo	15-Dec	Leadership Lessons/NEWH EC
1-Dec	NEWH Executive Committee Zoom Call	25-Dec	Christmas Day
8-Dec	Feast of the Immaculate Conception (Italy)	26-Dec	Boxing Day (United Kingdom)
7-15 Dec	Chanukah	27-Dec	Christmas Holiday (United Kingdom)
12-Dec	Hospitality Design CitySCENE	31-Dec	New Year's Eve

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: November 12, 2022

Motion Number:

I, _____

Motion seconded by: _____

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

Notes on discussion: