



**GOVERNING BOARD
PACKET**

18 JANUARY 2024

**ZOOM EVENT
YOUR FAVORITE ROOM**

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

THURSDAY, JANUARY 18, 2024, **10:30 AM – 1:30 PM EST**

9:30AM–12:30PM CST 8:30AM–11:30AM MST 7:30AM – 10:30AM PST 3:30PM–6:30PM GMT 4:30PM–7:30PM CET

Executive Committee	Sandy Banks Jennifer Wellman Kevin Swartz Brittany Spinner	Dallas Bentley Laneé Burns Deidre Schwartz	Valerie Coleman Helen Reed Jonathan Young	Tara Witt Christine Tucker Cynthia Guthrie	Gwendoline Theodet Enrico Cleva Shelia Lohmiller	Jena Seibel Susan Huntington Trudy Craven
Board of Directors	Lori Firpo Jocelyn Nevels	Wanda Luna Brittany Johnson	Shana McCullough-Downing Teri Urovsky	Leonardo Luciano Todd Fuller	CP Ambassadors Angie Law Emily Mueller	Kelly Ponder Adam Tooter
Chairs	Stacy Garcia Natasha Ashar Rachel Berkin David Shove-Brown	Stacy Elliston Stephanie Deshaies Mike Webb Crystal McCain	Natalie Sheedy Helen Reed Jillian Van Dresser	Brand Ambassadors Barry Sullivan Tara Chung	Kavitha Iyer My Nguyen Alvaro Montoya	Media Ambassadors Stacy Rauen Keisha Byrd Simmy
House of Delegates	Luis Araujo Elizabeth Banks Kristy Bohne Sara Brookshire Claire Callis Jolie Cawelti	Jeannette Chacon Enrico Cleva Kim Faith Todd Fuller Annah Gamradt April Geter	Casie Idle Levar Jackson Marit Jensen Angie Law Wanda Luna	Courtney MacLean Micelle Madison Genevieve Mansfield Celine Marcotte Demi Melissinou	Ashley Mitchell Sara Nelson Elle Pechiney Stella Pena Chris Schafer	Deidre Schwartz Brittany Spinner Haley Taylor Gwendoline Theodet Danielle Vassallo

- CALL TO ORDER (5 MINUTES)
- ESTABLISHMENT OF QUORUM / MOTION TO ACCEPT MINUTES (2 MIN)
- PRESIDENT’S WELCOME (5 MINUTES)
- MOTION TO APPOINT NEW BOARD MEMBERS
- ANNOUNCEMENT OF CHAIR APPOINTMENTS
- FINANCIAL REPORT / MOTION TO APPROVE 2024 BUDGET (2 MIN)
- BOARD RESPONSIBILITIES/EXPECTATIONS /TRAVEL/WEB REVIEW (15 MIN)

- SCHOLARSHIP (2 MIN)
- EID (2 MIN)
- EDUCATION (2 MIN)
- DESIGNLINQ (15 MIN)
- REGIONAL TRADESHOWS (2 MIN)
- COMMUNICATIONS/SOCIAL MEDIA (2 MIN)
- INTERNATIONAL REPORT (3 MIN)
 - UNITED KINGDOM/PARIS/MILANO
 - CANADA
- MEMBERSHIP (2 MIN)
- LEADERSHIP CONFERENCE (2 MIN)
- BOARD TRAINING/STRATEGIC PLANNING/NEXT STEPS (2 MIN)
- BREAK (15 MIN)
- BREAKOUT GROUPS – 45 MINUTES
 - PRESIDENTS/PAST PRESIDENT/EXECUTIVE ADVISOR/STEERING CHAIR & PAST
 - EDUCATION/MENTORING/GREEN VOICE /EDONLINE/SCHOLARSHIP
 - MEMBERSHIP/EID/TOPID/STUDENT RELATIONS/HOSPITALITY
 - SECRETARY/FINANCE/FUNDRAISING/PROGRAMMING
 - EVENTS/CONFERENCES/BRADED/COMMUNICATIONS/DESIGNLINQ
- BREAKOUT GROUP RECAP – 30 MINUTES
 - PRESIDENTS/PAST PRESIDENT/EXECUTIVE ADVISOR/STEERING CHAIR & PAST
 - EDUCATION/MENTORING/GREEN VOICE /EDONLINE/SCHOLARSHIP
 - MEMBERSHIP/EID/TOPID/STUDENT RELATIONS/HOSPITALITY
 - SECRETARY/FINANCE/FUNDRAISING/PROGRAMMING
 - EVENTS/CONFERENCES/BRADED/COMMUNICATIONS/DESIGNLINQ
- NEW BUSINESS
 - 2024 COLLEGE OF FELLOWS
- OLD BUSINESS
- MOTION TO ADJOURN

- SANDY BANKS
- JENNIFER WELLMAN
- SANDY BANKS
- CHRIS TUCKER

- KEVIN SWART / SUSAN HUNTINGTON
- SANDY BANKS/CHRIS TUCKER/SUSAN HUNTINGTON/DIANE FEDERWITZ
- BRITTANY SPINNER
- VALERIE COLEMAN
- DALLAS BENTLEY
- NATALIE SHEEDY
- JENA SEIBEL
- HELEN REED

- JONATHAN YOUNG
- TARA WITT
- LANEE BURNS
- SHANA MCCULLOUGH-DOWNING
- JENA SEIBEL / TRUDY CRAVEN

- CHRIS TUCKER/SANDY BANKS
- DALLAS BENTLEY/BRITTANY SPINNER
- LANEE BURNS/VALERIE COLEMAN
- JEN WELLMAN/KEVIN SWART
- DEIDRE SCHWARTZ/HELEN REED

- CHRIS TUCKER/SANDY BANKS
- DALLAS BENTLEY/BRITTANY SPINNER
- LANEE BURNS/VALERIE COLEMAN
- JEN WELLMAN/KEVIN SWART
- DEIDRE SCHWARTZ/HELEN REED

- HELEN REED

NEWH, INC. GOVERNING BOARD MEETING MINUTES
Saturday, November 11, 2023
In-Person & Virtual Zoom Meeting

Executive Committee	Christine Tucker Sandy Banks Fernando Diaz	Jennifer Wellman Deidre Schwartz Lanée Burns	Helen Reed Tara Witt Jonathan Young	Cynthia Guthrie	EC Guests Gwendoline Theodet Enrico Cleva	Strategic Advisors Trudy Craven
Board of Directors	Brittany Spinner Dallas Bentley	Natasha Ashar Brittany Johnson	Valerie Coleman	Shana McCullough-Downing	Todd Fuller Teri Urovsky	CP Ambassadors Emily Mueller Adam Tooter
Chairs	Stacy Garcia Allie Bruski	Rachel Berkin Crystal McCain	Stephanie Deshaies Stacy Elliston			
House of Delegates	Adelita Rosenberg Megan May Penny Shelton Amelia Hoover	Courtney Herzog Kris Hanson Jonathan Kaler Mark Cunningham	Erica Puccio Christina Fluegel Stephanie Thompson	Jamie Hysell Kelly Knowles Kyla Chambers	Melissa Petersen Eric Zaklit Teryl Nielsen	Kevin Swart Julie Unger Sadie Coulter
Chapter Presidents	Wanda Luna Levar Jackson	Kim Faith Denise Ganson	Demi Melissinou	Steering Chairs	Crystal McCain Will Michael	Rebecca Bertrand
NEWH Inc. Staff	Shelia Lohmiller Jena Seibel	Susan Huntington Hillary Eggebrecht	Kate Nesbitt Erika Swansen			
Guests	Rachel Long Mizuki Davis	Jessica Casiano Matt DeShantz	Sheri Black Michael Sautner	Deaderia Morris-Brown	Lori Firpo	
Not in Attendance	Trisha Poole Leslie Anderson Natalie Sheedy	Jillian Van Dresser Rittner Hufford Athena Slejko	Liz Wilhite Elizabeth Banks Tom Connor	Kortney Edge Sarah Churchill Rashana Zaklit	Gabe Rodriguez Magan Scuteri Chris Shafer	Manuela Kennedy Libby Bull

The meeting was called to order by President, Christine Tucker at 1:10 pm ET. Roll call taken and a quorum was established.

Welcome – Kevin Gaffney

Discussion- Kevin Gaffney

- Thank you for attending BDNY
- Housekeeping including registration and badges

MOTION TO APPROVE MINUTES

Date: 11-11-23

Motion Number: 1

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

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

PRESIDENT’S WELCOME – CHRISTINE TUCKER

Discussion-Christine Tucker: President’s Welcome

- Special thank you to the executive committee
- CEO position is being transferred, but delayed
- Housekeeping
- Manfred Steinfeld Humanitarian Award announcement

FINANCIAL REPORT- SANDY BANKS

Discussion- Sandy Banks:

- NEWH is doing well.
- Over 8 million dollars in scholarships given.
- Chapters encouraged to work on calendars and sponsorship menus.

SCHOLARSHIP – JENNIFER WELLMAN / BRITTANY SPINNER

Discussion-Jennifer Wellman:

- Main goal for 2023 was to establish a scholarship committee, and we have done that.

Discussion- Brittany Spinner:

- Chapters are realizing that giving fewer scholarships with a higher dollar amount tend to stay with NEWH.
- Scholarships with higher dollar amounts and a mentorship opportunity tend to stay engaged in the chapters as well.
- Outreach does take a lot of time and dedication for board members
- Some chapters have strong institutional knowledge, and some do not
- We need more engagement for hospitality management and culinary students.
- We tend to lose students between 1-2 years after graduation.

- Looking for more mentorship opportunities.
- Need to start identifying professors to inform students about NEWH rather than email blasts.
- Looking for ways to engage alumni.
- May be some barriers to entry within scholarship applications that we are not aware of.
- Schools are focusing on commercial and residential instead of hospitality careers.
- Created a set of 4 actions to accomplish goals for the new year: broaden outreach, reach out to students for knowledge sharing, connect more of our scholarship winners with resources, revisit business on the Inc. level.
- Application guides for students.

EID- LANÉE BURNS/ VALERIE COLEMAN

Discussion-Lanéé Burns:

- EID panel about ADA experience vs ADA compliance
- Session at the HD event was recorded and the session tomorrow will be recorded.

Discussion- Valorie Colman:

- EID dialogue sessions- successful at HD Vegas show.
- Chicago chapter panel discussion on EID.
- Atlanta chapter held scholarship round table event on EID with professors.
- Washington DC chapter held an event on acronyms including EID.
- UK chapter held an EID acronyms event.
- Miami/South Florida chapter has created social media posts around Hispanic heritage month with featured local stories.
- Remember to include EID director in welcomes in events.

EDUCATION- DEIDRE SCHWARTZ/ DALLAS BENTLEY

Discussion – Deidre Schwartz:

- We lost one sponsor for BrandEd, but got two more.
- No change in sponsorship for GreenVoice.
- We are always looking for education committees.

Discussion- Dallas Bentley

- EdOnline has been up and running for 1.5-2 years so far.
- Brainstorming hospitality 101 videos.
- Visual glossary for website for basic key concepts for vendors and designers.
- Videotaping of sessions.

Discussion- Rachel Berkin

- Monthly meetings with GreenVoice committees.
- 1 GreenVoice event a year- clean-ups, panels, etc.
- 2 sessions at BDNY this year (biophilic and wellness) that correlate to scholarship projects from last year.
- Sessions coming up at leadership and HD Expo.
- Need help on the scholarship side with GreenVoice prompt- open to any feedback. Less schools are applying.
- Adaptive reuse is next year's prompt.

Discussion: Teri

- 6 sponsors dedicated to BrandEd this year.
- Have completed 5 BrandEds this year including with a cruise line.
- Last event is next week with IHG in Minneapolis.
- Thank you to brand chairs.
- First international BrandEd this year was in Paris.
- At BDNY this year there are 3 BrandEd events.
- 2 BrandEds at Leadership.
- Feedback after sessions for improvement has been helpful.

REGIONAL TRADE SHOWS– JENA SEIBEL

Discussion-Jena Seibel:

- We have booked 4 of the 5 trade shows for 2024 including, Orlando, Denver, Atlanta, and LA. We are currently working on booking a 5th one in Seattle.
- Product Showcase will not be held this year, instead Power Talks live- 1 on 1 event- will be held. We are pretty much sold on table sponsors.

COMMUNICATIONS AND SOCIAL MEDIA- HELEN REED

Discussion- Helen Reed:

- Close to 18000 followers on our social media platforms, LinkedIn, IG, and Facebook.
- Mission, scholarship information, and chapters information shared.
- November 28th, giving Tuesday, international fundraising for nonprofits. Share posts for fundraising.

- Thank you for chapter videos for Leadership conference.
- Start to announce sessions and events for Leadership soon.
- Will be setting up a committee specifically for Leadership.
- Tag NEWH if your chapter would like something reposted. Can also DM or email to repost.
- 98% did not want texting for communication efforts, so we will not be continuing with that.

Discussion- Todd Fuller

- Very expensive for texting as a form of communication as well.
- Next call will be on the first Tuesday in December.
- 2024 schedule for the first 6 months with topics is prepared for calls. Anyone on the board can join.
- Templates were made for chapters to use for announcements.

INTERNATIONAL REPORT

Discussion- Tara Witt (Canada):

- Vancouver has a very involved membership and successful events. They just had a golf event for fundraising.
- A lot of new board members in Toronto.
- Goals for 2024 in Toronto: re engage membership
- Toy drive coming up in 2 weeks in Toronto
- Generational trends and sustainability survey and results presentation.

Discussion- Kevin Schwartz (United Kingdom):

- Membership has plateaued.
- Board training was a month ago and went well.
- Scholarship has had its challenges, and we are constantly seeking new ideas.
- Our events have been very good this year. One of our past members is involved in EID.
- Hotel tours have been amazing. Two new hotels have opened. Hotel tours have been our largest and quickest sell out.
- Have introduced an event for artists and designers to join us with an online option.
- We have awarded 3 scholarships this year.
- The management side of things has been a challenge and is what we plan on looking at next.
- 3 BrandEd sponsors in Europe and looking to gain 2 more sponsors.

Discussion: Gwendoline Theodet (Paris):

- 2023 has been a good year for Paris. Very committed board members.
- We have done lots of small events with a limited number of people.
- We have done lots of hotel tours.
- BrandEd in Paris was the highlight of 2023 for the Paris chapter.

Discussion: Enrico Cleva (Milano):

- We have over 100 members. 23 are students.
- We work with 3 major universities.
- We have 5 educators in our chapter.
- Paris gave the first scholarship last March to 5 students. This was a great success.
- Our last 3 events were completely sold out.
- All of Paris's events are paid, and this is starting a trend.
- Over 1,000 followers on LinkedIn.

MEMBERSHIP- NATASHA GOMEZ

Discussion-Natasha Gomez:

- The goals for the next couple of months are to get a membership committee in place, focus on the research and development side- generational gap, attracting new members.
- 10.8% mark for new and returning members- goal to get to the 12% mark for renewals of membership.
- Our goal last year was a 2-4% increase in membership, and right now we are at 4.5%.
- The international chapters brought in a lot of new membership.
- We are lacking in renewals. Exit interview idea.
- Membership podcasts to engage people in the industry to keep members.

LEADERSHIP CONFERENCE- SHANNA

Discussion- Shanna:

- February 15th-17th we are in Nashville.
- The Leadership Conference is open to everyone- both members and non-members. Prices go up starting December 1st, so make sure to register.
- Plan to stay a little bit longer. We have activities planned for Sunday and Saturday evening.

TOP ID- STACEY ELLISON

Discussion- Stacey Ellison:

- This year we had 118 different firms throughout all of the different chapters submitted.
- Congrats to Atlanta for the number of submissions.

BOARD TRAINING/ STRATEGIC PLANNING/ NEXT STEPS- ERIKA SWANSEN

Discussion- Erika Swansen

- Every 4 years, every chapter has to do either board training or strategic planning.
- Emails will be sent out to chapters soon if they are due for either board training or strategic planning in 2024.
- Board training is an in-person 7 hour training. Strategic planning focuses on the NEWH mission, communication skills, limiting annual goals to something achievable, etc.

REPORT ON BREAKOUT SESSIONS

Break-Out Session Overview:

Reports:

Scholarship- Brittany Spinner:

- Difficulty reading the digital format of the scholarship.
- The Atlanta chapter had a really great event- a round table with college professors including a collection of feedback from them. Questions asked at the event included questions about communication practices.
- An idea was to assign scholarship winners to somebody on the local board that awarded the scholarship to lead them through the industry.
- If there are a lot of students that want to come to the events, reach out to reps to donate to a student for tickets.

Education, Continuing Education, Green Voice education, EDonline -Ally and Stacey:

- The GreenVoice committee is a great representation across the industry. One of the suggestions was to waive the fee for students on the board for GreenVoice as the dues can sometimes be limiting.
- Linking EID with GreenVoice.
- Importance of framing sustainability topics.
- Corporate liability with sustainability.
- How to deliver content with EdOnline. Possibly in conjunction with the tradeshow or recording.
- Need more EdOnline content- need more specific to hospitality and more engaging.
- Ted Talk style presentations- brainstorming topics.
- Martha's Mentorship Program- formal program, 10 month program, matching mentors and mentees, the first 2 months there are 2 sessions a month, the last 8 months they meet once a month, training will be done for both mentors and mentees. Mentees are expected to volunteer for 10 hours as a way to give back to NEWH. 10 pairs to start in the United States only with the goal of moving the program internationally in the future. The program is not limited to young people, but rather people who are new in their role.

Membership/ EID- Melissa and Jessica:

- Ask annual partners to help recruit new members. Trying to reach out to junior members.
- New York chapters are raffling off memberships which has been successful.
- Honorary memberships.
- Two year or longer membership renewal or automatic renewals.
- Change the renewal process to be done by Apple pay.
- Bringing awareness to EID and having more EID representation in all of the chapters.
- EID focused event to educate and promote awareness of EID.
- EID extensions to your existing events to promote awareness.

Finance- Sandy Banks and Brittany Spinner:

- Quarterly calls to address fundraising have been started. The first one addressed resources in fundraising, the second one was planning of events, and the last one was sponsorship and planning.
- Next year there will be more calls- the first one will probably be events and ideas, the second one will be resources with a marketing aspect.
- How can we best not compete with each other in timing and topic?
- Master schedule that includes chapter events only.
- Help from the Inc. office to prevent overlapping events.
- There should be strategic planning related to finance- scholarships and fundraising.
- Every chapter is excited to announce Top ID with a big event- usually requires fundraising and a lot of big events happening at the same time. This is something we want to pay attention to as chapters as to not step on each others toes.

Events- Shanna:

- Social aspect of the conference.
- BrandEd chapter engagement.
- People gave feedback on the conference such as they liked the intimacy of the event and the diversity of the panel.
- BrandEds are free right now- discussed whether or not to pay.

Top ID: Stacey:

- Feedback on new guidelines has been positive.

- Discussion on chapter celebrations of Top ID. Ideas for ways to stay consistent were discussed.

Communications: Todd:

- Make sure to tag NEWH. NEWH Inc. will share content to spread posts.
- Give members instagram handles to tag up to 10 people.
- Leadership conference- need people to provide content during the show.
- 40th anniversary is coming up with a lot of content coming out.
- RSS feed for chapter calendars- all events will show up automatically on your calendar.

Succession Planning- Tara:

- Shadow board training- split responsibilities when you have a new person taking over a role.
- Sharing responsibilities amongst executive positions to avoid burnout.
- Ensuring members understand NEWH structure.
- Design firms allow staff to participate on the board.
- Implement transition form when transitioning roles.
- Take advantage of the opportunity to meet in person.
- Start meetings from a positive place.

NEW BUSINESS

New Business

- The NEWH New York chapter is having a fundraising event right after BDNY.
- Fernando Diaz is moving off the board this year. Fernando has been off the board for 10 years.
- Trisha Poole is moving off the executive committee.
- 4 delegates are moving off.

MOTION TO ADJOURN

Date: 11/11/23

Motion Number: 2

I, Christine Tucker, move to adjourn the NEWH, Inc. Board of Directors Meeting at 4:30 ET.

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

PRESIDENT

SANDY BANKS

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.

JANUARY 2024

GOAL 1 STATEMENT

I am so excited to graduate into this position on the Executive Board of Directors and looking forward to getting started. I will stay current with all the actions and planning of our teams. I will prepare for events and agendas for NEWH such as all EC, IBOD and Founder's circle meetings with the help of the CEO, past president and our strategic planner. I will actively participate in Strategic Planning at Milliken and make sure our plans are executed and carried out with intention and alignment with our mission statement. I will communicate with the Inc. staff, VP's and team members, including monthly meetings by zoom or phone when necessary to support goals and their progress and maintain communication with all members of each team.

GOAL 1 MEASURE

We will monitor the Goals set by each discipline and initiative to assure they stay on track or assist in follow through to keep progress

moving forward.

GOAL 1 TIMING

I begin now and end when each goal is met

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

GENERAL COMMENTS

I plan to attend as many newh events and fundraisers as possible. This will help me see how our chapters are functioning.

SECRETARY

JENNIFER WELLMAN

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. To support the organization’s mission and needs.

JANUARY 2024

GOAL 1 STATEMENT

GOAL 1 MEASURE

GOAL 1 TIMING

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

GENERAL COMMENTS

MINUTES, ANNUAL BUDGET AND CHAPTER BUSINESS PLAN – 2023

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	YES	YES		YES	YES
ATLANTA	YES	YES	YES	YES									YES	
CHICAGO	YES	YES	YES				YES	YES	YES				YES	YES
DALLAS	NO MTG	YES	YES	YES	NO MTG	YES	NO MTG	YES					YES	
LAS VEGAS	...	YES	YES	YES	YES	YES							YES	
LOS ANGELES	...	YES	YES	YES	YES								YES	YES
MILANO						YES	YES	YES	YES	YES	YES	YES		
NEW YORK	YES	YES	YES	YES	YES	YES	YES	NO MTG	YES	YES	YES	YES	YES	
NORTH CENTRAL	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES		YES	
NORTHWEST	NO MTG	YES	YES	YES	YES	YES	YES	NO MTG	YES	YES	YES	YES	YES	
PARIS											YES			

ROCKY MOUNTAIN	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO MTG	YES		YES	YES
SAN FRANCISCO BAY	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO MTG	YES	YES		YES	
SOUTH FLORIDA	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES		YES	
SUNSHINE	YES	YES	YES	YES	YES	NO MTG	YES	YES						YES	
TORONTO	YES	YES	YES	YES	YES	YES	YES	YES						YES	YES
UK	YES	YES	YES	YES	YES							YES	YES		
WASHINGTON, DC	YES	YES	YES	YES	YES	YES	YES	NO MTG		YES	YES			YES	
REGIONAL GROUPS (MIN ONCE/QUARTER)															
AC/PHILADELPHIA	NO MTG	YES	NO MTG	NO MTG	NO MTG	YES	NO MTG	NO MTG	NO MTG	YES	NO MTG	NO MTG			
CINCINNATI	NO MTG	YES	NO MTG	YES	NO MTG	YES									
HOUSTON	YES	NO MTG	NO MTG	NO MTG	NO MTG	YES									
MID-SOUTH	NO MTG	NO MTG	YES	NO MTG	YES			YES	YES	YES	YES				
NEW ENGLAND	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES		
NORTH CAROLINA	NO MTG	YES	YES	YES	YES	YES	YES	YES	YES	NO MTG	YES				
ORANGE COUNTY	YES	YES	YES	YES	NO MTG	YES	YES	NO MTG	YES	YES	NO MTG	YES			
PITTSBURGH	YES	YES	NO MTG	YES	YES	YES	NO MTG	NO MTG	YES	YES	YES				
SOUTH CAROLINA															
VANCOUVER	YES	YES	YES	YES	YES	YES	NO MTG	YES	YES	YES	YES	YES	NO MTG		
	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	BUDGET	BUSINESS PLAN	

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 - JAN 1, 2022	BOARD TRAIN FEB 2/8, 2023	VIRTUAL BDT/STP (REQUEST)	OPEN
ATLANTA	OPEN	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN 8-MAR 2024	STRATEGIC PLAN (REQUIRED)
ATLANTIC CITY	VIRTUAL BDT/STP (REQUEST)	OPEN	BOARD TRAIN (REQUIRED)	STRATEGIC PLAN (REQUIRED)
CHICAGO	OPEN	STRATEGIC PLAN MAY 13, 2023	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN (REQUIRED)
CINCINNATI	VIRTUAL BDT/STP (REQUEST)	STRATEGIC PLAN FEB 22, 2023	BOARD TRAIN (REQUIRED)	VIRTUAL BDT/STP (REQUEST)
DALLAS	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN JAN 21, 2023	OPEN	STRATEGIC PLAN (REQUIRED)
HOUSTON	STRATEGIC PLAN (REQUIRED)	BOARD TRAIN JUNE 3, 2023	STRATEGIC PLAN (REQUIRED)	VIRTUAL BDT/STP (REQUEST)
LAS VEGAS	OPEN	STRATEGIC PLAN - FEB 25, 2023	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN (REQUIRED)
LOS ANGELES	VIRTUAL BDT/STP (REQUEST)	OPEN	BOARD TRAIN (REQUIRED)	STRATEGIC PLAN (REQUIRED)
MILAN	VIRTUAL BDT/STP (REQUEST)	BT/STRATEGIC PLAN 16-OCT	OPEN	STRATEGIC PLAN (REQUIRED)
MID-SOUTH	OPEN	STRATEGIC PLAN FEB 11, 2023	BOARD TRAIN (REQUIRED)	VIRTUAL BDT/STP (REQUEST)
NEW YORK	OPEN	STRATEGIC PLAN JUNE 2, 2023	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN (REQUIRED)
NEW ENGLAND	STRATEGIC PLAN (REQUIRED)	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN (REQUIRED)	STRATEGIC PLAN (REQUIRED)
NO/SO CAROLINA	VIRTUAL BDT/STP (REQUEST)	OPEN	BOARD TRAIN (REQUIRED)	STRATEGIC PLAN (REQUIRED)
NORTH CENTRAL	OPEN	BOARD TRAIN FEB 4, 2023	STRATEGIC PLAN 3-FEB 2024	VIRTUAL BDT/STP (REQUEST)
NORTHWEST	OPEN	STRATEGIC PLAN - JAN 22, 2023	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN (REQUIRED)
ORANGE COUNTY	VIRTUAL BDT/STP (REQUEST)	STRATEGIC PLAN - JAN 21, 2023	BOARD TRAIN (REQUIRED)	OPEN
PARIS	VIRTUAL BDT/STP (REQUEST)	BT/STRATEGIC PLAN 11-OCT	OPEN	STRATEGIC PLAN (REQUIRED)
PITTSBURGH	OPEN	BOARD TRAIN MARCH 10, 2023	STRATEGIC PLAN (REQUIRED)	VIRTUAL BDT/STP (REQUEST)
ROCKY MOUNTAIN	BOARD TRAIN APR 2, 2022	STRATEGIC PLAN -DEC 3, 2022	VIRTUAL BDT/STP (REQUEST)	OPEN
SAN FRANCISCO	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN SEPT 10, 2023	STRATEGIC PLAN	OPEN
SOUTH FLORIDA	VIRTUAL BDT/STP (REQUEST)	OPEN	BOARD TRAIN (REQUIRED)	STRATEGIC PLAN (REQUIRED)
SUNSHINE	STRATEGIC PLAN APR 22, 2022	OPEN	BOARD TRAIN (REQUIRED)	VIRTUAL BDT/STP (REQUEST)
TORONTO	OPEN	STRATEGIC PLAN FEB 4, 2023	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN (REQUIRED)

UNITED KINGDOM	STRATEGIC PLAN OCT 7, 2023	BT/STRATEGIC PLAN 7-OCT	OPEN	VIRTUAL BDT/STP (REQUEST)
VANCOUVER	VIRTUAL BDT/STP (REQUEST)	BOARD TRAIN DEC 3, 2023	OPEN	STRATEGIC PLAN (REQUIRED)
WASHINGTON DC	OPEN	BOARD TRAIN MARCH 11, 2023	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	

Those marked "upon request" may incur charges for extra training.

VP/FINANCE

KEVIN SWART

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. To support the organization's mission and needs.

JANUARY 2024

GOAL 1 STATEMENT

GOAL 2 MEASURE

GOAL 1 MEASURE

GOAL 2 TIMING

GOAL 1 TIMING

GOAL 2 MAJOR MILESTONES

GOAL 1 MAJOR MILESTONES

GENERAL COMMENT

GOAL 2 STATEMENT

BANK BALANCES	
ACCOUNT BALANCES AS OF 09/30/2023	
GENERAL	\$ 256,631.51
SCHOLARSHIP	195,815.66
CLIFF TUTTLE SCHOLARSHIP	8,023.90
MONEY MARKET (CASH RESERVE FUND)	401,830.60
LONG TERM RESERVE ACCOUNT	312,208.07.22
CHECKING RESERVE ACCOUNT	25,254.44
CD	100,000.00
NEWH, INC. ACCT IN CANADA (10/30/20)	CAD 7,018.52
NEWH CANADA, INC.	CAD 160,935.45
NEWH CANADA, INC. SCHOLARSHIP	CAD 10,157.56
NEWH, INC. ACCT. IN LONDON	GBP 19,995.56

CHAPTERS	UPDATED SIGNATURE CARDS 2023	REGIONAL TRADESHOW MONIES TRANSFERRED TO SCHOLARSHIP ACCT IN 2023	FUNDRAISING/ DONATION/INTERES T MONIES TRANSFERRED TO SCHOLARSHIP ACCT IN 2023	CHECKING BAL	DATE	SCHOLARSHIP BAL	DATE	MUTUAL FUND
Arizona	Yes		13,231.14	47,266.26	12/31/23	40,961.62	12/31/23	
Atlanta	Yes		8,040.34	174,728.08	12/31/23	84,304.19	12/31/23	
Chicago	Yes		30,697.29	224,055.53	12/31/23	104,624.31	12/31/23	
Dallas	Yes	72,759.98	93,932.36	134,058.94	12/31/23	272,872.22	12/31/23	
Las Vegas	Yes		703.55	97,445.88	12/31/23	38,183.44	12/31/23	
Los Angeles Founding	Yes	38,674.60	6,232.53	121,994.67	12/31/23	79,855.17	12/31/23	
Milano								
New York	Yes		23,370.01	234,765.05	12/31/23	91,042.71	12/31/23	
North Central	Yes		5,471.87	98,080.08	12/31/23	32,737.53	12/31/23	
Northwest	Yes		4,480.00	217,150.10	12/31/23	108,963.91	12/31/23	
Paris								
Rocky Mountain	Yes		7,973.89	114,626.45	12/31/23	46,561.75	12/31/23	

San Francisco Bay Area	Yes	28,925.10	97,300.79	12/31/23	190,557.21	12/31/23	
South Florida	Yes	48,719.05	75,413.87	12/31/23	94,960.74	12/31/23	
Sunshine	Yes	25,994.15	171,598.40	12/31/23	152,719.90	12/31/23	
Toronto			30,652.41	1/8/24	21,083.55	1/8/23	28,694.43
United Kingdom			31,632.58	1/8/24	12,509.74	1/8/24	
Washington DC Metro	Yes	67,218.48	37,042.19	196,256.01	12/31/23	239,599.94	12/31/23

REGIONAL GROUPS

Atlantic City			51,519.98	12/31/23	29,663.10	12/31/23	
Cincinnati			25,366.29	12/31/23	4,492.63	12/31/23	
Hawaii			11,929.00	12/31/23	27,474.62	12/31/23	
Houston			12,344.15	12/31/23	66,321.60	12/31/23	
Memphis Mid South			5,599.04	12/31/23	17,045.37	12/31/23	
New England			13,775.90	12/31/23	16,565.19	12/31/23	
North Carolina			10,080.31	12/31/23	8,481.01	12/31/23	
Orange County			14,565.66	12/31/23	55,722.85	12/31/23	
Pittsburgh			11,936.79	12/31/23	4,916.13	12/31/23	
South Carolina			2,861.77	12/31/23	4,394.44	12/31/23	
San Diego					19,529.49	12/31/23	
Vancouver					27,536.15	1/8/24	
Virginia					12,227.86	12/31/23	

2024 PROPOSED BUDGET

			INCOME	EXPENSE
PRESIDENT			-	12,800.00
PRESIDENT ELECT			-	-
PAST PRESIDENT			-	13,890.00
EXECUTIVE ADVISER			-	2,270.00
SECRETARY			-	2,745.00
BOARD TRAINING			-	17,100.00
VICE PRESIDENT FINANCE			-	7,225.00
FUNDRAISING			55,000.00	1,590.00
TRAVEL / DELEGATE			-	7,125.00
VICE PRESIDENT/SCHOLARSHIP			-	-
SCHOLARSHIP				8715.00
BRANDED			22,500.00	25,650.00
CLIFFORD TUTTLE SCHOLARSHIP			6,000.00	6,625.00
ELITE EXPOSITIONS			5,000.00	5,600.00
GREEN VOICE SCHOLARSHIP			15,000.00	18,100.00
HDAC SCHOLARSHIP			10,250.00	10,550.00
ICON SCHOLARSHIP			11,000.00	14,950.00
NEWH LEADERSHIP SCHOLARSHIP			15,000.00	18,050.00
VENDOR SCHOLARSHIP			38,500.00	41,300.00
WOMEN LEADERS IN HOSPITALITY SCHOLARSHIP			5,000.00	6,200.00
VICE PRESIDENT/EDUCATION			-	2,425.00
EDUCATION			-	2,840.00
ED ONLINE			-	3,500.00
GREEN VOICE EDUCATION			35,000.00	6,250.00
MARTHA'S MENTORS				300.00
VICE PRESIDENT/MEMBERSHIP			-	2,875.00
MEMBERSHIP			390,000.00	183,590.00
STUDENT RELATIONS				2,000.00
TOP ID				9,600.00
VICE PRESIDENT/EVENTS			-	4170.00
BRAND PROGRAMS			42,000.00	25,500.00
NEWH CONFERENCES			151,458.00	451,550.00
BRANDED EVENTS			48,000.00	40,650.00
POWERTALKS			11,310.00	33,592.00
VICE PRES/COMMUNICATIONS			-	2675.00

SOCIAL MEDIA	-	8,390.00
DESIGNLINQ		5,250.00
VICE PRESIDENT/EID	-	2,473.62
DIVERSITY	-	5,590.00
ADMINISTRATION	-	1,246,791.56
CORPORATE PARTNER DEVELOPMENT	825,000	61,750.00
FOUNDERS CIRCLE	-	6,500.00
PROGRAMMING/VIRTUAL	-	-
MARKETING	300,000.00	351,750.00
NEWH AWARDS	-	14,825.00
TRADESHOWS/USA	-	33,900.00
TRADESHOWS/REGIONAL	1,181,339.00	898,220.00
NEWH GOVERNING BOARD MTG.	-	20,700.00
PRINTED COLLATERAL	-	13,000.00
WEBSITE	20,000.00	149,750.00
BANK/CREDIT CARD	-	10,500.00
	3,187,357.00	3,821,392.18

2024 CORPORATE PARTNERS	LEVEL	PARTNER SINCE
DURKAN/MOHAWK GROUP HOSPITALITY	BENEFACTOR	1995
FABRICUT CONTRACT/S. HARRIS	BENEFACTOR	2004
MILLIKEN FLOOR COVERING	BENEFACTOR	1996
SIGNATURE	BENEFACTOR	2005
ULSTER	BENEFACTOR	2003
ARTERIORS CONTRACT	PATRON	2013
BERNHARDT HOSPITALITY	PATRON	2012
BRINTONS	PATRON	2010/2016
EMERALD / HOSPITALITY DESIGN – BOUTIQUE DESIGN	PATRON	2001
ENCORE HOSPITALITY CARPET	PATRON	2019
INSTALLATION SERVICES GROUP	PATRON	2010
KB CONTRACT	PATRON	2022
P/KAUFMANN CONTRACT	PATRON	2011
PTY CUSTOM LIGHTING	PATRON	2022
VALLEY FORGE FABRICS	PATRON	2019
AMERICAN ATELIER, INC.	SUPPORTING	2011
AMERICAN LEATHER	SUPPORTING	2008/2023
ARTLINE GROUP	SUPPORTING	2018
ASHLEY LIGHTING, INC.	SUPPORTING	2012
CHAPMAN HOSPITALITY LIGHTING	SUPPORTING	2021
CROSSLEY AXMINSTER	SUPPORTING	2022
CRYPTON + NANOTEX	SUPPORTING	2014
DELTA FAUCET COMPANY	SUPPORTING	2014
DOWN ETC.	SUPPORTING	2019
ELECTRIC MIRROR	SUPPORTING	2008/2023
FAIRMONT DESIGNS	SUPPORTING	2020/2023
KELLEX	SUPPORTING	2024
KIMBALL HOSPITALITY	SUPPORTING	1994/2016
MANDY LI COLLECTION	SUPPORTING	2011
PORCELANOSA USA	SUPPORTING	2017
RICHLOOM CONTRACT	SUPPORTING	2013
SERTA SIMMONS HOSPITALITY	SUPPORTING	2005

SHAW HOSPITALITY GROUP	SUPPORTING	1999/2015
SHELBY WILLIAMS	SUPPORTING	1994/2011
SUMMER CLASSICS/GABBY CONTRACT	SUPPORTING	2011
TARKETT	SUPPORTING	2008
TLS FURNITURE	SUPPORTING	2021
TRINITY LIGHTING	SUPPORTING	2024
TROPITONE FURNITURE COMPANY	SUPPORTING	2012
WALTERS	SUPPORTING	2012

DIRECTOR/FUNDRAISING

BRITTANY JOHNSON

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.

JANUARY 2024

GOAL 1 STATEMENT

- Support chapter fundraising directors, create space for connection, discussion and ideation.
- Host fundraising calls again in 2024 – 3 during the course of the year (March/June/Sept)

GOAL 1 MEASURE

The goal of keeping our chapter fundraising directors supported will be achieved once we have had all three calls over the course of the year. Hopefully we will continue to have strong information and idea sharing in the calls and can continue to bring successes and learning moments to the table to continue to improve the fundraising role.

GOAL 1 TIMING

This has already been started as we had an idea session at the November IBoD to develop topics for 2024 calls. So the goal began in November and we'll have the final call in September reporting back as needed to NEWH Inc./EC.

GOAL 1 MAJOR MILESTONES

- Develop topics for 2024 calls.
- Schedule 2024 calls (March/June/September)
- Plan content of calls
- Work with Inc. office to send reminders/encourage participation (Fundraising Directors, VP Development, Presidents)

- Host calls

- Report back as needed

GOAL 2 STATEMENT

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

GENERAL COMMENT

For all that have attended these calls in 2023, thank you for the lively conversation and for sharing and encouraging others. I'm looking forward to continuing discussions with those moving into their 2nd year of their terms as well as introducing others to fundraising who are just beginning their term. Fundraising Director can seem daunting, but our group has been so helpful to break it down into simple steps and processes, and I always like to say when raising funds – the worst that can happen is someone can say no. Enthusiasm and positivity around our mission can do wonders to shift a maybe into a yes.

NEWH continues to be grateful to all of our supporters, to our Corporate Partners and to the Chapter Sponsors, you all make what we do possible. Thank you for showing our hospitality community how much NEWH means to you!

VP/SCHOLARSHIP

BRITTANY SPINNER

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 2023

GOAL 1 STATEMENT

NEWH Inc. Level and Chapter Level: Connect more of our scholarship winners with tangible resources and mentorship opportunities upon receiving the scholarship.

GOAL 1 MEASURE

We will check in with scholarship winners via survey or via conversation between the chapters to see if these resources or opportunities have helped them in their career. If not, we will gather that information to see what we can do.

GOAL 1 TIMING

Timeline: Jan. 2024 – Dec. 2025

GOAL 1 MAJOR MILESTONES

Next Steps:

- 1) Look at ways to work in tangent with the Top ID program to provide a set internship or job shadow opportunity with one or more of the chapter's Top ID firms.

Example:

- 1) This can be on the application, or as part of the instructions provided to chapters to ask this question and set it up.
- 2) Add a box on applications for membership to see if they are interested in mentoring opportunities and/or being a mentor.

Challenge:

How do we provide an equal opportunity or internships or job shadowing for Hospitality Management and culinary students?

GOAL 2 STATEMENT

NEWH Inc. Level: Revisit the “rules” for applying. Remove barriers to access, especially if we want to increase diversity.

GOAL 2 MEASURE

We will team up with the EID team as well as review the results of the communications survey to analyze what we can do better. We will have reached the goal if we come up with solutions to remove any of the barriers to access that we have identified.

GOAL 2 TIMING

Timeline: Jan. 2024 – Dec. 2025

GOAL 2 MAJOR MILESTONES

Next Steps:

- Hosting “application 101” sessions at various schools in addition to our typical scholarship outreach.

Create an “Application Guide” or YouTube video (Multi-language) to help students navigate the questions on the applications and financial forms.

- Add additional language such as “What does hospitality mean to you?” or “Why is hospitality important to you?”
- Review the financial form once more to find additional ways to help clarify it for students.
- Add a box on the application that asks the students preferred form of communication and provide options such as: Text message, Instagram messenger, Email, etc.

GENERAL COMMENT

The committee and the scholarship team will work throughout the next two years to implement these action items. A plan of action includes additional training sessions, catch-up sessions with the chapters, coordinating with other directors and information gathered from the breakout sessions at the IBOD meetings will help guide us and track out progress.

DIRECTOR/SCHOLARSHIP

LORI FIRPO

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.

JANUARY 2024

GOAL 1 STATEMENT

Identify and connect with individual scholarship directors of state chapters that are having difficulty awarding scholarships.

Strengthen individual chapters by helping them target best schools in their catchment regions and research other colleges that have hospitality programs that they may not be connected to. Increased success on a chapter level will also increase retention of scholarship directors and likelihood of a succession plan.

GOAL 1 MEASURE

Success will be evident by an increase in the amount of scholarships and scholarship amounts awarded.

GOAL 1 TIMING

January 2024- December 2025

GOAL 1 MAJOR MILESTONES

1. Introduce the goal to scholarship directors at the first monthly meeting in January 2024.
2. Identify chapters in critical need and get schedules of when their scholarships open up. (Jan-Feb 2024)
3. Meet virtually with individual scholarship directors to discuss challenges specific to their region and develop strategic plans that could include these activities throughout 2024-2025:
 - a. Identify best contacts within schools. Research other schools that might now have hospitality programs that comply with eligibility requirements to widen outreach.
 - b. Identify key professors who will help raise NEWH's profile

with students

- c. Schedule one-on-one virtual meetings with academic contacts to raise awareness of NEWH mission and discuss how to best reach students. I will be available to join those calls as much as my schedule allows.

GOAL 2 STATEMENT

Re-evaluate/revise scholarship application form.

GOAL 2 MEASURE

Successful impact will be seen if there are more applications submitted correctly and there are fewer questions from applicants.

GOAL 2 TIMING

On going January 2024-December 2025

GOAL 2 MAJOR MILESTONES

- Get feedback from chapter directors on what questions repeatedly arise from applicants.
- Review/clarify financial reporting section.
- Application guide for student/faculty/administrator reference to be included with scholarship package

GENERAL COMMENT

Additional goal is to continue to stay connected to scholarship winners and build this community. Continue to support them by helping them with career advice, network opportunities, giving career advice, essentially keeping them in the fold. These students will be great goodwill ambassadors for NEWH. They can also be the springboard for student committees/volunteers for outreach and events.

2023 SCHOLARSHIPS AWARDED BY CHAPTER

CHAPTER	2023	TOTAL # OF AWARDS	TOTAL GIVEN
ARIZONA	17,000.00	137	163,050.00
ATLANTA	57,000.00	193	530,865.00
ATLANTIC CITY/PHILADELPHIA	20,000.00	19	77,000.00
CHICAGO	44,500.00	181	611,073.73
CINCINNATI REGION	5,000.00	9	25,500.00
DALLAS	50,000.00	234	585,200.00
HAWAII REGION	-	4	8,000.00
HOUSTON REGION	11,000.00	158	276,625.00

LAS VEGAS	30,000.00	207	602,604.92
LOS ANGELES FOUNDING CHAPTER	17,500.00	392	981,098.00
MID-SOUTH	-	5	12,500.00
MILANO	EURO 2,500.00	5	EURO 2,500.00
NEW ENGLAND REGION	-	46	68,750.00
NEW YORK	59,000.00	277	871,500.00
NORTH CAROLINA REGION	4,500.00	8	27,500.00
NORTH CENTRAL	15,000.00	52	121,000.00
NORTHWEST	25,000.00	74	304,963.64
ORANGE COUNTY REGION (SOUTHERN COUNTIES)	10,000.00	77	121,650.00
PARIS	EURO 1,500.00	1	EURO 1,500.00
PITTSBURGH REGION	2,500.00	9	23,000.00
ROCKY MOUNTAIN	12,000.00	66	179,200.00
SAN DIEGO REGION	-	3	3,000.00
SAN FRANCISCO BAY AREA	30,000.00	56	325,000.00
SOUTH CAROLINA	-	4	10,000.00
SOUTH FLORIDA	35,000.00	126	285,450.00
SUNSHINE	45,000.00	109	383,500.00
TORONTO	CAD 2,500.00	72	CAD 138,013.00
UNITED KINGDOM	EURO 6,000.00	42	GBP 60,750.00
VANCOUVER	CAD 6,000.00	12	CAD 27,500.00
VIRGINIA REGION	-	8	16,500.00
WASHINGTON DC METROPOLITAN	70,000.00	189	858,300.00
AGELESS LIVING COLLABORATIVE	-	3	20,000.00
CLIFFORD TUTTLE SCHOLARSHIP	5,000.00	10	50,000.00
ELITE EXPOSITIONS/CRUISE SHIP INTERIORS	5,000.00	5	25,000.00
FUTURE HOSPITALITY LEADERS' SCHOLARSHIP	-	3	15,000.00
GREEN VOICE DESIGN COMPETITION	15,000.00	16	90,000.00
HDAC DIVERSITY SCHOLARSHIP	10,000.00	5	25,000.00
NEWH BRANDED/ACCOR	-	1	7,500.00
NEWH BRANDED/HILTON	7,500.00	2	15,000.00
NEWH BRANDED/HOLLAND AMERICA	-	1	7,500.00
NEWH BRANDED/HYATT	7,500.00	2	15,000.00
NEWH BRANDED/IHG	-	1	7,500.00
NEWH BRANDED/MARRIOTT INTERNATIONAL	7,500.00	3	22,500.00
NEWH ICON OF INDUSTRY	7,500.00	28	142,500.00
NEWH KEN SCHINDLER MEMORIAL SCHOLARSHIP	-	4	20,000.00
NEWH LEADERSHIP SCHOLARSHIP	-	4	30,000.00
NEWH WOMEN LEADERS IN HOSPITALITY SCHOLARSHIP AWARD	5,000.00	14	70,000.00
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	11	110,000.00
NEWH VENDOR – FABRICUT FR-ONE	7,500.00	16	68,500.00
NEWH VENDOR – P/KAUFMANN	10,000.00	6	60,000.00
NEWH VENDOR – SÉURA	-	4	12,000.00
NEWH VENDOR – SYMMONS	-	6	24,000.00
NEWH VENDOR - TARKETT	10,000.00	1	10,000.00
NEWH VENDOR – WOODCRAFT DESIGN COMPETITION	-	3	15,000.00
NEWH VENDOR – YELLOW GOAT	-	1	5,000.00
TOTALS	\$ 686,728.82	2961	USD \$ 8,692,649.81

VP/EDUCATION

DALLAS BENTLEY

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.

JANUARY 2024

GOAL 1 STATEMENT

Ensure all committees (GreenVoice, EDOnline, and Martha's Mentors) have the necessary resources (human and organizational) to execute successful programs through 2024.

GOAL 1 MEASURE

When each branch of the Education team has achieved their goals
Jan 1 to Dec 31, 2024

GOAL 1 TIMING

Jan 1 to Dec 31, 2024

GOAL 1 MAJOR MILESTONES

1. Lead the chairs of the Green Voice, Martha Mentors, and Education Committees so that their activities are aligned with each other as well as the strategic imperatives of the NEWH International Board of Directors.
2. Fill open EDOnline Chair position by January 19th, 2024.
3. Fill GV Chapter chair positions for 2024 in targeted chapters – Atlanta, New York, Las Vegas, New England, & DC – to better connect the thriving Green Voice committee with chapter activities.

GOAL 2 STATEMENT

Raise awareness about the Education Discipline portfolio of programs (EDOnline, Green Voice, and Martha's Mentors) to targeted groups including members, chapter boards members, and sponsors to increase participation in these programs, grow sponsorships, and enhance the value and prestige of an NEWH membership.

GOAL 2 MEASURE

1. Pitch Education portfolio benefits at (1) Corporate Partner meeting and (1) monthly board meeting for each chapter.
2. Grow # of applicants for Martha's mentors year over year (mentor and mentee) by 25%.

GOAL 2 TIMING

Jan 1 to Dec 31, 2024

GOAL 2 MAJOR MILESTONES

1. Develop an Education Pitch with slide deck and messaging for both sponsors and chapter boards to enumerate the benefits of EDOnline, Martha's Mentors, and Green Voice to encourage participation in the form of content, participation (event panels, committees, mentors/mentees) or sponsorships.
2. Contribute new slides and messaging to NEWH, Inc. for use in NEWH Chapter Board Training around the education programs.
3. Conduct marketing campaign for EDOnline Visual Glossary targeting designers from different segments: brand designers, TOP ID firm designers, and student designers to raise page unique visitors to 1,000 per month by January 1, 2025.

GENERAL COMMENT

Last year was about building a strong team of participants in the Education Discipline. This year we want to maintain Green Voice, better convey our benefits with our membership, and launch the EDOnline Visual Glossary.

DIRECTOR/EDUCATION

JOCELYN NEVELS

JOB PURPOSE

- Manage development and implementation of education programs that align with NEWH, Inc. Mission, including continuing education, EDOnline, and GreenVoice programs.
- Oversee the strategic direction and successful execution of the Martha's Mentorship Program by guiding the program's growth, ensuring effective mentor-mentee pairings, and fostering an environment that promotes professional development and networking within NEWH and the hospitality industry.

JANUARY 2024

GOAL 1 STATEMENT

Oversee the execution of the Hospitality 101 online glossary content, layout, visuals for the NEWH Website and marketing plan.

GOAL 1 MEASURE

The goal will be completed once the glossary is published on the NEWH website and marketing plan launched.

GOAL 1 TIMING

Timing- Item 1 Jan. 2, 2024 – May 31, 2024
Item 2 Feb. 1, 2024 – Oct. 31, 2024
Item 3 June 1, 2024 – Dec. 31, 2024

GOAL 1 MAJOR MILESTONES

1. Check in with the website designers to see how things are coming along, share updates and if possible, review the beta set up.
2. Determine a release date for the Hospitality 101 glossary website launch date.
3. Brainstorm and develop a marketing plan to make people aware

and draw them to the NEWH website online glossary. This will be accomplished with the review and implementation of information gathered from discussions design firms.

4. Brainstorm and develop a plan for what comes next for the online glossary content.

GOAL 2 STATEMENT

Support the Martha's Mentors Program and Green Voice Program complete their goals for 2024

Martha's Mentors – Job Purpose

Oversee the strategic direction and successful execution of the Martha's Mentorship Program by guiding the program's growth, ensuring effective mentor-mentee pairings, and fostering an environment that promotes professional development and networking within NEWH and the hospitality industry.

GOAL 2 MEASURE

Martha's Mentors –

1. Successfully match at least 10 pairs or 80% of eligible mentees

with experienced mentors.

2. Achieve a 95% completion rate for the onboarding process.
3. Implement a regular feedback mechanism to gather insights from mentors and mentees on their experiences with a goal of speaking to 80% of participants.

GOAL 2 TIMING

Martha's Mentors – Item 1 – Jan. 2, 2024 – Feb.1 2024

Item 2 – Jan. 2, 2024 – March 30, 2024

Item 3 – April 1, 2024 – Dec. 31, 2024

GOAL 2 MAJOR MILESTONES

Martha's Mentors –

- 3 committee representatives will read, review and match Mentor / Mentee pairs.
- Pairs will be notified and introduced via email prior to the Leadership Conference.
- Finalize the Martha's Mentor training manual

- Schedule separate training times for Mentors and Mentees
- Provide recommended agendas for first 3 Mentoring Sessions along with guidelines for meeting cadence, goal setting and check-ins.
- Establish key performance indicators (KPIs) to measure the success of mentor-mentee relationships, including career advancements, leadership development, industry knowledge gained, and networking achievements.
- Generate a quarterly report highlighting the achievements and impact of the Martha's Mentors Program

GENERAL COMMENT

The following is a brief outline for the Green Voice program –

- Speaking Sessions at Leadership, HD Expo, and BDNY
- Complete GV Design Competition
- Continue GV Monthly Meetings and GV local events
- Update GV Website

VP/MEMBERSHIP

LANEE BURNS

JOB PURPOSE

- Oversee all aspects of the stated NEWH, Inc. Mission of education.
- Ensure NEWH, Inc. Mission, standards, and practices for membership are understood and followed 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.

JANUARY 2024

GOAL 1 STATEMENT

We have a few goals for 2024

TopID – establishing perimeters around the "Premier" TopID, continue to have conversation with chapters regarding TopID timing and submission for 2024.

Membership – Great incentives for member to sign up. Complete the brochures and distribute them to chapters Thinking about retention and retaining members.

Student Relations – work with and advise Student Relations Chairs on how to keep the students involved.

Come up with creative ways to get and keep student active in NEWH.

GOAL 1 MEASURE

TopID – we will achieve the TopID "Premier" goal when we come up with a strong plan and guidelines to submit to EC hopefully in March at the annual retreat.

We should have the submissions and timing for 2024 no later than February 2024 and have all chapters/regional groups submit for TopID in a timely manner.

Membership – we will know that we reached the incentive by the increase in membership.

Brochures – We are looking to have this ready for distribute by February at the latest March.

Student Relations – by seeing how many students we can maintain and also to become general members of NEWH.

GOAL 1 TIMING

TopID – "Premier" TopID – to be ready by the end of 2024 to roll out in 2025.

Membership incentives – January 2024 to December 2024

Brochures -January 2024 to March 2024.

Student Relations – January 2024 to December 2024 to see if we have increase student membership and transferred students to general members.

GOAL 1 MAJOR MILESTONES

TopID – "Premier" TopID – coming up with guidelines and timeline for this award.

Membership – coming up with incentives for chapters to assist in retaining and increasing their membership.

Brochures – just working with NEWH to get the final copies to have ready to send out no later than March 2024 if not sooner.

GOAL 2 STATEMENT

I put all of the goals for Membership in Goal 1. It was easier...

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

GENERAL COMMENT

I think that this will be an exciting 2024 and I know that Wanda, Stacy and David will be amazing to work with.

DIRECTOR/MEMBERSHIP

WANDA LUNA

JOB PURPOSE

- Assist chapter/regional group directors/membership maintain memberships, increase visibility to potential members, and promote NEWH, Inc.

JANUARY 2024

GOAL 1 STATEMENT

Increase membership on the chapter and INC level.

GOAL 1 MEASURE

We will compare by comparing percentage increase.

GOAL 1 TIMING

January 2024 – December, 2024

GOAL 1 MAJOR MILESTONES

Increase Membership by at least 2% from current.

GOAL 2 STATEMENT

Develop how we can provide incentives to members to join and be able to RETAIN. Why should someone become a member? Why should we remain a member?

GOAL 2 MEASURE

By checking how many new members and if the membership has decreased.

GOAL 2 TIMING

January 2024 – December 2024. We will check quarterly

GOAL 2 MAJOR MILESTONES

2% memberships increase chapter and INC level while not losing any current members.

Also, would like to see more students involved in a chapter level

GENERAL COMMENT

I am very excited to help our organization continue our success and help students.

MEMBERSHIP REPORT BY CHAPTER

chapter	November 1, 2023	11/1/2023 w/ Students	2023 to date	2023 to date w/ Students	% of Change since November 2023 meeting w/o students	2023 non renewals		2023 new members/ past returning		voting members	non voting	students
	Students are not reflected											
Arizona	135	169	134	186	-1%	2	1.5%	3	2.2%	113	21	52
Atlanta	334	492	279	456	-16%	5	1.5%	13	3.9%	211	68	177
Chicago	252	328	274	354	9%	3	1.2%	7	2.8%	223	51	80
Dallas	333	447	380	508	14%	0	0.0%	12	3.6%	313	67	128
Las Vegas	188	250	194	271	3%	0	0.0%	8	4.3%	159	35	77
Los Angeles Founding	208	257	225	265	8%	1	0.5%	7	3.4%	187	38	40
Milano	89	89	90	113	1%	1	1.1%	2	2.2%	80	10	23
New York	346	435	311	383	-10%	3	0.9%	27	7.8%	244	67	72
North Central	172	296	142	358	-17%	0	0.0%	6	3.5%	95	47	216
Northwest	161	214	151	199	-6%	5	3.1%	7	4.3%	118	33	48
Paris	17	20	28	31	65%	0	0.0%	10	58.8%	28	0	3
Rocky Mountain	161	210	161	238	0%	1	0.6%	5	3.1%	130	31	77
San Francisco Bay	188	241	170	223	-10%	0	0.0%	4	2.1%	128	42	53
South Florida	204	268	213	293	4%	1	0.5%	7	3.4%	176	37	80
Sunshine	198	277	219	324	11%	3	1.5%	12	6.1%	179	40	105
Toronto	129	273	152	334	18%	0	0.0%	4	3.1%	103	49	182
United Kingdom	132	148	146	160	11%	1	0.8%	11	8.3%	125	21	14
Washington DC Metro	285	351	294	357	3%	1	0.4%	10	3.5%	230	64	63
Atlantic City/Philadelphia	103	154	85	152	-17%	0	0.0%	8	7.8%	69	16	67
Cincinnati Region	66	80	66	78	0%	0	0.0%	0	0.0%	56	10	12
Houston Region	101	184	126	191	25%	0	0.0%	3	3.0%	69	57	65
Mid-South Region	126	215	136	199	8%	0	0.0%	5	4.0%	88	48	63
New England Region	116	134	114	133	-2%	1	0.9%	6	5.2%	91	23	19
North Carolina Region	68	110	61	105	-10%	1	1.5%	2	2.9%	49	12	44
Orange County Region	85	120	110	146	29%	3	3.5%	9	10.6%	89	21	36
Pittsburgh Region	43	56	42	64	-2%	0	0.0%	2	4.7%	31	11	22
Regional Members	51	56	54	59	6%	4	7.8%	7	13.7%	35	19	5
South Carolina Region	31	37	23	31	-26%	0	0.0%	2	6.5%	18	5	8
Vancouver Region	76	151	95	159	25%	1	1.3%	4	5.3%	71	24	64

edited 8-January-2024

4398 6062 **4475 6370** **1.8%** 37 0.8% 203 4.5% 3508 967 1895

REGIONAL AREAS	2024	2023	2022	2021	REGIONAL AREAS	2024	2023	2022	2021
ARKANSAS	2	2	2	2	MEXICO	1			
ASIA/PACIFIC	8	10	13	9	MICHIGAN	2	2	2	2
ATLANTIC CANADA	1	1	1		MISSOURI/ST. LOUIS	22	10	14	16
GERMANY	1	1	1		OKLAHOMA	2	3	4	5
HAWAI'I	5	7	5		SAUDI ARABIA	1			

IDAHO	1	1	1	
INDIANA	8	9	11	8

SERBIA	2	2		
VIRGINIA	2	2	2	

VP/EVENTS

DEIDRE SCHWARTZ

JOB PURPOSE

- Oversee the planning and execution of NEWH events.
- Ensure all NEWH events and conferences meet the NEWH mission, standards and practices.
- Ensure all stakeholders have appropriate input in programming.

JANUARY 2024

GOAL 1 STATEMENT

Establish and execute plan for successful BrandED 2024 programming

GOAL 1 MEASURE

1. We have 6 confirmed sponsors.
2. We have considered and implemented changes to address 2022 and 2023 learnings.
3. We have a strong committee and expanded BrandED ambassador roster.

GOAL 1 TIMING

Started in Q4 2023 and this will conclude at the end of 2024.

GOAL 1 MAJOR MILESTONES

1. Secured all sponsorship slots – early Q1 2024
2. Incorporated changes to gain earlier engagement from Chapters.
3. Established full committee – by end of 2023 COMPLETED.
4. Discovery calls with sponsors and ambassadors to get further input on other improvements to consider – early Q1 2024 SCHEDULED.

GOAL 2 STATEMENT

Establish and execute plan for successful 2026 Leadership Conference programming.

GOAL 2 MEASURE

1. Identify all lessons learned and opportunities from 2024 LC – via EC Retreat, sponsor input, speaker input, attendee survey.

DIRECTOR/NEWH CONFERENCES

SHANA MCCULLOUGH-DOWNING

JOB PURPOSE

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

JANUARY 2024

GOAL 1 STATEMENT

Complete the Run of Show for LC 2024

GOAL 1 MEASURE

We will have a fully detailed run of show for the entire program.

GOAL 1 TIMING

January 5th and will have it complete no later than January 30th.

GOAL 1 MAJOR MILESTONES

1. Meet with Cindy to review past conferences vs current conference
2. Put all the details into the final spreadsheet
3. Execute
4. Review after the LC to gain viewpoints on successes, challenges/learnings and run a "stop, start and continue" evaluation.

GOAL 2 STATEMENT

Begin planning of the 2026 LC conference.

DIRECTOR/BRAND PROGRAMS

TERI UROVSKY

JOB PURPOSE

- Develop and implement a program to introduce and educate membership about hospitality brands.

2. Compile all data.

3. Secure date, location, venue, theme/tagline.

4. Design, develop, and launch LC marketing strategy & campaign.

5. Design, develop, and launch LC sponsorship program.

6. Build strong LC Committee include local chapter members.

7. Curate 2026 LC Program requirements with NEWH VP's input.

GOAL 2 TIMING

Q4 2023 – 12/31/2024

GOAL 2 MAJOR MILESTONES

1. We have a list of Lessons Learned + Opportunities for improvement over 2024 including attendee input.
2. We have a date, a city, a venue, and a theme + tagline.
3. We have a marketing campaign and strategy behind it.
4. We have a sponsorship program ready.
5. We have a fantastic committee committed to making it great.
6. We have input from ALL NEWH VPs on topics, issues, and programs to include.

GENERAL COMMENTS

If anyone has any suggestions, thoughts, ideas for these important programs for our membership, please do not hesitate to share those with me or members of the BrandED or Leadership Conference teams. You can reach me at: newh.deidre@gmail.com.

GOAL 2 MEASURE

1. Locations will be being reviewed (really want to get a jump on this in 2024 so we can lock in as much as possible early)
2. Develop a theme and branding for the LC based off of the location

GOAL 2 TIMING

March 2024 and will continue throughout the rest of the year to completion as this will be a bit more of a "rolling goal" with lots of updates as we develop.

GOAL 2 MAJOR MILESTONES

1. Get Region/Chapter Bids
2. Get Hotel Bids

GENERAL COMMENTS

What a fun and wild ride it's been so far. Can't wait to get 2024 off the ground and then start working on 2026!



JANUARY 2024

GOAL 1 STATEMENT

GOAL 1 MEASURE

GOAL 1 TIMING

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

GOAL 2 MEASURE

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

GENERAL COMMENTS

VP/EQUITY, INCLUSION, AND DIVERSITY

VALERIE COLEMAN

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.

VALERIE COLEMAN

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.

JANUARY 2024

GOAL 1 STATEMENT

Meet with the new Director of EID Committee regularly to align and support his vision for the committee in 2024, and then have our EID kickoff meeting as part of our Strategic Planning Meeting; specifically, to introduce/welcome the new EID directors joining the committee, have Leo share his vision w/the committee as Director, and explain my role as VP, revisit the Rising Star Award sub-committee efforts, and discuss any interest in creating a Best in Accessibility Design Award (B.A.D.) sub-committee.

GOAL 1 MEASURE

Once we have had the strategic planning meeting and had an opportunity to discuss with the 2024 chapter EID Directors, and have persons assigned with relevant tasks with their anticipated timeline(s).

GOAL 1 TIMING

Strategic planning/kickoff meeting is set for January 27, 2024.

GOAL 1 MAJOR MILESTONES

Goals documented and agreed upon by the EID committee, Director and VP. Really important for the committee directors to share 'HOW' this committee and our efforts this year can best serve them.

GOAL 2 STATEMENT

Finalize subject topics for the HD Vegas and BDNV 'EID Dialogue' sessions and involve persons on the EID committee to help coordinate these. AND - solicit for subject(s)/content for NEWH Magazine subscriptions for 2024 (1 issue? 2 issues? 4 issues?) and assign person(s) from the EID committee to oversee the coordination.

GOAL 2 MEASURE

When we have the topics identified, panelists/speakers confirmed,

and have relayed that information to the proper contacts (e.g. Emerald conference planning folk, et al). AND - when we have agreed upon the # of article submissions, communicated the magazine due dates for article submissions, and have assigned persons to oversee the task(s).

GOAL 2 TIMING

Planning for HD Vegas show begins asap, with EID Dialogue details confirmed by April 1st 2024. Planning for the BDNV show will begin after strategic planning meeting, with EID Dialogue details confirmed by Sept. 1, 2024.

For NEWH Magazine article submissions on EID topics, we would follow these dates:

- winter ISSUE DATE: JANUARY; Ad Close: 1/10; Materials Due: 1/13
- spring ISSUE DATE: APRIL; Ad Close: 3/27; Materials Due: 3/30
- summer ISSUE DATE: AUGUST; Ad Close: 7/17; Materials Due: 7/20
- fall ISSUE DATE: OCTOBER; Ad Close: 9/28; Materials Due: 10/3.

GOAL 2 MAJOR MILESTONES

Identifying persons to head up these efforts so that they are participating, and so that all coordination work does not fall on the EID Director or VP of EID.

GENERAL COMMENT

Given the new Director of EID has not yet been appointed to the role, and we've not yet had our strategic planning meeting to discuss 2024 goals with the committee, we don't yet have a Director's report. The information contained in this VP of EID report covers the domain of EID presently. We expect these goals to get refined once we've had strategic planning meeting and have set the cadence for our 2024 committee meetings.

DIRECTOR/EQUITY, INCLUSION, AND DIVERSITY

LEONARDO LUCIANO

JOB PURPOSE

- Direct NEWH, Inc. Equity, inclusion and diversity initiatives and assist NEWH, Inc. Chapters/regional groups as needed.

JANUARY 2024

GOAL 1 STATEMENT

GOAL 1 MEASURE

GOAL 1 TIMING

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

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.

JANUARY 2024

GOAL 1 STATEMENT

Increase the recognition with corporations and other businesses, within the Hospitality Industry and outside of the Hospitality industry, that will support our mission and our scholarships. This includes increasing our following on all platforms (FB, IG, LinkedIn, YouTube, Vimeo and X". Currently the total followers on these platforms is 117,000 +, our goal would to be increase the following by another 12,000 this year.

GOAL 1 MEASURE

We will monitor the followers each month and follow the increase as we move forward 2024.

GOAL 1 TIMING

1.1.24

GOAL 1 MAJOR MILESTONES

When we increase by at least 5,000 followers in 6 months

GOAL 2 STATEMENT

DIRECTOR/SOCIAL MEDIA

TODD FULLER

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.

JANUARY 2024

GOAL 1 STATEMENT

Increase to 30,000 followers. NEWH, Inc's current following across all platforms is about 18,500, adding 11,500 followers.

GOAL 1 MEASURE

I will have reached the goal when our following has increased to 30,000

GOAL 1 TIMING

Start the goal Jan 1 and end on Dec 31st.

GOAL 1 MAJOR MILESTONES

- End Q1, 21,000 followers
- End Q2, 24,000 followers
- End Q3, 27,000 followers
- End Q4, 30,000 followers

GOAL 2 STATEMENT

Continue to have monthly meetings with Chapter representatives:

CHAIR/designLINQ

NATALIE SHEEDY

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.

JANUARY 2024

GOAL 1 STATEMENT

Meet with Trudy and other key NEWH team members to discuss

Increase video content by 20% with at least 80% participation from membership including EC, IBOD, Chapters, Scholarship Winners and students. Include videos from past scholarship winners giving an update of where they are now. Have members provide videos about why they love NEWH and the benefits. Include videos by the EC and Directors discussing what is ahead in the year for NEWH and why people should get involved.

GOAL 2 MEASURE

By tracking participation

GOAL 2 TIMING

1,1,24

GOAL 2 MAJOR MILESTONES

Increase in following by 5000 on communication channels

GENERAL COMMENTS

We would like to grow the participation of chapter's directors on our monthly social media calls, the calls are the first Tuesday of every month.

Social Media Chair, Director of Marketing, VP of Development, Chapter President. In 2023 we offered monthly meetings to engage the chapters with tips and tricks with social media platforms and marketing for their chapter. While attendance was not always high at these monthly Zoom calls, the engagement with the chapters increased the activity within chapters and helped us promote initiatives of NEWH, Inc.

GOAL 2 MEASURE

Provide a monthly Zoom call each month for 2024

GOAL 2 TIMING

Jan 9th is 1st call of the year. Goal will be reached on Dec 3rd, the last scheduled call for 2024.

GOAL 2 MAJOR MILESTONES

Dates for each monthly meeting have been set and discussion topics have been tentatively scheduled for the year.

how to market designLINQ to the broader NEWH community.

GOAL 1 MEASURE

Goal will be achieved when we have a meeting.

GOAL 1 TIMING

I am hoping that we can plan a meeting during the 1st quarter of 2024.

GOAL 1 MAJOR MILESTONES

1. Request meeting
2. Schedule meeting
3. Have meeting
4. Leave meeting with an action plan

GOAL 2 STATEMENT

Ask NEWH if there are any website analytics that we can review to determine who is using the designLINQ website.

GOAL 2 MEASURE

When I meet with Shelia and Diane to review this information.

GOAL 2 TIMING

I am hoping that this can happen prior to a meeting with Trudy, during the 1st quarter of 2024.

GOAL 2 MAJOR MILESTONES

1. Request Information
2. Work with NEWH to figure out information.

GENERAL COMMENTS

I also know that we may have additional tweaks to make to the website once more people start to use it. I am available to help with this.

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.

JANUARY 2024

GOAL 1 STATEMENT

Attempt to reduce board burnout and increase engagement with new meeting structure in at least one chapter board (Toronto).

GOAL 1 MEASURE

When board meetings feel energized, and the workload is spread more evenly across multiple positions.

GOAL 1 TIMING

I started last week when I presented the new structure to the 2024 board and explained what I am trying to do. I reasonably think that within 5 board meetings (5 months) it can run smoothly and we will start seeing the effects. However I will assess that the goal is complete at the end of the year when we can reflect on the year as a whole and hear how people felt about their new positions.

GOAL 1 MAJOR MILESTONES

1. Present M-WRAP frame work (Complete)
2. Coach through how to use the reporting method for the first two meetings (by end of February)
3. Continue to support, but allow board members to start thinking about their individual wins and where to ask for help . Also support other board members to offer their help with someone needs assistance with their roadblocks. (Ongoing through end of the year)

GOAL 2 STATEMENT

Evaluate and augment the Generational study as needed to be able

to evolve with the industry.

GOAL 2 MEASURE

When I have enough feedback and information to create an ongoing structure.

GOAL 2 TIMING

I will start in March (after the initial framework is released) and end by June.

GOAL 2 MAJOR MILESTONES

1. Moderate the panel at LC and gauge the reaction (February)
2. Release the written framework (March)
3. Spend time analyzing the strengths and the weaknesses of what was done in the initial attempt and compare that with activities in other industries that receive more support and engagement. Draft a plan to improve the current presentation. (May)
4. Start creating goals for that new biannual initiative. (June)

GENERAL COMMENTS

So far, the data confirms that we have a huge problem with engagement of people in both the Millennial and Gen-Z generations. Considering that those two generations make up about 45% of the current US workforce currently, understanding why that is can be very valuable to NEWH, and help us ensure that we can create sustainability in our succession planning and stay relevant. I'm really excited to see how focusing on this can help us become stronger.

VP/INTERNATIONAL RELATIONS – UNITED KINGDOM/EUROPEAN UNION

JONATHAN YOUNG

JOB PURPOSE

- Develop and facilitate a program that expands the NEWH, Inc. Mission of education through charitable endeavors worldwide. The program 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.

JANUARY 2024

In Europe we start the New Year with a continuation of the BrandED Europe programme at the Raffles Hotel in London where Accor Hotels will discuss the restoration of the iconic Old War Office (OWO) and the luxury brands of the French global hotel group. The team have lined up three great speakers; Rafael Da Silva, Senior Director – Interior Design, Luxury Brands Accor Hotels, Nicholas du

Toit, Executive Director Design & Technical Services Accor Hotels, and Maria Ashton, Vice President Development – Luxury Brands Accor Hotels for the event on January 17th, 2024.

This follows the successful launch of the BrandED Europe programme that commenced in Paris last June with Hyatt Hotels where key members of Hyatt Europe and Hyatt North America took us

through the sub-brands with a terrific tour of the recently opened Hotel du Louvre, a Hyatt Unbound Collection Hotel. There will be two further BrandED Europe events planned for 2024 with IHG and Hilton Hotels with locations still to be determined.

The final few months of 2023 were as busy as ever across Europe with numerous events taking place in the Paris, Milan, and UK chapters. NEWH have built relationships with Host Milano, HIX, and Cruise Ship Interiors exhibitions and so the collaboration and added profile helps with membership, and as such membership numbers are growing across all the chapters but the key will be maintaining this at the beginning of 2024.

To maintain consistency across the European chapters all the Presidents will remain in their roles for 2024 with Kathryn Quinn in the UK, Gwendoline Theodet in Paris, and Enrico Cleva in Milan. The UK chapter has developed an event list for 2024, centered around the usual 4 Signature events which are the Postcard Auction, Top ID, Roundtable & Fundraising Event, and an Educational Event. There is also a larger emphasis on the Students with a Student Portfolio Review

Day following the Student Judging Day and it is being well supported by the interior designers and hotel groups in London.

European publications such as SPACE and Hospitality Interiors Magazine continue to provide great monthly PR for NEWH across Europe as both magazines this year have also focused features on the Boards in Paris and Milan and the events they have held. This has also encouraged cross pollination so that NEWH members of the European chapters are attending events across the regions in Europe. European publications such as space and hospitality interiors magazine continue to provide great monthly pr for NEWH across Europe as both magazines this year have also focused features on the boards in Paris and Milan and the events they have held. This helps us meet the key objective of the development of the new chapters in Europe and 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.

PAST PRESIDENT

CHRIS TUCKER

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.

JANUARY 2024

GOAL 1 STATEMENT

Work closely alongside our new President to ensure smooth transition into the new role. Ensure the succession plan for the president's office and continue to support all aspects of the Executive Committee.

GOAL 1 MEASURE

The goal will be achieved with smooth transition of meetings, functions and communication with the Executive Committee by our new President with continued support from the Past President.

GOAL 1 TIMING

This goal will start Jan 1, 2024, and continue through the Presidents term to the end of 2025.

GOAL 1 MAJOR MILESTONES

We will establish a weekly communication schedule to ensure open dialogue between us and the office to ensure continued dialogue.

GOAL 2 STATEMENT

Work closely to continue to support and engage all NEWH initiatives I have been directly involved with as a committee member from my previous term.

GOAL 2 MEASURE

With each of the ongoing initiatives continuing with positive growth and engagement from our members

GOAL 2 TIMING

The goal will start January 1, 2023

GOAL 2 MAJOR MILESTONES

Establish quarterly review of all initiatives i am involved with to measure the progress of each.

GENERAL COMMENTS

I have been honored to serve in the role of President for the last four years with a great team around me to support and work diligently on behalf of NEWH. I look forward to continuing my journey in the succession plan to be a part of the dedicated Executive Committee in 2024. NEWH is an amazing force celebrating our 40th year of success which is because of each of you making NEWH part of your life. With your time and effort you are part of the reason we are changing lives in the future of hospitality.

Thank you for your support and I look forward to working together for many more great years ahead being part of NEWH The International Hospitality Network!

EXECUTIVE ADVISOR

CYNTHIA GUTHRIE

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.

JANUARY 2024

GOAL 1 STATEMENT

To assist & advise the NEWH Inc President

GOAL 1 MEASURE

GOAL 1 TIMING

GOAL 1 MAJOR MILESTONES

GOAL 2 STATEMENT

Provide assistance with new initiatives and assignments.

GOAL 2 MEASURE

Measuring this goal dependent on any assignments given.

GOAL 2 TIMING

GOAL 2 MAJOR MILESTONES

GENERAL COMMENTS

As we turn the corner into 2024 and we are weeks from the NEWH Leadership Conference, I want to again thank all the amazing contributions from our EC, staff and our LC committees. You are rock stars and without you, this conference will certainly be a heavy lift. See y'all in Nashville!

NEWH STAFF

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

2024 BOARDS

Mandatory Discipline Training – All voting board directors should have received an email to participate in the mandatory discipline training review for their respective positions. Review needs to be complete by the end of January. (The links can also be found in the Board Resources on the NEWH website under Board Training.) All voting board members must submit the completed questionnaire to the NEWH office (erika.swansen@newh.org) for their participation to be confirmed. Regional steering committee members have also been emailed the training links. Since some specific calls/positions may not pertain to regional groups directly (treasurer, VPs, fundraising, etc.) and regional groups do not follow the exact same structure or policies as chapters, regional steering committee members are not required to return a completed question sheet. (NOTE: Though many current board members are remaining in their board position for 2024, participation is still required in the mandatory reviews.) We will be working on creating discipline training reviews tailored for Canada, United Kingdom, Paris, and Milan.

Ensure a Smooth Transition into 2024 – If your board has any changes or new has newly appointed directors or chairs, please be sure to alert the NEWH office (erika.swansen@newh.org) as soon as possible so the office can update the database and the new individuals are pulled for conference call invites, important board information, and show upon the website in your board roster.

Board Training/ Strategic Planning – please see schedule for 2024 in house board training as well as strategic planning sessions with Trudy Craven. Contact erika.swansen@newh.org to schedule.

Chapter Business Plan – Chapters-The business plan is a basic roadmap for your chapter as you plan for this year. Use this in your strategic planning meetings. The business plan is due to the NEWH Inc. office by the end of February.

Delegate Reports – do you see a delegate report from your chapter in this packet? If not, be sure your delegates are completing the online reporting form and submitting the report them in by the deadline! Remember, travel expenses for delegates to our next in-person board meetings will not be reimbursed if no report is submitted.

MEMBERSHIP

Dues Renewals – Be sure to look over your chapter dues report (which is emailed to all board members). Divvy up names on the report and contact directly those members who have recently lapsed or those whose dues are coming up. Remind them to renew online, and also invite them to your upcoming events. People are much more likely to renew after personal contact than from a reminder email from NEWH, Inc. You also may notice on the January and February Dues Report a decrease in your student members and an increase in your associate members. Student members who graduated in 2023 will receive a courtesy associate membership in 2024. Now's the time to contact these members to be sure we have their correct contact information!

New Members/Membership Drives – many chapters have membership drives at the beginning of the year. If your chapter is having a drive and offering any type of discount for new members (and only new general members, discounts are not applied to past/renewing members) – PLEASE be sure to let the NEWH, Inc. office know of any discounts being offered. When setting a

discount, keep in mind that with discounted memberships, as with all memberships, the NEWH, Inc. portion is \$75USD/\$91CAD/£60/€66 or 50% of dues, whichever is higher. If you are collecting applications at your event, be sure these applications are approved in a timely fashion by your board and sent to NEWH, Inc. to process.

Memberships included with Sponsorships – If you have sponsorship opportunities that include membership(s) please be sure to coordinate with your membership director and the Inc. office when you receive a sponsorship that includes membership(s) so that we can pursue the courtesy member(s) in a timely manner. Please include a deadline for membership(s) to be received. We want to be sure the sponsor is receiving their full benefit, and it also benefits the chapter's member numbers.

Attracting New Members / Retaining Members – Are you planning 2024 events that are inviting and intriguing to members and potential members to attend? Remember - everything revolves around programming. If your programs are content rich, people will want to attend. Not sure what members are looking for? Conduct a member interest survey and ask your members what they would come to and what would make them join (contact Diane at the NEWH, Inc. office to set this up).

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. This is also a great time to ask them to volunteer in your chapter and to be part of a committee! 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/>

Welcome new members on Facebook or include a new 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!

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

EVENTS

Event Calendar – As soon as you have solid 2024 calendar dates for your events, please be sure contact Diane at the NEWH Office to add to your website calendar. Many individuals from other areas may plan to attend your events and plan their calendar around events they can attend. These website calendar dates are also the dates pulled to include in the NEWH magazine so please be sure your calendar is correct. Also, as you are setting event dates, take a look at the calendar on the NEWH website and try to work around major industry event dates or NEWH regional tradeshow dates that may pull people away from your events. And to avoid board burnout, focus on a few high-quality events throughout the year 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 to add interest to potential attendees.

Corporate Partner Banner – A 2024 corporate partner banner and TopID banner will be shipped to every Canadian/US chapter/region in early February. It 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 reaching out asking about 2024 sponsorship opportunities. If you haven't yet, now is the time to get notification of your 2024 events to potential sponsors so they can request sponsor dollars in their budgets. Even if you don't have dates confirmed but know what kind of events you may be hosting, put a brief event/ calendar/ sponsorship marketing image together and we can send it out to your chapter list.

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.

2024 Regional Tradeshow

- Orlando, FL April 9, 2024
- Denver, CO June 11, 2024
- Atlanta, GA August 15, 2024
- Los Angeles, CA September 25, 2024
- Seattle, WA October 22, 2024

2024 Leadership Conference February 15-17, 2024

Registration and planning are in full swing. Agenda, speakers, and hotel block info can be found at <https://newh.org/2024-leadership-conference/>. Let Jena or Kate know if you have any questions.

SCHOLARSHIP

Scholarship awards: While planning your 2024 scholarship budgets, keep in mind your 2023 fundraisers. If in 2023 you had a successful fundraiser, go back to the typically suggested 50% of your scholarship fund. If in 2023, you did not have a successful fundraiser, stick with the 25% suggestion.

Scholarship Committee: The Scholarship Committee (Scholarship Directors, Chairs, and Committees) will kick off 2024 with a mandatory training reviewing the scholarship application process. Dates are February 9 or 23, or March 1st. If you haven't signed up, contact erika.swansen@newh.org. Watch for more meetings throughout the year!

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. Erika 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 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 media.

WEBSITE/SOCIAL MEDIA

Stay connected - Chapters/Regions digital platforms (such as Instagram and Facebook) continue to be a major outreach to members/nonmembers and opportunity for outreach to new potential additions- please continue/ramp up your social media posts and have fun with social media!

Event Photos/Flickr: Check out your Event Recaps section on your website page. Look back at past year's events and do a brief recap of your events. Do you have any 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!

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.

Facebook: Each chapter has its own Facebook page. Please be proactive and keep your FB current with chapter happenings. If you need to add an editor to your page, any current editor can do that – on the Settings/Page Roles section of your chapter Facebook page. The password it asks for is your own personal Facebook password (there is no special password for your NEWH chapter pages).

Instagram: Please see the board resources/marketing section for updated Instagram guidelines.

LinkedIn: Chapters can establish their own LinkedIn account. Administration of LinkedIn pages works much like Facebook where it's connected with your personal account.

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.

Canva: NEWH Inc. has advised chapters to set up their own Canva accounts to assist in designing and scheduling their social media posts. If your chapter/regional group has not set up this account yet, please reach out to the NEWH office to obtain the

paperwork. After having many issues with Regional Groups not being approved by Canva for the non-profit Canva Pro Account, we in the office have purchased and opened a Canva account for the regional groups. Each region will have their own folder to utilize and create graphics. Please ask Hillary Eggebrecht for the login information.

FINANCE

Banking

- Signature card process is underway. Please be on the look out for emails from Denise to get those completed - Thank you! Please get those to INC as soon as possible. Checks cannot be written without updated signature cards on file with the bank.
- 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.

Payment Apps

- GoPayment: GoPayment App is available to all Chapters and Regional Groups to allow funds to be taken at the door. Zelle: With Zelle – your people can send money straight from their banking app to NEWH’s bank account. (credit cards not accepted)
- For more information, contact Susan.
Susan.huntington@newh.org

Text-to-Give App

- Is a great 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 through a link, QR Code or text.
- For more information and to get a donation text or QR code, contact susan.huntington@newh.org

QuickBooks Online

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

- Chapter Presidents and Treasurers have access to live financials for your Chapter. Invites were sent out first week in January, if you didn’t receive one, please reach out to susan.huntington@newh.org
- 2024 cost is \$75 / annually.
- 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, cashier’s check or Zelle transfer for cash amount can be sent to the Inc. office.
- Please update your Chapter sponsorship forms to reflect NEWH, Inc.’s mailing address for all checks to be mailed and deposited directly out of the Inc office.

Chapter Financial Reports / Profit and Loss

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

Chapter Budgets

- 2024 budgets should be progressing and are due mid-February. If you have not received a budget template, please reach out to susan.huntington@newh.org.
- Regular monitoring the budget will keep you financially stable. These figures should sync with all event budgets. Finances are the responsibility of the entire board – not just the treasurer.
- NEWH, Inc. has decided to absorb the ASCAP and BMI costs and will no longer be passing that fee onto the Chapter. It is very important to keep track of events that have music for licensing purposes. Reach out to hillary.eggebrecht.org or susan.huntington@newh.org for more information.
- 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, Kathy Coughlin, or Sarah Von Deck
- Scholarship/Education/EDOnline – Erika Swansen or Hillary Eggebrecht
- Board Training – Erika Swansen
- 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
- QUESTIONS – JUST CALL, WE WOULD BE GLAD TO HELP! 800-593-6394

CHAPTER REPORTS

ARIZONA

JOLIE CAWELTI & DEIDRE SCHWARTZ, DELEGATES

CHARTERED MAY 5, 1995

MEMBERSHIP

Up to 181 Members

Recruiting actively to students with upcoming career fair event in Feb.

PROGRAMMING

Planning our 2024 Calendar for upcoming Hotel and Restaurant tours highlighting winners from December Honors event.

SCHOLARSHIP

Awarded 3 – \$5000 Scholarships

FUNDRAISING

Our Honors Design Awards Event net profit of \$21,945.

OTHER CHAPTER HIGHLIGHTS

Planning our 2024 Calendar and goals to increase membership

and elevate our fundraising events

CHAPTER/REGIONAL GOALS

Increase Membership and Elevate Fundraising events

REPORT BACK TO CHAPTER/REGION

Excited about Leadership Conference in February!!

CHAPTER/REGIONAL REQUEST FOR HELP

BrandED for Omni Hotels here in AZ

Staff note: Our BrandED committee works with the brands directly on newly renovated/newly completed properties in North America to showcase at the BrandED events. However, we do appreciate it when the chapter reaches out as they are local and know what's new and exciting, so as with this request, we will always take requests back to the brand and see what can be planned and developed for the BrandED program.

ATLANTA

TODD FULLER & ANGIE LAW, DELEGATES

CHARTERED OCTOBER 16, 1990

MEMBERSHIP

We have our new Membership Director, Nina Pawelczyk back with us this year. She served on the board in the past as the fundraising chair and did an outstanding job. We welcome her back to the chapter! Deniz Beyhan, previously director of membership, will now be the chair of membership and we are so grateful to still have her with us and her support and experience in the role. We plan to continue our Bowling Membership Drive this year, which is a themed event from year to year and has proven to be successful.

PROGRAMMING

We are excited to welcome our new Programming Director this year, Kelly Burgess with Soho Art. She has a wonderful relationship with the design community and is connected through her work position with hotels and places around Atlanta. We are currently working on a social event in January with Art + Design – Alan Avery Art Company, where Alan will present his experience in the world of art. Other events are to be planned throughout the year – with hotel tours and other social gatherings. We will have a kick-off retreat in January where all our board members will meet and discuss plans for the entire year.

SCHOLARSHIP

As a chapter, we are most proud of our giving to students for scholarships in hospitality. This year at our gala in December, we were able to give \$60,000 to deserving students. Seven received NEWH scholarships and two received IHG scholarships. We are grateful for our partnership with IHG, through our GoodConnections fundraising event which we started in 2022, we are able to raise significant dollars for these scholarships. We have our next GoodConnections event planned for August 2024. We have a phenomenal person directing these efforts in Deaderia Morris-Bowman and she will be joined this year by Jennifer Cahill as the Scholarship Chair, who previously over the last two years was our programming director. Deaderia brought college professionals together for our first-ever NEWH Atlanta Scholarship round table discussion. Keynote Speaker Valerie Coleman shared an inspiring testimony of her journey in design after being a NEWH scholarship recipient. The Atlanta chapter's recent scholarship recipients, Camryn Willis, Kalah Lee, and Aireon Johnson-Brown were on hand to share their stories as well. The round table discussion, led by our

Moderator – Rae Cook of IHG, with our guests and the NEWH committee was very productive in reviewing the best practices and additional suggestions on how to best present and attract the students who are pursuing degrees in hospitality. We will be doing this roundtable again this year, and we believe because of this event, we were able to get one of the largest submittals (30) for consideration of students for scholarships.

FUNDRAISING

We are still on a high from our Gala in December! We had one of the most ever in attendance—over 300 people. Here we award our student scholarship recipients and award our TopID firms which included: Sims Patrick Studio, C+TC Design Studio, and Banko Design. Kelly McCallister was our Director of Fundraising, and she did an exceptional job throughout the year. She will be our VP of Development in 2024. Taking her place is Susan Trau, just a delightful person, with great ideas and who can make things happen. We have already been discussing several events for the year, like our annual golf event, possibly a casino night, and our gala; along with other ideas to be finalized at our retreat meeting in January.

OTHER CHAPTER HIGHLIGHTS

We will be meeting in January, with a weekend retreat to discuss roles, positions, planning, budgets, etc, and to synergize the team for a successful 2024! Megan May will take the President leadership role and we look forward to great things within our chapter this year. The NEWH Inc. trade show will be in Atlanta and we are excited to be the host!

CHAPTER/REGION GOAL

We plan to address our goals and how to achieve these goals at our retreat in January. I personally would like to make sure we are proactive vs reactive to situations and events that arise and to over-communicate to our membership about things happening within our chapter to keep them engaged and excited.

REPORT BACK TO CHAPTER/REGION

This is my first time in the delegate position, but yes I will make it a point to communicate back to our Atlanta Chapter information from IBOD meetings. Todd Fuller and Dallas Bentley are both on the IBOD boards and report to our chapter monthly.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We are open and willing to help in any capacity.

ATLANTIC CITY/ PHILADELPHIA REGION

MIKUKI DAVIS, STEERING COMMITTEE CHAIR

SEPTEMBER 9, 2008

MEMBERSHIP

Currently onboarding new Membership Chair and Membership Committee Member. The two of them have been connected with the past membership chair so that all information and responsibilities can be passed on. We will discuss at our first board meeting on January 16th the overarching goals for this year. In general, membership aims to continue the growing momentum of our regional group with new and renewed members.

PROGRAMMING

Currently onboarding new Programming Chair and Programming Committee Members. The new team has been connected with the past programming chair so that all information and responsibilities can be passed on. We will discuss at our first board meeting on January 16th the overarching goals for this year. In general programming aims to meet the minimum 4 events requirement this year with exciting and interesting events.

SCHOLARSHIP

Currently onboarding new Scholarship Chair and Scholarship Committee Member. The two of them have been connected with the past scholarship chair so that all information and responsibilities can be passed on. We will discuss at our first board meeting on January 16th the overarching goals for this year. In general scholarship aims to grow awareness of our scholarship to local schools to maintain last year's high application numbers.

FUNDRAISING:

Fundraising chair is staying on from last year, so not as much onboarding is needed. Nevertheless she has received and reviewed the training packet for 2024 and is set for another successful year. We will discuss at our first board meeting on January 16th the overarching goals for this year. In general our fundraising chair aims to increase sponsorship reach to new pools and successfully fund all events and scholarship for the year and future.

OTHER CHAPTER HIGHLIGHTS

The new group for our region's 2024 board is 25 people strong! The majority of this group is new to holding a NEWH leadership / steering role. This is an exciting opportunity to welcome new and fresh ideas on how to build on the momentum of our regional group that the previous board instilled. We also ended the 2023 board term out with a fabulous bang with our South Philly rooted holiday party at a local small business Italian Restaurant. (Ristorante Pesto on broad street!) The event was a familial style sit-down four course meal with heartwarming decor and a live opera singer. We sold out quickly and had not a single no-show!

CHAPTER/REGION GOAL

We as a regional group have always had very strong ties to two or three of our local schools. These have been great longstanding relationships but there is still lots of untapped potential with other schools/student groups in our area. One of the overarching goals for this new group of chairs and committee members will be to break into new pools of educators, universities, colleges, hospitality programs, etc. to expand our reach into previously un-approached groups. This will improve our scholarship application numbers, our student member pool, educator member pool, and eventually post-grad professional memberships as well.

REPORT BACK TO CHAPTER/REGION

Yes.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Overall board training. With several new members starting at once we are looking forward to our Steering Committee Training session this year!

Staff note: AC/Philly is due for Steering Committee training in 2024. We are currently scheduling dates after March 1st. Erika will reach out to you with next steps to schedule a training.

CHICAGO

CLAIRE CALLIS & ASHLEY MITCHELL, DELEGATES

CHARTERED AUGUST 12, 1991

MEMBERSHIP

We experienced a great deal of support from our members and sponsors this year. Events were well attended and all the members I spoke to are pleased with the performance of the chapter. Membership ended the year quietly, but we're happy with the roster and look forward to growth potential. As we move into a new year of event planning and budgeting, we'll be sure to incorporate membership events.

PROGRAMMING

We ended the year with our 2023 TopID Panel. The panel was sold out, with over 80 people in attendance. Aria Group, Sheedy DeLaRosa, and Curioso participated panel was moderated by Katie Popp from Hyatt. The panel kicked off with each winner highlighting a key project and ended with a question and answer segment. This event continues to be a success for our chapter.

SCHOLARSHIP

We are a bit quiet at the moment since scholarships have been awarded and money has been sent out for the 2023 year. We usually open scholarships at the end of March, so we will be sending messages out to schools in the next month or two to confirm contact points and then will start promoting 2024 scholarship applications.

FUNDRAISING

Our final fundraising event of the year took place at Diversey River Bowl on November 2 with approximately 250+ attendees. It was a night of sparkle, fun, and memories for all! Sponsorships were challenging to fill and has sparked us to take a different approach in

2024. We are excited to kick off the new year with a new plan to fulfill our goals! Our next event is tentatively scheduled for June 27 with an expected 200+ attendees.

OTHER CHAPTER HIGHLIGHTS

We've had many successful events in 2023 and are excited to be honoring our TopID Winners with a programming panel event. This event continues to gain momentum. We're proud and happy to be able to honor our winners and entice more firms to participate.

CHAPTER/REGION GOAL:

We've continued to push for additional involvement in the board and do so by always welcoming anyone interested in attending. If anyone expressed interested in being involved, we first invite them to attend one of our meetings. During the meeting we make sure to introduce ourselves and share our role on the board. After all of the updates, we go through all of the guests and have them introduce themselves and share what they are most interested in being involved in. We're ending the year on a high note with multiple guests joining in on the last few meetings eager to get involved.

REPORT BACK TO CHAPTER/REGION

While a good obstacle to have, our fundraising events continue to sell out leaving members who have been unable to attend disappointed. The board has been reviewing how we plan to approach fundraising events in the coming year with the possibility of lessening the amount of events in order to have a larger turnout. This gives the board more time to plan as well between events. We've had a few more intimate discussions on the topic near the end of the 2023 calendar year and are looking forward to coming

together as a board in January to finalize this year's approach to events.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Nothing comes to mind at this time.

CINCINNATI REGION

KYLER BURROUGHS, STEERING CHAIR

MEMBERSHIP

Kristin Hain – Standard Textile

PROGRAMMING

TBD

SCHOLARSHIP

Elizabeth Westrich – Harken Interiors

FUNDRAISING

TBD

OTHER CHAPTER HIGHLIGHTS

Awarded (1) \$5,000 scholarship in 2023.

CHAPTER/REGION GOAL:

Grow the membership and have (1) BrandEd event with Marriott. Past board member Keisha Byrd is assisting in setting up the connections.

REPORT BACK TO CHAPTER/REGION

No, we are a regional group.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Membership growth

Staff note: Everything revolves around programming. If your programs are content rich, people will want to attend, which also attracts sponsors if they are seeing larger attendance numbers at your events. Send a personal invite or personally call your business colleagues, clients, etc. letting them know of upcoming events and encouraging them to attend the event. Many times, a personal ask from someone they know is all it takes to get them to attend!

BrandEd event programming and expectations

Staff note: The hosting chapter's/region's help is extremely vital to the success of the BrandED Program. The BrandED committee and the Inc. office do most of the behind-the-scenes work, but with local knowledge of potential attendees in the area, the chapter/region can ensure that qualified guests will be notified of the event. Qualified attendees include designers, architects, purchasers, owners, general contractors, and students. The hosting chapter/region president/steering committee chair is invited to attend and assist with the event along with the programming director/chair.

Methods and ideas to attract non-members outside of strictly Hospitality – How can hospitality affect retail, workplace, etc. and bring exposure of hospitality to those other markets to help bridge the gap and isolation of Hospitality in our particular market.

Note from Shelia Lohmiller: Did you know that more than 30%

of nonprofit organizations do not survive the first 10 years ... NEWH, Inc. is celebrating 40 years this year!! The primary reason we have been successful is we have a mission, and we follow that mission, we have a vision, and we follow that vision. What is the vision and mission – supporting and promoting the HOSPITALITY INDUSTRY. Successful companies and organizations realize you cannot be everything to everybody.

In 2019 – 2022, we went through hell, where our industry almost went bankrupt. Companies did what they had to do keep the doors open...that includes architectural and design firms. They pivoted, they started doing senior living and multi-family. More power to those firms — it was important to keep their employees working. Now that things are coming back, most of them will come back to hospitality...but they will still do other design ... senior living and multi-family.

We welcome membership of the A&D community, vendors, etc. that are in the senior living and multi-family industries. Often the A&D and vendor products cross over into all three markets. In order to capture their interest, chapters will have to adapt some programs toward those industries. All that said, as a hospitality-based organization, our magazine and our TopID awards are Hospitality. If chapters want to celebrate other types of design on a local level, feel free to do so, but this is not an NEWH, Inc. program and as such this is not something we would promote on a national/international level.

Below please see the definition of HOSPITALITY. Neither senior living or multi-family have open doors to guests, visitors or strangers. Senior Living design is considered Health Care and Multi-Family is RESIDENTIAL.

Definitions from Oxford Languages

hos-pi-tal-i-ty / hăspə'talədē/

noun

noun: hospitality

1. the friendly and generous reception and entertainment of guests, visitors, or strangers.

"Scotland is renowned for its hospitality"

modifier noun: hospitality

1. relating to or denoting the business of housing or entertaining visitors.

Definition from a Canadian: If you can walk in off the street to a "public space" and pay for a drink and get service – that is hospitality. You cannot do that in a senior living or a residential multi-family complex.

DALLAS

LUIS ARAUJO & APRIL GETER, DELEGATES

CHARTERED AUGUST 12, 1991

MEMBERSHIP

Planning an interactive experience allowing sponsors the time with the attendees. Hoping to grow membership with 20 NEW MEMBERS. Event to be March, details to be advised.

in Sept. Details to be advised.

Approved Chapter budget to give out \$50K in scholarships.

Scholarships are open until 1/31/24

PROGRAMMING

Scheduling 4 events this year: April (Tour), June (Family Social/ Community), July (Soiree), Holiday Event (community outreach). Details to be advised.

FUNDRAISING

Combining event with Scholarship to be held in Sept. Details to be advised.

OTHER CHAPTER HIGHLIGHTS

We are continuing with our E3 mentor program for students. Looking for more participation in 2024. Kickoff April- close November.

SCHOLARSHIP

Combine event again in 2024 with fundraiser, looking to host event

CHAPTER/REGION GOAL

Our goal is to continue to fundraise \$50K + this year to allow our scholarship award potential to grow as we see the need growing with our unstable economy.

REPORT BACK TO CHAPTER/REGION

Our board is always extremely interested in hearing how the IBOD meeting goes. It is always insightful to hear from the Chapters as well.

HOUSTON REGION

DIANE SMITH, STEERING CHAIR

CHARTERED FEBRUARY 17, 1992

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

LAS VEGAS

SARA BROOKSHIRE & WANDA LUNA, DELEGATES

CHARTERED MARCH 26, 1991

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

LOS ANGELES

ELIZABETH BANKS & JEANNETTE CHACON, DELEGATES

FOUNDED OCTOBER 1984

MEMBERSHIP

Our membership levels are coming back after the downturn in 2019-20 (286 members then and 257 now). We will appoint a Farewell Ambassador to reach out and interview past members to see if we can overcome objections.

- 11/04 - Board Meeting
- 11/10 - 11/11 - BDNV Tradeshow
- TBD – Community Service Toy Drive
- December
- 12/02 - Board Meeting
- TBD – "In the Spirit" Holiday Mix(ology) and Mingle Happy Hour (Unofficial)

PROGRAMMING

- January
01/08 - Board Meeting
- February
02/05 - Board Meeting - In person
02/17 – 02/19 Leadership Conference
- March
03/04 - Board Meeting
TBD - "In the Spirit" Happy Hour (Unofficial)
- April
04/01 - Board Meeting
04/07 - Scholarship & Top ID Brunch
4/29 – 5/2 HD Expo & 40th Anniversary Bash
- May
05/06 - Board Meeting
TBD – Student Member/Portfolio Event
TBD - SoCal NOMA and AAe/A Mixer
- June
06/03 - Board Meeting
TBD – Restaurant Tour “Taste of LA” (Fundraiser Opportunity)
- July
07/01 - Board Meeting
TBD - "In the Spirit" Happy Hour (Unofficial)
- August
08/05 - Board Meeting
08/07 – Drag Queen Bingo
- September
09/09 - Board Meeting
09/24 - Bowling (Annual Fundraiser)
09/25 - Regional Tradeshow
- October
10/07 - Board Meeting
- November

SCHOLARSHIP

Los Angeles Founding Chapter has given out \$981,098.00 in scholarships to 392 students! In 2024 we will reach ONE MILLION!

OTHER CHAPTER HIGHLIGHTS

\$1Million in student scholarships!!!

CHAPTER/REGIONAL GOALS

2024 Goals:

- Expanding our reach to other design associations in the LA region by hosting an event with SoCal NOMA and AAa/E. Helping diversify our membership base and student outreach.
- Adding a Design Firm level sponsorship. Having designers on the board will help to increase our participation in events and expand our A&D sales rep heavy community.
- Boosting our marketing and communication. Updating our LA page, increasing our board social media participation and more personal outreach. Especially with NEWH being in existence for 40 years, our chapter needs to really highlight this milestone!!!

OTHER CHAPTER HIGHLIGHTS

Boosting our ebasts! The board feels like our members do not hear about our events and sponsorship opportunities. Looking for more ways to increase this.

Staff note: Do you know someone who is not receiving emails? Let Diane know – she can track the individual email address to be sure it has not bounced or been unsubscribed. Typically, any issues of not receiving emails can be easily resolved. We also encourage all board members to forward the broadcast to their personal contact list with a personal invitation to the event (please remember to remove the unsubscribe/update link at the bottom of the broadcast before you forward the email to your contacts - if someone you forward to clicks on that link, it will unsubscribe you as you were the original recipient).

MID-SOUTH REGION

MICHAEL SAUTNER, STEERING COMMITTEE CHAIR

CHARTERED JULY 23, 1991

MEMBERSHIP

Membership in Nashville is still growing, and our region's membership has been stable. We're excited to see a few more Arkansas members join our group and hope to grow a presence in

the state. We plan on increasing membership with more effort surrounding our events, like bringing a buddy with raffle entries for each buddy, etc. – having success with it at our last event.

PROGRAMMING

We had a break this summer and are coming back in full swing with our scholarship, 3 tours and 2 holiday parties for Memphis and Nashville. Mid-South Regional Group is also very excited to have the Leadership Conference and have completed the planning for the closing party. We're excited to see everyone in Nashville!

SCHOLARSHIP

Mid-South Regional Group just opened up their scholarship and plan

on awarding \$2500 to the student awarded. We hope to get this past year's and this year's awardees to the Leadership Conference in February if they can make it.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Social media. We've been struggling to create content that is easy to engage members in a fun way. We used to do member highlights, but it's more work than our volunteers have the

MILANO

ENRICO CLEVA, CHAPTER PRESIDENT

MEMBERSHIP

2023 goal was to reach 100 members; We also got some students that we are trying to involve more in the association.

2024 goal: increase membership by 20% keeping member retention and retrieving past members.

PROGRAMMING

In 2023 all our events have been sold out with great participation of members and potential new members. Due to the new rules we postponed the TopID event, which is our top fundraising event, in March 2024.

OTHER CHAPTER HIGHLIGHTS

From chapter's secretary:
Since June, our Secretary is working on simplify day-by-day work for

the committee members.

She introduced an interface for better management of events and deadlines: Trello

She is working on increasing collaboration w/USA Board and networking between USA and Italy to be more appealing to our local/European market.

CHAPTER/REGION GOAL

In our goals is to increase the number of Hotel Chains and get students and young professionals more involved in our chapter.

REPORT BACK TO CHAPTER/REGION

This year we got visited twice by NEWH EC and executive staff members. This goes in the direction of integrating Europe with the USA. One of the best appeals of our association is the international networking potential, that we have to realize in the facts.

NEW ENGLAND REGION

ALLI OROSKI, STEERING COMMITTEE CHAIR

(ORIGINALLY CHARTERED NOVEMBER 4, 1992)

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

NEW YORK

KRISTY BOHNE & LEVAR JACKSON, DELEGATES

CHARTERED JULY 23, 1991

MEMBERSHIP

Garden Hahn will be taking over as Director of Membership Jan 2024
We will be working on membership growth initiatives including a virtual volunteer drive to explain board positions and build committees as well in January.

SONY Hall in NY.

We had 8 design teams in total with 14 paired vendors and successfully added \$11,913.79 to our growing scholarship fund!

We are currently preparing for our 1st fundraiser of the year, Owners Roundtable in June.

PROGRAMMING

We hosted our year-end Holiday Gala at Papillon NY which was attended by approx. 100 people, with a well-balanced blend of designers and manufacturers. It was a fun and festive event that included our Top ID awards, Scholarship winners as well as board recognition and accolades.

By popular request, for 2024 we are bringing back Toasty Tuesday Hotel tours with our first event in March, and 2 more to follow in April and May.

OTHER CHAPTER HIGHLIGHTS

18 of 20 board/committee members, along with 3 scholarship winners will be attending Leadership Conference. We are ALL very excited to connect and collaborate with the other chapters!

Our marketing team has grown and we are excited to welcome new energy to the board this year

SCHOLARSHIP

We awarded an amazing \$69,000 in scholarships PLUS an additional "Cortina Leather" \$3000 award to 6 students – which included a \$21,500 single scholarship, the largest in NEWH history!

Scholarship and Student Relations will be hosting a virtual student focused event in March 2024. We continue to support past scholarship winners by connecting them to potential employers and other industry mentors who supply career guidance, portfolio review and networking opportunities.

We've seen a steady increase of student members in 2023 which we plan to continue to nurture and grow with outreach and continued support to local universities.

CHAPTER/REGION GOAL

We are very focused on committee growth this year – so we can have more focus and more hands to reach our main goal of \$75,000 to give away in scholarships!

REPORT BACK TO CHAPTER/REGION

Yes, as always, we will continue to share important information to stay connected to INC as well as insight for committee planning.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Communication – texting vs. emails and simplified communications.

Staff note: NEWH, Inc has already explored a few options for texting and sent a member survey and found it nearly impossible to not only respect member privacy if texting became an option, but also being able to limit texts to only certain information an individual may want to receive. We are always looking to explore new options or reaching our members/nonmembers.

NORTH CAROLINA REGION

SCOTT MCSHERRY, STEERING COMMITTEE CHAIR

NORTH CENTRAL

KIM FAITH & HANNAH GAMRADT, DELEGATES

CHARTERED DECEMBER 11, 2000

MEMBERSHIP

Recap of 2023:

This year we experienced an increase in student attendance at events including the NEWH Regional Tradeshow and in the Spirit Event.

Goals for 2024:

We also hope to grow student attendance at our local events which we believe will be achieved through our student representative, Betsy.

We hope to continue to further improve event attendance through member involvement through committees.

PROGRAMMING

Recap of 2023:

October was a very busy month but successful for our chapter, with the Regional Tradeshow and Masquerade Ball event.

BrandED event in November was an intimate setting/turnout of members, we would love to be able to host this event again in the future as it was very informative.

In the Spirit Event in December was a great turnout many students and designers attended to celebrate new scholarship winners

The 2024 Calendar has been created, working to market as quickly as possible. Annual sponsorships have also gone out which we hope will increase our sponsorships for the year earlier than expected.

Goals for 2024:

Post 2024 calendar year on NEWH website ASAP to give chapter the proper heads up for the yearly events.

Assist all board members in event planning as needed; to be a resource for all events.

Assist with the coordination and development of event marketing as needed to ensure timely delivery of sponsorship attainment and event marketing.

Create a more formal process of creating a program committee, create committees early on in calendar development to set a new programming director up for success.

Find more events that will draw larger student turnout.

Work to include Top ID firms/projects within programs.

SCHOLARSHIP

Recap of 2023:

We received many great scholarship applications in 2023

We awarded all \$15k allocated to three well deserving students. All three scholarship recipients attended our In The Spirit Event where we announced and celebrated our winners.

Goals for 2024:

The goal for 2024 is more outreach to schools to spread the word about our scholarship opportunities.

Receive more applications than 2023.

Award the same amount of scholarship funds or increase the total amount.

FUNDRAISING

Recap of 2023:

We established a committee for our 2023 Masquerade Ball and focused on the important entities and had a great amount of sponsors for the event and increased proceeds by about 25%

Goals for 2024:

Annual sponsorship menu went out in November.

Few responses received.

Will send out again in January with Barb following up with contacts.

Event sponsorship

Will talk about an alternate to do an event sponsorship if an annual sponsorship is not feasible.

June summer fair / Trunk show will be a fundraiser event.

Masquerade fundraiser event

Look for an alternate venue?

Work with marketing to help with fundraising teasers.

OTHER CHAPTER HIGHLIGHTS

In the Spirit was a great turnout, many students and designers attended to celebrate the new scholarship winners, including all three scholarship winners!

In October our Masquerade Event was successful with an increase in approximately 25% in proceeds.

We were also thrilled to see our student involvement increase in event attendance at events such as the Regional Tradeshow, Mentor/Portfolio Review Event, Masquerade and In the Spirit Event!

CHAPTER/REGION GOAL

We aim to increase event attendance overall and establish committees to help coordinate and plan events.

We hope to achieve this goal through the use of a variety of social media platforms and creative forms of marketing to spark interest in events and membership. We also hope to increase student involvement by community outreach to universities and promotion through our student representative, Betsy who attends the University of Minnesota-Twin Cities.

REPORT BACK TO CHAPTER/REGION

Our BrandED event took place after the IBOD meeting and we had not experienced an event similar to this. It was a smaller group who attended the event but it was a more intimate setting. It posed a challenge in the way it was planned between two big events- it would be nice in the future to be informed and planned earlier in the year so the chapter could adequately market to members.

We are excited to see how Martha's mentors get rolled out to the market and additional chapters after the trials.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Establishing of committee and how to adequately market to members to spark interest.

Recruiting new board members.

Staff note: To recruit new board members, ask people who are always coming to your events if they would like to serve on a committee. This is a great way for people to get to know your Chapter and see how they can be involved. If board members know of someone with talent that would be a good fit on the board, let the person know how great they are and how the Chapter could use their help. The Chapter could send out a talent survey to its members to see where people have interests/strengths and ask them to start out on a committee. Contact Erika on how to send out the survey!

NORTHWEST

MARIT JENSEN & COURTNEY MACLEAN, DELEGATES

CHARTERED MARCH 23, 1995

MEMBERSHIP

To engage other regions included in our chapter we held a

membership 'meet & greet' at the Moxy Portland featuring a mini hotel tour and discussion. This event was a great success and a perfect model for future events.

PROGRAMMING

This year we held our second TopID honors breakfast, a very successful event to honor this year's Top ID recipients. We held a micro-hotel tour in June of two hotels in the South Lake Union neighborhood, Citizen M and the Moxy Downtown.

SCHOLARSHIP

We had 14 applicants this year, up from 9 last year in 2022 and honored our winners at our annual fundraising event, Savor.

\$10,000 WINNERS:

Toluwani Ayeni – University of Idaho/ major in interior arch. & design (graduates in 2025)

Jarin Khan – University of Washington/ major in architecture (graduates in 2024)

\$2,000 winner:

Paige Snel – Washington State University/ major in hospitality business (graduates in 2024)

\$1,500 winners:

Sibleigh Julander – Washington State University/ major in interior design (graduates in 2025)

Evan Elizabeth – University of Oregon/ major in interior architecture (graduates in 2025)

FUNDRAISING

Our annual fundraising event Savor was held in November and was our most successful fundraiser to date. Overall, we raised over \$28,000 for our scholarship fund! This year we debuted a new element to our fundraiser with a Dessert Dash that raised over \$4,000 alone!

OTHER CHAPTER HIGHLIGHTS

This year we continued our successful scholarship walk and hosted not

one but two of them with one in Portland and one in Seattle.

Additionally, we hosted a panel discussion in September on AI technology in the A&D industry that was engaging and thought-provoking.

CHAPTER/REGION GOAL

One goal for this year was to start our annual sponsorship outreach earlier, which we completed in November just in time for Giving Tuesday!

REPORT BACK TO CHAPTER/REGION

At the IBOD meeting in November, it was suggested by another chapter to consolidate the membership renewal due date to one month for all members versus spread across the year depending on when the membership was originally signed up for. Our chapter loves this idea! This would allow us to focus on our past member outreach and schedule a membership drive event during the renewal month, maximizing our effectiveness.

Staff note: NEWH dues were actually set up this way in the past – where all members were due in January. After much discussion and research, it was determined the best model for NEWH to follow was a subscription basis, where members are due based on the date they join/pay. There are many factors that come into play with this decision with some of the main reasons being: 1) not having to prorate dues (meaning if all members were due in January and someone joined in September, we would not want them to have to pay the full dues amount in January, we'd have to prorate their dues for the following year, so all of your new members throughout the year would have a different dues rate the year after they join unless they happened to join in January.) It is very labor intensive and is cumbersome to manage. 2) Someone may hold off until that 'month' to join, in lieu of joining at any time. 3) Contacting the '10' people that didn't renew in a month is much less time consuming than contacting the '100' members that did not renew in last year.

ORANGE COUNTY REGION

SONYA MILES, STEERING COMMITTEE CHAIR

SEPTEMBER 9, 2008

MEMBERSHIP

As we began 2023, we set out to make significant offerings to our membership and to reach more people in the local industry. We are grateful that we have been successful in achieving that goal. We added 34 members this year. We hope to add at least two more people to the team and have a membership drive before the end of Q2-2024. We will be focused on adding designers to the mix in 2024.

PROGRAMMING

We were excited to surprise our three top interior design firms for 2024, which were Cadiz Collaboration in Costa Mesa, PD&A in San Clemente, and Gensler San Diego.

Below are the final events for 2023:

- January: Restaurant Tour and Guest Speaker
- March: Nibbles & Networking
- June: Top ID honoring Hendy and Dog/Beach Walk
- July: Summer Social
- August: Sip & Stroll and Drag Queen Bingo
- September: Vendor Showcase

- October: Museum Tour and Art Panel

- November: Scholarship Awards Event

The final CEUs offered are as follows:

- Art Specification 101
- Designing a Well-Lit Bathroom
- Natural Stone vs. Manmade Materials: Interior Applications
- Sound and Noise Control in Hospitality Facilities

SCHOLARSHIP

In December, we had the pleasure of honoring two student scholarship recipients at The Shindy in Costa Mesa. The 2023 recipients were Casey Salamone, who is studying hospitality and tourism management at San Diego State University, and Ruby Amodeo, who is focusing on hospitality interior design at Orange Coast College. We are immensely proud of these two promising young students and wish them all the best in their future endeavors. The keynote speaker for the evening was the talented Lorraine Francis with Cadiz Collaboration.

PARIS

GWENDOLINE THEODET, CHAPTER PRESIDENT

MEMBERSHIP

We managed to obtain an acceleration of new memberships at the end of 2023 and aim to keep the same dynamic for beginning 2024. Word of mouth helps growing the interest of potential members to join.

We also set up a process to follow up with non-members who attend our event to encourage them to join.

PROGRAMMING

We organized our first large event at the end of the year under the

format of networking afterwork cocktail with much success and reached around 50 participants.

We intend to organize more of these events with brand partners and continue to organize regularly Hôtel visits as we receive so many great feedbacks from these tours.

SCHOLARSHIP

Our target is to start discussion with some schools to better understand how we can help students

FUNDRAISING

We have some potential sponsors for our networking cocktails and

want to continue to grow before launching proper fundraising event.

OTHER CHAPTER HIGHLIGHTS

We start growing brand awareness in Paris with a great image on our care for French crafts and support to students.

CHAPTER/REGION GOAL

- recruit at least 2 more board members
- organise bigger events
- grow our members.

PITTSBURGH REGION

WILLIAM MICHAEL, STEERING COMMITTEE CHAIR

MEMBERSHIP

Chair Position is currently OPEN

Membership is currently at 59 with about 1/3 being student members. We gained some student memberships through the October/ November Scholarship Campaign. Working to build designer memberships and added "sponsor a designer membership" to our sponsorship menu this year to encourage designer/vendor partners and regional group growth.

PROGRAMMING

Hannah Wilkerson, Programming Chair

Programming is full-speed ahead on Gala Planning – coming quickly on January 19th!

We will then focus on planning events for the remainder of the year.

SCHOLARSHIP

Chair Position to be fulfilled by Michelle Kirkpatrick, La Roche University, starting mid-January.

We will honor our Fall '23 Scholarship recipient at our upcoming Scholarship & Awards Gala on January 19th.

We awarded a \$2500 Scholarship to Jenna Fareri, PSU – Hospitality Management

FUNDRAISING

In an attempt to grow our Scholarship Funds, we initiated an opportunity to make a \$10 donation to the Scholarship Fund with our event registrations. We will monitor over the next year to see if this option upon check-out helps with donations.

CHAPTER/REGION GOAL

To continue to grow the regional group; strength in memberships, specifically targeting more designer involvement. If we can capture the designers the vendors will re-engage.

REPORT BACK TO CHAPTER/REGION

Yes, always recap my notes and send to the board members. Honestly, not much feedback.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

As discussed previously, if there's ever an opportunity to have a notable guest speaker in Pittsburgh to help us draw attendance at an event, we would be grateful.

ROCKY MOUNTAIN

BRITTANY SPINNER & DANIELLE VASSALLO, DELEGATES

CHARTERED DECEMBER 2, 1991

MEMBERSHIP

- CEU's
Crystal Nodsle hit it out of the park this year for CEU's. The last CEU of 2023 had upwards of 40 attendees.
- Member Outreach
We are working on opening our 2024 Scholarship – there is outreach to schools and students on behalf
- Annual Sponsorship Menu is live and we are reaching out to past sponsors

PROGRAMMING

- August, 2023 – Branded Event The Slate Hotel (Tapestry by Hilton)
 - o Preliminary Feedback: sponsorship was challenging due to being short on time and unclear benefits for sponsoring. Brittany: Please try to do an extra special shoutout to the local sponsor: Rocky Mountain Design Alliance.
 - o In the future, let's ask more questions as a board to understand the event especially in regards to sponsorship.
 - o If Inc. shared the RSVP list, it would be helpful for us to reach out to potential attendees.
 - o Feedback on attendance: could have more marketing
- October, 2023 – 2024 Board Training + Knowledge Sharing
- October, 2023 – Membership Event – October 19, 2023
 - o Recap: Congrats on a successful event!!
 - o *Will have an update on funds used at next meeting* but we did come in under budget.
 - o Went really well!! So fun. We did get new members in October.

- UPCOMING: Scholarship Kick-Off Event – February 29, 2024

SCHOLARSHIP

Details for 2024 so far:

- 2024 Scholarship Opening Date: February 29
- Closing Date: April 24
- Winners selected by: May 15
- Winners Announced: May 24

Kickoff event details:

- Please commit to attend: Thursday, February 29th 5-7pm at Tarkett Denver

CONTEST:

- prize to which board member that brings the most guests to the event!

FUNDRAISING

- We have raising funds for our Annual Sponsorship now!
- Please see current list of committed sponsors for the RMC 2024 year.
 - o Marcy Design Solutions
 - o Clutch Procurement
 - o Artco
 - o Source
 - o Hill&CO
 - o Berryhill Design Group
 - o OZ Architects

CHAPTER/REGION GOAL

Goal: Student Engagement

- Track number of students we have engaged with
- How many have turned into members?
- How many come to events?
- Create a student task force

- Increase outreach to schools
- Analyze the data that we have
- Have a scholarship event as a ramp up to the application deadline.

SAN FRANCISCO BAY AREA

GENEVIEVE MANSFIELD & HALEY TAYLOR, DELEGATES

CHARTERED JUNE 1, 2010

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

SOUTH CAROLINA REGION

ANNA SVEINBJORNSDOTTIR, STEERING CHAIR

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

SOUTH FLORIDA

CASIE IDLE & STELLA PENA, DELEGATES

CHARTERED OCTOBER 2, 2003

MEMBERSHIP

294 current members – Aiming to break the 300 mark this year as a personal goal for our chapter. To help for this membership push, we plan to hold a membership drive this year and have already done a hard push this past December as the year came to a close. We decided as a board to raise our membership fee from \$175 to \$200 and to offer a membership drive before end of the year 2023 to incentivize people to renew or become members before the price goes up. This was plastered across all our chapter social media platforms as well as shared by each of our board members within their personal communities as well.

PROGRAMMING

This year we hope to bring back monthly mingles and property tours to encourage more networking with our community. We are doing everything possible in advance to ensure we show fair representation across all of the counties that cover the South Florida chapter – West Palm, Broward, Dade and even Fort Myers/Naples. We are aiming to prominently showcase our TOP ID firms first and then moving on to our annual sponsors for programming events. And of course, we shall continue our annual Members' Appreciation Brunch early in the year to show our members just how LUCKY we are to have them – did we mention it will be around St. Patrick's Day

SCHOLARSHIP

Based on having such an abundant acct balance, we are able to give \$35K in scholarships in 2023 and have raised our scholarship goal to a whopping \$40K this year and spreading more to deserving hospitality students at our annual award dinner.

FUNDRAISING

We realized from analytics and conversations amongst our board and members that holding two major fundraising events was most successful for our chapter. With that, we have decided to concentrate our efforts on Bowling and Golden Palms which have consistently been our most lucrative fundraising efforts throughout the year. Bowling is held in the first part of the year and Golden Palms gala closes out the 2nd half of the year. Both have been extremely successful in raising money, beefing membership, and overall raising engagement within our community.

OTHER CHAPTER HIGHLIGHTS

Together with our Community Services chair, we also hope to have more consistent community service events that can be carried from year to year. So far we are considering a Homeless Outreach, Toy Drive, Beach Clean up and an animal rescue event.

CHAPTER/REGION GOAL

South Florida is a big region spread across the southern most part of our state. Our ultimate goal is to be all inclusive within all our counties and to not focus primarily on Dade County. To make sure we are spreading the NEWH presence among all our members, we are actively and intentionally providing networking opportunities

across 4 all counties. We have announced this initiative with a few members and have already heard wonderful feedback of appreciation and commitments to participate.

REPORT BACK TO CHAPTER/REGION

This is our first year as delegates and we look forward to learning and growing as well as mentoring the next delegates to follow us. We are looking forward to attending the Jan. 18th IBOD meeting remotely and reporting back to our entire board at the following board meeting being held Feb. 13th. right before Leadership!!!

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We would love to learn how to connect and engage more design firm involvement. Our chapter is very strong with connecting with vendors but growing our membership with designers, students, and other design-related members is a goal of ours and we would love help with learning how other NEWH chapters accomplish this engagement.

Staff note: Typically, this comes down to the type of programs you are offering (making sure they are attractive to designers/architects and also showing membership benefit. Excellent diverse programming drives attendance. Think of who you are targeting to attend/ join and gear a program towards that. Hotel tours coupled with a diverse panel (i.e. back of house, engineering, hotel owner, procurement, culinary, designer) will be a draw to many. Remember quality over quantity and as attendance increases then you can offer member only or first option at hotel tours to sign up, etc. Make it look special to be a member. There are also many great ways to highlight members! Post member news on chapter social media sites, NEWH Magazine, chapter website, and chapter publications (new positions, new products – provide link to company website). Create a member spotlight on your chapter page, highlighting a member each month. Recognize your chapter's TopID recipients on social media and publications. Identify members at your event with a member ribbon or sticker – make them feel special!

Broadening our student outreach is also important to us and having knowledge on how other chapters accomplish this would be super appreciated.

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. The Atlanta Chapter found success by bringing college professionals together for a round table discussion and learning best practices and suggestions on how to best present and attract students who are pursuing degrees in hospitality. Contact Erika for more details

SUNSHINE

SARA NELSON & CHRIS SCHAFFER, DELEGATES

CHARTERED SEPTEMBER 1, 1996

MEMBERSHIP

Our chapter goal was 300+ members and we have been working hard to achieve this. We achieved our goal and currently have 328 total members. We are also working to follow up with our student members after graduation to transition them to associate membership and keep them involved to eventually transition to general membership.

PROGRAMMING

Our monthly programming event is the Sunset Social and is held the 2nd Wednesday of the month. We tend to get 40-55 people every month in attendance. We are planning our membership drive for May of 2024 and working to secure a hotel tour event later in 2024. We had a tour this past August that was attended very well and also provided us some new members. Our board members attended the Seminole State College Trade show in January 2023 to promote NEWH to the local students and gained a few student members from this event. We are invited every year and plan to have members attend this event again in 2024.

SCHOLARSHIP

Our chapter awarded nine scholarships at \$5000 each for a total of \$45,000 for the 2023 year. Six of the nine recipients attended our November Gala where they were presented their scholarship awards. Two of the scholarship recipients will be attending the Leadership Conference with our chapter.

FUNDRAISING

Soul Shine our fundraising event was held on November 3rd 2023. We had over 200 attendees including Top ID firms, purchasing groups, hotel brands, hoteliers, suppliers and more. At the event we awarded the scholarship recipients and the Chapter Top ID firms. The event was extremely successful and through our sponsors, raffles, a live auction, and silent auction we estimated 52% at approximately \$48,000 profit.

OTHER CHAPTER HIGHLIGHTS

Our regional tradeshow will be held April 9th 2024. Our tradeshow have been very successful for the chapter in the past. We plan to hold a student event at the tradeshow to engage more of our student members. Our chapter has ten board members that will be going to leadership plus additional members from our chapter.

CHAPTER/REGION GOAL

One goal for our chapter for 2024 is to establish larger committees. Our chapter has such great turn outs for all events and involvement from our members and requires a lot of preparing and planning. To help the directors and distribute responsibility we need to increase our committees this year. We plan to engage members of the chapter who are regularly attend our events and sunset socials and see if they would be interested in joining our committees. We also plan to reach out to our students members to also get them involved in committees to get student perspective for our events.

REPORT BACK TO CHAPTER/REGION

Yes- we always provide report back to local board from the IBOD meetings. It provides a since of direction NEWH is taking and overall how the key events are changing and provide points of further discussion.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Understanding the music liability for our events.

Staff note: NEWH, Inc has purchased both ASCAP and BMI Music Licenses. We also have a release form available on Board Resources that any entertainment (band, dj, musician, etc) to sign essentially to cover us. Since COVID, Music Licensing agencies are looking for anyone not obeying the laws and could be liable for a minimum \$10,000 fine per event.

How to increase our scholarship applicants. Suggestions on how we can better support and engage students at schools that are far away from us without being physically present at events.

Staff note: To increase scholarship applicants, the Atlanta Chapter found success by bringing college professionals together for a round table discussion and learning best practices and suggestions on how to best present and attract students who are pursuing degrees in hospitality. Contact Erika for more details on how Atlanta accomplished this. Other ideas include hosting student focused events such as a portfolio review or presentations showcasing the variety of careers in hospitality. To support and engage students that are far away, the Chapter could have a Student Representative from those schools. They could meet with the Student Relations Director via zoom to stay connected. If there are any members who are alumni or rep the college area, they could do a presentation to the students about their project and also talk about NEWH and opportunities within the organization.

Does INC have a standard app for all auction events? While the BidBeacon app we used for our fall event was successful it had its challenges. The reporting at the end to try and gather the total amounts collected, fees, surcharges etc. was difficult to navigate. We are curious what other chapters use and if they have had success. These apps are costly, does INC have contracted rates with one preferred app that all chapters should be utilizing to make reporting concise and consistent?

Staff note: NEWH, Inc. does not hold their own auctions, therefore does not have an auction app they use. Northwest and New York Chapters have used GalaBid for their fundraising events. These apps can be very costly, anytime you are paying for an outside service and accepting credit cards, the fees can add up quickly. It's always a good idea to check before hand to make sure the auction app is worth price of the app fees and the work that goes into it.

TORONTO

CELINE MARCOTTE & DEMI MELISSINOU, DELEGATES

CHARTERED NOVEMBER 18, 2004

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

UNITED KINGDOM

LIBBY BULL AND KEVIN SWART, DELEGATES

CHARTERED JUNE 12, 2002

NO REPORT SUBMITTED FOR JANUARY BOARD MEETING

VANCOUVER REGIONAL

TAMMY DINIZ, STEERING CHAIR

MEMBERSHIP

We ended the year with a nice little push in new inquiries of member-

ship and a few new members after our big end of year event. Lots of interest in membership and volunteering that arose from this event.

PROGRAMMING

6 events this past year

- Team Trivia Night- at a restaurant
- Student Roundtable
- Spring event – Drag performance at Osita restaurant.
- summer sundowner at Kobe restaurant
- The 2nd Annual Golf Tournament,
- The 12th ANNUAL The Golf tournament was our big programming event of the year.

Successful year and we met our goals

SCHOLARSHIP

Our local scholarship was awarded to KPU student, Cailyn Defalco in August, but we gave her award publicly at our big Nov. event. She exemplified everything that we look for in a candidate and has been a strong NEWH student volunteer.

Our collaborative scholarship with BermanFalk was awarded to Saiqa Shaikh of La Salle College earlier on in the year.

Northland Properties has approached us about doing another regional scholarship next week, which really came about after we hosted an event at a Northland Property for the Annual and they hired one of our Emerging Talent students earlier this year, so very exciting for us that local firms are looking at our posts and finding the value from it.

We're looking forward to an exciting new year full of awesome opportunities for our students & we are set for 2024 because have some money for scholarship for the next year thanks to our golf tournament and Bermanfalk and Northland Properties.

FUNDRAISING

On of our goals to add to our scholarship post which we have done and we raised \$ also that will help with our Nashville delegates. We

WASHINGTON DC METROPOLITAN

MICHELLE MADISON & ELLE PECHINEY, DELEGATES

CHARTERED NOVEMBER 6, 1992

MEMBERSHIP

The membership director and her committee are working on our first event of the year which will be a hotel tour/membership drive.

PROGRAMMING

The programing director has established a calendar of programs for the year as well as our annual Maven sponsorship offering.

SCHOLARSHIP

Our scholarship director along with the chapter plan to award

are waiting for our overall #s but our chapter has a healthy profit for next year.

OTHER CHAPTER HIGHLIGHTS

We have a wonderful new group of board members set to excel in '24 We continue to create a buzz in the industry and create networking opportunities at our events.

And the potential for another local scholarship for us next year is wonderful.

We have also created a new role for our volunteer coordinator who will help to ensure that each new volunteer is welcomed and placed into a committee or mentoring under one of the board member, so we're excited about that too.

CHAPTER/REGION GOAL

The team still needs to meet to set this up officially, but definitely getting this new scholarship set up and going would be a goal and successful implementation of the volunteer coordinator.

REPORT BACK TO CHAPTER/REGION

Yes. there is always something that we learn at each IBOD that is relevant or new or something someone didn't know so feedback is always well received.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

continued help with social media, and guidance as new board members take on their new roles.

Staff note: The Communications team hosts monthly calls where we have different topics and have discussions among other chapters and regional group marketing directors and social media chairs. We can also set up a 1-on-1 call with your team to discuss your goals and where your opportunities and struggles are. Reach out to Hillary Eggebrecht for more information, to set up a 1-on-1, or with any questions.

another \$70k in scholarships this year.

FUNDRAISING

The chapter is planning our annual golf tournament fundraiser for 2024.

CHAPTER/REGION GOAL

To break even on all programming events and engage different groups of professionals within our chapter (specifically owner and developers).

MOTION TO APPROVE MINUTES

DATE: JANUARY 18, 2024

MOTION NUMBER: 1

I, JENNIFER WELLMAN, 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 APPROVE 2024 BUDGET

DATE: JANUARY 18, 2024

MOTION NUMBER: 2

I, KEVIN SWART, MOVE TO APPROVE THE 2024 BUDGET AS PRESENTED IN THE REPORT.

MOTION SECONDED BY: _____

VOTE COUNT: STATUS OF MOTION:
 YEA: 0 NAY: 0 ABSTENTION: 0 CARRIED: DEFEATED:

MOTION FOR APPOINTMENT OF VICE PRESIDENT/FINANCE

DATE: JANUARY 18, 2024

MOTION NUMBER: 3

I, CHRIS TUCKER, MOVE TO APPOINT KEVIN SWART TO THE POSITION OF VICE PRESIDENT/FINANCE FOR THE 2024-25 TERM.

MOTION SECONDED BY: _____

VOTE COUNT: STATUS OF MOTION:
 YEA: 0 NAY: 0 ABSTENTION: 0 CARRIED: DEFEATED:

MOTION FOR THE APPOINTMENT OF DIRECTOR/SCHOLARSHIP

DATE: JANUARY 18, 2024

MOTION NUMBER: 4

I, CHRIS TUCKER, MOVE TO APPOINT LORI FIRPO TO THE POSITION OF DIRECTOR/SCHOLARSHIP FOR THE BALANCE OF THE 2023-24 TERM.

MOTION SECONDED BY: _____

VOTE COUNT: STATUS OF MOTION:
 YEA: 0 NAY: 0 ABSTENTION: 0 CARRIED: DEFEATED:

MOTION FOR THE APPOINTMENT OF DIRECTOR/EDUCATION

DATE: JANUARY 18, 2024

MOTION NUMBER: 5

I, CHRIS TUCKER, MOVE TO APPOINT JOCELYN NEVELS TO THE POSITION OF DIRECTOR/EDUCATION FOR THE BALANCE OF THE 2023-24 TERM.

MOTION SECONDED BY: _____

VOTE COUNT: STATUS OF MOTION:
 YEA: 0 NAY: 0 ABSTENTION: 0 CARRIED: DEFEATED:

MOTION FOR THE APPOINTMENT OF DIRECTOR/MEMBERSHIP

DATE: JANUARY 18, 2024

MOTION NUMBER: 6

I, CHRIS TUCKER, MOVE TO APPOINT WANDA LUNA TO THE POSITION OF DIRECTOR/MEMBERSHIP FOR THE BALANCE OF THE 2023-24 TERM.

MOTION SECONDED BY: _____

VOTE COUNT:

YEA: 0

NAY: 0

ABSTENTION: 0

STATUS OF MOTION:

CARRIED:

DEFEATED:

MOTION FOR THE APPOINTMENT OF DIRECTOR/EQUITY, INCLUSION, & DIVERSITY

DATE: JANUARY 18, 2024

MOTION NUMBER: 7

I, CHRIS TUCKER, MOVE TO APPOINT LEONARDO LUCIANO TO THE POSITION OF DIRECTOR/EID FOR THE BALANCE OF THE 2023-24 TERM.

MOTION SECONDED BY: _____

VOTE COUNT:

YEA: 0

NAY: 0

ABSTENTION: 0

STATUS OF MOTION:

CARRIED:

DEFEATED:

MOTION TO ADJOURN

DATE: JANUARY 18, 2024

MOTION NUMBER: 8

I, _____, MOVE TO ADJOURN THE NEWH, INC. BOARD OF DIRECTORS MEETING AT _____ PM ET.

MOTION SECONDED
BY:

VOTE COUNT:

YEA: 0

NAY: 0

ABSTENTION: 0

STATUS OF MOTION:

CARRIED:

DEFEATED:

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 permit 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. Up to five (5) members will be selected. 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 OF EXCELLENCE

DESCRIPTION OF AWARD/QUALIFICATIONS:

The NEWH Joyce Johnson award of excellence, a presidential award, 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!)	

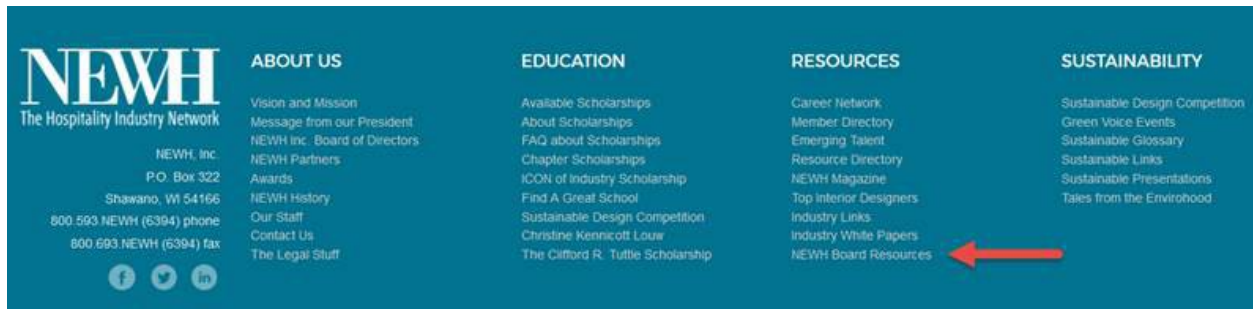
TWC CONSULTING

BOARD RESOURCES - ONLINE

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

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

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



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

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

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

Tradeshaw 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.

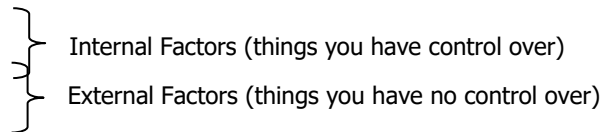
Here are a few examples:

- 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.**

JANUARY EXAMPLE: 2ND – BOARD MEETING 11TH – SUNDOWNER/HAPPY HOUR	FEBRUARY
MARCH	APRIL
MAY	JUNE
JULY	AUGUST
SEPTEMBER	OCTOBER
NOVEMBER	DECEMBER

SWOT ANALYSIS

STRENGTHS • •	WEAKNESSES • •
OPPORTUNITIES • •	THREATS • •

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

2024 CALENDAR

JANUARY 2024

1-JAN	NEW YEARS DAY	18-22 JAN	MAISON & OBJET
5-JAN	NEWH EXECUTIVE COMMITTEE ZOOM CALL	19-JAN	LEADERSHIP LESSONS/NEWH EC
6-JAN	EPIPHANY (ITALY)	19-28 JAN	DESIGNTO
9-12 JAN	HEIMTEXTIL	21-24 JAN	JANUARY FURNITURE SHOW
15-JAN	MARTIN LUTHER KING DAY (UNITED STATES)	21-22 JAN	ALIS LAW
11-14 JAN	DOMOTEX HANOVER	22-JAN	HOSPITALITY DESIGN CITYSCENE
17-21 JAN	PARIS DECO OFF	22-24 JAN	ALIS
18-JAN	NEWH, INC. BOARD OF DIRECTORS MTG. ZOOM CALL	24-25 JAN	ALIS DESIGN+
18-JAN	MEET UP PARIS	24-JAN	LEADERSHIP LESSONS WITH TRUDY/NEWH CHAPTERS
18-21 JAN	IDS TORONTO	24-26 JAN	THE INTERNATIONAL SURFACE EVENT
		28 JAN-1 FEB	LAS VEGAS WINTER MARKET

FEBRUARY 2024

2-FEB	NEWH EXECUTIVE COMMITTEE ZOOM CALL	19-FEB	PRESIDENT'S DAY (UNITED STATES)
5-8 FEB	RIVA DEL GARDA FIERECONGRESSI	19-FEB	FAMILY DAY (CANADA)
6-8 FEB	SURFACE DESIGN SHOW	23-FEB	LEADERSHIP LESSONS/NEWH EC
6-12 FEB	STOCKHOLM DESIGN WEEK	25-FEB	LAILAT AL BARA'AH
7-FEB	LAILAT AL MIRAJ	19-21 FEB	HFTP MID-SOUTH ATLANTIC REGIONAL CONFERENCE
7-9 FEB	BD WINTER FORUM	20-FEB	HFTP DIGITAL HORIZONS 360 SYMPOSIUM
14-FEB	VALENTINE'S DAY	27-29 FEB	KITCHEN & BATH SHOW NKBA KBIS
15-17-FEB	NEWH LEADERSHIP CONFERENCE	28 FEB-1 MAR	HI DESIGN MEA
		29 FEB-3 MAR	FRIEZE LOS ANGELES

MARCH 2024

1-MAR	NEWH EXECUTIVE COMMITTEE ZOOM CALL	20-MAR	HINDI NEW YEAR
7-MAR	SPRING NETWORKING GLASGOW	20-21 MAR	ARCHITECT@WORK
10-MAR	DAYLIGHT SAVINGS TIME UNITED STATES & CANADA	21-22 MAR	HAWAII HOTEL & RESTAURANT SHOW
10-MAR	MOTHERS DAY (UNITED KINGDOM)	24-MAR	PURIM
10 MAR-8 APR	RAMADAN	24-27 MAR	RESTAURANTPOINT WEST
11-13 MAR	HD SUMMIT	25-27 MAR	HRC/PUB23
11-15 MAR	HOTEL DESIGNS MEET UP - LONDON	28-MAR	DESIGN INSIDER FORUM
12-13 MAR	INDEPENDENT HOTEL SHOW	28-30 MAR	ART BASEL
17-MAR	LEADERSHIP LESSONS/NEWH EC	29-MAR	GOOD FRIDAY
17-MAR	ST. PATRICKS DAY	29-31 MAR	EASTER WEEKEND (UNITED KINGDOM)
17-19 MAR	HEALTHTAC EAST LIVE CONNECT	31-MAR	EASTER
19-21 MAR	HUNTER HOTEL INVESTMENT CONFERENCE	31-MAR	DAYLIGHT SAVINGS TIME EU & UNITED KINGDOM

APRIL 2024

1-APR	EASTER MONDAY (CANADA, FRANCE, ITALY, UK)	18-20 APR	97TH ANNUAL HOTEL EZRA CORNELL
2-5 APR	AAHOACON24	19-APR	LEADERSHIP LESSONS/NEWH EC
3-7 APR	PAD PARIS	22-30 APR	PASSOVER
5-APR	NEWH EXECUTIVE COMMITTEE ZOOM CALL	22-23 APR	CHRIS
6-APR	LAYLAT AL QADR	22-25 APR	COVERINGS
9-APR	NEWH REGIONAL TRADESHOW / ORLANDO	23-25 APR	HOLA
10-APR	EID-AL-FITR (END OF RAMADAN)	24-APR	LEADERSHIP LESSONS WITH TRUDY/NEWH CHAPTERS
4-APR	HOSPITALITY DESIGN CITYSCENE	24-28 APR	DESIGNMARCH
9-11 APR	ULI SPRING	24 APR-6 MAY	BOSTON DESIGN WEEK
11-12 APR	INTERNATIONAL WINDOW COVERING EXPO	25-APR	LIBERATION DAY (ITALY)
13-16 APR	ENVIRONMENTS FOR AGING	29-APR	NEWH, INC, BOARD OF DIRECTORS MEETING
14-17 APR	ARDA SPRING CONFERENCE 2024	29 APR - 1 MAY	FUTURE HOSPITALITY SUMMIT/GLOBAL RESTAURANT

INVESTMENT FORUM

14-17 APR	HOTELPOINT	30-APR	NEWH/HD WOMEN IN DESIGN BREAKFAST
15-17 APR	INTERNATIONAL HOSPITALITY INVESTMENT FORUM	30-APR	HD AWARDS 20TH ANNIVERSARY
16-21 APR	SALONE DEL MOBILE	17 APR-5 MAY	BERLIN DESIGN WEEK
		30 APR-2 MAY	HD EXPO + CONFERENCE

MAY 2024

TBD	GUEST / LAB	18-21 MAY	NATIONAL RESTAURANT ASSOCIATION SHOW
1-5 MAY	FRIEZE NEW YORK	19-21 MAY	ICCF
1-MAY	LABOR DAY (FRANCE, ITALY)	20-MAY	VICTORIA DAY (CANADA)
6-MAY	BANK HOLIDAY (UNITED KINGDOM)	20-MAY	WHIT MONDAY (FRANCE)
7-9 MAY	SAUDI ENTERTAINMENT & AMUSEMENT	21-23 MAY	DESIGN LONDON
8-MAY	VICTORY IN EUROPE DAY (FRANCE)	21-23 MAY	CLERKENWELL DESIGN WEEK
9-MAY	ASCENSION DAY (FRANCE)	21-25 MAY	RHS CHELSEA FLOWER SHOW
9-12 MAY	BOND LEADING 5-STAR HOTEL DESIGNERS	23 MAY-2 JUN	MELBOURNE DESIGN WEEK
10-MAY	NEWH EXECUTIVE COMMITTEE ZOOM CALL	24-MAY	LEADERSHIP LESSONS/NEWH EC
12-MAY	MOTHERS DAY (UNITED STATES, CANADA, ITALY)	26-MAY	MOTHERS DAY (FRANCE)
16-MAY	HOSPITALITY DESIGN CITYSCENE	27-MAY	MEMORIAL DAY (UNITED STATES)
16-23 MAY	NYCXDESIGN	27-MAY	BANK HOLIDAY (UNITED KINGDOM)

JUNE 2024

2-JUN	REPUBLIC DAY (ITALY)	13-16 JUN	ART BASEL
2-4 JUN	BD MATCH	15-16 JUN	WAQF AL ARAFA - HAJI
2-4 JUN	NYU HOSPITALITY INVESTMENT CONFERENCE	16-JUN	EID AL-ADHA
4-6 JUN	INDEX/THE HOTEL SHOW DUBAI	16-19 JUN	HITEC INDIANAPOLIS
4-6 JUN	RETAILX	17-20 JUN	HOTEC DESIGN
5-7 JUN	HI DESIGN EUROPE	19-JUN	JUNETEENTH (UNITED STATES)
5-8 JUN	A'24 - AIA CONFERENCE ON ARCHITECTURE	19-21 JUN	SUSTAINABLE DESIGN CHINA SUMMIT
6-7 JUN	CRUISE SHIP INTERIORS EXPO AMERICA	19-22 JUN	DESIGN SHANGHAI
7-JUN	NEWH EXECUTIVE COMMITTEE ZOOM CALL	20-JUN	HOSPITALITY DESIGN CITYSCENE
11-JUN	NEWH REGIONAL TRADESHOW / DENVER	21-JUN	LEADERSHIP LESSONS/NEWH EC
10-12 JUN	NEOCON	24-JUN	INTERIOR DESIGN & ARCHITECTURE SUMMIT
11-13 JUN	THE HOTEL SHOW AFRICA	24-27 JUN	HITEC CHARLOTTE
11-16 JUN	DESIGN MIAMI / BASEL	26-29 JUN	NEW DESIGNERS - WEEK ONE
12-14 JUN	3DAYSOFDESIGN	27-JUN	CARDIFF OPEN
		30-23 JUN	BOND THE FORUM FOR LATIN AMERICA'S LEADING HOTEL DESIGNERS

JULY 2024

1-JUL	CANADA DAY	12-JUL	NEWH EXECUTIVE COMMITTEE ZOOM CALL
3-6 JUL	NEW DESIGNERS - WEEK TWO	14-JUL	BASTILLE DAY (FRANCE)
4-JUL	INDEPENDENCE DAY (UNITED STATES)	16-18 JUL	BD SUMMER FORUM
8-JUL	HIJRA - ISLAMIC NEW YEAR	17-JUL	DAY OF ASHURA
9-10 JUL	MANCHESTER FURNITURE SHOW	17-JUL	LEADERSHIP LESSONS WITH TRUDY/NEWH CHAPTERS
11-JUL	COMMERCIAL INTERIORS SUMMER BBQ	19-JUL	LEADERSHIP LESSONS/NEWH EC
		JUL 28-AUG 1	LAS VEGAS SUMMER MARKET

AUGUST 2024

2-AUG	NEWH EXECUTIVE COMMITTEE ZOOM CALL	16-AUG	LEADERSHIP LESSONS/NEWH EC
5-AUG	BC DAY (CANADA)	22-AUG	HD SITESEEING
15-AUG	FEAST OF ASSUMPTION (FRANCE & ITALY)	25-27 AUG	WESTERN FOODSERVICE & HOSPITALITY
15-AUG	NEWH REGIONAL TRADESHOW / ATLANTA	26-AUG	SUMMER BANK HOLIDAY (UNITED KINGDOM)

SEPTEMBER 2024

2-SEP	LABOR DAY (CANADA & UNITED STATES)	18-SEP	HOSPITALITY DESIGN CITYSCENE
5-9 SEP	MAISON & OBJET	18-19 SEP	HOTEL SUMMIT
5-9 SEP	PARIS DESIGN WEEK	19-22 SEP	LONDON DESIGN FAIR
6-SEP	NEWH EXECUTIVE COMMITTEE ZOOM CALL	19-22 SEP	ARC INTERIORS
9-11 SEP	BD FALL FORUM	20-SEP	LEADERSHIP LESSONS/NEWH EC
9-11 SEP	INT'L HOSPITALITY INVESTMENT FORUM - ASIA	23-27 SEP	CERSAIE CERAMIC& SURFACES
11-SEP	SEPTEMBER 11TH (UNITED STATES)	24-27 SEP	MARMO+MAC STONE & DESIGN
14-22 SEP	LONDON DESIGN FESTIVAL	25-SEP	NEWH REGIONAL TRADESHOW / LOS ANGELES
15-16 SEP	MILAD UN NABI	26-29 SEP	IDS VANCOUVER
17-19 SEP	THE HOTEL SHOW - SAUDI ARABIA	30 SEP - 2 OCT	FUTURE HOSPITALITY SUMMIT

OCTOBER 2024

1-OCT	HOSPITALITY DESIGN CITYSCENE	14-OCT	THANKSGIVING (CANADA)
2-4 OCT	ROSH HASHANAH	15-16 OCT	INDEPENDENT HOTEL SHOW
4-OCT	NEWH EXECUTIVE COMMITTEE ZOOM CALL	16-OCT	LEADERSHIP LESSONS WITH TRUDY/NEWH CHAPTERS
6-9 OCT	DECOREX	17-18 OCT	ITHIC-ITALIAN HOSPITALITY INVESTMENT CONFERENCE
7-10 OCT	LODGING CONFERENCE	18-OCT	LEADERSHIP LESSONS/NEWH EC
7-10 OCT	G2E	21-23 OCT	BWH HOTELS 2024 ANNUAL CONVENTION
8-13 OCT	PAD LONDON, 20 TH CENTURY DESIGN	27-OCT	END OF DAYLIGHT SAVINGS TIME IN UK AND EU
9-13 OCT	FRIEZE ART FAIR	28-30 OCT	HD NEXTGEN FORUM
10-OCT	INDIGENOUS PEOPLES DAY (UNITED STATES)	28-30 OCT	THE HOSPITALITY SHOW
11-12 OCT	YOM KIPPUR	28-31 OCT	ULI FALL

NOVEMBER 2024

1-NOV	NEWH EXECUTIVE COMMITTEE ZOOM CALL	9-NOV	NEWH, INC. BOARD OF DIRECTORS MEETING
1-NOV	ALL SAINTS DAY (FRANCE & ITALY)	10-NOV	NEWH, INC. EXECUTIVE COMMITTEE WRAP-UP
1-NOV	DIWALI	10-11 NOV	BD NY
3-NOV	END DAYLIGHT SAVINGS TIME IN US AND CANADA	11-NOV	VETERANS' DAY / ARMISTICE DAY
8-NOV	NEWH, INC. EXECUTIVE COMMITTEE WRAP-UP	11-NOV	GOLD KEY AWARDS GALA
8-NOV	HD PLATINUM CIRCLE AWARDS	27-28 NOV	HIX
		28-NOV	THANKSGIVING (UNITED STATES)

DECEMBER 2024

4-DEC	HOSPITALITY DESIGN CITYSCENE	6-DEC	NEWH EXECUTIVE COMMITTEE ZOOM CALL
4-5 DEC	CRUISE SHIP INTERIORS EXPO	20-DEC	LEADERSHIP LESSONS/NEWH EC

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: JANUARY 19, 2023

MOTION NUMBER:

I, _____

MOTION SECONDED BY: _____

MOTION IS STATED AND THROWN OPEN BY THE CHAIR FOR DISCUSSION.

NOTES ON DISCUSSION: