



**GOVERNING BOARD
PACKET**

9 NOVEMBER 2024

**JACOB JAVITS CONVENTION CENTER
429 11th Avenue, New York, NY 10001
ROOM 1C03-05**

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

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NEWH, INC. GOVERNING BOARD MEETING AGENDA

SATURDAY, NOVEMBER 09, 2024, **12:30 AM – 4:30 PM EST**

JACOB JAVITS CONVENTION CENTER - ROOM 1C03-05

11:30AM–3:30PM CST 10:30AM–2:30AM MST 9:30AM – 1:30AM PST 5:30PM–9:30PM GMT 6:30PM–10:30PM CET

Executive Committee	Sandy Banks Jennifer Wellman Kevin Swartz Brittany Spinner	Dallas Bentley Lanée Burns Deidre Schwartz	Valerie Coleman Helen Reed Jonathan Young	Tara Witt Cynthia Guthrie	Gwendoline Theodet Enrico Cleva Christine Tucker	Jena Seibel Susan Huntington Shelia Lohmiller 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 Rachel Berkin David Shove-Brown	Stacy Elliston Stephanie Deshaies Mike Webb	Crystal McCain Natalie Sheedy Helen Reed	Brand Ambassadors Barry Sullivan Tara Chung	Henri Munyengango 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 Michelle 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

<p>CALL TO ORDER (5 MIN)</p> <p>BD NY WELCOME (5 MIN)</p> <p>ESTABLISHMENT OF QUORUM / MOTION TO ACCEPT MINUTES (2 MIN)</p> <p>PRESIDENT’S WELCOME (5 MIN)</p> <p>FINANCIAL REPORT (2 MIN)</p> <p>SCHOLARSHIP (2 MIN)</p> <p>EID (2 MIN)</p> <p>EDUCATION (2 MIN)</p> <p>REGIONAL TRADESHOWS (2 MIN)</p> <p>COMMUNICATIONS/SOCIAL MEDIA (2 MIN)</p> <p>INTERNATIONAL REPORT (3 MIN)</p> <ul style="list-style-type: none"> - UNITED KINGDOM/PARIS/MILANO - CANADA <p>MEMBERSHIP (2 MIN)</p> <p>LEADERSHIP CONFERENCE (2 MIN)</p> <p>BOARD TRAINING/STRATEGIC PLANNING/NEXT STEPS (2 MIN)</p> <p>BREAK (15 MIN)</p> <p>BREAKOUT GROUPS – 45 MINUTES</p> <ul style="list-style-type: none"> - CURATING COMPELLING BREAKOUTS FOR LEADERSHIP CONFERENCE(S) - SHOWCASING THE VALUE OF NEWH MEMBERSHIP - 2025 CHAPTER/REGION BOARD LEADERSHIP - BOARD MEETING IMPROV FOR BETTER MEETINGS - EDUCATIONAL CONTENT THAT ADDS MEMBERSHIP VALUE: VISUAL GLOSSARY <p>BREAKOUT GROUP RECAP – 30 MINUTES</p> <ul style="list-style-type: none"> - CURATING COMPELLING BREAKOUTS FOR LEADERSHIP CONFERENCE(S) - SHOWCASING THE VALUE OF NEWH MEMBERSHIP - 2025 CHAPTER/REGION BOARD LEADERSHIP - BOARD MEETING IMPROV FOR BETTER MEETINGS - EDUCATIONAL CONTENT THAT ADDS MEMBERSHIP VALUE: VISUAL GLOSSARY <p>NEW BUSINESS (items not on this or previous agendas)</p> <p>OLD BUSINESS (unfinished items from past meetings)</p> <p>MOTION TO ADJOURN</p>	<p>SANDY BANKS</p> <p>KEVIN GAFFNEY/STACY SHOEMAKER RAUEN/KEISHA BYRD</p> <p>JENNIFER WELLMAN</p> <p>SANDY BANKS</p> <p>KEVIN SWART</p> <p>BRITTANY SPINNER</p> <p>VALERIE COLEMAN</p> <p>DALLAS BENTLEY</p> <p>JENA SEIBEL</p> <p>HELEN REED</p> <p>JONATHAN YOUNG</p> <p>TARA WITT</p> <p>LANEE BURNS</p> <p>SHANA MCCULLOUGH-DOWNING</p> <p>JENA SEIBEL / TRUDY CRAVEN</p> <p>DEIDRE SCHWARTZ / GWENDOLINE THOEDET</p> <p>LANEE BURNS / WANDA LUNA</p> <p>CHRIS TUCKER / JENA SEIBEL</p> <p>TARA WITT</p> <p>DALLAS BENTLEY / DAVID SHOVE-BROWN</p> <p>DEIDRE SCHWARTZ</p> <p>LANEE BURNS</p> <p>CHRIS TUCKER</p> <p>TARA WITT</p> <p>DALLAS BENTLEY</p>
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THE NEXT NEWH BOARD OF DIRECTORS MEETING WILL BE HELD VIA ZOOM ON JANUARY 17, 2025

NEWH, INC. GOVERNING BOARD MEETING MINUTES

Monday, April 29, 2024

In-Person & Virtual Zoom Meeting

Executive Committee	Sandy Banks Jennifer Wellman Kevin Swartz	Brittany Spinner Dallas Bentley Lanée Burns	Deidre Schwartz Valerie Coleman Helen Reed	Jonathan Young Tara Witt	Christine Tucker Shelia Lohmiller	Jena Seibel Susan Huntington
Board of Directors	Lori Firpo Jocelyn Nevels	Brittany Johnson Teri Urovsky	Shana McCullough-Downing Leonardo Luciano	Todd Fuller		
Chairs	Stacy Garcia Stacy Elliston	Stephanie Deshaies Helen Reed			Media Ambassadors Keisha Byrd Simmy	
House of Delegates	Luis Araujo Kristy Bohne Sara Brookshire	Jolie Cawelti Jeannette Chacon Todd Fuller	April Geter Levar Jackson Marit Jensen	Courtney MacLean Genevieve Mansfield Demi Melissinou	Deidre Schwartz Katie Smith Brittany Spinner	Kevin Swart Haley Taylor Danielle Vassallo
Chapter Presidents	Megan May	Kris Hanson	Katie Sander Smith	Jamie Hysell		
Steering Chairs	Sonya Miles	Tammy Diniz				
Guests	Rebecca Ellis Bancroft, Rita Case, Hope	Cheetham, Katie Haycox, Jennifer Lashae Ben, Nicole	Le Garf, Emilie Luciano, Tabatha	McConkey, Catherine McKinnon, Lauren	Rink, Erin Roncato, Maggie	
Not in Attendance	Cynthia Guthrie Gwendoline Theodet Enrico Cleva Wanda Luna Natasha Ashar Chris Schafer Mizuki Davis	Rachel Berkin David Shove-Brown Mike Webb Crystal McCain Natalie Sheedy Celine Marcotte Michael Sautner	Jillian Van Dresser Angie Law Emily Mueller Tara Chung Alvaro Montoya Libby Bull Will Michael	Henri Munyengango My Nguyen Barry Sullivan Stacy Rauen Trudy Craven Michelle Madison Alli Oroski	Kelly Ponder Adam Tooter Claire Callis Ashley Mitchell Elizabeth Banks Elle Pechiney Kyler Burroughs	Kim Faith Hannah Gamradt Casie Idle Stella Pena Sara Nelson Diane Smith Scott McSherry

The meeting was called to order by President Sandy Banks at 12:00 PT. Roll call taken, and a quorum was established.

MOTION TO APPROVE MINUTES

Date: 04-29-24

Motion Number: 1

I, Jennifer Wellman, move to approve the minutes as presented.

Motion seconded by: Brittany Spinner

STATUS OF MOTION:

Carried: X Defeated:

President's Welcome

Discussion- Sandy Banks:

- New format for breakout sessions: 5 breakout sessions
- Congratulations to chapters for giving out scholarships- founding LA chapter for breaking the ceiling of 1 million dollars
- Rocky Mountain chapter and South Florida have awarded more scholarships than they ever have in the history of their chapters

Financial Report

Discussion- Kevin Swart:

- NEWH is going strong
- Caps on travel for IBOD meetings- discussed during annual budget calls
- Thank you for submitting expenses on time

Discussion- Susan Huntington:

- Powertalks at Leadership Conference contributed \$1,000 per table- total of \$68,000 to the conference budget
- Leadership conference came out in the black
- 20% contribution goes to the Midsouth regional group (\$32,000), which leaves \$126,000 for NEWH Inc admin account
- We are working with our bankers to move funds and make adjustments on accounts because interest rates have gone up

International Report

Discussion- Jonathan Young (UK, Paris, Milano):

- Working on expanding the BrandED program into Europe
- Had successful inaugural event for BrandED last year
- Working on two events for later this year with IHG and Hilton
- BrandEd allows hotels to share the brands and interior designers they are working with- combine presentation with hotel tour
- International leadership conference will take place in Europe in 2025 in Paris- working on the details now
- All 3 European chapters have growing membership and lots of great events going on

Discussion- Shelia Lohmiller:

- We have selected a hotel for leadership conference 2025
- Tentative date of the leadership conference is the 23rd of June 2025

- Sponsorship package has been developed- it will be emailed to all of our members

Discussion- Rita:

- We have 4 signature events every year in Europe

Discussion- Tara Witt (Canada):

- Canada is doing great
- Toronto just had its fundraiser for the year which was a driving for dollars event- golf simulators and F1 simulators plus a silent auction
- Vancouver is doing great- they have more students than members- they have engaged two different educators on the board get more students

Scholarship

Discussion- Brittany Spinner:

- Lori Firpo is the new scholarship director this year
- Board trainings for spring have been completed including a revision for the grading rubric
- We have started a review of the financial form to see if there are any revisions we can make
- Goals for second half of the year are focusing on barriers to entry including a review guide to help students that might be confused on different aspects on the application including a language guide
- We will be continuing to outreach to students- encouraging past scholarship winners to give back
- Two opportunities at the design well booth to do a portfolio review- invite students

Membership

Discussion- Lanée Burns:

- 6,408 members including students- 6.2% increase from last year
- We ask membership directors to go back to chapters and give us their membership increase goal for this year
- Board reports show every chapters membership
- Encourage students to come to booth to walk with professionals at new event
- Remind board members to renew membership on time

Discussion- Shelia:

- Membership numbers today: 6,639- up 200 members from April 9th

Discussion- Stacey:

- Top ID nominations are open- reach out to eligible design firms
- There are about 6 weeks left for nominations- close on June 14th

Education

Discussion- Dallas Bentley

- There are 3 programs in the Education portfolio (Martha's Mentors, Green Voice, and Ed Online)
- Green Voice is putting on a program tomorrow- focuses on circular design strategies as a standard practice
- Ed Online- latest effort is a visual glossary as a resource
- Goals for education: raise profile and awareness of all 3 programs

Regional Trade Shows

Discussion-Jena Seibel:

- The tradeshow in Orlando was very successful
- 4 more shows this year: Denver in June, Atlanta in August, LA in September, and Seattle in October
- The only exhibitor we have not opened lottery draw for is Seattle
- Give us a call if your chapter or region is interested in holding a show

Communications and Social Media

Discussion- Helen Reed:

- Follow NEWH and your own chapter on Instagram, FaceBook, and LinkedIn
- The first Tuesday of the month we have a call with the chapters to discuss communications, communication plans, and issues about getting the word out about their events- anyone from your board can join this call
- Incentives are continually showing the faces of NEWH- encouraged to share these
- Working on highlighting scholarship winners to highlight their accomplishments
- We will be starting to post more on the two leadership conferences coming up
- We are looking for two people to join our team as chairs- required to meet 1 to 2 times per quarter with the VP to discuss what is happening within the disciplines and 1 to 2 times per quarter with the communications team
- Tag your chapter and NEWH Inc in your photos
- Design Linq is an excellent opportunity to share your projects and photos- trying to grow this platform

Leadership Conference

Discussion- Shana McCullough-Downing:

- Power talk live went very well at the last leadership conference
- We announced we are going to DC- block out some time in Q1 for 2026
- We are looking for additional committee members

EID

Discussion- Valorie Colman:

- The EID directors expressed concern for an elevator pitch for explaining what EID is
- Double sided business card with QR code for NEWH EID website with explanation of EID within NEWH
- EID dialogue sessions at tradeshow
- Keep an eye out for the EID section in the NEWH magazine- we have articles lined up to be published
- Reach out if you need an EID director in your chapter
- We are always open for topics and suggestions around EID content

Discussion: Leonardo:

- Rising star award- create criteria for this type of award, subcommittee interest
- BAD award- Best in Accessibility Design award- creating criteria, partners in industry, consulting who is qualified to judge for awards, subcommittee interest

Martha's Mentors

Discussion- Sandy Banks:

- Our committee has been very active and in the last couple of weeks a few of us did interview with our mentors and mentees- everyone we spoke told us they were matched very well
- The size of the next group will be decided after the first group concludes at the end of the year
- One of the questions in the interviews asked for suggestions to make the program more well rounded and more successful- it was discussed to reach out via zoom with the mentees and mentors and include the local chapter president and anyone else from the chapter that desires so the mentee is introduced to the chapter and can be brought into the chapter

Discussion- Stacey Garcia:

- Feedback has been overwhelmingly positive
- There is a waitlist for the new session
- Need to focus on maintaining quality as sessions progresses

Discussion- Stephanie:

- Shared story about new mentee that landed new job through the NEWH job board after switching career fields from healthcare to hospitality

Board Training/ Strategic Planning/ Next Steps

Discussion- Erica

- Board training and strategic planning calendar was changed
- Each chapter and region that was due for a board training or strategic planning this year was reached out to

Report on Breakout Sessions

Break-Out Session Overview:

Reports:

Leadership Conference- Deidre Schwartz:

- Themes were discussed
- Leadership conference 2026 will be in DC
- Theme in Nashville was discovery- would like to play off the idea of discovery
- Theme ideas: Pioneers, revolutionary change, history, breaking barriers, historical landmarks, renaissance
- Improvements and changes from past leadership conference
- Breakout topics at the last leadership conference were very good- people wanted to be in multiple at the same time
- Hold more popular breakout sessions in larger spaces
- Chapters coming together and rallying
- Fundraising aspect of leadership- how do we make that more engaging/ turn it into a game or competition

BAD Award:

- Discussed the word accessibility in the description of the award- universal design instead- working on a new name
- Points system for the categories to lead to the winner
- Categories including accessibility: physical, behavioral, developmental, sensory, and endocrine disorders
- Discussed chapter or national- proposed to start national
- Have an artist from the ADA community that would design the award created
- Subcommittee members for background work
- The award is meant for designers that go above and beyond what ADA demands
- Judges for the award were discussed

Programming to Build Membership:

- Discussed resources on NEWH board resources section on the website to plan a programming event
- Programming is the heartbeat of NEWH’s membership- discussed consistent programming
- Importance of having a schedule that people can rely on
- Discussed types of events- hotel tours, headshots, postcard design events, lampshade making events
- Reducing the cost of membership during events
- Community service events

Rising Star Award:

- Shared the criteria for the award so far and received feedback
- Engaging the past presidents in the judging of the award to keep the engaged
- Potentially eliminating the number of years required for the award
- Chapter level award and benefits of the award: paying leadership conference registration fee, physical award, social media and public recognition
- Discussed when to do this award- give chapters discretion
- How to address chapters that don’t have an EID director

Board Meeting Improv- Cynthia:

- How to have better board meetings
- Chapters that have disenfranchised members on their board
- People having trouble maintaining or recruiting members
- Chapters that are struggling to have members connect on a personal level
- Chapters that might be having dull board meetings
- MRAP and what is MRAP
- Board scenarios and how to handle those issues
- Board bonding strategies
- M- Mission: relates back to the NEWH mission
- R- Roadblocks
- A- Assistance/Ask: as individuals for help with a project
- P- Plan: goals for the next month
- Stronger toxic personality conflicts on the board- clear and concise communication
- Board burnout and how to engage board members: connect with EC and make sure EC is aware of feelings, have someone else step up and share the M statement within the meeting, increase communication and identify plans within each month
- Egos and overstepping in roles scenario
- How to foster EC relationship

MOTION TO ADJOURN

Date: 04/29/24

Motion Number: 2

I, Sandy Banks, move to adjourn the NEWH, Inc. Board of Directors Meeting at 4:15 pm PT.

Motion seconded by:	Lanee Burns
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STATUS OF MOTION:	
Carried:	<input type="checkbox"/> X <input type="checkbox"/>
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.

NOVEMBER 2024

GOAL STATUS

I think that would be a YES! Our committees have been hard at work making sure their goals are met and exceeded.

EID has been meeting monthly and making sure our programing is equitable, inclusive and diverse. They have put together some very informative and engaging programs for HD, BDNY and around the country in our chapters. I had the pleasure of attending the one they did for the LA tradeshow, and it was outstanding. They are continuing to further the work on their award platform.

Membership is also meeting regularly and doing their best to increase our membership. last count – up to 7,080 members. They are working on an award for the chapter that brings in the most members in one year. All In all, great job!

Our Leadership Conferences are moving forward at a rapid and excellent progress. Everyone is working diligently to put together a noteworthy couple of events.

The biggest success of Education has been Martha's mentors with accolades coming in from all parties involved. The committee has expanded to include one of our mentors, Maureen Rothmann. She will assist us in the matching process for the next round along with Lanee and Jocelyn. We will provide matching criteria and train them

to eventually take the place of Jonathan, Dallas, and myself. It has been a source of NEWH pride and a resounding success. We will take care to make sure we continue this trajectory.

Scholarship is also our source of pride having reached an amazing almost \$9 million in awards to our deserving students. Congratulations to all who work to make our scholarships possible. I must mention Helen and her team with communications. She keeps our name and presence known in the industry with massive postings in all of the major networks. Thank you, Helen!

GOAL OBSTACLE

Probably the only available money for sponsorships but we are lucky to be in a very giving industry.

BREAKOUT FORMAT

YES, and even more so now that we have instituted a new format.

BREAKOUT ACTIONS

They provide a plan forward that the committees can follow to implement the ideas

GENERAL COMMENTS

I have thoroughly enjoyed my first year and look forward to an exciting new year of possibilities in NEWH.

APRIL 2024

GOAL STATUS

On Target. With a very successful and productive gathering at Milliken the beginning of march, I think our disciplines are functioning well and adopting good practices. Meetings are held often and with excellent content and participation. We have a good team that has pulled together their committees with directors and chairpersons. I am excited for the year ahead and the continued growth of NEWH and will continue to participate when available to keep up with the growth.

Martha's Mentors seems to be a successful venture so far. The committee will be interviewing the mentors and mentees in the next few weeks to get their feedback.

I don't believe so.

ACTION PLAN

Our breakout was Chris Tucker as past President, other past presidents from the chapters and me. It was almost exclusively a training session. Any action plans were those related to presidential duties.

GENERAL COMMENTS

We are so exhilarated regarding our 40th Bash. WE have expanded the space so more tickets can be sold. Sponsorships are covering expenses and ticket sales are a 491 as of yesterday. We will hopefully sell out or make tickets available at the door for \$200 each. Great Job and kudos to those in the LV chapter who have stepped up to help make this the Party of the Year!

GOAL OBSTACLE

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.

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.

GOAL 1 MEASURE

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.

NOVEMBER 2024

GOAL STATUS

I have not accomplished my goals for 2024. As secretary, I know that I need to reach out to each chapter to talk to the importance of minutes. This was my 1st goal of 2024. The second goal was to reach out to all VPs to offer any help they may need.

GOAL OBSTACLE

No, just time management.

BREAKOUT FORMAT

Yes, I think the breakout sessions are always good for getting a cross section of opinions. I like the new format also—it seems more streamlined and efficient.

BREAKOUT ACTIONS

It allows us to pinpoint the issues and create solutions around specific topics. Before the new system it was a little disorganized.

APRIL 2024

GOAL STATUS

Goals weren't set in January for secretary. I am setting them now for the rest of the year.

GOAL OBSTACLE

No

ACTION PLAN

There wasn't one set at the board meeting for secretary.

COMMITTEE TASKS

No

GENERAL COMMENTS

The goals I would like to set are as follows:

1. Reach out to the chapter presidents and secretaries to make sure the importance of this role is recognized. Set up meetings for questions. This will be an ongoing goal—timeline will reset every year with new secretaries coming into position.

Reach out to IBOD VPs on a quarterly basis to see how I can help with new initiatives. This will start in Q2 and continue as long as needed. Will update on board reports as to how I am helping VPs be effective.

JANUARY 2024

NO REPORT SUBMITTED

MINUTES, ANNUAL BUDGET AND CHAPTER BUSINESS PLAN – 2024

CHAPTERS (min. 9-10 per year)	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	BUDGET	BUSINESS PLAN
ARIZONA	X	X	X	X	X	X	X	NO MTG					YES	
ATLANTA	X	X	X	X	X	X	NO MTG	X	X		NO MTG		YES	
CHICAGO	X	X	X	X									YES	YES
DALLAS	X	X	X										YES	
LAS VEGAS	X	X	X	X	X	X	X						YES	YES
LOS ANGELES	X	X	X	X	X	X	X	X					YES	YES
MILANO	X	X	X	X	X									
NEW YORK	X	X	X	X	X	X		NO MTG	X				YES	YES
NORTH CENTRAL	X	X	X	X	X	X	X	X	X				YES	
NORTHWEST	X	X	X	X	X	X	X	NO MTG						
PARIS			X		X	X	X		X					
ROCKY MOUNTAIN	X	X	X	X	X	X	NO MTG	X	X				YES	YES
SAN FRANCISCO BAY	X	X	X	X	X	X	X	X	X				YES	
SOUTH FLORIDA	X	X	X	X	X	X	X	X	X					
SUNSHINE	X	X	X	X		X	NO MTG	X					YES	
TORONTO	X	X	X	X	X	X	X							
UK	X	X	X	X	X	X	X							
WASHINGTON, DC	X	X	X	X	NO MTG	NO MTG	NO MTG	X	X					
REGIONAL GROUPS (MIN ONCE/QUARTER)	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC		
AC/PHILADELPHIA	X		X		X									
CINCINNATI	X	X	X	X	X	X	X	X	X	X				
DETROIT														
HOUSTON			X	X	X									
MID-SOUTH	X	NO MTG	X	X	X	X	X	X	X					
NEW ENGLAND	X	X	X	X	X									
NORTH CAROLINA			X		X									
ORANGE COUNTY		X	X	X		X		X	X					YES
PITTSBURGH		X		X	X	X	X	X	X					
SOUTH CAROLINA														

VANCOUVER	X	X	X	X		X	X	NO MTG						
	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	BUDGET	BUSINESSPLAN

NEWH CHAPTER BOARD TRAINING SCHEDULE

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

	2024	2025	2026	2027
ARIZONA	OPEN	Virtual BDT/STP (request)	Strategic Plan (required)	Board Train (Required)
ATLANTA	Board Train March 8, 2024	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
ATLANTIC CITY	Board Train June 22, 2024	Strategic Plan (required)	Virtual BDT/STP (request)	OPEN
CHICAGO	Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
CINCINNATI	Board Train Nov 1, 2024	Virtual BDT/STP (request)	Strategic Plan	OPEN
DALLAS	OPEN	Strategic Plan (required)	Board Train (Required)	Virtual BDT/STP (request)
DETROIT	Virtual BDT/ST Nov 15, 2024	Board Train (Required)	Strategic Plan (required)	Virtual BDT/STP (request)
HOUSTON	Virtual BDT/STP (request)	Strategic Plan (required)	OPEN	Board Train (Required)
LAS VEGAS	OPEN	Board Train (Required)	Strategic Plan	Virtual BDT/STP (request)
LOS ANGELES	Board Train Sept 14, 2024	Strategic Plan (required)	Virtual BDT/STP (request)	OPEN
MILANO	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
MID-SOUTH	Board Train Sept 20, 2024	Virtual BDT/STP (request)	OPEN	Strategic Plan (required)
NEW YORK	Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
NEW ENGLAND	Strategic Plan June 3, 2024	Board Train (Required)	Virtual BDT/STP (request)	OPEN
NO/SO CAROLINA	Board Train (Required)	OPEN	Virtual BDT/STP (request)	Strategic Plan (required)
NORTH CENTRAL	Strategic Plan Feb 3, 2024	Virtual BDT/STP (request)	Board Train (Required)	OPEN
NORTHWEST	Virtual BDT/STP (request)	Board Train (Required)	OPEN	Strategic Plan (required)
ORANGE COUNTY	Virtual BDT/STP May 10, 2024	OPEN	Strategic Plan	Board Train (Required)
PARIS	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)
PITTSBURGH	Strategic Plan (required)	Virtual BDT/STP (request)	Board Train (Required)	OPEN
ROCKY MOUNTAIN	Virtual BDT/STP (request)	OPEN	Board Train (Required)	Strategic Plan (required)
SAN FRANCISCO	Strategic Plan Nov 3, 2024	OPEN	Virtual BDT/STP (request)	Board Train (Required)
SOUTH FLORIDA	Virtual BDT/STP (request)	Strategic Plan (required)	Board Train (Required)	OPEN
SUNSHINE	Board Train April 15, 2024	OPEN	Strategic Plan (required)	Virtual BDT/STP (request)
TORONTO	Virtual BDT/STP May 23, 2024	Board Train (Required)	Strategic Plan (required)	OPEN
UNITED KINGDOM	OPEN	Virtual BDT/STP (request)	Strategic Plan (required)	Board Train (Required)
VANCOUVER	OPEN	Strategic Plan Jan 19, 2025	Virtual BDT/STP (request)	Board Train (Required)
WASHINGTON DC	Strategic Plan (June 1, 2024)	OPEN	Board Train (Required)	Virtual BDT/STP (request)

ONLINE BOARD TRAINING START	STRATEGIC PLANNING	WEBINAR BOARD TRAINING OR STRATEGIC PLANNING – ON REQUEST	OPEN – CHAPTER MAY HAVE A BREAK YEAR OR REQUEST SOMETHING SPECIAL
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Those marked "upon request" may incur charges for extra training.

VP/FINANCE

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.

NOVEMBER 2024

GOAL STATUS

Our Income and expenses being posted was achieved thanks to the diligence from all our vendors and suppliers.

People have been sticking to the budget very well. Everyone was aware in Jan of last year what their caps were and have been doing very well with sticking to that or at least only submitting requests for reimbursement at those caps.

Always good to remind people all expenses must be submitted within 60 days of the meeting – no exceptions. If they are submitted beyond that term, it will be considered a donation to NEWH.

GOAL OBSTACLE

I am pleased to say that we haven't had any obstacles we need to highlight!

BREAKOUT FORMAT

I do think they are meaningful as I have found that getting feedback from global / regional chapters is important and gives us a sense of what is working and what is not. In the most I have found that there isn't enough time to deep dive into the topics chosen to discuss but it starts conversation and further discussion opportunities to support one another.

BREAKOUT ACTIONS

The actions, if followed through, can bring real focus to highlight what we need to change and do differently for the next year ahead. Highlighting of frustrations and weaknesses allow us to strategize and implement changes needed, if we action ...otherwise we are

just note takers!

If we keep doing the same things with no real time for reflection doesn't institute growth – and GROWTH and STRENGTH is what we aspire for and what we have seen in 2024.

GENERAL COMMENTS

The 40th bash in Las Vegas was a HUGE success! It was so much more than we anticipated and there had to be an increase in the venue space due to the overwhelming response! There were over 700 people in attendance throughout the night! Thank you all for attending and sponsoring!

The five Regional Tradeshows have again been successful for 2024, and we have 4 shows already confirmed for 2025. Jena continues to work on getting those scheduled.

We have given away more than 9 million dollars in scholarships to date, which is a major achievement!!

It is a good time for Chapters to put together their Annual Sponsorship menus, if that is something they are interested in doing and haven't done so already.

Chapters should be watching for 2025 signature cards to be coming out early next year.

Focused events that are tried and tested are great to repeat, mixing in ideas gleaned from others or fresh perspective can really help strengthen interest and hopefully increase our revenue streams.

We will be working on budgets in January. So, people should start considering what travel expenses they may incur in 2025.

APRIL 2024

GOAL STATUS

Goal # 1

Goal status: Continue working on getting all income and expenses posted.

PowerTalks looks like it made money, working on final numbers.

Goal # 2

Goal status: Budgets are set for 2024

GOAL 1 OBSTACLE

Not all vendors, suppliers have submitted their expenses/invoices

GENERAL COMMENTS

2024 still has its challenges but I want to thank everyone for having a focused approach to managing and strengthening their finances .

We are so grateful to all our faithful sponsor suppliers and their continued support – I know that sponsorship can be a challenge and thanks to Jena for negotiating and managing these sponsorships!

Being relatively new to my role I am so grateful for all the support and enthusiasm of our hard-working volunteers that steer NEWH and make this organization what it is and what we can all be proud of!

JANUARY 2024

GOAL 1 STATEMENT

Supporting the leadership team to help achieve their goals financially before, during and after the Conference. With the PowerTalk's event in place of the tradeshow this year, help the team understand how that impacted financials. This Conference is not considered a fundraiser, so breaking even is the ultimate goal.

GOAL 1 MEASURE

To break even or showing small net proceeds – we will have achieved our goal.

GOAL 1 TIMING

To review the financials once the event has been reconciled, after all income and expenses have been posted.

GOAL 1 MAJOR MILESTONES

To successfully balance the budget for the conference and whilst still delivering on a successful event

GOAL 2 STATEMENT

To work closely with Susan Huntington on annual budgeting.

GOAL 2 MEASURE

All budgets are balanced and aligned with our original goals

GOAL 2 TIMING

The end of 2024

GOAL 2 MAJOR MILESTONES

To monitor budgets quarterly to ensure we achieve our goal

GENERAL COMMENTS

With this being a Leadership Conference year, we need to be excited but diligent about budgets, and understanding of the changes that will need to be considered when setting these. We may have constant challenges, but we also have incredible victories – made possible by our amazing sponsor suppliers who champion what we are about, and who we are hugely grateful to for their ongoing support!

Our thanks goes again to Jena for negotiating sponsorships and finding replacement sponsors (often at very short notice) to maintain our expected sponsorship funds.

Thanks, as always, to the team of volunteers who we rely on daily to help us achieve what makes NEWH the organization it is, and always coming out tops!!

BANK BALANCES		
ACCOUNT BALANCES AS OF 09/30/2024		
GENERAL		\$ 349,692.24
SCHOLARSHIP		202,751.51
CLIFF TUTTLE SCHOLARSHIP		3,092.25
MONEY MARKET (CASH RESERVE FUND)		405,591.68
LONG TERM RESERVE ACCOUNT		452,190.74
CHECKING RESERVE ACCOUNT		137,699.66
CD		100,000.00
NEWH, INC. ACCT IN CANADA (CHECKING)	CAD	27,874.63
NEWH, INC. ACCT IN CANADA (SAVINGS)	CAD	23,279.56
ACCOUNT BALANCES AS OF 10/23/2024		

	NEWH CANADA, INC.	CAD 127,282.13
	NEWH CANADA, INC. SCHOLARSHIP	CAD 10,354.04
	NEWH, INC. ACCT. IN LONDON	GBP 29,054.84

CHAPTER	UPDATED SIGNATURE CARDS 2024	REGIONAL TRADESHOW MONIES TRANSFERRED TO SCHOLARSHIP ACCT IN 2024	FUNDRAISING/ DONATION/INTEREST MONIES TRANSFERRED TO SCHOLARSHIP ACCT IN 2024	CHECKING BAL	DATE	SCHOLARSHIP BAL	DATE	MUTUAL FUND / CD
Arizona	Yes		1,233.17	43,840.14	9/30/24	42,194.79	9/30/24	
Atlanta	Yes		35,806.68	179,111.51	9/30/24	87,110.87	9/30/24	
Chicago	Yes		979.27	274,863.22	9/30/24	105,603.58	9/30/24	
Dallas	Yes		9,358.39	155,718.45	9/30/24	224,128.61	9/30/24	
Las Vegas	Yes		40,229.96	107,319.02	9/30/24	26,778.40	9/30/24	
Los Angeles Founding	Yes		16,173.77	141,021.43	9/30/24	60,028.94	9/30/24	
Milano				79,923.39	10/24/24	17,563.54	10/24/24	
New York	Yes		18,775.04	225,045.50	9/30/24	109,817.75	9/30/24	
North Central	Yes		10,329.86	103,979.42	9/30/24	43,067.39	9/30/24	
Northwest	Yes		2,420.60	222,247.25	9/30/24	71,384.48	9/30/24	
Paris						5,989.53	10/24/24	
Rocky Mountain	Yes	30,381.11	1,444.61	152,698.32	9/30/24	48,006.36	9/30/24	
San Francisco Bay Area	Yes		31,468.71	66,817.00	9/30/24	187,025.92	9/30/24	
South Florida	Yes		5,460.21	68,638.05	9/30/24	100,420.95	9/30/24	
Sunshine	Yes	49,925.34	1,072.14	110,934.57	9/30/24	82,117.17	9/30/24	157,482.18
Toronto				67,034.40	10/23/24	20,028.57	10/23/24	
United Kingdom				23,671.95	10/23/24	37,097.90	10/23/24	
Washington DC Metro	Yes		58,854.29	164,052.18	9/30/24	210,204.14	9/30/24	
Regional Groups								
Atlantic City				53,547.56	9/30/24	20,081.63	9/30/24	
Cincinnati				20,654.94	9/30/24	6,072.66	9/30/24	
Hawaii				12,033.39	9/30/24	27,731.78	9/30/24	
Houston				4,645.13	9/30/24	64,838.85	9/30/24	
Memphis Mid South				51,218.36	9/30/24	43,169.80	9/30/24	
New England				23,620.22	9/30/24	17,675.04	9/30/24	
North Carolina				11,843.49	9/30/24	12,329.18	9/30/24	
Orange County				1,036.72	9/30/24	60,945.46	9/30/24	
Pittsburgh				3,985.89	9/30/24	6,814.87	9/30/24	
South Carolina				2,886.81	9/30/24	2,438.00	9/30/24	
San Diego						19,712.28	9/30/24	
Vancouver						30,416.43	10/23/24	
Virginia						12,342.31	9/30/24	

2024 BUDGET

	INCOME	EXPENSE
PRESIDENT	-	13,389.31
PRESIDENT ELECT	-	-
PAST PRESIDENT	-	6,647.45
EXECUTIVE ADVISER	-	3,556.28
SECRETARY	-	2,750.00
BOARD TRAINING	-	7,409.26
VICE PRESIDENT FINANCE	-	781.31
FUNDRAISING	33,024.8800	648.19
TRAVEL / DELEGATE	-	3,918.40
VICE PRESIDENT/SCHOLARSHIP	-	-
SCHOLARSHIP	6,712.00	1,969.32
BRANDED	15,000.00	16,563.81
CLIFFORD TUTTLE SCHOLARSHIP	12,000.00	5,435.95

ELITE EXPOSITIONS	5,000.00	5,248.40
GREEN VOICE SCHOLARSHIP	178.79	16,031.87
HDAC SCHOLARSHIP	10,000.00	10,000.00
ICON SCHOLARSHIP	9,840.00	8,275.60
NEWH LEADERSHIP SCHOLARSHIP		1,692.74
VENDOR SCHOLARSHIP	49,816.79	39,190.07
WOMEN LEADERS IN HOSPITALITY SCHOLARSHIP		5,494.95
VICE PRESIDENT/EDUCATION	-	7,766.24
EDUCATION	-	
ED ONLINE	-	7,812.91
GREEN VOICE EDUCATION	20,000.00	2,890.39
MARTHA'S MENTORS		1195.52
VICE PRESIDENT/MEMBERSHIP	-	100.00
MEMBERSHIP	389,204.35	164,959.42
STUDENT RELATIONS		-
TOP ID		6,912.38
VICE PRESIDENT/EVENTS	-	419.24
BRAND PROGRAMS	11,405.00	1,829.76
NEWH CONFERENCES	293,532.23	490,204.49
BRANDED EVENTS	82,402.12	42,231.88
POWERTALKS	22,994.00	228,262.19
VICE PRES/COMMUNICATIONS	-	2,223.34
SOCIAL MEDIA	-	4,432.91
DESIGNLINQ		-
VICE PRESIDENT/EID	-	550.00
DIVERSITY	-	3,250.81
ADMINISTRATION	1,588.00	1,029,759.74
CORPORATE PARTNER DEVELOPMENT	693,125.00	17,098.10
FOUNDERS CIRCLE	148,782.54	109,270.25
PROGRAMMING/VIRTUAL	-	-
MARKETING	251,128.00	218,033.56
NEWH AWARDS	-	15,297.42
TRADESHOWS/USA	-	19,841.42
TRADESHOWS/REGIONAL	1,393,364.50	734,502.51
NEWH GOVERNING BOARD MTG.	-	12,378.22
PRINTED COLLATERAL	-	5,057.25
WEBSITE	14,949.50	138,691.77
BANK/CREDIT CARD	-	36,929.35
	3,464,047.70	3,450,274.22

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.

NOVEMBER 2024

GOAL STATUS

We were able to hold several calls this year to help support fundraising directors and chapter presidents and VPs as they made decisions about their events and marketing. We reviewed some fundamentals, and really focused on annual planning prep. Successful and informative info shares each time. Thanks to all who attended and shared!

GOAL OBSTACLE

No obstacles, goals were met.

BREAKOUT FORMAT

Always enjoy sharing the inspiration and passion for the organization. The meetings are great, it can be hard to feel connected and it would

be nice to have more immediate follow-up after the meetings instead of the recap in the next IBoD minutes.

GENERAL COMMENTS

As I shift out of my current position with the IBoD, I'd love to say thank you to everyone that plays a role in the NEWH family and has passion for the mission and vision. I have enjoyed every role I've held with NEWH IBoD and EC and I absolutely cherish all the amazing people I've met along the way!

APRIL 2024

GOAL STATUS

Goals set in January are still valid and important. We have not set the dates for the Fundraising calls yet and will need to do so. We will shift the originally planned March call to April as well as set up the rest of the year's calls for summer and fall.

GOAL OBSTACLE

Obstacles have arisen in the form of outside forces taking significant time and

precedence.

COMMITTEE TASKS

The discussion focused around content for fundraising calls, there was not volunteer opportunities.

GENERAL COMMENTS

So excited to see everyone at the board meeting and looking forward to celebrating this amazing NEWH anniversary with everyone.

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 2024

GOAL STATUS

As of October 2024:

Results of GOAL 1 : 90 % complete

- We have been connecting with our chapters and looking for new ways to get tangible mentorship resources and opportunities. Student relations has been able to implement more mentorship opportunities at BDNY and HD Vegas which has helped provide more tangible resources for the students. We hope that this program will grow throughout the years as more awareness of the opportunities grows.
- We had a successful student mix and mingle at the leadership conference which drew a couple dozen students and past winners. This was a great event and helped make those past winners feel connected to the new generation.
- This goal is still in progress with next steps to create a survey to provide to past scholarship winners to solicit their thoughts.

Results of GOAL 2: 90% Complete

- We have met with the EID committee and opened a discussion regarding any barriers to entry with our scholarship applications.

The results of the committee found that there were no barriers identified.

- We have reviewed and updated the financial form for the scholarship application to help remove/clarify any difficult language. This form is currently in use by our chapters and INC.
- We are in the process of making the scholarship application "How To" video, which we hope will become a valued resource for scholarship applicants as they work through the scholarship process.

GOAL OBSTACLE

Not at this time.

BREAKOUT FORMAT

Absolutely. This gives the chapters who have come to these meetings a chance to share their own feedback, thoughts, and to really get the most out of the experience.

BREAKOUT ACTIONS

It is a good way to hear from chapters and they may be experiencing issues that the International Board is not seeing. Their feedback in invaluable.

APRIL 2024

GOAL STATUS

GOAL 1 STATEMENT

Goal 1 – (NEWH, Inc. Level and Chapter Level): Connect more of our scholarship winners with tangible resources and mentorship opportunities upon receiving the scholarship

Update: We've connected past scholarship winners (mentors) with students at the Leadership Conference as a start to showing students the value that NEWH members bring to their networking potential. This was a successful event with approx. 35 people in attendance. Additional connections for mentorship will be explored throughout the coming year.

GOAL 2 STATEMENT

Goal 2 – (NEWH, Inc. Level): Revisit the "rules" for applying. Remove barriers to access, especially if we want to increase diversity.

Update: After the Strategic Planning, the scholarship team will be connecting with EID committee to discuss some potential barriers to entry and find ways to improve the application process.

GOAL OBSTACLE

One of our goals is to create a scholarship application "How to" video for students. The challenge is that we would like to create the video in multiple languages but are looking for a volunteer within the NEWH community that could help translate it for us into several languages (Mandarin, Spanish, French, and Italian).

ACTION PLAN

The January scholarship breakout session was more of an information gathering session that did not have an action item tied to it. The committee is proceeding with our action items that were created as an outcome from the prior committee sessions.

COMMITTEE TASKS

This is a future item tied to the revamp of our scholarship financial review form, and the application "How to" video.

GENERAL COMMENTS

Our scholarship team is really excited to work on our initiatives and connecting with other disciplines to help improve the scholarship application.

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.

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.

NOVEMBER 2024

GOAL STATUS

Goal #1 was to reach out to Scholarship Directors in state chapters/regions that may have been having challenges awarding scholarships. Successfully set up one-on-one calls with directors to discuss a range of topics including incrementally increasing scholarship award amounts when possible; ways to better target student and faculty populations, finding other colleges with hospitality or interior design programs to increase membership and scholarship participation and succession plans for their positions. Encouraged the scholarship directors that were in the last year of their tenure to consider applying for Student Relations Directorship, as this is natural segue from scholarship. many wanted to stay involved with NEWH. Second phase of this outreach was to connect to directors in the robust chapters. This effort continues with calls scheduled through the end of 2024. During our calls, I've encouraged the directors to consider me a resource and to reach out to me with any questions.

Goal #2: The goal to re-evaluate/revise the scholarship application form was accomplished. We had productive meetings with the EID committee and opened the floor to suggestions to eliminate possible barriers that prevent or make it more difficult to apply. The new format has rolled out on the chapter and INC level. We have encouraged EID to continue to reach out to us as they receive feedback on issues so we can continue to refine the application. We're in the process of scripting a "How to" video manual to walk

APRIL 2024

GOAL STATUS

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 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.

applicants through the scholarship form and process. We're reaching out to Board members to help us translate/record in other languages.

GOAL OBSTACLE

None to report.

BREAKOUT FORMAT

Yes, they are useful.

It gives chapters a chance to share the challenges they face and get some feedback from others who may have experienced the same issues. It's also a good forum to hear about successful efforts launched by chapters that can be rolled out to others. Great forum for sharing new ideas.

GENERAL COMMENTS

In addition to stated goals:

BDNY 2024: Supporting Student Relations' efforts to help spread the word about portfolio review and trade show tour opportunities with students and past scholarship winners during BDNY. Encouraging our past scholarship winners and our student members in NY Chapter to take advantage of the opportunity to network with NEWH at BDNY.

Supporting Communications' efforts to collect videos from previous scholarship winners on how an NEWH scholarship affected their careers and lives. I'm reaching out to previous winners in NY Chapter and Scholarship Directors who were scholarship recipients asking them to record their stories.

Our committee conducted (3) scholarship director training sessions in February-March. Now that formal training is complete, I have prioritized a list of chapters/regions that awarded less than \$10,000 in scholarship funds for targeted outreach. There are (8) on this list. I have reached out to (4) to schedule one-on-one calls with me to discuss what challenges they are facing and how I can offer solutions and support. Next level of contact will be to reach out to directors in the rest of the chapters. There are many first-time directors in our ranks. I want them

to feel that they can rely on me as a resource if they have questions. The secondary goal here is to make them feel they are not alone but are part of an interconnected, supportive community. Hopefully, a rewarding experience will result in directors continuing board service after their scholarship tenure ends. Student Relations would be a natural segue.

GOAL 2 STATEMENT: Re-evaluate/revise scholarship application form. During the review of the Harvey Nudelman scholarship applicants, we started to discuss how the financial reporting section (Income vs Expenses section) could be made clearer for reviewers and streamline the evaluation process. The aim here is not to re-invent the wheel or create costs, but to improve what we have. We also discussed how requirements for official transcripts might cause financial challenges for students who are unable to pay for this. Additional goals are to translate the form into other languages, create a multi-language application guide and PowerPoint video or presentation. We will review and consult with EID to point out additional barriers.

GOAL OBSTACLE

Goal #1: Not yet apparent. Time is everyone's challenge, so will make these calls very brief. May have to make multiple attempts to connect.
Goal #2 – We will need to secure reliable translation services, preferably within the NEWH community.

ACTION PLAN

Goal #1- In-progress. Goal is to reach out to all scholarship directors by end of April 2024.
Goal #2. Review/revise form and have discussion with EID by June 2024. Finalize form by August 2024.
Instructional video by end of 2024/early 2025.

GENERAL COMMENTS

I am so appreciative of Erika and Brittany's support as I settle into this new role. They are so generous with their time and knowledge sharing. I think our committee has developed important and reachable goals.

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 the 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.

2024 SCHOLARSHIPS AWARDED BY CHAPTER

CHAPTER	2024	TOTAL # OF AWARDS	TOTAL GIVEN
ARIZONA	5,000.00	139	168,050.00
ATLANTA	-	193	530,865.00
ATLANTIC CITY/PHILADELPHIA	14,000.00	21	91,000.00
CHICAGO	48,000.00	196	659,073.73
CINCINNATI REGION	-	9	25,500.00
DALLAS	50,000.00	249	635,200.00
HAWAII REGION	-	4	8,000.00
HOUSTON REGION	-	159	280,625.00
LAS VEGAS	50,000.00	215	652,604.92
LOS ANGELES FOUNDING CHAPTER	37,500.00	399	1,018,598.00
MID-SOUTH REGION	-	5	12,500.00
MILANO	-	5	EURO 2,500.00
NEW ENGLAND REGION	-	47	72,750.00
NEW YORK	-	277	871,500.00
NORTH CAROLINA REGION	2,500.00	9	29,500.00
NORTH CENTRAL	-	60	129,000.00
NORTHWEST	40,000.00	79	344,963.64
ORANGE COUNTY REGION (SOUTHERN COUNTIES)	-	77	121,650.00
PARIS	EURO 4,000.00	3	EURO 5,500.00
PITTSBURGH REGION	-	9	23,500.00
ROCKY MOUNTAIN	20,000.00	69	199,200.00

SAN DIEGO REGION	-	3	3,000.00
SAN FRANCISCO BAY AREA	35,000.00	61	360,000.00
SOUTH CAROLINA	2,500.00	5	12,500.00
SOUTH FLORIDA	40,000.00	130	325,450.00
SUNSHINE	45,000.00	118	428,500.00
TORONTO	CAD 4,000.00	73	CAD 142,013.00
UNITED KINGDOM	GBP 14,000.00	43	GBP 74,750.00
VANCOUVER	CAD 8,000.00	15	CAD 44,000.00
VIRGINIA REGION	-	8	16,500.00
WASHINGTON DC METROPOLITAN	75,000.00	202	933,300.00
AGELESS LIVING COLLABORATIVE	-	3	20,000.00
CLIFFORD TUTTLE SCHOLARSHIP	5,000.00	11	55,000.00
ELITE EXPOSITIONS/CRUISE SHIP INTERIORS	5,000.00	6	30,000.00
FUTURE HOSPITALITY LEADERS' SCHOLARSHIP	-	3	105,000.00
GREEN VOICE DESIGN COMPETITION	15,000.00	19	90,000.00
HDAC DIVERSITY SCHOLARSHIP	10,000.00	7	35,000.00
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	-	2	15,000.00
NEWH BRANDED/IHG	7,500.00	2	15,000.00
NEWH BRANDED/MARRIOTT INTERNATIONAL	7,500.00	4	30,000.00
NEWH ICON OF INDUSTRY	7,500.00	29	150,000.00
NEWH KEN SCHINDLER MEMORIAL SCHOLARSHIP	-	4	20,000.00
NEWH LEADERSHIP SCHOLARSHIP	15,000.00	6	45,000.00
NEWH WOMEN LEADERS IN HOSPITALITY SCHOLARSHIP AWARD	5,000.00	15	75,000.00
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	12	120,000.00
NEWH VENDOR – FABRICUT FR-ONE	7,500.00	17	76,000.00
NEWH VENDOR – P/KAUFMANN	10,000.00	7	70,000.00
NEWH VENDOR – SÉURA	-	4	12,000.00
NEWH VENDOR – SYMMONS	-	6	24,000.00
NEWH VENDOR - TARKETT	10,000.00	2	20,000.00
NEWH VENDOR – WOODCRAFT DESIGN COMPETITION	-	3	15,000.00
NEWH VENDOR – YELLOW GOAT	-	1	5,000.00
TOTALS	\$ 618,094.12	3075	USD \$ 9,292,992.70

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.

NOVEMBER 2024

GOAL STATUS

Not yet. I still have more Road show visits to do this Fall with chapter boards to promote EDOnline. Green Voice is going well. EDOnline should make some progress on the Visual Glossary on the website hopefully this fall as well. I also owe the Green Voice sponsors a feedback session.

GOAL OBSTACLE

I have found the NEWH web design team slow to respond, but they are a shared resource and have other demands on them. The Inc. team is supportive and very sharp.

BREAKOUT FORMAT

I think they are meaningful for a couple of reasons: They bring

awareness to the IBOD's efforts, they provide information sharing between chapters, and they are helpful for bringing new committee and IBOD members into the fold. However, sometimes they are less structured or not as thoughtfully planned. This can make them less useful to Delegates who attend. I think the work the IBOD did at the Executive retreat better planned the breakouts.

BREAKOUT ACTIONS

I think the breakouts are more helpful when clear actions emerge from them. We should ask ourselves, "What is one thing you want

the participants to do when they leave?" If there is nothing that comes to mind, then I have to wonder how effective it is as a mechanism that "brings initiatives forward." Perhaps when we are planning these breakouts and wrapping them up, we can keep the "What do we do next?" in mind.

GENERAL COMMENTS

Enjoying my time on the board! I like the willingness to try new things and adjust our approach. The push for continuous improvement and strategic thinking is something that I think has helped me in my own business.

APRIL 2024

GOAL STATUS

I'm making good progress on my goals set in January. They include: supporting the programs under the Education Portfolio including Martha's Mentors, Green Voice, and EDonline as well as designing a marketing campaign for the Education sleeve.

I am part of three committees: Martha's Mentors, Green Voice and Education. I have spoken to a possible new EDonline Chair who will replace Allie Bruski. She joined us in our last committee meeting to get familiar with the Education committee and is likely to come on board at some point. Jocelyn has gotten more comfortable with the goals and processes that are part of the Director of Education Committee and has made progress on the Visual Glossary website for the Hospitality 101 product with EDonline. I arranged permissions for videoing of the Green Voice panel at the Leadership Conference and have been trying to assist Rachel find a panel topic for HDEXpo. Additionally, I supported Martha's Mentors as a lead in the matching sub-committee. For all, I arrange for a social media calendar of promotions with Helen Reed's communications team.

For the Education marketing plan, I conducted two of my "road show". The first was

at a scholarship award with IHG at the Shaw Showroom with the Atlanta Chapter. I spoke and ran a slide deck to the 20-30 people in attendance, promoting EDonline. Also, I teamed with Natalie Sheedy to give a pitch for DesignLINQ and EDonline at the March New York committee meeting thanks to the invitation by Kristy Bohne, VP Administration at the NY chapter.

GOAL OBSTACLE

Nothing out of the ordinary. We continue to have the support of NEWH Inc and chapters. Sometimes it's hard to find the time in the day for all of the chairs and directors to complete their tasks, so I try to be persistent but supportive.

ACTION PLAN

Our last breakout featured both Education and Scholarship. Most of the feedback at this virtual IBOD breakout was geared towards Scholarship. Education mainly presented the progress of the 3 programs. There was some discussion around the New York green voice chair getting connected with Rachel Berkin's Green Voice committee, which happened last month.

COMMITTEE TASKS

This was not relevant to the Education portion of the breakout discussion

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.

NOVEMBER 2024

NO REPORT SUBMITTED

APRIL 2024

GOAL STATUS

We are doing well.

EDonline – has progressed on the visual glossary and should have content on the NEWH website late April, Early May.

Martha's Mentors – has had their training sessions for the mentors and mentees.

They have had four meetings and a feedback session.

Green Voice – planning a panel discussion on product recycling for HD Las Vegas.

GOAL OBSTACLE

COMMITTEE TASKS

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.

NOVEMBER 2024

GOAL STATUS

We have accomplished some of our 2024 goals.

We have increased overall membership about 20%. We have set up meetings with Membership Directors every other month. We have asked chapters/Regional Groups to set a goal to increase membership in their area, which about 70% of the chapters/regional groups have set goals

Also we got the new membership brochures out to each chapter and regional group this year.

Also TopID, ran very well this year and we met bi-monthly. We believe that it has made an impact with our having more communication with the Directors.

GOAL OBSTACLE

We did not go over the items on the website to update membership things. So, we will work on that for 2025. Also getting more chapters to

have their Membership Directors participate on the bi-monthly calls

BREAKOUT FORMAT

I felt that the breakout at HD2024 was good and I know that the breakout at BDNY will be very well this year on Membership.

BREAKOUT ACTIONS

Sometimes some of the actions give good ideas for us to think about and see if we can implement some of the stuff. Also it allows chapters/regional groups to get ideas from other chapters regarding membership and ways to keep people engaged.

GENERAL COMMENTS

I think that the membership is doing very well. We just need to always keep the momentum and to remind our industry friends why Membership Matters and why it is important to become a members and also to remain a member.

APRIL 2024

GOAL STATUS

The goals we set in January were the following:

1. Set perimeters around the "Premier" Top ID, continue to have conversations with chapters regarding TopID timing and Submission. We decided to place a pause on the "Premier" TopID for now so we can get a better understanding of what we need to do. Stacy met with the VP of Development in March and went over timeline and submission. We decided to change the submission back to 24 months instead of 18 months. Many of

the chapters expressed their concern about the 18 month.

2. The new brochures have done out to ALL chapters. So each chapter has received the new brochures and is encouraged to utilize them.

GOAL OBSTACLE

We do not have obstacles at this time except need more time (smile)

ACTION PLAN

During the January breakout, I went over the website a little bit and Valerie spoke about EID and shared some of the website with the members in the

breakout session. We are looking forward to the Breakout at the IBOD meeting at HDEXpo this year.

COMMITTEE TASKS

Many people in my breakout were not on the Membership committee. Membership had a meeting on March 8th. In this meeting we went over the website in details. We asked each chapter to provide us with a percentage that they would like to grow their chapters in 2024. We also decided that we will work to update the NEWH Website for 2024

GENERAL COMMENTS

I feel like Stacy has a good hand on TopID and had a successful meeting. She has established a better line of communication with the chapters and her and Diane are working well together. David, held his first meeting and I think that things went well. David will be having a Portfolio Review at HDEXpo and hopefully to have one at BDNY. Also he is coordinating a Professional Student walk the show for 2 days.

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.

NOVEMBER 2024

GOAL STATUS

Yes. We established a membership goal setting percentage by each chapter. Most chapters have participated and are actively working towards meeting their percentage goals. One chapter has already met their goal.

GOAL OBSTACLE

This was my first year in the position, therefore everything is new. I am still learning the role responsibilities and the chapters directors.

BREAKOUT FORMAT

Absolutely! I've been on the breakouts, and I find them helpful because you can learn from other chapters what works and what doesn't work.

GENERAL COMMENTS

Hopefully I will be director 2025 again and REALLY make an impact. This year I got my feet wet and next year would love to be proactive.

APRIL 2024

NO REPORT SUBMITTED

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.

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.

NOVEMBER 2024

GOAL STATUS

Leadership Conference 2026:

2024 goals have been accomplished for what was projected to complete in 2024 to approximately 85%. The programming goal remains open and that is under discussion in the November IBOD meeting breakout to ideate on topics, speakers, panelist and such that would be of interest to our vast array of members.

Leadership Conference 2026 will be held March 26-28, 2026 at the Westin Washington DC Downtown, 999 9th Street NW. The website landing page is live at <https://newh.org/2026-leadership-conference/>. Washington DC chapter members Sadie Coulter and Elle Pechiney have joined the LC2026 committee and currently assisting with venues for VIP Receptions and President's Dinner.

The sponsorship program has been announced and circulated and we have secured \$63,500 in sponsorship commitments so far.

The committee is working on keynote speakers and hope to have our two main keynote speakers under contract by early 2025.

BrandED USA 2024:

We secured 6 annual sponsors for 2024: Art of Floors, Fiberbuilt, Lixil, JVA, Mincey Marble, and Ratana.

Our first BrandED was held in April and was a repeat of the successful BrandED session held at our Leadership Conference with Hilton speaking of the Tempo by Hilton, Nashville Downtown.

The last half of 2024 has been busy with (2) events in September and also (2) in November. For those attending BDNY be sure to attend the BrandED event on Monday November 11th at the mainstage with W Hotels.

We have our first event of 2025 in planning at the voco Chicago

Downtown, and IHG Hotel, for February 6th.

Chapters interested in having a BrandED should please reach out to us at: newh.deidre@gmail.com. Our program partners are Accor, Hilton, Holland America, Hyatt, IHG, and Marriott.

GOAL OBSTACLE

No

BREAKOUT FORMAT

Our first breakout in this new format was held in May at HDEXPO and it was a tremendous help to get input from members about our theme and tagline. The wide array of ideas helped us understand how diverse we are and from the various lenses we see things from. It's important that we not make decisions in a bubble, and we consider as many diverse opinions as we can. Although we may not be able to consider all the inputs in our final resolve, at least we've listened and have a broader context from which to make our decisions.

BREAKOUT ACTIONS

Addressed in my comments above but more explicitly, the actions consider input from ALL. Our Board members, delegates, and meeting participants bring thoughts and opinions from their chapters and in that way, we can make decisions that are inclusive and represent the diversity of our members.

GENERAL COMMENTS

I'm grateful for our Director of Events, Shana McCullough-Downing, and Director of BrandED, Teri Urovsky. We have an excellent group of chairs and committee members that work very hard to make sure our events are superbly curated, well-attended and successfully executed. It's hard and tedious work at times, but their passion and commitment are recognized and greatly appreciated. Thank you!

APRIL 2024

GOAL STATUS

Leadership Conference:

- Take in all lessons learned from Leadership Conference 2024 and envelope them into the plan for LC 2026. Notes assembled and organizing into planning efforts
- Secure date, location, venue, theme/tagline
Late Feb to mid-March is target, prior to Cherry Blossom tourism spike. Venue RFP to release late March. Target May for venue selection
- Design, develop, and launch LC marketing & sponsorship strategy & campaign. Decide on theme for marketing strategy. Conceptualizing sponsorship program
- Assemble committee to include 2 added members (1 from DC chapter + 1 additional)

BrandED:

- Ensure we have 6 sponsors for 2024 programming not official yet, but working with a potential 6th on contract details.
- Consolidate learnings from 2022-23 into 2024 programming

conducted sponsorship and ambassador meetings in January for feedback – incorporate learnings into 2024+ program.

- Sustain strong committee for BrandED program success
Added Mike Webb to sit in for Leslie's position (east) – Welcome, Mike!
- Leslie to remain in coaching position for Mike in 2024 – thank you, Leslie!
- Henri Munyengango joined as BrandED Ambassador for IHG – Welcome Henri!

GOAL OBSTACLE

Nothing at the present

ACTION PLAN

Enveloped into the "goals" section

COMMITTEE TASKS

We plan to network and find our two LC committee members at IBOD 4/29 Breakout. If anyone has interest, please reach out to Deidre Schwartz (224) 639-3335 or newh.deidre@gmail.com. Candidates should have strong tactical work ethic, proactive, deadline oriented, innovative thinker, and great hospitality industry connections.

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.

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.

DIRECTOR/NEWH CONFERENCES

SHANA MCCULLOUGH-DOWNING

JOB PURPOSE

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

NOVEMBER 2024

GOAL STATUS

1. Execute a successful LC 2024... Complete
 2. Work on securing locations and theme for 2026... Complete
- Yes, I have accomplished my 2024 goals and keep creating new ones constantly to keep us on track and moving forward. We are ahead of schedule at this moment and I don't want to lose momentum.

GOAL OBSTACLE

Not yet. Knock wood. So far, we are moving ahead of schedule and on target for our goals without hitting any true obstacles. I am sure we will come across some, but we can usually work through them as a group.

BREAKOUT FORMAT

Always. It is so great to hear what other chapters have done and get input from other people on the many different breakouts.

GENERAL COMMENTS

I feel this report is a bit brief, but we have gotten a lot accomplished and have plans to keep moving forward with completing our goals. We have all the sponsorship opportunities created and distributed. We are working with the marketing and communications team on creating our calendar for posts and videos. We are reaching out to our preferred keynote speakers and working on additional people if these don't pan out, researching our outside venue events with the local chapter, and have started the process on creating our panels. We have lots in the works so stay tuned for more info as we are allowed to share.

APRIL 2024

GOAL STATUS

1. Execute a successful LC 2024.. Complete
2. Work on securing locations and theme for 2026... in progress. Working with Jena/Deidra on Proposals for Hotel Bids. Now that we have the location announced we can work on the theme that will be present throughout LC 2026.

GOAL OBSTACLE

To date, nothing has been an obstacle. We are hoping to secure the dates/hotel as soon as possible and move forward but in the meantime are brainstorming the other aspects to get us started and moving in the right direction.

COMMITTEE TASKS

We will be able to consider subcommittee volunteers once we work out a few more details. In the meantime, I would happily keep a list of contact information for those interested in volunteering.

GENERAL COMMENTS

I can't thank everyone enough that assisted in making the 2024 Leadership Conference such a success. We all worked so hard to make it come to fruition, and I am quite proud of how it turned out. We have a lot of work ahead of us to make sure that 2026 is even better

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.

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!

DIRECTOR/BRAND PROGRAMS

TERI UROVSKY

JOB PURPOSE

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

NOVEMBER 2024

GOAL STATUS

Yes, we have completed three of the five BrandED events for the year and the remaining two are planned for November 4 in Miami with IHG and November 15 in Napa with Holland America.

The year began in Nashville with an event at the Tempo with Hilton

which was an encore of the Tempo tour held at the Leadership Conference. The Ritz-Carlton team held a wonderful event at the Ritz-Carlton Portland (OR) September 23 followed by another Hilton presentation at the Scottsdale Resort and Spa, a Curio hotel. The events were very well attended with great presentations, tours and

networking.

GOAL OBSTACLE

The brands are increasingly busy, and it can be difficult to obtain timely communication and commitments from the brand representatives. We are actively networking to increase our stable of core brands.

BREAKOUT FORMAT

The breakouts are meaningful in obtaining fresh perspective from other members and a broader perspective on how the program

relates to the larger picture and goals of NEWH.

GENERAL COMMENTS

The W team from Marriott will be hosting a BrandED at BDNY to share the latest transformation of that brand.

The Brand Chairs of the programs committee (Crystal McCain, Stephanie Deshaies, Mike Webb) have done an amazing job this year in coordinating these amazing BrandED events. Their efforts have resulted in having multiple events already in the works for 2025!

APRIL 2024

GOAL STATUS

Enhance Chapter Engagement: All chapter presidents were solicited first of the year to determine interest in holding a BrandED in their chapter along with potential ideas of properties/brands to highlight.

Secure six sponsors for BrandED: Four of the 2023 sponsors returned for 2024... JVA, Fiberbuilt, Ratana and Mincy Marble. One new sponsor has committed... Art of Floors and we currently have a verbal commitment from a sixth manufacturer.

Hold 5-6 Live BrandED events in 2024: The first event will be held in Nashville on April 11 with Hilton showcasing the new Tempo property. We are currently working with Marriott and the Northwest chapter on a September event featuring The Ritz-Carlton Portland. Other events are in the early stages of planning and will be announced throughout the year.

Increase the number of brand partners in the program: Currently in discussion with three leading brands and will make announcements as they are confirmed.

GOAL OBSTACLE

Not at this time.

ACTION PLAN

The feedback generated ideas for greater chapter engagement which was implemented in January and resulted in the opportunity to confirm timing and

location of events earlier in the year to better assist our marketing team as well as sponsors with schedule planning.

COMMITTEE TASKS

The Brand Chairs and Brand Ambassadors have all been assigned tasks for the year.

GENERAL COMMENTS

We sadly say goodbye to Leslie Anderson, who served as a Brand Chair since the inception of the program almost 7 years ago! Her term ended in December, and we thank her for her tremendous contributions to the growth of the program. She brought us many partners, coordinated numerous events throughout the country and always graced us with her beautiful smile and welcoming approach. She will be missed tremendously but has graciously agreed to transition her successor into the role!

We welcome Mike Webb into the Brand Chair role vacated by Leslie and we are so excited to have him on the team! His reputation for calmness under pressure, keen organization and being very smart precede him and we are grateful that he will bring those skills, and more, to the program. Welcome Mike!

Our Brand Partner, IHG has shared a change in their Brand Ambassador role. Henri Munyengango will be representing IHG going forward taking on the role formerly held by Kavitha Iyer. Many thanks to Kavitha for all of her hard work and support of BrandED over the past three years and welcome Henri!

JANUARY 2024

NO REPORT SUBMITTED

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.

NOVEMBER 2024

GOAL STATUS

We are on track with our 2024 goals. Completed a successful educational panel discussion through our "EID Dialogue" series at HD Expo Vegas show in May 2024, with topic "The Road to Universal Design: Challenges and Solutions in Hotel Spaces". At the May IBOD Mtg, we held 2 breakout groups around EID, which focused on the B.A.D. and Rising Star award suggestions. Our EID Director is spearheading a committee to develop a Best in Accessibility Design (B.A.D.) Award for NEWH; our Rising Star committee is on hiatus until the new year when a new EID Director will step up to lead that effort. We were able to create, get approved and roll out our "elevator pitch" cards on EID; I've been shipping those to chapter EID Directors. We've provided input on potential speakers/topics around EID for the upcoming 2026 Leadership Conference, and our EID committee has collaborated with the VP of Scholarship and their efforts in ensuring equity and inclusivity in our scholarship application processes. We are actively preparing for the next series of EID Dialogue at BDNY 2024, with topic "Weaving Culture into Hospitality Spaces".

GOAL OBSTACLE

No real obstacles but noticing not all EID Directors attend the monthly calls. Will need to revisit the cadence of these meetings.

BREAKOUT FORMAT

Yes, the breakouts allowed us (EID) to get direct feedback from the chapter leaders, ensuring we capture their viewpoints on the proposed award categories in the EID area. The feedback received in the breakouts allowed us to get connected to some industry experts on universal and equitable design.

BREAKOUT ACTIONS

They provide the needed content for subcommittees to form and further identify industry experts, benchmarking, creating the action items around award criteria and evaluation requirements.

GENERAL COMMENTS

As VP of EID, I have been invited by a few regional groups and chapter EID directors to provide further direction/guidance on issues and events related to EID. This is positive as the EID directors understand we are a resource for them and are getting more comfortable accessing the NEWH EID webpage to get the content needed to inform their chapter boards. And I'm encouraged to see and hear monthly about the chapter events that are including EID. Kudos to the EID directors that are influencing this change.

APRIL 2024

GOAL STATUS

The EID Director and I are well connected, meeting regularly to discuss our

goals, action items and other issues, and I support him as he leads and guides the EID committee.

Have completed our EID strategic planning meeting, attended the Leadership Conference in Nashville, attended the Exec Committee leadership retreat/strategic planning sessions, and have solidified the goals in the EID area for 2024.

GOAL OBSTACLE

No major obstacles thus far. Communication lines are open, relationships are being further developed with the Exec Committee, NEWH staff and the EID committee members. Just focusing on delegating, engaging the committee members to do the work and being careful to not take on too much — doing what we can with the resources we have available and level setting expectations.

ACTION PLAN

We've confirmed 2 breakout session topics around two EID initiatives for the Vegas IBOD meeting on April 29th. Those topics are:

- 1) The Rising Star Award,
- 2) the Best in Accessible Design (B.A.D.) Award.

Looking to get further input from IBOD members as we support our sub-committees doing due diligence and establishing the criteria/framework

around these areas.

- We've secured our speakers and topic for the EID dialogue session that will take place at HD Expo Vegas on April 30th.
- The EID Director is getting resources aligned to plan for the EID dialogue session for BDNV in November 2024.

COMMITTEE TASKS

We are in process. The EID Director and I have identified persons (re: The Rising Star Award, and the Best in Accessible Design (B.A.D.) Award), and will be having discussions with the broader EID committee on March 19.

GENERAL COMMENTS

Having talked with several of the EID Directors this year, and meeting some of them in-person, I can say the energy feels good around the work we are doing. I am continuing to learn that there is still more work to be done in educating our industry and members around the importance of diversity, inclusivity and equity in our workplaces and as we work across teams – all viewpoints matter and should be embraced as we do the work of hospitality.

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.

NOVEMBER 2024

GOAL STATUS

Goals have been met:

- EID Dialogue Series at HD Expo (May 2024): We successfully held a panel discussion titled "The Road to Universal Design: Challenges and Solutions in Hotel Spaces" as part of the EID Dialogue series at the HD Expo in Las Vegas.
- Collaboration on Scholarships: The EID committee has partnered with the VP of Scholarship to ensure equity and inclusivity in our scholarship application processes.
- Upcoming EID Dialogue at BDNV (2024): We have scheduled the next series of EID Dialogue at BDNV 2024. The topic will be "Weaving Culture into Hospitality Spaces," with hotelier Damon Lawrence as the panelist.
- IBOD May Breakout Groups: We hosted two EID-focused breakout sessions at the May IBOD meeting:
 - o Best in Accessibility Design (B.A.D.) Award: I am leading the subcommittee tasked with establishing the award criteria. We held the first meeting in September and will hold the second

meeting in October before BDNV. The subcommittee members are Todd Baxter, Joemy Vega, and Danielle Vassallo, with the possible addition of Emily Mueller at the next meeting: Award Criteria:

- o Inclusive Design: Does the space serve all abilities—physical, sensory, and cognitive? Designs should go beyond the basics.
- Blending with Aesthetics: Are accessibility features seamlessly integrated into the design without feeling like an afterthought?
- User Experience: Does the space enhance comfort, safety, and ease for all users? We seek thoughtful design that prioritizes these elements.
- Tech-Forward Solutions: Are there innovative technologies like touchless systems or smart wayfinding that improve accessibility for everyone?
- Real-World Input: Was feedback from people with disabilities included in the design process, ensuring practical, effective solutions?

GOAL OBSTACLE

Not really.

BREAKOUT FORMAT

The breakout sessions were productive, establishing initial goals for the B.A.D. Awards and subcommittee members. Follow-up actions include another meeting on October 25th to refine the award criteria.

GENERAL COMMENTS

The EID monthly meetings have not been fully attended by all chapter Directors. A monthly cadence may be too frequent, and I plan to discuss

this with Valeri Coleman. I have also started recommending books to further educate Directors on EID topics. The first two recommendations are "Between the World and Me" by Ta-Nehisi Coates and "Belonging: The Key to Transforming and Maintaining Diversity, Inclusion, and Equality at Work" by Kathryn Jacob, Sue Unerman, and Mark Edwards. I am encouraged by the momentum we are gaining, especially with Luke Spink, who has been an advocate for accessibility, visiting various chapters for panel discussions. We are gaining momentum!

APRIL 2024

GOAL STATUS

- I have met with the committee 32 times since January. We have been able to:
- Confirm EID Dialog and speakers for HD.
 - Set Committee members to take charge of Fall and Winter articles for NEWH Magazine submissions.
 - Establish an Event Article Template.
 - Confirm two leaders (Leonardo Luciano) for B.A.D Award
 - Break out discussion and (Levar Jackson) Rising Star Break out discussion.

Not at this time.
COMMITTEE TASKS

- I have not reached out to anyone attending the breakout.
- How do I know who is attending the breakouts?

GENERAL COMMENTS

We have had 2 great committee meetings; the committee is engaged. We have had lively discussion, accomplished some goals. We are all very excited and are looking forward to getting some important things done this year

GOAL OBSTACLE

JANUARY 2024

NO REPORT SUBMITTED

VP/COMMUNICATIONS

HELEN REED

JOB PURPOSE

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

NOVEMBER 2024

GOAL STATUS

We have accomplished 80% of our goals.

We have done well in working towards our goal and with a few more months left, I think that we will be close to the increase we predicted for followers. We have increased our video content by 20% and have received great feedback from followers about the reels that have been produced of members, CPs, events and so much more.

In the past the obstacle has been either not having enough content or having too much content, we have found that with long term planning and working with the different disciplines we are able to plan out our communications schedule well in advance now.

BREAKOUT FORMAT

Yes, the breakouts at HD were very helpful since we were able to get feedback from participants about planning and communications.

GOAL OBSTACLE

APRIL 2024

GOAL STATUS

We are moving forward with a great deal of traction on our goals. We have met with most of the VPs regarding their discipline and are working on Communication plans for their events.

GOAL OBSTACLE

Since there are several disciplines and a great deal of activity with each one, we do have issues with getting content.

ACTION PLAN

We did not have any action plans from the breakout.

COMMITTEE TASKS

In process of doing this

GENERAL COMMENTS

Due to the high activity of each discipline, the communications team will grow by adding 3 communications chairs. The chairs will attend discipline calls that are either monthly or every other month and will work on the content that is discussed in the meetings. This will allow for one person as chair to concentrate on 1-2 disciplines each and we can develop a better strategy for each VP and their directors with events, scholarships, EID, Fundraising etc.

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 follower on these platforms is 117,000 +, our goal would be to 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

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.

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.

APRIL 2024

GOAL STATUS

With the introduction of the Interview Reels, we have seen a great increase in followers and viewers/ reactions to the individual posts. We also continue to have our monthly calls, which have been a great resource for the boards regarding best practices, but also to get the chapter board members involved in what the IBOD is working on and communicating it on a chapter level.

GOAL OBSTACLE

The time to do everything we want... we are prioritizing these items and handling them as we can.

ACTION PLAN

I will continue to meet with the EID Committee and will add attending the Scholarship meetings. We are looking for 2 more committee members.

COMMITTEE TASKS

- I will be a part of the EID and Scholarship meetings
The 2 new committee members will attend meetings for
1. Education
 2. Membership and Fundraising

JANUARY 2024

GOAL 1 STATEMENT

Increase to 30,000 followers. NEWH, Inc. 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: 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. The 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.

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.

APRIL 2024

GOAL STATUS

Completed the goal of creating a video and introducing it at Leadership Conference.

GOAL OBSTACLE

Very difficult to gather momentum on designers uploading their portfolios onto the site.

COMMITTEE TASKS

The breakout wasn't focused on DesignLinq and no volunteers were discussed.

GENERAL COMMENTS

I am interested in continuing to work with Dallas on his "road tour" of introducing DesignLinq to chapters while he reviews EdOnline.

JANUARY 2024

GOAL 1 STATEMENT

Meet with Trudy and other key NEWH team members to discuss 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.

NOVEMBER 2024

GOAL STATUS

Yes, I have successfully completed my 2024 goals. One of my key objectives was to develop and implement an online shared file system for the Executive Committee (EC) to track assets and monitor progress on their goals. This system has been created and is now available to all members, providing a streamlined and efficient way to stay organized.

Another goal was to introduce the M-WRAP protocol at chapter meetings. I successfully launched this initiative in Toronto and facilitated a breakout session on the topic in Las Vegas. I am also scheduled to host another session in New York. While the program is progressing well, some members still face challenges incorporating it into board meetings. I plan to address this in the upcoming New York session by simplifying the steps to enhance understanding and adoption.

GOAL OBSTACLE

The primary obstacle I've encountered while introducing the M-WRAP meeting protocol has been ensuring its proper implementation within the Toronto board. Specifically, there seems to be confusion around the sharing of the mission statement at the beginning of meetings. Some members mistakenly use this as an opportunity to discuss their wins and roadblocks, rather than focusing on the intended purpose. This challenge likely stems from members either missing the initial explanation or not fully absorbing subsequent clarifications.

To address this, I plan to improve communication by providing reminders on how the protocol should be followed when sending out the meeting agenda. Additionally, I may integrate the M-WRAP steps directly into the agenda to ensure consistency and better understanding moving forward.

BREAKOUT FORMAT

I absolutely believe the breakout sessions are valuable. The recent change requiring participants to pre-register for specific sessions has

made a noticeable impact. It minimizes the time spent organizing groups during the meeting and allows attendees to come prepared to discuss focused topics.

One suggestion that could further enhance the effectiveness of these sessions would be to remind boards with multiple attendees to consider their chapter's specific challenges and split up to attend the most relevant breakouts. This way, they can gain insights that are directly applicable to their chapter's needs.

BREAKOUT ACTIONS

The breakout sessions play a critical role in advancing NEWH initiatives by directly aligning with the networking and educational components of our mission. While it's important to discuss our goals and strategies, the collaborative environment of the breakouts allows members to better absorb and internalize that information. This collaborative setting fosters a deeper understanding and commitment, which participants then bring back to their chapter boards.

This creates a "trickle-down" effect, where insights and best practices from the international level permeate the chapter level, driving engagement, succession planning, and inspiring more people to actively contribute to NEWH's growth and success.

GENERAL COMMENTS

I am truly impressed with the current group of individuals engaged at the executive level. They are not only dedicated but also incredibly supportive and collaborative. Newh has recently undertaken several new initiatives, and to be honest, I am pleasantly surprised at how smoothly and efficiently they have been progressing. It's rare to see so much being accomplished in such a short period of time, but thanks to the hands-on involvement and commitment of this remarkable team, we've been able to move forward in an organized and effective manner.

APRIL 2024

NO REPORT SUBMITTED

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 framework (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 to someone who 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 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.

NOVEMBER 2024

I'm pleased to report that we successfully hosted the 3rd European BrandED event last week at the Intercontinental Le Grand Hotel in Paris. This means we have carried out BrandED events with Hyatt, Accor, and now IHG with another BrandED event scheduled for the Park Hyatt in Milano at the end of the month. Once again, we had a great panel sharing the storied history of the hotel, the brand strategy for the Intercontinental and Kimpton brands, and the planned development for IHG in Europe. It was also a sold-out event, and generated interest from several key interior design firms in Paris who we hope will become more involved in the NEWH Paris chapter.

We now look towards 2025 as we leverage the success of these events to drive greater interest and opportunities to grow membership throughout the European chapters of NEWH. Currently we are looking at Six Senses Hotels, who would use the opportunity to showcase their first London property which is home to the original Whiteleys department store. In addition, we have Belmond Hotels and Hilton Hotels also interested in supporting this initiative.

Of course, the highlight of 2025 will be the inaugural European

APRIL 2024

After the inaugural BrandED Europe event with Hyatt at the Hotel du Louvre, in Paris, a Hyatt Unbound Collection hotel last year, we followed up with an equally successful BrandED with Accor at the Raffles Hotel in London in January. This iconic hotel which was once the Old War Office (OWO) provided the perfect venue for the team at Accor Hotels to talk about the luxury brands of the French global hotel group. We also had the opportunity to tour the hotel and understand some of the history of the various rooms.

The plan is to follow up this event with a BrandED event with IHG at either the Intercontinental Le Grand Hotel or the Kimpton St Honore in Paris in June, and a Hilton BrandED event in Italy in the autumn. The dates and locations of these are currently being finalized and will be communicated as soon as possible as they provide a great opportunity to share the brand story and to view the design of the hotels. We are also working on potential BrandED events for 2025 with Belmond Hotels and Six Senses Hotels who will have new buildings and renovated properties for us to visit in Europe.

The first quarter of 2024 has been as busy as ever across Europe with the Top ID events being held in Milan and London celebrating the 2024 winners. Both events

JANUARY 2024

In Europe we start the New Year with a continuation of the BrandED Europe program 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 program 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

Leadership Conference which has been announced and will take place on June 23, 2025, in Paris. We are building an impressive list of speakers and round table hosts and looking for sponsors to support the event.

The final few months of 2024 will be as busy as ever across Europe with NEWH hosting several events, and the hospitality industry calendar including exhibitions such as L'Equip Hotel in Paris, HIX exhibition in London, and Cruise Ship Interiors show in London in December. The UK Chapter will have the Annual Roundtable and Fundraiser Event at the end of October, where it will present scholarship awards to the students and for the first time will be awarding a Hospitality Management Scholarship. Kathryn Quinn will be closing out her tenure as President with Kevin Swart ready to step in. The succession plan within the Chapter remains robust.

It is great to see the progress that the Paris chapter is making, with a strong board, more events, and a dedicated booth at the upcoming L'Equip Hotel show, and Milano continues to break new ground with members, and the design community within the city with the Top ID Awards a major focus.

were sold out and these are proving to be the most popular in the calendars. In addition, the Paris chapter has had monthly events, some centered around hotel tours and the consistent activity is generating interest and an increase in membership in the chapter. Events planned for the next quarter include La Fantaisie, an opportunity to discover the urban Eden in the heart of Paris, the Postcard Auction event, one of the UK chapter's signature events, and hotel tours as London and Paris continue to open new hotels.

In London the student judging panel is being finalized ahead of the judging day for the scholarship awards, and the plan is to introduce a new Hospitality Management scholarship this year. We are also hoping that following the judging day we will have our 2nd Annual Student Portfolio Review Day as more professors, colleges, and universities are engaging with the chapter.

Finally, the news is out about the first NEWH European Leadership Conference that will take place in Paris in May or June 2025. We have set up an organizing committee with the priority of finding a suitable venue and locking in a date. We will then be looking for sponsors to support a very exciting and highly anticipated one day conference.

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.

NOVEMBER 2024

GOAL STATUS

As we move the end of our 40th year we celebrate what brought us here and the continued growth in membership and scholarships awarded to over \$9 million dollars. Together we continue to work on goals and establish new ones to ensure we continue to grow together and remain relevant to the changing environment.

GOAL OBSTACLE

The only obstacle is time. If you want something done as a busy person and they will do their best to deliver!

BREAKOUT FORMAT

The breakouts ensure we are hearing what our members feel is important for NEWH. It gives every Chapter and Regional Group the opportunity to be heard and make a difference in how we move forward. We are open to positive ideas and if there are concerns or shortcomings we listen and can establish protocols to react to ensure the future of NEWH continues to impact the hospitality

industry in a positive manner.

BREAKOUT ACTIONS

With new ideas and concepts, it keeps NEWH moving forward with input from all 29 Chapters and Regional Groups in 5 countries.

GENERAL COMMENTS

We continue to make strides to widen our exposure of NEWH by collaborating at leading hospitality industry events. As a Team we continued to ensure growth in focusing on the Executive Committee Strategic Planning by investing in leadership training, review and expansion of detailed job descriptions and listed functions and tasks to assist with clear expectations for our members to understand their function and roles as part of the NEWH Board.

Thank you to our Board of Directors for their leadership and strong communication among our NEWH members and our many initiatives. Your dedication makes us stronger, and you are part of the reason we are successful together!!!

APRIL 2024

GOAL STATUS

The new 2024 Executive and Board of Directors are moving along very well with positive momentum in all disciplines. The new initiative of each position completing the Transition Document has been an excellent tool bringing guidance and oversight on the role. This document shares expectations in each position from those who held the position inviting them to mentor those who have moved into these positions. Communication continues to be the strongest support to maintain growth and a positive environment.

GOAL OBSTACLE

This year has been positive with no notable obstacles.

ACTION PLAN

The breakout sessions at our January meeting focused on discipline training for Board Positions to kick off the year with success. The goal is to bring insight and introduce contact with VP's, Directors and NEWH Inc., office Team for any questions or guidance throughout the year. Each breakout group was

dedicated, and content focused on discipline content and resources available to all.

The Breakout Sessions for HD Board Meetings are focused on topics generated from NEWH Leadership Executive Committee Strategic Planning session in March with breakouts focused on: Leadership Conference 2026 / EID – Rising Star Award / EID – B.A.D. Award on Accessibility Design / Implementing Framework for BETTER meetings with M-WRAP framework engaging your Board at all levels / Programming to build membership and improve Board participation.

COMMITTEE TASKS

Each Breakout Group Leader will be engaging from those attending to build committees on focused actions for these initiatives.

GENERAL COMMENTS

This year we are celebrating 40 years of history from the dedicated individuals who built NEWH over the years. We look forward to your participation to continue to build and grow the NEWH Legacy of the future.

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 growth and engagement from our members

GOAL 2 TIMING

The goal will start January 1, 2023

GOAL 2 MAJOR MILESTONES

Establish a 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.



NOVEMBER 2024

GOAL STATUS

Further develop PowerTalk Live for 2026 Conference

GOAL OBSTACLE

Transition and training to next person to implement PowerTalk Live

BREAKOUT FORMAT

APRIL 2024

GOAL STATUS

My goal continues to be advisor & to assist the NEWH Inc President as deemed necessary and for any special projects assigned.

GOAL OBSTACLE

None

ACTION PLAN

N/A

COMMITTEE TASKS

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

BREAKOUT ACTIONS

GENERAL COMMENTS

I welcome any comments regarding PowerTalk Live and look forward to improving for 2026.

N/A

GENERAL COMMENTS

A huge thank you to all that were able to attend the Leadership Conference & support NEWH. A special thanks to the incredible LC sponsors who generously support our organization & the herculean efforts from Inc. staff, the local Mid-South Regional Group, Monica Meade and Shana McCullough-Downing. Everyone worked so hard to deliver a great experience to all attendees. Looking forward to attending the LC in DC!

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/Nancy Patrick

2025 BOARDS

MANDATORY DISCIPLINE TRAINING – remind all voting board directors to participate in the mandatory discipline training for their respective positions. Trainings will be emailed in December and January. Board members must complete the discipline training serve on the chapter board of directors. (note: though many current board members are remaining in their board position for 2025, participation is still required in the mandatory discipline trainings). Please look for emails for more information.

ENSURE A SMOOTH TRANSITION INTO 2025 – if you have new board members coming into a 2025 board position, be sure to include them in your end of year (Nov/Dec) board meetings so your current board members can mentor the new members. The new board members can see how the board meetings operate and will have the opportunity to ask questions of the current board members in their position to ensure an easy transition to your new board. The NEWH, Inc. Transition Document for Incoming/Outgoing Officers, Directors, and Chairs will be emailed in November/December. This form documents and requires reviews between the outgoing and incoming persons and is intended to help make these transitions smoother and to help with the transfer of knowledge that should accompany these transitions.

SUCCESSION PLANNING – the chapter board/regional group nomination/voting process is complete!! 2025 board announcements will be sent out mid-November and we are looking forward to a great year. There are some chapters that have open spots in key positions so please be on the lookout for upcoming board members! As members reach out to serve, help them select the perfect spot on your boards. We appreciate all that hard work that goes into the whole process from start to finish. Job well done!

BOARD TRAINING/ STRATEGIC PLANNING – please see schedule for 2025 in-house board training as well as strategic planning sessions with Trudy Craven. Both will be offered in person or virtual. Contact erika.swansen@newh.org to schedule.

CHAPTER BUSINESS PLAN – CHAPTERS – be sure to complete your annual business plan and send it to the NEWH office. This is a basic roadmap for your chapter as you plan for next year. Use this in your strategic planning meetings.

CHAPTER BUDGET – start putting 2025 budget together now so it can be approved at your first board meeting in January. If there is not an approved budget in place, all expenses must be voted upon until the budget is approved. Remember, it is not up to just a few board members to create your budget, each director should be turning in their budget according to their discipline to the chapter treasurer who then includes in master budget.

CHANGING JOBS OR MOVING? If any board members move or change jobs, it is very important to notify us right away. Please also be sure we have your personal e-mail on file so that we have a second point of contact. Remember to provide the following to newh.membership@newh.org:

- New personal mailing address if moving
- New business name and address
- New business phone, email and title

MEMBERSHIP

DUES RENEWALS – many members have an early January due date. Get a membership renewal committee in place to call those on the

dues report who have an upcoming dues date or those who have recently lapsed who have not yet renewed. Encourage them to renew online (renew your dues link is on the top menu of the NEWH website) and personally invite them to your next chapter event. Your goal – to retain the members you have! If you are a board member, be sure your membership is current!

MEMBERSHIP DRIVES – each chapter should plan to have one membership drive annually. If you are offering a discount membership as an incentive to join, please remember that it only applies to new members, it does not apply to renewals or past members. We will verify eligibility in NEWH office. Please be sure to have your new members fill out an application including payment information and send to Kathy in the NEWH office within a couple days of the event. When setting a discount, keep in mind that with discounted memberships, as with all memberships, the NEWH, Inc. Portion is \$75.

ATTRACTING NEW MEMBERS / RETAINING MEMBERS – as you start planning your 2025 event calendar, make your events inviting and intriguing to members and potential members to attend. Everything revolves around programming. If your programs are content rich, people will want to attend. Not sure what members are looking for or looking for new ideas? Conduct a member interest survey and ask your members! (contact Diane at the NEWH, Inc. Office to set this up). Check out what other chapters/regions are planning or have had by checking out their events on the website, or by reading chapter reports in this board packet. If you see something you believe would be great to try in your chapter, reach out to the NEWH office and we can put you in touch with a chapter representative to find out how that event was planned and its outcome. Learn from each other and save time by not re-inventing the wheel.

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

BUSINESS MEMBERSHIP CATEGORIES: be familiar with all the business membership categories available. You can find a description and applications at this link: <http://newh.org/business-membership/>

STAY CONNECTED WITH ALL YOUR MEMBERS – whether it's a personal email or phone call - make them feel wanted and important. Ask them if they would be willing to serve on a committee. If they feel connected, they'll be loyal to NEWH!

HIGHLIGHT MEMBERS ON SOCIAL MEDIA - for members to feel connected and/or include a member spotlight on your chapter web page (just send information you'd like on your website to Diane at the NEWH, Inc. Office). Introduce new members at your next event. Make new members feel welcome!

EVENTS

EVENT CALENDAR – as you begin to set your 2025 calendar, forward your dates to Diane in the NEWH office to put on your chapter website calendar. Many individuals look at the online master calendar when deciding on business travel dates and plan accordingly so they can attend another chapter's event – have that information available to them.

PLANNING YOUR 2025 EVENTS – to avoid board burnout, focus on a

few high-quality events instead of many events. Fill in 'off' months with simple sundowners or no host/no sponsorship networking events at local establishments that perhaps were newly renovated - see if they will offer tours.

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

CORPORATE PARTNER BANNER – a 2025 corporate partner banner will be sent to the chapter president/regional steering committee chair in early 2025 and is required to be displayed at all events. Remember to thank our partners as well as individual event sponsors. Slides are available of the partner logos to incorporate into event sponsor PowerPoints running at events and available in the board resources section of the website.

SPONSORSHIPS – companies are **now** doing their budgets for 2025; therefore, it's a great idea to get notification of your 2025 events out to potential sponsors now so they can request sponsor dollars for your events. Even if you don't have dates confirmed but know what kind of events you may be hosting, put a brief event/calendar together or at least information on your large fundraiser to get in their budget.

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

DO YOU KNOW SOMEONE NOT RECEIVING EMAILS? Let Diane know – she can track the individual email address to be sure it has not bounced or been unsubscribed.

2025 REGIONAL TRADESHOWS – we are still working on the 2025 calendar but have confirmed the following: Miami, Washington DC, Chicago and Dallas. The plan is to add one or two more to this schedule.

NEWH Leadership Conference in Paris 2025 – This inaugural one-day international conference will be held Monday, June 23, 2025 at the Hotel Pullman Paris Centre – Bercy. More information along with registration and sponsorships can be found at <https://newh.org/2025-leadership-conference/>

NEWH Leadership Conference Washington, DC 2026 – Sponsorships are currently open for the conference being held March 26-28, 2026 at the Westin Washington DC Downtown. <https://newh.org/2026-leadership-conference/>

SCHOLARSHIP

SCHOLARSHIP AWARDS: while planning your 2025 scholarship budgets, keep in mind your 2024 fundraisers. If in 2024 you had a successful fundraiser, go back to the typically suggested 50% of your scholarship fund. If in 2024 you did not have a successful fundraiser, stick with the 25% suggestion.

SCHOLARSHIP RECIPIENT REVIEW: after your chapter has voted on your anticipated scholarship recipients, please send their applications into the Inc. office (erika.swansen@newh.org) 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 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

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

Event photos/Flickr: check out your event recaps section on your website page – do you have any events or photos that are not yet posted? Please upload it to flickrtoron and let Diane know so she can link to your website event recap section. Flickr instructions are on the website or contact Diane. Members love to see pictures!

SOCIAL MEDIA UPDATE:

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

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

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

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

FINANCE

BANKING

- It's time to start thinking about signature cards for 2025. Denise will be reaching out to all signers (VP/Admin, Secretary, Treasurer). Please watch for correspondence.

- PWB bank statements (for the previous month) are delivered electronically 2-3 business days following the close of the month which are then emailed to the chapter boards.

GOPAYMENT APP

- Go payment app is available to take payments during events – tickets at the door, silent auction, etc.
- Card readers can be used but are not required to use the app. If the chapter needs card readers, they are available for purchase, please contact Susan Huntington for more information.
susan.huntington@newh.org

Text-to-give app (Give Lively).

- 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 to allow donors to give towards your scholarship funds from virtually anywhere!
- For more information and to get a donation text code or a QR code, contact Susan at susan.huntington@newh.org

ZELLE

- Low fee and fast way to accept payments.
- Deposits can be made to newh.finance@newh.org
- For more information, contact Susan at susan.huntington@newh.org

QUICKBOOKS ONLINE

Easy and effective way to track your chapter's finances, view or print live reports and verify account balances.

- Chapter presidents and treasurers have access to live financials for your chapter.
- 2024 cost was \$75 / year, the cost is \$80 for 2025.
- 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, this is to keep budgets and financials in check – NO EXCEPTIONS.
- Please do not mail cash for deposit to NEWH, Inc. Two people should count the cash for accuracy. Either a personal check or a cashier's check or Zelle transfer for cash amount can be sent to the NEWH, Inc. office.
- Please review and if necessary, update your chapter sponsorship forms to reflect NEWH, Inc.'s mailing address for all checks to be mailed and deposited directly out of the Inc office. PO Box 322, Shawano, WI 54166 We also accept payments by ACH. Please contact Susan for more information.

CHAPTER FINANCIAL REPORTS / PROFIT AND LOSS

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

CHAPTER BUDGETS

- It's time to start thinking about budgets. 2025 budgets are due mid-February, be on the watch for an email with a budget template.
- Regular monitoring of the budget will keep you financially stable. These figures should sync with all event budgets. Financials are the responsibility of the entire board – not just the treasurer, if something seems off, please question it.
- Scholarships granted in 2025 should come from your fundraising efforts in 2024. It is understood that your chapter may be re-building scholarship funds after the past couple of years. Keep this in mind when reviewing 2025 scholarship funds. Any questions, contact Susan or Erika.
- Should your budget need amending – the chapter will need to vote on any changes and let the NEWH, 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. (requests 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 – Chris Tucker and Diane Federwitz
- Treasurer/Finance/Insurance – Susan Huntington and Julie Hartmann
- Secretary – Sarah Von Deck
- Membership – Diane Federwitz, Kathy Coughlin, Sarah Von Deck, or Nancy Patrick
- Scholarship/Education/EDOnline – Erika Swansen
- 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 and Kate Nesbitt
- Green Voice – Erika Swansen
- BrandED – Kate Nesbitt
- Marketing/Social Media – Hillary Eggebrecht
- Website/Newsletters – Diane Federwitz
- Ethics – Shelia Lohmiller
- OTHER QUESTIONS – JUST CALL, WE WOULD BE GLAD TO HELP!
800-593-6394

ARIZONA

JOLIE CAWELTI & DEIDRE SCHWARTZ, DELEGATES

CHARTERED MAY 5, 1995

MEMBERSHIP

In Membership, we've most recently been focused on answering membership questions and welcoming new students, professional, and business members.

In the coming weeks/months, our focus will, additionally, include continuing to follow up with lapsed members, in hopes of reigniting their interest and involvement in the organization. And, working to wrap up planning for the Member Appreciation event, at the end of the year.

PROGRAMMING

2024 has seen continued growth in our program offerings with a variety of offerings for members. Since our last report we have held the following:

- April 24th TopID celebration at Luna in Scottsdale, AZ was attended by 32 people and turned a profit. President, Adelita Rosenberg secured the restaurant location inside a hip new hotel.
- May 16th firm tour of House of Form in Phoenix, AZ sold out with 30 people. Students loved hearing from the owner and the tour proved to be a good opportunity to highlight one of our TopID firms.
- July 18th project tour of Omni Hotel in Tempe, AZ, designed by Monogram at BBGM sold out at 50 attendees and broke even on expenses.
- June 20th "History of Brazilian Modernism" CEU was attended by 20 people in person and online.
- July 22nd project tour of Bishop's Lodge in Santa Fe, NM was well attended and has since prompted discussion about how Arizona and New Mexico NEWH members can join forces in the future.
- August 20th project tour of The Global Ambassador in Phoenix, AZ sold out in one day and turned a profit.
- October 17th "Wine and Dine" fundraiser has raised \$26K in sponsorships so far and is on track to meet the attendance goal of 150 people.
- GreenVoice Event is tentatively scheduled for November 2nd at Papago Park.
- November (date TBD) TopID "Reveal" event. Sarah W. is leading the effort.
- December 4th Member Appreciation event sponsored by DAC will be held at the newly remodeled Beadle building. The event will be an art auction of original work done by designers.
- February 20th, 2025- Stacy Garcia Trend event is in the planning stages and a committee has been formed.

SCHOLARSHIP

Scholarships are well underway and open for applicants. We have had great traction on our upcoming event for WINE & DINE, where we are excited to be awarding 2 culinary students with \$2500 scholarships. Local celebrity chefs will be judging the competition this year. The event will take place on 10/17. This fundraising event has helped us get the word out to the local colleges about the open scholarships and opportunities we offer at NEWH.

This year, we have made great progress and continue to raise awareness within our student communities.

The scholarship for this year for students at NEWH Hospitality will be 3-\$5000.00 in amounts to the chosen recipient. The winners will be announced in early November 2024.

FUNDRAISING

Our committee for this year's Wine & Dine event has been hard at work!

This year's theme is Tres Chic – A Night in Paris, and we have three culinary students, and three pastry students assigned to prepare tasting dishes for the 200 guests that are attending. We are lucky enough to have secured celebrity judges to select a winner from each category, and those two winners will each receive a \$2,500 scholarship to further their education and career. Our event will be held at the Icehouse, a beautiful and historic venue in downtown Phoenix, with a stunning open-air cathedral room to welcome guests in.

We are fortunate to have thirty-one amazing companies who are sponsoring the night, and everyone is so excited for this much-awaited event to finally take place on Thursday, October 17!

OTHER CHAPTER HIGHLIGHTS

This year, the Arizona Chapter has prioritized student engagement and educational events. Our hotel and firm tours have consistently sold out, and membership has remained robust. As we approach year-end, we're excited to wrap up on a high note with our annual Wine and Dine fundraiser, a Green Voice Park cleanup event, and a membership appreciation night.

CHAPTER/REGION GOAL

Student engagement was one of our primary goals. With 2 student representatives on our board and active participation by those students along with our Student Relations & Scholarship directors, we have seen a growth in our student membership and attendance at events.

The tour of design firm members has been a big success in engaging students, which will continue in 2025. Current students are future NEWH-engaged members!

REPORT BACK TO CHAPTER/REGION

Yes. I report back on the highlights at our board meeting that follows the IBOD meeting. In addition, I provide the IBOD Meeting report via email and on our Google Drive.

I receive little or no feedback on the report, which doesn't surprise me given people's schedules and the limits to the time I have at the board meeting to report back.

As the incoming president for 2025, I have included a review of IBOD in our strategic board meeting to shed more light on what these meetings are about and what we can learn from the IBOD reports.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

I don't know if other chapters have this issue, but no matter how many times we discuss, review, and share both the Board Resources and Google Drive options most of our directors don't use them or remember to use them. I understand this is reviewed during our Board Training, but many of our board members have been through the training and still act surprised when we direct them to those areas for resources.

If anyone has had success in making this "gel" for board members, I would appreciate the insight.

Staff Note: 'You can lead a horse to water but cannot make them drink'... Encourage your VPs that if the Directors have questions to lead them back to the board resources and show them where the information can be found. Same goes for President leading VPs to same place if needed. During your chapter strategic planning bring up the board resources and ask everyone to login there, while together, to make sure they are able to do so and reach out to Inc. if they need their password reset.

ATLANTA

TODD FULLER & ANGIE LAW, DELEGATES

CHARTERED OCTOBER 16, 1990

MEMBERSHIP

Our annual membership drive is a Halloween Costume party on October 29th.

We started the year with 428 total members, 102 being Associate and 110 student members, giving us 216 voting members. As of October 3rd, we have 534 total members. With 49 Associate and 214 Student members, we have 271 voting members, an increase of 55 voting members, a 21% increase for the year!

PROGRAMMING

We had some great hotel tours and networking events this year. We are a little frustrated that, post pandemic, the hotels are unwilling to work with us like they did before. They are now requiring minimums for food and beverage and the cost is excessively high, making us find more sponsorship to make the tour possible.

We are already working on the programming for 2025 so we can hit the ground running in January.

SCHOLARSHIP

We are excited to award \$60,000 in scholarships again this year. Last year we distributed that amount to 9 students and this year we agreed to reduce the number of students to 5. This will provide a bigger impact for these deserving students as the cost of college education continues to rise.

FUNDRAISING

Interest in our golf fundraiser fell and we had to cancel it this year. We had several regular vendors not participate and sponsors were having trouble finding people to take the day away from work. Currently, we are not planning on having a golf fundraiser for 2025 and adding a casino night.

Our Good Connections event with IHG this year was a huge success, providing invaluable networking for our membership. This year we added a speaker panel, lunch, and other networking opportunities.

Our Scholarship and TopID Holiday Galas are going well and we are currently set to make our best margin ever! Tables and Sponsorships are almost sold out so if you are thinking of participating, don't wait!

OTHER CHAPTER HIGHLIGHTS

We are going our 2025 Board Training in November this year so we can hit the ground running on January 1st!

CHAPTER/REGION GOAL

Increase the number of Programming events to give our members more education, networking, and social opportunities.

Replace the golf fundraiser with another fundraiser for spring.

REPORT BACK TO CHAPTER/REGION

No feedback has been received.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

For now, we are doing well!

ATLANTIC CITY/ PHILADELPHIA REGION

MIKUKI DAVIS, STEERING COMMITTEE CHAIR

SEPTEMBER 9, 2008

MEMBERSHIP

Our membership has been very stable this year! This month we had 22 new student members join us. These new members are mostly results of 2 great industry happenings, the first being a critique at a local college that I attended along with board member Amanda Summers. While we were primarily there to jury their interior design studio class, we leveraged the opportunity to talk up NEWH and had incredible interest from the students! The other is the Student Networking Workshop we recently hosted. This event, planned by Cheryl Spigler and supported by Amy McGee, Elita Memoli, Gina St Clair and Chloe Mantakounis was a great success and brought new faces out from schools that we don't yet have strong ties to, so it was extremely helpful in expanding our student circles. We have found a lot of success in increasing our membership numbers by targeting students to join. There are so many benefits that we have to offer them, and the pricing structure makes it very intriguing for them to join. By the time they graduate they are already very familiar with our group and are typically wanting to renew as professional members! Eileen Hoskins recently stepped up into the Membership Director role and has already been doing an incredible job with onboarding members, reaching out to lapsed members, and in general cheerleading for our group to gain more members out in the field.

PROGRAMMING

In addition to the Student Networking event mentioned above, Alex Wilkins and her programming team have been hard at work planning several other events. In August, Hayley Cross and Amanda Summers lead planning for a Summer Sips at a local new pizzeria. Spots for those Sips sold out in 2 days! Alex and Emma Liberi visited the hottest new hotel that just opened in town and spent an afternoon with the owner and developer, who they are in talks with to plan a tour event. Liv Cooper is leading planning efforts for a Westin Hotel renovation tour event to be held in February. The most pressing item on Programming's plate right now is our 2025 Fundraising Gala!! We are so excited to do our Gala again. Alex has been doing an incredible job

leading event planning and creative direction. We have already announced it to the public and set our date!

SCHOLARSHIP

I'm very happy to announce that we have selected and announced our 2 scholarship winners for this year, each awarded with \$7000! Brenda Layne and Celia Armstrong, along with new scholarship committee member Lucy Franck did an incredible job leading the judging process with around 20 applications to sift through. One of the decided winners is an interior design student at Drexel University who taught herself advanced design software at a very young age. She comes from a family of small business owners and works extremely hard to earn scholarships and relieve financial strain from her parents. The second winner is a culinary arts student at the Walnut Hill Restaurant School. She has dreams of opening her own cafe once she graduates and had several glowing recommendation letters from professors and employers.

FUNDRAISING

Brittany Ewing had a great idea for our Summer Sips event to incorporate a raffle item in efforts to raise scholarship funds. She gathered two incredible prizes, a hefty gift card to CB2 and 4 tickets to a Philadelphia Eagles game (go birds) from generous sponsors. The raffle was a huge hit and ended up raising almost \$700 towards our scholarship fund. This was a rather small event so if we can make that much at a small sips event, I can't wait to see what we can achieve at our larger events! This was a great way to add more interest to our Sip event, incorporate fundraising into programming, and get more sponsors involved with the local community.

OTHER CHAPTER HIGHLIGHTS

We had several of our student reps graduate recently. Some relocated so we lost them as board members, but were thrilled to see there was lots of interest from other students to fill those spots! We ended up boarding 5 new student reps who have already attended their first board meeting and are ready to enrich their education to professional journey with NEWH. A couple of the

graduated reps stayed on with us and transitioned to other board roles, Lucy Franck joined the scholarship team with the desire to give back to students. Gina St Clair also showed incredible initiative and passion and came to me wanting to start an EID position for our board! We had a handful of meetings with EID leaders from other chapters and INC to wrap our minds around what the role will entail. She has done ample research and is excited to get our first ever EID role up and running!

CHAPTER/REGION GOAL

CHICAGO

CLAIRE CALLIS & ASHLEY MITCHELL, DELEGATES

CHARTERED AUGUST 12, 1991

MEMBERSHIP

We have been working with events throughout the year such as EID panel discussions and Young Professionals Mentor event to encourage membership within the design community. A priority has also been placed on gaining members through business membership, encouraging design and procurement companies to join.

PROGRAMMING

Our board hosted our yearly TopID Panel on September 11th at the Momentum Showroom at the Merchandise Mart. We have 130 RSVP/Ticket sales and approximately 110 people attended the event. The event provided an opportunity for our 2024 TopID Winners to showcase a project and followed with a dynamic conversation between a selected moderator and the winners. Next up, we have a hotel tour scheduled for December 9th at The Fairmont Chicago. We're working diligently to secure sponsorship for that event and are looking forward to closing out the year strong!

SCHOLARSHIP

We've continued to actively reach out to students in our region and have been able to pick up a few new student members along the way as well as see increased attendance of students at our events. We held a Mentor Meet up in July where students were able to meet one on one with hospitality professionals to review their portfolios and have candid conversations to help advance their careers. We had 7 local students sign up, and 2 walk-ins for the event. Our 2024 Scholarship is currently open. We have reached out to our education professional members, student members, and many of the schools without our chapter to promote the scholarship. We continue to do so to bring as many scholarships as possible for 2024 before applications officially close.

FUNDRAISING

Our annual fundraising event, Summer Social, was a great success

CINCINNATI REGION

KYLER BURROUGHS, STEERING CHAIR

NO REPORT SUBMITTED FOR NOVEMBER BOARD MEETING

DALLAS

LUIS ARAUJO & APRIL GETER, DELEGATES

CHARTERED AUGUST 12, 1991

MEMBERSHIP

Our membership Team has had a very successful year as we kick started our membership drive at Top Golf early this spring which became a highly attended event at the very beginning of our calendar year. The event was completely sold out and was expanded to accommodate the demand yet still a quick sell out. The day was weather perfect and both designers and sales representatives all got in their most festive team attire which kickstarted a fun and memorable evening.

PROGRAMMING

We have had a strong year in Programming which we are happy to say

One goal was to improve our presence in Atlantic City since our region has become so heavily focused and based in Philadelphia. This is not solidified yet, but we are in talks with our 2024 TopID winner to host her celebration at an Atlantic City hotel that she worked on. We think this is a great opportunity to get tied back into the AC scene.

REPORT BACK TO CHAPTER/REGION

I do, I have not received much feedback about the IBODs.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Nothing at the moment!

again this year! Hosted at Cerise Rooftop at the Virgin Hotel in Chicago, we hosted over 260 attendees and raised over 29k. Our team is working hard to prepare for our next fundraising event, Kingpin, and will celebrate its 25th anniversary in October! We anticipate over 250 guests attending the event at Diversey River Bowl. Looking to 2025, our board is diligently working to prepare a sponsorship menu for the year that will change how we have approached sponsorships in the past. We're looking forward to charging ahead into another strong year in 2025.

OTHER CHAPTER HIGHLIGHTS

Our Chapter hosted a panel in July on Universal Design in Hospitality. The panel featured Luke Spink and consisted of an informative conversation about the challenges and solutions to accessible spaces. The event was well received and left the community asking for more conversations like this one! We're looking forward to hosting more events with an EID focus in the future.

CHAPTER/REGION GOAL

One of our goals was to start coordinating sponsorship efforts between programming and fundraising. Our board has started making regular calls to discuss between teams and executive board to come up with ways to better streamline sponsorship efforts. In doing so, we will be issuing a sponsorship menu in the 4th quarter of this year to give new opportunities for sponsorship. We're looking forward to trying out this new avenue in 2025.

REPORT BACK TO CHAPTER/REGION

Our delegates report back to the local chapter/regional board following the IBOD meeting by providing an in-depth recap. Our board members especially enjoy hearing what other boards are doing and utilizing that information to better serve our board and members.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Nothing comes to mind currently.

that every event has been sold out and at capacity. Our programming events certainly have created a variety of opportunities for our chapter to socialize, learn and empower each other through the sense of engagement/community. We have had educational programs, CEU certifications, Hospitality education through the eyes of interior designers, master bar tenders and architects while doing restaurant tours, hotels and other properties within DFW.

SCHOLARSHIP

The Scholarship Director assembled a solid team this year to prepare, support and review all 40 something applicants for this 2024 year. This team was efficient in splitting up applicants and

reviewing their information to narrow it down. Once this portion of the process was done interviews were scheduled and were done via zoom with each applicant in the matter of two afternoons. All applicants were great, but it sorted itself out clearly, selecting 15 recipients and dispersing \$50,000.00 to our chosen students.

FUNDRAISING

As I write this report, we are at the event of our Dallas Scholarship Fundraiser Gala which will be held at the Perot Museum and has completely sold out earlier than we expected. This year we are delighted to say that a lot of new companies have stepped up and taken most of the sponsorships and has shown us that the demand is there and that our chapter has seen our improvements in creating more successful and fun fundraisers. This is the third year our new formula is being applied with tweaks and improvements and we are set to break our original record once again.

OTHER CHAPTER HIGHLIGHTS

- February/ NEWH Leadership Conference was attended by a good group representing the Dallas Chapter whom all came back energized and happy to share such fun and educational experience.
- March/ Membership Drive held at Top Golf was a fun evening, a great turnout and fun.
- May / Spring Social at National Anthem which once again was sold out and very well attended.
- June / Was our Summer Picnic in which our members are encouraged to bring their families and pets as we all mix and mingle in our Hospitality community. This month was also the host for E3 Membership.
- September / We had a Hotel Fall Tour and CEU which was very well attended and from both the CEU section to the mixer and hotel tour in one of the newest and swankiest hotels in Dallas Uptown district called the Swexan.
- September was also the month we kicked off our official Ambassadors for this year that help fundraise and bring

awareness to our Chapter and fundraising efforts. Our 3 Ambassadors this year are Matchline Design Group, Waldrop+Nichols and Stacy Elliston and their fundraising efforts have already surpassed the previous 2 years.

- December we will close the year with our Christmas Hotel Tour which will be at the newest hotel in Ft Worth called the Crescent.

CHAPTER/REGION GOAL

As a chapter I feel we had a couple of important goals but one that I will talk about was our fundraising efforts for our Dallas Chapter Scholarship Gala. Three years ago, we decided it was time to shake things up and create a new formula for fundraising which had success but was stagnant and not growing. With many obstacles and old guard among our chapter not wanting to support change we still got through and re-invented what the Scholarship Fundraiser should be. With the support of members whom we shared this new vision we were able to set a record-breaking year in fundraising and this formula has been carried over, tweaked and perfected. This year I am happy to say that we will once again be raising over \$75,000.00 free and clear to support our students in our chapter and the Ambassador positions, we have created have been generating extra revenue to not only help our fundraising efforts but to also raise awareness through social media of who we are as an organization and what we believe and support for our industry.

REPORT BACK TO CHAPTER/REGION

IBOD was a great refresher of who we are as a board and what we can do to keep implementing improvements and be more efficient to our chapter base. There was a lot of information to share overall on all board positions and great trivial details that show how we stand as an international board as well. Also felt that I got a bounty of tools and ideas for our Marketing team which everyone was very much receptive and excited to implement and improve. Loved sharing this empowering information with my board members and the engagement that this information caused during our meeting.

DETROIT REGION

DANIELLE NOWAK, STEERING CHAIR

MEMBERSHIP

Developing with the start of the new chapter

PROGRAMMING

Developing with the start of the new chapter

SCHOLARSHIP

Developing with the start of the new chapter

FUNDRAISING

Developing with the start of the new chapter

OTHER CHAPTER HIGHLIGHTS

Board selections have been confirmed and we are ready to complete our strategic planning for 2025.

CHAPTER/REGION GOAL

Our goal for 2025 is to connect and build the hospitality community here in Detroit. We would like to present our first scholarship and host successful events.

REPORT BACK TO CHAPTER/REGION

I intend to report back. With this being my first time, I have not received any feedback.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Everything. We are brand new and want to make our chapter as successful as possible.

HOUSTON REGION

DIANE SMITH, STEERING CHAIR

CHARTERED FEBRUARY 17, 1992

NO REPORT SUBMITTED FOR JANUARY/APRIL/NOVEMBER BOARD MEETINGS

LAS VEGAS

SARA BROOKSHIRE & WANDA LUNA, DELEGATES

CHARTERED MARCH 26, 1991

MEMBERSHIP

We have exceeded our goal of 300 members!

PROGRAMMING

We had a spectacular, sold-out Panel Discussion and Scholarship Award Brunch! A new annual event for our chapter where we invite the TopID winners to provide a panelist to whom we ask industry-

relevant questions. At the end, we open the panel to the students/scholarship winners to ask questions as well.

SCHOLARSHIP

We were able to give out 8 total scholarships this year, totaling 50K. The scholarship winners participated in our event, and made impactful connections to help elevate them into their career.

FUNDRAISING

We had our first ever Bowling Party. Our 50's Rockabilly themed bowling fundraiser was incredibly successful and raised more money than was originally anticipated! We will likely be pursuing this event as an annual or biennial fundraiser.

OTHER CHAPTER HIGHLIGHTS

I would personally like to thank a few key people from our board this year who have really made us a successful chapter.

Hope Quintanar-Case has been spearheading the Hospy's for many years, and she took on the challenge of finding our second annual Fundraising event. She really knocked it out of the park with the bowling event.

KC Golightly, Laura Herzog, and Christy Adams have tag-teamed to create a diverse profile of events – heavily marketed, and constantly sold out. These events have been at noteworthy and/or newly opened locations and have included personal tours featuring owners/designers as guides.

LOS ANGELES

ELIZABETH BANKS, JEANNETTE CHACON & KATIE SMITH, DELEGATES

FOUNDED OCTOBER 1984

MEMBERSHIP

- On average, we lose 7 members a month but gain 5 new members. Our chapter is trying to shoot for a 10% growth rate for the remainder of the year and for 2025. Designers are expecting vendors to pay for their tickets instead of becoming members, so we need to be better at promoting the benefits to being a member. We need to be more consistent in reaching out to past members to renew.
- We are also looking to incorporate sponsored membership drawings at our future events. Or have it as an annual sponsorship “perk” for our vendors to give away a membership in 2025.

PROGRAMMING

- The LA Chapter has had a busy spring and summer schedule! Which included 2 (virtual) CEU events, the Georgian Hotel Tour in Santa Monica, annual Drag Queen Bingo, a regional tradeshow and the annual bowling fundraiser.
- The coveted Drag Queen Bingo was another smash hit for a fourth year in a row, where all proceeds went to scholarships – \$3465.
- For next year, we are looking to add another hotel tour to our schedule as these types of events are constantly asked for.

SCHOLARSHIP

- In this second half of the year, our Scholarship Directors and Student Relations Director have teamed up to engage with students. At the regional tradeshow, both directors sent out emails to our local universities to invite our student members to attend. During the tradeshow, they also manned a table where students and younger members could meet and “Get to Know NEWH & Local Board Members”. They were able to connect with a handful of students!
- Secondly, the Scholarship and Student Relations Directors will be hosting a Fall Student Portfolio and Mixer Event at the end of October. This event will be a “speed dating” style event where 12 students will be critiqued by 12 industry professionals. Hoping to promote our spring scholarships opportunities at this event as well.

FUNDRAISING

While working hard to gain sponsorships for our events, the Fundraising Directors have been tackling and revamping the sponsorship packages for 2025. The goal is to re-envision what we are

CHAPTER/REGION GOAL

As noted, our major goal was to get and maintain 300 members. We have achieved the first half of that goal, and we have a fully packed calendar well into next year that we hope will keep people engaged.

REPORT BACK TO CHAPTER/REGION

Yes, we report back, and reviews are mixed. Often, the breakouts do not seem to benefit our chapter as much as we would like.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Although our chapter itself does not have many issues with being inclusive and diverse, we are having shortcomings incorporating EID as a Director position. We would be open to a call on how this position can be better established in our upcoming years.

Staff note: We are happy to introduce you to Leonardo who is the EID Director for NEWH, Inc. to discuss his thoughts on establishing in your chapter. Please see NEWH Staff at the board meeting in New York or reach out to jena.seibel@newh.org for the intro.

offering, what perks are actually being used, and what is considered useful (ROI) to our sponsors. This past year has been a growing year for the LA Chapter, and we are feeling the pains of that growth. Our annual sponsorships “perks” included too many free tickets which hurt our event budgets and overall attendance for others in the industry. We also don't want to oversaturate the sponsors but have heard the concerns of past sponsors wanting more exclusivity, so future sponsorship packages will be more tailored to align with the needs of our sponsors and to the benefit of the chapter.

OTHER CHAPTER HIGHLIGHTS

- The LA Board had our first board training in nearly 4 years and this training certainly jazzed us! Jena and Erika are a wealth of know-ledge and catered our chapters needs/expectations accordingly.
- Three TopID firm winners have been confirmed and will be notified at the end of the year.

CHAPTER/REGION GOAL

Next year, we are looking to include a designer membership “giveaway” to our annual sponsorships. As well as budgeting for a free membership drawing at our events. Also, we want to research more ways to engage the “wholistic” hospitality member base.

REPORT BACK TO CHAPTER/REGION

The President and VP tag team in delivering the feedback which will be done at our December board meeting. The general response has been positive, and any questions do get relayed back to Inc.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

- Our designers are asking for more wellness and sustainable CEUs or workshops. Does NEWH have a list of these types of content? Could there be a filter for said topic?

Staff note: Designers could always go to NEWH EOnline to watch some of our Green Voice Sessions that have been recorded. There isn't any accreditation on them, but for the content it could be something. This is also a great opportunity to reach out to local chapter members and NEWH Corporate Partners asking if they have/offer wellness or sustainable CEUs and workshops they could offer online for example. There is a list of available CEUs on our website but the list may not be most current but is a great place to start as well. <https://newh.org/available-ceus/>

- Are there requirements for a sustainability event? What would

this kind of event look like? We will be adding a Green Voice Director in 2025 and hope to add a sustainable event for our schedule.

Staff note: There really is not a requirement of holding an event for example as every area of the country is very different but most Green Voice Directors would work with programming and fundraising to incorporate into each event such as China vs disposable plates/silverware/cups. If the Green Voice Director is involved with other sustainable entities encouraging them to attend their events and vice versa or hold a joint educational event. Some chapters will incorporate a green tip for home or work in newsletters as well as on social media.

- Our VP is stepping in while our Membership Director is on maternity leave, and was curious how long do past members stay on the "Monthly Chapter Dues Report"? How long or how many times should we be reaching out to their members?

Staff note: The dues report only show members who are due in the current month, and past members who have lapsed within the last 6 months. After 6 months have passed, they will no longer show on the dues report. We suggest you divvy up the report, and board members reach out to people 2-3 times, let them know of the exciting events you have coming up and encourage them to renew. When reaching out, confirm the information we have for them on file and get any updated contact information they may have.

- A lot of members not receiving their "Time to Renew" emails from INC – going to spam, or not using those emails regularly. Not sure how to fix this other than making members provide BOTH personal and work emails our profiles. After the COVID shuffle, many people have changed jobs, and we are struggling to keep track/contacting people.

Staff note: Please let Diane know of anyone who mentions they are not receiving those emails. She can track their email to

be sure they have not bounced or unsubscribed and reach out to that person to get them back on your email list. When reaching out to people who are on your dues report, please confirm the information we have for them on file and get any updated contact information they may have, and mention to add the domain @newh.org to their approved sender list to limit any emails going into spam.

- For TopID, we were severely lacking in designers/design firms and struggled to find candidates. How can we lure design firms into becoming members (Making the judging pool larger) so they can submit?

Staff note: Let them know being selected as your chapter's TopID is an honor! Not only can your chapter recognize them at your TopID event and on social media, but they are listed on the NEWH website, in the NEWH Magazine, as well as listed on a TopID banner that is sent to all chapters/regions to be displayed at each of their events. Being a TopID of your chapter, you can also reach out to them for any local work they have done and potentially hold a chapter event at that location, highlighting their work, or include them on a panel discussion regarding that project, etc. A TopID nomination/submission only requires one active member of the local firm as part of the requirement – with dues at \$150/year, that is pretty reasonable for their ROI if chosen as your chapter's TopID recipient.

- How can we target a more "wholistic" hospitality members outside of A&D (hoteliers, restaurateurs, property management, etc.)?

Staff note: One way we've seen chapters be successful with the reach out is by incorporating those mentioned in panels /educational sessions. A panel with multiple different representatives of hospitality will also draw many different attendees to your event.

MID-SOUTH REGION

MICHAEL SAUTNER, STEERING COMMITTEE CHAIR

CHARTERED JULY 23, 1991

NO REPORT SUBMITTED FOR APRIL & NOVEMBER BOARD MEETINGS

MILANO

ENRICO CLEVA, CHAPTER PRESIDENT

MEMBERSHIP

We touched this month 131 members. TopID and the last events very well received have driven up members. Our goal was to reach 120 by the end of last year as we reached 100 members, now we are 1/3 on the way to adding another 100!

PROGRAMMING

We are working on the first BrandED in Milan and will see how the architectural community receives this new formula. Our TopID will be in late November, and we are all focused on finding sponsors for it.

SCHOLARSHIP

Working on the final documents and procedures looking for the first scholarships beginning of next year.

FUNDRAISING

Our fundraising director left six months ago and we are trying to add to the Board a Sponsorship Chair to work on getting financial sustain from the industry for a future Director position.

OTHER CHAPTER HIGHLIGHTS

Membership is growing, scholarships are on the way and our events get some good attention. The future of NEWH in Italy seems on a good path.

CHAPTER/REGION GOAL

We would like to increase fundraising and get more students active in the chapter.

REPORT BACK TO CHAPTER/REGION

Good enthusiasm in the Board when we see good results!

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We just asked and got a good help with scholarships...

NEW ENGLAND REGION

ALLI OROSKI, STEERING COMMITTEE CHAIR

(ORIGINALLY CHARTERED NOVEMBER 4, 1992)

MEMBERSHIP

Our membership numbers have remained stable, increasing slightly from the beginning of the year to the beginning of October. One goal for 2025 is to not only retain current members but increase value by showcasing the various perks of being a member (not just discounted tickets!) to increase our membership base. We are also

building outreach and engagement with members through a member survey, which we hope will enhance the New England member experience in 2025 and beyond.

PROGRAMMING

NE ramped up the second half of our 2024 events calendar with a

Winedown Wednesday in Providence, RI – and sold out the event very quickly! We kicked off our first-ever “An Educational Evening: Conversations on Equity, Diversity, and Inclusion” event in September with an amazing panel focusing on Inclusive and Universal Design in Hospitality, and we look forward to making this a regular event series in 2025. In October, Boston was a stop on the Stacy Garcia Trend Tour, which we were excited to co-host with the Retail Design Institute – New England Chapter. It was a fantastic, inspirational evening with a lot of new faces in attendance. Our final event of 2024 was our Signature Boston Sunset Cruise – this year with a Halloween-theme.

For 2025, we continue the goal of streamlining our calendar of events, with a focus on curating purposeful & intentional programming, hosting fewer events with greater impact for our community.

SCHOLARSHIP

For the second year in a row, we are focusing efforts on (1) scholarship to be awarded in 2024. In an effort to increase student participation in the scholarship program, and our community in general, we are working on the following:

- Increasing communication with educators and administrators at area schools, highlighting our organization, scholarship offerings, and benefits to student members
- Engaging with related student groups by sending virtual informational postcards & invitations to events that are student-appropriate
- Printing postcards for events with larger student attendance (with outlined benefits of student membership & a QR code to directly apply for our regional scholarship)
- Highlighting Martha’s Mentors to students
- Working on a New England-based resource for student members & firms / businesses in the area with at least (1) member of NEWH, to “go live” next year in Q1
- Add more event offerings with a student focus (portfolio reviews, educational experiences that connect professionals with student members, etc.)
- As part of our ongoing fundraising marketing platform, our team is working on highlighting past scholarship winners, to showcase the impact that donations, sponsorships, and registration / membership fees have on our local students.

FUNDRAISING

Our signature events, the Awards Gala & Sunset Cruise, have been well-attended and received. This year’s gala was the first major awards gala we’ve hosted, and we think it will be even more successful and attended in 2025.

We’ve had a tricky year in terms of fundraising, as the cost of hosting events has skyrocketed, available funds for sponsorship are limited, and we have tried to keep attendance costs low enough for our community to continue to participate. We had to cancel our golf tournament event in the late spring, which was set to be a major fundraiser for us, and our membership drive was not as fruitful as we had anticipated. We have gained valuable insight from these setbacks and are using them to look forward to 2025.

We have been working diligently to streamline our event schedule for next year and are revisiting our sponsorship structure, which will be announced at the beginning of November. Like this year, we will be releasing all available sponsorships (annual & event) at the same time and aim to promote & sell the event sponsorships well in advance, in order to offer new and better benefits that require more planning / notice. This year, as many years past, our event sponsorships sell up to the event date, which limits what we’re able to offer in benefits.

In 2025, we also hope to kick off our Totes & Tees design competition and fundraiser, which unfortunately did not happen this year as planned.

OTHER CHAPTER HIGHLIGHTS

We have had a large increase in firms nominated for our 2025 New England TopID Awards and have been excited to work on and release details (in early 2025) for our Regional Award, celebrating non-hospitality projects from designers in our community. We think the awards gala helped with spreading the word about the prestigious honor of New England TopID and we are excited to celebrate our winners & nominees at our 2025 Gala!

CHAPTER/REGION GOAL

We’ve achieved a number of our goals for 2024 so far this year – curating a meaningful event schedule, remaining consistent or expanding membership, co-hosting an event with another NE-based organization to also help increase our presence in the area, and building relationships with area schools & students. Overall, we did not raise as much money as we had hoped, due to the loss of one of our main signature events (fundraisers) and lighter attendance / sponsorships for some events, however, we have laid a strong foundation for 2025 and beyond.

REPORT BACK TO CHAPTER/REGION

We discussed the content of the IBOD meeting during our monthly board meeting, and discussed how it can be applied to our region specifically (through event offerings, promoting new awards, engaging beyond our region, etc.). An example: through the previous IBOD discussion of new award typologies “coming soon”, we were able to offer an alternative to Top ID to those firms that did not have an accepted (hospitality) project but have been active members of our community.

It’s definitely helpful to hear what’s going on with the organization as a whole, to hear what other chapters / regions are working on, their successes and setbacks – and how we can all learn from one another.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

We would love to have more regular conversations with other regions and chapters about their successes and “lessons learned”, especially around the following topics:

- Fundraising opportunities for the chapter / region – selling NEWH product, raffles, giveaways, non-event based fundraising experiences
- Event finances: budgets, offsetting expenses (bartering services, sponsorships, etc.), enticing sponsors through meaningful benefits for sponsoring events, etc.
- Annual sponsorships and associated benefits offered
- Marketing efforts, expanding outreach, varying communications beyond email / social media

Perhaps we could have a communication directory for each chapter / regional board (or Slack group?), so that we could set up informal calls or meetings to discuss successes and lessons learned, to ask questions / get feedback, or collaborate on efforts. It would be great to meet our counterparts in other areas of the country / world as well – we all have such interesting and unique insights and it would be really valuable to have an open and informal place to have these types of dialogues.

Staff note: Many chapters put together annual sponsorship menus this year and can be found on various chapter pages on the website. Under board resources there are examples of annual and event sponsorship menus to review and use what would be most applicable to your area/sponsors. There were quarterly fundraising calls this year and hopefully those will continue into 2025 and these are great times to bring up those questions. Regarding event finances, Susan Huntington at NEWH is available to review/assist with budget review. NEWH, Inc is always looking, learning, and exploring new ways of communicating and marketing our events and organization. The conversation of a virtual message board or digital forum has come up and can be

researched further. NEWH Communications have monthly calls to discuss new ways chapters are reaching out to potential volunteers/attendees for events – some chapters and disciplines are having some success doing a “roadshow” style of pitch to work with

new contacts. We will definitely be bringing this topic up on our upcoming monthly calls as we get ready for the new year and working with new Marketing board members.

NEW YORK

KRISTY BOHNE & LEVAR JACKSON, DELEGATES

CHARTERED JULY 23, 1991

MEMBERSHIP/EID

Our EID director, Lissette Wispe and Membership director, Garden Hahn, collaborated with CityTech to put together this incredible dual focused event that is sure to be a hit and pave the way for future similar events

We have coordinated our very first EID/Membership Drive Culinary event! The Event is taking place October 16th, with the help and support of 3 independent NY chefs, from all different backgrounds and educational experiences within the culinary field, as well as the tremendous generosity from CityTech, a CUNY school with a dedicated hospitality floor.

Each chef does a food demonstration of a dish that means something to them, whether it's relative to an experience, or their culture, they will show our audience how to create the dish, providing full recipes, and tasters for everyone. All of this is done in the kitchen laboratories and private auditorium space, which has been graciously provided, at no cost, and will include labor and staff, by CityTech, a Brooklyn based College, that is open and excited to do this on an annual basis with the NY Chapter, and in turn we help their students get graduation credit hours, for providing support during the event to the staff, as well as on the job experience with professional chefs.

In addition to the food, we will also have a sommelier present between each dish transition to walk the guests through a wine-tasting experience, where each dish has a special wine selected by St. Michelle Wine Cellars.

St. Michelle Wine Cellars has also very generously donated boxes of wine to help add to the experience!

This has been a tremendous year for EID, as we created a new staple event for EID in conjunction with Membership to help promote EID awareness, Culinary Education Resources for students, and solidify further relationships with NYC schools, and hospitality professionals, that will benefit the organization as we look for more avenues to reach students and help find ways to encourage them to keep excelling

PROGRAMMING

Toasty Tuesdays are back and in full swing! Yolanda Silva organized and incredibly well attended event at the new Romer Hotel in Hell's Kitchen. Room and Public space tours were led by the design firms, Islyn Studio and Goodrich as well as Highgate. The venue and event attracted many new faces with a strong attendance of design firms. As a result, we voted in many new members and had a wonderful time networking. Next up is our year-end holiday celebration at The Smyth where we will announce and celebrate our Top ID and Scholarship winners.

SCHOLARSHIP / STUDENT RELATIONS

We are knee deep in perusing scholarship applications. We will be awarding scholarships on Dec 3rd at our year end celebration.

Lori Firpo and Josh Kennetts efforts this year have resulted in an increase in public awareness of NEWH and has had ripple effects for Membership, EID and on INC level.

- Continuing to reach out to past scholarship winners to assist with job searches, portfolio reviews, networking and career

advancement. Past winners have reached out to me to let me know they've graduated and to thank NEWH for scholarship awards that made that possible. Past scholarship winners have also expressed interest in rejoining NEWH now that they have graduated.

- As a result of NY Chapter's Scholarship and Student Relations efforts over the years, City Tech awarded the New York Chapter its Outstanding Industry Partners Award. This honor recognizes NEWH's contribution as an industry leader and its support of City Tech students specifically. Several board members attended the awards ceremony to accept the award.
- As a result of connections made at City Tech award ceremony, the NY Chapter connected with educators at Long Island City High School. LIC HS has a hospitality program that introduces high school students to potential careers in our industry. Student Relations and members of the NY Board had a meeting before the summer to develop an agenda. Several of the teachers signed up as NEWH members. They are eager to engage the NY Chapter to review their curriculum and working- lab and make suggestions on how to improve it to reflect the work-world reality. We are continuing to engage with them this year.
- As a result of our work with the educators at City Tech, NY EID was able to secure the college's culinary kitchen and lab for an October event. City Tech was so pleased with the plans for the event and our EID director, (Go Lissette Wispe!) that there is discussion about making this an annual event.
- BDNY 2024: Supporting Student Relations

FUNDRAISING

We are all hands-on deck up for our second fundraising this year, Product Runway, Sunday night of BDNY at Nebula. We have 10 design teams, 20 sponsors, and we will be including a silent auction for the dresses. We have also offered several other sponsorship opportunities as well as ticket sales options to help raise the funds for scholarships. This event has allowed us to reach out to members to help volunteer and have an opportunity to participate in the chapter. Co-chaired by Sandra Tobar and Shay Lam, this signature event is sure to be a huge success!

OTHER CHAPTER HIGHLIGHTS

Marketing has been AMAZING. Our team is working together to push out important eye-catching content for our events and scholarships. We had a board volunteer night, led by Mark Cunningham. We stuffed over 250 bags of toiletries and donated to a local homeless shelter. We plan to continue our community service outreach into 2025 with a bigger event... to be continued!

CHAPTER/REGION GOAL

We set a goal to increase the amount of scholarships we give out and believe we will exceed those expectations once our 2nd fundraiser, Product Runway, is complete!

REPORT BACK TO CHAPTER/REGION

Yes... Our team is always happy to learn about new initiatives by inc and local chapters.

NORTH CAROLINA REGION

SCOTT MCSHERRY, STEERING COMMITTEE CHAIR

NO REPORT SUBMITTED FOR JANUARY & NOVEMBER BOARD MEETINGS

NORTH CENTRAL

KIM FAITH & HANNAH GAMRADT, DELEGATES

CHARTERED DECEMBER 11, 2000

MEMBERSHIP

- Membership Drive had excellent attendance and good feedback on location and activity. Resulted in 4 new members. Provided professional headshots and a mini golf activity at the Puttery. Celebrated NEWH anniversary.
- Goal was to increase membership by 10%. Beginning of the year we had 61 Associate, 44 General and 157 Student. In September we have 61 Associate, 40 General and 195 Students. While our student membership has increased by about 25%, we are flat on Associate members and down on General Membership. Currently we have about 25 members that are past due so the committee will be working on regaining those members.
- Working on setting up a committee to help follow up on renewals. Continue to provide new, unique events that drive interest in the organization. The board has been great at spreading the good word about our chapter, especially with students.

PROGRAMMING

- Our Summer happy hour had a fairly good turnout including some students and professors from the University of Minnesota – so it was great to connect with them.
- Created a committee for the In the Spirit Event and we will meet within the next month.
- The venue for In the Spirit has been narrowed down to three options as we are changing up the location this year and excited to see how it affects turnout.
- All hands-on deck for the Masquerade in October – we’re looking forward to the new layout, new venue, and to collecting feedback on what the members and students thought of the event.

SCHOLARSHIP

- Increased total scholarship gifts by 25% for 2024.
- Past scholarship winners are becoming involved with our chapter’s board.
- One recent scholarship winner will be taking over the scholarship director position in 2025.
- Our goal is to increase engagement with students at board meetings and events. We are also working to increase the number of applications we received for our chapter scholarship.

FUNDRAISING

- Successfully started fundraising earlier this year to avoid the last-minute push for sponsorships.
- Changed sponsorships to include key events like summer fair and masquerade ball spots and tickets.
- Changed venue for masquerade and new committee members for a new and unique experience with the goal of enticing new and younger members.
- Scheduled meeting with NEWH Inc to better understand how to manage annual sponsorships and how to budget for events throughout the year.
 - o This also helped us better understand how Inc can assist with tasks like sending out reminders for masquerade ball etc.

OTHER CHAPTER HIGHLIGHTS

- Increased attendance of NEWH members at our board meetings and recruitment for the establishment of future committees. This also allowed us to fill additional board positions that we haven’t previously had for 2025 year.

CHAPTER/REGION GOAL

- The goals for our chapter were outlined in our Strategic Planning meeting; having these goals allowed our chapter to delegate specific goals to board members in order meet the goals of our chapter. We also add this to our agenda every month as a reminder. These goals will also continue into 2025.
- Goals From Strategic Planning
 - o Establish and maintain committee members –
 - Define committees needed
 - Document responsibilities of the committee/committee members
 - Recruit committee members personally
 - Recruit committee members with a “call to arms”
 - o Improve Member and Student engagement
 - Sponsors supporting with event tickets
 - Pairing student with member (buddy system)
 - Student Relations serve as liaison with students at events to make them comfortable
 - Mentor/Mentee program
 - Resulting in Increasing attendance at events
 - Have NEWH rep attend events such as hotel openings – use a “call for entry” to learn about new projects and get an invite to attend to talk about NEWH
 - o Develop and implement a plan to celebrate great hospitality design
 - Resulting in Learning about new projects to use as potential venue and/or events

REPORT BACK TO CHAPTER/REGION

Yes. We highlight the IBOD meetings in follow up monthly meeting. We have received good feedback and incorporated some of the ideas and efforts from the meeting into the process for our Calander year and goals we set for our chapter.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

- We are having difficulty celebrating good design in our outlined goals. While we have featured some projects in our Newsletter it is difficult to capture that point of view.
- Goal is to begin with establishment of a marketing committee to spearhead design project highlights.

Staff note: Reach out to your designer members for projects they have recently completed or in the works, local and non-local projects featuring your local design firms. Ask them for a detailed description of the project and their perspective/ overview of the project. When reaching out, let them know our 2026 TopID nominations will be opening in the spring!

NORTHWEST

MARIT JENSEN & COURTNEY MACLEAN, DELEGATES

CHARTERED MARCH 23, 1995

MEMBERSHIP

We are ending the year with 203 members which is an increase from 173 in the beginning of the year. Once again, we had an exciting year of programming, which is key to retaining and growing new members. The increase is mainly due to our successful effort in

attracting student involvement. Our hopes are student members will see the benefit that NEWH has to offer as well as the importance of the mission to raise funds for scholarships and become future members to keep the organization strong. We are planning on having membership tables at the NEWH Seattle trade show in hopes

of signing up any non-member attendees. We will be hosting a virtual hotel tour in November which will end a busy year with some knowledge, community and hopefully new members.

PROGRAMMING

We have had a busy year so far, which was kicked off with a very successful TopID breakfast. We then followed with a well-attended hotel tour in Seattle. In September we hosted a successful BrandED in Portland at the Ritz Carlton with 40+ attendees. Portland designers and reps are excited for more events, and we plan to continue to expand our reach in this market with more events like this next year. Currently we are gearing up for the NEWH Trade Show at the end of this month with a special Stacy Garcia Trends Tour, as well as, our main signature event and fundraiser, Savor, which is set to take place the day after the trade show.

Closing out the year, as mentioned in the membership recap, we will be hosting a virtual hotel tour and panel discussion with simultaneous watch parties in Seattle and Portland.

Overall this has been one of our more successful years in providing engaging experiences for our members and non-members to network, gain knowledge, and celebrate design excellence.

SCHOLARSHIP

We have awarded five individual scholarships that totaled \$40k. We are set to honor these individuals at our upcoming Savor Gala. Our initial goal to increase our outreach was met – the students come from a variety of backgrounds servicing the hospitality industry and from a diverse set of schools.

As we look forward, following Savor we are looking to host an event that has an emphasis on preparing for your first job/internship, offering portfolio & resume review. We are also currently forming a committee to begin planning 2025 student events.

FUNDRAISING

As mentioned previously, with 2024 marking the 40th anniversary of NEWH and the Regional Trade Show set to be held in Seattle this month, we are gearing up for our signature Savor Uncorked event! We were able to form a committee earlier this year than previous years, which helped us increase our sponsorships and is set to make this event the best/largest one yet. Our goal is ultimately to raise

\$40k. In order to do this, we have secured a more curated but (hopefully) more desirable list of auction items. The event has sold out, and we are currently looking at adding tables due to demand.

While Savor is our main fundraiser, we have also hosted two successful community walk events this summer in Seattle and Portland that have helped contribute to the scholarship fund as a whole.

OTHER CHAPTER HIGHLIGHTS

Nothing specific, we are just excited and in the throes of planning our biggest fundraising event of year – hoping to make it the most successful one yet!

CHAPTER/REGION GOAL

As previously mentioned, in conjunction with NEWH's 40 year anniversary, the NW board is trying to raise \$40k at our signature scholarship event at the end of this month. By forming an event committee much earlier in the year, we have already been successful in securing the most sponsorships we have ever had. Building off of this momentum, we have a curated list of auction items that are set to be desirable and hopefully profitable to the attendees.

One of our goals was to challenge ourselves with reaching out to a broader spectrum of businesses and companies that support the hospitality industry, i.e. construction & consultants, developers and owners, etc. We have successfully done this and as a result have secured more sponsorships than recent previous years – which allows us to step up our signature fundraising event in hopes of raising more money.

REPORT BACK TO CHAPTER/REGION

Yes, while there was no specific feedback received from the last IBOD meeting – we have begun implementing some of the strategies from the 'Board Meeting Improv for Better Meetings' break out session with great success.

We have also already started planning our events for the 2025 calendar year and are looking at possibly adding a few based off of the feedback/success other chapters have had – as discussed in the programming break out session.

As always, our members are interested in hearing what is happening at the international level.

ORANGE COUNTY REGION

SONYA MILES, STEERING COMMITTEE CHAIR

SEPTEMBER 9, 2008

NO REPORT SUBMITTED FOR NOVEMBER BOARD MEETING

PARIS

GWENDOLINE THEODET, CHAPTER PRESIDENT

MEMBERSHIP

- Members have doubled since last year and continue increasing thanks to a dynamic year in terms of events organised.
- Word of mouth has started bringing new members as we have grown the brand awareness of NEWH.
- We are also establishing key partnership with associations (IMHI Alumni and French Furniture group) to get members from there as well.

PROGRAMMING

We achieved our goal to organise at least one event per month and have started to organise bigger. We have 1 hotel visit every quarter, 1 networking cocktail with 40-60 persons every quarter and another type of event every quarter.

We get great feedback on this formula and members appreciate having regularity in the program offered and different type of event in terms of size and content.

SCHOLARSHIP

We are awarding scholarships to a culinary school of renowned Chef helping young people and a social media food school helping women in needs to secure a job.

The awards will be given at EquipHotel where we have a booth and we will try and get exposure on the scholarship.

We recruited a new board member to develop our relationship with schools and students.

FUNDRAISING

With the number of members growing, we are starting to reach out to sponsors for fundraising and have secured a partnership with EquipHotel including funds for scholarship

OTHER CHAPTER HIGHLIGHTS

BrandED has been organised with IHG in October. It was the second BrandED in Paris, and the attendance was incredible with high profiles. We got fantastic feedback and new member registrations right after. We will have a booth at EquipHotel in November where we will be organising a conference and giving a BrandED scholarship with Hyatt.

CHAPTER/REGION GOAL

2025 Goal for the Chapter is a successful EU/UK Leadership Conference in June

We want to continue increasing our members as well

OUR CHAPTER/REGION WOULD LIKE HELP WITH

EU/UK Leadership Conference (it's a team work already with EU/UK chapters and Inc.).

PITTSBURGH REGION

WILLIAM MICHAEL, STEERING COMMITTEE CHAIR

NO REPORT SUBMITTED FOR NOVEMBER BOARD MEETING

ROCKY MOUNTAIN

BRITTANY SPINNER & DANIELLE VASSALLO, DELEGATES

CHARTERED DECEMBER 2, 1991

MEMBERSHIP

Currently have a new member discount and are attracting new members. We also have our annual member appreciation event scheduled for Oct. 24th. This is a big drive for new members including student members.

PROGRAMMING

Our programming team is currently working on a hotel tour event, date TBD. So far this year, our team has had great success with our Gala event, which is our largest event of the year.

SCHOLARSHIP

This year our team has awarded 20k in scholarships, the most money our chapter has even given out. Our scholarship team is currently planning for 2025 and recruiting student reps for 2025 as well.

FUNDRAISING

Our fundraising team is currently planning out our 2025 annual sponsorship menu. This effort comes after we sent out a survey to

our sponsors to gauge their perceived value of perks and understand which perks they prefer in the future.

OTHER CHAPTER HIGHLIGHTS

Our chapter has our strategic planning session set for the beginning of Nov. to start our planning for 2025.

CHAPTER/REGION GOAL

One of our goals was to provide more scholarships this year. We achieved this by setting aside more of our scholarship fund and because of past year's fundraisers to have a healthy account to be able to achieve this. We hope to continue this trend in future years as well.

REPORT BACK TO CHAPTER/REGION

Yes. This update comes to our chapter at our board meeting following the IBOD meeting. It includes a quick update on the top highlights from the meeting along with time for questions and discussion on any of the topics.

SAN FRANCISCO BAY AREA

GENEVIEVE MANSFIELD & HALEY TAYLOR, DELEGATES

CHARTERED JUNE 1, 2010

MEMBERSHIP

Our new membership director is Jolene Enns.

Our current membership 236 members, with key figures as follows:

Associate Members- 23	Corporate Partner Courtesy Member – 6
Brand Partner – 1	Corporate Partner Member – 1
Brand Partner Member – 1	Educational Professional – 12
Chapter Business Courtesy Members – 19	General Members – 90
Chapter Business Members – 18	NEWH Fellow – 1
Chapter Level Business – 10	Student Members – 54

Grand Total: 236

PROGRAMMING

Heidi Peterson is our new Programming Director and Sara Kenworthy as our chair.

The Membership Drive Event had about 90 tix sold and 70 in attendance. This event was well organized and easy to plan as our previous Membership Director, now VPD, Haley, had planned the same event in 2022. The board agreed bowling was the best way to go assuming our budget can handle it. We have found that fun engaging/team building experiences are a good fit for engaging new members and kick off the new year. An ice breaker of sorts.

Awards Event – In April we hosted our TOP ID Event. We had 92 people in attendance, which is a well-attended event.

State of Hospitality Event – In June we hosted State of Hospitality with a sustainability theme at Gensler SF new offices. I am not finding the ROA reports in our drive, but it was a well-attended event as well. Our minutes say about 90 guests.

Hospitality Tour – In August we hosted our Hotel Tour at the Jay Hotel designed by Avroko here in SF. Again, not seeing the ROA report in our drive so I do not have exact numbers but it was well attended and had amazing feedback. It really is a beautiful property.

Our minutes say we had about 100 guests.

Holiday Party – Our Holiday event is set for Dec, and I believe we will be hosting that at the Waterworks showroom but are still waiting on a confirmation.

The 2025 team is also well on their way in planning our first event in Feb which will be the Stacy Garcia Tour. This will be at the SF Design Center, but we are awaiting final confirmation/sign contract. Given the cost and planning involved with this event it looks like the team is planning to do this event instead of the Hotel Tour we typically do every year. We are excited to shuffle things around a bit and curious about the response.

In my last report, we have continued our Partner Package this year. We still feel as a board that the program is working and plan to continue with the same format in 2025.

SCHOLARSHIP

Paige Viren is now our Scholarship Director and Carol Welch is Scholarship Chair.

We were able to partner with our local IIDA chapter who puts on a student portfolio review and headshot event on May 4. That has always been a well-attended event, and we were so excited with the opportunity to join/support it as well.

This summer we had 8 student applicants and 5 winners. The total amount awarded is \$35,000.00. We also had some very nice thank you letters from the winners

FUNDRAISING

We have a returning team this year with Maria Torres as director and Kelly Gaddes as the chair.

Our Fundraising event this year is at The Green Room and the date is set for 10/18/2024. The theme is Timeless Portraits. We have sold almost all sponsorships and tickets/headcount is projected at 127 so far but we need 140 to make 40% budget. The raffle should help

some of that delta as I understand it.

OTHER CHAPTER HIGHLIGHTS

We started a President's Circle to start including feedback from our past presidents. The first meeting was in Feb and well attended with tons of feedback. We had our Second meeting in Sept. Again, well attended and good feedback. It is also nice seeing everyone.

Strategic planning is set for Nov. 3rd. We will kick off the morning with Trudy and then spend the afternoon reviewing all the other important info for our new board in 2025.

The partner program packaging we hope to have rolled out and ready to go for BDNY pending final board approval at strategic planning.

CHAPTER/REGION GOAL

Our goal is to start a newsletter. This is some feedback from our President Circle. More feedback was that we should try to get the board together for in-person meetings more to unite the group a bit and have more team building but that is TBD per leadership.

Update: Newsletter still has not happened as it is getting stuck in the weeds of people's schedules. In person meetings or get-togethers has not been discussed since Spring.

REPORT BACK TO CHAPTER/REGION

Yes, we had an extensive list from IBOD that we shared with the team. Sadly, we ran out of time to cover everything, and we had to cut our notes short. We received no feedback as we were out of time.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Unfortunately, we started our outreach for Sponsorship a bit later

than planned this year. We plan to learn from that and are pretty firm on our BDNY partner program launch deadline.

The President Circle and membership would like a trade show if not a Leadership Conference. The past presidents had some great ideas that might be outside the traditional box of what was done in the past but we are willing to roll up our sleeves to help make either or both happen, but the preference is trade show.

Staff note: A board member has reached out to Inc regarding request to host a tradeshow. We are open to hearing the other ideas mentioned above. Jena Seibel will be at BDNY if anyone is available to discuss or let's set up a call in December or after the New Year to discuss.

It has also been a challenge to get leadership at firms to support and/or facilitate time for their junior designers to volunteer their time with NEWH. Some leadership sees the value while others do not.

Staff note: Creating fear of missing out and reminding them what NEWH is all about is key. Review social media – are members being highlighted (see NY Chapter social media), designer members projects being shown, tours of designer members projects being conducted. Social media is key in member benefit - showing what committee members are doing, pictures of board meetings. Is there a student event? Perhaps hold a portfolio review and A&D principal members are asked to participate. Even offering a drink ticket to members at networking events and a member ribbon or something extra to highlight members shows member benefit.

SOUTH CAROLINA REGION

CAROLE ROACH, STEERING CHAIR

NO REPORT SUBMITTED FOR JANUARY/APRIL/NOVEMBER BOARD MEETING

SOUTH FLORIDA

CASIE IDLE & STELLA PENA, DELEGATES

CHARTERED OCTOBER 2, 2003

NO REPORT SUBMITTED FOR NOVEMBER BOARD MEETING

SUNSHINE

SARA NELSON & CHRIS SCHAFFER, DELEGATES

CHARTERED SEPTEMBER 1, 1996

MEMBERSHIP

We currently have 374 members in our chapter. We held our membership drive in early May at Top Golf, and it was a very successful event. Sponsorships included membership for new members, which helped increase our current membership count. We also gave out awards for best male/female golfer and best dressed. The members really enjoyed this event. Our board has been persistently following up with any members with lapsed dues and students to continue to grow our chapter.

PROGRAMMING

Our monthly programming event is the Sunset Social and is held on the 2nd Wednesday of the month. Our board is focusing on bringing membership value to the monthly events. We just hosted our Fall Into Brunch event which included scholarship awards, TopID awards, and a hotel tour of the recently completed Aloft in Lake Nona. Our December event will be a toy drive for a local charity. We are also planning a headshot event for our members at the beginning of the year so they can kick off 2025 with a new professional headshot.

SCHOLARSHIP

Our chapter awarded nine students each with a \$5,000 scholarship, for a total of \$45,000 this year. Six of those recipients attended our Fall Into Brunch event where they were recognized and presented their award. We had a running slideshow of all the recipients with their pictures and bios for our members to view. The attendees thoroughly enjoyed the event and networking within our chapter. Our chapter had a successful

number of applicants this year and will continue the marketing efforts to get the application well known within our region's schools for next year.

FUNDRAISING

Our chapter did not have a fundraiser this year. We are already working on plans for our 2025 fall fundraiser.

OTHER CHAPTER HIGHLIGHTS

Our EID director submitted a wonderful article to the NEWH magazine on integrating EID into restaurant design.

CHAPTER/REGION GOAL

Some of our goals for our chapter for 2025 is to secure event dates farther in advance and grow our committees. Our board is already working on securing dates for the 2025 fundraiser so we can get that information in the NEWH magazine and promote sponsorship opportunities well in advance. We hope to strengthen our committees and grow them so as our directors move positions, we have committee members who are well trained and ready to assume director roles.

REPORT BACK TO CHAPTER/REGION

Yes- we always provide report back to local board from the IBOD meetings. It typically provides guidance on some of our goals and struggles as a chapter as well as the direction NEWH is taking as a whole. Our directors have also been reporting back after they sit on any of their monthly calls pertaining to their role. This has been

extremely helpful in discussing how other chapters have been successful and ideas we can practice.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

How we can better build our committees to transition members into director roles on the board.

Staff note: When establishing your committees, look at members

who are continually showing up to support your events. Approach those members and ask if they would be interested in helping. If board members know of someone who with talent that would be a good fit on the Board, let the person know how great they are and that the Chapter could use their help. Ideally, you will have a committee member transition to Chair position, then a Director position. This is a great way to set up succession planning.

TORONTO

CELINE MARCOTTE & DEMI MELISSINO, DELEGATES

CHARTERED NOVEMBER 18, 2004

MEMBERSHIP

Our chapter is growing. As of September 9th, 2024, our Membership grand total was 298 members:

(81) Associates	(1) Corporate Partner Member
(4) Business Plus Courtesy Members	(12) Educational Professional
(22) Chapter Business Courtesy Members	(31) General
(1) Chapter Business Member	(1) Legacy Member
(11) Chapter Level Business	(1) NEWH Fellow
(4) Corporate Partner Courtesy Member	(133) Students

PROGRAMMING

After our Drag Queen Bingo which took place on February 8th, a chapter event was held on March 27th, at the new Paros Restaurant, in downtown Toronto. On April 10th, in tune with the Restaurants Canada show, we hosted a panel of international experts for an overview on the latest trends in Restaurant Design. We were fortunate to have Trisha Poole, President of Poole Design Inc., Gordon Mackay, of mackaywong interior design and Enrico Cleva, architect and President of NEWH Milan Chapter, as guest panelists. We will be celebrating our chapter's 20th anniversary with our biggest event of the year. We will be hosting a vendor showcase, with more than twenty sponsors, to participate in our 'trade only' exchange. Following our vendor showcase, our TopID gala evening will be hosted at the Hyatt Place / Mississauga Center, on October 15th. We will honour CHIL Design, mackaywong, and Yellowbird Design Studio, as our 2024 TopID Award winners. We will also recognize our 2024 scholarship winner, Peryhan Fayyad as part of the evening format. The contenders for our TopID 2025 awards will also be announced. We have also hosted a summer chapter event at the Leaside Pub in East York. July 25th, right in the middle of summer, we hosted a chapter get together at the beautiful Villa

Caledon Inn, for a relaxing evening. On August 22nd, our monthly chapter gathering took place at a craft brewery in Caledon Hills. On September 17th, we had the pleasure of introducing and welcoming Luke Spink for an inspiration and learning evening at the Crown Showroom. 'The Road to Universal Design' brought many attendees. Luke shared his advocacy journey for universal design and his passion for helping educate the A&D community about the true needs of travelers with disabilities.

SCHOLARSHIP

Our scholarship, for hospitality students, was announced in February: \$4,000 was awarded by our chapter. Students had until April 19th to apply. A total of 15 application forms were received. The winner: Peryhan Fayyad from Sheridan College.

FUNDRAISING

Our fundraising event was held on April 24th: Driving for Dollars at the Haggerty Garage and Social Club, in Burlington, ON. The event featured silent auction, racing simulators, golf simulators, 50/50 draws, and the announcement of our 2024 scholarship recipient: Peryhan Fayyad. It was a well-attended and thrilling fundraising event packed with competitions, hors d'oeuvres and silent auctions.

OTHER CHAPTER HIGHLIGHTS

Social media: throughout summer on Tuesday, we published our 'Member Spotlight Tuesday' featuring members of our Board of Directors. Our marketing director continues with our vendor showcase sponsors for our upcoming showcase.

CHAPTER/REGION GOAL

Our goal this year is still to plan regular events and to communicate and be visible, making sure we keep our members, student members especially, engaged and interested. We also want to invite new students while making sure those who graduate stay engaged and carry on with their memberships in the future workplace.

UNITED KINGDOM

LIBBY BULL AND KEVIN SWART, DELEGATES

CHARTERED JUNE 12, 2002

MEMBERSHIP

Kevin and Mel have made incredible progress this year in Membership with all goals set for the year already achieved. Memberships have increased by over 10%, the UK chapter now has 19 Chapter Level Business members and 186 total members. Mel and Paul reliably continue to review and update our membership mailing lists and database and has actively and painstakingly been following up every possible new member after each event (of people who have shown interest), with people where membership has lapsed and students that have reached out and/or come to any events. We continue to have a diverse membership made up of suppliers, designers, hoteliers, purchasing agents, and students along with publishers, editors, and curators. We have noticed that these members are repeatedly coming to more events. Kevin Swart continues to take great care of our Membership protocols and continually encourages the Board to seek out contacts that may wish to join the UK Chapter, as well being in his VP role supporting Kathryn, and preparing the board for 2025.

PROGRAMMING & FUNDRAISING

Chrissie has worked tirelessly organizing an array of events throughout 2024, organizing guest lists, event spaces, sponsors & schedules almost single handed. This is something we wish to resolve and ensure there is a more dedicated programming Sub team for each event in the future. Events have drawn in both members and visiting guests, and events held so far include Sunset Social Darts Evening, NEWH UK Annual Golf Day, Fascinator Creative Class. We have also held two of our Signature events, TopID and the postcard Art Auction. This year's winners of TopID Dawson Design Associates, Inc., Goddard Littlefair, and Mathilde Le Villain. Kathryn and Ashley have secured a place at The Sea Containers Hotel, where this year's Fundraiser, Round Table and Scholarship Awards will be held on the 24th of October 2024. The Round Table event is planned for the afternoon, followed by the Scholarship presentation and networking/celebration in the evening. Sponsorship for the Fundraiser has been secure with four Sponsors.

Our brilliant President Kathryn, Vice President/Development Chrissie Granger and VP International Relations Jonathan attended & represented the UK Chapter at this year's NEWH Leadership Conference.

SCHOLARSHIP

The Scholarship Team, Barbara, Emily, Katie and Emma have had an amazing year expanding their reach to universities in Scotland and Wales and achieving great students' membership numbers.

The NEWH UK Chapter also reached a major milestone in 2024 by researching, introducing & implementing the inaugural NEWH UK Hotel Management Competition. The Scholarship sub-team pulled together a phenomenal judging panel that included Andrew Henning from Grosvenor House Suites, Anne Golden MI FIH from Pan Pacific Hotels Group and Garreth Walsh from Kimpton Fitzroy London.

As in previous years the Scholarship Sub-team also developed a dedicated NEWH project brief for the student competition. This year all 10 student slots were filled for the judging day.

The chapter had record applications this year, 31 from 13 different universities.

We are very pleased to share the news, that the judges for this year Scholarships Competition were Arun Rana from Accor, Mohammed Mostakin from Studio LOST, Emma Kennedy from Hotel SPACE magazine, Kristian Piolet from Gessi, Maria Esquivel from Six Senses Hotels Resorts Spas, Christine Granger from Indigo Art Limited & NEWH UK Board member. Another successful day.

The Chapter held its 2nd annual portfolio review where students were invited to show their portfolios to a selection of professionals from the Hospitality Industry. Proceeding with an amazing Hotel Tour by the team at Kimpton Fitzroy London and ending with a remarkable Q&A Session with the mentors and the NEWH UK Scholarship team. This is once again a fantastic event, and all the board expressed that educational events like this are just as important as the networking events.

Unfortunately, Barabra had to leave the UK board in July, as she moved back to America, but we believe she wishes to continue her NEWH relationship, and the Los Angeles Founding Chapter will be incredibly lucky to have her on board. Emily, Kate and Bilge will continue their roles in the Scholarship Sub team.

CHAPTER/REGION GOAL

VANCOUVER REGIONAL

TAMMY DINIZ, STEERING CHAIR

MEMBERSHIP

We have had quite a successful year with membership with Michael Evans at the helm. Our total membership YTD to October 3, 2024, is 206 – up from 136 in April 2024. As of October's report, we have 90 student memberships, with another 7 new this week. We secured a new Top Tier Membership for Northland Properties. The Vancouver Region hosted the first ever Membership Headshot event, where we had 36 members attend for a free headshot.

PROGRAMMING

The Vancouver Region hosted a Hotel Tour in July at the Executive Seaside Hotel in North Vancouver. A sell-out, (with only 2 no shows) was a success. We awarded the Berman Falk regional award to Paulina Jaszczewska who is a well deserving student. She has been a great volunteer for the Region. Our Membership Headshot event was held in August and was a success. The event was well received and could turn into an annual event. We are busy planning our Student Diverse Careers in Hospitality Virtual event that will be held in late October with 5 panelists who will answer questions about their careers. The regional board is also busy planning for our 13th Annual event, where the 2025 Top ID award will be announced, and

Continue to extend our scholarship reach to wider geographical areas in the UK to include Scotland and Wales. I would like to strengthen the message about NEWH scholarships more broadly throughout the UK and build stronger connections with Hotel Management courses, students and hospitality management professionals.

We would love to increase our membership further by min 15 % growth and add more than 10 new Business Chapter Members.

We aim to celebrate individual/business members with the mini campaigns, in the same way we have for the board, this is sure to encourage more people to join.

We would like to increase all student attendance at NEWH events (not just winning students) and encourage the buddy system between Board members & students.

We would like to try to structure out our activities and events calendar earlier in the year. We know this will be difficult but believe this will help spread the workload and ease the pressure across the board.

REPORT BACK TO CHAPTER/REGION

Kathryn continues a significant role as President, sharing all NEWH protocols and ideas of her own and from Inc. Kathryn continues to lead the regular Chapter meetings and encouraging the Board to have more sub teams meetings and take more responsibility for each of our own roles.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

As a board we would like to look at the idea of introducing gift membership.

Administration of membership forms continue to baffle new members, and we would like a clearer simplified approach to setting up Business Membership forms

Staff note: Gifting membership can be done, anyone can purchase a membership and gift it to a person, it's just the process of taking payment for the membership and ensuring the membership application is completed/processed. Please contact the NEWH office. As far as business membership is concerned, there is an application required for business in general, as well as for each individual member within that business membership. We do need all the information the applications ask for, since each individual is able to provide us their individual contact information, background, and choose how they want to receive information (business mailing/email, or personal mail/email address).

the Region's scholarship will also be awarded.

SCHOLARSHIP

Vancouver Region selected the Scholarship winner from a record 15 scholarship applications. We will publicly award the scholarship at the Annual in November. Berman Falk has decided to move the regional Vendor scholarship they have been providing to our students, to an INC level which is sad for us, but great for NEWH as a whole. We are still in discussions with Northland Properties to replace Berman Falk as a Regional Vendor Scholarship provider.

FUNDRAISING

This year our fundraising event is the Annual being held in November. We are working already on organizing our bi-annual Golf fundraising tournament which will be held in September 2025.

OTHER CHAPTER HIGHLIGHTS

We have had a number of new students start to join the Board calls, and volunteer on a regular basis. With some current volunteers graduating in 2025, they are helping in recruiting new student volunteers.

We have booked Trudy for our in person Strategic Planning session for mid-January and are looking forward to that session.

We have elected to participate in the new Design Award to recognize non hospitality projects (hospitality adjacent) and will formally announce the new award at the Annual and open the 2025 new award for submissions sometime in January.

We had another year of great submissions for the TopID award.

CHAPTER/REGION GOAL

We met this year's goal of new memberships and will continue to set a new goal for 2025 for another increase in membership.

We have our strategic planning for 2025 set for January in person with Trudy. A goal this year we set was to fill a EID board position in 2024, which we have not yet met, and will continue to look to meet that goal in 2025 (if not met in 2024)

Our Fundraising goal is looking promising to meet so far with sponsorship commitments for the Annual.

REPORT BACK TO CHAPTER/REGION

Yes, I do report back to the regional board. The feedback is always positive with the board members very interested to learn what is happening at the INC level.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

Creating an EID position or even just an EID committee.

Staff note: We are happy to introduce you to Leonardo who is the EID Director for NEWH, Inc. to discuss his thoughts on establishing in your chapter. Please see NEWH Staff at the board meeting in New York or reach out to jena.seibel@newh.org for the intro.

WASHINGTON DC METROPOLITAN

MICHELLE MADISON & ELLE PECHINEY, DELEGATES

CHARTERED NOVEMBER 6, 1992

MEMBERSHIP

Our chapter has actively been working on membership through a membership drive, driving excitement, and reaching out to expired memberships. We have also been having several meet and greets and schools to get students engaged and signed up.

- July 2024: 313
- August 2024: 309
- September 2024: 307
- October 2024: 346 – jumped up 39 members from renewals!

PROGRAMMING

Programming has been busy this year with raising money and seven events! The success was partnering with other directors to plan events.

Raised \$45,500 in maven sponsorships!

Events:

1. Westin DC Tour and Panel with HITT construction
2. EID + Membership Drive in March – partnered with membership and EID directors.
3. Toasty Tuesday CEU on veneers and Happy Hour
4. Mugshots and Margaritas event – Headshots and panel with design firm 3877
5. Scholarship Awards Event – partnered with scholarship director to celebrate our 12 scholars!
6. Hamilton Glass Mural Tour in tuk tuks in Richmond VA – Partnered with EID director
7. Holiday Gala – coming up!

SCHOLARSHIP

Our chapter awarded \$75,000 to 12 students and had over 40 plus applications this year – the most we have ever had! This must be due to need, getting word out about our chapter and scholarships. We just had a successful Scholarship Awards Event where we had 7 scholars in attendance and one virtual message – one student gave a speech in person on what this scholarship meant to her.

FUNDRAISING

At our annual golf event, we raised more money than the year before! We have set the date for next year and talking about getting rid of some sponsorships that were not sold each year and adding some new exciting ones.

Preliminary Numbers

- \$127,750 in sold sponsorships
- \$51,252.54 in expenses
- \$76,497 2024 profit
- ALL GOLF FOURSOMES SOLD OUT.
2025 Golf Tournament
Mark your calendars!! Monday October 13th 2025

OTHER CHAPTER HIGHLIGHTS

EID – (you need to add this to your list and not just as other)
Our shining star this year is EID!

Our EID director with membership coordinated an amazing community service effort with Howard University. In a weeklong drive they found renowned artist Hamilton Glass to paint a mural in the room, collected sponsorships and donations, and rallied many volunteers over several weekends. This hits on all the goals of NEWH and is a beautiful example of what we can do!

Howard University is a historically black university located in Washington, DC, known for its prestigious programs and rich cultural heritage. Among its offerings, Howard houses the only interior design program at a historically black college or university (HBCU) in DC.

Unfortunately, due to being underfunded, the program lacks sufficient resources for students to thrive, impacting their ability to excel and develop their skills fully. In response, NEWH (Network for Executive Women in Hospitality | The Hospitality Network) Washington, DC's Equity, Inclusion, and Diversity (EID) committee has undertaken a mission to support the program by revamping its space to inspire students and enhance their design projects.

CHAPTER/REGION GOAL

Goal 1: Make golf great again – this was set during our strategic planning meeting. How to bring new life into the event and resolve some of the struggles from the year before. From this our board was more involved and supportive of our fundraising director, who was in this position for the first year. Without strategic planning, we do not think this support would have happened without making it a goal for our chapter.

REPORT BACK TO CHAPTER/REGION

Our chapter listens – would like more takeaways and implementation. Would love a recap from INC to be sent to boards as well.

OUR CHAPTER/REGION WOULD LIKE HELP WITH

1. How to not alienate our design firms with your new TopID requirements and "bonus" award. A lot of our firms are upset, and INC. needs to address this to their membership. We only had 2 firms apply this year- our worst year ever. Our concerns did not feel heard. We are trying to grow our community and be inclusive and this feels excluding. It is harder than ever to get people to events and upsetting those who support our chapter and show up seems like steps backwards.

Staff note: Please contact the NEWH office with specifics on what you are hearing. Each chapter should have their TopID committee members in place and submitted to the NEWH Inc office by January. Those committee members are then invited to TopID calls where the program is discussed, requirements are reviewed, and feedback is shared before nominations open in the spring. There are status calls after the TopID nominations are open, and when being reviewed so any questions can be

answered. Please be sure your chapter's TopID committee members are participating in these calls so you can share your thoughts/concerns and issues/recommendations can be addressed.

2. As it costs more and more to put on events, the ticket prices are going up and people are having more issues buying tickets. Competition with more events/IIDA/ASID/Crew around time for the same days.

Staff note: Having a liaison that is both a member of NEWH and of these associations is key - being able to work together to not

book events in the same week for example. Less events but really making a punch for the events will help as well - higher quality/less quantity. Piggyback a tour with an educational panel prior for example with maybe even a student event just prior to the educational panel. As far as prices are concerned, the pressure is being felt everywhere. It's just being as creative as possible and using connections where available - perhaps a chapter level business member or corporate partner will host a showroom event with an educational panel prior for example.

MOTION TO APPROVE MINUTES

DATE: NOVEMBER 09, 2024

MOTION NUMBER: 1

I, _____, MOVE TO APPROVE THE MINUTES AS PRESENTED / AS CORRECTED.

MOTION SECONDED BY: _____

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

MOTION TO ADJOURN

DATE: NOVEMBER 09, 2024

MOTION NUMBER: 8

I, _____, MOVE TO ADJOURN THE NEWH, INC. BOARD OF DIRECTORS MEETING AT 1:40 PM ET.

MOTION SECONDED BY: _____

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

NEWH CODE OF ETHICS

Members of the network of executive women in hospitality, inc. Shall conduct themselves honorably so as to maintain the integrity of the organization. To that end, each member shall adhere to the following code of ethics:

1. Each member shall hold membership in the Network of Executive Women in Hospitality, Inc. As a privilege and a responsibility and shall abide by the by-laws.
2. Each member is obligated through personal and professional conduct to uphold and maintain beyond reproach the dignity of the Network of Executive Women in Hospitality, Inc.
3. Each member shall recognize and respect the professional standards of the Network of Executive Women in Hospitality, Inc. members and shall encourage the highest level of cooperation of the members.
4. No member shall use the position as officer, director, or member of the Network of Executive Women in Hospitality, Inc. To gain purely personal advantages in advertising, merchandising, or promotion. Members are encouraged to use the initials NEWH after their names on business stationery and business announcements.
5. The name Network of Executive Women in Hospitality, Inc. May be used officially only by the Network of Executive Women in Hospitality, Inc. And its authorized chapters. An individual may, with the written approval of the NEWH, inc. Board of directors of the Network of Executive Women in Hospitality, Inc., use the name of the organization in connection with the sponsorship or co-sponsorship of an industry activity.
6. A member may not use the membership directory as a mailing list for commercial purposes nor 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.

Board Meeting Improv for BETTER Meetings

Learn to utilize the M-WRAP meeting framework to engage your board

Recommended for:

- Chapters that are experiencing disenfranchised members
- Chapters that are having trouble retaining new board members
- Chapters struggling to have board members connecting on a more personal level
- Chapters that are having dull meetings

M-WRAP Framework

A way for NEWH chapters to have effective meetings, engage the board, and avoid burnout

Implementation

To be rolled out to chapter presidents, VPs, and secretaries in advance so there are multiple roles that can help facilitate the new meeting structure. The mission statement reflection is shared once, by anyone on the board, at the beginning of the meeting. The WRAP structure is to be implemented by each board member when they share their update on their position.

M – Mission Statement

At the beginning of each meeting, have at least one person share a sentiment or anecdote that relates to the NEWH mission statement. Ideally, this person has already volunteered to do so by the time the agenda is circulated, so that they can have that spot on the agenda. If someone has not volunteered, the president, VP, or secretary can step up to share. Try and combine this agenda item with your Welcome or Roll Call.

NEWH MISSION

NEWH is the international nonprofit community connecting the hospitality industry, providing scholarships, education, leadership development, and recognition of excellence..

Some examples might be:

"I have been reflecting on the relationships that I have forged since joining NEWH and getting involved in the board, and I have made so many forever friends. I am grateful for that."

"I joined this chapter when I made a career change into the hospitality industry, and it was hard to get a foot in the door with potential clients and prospecting. Since joining the board, I was able to make deeper connections with people compared to a cold call and enjoyed a warm welcome to the industry."

"We awarded a scholarship to a particular student that I got the chance to talk to at our scholarship event. I learned about some of the hardships that they had finishing their education, and how NEWH made that road easier in terms of a financial contribution. It made me feel good about what we are working toward."

"I attended the HOST show in Milan last month thanks to an opportunity that was extended to me by NEWH and got to visit Italy and connect with some incredible European suppliers."

Purpose of the Mission Statement

By connecting your chapter board to the overall mission statement of the organization, you can remind them of the "What's in it for me" element. It is also a great place to mention how moving up through the chapter level to the IBOD meetings can open more doors and opportunities. Start your meeting from a positive place and take the group back to the real reason you are all there.

W – Wins

Start every update with what has gone well since the last meeting.

Some examples might be:

"I managed to secure 3 additional silent auction donations for our fundraiser."

"I had a great conversation with an educator at a local university that wants to get more on board with promoting NEWH to students."

"I had a member share with me that they really enjoyed our last event and want to sign up for a membership as a result."

"We did a great job staying on time last meeting and had great discussions that are reflected in the minutes."

"Bank balances are healthy, and our last event was profitable."

Purpose of Sharing the Wins

Motivation! Everyone should feel good about what they are accomplishing. It is also a great way to ensure people are prepared for the meeting, because no one wants to be in a position where they can't think of a win on the spot. Trying to think of your wins makes you reflect on the positive aspects of your role.

R – Roadblocks

Follow up those wins with where you might be struggling or forced to slow down.

Some examples might be:

"Although we have gotten a lot of silent auction donations, I am concerned we don't have enough high value items."

"We have not received many scholarship applications, and the schools don't seem to be getting very involved to promote the scholarships."

"Our last event was not very well attended."

"Our last meeting went really overtime and we seemed to go in circles on some discussion points."

Purpose of Sharing the Roadblocks

Sometimes you might be frustrated by a situation, but not address what the issue actually was. By being able to define the roadblock, you can distill down on any large-scale issues and identify the items that need to be directly actioned.

A - Assistance / Asks

After you identify a roadblock, ask for specific help!

Some examples that might relate to the roadblocks above are:

"Does anyone have a connection to a purchaser that might be able to help entice suppliers to donate more notable items?"

"Can we work on a social media campaign where we can tag the schools and student unions to help get the word out?"

"I would like a committee to help brainstorm how we can put on more inviting events."

"I'd like to be able to suggest that we 'Parking Lot' items without hurting anyone's feelings if we go over our allotted time on a subject".

Purpose of Asking for Assistance

People aren't mind readers, and they haven't fleshed out the challenges in your position to the same degree that you have. It might not be obvious to others on the board that they have the resources to help you. This is how we can eliminate board burnout, and by making direct requests, it's easier to keep people accountable.

P – Plan!

This is your opportunity to decide how you will respond to the issues at hand by the next meeting. It is important that these are definitive statements that utilize verbs.

Some of the responses to the issues in the last two examples could be:

"I will call you tomorrow for that introduction so we can get the conversation going, and report back at the next meeting."

"If you can work on the graphics, I will collect all the school and student union handles for you and share by next week. After it posts, can you share the analytics with me so I can present them at the next board meeting? I hope to report that this campaign was a win!"

"Thanks to everyone who volunteered to be on the committee! I will send out a meeting invitation for next week."

"I will advise in advance if the agenda items are not allotting the appropriate time for certain topics. That way, if our discussions go over our allotted time, we know we might need to turn this into committee work between the monthly meetings."

Purpose of Planning

The plan makes it measurable. You can reflect back on the minutes and see if you did what you said you were going to do. At the same time, it makes each task specific and manageable. It's a lot harder to be unsuccessful when you have already whittled the task down. In turn, it is a higher likelihood that your plan one month becomes a win the next month!

Tips

You can build this right into your minutes for easy recording and tracking see the following examples:

For Membership Role:

W [Wins]	"We have 6 New members since last month!"
R [Roadblocks]	"We are not getting responses when following up with the past due list."
A [Assistance/Asks]	"I will divide the task between Amy, Amanda, and John to even workload. "
P [Plan]	"I will complete the past due list/follow ups and report back to the board"

You might even have more than one statement per each letter:

For Programming Role:

W [Wins]	"Last month's event proceeds were positive and we met our goal!"
R	"We are not on track to sell enough tickets to break even on this month's event."

[Roadblocks]	
<p>A [Assistance/Asks]</p>	<p>“Michelle said she will help with a social media push.” “Melissa will reach out to her company for additional sponsorship.”</p>
<p>P [Plan]</p>	<p>“I will schedule another invitation push with INC and personally reach out to names of last month’s attendees to invite them and report back at the next meeting.”</p>

If a board member is struggling to adhere to the template, it’s up to the rest of the board to encourage them. I.e., they might have a roadblock, but no idea where to start in asking for assistance. Speak up and offer it! Or perhaps they aren’t sure how to identify a win. Talk them through some of the chapter successes and the role they played in making that happen. The purpose of this is to keep everyone feeling important, empowered, successful, and supported!

This also should help keep meetings efficient and on time. When someone prepares their WRAP statements, it should move faster than general updates where we all dance around a subject. Keep a quick pace and keep people’s interest, rather than letting a meeting drag on.

Using M-WRAP to Help Real Issues

Situation: Strong (or Toxic) Personality Conflicts

Example: You are your chapter president. Cynthia is the programming director on your chapter board. She has been doing her role of planning and executing chapter events, but it has been noted by a couple of other board members (scholarship director and marketing director) that she has been difficult to deal with. In a couple of months, they have their chapter’s Top ID event, and although the scholarship director is trying to find ways to include the student community, Cynthia is responding to her with very passive aggressive emails. When the marketing director puts forward ideas for invitations and social media posts, Cynthia is dismissive and complains about the designs.

This behavior is beginning to disenfranchise your scholarship and marketing director, but Cynthia is still effective in her overall role. What are the best steps to handling the behavior?

Solutions:

In advance of the next meeting:

1. Connect with the EC of your chapter. You, the past president, executive advisor, and VPs should be aware of the conflicts. Make sure you are on the same page about the next steps.
2. Clear and Concise communication: Explain to Cynthia that these situations are making other board members feel like their volunteer hours are not valued, and that the main goal of the board is to be supportive of each other and the mission statement of NEWH. Focus on the consequence: this behavior is not making the other board members feel great.
3. It might be a good idea to ask Cynthia to share her “**M**” [Mission] in the next meeting. Hear what being a part of the board means to her. Also suggest that to repair the relationships, she might want to include both scholarship and marketing in her “**W**’s” [Win’s] for that meeting.

In the meeting:

1. Have Cynthia share her “**M**” [Mission] and support any positive dialogue! (Make sure your EC offers the same support).
2. Take note of Cynthia’s “**A**’s” [Assistance/Asks] – who is she asking for support?
3. When the scholarship and marketing share their “**W**’s” [Win’s], make sure the EC of your board is supportive.

Bottom line:

If Cynthia does not react positively to the teachable moments you have laid out, escalate the issue to INC. Even if someone is effective in their position, a cancerous personality can derail your other positions. As the leader of your board, your main prerogative should be to protect the best interests of your team.

Situation: Board Burnout

Example: You are your chapter president. You have noticed at recent meetings and events that certain board members seem to be in a slump. They do not appear excited or engaged in their positions, and they might have more complaints than usual. Their negativity may be a sign that they are experiencing board burnout, and that can result from not feeling that their input is valued or appreciated.

This behavior is beginning to make other board members negative as well. How do you turn the slump around?

Solutions:

In advance of the next meeting:

1. Connect with the EC of your chapter. Share your findings, and see if the feeling is mutual. Maybe your EC is part of the burnout as well.
2. Identify who on the board is exhibiting signs of burnout.
3. If board burnout is really rampant, consider being the one to share your “M” in the next meeting. This gives you the ability to present a positive narrative around how you have felt the most energized and supported in your time with NEWH. Or, elect someone that you know can be positive.

In the meeting:

1. Be a cheerleader for the “W’s” [Win’s]! Positive reinforcement for any positivity shared. “W’s” [Win’s] are extra effective when they can support another board member in their position
 - a. *Example: “I had a great brainstorming session about our next event with _____ and came away from it with new ideas, so that was a win!”*
2. Try and turn your “R’s” [Roadblocks] into “P’s” [Plan], and utilize those “A’s” [Assistance/Asks]
 - a. *Example: Your fundraising director shares that their “R” [Roadblocks] is a lack of donations for the silent auction. Their attitude is low, and they might be complaining that their reach out is not being supported by the chapter members.*
3. Utilize the “A” [Assistance/Asks]:
 - a. *Example: “That’s really frustrating. Maybe we can share the responsibility of reaching out, and ask that the procurement or design members of the board appeal to their customers?”*
4. Turn the “R” [Roadblocks] into a “P” [Plan]:
 - a. *Example: “Okay, we have a fresh committee of all these new people. Let’s see what we can all drum up for the next meeting and report back!”*

Bottom line:

If you feel like the board is still stuck in a rut, turn to addressing it head on, remembering that everyone is a VOLUNTEER and not an employee.

Examples: “I can’t help but notice we are all a little disconnected and negative. Is this something that we can flesh out for 15 minutes in our next meeting? If you are feeling burnt out or overwhelmed, please come prepared to share about that so we can collectively work on a solution, or a “P” [Plan] that the board can share!”

Situation: Egos and Overstepping

Situation:

You are your chapter president. Two members of your board, Justin and Amanda, seem to be creating friction over what someone considers “helping”, and another considers “toe-stepping”. The Fundraising director, Justin, has been on vacation and handling a large workload, so he hasn’t been able to put in as many volunteer hours as he expected. As a result, Justin hasn’t gotten around to sending the sponsorship request emails for an upcoming fundraising event. The Programming director, Amanda, sees the Fundraising director’s issue and steps in and sends a few emails out to potential sponsors to help with his workload. Amanda was just trying to help but the fundraising director feels undermined and embarrassed.

Solutions:

In advance of the next meeting:

1. Make sure you are aware of any “A’s” [Assistance/Asks] and the outcome. Assess if there was proper communication beforehand.
2. Connect with the EC of your chapter and make them aware of the issue (assuming it is not within the EC, if it is - skip to the next step).
3. Book a private meeting with the parties involved to discuss. Decide whether it is best to have that conversation 1:1, or as a group. What will reduce the amount of negative feelings most?
4. Reflect on what the “A’s” [Assistance/Asks] should have been, and how that might be rectified:

Example: “Hey Fundraising, I know you didn’t explicitly ask me to send out those requests. I thought I was being helpful but I now realize that put you in a tough spot. Is there something I can do to turn the communication back to you?”

*As the president (or incoming or EA), it’s up to you to workshop this with the people involved and try to put yourself in both peoples’ shoes. Explain the consequences.

In the meeting:

1. Try and have both parties reflect on what happened as a “W’s” [Wins]. Turn it into a positive and move forward. If that’s not an option, then focus on the “A’s” [Assistance/Asks] - moving forward, what can specific people do to assist you in moving forward with your “P’s” [Plans]
2. Foster clearer communication and expectations

3. EC should be on board with supporting any of this structure with positive reinforcement

Bottom line:

Remember that everyone is a VOLUNTEER. If we are toe stepping, then we aren't doing a great job of supporting the overall mission statement and need to take a step back and understand roles and responsibilities. If there is still a gray area - reach out to INC. You can do an interim board training (a few hours) to catch everyone up on roles and ask questions. Failing this, look at creating a RACI chart together (attached). If someone is not STILL not doing their role - see solutions to "Strong (or Toxic) Personality Conflicts".

Other Suggestions

Executive Board Bonding

Role of the EC on the board:

We want all VP's to feel prepared and set-up for success, but they may not have been exposed to how the EC works, or the responsibilities prior. The transition from being a director or chair to becoming a VP comes with significant management of board personalities, conflicts, as well as numerous responsibilities - which can be very overwhelming!

Some issues that have been seen on other boards that can fracture an EC:

- Members not trained of the RICA's of their position
- Disengagement or disenfranchisement
- Incoming positions undermining existing roles
- Treating board members like it's a job and the board are their employees
- Strong personalities resulting in excessive drama or conflict

Let's help change that! Let's rethink the roles of the EC as a way to build up our incoming VP's by:

- Helping the VP role by having the president/past president train them and give them exposure to their future roles
- Help the VP's guide their directors and train them to be successful in their roles
- Use clear and concise communication and feedback to help keep the volunteer role clear but supportive.
- Biggest responsibility of the EC is protecting the other volunteers

The Importance of Executive Board Bonding:

Building a partnership and a strong bond between the EC creates a stronger board. This offers mentorship, leadership building, and also the transfer of knowledge. The more visibility all of the VP's have to the inner workings and requirements of the board, the stronger president that they will make.

- **Set up monthly or bi-monthly informal touchpoints** between the EC in a place where everyone feels comfortable and safe to talk and share: (Happy hours at a restaurant, hanging out at someone's house, etc.). The intent is to:
 - Discuss board happenings / status of upcoming events.
 - Talk about conflicts or tensions
 - *Review any conflicts or issues arising on the board and look for ways to help resolve the conflicts.*
 - Prepare for upcoming meetings.
 - Discuss the EC workloads and find ways to support each other.
 - Look for those on the board who are doing well and succeeding and find ways to praise them
 - *Discuss ways to support them to hopefully lead them onto the leadership succession track.*

Note: It should be made very clear that your EC is not a clique, and these touchpoints are NOT gossip sessions. Although a touchpoint is not overly formal, it is still a management meeting to ensure the organization is running optimally. All EC members share in this responsibility!

- **Maintain constant lines of open communication** between the EC (Group texts, group emails, or calling), to help keep everyone in the loop.
- Examine the Reasons each EC member is part of NEWH: Some board members are there to make friends and build relationships, others are there to increase their exposure. Reviewing the "M"[Mission] of each EC member will also help to know what their ultimate goals are.

Solving Conflicts:

Not everyone will always get along. Differing leadership styles, or high stress during planning of events, can create friction. The more friction on a board, the less volunteers you may retain.

- At an EC level, it is important to keep track of any conflicts or noticeable friction between board members from affecting the rest of the board. Look for ways to either reduce the conflict, or help resolve it.
- Talk about the consequences of actions instead of focusing on the actions themselves.

- Sometimes people will develop a closer bond with one EC member than another and be more open or receptive. Other times there may be conflict between EC members and board members. As an EC, keeping track of these interactions will help build stronger connections.
 - For example: *A board member does not like the leadership style of an EC member but is friends with another. The EC decides it would be best to have someone else communicate with the board member. Even though that board member does not fall under the umbrella of the VP-Dev friend, by the VP-Dev stepping in to communicate, and/or delegate, it reduces the friction and increases how comfortable and happy that board members ultimately are. The Board member would not know this tactic is happening and the EC would maintain it as confidential. Over time, the friction is removed.*

Appreciate the time people give to the board:

People look to volunteer as a way to feel good and give back. When a board member or leader starts to feel like employees then this ends up leading to disenfranchisement and ultimately loss of a board member. No one wants to "Volunteer" for free and not feel good about it.

- **Acknowledge that their time is valued.** Acknowledge often to your board how valued the things they do are. Everyone needs these feel-good moments.
 - *At the beginning or end of board meetings offer a bit of time to give shoutouts to other board members. For example: "Hey Cynthia, Congrats on getting one more annual sponsor on board! I really appreciated that!" or "Sandra, thank you for jumping in to help me with that task when I was overwhelmed last week at work!"*
- **Acknowledge that everyone's time of day for volunteering is different.** Everyone's professional job is a bit different, and we know that volunteer work usually comes after their actual job. Expecting answers by the end of day or within hours of receiving it may not be possible. For most, a board member's free hours to volunteer may be after hours work, or on weekends. Allow volunteers to have flexibility with their time, and knowing these hour restrictions between committees and the EC will help reduce this feeling that they have to choose between their job responsibilities and NEWH. **There can be a balance.**

Constructive Criticism:

Lessons learned are important to the board, but it can be done in a more constructive way.

- **Avoid being overly critical:** We need to remember that the committee volunteered a lot of their time and energy, and we want them to keep continuing to improve and plan more amazing events. Providing only negative feedback without a balance of praise may potentially lead that committee to not want to do as much next time or abandon the event altogether (Even though the event was very successful!). Look for ways to gather any negative feedback in more constructive ways (like surveys, or "postmortem" meetings, etc.) instead of directly in front of the board.

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 takes place at the biennial NEWH Leadership Conference. Awardees must be able to attend presentation.

NOMINATION INFORMATION:

DEADLINE: Nominations open in Summer with a Fall deadline prior to presentation

Nomination form and description can be found at www.newh.org – about us – awards

NEWH COLLEGE OF FELLOWS

PURPOSE

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

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

CRITERIA / ELIGIBILITY

- A current member in good standing of NEWH and has been a member for 10 consecutive years or more.
- Nominee must exhibit the highest level of ethical conduct and professionalism in the Hospitality Industry. Examples of these

items must be included in the nomination form, along with 5 letters of references from NEWH members in good standing endorsing the nomination, and 2 other references from Hospitality Industry professionals.

- Nominee must have excellent leadership skills.
- Nominee must have contributed to mentoring at least 2 individuals in the Hospitality Industry.

NOMINATION PROCESS

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

TIMELINE (biennial)

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

NOMINATION INFORMATION:

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 NAMED 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 for speaking opportunities, editorial comment and/or participation in events as a highly-respected design firm. 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" who find the perfect balance of delivering exceptional design and generous support of NEWH 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 – (NEWH, Inc. will confirm membership status from the online submissions before forwarding the nomination form to your board)
- ONE (1) custom Hospitality project* completed by local firm within the 24-month period prior to nomination (June 20xx to May 20xx) with 150-word written narrative describing the projects' unique design elements/attributes that make the project distinct in the industry today (*custom Hospitality projects are non-program work where designs are not pre-determined by a brand.) Hospitality projects can include any one of the following types of projects: Guest rooms (no model rooms), hotel or casino public area space, bar, restaurant, spa, meeting space, etc. This applies to new construction and renovations. Please do not include previously submitted TopID projects.
- PHOTO Requirement: To qualify as a TopID nominee, the firm must provide a minimum of 3 (maximum of 6) photographs of the ONE project submitted. Photographs submitted must be a minimum 300 dpi resolution jpeg or tif file format. Renderings will NOT be accepted. (*Chapter/Regional boards will be required to acquire the images from the nominated firms for use during judging process – the images will be required to be sent in with your chapter/regional group's final 3 TopID recipients to NEWH, Inc. with signed photo release.) Nomination submissions that do not include all of the above should be considered an incomplete submission.
- Firm must have an accessible website for qualification purposes
- Firm must have an accessible website

Note: For purposes of the TopID award, NEWH defines Hospitality as a property in which its facilities can be enjoyed by the general public. Properties such as multi-family, student housing, senior living, or a medical-related facility where the facility is utilized mainly by members/patients only (even if a specific project area within these types of facilities is open to the public), would not fit NEWH's definition of Hospitality for this award.

Note: Past Top ID honorees can be considered for current years. There is no limit to how many years a firm can hold the title of TopID.

NEWH JOYCE JOHNSON AWARD OF EXCELLENCE

DESCRIPTION OF AWARD/QUALIFICATIONS:

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

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!

General Resources

- The Structure of your Board of Directors
- Chapter Organization Chart
- Chapter Board Member Job Descriptions
- Chapter Business Plan Template
- Commercialism Policy/NEWH Logo Usage
- Joyce L. Johnson Award / Recognition of Excellence
- Corporate Partner Signage
- NEWH By-Laws
- Quarterly Conference Calls/Webinar Schedule and Minutes
- Chapter Calendar
- Mandatory Chapter Director Webinar Training

Board Meeting Resources

- Board Meeting Agenda
- Board Meeting Minutes
- Motion Form
- Who Can Vote?
- Reporting to the Board
- Achieving Consensus
- The Art of Delegation
- Communicating with your Chapter Membership
- Conflict of Interest/Code of Ethics
- Dealing with Conflict
- Decision Making
- Motions
- Who Can Vote on your Board
- Parliamentary Procedure
- Project Scope Document
- Quarterly Conference Calls/Webinars

Board Training

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

Financial Support

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

Marketing

- Chapter Newsletters
- NEWH Corporate Partners
- Commercialism Policy and NEWH Logo Guidelines
- Social Media Guidelines
- Promoting NEWH and your Chapter
- Marketing Materials – Ordering
- Photography Release
- Press Release Template
- Banners

Membership

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

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



NEWH CHAPTER BUSINESS PLAN

NEWH/(CHAPTER) – (YEAR)

WHAT IS A CHAPTER BUSINESS PLAN?

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

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

Check list

Required - These items must be submitted to the NEWH, Inc. Office:

- Board of directors/chairs

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

- Chapter event calendar

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

- Chapter budget

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

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

OTHER HELPFUL ITEMS TO INCLUDE IN YOUR CHAPTER BUSINESS PLAN

WRITTEN GOALS:

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

Here are a few examples:

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

SWOT ANALYSIS:

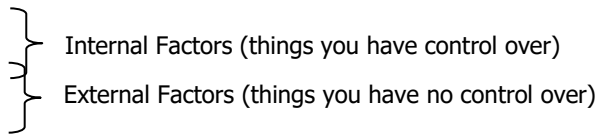
Conduct a swot analysis with your board – this is helpful to refer to throughout the year, as well as when conducting strategic planning in future years to gauge how your chapter addressed weaknesses, opportunities, etc.

S - STRENGTHS

W - WEAKNESSES

O - OPPORTUNITIES

T - THREATS



CHAPTER BOARD

PRESIDENT	ENTER PRESIDENT
VP-ADMINISTRATION/DELEGATE	ENTER VP-ADMIN/DELEGATE
VP-DEVELOPMENT/DELEGATE	ENTER VP-DEVELOPMENT/DELEGATE
SECRETARY	ENTER SECRETARY
TREASURER	ENTER TREASURER
PAST PRES./PARLIAMENTARIAN	ENTER PAST PRESIDENT
EXECUTIVE ADVISOR	ENTER EXECUTIVE ADVISOR
SCHOLARSHIP	ENTER DIRECTOR
MEMBERSHIP	ENTER DIRECTOR
PROGRAMMING	ENTER DIRECTOR
FUNDRAISING	ENTER DIRECTOR
MARKETING	ENTER DIRECTOR

OPTIONAL POSITIONS

BY-LAWS & ETHICS	ENTER CHAIR	INTERNET COMMUNICATIONS	ENTER CHAIR
CEU	ENTER CHAIR	PUBLIC RELATIONS	ENTER CHAIR
COMMITTEE DEVELOPMENT	ENTER CHAIR	PUBLICATIONS	ENTER CHAIR
COMMUNITY SERVICE	ENTER CHAIR	REGIONAL TRADESHOW	ENTER CHAIR
DATABASE	ENTER CHAIR	STRATEGIC ALLIANCES	ENTER CHAIR
EDUCATION/MENTORING	ENTER CHAIR	STRATEGIC PLANNING	ENTER CHAIR
FAREWELL AMBASSADOR	ENTER CHAIR	STUDENT REPRESENTATIVE	ENTER CHAIR
HISTORIAN	ENTER CHAIR	SUSTAINABLE HOSPITALITY	ENTER CHAIR
HOSPITALITY	ENTER CHAIR	WAYS & MEANS	ENTER CHAIR

CALENDAR OF EVENTS

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

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

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

Fundraising event: remember, chapters are required to hold at least one fundraising event per year – this is your fun event. A fundraiser’s purpose is to raise money for NEWH’s mission of scholarship & education.

Board meetings: **Chapters are required to hold at least 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

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		

JANUARY 2025

1-JAN	NEW YEARS DAY	20-JAN	MARTIN LUTHER KING DAY (UNITED STATES)
3-JAN	NEWH EXECUTIVE COMMITTEE ZOOM CALL	23-26 JAN	IDS TORONTO
6-JAN	EPIPHANY (ITALY)	24-26 JAN	THE INTERNATIONAL SURFACE EVENT (LIVE & VIRTUAL)
14-JAN	MAKAR SAKRANT	24 JAN-2 FEB	DESIGNTO
14-17 JAN	HEIMTEXTIL	26-30 JAN	LAS VEGAS WINTER MARKET
15-18 JAN	PARIS DECO OFF	27-JAN	LAILAT AL MIRAJ
16-JAN	NEWH, INC. BOARD OF DIRECTORS MTG. ZOOM CALL	27-28 JAN	ALIS LAW
16-19 JAN	DOMOTEX HANOVER	28-JAN	HOSPITALITY DESIGN CITYSCENE
16-20 JAN	MAISON & OBJET	28-30 JAN	ALIS
19-22 JAN	JANUARY FURNITURE SHOW	30-31 JAN	ALIS DESIGN+

FEBRUARY 2025

7-FEB	NEWH EXECUTIVE COMMITTEE ZOOM CALL	12-15 FEB	HI DESIGN MEA
3-6 FEB	RIVA DEL GARDA FIERECONGRESSI	17-FEB	PRESIDENT'S DAY (UNITED STATES)
4-6 FEB	SURFACE DESIGN SHOW	17-FEB	FAMILY DAY (CANADA)
3-9 FEB	STOCKHOLM DESIGN WEEK	19-21 FEB	HFTP MID-SOUTH ATLANTIC REGIONAL CONFERENCE
7-10 FEB	ARC MIDDLE EAST	20-23 FEB	FRIEZE LOS ANGELES
12-14 FEB	BD WINTER FORUM	25-27 FEB	KITCHEN & BATH SHOW NKBA KBIS
14-FEB	VALENTINE'S DAY	26-28 FEB	THE NAFEM SHOW
14-FEB	LAILAT AL BARA'AH / MID-SHA'BAN	12-15 FEB	HI DESIGN MEA

JUN 2016

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: