

Exasperated by email? Peeved about passwords? Tired of tedious tasks?

You are not alone. Join VSAE on **Friday, February 7**, at **The Jefferson Hotel** for the seminar, **"Powered Productivity: Super Tech Tools to Get Stuff Done."** Beth Ziesenis, also known as *Your Nerdy Best Friend*, will share a research-based look at common productivity problems, followed by the technology to solve them. Discover how to use free and budget-friendly technology tools you never knew existed to work more efficiently with your teams, get organized, and finally get stuff done.



During lunch Beth will present, **"Hello, My Name Is Alexa: How to Use Digital Voice Assistants to Engage Members and Attendees."**

Your association can use the popularity of digital voice assistants to engage members and attendees at events and beyond. Join Beth with a conversation about...and with...Alexa.

PLEASE MAKE A NOTE TO WEAR RED TO THE MEETING AS OUR CHARITY OF THE MONTH WILL BE THE AMERICAN HEART ASSOCIATION.

NOVA Seminar Series Attendees Learn How Associations Change the World

On Wednesday, December 11, VSAE revived its NOVA Seminar Series and hosted a 2.5-hour CAE accredited seminar at ASIS International HQ in Old Town Alexandria. This was the first VSAE seminar in Northern Virginia since June 2018. Of the 29 total attendees, 19 were non-VSAE member prospects hailing from across the Northern Virginia/DC-area—most of whom acknowledged it as their first ever VSAE event.

Speaker Seth Kahan's presentation, "How Associations Change the World," offered insight and real-world examples on how association leaders can embrace disruption, and become visionary leaders. Seth's review of the core competencies of visionary leaders also gave attendees an opportunity to reflect on their own skills, as well as those of their colleagues and industry counterparts. In addition to several key takeaways and new connections, each attendee left with a copy



of Seth's book, *Visionary Leadership: How Association Leaders Embrace Disruption in the 21st Century*.

VSAE is planning to make a significant push into the Northern Virginia association community this year. As of right now, VSAE is planning to host seminars there in March, June, September, and December 2020. Exact dates and locations TBD, but if you are interested in learning more about the NOVA Seminar Series, please visit vsae.org/NOVA or contact **Zach Eisenman** at zach@vsae.org.

DON'T MISS IT!

SEMINAR SERIES WITH LUNCH

Friday, February 7
The Jefferson Hotel

Speaker:
Beth Ziesenis
Your Nerdy Best Friend

8:00 a.m. Registration
8:30–11:00 a.m. Seminar

**Powered Productivity:
Super Tech Tools to Get Stuff Done**

11:00–11:45 a.m. Reception
11:45 a.m.–1:15 p.m. Luncheon

**Hello, My Name Is Alexa:
How to Use Digital Voice Assistants
to Engage Members and Attendees**

Register at vsae.org

UPCOMING EVENTS

SENIOR STAFF SIG
January 31

Catch Your Limit
1127 W. Main Street

**SEMINAR SERIES
WITH LUNCH**
March 6
Hilton Richmond Downtown

**SEMINAR SERIES
WITH BREAKFAST**
April 2
Delta Hotels by Marriott
Richmond Downtown

**Check out all events at
vsae.org/calendar**



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Renaissance Portsmouth-Norfolk
Waterfront Hotel
Virginia Beach Convention & Visitors Bureau

BENEFACTOR

Greater Richmond Convention Center
Hilton Richmond Hotel & Spa at Short Pump
Hotel Madison & Shenandoah
Valley Conference Center
Sheraton Norfolk Waterside Hotel
VisitNorfolk

SUPPORTER

DoubleTree by Hilton Williamsburg
Hampton Convention & Visitor Bureau
Hilton Richmond Downtown
Hilton Virginia Beach Oceanfront
Richmond Marriott Downtown
MemberClicks
Natural Bridge Historic
Hotel & Conference Center
Sheraton Virginia Beach Oceanfront Hotel
Visit Virginia's Blue Ridge

PATRON

Delta Virginia Beach Bayfront Suites
DoubleTree by Hilton
Richmond-Midlothian
Exhibits, Inc.
The Founders Inn & Spa,
Tapestry Collection by Hilton
Fredericksburg Regional Tourism Partnership
Great Wolf Lodge
The Greenbrier
The Hotel Roanoke & Conference Center
Lynchburg Office of
Economic Development & Tourism
Richmond Marriott Short Pump
Omni Charlottesville Hotel
Omni Richmond Hotel
Richmond Region Tourism
The Tides Inn
The Virginian Hotel
Widespread Risk Advisors/
AP Group and BeneFinder

Leadership reflections



Sonnja Montemayor, CAE
VSAE Executive Director

With the start of a new year, many of us renew our commitment to becoming a better professional, a better leader, and a better servant to our beloved industry. For myself, I have spent time studying industry trends, contemplating how to step outside of my comfort zone, candidly assessing my professional skills, identifying potential solutions for productivity inefficiencies, researching beginner biohacks, updating my morning routine, and ANYTHING else that might help me do and be better.

Last week, I was fortunate enough to spend some time at the first session of the 2020 Association Leadership Virginia (ALV) class, as well as a separate meeting for new VSAE members. Both groups are beginning this part of their VSAE journey with so much enthusiasm and optimism for all that lies ahead. What a wonderful mindset to be in right now.

Spending time with both of these groups reminded me about something else that matters: the greater association community that we are all a part of. Trying to figure out what I can do better made me lose sight of what WE can do better.

**"I challenge you
to show up and
reach out."**

We should all begin 2020 reflecting upon the community of friends to which we belong. I encourage you to lean into and on VSAE. This is a community where we all learn from each other, teach each other, support each other, and lift each other up. Progress does not happen because of a single person, but because of the collective will of many.

I challenge you to show up and reach out. First, put all our 2020 events on your calendar right now. We want to see you there. We know the joy of catching up with colleagues over a VSAE luncheon.

Second, get out of your own comfort zone and reach out to someone you have never met before. We have new members joining our ranks every month. Reach out even if (and just because) you don't know them. Yet. Even if they are of a different generation, a different gender, or a different culture. I have always found that an authentic, meaningful conversation will reveal similarities rather than differences.

We are a community of people helping people, sharing knowledge, and spreading goodwill. VSAE is the best at making our people the best.



Two-Room
Suites

Complimentary
Breakfast

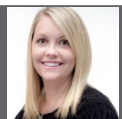
Evening
Reception



Our Embassy Suites by Hilton Hampton Hotel & Convention Center provides premium accommodations in Hampton, Virginia. Situated at the Intersection of I-64 and I-664 in Hampton, and close to both the Norfolk International Airport and the Newport News/Williamsburg International Airport, our hotel provides easy access to excellent Virginia attractions. We are the quality choice for your next event.

Contact Erin Eissens to start planning!

1700 Coliseum Drive | Hampton, VA 23666 | (757) 213-8516
Erin.Eissens@AtriumHospitality.com



CONGRESS PASSES REPEAL OF NONPROFIT EMPLOYEE BENEFITS TAX

As part of a massive, bipartisan year-end spending and tax package, Congress repealed a section of the 2017 tax law that required associations and other tax-exempt organizations to pay a 21 percent unrelated business income tax (UBIT) on employee benefits, such as parking and transportation.

U.S. Travel has advocated for Brand USA alongside its colleagues in the Visit U.S. Coalition, a group of associations representing diverse industries that benefit from the downstream economic effects of travel.

Repealing this harmful tax has been the top legislative priority for ASAE and the UBIT Coalition over the past two years, and it would not have happened without the many nonprofit advocates who have amplified the tax-exempt community's voice on this issue on Capitol Hill.

"The ASAE community not only mobilized quickly after this misguided tax was passed as part of the 2017 tax law, but sustained a years-long advocacy and grassroots campaign to educate lawmakers about how this tax unfairly expanded the UBIT



statute to tax basic parking and transit benefits that nonprofits provide to their employees," said Susan Robertson, CAE, ASAE's interim president and CEO, in a press release. "ASAE thanks its members and the UBIT Coalition for persistently and convincingly making the case that this tax should be repealed to allow associations and other nonprofit organizations to focus their limited resources on mission-oriented programs and services that benefit society."

ASAE and the UBIT Coalition also thanked legislators on both sides of the aisle who understood the compliance challenges and administrative burdens that the employee fringe

benefits tax created for nonprofit groups, and championed repeal. Ultimately, Congress recognized that nonprofit employee benefits like parking and transit assistance are not a trade or business conducted for the production of income and therefore should not be regarded as taxable under the UBIT statute.

President Trump signed it to avert a partial government shutdown at midnight on December 20. Once the bill is enacted, repeal of the fringe benefits tax will be retroactive for taxes that nonprofits have paid or accrued after December 31, 2017.

Also included among the provisions in the spending package is a full repeal of the "Cadillac tax" on high-cost employer-provided health plans.

Enacted as part of the Affordable Care Act, the Cadillac tax would have imposed a 40 percent excise tax beginning in 2022 on employer-provided health plans that exceed \$11,200 for an individual and \$30,100 for a family.



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ABOUT THE AUTHOR



Chris Vest, CAE, is director of public policy at ASAE.

Join ASAE for American Associations Day



March 19–20, 2020

Hyatt Regency Washington on Capitol Hill
400 New Jersey Avenue, NW
Washington, DC 20001

American Associations Day is the premiere legislative fly-in where association professionals can connect with congressional offices and share stories about important association issues. This year, participants will talk with lawmakers and their staff about association tax issues and the value of association meetings to the economy and society.

The event includes an education session worth 3.5 CAE credits.

American Associations Day is open to any association executive, staff member, or leadership volunteer who is passionate about association issues, wants to make a difference, and enjoys networking with fellow advocates from across the country. Registration is free, and out-of-town attendees are eligible to receive a scholarship of up to \$300 to reimburse travel costs if they visit their members of Congress.

American Associations Day attendees are expected to attend both the programming on Thursday and the Hill meetings on Friday.

Agenda

Thursday, March 19, 2020

12:00 – 1:00 p.m.

Registration and
State Group Get-Togethers

1:00 – 4:45 p.m.

Education Session

5:00 – 7:00 p.m.

Reception with ASAE Board

Friday, March 20, 2020

8:00 a.m. – 5:00 p.m.

Meetings With Members of Congress

12:00 – 2:00 p.m.

Congressional Lunch

Learn more at

thepowerofa.org/hillvisit



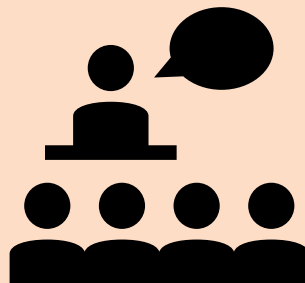
2019 IN REVIEW



391
MEMBERS

- ✓ 222 ASSOCIATION PROFESSIONALS
- ✓ 166 ASSOCIATES
- ✓ 47 CAEs
- ✓ 20 CMPs
- ✓ 58 NEW MEMBERS

54
CAE HOURS
OFFERED



1,727
TOTAL ATTENDANCE
AT VSAE EVENTS

291
PARTICIPANTS

*Awards
Luncheon
& Silent
Auction*

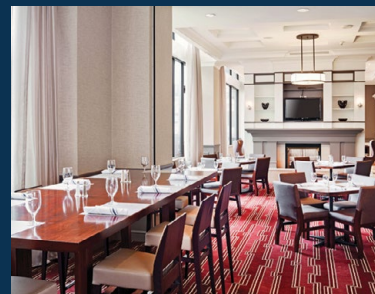
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MISGUIDED ASSOCIATION PRACTICES

There is no single authority for how associations operate. Every nonprofit and its board are unique. They are influenced by culture, resources, scope, and member expectations, for example.

While rigid guidelines don't exist, some processes are better than others. Here are examples of misguided practices regarding minutes, board meetings, and consent agendas.

Minutes as a Newsletter

"We use our board minutes as a newsletter, it is a good way to keep members informed. We put them on the website for everyone to know what the organization is doing," one executive said.

The issue: The minutes should be drafted as a document to record the board's governance actions and to protect the organization. They are not a newsletter for members and chapters.

Usually brief is better for taking minutes. Their purpose is not to record board reminders or the pros and cons of a motion. They are the place to indicate the board convened, had a quorum, did their due diligence (without conflicts of interest), and conducted the business on the agenda.

One way to think of minutes is to consider if they were subpoenaed and viewed by a court or jury, what information would they communicate? Thus, making them read like a newsletter can be dangerous.

When it comes to *who* should take the minutes, I always counsel it should be someone who understands their purpose and legal considerations. If the elected board secretary can make them both accurate and brief, that

is a good candidate. Find another person if the recorder insists on putting everything in the minutes and cannot accurately document a motion.

It is misguided to think that the minutes should double as a newsletter for members. There are other platforms for updating stakeholders.

Board Meetings as Community Building

An elected president said her board meets monthly, even if there is no reason. She said, "Our board meetings are a platform for building community within the leadership."

The issue: The purpose of a board meeting is to govern. Most groups convene only when there is need.

Holding a board meeting to keep directors engaged or to build camaraderie is contrary to the intended purpose.

The IRS defines the board and its purpose as, "the group of one or more persons authorized under state law to make governance decisions on behalf of the organization and its stakeholders or members, if applicable."

Leaders who meet monthly should be aware of the amount of time required to plan, execute, and follow up. By transitioning from monthly to bi-monthly or quarterly meetings the organization can save up to 200 hours of staff time annually. It can also improve focus and contribute to work-life balance for volunteers and staff.

Relapse

Another executive said reports on the consent agenda are regurgitated during the board meeting.

A consent agenda is a method for getting the perfunctory reports to the directors in advance. When the meeting notice and agenda are distributed, it includes files or links to reports that require no board action.

The issue: The traps lie in accountability and relapse: Directors don't read advance reports (it's a fiduciary duty) and the chairman of the board doesn't enforce accountability. Throughout the meeting the unprepared directors say, "I just have a question." Advance reading would have limited the distractions.

A second trap is a relapse during the meeting. While the consent agenda was accepted at the start, some directors rehash those reports as if they are new business awaiting discussion.

"Although reports are included in the consent agenda, the information is often regurgitated during the meeting. To combat this the board president asks directors to identify how their discussions align with the strategic plan goals. Reports and motions must support goals that are integrated into the meeting agenda," said Dee Kring, CAE, CMP, executive director of the Examination Board of Professional Home Inspectors (EBPHI).

Listening to and reading reports is not the best use of board time. Their focus should be on advancing the mission and strategic plan, being visionary, and serving constituent needs.

ABOUT THE AUTHOR

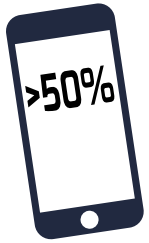


Bob Harris, CAE, provides free governance tips and templates at nonprofitcenter.com. Write him at bob@rchcae.com.

Numbers You Should Know for 2020

by Chelsea Brasted
Content Manager at AssociationSuccess.org
Reprinted with permission.

A number of studies released in 2019 revealed snapshots of these big pictures about membership, the association industry, and our use of the tools that help get the job done. It can be hard to keep up with all of them, though, so we're boiling down all that data into a quick look at the numbers you should be paying the most attention to in the new year.



More than half of all internet usage is mobile.

Questions you should be asking:

- ✓ Is your association website responsive?
- ✓ What's the experience like on mobile?
- ✓ How are your users getting to your website, and how could you improve accessibility?

Source: Statista

81 percent of association chapters use state boundaries.



Questions you should be asking:

- ✓ What does local mean for your organization?
- ✓ Are there legal reasons (like state licensing) that justify this for your chapters, or should you rethink what links the members of your organization to each other?

Source: Chapter Benchmarking Report from BillHighway and Mariner Management and Marketing



71 percent of members of professional organizations agreed that the use of technology makes them concerned about privacy and data security.

Questions you should be asking:

- ✓ What is your organization doing to protect your members' information?
- ✓ Does your organization routinely back up data in the event of a cybersecurity threat?
- ✓ How often are your staffers being briefed on the ways they can help protect your organization against this threat?

Source: Digital Evolution Study from Community Brands

2 percent of associations are employing artificial intelligence.



Questions you should be asking:

- ✓ Do staffers in your organization have the breathing room to try new technology?
- ✓ What reasons do you have for avoiding experimentation or are you just too scared to try new things?
- ✓ What cutting-edge projects could you try to bring a higher level of service or engagement to your members?

Source: Digital Evolution Study from Community Brands



There is a 42 percent annual compound growth in companies looking to hire a chief growth officer, meaning this position is gaining popularity faster than any other C-suite title.

Questions you should be asking:

- ✓ What are you doing to scale your organization?
- ✓ How do you measure and discuss member growth?
- ✓ Are you transparent about your goals?

Source: LinkedIn Economic Graphs



34 percent of members reported feeling "extremely connected" to their organization in the first five years of their careers, while 45 percent considered themselves "very likely to renew."

Questions you should be asking:

- ✓ How can you improve your connections to potential early-stage career members, and what is your organization doing to prove its value to people in the beginning years of their affiliation with you?
- ✓ Is renewal easy to do?
- ✓ Does your organization have a discount for early-stage members?

Source: Member Engagement and Loyalty Study from Community Brands

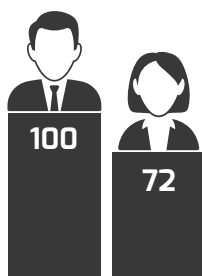


70 percent of organization members say job opportunities are an important benefit of their membership, but only 12 percent of professionals say their organization does very well at delivering those opportunities.

Questions you should be asking:

- ✓ What is your organization doing to promote career connections?
- ✓ What are the gaps you could potentially fill in 2020 that, if filled, would make for happier and more engaged members?

Source: Member Engagement and Loyalty Study from Community Brands



For every 100 men promoted and hired to managerial positions, only 72 women are promoted and hired.

Questions you should be asking:

- ✓ Does your organization offer equal opportunity for men and women to seek promotions?
- ✓ How is diversity not only being talked about in your organization but sought after and acted upon?

Source: Women in the Workplace from McKinsey and Company



More than 40 percent of millennials, the largest generation in the workforce, believe the ability to work remotely is a priority when evaluating job opportunities.

Questions you should be asking:

- ✓ Does your organization offer flexibility in how work gets done?
- ✓ Is your organization helping to teach the skills your members need to successfully be remote workers?

Source: Emerging Jobs Report from LinkedIn

INVEST IN YOUR FUTURE



The VSAE CAE Study Group registration is now open for members interested in studying for the Certified Association Executive (CAE) exam in May.

The study group begins Tuesday, February 18 and runs for 10 weeks, ending in time for the exam on May 1. This is a group facilitated by current CAEs. Candidates who fully participated in a VSAE Study Group have had excellent pass rates. The study group is free for VSAE members.

For more information and to register, visit vsae.org/cae-information. If you have any questions, please contact **Sonnica Montemayor, CAE** at sonnica@vsae.org or (804) 747-4971.



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Six times a year, VSAE offers a quality educational seminar in conjunction with a networking reception and breakfast or luncheon. Purchase seminar passes now and save on continuing education. Individual seminars cost VSAE members \$50 each.

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6-Pack for \$270
9-Pack for \$382
12-Pack for \$480

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SAVE 10%
SAVE 15%
SAVE 20%

DEADLINE FOR ORDERING IS JANUARY 31, 2020.

For more information and to purchase your passes, please visit vsae.org/20sempass.

HEALTH CARE CORNER



Happy New Year to all! With the New Year the IRS has announced the new 2020 contributions limits for Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs). The table below summarizes the difference between the 2019 and 2020 contribution limits.

Plan	2019	2020
FSA Maximum Employee Salary Contribution	\$2,700	\$2,750
FSA Maximum Employer Contribution	\$500	\$500
FSA Dependent Care (individuals or married couples filing jointly)	\$5,000	\$5,000
FSA Dependent Care (married couples filing separately)	\$2,500	\$2,500
	(Combined Limit \$5,000)	
HSA (Self-Only)	\$3,500	\$3,550
HSA (Family)	\$7,000	\$7,100

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AROUND THE COMMONWEALTH



Doug Barger has joined **The Inn at Virginia Tech and Skelton Conference Center** as Senior Sales Manager, responsible for association and corporate business.

Dale Bennett, President and CEO of the **Virginia Trucking Association**, was recently honored at the ATA Management Conference and Exhibition in San Diego, California for 30 years of service representing trucking in Virginia and throughout the nation.

Kelsey Croston, Vice President, Organizational Systems & Communications with **Richmond Association of REALTORS®** had a daughter, **Adelaid Croston**, on October 18, weighing 7 lbs. 5 oz.

Ryan L. Dunn, **Virginia Dental Association's** Executive Director, and his wife, Leigh, had their third child, **Carter Lemuel Dunn**. Their son was born on November 22 at 1:41 a.m., weighing in at 8 lbs., 14 oz. and measuring 21 inches.

Kevin Holland is now the Assistant Director of Sales and Marketing at the **Hilton Richmond Downtown**.

Bob Ramsey, CAE, recently retired Executive Director of the **Virginia College of Emergency Physicians**, has successfully re-certified his CAE for the last time. He was CAE #488 when he earned his CAE in 1978 and will have held it for 45 years when it expires in 2023. Actively

participating in VSAE the past 38 years made it easy to earn the required recertification credits.

Sydney Thomas, Director of Member Services & Operations with **Leading Age Virginia**, recently completed her Opening Minds Through Art facilitator certification. Opening Minds Through Art (OMA) is an award-winning, evidence-based, intergenerational art-making program for people with Alzheimer's disease and other forms of neurocognitive disorders. Its failure-free program provides opportunities for creative self-expression and social engagement for people with dementia.

SURVEY PRIZE WINNER

Congratulations to **Steve Yeakel, CAE**, President & CEO of **VA Association of Community Banks**, who is the Awards Luncheon & Silent Auction evaluation prize winner. Steve won a \$50 gift card for the **Aura Spa and Salon at Hilton Hotel & Spa at Short Pump**.

Be sure to submit the evaluations that are emailed after every event you attend. Your feedback is valuable in making VSAE events successful.



2020 Membership Renewal is Available Online

PAYMENT MUST BE MADE BY JANUARY 31 TO REMAIN ACTIVE.

1. Log into **vsae.org** with your member credentials.
2. Click "Member Center" on the menu bar.
3. Click "Your Organization" under "My Profile."
4. Click "Invoices."
5. Pay online via credit card or print and mail with a check.

QUESTIONS?

Contact **Tami Guthrie** at **tami@vsae.org**.



VSAE has released its

2020 CALENDAR OF EVENTS

Visit **vsae.org/calendar** for all of the 2020 educational and networking opportunities.

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VISIT LYH LYNCHBURG, VA

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lynchburgvirginia.org

VIRGINIA IS FOR LOVERS

PARTNER HIGHLIGHT

You may have been there, staring at the brightly patterned slippery bedspread, red carpet with a hint of dizziness, leatherette side chair and the bed skirt that seems to eat at least one sock per stay. You deserve better. Out with the old and in with the new.

renovate [ren-uh-veyt]
to reinvigorate; refresh; revive

Over the last year, we have done just that at Norfolk Waterside Marriott. We have reinvigorated our guestrooms with stunning lighting, modern bathrooms, and workspaces that work. We have refreshed our public space and amenities and soon our conference center will be completed. Our food and beverage has been revived with new outlets, new faces, and memories to be had.

Let me share a little about what has gone on the last year. Close your eyes if you must to visualize the changes but it would be best to see this in person.

Over 400 thoughtfully redesigned guest rooms that spark creativity, fuel the imagination, and welcome reflection and relaxation. Sleek and modern bathrooms, luxurious bedding, lighting that illuminates, and power wherever you need it.

The marriage of style and comfort welcomes you in our new lobby. Offering seating to work, play or chill, this space houses our knowledgeable front office team to help make everyone's stay enjoyable.

A full-service Starbucks within the front lobby keeps guests going all day. STEAM offers espresso and blended beverages, freshly brewed drip coffee, teas, and pastries. Grab and Go packaged snacks along with 24-hour sundries never leave you without.

Shula's remains the hotel restaurant with daily lunch and dinner service with choice steaks, seafood, and light fare from our newly invented menu.

A brand new gathering place for people who share a passion for artfully prepared

Norfolk Waterside Marriott



small plates and hand crafted cocktails, SHARE, located on our second floor, is the hotel's new tapas lounge.

START provides guests with traditional breakfast fare with a full buffet or plated menus each and every morning. Our specialty breakfast items are sure to begin your day on a positive note!

The M Club is an exclusive space with premiere services where guests can work, enjoy a bite, recharge and connect, or wind down with a glass of wine. The concierge has been made more accessible by being located off the first-floor lobby and is now open 24 hours a day. BonVoy Elite Members are always welcome. Upgraded access for general guests is also available.

The hotel's three ballrooms and breakout space in our 60,000 square feet of meeting space is the final phase of the renovation to be completed this spring. This space has long been a jewel for conventions and catering events for this area and will soon boast a new modern look and feel.

Pssst. I'll meet you at SHARE and have your cocktail waiting.

CONTACT:

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235 E. Main Street, Norfolk, VA 23510
jcaron@commonwealthlodging.com
(757) 628-6402



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Richmond

Kathleen Early
VA Farm Bureau Federation
Richmond

Jill Kelly
VA Dental Association
Richmond

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Roanoke

Sarah Lester
Massanutten Resort
Massanutten

Sidney Lyda
The Blackburn Inn
Staunton

2020 FREE PASS REMINDER

As a VSAE benefit, members receive one Free Pass each calendar year to apply to late cancellation/no show fees for a missed monthly luncheon or breakfast. VSAE will keep track of the passes and email you when your pass has been used. After it is used, you will automatically be invoiced \$14 for any late cancellations or for not attending a luncheon/breakfast for which you have registered.

NEW IRS STANDARD MILEAGE RATE

Beginning on January 1, 2020, the standard mileage rate used to calculate the deductible costs of operating an automobile will be **57.5 cents per mile** for business miles driven, down from 58 cents for 2019.



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