
CSAE 2026

ANNUAL CONFERENCE

JUNE 10-12, 2026 . GLENWOOD SPRINGS

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HOTEL COLORADO

Elevated Alignment: People, Presence & Performance

LEAD WELL. ALIGN BOLDLY. PERFORM WITH PURPOSE.



Presented by  **BizStream**

Hosted By



526 Pine St, Glenwood Springs, CO

2026 CSAE Annual Conference Program

Wednesday, June 10, 2026

10:00 AM – 4:00 PM

Registration Open – Taft Room

Pre-Conference Excursions in Glenwood Springs

11:00 AM – 2:00 PM: **Hanging Lake Walk**

1:00 PM – 2:00 PM: **Yoga, hosted by Innovative Yogis**

2:00 PM – 3:00 PM: **Mindfulness Riverside Walk, hosted by Innovative Yogis**

Visit with Sponsors & Exhibitors

Location: Lobby & Pre-Conference Hall

Wednesday, June 10

4:00 PM – 5:15 PM

Welcome & Opening Session Keynote – Devereux Ballroom

Su Hawk, Executive Director, CSAE

Shannon Stone and Lisa Hough, 2026 Annual Conference Co-Chairs



Keynote Speaker: Keith Bailey

From Strangers to Community in the First 60 Minutes

What if the very first hour of the conference could transform strangers into collaborators, colleagues, and friends? In this dynamic opening experience, Keith Bailey, co-founder of Articulated Intelligence, helps launch the conference by turning introductions into meaningful connection.

More than an emcee, Keith is a master connector who uses storytelling, humor and interactive games to break down barriers, spark authentic conversation and create immediate energy in the room. Attendees will laugh, engage with new people and experience how quickly a welcoming environment can turn a large gathering into a true community.

Whether you are attending for the first time or returning for another year, this kickoff session is designed to ensure you do more than simply attend the conference - you will feel part of it. You'll leave the first hour already connected, energized and ready to make the most of the full conference experience.

Learning Objectives:

By attending this program, participants will:

- Recognize the value of intentional connection in creating a welcoming and engaging conference experience.
- Practice simple, interactive approaches for turning introductions into authentic conversations, and lasting professional relationships.
- Identify ways to build a sense of belonging and community that enhances learning, collaboration, and peer engagement throughout the conference.

5:15 PM – 8:00 PM

Opening Reception & Silent Auction

Hosted by Larry MacDonald, GM, Hotel Colorado

Location: Hotel Colorado Courtyard & Veranda



Thursday, June 11, 2026

7:00 AM – 7:35 AM

Complimentary Meditation Session with Shannon Stone

Location: **Garden Room**

7:30 AM – 8:30 AM

Breakfast Buffet in the Lobby with Seating in the **Devereux Ballroom**

7:30 AM – 5:00 PM

Registration Open – Taft Room

8:00 AM – 5:00 PM

Exhibit Space Open

Location: Lobby & Pre-Conference Hall

8:00 AM – 9:15 AM

Welcome & Thursday Keynote – Devereux Ballroom

Emcee: Keith Bailey

Introduction by Drew Veach and Title Sponsor BizStream



Keynote Speaker: Garth Jordan, MBA, CSM, CSPO, AAiP, CEO, Society of Corporate Compliance and Ethics (SCCE) & Health Care Compliance Association (HCCA)

The Association Model: Built for a World That No Longer Exists

The professional association was one of the most elegant organizational inventions in American institutional history. It was also built for a world that no longer exists - a world of information scarcity, geographic limitation, and no alternatives.

That world is gone. The model remains.

For thirty years, the data has told a consistent story: flat and declining membership, a dues-to-revenue inversion that was never voted on, and a sector where fewer than one in ten associations describe their own value proposition as compelling. The response, almost universally, has been to run the model better. Not differently. Better.

This session makes the case that focus - genuine, disciplined, strategically chosen focus - is the only path forward. Drawing on fifteen years of leading and transforming associations across healthcare, veterinary, technology, and compliance, Garth Jordan presents a methodology that starts where most strategic planning never goes and ends with the one question this sector has been too comfortable not to ask.

Learning Objectives:

By attending this program, participants will:

- Recognize the structural shifts challenging the traditional association model, including changes in information access, member expectations, geographic relevance, competition, and revenue dependency.

Thursday, June 11

- Evaluate whether their association is improving an outdated model or making the harder strategic choices needed to remain relevant, sustainable, and compelling in a rapidly changing environment.
- Identify how disciplined strategic focus can strengthen value proposition, member engagement, revenue alignment, and organizational decision-making.
- Apply a framework for asking deeper strategic questions about what their association should prioritize, stop doing, change, or choose in order to create meaningful future value.
- Consider how courageous leadership and focused tradeoffs can help associations move from incremental improvement to true transformation.

9:15 AM – 9:30 AM: **Morning Break with Exhibitors**

9:30 AM – 10:15 AM: **Breakout Sessions** (choose from three sessions)

9:30 AM – 10:15 AM

Breakout Session 1

Aligned for the Future: Economic Perspective and Risk Awareness

Location: **Colorado Room**

Speakers: **Shannon Stone**, Senior Relationship Manager, AMG National Trust

Emily Musser, Vice President, Client Relations & Business Development, AMG National Trust

Dan Cravitz, Vice President, Institutional Advisor, AMG National Trust

In this timely presentation, AMG National Trust financial and investment experts will deliver up-to-the-moment economic and monetary insights and highlight key management considerations, including the most recent AI Fraud Protection system (and how it works!) that helps you safeguard your association assets and lead your association with confidence during these challenging times.

During the presentation, AMG experts will discuss the implications of trade policy, the AI boom, inflation, interest rate expectations, and evolving labor markets and how the trends may affect you and your association today. When change in the association world feels like the only constant, when unforeseen financial, economic, and political levers are being pulled all around us, how do you maintain fiscal strength, balance, and control? Join our experts and find out.

Learning Objectives:

By attending this program, participants will:

- Assess key economic and market trends and their potential impact on association operations and financial planning.
- Identify emerging financial and cybersecurity risks facing associations and evaluate strategies to strengthen organization resilience.
- Review one of the most influential fraud protection innovations banks are employing that is already saving business billions of savings in fraud prevention.
- Apply risk-aware decision-making practices to support fiscal stewardship, organizational stability, and long-term sustainability during periods of uncertainty.

9:30 AM – 10:15 AM

Breakout Session 2

Lead with Impact: Strengthen Collaboration Across Boards, Volunteers, and Teams

Location: **Garden Room**

Speaker: **Tracy Graf**, CEO, Fuse - Igniting Communication

This interactive session helps association leaders strengthen collaboration across boards, staff, volunteers, and stakeholders.

Participants will explore different communication styles and learn how to flex their approach to increase leadership impact and build stronger working relationships across diverse teams and stakeholder groups. Attendees will gain practical strategies to foster trust, navigate differences constructively, and create a culture where people feel valued and empowered to contribute.

Learning Objectives:

By participating in this session, attendees will:

- Strengthen collaboration across boards, staff, volunteers, and stakeholders.
- Adapt communication approaches to different personalities and work styles.
- Reduce misunderstandings and improve cross-functional teamwork.
- Build stronger alignment that accelerates organizational progress.

9:30 AM – 10:15 AM

Breakout Session 3

AI Is Your New Member Persona: Why GEO Matters Now

Location: **Roosevelt Room**

Speaker: **Drew Veach**, CMS and AI Strategy Lead, BizStream

Search has changed and so has your member. They're not Googling anymore. They're asking AI, and AI decides whether your association shows up in the answer. This session breaks down Generative Engine Optimization (GEO) and how associations can get cited, recommended, and found in an AI-first world.

As CMS and AI Strategy Lead at BizStream, Drew Veach helps associations and organizations create better digital experiences for their members, whether it's modernizing a member experience, streamlining content operations, or exploring how AI can extend a team's capacity. Also listen to Drew on the AI Lab Unfiltered Podcast at <https://www.youtube.com/@AILabUnfiltered>.

Learning Objectives:

By participating in this session, attendees will:

- Understand the shift from traditional search to AI-driven search and what it means for visibility and non-dues revenue.
- Learn what GEO is and why associations are uniquely positioned to win in AI-powered search.
- Identify the five things AI looks for when deciding what content to cite.
- Walk away with a four-phase GEO playbook you can put into action right away.

10:15 AM – 10:25 AM: **Break with Exhibitors**

10:30 AM – 11:15 AM: **Breakout Sessions** (choose from three sessions)

10:30 AM – 11:15 AM

Breakout Session 4

Association/Nonprofit Governance 101: What to Know, What to Avoid, and How to Help Boards Succeed

Location: Colorado Room

Speakers: Tom Downey, Partner and Director, Ireland Stapleton
Katherine Struthers, Associate Attorney, Ireland Stapleton

The role of an association/nonprofit board differs significantly from that of a for-profit company. Understanding the foundations of nonprofit governance is key to minimizing a board's legal risk and optimizing board performance, but the reality is, board members may not be familiar with the unique considerations and policy directives underlying their role.

Similarly, board members may not always appreciate the importance of an organization's governing documents, especially its bylaws.

Bylaws articulate the powers given to a nonprofit's members, board, and officers and specify how each body exercises its powers. A board must act in compliance with its own bylaws or risk exposing itself to unnecessary legal vulnerabilities and institutional drama.

This session will shed light on the key characteristics of nonprofit governance and the value of nonprofit bylaws, with the aim of empowering association executives and their boards to operate more transparently and maintain institutional integrity for long-term success.

Learning Objectives:

- Identify the unique interests and policy considerations that shape nonprofit boards
- Articulate the purpose of nonprofit bylaws in giving authority to nonprofit members and boards
- Empower association executives and their boards to evaluate their own governing documents against their association's actual practices

10:30 AM – 11:15 AM

Breakout Session 5

Beyond the Metro: Delivering High-Impact Conferences in Smaller Communities

Location: **Roosevelt Room**

Speakers: **Abbey Aguirre**, Association and Events Executive, Craft
Erik Barstow, Vice President of Sales, Visit Fort Collins

For many associations, members outside major metro areas face barriers to participation: travel costs, time constraints, and limited coverage for being out of the office. APA Colorado tested a different approach by relocating its 2025 conference to the Western Slope, intentionally centering smaller and rural communities. In addition, Visit Fort Collins has a number of approaches that help associations of all sizes accomplish their objectives. This session shares a variety of ideas, approaches and results.

Learning Objectives:

By participating in this session, attendees will:

- Identify common barriers that limit conference participation for members in smaller, rural, or geographically dispersed communities.
- Evaluate the benefits, challenges, and outcomes of hosting association events outside major metropolitan areas.
- Apply practical strategies for selecting, planning, and promoting conferences in smaller destinations.
- Develop approaches to increase accessibility, engagement, and community impact through location-conscious event planning.

10:30 AM – 11:15 AM

Breakout Session 6

From Friction to Flow: Practical Team Dynamics for Delivering Better Projects

Location: **Garden Room**

Speaker: **Mike Kurz**, Managing Director of Certification Programs, Investment & Wealth Institute

Associations succeed or struggle based on how well their teams execute projects across functions. This interactive breakout focuses on the people dynamics that most often derail projects—role confusion, unclear decision authority, communication breakdowns, and competing priorities. Participants will work

through a practical, evidence-based framework for diagnosing and improving team dynamics on real association projects.

Program elements include: Live polling to surface common project friction points; A simple team-dynamics framework covering role clarity, ownership, trust, and decision flow; A brief real-world case illustrating lessons learned and what leaders would do differently; Small-group application using a guided worksheet focused on a current or recent project; and Facilitated peer discussion to share approaches that work in association settings. Takeaways: A one-page Project Team Dynamics diagnostic worksheet; A practical project check-in agenda to improve accountability and communication; and A role and decision-mapping tool adaptable to any association initiative. The session is non-salesy, discussion-driven, and designed to help leaders improve project outcomes immediately.

Learning Objectives:

By participating in this session, attendees will:

- Identify common team dynamics that create friction and hinder project success.
- Clarify roles, decision authority, and ownership to improve project execution.
- Apply practical tools to strengthen communication, accountability, and team alignment.
- Assess and improve the effectiveness of a current project team using a structured diagnostic framework.

11:15 AM – 11:30 AM: **Break with Exhibitors**

11:30 AM – 1:20 PM

CSAE Annual Business Meeting and Awards Luncheon

Location: **Devereux Ballroom**

Lunch will be served at tables.

Emcee: **Keith Bailey**

Speakers: **CSAE Board Members, Executive Director, Sponsors, and Award Presenters**

The Annual Luncheon features:

- CSAE Business Meeting and Board and Officer Elections
- CSAE Year In Review of Results from the Executive Director
- Board President's Vision from This Year
- Future View from Incoming Board President
- Celebration of CAEs Across Colorado, Sponsored by Visit Pueblo
- Annual Awards and Recognition including Association Of The Year and Lifetime Achievement

1:20 PM – 1:30 PM: **Break with Exhibitors**

1:30 PM – 2:15 PM: **Breakout Sessions** (choose from three sessions)

1:30 PM – 2:15 PM

Breakout Session 7

Doing More with Less: Leading Small Staffs with Big Impact

Location: **Garden Room**

Speaker: **Betty Knecht**, Executive Director, Institute of Real Estate Management (IREM), Denver and CO Association of Mortgage Professionals

Association professionals don't have a time problem—they have a complexity problem.

Small-staff associations are often asked to accomplish more every year without adding resources. The result isn't simply a lack of time; it's the accumulation of meetings, committees, reports, programs, and competing priorities that consume organizational capacity.

In this interactive session, Betty Knecht will share practical strategies for reducing complexity, protecting staff focus, and aligning resources with the work that creates the greatest member value.

Drawing on real-world examples from association management, attendees will learn how to identify mission drift, evaluate organizational priorities, streamline decision-making, and build sustainable systems that support long-term success. Whether you're an executive director, staff leader, or volunteer board member, you'll leave with actionable tools to help your organization accomplish more by focusing on what matters most.

Learning Objectives:

By participating in this session, attendees will:

- Assess organizational complexity and identify activities, processes, and commitments that may no longer create meaningful value.
- Apply practical frameworks for prioritizing initiatives and aligning limited resources with mission-critical goals.
- Evaluate the hidden operational costs of meetings, programs, and new initiatives to improve organizational efficiency.
- Implement strategies to protect staff focus, strengthen decision-making, and increase strategic capacity in small-staff associations.

1:30 PM – 2:15 PM

Breakout Session 8

Rethinking Membership Engagement Endeavors: Tips and Tricks from the Field

Location: **Roosevelt Room**

Speaker: **Teresa Fraker**, Executive Director, Obesity Medicine Association (OMA)

In this session, Teresa Fraker, Executive Director of the Obesity Medicine Association (OMA) will discuss various tactics that the OMA has embarked upon in order to create member loyalty, engagement, and participatory opportunities within the OMA.

Various concepts and approaches will be discussed, and the audience is encouraged to bring forth membership engagement ideas from their own associations, such that this will curate an “all teach, all learn” opportunity for participants.

Learning Objectives:

By participating in this session, attendees will:

- Identify strategies that increase member engagement, loyalty, and participation.
- Assess engagement initiatives and determine which approaches are most applicable to their association's goals and resources.
- Develop actionable ideas to enhance member involvement and strengthen the overall member experience.

1:30 PM – 2:15 PM

Breakout Session 9

What Members Want Now: Insights and Strategies for Sustainable Membership Growth

Location: **Colorado Room**

Speaker: **Jana Darling**, President, Marketing General (MGI)

John Sample, Relationship Director, Marketing General (MGI)

Membership growth isn't impossible, but the old playbook isn't enough anymore. Today's members want more than benefits lists and renewal reminders. They want relevance, career value, personalized experiences, and meaningful connection. The associations seeing the strongest growth are the ones adapting to those expectations.

In this session, we'll explore what members want now using fresh industry data, emerging trends, and practical examples from across the association space.

Attendees will leave with actionable strategies to strengthen recruitment, improve engagement, increase renewals, and build a more sustainable approach to membership growth.

Learning Objectives:

By participating in this session, attendees will:

- Identify the key factors contributing to membership decline and evaluate how evolving member expectations, including demand for immediate ROI, personalization, and frictionless experiences, are reshaping growth strategies.
- Evaluate the strength of their organization's current value proposition and identify opportunities to better communicate and deliver member value.
- Develop a focused, measurable 60-day growth experiment using a simple test-learn-scale approach to improve one high-impact area of the membership lifecycle.

2:15 PM – 2:30 PM: **Break with Exhibitors**

2:30 PM – 3:15 PM: **Breakout Sessions** (choose from three sessions)

2:30 PM – 3:15 PM

Breakout Session 10

How Smart Associations Engage Better with Less Effort

Location: **Roosevelt Room**

Speaker: **J. Michael Hoehn**, CAE, Association Executive

Dave Will, CEO/Co-Founder, PropFuel

Most associations aren't struggling because they lack ideas — they're drowning in disconnected efforts. One more email blast. One more survey to put on the shelf. One more campaign that took two weeks to build and delivered nothing you can measure. Sound familiar?

The problem isn't effort. It's that activity gets mistaken for engagement. And the teams working hardest are often the ones getting the least back. We also know you are savvy about all the tools, new methods, trends and research in this area. We get that too. So, this session is focused on providing you information you can't access anywhere else, and insights that will help you walk away informed, knowledgeable and smarter, no matter what the size of association.

In this session, Michael Hoehn and Dave Will will share a practical framework for replacing scattered, staff-dependent outreach with smarter systems that create consistent, meaningful engagement — regardless of team size. Whether you're a team of one managing 10,000 members or a department of five trying to coordinate across channels, you'll leave with a clear, actionable approach to doing more with less — and proving it to your board. This session is for membership professionals who are tired of throwing stuff against the wall and ready for a system that actually listens back.

Learning Objectives:

By participating in this session, attendees will:

- Read the signals that matter — move beyond static segments to behavioral signals that tell you who needs attention, what to talk about, and when to act.

- Replace manual outreach with trigger-based engagement — so the right message reaches the right member at the right moment, without your team chasing every touchpoint.
- Follow a repeatable four-step cycle — Learn, Plan, Engage, Measure — that turns every interaction into intelligence that makes the next one better.
- Redefine what engagement actually means — because engagement isn't activity; it's the behaviors that predict retention, renewal, and growth.

2:30 PM – 3:15 PM

Breakout Session 11

Building a World Class Board-CEO Relationship

Location: **Colorado Room**

Speaker: **Jeff Arnold**, President, Leading Associations
Rob Spangler, COO, Leading Associations

A board member's term is short - in the life of the organization anyway, so it's important to ensure a strong and effective partnership with the staff leader. Association CEOs often face a challenge of board members crossing the line between leadership and operations. For groups with "working boards" this line is often hard to define and becomes more of a dance than a clear agreement.

This interactive program is designed to help organizational leaders clarify and identify where they are doing well, and where they can focus on improvements in applying Strategic Leadership within the organization.

With a focus on building a world-class executive-board partnership, this conversation will help you:

- Reinforce a collaborative approach to strategic leadership
- Clarify mutual roles and responsibilities
- Establish a foundation of trust with your board
- Create organizational alignment
- Build an aspirational culture

You'll learn to maximize the intersection between governance and management, optimizing your shared roles as the vision stewards for your organization – and you'll walk away with practical tools and strategies you can use to enhance your board relationship.

Learning Objectives:

By participating in this session, attendees will:

- Differentiate the governance and management responsibilities of board members and CEOs.
- Identify strategies to build trust, alignment, and effective collaboration between the board and chief staff executive.
- Apply strategic leadership practices that strengthen the board-CEO partnership and support organizational success.
- Implement practical tools to improve communication, role clarity, and decision-making within their organizations.

2:30 PM – 3:15 PM

Breakout Session 12

Unlocking 529 Plans: A Playbook for Associations

Location: **Garden Room**

Speaker: **Ryan Frydenlund**, Director of Operations, Raffa Investment Advisors

Recent federal policy changes have expanded the use of 529 education savings plans beyond traditional higher education degree programs to include professional certifications, credentials, and workforce training. For associations, this creates a meaningful opportunity to unlock a new funding stream, expand access to their programs, and strengthen their role in career advancement.

In this session, Ryan Frydenlund of Raffa Investment Advisers will provide a practical, actionable framework for how associations can position their credentials and educational offerings to qualify for 529 plan funding.

Attendees will gain clarity on the evolving definition of “qualified expenses,” how to align programs with recognized credential standards, and the steps needed to confidently communicate eligibility to members.

The session will also translate this policy shift into member value—equipping association leaders with simple, accessible guidance they can share on how individuals can open, fund, and use 529 plans to pay for professional development. By connecting strategy with execution, this session will help associations turn a regulatory change into a growth and engagement opportunity.

Learning Objectives:

By participating in this session, attendees will:

- Understand the expanded federal guidelines governing 529 plan usage and how they apply to professional credentials, certifications, and continuing education programs.
- Identify the criteria that define a “recognized postsecondary credential” and assess how association programs align with those standards.
- Outline practical steps associations can take to position their courses, exams, and credential pathways as qualified 529 expenses.
- Recognize the broader implications of 529 expansion for lifelong learning and how associations can capitalize on this shift to expand their audience and impact.

3:15 PM – 3:30 PM: **Break with Exhibitors**

3:30 PM – 4:15 PM

Breakout Session 13

The Harmony Code™: Quietening the Noise So You Can Lead with Clarity, Resilience, and Precision

Location: **Garden Room**

Speaker: **Shannon Stone**, Senior Relationship Manager, AMG National Trust

Too Much. Too Fast. Too Often. The HARMONY Code™ is a neuroscience-informed leadership framework developed by Shannon Stone, President & CEO of SOLAGAPE, a leadership and human potential company, to help leaders reduce cognitive overload, strengthen resilience, and maintain clarity in the face of constant change, uncertainty, and stress.

Drawing upon leadership insights from Teresa Taylor, former COO of Qwest Communications and author of *The Balance Myth*; Mind Valley’s Jeffrey Allen and Regan Hillyer; and the peak-state conditioning practices of Tony Robbins, Shannon integrates neuroscience, leadership psychology, emotional intelligence, and lived experience into one practical framework for modern leadership.

Through compelling storytelling, research-backed insights, and interactive audience experiences, attendees will learn how to reduce cognitive overload, regulate stress, improve decision-making, and lead with greater clarity, resilience, and precision— even when the path forward is unclear. Because Harmony is not the absence of the storm, Harmony is Remembering who you are Within it.

Learning Objectives:

By participating in this session, attendees will:

- Apply The HARMONY Code™ framework to maintain clarity, resilience, and strategic focus during periods of uncertainty, disruption, and rapid change.
- Utilize neuroscience-informed techniques to regulate stress, improve focus, and increase leadership presence under pressure.
- Create greater internal alignment by shifting from reactive patterns to intentional responses during moments of uncertainty.
- Lead with greater confidence, adaptability, and precision while remaining aligned with personal values, well-being and purpose.

3:30 PM – 4:15 PM

Breakout Session 14

Mastering AI and Adult Learning in Today's Competitive Environment

Location: **Roosevelt Room**

Speaker: **Dan Streeter**, CEO and Founder, Mission Fuel

AI is rapidly changing how associations design, deliver and scale learning. In this timely session, Dan Streeter, CEO and Founder of Mission Fuel, will help association professionals understand how AI is reshaping instructional design, course development, learner engagement and professional education. Attendees will explore how emerging tools, real-time performance data and new learning models can help associations create more relevant, efficient and valuable education programs for members.

Mission Fuel works with associations and mission-driven organizations to build and scale professional learning programs, including education, certification, and continuing education content.

Learning Objectives:

By participating in this session, attendees will:

- Learn how AI is changing association education, including instructional design, course development, learner engagement, content updates and program delivery.
- Identify opportunities to use AI-supported tools and data to make learning programs more relevant, efficient, personalized and responsive to member needs.
- Evaluate how adult learning principles should guide the use of AI, ensuring that technology supports meaningful learning outcomes rather than simply speeding up content production.
- Consider practical ways associations can modernize education programs to stay competitive, strengthen member value and better support professional development in a rapidly changing learning environment.

3:30 PM – 4:30 PM

Breakout Session 15

Ethics & AI: Leadership and Responsible Use in Associations

Location: **Colorado Room**

Speaker: **Kristin Richeimer**, Executive Director, Council of Colleges of Acupuncture and Herbal Medicine

The session is focused on the ethical use of artificial intelligence in 2026. Through guided discussion, participants will explore real-world scenarios related to governance, transparency, and accountability as AI becomes embedded in everyday association operations. The session emphasizes practical judgment and leadership responsibility rather than technology tools.

CAE Domains: Leadership (Ethics and Values); Governance (Board Responsibility and Oversight); and Executive Management (Organizational Strategy and Risk Management)

Learning Objectives:

By participating in this session, attendees will:

- Identify common ethical risks associated with the use of artificial intelligence in association operations and decision-making.
- Evaluate when and how boards and senior staff should provide oversight and guidance on AI use within an association.
- Apply practical questions and considerations to help ensure AI use aligns with organizational mission, transparency, and member trust.

4:15 PM – 5:30 PM: **Break Before DineAbout Dinners**

5:45 PM – 8:00 PM, Thursday, June 6

DineAbout in Glenwood Springs

Meetup Location: **Hotel Lobby**

Join fellow attendees for CSAE’s signature DineAbout after a full day of conference sessions to unwind, continue meaningful conversations, reconnect with colleagues, and meet new individuals.

CSAE has made reservations for our attendees at restaurants in Glenwood Springs to include a variety of food choices. Sign-up sheets for the DineAbout will be at the conference registration office beginning on Wednesday, June 10. Most all restaurants are within walking distance. Dinners are unhosted (attendees pay for their own dinners), informal, and are designed to create great conversations.

Restaurants Include:

- The Pullman
- Baron’s Restaurant at Hotel Colorado
- Riviera Supper Club and Scratch Kitchen
- Juicy Lucy’s Steakhouse
- Glenwood Canyon Brewpub
- Hugo’s
- Smoke Modern BBQ
- Ming’s Cafe
- Frida’s Mexican Restaurant
- Euro Italian Underground
- El Tapatio

8:00 PM – 10:00 PM

Hospitality Suite

Sponsored by Erik Barstow and Visit Fort Collins

Location: **Garden Room and Outdoor Veranda**

Join fellow attendees for an evening of networking and conversation. Browse select silent auction items available for bidding throughout the evening.



Friday, June 12, 2026

7:00 AM – 7:35 AM

Complimentary Meditation Session with Shannon Stone

Location: Garden Room

7:30 AM – 11:00 AM

Registration Open – Taft Room

7:30 AM – 8:30 AM

Breakfast Buffet in the Lobby with Seating in the Devereux Ballroom

8:00 AM – 11:00 AM

Visit with Sponsors and Exhibitors

8:15 AM – 9:20 AM

Welcome

Emcee: Keith Bailey

Introduction by Don Knox and Presenting Sponsor **Civica Management**

TED Talks / Rapid-Fire Talks

Location: **Devereux Ballroom**

Presentation 1: My Journey to the Association Space

Speaker: **Amelia Coniglio**, Membership, Marketing & Communications Manager, Denver Metro BOMA

An overview of my journey into the association space, starting in high school (long way back, but it's relevant!) Join me while I tell my story of curiosity and adaptability while trying to figure out a career path and the strange coincidences that have led me to where I am today.

Learning Objectives

By participating in this session, attendees will:

- Understand the difference between knowing who you are and knowing what you want.
- Recognize and grab opportunities by both hands when presented.
- Conversely, identify when an opportunity has run its course.
- Finally learn where those niche college degrees may lead.

Presentation 2: The Human Side of Entrepreneurship: What Space Taught Me About Culture, People, and Performance

Speaker: **Scott Tibbitts**, CEO, Level 6 Space

What if the fastest way to build a high-performance organization wasn't more pressure, more process, or another laminated-values poster—but more humanity? Scott shares the practical tools he used to build an extraordinary company culture rooted in love, play, vulnerability, and accountability. Through stories filled with laughter, lessons, and a few emotional left turns, Scott shows leaders how small, intentional cultural “hacks” can create immediate change—and lasting performance.

Learning Objectives

By participating in this session, attendees will:

- Culture hacks any leader can use immediately.
- How to uncover the principles your company actually lives by.
- Why love and play are serious leadership strategies.
- How games and rituals can make values real.
- How humanity becomes a competitive advantage.

Presentation 3: Accidental Member, Intentional Life

Speaker: **Travis Skodack**, Director, Membership & Partnerships, American Oil Chemists' Society

From youth sports teams to professional associations, every community we've been part of has quietly shaped who we are and where we've landed. In this session, membership professional Travis Skodack traces the intentional and unintentional communities that built a career — and a life. You'll leave with a new lens for how membership organizations can become catalysts for individual achievement, resilience, and self-discovery.

Learning Objectives

By participating in this session, attendees will:

- Identify the intentional and unintentional communities that have shaped personal and professional journeys.
- Articulate the connection between community membership and individual achievement, self-actualization, and resilience.
- Reframe an organization value proposition beyond benefits and toward belonging and life impact.
- Apply a community-centered lens to membership engagement strategies that support members through both growth and challenge.
- Develop a personal narrative around membership that can inspire staff, boards, and prospective members.

Presentation 4: Your Career Can Have a Second Runway – When Experience Meets Influence!

Speaker: **Tim Jackson**, Past President/CEO, Colorado Automobile Dealers Association

After fighting the public policy battles of the day as you lead your association, you have become an expert and guiding light on how public policy should work to benefit society. When it comes time to step down from your associations perch, you're given many choices. You could:

- Go home, spend time with the family, volunteer for charities or non-profits, travel...or
- You could take the expertise you have acquired and put it to work for society in ways most cannot imagine.

You have become the expert. You could catalogue your knowledge and experience in a book. You could speak to industry groups, professional societies, media and the public. You could find you are of greater value to your organization's or industry's cause than you were while still leading the association.

Learning Objectives

By participating in this session, attendees will:

- Identify opportunities to leverage their association leadership experience as a platform for continued influence and impact after their executive career.

- Evaluate pathways for sharing expertise through writing, speaking, consulting, advocacy, and thought leadership.
- Develop a personal strategy for translating professional knowledge into meaningful contributions that advance their industry, profession, or public policy goals.
- Recognize how experienced association leaders can extend their influence and create value beyond their formal leadership roles.

9:20 AM – 9:30 AM

Location: **Devereux Ballroom**

Featured Live Auction Items with two premier auction experiences: **Chamonix Casino Resort Luxury Getaway** and the **Stanley Hotel Unforgettable Getaway**. They will be offered in a fast-paced live auction, giving you one last chance to bid, support CSAE, and take home something special. Packages will be available for preview and initial bidding during the Visit Fort Collins Hospitality Suite Thursday evening.

9:30 AM – 9:45 AM **Break with Exhibitors**

*Note: Hotel checkout time is 11:00 AM, so utilize this time to finish packing to be ready to check out after the final session.

9:45 AM – 10:45 AM

Annual Conference Thank You and Introduction by Su Hawk, CSAE Executive Director
Closing Keynote – Devereux Ballroom



Keynote Speaker: Jason Milen

Predictable Revenue. Scalable Growth. Legendary Results.

How association leaders can stop playing defense and start making strategic bets that grow membership, drive revenue, and build lasting stability

Most associations believe they're protecting their organization by sticking with what's always worked — the same programs, the same membership model, the same value proposition. But the cost of standing still is quietly compounding.

In this keynote, Jason Milen shares the B.E.T. Framework (Blueprint – Experiment – Transform), a practical system for replacing fear-based decision-making with strategic, calculated action. Drawing from his experience growing a membership program by over 4,400% and scaling a multi-location business from 9 to 34 locations, Jason shows association leaders how to stop defending the status quo and start building the kind of bold, member-centered growth that keeps their organization essential.

Learning Objectives:

By participating in this session, attendees will:

- Identify the hidden cost of inaction in their association's strategy.
- Reframe failure as strategic learning that strengthens member engagement.
- Build a culture of experimentation that drives membership growth and retention.
- Apply a proven system for taking calculated risks without gambling their organization's future.

11:00 AM: **Hotel Check-out & Exhibitor Breakdown**



2026 CSAE Board of Directors

Officers

2025/2026 Board President: J. Michael Hoehn, CAE, Association Executive

2025/2026 Board President-Elect: Teresa Fraker, FACHE, RN, CPHQ, CBN, CAE, Executive Director, Obesity Medical Association

Immediate Past President: Paul Caputo, Executive Director, National Association for Interpretation

Secretary/Treasurer: Lisa Hough, JD, President/CEO, AC-REP

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Kim Gill, CAE, President, Civica Management

Allison Hammer, CAE, Executive Director, Western Association of College and University Business Officers and SHRM Colorado State Council / Etherio

Betty Knecht, CAE, Executive Director, Institute of Real Estate Management Denver and Colorado Association of Mortgage Professionals

Veronica M. Muñoz, Regional CEO, West, Association for Corporate Growth

Shannon Stone, Senior Relationship Manager, AMG National Trust

Thank you to our 2026 Annual Conference Planning Committee

Lisa Hough, Annual Conference Co-Chair and President/CEO, AC-REP

Shannon Stone, Annual Conference Co-Chair, AMG National Trust

Su Hawk, Executive Director, CSAE

Abbey Aguirre, Executive Director, American Planning Association - Colorado Chapter

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Jen Crowell, Executive Director, Helm Association Management

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Sonja Hix, Association Manager, Degnon Associates

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Travis Skodack, Director, Membership & Partnerships, American Oil Chemists' Society

Rebecca Sosa, Sales Director, The Stanley Hotel

Kelsey Wood, Director of Membership, Society of Gynecologic Oncology

Laura Woodruff, Education Manager, International Association for the Study of Lung Cancer

Kendra Zimmer, Sr Project Manager & Executive Assistant, American Society of Farm Managers & Rural Appraisers



CSAE 2026

ANNUAL CONFERENCE

JUNE 10-12, 2026 · GLENWOOD SPRINGS



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