

**NAD Board Meeting
NAD Headquarters
Silver Springs, Maryland
Friday, April 20, 2012
8:00AM – 5:00PM**

President Scoggins called the meeting to order at 8:45AM.

Board Members Present: President Bobbie Beth Scoggins; Vice President Chris Wagner; Secretary Sheri Farinha, Treasurer Mike Michner; Region I Representatives: Sean Gerlis and Margie English; Region II Representatives: Richard McCowin and Michael Berger; Region III Representatives: Judith Gilliam and Christopher Patterson; Region IV Representatives Julie Rems–Smario and John Evans, Appointed Board Members, Melissa Draganac–Hawk and Kirsten Poston; and Ex Officio Member: Howard Rosenblum, Chief Executive Officer

Staff Present: Chief Operating Officer, Shane Feldman

Visitors Present: David Nelson, President of DCAD; Charm Smith, President of MDAD; Devon Lanay, Matthew O’Hara, Interim Executive Director of Registry of Interpreters for the Deaf (RID); Zachary Ennis of MDAD Board member; Lissette Molina-Wood; Alice Hagemeyer, Interim Chair of NAD Library Friends; Christine Beattie; Alec McFarlane NAD Library Friends; and Tawny Holmes.

On behalf of the Board, Vice President Chris Wagner presented President Scoggins with corsage in recognition of her outstanding services to NAD and her 8 years of contributions as a President and a board member.

2012/4-20-01 M/S/P: (Poston) moved for the Board to enter into an executive session at 8:55 am to discuss CEO evaluation and award nominees. This executive session ended at 10:20 am.

Matthew O’Hara, interim Executive Director for RID gave a presentation to the Board. The presentation included information on its annual report and enhanced NIC developments.

Treasurer Mike Michner introduced Auditor, Bruce Sneesby. He was presented at NAD Headquarters doing the annual audit of NAD accounting books. It was his second year working on the audit. He also introduced Tom Wells, NAD’s director of finance who works with Mike to make all the necessary preparations. It was reported that a meeting with a potential grant writer who was eventually hired was arranged by Mr. Michner for the NAD staff to meet. The balance sheet as of March 31st was presented. The budget for FY 12/13 was presented and reviewed. Overall, NAD is in good financial health. NAD is now

committed to paying off the line of credit and start building reserve funds. The board is very pleased with the results of the financial report.

2012/4-20-03 M/S/P: (Evans) moved for the board to approve the NAD FY12/13 Budget.

Through an adhoc committee report on board giving, CEO Howard Rosenblum shared a proposed board policy on in-kind giving by individual board members. The NAD Board will be recognized for their tax exempt giving in-kind contributions incurred by each member of the Board and such contributions include flights, lodging, per diem, parking, transportation, and other associated expense on behalf of the NAD.

2012/4-20-04 MSP: (Patterson) moved to accept the Board adopts the board in-kind contribution as a new policy to be incorporated in the Board Policy Manual.

2012/4-20-05 MSP: (Patterson) moved to ratify the following 3 email motions:

- January 2012 Board meeting minutes
- February Emergency Board Meeting minutes via video
- The NAD Board to do a legislative fundraiser focusing on Deaf Education covering travel expenses to support the Protecting Deaf Schools conference priority efforts.

President Scoggins recognized State Association (SA) Presidents sponsoring the day's luncheon: David Nelson, President of DCAD provided a short report on DCAD's membership restructures responding to membership challenges and welcomed the NAD Board. Charm Smith, President of MDAD thanked the Board and staff members for the work they are doing and asked that NAD board to please involve state associations collaboratively.

President Scoggins reported the Council on Education of the Deaf (CED) has asked that each board including the NAD on whether or not individual teacher certifications issued by CED be continued. She provided a short report on their position, undergoing leadership challenges. The Executive Director resigned on March 31st. Currently, they are now looking at various strategies on how to strengthen the accreditation process of Deaf Schools and mainstreamed programs utilizing the seal of accreditation by CED. Organizations who are members of the CED were asked if the CED certification should continue or not.

2012/4-20-06 MSP: (Gilliam) moved for the President to notify the CED that the board supports keeping the CED individual certification intact.

NAD Board discussed the need for NAD to have information distributed to new parents, which will show facts and balanced information. Board also discussed Alexander Graham Bell's (AGB) new position statement on Listening and Speech Language (LSL) certification. Discussion centered on AGB's new position statement on LSL certificates and its Auditory-oral education FAQ sheet. Melissa Draganac-Hawk requested that NAD counter the fallacies in the FAQ. It was agreed that the NAD staff will look into it and provide counter statements.

2012/4-20-07 M/S/P: (Gerlis) moved to instruct NAD HQ to assume the leadership in bringing information together and create & distribute public service announcement message involving education/language accessibility for every deaf & hard of hearing children across America.

CEO Howard Rosenblum provided a report on headquarters' activities. Highlights of activities are as follows:

The US Department of Education (USDOE) hosted an invitation-only meeting, which Mr. Rosenblum attended. He shared that there were other representatives from the Deaf Community at US Dept. of Education. Also present were representatives from AGB, Oberkötter Foundation, and Dr. Karl White is a Professor of Psychology at Utah State University and the founding Director of the National Center for Hearing Assessment and Management (NCHAM). The overall purpose of this meeting is still not clear to the Deaf Stakeholders. Majority of representatives at the meeting agreed that the "least restrictive environment" referring to the home school district is not the ideal placement for all deaf and hard of hearing children. Mr. Rosenblum intends to follow up with the USDOE discuss NAD's concerns about the state education of the Deaf is in today, and the need for overall improvement. On this note, it was shared that CEASD lobbyist for the Child First Campaign has resigned. More discussion about that issue will take place the following week at the upcoming CEASD Conference when the core committee meets. CEO Rosenblum plans to participate in this core committee meeting.

CEO Rosenblum reported that the next Early Hearing Detection and Intervention (EHDI) Conference will be in Phoenix, AZ. He encourages that the NAD Board meeting be arranged prior or after the EHDI conference to ensure greater participation by our community.

In regards to the plan of action for NAD to assist states on education advocacy, the NAD staff has asked each state association and affiliate to identify a volunteer point of contact that can work with NAD's national volunteer coordinator on education legislation issues. NAD will have an Education advocacy track at the 2012 NAD conference for education advocates to attend.

Reporting for Ms. Alexis Kashar, Public Policy Committee (PPC) Chair were Mr. Rosenblum and Mr. Gerlis sharing with the board; the following policy committee position statements. Those draft statements were reviewed with subsequent following decisions for approval or further revisions:

2012/4-20-08 M/S/P: (Evans) moved for Board to approve in concept, the International Committee: Deaf Day Guidelines, language needs to be modified by the NAD headquarters.

2012/4-20-09 M/S/P: (Patterson) moved for Board to adopt Foster Care and CRPD position statements.

2012/4-20-10 M/S/P: (Patterson) Mental Health: MH Interpreting – refer back to PPC for further revisions.

2012/4-20-11 M/S/P: (Patterson) Inclusion and Portrayal of Deaf and HH People in TV, Film, and Theatre – refer back to PPC.

2012/4-20-12 M/S/P: (Patterson) Healthcare Access for Patients who are Deaf – refer back to PPC.

Tawny Homes, Chair of Youth Strategic Team (YST) presented a report. YST members meet on line monthly utilizing videoconferencing. Members are: Bregitt Jimenez, Misty Schomberg, Julia Velázquez, Allie Rice as the headquarters liaison, Mike Berger and Melissa Draganac-Hawk as board liaisons. The following YST recommendations and goals were shared with the Board;

- ✓ Update the Chapter Starter Kit for distribution targeting mainstreamed and self-contained school programs including guidelines for schools on how to establish a new chapter.
- ✓ Develop a comprehensive curriculum for national leadership training
- ✓ Provide membership cards for all JrNAD members
- ✓ Strengthen JrNAD operations (e.g. JrNAD website, (www.jrnad.org) to include electronic and interactive information increasing the flow of information and activities between JrNAD chapters, members, advisors and with NAD headquarters.
- ✓ Expand the JrNAD page on NAD website to include information on chapter kits, fundraising ideas, suggestions on how to collaborate with state associations, two-way webinars to provide leadership tips from role models to members. Selling JrNAD t-shirts and mementos are also considered.

It was recommended that NAD bring back regional conferences for JrNAD to develop a better relationship with NAD. Another recommendation on getting

Youth Programs coordinator provide training at the upcoming NAD conference with state association representatives to start hosting bi-annual state conferences for Jr.NAD members as one more way to provide much needed leadership training. Additionally, YST recommended that the number of JrNAD delegates be expanded from the current two elected national representatives to eight representatives, two representatives from each region to attend the upcoming and future conferences. One future goal is to do a proposed bylaw amendment allowing eight additional volunteer Jr.NAD representatives attending future NAD conferences.

2012/4-20-13 M/S/P: (Evans) moved for the NAD Board to adopt YLC's the recommendations for further consideration by HQ staff.

Julie Rems-Smario, Chair of Development Committee provided the board with a brief update regarding upcoming fundraising opportunities at the NAD conference to conduct the live auction fundraising event. In the meantime, board can continue to host house parties to collecting donations and hopefully gain new members.

John Evans, Chair of Vision 2020 Strategic Plan briefly shared that on the guidance of President Scoggins and CEO Rosenblum to compile the last two years of NAD's achievements in each of five goals within the Vision 2020 strategic plan to prepare a Council of Representatives Report at the 2012 NAD conference.

Mike Berger, Chair of Credentials Committee provided an update on communications with state associations on putting together a list of delegates. Discussion focused on how to improve the flow of communications between regional board representatives and state associations on a regional basis. Mr. Berger advised NAD board to always have the NAD bylaws booklet with them to refer when issues on credentialing delegates surface.

The Board recessed for the evening at 5:00PM.

**NAD Board Meeting
Maryland School for the Deaf
Fredrick, Maryland
Saturday, April 21, 2012
8:30AM – 5:00PM**

President Scoggins called the meeting to order from recess at 8:40AM.

Board Members Present: President Bobbie Beth Scoggins; Vice President Chris Wagner; Secretary Sheri Farinha, Treasurer Mike Michner; Region I

Representatives: Sean Gerlis; Region II Representatives: Richard McCowin and Michael Berger; Region III Representatives: Judith Gilliam and Christopher Patterson; Region IV Representatives Julie Rems–Smario and John Evans, Appointed Board Members, Melissa Draganac–Hawk and Kirsten Poston; and Ex Officio Member: Howard Rosenblum, Chief Executive Officer. Excused: Margie English – Region I Representative

Staff Present: Chief Operating Officer, Shane Feldman.

Visitors: James Tucker, Superintendent of Maryland School for the Deaf (MSD); Alice Hagemeyer, Interim Chair, Library Friends; Alec McFarlane, Library Friends; Mitchell Levy of Hamilton Relay; Jennifer Yost Ortiz, Antoinette Gouger, Stephanie Summers of Kramer Financial and Ricky Taylor.

Superintendent James Tucker welcomed the NAD Board for its board meeting at MSD. Since 1868, the MSD has been at the forefront in shaping educational trends for deaf and hard of hearing children and youth. Today, MSD is internationally acknowledged for educational leadership that embraces innovative instruction and emerging technologies for the benefit of Maryland's deaf and hard of hearing students. MSD has a strong bilingual curriculum, many activities, and a beautiful campus.

President Scoggins shared that it is a tradition regarding the status of the President Emeritus be granted to the oldest living President, by default, has this title.

2012/4-21-01 M/S/P: (Gilliam) moved for NAD to bestow the honor of appointing Mervin “Merv” D. Garretson as President Emeritus.

Co-chairs Kirsten Poston and Melissa Draganac–Hawk of Diversity Strategic Team (DST) submitted a report on DST, remaining committed to serve the NAD providing training on diversity and inclusion in all areas of the organization structure. Recent examples of such are:

- ✓ Continued outreach efforts to contact all NAD national affiliate organizations
- ✓ Drafted concept of “Diversity and Inclusion” section by providing ongoing tools (train the trainer) for State Associations
- ✓ Worked with HQ to ensure goals were met for NAD programs, working with HQ to plan meeting for organization leaders to convene prior to NAD Conference.
- ✓ Develop application process for scholarship so as to support underserved individuals in untapped population for participation in NAD's programs,
- ✓ Design a speaker bureau of diversity experts (by region)

The DST is looking for new ideas to promote and recruit new members of all colors, age groups and socio-economic levels. DST recommended greater participation by state associations by conducting diversity and inclusion trainings on state and local levels. The Board discussed further diversity initiatives NAD can take to advance diversity and inclusion in the organization including state associations and affiliates. NAD is making great efforts to progress further in this area of need.

2012/4-21-02 M/S/P: (Poston) NAD initiates a directive for inclusion of diversity and efforts, work on coalition building and providing state association and organizational affiliates with the tools they need to implement diversity and inclusion practices.

CEO Rosenblum shared that he was working on the following plans for action:

NAD will work with CEASD on the Child First Campaign, and also to work with the blind community as our ally expanding into disability community's support on this campaign. As reported in his CEO report, establishing volunteer education advocate as a volunteer POC within each state association to serve as a legislative watchdog working closely with the NAD headquarters and NAD Board on future action alerts, which will hopefully be part of the new PR plan for mobilization and resources on legislative issues. NAD will work with certain individuals such as Tawny Holmes to set up like a "Deafcon" and to identify the different levels of security for Deaf Schools.

NAD will work on the Legislative Strategic Plan and Crisis Team to assist states with political strategies. President Scoggins identified Sheri Farinha to chair the Save our Schools (SOS) Team, with Kirsten Poston and John Evans as members. The President also identified Christopher Patterson to Chair the Fundraising Team with Julie Rems-Smario and Amy Cohen Efron as members. Both committees will work with Howard and report at the next board meeting on July 2nd. President Scoggins asked both chairs attend the education advocacy workshops track to help select people per region to become part of the regional SOS team to work the Board's national SOS Team.

Chris Wakeland, Vice President of Interpreting of Sorenson Communications as one of the sponsors for this Board meeting gave an enlightening presentation on a real need for training of interpreters in an videoconferencing environment. Sorenson Communications, Inc. is now a partner with several state universities and state agencies to further enhance NIC training certification and developed a curriculum encouraging their interpreters to be fully certified before they can work in a videoconferencing environment. Stephanie Clark and Lissette Molina with Sorenson Communications were also present. Ms. Clark assisted Mr. Wakeland with the Sorenson presentation.

Vice President Wagner shared that, as a reference to the January Board meeting minutes on a motion to freeze any spending on NAD sections with an exception to the 2012 Conference expenses for delegates. There was a particular incident regarding a communication gap on whether or not section funds can be covered for outside expenses, other than conference expenses. Guidelines are needed for NAD sections to establish clear instructions on how section funds are to be spent empowering members within each section to determine how to spend those funds

2012/4-21-03 M/S/P: (Patterson) moved for NAD reimburse to Alice Hagemeyer for AALAA Midwestern meeting in the amount of \$2,089.58. No other expenses are authorized at this time.

Vice President Wagner then further discussed on the January 2012 motion, a need for the NAD Board of Directors to determine an eligibility criteria and required membership fees for all NAD sections under the NAD. Due to lack of guidelines regarding expenditures except for the NAD Bylaw requirement using section funds to send a delegate from each section to a conference, there is no clear understanding of how a delegate is being selected from each section. Board members provided input on how those guidelines are developed. Reason is due to there not being any guidelines regarding expenditures, there are no clear understanding of representation selection, and the need for clear communication from NAD regarding Section representation. Board provided input and ideas to be incorporated into a policy update for the next round of Board Policy Manual (BPM.) to be reviewed at next meeting.

Two proposed bylaw amendments from the Board for the Bylaws Committee's review and recommendation are as follows:

Insert language on requiring NAD to have regional conferences every other year during non-conference years; and insert affiliates – as a two year membership requirement prior to consideration for any board positions as a candidate. Currently, the NAD bylaws require two years state association and NAD membership with no reference to a two year organizational affiliate membership.

The 2012 Conference Chair Judith Gilliam provided the board with a lively presentation on assignments of duties and responsibilities for board members doing specific tasks for the upcoming conference. She will be the main point of contact for the 2012 NAD conference with Shane Feldman for Headquarters.

Richard McCowin, Chair of 2012 NAD awards is thrilled to recognize individuals across America well deserving of national recognition. Nominations received by the community and board members were outstanding. Winners of the following awards will be announced at the 2012 conference. In addition, NAD plans to

recognize Kentucky Department of Education who publicly announced its decision to award African Americans once denied their HS diplomas during 1930–1955 <http://media-dis-n-dat.blogspot.com/2011/08/kentucky-school-for-deaf-honors-black.html>. President Scoggins asked Kirsten Poston and Margie English to work on this award.

Shane Feldman presented his findings of the potential conference sites in the US Cities of Austin, Texas; Tampa, Florida; and Atlanta, Georgia. He shared about the wonderful reception he received at all locations, each were very excited about the possibility to host the 2014 NAD Conference! Shane expressed deep appreciation to all who were involved at each location. The NAD Board discussed the various sites, pros and cons and ultimately concurred to vote on the following motion:

2012/4-21-04 M/S/P: (Evans) moved for the Board to approved NAD conference site for 2014 to be in Atlanta, Georgia.

President Scoggins introduced sponsors for the NAD luncheon: Mitchell Levy of Hamilton Relay gave a brief presentation to the Board who shared briefly the latest product updates by Hamilton Relay, and proud to be a sponsor for this board meeting's lunch arrangement. Also, Stephanie Summers on behalf of Kramer Financial gave a brief presentation to the Board in addition to being a proud sponsor for the upcoming conference as well as for this board meeting's luncheon arrangement.

CEO Rosenblum recommended that the board begin with this proposed timeline regarding future National Leadership Training Conference (NLTC) and NAD conference sites starting in 2013 and hereafter:

By June 1st, 2012 the Board needs to vote on the site for the 2013 NLTC

By September 2012, the board needs to decide the site for 2015 NLTC.

By Sept 2012, the Board needs to decide the 2016 NAD Conference Region IV:

Decide at Board Meeting in September 2012

By April 2013, the Board needs to decide the site for the 2017 NLTC

By April 2014, the Board needs to decide the site for the 2018 NAD Conference to be located in Region I

Every annual board meeting in April, the board will decide on NLTC and NAD conference sites four years in advance.

Melissa Draganac-Hawk shared briefly that she will be conducting the "Annual Board Self Assessment" for all board members to fill out at the next board meeting prior to the conference on the next July 2, 2012 board meeting.

Meeting adjourned at 4:55PM

Respectfully submitted,

Sheri Farinha, Secretary