

**National Association of the Deaf  
NAD BOARD OF DIRECTORS MEETING  
Louisville, Kentucky  
January 20-21, 2012**

**Friday, January 20, 2012**

**President Scoggins** called the board meeting to order at 8:50 am.

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

**Staff Present:** Shane Feldman (NAD COO).

**Visitors Present:** Lissette Molina Wood, Virginia Moore, Nina Coyer, Linda Kolb Bozeman, Anita Dowd, Jim Rivard, Archie P. Harris, Rhonda Bodner, Bobby Sogolow, Judy England, Merle Williams, Cole Zulauf, Sharon White, Rachel Rodgers, Jeff Harris and Row Holloway

President Scoggins welcomed the visitors and board members. Special recognition was given to the Kentucky Association of the Deaf, Kentucky Commission on the Deaf and Hard of Hearing, Knowledge Center on Deafness, ZVRS and CSD as sponsors.

Disclosure forms were distributed and signed by board members and submitted to the CEO for recordkeeping.

**2012/20-01:** M/S/P - Moved to ratify the following email motions between September 2011 and January 19, 2012;

- Gillam/McCowin moved that the NAD Board proceed with the Key Person Insurance Coverage for CEO/COO.
- English/Michner moved that the NAD Board reaffirm the following NAD 2012 Non Discrimination Statement:

*It shall be the policy of the NAD to provide equal membership, employment and service opportunities to all eligible persons without regard to race, religion, color, creed, ancestry, national origin, citizenship, age, sex, marital status, parental status, disability, sexual orientation, membership in any labor organization, political ideology/affiliation, for*

*employment only, height, weight, and record of arrest without conviction, disability of an otherwise qualified individual, or any other legally protected basis, to the fullest extent provided by applicable federal, state and local law.*

Secretary Farniha requested that the September Board meetings reflect the details of the executive session. Discussion followed.

**2012/20-02:** M/S/P - Wagner/Hawk moved that the September Board meeting minutes without the executive session details be accepted as read.

**2012/20-03:** M/S/P - English/Hawk move to strike out the dollar amount and revise the May 2011 board meeting minutes; Kathleen Anderson provided NAD with a large donation on behalf of her family foundation.

Board discussion took place regarding communication challenges, collecting information from different regions, sharing information and dealing with national crises with board members. Further dialogue on the need for clearinghouse center regarding specific tasks with accurate information is needed to take board action on a crisis. Additionally, refer to NAD web site for position statements on an advocacy issue. It was suggested that monthly online chats be the norm. In order to have effective communication, trust is an element for board members. Internalize NAD's mission, vision, values and diversity statements.

CEO Rosenblum shared his report with board members on the following selected highlights;

- Advocacy Efforts:
  - Federal Communication Commission: Numerous NPRMs (i.e. IP captioning and Angler's Order); NG911 and CVAA rulemaking.
  - Department of Transportation: Push for CDL waivers  
Push for in-flight entertainments
  - Education: Meetings with US Department of Education, Child First preparations, partnership with CEASD.
  - Capitol Hill Efforts: Keith Nolan's admission to the Army, Senate HELP Committee on employment, SOPA issue and Wireless Tax Fairness Act
- Litigation Efforts:
  - Several cases pending such as Netflix, Humana, Boy Scouts, University of Kentucky, Illinois Prison and Daytona State College.
- Membership Recruitment Efforts were discussed.
- Youth Program Efforts: The Jr.NAD Conference was held at the California School for the Deaf, Riverside. 150 attendees from 26 schools participated in a very successful and student-run event.

Jr.NAD representatives selected for the 2012 NAD conference are Nathan Amann from Arizona School for the Deaf and the Blind (ASDB) and Amberlin Hines from Model Secondary School for the Deaf (MSSD). Future 2013 and 2015 Jr.NAD conference sites will be at MSSD and Florida School for the Deaf and the Blind (FSDB).

- Miss Deaf America Pageant (MDAP): Eighteen state MDAP candidates will participate in the 40<sup>th</sup> anniversary of MDAP. All former MDAs and committee members are invited to Louisville to be part of the celebration. An ad hoc committee has been formed to develop a new program replacing the MDAP.
- College Bowl 2012: CSUN, Gallaudet University, NTID, University of Minnesota, University of Texas and Austin Community College have declared their intent to participate. The CoBo committee is now gearing up to prepare for another College Bowl competition at the 2012 NAD conference.
- Development Efforts: A grant writer was hired on a contract basis to focus on several opportunities. Currently working on obtaining contractual personnel to support media projects. Following fund raising events are being planned:
  - Bernard Bragg Performance on February 25<sup>th</sup>
  - Gallaudet 5K Run on April 7<sup>th</sup>, sponsored by Kappa Gamma Fraternity.
  - ADAPT FunRun on April 22<sup>nd</sup>
  - Ongoing honorariums and board giving efforts

Discussion followed in regards to grants for the Youth Leadership Camp. Regional board members are strongly encouraged to work with state associations to identify camper scholarships for those who may need funds to attend the 2012 YLC this summer. Camp applications will be provided to board members to distribute to potential candidates.

When one of NAD Board or NAD staff members is asked to be keynote speakers or workshop presenters on behalf of the organization. The NAD Board agreed on standard fees for speaking engagements. Airfare and lodgings are to be covered by the sponsoring organization.

President Scoggins and KCDHH Executive Director Virginia Moore introduced Cinnamon Jawor, Director of Convention Services with Louisville Convention and Visitors Bureau to the Board. Ms. Jawor, on behalf of the City of Louisville, extended her welcome to the Board and is looking forward to working with the NAD this summer.

Vice President and Governance Chair Wagner reviewed the Communication Policy from the Board Policy Manual with board members. A proposed policy draft was also discussed regarding the harassment and oppression of board members.

**2012/20-04:** M/S/P - English/Hawk: Establish a 3 person ad hoc committee to review Grievance Police to develop a draft policy on harassment and oppression of Board members. Chris Patterson, Chris Wagner and Margie English were appointed to develop a policy to be recommended at the next board meeting.

Board members discussed different strategies to address communication expectations. The Headquarters will draft a communication plan and develop an emergency contact list, as well as a crisis preparation checklist for the Board. Appointed Board Member Melissa Draganac-Hawk will implement the Board Self-Evaluation format prior to the next board meeting. It was suggested that she contact former Board Member Julie Bourne for assistance.

Board meeting went in recess at 12:15 pm for lunch. Kentucky Association of the Deaf (KAD) sponsored the lunch.

Board meeting resumed at 1:45 pm.

Regional Representative and 2012 Conference Chair Judith Gilliam presented the conference report. She introduced KCDHH Executive Director Virginia Moore, who welcomed the NAD Board to Louisville with coffee cups filled with chocolate candies.

The Board provided its input in regards to the conference schedule. Duties and responsibilities by each board member were also discussed and clarified. Another discussion item was certain conference expenses for room/board.

**2012/20-05:** M/S/P - Wagner/Berger: Move that the NAD cover the costs of Board expenses for seven conference meal functions on top of the combo ticket and lodging for the 2012 NAD Conference week. The KAD fundraiser on July 4<sup>th</sup> shall be excluded and be the responsibility of individual Board members

Tickets for the July 4<sup>th</sup> event will be based on first come, and first serve basis, however, tickets will be reserved for Board members unless indicated otherwise.

Following Gilliam's report, a tour of hotel facilities was conducted. Introductions of hotel personnel along with Michael Marx, Sales Manager for the Hyatt, were made.

Regional Representative Sean Gerlis presented the Public Policy Committee (PPC) report on behalf of Alexis Kasher, PPC Chair. Subcommittee members and progress reports were reviewed. Two draft position statements in regards to on the Convention on the Rights of Persons with Disabilities (CRPD) and Foster Care for Deaf Children will be presented in new business.

Further discussion followed in regards to the current position statement on Cochlear Implants (CI). The Board agreed to remove the position statement from the NAD Website and requested for a committee to review and develop a revised position statement.

An Open Letter to Parents in regards to the importance of ASL will be prepared by NAD staffers as well as coordination and efforts on Saving Deaf Schools through various efforts leading to national strategies in addressing this crisis.

Regional Representative Christopher Patterson presented on behalf of Region III, potential sites for the 2014 NAD Conference, which included Atlanta and Oklahoma City.

Sheri Farinha reported on HB1367's status through Team Indiana consisting of experts, Regional Board members from Region II, the NAD President and Secretary across the country. Mike Berger and Richard McCowin would continue to share with rest of the board summarize communications on that LISTSERV (Team Indiana) while Sheri will continue to work directly with local organizers of HB1367 to the end. It was encouraged that whoever can participate in this process on site to please go. National strategies are needed to prevent this from happening again in another state.

The Moonlite BBQ Restaurant (a potential vendor for the Conference Family BBQ) provided some samples while the Board continued working through dinnertime to finish up some agenda items.

Board meeting went into recess at 7:30 pm.

### **Saturday, January 21, 2012**

**President Scoggins** called the board meeting to order at 8:30 am.

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

**Staff Present:** COO, Shane Feldman.

**Visitors Present:** Lissette Molina Wood, Virginia Moore and Row Holloway

Treasurer Michael Michner presented the Board the NAD financial statements and the preliminary FY 13 Budget, which is to begin on April 1, 2012.

**2012/20-06:** M/S/P McCowin/Berger move for the Board to accept the financial report ending December 31<sup>st</sup>, 2011 as submitted.

**2012/20-07:** M/S/P: Gerlis/McCowan move for NAD to freeze all NAD Sections' financial expenses, not related to the 2012 NAD conference, until a policy on sections is developed by April 2012.

**2012/20-08:** M/S/P: Wagner/Gerlis refer Article 5.01 (5) of the NAD Bylaws to the Bylaws Committee to make some revisions in regards to the NAD sections, its financial obligations and operations.

**2012/20-09:** M/S/P Patterson/Berger move for the NAD Board adopt the FY13 Budget as a working budget with corrections.

The final FY13 budget will be approved at the April board meeting.

It is agreed upon the Board for President Scoggins, Treasurer Michner and CEO Rosenblum to develop clear definitions of board giving in each budget category for accurate documentation.

Regional Representative and Conference Credentials Committee Chair Michael Berger provided timelines for certain tasks and follow up actions. Michael will send deadlines via email to board members, as well post them on the NAD website. Each State Association and Affiliates will receive a packet with information and a checklist to follow up on items prior to the 2012 NAD conference.

Regional Representative and Conference Awards Chair Richard McCowin presented to the Board the list of 2012 NAD awards. Further information will be shared with the board and individual NAD members on the NAD web site on how individuals or organizations can be nominated for 2012 awards.

Vice President and Governance Chair Chris Wagner announced the Bylaws Committee for the 2012 NAD Conference. Joseph Riggio will serve as the Chair, along with Christopher Woodfill, John Knetzger, Kim Bianco Majeri and Shannon Reese as members of the committee. They will begin the work on this following referred bylaw change proposal, one from the 2010 Council of Representatives on staggered terms in a four year cycle for officers and one recent board motion on the need for further clarification on the roles of NAD sections.

Discussion then followed with the following items for the Bylaws committee to review:

- Government affiliate fees – the need to recognize them as a separate category
- Jr.NAD membership fees – structure them from individual to chapter memberships
- Student membership to Youth membership (18-30)
- Definition of a forum – whether or not the vote on 20 priorities is in the bylaws.

Appointed Board Member Melissa Dragnac-Hawk shared information on the 2012 Miss Deaf America Ambassador Program (MDAP) which will be the last pageant in its current format. This year's director is Arlene Gunderson with the same committee members from the 2010 MDAP in Philadelphia; Cindy D'Angelo: Contestant Coordinator, Patty Wolfangle: Chaperone Coordinator, Frank Dattolo: State Coordinator, Katie Murch: Media Coordinator, Christine Multra-Kraft: Judge Coordinator and Retreat Coordinator position is vacant, an individual soon to be confirmed. Marketing efforts will involve creating more video clips, recruiting sponsors and encouraging individuals to attend. Confirmed contestants from 18 states are Alabama, Arizona, Arkansas, California, Idaho, Indiana Kansas, Maryland, Michigan, Minnesota, Missouri, North Carolina, Oklahoma, Tennessee, Texas, Utah and Wisconsin.

On behalf of Youth Strategy Team (YST) Chair Tawny Holmes, Michael Berger provided highlights of the YST, which included recommendations for a separate Jr. NAD website, increased collaboration with State Associations, and marketing plans for the Youth Leadership Camp. Discussion followed in regards to the survey created by the YST and its outcomes.

Melissa Dragnac-Hawk, on behalf of the Diversity Strategic Team, presented its recommended diversity statement as requested by the Board. The revised Diversity Statement reads as:

*The National Association of the Deaf (NAD) embraces diversity and inclusiveness as one of its core values in achieving its mission. We are committed to:*

*- encompassing a wide range of human abilities and perspectives that includes, but are not limited to language, culture, race, gender, age, sexual orientation, ethnicity, religion, national origin, disability, and socioeconomic status;*

*- building and maintaining a totally inclusive environment where differences of opinions, beliefs, and values are sought, listened to, respected, and valued.*

*- expanding membership, participation, and leadership that reflect the diversity of the American deaf community; and*

*- enhancing its policies and practices to adhere to the highest standards of diversity and inclusiveness, and to work closely with all affiliates to further this commitment.*

**2012/20-10:** M/S/P Farinha/Patterson move that NAD adopt the revised Diversity statement.

Draganac-Hawk shared some statistics in regards to diversity within the Youth Leadership Camp. Suggestions were made in regards to marketing and recruitment of campers and staff. They include developing new standing banners reflecting our NAD Mission, Visions, Values and Diversity Statements in all events, including the 2012 NAD Conference.

McCowin presented the Membership Committee report on behalf of Chair Margie English. The primary long term goal of the committee is to increase its membership to 100,000 members. Strategies were shared with the Board, which included different marketing tactics, recruitment and retainment and utilizing individual board expertise.

The Board reviewed its desired outcomes, which consisted of defined priorities, strengthened communication channels, and a clear understanding of the team's role on policies and strategies.

A SWOT (Strength, Weakness, Opportunities and Threats) analysis on the NAD Membership Program was shared and discussed among the Board.

**2012/20-11** M/S/P Wagner/Patterson move that NAD Board execute its Memorandum of Understanding (MOU) with the Deafhood Foundation.

Patterson gave a brief update on the GLBT Deaf Equality progress. The group developed a draft mission statement that defines the GLBT Section:

*It is the mission of the Deaf Equality Members section to be a forum for advocating and discussing current socio-political Deaf and Hard of Hearing LGBT issues, providing information and resources and promoting full participation regardless of sexual orientation and gender identity in all environments within the Deaf and Hard of hearing Community and its allies in partnership with NAD.*

The Board supports the concept of GLBT Deaf Equality and made some recommendations for the committee to consider in regards to the use of the NAD logo and the name Deaf Equality.

Gerlis presented to the Board the draft NAD Position Statement on the Convention on the Rights of Persons with Disabilities (CRPD).

**2012/20-12** M/S/P Farinha/Hawk: move that NAD Board adopt the concept of the proposed CRPD Position Statement.

The Board reviewed the recommendations in regards to the draft NAD Position Statement on Foster Care Services for Deaf Children. The recommendations include changes in the policies impacting deaf and hard of hearing children placed in foster care.

**2012/20-13 M/S/P Gilliam/Wagner:** move that NAD Board adopt the concept of the proposed NAD Position Statement regarding Foster Care Services for Deaf Children.

Gilliam brought to the Board her concerns regarding Video Relay Services (VRS) providers utilizing non-certified sign language interpreters. It was clear to the Board that the Americans with Disabilities Act (ADA) do not require interpreters to be certified, but qualified. Discussion followed. NAD is currently working with other organizations, including TDI on VRS standards proposed to the Federal Communications Commission (FCC).

President Scoggins reminded the Board of its April 2012 Board Meeting to be held in Silver Spring, Maryland. Discussion included the possibility of a Legislative Day at the Capitol during the Board's visit in Silver Spring. It is agreed for the Board to arrive on Wednesday, April 18th and hold its Legislative Day on Thursday, April 19th. Regular Board meetings will be held on Friday, April 20th and Saturday, April 21st.

Board meeting was adjourned at 5:45 pm.