

**National Association of the Deaf
Board of Directors Retreat and Meeting
Isola Bella at Taconic, Connecticut
September 18-20, 2014**

Board Members Present: President Chris Wagner (2014-2016); Vice President Melissa Draganac-Hawk (2014-2016); Secretary Joshua Beckman (2014-2016); Treasurer Philippe Montalette (2014-2016); Region I Representatives: Steve Lovi (2012-2016) and Michelle Cline (2014-2018); Region II Representatives: Jenny Buechner (2013-2016) and Richard McCowin (2014-2018); Region III Representatives: Larry Evans (2012-2016) and Gerald “Jerry” Nelson (2014-2018); Region IV Representative: David Reynolds (2012-2016); Appointed: Alicia Lane-Outlaw (2014-2016) and Pamela Lloyd-Ogoke (2014-2016); and Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Excused, but participating partially by videophone: Region IV Representative: Sherri Collins (2014-2018)

Staff Present: Lizzie Sorkin, Director of Communications; Jazzy Jones, Communication Specialist; Allie Rice, Director of Youth Program; Tawny Holmes, Education Advocacy Attorney; Andrew Phillips, Policy Counsel.

Visitors Present on September 19th: RID board members and RID-NAD certification committee

September 18, 2014

Board and staff began the weekend meeting with team building activities at 8:00 am.

NAD board and staff began the board meeting at Isola Bella in Taconic, Connecticut on September 18, 2014 at 8:00am with a team building activity led by two facilitators, Cindy Paluch and Alyssa Pecorino. The board thanked Cindy and Alyssa for leading a wonderful activity.

President Chris Wagner begins the board meeting at 10:30 am.

After the Team Building activity ended, board members and staff began a discussion about the structure of NAD and how it works from the perspectives of the board, staff, membership, state associations, and affiliate organizations.

Steve Lovi, Governance Chair, and Jenny Buechner led a discussion about the Board Policy Manual (BPM), to review suggested revisions and solicit feedback from board members and staff. The board and staff reviewed the NAD communication plan, board structure, and self-evaluation form. Steve also mentioned that he still working on a public posting of the BMP on NAD's website.

President Chris Wagner engaged the board members in a discussion about the NAD Governance model, and how the board functions in terms of reporting obligations and activity. Wagner stressed the importance of the board being on the same page in all communications.

The board meeting recessed for lunch at 11:45 am and resumed at 1:05 pm.

Wagner began a discussion about how we can improve our internal and external communications. Wagner announced that it is time to revisit our external communications to determine how we can do a better job of communicating with our members and the community. Board discussion followed and the consensus was that Appointed Board Member, Alicia Lane-Outlaw, would work on this with the Outreach Committee and report back to the board.

Vice President Melissa Draganac-Hawk discussed the NAD Diversity Strategy plan. Melissa explained the history behind it and the need to accomplish the goals listed in the Diversity Strategy plan. She ended the discussion with a team activity that allowed the board and staff to get to know each other better.

President Wagner led a discussion regarding the history of Vision 2020 so all board members could better understand the direction of the NAD and how we can best address these issues.

NAD staff introduced themselves to the board, and described their job duties and goals, to better acquaint the board members with headquarters operations.

Board meeting recessed at 5:00pm and will resume at 8:00am on September 19, 2014.

September 19, 2014

Board meeting resumed at 8:00am.

President Wagner led a review of the 2014-2016 priorities and the board and staff discussed how we will address these priorities.

Vice President Draganac-Hawk led a discussion about the roles and responsibilities of the various committees. She clarified chair responsibilities for each committee and the board liaison role.

Secretary Beckman led a discussion regarding NAD board communications through Google Drive, with the goal of improving internal communications among board members and headquarters.

Treasurer Montalette announced that a full training on the NAD budget would take place at the next board meeting in January in Portland, Oregon.

The board meeting recessed for a lunch break at 11:45 am.

President Chris Wagner resumed the board meeting at 1:05 pm.

President's Report- Chris Wagner

- Met with State Association Presidents to discuss Region IV vacancy, and interviewed a total of 10 candidates for Region IV and Appointed Board Member positions. After these interviews, appointed Sherri Collins as Region IV Board Representative, and appointed Alicia Lane-Outlaw and Pamela Lloyd-Ogoke as Appointed Board Members.
- Since the NAD Conference, have visited the 2014 Youth Leadership Camp; held a Town Hall Meeting in Portland, Oregon with the Oregon Association of the Deaf; met with the Oregon Department of Human Services regarding the Deaf community's concerns related to accessibility; and served as a subject matter expert in Florida Department of Children and Families settlement case with US Department of Justice.
- Also met with the RID Executive Director and Board President several times regarding the NAD-RID Task Force and MOU; attended the RID Board virtual meeting; met with the NAD-RID Certification Committee regarding proposed changes; assumed leadership responsibility for Council on Education (CED) for a two-year term; and attended the WASLI North America Virtual Meeting.

Vice President Report- Melissa Draganac-Hawk

- No report.

Secretary Report- Joshua Beckman

- Volunteered for the 2014 Youth Leadership Camp and enjoyed every moment of my service at YLC.
- Appeared as a representative of the NAD board at the Gallaudet University 150th reunion shortly after the NAD conference.

- Have been improving how the Board can share internal information through Google Drive.

Treasurer Report- Philippe Montalette

- No report, as a full financial training will take place at the January Board meeting.

Region I Report- Steve Lovi and Michelle Cline

- Followed up with NAD Conference delegates in sending out Final 5 Priorities for 2014-2016 to share with their State Associations including Region I. Held several VP calls with SAs in Region I (VT, VA, MD, CT and NY) regarding various issues relating to legislation, activities, & events. Coordinated VP conference call meeting with VTAD and NAD board/staff regarding the closure of the Vermont Center for the Deaf and Hard of Hearing (and Austine School).
- Received reports from Region I SAs:
 - MD: Passage of Deaf Culture Digital Library bill; & concern regarding DCAD's status
 - VT: VCDHH closure and realignment of Deaf services in VT/Rally planned for 9/27
 - NY: Planning for 150th anniversary of ESAD
 - DC: President resigned, working on restructuring and maintaining DCAD activities
 - NH: Trying to straighten out membership issues and strengthen association
 - PA: Elections held, Jeff Yockey remains President, new chapter proposed to be added
- Followed up after conference with LGBT Section Chair and Delegate to resume information sharing. Wrote up Conference Credentials Chair report. Followed up with proposed COR House Rules Committee Past President. Worked on revisions to Board Policy Manual (BPM). Conferred with past and new SAAC Chair to focus on transition.

Region II Report- Jenny Buechner and Richard McCowin

- There has been a recent announcement about a Cued Speech Pilot program happening at the Illinois School for the Deaf. Angela Botz, president of the Illinois Association of the Deaf (IAD) is taking the lead with the board in addressing the concerns around this pilot program. IAD stands by the position statement the NAD has written on deaf education.
- The South Dakota Association of the Deaf (SDAD) has been busy working on the Telecommunication Service Administrative Rules regarding equipment distribution, telecommunications adaptive devices program, hearing aid assistance program, and communication assistance services. The state government is seeking feedback from the community and Patty Kuglitsch, president of SDAD and the board members have been busy attending hearings and working with the community to share important feedback.

- The Michigan Deaf Association (MDA) has been busy working with the National Association of Social Workers to address issues within the state's mental health department. MDA believes that mental health services are not adequate for the needs of the deaf community and needs to be addressed.
- The Wisconsin Association of the Deaf (WAD) just completed a series of workshops addressing emergency preparedness. In partnership with the Office of the Deaf and Hard of Hearing, WAD received a grant to develop materials designed for deaf and hard of hearing individuals as well as conduct outreach and training to the deaf and hard of hearing community. The workshops were very successful.
- The Iowa Association of the Deaf is convening an Iowa Association of the Deaf/Iowa School for the Deaf Advisory Board. Its first meeting will be on September 26th. Mr. Gettel, new superintendent of Iowa School for the Deaf will give the updated information about the status of the regional school and what's happening with the programs on campus. Mr. Gettel also will attend the IAD Town Hall on October 18th as the formal introduction as the new superintendent of Iowa School for the Deaf.
- Several state associations have been busy working on their legislative agenda, and building relationships with their representatives in their state government by hosting "Legislative Day." Other state associations are working on events around Deaf Awareness Week.

Region III- Larry Evans and Gerald "Jerry" Nelson

- Louisiana Association of the Deaf (LAD) had a busy summer dealing with several issues such as: 1) supporting efforts to get state emergency preparedness guide apps on mobile devices; 2) several LAD members were selected to the Special Education Advisory Panel with a focus on alternative diploma pathways that can impact graduates from Louisiana State School for the Deaf; & 3) a public safety alert program that will assist deaf and hard of hearing persons as well as law enforcement officers when checking drivers license.
- Tennessee Association of the Deaf (TAD) joins a growing number of states that are pursuing legislative actions to create and pass law on requiring licensure of interpreters.
- With 2014 winding down its last four months, numerous state associations are gearing up for their upcoming legislative efforts in early 2015. Their committees are hard at work to define and push for new or renewed legislation that will benefit their communities.

- All states in NAD Region III sent delegates to the 2014 NAD biennial conference held in Atlanta. Region III delegates were successful in lobbying fellow delegates in getting the FEMA initiative as one of the top five NAD priorities for 2014-2016.
- Some of the most notable praise during the conference were: 1) Florida youth involvement during the COR meetings and other events during the week; and 2) FL School for the Deaf (FSDB) booth in the exhibit hall – being the only school for the deaf doing this; and 3) FSDB and Florida Association of the Deaf (FAD) presentation on strategies and benefits of getting youth more involved at local, state, and national events/conferences.

Region IV Report- David Reynolds and Sherri Collins

- Sherri was appointed as the NAD Region IV board member. We establish a VP meeting with SAs President. The group decided to meet on quarterly basis after NAD Board meetings.
- Sherri was invited to the Arizona Association of the Deaf - General Membership meeting in Tucson. Sherri invited the AZAD leadership to attend National Federation of the Blind Conference being hosted in Arizona to network with the blind community and hope to increase Deaf Blind community involvement in the future. (sponsored by Arizona Commission for the Deaf and the Hard of Hearing).
- Sherri will be traveling to Oregon and Utah on work-related business and plan to contact SA Presidents to schedule meetings to touch base in around October and November. David will attend the California Association of the Deaf meeting in LA at CSUN in November. The Summit Meeting in California and ASL Festival in Sacramento Sept 18-20 continue their missions and celebrations of ASL and challenges for better education and language rights.
- Education Priority report from David Reynolds -- David met with Nancy Hlibok Amann and Tawny Holmes. They have completed first 3 parts of the program. Will continue to work on the last 2 parts and assigned to committees. Expect to complete by NAD 2016 conference in Arizona.

Appointed Board Report- Alicia Lane-Outlaw

- Created a vlog to introduce self and explain role with NAD Board. Appeared to be well-received on Facebook. Future vlogs planned, topics TBD.

- Introduced self as board liaison to new Outreach Committee members. Conducted video meetings with 2 of 3 confirmed committee members so far. Video call with third confirmed member is scheduled for next week. Emerging themes: importance of strong partnership with HQ, need for strategies and guidelines to convey NAD's ongoing progress without compromising legal objectives, and need for two-way dialogue with community. In process of gathering names to fill remaining spots on Outreach Committee. Especially need recommendations from West Coast and people of color. Goal is to finalize chair sometime in next few weeks. Met with Outreach Committee staff liaison to explore goals for partnership between NAD staff and committee.
- Reviewed and contributed thoughts on updating NAD board social media policy. Discussion is in progress.
- Shared NAD's Oregon prison interpreting letter announcement on personal Facebook with brief intro, to demonstrate NAD's advocacy efforts on behalf of community.

Appointed Board Report- Pamela Lloyd-Ogoke

- No report.

CEO report- Howard Rosenblum

- Provided a report on NAD headquarters activities to date. Explained about recent and upcoming cases. Indicated that headquarters is in the beginning of planning the NLTC in Birmingham, Alabama.
- Discussed with the board regarding the conflict in dates between the 2016 NAD Conference in Arizona, which had been planned since 2013, and Deaf Nation World Expo. Consensus of the board was that the 2016 NAD Conference will proceed with its scheduled dates as planned.

Board Meeting Action items

- Post Conference Minutes
 - Jerry moved to accept the post conference minutes as corrected. Philippe Seconded. Motion carried.
- President Chris Wagner administered the oath to the two new appointed board members, Pamela Lloyd-Ogoke and Alicia Lane-Outlaw.
- EEO and Non-discrimination Clause
 - David moved to accept the EEO and non-discrimination clause as corrected. Richard Seconded. Motion carried.

- Financial Report
 - Treasurer Philippe Montalette summarized the financial report update from April through August 2014.
- Virtual Board Meetings
 - Board members discussed the virtual board meetings and the need to produce a summary of what happens during these virtual meetings. These summaries will serve as internal reminders to the Board on discussions and action items.

The NAD board meeting was recessed at 2:45pm, to break for the NAD-RID joint meeting. NAD-RID joint meeting began at 3:00pm and continued through dinner.

The respective board members of NAD and RID introduced themselves and shared their roles. NAD's current priorities were shared with RID as well. Both boards discussed their respective organizations' core principles.

Discussed the mutual understanding and agreements between NAD and RID related with interpreter issues and how we can enhance our partnerships with the community that use interpreters.

The NAD-RID joint meeting concluded at 8:00 pm after dinner and group pictures.

September 20, 2014.

The NAD board meeting resumed at 8:10am.

Board Discussions on Communications and Events Representation

- Improving Communications with the Community
 - The board discussed communications with our members and the deaf and hard of hearing community, and how we can improve these communications so that the community is immediately aware of updates about our activities and news.
 - The board discussed the NAD website. Lizzie Sorkin asked each board member to provide ideas and input on what they wanted to see on the website. Lizzie Sorkin compiled all these ideas and input to use in her renovation of the website.
- Events Representation
 - The board discussed events representation and how we can as a group maximize representation of the NAD at these events around the country over the next two years. Events representation has always been a consistent success for us.

Board's Open Discussion

- President Wagner discussed with the Board Members about the retreat and what was productive or not productive about it, and asked all Board Members to provide ideas for the agenda for the board meeting in January.
 - Board members indicated a desire to have some form of training for about two hours as was done during board meetings in the previous term.
 - Board members expressed a liking of the fireside chat, and that it continue to be done during future board meetings.

- Board members discussed the ongoing issue of deaf and hard of hearing identity, and how the NAD handles this issue.

- President Wagner would like to see Education Advocates and state associations work together more closely:
 - Recommended that the education advocacy guideline be added to the SAAC handbook
 - Recommended increased email communications between EAs and SAs.

- President Wagner agreed to have training at the next board meeting on deaf and hard of hearing identity; Melissa Draganac-Hawk will arrange this training.

- Board members discussed Sections and the various issues including names and logos, and a recommendation was made to expand the section guidelines.

President Wagner expressed his deep appreciation and gratitude to all board members and staff for a successful retreat!

President Wagner adjourned the board meeting at 10:53am.

The board departed to the American School for the Deaf (ASD) for a visit, a further joint meeting with RID, and a town hall meeting. The NAD-RID joint meeting convened at ASD with presentations and Q&As with the Certification Committee and then the Code of Professional Conduct Review Committee.

Respectfully submitted,

Joshua Beckman, Secretary