

**National Association of the Deaf
NAD Board of Directors Meeting
North Carolina & South Carolina
January 17 - 19, 2019**

January 17, 2019, at the South Carolina School for the Deaf in Spartanburg, SC.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Vice President Richard McCowin (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representatives: Liz Hill (2018-2022) and Steve Lovi (2016-2020), Region II Representatives Kevin Ryan (2018-2022) and Linsay Darnall, Jr. (2016-2020) [partial participation through video conferencing], Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), Region IV Representative Amy Gomme (2018-2022), Appointed Board Members Alicia Lane-Outlaw (2018-2020) and Benro Ogunyipe (2018-2020).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director.

Visitors:

SCSD Jr. NAD officers	Eric Weber	Katharine Jasko
Glenda McCary	Jennifer Stanion	Cathi Holst
Scott Falcone	Christy Kincheloe	

President Melissa Draganac-Hawk called the meeting to order at 10:58 am. Welcome remarks and introductions were made to the visitors.

MOTION: Michelle Cline moved to ratify two motions made previously by the board: one regarding Meeting Minutes for the last Board meeting, and one regarding support for the candidacy of Joe Murray for WFD. Seconded by Kevin Ryan. CARRIED. The motions now ratified are recorded as follows (based on the original motion made during a video meeting of the Board):

Martin Price moved to approve the September 2018 Board Meeting Minutes. Seconded by Linsay Darnall, Jr. CARRIED.

Jenny Buechner moved to support Joe Murray as President for WFD for 2019-2023. Seconded by Michelle Cline. CARRIED.

CEO Howard Rosenblum provided the CEO report. Howard shared that the YLC Alumni Foundation will host a 50th anniversary event over memorial weekend in Pennsylvania. The NAD Board is welcome to attend, however are not required to do so. NAD will host its own 50th

anniversary event at Camp Taloali, in Stayton, Oregon on August 8th, and has invited the NAD Board to attend. Further details would be shared with the board once it is available.

Howard also shared that the World Federation of the Deaf would like for the NAD to bid to host its Quadrennial Conference and Congress in 2023. Due to the amount of work, and funds required for hosting the Conference and Congress, Howard does not recommend that the NAD bid for this, however, recommend that the NAD, in partnership with Gallaudet University, submit a bid to host a 3-day mini-conference, which does not include Congress in 2021.

MOTION: Jenny Buechner moved for the NAD to pursue a bid for the 2021 WFD Mini-Conference. Seconded by Amy Gomme. CARRIED.

The Board then discussed workshop topics for the upcoming NLTC in October 2019 that will take place in Little Rock, Arkansas. Possible workshop topics include an update on the 2018-2020 Priorities, Strategic Planning, processing a bill through legislature, fundraising, and organizational leadership styles.

The Board also discussed that the State Associations and Affiliates Committee (SAAC) would like to have some involvement in developing the agenda for Caucuses.

President Melissa Draganac-Hawk called for a recess at 11:56 am, for lunch with the SCSD Jr. NAD students and staff.

The meeting resumed at 1:05 pm.

Howard resumed his CEO report and shared that the NFL has announced Gladys Knight will sing the National Anthem, while deaf performer Aarron Loggins will sign both the National Anthem and America the Beautiful.

Howard and the Board discussed the recent incidents regarding drive through accessibility. He shared that even after 27 years of practicing law, this remains to be an issue, and lawsuits against local franchises have not been effective given that it still occurs now, most likely due to staff turnover, management turnover, and trainings/policies changing over time. Howard proposed a plan to address this issue on a systemic level and the Board was in agreement with HQ taking the lead on this plan.

There was a discussion about how people are not aware of NAD's response to local media regarding the Taco Bell incident in Jacksonville, Illinois. The board agrees that the information would be shared through the President's monthly video or the Ask Howard Anything video. The board also discussed how we can work with the SAAC to empower state associations to take on action at local franchises that are not providing access to deaf and hard of hearing customers.

Treasurer Michelle Cline provided the Treasurer Report. The 2018-2019 budget was reviewed and discussed. Although the 2018 NAD Conference incurred losses, the budget will balance out due to other revenues and some bequests that have been received during this fiscal year.

The board had a brief discussion about how to project costs for upcoming conferences. Angela Ellman, who coordinates the NAD Conferences, will be doing a site visit in Chicago to identify what they have, and what the NAD will need to ensure a successful conference. As part of planning the conference, the NAD tends to release an RFP for AV companies to provide AV services at the conference. The AV provider that the NAD contracted with Hartford, CT, and Phoenix, AZ is interested in bidding for the NAD 2020 conference and will be joining Angela at the site visit, so they can prepare a more detailed bid, which will hopefully be more accurate with their estimate and the actual costs at the conference.

Treasurer Michelle Cline shared the proposed budget for the 2019-2020 fiscal year. The proposed budget includes a 3% raise for Cost of Living Adjustment (COLA), as well as added staffing needs overall as well as to cover staff to support the Interpreter Agency Accreditation program that the NAD will launch in 2019. This will be initially funded by some of the money from the bequests, and will become self-funded through application fees and other revenues. The budget includes a separate category for DCMP budget, which is funded by a grant from the US Department of Education, and DCMP is on year 3 of its current 5 year grant.

MOTION: Steve Lovi moved to approve the FY 2019-2020 Proposed Budget. Seconded by Holly Ketchum. CARRIED.

Treasurer Michelle Cline led a discussion about what the Board recommends as the optimal use of funds from the bequests. The finance committee has recommended that half of the funds be invested into Real Estate Investment Trust (REIT), and allow the NAD to use the remaining half for other items that are needed. Some of those funds are tied to a few line items in the budget that was recently approved, however those items are not significant in terms of funding. The board discussed ideas including investing into some strategic planning consultation. Further discussion will be held with the Finance Committee and Howard.

President Melissa Draganac-Hawk called for a recess at 2:11 pm, so that the board can visit the Described and Captioned Media Program offices, also in Spartanburg, SC.

January 18, 2019, at the North Carolina School for the Deaf in Morganton, NC.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Vice President Richard McCowin (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle

Cline (2018-2020), Region I Representatives: Liz Hill (2018-2022) and Steve Lovi (2016-2020), Region II Representatives Kevin Ryan (2018-2022) and Linsay Darnall, Jr. (2016-2020) [partial participation through video conferencing], Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), Region IV Representative Amy Gomme (2018-2022), Appointed Board Members Alicia Lane-Outlaw (2018-2020) and Benro Ogunyipe (2018-2020).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director.

Visitors:

NCSD students and staff	Kelsey Bailey	Calvin Vind
Jamie Marshall	Craig Blevins	Debi McNally
Ruben Leon	Iris Childers	Martha Bradley
Blaire Johnston	David Bird	Ann Krohn
Carol Bailey	Jana Lollis	Trish Mason
Richard Bailey	Matt Howell	Lawson McNally

President Melissa Draganac-Hawk resumed the meeting at 8:25 am. Welcome remarks and introductions were made to the visitors.

Updates on the 2018-2020 Priorities were shared.

Priority: Establishing a Task Force with Deaf Seniors of America on all aging-related issues.

President Melissa Draganac-Hawk shared an update on behalf of Board Liaison Martin Price, that the Deaf Seniors Task Force has been created with representatives from: the NAD; DSA; Council de Manos; and National Black Deaf Advocates (NBDA). The task force has met recently and discussed posting available resources on the NAD website, as well as improving how the information is found on the website. They have asked for assistance from NAD staff Kim Bianco Majeri to locate the information and make it more centralized on the NAD website. The majority of the information on the NAD website is targeted towards people who are 65 and older, however there is a need for more information and resources for family members wanting to support senior citizens. The Task Force may establish sub-committees to continue the work on identifying and building resources in this area, along with other information and resources related to aging.

Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf and Hard of Hearing.

Board Liaison Holly Ketchum shared that the VR Task Force members have met three times, and are currently focused on collecting data from various states across the country on their

policies and procedures for serving deaf and hard of hearing clients. The committee anticipates to have a full report at the 2020 conference.

Priority: National Parent Campaign.

CEO Howard Rosenblum provided an update on behalf of Tawny Holmes, NAD Staff. Tawny envisions in accomplishing the following tasks for this priority:

- Reinvigorate the Education Advocate program infrastructure
- Collaborate with American Society on Deaf Children (ASDC) to create a PSA targeted towards parents
- Collaborate with American Sign Language Teachers Association (ASLTA) and the Clerc Center to create a national resource database of ASL services for families
- Publish the parents sections of the NAD website
- Create more videos for social media distribution

A committee is being created to help support Tawny in the efforts to achieve the priority.

Priority: Campaign to spotlight the oppression of Deaf people within the justice system.

Board Liaison of the Public Safety Committee Steve Hamerdinger provided an update that the committee has met to discuss the priority, and what needs to happen to achieve the priority. There are several moving parts in regards to the need to provide training for law enforcement across the country through NAD Headquarters, and key stakeholders.

Priority: Restoring the Deaf Community's confidence in the sign language interpreting profession by strengthening our partnership with the interpreters.

Secretary Jenny Buechner shared an update on the progress of the priority and the tasks outlined in the priority.

NAD President Melissa Draganac-Hawk has reached out to RID President Melvin Walker and shared the NAD's intent to address the following issues:

- (1) bring the NAD-RID Code of Professional Conduct for sign language interpreters up to the expectations of the Deaf community; and
- (2) establish a clear and public timeline for updating and restoring sign language interpreting certification programs, including the NIC, Ed K-12, SC:L, and CDI; and
- (3) developing a position statement on the minimum standards for Federal, state, local and institution-wide regulations and policies.

A committee has been established to review the Code of Professional Conduct with three representatives from the NAD, three representatives from RID, a representative from Council de Manos, and a representative from National Black Deaf Advocates. The work is ongoing..

President Melissa Draganac-Hawk reported that she has had conversations with RID President Melvin Walker regarding concerns about certification exams and the timeline for the availability of the exams that were offered prior to the moratorium.

President Melissa Draganac-Hawk led a discussion about how the priorities should be reported, in addition to the Board Meeting minutes that are published on the NAD website, and at the biennial NAD conference.

President Melissa Draganac-Hawk called for a recess at 9:16 am.

The meeting resumed at 9:34 am.

Region I Board Members Liz Hill and Steve Lovi provided a report, sharing that there are several legislative happenings in their region, including bills for LEAD-K, Deaf Child Bill of Rights, and others.

Region II Board Members Kevin Ryan and Linsay Darnall, Jr. provided a report, sharing that they had a Region State Associations (SA) meeting this past Sunday, and 11 out of 13 states participated. Several SAs shared they have legislative happenings including interpreter licensure, and LEAD-K.

Region III Board Members Steve Hamerdinger and Holly Ketchum shared that their region feels that the monthly SA meetings are not effective. Both plan to conduct one-on-one meetings with each SA in their region to get more information on their state issues. Steve shared that one major issue within Region III is hurricane response/relief, especially in “gulf states” (Florida, **Alabama** Louisiana, Mississippi, and Texas). Both are prepared to start working with SA for NAD presence at their SA conferences.

Region IV Board Member Amy Gomme shared that they are changing how they operate their monthly SA meetings. Instead of having SA representatives provide updates on local happenings, they are doing a topic of the month that will help SAs learn from each other from successes already available within their region. For instance Alaska has grown its Jr. NAD membership so they spoke about how they did that. Everyone can benefit from the discussion and idea-sharing on the topic. Several states are working on legislative bills including LEAD-K. Some SA want to receive parliamentary training.

Appointed Board member Benro Ogunyipe reported that he has been reviewing the list of affiliates on the NAD website and raised several questions including how can we ensure the website is updated with active affiliates, and how affiliates can update their organizational information. Organization Membership does not clearly show what the benefits are. Benro intends to send out a survey to affiliates regarding what they want in terms of their affiliate membership, their priorities, and other concerns they would like to work with the NAD on.

Appointed Board member Alicia Lane Outlaw shared that she is working on the Strategic Plan, to help NAD with its vision beyond Vision 2020. Alicia shared that it is difficult to track whether we have achieved the NAD Vision 2020 objectives and goals. Currently looking at different models for a strategic plan. It has been learned that more and more organizations are not doing traditional strategic planning but rather doing framework focus. It is possible that the NAD will need to change its approach and consider doing a framework focus. There are plans to have a consultant help us, however we are unable to contract with a person we had initially discussed with, and are now looking for a different consultant with expertise in this kind of work.

Amy Gomme provided a report for the Diversity Strategic Team, and reported that meetings are being scheduled for the team. They intend to provide more updates at the next Board meeting in May, 2019.

President Melissa Draganac-Hawk called for a recess at 10:13 am. The Board was led by NCAD students for a tour of the campus.

The meeting resumed at 1:06 pm.

Committee Reports were provided.

Interpreter Referral Agency Committee – CEO Howard Rosenblum shared that they have developed a process for accreditation of Interpreter Agencies. They have various components including a draft of the Application Process and Grievance Process which will include an investigator, and meditation as an option. The committee has developed a draft NAD Code of Agency Conduct (CAC). The plan is to have the Board and DST to review the documents, and then distribute to Interpreting Agencies across the country for their feedback prior to launching. It is the goal is to launch this program in Spring of 2019. There were several questions from the board, most of which were answered by Howard, and some were referred to committee for further exploration.

Certified Deaf Interpreters Committee – Kevin Ryan shared that he is working on confirming the committee members due to some recent changes, and hopes to make progress with meetings over the next few weeks.

State Association and Affiliates Committee (SAAC) – Michelle Cline reported that the Board has a board workgroup working with the SAAC. They have met several times to date, and are working on several areas including roles and responsibilities of SAAC committee members and Region Board members, to ensure there is no overlap. SAAC will be updating the Toolkit. SAAC created a proposal for a Mentor Program to support State Association presidents in leading their organizations. The proposal has been sent to the board for review and consideration.

Governance – Liz Hill shared that she has restructured governance to include two subgroups for areas of focus during this term. The two subcommittees will focus on the Board Policy Manual

and the Council Of Representatives procedures, respectively. The subcommittee focused on BPM will consist of past board members. The subcommittee focused on COR will consist of members who have a wide range of experience with COR.

Outreach Committee – Alicia Lane Outlaw shared that the webmaster, Andy Foster did a video for an update on the database integration which will improve the process for membership including renewals, updating member information, and conducting reports on membership. The video was shown to the Board. Once the integration is complete, in the next few weeks, we will then be able to use the data from the database to help with fundraising and outreach efforts.

Alicia Lane-Outlaw also provided an update to one of the 2016-2018 priorities that focuses on the clearinghouse of health information on the NAD website. There is a dialogue with AMPHL to figure out a partnership and to have them review content to ensure that the content is accurate and current. Sarah Hein, a nurse, will develop the process on how to get data, and how to verify it.

Public Policy Committee – Steve Lovi reported that the committee is looking for a chair.

Public Safety Committee already provided an update this morning, as their work is primarily focused on the Priority.

Bylaws Committee did not have a report at this time.

Employment Task Force – Holly Ketchum shared that the National Employment Resource Center is available on the website, with videos. The committee will be working on collecting Vocational Rehabilitation and Employment resources in states, which will be added to the NAD website. Once these are completed, the task force is questioning who will be responsible for ensuring the information is up to date, beyond 2020.

Video Remote Interpreting (VRI) Task Force – Holly Ketchum shared that their work is complete in regards to standards of VRI use in medical facilities. All videos are captioned and available on the NAD website which can be used by individuals to advocate for appropriate use of VRI.

The board discussed on whether the committee should develop similar information and standards focused on legal and courtroom environments. It was agreed by the board that the task force shall proceed with this focus.

There was a question about whether VRI agencies will be reviewed and accredited as part of the new Interpreter Agency Accreditation program as discussed previously. CEO Howard Rosenblum shared that the committee has not included VRI agencies as part of the process, but that they could be added to the accreditation process after the initial launch.

Vocational Rehabilitation Task Force – Holly Ketchum shared that the report was provided earlier as their work is primarily focused on the Priority.

President Melissa Draganac-Hawk called for a recess at 2:16 pm.

The meeting resumed at 2:25 pm.

Reports on NAD Sections were made.

Michelle Cline, board liaison for the National Deaf Education Section reported that they will host a conference at the Texas School for the Deaf on June 20-22. The Section has an advisory council, and have already met.

Michelle Cline, Board liaison for the Deaf Business Advocacy Section shared that the section will phase out as they are transitioning out to its organization called National Deaf Commerce.

Board Liaisons Alicia Lane-Outlaw and Steve Lovi reported for the LGBT Section. The section has established a closed Facebook group. The plan is to provide resources for people to advocate for accessibility at Pride March in their local communities.

The Youth Section did not have any new information that was not mentioned in their written report submitted to the board prior to this meeting.

CEO Howard Rosenblum shared that Deaf In Government (DIG) has completed their paperwork for establishing a section in November/December 2018 and are asking the board for consideration. They meet all of the criteria required to establish a section.

MOTION: Steve Lovi moved to create a sub-committee to review the business of all sections. Seconded by Steve Hamerdinger. DEFEATED.

Vice President, Richard McCowin shared that there is a need to discuss items for the Interpreter Section between the Board Liaison, Steve Hamerdinger, and Governance Chair, Liz Hill.

President Melissa Draganac-Hawk called for a recess at 3:03 pm. The Board traveled to Charlotte, NC for a Community Forum hosted in partnership with the Division of Services for the Deaf and Hard of Hearing (DSDHH).

January 20, 2019, at the Division of Services for the Deaf and Hard of Hearing - Davidson County community room in Lexington, NC.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Vice President Richard McCowin (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representatives: Liz Hill (2018-2022) and Steve Lovi (2016-2020), Region II Representatives Kevin Ryan (2018-2022) and Linsay Darnall, Jr. (2016-2020) [partial participation through video conferencing], Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), Region IV Representatives Amy Gomme (2018-

2022), and Martin Price [partial participation through video conferencing], Appointed Board Members Alicia Lane-Outlaw (2018-2020) and Benro Ogunyipe (2018-2020).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director.

Visitors:

Jan Withers	Linda Nelson	Kenneth Leonard
Dora Tin	Craig Blevins	Heather Foster
Keith Cook	Jaime Marshall	Darian Burwell
Karen Magoon	Laura Herman	Blare Johnston
Pam King	Ginny Clark	Ruben Leon
Becky Rosenthal	Jerry Bush	Francie Nazloo
Donna Platt	Joan Leonard	

President Melissa Draganac-Hawk led a discussion about how new sections can get started, as they need membership in order to proceed, but there are limitations on the website to allow existing members to join a section when it is not yet time to renew their membership. There are three new sections that are not listed on the website, which need to be added. It was agreed that the best way to have existing members join sections is for Board Liaisons to reach out to a Point of Contact to encourage people to join the section online by making a “donation” of \$5, along with the name of the section(s) they wish to join, or by sending a check with a memo with the name of the section(s) they wish to join.

Treasurer Michelle Cline led a discussion to continue brainstorming ideas on what to do with the bequest funds. Ideas include investing into hiring an executive assistant, development officer, operating officer, grant writer.

President Melissa Draganac-Hawk led a discussion about board duties for the 2020 conference.

President Melissa Draganac-Hawk called for a recess at 10:02 am.

The meeting resumed at 10:16 am.

CEO Howard Rosenblum presented three bids for the 2022 NAD Conference site in Region 3. Many states and cities were considered, but only a few met all of our necessary conditions. Three city options met the criteria as established by the NAD, and they are Memphis, Tennessee; Knoxville, Tennessee; and Orlando, Florida.

President Melissa Draganac-Hawk called for a recess at 11:35 am.

The meeting resumed at 11:44 am.

The board discussed the bids for the 2022 NAD Conference site. The board has selected Orlando, Florida as the conference site for 2022.

President Melissa Draganac-Hawk called for a lunch recess at 12:28 pm.

During lunch, the Division of Services for the Deaf and Hard of Hearing executive director Jan Withers talked with Board about their program and services.

The meeting resumed at 1:00 pm with diversity training provided by Darian Burwell in a closed session with the Board.

After the training concluded, Melissa Draganac-Hawk called for a recess at 3:05 pm.

The meeting resumed at 3:20 pm with a discussion on content to include for Region Report videos.

The Board conducted work sessions focusing on Board Policy Manual, Strategic Planning, and 2020 Conference Steering Committee.

President Melissa Draganac-Hawk called the board to end work sessions and convene as a whole at 4:45 pm, and called for any new business.

RESOLVED, the Board appreciates and recognizes the hospitality from ENCSD, SCSD, NCSD, DSDHH, NCAD, SCAD, and DSDHH – Davidson County during this NAD Board meeting, as moved by Holly Ketchum and seconded by Steve Hamerdinger.

RESOLVED, the Board expressed gratitude to Darian Burwell for providing the board with their training, as moved by Richard McCowin and seconded by Amy Gomme.

RESOLVED, the Board recognized Holly Ketchum for her hard work in coordinating all of the details for this Board Meeting. as moved by Jenny Buechner and seconded by Steve Hamerdinger.

President Melissa Draganac-Hawk adjourned the meeting at 4:52 pm.

Respectfully Submitted,

Jenny Buechner
Secretary