

# Annual Report

April 1, 2013 to March 31, 2014



National Association of the Deaf



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# The NAD | Mission & Vision

human and  
linguistic rights

language, culture,  
heritage

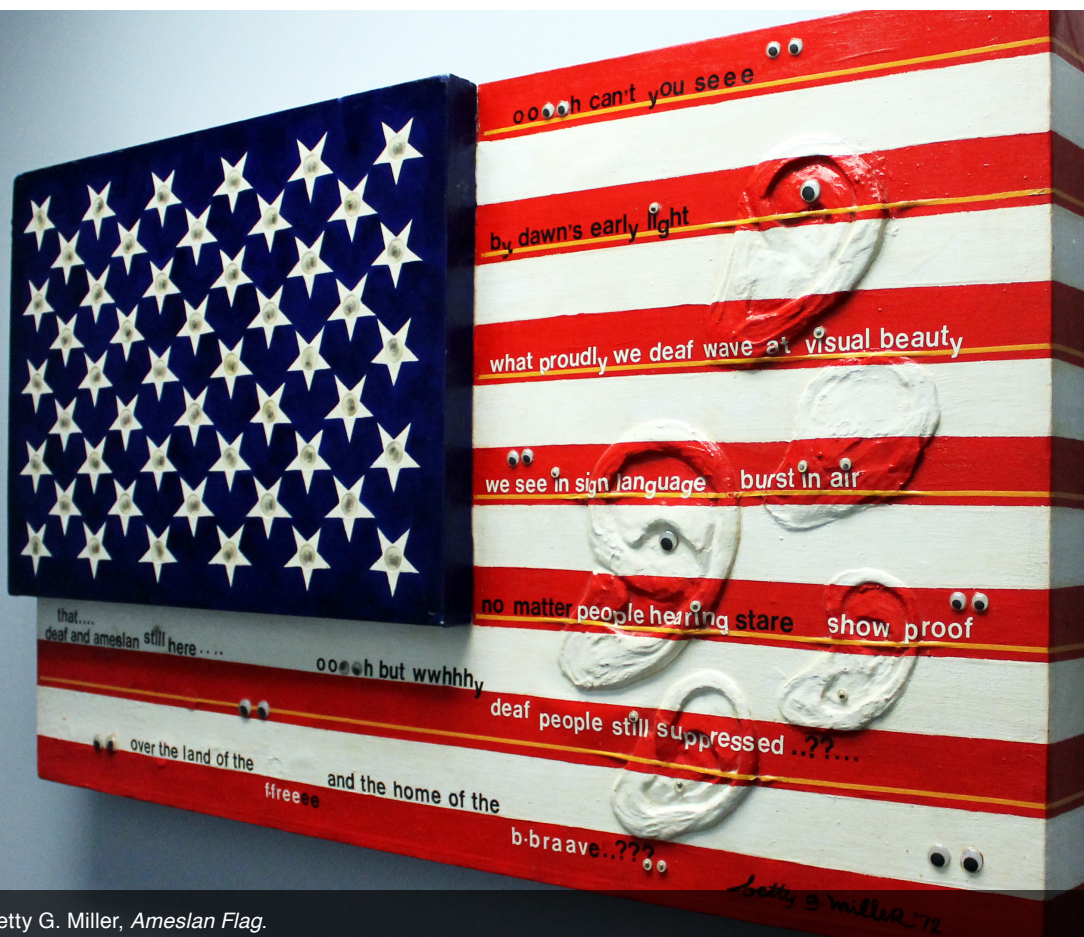
life, liberty,  
equality

## Mission

The mission of the National Association of the Deaf is to preserve, protect and promote the civil, human and linguistic rights of deaf and hard of hearing people in the United States of America.

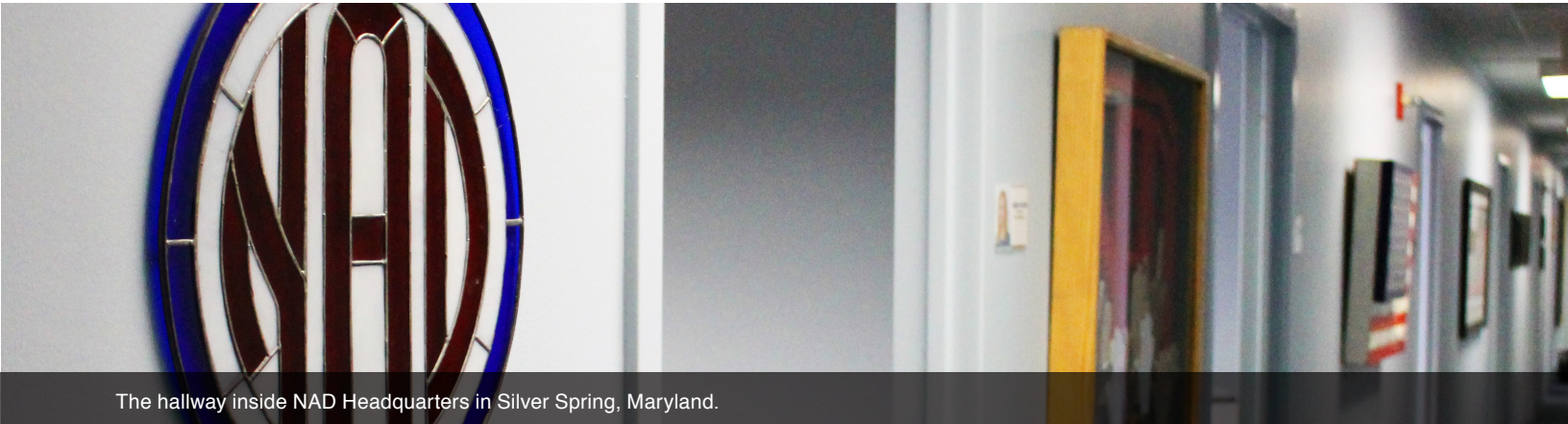
## Vision

The vision of the NAD is that the language, culture, and heritage of deaf and hard of hearing Americans will be acknowledged and respected in the pursuit of life, liberty, and equality.



Artwork by Betty G. Miller, *Ameslan Flag*.

# The NAD | At A Glance



The hallway inside NAD Headquarters in Silver Spring, Maryland.

Founded in 1880, the NAD is the oldest civil rights organization in this country and works on behalf of 48 million deaf and hard of hearing individuals as well as their family, friends, and many others.

The advocacy scope of the NAD is broad, covering a lifetime and impacting future generations in the areas of early intervention, education, employment, health care, technology, telecommunications, youth leadership, and more—improving the lives of millions of deaf and hard of hearing Americans. As a national federation of state associations, individual members, and organizational and corporate affiliates, the NAD also carries out its federal advocacy work through coalition efforts with specialized national deaf and hard of hearing organizations, as well as coalitions representing national cross-disability organizations.

Shaped by a group of leaders who were concerned that deaf people were not included in the decision and policy-making processes affecting their lives—the NAD was founded by those who believed in the right of the American deaf and hard of hearing community to use sign language, to congregate on issues important to them, and to have its interests represented at the national level. These beliefs remain true to this day, with American Sign Language as a core value.

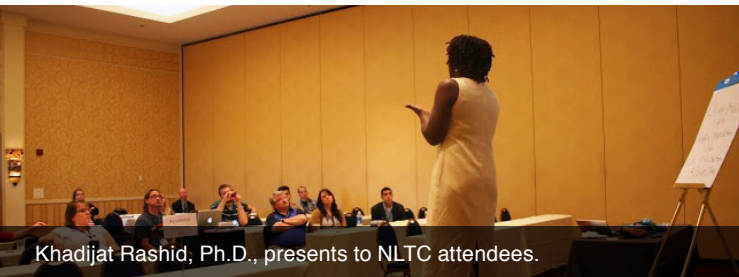
The NAD is a private, non-profit organization, supported by a dedicated membership and by others interested in the goals of the NAD. Membership includes: deaf, hard of hearing, and hearing adults and children; parents of deaf and hard of hearing children; organizations of, by, and for deaf and hard of hearing people; professionals and students in the field of deafness, interpreting, and other related areas; and other allies. Board representatives are elected during biennial national conferences, which also provide a forum where members and representatives can shape the future and priorities of the NAD.

Membership fees and donations make it possible for the NAD to continue its educational and advocacy efforts on behalf of deaf and hard of hearing Americans to preserve and expand deaf awareness, deaf culture, and deaf heritage; advocate for the civil rights of deaf and hard of hearing Americans; develop future deaf and hard of hearing leaders through its youth programs; work toward equality; and strengthen its representation base and influence on public policy, legislative, and advocacy issues.

# The NAD | 2012-2014 Priorities



Tawny Holmes and Andrew Phillips work together in Washington, D.C.



Khadijat Rashid, Ph.D., presents to NLTC attendees.



Angela Ellman and Shabnam Razmpour at the ADARA Conference.



Kim Bianco-Majeri discusses legislative tips.



One of the State Association Conferences that took place in 2013.

These priorities were approved by the Delegates during the NAD Conference in Louisville, Kentucky in 2012. All priorities were completed by May 2014.

- 1 Employment Task Force**  
NAD shall, through coordination or partnership with other organizations, take the lead in establishing an employment task force for the Deaf and Hard of Hearing individuals in the United States, including a National Employment Resource Center for the Deaf and Hard of Hearing.
- 2 Leadership Training Program**  
NAD shall work with Bummy Leadership Institute (BLI) and California State University, Northridge to resume leadership training following the model of National Leadership Training Program at CSUN and College of Professional Studies and Outreach (CPSO) at Gallaudet University.
- 3 Mental Health Services**  
NAD shall research and develop a tool kit for State Associations, affiliates, and allies as well as place a call to action for full-time Mental Health Services Coordinators for the Deaf/Hard of hearing in each state.
- 4 Legislative Training**  
NAD shall make it a priority to institute a training program in the legislative process, legislative priorities and legislative relationship building for state associations and members.
- 5 State Association Coordinator**  
NAD shall restore the State Association Coordinator position at the Headquarters at any cost.

# The NAD | 2012-2014 Priorities (cont'd)



At the Deaf Seniors of America Conference, Howard A. Rosenblum, Deputy Secretary of Housing and Urban Development Maurice Jones, and Chris Wagner pose together.



The NAD Board visits a classroom at the Iowa School for the Deaf.



Chris Wagner thanks the audience for their warm southern hospitality during a town hall meeting in Atlanta, Georgia.

These mandates were also approved by the Delegates during the NAD Conference in Louisville, Kentucky in 2012. All mandates were completed by May 2014.

- 1** **Mandate 1**  
Educate Housing Urban Development (HUD) on Cultural Acceptable Housing – ASL Inclusive
- 2** **Mandate 2**  
Informed Decision-making and Language Deprivation
- 3** **Mandate 3**  
Accountability Task Force

# Where We Are Now | Highlights



It's no secret; you are a critical component to the success of the NAD. It is only with your help that we have accomplished so much during 2013-2014.

You helped us prevail against a federal agency to ensure deaf employees have access to fully functional videophones and advocate with the Federal Communications Commission (FCC) to promote a robust telecommunications system for all of us!

You helped us advocate at the U.S. Department of Transportation (DOT) to break down rules that prevent deaf people from driving trucks, and support our ongoing efforts to ensure the removal of all barriers for deaf people to get Commercial Driver's Licenses (CDLs)!

You helped us continue our efforts for full captioning access everywhere such as on television and the Internet (including video clips), and at sports stadiums!

You helped us advocate for changes in Federal law to strengthen the right of every deaf and hard of hearing child to receive a quality education with every resource available to them including American Sign Language!

You helped us represent and gain access for deaf and hard of hearing people in numerous legal cases seeking equal access to services in courthouses, online courses, hospitals, and prisons; and provided critical information and assistance each month to hundreds of deaf and hard of hearing consumers, parents and family members, teachers, interpreters, reporters and many others!

Your continued support will help us achieve true equality.

We will get there.

Chris Wagner, NAD President

Photo from the NAD archives, taken at the NAD Conference in 1980, celebrating the NAD's 100th birthday.

# Where We Are Now | All the Numbers

## Revenue

<b>Public Support</b>	Bequests	452,807
	Contributions	163,368
	Membership	156,593
	Fundraising	69,745
<b>Program Revenue</b>	Federal Grants	1,663,885
	Investment Income	401,155
	Legal Consulting & Court Awards	187,711
	Youth Program	119,509
	Conferences	82,035
	Other Income	50,590
	<b>Total revenues</b>	<b>3,347,398</b>

## Expenses

<b>Program Services</b>	Federal Grants/VDRDC	1,672,325
	Law & Advocacy	295,660
	Youth Program	209,377
	Marketing	136,361
	Conferences	42,867
	Membership	34,775
	<b>Total Program Expenses</b>	<b>2,391,365</b>
<b>Support Services</b>	Management and General	275,509
	Fundraising Expenses	23,492
	<b>Total Support Services Expenses</b>	<b>299,001</b>
	<b>Total Expenses</b>	<b>2,690,366</b>

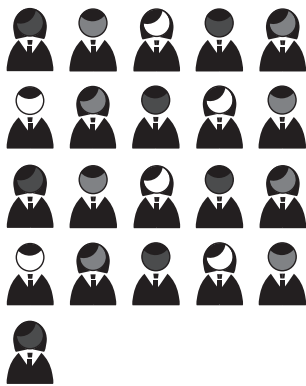
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<b>Change in Net Assets</b>	<b>\$657,032</b>
<b>Net Assets, Beginning of Year</b>	<b>\$4,348,236</b>
<b>Net Assets, End of Year</b>	<b>\$5,005,268</b>




# Advocacy | Law & Advocacy Center

The NAD Law and Advocacy Center receives and responds to e-mails, phone calls, and in-person requests. The requests for this center are usually for information and referral, advocacy support, legal guidance, and resources. The center works daily on federal legislative and public policy issues of importance to the American deaf community, and frequently collaborates with other national organizations representing deaf and hard of hearing persons and individuals with disabilities. The center represents clients who are deaf or hard of hearing in carefully selected disability discrimination cases with potential to set national precedent, and each selected litigation can take years to resolve. The center also provides assistance and guidance to lawyers across the nation representing deaf or hard of hearing clients.

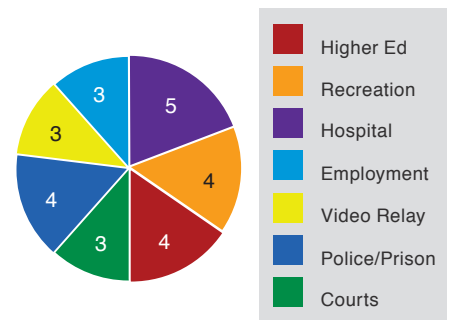


21 interns

 = 100 intakes



1,300 intakes



26 litigations

# Advocacy | On A Federal Level

## Congress

### Bills

- S.555** – Requires theaters to provide both open and closed captioning as well as video description.
- S.556** – Requires in-flight entertainment on commercial planes to be captioned.
- S.1864** – creates a pilot program for deaf and hard of hearing people to serve in the Air Force.
- H.R. 5296** – identical to S.1864 \*\*\*\*\*Was proposed July 2014.
- H.R. 4040** – Alice Cogswell and Anne Sullivan Macy Act, introduced in House February 2014.

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Testimony before the Committee on Health, Education, Labor and Pensions on the ADA and Entertainment Technologies: Improving Accessibility from the Movie Screen to Your Mobile Device (May 14, 2013)

- Congressional Deaf Awareness Briefing (Dec 2013)
- Senate Hearing on the CRPD (Nov 2013)
- Met with Congressman Takano's office to discuss many disability issues (Nov 2013 & Jan 2014)

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### Congressional Meetings on

#### Possible Air Force Pilot Program

- Senator Alexander's office (Spring 2013)
- Senator Ayotte's office (Spring 2013)
- Senator Blumenthal's office (Spring 2013)
- Senator Blunt's office (Spring 2013)
- Senator Collin's office (Spring 2013)
- Senator Gillbrand's office (Spring 2013)
- Senator Graham's office (Spring 2013)
- Senator McCain's office (Spring 2013)
- Senator Warren's office (Spring 2013)
- Congresswoman Duckworth's office (Spring 2013)

- Former Senator Bob Dole's advisor (Spring 2013)
- General Counsel of Senate Armed Forces Committee (Spring 2013)

### Congressional Meetings on TRS

- Senator Cardin's office (Spring 2013)
- Senator Harkin's office (Spring 2013)
- Congresswoman Capps's office (Spring 2013)
- Congresswoman Eschoo's office (Spring 2013)
- Congressman Van Hollen's office (Spring 2013)
- Senate Committee on Commerce, Science, & Transportation (Spring 2013)
- House Energy & Commerce Committee (Spring 2013)
- House Energy & Commerce Subcommittee on Communications and Technology (Spring 2013)
- House Judiciary Subcommittee on the Constitution and Civil Justice (Spring 2013)

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## Awards

- White House Champion of Change (July 2013)

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## Public Policy Interns

- Stephanie Johnston (Spring 2014)
- Whitney McKenzie (Fall 2013)
- Gideon Firl (Summer 2013)
- Hayley McLemore (Summer 2013 – Nancy Bloch Fellow)
- Tiffany Putt (Spring 2013)

# Advocacy | On A Federal Level (cont'd)

## Regulations

**CC Quality:** The FCC moved to create new standards for closed captioning quality including accuracy, timeliness, completeness, and on-screen placement of closed captioning. (Feb 2014)

**Text-to-911:** The FCC formally encouraged all wireless providers to support text-to-911 by December 31, 2014. (Jan 2014)(In August 2014 the FCC made support mandatory)

**CC User Interface:** The FCC required video playback and navigation devices to make their captioning user interface easily accessible. (Oct 2013)

**503 Regs:** The Department of Labor published new regulations to improve job opportunities for people with disabilities with federal contractors and subcontractors (Sept 2013)

**VRS Reform:** The FCC moved to implement reforms to VRS including the creation of a reference platform as well as neutral platform. (June 2013)

**Advanced Communications Services:** The FCC released rules requiring advanced communications services to be accessible to people with disabilities. (April 2013)

## Policy Work

In addition to working on the regulations above...

**TRS:** The NAD is always working on telecommunications relay service issues before the FCC and advocating for functional equivalency in all relay calls.

**CC:** The NAD is also always working on improving access to closed captioning on television and online streaming. This includes countless meetings with the FCC and filings on matters ranging from how to support IP closed captioning on various equipment to opposing television captioning waiver requests. Video Clips: The NAD has been working to reverse the FCC's decision to exempt video clips from IP Closed Captioning rules. (Successfully reversed in July 2014)

**Open Internet:** The NAD has been involved with the Open Internet (net-neutrality) proceeding and promoting accessibility under whatever framework is adopted.

**TDM to IP Transition:** The NAD has been working to ensure that no deaf or hard of hearing people are left behind in the proposed telephone system transition from copper to fiber.

**EAS:** The NAD has been pushing for full access to all Emergency Alert System alerts on television. VRS Lawsuit: The NAD filed an amicus curiae in Sorenson v. the FCC explaining the importance of functional equivalency in VRS and expressing concern about the impact of rate cuts on functional equivalency. (Nov 2013)

# Advocacy | On A Federal Level (cont'd)

**504 Compliance:** The NAD filed comments with the FCC as well as Social Security Administration on their Section 504 compliance efforts. (Dec 2013)

**Fair Housing:** The NAD has been working with different entities to reduce and eliminate discrimination against deaf and hard of hearing people in housing. The NAD has been advocating to ensure that the U.S. Department of Housing and Urban Development (HUD) recognizes and sanctions housing for the deaf such as Apache ASL Trails in Arizona. In addition, we had a press conference in January 2014 with the National Fair Housing Alliance announcing several complaints against several apartment owners and managers nationwide.

**Transportation:** The NAD continues advocating for Commercial Drivers Licenses for deaf and hard of hearing truck drivers, access to in-flight entertainment on commercial airplanes, access to public announcements in rail vehicles, and more.

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## Presentations/Panels

Presented on text-to-911 access at the NENA “911 Goes to Washington” conference (March 2014)

Panelist at the CSUN International Technology and Persons with Disabilities Conference Presentation on Third-Party Captioning and Copyright (March 2014)

Panelist for FCC Panel on IP-based Relay Services (Feb 2014)

Presented on CVAA at Practicing Law Institute Conference (Jan 2014)

Presented at ALDA-TDI Conference on “A Legal Update – What the Courts are Doing for People Who Are Deaf and Hard of Hearing” (Oct 2013)

Presented at NLTC on Legislative Advocacy (Oct 2013)

Presented at the TSA Disability Conference (Sept 2013)

Panelist for RERC-TA “State of the Science Conference on the State of Science in Telecommunications Access for People with Disabilities (Sept 2013)

Presented to African disability leaders at Gallaudet (July 2013)

Presented at an International Telecommunication Union Conference on VRS (June 2013)

Presented at the DHHIG Conference on the Future of VRS (April 2013)

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## Committees/Councils

AAPD Technology Forum

Deaf and Hard of Hearing Alliance

Deaf and Hard of Hearing Consumer  
Advisory Council

ITRS Advisory Council

U.S. Access Board’s Rail Vehicles Access  
Advisory Committee

# Advocacy | Education Advocacy



Education Strategy Team (EST) Summit held in Omaha, Nebraska in 2013.

The NAD is engaged in an extensive program to develop education advocates throughout the country with a goal to have at least one trained education advocate in each state. Through this program, the NAD coordinated 6 in-person training sessions and 5 online seminars for individuals seeking to become such education advocates.

The NAD provided community education presentations in 7 different states that reached 200 people.

The NAD hosted several educational presentations and meetings with 10 legislators and their staff.



Tawny Holmes, EST Chair, leads dialogue during EST Summit.

The NAD engaged in 12 coalition-building meetings regarding advocacy for language development, education access and rights of deaf and hard of hearing children.

Because of these efforts by the NAD, 40 states now have education advocates, as well as 3 national organizations and 7 parent advocates.

This program is supported by the Education Strategy Team, which has 15 members from 12 different education-related organizations. The Education Strategy Team met 10 times in the past year.



Several members of the EST traveled to DC for a weekend long meeting.

# Community | DCMP



Under a cooperative agreement with the U.S. Department of Education, the Described and Captioned Media Program (DCMP) screens, evaluates, captions, audio describes and distributes educational media. The NAD oversees this program, which is operated through a satellite office in Spartanburg, South Carolina, which manages the operations pursuant to this agreement.



Heather Warren works in the audio booth.



DCMP Headquarters.



Kyle Sisk does some work on the servers.

# Community | Presence in the Community

The NAD publishes a magazine, *The NADmag*, two times a year for its members. *The NADMag* features timely articles on relevant topics of interest to membership and advertisements for products and services targeted to the needs of deaf and hard of hearing people as well as membership at large.

Additionally, the NAD sends out monthly eBlasts to subscribers that share the latest online posts since the previous eBlast.

The NAD also has a presence on Facebook, Twitter, Instagram, YouTube, Flickr, and LinkedIn. The NAD is thrilled to share that within the past year its Facebook page has grown to over 10,000 likes!



NAD and PepsiCo bring Amber Zion to the Super Bowl XLVIII where she performed the National Anthem and *America the Beautiful*.



A collection of NADmags.



@nad1880

**12,683**  
likes



@nad1880

**12.4k**  
followers



/nadvlogs

**91,014**  
views



@nad1880

**2.2k**  
followers

# Community | Public Information Services

The NAD receives thousands of inquiries via phone, email, mail, fax, web, and social media. Inquiries include correspondence from classroom teachers, agencies and organizations, recreational program directors, legislators, parents of deaf and hard of hearing children, ministers, counselors, librarians, rescue squad workers, hospital staff, and many other service providers.

The NAD responds to a variety of requests, including: individuals wanting information on deafness-related career opportunities, inquiries for possible sources of financial support, notes from senior citizens who need help securing hearing aids or other assistive devices, requests from copies of legislation impacting on deaf and hard of hearing people, requests for materials on promoting deaf awareness, and much more. The NAD also responds to international requests for information, providing information, resources, and referrals.

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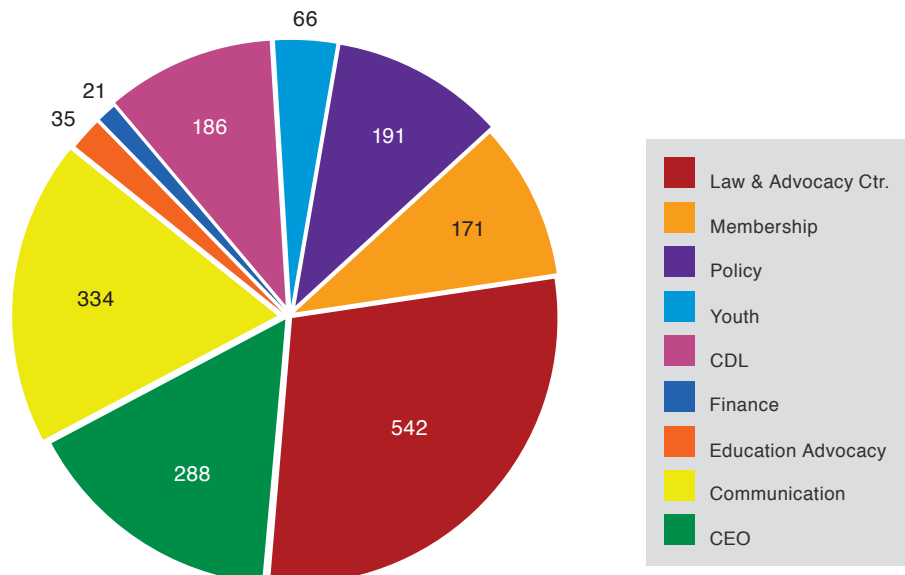
**3,195**  **calls**

... from new individuals were made to Headquarters from April 1, 2013 to March 31, 2014.

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**1,816** **emails**

... from new individuals were sent to Headquarters for the same time period, and these emails were for the following departments or staff:

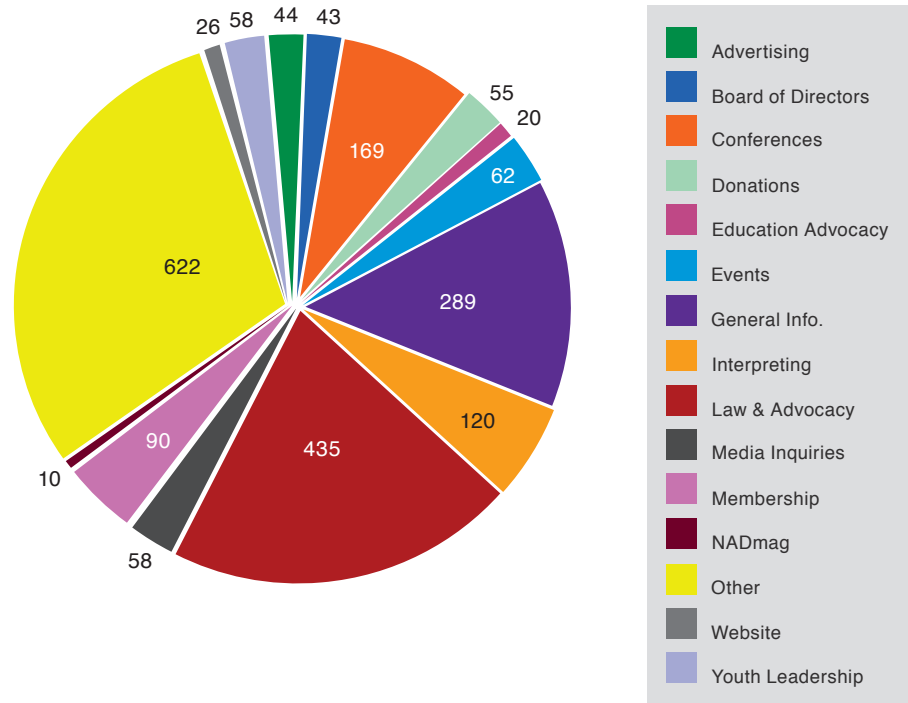




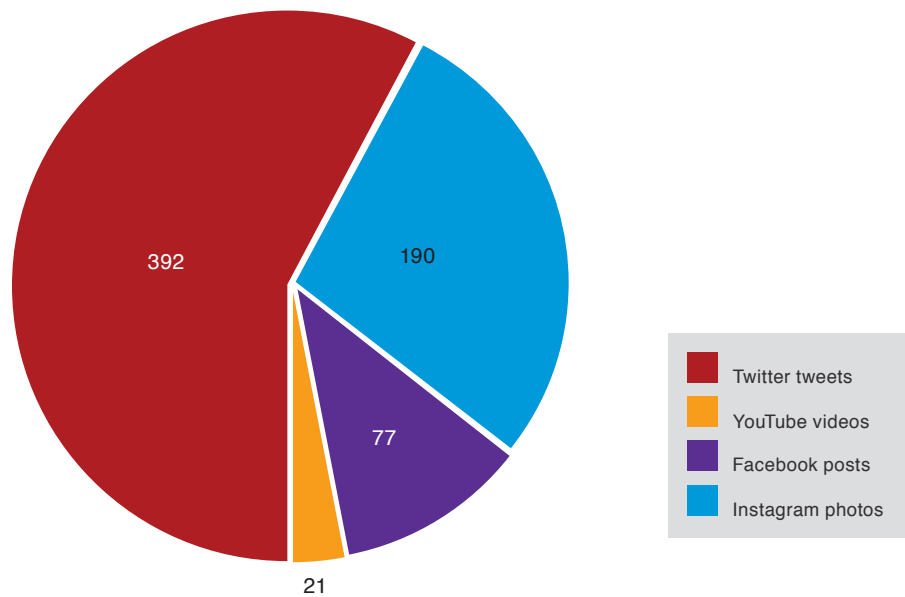
# Community | Public Information Services (cont'd)

**2,101 inquiries**

... from individuals via the online webform on the Contact Us page.



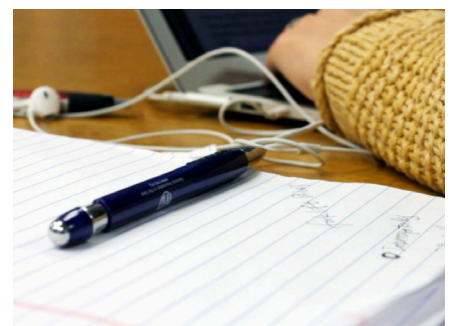
**680 social media postings**



# Community | Volunteer & Internship Program

The work of the NAD Headquarters is greatly enhanced by the hard work and dedication of volunteers. Volunteers assist with responding to requests for information, clerical work, assisting with membership records, data entry, visual graphics, and other areas.

The Nancy J. Bloch Leadership and Advocacy Scholarship had the privilege of having Hayley McLemore as a recipient in Summer 2013.



# Community | Youth Programs



YOUTH AMBASSADOR PROGRAM

Youth Programs at the NAD include: 1) an annual Youth Leadership Camp; 2) a national network of affiliated Junior NAD chapters for high school students in residential and public school programs; 3) a biennial College Bowl competition in which college teams vie for the coveted National Championship Trophy; and 4) opportunities for young Americans to compete biennially for the NAD Youth Ambassador program.

**"We started off as individuals. However, after a few days, we began to include everyone to ensure we promote fairness and inclusiveness despite our insecurities and shyness. This is what YLC is all about!"**  
**—Renate Rose, 2013 YLC Leader**



Campers look on as Camp Director Jonathan Kessel shares insight during a campfire at YLC.



Jr. NAD members attended many workshops during their National Conference.



YAP Participants perform on stage.



College Bowl teams prepare for the competition.

# Community | Youth Programs (cont'd)



## Youth Leadership Camp

The Youth Leadership Camp (YLC) is an annual four-week summer program designed to teach deaf and hard of hearing high school students to become productive and positive leaders. Campers are referred to during YLC as "leaders" and are guided and inspired by the dedicated staff members who are referred to as "builders." These builders are role models from all over the United States and even other countries. The camp fosters communication development, leadership skills, and self-confidence. YLC is designed to give the leaders tools necessary for them to achieve their goals. At the YLC in 2013, there were 63 leaders and 19 builders.

## Junior NAD

The Junior NAD is an organization of, by, and for deaf and hard of hearing youth. Through meaningful group activities, the Jr. NAD program focuses on developing leadership and a sense of community among young deaf students in state associations, schools, and/or organizations of the deaf. Deaf and hard of hearing students can participate in the Jr. NAD program by joining a chapter set up by their school for the deaf or mainstream program. In 2013-2014, there were 26 Jr. NAD chapters. In November 2013, 145 deaf and hard of hearing students from many of these Jr. NAD chapters attended the 2013 National Conference in Washington, DC, hosted by the Model Secondary School for the Deaf.

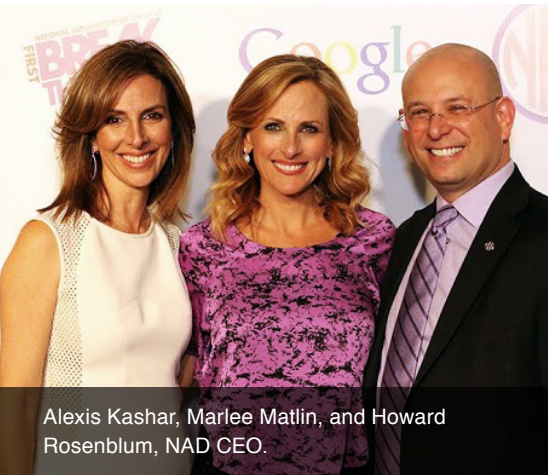
## College Bowl

The NAD College Bowl competition is a spirited academic competition held during NAD biennial national conferences that brings together contestants from the top universities serving deaf and hard of hearing students. Teams vie for the coveted silver trophy and scholarships. The next NAD College Bowl competition took place in July 2014 at the 2014 NAD Biennial Conference in Atlanta, Georgia.

## Youth Ambassador Program

The NAD Youth Ambassador Program (YAP) is a competition for deaf and hard of hearing American youth in the age range of 18 to 30. These youth will compete against each other to determine who will be the next two NAD Youth Ambassadors, which will take place in July 2014 at the 2014 Biennial Conference in Atlanta, Georgia. The chosen two NAD Youth Ambassadors will work with the NAD to implement a strategic plan that addresses a social issue(s) within the Deaf community identified by the individuals during the competition. Moreover, the Ambassadors will represent the NAD at presentations, workshops, the Youth Leadership Camp (YLC), and other events within the deaf community.

# Events | Breakthrough Awards Gala



Alexis Kashar, Marlee Matlin, and Howard Rosenblum, NAD CEO.

On March 13, 2014, more than 200 people gathered at the historic Hollywood Roosevelt Hotel in Los Angeles, California to celebrate breakthroughs in the media on behalf of deaf and hard of hearing actors and artists and to recognize those who have paved the way for these actors and artists in Hollywood and the media.

The NAD convened this unprecedented Breakthrough Awards Gala to showcase the importance of these breakthroughs, which help increase awareness of the importance of authentic inclusion of the deaf and hard of hearing community. With this eye-opening event, the NAD seeks to translate the heightened awareness into increased opportunities for our community to gain prominent roles both in front of and behind the camera.



Bradley Whitford presented Aaron Sorkin with the Character Breakthrough Award. Both pose with Constance Marie and John Maucere.

Attendees included major media companies, deaf and hard of hearing actors and artists, television and movie executives, directors, producers, writers, agents, and casting professionals.



Claudia Gordon, from the Office of Public Engagement for the White House, presented Disney with the Awareness Breakthrough Award.



# Events | Leadership Training Conference

The NAD Leadership Training Conference (NLTC) is designed to provide training to leaders of state associations and other affiliates on nonprofit organization governance, accounting and financial principles, social media techniques, fundraising tips, advocacy tools, increasing membership, and many other issues and areas that impact their association. The NLTC is also an opportunity for all these leaders to share knowledge and resources, and to prepare for the next NAD biennial conference. A mobile app was unveiled for NLTC 2013 and became a huge success!



An attendee takes notes during a workshop.



NLTC bags were given to attendees.



Dr. Sean Virnig discusses the convergence of educational policy and organizational development.



159 attendees

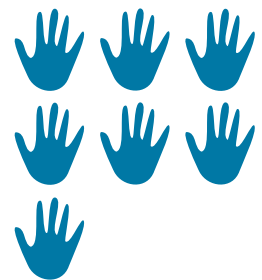


44 presenters



24 workshops

- Legislative Training
- Education Advocacy
- Professional Development
- Organizational Education
- 5 tracks



7 volunteers

# Events | National Conference



A delegate discusses an issue during the Council of Representatives.

The NAD biennial national conference brings together State Associations, affiliates, members, supporters, and friends in even-numbered years.

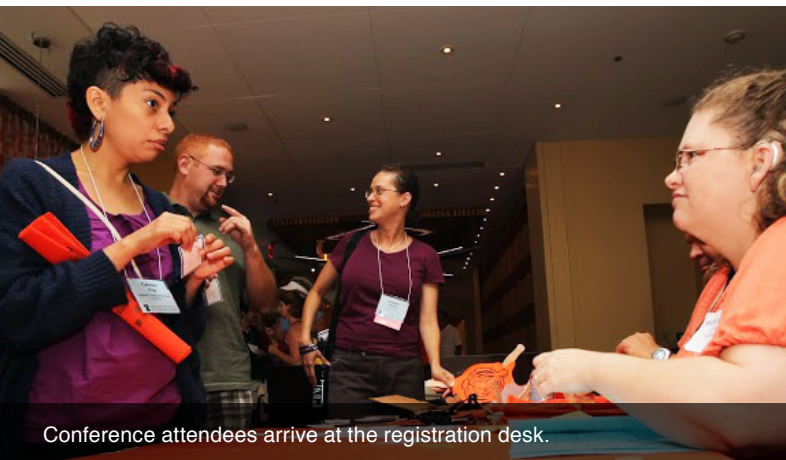
## Upcoming conference sites

- 2014:** Atlanta, Georgia ([www.nad.org/2014atlanta](http://www.nad.org/2014atlanta))
- 2016:** Phoenix, Arizona ([www.nad.org/2016phoenix](http://www.nad.org/2016phoenix))
- 2018:** To Be Determined, Northeastern US
- 2020:** To Be Determined, Midwestern US
- 2022:** To Be Determined, Southeastern US

*Photos are from 2012 Louisville, KY Conference*



Another delegate asks a question during the Council of Representatives.



Conference attendees arrive at the registration desk.



A group of friends pose together during an event.

# The People Involved | Board of Directors

**Chris Wagner**, President

**Melissa Draganac-Hawk**, Vice-President

**Philippe Montalette**, Treasurer

**Kirsten Poston**, Secretary

**Margie English**, Region I Representative

**Steve Lovi**, Region I Representative

**Michael Berger**, Region II Representative  
(deceased November 2013)

**Jenny Buechner**, Region II Representative  
(appointed to fill remainder of Michael Berger's term)

**Richard McCowin**, Region II Representative

**Larry Evans**, Region III Representative

**Chris Patterson**, Region III Representative

**Julie Rems-Smario**, Region IV Representative

**David Reynolds**, Region IV Representative

**Joshua Beckman**, Appointed Board Member

**Tawny Holmes**, Appointed Board Member  
(until October 2013)

**Howard A. Rosenblum**, Ex Officio Member



The NAD Board of 2012-2014 pose together at the California School for the Deaf, Fremont.



Board member Richard McCowin comments during a board meeting in Phoenix, Arizona.



Tawny Holmes, David Reynolds, and Julie Rems-Smario chat with a staff member at the Florida School for the Deaf and Blind.



**149,685**

total mileage traveled for NAD



**169**

combined years as NAD members



**119**

combined hours per week for NAD



**92**

total workshops given



**34**

total videos made



# The People Involved | Committees

## Finance

**Philippe Montalette**, Chair

## Governance

**Michael Berger**, Chair

(in memory)

**Steve Lovi**, Chair

## NAD 2014 Conference

**Christopher Patterson**, Chair

## State Associations & Affiliates

**Jenny Buechner**, Chair

## Bylaws

**Joshua Beckman**, Chair

## Public Policy

**Alexis Kasher**, Chair

## STRATEGY TEAMS

### Diversity

**Richard McCowin**, Chair

### Youth

**Joshua Beckman**, Chair

### Education

**Tawny Holmes**, Chair

### Vision 2020

**Margie English**, Chair

## EXPERT GROUPS

*Under direction of the Public Policy Chair, Alexis Kasher*

### Education Policy

**Sean Virnig**, Chair

### Civil Rights

Child Protective Services

Expert Subgroup

**Allison Schlesinger**, Chair

### Mental Health

**John Gournaris**, Chair

### International

**Davin Searls**, Chair

### Technology

**Sheila Conlon Mentkowski**,

Chair

## AD HOC COMMITTEES

### Election Reform

**Jack Cooper**, Chair

### Accountability

**Sean Gerlis**, Chair

### Employment Task Force

**Sam Sepah**, Chair

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## SECTIONS

### Deaf History & Culture

**Kat Brockway**, Chair

### Interpreters

**Claudia Lee**, Chair

### Senior Citizens

**Sue Pederson**, Chair

### GLBT

**Larry DeVenny**, Chair

### Deaf Business Advocates

*Established in 2014*

### Past President Council

**Bobbie Beth Scoggins**, Chair

### NAD-RID Certification

**Judith Gilliam**, Chair

# The People Involved | Staff



NAD Staff at Headquarters.

**Marc Charmatz**, Staff Attorney

**Angela Ellman**, Conference Planner

**Andy Foster**, Webmaster

**Tawny Holmes**, Equal Justice Works Fellow

**Caroline Jackson**, Staff Attorney



(Back row) Marc Charmatz, Michael Stein, (Front row) Dianne DeLair, Michael Argenyi, Mary Vargas, and Caroline Jackson celebrate a win against Creighton University.

**Jazzy Jones**, Communication Specialist  
*Joined in 2014*

**Kim Bianco Majeri**,  
State Legislative Affairs Coordinator  
*Joined in 2014*

**Michael Michner**, Chief Financial Officer

**Donna Morris**,  
Member and Donor Relations Specialist

**Debra Patkin**, Staff Attorney

**Andrew S. Phillips**, Policy Counsel

**Lizzie Sorkin**, Director of Communications

**Claudia Sussman**, Front Desk Receptionist

**Allie Rice**, Youth Programs Coordinator

**Howard A. Rosenblum**, Chief Executive Officer

**Jason Stark**, DCMP Director

**Thomas Wells**, Director of Finance



Andy Foster and Steve Lovi work together at a booth.



Lizzie Sorkin, Debra Patkin, Howard Rosenblum, and Allie Rice participate in the 50th anniversary of the Civil Rights movement in the fall of 2013.

# The People Involved | Corporate Supporters



Margie Somers of  
Allred Maroko & Goldberg



MEDIA FOUR  
MANAGEMENT



David Walsh of  
Morrison & Foerster LLP



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INSTITUTE FOR THE DEAF



# The Future | Ways You Can Support

Like and follow the NAD on social media!

Stop by our booth at events!

Buy a shirt or two!

Become a member!

Encourage your friends to attend our conferences!

Donate to the NAD before the end of the year!

Spread the word about the amazing work the NAD is doing and continues to do!

Without your support, our goal of achieving equality is much harder and will take longer. Thank you for your ongoing support.



[www.nad.org](http://www.nad.org)