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Driven by our mission, we continue to preserve, protect, and promote the civil, human and linguistic rights of all deaf and hard of hearing people in the United States as we have for the past 136 years. Reflecting back on the year of this annual report, our tireless efforts and accomplishments have not been possible without the generous support of friends, dedicated volunteers, and staff.

The NAD Board continued its focus on deaf education including visits to schools for the deaf including the Alabama School for the Deaf; Hinsdale South High School (in the west suburbs of Chicago, IL); Kinzie Elementary School (Chicago, IL); and the Utah School for the Deaf. The NAD also continued with various strategy teams on important issues including education, youth, and diversity. The NAD relies on working committees to determine and define its position and has actively begun to reach out to community stakeholders (including self-identified grassroots advocates) for support alongside subject matter experts. The board collaborates with state organizations and organizational affiliates to achieve our mutual goals.

The 2015-2016 fiscal year was been a busy one, filled with important events and initiatives such as: hosting more than 200 people at the NAD Leadership Training Conference in Birmingham, Alabama in September; recognizing trailblazers from technology, media and Broadway at our second NAD Breakthrough Awards Gala in New York City in November; welcoming young leaders from across the country to our National Jr. NAD Conference in Orlando, Florida in November; and raising the profile of American Sign Language with Marlee Matlin as the ASL performing artist at Super Bowl 50 in San Francisco in January. A huge breakthrough came when the NAD entered into an agreement with Gogo to make captioning available on all of their videos on planes, and began negotiations with airlines to develop regulations for captioning on all airplanes.

Our progress on behalf of our entire community motivates us to strive with greater purpose to achieve our goals, while shaping the path to equality. Together, we will relentlessly continue the fight until we reach full equal access in America. On behalf of the NAD Board of Directors and staff, we truly appreciate your ongoing support as we strive for equal access for all.

Looking ahead, the NAD Board will engage a larger share of the deaf and hard of hearing community through increased use of social media.

Christopher Wagner  
President 2012-2016

Melissa Draganac-Hawk  
President 2016-Current

Howard A. Rosenblum  
Chief Executive Officer
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.
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 | 2014-2016 Priorities

These priorities were approved by the Delegates during the NAD Conference in Atlanta, Georgia in 2014. All priorities were completed by June 2016.

1. Preservation and Advocacy of Relay Services (PARS)

2. FEMA Communication to Deaf and Hard of Hearing

3. Preservation of Mental Health Services that Meet the Needs of Deaf People

4. Defining and Supporting the Education Strategy Team’s Focus for 2014-2016

5. Outreach to Deaf Youth including Mainstream School Students
Advocacy | Legislative Trainings

As the State Legislative Affairs Coordinator, Kim Bianco Majeri works closely with all State Associations of the Deaf to monitor ongoing legislation each year for any bills that might affect the rights of deaf and hard of hearing individuals. In addition, Kim is readily available on a fee for service basis to any State Association and affiliate to provide legislative advocacy training as well as consulting on state legislative efforts. Recent events have revealed the need to increase legislative advocacy skills within our community especially with respect to educating legislative officials on the needs and rights of deaf and hard of hearing adults and children.

Top five issues: Interpreting, Education/Early Intervention, Mental Health, LEAD-K, and Emergency Access

Kim leads training with Juniors and Seniors at the Indiana School for the Deaf.

CITIES ATTENDED TO GIVE TRAINING

- 66 TRAINING HOURS
- 460 CERTIFICATES GIVEN OUT
- TOP 5 ISSUES
  - INTERPRETING
  - EDUCATION / EARLY INTERVENTION
  - MENTAL HEALTH
  - LEAD-K
  - EMERGENCY ACCESS
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 provided 54 hours of Educational Advocacy training to 1,827 individuals including parents, family members, community members, students, and professionals. The NAD visited 21 cities including eight conferences.

During the fall of 2015, Tawny Holmes, Education Policy Counsel, spent six weeks at the California School for the Deaf Fremont for a fellowship that focused on federal special education law applications on a state level.

The NAD started working with the Linguistics Society of America to get the U.S. Department of Education to recognize ASL as a language. The NAD had a representative involved with the planning of the Early Hearing Detection & Intervention Conference.

The NAD worked with the Conference of Educational Administrators of Schools and Programs for the Deaf on hosting a National Advocacy Day.

The NAD implemented a new #takebackdeafed campaign on Tuesdays.

The NAD Education Strategy Team (EST) completed work by April 2016.

Today, all 50 states have education advocates, as well as 12 national organizations and seven parent advocates.
Appearsances

June 2015  American Society for Deaf Children Conference keynote in Indianapolis, IN

July 2015  International Congress on the Education of the Deaf in Greece

July 2015  Two presentations at the Deaf Women United Conference in Berkeley, CA

July 2015  Alabama MEGA Special Education Conference in Mobile, AL

July/August 2015  South Carolina Association of the Deaf Conference in Greenville, SC

August 2015  Three presentations at the National Black Deaf Advocates Conference in Louisville, KY

August 2015  Registry of Interpreters for the Deaf Conference in New Orleans, LA

September 2015  Two presentations at the NAD National Leadership Training Conference in Birmingham, AL

September 2015  Six presentations at the Lexington School for the Deaf, NY

Fall 2015  Nine meetings with stakeholders in California, New York, Michigan, and Florida

Fall 2015  Five meetings with parents on advocacy

October-December 2015  Fellowship at the California School for the Deaf Fremont; included 16 school presentations, meetings with the California Department of Education, presentations at the Advisory Commission on Special Education

January 2016  Two presentations at the Educating Children of Color Conference in Colorado Springs, CO

February 2016  Presented at the Bilingual Teacher Preparation Summit on the NAD's Bilingual education position statement and current federal legislation in New York City, NY

February 2016  Presented to educational interpreters and parents in Indianapolis, IN

February 2016  Presented at the George Washington University on IDEA and ADA in Washington, D.C.

February 2016  Presented at the Frederick Community College on IDEA and ADA in Frederick, MD

February 2016  Presented at the Education Strategy Team retreat on the NAD's 2020 Vision in Washington, D.C.

March 2016  Keynote at Statewide Transition Conference in Indianapolis, IN

March 2016  Two presentations at the Early Hearing Detection & Intervention Conference in San Diego, CA
Advocacy | On A Federal Level

Congressional Work

Sent letters to various legislators on VRS reform issue and met with staff at the following offices (November 2015)
- Senator Barbara Mikulski (MD)
- Rep. Frank Pallonee (NJ)
- Rep. Mark Takano (CA)
- Senator Amy Klobuchar (MN)
- Senator Thad Cochran (MS)
- Senator Charles E. Schumer (NY)
- Rep. Kevin Yoder (KS)
- Senator Orrin G. Hatch (PA)

Federal Regulatory and Policy Work

VRS Reform  Conducted survey on VRS issues in conjunction with Gallaudet Technology Access Program and TDI (November 2015). Filed comments with the Federal Communications Commission (FCC) on the rates issue, urging that the Commission freeze the rates given the alarming decline in quality (December 2015) and on the need for service improvements (January 2016). Participated in ex parte meetings advocating for VRS reform (January 2016).

SSN Privacy  Filed comments with the FCC opposing collection of consumers’ Social Security Numbers by VRS providers (August 2015). Call to action to the community via vlog and template letter (August 2015).

Affordable Service  Filed comments with the FCC in regard to Lifeline, urging discounted access to broadband and advocating for minimum service standards sufficient for deaf and hard of hearing low-income recipients to be able to access quality VRS (August 2015). Followed up with an ex parte letter after the Lifeline Reform Order, applauding expanding the scope of Lifeline to include broadband as a necessary step towards providing services to deaf and hard of hearing consumers, but also expressing disappointment that the Order requires unlimited mobile voice services while failing to incentivize or require commensurate data-only mobile broadband service specific to deaf and hard of hearing consumers (March 2016). Also met with major wireless carriers regarding unlimited data plans for deaf and hard of hearing consumers (February 2016).

Real-Time Text  Filed comments with the FCC supporting expanding access to modern real-time text technology (August 2015). Participated in ex parte meetings with Commissioners on the issue (October 2015).

Hearing Aid Compatibility  Participated in ex parte meetings with Commissioners and Wireless Telecommunications Bureau on the issue (October 2015). Signed onto joint agreement between consumers and the wireless industry to improve the accessibility of wireless handsets (November 2015). Submitted comments to the FCC on hearing aid-compatible mobile handsets (January 2016) and reply comments in February 2016 on the need for open source solutions. Filed comments with the FCC on setting standards for volume control and conversational gain (February 2016).

Captioning  Participated in ex parte meetings with Commissioners on the issue of the accessibility of captioning display settings and also urging that they reconsider allowing voice commands and gestures as a compliant mechanism. (November
Conducted a survey on IP captioning issues (November 2015). Participated in ex parte meetings on captioning responsibility and certification (December 2015 and January 2016). Submitted comments to the FCC on user interfaces (February 2016) and reply comments (March 2016). Filed replies to petitions for captioning exemptions (March 2016).

**Emergency Access**Filed comments with the FCC supporting updating the Wireless Emergency Alert (WEA) system to improve its ability to send longer messages with more extensive emergency information to deaf and hard of hearing consumers, including URLs, interactive links, multimedia alerts, and communications in ASL. (January 2016).

**Videophones in Prisons**Filed comments with the FCC, urging a mandate that all interstate calling service providers provide access to videophones, in addition to TTYs, for prisoners who are deaf and hard of hearing. The comments also urged extending time limits on telephone calls for prisoners using VRS or TTY in a manner that allows for equitable access with prisoners without disabilities (January 2016).

**Employment**Filed comments with the Department of Labor urging the issuance of nondiscrimination and equal opportunity regulations for the Workforce Innovation and Opportunity Act (WIOA) with mandates for technology access, qualified interpreters, telecommunications, and a centralized reasonable accommodation fund (March 2016).

**Transportation**Filed comments with the Department of Transportation (DOT) in regard to airline website accessibility (October 2015). Filed comments with the DOT on proposed regulatory rulemaking for captioning access to in-flight entertainment and in-flight communications (January 2016). Met with officials in the Federal Motor Carrier Safety Administration (FMCSA) to advocate for improved handling of hearing exemptions, repealing the rule banning interpreters from CDL testing, and rescinding the hearing requirement altogether (February 2016).

**Healthcare Access**Filed comments with the Department of Health and Human Services (HHS) regarding nondiscrimination in health program activities, urging the application of the higher Title II primary consideration standards to all the Department’s recipients of Federal financial assistance as a condition of their receipt of that assistance (November 2015).

**Social Security**The NAD advocated for improved communication access at the Social Security Administration (SSA), including an ASL hotline, videos in ASL, the hiring of more deaf and hard of hearing staff who are fluent in ASL, and improved communication policies at local SSA offices.

**FCC Disability Advisory Committee**Approved recommendations on VRS speed of answer, wireless emergency alerts, real-time text, interagency collaboration on accessibility of video programming, direct video access to 911, and TRS access to N-1-1 services.
Federal Regulatory and Policy Work

**HHS** Access to Healthcare Adopted Final Rule in July 2016 to implement Section 1557 of the Affordable Care Act, applying the higher ADA Title II primary consideration standards to all covered entities.

**FCC** Lifeline Reform Order. The March 2016 Order expands the scope of Lifeline to include broadband, which is a necessary step towards providing services to deaf and hard of hearing low-income recipients. However, the Order requires unlimited mobile voice services while failing to incentivize or require commensurate data-only mobile broadband service specific to deaf and hard of hearing consumers, which is not functionally equivalent.

**FCC** New User Interfaces Rules. In 2013, the FCC adopted rules requiring manufacturers and video programming distributors to make the user interfaces on their televisions and set top boxes accessible to people with disabilities. New rules adopted in November 2015 take steps to ensure that viewers know about the existence of these accessible features and devices, and get the support needed to use them.

**FCC** User Interfaces. On November 20, 2015, the FCC released a Second Report and Order and Order on Reconsideration addressing issues concerning user interfaces on video programming devices, such as televisions and cable set top boxes. The Report and Order requires that people with disabilities receive access to information and documentation on the functionalities of these devices. In the Order on Reconsideration, the FCC ruled that it is not acceptable to use voice control as the sole means of activation for closed captioning because this will not be “reasonably comparable to a button, key, or icon,” for people who are deaf and hard of hearing, as required by the CVAA. At the same time, the Order finds that closed captioning and video description activation mechanisms relying on gesture control will be permissible if they are simple and easy to use.

**FCC** Captioning. On February 18, 2016, the FCC adopted changes to its rules to clarify the responsibilities of video programmers and video programming distributors for the delivery of closed captions for television programming and the quality of these captions. Programmers and distributors will each be responsible for these captioning obligations to the extent they have primary control over each issue.

**FCC** Real-Time Text. On October 6, 2015, four FCC Bureaus granted AT&T a limited, temporary waiver from the FCC’s rules requiring support for TTY technology for IP-based wireless services, such as Wi-Fi calling. This waiver will allow for expedited development and deployment of alternative accessibility solutions for IP-based wireless networks, and will not impact current TTY capabilities on the older (legacy) telephone network. A similar waiver was granted to Verizon on November 13, 2015.

**FCC** Inmate Calling Services. On November 5, 2015, the FCC released an Order addressing rates for telecommunications services by inmates. Specifically, the Order does the following:

1. sets caps on rates charged by inmate calling services,
(2) requires providers to offer free access to TRS calls for inmates with communications disabilities,

(3) applies a steeply discounted rate for TTY-to-TTY calls,

(4) reminds correctional institutions of their obligation to make TRS available to people with communications disabilities, and

(5) encourages jails and prisons to allow commonly used forms of TRS and requires them to report complaints on service quality issues to the FCC.

FCC Hearing Aid Compatibility: HAC. On November 20, 2015, the FCC released a Report and Order expanding the FCC’s rules requiring wireless phones to be hearing aid compatible. The Report and Order expands the scope of the hearing aid compatibility rules to cover phones used with the wireless technologies of tomorrow, including IP-based communications services such as Wi-Fi Calling and Voice-over-LTE.

FCC VRS Reform. On March 3, 2016, the Commission released a Report and Order modifying the compensation rate schedule for video relay service (VRS) that was previously established in the 2013 VRS Reform Order. The Commission adjusted the rates covering the 16 month period beginning June 30, 2015, for service provided by VRS providers that handle 500,000 or less minutes per month in order to promote competition in the VRS market.

Committees and Councils
- Deaf and Hard of Hearing Consumer Advocacy Network
- Deaf and Hard of Hearing Alliance
- Federal Communications Commission Disability Advisory Committee
- iTRS Advisory Council
- AAPD Technology Forum
- AT&T Consumer Advisory Panel
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.
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. Over 200 attendees and 35 presenters participated in NLTC in Birmingham, Alabama in October 2015!
On November 4, 2015, more than 200 people gathered in Studio 450 in New York City to celebrate breakthroughs that have highlighted the contributions within the Arts, Media and Corporate industries that make it possible for deaf and hard of hearing people to share their talents.

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.

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

**AWARDS GIVEN**

- **Legacy Breakthrough Award**
  - Ed Waterstreet

- **Matlin Impact Award**
  - Sandra Mae Frank

- **Creative Breakthrough Award**
  - Michael Arden

- **Technology Breakthrough Award**
  - Google

- **Awareness Breakthrough Award**
  - National Football League

- **Theater Breakthrough Award**
  - Roundabout Theatre

- **Innovative Breakthrough Award**
  - Jeff Calhoun

$150,250 TOTAL RAISED

$74,760 NET (AFTER EXPENSES)
On February 7, 2016, Marlee Matlin performed the National Anthem and *America the Beautiful* during the pre-game festivities at Super Bowl 50 in Santa Clara, California.

The National Anthem is a time honored tradition that is accessible to all Americans thanks to the NFL and PepsiCo. The NAD applauds the NFL for its full support of American Sign Language by ensuring that at every Super Bowl, the National Anthem is signed by ASL artists such as Marlee Matlin.

In addition, the NFL and CBS Sports provided a live stream of Marlee Matlin and her entire performance. CBS Sports ensured that the Super Bowl was 100% captioned, which included the game as well as all of the exciting national commercials and network promotions. The NAD commends the NFL and CBS Sports for making the Super Bowl an accessible experience.

Since 2008, PepsiCo has partnered with the NAD to sponsor the presentation of the national anthem in American Sign Language at the Super Bowl. Performers, in addition to Marlee Matlin, have been: John Maucere (Super Bowl XLVII), Amber Zion (Super XLVIII), and Treshelle Edmond (Super Bowl XLIX). PepsiCo has been a strong partner in transforming how society perceives the community, including enhancing the visibility of American Sign Language.
Events | Board Meetings

April 2015 Chicago, IL

September 2015 Birmingham, AL

January 2016 Salt Lake City, UT
July 26, 2015 marked the 25th anniversary of the Americans with Disabilities Act (ADA), which was passed on July 26, 1990. The ADA is a civil rights act that prohibits discrimination against deaf and hard of hearing individuals and individuals with disabilities. The ADA protects the right of deaf and hard of hearing people to have equal access to many parts of life including but not through: captioning on TV and the Internet, the right to an interpreter, the right to have jobs, and much more.

We know we would not be where we are now if not for the ADA because it has paved the way for many people with disabilities, including deaf and hard of hearing people. Through the ADA, we are able to take legal action against organizations that discriminate against people with disabilities. With this law, it has been possible for the NAD to achieve much more and advance our civil rights further than before, even though we still have much to do.

In honor of this special anniversary of the ADA, the NAD created a series of short videos that were released daily via social media, starting on July 1st. **25 videos released in 25 days in honor of 25 years!**

Each video segment explains a different part of the ADA -- such as how the ADA came to be, the four substantive titles in the ADA, the NAD’s first ADA case, what the ADA requires, how the ADA impacts deaf and hard of hearing people, and more! The #ADA25 video series can be found online at [www.nad.org/ada25](http://www.nad.org/ada25).
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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**Weekly Publishing Schedule**

**MONDAYS:** Motivational Mondays  
**WEDNESDAYS:** Did You Know NAD  
**THURSDAYS:** Throwback Thursdays  
**OTHERS:**  
- #NADHandwave  
- Ask Howard Anything #AHA  
- #DeafTalent

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**Front Desk Highlights**

- Text Messaging Capabilities added  
- Glide added  
- New ZVRS Phone  
- Convos Phone Service installed  
- Purple Phone Line installed (as of Fall 2016)  
- Added New Part-Time Staff Members: Violet Blake and Bethany Weiner  
- Streamlined email and corrected an error discovered when more than 1,300 emails were unanswered due to a glitch in que  
- Hosted several NAD Tours and Staff Meet-and-Greet events for many graduate students, high school classroom and international visitors

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**Frequently Asked Questions**

1. How can I learn ASL? Where can I take classes?
2. VRI complaints (e.g. hospitals enforcing their use)
4. CDL questions/issues
5. Technical questions – Example: What app can I use in the classroom or workplace setting?
6. Child protective case inquiries
7. What are my rights while incarcerated? Accommodations not honored during incarceration.
The Internship Program is designed for college students and recent college graduates interested in gaining valuable experience in a creative, fast-paced nonprofit organization. Interns bring a diverse set of experiences, skills, and most importantly, a willingness to learn and to contribute to our mission and goals.

Each semester the NAD hosts a group of students interested in law to help in our law clinic and with our intake. Most of these students study at the University of Maryland, Francis King Carey, School of Law. The law clinic interns receive a first-hand experience with government advocacy and legal activism at one of the most innovative law and advocacy centers in the country.

In addition to our law clinic interns, the NAD also mentors a recipient of the Nancy J. Bloch Leadership and Advocacy Scholarship Intern each summer. The scholarship encourages and enhances the NAD and its distinguished history of advancing professional opportunities for young deaf and hard of hearing individuals pursuing careers in law, public policy, nonprofit management and related fields. In the summer of 2015, the NAD had the privilege of having Tyler Pugeda as a recipient.

Our volunteers and interns become active participants in advocacy efforts to protect the civil, human and linguistic rights of the American deaf 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.

Our online presence is also building a lot more followers; an exciting milestone includes passing 10,000 followers on Facebook!
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.

"Jr. NAD changed my life."
— Jomar Figueroa, 2015 Jr. NAD Member
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." The camp fosters leadership skills, identity development, and empowerment. At the YLC in 2015, there were 60 leaders and 16 builders.

Junior NAD
The Junior NAD is an organization of, by, and for deaf and hard of hearing youth. The 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 2015-2016, there were 28 Jr. NAD chapters. In November 2015, 28 schools sent 76 deaf and hard of hearing delegates/observers and 36 advisors to attend the 25th Biennial Jr. NAD National Conference in Orlando, Florida. In February 2016, 24 students and 15 staff members attended the Jr. NAD Winter Retreat in Denver, Colorado.

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 NAD College Bowl competition took place in July 2016 at the 2016 NAD Biennial Conference in Phoenix, Arizona.

Youth Ambassador Program
The NAD Youth Ambassador Program (YAP) is a competition for deaf and hard of hearing youth, ages 18 to 30, within the deaf community currently residing in the United States. Contestants compete to determine who will be the two NAD Youth Ambassadors. The two Youth Ambassadors 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 represent the NAD at presentations, workshops, the Youth Leadership Camp (YLC), and other events within the deaf community. The 2016-2018 NAD Youth Ambassadors are Tanea Brown and Jeffrey Spinale, Jr.
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.

Notable Mentions

- Averaged more than 34 hours of accessible media watched every hour of every day during the year.

- Added 950 new titles to the collection of on-demand, accessible educational media; today, the DCMP collection has close to 6,000 titles!

- New features were added to the DCMP website to support commenting, rating, and social sharing of media items, which has proven useful for teachers to exchange classroom usage examples and provides DCMP an additional channel of client feedback.

- Revamped the Student Account functionality to improve usability, resulting in a notable increase in client adoption.

- A major revision to the DCMP iOS app was released, increasing the ease of use with and by students.

- Continued making accessible content available on the computer and home television sets through a special DCMP Roku channel.

- Distributed technical assistance and informational articles, captioning and description guidelines, and other media through its Learning Center and Gateway, with over three million page views.
I am honored to serve as Treasurer and Chair of the Finance Committee for the National Association of the Deaf. The NAD's commitment to efficiency, transparency and strong financial management plays a pivotal role in upholding our responsibilities to our donors and communities we serve. By meeting regularly with the NAD's management and finance staff, the Finance Committee ensures rigorous fiscal controls and adherence to strict governance and administrative standards. I am pleased to present the NAD's finance statements for the fiscal year ending March 31, 2016. We worked closely with our professional independent auditors at Boden Klein & Sneesby to provide an accurate representation of our organization's health and stability.

Philippe Montalette
Finance Committee Chair and Board Treasurer
## Where We Are Now | All the Numbers

### Revenue

<table>
<thead>
<tr>
<th>PUBLIC SUPPORT:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Grants/Contracts</td>
<td>1,367,445</td>
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<tr>
<td>Membership</td>
<td>156,049</td>
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<tr>
<td>Other Contributions</td>
<td>217,642</td>
</tr>
<tr>
<td>Fundraising, Net</td>
<td>75,292</td>
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<tr>
<td><strong>TOTAL PUBLIC SUPPORT</strong></td>
<td><strong>1,816,428</strong></td>
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<table>
<thead>
<tr>
<th>PROGRAM REVENUE:</th>
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<tbody>
<tr>
<td>Legal Consulting and Court Awards</td>
<td>297,757</td>
</tr>
<tr>
<td>Youth Programs</td>
<td>109,753</td>
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<tr>
<td>Conferences</td>
<td>106,634</td>
</tr>
<tr>
<td><strong>TOTAL PROGRAM REVENUE</strong></td>
<td><strong>514,144</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OTHER REVENUE:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment Income</td>
<td>(186,201)</td>
</tr>
<tr>
<td>Other Income</td>
<td>38,117</td>
</tr>
<tr>
<td><strong>TOTAL OTHER REVENUES</strong></td>
<td><strong>(148,084)</strong></td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td><strong>2,182,488</strong></td>
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### Expenses

<table>
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<tr>
<th>PROGRAM SERVICES:</th>
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<tbody>
<tr>
<td>Federal Grants</td>
<td>1,357,195</td>
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<tr>
<td>Law and Advocacy</td>
<td>405,541</td>
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<tr>
<td>Youth Programs</td>
<td>252,389</td>
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<tr>
<td>Marketing</td>
<td>128,320</td>
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<td>Membership</td>
<td>57,095</td>
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<td>Conferences</td>
<td>56,618</td>
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<td><strong>TOTAL PROGRAM SERVICES EXPENSES</strong></td>
<td><strong>2,257,158</strong></td>
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<th>SUPPORTING SERVICES:</th>
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<tbody>
<tr>
<td>Management and General</td>
<td>359,311</td>
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<tr>
<td>Fundraising Expenses</td>
<td>25,840</td>
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<tr>
<td><strong>TOTAL SUPPORTING SERVICES EXPENSES</strong></td>
<td><strong>385,151</strong></td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>2,642,309</strong></td>
</tr>
</tbody>
</table>

### Change in Net Assets

Net assets, Beginning of Year: 6,660,547

Net assets, End of Year: 6,200,726

### Members by Section

- Regular: 2,101
- Senior: 1,061
- Local: 290
- Student/Youth: 146
- State: 103
- National: 38
- International: 6

### Total Donations

$94,726
The People Involved | Board of Directors

Chris Wagner, President
Melissa Draganac-Hawk (starting July 2016)

Melissa Draganac-Hawk, Vice-President
Joshua Beckman (starting July 2016)

Joshua Beckman, Secretary
Jenny Buechner (starting July 2016)

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Steve Lovi, Region I Representative

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Linsay Darnall, Jr. (starting July 2016)
Richard McCowin, Region II Representative

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Holly Ketchum (starting April 2015)
Jerry Nelson, Region III Representative

Sherri Collins, Region IV Representative
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Pamela Lloyd-Ogoke, Appointed Board Member
Meena Mann (starting October 2016)

Howard A. Rosenblum, Ex Officio Member

174,944 total mileage traveled for NAD
206 combined years as NAD members
119 combined hours per week for NAD
52 total workshops given
446 total VP meetings
The People Involved | Committees

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Anna Bitencourt, Staff Attorney
Violet Blake, Front Desk Receptionist
Marc Charmatz, Staff Attorney
Angela Ellman, Conference Planner
Andy Foster, Webmaster
Tawny Holmes, Education Policy Counsel
Caroline Jackson, Staff Attorney
Jazzy Jones, Communication Specialist
Kim Bianco Majeri, State Legislative Affairs Coordinator
Michael Michner, Chief Financial Officer
Donna Morris, Member & Donor Relations Specialist
Debra Patkin, Staff Attorney
Lizzie Sorkin, Director of Communications
Allie Rice, Director of Youth Programs
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Bethany Weiner, Front Desk Receptionist
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- Iris Mars, BI
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- Ujian Masuk, A
- Hilary Mayhew, S
- Frances McCarthy, BI
- Pat McCullough, P
- Raymond McDevitt, C
- Teresa Melder, A
- Ken Mikos, BVI
- Lucy Miller, BXV
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Keith Murphy, S
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Brenda Walker Prudhom, C
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Cheryl Quintal, C
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Robert Thomson, BI
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Sandra Tooles, FON
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Rose Trabert, A
Jeanette Travis, FON
Harry Tremaine, P
Karen Turley, S
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Praful Vani, FON
Daniel Veltri, A
Gary and Donna Viall, BII
Kathryn Voss, BI
Maxine Walker, C
Katherine Walley, C
Howard and Darlene Watson, BIII
Clifford Watts II, C
Robert Webster, BI
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Julia Weisenberg, S
J. Sterling and Lucie White, BXXXI
Wendy Wiatrowski, P
Phyllis Wilcox, P
Leandra Williams, P
Stephen Williams, BII
Amy Williamson, P
Samuel Williamson, BI
Bri Wilson, A
Sharon Wilson, S
Tiffany Wilson, A
David and Doris Wise, BI
Anna Witter-Merithew, A
Rosalee Wolfe, BII

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Jason Zinza, S
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American Charities, FON
Arizona Association of the Deaf, SA
AT&T United Way, FON
BGE, LTD, FON
Bradford Group, FON
CBS Corporation, FON
CEASD, Inc, OA
Clerc Foundation, FON
Comcast Corporation, OA
Communique Interpreting, FON
Community Foundation of Greater Memphis, FON
CSDVRS, LLC, OA
DC Soccer, LLC, FON
Eisenberg and Baum, LLP, FON
Fidelity Charitable Gift Fund, FON
Gallaudet University, OA
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Google, OA
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Indiana Association of the Deaf, SA
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Landis Group, FON
Lyft, Inc, FON
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Maryland Charity Campaign, FON
National Football League Foundation, FON
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Purple Communications, Inc, OA
Sorenson Communications, OA
Special Needs Law Group of Massachusetts, FON
Sprint Nextel, OA
SWOBODA Deaf Center, FON
Uber, FON
United Technologies, FON
United Way of Central Maryland, FON
United Way of Greater Milwaukee, FON
United Way of the Virginia Peninsula, FON
University of Rochester, FON
Verizon Communications, OA
VTC Secure LLC, BVII
Your Cause, FON
ZVRS, OA

Nancy J. Bloch Leadership and Advocacy Scholarship
Glenna Ashton, BVI
Gerard and Judith Buckley, BIX
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Clark and Rosalee Connor, BII
Donna Drake, BII
Anita Farb, BX
Shane Feldman, BI
Robert and Evie Harris, BXV
Dianne Hoggins, FON
Patricia Kidd, P
Henry and Sandra Lee Klopping, BIV
Joan Kozicki, BI
Camy Lange, P
Steve Lovi, P
Victoria Maglocichino, FON
Bruce Makowski, P
Richard and Alicia Malcolm, BI
Robert and June McMahon, BII
Lewis Merkin, P
John and Brenda Mitchiner, FON
Betty Moers, BII
Brendan Murphy, A
Jerry Nelson and Nancy Bloch, BXLII
Marica Oja, FON
Joan Patterson, S
Lawrence Petersen, BIV
Nancy Rarus, BXV
Louis Scott, BI
Peter and Debbie Seller, BI
Muriel Strasser, P

Frank R. Turk Youth Leadership Scholarship
Philip and Judith Bravin, BXV
Celia May Baldwin, C
Joseph Buschmann, P
Jack and Ann Cassell, BII
Mary Ann Corbett, BIII
Robert and Donna Davila, BV
Donald Galloway, P
John Groth, BIV
Robert and Evie Harris, BXV
Brian and Jacqueline Kilpatrick, BII
Norman and Maedora Larson, BIII
Bruce Makowski, P
John Miller and Ausma Smits, BV
Marilyn Mitchell, BI
Al Noll, BI
Lawrence Petersen, BIV
Larry Puthoff, BI
David and Alyce Reynolds, BXVIII
Julian and Bernice Singleton, BVIII
Thomas Taylor, S
Frank and Marlene Turk, BX

Annual Fund Campaign – International
Donalda Ammons, BIII
Marie Rose Guillermo, A
Christina Healy, A
Jia Li Lau, FON

Annual Fund Campaign - Law and Advocacy
Donalda Ammons, BIII
Jean Andrews, A
Helen Badoyannis, C
Suzann Bedrosian, P
Jamie Berke, P
Barbara Bernstein, BI
Deanna Borenau, P
A. Anne Bowers, Jr., BI
Bernard Bragg, BIX
Philip and Judith Bravin, BXV
Sharon Breyvert, FON
Gerard and Judith Buckley, BIX
Jesus Candelaria, A
Harvey and Mary Ann Corson, BXX
Robert and Donna Davila, BVI
Renwick and Elizabeth Dayton, BII
Donna Drake, BII
Allan Fraenkel, BI
Nicole Gillyes, A
George Gomme, C
Harvey and Astrid Goodstein, BXXIV
Rod and Artie Grassman, BI
Brian Greenwald, C
Star Griers, S
John Groth, BIV
Mike Gugerty, A
Judy Harkins, BI
Liz Hill, A
Dorothy Hodge, BI
Nancy Horowitz, BVI
Rae Johnson, BIV
Donna Kallenberger, A
Evelyn Kamuchey, BVI
Barbara Kautz, FON
Rhea Kennedy, A
Caroline Koo, C
Sidney Kraizman, P
Linda Lamitola, BI
Bruce Makowski, P
Carla Mathers, P
Robert and June McMahon, BII
Jon Mitchiner, BI
Betty Moers, BII
Larry and Alice Obray, BII
Mark Paramo, A
Brian Perry, BII
Catherine Richardson Kiwitt, A
Timothy Riker, A
Janice Rilmer-Castellano, P
Lore L. Rosenthal, P
Kellie Shahanhorn, P
Kelly Stack, A
Denis Tucker, C

Irene Tunanidas, P
D. Wayne Walters, BII
Barbara White, BI
Sara Winchester, BI
Wanda Witczak, BI
Ruann Wood, A

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Matt Schmid, FON
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Angela Marie Vasquez, C
Stephanie Zito, A

135
Elaine Aiello, BI
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Tina Elkins, A
Geraldine Francini, BII
Robert and June McMahon, BII
Martin Price, C
Edward Reitz, BI
Kathleen Seymour and Bob Bergan, A

2015 Jr. NAD Conference
Christie Abrams
Nancy Hlibok Amann
Beth Benedict
David Bird
Chris Bradley
Bradley Brown
Erie Land Brown
Jennifer Campero
Everett Carpenter
Robert Chain, Jr.
Linsay Darnall, Jr.
Jeanette Dreher
Walker Estes
Michelle Florio
Adam Garfinkel
Karla Gunn
Victoria Hardy
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- Calvin Holst
- Erica Hossler
- Melissa Yingst Huber
- Sheila Korolev
- Cinnie MacDougall
- Sean Maloney
- Kathy Miller
- Jeanine Pollard
- Jennifer Reynolds
- Rosa Rodriguez
- Danielle Silk
- Doreen Simons
- Kim Symansky
- Alla Tarasuk
- Lisa Wasilowski
- Robert Weiniger
- Lissette Molina-Wood
- Amtrak

#### In Honor...

- **Donalda Ammon’s parents**
- **Donalda Ammon, BII**

- **Joshua Beckman**
- **American Sign Language Teachers Association, OA**

- **Kimberlee Bachman**
- **David LoVerne, FON**

- **Jenny Buechner**
- **Suzy Long, S**

- **Govind Chadalawada**
- **Sri Kolli, A**

- **Marc Charmatz**
- **Shane Feldman, BI**

- **Chivalry’s Not Dead Charity Tournament**
  - Jacob Lilley, FON

- **Michael Cohen**
- **Julie Grenet, FON**

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- **Lee’s Summit North DECA**
  - **Wylie Brown, FON**

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  - **Kara Jerez, FON**

- **Taco Lockhart**
  - **Glenn Lockhart, BI**

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  - **Marilyn Lucey, FON**

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  - **Jacqui and Tod Gross, FON**

- **Ms. Mosley**
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  - **Carol Cambone, FON**
  - **Clark and Rosalee Connor, BII**

- **Arkansas Association of the Deaf, SA**
  - **Texas Association of the Deaf, SA**

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  - **Bri Wilson, A**

- **Agnes Padden’s 90th Birthday**
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  - **Cynthia Weitzel, P**

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  - **Carol Crabin, FON**

- **Carol Crbin**
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  - **Kelly Gorman Lowe, FON**

- **Kimberly Gurtler**
  - **Denise DeVinny, FON**

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- **Caroline Jackson**
  - **Isaiah and Helen Jackson, FON**

- **Alexis Kashar**
  - **The Landis Group, FON**

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  - **Anne Braun, FON**
  - **Heidi Johnson, FON**
  - **Bobbie Quinn, FON**
  - **Jennifer Wagner, A**

- **Alicia Lane Outlaw**
  - **Cynthia Weitzel, P**

- **Margot Larue**
  - **Nicola Koontz, FON**
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Lizzie Sorkin, P
Adam Stone, A
Liz Stone, C
Jessica Thurber, C
Florence Vold, C
Eyob Zerayesus, A

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Douglas Goldhamer, FON
Illinois Association of the Deaf, SA
Wisconsin Association of the Deaf, SA

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Fleet Bowman, BII
Virginia Luke, BII

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Christian Davis, FON

Keith and Cindy Simmerman’s Wedding
Kathie Gray-Plotkin, S

Jean Slobodzian
Shridevi Rao, FON

Soper Trust
Byron and Shirley Zimmerman, S

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Georgia Association of the Deaf, SA
Oregon Association of the Deaf, SA
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Rosemarie Johnston, BI

Lawrence and Thelma Leitson
Mark Leitson, FON

Joshua Light
Shelley Rolf, FON

Beth Lucey
Marilyn Lucey, FON

Lynn University Teachers and Students who perished in the 2010 Haiti earthquake
Lynn University Intercultural Communications Class
Erika Grodzki
Marisol Aneika
Jeff Hauwa

Mary Malzkuhn
Rae Johnson, BIV

Marshall Nace
Suzanne Nace, A

Lawrence Newman
Warner Newman, FON

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Esther Fink Persky
Deborah Fink, A

Ruth Peterson
Harvey and Astrid Goodstein, BXXIV
Betty Moers, BI
Joseph and Kay Francis Rose, BVI
Herb and Roz Rosen, BXXIV
<table>
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<tr>
<th>Lucina Phillips</th>
<th>Larry Seng</th>
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**DONOR KEY**

- **B** = Benefactor ($1,000 and up)
- **P** = Patron ($500-$999)
- **S** = Sustaining Member ($250-$499)
- **C** = Contributing Member ($100-$249)
- **A** = Advancing Member (up to $99)
- **SA** = State Association Affiliate
- **FON** = Friends of the NAD
- **OA** = Organizational Affiliate

**Note:** Roman numerals following Benefactors (B) identify cumulative donation amounts in $1,000 increments.
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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.