

**National Association of the Deaf
NAD Board of Directors Meeting
Silver Spring, Maryland
January 11, 2024**

Wednesday, January 11, 2024

Maryland School for the Deaf - Frederick Campus

Board Members Present: President Jenny Buechner (2022-2024); Vice President Stephanie Hakulin (2022-2024); Secretary Milmaglyn Morales (2022-2024); Treasurer Michelle Cline (2022-2024); Region I Board Members: Jacob Leffler (2020-2024) and Nicholas Lalanne (2022-2026); Region II Board Members: Linsay Darnall, Jr. (2020-2024) and Kevin Ryan (2022-2026); Region III Board Members: Lisa Rose (2020-2024) and Michael Deuel (2022-2026); Region IV Board Member: James Christianson, Jr. (2020-2024); Affiliate Board Member: Tyese Wright (2020-2024).

Not present: Region IV Board Member: Laura Kim (2022-2026), Affiliate Board Members: Dawnmarie Caggiano (2022-2026), and Appointed Board Members: Vyron Kinson (2022-2024) and Kimberly Thornsberry (2022-2024).

Present: Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff Present: Lizzie Bloom, Director of Engagement; Emily Addison, Content Coordinator; Marlene Valle, Social Media Coordinator; Claudia Giordano, Director of Youth Programs; Alexander Van Hook, Staff Attorney.

Visitors Present: Maryland School for the Deaf - Frederick Campus Staff and Students

President Jenny Buechner called the meeting to order at 1:05 PM after a tour of the Maryland School for the Deaf - Frederick Campus earlier in the day.

President Jenny Buechner explained the agenda for the board meeting.

Motion: Kevin Ryan moved to ratify the motions made since the last in-person Board meeting. Seconded by Michael Deuel. Carried.

August 23, 2023

MOTION: Laura Kim moved to approve the use of \$5,000 from the NAD's Disaster Relief Fund for the donation to the Maui Deaf Friends Organization. Seconded by Michael Deuel. Carried.

December 4, 2023

MOTION: Kimberly Thornsberry moved to approve the minutes with changes as read. Seconded by Michael Deuel. Carried.

Treasurer Michelle Cline reviewed the Revised FY2024 budget and the Proposed FY2025 budget with the board.

President Jenny Buechner called for a recess at 3:55 PM.

James Christainson, the Membership Committee Chair, presented a timeline that includes establishing a task force with both the Strategic Plan and Membership committees, developing proposals to amend the bylaws, and communication plans. The Board recommended that the Membership Committee prepare alternative plans if their current objective does not work out.

CEO, Howard A. Rosenblum, provided an update on the development of the Interpreter Agency Accreditation. He also explained that this development includes a portal, which will be launched as a pilot program scheduled for March/April 2024. The Board has requested a demonstration of the portal prior to release.

Region III Board Lisa Rose shared an update about the Board Procedure Manual. She expressed her aim to reduce the number of pages, but explained that she would need more time to work on it.

Region III Board Lisa Rose provided an update on training modules being worked on in Canvas. The Council of Representatives module is almost complete. Lisa shared that the Education Advocacy and Finances modules are still in the works.

Region III Board Lisa Rosa presented an overview of the criteria of the NAD Disaster Fund to the Board. She discussed whether the fund would cover both natural disasters and human-caused disasters. The Board recommended that a statement about the history of Together We Stand be added to the NAD Disaster Fund Criteria. They also suggested that it is preferred that the organization applying for funds has a valid and current 501(c)3, although not required. The Board agreed that both natural disasters and human-caused disasters are to be covered as long as they warrant federal and/or state declarations.

MOTION: Region I Board Jacob Leffer moved to approve the NAD Disaster Fund Criteria. Region IV Board James Christianson seconded. Carried.

CEO Howard A. Rosenblum provided an update on the space for the NAD office. During the meeting with the board, he presented three options for the relocation of the NAD office. Additional time is needed before making a decision, and the board would be informed as soon as a decision is made

CEO Howard A. Rosenblum provided an update on the ACLU in Delaware situation. He mentioned that Neil McDevitt and Sara Novic wrote to the ACLU, copying Howard, with their objections and asked to meet with them. They, along with Howard, will be meeting with the ACLU soon.

President Jenny Buechner expressed that we need to increase communications between the Board and the NAD team. She also raised a question regarding the suitability of Slack as a communication platform among Board members as well as with Team members, and requested the Board to consider this matter. The Board has agreed to take this into consideration, and will discuss it further in their next meeting.

President Jenny Buechner called for a recess at 4:46 PM.

January 12, 2024

NAD Headquarters - Silver Spring, Maryland

Board Members Present: President Jenny Buechner (2022-2024); Vice President Stephanie Hakulin (2022-2024); Secretary Milmaglyn Morales (2022-2024); Treasurer Michelle Cline (2022-2024); Region I Board Members: Jacob Leffler (2020-2024) and Nicholas Lalanne (2022-2026); Region II Board Members: Linsay Darnall, Jr. (2020-2024) and Kevin Ryan (2022-2026); Region III Board Members: Lisa Rose (2020-2024) and Michael Deuel (2022-2026); Region IV Board Members: James Christianson, Jr. (2020-2024) and Laura Kim (2022-2026); Affiliate Board Member: Tyese Wright (2020-2024).

Not present: Affiliate Board Members: Dawnmarie Caggiano (2022-2026), and Appointed Board Members: Vyron Kinson (2022-2024) and Kimberly Thornsberry (2022-2024).

Present: Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff Present: Lizzie Bloom, Director of Engagement; Emily Addison, Content Coordinator; Marlene Valle, Social Media Coordinator.

The meeting resumed at 12:36 PM after a visit of the Maryland School for the Deaf - Columbia Campus earlier in the day.

President Jenny Buechner explained the agenda for the board meeting.

CEO Howard A. Rosenblum explained the rationale for keeping the 2024 Conference theme animation video due to the costs and time efforts. The Board has agreed to keep it.

Michelle Cline and Milmaglyn Morales, the Conference Co-Chairs, gave an update about the 2024 NAD Conference. During the meeting, the Board discussed the conference rates. They also reviewed the Awards and Council of Representatives and decided to continue with the

Mentorship program and keep the 4th Caucus on the schedule. Additionally, the board engaged in a discussion about how the sensitivity training should be provided - on canvas, as a webinar, or in person. The board asked that we check with the Transforming Diversity Racism Equity Accountability (TDREA) committee (formerly called Dismantling Racism Committee) to make recommendations on whether the sensitivity training should be done via Webinar or Canvas for the delegates of the Council of Representatives.

The board provided reports on the 2022-2024 Priorities.

Equity in Deaf Education -

Board Liaisons Laura Kim and Nicholas Lalanne shared that the committee had their meeting last week, and they have been working on the checklist and will finalize the draft before sharing it with the Board for review. After the review, the editor will be needed to finalize the checklist.

ASL Resources for Deaf Babies -

Board Liaisons Michelle Cline and Milmaglyn Morales shared that the committee is organizing a Community of Practice Summit event on March 4th at Gallaudet University. The event is by invitation only and will take place during the same week as the CEASD event for the Macy Act on Capitol Hill. The committee is working to secure sponsorship from the Motion Light Lab and Regional Early Acquisition of Language.

Deaf Senior Issues -

Board Liaison Kevin Ryan shared about the caregiver course at Gallaudet University including the cost. He has asked the Board to remind state association presidents to update their state's information on our Senior Resources page. He also shared that the Senior Resources page on the NAD website was last updated in 2013 and needs to include all new information that have changed since then. He mentioned that Nancy Bloch reached out on behalf of DSA, and showed a desire by DSA to take over this project.

President Jenny Buechner called for a recess at 4:40 PM.

January 13, 2024

NAD Headquarters - Silver Spring, Maryland

Board Members Present: President Jenny Buechner (2022-2024); Vice President Stephanie Hakulin (2022-2024); Secretary Milmaglyn Morales (2022-2024); Treasurer Michelle Cline (2022-2024); Region I Board Members: Jacob Leffler (2020-2024) and Nicholas Lalanne (2022-2026); Region II Board Members: Lindsay Darnall, Jr. (2020-2024) and Kevin Ryan (2022-2026); Region III Board Members: Lisa Rose (2020-2024) and Michael Deuel (2022-2026); Region IV Board Members: James Christianson, Jr. (2020-2024) and Laura Kim (2022-2026); Affiliate Board Member: Tyese Wright (2020-2024).

Not present: Affiliate Board Members: Dawnmarie Caggiano (2022-2026), and Appointed Board Members: Vyron Kinson (2022-2024) and Kimberly Thornsberry (2022-2024).

Present: Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff Present: Lizzie Bloom, Director of Engagement; Emily Addison, Content Coordinator; Alexander Van Hook, Staff Attorney.

The meeting resumed at 8:50 AM.

President Jenny Buechner explained the agenda for the board meeting.

The Board engaged in a training by Akilah English, called, "It Starts with Me: Understanding Microaggressions".

After the training, the meeting resumed, and President Jenny Buechner explained the plans for workgroups and the agenda for the Board meeting.

Work groups included discussing the 2026 Conference Theme, Supporting State Associations, Jr NAD chapters, Reviewing the checklist for Equity in Deaf Education, Council of Representatives, and the board's role in reviewing Policies and other significant documents for programs of the NAD as well as sections.

President Jenny Buechner called for a recess at 11:45 AM.

The meeting resumed at 2:00 pm.

Board Role in Reviewing Policies and Other Important Documents within Programs and Sections:

Board Member Jacob Leffler shared that the committee will need to continue to discuss.

Jr. NAD/State Associations:

Board Members Linsay Darnall, Jr. and Michael Deuel mentioned that Jr. NAD has a portal which is not widely known. They expressed their desire to invite Claudia Giordano to the meetings and collaborate with state association presidents to promote Jr. NAD chapters. They also shared ideas to support leadership roles of state associations. They suggested creating a guideline for the responsibilities and role of Member at Large. They also suggested creating opportunities for training and/or group conversations with the executive team members in their respective roles, for those currently serving in those roles

Council of Representatives:

Board Member Lisa Rose gave an update on the Canvas platform and the videos that need to be made/updated. Lisa shared the timeline in collecting information from State Associations and Affiliates to certify their membership numbers, submitting their roster of delegates, as well as individuals registration due dates. She shared that all delegates will be required to complete their training before June 30th, prior to the conference.

Equity in Deaf Education -

Board Member Laura Kim presented feedback on the Equity in Education checklist draft and has requested insights from the Board by January 31st.

2026 ASL Theme -

Board Member James Christianson shared a proposed ASL theme and the board was in agreement with it.

Strategic Planning -

Board member Linsay Darnall, Jr. presented proposals from three consultants for strategic planning. After review, the Board recommended hiring Inner Alignment Leadership, specifically Tiffany Williams.

President Jenny Buechner and the Board members discussed the importance of regular communication check-ins.

President Jenny Buechner called for a recess at 3:50 pm.

The meeting resumed at 3:55 pm.

SAAC

Board Member Laura Kim and President Jenny Buechner shared the efforts of SAAC in implementing a Mentorship Program in 2018 which has yet to come to fruition. Due to the delay, and the ongoing need for help among State Associations and Affiliate organizations, this program needs to be implemented. Former Board Section Chair, Steve Lovi, expressed interest in leading this project. It is important to note that this program is not the same as the Mentors program for COR. The committee's objective is to develop guidelines for mentoring, which will include resources, and additional information for mentors and mentees to discuss.

Board Reports

The Board members shared their reports in writing and did not have any urgent matters to discuss in person.

President Jenny Buechner has provided an update regarding the plans for the April Board Meeting. The board members discussed the logistics and came up with ideas through a brainstorming session.

President Jenny Buechner called for a recess at 4:45 PM.

The meeting resumed at 4:50 PM.

President Jenny Buechner called for the new business:

Motion: Linsay Darnall, Jr moved that we approve the revised FY 2024 budget and the proposed FY2025 budget. Seconded by Nicholas Lalanne. Carried.

Motion: Michelle Cline moved to waive the affiliate membership fee for all national non-profit deaf organizations (whether member-based or non-member-based) serving marginalized groups of the deaf communities indefinitely and invite them to participate in the Council of Representatives at the biennial NAD conference. Those organizations who would be considered are as follows:

- Having a 501(c)3 status for the organization
- Members are a part of marginalized groups within the deaf communities.
- Whose mission is aligned with the National Association of the Deaf's mission.

Seconded by Tyese Wright. Carried.

Motion: Michael Deuel moved to donate \$5,000 from the Disaster Relief Fund to Maine Association of the Deaf for Maine Mass Shooting Victims. Seconded by Laura Kim. Carried.

President Jenny Buechner adjourned the meeting at 5:15 PM.