

GarID General Business Meeting Agenda

June 7, 2014
Warner Robins, GA

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Donna Davis, secretary, verified the presence of a quorum prior to meeting.
(Total membership = 185; "voting members" = 93 X 10% = 10 "voting members" required.)
Twelve voting members are in attendance at the meeting; therefore, a quorum is present.

I. Call to Order and Presentation of Agenda – 12:27 pm

1. Erin Salmon, president, commended Ricky Rose and attendees to the workshop.
2. Introduction of board members: *Hijrah Hamid*, VP; *Donna Davis*, secretary; *Wendy Sullivan*, treasurer; *Anna McDuffie & Ramon Norrod*, members at large. *Amy Peterson*, member at large, was not in attendance.
3. Erin Salmon appointed Hijrah Hamid to serve as Parliamentarian during the meeting.

I. Highlights and Approval of Minutes - Secretary and Members

1. Donna Davis reviewed highlights of minutes from the GarID General Member Business Meeting, (*in conjunction with GarID Annual Conference*) in Atlanta, Ga, November 3, 2013
2. VOTE: Ramon Norrod moved to approve the minutes; Pam Hill seconded the motion. Motion to approve the minutes was passed unanimously.

II. Reports from Board

1. President – Erin Salmon

- Region II & NAD conference update:
 - Erin Salmon reported that time constraints resulted in confusion regarding registration for the conference. This was a learning process; Erin Salmon apologized on behalf of the Region II planning committee.
 - RID has agreed to provide workshops for the NAD conference.
 - NAD recently implemented a conference policy that provides workshops at no cost to members of NAD.
 - RID members are encouraged to purchase combo tickets, including all events, for the conference in support of NAD.
 - Post conference includes legal training for \$75 and leadership training.

Donna Davis asked if registration will re-open and if NAD members must register non-combo to attend.

Erin Salmon responded that NAD members may show up at the conference and attend any workshops that are not sold out.

- GarID is spearheading the "RID Cares Initiative" at the NAD conference. GarID volunteers will collect donations of needed items for Camp Julienna, as well as pay-pal donations. Information will be disseminated to members.
- Committee reports were e-mailed to members and posted online prior to this meeting in order to allow more time for the board to hear from the membership.
- Committees are always in need of new volunteers; contact GarID and you will be connected to an area of need.

2. Vice President – Hijrah Hamid

- Nominations for open positions to be voted on at the fall conference in November 2014 are:
 - vice president
 - treasurer
 - member at large #2

Send nominations to Hijrah Hamid: hijrah.hamid@gmail.com

- Qualifications for the three positions are, as read from by-laws:

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- Candidates must be GaRID and RID members in good standing.
- Executive board (president, vice president, treasurer and secretary) candidates must have been members in good standing of GaRID or an out-of-state affiliate chapter for one year prior to candidacy.
- Candidates must live within the state of Georgia.

3. Treasurer – Wendy Sullivan

Both the interim income statement (July 1, 2013 - June 7, 2014) and proposed budget for July 2014-June 2015 were presented.

- On the interim income statement, total income is \$40,396.38 compared to a planned amount of \$34,925.00. Line items that are stronger than anticipated are CEU payments, member dues, and conference fundraisers/registrations. \$4,000 was drawn out of reserves, but these funds were not needed to break even.
- We had several new members that joined specifically to get the member rate for the conference; this accounted for part of the strong dues income. GaRID has also had strong participation in the mentorship program. Total expenses on the interim financial statement are \$25,422.82 compared to the \$34,884.00 budgeted. Board members and committee chairs have been diligent in controlling expenses. In addition, several expenditures will still be paid during June: mentor fees, costs associated with today's Member Appreciation Day, and Region II expenses.
- For the proposed budget, income and expense line items are consistent with past year's financial performance. CEU income was budgeted to increase because many members are now taking advantage of this service. Both conference income and expense will be reduced this year because our fall conference will be one full day rather than a 2.5 day event. (The board shortened the conference because the annual NAD/Region II conference is in Atlanta this summer.) Website fees have increased because we are upgrading the GaRID website to support our increasing membership numbers. Additionally the upgrade will allow specific committee chairpersons to access necessary parts of the website. Also included is the fourth annual Member Appreciation Day event for the upcoming fiscal year.
- Questions on both the interim income statement and proposed budget were solicited; No questions were received.
- VOTE: Ramon Norrod moved to approve the proposed budget; Terry Garcia seconded. The budget was unanimously approved.

4. Secretary – Donna Davis

- Archive report - GaRID has several boxes of items which need to be organized.
 - Tom Lawrie has written a history delineating the establishment of GaRID that he shared during GaRID's 2013 conference. Tom submitted the typed history to GaRID, and Amy Peterson has scanned the document. Tom has requested that the document be reviewed and any corrections made to it prior to posting it publically.
 - Amy Elton asks if the document is a historical document. The document is not a historical document; it is a secondary source written by Tom after the events. Donna Davis asks if a member is willing to review and report back to the board regarding the need for corrections. (Pam Hill later approached Donna Davis and volunteered.)
- Donna reported that she is filling in for Jackie during the summer managing the website. Contact Donna with any issues.

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V. New Business

1. Conference report – members at large: Anna McDuffie & Ramon Norrod.

Becky Harris and Jean Plant coordinated GarID's amazing conferences for five years and have stepped down from the conference committee.

This year, board members at large, Anna McDuffie, Ramon Norrod, and Amy Peterson, have stepped up to coordinate a mini-conference in Atlanta at Georgia Perimeter College on November 15th. Conference is reduced in scope to encourage members to attend NAD July 2014.

Mental health and general skills tracks will convene all day for a total of .8 CEU's. The conference fee is \$80 and a student rate will be offered; one meal will be included, dinner on your own.

Presenters include: The Department of Behavioral Health and Development Deaf Services (DBHDD) and Brian Leffler; keynote provided by Brandon Arthur of StreetLeverage.

Most sessions will be conducted in ASL; accommodations can be requested in advance.

Ramon Norrod is working to collect sponsorships.

Plans are to open registration in August.

VII. Announcements

- Hijrah Hamid's beautiful baby boy has arrived and is in attendance at today's workshop.
- Ramon Norrod: UpGrade Conference, specifically designed for educational interpreters has been moved to September 26th, 27th, and 28th. In addition to skills training, participants will receive individual feedback sessions through rotating tracks:
<http://www.upgradeconference.com/>
- August 22 and 23rd, Trix Bruce coming to Athens: <http://www.trixbruce.com/wp-content/uploads/2014/04/Flyer-August-22-23-2014-Athens-GA.pdf>
- Hijrah Hamid requests that members submit articles for GarID's upcoming Faces newsletter to: editor@garid.org
- Ruth Dubin: June 20, AASD is hosting the Deaf Hood Foundation
<http://deafhoodfoundation.org/Deafhood/Home.html>
- NAD Ed Advocacy Workshop, June 30 and July 1, 2014 at Hilton Atlanta:
<http://www.gadeaf.org/>
- Anna McDuffie announced that Ruth Dubin has achieved RID legal certification
- Upcoming movie: "Beyond the Embers" scheduled to be released Fall 2014-
<http://www.aslfilms.com/>

II. Member discussion from the floor

- Donna Reeder asked if increased out of state members could cause issues with obtaining a quorum for voting. Donna Davis explained that quorum is determined by counting total "voting members" (dual GarID/RID certified or associate members).
(Currently, there are 185 members, but 93 voting members. Therefore, 93 X 10% = 10 members required for quorum.)
- Amy Elton commends the work being done by GarID.
- Ruth asks about the communication mode discussion that the board initiated last year; a member discussion began:

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- *Pam Hill: I read the minutes from the 2013 conference discussion of this matter; accessibility options are always available to attendees of ASL workshops.*
- *A novice student stated that this ASL event has resulted in greater learning for her.*
- *Ramon Norrod: Students often state that learning is enhanced after experiencing immersion environments. The newest discussion involves public areas surrounding events. The goal is that the entire event become more "Deaf friendly".*
- *Ricky Rose is in agreement*
- *Anna McDuffie: We can always do better, and we can lead by example to bring about change. Another positive result is that workshops become less expensive with reduced interpreting costs. Anna and Ramon were willing to voice today if a participant requested, but the openness to the process of learning here has been tremendous.*
- *Ramon Norrod: If I had been voicing what the instructor was saying today, the English would have been intrusive. With this ASL event, we each had the opportunity to analyze the concepts being presented in our own way.*
- *Mallerie Shirley: Research proves that language is learned through usage and immersion. Oppression does exist in the interpreting community toward Deaf persons. Having a positive attitude through trial and error is what brings about improvement. We are all in the process of learning and we have to get over the process of making mistakes. We are all in this together. Although our field has evolved into a profession, attitudes have much further to go. We know that within ITP's discussion about the profession will occur in English, but the main mode within these programs should be ASL so that students can experience the fullness of the language and learn to process that language seamlessly.*
- *Ricky Rose commended participants at today's meeting and stated that he is impressed with the communication.*
- *Donna Reeder: I used to bring isolated Deaf students to Deaf events. Those students would at first not want to go with me, but after the event, they never wanted to go home because of the language immersion. If this is true for Deaf children, it can also occur for us. Leaving our comfort zone is where we grow.*
- *Erin Salmon: We continue as a board to be interested in what our members think regarding these issues, and it is clear that the pendulum has shifted more toward providing more trainings in ASL. The board concluded this past year that creating a formal policy would be too limiting and binding for the organization.*
- *Amy Elton: Most people want inclusion; participants should be able to determine for themselves what will work for them. A few will not participate if an event is in all ASL, but most will.*
- *Erin Salmon: Members and board members can continue to lead by example.*
- **Additional announcement by Anna McDuffie: Green Lasso is a program birthed from a StreetLeverage idea. The goal of Green Lasso is to repair the relationship between the Deaf and interpreting communities. There are five pilot cities nationwide and the greatest need is for certified interpreters.**

2. Adjournment 1:43

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Addendum #1 Approved Budget:

GA Registry of Interpreters for the Deaf			
Budget July 1, 2014 - June 30, 2015			
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NCOME			
Conference	Registrations	\$8,100	
	Fundraisers	\$0	
	Sponsorships	\$1,900	
Total Conference		\$10,000	
Fundraisers		\$100	
Interest		\$25	
Member Dues	(\$30 X 100)	\$3,000	
Mentorship	(\$300 X 4)	\$1,200	
Workshop Registrations		\$3,000	
CMP - CEU pymts		\$600	
Draw on retained Earnings for Member Event		\$1,000	
TOTAL INCOME		\$18,925	
EXPENSES			
Accounting Fees		\$250	
Admin Supplies-Board		\$250	
Admin Supplies-Workshops		\$50	
Bank Fees		\$25	
Donations (to other orgs)		\$200	
Conference	Hotel/meeting space	\$800	
	Lodging	\$0	
	Presenter Honorariums	\$1,150	
	Interpreters	\$1,400	
	Parliamentarian	\$50	
	Copies/admin	\$200	

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	Travel	\$0	
	Lunch/water/snacks	\$1,440	
	Venue insurance	\$200	
Total Conference Expenses		\$5,240	
Membership Committee		\$75	
Mentor Fees	(\$250 X 4) + \$100 admin costs	\$1,100	
Board Business (retreat, 4 Bd Mtgs, mileage, etc)		\$1,000	
Post Office Boxes	Membership/Conference	\$120	
Public Relations Committee		\$50	
RID Conference		\$3,500	
Sec of State Fees		\$50	
CMP fee to RID		\$150	
Member Sections	(3 X \$25)	\$0	
Website Charges		\$900	
Workshops		\$2,500	
Workshops/Mtgs-unplanned Terp Fees		\$1,000	
Member Event	draw on retained earnings	\$1,000	
TOTAL EXPENSES		\$17,460	
NET INCOME/RESERVES		\$1,465	

Addendum # 2 (following page) Interim Statement July 1, 2013 – July 7, 2014

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8:09 PM

06/05/14

Accrual Basis

Georgia Registry of Interpreters for the Deaf, Inc Profit & Loss Budget vs. Actual July 1, 2013 through June 7, 2014

	Jul 1, '13 - Jun 7, 14	Budget	\$ Over Budget	% of Budget
Income				
CMP - CEU payments	745.00	400.00	345.00	186.3%
Conference				
Draw on Reserves -for terp fees	1,000.00	1,000.00	0.00	100.0%
Fundraisers	4,597.05	4,000.00	597.05	114.9%
Registrations	17,462.70	14,875.00	2,587.70	117.4%
Sponsorships	3,400.00	3,400.00	0.00	100.0%
Conference - Other	0.00	0.00	0.00	0.0%
Total Conference	26,459.75	23,275.00	3,184.75	113.7%
Draw on RE-Member Event	1,000.00	1,000.00	0.00	100.0%
Draw on RE-to bal budget	2,000.00	2,000.00	0.00	100.0%
Fundraisers	146.71	200.00	-53.29	73.4%
Interest	150.69	100.00	50.69	150.7%
Member Dues	5,070.41	3,750.00	1,320.41	135.2%
Mentorship	2,700.00	1,200.00	1,500.00	225.0%
Workshop Registrations	2,123.82	3,000.00	-876.18	70.8%
Total Income	40,396.38	34,925.00	5,471.38	115.7%
Expense				
Accounting Fees	0.00	250.00	-250.00	0.0%
Admin Supplies-Workshops	0.00	50.00	-50.00	0.0%
Admin Supplies - Board	176.12	250.00	-73.88	70.4%
Bank Fees	0.00	25.00	-25.00	0.0%
Board Business	399.25	1,000.00	-600.75	39.9%
Board Retreat	0.00	0.00	0.00	0.0%
CMP Fee to RID	150.00	150.00	0.00	100.0%
Conference Exp				
Hotel Charges Misc	10,262.69	10,485.00	-222.31	97.9%
Interpreters	1,000.00	2,000.00	-1,000.00	50.0%
Lodging Fees	955.93	1,929.00	-973.07	49.6%
Other Conf related fees	135.31	0.00	135.31	100.0%
Presenter Honorariums	4,000.00	7,000.00	-3,000.00	57.1%
Travel	2,555.40	1,500.00	1,055.40	170.4%
Conference Exp - Other	0.00	0.00	0.00	0.0%
Total Conference Exp	18,909.33	22,914.00	-4,004.67	82.5%
Donations (to other orgs)	25.00	300.00	-275.00	8.3%
Member Event	130.00	1,000.00	-870.00	13.0%
Member Sections	0.00	75.00	-75.00	0.0%
Mentor Fees	1,075.00	1,100.00	-25.00	97.7%
Payroll Expenses	0.00	0.00	0.00	0.0%
Post Office Boxes (2)	53.00	120.00	-67.00	44.2%
Public Relations Com	0.00	100.00	-100.00	0.0%
RID Conference	2,597.30	3,500.00	-902.70	74.2%
Sec of States Fees	30.00	50.00	-20.00	60.0%
Website Charges	406.23	500.00	-93.77	81.2%
Workshops				
Custodial Fees	0.00	0.00	0.00	0.0%
Food/Snacks	36.80	0.00	36.80	100.0%
Hotel Room/Presenter	0.00	0.00	0.00	0.0%
Interpreting Fees	0.00	0.00	0.00	0.0%
Presenter Fees	840.33	0.00	840.33	100.0%
Workshop Fees - Other	0.00	0.00	0.00	0.0%
Workshops - Other	594.46	2,500.00	-1,905.54	23.8%
Total Workshops	1,471.59	2,500.00	-1,028.41	58.9%
Workshops-Unplanned Terp Fees	0.00	1,000.00	-1,000.00	0.0%
Total Expense	25,422.82	34,884.00	-9,461.18	72.9%
Net Income	14,973.56	41.00	14,932.56	36,520.9%

Minutes submitted by Donna Davis, GaRID board secretary on June 12, 2014 and approved by GaRID Board on June 17, 2014.