

GarID General Membership Meeting – May 4, 2015

- I Call to Order – President, Erin Salmon called the meeting to order at 1:02 pm and conducted a head count of voting members -- nineteen voting members were present. Based on the total of 174 members, 10% or eighteen voting members are necessary to conduct voting. Quorum was verified.
- A Erin welcomed LaVerne Lowe to the Board of Directors. Erin explained that LaVerne replaced Ramon Norrod, who has relocated to California.
- II Approval of Minutes – Secretary, Donna Davis and Members
- A Donna Davis reviewed highlights of minutes from the GaRID General Member Business Meeting, (*in conjunction with GaRID “mini” Conference*) Decatur, GA, November, 2014.
- B Ruth Dubin moved for a vote to approve the minutes; Donna Reeder seconded the motion.
- C The minutes were unanimously approved.
- III Reports from Board
- A President – Erin Salmon
- 1 The annual Board retreat took place January 23rd – 25th, 2015 at Anna McDuffie’s home in Marietta. Goals for the organization were created and are available on the GaRID website under the “about us” tab.
 - 2 The Georgia Association of the Deaf (GAD) has presented GaRID with a draft of a Memorandum of Understanding (MOU) to be signed by both Boards. Further discussion will take place between the two organizations at the GAD conference in June 2015.
 - 3 GaRID members were encouraged to attend the 2015 GAD conference, June 17-21st at Jekyll Island, Georgia. Registration is open on the GAD website. Half of the GaRID Board will attend.
 - 4 The 2015 RID National Conference takes place August 8 – 12th in New Orleans, Louisiana. Erin Salmon and Donna Davis will attend representing GaRID. Several Georgia interpreters are presenting, and GaRID members were encouraged to attend.
- B Vice President – Amy Peterson
- 1 If attending the 2015 RID National Conference, Amy asked that members make it a priority to represent Georgia and Region II at the Region conference. Amy stated that she is glad to be involved with this Board.
 - 2 Positions up for election in October 2015 were announced as follows; members were asked to communicate nominations to Amy.
 - a President (*current -- Erin Salmon*)
 - b Secretary (*current – Donna Davis*)
 - c Members at Large position # 1 (*current – Laverne Lowe*): Amy explained that LaVerne’s term has been short because she replaced Ramon Norrod and is finishing out the final year of his term.
 - d Member at Large position #3 (*current – Jeffrey Bigger*): Amy explained that Jeffrey’s term ends in October because he replaced Amy Peterson and is serving out the final year of Amy’s term.
- C Treasurer – Anna McDuffie
- 1 Anna distributed an interim financial statement through April 30th, 2015.
 - 2 Anna distributed and explained the Board-approved proposed budget, to be voted on during “New Business”.

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- a At year's end, GaRID will have sizable reserves -- approximately \$53,000. There are two main reasons for the extra funds:
 - The 2014 "mini" conference was more profitable than previous conferences.
 - The educational interpreter (EI) workshop on January 5, 2015 was more profitable than expected with approximately 80 attendees on a widely-shared staff development day. (Several school districts paid for all of their EI's to receive the training.)
- b The Board wants member input regarding ways to utilize reserve funds. Mallerie Shirley asked about the process for submission of ideas; Erin Salmon responded that suggestions should be well thought-out, specific and submitted to the Board for consideration.
- 3 Anna reported that issues with PayPal resulted from a necessary changeover of e-mails within their system to Anna McDuffie's e-mail address. The issue is now resolved. If members have invoices pending, they can now pay them through the GaRID site.

D Members at Large –Donna Flanders & Jeffrey Bigger Conference Report

- 1 Donna and Jeffrey performed a comical skit that revealed their planning process. "Save the Date" printed materials were distributed:
 - a The 2015 GaRID Conference will take place at the recently renovated Unicoi State Park Lodge
 - b The dates of the conference are October 17th and 18th, 2015
 - c The most CEU's ever offered at a GaRID conference will be provided - 1.3 ceu's in PS
 - d Registration will open June 1st on the GaRID Website
 - e Because the conference coincides with "Oktoberfest" in the North Georgia area, members were strongly encouraged to book hotel rooms immediately when registration opens; hotels will become completely booked during the summer months. The discounted rate at Unicoi is \$140 per night.

IV Committee Reports (given by Board Officer Liaisons)

- A CMP (Certification Maintenance Program) Committee report given by Anna McDuffie – Chair, Diane Lynch
 - 1 Over 23 events (20 workshops and 3 PINRAS) were submitted and processed since the November 2014 general meeting. One person received coursework for CEU's.
- B Professional Development Committee (PDC) report given by Anna McDuffie – Chair, Diane Lynch
 - 1 Since the 2014 GaRID "mini" conference, there have been two GaRID events provided to the membership:
 - a "Roadblocks to Literacy" in Kennesaw was attended by over 80 people, January 5, 2015.
 - b Member Appreciation Day, "ASL Storytelling Techniques", May 4, 2015.
 - 2 Two additional events will be provided to the membership before the end of this year.
 - 3 A legal interpreting workshop is in the planning stages for 2016. Carla Mathers, Legal Program Director at the MARIE Center will be teaching at the Gwinnet County Courthouse, where participants will be treated to a tour of the county jail.
- C Membership Committee given by Erin Salmon, Chair – Kelly Spell
There were 174 GaRID members, an awesome number reflecting GaRID's continued growth!

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D Mentorship Committee report given by Jeffrey Bigger, Chair, Jon Shive

- 1 Jon Shive reports that currently, 5 pairs are meeting.
- 2 Jon did a project this semester in one of his classes about mentoring that focused on the GarID Mentorship Program. Future goals are to improve forms and to create mentoring resources to be used during the fall session.
- 3 Advertising for the fall session will begin in June, 2015.

E Communications

1 Website – given by Donna Flanders, Webmaster – Jackie Anthony

- The website was upgraded last summer, increasing the amount of information that can be stored. Additionally certain committee chairs have access to keep information current for our members. It has been a smooth transition and we are ready to handle more memberships with our enhanced database. Let's keep growing, GarID!

2 Archives – given by Donna Davis

- Donna Davis formally recognized Tom Lawrie, who was present, for his work in documenting GarID's history. Donna explained that Pam Hill worked tirelessly to digitize Tom's work and that the document is now permanently stored and is available to the membership on the GarID website. Donna encouraged members to read the well-written history.

V New Business

A Approval of Proposed Budget:

- 1 Donna Reeder motioned that the membership vote to approve the GarID proposed budget and Rou Jarvis seconded the motion.
- 2 The GarID proposed budget was approved unanimously by the voters present.

B A proposal from the Board to change GarID's By-Laws to modify election cycles to enhance cohesiveness of the GarID Board was presented to the membership. Amy Peterson explained that the current GarID By-Laws read:

Article IV, Section 7. Terms of Office:

- A. *Members of the Board will be elected to two-year terms and may hold the same office for no more than three (3) consecutive terms.*
- B. *Elections for the offices of the President, and Secretary, Member at Large position number 1, and Member at Large position number 3 will be held during odd numbered years.*
- C. *Elections for the offices of Vice President, Treasurer, and Member at Large position number 2 will be held during even numbered years.*

- 1 Amy presented the following proposed modification to By-Laws; A., B., and C., above would be modified to read:

Elections for all Board positions will be held during odd numbered years.

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- 2 Amy explained the rationale for this proposal:
 - a Under current By-Laws, there is an election every year after which the Board inducts new members. It takes a significant amount of time to acclimate to the way that the Board functions. Therefore, newly elected members require lengthy explanation that reduces valuable time and resources that could be used to progress toward GarID's goals.
 - b Changing By-Laws to hold elections only on odd numbered years for all positions will allow the same Board members to work together for a full two years, fostering cohesion, and greater opportunity to make progress toward goals.
 - c In addition, modifying cycles allows for a natural progression of Board members who desire to move into other Board positions, i.e. Vice President moves into the President position; Member at Large moves into the Secretary position, without leaving vacant positions with uncompleted terms. Rather, Board members wishing to serve in alternate positions would complete their full two years of initial term of service and then run for the desired position.
- 3 Member discussion regarding this proposal:
 - a Ruth Dubin – Ruth thanked the Board for the clear explanation of the proposal but expressed concern that, if the proposal passes, the Board could be completely new after any election.
 - Anna McDuffie responded that GarID's By-Laws provide for an ex-officio. For example, Jackie Anthony continued to work with the Board for a year after completing her Presidential term. Additionally, as is typical with most "core" Board positions, former Treasurer, Wendy Sullivan is graciously currently supporting Anna, as needed, with her Treasurer duties. Anna additionally explained that historically, Board members tend to find their own replacements, averting complete turnover.
 - b Erin Salmon stated that, because of the lack of cohesiveness, GarID's goals have not been as productive as they could be.
 - c Donna Davis related that at the most recent RID Conference, several state RID chapters suffered a devastating loss of non-profit status because necessary paperwork was not filed properly within their respective states. Donna stated that the most critical position for maintaining the organization's non-profit status is the position of Treasurer. Anna McDuffie stated that she has no plans to leave the Board.
 - d Erin Salmon explained that if this proposal passes, the Board would further suspend terms of service so that all Board positions would potentially be elected at the next conference (in October).
 - e Amy Peterson explained that this is a proposal for the membership to consider. The Board wants to obtain more member feedback before presenting the proposal for a vote to the membership, so the Board asked that attendees please share and discuss this issue with colleagues.

VI Announcements

- A Hijrah Hamid began an announcement regarding Mallerie Shirley, and Mallerie announced that in July 2015, Mallerie will attend the WASLI (World Association of Sign Language Interpreters) Conference in Istanbul, Turkey. She has submitted a proposal to present regarding the experience of Deaf Muslims. The proposal has been selected, and she is seeking Deaf Muslims to interview for her research.

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- B Ruth Dubin announced that there are two important forums at the RID conference in August in New Orleans:
 - 1 The RID Reputable Agencies Task Force (RATF) has conducted research that will be presented.
 - 2 A community forum will take place with interpreter service providers and the Deaf Community.
- C Ruth Dubin reported additional information regarding the most recent StreetLeverage event that took place April 17 – 19th, 2015 in Boston, Massachusetts. Diane Lynch coordinated CEU's for the event (not related to GarID). Live streaming was an option for selected presentations; more videos will be uploaded for viewing in the coming weeks and months. One impressive event was a Deaf student poetry competition that raised funds for "The Learning Center for the Deaf" in order to develop an ASL curriculum for teaching ASL to Deaf children. Ruth felt that the "Boston Strong" theme of the event was meaningful. The next StreetLeverage event will be held in Freemont, California.
- D There is a first of its kind Deaf Interpreters Conference (organized by Deaf people, and for Deaf people) this summer in Saint Paul, Minneapolis. Amy Peterson has been asked to present at the conference and is hopeful that ideas and influence from this historic conference will be brought back to Georgia, where there is great need for more CDI's and mentors for CDI's. Amy also reported that Tomina Schwenke will present at the August RID Conference regarding best practices for working with CDI's.
- E Anna reminded potential conference attendees to reserve lodging for the conference at the same time that registration opens. Georgia interpreters historically register and obtain lodging at the last minute. In this case, there will be no lodging available. Hotel reservations can later be cancelled if plans change.

VII Adjournment Meeting was adjourned by Erin Salmon, President, at 2:08 pm.

Minutes submitted to Board for approval on 5/14/15 by Donna Davis, Board Secretary

Addendum: 2015-2016 Approved Budget on following page

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GA Registry of Interpreters for the Deaf		
Approved Budget July 1, 2015 - June 30, 2016		
Approved on May 2, 2015 by general membership		
INCOME		
Conference	Registrations	\$12,000
	Fundraisers	\$0
	Sponsorships	\$2,800
Total Conference		\$14,800
Fundraisers		\$0
Interest		\$25
Member Dues	(\$30 X 125)	\$3,750
Mentorship	(\$300 X 4)	\$1,200
Workshop Registrations		\$3,000
CMP - CEU pymts		\$600
TOTAL INCOME		\$23,375
EXPENSES		
Accounting Fees		\$250
Admin Supplies-Board		\$250
Admin Supplies-Workshops		\$50
Bank Fees		\$25
Donations (to other orgs)		\$400
Conference	Venue	\$0
	Lodging/Travel presenter	\$1,000
	Presenter Honorariums	\$2,500
	Interpreters	\$1,400
	Parliamentarian	\$50
	Copies/admin	\$200
	Travel	\$0
	Lunch/water/snacks	\$9,500
	Venue insurance	\$0
Total Conference Expenses		\$14,650
Membership Committee		\$75
Mentor Fees	(\$250 X 4) + \$100 admin cos	\$1,100
Board Business (retreat, 4 Bd Mtgs, mileage, etc)		\$1,000
Post Office Boxes	Membership/Conference	\$120
Public Relations Committee		\$150
Professional Conferences		\$3,500
Sec of State Fees		\$30
CMP fee to RID		\$150
Website Charges		\$900
Workshops		\$2,500
Workshops/Mtgs-unplanned Terp Fees		\$1,000
Member Event		\$1,000
TOTAL EXPENSES		\$27,150
NET INCOME/RESERVES		-\$3,775