

## GaRID General Member Business Meeting Minutes, November 3, 2013, Atlanta, Georgia

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- I. Call to order by President Erin Salmon, 8:21 am on November 3, 2013
  1. Agenda was presented to the membership
  2. Announcement of board appointed parliamentarian – Keith Smith
    - Voting qualifications were presented as defined by organizational by-laws
    - Quorum was verified by a count of 32 voting members present at this meeting
- II. Approval of minutes
  1. Minutes from May 11, 2013 membership meeting were presented to the membership by secretary, Donna Davis
  2. Ramon Norrod moved to adopt the minutes
  3. Ruth Dubin seconded the motion
  4. Motion to adopt minutes carried unanimously
- III. Board Reports
  1. President – Erin Salmon
    - Erin Salmon explained recent board staff changes: Erin Kitchens and Marcie Harper both stepped down for personal reasons and Hijrah Hamid was appointed Vice President by the board.
    - Hijrah Hamid, Vice President and Erin Salmon, President, attended the RID conference in Indianapolis August 9-14<sup>th</sup>, 2013. Attending the conference allowed board members to network with and learn from other state chapters.
    - NAD conference will be held in Atlanta July 1-3, 2014. RID Region II will collaborate with NAD to hold the Region II conference July 3-6 at the same location. RID Region II representative, Josh Pennise, asked for GaRID to appoint a conference chair for the Region II conference. Erin Salmon announced that Stephanie Boyd has agreed to be the chair of the RID Region II conference committee. If interested in serving on this committee, communicate with Erin Salmon or Stephanie Boyd.
  2. Vice President – Hijrah Hamid
    - Notices soliciting nominations for elected positions were posted in the newsletter, via membership e-mail and on the GaRID Facebook page.
    - The following nominations have been received: President, *Erin Salmon*, Secretary, *Donna Davis*, and Member at Large positions: *Ramon Norrod*, *Amanda Tate*, *Donna Reeder*, and *Amy Peterson*
  3. Treasurer – Wendy Sullivan
    - Wendy Sullivan displayed and reviewed the GaRID Fiscal Year End Income Statement (attached as addendum)
      - The conference and dues are two largest income items.
      - The conference is the largest expense item.
      - Other areas, such as mentorship and trainings, are funded to break even.
      - An accountant provided a review of the organization pro bono. The accountant letter certifying that the organization is in good standing was displayed to the membership. The accountant stated that GaRID has a healthy amount of funds in reserve.
    - Wendy Sullivan reviewed the Interim Income Statement through October 30, 2013
      - This year the board approved a draw on reserves in the amount of \$4000.00 to ensure a balanced budget. These funds went toward the conference (to provide high quality presenters and venue) as well as \$1000 for a free member workshop (May 11, 2013 in Warner Robins).
    - Wendy reviewed the balance sheet
      - The balance sheet does not include upcoming conference liabilities as well as July 2014 Region II expenses. Once those funds are dispersed the balance in reserves will be in the high \$20,000's.
  4. Secretary – Donna Davis
    - Donna Davis reported that a by-laws change was approved by the membership to allow member at large positions to be open for election every year. The vote was conducted through e-mail with responses collected via survey monkey.
- IV. Committee and Member Section Reports (*given by Board Officer Liaisons*)
  1. President – Erin Salmon
    - Policies & Procedures Committee
      - The GaRID committees pamphlet template was created by Marcie Harper. The pamphlet requires updating due to board and committee staff changes. Modification of this form will occur after the board retreat.
    - Website Committee-Chair, *Jackie Anthony*
      - Thank you to Jackie for her work with the website. Continue to e-mail her if you experience issues.

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- GaRID History and Archives
  - GaRID has a digital scan of the original meeting minutes of GaRID from 1970. Thanks to Marcie Harper for her work on this.
  - This committee needs chair and volunteers to continue to collect GaRID history.
  - RID requested that GaRID appoint a member to coordinate with RID regarding history and archives. Tom Lawrie has agreed to serve in this capacity.
- 2. Vice President – Hijrah Hamid
  - Fundraising-Chair, *Mary Beth Morgan*
    - Car decals were donated by **Carrot and Stick Advertising**. Thanks to Mary Beth for her work on this fundraiser.
    - More members are needed on this committee.
  - Publications-Chair, *Holly Jackson*
    - Current summer *FACES* issue was sent to members on Sep 7, 2013. All issues are available for download from the GaRID website. Communication to solicit articles for the fall issue has been sent to members.
- 3. Treasurer – Wendy Sullivan
  - Conference Committee-Chairs, *Becky Harris and Jean Plant*
    - Attendees are from Georgia, Florida, Alabama, South Carolina, and North Carolina, Tennessee, Michigan and Virginia.
    - Conference is expected to break even by the end of the conference. If not, fundraisers will continue to reach the committee's financial goals.
    - Thanks to conference committee members: *Jean Plant, Becky Harris, Jeffrey Bigger, Susan Kershaw, and Julie Garbison and Ashley Harper*.
    - Six students assisting this year: *Jillian Wright and TJ Gray* from Valdosta State University, *Kit Frith* and *Amy Marshall* from Maryville, and *Monique Johnson and Savannah Greene* from GPC.
    - Thank you to conference sponsors: **Troy University, Valdosta State University, SLIS, GISN, AQI, Purple, Deaf Inc, Harris Communications and American Transportation.**
  - Professional Development Committee-Chair, *Diane Lynch*
    - Family emergency prevented committee chair from completing four required trainings. Three were completed. Conference committee filled in the gap with "Workshops on a Shoestring" and the conference itself.
  - Certification Maintenance Committee-Chair, *Diane Lynch*
    - Diane Lynch commended *Linda Ogletree*, an amazing asset to the CMP Committee.
    - Since November, 2012, the following activities were processed for RID CEUs:
      - 29 Workshops, 20 PINRAS
      - 5 College Courses
- 4. Secretary – Donna Davis
  - Membership Committee-Chair, *Stacy Tuttle*
    - Current members total 155 as of October 30, 2013
    - *Kelly Spell* has stepped in to become the new membership chair. The board thanks Stacy Tuttle for her service.
    - IEIS Member Section-Chairs: *Cherie Wren and Richard Brumberg*
      - (a) Regional Leaders: NW and Metro Atlanta: *Jodi Upton* and *Kari Goodfellow*, Northeast: *Fran McLeod*, Central: (vacant), Southwest: *Amanda Tate*, Southeast: *Cheri Zittrauer*
        - Group has been fielding questions regarding procedures for obtaining the Educational Interpreter License effective June 2013.
        - Thank you to Cherie Wren for her leadership and for managing the Edmodo page.
        - Cherie recently handed the reins to Jodi Upton, who will co-lead with Richard Brumberg
        - Ashley Finn, Middle Georgia, moved back to Kentucky. The board thanks her for her service. Carol Crocker will replace Ashley.
        - Group stays in contact with each other through email and phone. Phone conference is in the works for early 2014.
        - Jodi Upton, Local Test Administrator for the EIPA in Chattanooga, TN, presented a workshop on September 7 in Rossville, GA.

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- Amanda Tate represented GaRID IEIS at the RID National Conference. GaRID IEIS was recognized with the largest number of members in the region resulting in Visual Communication Services, a private interpreting firm, paying for Amanda's registration.
  - Donna Flanders and Richard Brumberg presented "Educational Interpreters: The Missing Piece of the IEP Team" at the conference.
5. Member at Large 2 – Anna McDuffie
- Mentorship Committee-Chair, *Jon Shive*
    - Two pairs are currently working together.
  - Deaf/Blind Member Section-Leader, *Anne Zimmerman*
    - GA Vocational Rehabilitation Agency (GVRA) conducting a statewide assessment to determine Deaf-Blind population and needs with the goal of establishing a formalized, paid Support Service Provider program in GA.
    - Statewide Coalition on Blindness was held on May 3 and 4<sup>th</sup> at Center for Visually Impaired, many Deaf-Blind attendees and SSP volunteers.
    - Helen Keller Deaf-Blind Awareness Banquet in Athens, June 29, 2013. Many SSPs volunteered
    - Deaf-Blind awareness class and mini-SSP training held at UGA in ASL classes, August, 2013
    - SSP trainings were held at GPC (September) and Troy University (October)
    - GPC and Troy students volunteered at DBAS (Deaf-Blind Access of the South) Camp, October 8-13.
    - DBAS Camp had 33 Deaf-Blind Campers from all over US with 64 volunteer SSPs.

### V. Old Business

1. Organizational Communication Guidelines
- At the Warner Robins meeting in May there was opportunity for open member discussion regarding communication at GaRID events.
  - The board collected input on Facebook.
  - The board sent out a member survey. Erin Salmon apologized for any lack of clarity with the survey. The board's goal was to collect member input regarding communication as well as increasing partnership with the Deaf community.

### VI. New Business

1. The board and members commended two board members for completing terms of service: Erin Salmon and Donna Davis
2. Voting for board positions
- President
    - (a) No nominations were received from the floor.
    - (b) Erin Salmon was selected by acclamation.
  - Secretary
    - (a) No nominations were received from the floor.
    - (b) Donna Davis was selected by acclamation.
  - Member at Large position one and position three were voted on simultaneously.
    - (a) Nominees are: Amanda Tate, Ramon Norrod, Donna Reeder, and Amy Peterson.
    - (b) No additional nominations were received from the floor.
    - (c) Each nominee addressed the membership.
    - (d) Election proceeded by paper ballot

*While ballots were counted, parliamentarian, Keith Smith requested to address the membership. Keith stated that, according to the by-laws, the board is required to meet immediately following the membership meeting.*

*Question presented to membership: Is the membership opposed to allowing flexibility with the by-laws so that board business may be conducted by the board during the current member meeting?*

*None opposed.*

- (e) Elected members at large were announced: *Ramon Norrod and Amy Peterson*
3. Erin Salmon reported the results of collected member input regarding organizational communication guidelines and Deaf Community partnership.
- On May 11<sup>th</sup>, 11 people gave input at the general membership meeting. The board appreciated their openness.
  - The board then collected feedback from the Facebook page where the question was presented.
  - The survey monkey question generated a 30% response rate from members.

- The responses were a “mixed bag”, from stating that every event should be in ASL only, to interpreters for every event, including everything in between.
  - The current board does not want to establish a rule; rather the board wants to write a guideline for best practices.
  - This discussion not only includes the presentation mode of the workshops, but additionally common break areas.
4. A time of open discussion took place. Each speaker had a time limit of two minutes. Responses were as follows:

Ruth Dubin: *We want to have full inclusion. This can be accomplished in different ways, but full inclusion should be the goal. We are not making a rule of law or policy, but there are two Deaf people in this room. Should they ever wonder if they can communicate at our events? I am for full inclusion.*

Amy Marshal: *Interpreting student from Tennessee—I ask everyone to remember when you were first starting as an interpreter and how it felt to be in an all ASL environment. Events like this are frightening. We want to ensure that we include students. Make sure that you provide voicing to encourage students to attend.*

Ramon Norrod: *Ramon shared that growing up with Deaf parents, conversation at family events was difficult. Seeing talking without signing here is reminiscent of those difficult events, and it is emotional. It feels hurtful and unfair. It is not about making a policy or rule but about remembering how Deaf people feel as a minority in an environment. Consider this and attempt to create a feeling of inclusion through empathy. Deaf people filter events through the history of their family life and their experiences... we need to keep that in mind. This is not enforcing a rule, but about changing a mindset.*

Damita Boyd-Decatur: *A word to students of interpreting: I love you all, and I do remember my student days and the fear I experienced. I held back because of my fear of signing in front of others. Overcoming that fear is a challenge we all must overcome. Make the leap... use your signing because if you hold back you will not learn how to express yourself. You can enjoy a very rich language environment with total ASL, and this is the opportunity to let that language become a part of your foundation. That experience will more effectively support your skills for the future. A rich (ASL) language environment is what we need.*

Johnny McDonald: *I am from a Deaf family and if Street Leverage can do it, we can do it too.*

Amy Peterson: *I understand that students feel awkward in all ASL environments. However, in ASL1 you learned the cultural rule that if you knew Deaf were present you sign. That is respect for the culture. The question is: do I have to wear “blinking lights” to identify myself as Deaf in an environment such as this? Is it MY responsibility to remind people? I know you are more strongly connected to the hearing world, but signing ability can only be developed by USAGE. You have to get your hands up and use the language to learn it. If you are around Deaf people, talking and not signing indicates your level of respect. A change needs to happen now.*

Amanda Tate: *I think presenters need to decide how to present. The ideas presented by trainers are their ideas and are best communicated in the presenter’s language of choice. I used to be uncomfortable signing in front of people but obviously I am not now, even though I am still at times shaky. As a student, I recall experiencing events in all ASL and, although I was nervous, I learned the most from those events. I had to learn to move on from the fear and if I missed something I could get the information in another way. This will be a rich experience for you if you try it.*

Julie Garbison: *I say “bring it!” Students may disagree with me but I am a student myself. I have to admit that it is more beneficial to experience full immersion in the language as I did at the Deaf/Blind camp. For the first few days, I was crying and overwhelmed but by day three or four, I was simply doing it. I agree that we need to get our hands up. I also think we need to take the focus off the students because we are only here because of the Deaf. Without Deaf people, we would not have jobs or a second language to enjoy, so this should not be about US as students.*

Kit Frith—Maryville ITP student: *This is my first interpreting conference. I noted that the two workshops with no speaking taught me significantly more. In Maryville, there is little “full immersion” because it is a small program. In the ASL workshops, I enjoyed not knowing the word so that I could ask a peer. Everyone was*

*willing to help me if I asked. This helps us to get more out of the event and helps us practice our closure skills. Thank you for concern about students, but we need to get our hands "dirty" to learn.*

*Randy Shaw:* *I have a demonstration for you regarding how those with lower fluency can benefit in an all ASL environment. (Woman gets up on stage). You are a first year student right? In a workshop during this conference, we worked together in a small group and I supported her to enhance her learning. My wife and I have been conversing throughout this event in sign and this definitely has been lacking. I suggest that students or those with lesser fluency gain support from a more fluent peer.*

*Erika Munro:* *I went to great workshops at this conference. When reflecting on my learning, I agree that I did not learn as much in spoken language workshops as I did in ASL workshops. In the ASL workshops, the power points and displayed materials were in English so that I could see the signed concepts simultaneously with the English text. As I drove home, I noted that it was harder to remember new signs after I attended spoken English workshops. I think we ALL would get more out of workshops if there were more presented in ASL.*

*Anna McDuffie:* *I am not speaking as board member but as myself. I attended the freelance member section meeting yesterday. I have to say admit that it is hard for me, even uncomfortable, to sign **my own** thoughts. As an interpreter, passing on info from one person to another is far easier but signing my own thoughts is not as comfortable, even though my husband is Deaf. However, that is the precise reason that we need to sign our own thoughts more; this inevitably improves our interpreting work.*

*Respect is an important reason too, but all ASL environments also benefit us as professionals. I used to resist all ASL events myself, but after going to 3-4 ASL conferences, I have greatly improved from the experience. It increases our fluency in addition to reflecting respect for the Deaf Community.*

Discussion is closed.

*Erin Salmon:* *I want to clarify in closing that it is not only students who have shared that they don't want all events in ASL completely. There were those who were not students who shared a view of balance.*

5. Other new business

- Erin Salmon reported that Ramon Norrod stated that he wants to make a motion to establish a task force to work toward licensure for Georgia interpreters. Time constraints did not allow for presentation of this motion. The board will take action on the proposal, which will be presented by Ramon Norrod through Google groups.

VII. Announcements

1. Erin Salmon

- Reminded members that committees are looking for additional members
- Board members are selling car window decals

2. Open floor for brief announcements

- Johnny MacDonald announced that GEMINI will provide training on February 8<sup>th</sup> in Atlanta regarding emergency and disaster interpreting. Look for further information on the GEMINI Facebook page. GEMINI is now incorporated and seeking non-profit status.
- Brenda Walker Prudhom (former RID president) commended member discussion at the state level which influences the national level. She thanked those who expressed opinions here today.
- Jon Shive: January 15<sup>th</sup> is the start of a new mentorship cycle. Graduating students have time to save for this investment. The process benefits the mentor and the mentee. Please sign up.

VIII. Adjournment

1. Motion to adjourn presented by Ruth Dubin
2. Seconded by Ramon Norrod
3. Motion to adjourn carries unanimously
4. Adjournment 10:03 pm

*Minutes duly submitted by Secretary, Donna Davis on November 8 and approved by GaRID board on November 13, 2013.*

Addendum

2012-2013 Fiscal Year-End Income Statement



# GaRID General Member Business Meeting Minutes, November 3, 2013, Atlanta, Georgia

12:49 PM

07/04/13

Accrual Basis

## Georgia Registry of Interpreters for the Deaf, Inc Profit & Loss Budget vs. Actual July 2012 through June 2013

	Jul '12 - Jun 13	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
CMP - CEU payments	215.00	150.00	65.00	143.3%
Conference				
Fundraisers	3,688.00	1,500.00	2,188.00	245.9%
Registrations	11,739.96	9,900.00	1,839.96	118.6%
Sponsorships	3,100.00	3,000.00	100.00	103.3%
<b>Total Conference</b>	<b>18,527.96</b>	<b>14,400.00</b>	<b>4,127.96</b>	<b>128.7%</b>
Fundraisers	682.60	250.00	432.60	273.0%
Interest	119.43	100.00	19.43	119.4%
Member Dues	4,662.98	3,750.00	912.98	124.3%
Mentorship	550.00	1,200.00	-650.00	45.8%
Workshop Registrations	3,638.94	2,500.00	1,138.94	145.6%
<b>Total Income</b>	<b>28,396.91</b>	<b>22,350.00</b>	<b>6,046.91</b>	<b>127.1%</b>
<b>Expense</b>				
Accounting Fees	12.71	250.00	-237.29	5.1%
Admin Supplies-Workshops	0.00	50.00	-50.00	0.0%
Admin Supplies - Board	477.85	300.00	177.85	159.3%
Bank Fees	0.00	25.00	-25.00	0.0%
Board Retreat	194.55	500.00	-305.45	38.9%
CMP Fee to RID	150.00	150.00	0.00	100.0%
Conference Exp				
Hotel Charges Misc	5,044.77			
Lodging Fees	2,345.54			
Other Conf related fees	4,648.74			
Conference Exp - Other	0.00	11,853.00	-11,853.00	0.0%
<b>Total Conference Exp</b>	<b>12,039.05</b>	<b>11,853.00</b>	<b>186.05</b>	<b>101.6%</b>
Donations (to other orgs)	275.00	100.00	175.00	275.0%
Member Sections	0.00	525.00	-525.00	0.0%
Mentor Fees	570.00	1,000.00	-430.00	57.0%
RID Conference	2,057.21	3,500.00	-1,442.79	58.8%
Sec of States Fees	30.00	80.00	-50.00	37.5%
Website Charges	433.98	500.00	-66.02	86.8%
Workshops				
Custodial Fees	210.00			
Food/Snacks	1,258.90			
Interpreting Fees	100.00			
Presenter Fees	1,295.00			
Workshop Fees - Other	836.87			
Workshops - Other	0.00	2,500.00	-2,500.00	0.0%
<b>Total Workshops</b>	<b>3,700.77</b>	<b>2,500.00</b>	<b>1,200.77</b>	<b>148.0%</b>
Workshops-Unplanned Terp Fees	0.00	1,000.00	-1,000.00	0.0%
<b>Total Expense</b>	<b>19,941.12</b>	<b>22,333.00</b>	<b>-2,391.88</b>	<b>89.3%</b>
<b>Net Income</b>	<b>8,455.79</b>	<b>17.00</b>	<b>8,438.79</b>	<b>49,739.9%</b>