

Minutes of GaRID General Member Business Meeting

Member Appreciation Workshop, Warner Robins, GA

May 11, 2013

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Meeting called to order by Erin Salmon, president at 10:45 am

Parliamentarian was appointed-Marcie Harper, vice president.

Interpreters were provided for this open meeting, even though there are no consumers of the service. Interpreters are LaToya Childs and Mariah Wojdacz provided courtesy of Sign Language Interpreting Specialists. Thank you to SLIS for this donation of services to GaRID.

Parliamentarian, Marcie Harper, explained procedures for voting.

Parliamentarian and president abstain from voting. Count for quorum; there are 20 voting members present—Quorum present.

Adoption of Agenda:

Erin Salmon, president, presented proposed agenda. No additions from the floor.

Laura Byers moved to adopt the agenda. Jon Shive seconded; no discussion; motion to adopt agenda carries unanimously.

Approval of Minutes:

Donna Davis, secretary, reviewed highlights of minutes from the 11/10/2012 general business meeting, Saint Simons Island, Georgia. Minutes were unanimously adopted.

Board Reports:

1. President – Erin Salmon

- a. Thanked the board for additional support during maternity leave.
- b. Reviewed the 2013 board retreat and shared some of the goals the board developed while on retreat.
 - To establish stronger connection with committees
 - To enhance record keeping and voting
 - To establish an archives committee (ad hoc)
 - Outreach
 - 1). To coordinate with RID Region II and NAD
 - 2). To conduct a workshop outside Atlanta area
 - To enhance board and organizational transparency
- c. Street Leverage
 - GaRID sponsored the 4/27/13 Friday night workshop and provided 40 free seats to GaRID members; Diane Lynch coordinated all CEU's for this event with the help of student volunteers: four VSU students and four GPC students.
 - The board met with Shane Feldman, RID Chief Executive Officer, who listened to the current issues in Georgia and shared ways that RID can be more of a support to affiliate chapters.

2. Treasurer –Wendy Sullivan

- a. 2012-13 year-to-date budget report was reviewed.
- b. 2013-14 proposed budget was presented and explained.

[NOTE: voting here was out of order note, since budget approval is technically new business)

- c. Laura Byers moved to approve the proposed budget; Richard Brumberg seconded the motion. Discussion: 2
- Rue Jarvis: Has the board considered reaching outside of the interpreting community for fundraising ideas such as direct withdrawals from employee pay? Donna Davis, secretary, replied that the idea could be considered within the fundraising committee, currently in need of more members. Hijrah Hamid will forward this idea to the fundraising committee.
 - Diane Lynch asked how proposed amounts for committees and member-sections were determined. Wendy Sullivan, treasurer, explained that budgets were called for a month before the general meeting followed by a month of board input into the proposed budget.
- d. Jon Shive moved to close discussion; Amanda Tate seconded. Vote to close discussion was unanimous.
- e. The proposed budget was unanimously approved.
(See addendum for newly adopted budget.)

Committee, Member Section, and Special Reports (given by board officer liaisons)

1. President – Erin Salmon

- a. *Website Committee report submitted by Jackie Anthony.*
All is well with the website.
- Changed the home page to be more up to date on what's happening with the organization, since more people access that page.
 - There's a Facebook section to see and be able to be sent to the GaRID FB page.
 - Events are going well with people being able to register lunch orders.
 - Occasionally, there is an issue with a member's payment not going through due to security settings on their computer or Paypal not cooperating at the moment.
 - Jackie requests more pictures to the album on the home page and is seeking additional help with the website and email interface.
 - Contact Jackie at garidmembers@gmail.com
- b. *GEMINI (Georgia Emergency Interpreter Initiative) report submitted by Tomina Schwenke*
Members of GEMINI have lead, organized and/or participated in the following activities over the course of the past few months:
- March 12th, 2013: National Weather Service Tusculumbia, AL
Sky warning Storm Spotter Training for the Deaf & HOH
 - Mach 25th, 2013: Weather Spotter Class Floyd County EOC
Rome, Georgia
 - March 27th, 2013: Clayton Community EP Seminar Clayton County, GA
 - April 11th 2013: Local Emergency Planning Committee Floyd County EOC
LEPC Rome, Georgia All local Emergency Agencies
 - April 13th, 2013: GEMINI "Meet & Greet" Atlanta, GA
 - April 19th, 2013: GEMINI "Meet & Greet" Floyd County EOC
Rome, Georgia
 - April 23rd, 2013: Chatham County Hurricane Conference Savannah, GA
 - May 6, 2013: Disaster Readiness class for deaf individuals at Georgia
Northwestern Technical College
 - GEMINI activities were highlighted in recent publications such as the *Rome News Tribune* on April 18, 2013, and the *Calhoun Times* on May 4, 2013. Kudos were

given to GEMINI from Freddie "Doug" Dugger, EPR Director, District 3-3 (Clayton), Office of Emergency Preparedness & Response, who thanked McDonald for being an excellent speaker at his seminar.

- Upcoming events include: Coalition meeting May 14 planned to meet with Pam Masters, who is the Healthcare Liaison/MRC Coordinator of the Office of Emergency Preparedness District 4 Public Health Department and "Get it Right" conference to be held in Atlanta

June 3-5, 2013

Interested in becoming a member of GEMINI? Contact John McDonald or Aaron Shoemaker johnnymac1058@att.net

2. Vice President – Marcie Harper

a. *Membership Committee*

Stacy Tuttle is the committee of one; as of April, 2013, there are 113 members, 25 of whom were not members in 2012

b. *Policies & Procedures Committee*

Marcie Harper is the committee of one. She created a committees pamphlet, which is a very helpful guide for the organization, posted on the website.

c. *Religious Member Section*

This section is being rebuilt to include an interdenominational format. New leaders are Sakeena Abdul-Hakeem and Kathy Daykin.

d. *GaRID History and Archives*

Marcie Harper leads this committee. The goal is to collect archives and chronicle GaRID history in words and pictures. Tom Lawrie has contributed historical documents. Contact Marcie Harper with further input.

3. Treasurer – Wendy Sullivan

a. *Conference Committee*

Report was submitted by Becky Harris, committee co-chair

Conference will take place November 1-3, 2013 In the newly remodeled Holiday Inn, Atlanta Airport North, 1380 Virginia Avenue, Atlanta, GA 30344

<http://hiatlantaairport.com/>

While cost for registration has gone up this year, you get more for the money.

You will get:

- Incredible workshops (Linguistic, Legal, Religious)
- A FULL CEU
- Performance Friday Night (it's a secret.. but will be announced soon)
- Formal Dinner Buffet and Dance Saturday night (theme will be announced soon)
- Sunday morning breakfast
- Closing keynote like never before!

Registration Costs:

May 15 – June 30	--\$119.00
July 1 – July 31	--\$129.00
Aug 1 – Sept 15	--\$139.00
Sept 16 – Oct 30	-- \$159.00
Nov 1 (at door)	--\$189.00

Friday Night Performance Only	-- \$25	
Saturday Formal Dinner and Dance Only	-- \$50	4
Saturday Only Conference	-- \$109 (not including dinner/dance)	

b. *Certification Maintenance Committee*

Report submitted by Diane Lynch, CI and CT, Ed:K-12

Since November, 2012, the following activities were processed for RID CEUs:

- 49 Workshops, 7 PINRAS
- 3 College Courses

Fees for CEU processing have recently been raised to the following:

<u>Continuing Education Activity</u>	<u>GaRID member Fee</u>	<u>Non-member fee</u>
GaRID sponsored activity	\$5/person	\$10/person
Outside organization	\$25.00	\$100.00
PINRA	\$10.00	\$25.00
Academic coursework	\$10.00	\$25.00

Many thanks go to Linda Ogletree for joining the CMP Committee.

4. Member at Large – Erin Kitchens

a. *Professional Development Committee*

Report submitted by Diane Lynch, CI and CT, Ed: K-12, committee chair

PDC activities since the November, 2012 General Meeting

- January 7, 2013, “Ready, Set, Go! The Practice of Conceptually Accurate Interpreting”, Presenter: Laura Berzas
Thank you is extended to Cecilia Forbes for securing the location-Peachtree Middle School.
- April 26, 2013, “Learning to Collaborate: Tools for Sign Language Interpreters to Increase Their Scope of Influence” in collaboration with StreetLeverage given by Anna Witter-Merithew. This was the kick-off activity to StreetLeverage Live 2013. 40 free seats were provided to GaRID Members in exchange for our co-sponsorship of the event.
- May 11, 2013, “Classifiers: More Than a Hand Shape”
Jon Shive presents at this GaRID General Meeting in Warner Robins, GA.
Thank you, Jon, for your consistent and stellar service to GaRID. Over 40 people are in attendance.

Lisa Godfrey will be presenting soon.

The PDC is seeking workshop presenters. If members have an interest in presenting an activity, contact Diane Lynch at pdcc@garid.org.

b. *Freelance Member Section*

Report submitted by Mariah Wojdacz

Freelance member section is planning an open meeting of freelance interpreters to discuss current issues affecting the Deaf and interpreting communities.

Ideas for workshops that will be presented to the GaRID Professional Development Committee include:

- Medical Interpreting by Leah Rushing and Laura Berzas
- Preparing for Medical Appointments by Kim Smith
(If anyone would like to co-present this, let Mariah know)
- Ethics (with a focus on Deaf perspective) by Laverne Lowe

If anyone would like to join the Freelance Committee please let Mariah know.

If you are not on the Freelance Interpreter Email List and would like to be added, please email mwojdacz@yahoo.com. Currently there are 30 interpreters on the list.

c. *IEIS (Interpreters in Educational and Instructional Settings) Member Section*

Report submitted by Richard Brumberg

- Region representatives are assigned, areas defined and the entire group has had two conference calls (12/17/12 and 3/14/13).
- An article, compiled by Amanda Tate, was sent to Georgia RID FACES introducing everyone in the Member Section. LaToya Childs will send the article to the national IEIS to highlight the progress we have made.
- The reps are in the process of making contact with educational interpreters.
- Cherie Wren posts announcements on Edmodo page.
- Representatives have been fielding questions related to the upcoming educational interpreter licensure required by the Georgia Professional Standards Commission, which takes effect in June, 2013.
- Idea in the works: roundtable meetings in each area and possibly offer PLUs. Reps are collecting suggestions for topics. Videoconferencing between regions is being researched.

5. Member at Large – Anna McDuffie

a. *Public Relations Committee*

PR/Community Outreach Committee report was submitted by Laura Berzas
Community outreach committee meeting was held on April 25th, 2013. The following plans were discussed.

- “Lunch and Learns” for hospitals and police stations: Explain the need/law for interpreters as well as refer them to the RID website as a resource for finding certified interpreters. Explain the differences between VRI and VRS. Discuss some ASL linguistic information as well as Deaf Culture
- Put a blurb on the GaRID website and Facebook page re: availability of presentations for local needs.
- Speak with local Chambers of Commerce and seek out monthly business networking meetings and Rotary Clubs to present information. Focus on legal and medical arenas to educate.
- Contact local ADA coordinators and explain interpreting services.
- Seek list-serves of hospitals and police departments, and unions to heighten awareness of interpreting services.
- Speak with GEMINI about possible collaboration.

b. *Mentorship Committee*

Report submitted by Jon Shive.

This committee has recently expanded to include Richard Brumberg and LaToya Childs with John Shive serving as committee chair.

May meeting planned to discuss ways to increase participation in the program.

- A current session is underway, with two pairs meeting for mentorship.
- The second session will begin in Aug 15 and last until Dec 15th.

6. Member@Large3 – Hijrah Hamid

a. *Fundraising Committee*

Report was submitted by Mary Beth Morgan.

Call for volunteers to join this committee. Two to three new committee members are needed with fresh ideas for fundraising.

Current ideas are:

- An awareness walk to raise funds
- Car decal estimates are in the works. Each would potentially bring in \$2-\$3.00.
- Investigating GaRID t-shirt sales

b. *Publications Committee*

Report was submitted by Holly Brooke.

- Email broadcast to solicit articles for the June FACES newsletter was very successful
 - 1). Ten responses were received within a few days.
 - 2). One interview has been conducted.
- With the changeover in chairperson from Hijrah Hamid to Holly Brooke, software for the newsletter was changed as well, so the next newsletter will be created from scratch.
- In March, GaRID created a Facebook page and completed the transition from FB group to page in April. The FB page is managed by the Publications Committee with the assistance of board member, Hijrah Hamid.

VII. Old Business

1. Licensure – Donna Davis shared website link to the proposed licensure and explained the requirements within for the educational interpreter licensure. She pointed out the online videos that have been posted by the Georgia Professional Standards Commission of interpreted sections of the document and read over the requirements. Effective date is June 2013.

VIII. New Business

1. Bylaws Revision – Donna Davis share a by-laws revision, which is a change in wording missed during the last by-laws revision vote. Diane Lynch moved for the proposed amendment to be adopted, Felicia Flot seconded the motion. There was no discussion, and the motion to adopt the by-laws revision passed unanimously. (See addendum for revision.)
2. Communication Policy – Erin Salmon
Fifteen minutes of the meeting were dedicated to receive member input on options for development of an organizational communication policy. No motions or voting occurred during this time. Erin Salmon, Donna Davis and Anna McDuffie clarified the options for discussion. (See addendum-chart of communication policy options.) It was stated that the board is not in agreement on these options and does not expect the membership to agree. The board will continue to collect member input by other means. Laura Bingham asks what the board thinks of the options and Anna McDuffie explained that the board does not want to influence membership's opinions.
Comments from the membership were as follows:

Jodi Upton: *StreetLeverage Live was amazing all in ASL. Sim-com is not effective for communication, but a question to consider is, "Will students pay and attend if they are not fluent enough to learn in ASL?" Jodi has had this experience herself. ASL workshops voiced into English, even into headset systems are distracting.*

Johnny Mac: *ASL is my native language and the future is a closer partnership with the Deaf Community. To accomplish partnership, we need to speak the language of those we serve. Ultimately, this is beneficial for students as they learn during interaction at events. Using ASL has the result of Deaf people feeling included in the partnership. Johnny agrees that voicing is distracting. Johnny feels the best way to learn is to see it.*

Aaron Shoemaker: *agrees that students may feel like they “don’t know what they are doing”, but he feels that way at ANY conference. We need to keep in mind the cultural aspect of ASL. Long time presenters may have built their presentation in English and it may need to be re-built with cultural considerations such as where the audience attention is when using visuals and presenting in ASL. Alerting presenters in advance of the requirement to build presentations in ASL would be critical.*

LaToya Childs: *LaToya supports “baptism by fire” idea for students because the process supports Deaf Heart, but wants for seasoned interpreters to help students so that they feel guided and supported through the process. LaToya would like to see a remedy for disconnection with the Deaf Community.*

Jon Shive: *Communication mode depends on the environment and the topic of the training. Jon’s workshop today needs to be in English because of the nature of the topic (classifiers). A blanket statement, “All in ASL”, is not always most effective. How can a voicing workshop be accomplished in all ASL? Jon believes that presenters should be able to have input rather than the sponsoring organization. Jon has seen people in all ASL environments signing their phone conversations, and he thinks this is unnecessary. Go somewhere private and make the phone call. Jon prefers to have advance request as the option. Last minute request cannot be prevented completely happen. We need to respect Deaf and have Deaf Heart but this decision of what language to use depends on setting and logic. “Baptism by fire” can be good but we need to make sure students have access.*

Sondra Hann: *Sondra has chosen not to go to “all ASL” workshops because she would simply miss the information. If the information is critical, should people be expected to learn the information in their second language? Some topics would be better in ASL and some are better in English, the native language of people attending.*

Richard Brumberg: *Richard shared what other states and countries are doing. Maryland board meetings are all in ASL; there are Deaf members on the board. England and Australia conferences are all in BSL and Australian Sign Language. Richard presented in English and interpreters were provided for him.*

Laura Byers: *Important questions are: “Who is the consumer and presenter? If presentation is in ASL, are they here to teach hearing interpreters or to communicate to Deaf people? There may be no one answer. Boundaries are blurred and each situation should be considered by its merit. Policy should be more inclusive and not increase exclusivity.*

Fran McCleod: *Business needs to be in both languages for transparency.*

Robin Caison: *People need to request interpreting services in advance. Cost is definitely a consideration with limited funds. Something else to consider is that not all Deaf people prefer ASL; some prefer signing in English word order more.*

Diane Lynch: *How will collection of opinions continue? Is Facebook discussion a possibility?*

The document with the options will be posted on the Facebook page for further discussion among members.

IX. Announcements:

1. GAD Athens July 17 – 20, 2013, CEU's are provided
2. NAD in Atlanta July 1-5, 2014
3. GaRID annual conference November 1-3 in Atlanta. Theme: *"40 Years of Progress: Looking Back and Looking Ahead"*
4. Board positions that are up for election during the conference are: President and Secretary. Contact Hijrah Hamid if you have nominations to recommend. Diane Lynch asked about the length of terms for positions. The length of all board terms is two years.
5. The following committees are seeking additional members:
 - Website Committee: contact garidmembers@gmail.com
 - GEMINI: contact johnnymac1058@att.net
 - Policies and Procedures Committee: contact marcellamharper@bellsouth.net
 - History and Archives Committee: contact marcellamharper@bellsouth.net
 - Religious Member Section: contact marcellamharper@bellsouth.net
 - Possible adding a Deaf/Blind Member Section: contact marcellamharper@bellsouth.net
 - Nominations Committee: contact hijrah.hamid@gmail.com
 - Fundraising Committee: contact mary_e_morgan@bellsouth.net
6. Announcements from the floor?

GEMINI member chairman, Johnny McDonald, presented his vision that GEMINI become more of a global organization rather than focusing on Georgia. New members are welcome to participate in this movement.
7. Amanda Tate moved to adjourn the meeting, Laura Byers seconded the motion to adjourn; approval by vote was unanimous

Meeting adjourned at 12:13 pm

Addenda

Proposed and adopted budget:

GA Registry of Interpreters for the Deaf		
Proposed Budget July 1, 2013 - June 30, 2014		
INCOME		
Conference	Registrations	\$14,875
	Fundraisers	\$4,000
	Sponsorships	\$3,400
	Draw on reserves (for terp fee)	\$1,000
Total Conference		\$23,275
Fundraisers		\$200
Interest		\$100
Member Dues	(\$30 X 125)	\$3,750
Mentorship	(\$300 X 4)	\$1,200
Workshop Registrations		\$3,000
CMP - CEU pymts		\$400
Draw on retained Earnings for Member Event		\$1,000
Draw on retained Earnings to balance budget		\$2,000
TOTAL INCOME		\$34,925
EXPENSES		
Accounting Fees		\$250
Admin Supplies-Board		\$250
Admin Supplies-Workshops		\$50
Bank Fees		\$25
Donations (to other orgs)		\$300
Conference	Hotel	\$10,485
	Lodging	\$1,929
	Presenter Honorariums	\$7,000
	Interpreters	\$2,000
	Travel	\$1,500
Total Conference Expenses		\$22,914
Mentor Fees	(\$250 X 4) + \$100 admin cost	\$1,100
Board Business (retreat, 4 Bd Mtgs, mileage, etc)		\$1,000
Post Office Boxes	Membership/Conference	\$120
Public Relations Committee		\$100
RID Conference		\$3,500
Sec of State Fees		\$50
CMP fee to RID		\$150
Member Sections	(3 X \$25)	\$75
Website Charges		\$500
Workshops		\$2,500
Workshops/Mtgs-unplanned Terp Fees		\$1,000
Member Event	draw on retained earnings	\$1,000

By-Law Revision approved during the GaRID general meeting May 11, 2013

Section 3. Voting Rights and Requirements:

A. In order to be a voting member of this Chapter, a person must be a member in good standing and belong to a voting category.

B. Each voting member of this corporation will be entitled to one vote in meetings, referenda and elections.

C. In order to guarantee eligibility to vote at the annual meeting of the membership, a member's dues must be received by January 31st of the fiscal year in which the meeting occurs. Any member renewing their membership after January 31st would only be permitted to vote at the annual meeting of the membership if their renewal can be verified prior to the meeting.

D. GaRID does not issue or honor proxy voting.

Modified to:

C. In order to guarantee eligibility to vote at the annual meeting of the membership, a member's dues must be received by June 30th of the fiscal year in which the meeting occurs. Any member renewing their membership after June 30th would only be permitted to vote at the annual meeting of the membership if their renewal can be verified prior to the meeting.

Communication policy chart of options:

Below are three communication policy options that GaRID is considering. The board would like member input so that our organization can develop a written communication policy to guide committees. In addition to discussion at the May 11th meeting, this has been posted on the GaRID Facebook page and will be conducting an electronic member survey.

