

# GaRID Board Retreat 2013

Board meeting called to order Friday, February 1, 2013, 9:25 PM

**In attendance:** Erin Salmon, *President*, Marcie Harper, *Vice President*, Wendy Sullivan, *Treasurer*, Donna Davis, *Secretary*, Erin Kitchens, *Member at Large*, Anna McDuffie, *Member at Large*, Hijrah Hamid, *Member at Large*

- Erin Salmon, President, motioned to suspend Roberts Rules of Order during the meeting; approval was unanimous

Erin Salmon began with an overview of the agenda

## **Review of GaRID 2012 Purpose and GOALS:**

GaRID Purpose: *The principal objective of this corporation is to initiate, sponsor, promote and execute policies and activities that will further the profession of sign language interpreting.*

### **I. Increase membership participation**

- A. Fill committee vacant chair positions--Majority of committee chair positions filled (Nominations, Public relations and By-laws not chaired)
- B. Increase committees memberships--Goal is ongoing; Committees were expanded- Linda Ogletree on the CMP with Diane Lynch
- C. Strengthen relationship with students of the profession
  - i. Identify one student representative from each of the state interpreting programs to work with one member at large--Not completed
  - ii. Include student sections in future issues of the FACES newsletter--Students included/no regular student section
- D. Provide recognition via the newsletter and website of contributors to the organization--Accomplished; ongoing
- E. Board Members provide the example by attending events, encouraging the membership, and other duties as assigned--Improved; ongoing
- F. Better communicate GaRID's accomplishments and benefits to the membership--Not completed
- G. Connect with areas outside of Metro Atlanta--Accomplished; ongoing Partnered with MGRID and Valdosta group
- H. Promote membership renewal--Accomplished, ongoing
- I. \$10 discount for members to GaRID workshops--Completed
- J. Make FACES newsletter available to non-members--Completed
- K. Increase newsletter submission by offering a \$5 GaRID workshop coupon--Completed; however, did not increase submissions
- L. Post meeting minutes to the website--Completed
- M. Email the membership when meeting minutes are added to the website--Completed
- N. GaRID will provide a free professional development workshop for the membership--Completed

### **II. Foster positive relationships with organizations supporting the Deaf community and the interpreting profession in the state**

- A. Pursue opportunities to co-host professional development events with regional entities--Completed (SEISG, MGID, GAD); ongoing
- B. Send GaRID representative to first annual GAD Gala--Completed
- C. Support GAD literacy book drive by collecting children's books at the May

business meeting/workshop--**Not completed**

D. Support MGID and SEISG with advertising and CEU processing--**Completed.**

E. Increase Deaf perspective through the Public Relations committee--**Not completed; currently no chair for this committee**

### III. Leadership development within our board members and membership

A. Increase board member attendance at all board meetings and conferences--**Completed; ongoing**

B. Establish committees with at least three (3) voting members--**Not completed.**

C. Board Liaisons mentor the committee chairs in leadership skills--**Partially accomplished**

D. Committee chairs mentor the committee members in leadership skills--**Partially accomplished; ongoing**

### IV. Provide direction for committees

A. Committees provide a proposed budget for the upcoming fiscal year--**Accomplished**

B. Each committee will provide quarterly reports of their activities--**Partially completed. (Fundraising, CMP, PDC and conference did this)**

C. Establish ad hoc committee for Policies and Procedure Manual

i. Define committee role and responsibilities--**Not accomplished**

### RID Affiliate Chapter Handbook questions

(New board members were asked to read this and submit questions.)

Marcie Harper: Pg 257 of the Handbook refers to GaRID as GRID--needs correction.  
Erin Salmon to follow up.

**Meeting Adjourned at 11:18 PM**

**Meeting reconvened Saturday, February 2, 2013, 9:34 AM**

### **Budget: Wendy Sullivan**

The following checks and balances are in place to protect GaRID member funds:

1. No funds are received exclusively by Wendy Sullivan.

There are 2 P.O. boxes:

- P.O Box for conference managed by Becky Harris
- P.O. Box for membership managed by Stacy Tuttle

2. Becky and Stacy have deposit slips and make deposits themselves. The treasurer prints out verification of deposits from the Bank of America website.

3. All other payments are made via PayPal and transferred electronically into GaRID bank accounts at Bank of America.

4. Erin Salmon, President and Wendy Sullivan, Treasurer, have check writing authority. Every effort is made for checks over \$500 to have dual signatures. Neither the president or treasurer ever signs checks payable to themselves.

5. Wendy Sullivan reconciles the accounts monthly for Erin Salmon's review.
6. Every check that is cleared through the bank is printed front and back so that the accountant and president can verify the check information and endorsements.
7. A Certified Public Accountant will continue to audit the organization for free annually for as long as Wendy Sullivan is the treasurer (two more years). The CPA provides an annual audit report for the membership. GaRID currently uses Quickbooks to maintain all financial records.

Marcie Harper, Vice President, asks about bank service fees: Wendy minimizes bank service fees by maintaining minimum balances. Case in point, RID recommends that conference funds be separated from the general account, but if that would incur a charge in the future, the treasurer would recommend that these accounts be combined.

The details of our current financial account were then reviewed. (*See financial report-addendum #1*) Current assets are \$33,671.51, with a reserve of \$23,000 after projected budget is removed. The largest sources of income for GaRID are income from conference and income from member dues.

Committees are required to submit budgets to the treasurer to assist with creation of the proposed budget.

Anna McDuffie, Member at Large, asks if board members are permitted to work for/ receive payment from GaRID. There is no rule against board members providing services and being paid for services provided to the organization; However, the board holds to the ethical standard of offering work to community members over board members.

The subject of the appropriateness of the organizational reserve of \$23,000 was discussed. The CPA recommends maintaining this reserve. The conference has made a profit for the last two years, but there have been losses with previous conferences.

Should a maximum reserve be determined? The board decided to not to create any binding guideline at this time. Wendy Sullivan will draft an explanation to the membership regarding the appropriateness of the current reserve.

The possibility of obtaining liability and directors and officers insurance was discussed.

The board discussed the possibility of offering a scholarship for testing fees. The organization does not have the structure or volunteer power to establish a fair and effective system for application and selection at this time.

The board discussed budget requirements for the RID conference, August 9–14th, 2013 in Indianapolis, Indiana. A detailed estimate of expenses was discussed. An amount of \$3,136.00 is needed to send two representatives. The president will attend (Erin Salmon) with one other board member; Hijrah and Anna are candidates. A decision must be made in six weeks; early bird registration ends March 15th.

The board discussed donations to organizations. The board budgeted \$100 for this year, but, because of a formal request for support, recently voted to donate \$200 to NAD. The board suggests increasing this amount in the budget for next year. The NAD conference is in Atlanta in 2013; requests for donations of money and man-hours will be forthcoming. The board discussed how donations fit in with GaRID's purpose. Erin Salmon suggested an amount of \$300 for next year's budget.

Erin Salmon opened discussion regarding repeating the "Membership Appreciation Day" and free workshop for members and making this an annual event. A presenter suggested by Diane Lynch, Lisa Godfrey, was discussed, but Ms. Godfrey is from out of state and could be above our budget. Wendy Sullivan suggested \$1000 as a budgeted amount for this event.

The composition of the board was discussed: Deaf representation and ensuring that all of Georgia is represented (outside of Atlanta). Erin Kitchens detailed our current diversity as a board and noted this as an asset to the organization. The nominations committee always has a goal of diversity. Considering low number of nominations received prior to elections, the board is concerned about the ability to fill service positions if a mandate is established. No mandates will be established at this time.

### **Membership:**

At the conference on November 10th, 2012, Membership Committee Chair, Stacy Tuttle reported 204 current members.

Currently there are 75 members including 10 people who were NOT members last years, so renewals are progressing very well.

### **Polling for votes on motions:**

The board discussed ways to improve documentation of voting. The current system is time consuming for the secretary. Donna Davis will experiment with yahoo groups polling and survey monkey to determine the most effective system.

### **Board Meetings:**

Feedback from a new member, Shirley Scribner – commented that the board meeting was good for keeping our members informed.

The following items were discussed in an effort to make board meetings more efficient:

- Incentives for people to attend board meeting during conferences were discussed; for example, CEU's, food, meeting during a free workshop.
- Require persons who speak to come to the microphone and implement a time limit.
- The possibility of alternating "for motion" and "against motion" speakers during general assembly.
- Name tags identifying who can vote.
- Eliminating committee reports from the meeting—committee reports would be collected far in advance of meeting, board member gives a brief report summary that is projected on screen, and FULL reports are added to the minutes as addenda.
- Use parliamentarian to manage the meetings or increase the use of Roberts Rules of Order. A suggestion to request input from Keith Smith. Anna McDuffie volunteered to follow up on this.
- General Meeting and free workshop: a specific team of people are assigned to plan the general meeting event. The board discussed that Diane Lynch could organize the workshop and the board would manage the meeting. Possibility in Macon area this year. With lunch, the meeting would run 2.5 hours.

FRID has offered the GaRID board an open invitation to observe their meetings.

**Conference:**

- location—rotates inside ATL and outside ATL bi-annually.
- conference committee has taken applications and is currently in the process of selecting committee members.
- members in general do not realize that the conference committee is separate from the board.
- addition of designated tables at conference for committee chairs to have sign up sheets for expansion of committees.
- Becky used Skype to give the board an update regarding the 2013 conference in November, Atlanta area. The plan is to offer early

registration of \$99.00; big names will be presenting/performing. Fundraising includes trivia, one-day workshop, a spaghetti dinner, and "Interpreter Feud".

- We discussed the goal of increasing committee and board members becoming more involved with committees as liaisons.
- Also discussed the need to locate mentees to take over this committee in the future.

### **Communication Policy for GaRID:**

Several situations were addressed this year regarding last minute interpreter requests. The board sees a great need for a communication policy for GaRID. The options for events and functions that GaRID sponsors are:

- **All events in ASL**
- **All events in spoken English/ASL interpreters provided regardless of request**
- **Provide interpreters only upon advance request (ADA compliance)**

The board discussed this and decided that the board will collect feedback from the membership regarding these options in the following ways:

- Question presented to membership for consideration and discussion at the April membership meeting.
- Question/Poll sent to our membership via e-mail and/or website link. (including demographics: certified, non-certified)

The board will provide a summary of this feedback to the membership.

The board will propose a motion that reflects the desires of the membership and vote to establish an organizational communication policy that all events, functions and committees will adhere to.

### **Miscellaneous:**

- Former GRID loan library items – where are they now? Is there still a storage unit with items? Marcie Harper will follow up.
- Records/archives–scanning and preserving GaRID history--Marcie Harper will follow up.

**Collaboration with organizations:****Street Leverage Proposal-**

Street Leverage has requested to partner with GaRID to host the second installment of "Street Leverage Live" in Atlanta on April 27th and 28th, 2013. Discussion tabled awaiting discovery 8:30 PM

- The board communicated with Brandon Arthur using FaceTime who explained the proposal from Street Leverage in detail.
- The Street Leverage Live event is April 27 & 28, 2013–negotiations are ongoing with the venue–JP Mariott
- Street Leverage is not incorporated. Brandon Arthur would need to incorporate and open corporate bank accounts to handle funds or run funds for events through his personal bank accounts. Therefore, he is requesting GaRID receive all funds and make all payments related to the event. (The board has experienced a similar request previously from GEMINI)
- When asked about exposing GaRID to liability, Brandon Arthur stated he would personally guarantee payment to vendors such as hotel, etc.
- In return, GaRID would receive 2.5% of the profit (\$3,000) Fees for attendance will be \$180– \$225 for 2 days, CEU's 1.4.
- Famous names presenting include Dennis Cokely, Debra Russell, Stefanie Fanie, Shane Feldman and others.
- In addition, Street Leverage wants GaRID to fundraise/obtain sponsors for the event.

Board discussion points included:

- With \$3,000 estimated to be 2.5 percent of the projected income from registrations and sponsorships, approximate value of funds collected for this event could be \$120,000.
- The increase in funds may put GaRID as an organization, and thereby the board, at risk by:
  - Changing tax reporting requirements for the organization
  - Increasing expenses for accounting because of increased tax reporting requirements.

- Exposing liability for accountability for unpaid bills to vendors
- Increasing potential for law suits to the board and organization.
- GaRID does not have man–power to effectively fundraise and obtain sponsors. (based on results of recent GEMINI fundraising)
- The board agrees not to accept this proposal; GaRID will possibly offer advertising, CEU processing (a request to the CMP committee needs to be made for this), and call for volunteers to work the event.

#### **GAD and GaRID relationship–**

- Erin Salmon encourages board members be GAD members.
- Collaboration for NAD 2014 conference in Atlanta--expected request for monetary and other support.
- It is possible that the Region II conference will collaborate with NAD.

#### **RID Region II conference 2014–**

Region II RID representative, Joshua Pennise, has made a request for GaRID to provide “check and balance” for the Region II conference. More specifics are needed. Update–Joshua Pennise reports that this item was placed on hold as focus shifted to the hiring of RID’s new executive officer. Further discussion will occur in March.

#### **Deaf Expo–**

The board discussed the possibility of a GaRID booth at Deaf Expo. This needs to be included as a budget item. This event is bi–annual and comes to Atlanta in 2014. This relates to the PR Committee, which Anna McDuffie is interested in.

#### **Board Structure:**

Each committee has a board liaison. When new members at large are elected, these responsibilities are reorganized to suit the interests and expertise of the board members. Following are the newly defined roles and responsibilities:

**President**, *Erin Salmon*: **Website Committee** (chair–Jackie Anthony), Co–Liaison *with Marcie Harper* **Policies and Procedures Committee** (no chair), newly formed **GEMINI Committee** (chair–Johnny Mac)

**Vice President**, *Marcie Harper*: **Membership Committee** (chair–Stacy Tuttle), Religious Member Section, Co–Liaison *with Erin Salmon* **Policies and Procedures**

**Committee** (no chair), Assist *Erin Kitchens* to define member sections function/role, Liaison to GaRID history and archive

**Treasurer**, *Wendy Sullivan*: Co-Liaison with *Donna Davis* **Conference Committee** (chairs–Becky Harris, Jean Plant), **CMP Committee** (Diane Lynch)

**Secretary**, *Donna Davis*: **By Laws Committee** (Ad Hoc), Co-Liaison with *Wendy Sullivan* **Conference Committee** (chairs–Becky Harris, Jean Plant)

**Member at Large**, *Anna McDuffie*: **Public Relations Committee** (chair–Laura Berzas), **Mentorship Committee** (chair–Jon Shive), Liaison to students of interpreting (GPC and VSU)–Anna is on the GPC advisory board–

**Member at Large**, *Erin Kitchens*: **PDC Committee** (chair–Diane Lynch), IEIS Member Section, Freelance Member Section, Assist *Marcie Harper* to define member sections function/role

**Member at Large**, *Hijrah Hamid*: **Publications Committee** (chair–Holly Brooke), **Fundraising Committee** (chair–Mary Beth Morgan), Co-Liaison with *Erin Kitchens* **Nominations** (Ad Hoc)

#### **Communication/Website/Newsletter/Facebook:**

Ideas for improving communication with our membership were discussed by the board.

- Add a link referring people to RID website for those who contact GaRID wanting to schedule an interpreter. These requests are frequent.
- Apply for the RID Silver Scribe award ([www.rid.org/aboutRID/schol\\_awards/index.cfm](http://www.rid.org/aboutRID/schol_awards/index.cfm)). postmarked by March 1st \$200 prize Holly Brooke and Hijrah will work together to apply for this.
- Add information about GaRID being a non-profit organization.
- Add member benefits to webpage and e-mail to members when they join. Currently, members receive a receipt and a member card they can print out.
- Encourage people to add pictures to their profile on webpage.
- Check on issues with some people not receiving e-mails.
- Add Anna's material–GAO advocacy resources to the website.
- Add Philosophy, Mission & Goal Statements added to webpage. Discussion was tabled for further research by Marcie Harper, Vice President.

**Licensure update: Donna Davis**

The Licensure Task Force met and went over the draft with the GaPSC on January 26 2013. Draft to be released in February will be followed by a public comment period. If this remains on track, the requirements would be effective in June 2013.

**GaRID 5k Fundraiser: Presented by Erin Kitchens**

Anna McDuffie suggested collaborating with GAD and engaging AASD for t-shirt designs. This event idea has great potential and requires the coordination of the fundraising committee. Debbie Lesser was suggested as a possible candidate for the committee.

**GEMINI:**

Erin Salmon provided a status update regarding GaRID's partnership with GEMINI.

Some interpreters attended the FRID Conference in October 2012 to receive emergency management training, but there have been no submissions for reimbursement from those who attended:

- Johnny Mac – will be in touch with Erin Salmon this weekend; wants to be reimbursed and hasn't sent receipts.
- Dani T'Wanda – Erin Salmon e-mailed. She did attend.
- Julie Gasser – Erin Salmon emailed her about reimbursement forms.
- Andrea Crosson – decided not to attend.
- Diana Bass – Erin Salmon emailed her–unsure if she attended.

Wendy Sullivan and Erin Salmon will to follow up. Because less people attended than originally planned, a greater percentage of expenses can be reimbursed.

Rick Pope sent a letter to GaRID and several other people who have been supportive of GEMINI's work. Recommendations in Rick's letter include:

- Johnny Mac to become the POC for the "team".
- Ongoing track during the GaRID November conference (requires request to the conference committee)
- GaRID coordinate with GEMINI, FRID/FIST assist with coordination of the annual hurricane preparedness exercise in Savannah--  
Hurrex

Erin Salmon will communicate with Johnny Mac about next steps. Formation of an Ad Hoc GEMINI Committee was proposed and approved by the board.

- Motion from Anna regarding board members receiving registration for the annual conference; this motion was tabled.

The board began brainstorming for the goals session, which will commence in the morning.

### **Meeting adjourned February 2nd, 11:32 PM**

*(There has been a significant amount of snowfall; The management office of the property has told us not to attempt to leave. Officially the board is “snowed in”. There are concerns about being able to get back home or to work on Monday.)*

### **Meeting commenced February 3rd, 9:24 AM**

#### **Goal setting:**

Minutes were reviewed to pull out goals that had already been discussed; goals were then categorized under more general headings.

The following goals were decided upon by the board:

### **GaRID 2013 GOALS**

GaRID Purpose:

*The principal objective of this corporation is to initiate, sponsor, promote and execute policies and activities that will further the profession of sign language interpreting.*

- I. Improve clarity, guidance, and oversight of committees
  - A. Committee chairs provide to the board liaison proposed annual budget 45 days before the spring general membership meeting
  - B. Committee chair will provide quarterly reports of their activities two weeks before board meetings to the board liaison
  - C. Establish ad hoc committee for GEMINI
  - D. Policies and Procedure Manual committee will create a pamphlet describing duties and responsibilities of committees and member sections by February 28, 2013
  - E. Policies and Procedure committee will create a manual for the organization by November 1, 2013
  - F. Expand committees to 3–5 members each focusing on the CMP, PDC, PR, Website, Fundraising
  - G. Strengthen board liaison connection with the committees by contacting each committee chair monthly
  - H. At least 3 FACES article submissions quarterly 7 days prior to publication
  - I. One board member will submit one article per quarter

- II. Record-keeping and Archives
  - A. Board electronic voting
    - i. Secretary will evaluate 2 or more methods for electronic voting by February 28, 2013
    - ii. Board will determine and implement the most effective method by March 15, 2013
  - B. Membership categories
    - i. Develop a document to indicate member categories: voting (certified and associate) and non-voting (student and supporting). Completed by May 1, 2013
    - ii. Modifying membership application form (printable and online) by March 1, 2013 to reflect membership categories as noted above.
    - iii. Board liaisons contact website and membership committee chairs to enhance data collection during membership registration including: contact information, participation in committees/ member sections, and freelance status.
  - C. GaRID Archives
    - i. Provide a summary of GaRID history for the membership via the webpage and publications committees by November 1, 2013
    - ii. Communicate with former board members to determine location of archives. To be completed by May 1, 2013.
- III. Outreach
  - A. Explore opportunities to collaborate with NAD to support their annual conference in summer of 2014
  - B. Explore opportunities to collaborate with RID Region II conference in summer of 2014
  - C. At least one board meeting outside of metro Atlanta area during 2013
  - D. At least one workshop outside of metro Atlanta area during 2013
  - E. The President will explore opportunities for collaborating with neighboring state affiliate chapters during 2013.
  - F. Encourage collaboration between students from Georgia Perimeter College and Valdosta State University through one event during 2013
  - G. At least one board member will be present at each GaRID event during 2013
- IV. Improve member communication
  - A. Post 2013 Board goals on the website by March 1, 2013
  - B. The Board will write a draft of a communication access policy for the GaRID workshops and events to be presented for public comment from the membership at the 1<sup>st</sup> general assembly meeting.
  - C. Board meeting efficiency
    - i. For general assembly meetings the board will provide condensed committee reports.
    - ii. Full committee reports will be made available to the membership in the minutes

- iii. All board members will become familiar with parliamentary procedures
  - iv. The board will appoint a parliamentarian to facilitate general assembly meetings
- D. The secretary will initiate announcements of board meeting details (date, time, location) 30 days prior to meeting.
- E. The board will contact website and publications committee chairs to keep sponsorship and donation recognitions current on the website and the FACES newsletter.
- F. The board will discuss modifying the name, duties, and scope of the website committee to include all forms of social media that represent GaRID by June 1, 2013.

### **Long Term Goals**

Committee Succession plan  
Parliamentary procedure implementation

Board meeting dates were discussed and set for 2013:

- May 11 general meeting in Macon area
- August 24th Board meeting at Anna McDuffie's house
- November 2-4, conference and general meeting

**Meeting adjourned 2:20 PM**

**Minutes submitted by Donna Davis for board approval, February 12, 2013**

**Revised minutes submitted for approval on February 19, 2013**

**Accepted as approved, unanimous, *one abstention-Erin Salmon on maternity leave*, vote closed Friday, February 22, 2013**

**Addendum #1 (next page)**

**Financial Reports**

11:51 PM  
01/29/13  
Accrual Basis

Georgia Registry of Interpreters for the Deaf, Inc  
Profit & Loss Budget vs. Actual  
July 1, 2012 through February 4, 2013

|                               | Jul 1, '12 - Feb 4, 13 | Budget           | \$ Over Budget   | % of Budget      |
|-------------------------------|------------------------|------------------|------------------|------------------|
| <b>Income</b>                 |                        |                  |                  |                  |
| CMP - CEU payments            | 180.00                 | 150.00           | 30.00            | 120.0%           |
| 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%           |
| Conference - Other            | 0.00                   | 0.00             | 0.00             | 0.0%             |
| <b>Total Conference</b>       | <b>18,527.96</b>       | <b>14,400.00</b> | <b>4,127.96</b>  | <b>128.7%</b>    |
| Fundraisers                   | 675.60                 | 250.00           | 425.60           | 270.2%           |
| Interest                      | 116.95                 | 100.00           | 16.95            | 117.0%           |
| Member Dues                   | 3,336.31               | 3,750.00         | -413.69          | 89.0%            |
| Mentorship                    | 275.00                 | 1,200.00         | -925.00          | 22.9%            |
| Workshop Registrations        | 3,499.04               | 2,500.00         | 999.04           | 140.0%           |
| <b>Total Income</b>           | <b>26,610.86</b>       | <b>22,350.00</b> | <b>4,260.86</b>  | <b>119.1%</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        | 312.71                 | 300.00           | 12.71            | 104.2%           |
| Bank Fees                     | 0.00                   | 25.00            | -25.00           | 0.0%             |
| Board Retreat                 | 65.00                  | 500.00           | -415.00          | 17.0%            |
| CMP Fee to RID                | 0.00                   | 150.00           | -150.00          | 0.0%             |
| Conference Exp                |                        |                  |                  |                  |
| Hotel Charges Misc            | 5,044.77               | 0.00             | 5,044.77         | 100.0%           |
| Lodging Fees                  | 2,345.54               | 0.00             | 2,345.54         | 100.0%           |
| Other Conf related fees       | 4,648.74               | 0.00             | 4,648.74         | 100.0%           |
| 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)     | 200.00                 | 100.00           | 100.00           | 200.0%           |
| Member Sections               | 0.00                   | 525.00           | -525.00          | 0.0%             |
| Mentor Fees                   | 70.00                  | 1,000.00         | -930.00          | 7.0%             |
| Payroll Expenses              | 0.00                   | 0.00             | 0.00             | 0.0%             |
| RID Conference                | 715.61                 | 3,500.00         | -2,784.39        | 20.4%            |
| Sec of States Fees            | 0.00                   | 80.00            | -80.00           | 0.0%             |
| Website Charges               | 77.94                  | 500.00           | -422.06          | 15.6%            |
| Workshops                     |                        |                  |                  |                  |
| Custodial Fees                | 210.00                 | 0.00             | 210.00           | 100.0%           |
| Food/Snacks                   | 1,083.90               | 0.00             | 1,083.90         | 100.0%           |
| Hotel Room/Presenter          | 0.00                   | 0.00             | 0.00             | 0.0%             |
| Interpreting Fees             | 100.00                 | 0.00             | 100.00           | 100.0%           |
| Presenter Fees                | 945.00                 | 0.00             | 945.00           | 100.0%           |
| Workshop Fees - Other         | 0.00                   | 0.00             | 0.00             | 0.0%             |
| Workshops - Other             | 0.00                   | 2,500.00         | -2,500.00        | 0.0%             |
| <b>Total Workshops</b>        | <b>2,338.90</b>        | <b>2,500.00</b>  | <b>-161.10</b>   | <b>93.6%</b>     |
| Workshops-Unplanned Terp Fees | 0.00                   | 1,000.00         | -1,000.00        | 0.0%             |
| <b>Total Expense</b>          | <b>15,851.92</b>       | <b>22,333.00</b> | <b>-6,481.08</b> | <b>71.0%</b>     |
| <b>Net Income</b>             | <b>10,758.94</b>       | <b>17.80</b>     | <b>10,741.14</b> | <b>63,287.9%</b> |

|                               | Feb 4, 13        |
|-------------------------------|------------------|
| <b>ASSETS</b>                 |                  |
| <b>Current Assets</b>         |                  |
| Checking/Savings              |                  |
| CD ING matures 01/08/14       | 1,000.00         |
| Conference Savings            | 13,048.89        |
| GaRID Checking                | 8,587.06         |
| GaRID Savings                 | 11,037.75        |
| <b>Total Checking/Savings</b> | <b>33,671.51</b> |
| <b>Total Current Assets</b>   | <b>33,671.51</b> |
| <b>TOTAL ASSETS</b>           | <b>33,671.51</b> |

**Letter from Rick Pope, GEMINI**

Dear All,

Please accept my apologies for the tardiness of this email. I could go on for hours about all the little things like internet access that I've been struggling with but I'll spare you the details. For those of you who don't know, I've been hired by the City of Los Angeles as an ADA Coordinator/Interpreter. One of my job duties is to lead the Interpreter Strike Team (IST). Los Angeles is actually the first and only jurisdiction that has the IST and was mentioned in the July 2005 Annual Report on (Presidential) Executive Order 13347.

So, I'm writing to make sure we continue the momentum for GEMINI. By way of brusque introduction, if people don't know each other, John, Aaron, Karen and Dan'i were all participants in the FRID training track held in October. Diana is the GEMINI representative to the GaRID Board. Erin is the current president of the GaRID and Diane is the GaRID's Continuing Education contact.

Kelly Harley, who co-presented with us and is the Chatham County Emergency Management Agency Public Information Officer, is on board with the general concept of GEMINI and her superiors have given her considerable authority to get started with integrating interpreters into their response and exercise plans. To say this is significant is an understatement. It's really a huge step. Clearly, I would hate to see GEMINI become stagnant or defunct merely because I'm no longer in Georgia. So, I'm hoping a discussion can be started to continue our work.

The thought I have is this: Every year relevant EMAs (Emergency Management Agencies) in the Savannah area hold a "Hurricane Exercise" (HURREX). During last year's HURREX a Deaf couple presented and Kelly found herself in a dilemma. Since that time, Kelly has taken it upon herself to make sure Deaf people were able to enjoy access to services pursuant to Title II of the ADA. However, she didn't do this simply to abide by the law. She's done this because it's the right thing to do. Kelly is just that sort of person. I'm hoping we can integrate interpreters in this year's HURREX. I'm imagining a scenario where Deaf volunteers (perhaps GACHI Specialists and community members) act as evacuees/victims/survivors, present at various locations thereby initiating a call for interpreters. GEMINI/FIST Interpreters would respond and provide professional services.

This would do several things. It would:

- 1.) Help responders identify service gaps that affect Deaf people
- 2.) Help establish a relationship between EM personnel, interpreters and the Deaf community
- 3.) Help interpreters identify service and logistical gaps
- 4.) Serve as a possible recruiting tool for GEMINI
- 5.) Serve as a possible recruiting tool for FIST

- 6.) Exercise a sort of mutual aid scenario for interpreters (Clearly, this wouldn't be an actual mutual aid exercise but perhaps it would be enough for interpreters to get the idea.
- 7.) Strengthen ties between GEMINI and FIST

Obviously, there will have to be some planning between Kelly, GEMINI/GaRID and FRID/FIST. I'm not there so I can't really help on the ground people how to do that although I fully expect to be involved on some level. There have been some developments in the aftermath of Hurricane/Superstorm Sandy that are relevant. To me, one of the most significant developments is the fact that FEMA, through their local hire program, is currently hiring four ASL interpreters. (Check out <http://newyork.us.jobs/viewjob.asp?jobid=10456925> ) I know there's a conversation with at least one local interpreter to be the supervisor/POC. Essentially, this means that FEMA has dropped the concept of contracting with the usual spoken language agencies and has adopted our strike team concept. It's a little different because these interpreters would become FEMA temporary employees rather than a contracted team but it's still the same concept. They're just not calling it a "strike team". I believe this change of heart came as a result of a situation that occurred (and is still ongoing) on Staten Island. ( <http://videos.silive.com/staten-island-advance/2012/12/xxxxxxxxxx.html> ) Watch this video and you'll see what I consider to be a great argument for the integration of ISTs. Keep in mind this particular Deaf survivor is not only Deaf but is an interpreter educator and a Certified Deaf Interpreter as well. She's one of our own.

As far as who will be the GEMINI lead on the ground, I'm nominating Johnny Mac. Right now, until he's caught up to speed, I imagine he'd be more of a POC to the team. The fact he's prior service Air Force also helps because it means he has better schema of chain of command. It's a basic tenet of emergency management that no one knows better than the people who live and work in the local jurisdiction (Georgia in this case) so, I won't put my nose where it doesn't belong but again, I'll always be available to you.

One last comment: Keep in mind the GaRID conference is in Atlanta this year. Perhaps we could do a training track at the GaRID conference. Atlanta is a transportation hub so it could be something we market all over the Southeast. It seems to have been a very successful approach for FRID last year. In addition, we'll be presenting the entire training track (and then some) at the national RID conference in Indianapolis.

Hope to hear from y'all soon!

Rick

REPLY

Rick,

Like I said yesterday, congratulations on the gig in Cali! We'll miss you, man.

I don't know about anyone else, but when I initially got the news you had moved I was more than a little worried that all my plans and preparation to work with GEMINI were for nothing. I'm glad to see your commitment to making an IST in Georgia a reality is still online, just operating via remote. If nothing else your new post will provide you with experience in the practical application of recruiting, training, managing, and operating an IST – experience you can't get any other way. I'm just sorry I'm not in Cali with you, man, I'd love to be a part of an already operational team. And in a way I guess I'm a little jealous. You're going to see exactly how these things are staffed and run in the real world – which just means you'll be able to teach us how to navigate the briar patch that much better.

To my new Captain: Johnny Mac, I am at your service. Give me the when and where and I'll be there.

And to my fellow GEMINI teammates: let's get our stuff together and make this happen already. If the storms and tornado yesterday are any indication of what this new year has in store, the Deaf in our community are going to need us. Let's figure this thing out and be there for them when they need us most. Hoo-Rah!

Thank you,  
Aaron Shoemaker