

Minutes - NCRID Meeting February 20th Virtual

Attendees

- Antwan Campbell (President)
- Danette Steelman-Bridges (Vice President)
- Trula Baker (Treasurer)
- Holly Brigman (Secretary)
- Matt Baccari (Media Chair)
- Joni Hedrick (Conference Chair)
- Kayla Marshall (CMP Coordinator)
- Reid Barnes (Eastern Representative CoChair)
- Rachel Skipper (Five Points Representative)
- Tanya Miller (Foothills Representative)
- Michael King (MidState Representative)
- Caroline Bolin (Coastal Representative)
- Kathleen Speckhardt (Land O'Sky Representative)
- Guest Attendee, Emily Spivey

Absent

- Connie Jo Hutchinson (Triangle Representative)
- Mark Whisenant (Triangle CoChair Representative)
- Jim Sewell (Coastal CoChair Representative)
- Melissa Gresia (Eastern Representative CoChair)

Diversity and Mission Statement

- Antwan Campbell read the following:
- Mission Statement: The Registry of Interpreters for the Deaf is a professional organization for interpreters who use signed and spoken languages. As members of RID we commit to providing ethical, high-quality interpreting services for our clients; we also commit to our own continuous professional development.
- Diversity Statement: The RID understands the necessity of multicultural awareness and sensitivity...More information available on the RID website

Approval of Minutes from November Board Meeting

- Motion, Trula Baker
- Second, Rachel Skipper
- Passed unanimously

President's Report

Region II Meeting:

- Some states are having problems filling CMP positions, Fla and Miss lost theirs (Miss never had one), may need assistance
- Advertising concerns about the CMP, making sure the presenters match the content they are presenting on accordingly and are qualified to teach the content for the course. Example: white hearing interpreter teaching about Deafhood (not

qualified), must make sure that the person teaching has the qualifications to teach, fine line because that could be discriminatory. Another example – as a hearing interpreter does that mean that person cannot teach a workshop to all Deaf interpreters? RID would recommend having a team presenter

- Discussion

- Kayla Marshall: Was this because Pam King wanted to teach Deaf interpreters recently?
- Antwan Campbell: Yes, that was part of it and there have been other examples
- Kayla Marshall: Current process, I am the only person who approve. Regarding the issue presented with Pam King teaching, if Pam does not teach then we don't have workshops for Deaf interpreters. I propose having a group that approves workshops from now on.
- Rachel Skipper: Does RID deny approval after a state chapter has approved it? I thought the vetting comes from each state.
- Antwan Campbell: It seems that RID will start denying workshops if the presenters do not match the content.
- Danette Steelman-Bridges: It's a slippery slope, could go down a bad path quickly, not in favor of this, never heard of other professions doing this with professional development, that's the reason you have a presenter bio, participants can discern for themselves if that person is qualified.
- Reid Barnes: This has been a hot topic for me personally, feel like we are starting to judge people on their hearing status and appearance rather than their credentials and qualifications.
- Holly Brigman: If we do have a group among this Board then we may run into lack of enough of a diverse perspective (all hearing, mostly white).
- Matt Baccari: Having a group of people helping make a decision would be a good idea, to Holly's point we may need to open it up (if possible) to NCRID members who do have another perspective.
- Tanya Miller: I agree with Danette and Reid, we will be on a slippery slope, must think about a timeline, currently we require 45 days and now with a committee we will need a lot more time, it should be based upon their knowledge and skills & ability to teach it
- Reid Barnes: Also, there's an issue with presenter pool, may not have the resources to have the "expert" teach, should be more coordination in selecting presenters, will we say someone who is NIC can't do educational workshops because they are not also EIPA credentialed?
- Joni Hedrick: It seems like they want the person to be "of" the group and not necessarily looking at qualifications, all we have to go by is their bio when we do not know the presenters. I have had interpreters come to me asking me to present on how to interpret for Black events, entertainment, etc. Following this proposed guideline, I would not be able to present because I am not "of" that group. What about not being able to present in sign language? NC goes above and beyond to provide workshops, before we put so much energy into this maybe hold off and see how it plays out.

- Rachel Skipper: Bios, the way I understood it, the focus is on the educational background bio of the presenter. Perhaps the bio has a statement of what qualifies them to teach on that topic. If we see a proposal that seems sticky, maybe a statement to show where their qualifications come from, would help. Joni mentioned the official language of conferences, if you can present in ASL then you should? Or is it that you must present in ASL?
- Antwan Campbell: You must be able to present in ASL.
- Danette Steelman-Bridges: That's the slippery slope, agree with Joni and hold off, maybe RID is doing this to appease individuals within a group who are currently protesting.
- Antwan Campbell: This is a steep slope down. I don't put "I'm a black interpreter" on proposals. Pam King was going to teach on Ethics. We as a team have the professional knowledge to approve or not approve. Right now I am not proposing that we change our approval process. I agree there are several states that do not put the effort into their PD events that we do. We are trying to develop more deaf interpreters and CDIs. NC does not have a lot of CDIs currently. We only have two (i.e., Donnie Dove and Karen Gabriel). We have several DIs, in the meantime we have to do something to train new people and the resources we have are not plentiful to only use CDIs. I will take this back to RID next month. Every region is supposed to have a CMP person designated to contact Kayla. We will not be changing anything at this time.

RID Meeting

- 3rd Wed every month, next month is a week long meeting. Virtual attendance is accepted.
- Executive Board positions are up for election. To run, a member must have at least 4 consecutive years of membership. Terms are 3 years. Nominations must be received by April 1st
- RID National Conference: July 8-13 will be virtual and cost effective.
- CDI exam will be released by CASLI soon if not already
- Alternative pathway for all exams
- Language Use policy: ASL is the language used, state and affiliate chapters as well, whenever any Deaf person is present the official language is ASL
 - Discussion: Trula Baker: ASL should or must be used?
 - Antwan Campbell: ASL must be used.

NCITLB

- Antwan Campbell: Jim Sewell is the Chair and is stepping down at the end of his term on 6/30/2021. Nomination is required and the Governor must approve. The earlier we can submit the better it will be. Have a BIPOC nomination for more diversity. If you know of anyone who is interested contact Antwan. The person will not necessarily will be the Chair as they will be a new NCITLB member.
- Trula Baker: Action Item: I will send an email to membership and ask for interest and if so, members can contact Antwan.

- Michael King: Suggest making a social media post. What are the qualifications?
- Antwan Campbell: Must be an NCRID member, can be hearing or Deaf, reside in NC, member in good standing with the board and licensed by the board and at least 5 years' experience in the community. This representative is not required to report back to NCRID, but I do ask for a summary on what is happening so that the NCRID board can provide feedback.
- Danette Steelman-Bridges: Unsure if NCRID's representative to the NCITLB must be licensed by NCITLB or not. For NCRID, If you are a Regional Representative, you are "the representative" and are required report back to your region. On the licensing Board you are a representative of that group so you are only representing that viewpoint on that board, you are not required to report back to us. Also, looking at licensee list recently, the oldest provisional licensee on that list was first issued in 2011 so that is 10 years with a provisional license only.
- Antwan Campbell: NCITLB is still considering suspending in-person requirements for CEUs until 2024. Also, still considering adding educational interpreters into the licensure law.
- Antwan Campbell: Proposal for changes to Educational Interpreter requirements will be submitted in May to the State Board of Education. Vote will occur in June and if approved would take effect on July 1. Changes would increase the credentialing requirements (i.e., increasing the required EIPA score) and by extension increase the pay scale. There is also a proposed timeframe for those who do not meet the requirement to obtain it (think this is 3 years).

CMP Report/Discussion

- Antwan Campbell: We were audited and placed on probation. We have a corrective action plan for academic coursework provided during 2019. From this point forward we will follow the guidelines set, plans will be submitted early. Kayla has done a lot of work and we applaud her for that.
- Trula Baker: What was the problem with the academic coursework? The way it was submitted or was it more on the person requesting or was it the way NCRID processed it.
- Kayla Marshall: There were three problems with academic coursework. Two things were overlooked by the committee and the third was our misinterpretation of the requirements. Moving forward when people submit an academic coursework request, we will require a statement from the participant justifying the request (i.e., a justification statement). Also, scanned documents submitted were deemed hard to see if Professional Studies (PS) or General Studies (GS) was checked. Also, instead of submitting a link to the accreditation or the educational entity, RID wants the actual webpage from that entity printed and submitted. We did submit a corrective action plan. For the next year the next 2 academic coursework requests, we will submit those to the committee at RID for pre-approval before we as NCRID approve it for the participant. Probation lasts one year for academic coursework. We are not sure if it's two more submissions and done or if after that it still lasts one year.
- Trula Baker: Will there be a new document on the website for what is required for academic coursework?

- Kayla Marshall: We are working on having a tab for the academic coursework where they can submit it there instead of emailing back and forth. Unsure if we need Board approval for that change.
- Tanya Miller: Two of the issues found should be contested because the boxes for PS or GS were marked and the proof of accreditation was there. The third issue was not even in the guidelines. When I was the CMP Chair I had a question about one submission and asked RID prior to submitting it if it would be approved. At that time RID asked for a justification statement and the statement supplied by the person simply stated, "I interpret in this area."
- Kayla Marshall: I apologize for not letting you all know but I wanted to get it done and not burden you with it. If audited again I would ask for another person to look over the process with me. The next audit will be PINRAs and then sponsor initiated activities. Most of what NCRID approves are sponsor related activities. Then, it will be independent studies.
- Trula Baker: Question about PINRAs: What should we do moving forward?
- Tanya Miller: We do need to submit the PINRAS because it goes back to 2017 and I'll be happy to choose some because those will be difficult. There's a reason we don't do PINRAs any longer
- Antwan Campbell: What do we submit for PINRAs?
- Trula Baker. It costs the person \$25 per PINRA and we used that money to pay our RID fees and we have enough in that to cover one more year and then we will pull it from the general fund.
- Kayla Marshall: Few people are interested in PINRAs.
- Tanya Miller: Many chapters have been on probation for PINRAs. Also, it is not a huge concern to be on probation.
- Danette Steelman-Bridges: Remind us what a PINRA is.
- Kayla Marshall: PINRA - Participant Initiated Non-Sponsored Activity. Example, attending a national nursing conference that has nothing to do with RID, an RID member could request CEUs by applying for a PINRA explaining why it is a value to her certification maintenance and the field.
- Reid Barnes: The PPO counter is gone on the RID CEU individual member CEUs page.
- Kayla Marshall: It may have been taken off while the transcripts while wrapping up the cycle end period. It will be placed back on later.
- Michael King: Is there a flow chart for how to submit for workshops and CEUs, a flow chart in the shared drive?
- Antwan Campbell: There's a checklist.
- Kayla Marshall: The checklist is in the shared drive, can save again to the drive if necessary, a flow chart is a good idea, will develop a folder for the Google Drive.
- Antwan Campbell: Action Item – Holly can organize that for everyone in Google Drive.
- Reid Barnes: Could we have a website for workshops?
- Matt Baccari: Google Drive works that way.
- Trula Baker: Some people will simply not take the initiative to go where they need to and find the information. If everything is on Google Drive and they don't

access it, we cannot change that. We need training and a smooth transition plan with NCRID when board members change.

- Holly Brigman: I will organize the Google Drive space and provide a tour of it during the next board meeting.

Vice President's Report

- Danette Steelman-Bridges: I contacted ITP programs in NC to ask the following: RID is actively trying to increase the number of Certified Deaf Interpreters in the US. Does your ITP currently have any Deaf students enrolled in the ITP program? If so, were they actively recruited? If not, has the ITP had any interest from potential interpreting students who are Deaf? Do you foresee any barriers for Deaf students if they enter the program? Here are the answers I have received so far:
- **Cape Fear Community College, Joy Schultz:** I have not had any inquiries about CDI's through our program. I don't see any barriers taking ASL, however I am not sure how we would be able to accommodate the IPP classes since students are required to translate from voice/speech to ASL, and vice versa. I'd have to reach out to other programs that have CDI students in their program to see how they do it.
- **Blue Ridge Community College, Ray Castillo:** I took the workshop and only thing I needed next step was 20 hours of volunteering. Those weren't really available for me to pick up with pandemic. If there was, with experience and could really help develop something in future for BRCC. We had a student who identified herself hard of hearing she took CDI workshop with me. She graduated from BRCC. Works part time as EIPA, I believe but she also like me didn't get any volunteer hours. Volunteering hours is one step imperative in order to become DI. If there was more availability and resources for those hours to be met will be greatly appreciated.
- **Blue Ridge Community College, Hope Turpin:** I have one prospective student who is d/Deaf and interested in our ITP program. Wants to enroll this summer or fall. As for barriers for Deaf students if they enter the program, it would have to be determined on an individual basis. Each Deaf student has unique etiologies and chosen communication modalities so it's difficult to say yes or no at this point.
- **Blue Ridge Community College, Rose Fichera-Lening:** Currently, BRCC does not have any Deaf students enrolled in the ITP. However, we are open to it and have some of the [resources](#) to begin such a program. The only barrier that I can foresee for any Deaf student would not fall on the student, but rather on our program preparedness. A potential CDI student would be a first at BRCC. Any advice or guidance to mitigate that issue would be greatly appreciated. Please let me know if there is anything additional that I can provide to assist NCRID. Our campus is a great location for workshops. Please reach out when considering our region.
- **Wilson Community College, Catherine Johnson:** We do not currently have any Deaf students in the program. We have not had any inquiries from potential

students who are Deaf. I think the biggest challenge would be communicating with peers who are still acquiring ASL. I am sure there are others, but I would really need to sit down with co-workers and talk about each course and each assignment in order to get to the nitty-gritty. If you know of any resources about ITPs transitioning to a more inclusive environment, I'd love to know about it. Thank you!

- **Western Piedmont Community College, Jeff York:** My apologies for the delayed response. I agree that this conversation is needed among RID and the ITPs across the nation. To my knowledge, there are no programs that offer a specific degree in Deaf interpreting. We have one Deaf student currently enrolled. The individual became interested through a student who is currently enrolled in the program. In an effort to customize the Deaf student's ITP experience, the college has contracted a CDI to provide co-teaching and consultative support. As a program, we are very interested in developing opportunities for students who are Deaf. We are exploring options to offer a track specifically for individuals wanting to become a CDI. In investigating this possibility, the CDIs I have interviewed often cite one barrier of attending an ITP is how the curriculum is primarily focused on the needs and experiences of the hearing interpreter.
- **UNCG, Sam Parker:** UNCG does not currently have Deaf students in the ITP concentration however, we do have several Deaf students in our Advocacy and Services for the Deaf and Hard of Hearing concentration. These students were not actively recruited. We do have a strong interest in developing a curriculum to provide training for Deaf Interpreters. We have very few inquiries about our ITP from Deaf students. The possible barriers for Deaf students would be the cost for an undergraduate degree. The few that I have talked with were not interested in pursuing a Bachelor's Degree and the idea of taking general education courses were not of interest to them. Those that were interested in a BS chose to pursue the Advocacy concentration as that had more job opportunities for them. That is based just on my personal conversations with those who have asked. Currently our curriculum does not support training for Deaf interpreters and as I mentioned we have a strong interest in developing the curriculum for Deaf interpreters. I am interested in talking more about this and how RID will be working with ITPs in the future regarding Deaf Interpreters.
- **Discussion: Danette Steelman-Bridges:** If you are forwarding the information gathered from the Interpreter Training Programs, degree requirements for CDIs is an attempt to make the requirement for hearing and Deaf to be the same, will submit the summary of what colleges are doing in NC (summary of responses) and which program we have and who are the ITP contacts. Individual names will not be included, ITP coordinators asked if information comes from RID, could that be shared with them as well

Membership/Treasurer Report

- Trula Baker: Sent report to the Board on February 18th. Summary:
 - Financial: detailed statement emailed to members
 - 2/15/21 Balance = \$ 85,104.19
 - Committee Funds = (11,951.35)

MS Prof Dev. Fund = (1,269.43)
PINRA Fund = (198.65)
Conference Seed = (5,847.47)
Working Capital = \$ 65,837.29

- Savings Account: \$ 10,235.78
- Membership: 260 total members (230) (#s in parentheses are from Nov Report)
 - Voting 145 (130)
 - Non-voting 85 (78)
 - Student 23 (16) (holding 3 for student IDs)
 - Organizations 7 (6)
- Membership – increase in membership
- We now have a 5% charge for fraud protection, minimal impact from Stripe

2021 NCRID Conference

- Joni Hedrick: Same position as we were in last year, no committee meetings because there has been nothing to meet about. Current Executive Order is set to Expire Feb 28th. Number of cases that are in place could change and expand. We need get an idea of where we are headed but not necessarily decide now. Asked Matt to poll using social media to ask the people who tend to come to conference how they are leaning to get a feel for it. It's difficult for me to have a strong opinion. So many things are being offered virtual right now. If people come in person or virtually it's not going to be because they are still needing CEUs. Now we are not out any money because we have not paid for anything.
- Discussion
 - Reid Barnes: Leaning more toward virtual, cheaper for participants and host, financially many people are still in a recovery phase, maybe host a one day event for people to come and mingle. Now, when we attend something in person it is sad because you can't even get close to people, there's a lot of financial risk.
 - Matt Baccari: I set up a poll on Instagram and Facebook, not a lot of responses because it was short notice, 10 people responded and 9 wanted virtual, not a good sample size. My opinion is that it is not a good idea to plan for in person, not sure if we could have it legally due to Executive Order - liable to follow the guidelines and what if we don't; not the best idea to plan for in person this year.
 - Danette Steelman-Bridges: Leaning toward virtual as well, people really are hungry for in-person, what is the deadline for needing to make a decision?
 - Joni Hedrick: By March 15th/30th, I can always follow up with the hotel and get a date, we could change the entire structure of conference and maybe do one day and have different people the next day, so we don't have as many people mingling.

- Danette Steelman-Bridges: Suggest waiting a month and revisit, maybe by that time we will have a better idea of vaccine numbers, etc., also consider the cleaning that would need to be done between workshops.
- Kathleen Speckhardt: I agree with Matt regarding the financial strain. I know a lot of DSDHH people come and they do not expect us to stop teleworking until end of summer/early fall so we would have to pay out of pocket; leaning toward virtual.
- Rachel Skipper: I have recently been presenting some workshops, have people who are coming to my house and watch, really concerned about tin person conference.
- Kayla Marshall: What are other professions, national and state conferences doing?
- Antwan Campbell: I am not sure about other professions, but most are making their conferences virtual. The DPI plan to return to in office work is summer/fall timeframe. Suggest discussing this again in a month to decide.
- Holly Brigman: Leaning toward virtual and we can make it a great event with topics that are engaging,
- Joni Hedrick: We will use Matt to have the things we need to offer workshops using a strong platform; look at doing a Fall conference possibly.
- Danette Steelman-Bridges: Capitalize on current popular individuals/topics such as Captain Andrea Hall from GA notoriety from inauguration, or Wawa as keynotes.
- Michael King: If we did have the conference in the fall, many wait and could get their CEUs all at one time.
- Rachel Skipper: Now during COVID many different places have been offering so many online options so waiting until conference to earn their CEUs may not be an issue this year
- Antwan Campbell: I think a lot of people will still wait, maybe not a majority. If we do a virtual conference, I would like more information from Matt before we make a final decision, give Matt some time to do some research
- Trula Baker: We may conflict with our bylaws if we put it off until September
- Antwan Campbell: True, if we have elections for regional reps we have to consider that
- Matt Baccari: I will look into platforms and options. I have used Eventbrite for other purposes outside of NCRID. NCRID has used Zoom and Squarespace: Zoom for workshops and Squarespace for registration. The platforms have worked well. I will look into other platforms if you all are familiar with others and I will investigate.
- Antwan Campbell: Stay away from WebEx, not deaf friendly, no decision today let's come back next month and we'll have a special conference session

- Joni Hedrick: I did follow up back with all presenters and all were still interested in presenting. If we change what workshops are offered. We may need to cancel some because we have the entire agenda planned. We had 6 different workshops.
- Antwan Campbell: Can discuss but it seemed we had a good broad range of topics, will see what days people are available to meet next month to discuss conference again
- Michael King: Planning for conference, Deaf-Blind (DB) participants – consider how we plan for this group if it is virtual
- Tanya Miller: For DB participants, collaborate with DSDHH because they have experience this past year providing those accommodations for virtual events

Media Chair Report

Matt Baccari

- Automated Membership List
 - Goal of having a spreadsheet that allowed main list on one tab, and automatic sorting per region to region-specific tab, Completed 11/15/20
- Regional Workshop Flyers: Goal to have new flyer template for each region
 - Visually distinct for each region, but that look cohesive with each other and overall NCRID flyer
 - Completed 12/30/20 w/Kayla, see example, Example shown to board
 - Goal also to develop process for regions to use these new templates (since they use the Canva platform)
 - Wanted to test with one region first to finalize process, Completed for Foothills 1/23/21 workshop w/Kayla and Tanya, flyer shown to the board
 - Will now work with other regions to get them up to speed, **email Matt to see how to get started using Canva**
- Newsletter and Regional Spotlight: Goal to begin spotlighting a specific region, to help other members learn more about what's happening around the state
 - Completed in 12/6/20 Newsletter, spotlighted Land O'Sky with Kathleen's help
 - **Next newsletter will go out in early March, need someone to reach out to be spotlighted!**
- Regional Social Media Pages: Goal of setting up regional Instagram pages for interested regions, with consistent branding
 - Wanted to work with one region to trial and establish process and template for branding/graphics before rolling out to more
 - Completed around 11/19/20 for Land O'Sky w/Bailey, example shown to the board
 - Can move forward with other regions as interested
 - Goal also of getting access to existing regional Facebook pages, still need to work on this
- Online Workshop Registration
 - We have started hosting workshops with online registration and payment
 - Whole board hosted 2 workshops

- 11/21/20 Corey Axelrod
 - 12/19/20 Antonio Goodwin
 - Foothills region also hosted 2
 - 1/23/21 Bethany Gehman
 - Seems to work well
- Social Media Showcase: Goal of showing example of how we have used social media, and how we could use social media, to provide examples for regions/folks considering using social media more, examples were shown to the board
 - Workshops: flyers and graphics that are also posted on social media
 - Outside Opportunities/flyers: We are not sponsoring but we are sharing events that others may be interested in, hot topics in the interpreting world – sharing that information for members as needed
- Discussion:
 - Trula Baker: There has been a lot of positive feedback about NCRID’s virtual workshop, so smooth, must know what we are doing because it was wonderful, people still send paper registration and checks even with an online registration option. Recently had a hearing participant in a workshop with a Deaf presenter and the participant did not have a webcam and therefore could not fully participate in a workshop because the person could not be seen
 - Kayla Marshall: Video capability should be required.
 - Antwan Campbell: We need a clear statement of some kind “have visual access to fully participate...”
 - Trula Baker: For virtual workshops you must have video capability
 - Workshop evaluation comments – breakout rooms are received well, online learning is going well

Regional Representatives Reports – send those reports in to be included in the Minutes

- **Coastal (Caroline Bolin):**
 - Region Issues/Concerns**
 - Local CFCC ITP students have contacted me requesting information about transitional and post-graduation opportunities including mentorship. I have shared that they will be eligible for a one-year NCRID membership upon graduating and that there is a stipend to help offset the cost of taking the NIC or the EIPA when they are ready to do so. I drew a blank when trying to come up with other ways to help them...
 - **QUESTION:** If I recall correctly, DSDHH has a mentoring program. Can someone with more information share that with me?
 - **QUESTION:** Do recent graduates need to pay for an official transcript from the college to send our way to receive the free 1-year membership? If not, what are acceptable ways to prove they got their degree from an ITP?

- **REQUEST:** Any and all resources you know of that I can share with these future interpreters would be very helpful!

Region Update

- Jett Butterworth (Wilmington RC ISS) and I have begun planning for what we hope will be a recurring virtual coffee chat or book club providing C.E.U.s for interpreters in our region.
- We have been in touch with Kathleen Speckhardt to discuss similar events she has put together.
- An interest survey to those on my region's email list was recently sent out to do some information gathering.
- I will update the board at the next quarterly meeting on how this is going.

Additionally, I would like to say a HUGE thank you to Antwan, Matt, and Holly for getting the Coastal Region email linked to the rest of the group!!! Excited to be in the loop!

- **Foothills (Tanya Miller):**
 - We hosted 2 workshops on January 23. We were planning another workshop for April, but it fell through. Our focus right now is promoting the NCRID conference. After the conference we will revisit doing other workshops.
- **Land O'Sky (Kathleen Speckhardt):**
 - We are planning a workshop for early May. We will show Audism Unveiled - Thursday (date to be determined) night from 6p – 8p. We will show the 1-hour film (we've requested and received approval from Dawn Sign Press) then have a deaf panel to discuss the viewing.
- **5 Points (Rachel Skipper):**
 - March 13th will have a virtual workshop on Deliberate Practice: Hands On.
 - I don't have other updates. I'm having a hard time finding presenters and my committee is a little hands off during this pandemic. We're all just trying to survive.
- **MidState (Michael King):**
 - Catching up with the agenda from the last meeting of 2020.
 - Reaching back out to the original people who volunteered to assist on the Bylaws committee to see if they are still interested. Awaiting their responses.
 - I am in the beginning processes of reaching out to people to set up workshops.

Bylaws Update

- Michael has not met with the Bylaw Committee due to illness. Those meetings will happen and if anyone is interested let him know, there will be an update ready by the time of conference. Will present it and then vote on it, there must be a separate presentation of the bylaws, time to consider, then a vote later. We can postpone the vote until the fall, change the timeline due to the delay. Michael will email those interested in being on that committee to let them know

Next Board Meeting:

- Meeting May 15th 9:30-11:30 will be virtual
- Special Meeting in March to decide on conference (virtual or in-person), date to be determined

Pay attention to the Action Items that in Yellow from the Minutes

Motion to adjourn – Reid Barnes

Seconded – Kayla Marshall

Passed Unanimously