

## Minutes - NCRID Meeting August 8th Virtual

### Attendees:

- Antwan Campbell (President)
- Danette Steelman-Bridges (Incoming Vice President)
- Trula Baker (Treasurer)
- Holly Brigman (Secretary)
- Joni Hedrick (Conference Chair/interim Media Chair)
- Reid Barnes (Eastern Representative cochair)
- Melissa Gresia (Eastern Representative cochair)
- Kathleen Speckhardt (Land O'Sky Representative)
- Stacy Wilson (Foothills Representative, in place of Tanya Miller today)
- Connie Jo Hutchinson (Triangle Representative)
- Michael King (MidState Representative)

### Absent:

- Kayla Marshall (CMP Coordinator)
- Caroline Bolin (Coastal Representative)
- Rachel Skipper (Five Points Representative)
- Mark Whisenant (Triangle CoChair Representative)
- Jim Sewell (Coastal CoChair Representative)

June Minutes approved; Motion by Reid Barnes, Second Danette Steelman-Bridges,  
Motion Passes unanimously

### Membership and Treasurer Report (Trula Baker)

#### Financial Report

- Financially we are strong, working capital balance is \$62,363.81
- Non-profit limit is \$100,000
- Filed 990
- Do we want to put more in saving 10,234.23 balance? Something to consider.
- Connie Jo Hutchinson: Suggested the Board consider paying for interpreters for a conceal to carry workshop. Funding for the interpreters has been difficult to secure. Trula Baker – when NCRID's regions sponsor a workshop, the cost of interpreters comes out of the committee's respective budget. DSDHH no longer pays for interpreters as a sponsorship for workshops. Kathleen Speckhardt discussed other options through bartering and requesting volunteer interpreters.
- Still waiting for response from the attorney regarding the fees for reviewing the AOI (Articles of Incorporation)

#### Membership Report

- 162 total Members
- 84 Voting
- 46 Supporting
- 10 Students

- 2 Organizations
- 20 – holding that registered as voting but cannot verify RID membership
- Discussion: ITP graduates receive a one-year membership to NCRID for free. December graduates tend to request their free membership year during the next membership year. This causes a 6-month delay in their request. The Board discussed allowing December graduates to be included in the following year's NCRID membership cycle.
- Awards – Tzena Keyes has them ready. She will mail them directly to the recipients and Antwan will prepare an announcement.

#### AOI

- Everything is approved and we are now legal.
- Submitted, signed by the Secretary of State
- Still waiting on invoice from the attorney. Anticipating the bill will be less than \$500

#### Bylaws

- Need to send out the proposed changes to the membership
- Connie Jo Hutchinson sent that out to the Board on July 6, 2020. Antwan resent the same information on July 7, 2020.
- Antwan Campbell: Everyone on the Board needs to read it and respond by August 21, 2020.
- Connie Jo Hutchinson: Revoking membership - RID says membership at the national level can be revoked if found guilty during an ethics probe. The Board should consider a bylaw that requires NCRID membership revocation if an interpreter has their NC licensure revoked. This would align our bylaws with RID. Several board members agreed that we should mirror what RID has.
- Joni Hedrick: Discussion of the consequences of revoking NCRID membership. They will no longer receive membership discounts on NCRID workshops and the annual conference. Should we continue to allow them to be a member to help them become a better interpreter?
- Antwan Campbell: Discussion of where the balance is. We want to revoke membership and at the same time be helpful to that person to help them improve.
- Danette Steelman-Bridges: We either mirror what RID does or we don't. We ultimately need to mirror what RID does. Reviewed RID revocations reasons. We may want to review RID's policy and procedures manual.
- Voting has taken a long time recently. Passing changes to the bylaws requires 2/3 membership approval. Again, board members need to review proposed bylaw changes and respond by August 21, 2020.

#### New Business

##### Facebook Discussion

- Facebook had a lot of activity around a DSDHH workshop. The flyer for that workshop was posted on Facebook and seen by individuals in other states. An individual on Facebook took issue with the CDI workshop having a hearing

interpreter teaching a workshop for Deaf interpreters. Subsequently, Pam King from DSDHH has canceled that workshop.

- NCRID is connected because we were responsible for processing the CEUs and we shared the flyer on Facebook.
- Joni Hedrick: Discussion of posting that in an interpreter professional development Facebook group. A CDI in another state saw the post and immediately contacted the RID president. Jonathan Webb did gently suggest to the person who complained that they should approach NCRID with their concerns.
- Antwan Campbell: Discussion of the lack of CDIs available to teach these free workshops.
- Kathleen Speckhardt: Pam King did have a plan for CDIs eventually taking this over and Pam was partnering with Karen Gabriel a CDI in NC. After the training was completed the goal was for CDIs to take over the training. Since all of this happened, Jeff Greer a DI will take over this training in the future.
- Reid Barnes: Our CPC states that we should address issues individually/directly instead of filing an immediate formal complaint.

#### Media Chair

- Position is open. Board is thinking of some who may be a good fit. If anyone is interested, please let Antwan know. Responsibilities include the newsletter, social media presence, website and all technology at the annual conference.
- Goal of having that position filled by the end of this month

#### 2021 Conference

- Joni Hedrick: Proposed Dates are June 18-19, 2021 (Friday & Saturday), working with hotel to draft a contract and that should be confirmed by August 15, 2020. Planning should be simple as this year's conference plan will be rebooted.
- Plan is to have a Board meeting on Thursday night before the conference. This will be a closed meeting. Meeting will include Board, Student Reps and Conference Committee on Thursday night. 6:00 pm Dinner and 7:00 pm meeting to discuss the conference plan, roles, and responsibilities for the conference weekend. NCRID will sponsor the meal that night. Board needs to arrive Thursday July 17 2020 in the afternoon/early evening.
- Student Representatives will be held to 8 this coming year. Feedback from previous conference indicated 12 was too many.
- When the hotel contract is confirmed, then we will announce the dates
- Contingency planning: all those clauses will be included in the contract and we will have a virtual option.
- NCRID Regions take turns hosting the conference. While the conference is held in the same location each year, the host region helps with the conference. This year's "host" region is Triangle. Connie Jo Hutchinson: She will work directly with Joni on what is needed. Coordination across the state is also possible.
- Board Members Conference registration: If Board members attend all 4 meetings, they can receive a free conference registration as a board member. After today,

there are 3 more meetings: November 14, February 20, and April 24. Those who qualify will receive an email with instructions on how to complete that process after the April 24th board meeting.

- If we can meet face to face again, we will meet in Greensboro at either CSDHH or the Heritage Center. Board pays mileage (reduced rate) and meals.

#### Regional Representatives Reports

- Triangle, Connie Jo Hutchinson: She will set up a Conceal to Carry class for interpreters only, with a minimal fee
- Eastern Region, Reid Barnes: September 19 workshop for initialized signs is set; another workshop on virtual interpreting is being developed, online workshops – question on how to provide documentation for the licensing board on attendance, should be able to print, Trula – do not send out blank certificates, the interpreters' name should be included on the certificate; need ideas for speakers to hire for workshops, looking for fresh new faces and topics
- Side note from Trula Baker: NCRID has a Zoom account: up to 100 people can attend, we need to set up a Zoom calendar, be mindful of not overlapping with another region's workshop
- Land O'Sky, Kathleen Speckhardt: Aug 13 workshop on ASL numbers with Beverly Woodel-Fletcher; online workshops are attracting participants from other states; discussion – should we consider online payments for workshops we continue this?, Trula – she is looking into this
- Foothills, Stacy Wilson: Sept 12 (morning and afternoon workshops); will set up coffee chats to plan
- Midstate, Michael King: in process of setting up workshops and submitting for approval, will gather ideas of what members are wanting, Antwan: NCRID has a CMP packet for submitting workshops for approval; question about previously provisionally licensed interpreters who have moved back to NC recently due to the pandemic, Antwan – questions about licensure go directly to the licensure board, the board can help with testing costs if they are new members; recruiting question – What do we do? Antwan: Offer workshops and include that discounted rates are offered for members. Reid: Make sure the discount is worth it to become a member. Joni: Create the benefits within your region. Promote being proud of your profession. Helps to have a voice in issues. Example: when we draft a letter in support of or in opposition to a current issue. Stipends are also available. Discounts on conference registration are also a benefit.

#### Announcements

- 3 newly certified interpreters: Brandy Marsh, Kat Oviatt, and Jessica Hollifield. If these individuals grant permission, we will congratulate them via our website.
- All new board members need to send a picture to Joni for the website.
- Regional Facebook accounts: these are linked on the website, need to be more active there

- Accident liability insurance, Trula Baker: company in Greensboro responded and she will continue to work on this, will have something to report at next board meeting
- Next Board Meetings: November 14<sup>th</sup> 9:30 am – 11:30 am (Virtual Meeting); February 20<sup>th</sup> 10:00 am – 3:00 pm (in person in Greensboro, Virtual meeting as a contingency plan 9:30 am – 11:30 am); April 24<sup>th</sup> (in person in Greensboro, Virtual meeting as a contingency plan 9:30 am – 11:30 am), Holly will send requests for using CSDHH space for February and April

Adjourned at 11:34 am