

NCRID Board Meeting Minutes
August 13, 2022 (in-person)
Revolution Mill Building – Lower Level Gallery
10:00am – 3:00pm

In Attendance:

- Tanya Miller, President
- Makayla Radford, Vice President
- Trula Baker, Treasurer
- Tiffany Patterson, Secretary
- Matt Baccari, Media Chair
- Joni Hedrick, Conference Chair
- Kayla Marshall, CMP Chair
- Antwan Campbell, Immediate Past President
- Danette Steelman-Bridges, Foothills Representative
- Gabby Smith, Mid-State Representative
- Rachel Skipper, Five Points Representative
- Monica McGee, Triangle Representative
- Caroline Bolin, Coastal Representative
- Shannon Leidy, Eastern Co-Representative
- Nancy Ausherman, Eastern Co-Representative

Absent

- Kathleen Speckhardt, Land O' Sky Representative

Guest Attendees

- Pam King, Representing DSDHH

Meeting Called to Order by Tanya Miller at 10:02

RID Mission Statement – Makayla Radford read the RID Mission Statement

Welcome and Introductions (Tanya Miller)

Rules of Order (Antwan Campbell)

- Explained modified rules of order used by the Board
 - Appropriate turn-taking,
 - Making a Motion – anytime an action is needed, motions must be seconded, there's an opportunity for discussion, then vote. Can have "Friendly Amending" of the motion
 - Tabling a Motion
 - Point of Order/Point of Clarification
- Secretary's minutes are annually submitted by the President to RID.

President's Report (Tanya Miller)

- Will be adding two additional reports to each board meeting, DSDHH and DPI
- Recognition of our new RID Region II Representative, Antwan Campbell. The President will be deferring the RID Report to Antwan Campbell.
- Shared our emails with Carolyn Ball, RID Affiliate Chapter Liaison. Keep an eye out for emails from her.
- Explanation of requirements for the annual RID Report:
 - List of members
 - 9-90 Report of all our activity
 - Any political actions we've done
 - Article in VIEWS once a quarter, will work with Matt Baccari
 - No longer need to include CMP or Media
- Discussion of letter received from NCAD regarding an ITP (Interpreter Training Program) issue.
 - Discussion clarifying what NCAD is requesting of the Board.
 - Discussion clarifying the issue/concern – Misrepresentation of the qualifications required to become an American Sign Language Interpreter on recruiting/advertising materials ie. flyer/website

- Gabby Smith – 3 stackable options: a) upon completion of ASL Classes, will receive “Certificate of Completion” b) Diploma c)AA Degree
 - Kayla Marshall – concern they are offering an unrealistic, misleading timeline of 6mo-1year to become an interpreter
 - o Discussion of other entities involvement /addressing the issue
 - o Monica McGee and Trula Baker explain the pressure on ITPs to maintain a certain number of students in their program or risk their program being eliminated. Hence why this happened as a recruitment/advertising mistake while the program FAQs did have correct information about the requirements to become an interpreter.
 - o Antwan Campbell expressed concern that the FAQ page will be overlooked and the misinformation is what will be perpetuated.
 - o **Motion:** Gabby Smith made a motion that Makayla Radford should respond via letter to the ITP.
 - **Second:** Monica McGee
 - Discussion – Matt Baccari suggested the URLs of the specific pages be included in the letter to clarify the specific discrepancies.
 - Tanya Miller suggested creating an ad hoc committee to draft the letter (Kayla Marshall, Monica McGee, and Tiffany Patterson)
 - Kayla recommended reaching back out to NCAD to partner in the letter
 - **Friendly Amending Motion** (Monica McGee) – Vice President, Makayla Radford will draft a letter to NCAD addressing their concern, working with the ad hoc committee partnering with NCAD to create a response to the ITP that will be submitted to the Board for approval.
 - **Passed** – unanimously
- RID Report (Antwan Campbell)
 - o RID Conference will be July 2023 in Baltimore, MD and will be in-person.
 - o RID will be having a virtual Town Hall September 8, 2022 at 8pm EST. Topics discussed: goals for the Affiliate chapters and what we

want to see moving forward, how RID becoming a Professional Organization effects Affiliate Chapters.

- RID Headquarters and the RID Board are separated but Affiliate Chapters are still considered non-profits under the 5013C
- o October 11, 2022 RID Board meeting, in-person and will be the first time this board will be meeting with all the positions filled.
- o At the Region II Council Meeting Antwan Campbell will be discussing/begin planning for the 2024 Region II Conference. Prefers for NC to be the host state, potentially combining the Region II Conference with the NCRID Annual Conference. Will need further discussion and Planning with NCRID and Conference Chair, Joni Hedrick.
 - Monica McGee also offered help in planning/organizing.
- NCITLB Licensure Update (sent by Mark Lineberger)
 - o See attached
 - o Antwan Campbell asked who was on Mark Lineberger's Committee previously – Joni Hedrick, Danette Steelman-Bridges, and Rachel Skipper. It was agreed that this committee could be easily re-formed if needed.
 - o Pam King emphasized August 2nd and December 1st are virtual forums NCITLB has still remaining for this year.
 - o Joni Hedrick – Mark had reached out, offering for the NCITLB Board to present at NCRID's 2023 Conference.
 - Discussion concerning the form of their presentation and how individuals could present their concerns/questions/requests prior or during their presentation. Decided to allow NCITLB to present at the 2023 NCRID Conference and for them to decide the best format of their presentation.
- Mileage Reimbursement – (Trula Baker)
 - o Discussion if Board members could receive more for mileage reimbursement. Trula Baker explained 14cents/mi is the rate set by the IRS for non-profits, anything paid above this will be taxed as income to the recipient being paid.

- **Action Item:** Trula – will talk with the NCRID Board’s accountant to see what other options are available.
 - o **Motion:** Monica McGee made a motion that Trula Baker work with the Board’s accountant to discuss three options: mileage/stipend/loss of work
 - **Second:** Gabby Smith
 - Discussion: Rachel Skipper gave mathematical examples of the difference between the non-profit mileage rate and the current IRS rate to give an idea of the monetary value we might be looking to reimburse. Antwan Campbell clarified; RID Board member’s dues are reimbursed at the end of the year. NCRID could do something similar with the reimbursement of NCRID dues at the end of each year of service.
 - **Passed:** unanimously
 - o **Motion:** Monica McGee made a motion that all membership dues be waived for NCRID Board members for the duration of their service.
 - **Second:** Nancy Aushman
 - Point of Clarification: Nancy Aushman – is the mileage motion and the membership dues a part of the same motion?
 - Tanya Miller – they are two separate motions
 - **Friendly Amending Motion:** (Gabby Smith) Membership dues will be waived for NCRID Board members for the duration of their time serving, to be reimbursed at the end of each membership year.
 - **Second:** Kayla Marshall
 - Discussion about funds to cover the reimbursement costs with attendance requirements, if passed, after conference next June those who’ve participated in the board would be reimbursed but that would then count towards their 2023-2024 membership.
 - o **Table Motion:** Kayla Marshall – Motion tabled to allow for more brainstorming of options and Regional Reps the opportunity to discuss this with their committees.
 - **Second to Table:** Gabby Smith
 - **Pass:** Unanimous
- Membership (Tanya Miller)
 - o Many people will join NCRID at the time of conference to get a reduced conference rate, but this causes issues. Tanya Miller asked if

we want to create a time-frame in which to be a member in order to get the member/reduced price at conference?

- Discussion of creating a “join by time” such as “member as of (date) = (discounted conference price)”, all in agreement. Continued discussion of the importance of NCRID membership being available at all times, this being merely an incentive, what to do about interpreters moving from out of state and giving current members/interpreters in NC ample warning of the change.
 - Tanya Miller – suggested moving this discussion to the Conference Committee
- o Still waiting on confirmation from RID that for someone to have RID membership, they must be a member of their affiliate chapter (NCRID).
 - Antwan Campbell – clarified, voting members of RID must maintain dual membership with RID and their Affiliate Chapter
- Zoom Account
 - o NCRID has one zoom account, paid monthly: Should NCRID change to an annual payment and/or have multiple accounts, to avoid multiple workshops overlapping the use of one account.
 - Rachel Skipper – asked the cost comparison of monthly vs annual payment (Matt Baccari) \$15/mo vs \$149.90/yr is equivalent to two years for free or 17% savings.
 - Matt Baccari – clarification, NCRID maintained an annual membership for 2020-2021 then changed to monthly because multiple zoom sessions were needed for conference and we couldn't have one account on a monthly plan and another account on an annual plan. Switching to a monthly plan allowed us to have two accounts temporarily, creating and canceling the second one for conference only. Since we will not have a virtual option for the upcoming conference, 2023-2024 we wouldn't need to have two accounts and can switch back to an annual plan. Unless, we would like to utilize the option to create and cancel a second account as needed to mitigate multiple Regional workshops at the same time.

- Continued discussion of the pros and cons of an annual vs monthly account. Consensus was to maintain a monthly account, using a Google Calendar to limit overlap in workshops utilizing ZOOM at the same time but retaining the flexibility to add additional accounts as needed.
 - **Action Item Matt Baccari: set-up a Google Calendar to reserve dates for zoom/virtual workshops**
- NCRID Official Language of Board Meetings (Tanya Miller)

Members of the community have expressed that board meetings conducted in English are not Deaf-friendly. RID has stated that the official language used at their board meetings will be ASL (American Sign Language) and NCRID should follow suit. *Proposed, NCRID will conduct all board meetings in ASL unless no ASL users are present in which case spoken English may be used.*

 - Board discussed options of accessibility for all members of the community, non-signers attending meetings ie. the Board’s accountant and feasibility of providing sign-to-voice interpreters.
 - **Motion:** Monica McGee made a motion that NCRID Board meetings will be conducted in American Sign Language.
 - **Second:** Gabby Smith
 - **Friendly Amendment:** Matt Baccari – NCRID adopts the official default language of American Sign Language with the leeway to use another language.
 - **Second:** Caroline Boline
 - **Discussion:** Board discussed if this also applies to NCRID functions, including conference.
 - **Friendly Amendment:** Matt Baccari – NCRID adopts the official default language of American Sign Language for board meetings with the leeway to use another language.
 - **Discussion:** Board discussed the specific wording of the official statement.
 - **Motion:** Monica McGee made a motion that the official statement should be “NCRID’s official language is American Sign Language, seeking to make all meetings accessible to anyone present and will adjust the mode of communication based on the need”.

- o **Motion:** Kayla Marshall made a motion that the Board should create a communication policy that specifies the procedures of how we will make our board meetings accessible to all.
- o Tanya Miller proposed the creation of an ad hoc committee: Matt Baccari (lead), Makayla Radford, Monica McGee
- o **Motion to Table:** Tanya Miller
- o **Second:** Kayla Marshall

Vice President's Report (Makayla Radford)

- Plans – reaching out to every ITP Director in NC, let them know who we are and what we can do for them and their students, as well as, remain in active contact
- Getting students email to contact directly
- Rachel Skipper asked if Regional Reps could access student info/make contacts as well
 - o Action Item: Makayla Radford will add the rep's contact information for each area
 - o Joni Hedrick – liked idea of shared document, “email sent, heard back” to know who is engaged, can use that information for student rep application review process
- Brainstormed ideas about how to get students involved in NCRID
 - o Antwan Campbell- suggested having more POC interpreters represented, to get more involvement there needs to more done to reach out to those communities as well as partnering with ITPs
 - o Makayla Radford – suggested trying to reach out to ASL classes at colleges/ITPs
 - o Joni Hedrick – suggested letting them know that anyone from the board is available to be a presenter in their classes. Ex. especially Regional Reps being visible in their own regions because there are new students every semester, this would give NCRID a bigger presence or also could set up a booth at their (ITPs) events etc.
 - o Shannon – when schools start back the board can send cards to ITPs that we sign to let them know we recognize them “welcome back!”

- o Makayla Radford – could share short versions of a video students can put names with faces
- o Trula Baker – asked if names of students are confidential and maybe can't share that info
- o Rachel Skipper – suggested Regional reps attend events on campus as additional networking
- o Tanya Miller – ‘ebblast’ offer sign up list to share workshops or job opportunities etc.
- o Trula Baker – suggested sending an email to all ITP coordinators, explaining new benefits to senior students, so far we've only heard back from 2. **Action Item: Makayla Radford will follow up with those 2 students.**

Treasurer/Membership Report (Trula Baker) See attached Financial Report

- o Monica McGee – asked how information was added for the financial report for each Regional Rep
 - Trula Baker – replied that everything must be submitted to her and she updated the report. Also, anytime monies are deposited you must send Trula Baker a copy of the deposit slip or the money is left in the general fund.
 - **Action Item: Trula Baker will send an updated financial report to each Regional Rep**

- o Membership Report: (see attached Membership Report)

	2022 – 2023	2021 - 2022
Voting -	118	143
Non-Voting -	39	70
Student -	8	25
Organizational -	3	8
Total -	168 (-78)	246

- Down 78 members – it is suspected interpreter's are getting workshops online and feel they don't need NCRID anymore. Pam King suggested DSDHH could partner with NCRID to provide workshops to curb the decline in membership numbers. DSDHH offers workshops at no charge.

- o 2022-2023 sent each region's members google doc
- o Action Item: Trula Baker will work with Matt Baccari to share a general membership list similar to RID, that will be public

Conference Report (Joni Hedrick) See attached Evaluations and Workshops on 'CMP Notes'

- The level of content presented by the presenters made this one of the best collection of workshops. Feedback was that participants wanted these same presenters again. It was very successful.
 - Kayla Marshall – 5 total workshops offered twice. All well received, many comments
 - “loved the variety of workshops: linguistics, how to sign, cultural/historical” “loved having more deaf presenters”
 - at least 3 people in each workshop asked to have the presenter again.
 - Some complaints about technology/virtual but next year is in person. “not enough time, wish it was all day or part 2”
 - “I want to see again, with some additional feedback of different perspectives that was really positive.”
 - Joni Hedrick shared additional talks that stemmed from certain workshops for future workshops/events. Pam King encouraged partnering with the Black Deaf community and will share flyers with Matt Baccari.

Media Report (Matt Baccari)

- o Updating the website
- o Kayla Marshall has been working on a digital CEUs form process, presented to regional members yesterday.
- o Conference planning with Joni Hedrick for 2023. Met the hotel/tech media/ and system/platform to manage registration.
 - Previously people could go to whatever workshop they wanted but with a virtual conference, individuals had to pick what they wanted, would like to blend that for in-person.

- Suggested a different way of tracking workshop attendance than a sticker for CEUs on a piece of paper. Hope to have a digital system that can moderate this soon.
- Will have an equipment survey soon to know what we have for conference.
- o Worked on getting all new board members access to their google accounts
- o Working with/supporting reps social medias

CMP Report (Kayla Marshall) See attached CMP Report on ‘CMP Notes’

- Process for workshops to earn CEUs will be completed soon, using one streamlined google form
- Audit – sponsor initiated activities, all four activities are audited in a yearly rotation
 - o RID PDC – sept 15 results letters will be submitted. Kayla Marshall feels confident it will pass
 - o Workshops / Course work, NCRID WILL process CEUs
 - o Independent Study / Participant initiated non-RID, NCRID does NOT process CEUs for these
- CEUs processed July 1, 2021-June 30, 2022: 66.4 PS/GS 1.4 PPO
 - o Encourage more PPO workshops
 - o July 1, 2022 Processed: 1.4(all PS) Upcoming: 1.35(all PS)
- RID Transcript – Road Trip CEUs
 - o Can earn CEUs as a presenter (GS) and a participant (PS), let me know if I need to adjust any

Regional Reports

- Foothills (Danette Steelman-Bridges) – working on workshops for this year, first one will be Oct 11, Deaf Panel (in-person).
- Costal (Caroline Bolin) – historically issues with engagement with NCRID. Previous only 10 members and current membership of 4. A lot of tension between interpreters in the area which could be age/generational based. They don’t want to be together but brainstorming ideas on how to bring people together.

- Mid-State (Gabby Smith) – Newly created committee and partnering with DSDHH in Nov (Virtual) and creating a non-CEU-earning social in different areas of our region that’s bi-monthly or quarterly. Want to work with Post-Secondary Institutes to create events outside of class time ex. Coffee chats, more brainstorming for 2023
- Triangle (Monica McGee) – Newly created Committee with DIs and provisional interpreters to help bridge gaps. Working on future workshops, current idea for October about Deaf Blind woman sharing interpreter’s impacts on her life and I would share tips and how-to’s when working with Deaf Blind individuals and a workshop with Steve Collins about mirroring vs Interpreting. Creating socials: coffee chat in Durham Sept 24, 10:00 am at Bean Traders in Durham, partnering with DSDHH Deaf Services Specialist to incorporate the deaf community and NCDBA to bring back deaf-blind coffee socials in Raleigh. This could create opportunities for students and interpreters to learn more about Deaf Blind community and needs
- Eastern (Nancy Ausherman/Shannon Leidy) – want to revive ‘Terp Talks’ 2hr workshops during the week and one larger workshop in 2023 and socials
- Five-Points (Rachel Skipper) – Have new members coming on to the Committee and meet soon about what our goals/vision for this year will be

Monica – I move that this meeting is adjourned

Gabby Smith – Second

Tanya Miller – Adjourned the meeting at 2:00pm