

# Minutes - NCRID Meeting November 14th Virtual

## Attendees:

- Antwan Campbell (President)
- Danette Steelman-Bridges (Vice President)
- Trula Baker (Treasurer)
- Holly Brigman (Secretary)
- Joni Hedrick (Conference Chair)
- Matt Baccari (Media Chair)
- Reid Barnes (Eastern Representative CoChair)
- Melissa Gresia (Eastern Representative CoChair)
- Kathleen Speckhardt (Land O'Sky Representative)
- Tanya Miller (Foothills Representative)
- Michael King (MidState Representative)
- Rachel Skipper (Five Points Representative)

## Absent:

- Kayla Marshall (CMP Coordinator)
- Caroline Bolin (Coastal Representative)
- Connie Jo Hutchinson (Triangle Representative)
- Mark Whisenant (Triangle CoChair Representative)
- Jim Sewell (Coastal CoChair Representative)

Mission & Diversity Statement (Danette Steelman-Bridges read both statements below:)

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

## Introductions

## Approve Minutes

Reid Barnes, Motion to Approve  
Danette Steelman-Bridges, Second  
Passed Unanimously

## Bylaws

Antwan will assign a group to begin reviewing the bylaws. A bylaws committee is needed. Michael King will Chair the Bylaws Committee. We will send out an invitation to see if any NCRID members would like to be involved. We need to make sure that all of the bylaws are current.

***\*\*Trula Baker will send the invitation out to the membership and anyone interested need to contact Antwan directly. - Trula has already done this as of 11/16/2020***

### President's Report

- RID: RID's Board meeting is Nov 18<sup>th</sup> 7p-9p. These are usually the third Wednesday of each month. There has been much discussion about RID. The Board will continue to have forums more frequently. The goal is increased transparency with the Board. RID conference is planning for a virtual event, hosted by Region 2. The options are Florida (Jacksonville or Orlando) or Maryland (Baltimore).
- RID R2: Region 2 Presidents' meeting was held on Nov 12<sup>th</sup>. Eli Sierra-Ortiz is now the Region II Representative. Continue discussing a shift from membership driven organization to a professional organization. Goal is for a plan available early in 2021 for members to review. RID wants to be accredited by the NCCA. Region 2 conference will be a leadership focused conference similar to the one held in Salt Lake City, onboarding processes, support systems for members, SC wants to add a team interpreting workshop as well. This would occur in 2022.
- Tennessee RID: hosting an event this weekend. Created their own Zoom account. 40 people registered. They have a dedicated person for technical issues that may occur during virtual events. Such a position is something to consider for NC.
- Signed Zoom instructional video has already been created. It is available for anyone to use as the first part of a virtual workshop. You can request that video by emailing Charlene Crump at [Charlene.crump@mh.alabama.gov](mailto:Charlene.crump@mh.alabama.gov). Be aware that if you turn off participants cameras in Zoom, you must go back and turn their cameras back on in breakout rooms.
- Georgia: virtual conference, 40-50 registered.
- South Carolina: had 60 attend their workshop
- Affiliate chapter annual report due tomorrow and NC's has already been submitted.
- RID has extended the membership deadline until Dec 31, 2020.

### AC Annual Report

- Balance as of 11/10/2020 = \$85,003.31
- First Citizens Bank asked if NCRID would like to open a Money Market account due to the high balance. We are near the \$100,000 threshold for a non-profit. We do have an option to move more to our savings account. We did not have a conference in 2020 so that is the reason the balance is high. We will discuss that again at the next Board meeting in February. If we get close to \$90,000 we can move money over. If we do get close before February, Trula can send out a message. Tanya Miller suggested to go ahead and move funds now. Reid Barnes asked what the threshold applied to. The savings account is not bound to the \$100,000 threshold. Reid also asked if we were going to need to spend money soon. We do have presenters fees for this month and next month. We do not have

any outstanding bills. Everything we owed money for has been paid. We expect a profit of \$160-\$170 for the November workshop. Another workshop in December with some amount of profit. Mary Beth Brown, guest visitor to the Board Meeting asked if there is a difference in the money earned in different accounts. Trula Baker: The issue with a money market is that there are limits to withdrawing money from a money market which incur penalties. NCRID's annual conference tends to cost an estimated \$35,000. Rachel Skipper: we needed updated technology so there might be a need to use money that way. Trula: we bought 3 new laptops and they were not used that much. We need to track down all of the laptops and get them returned. Positions that had a laptop: Secretary, Media Chair, and CMP. Reid: Are there any equipment needs for the conference? Trula: discussed equipment purchases, we do have an LCD projector. Michael King: asked for a list of all of the equipment that we do have. Trula: 4 items (3 laptops, 1 LCD projector). Joni: the LCD projector is typically used one time a year. We tend to borrow equipment from DSDHH for the annual conference. We do not use the LCD projector often at all. We may need easels for the conference to post signs. Conference expenses will begin around March or April.

- Tanya Miller: Motion to move \$10,000 to savings now.
- Kathleen Speckhardt: Motion Seconded
- Discussion: Michael King, requested the interest rates for each type of account to be sent so that we can review. Trula will also send out the withdrawal timeline terms for a money market account. Rachel Skipper: are their funds expected from regional revenue any time soon? Antwan: historically we have not brought in that much money quickly, so it should not be an issue. Michael King: he sent a survey to his membership and he is ready to start setting up workshops based on members' survey responses. Trula – there will still be presenter fees and printing and other necessities for workshops.
- Vote: Motion passed (8 yes, 1 no)
- Trula Baker relayed the following about interest rate earnings for First Citizens' accounts:
  - Money Market interest rate: 1% to 3% (depending on balance)
  - Savings: Rates vary from 1%, 10% and 15% (depending on balance)
  - Checking: 10%

#### Vice President Report

- Danette Steelman-Bridges: Nothing to report since previous board meeting.

#### Membership/Treasurer Report

- 230 members (had 270 last year)
- 130 voting members (78 non-voting)
- 16 students
- 6 organizations
- Cut off date: Trula will send another email stating this will be a final notification before being removed from the membership list.
- Google Drive: Trula put the members' region. Which is preferred, by region or by name? Reid Barnes: suggested to have the list of members available both

ways. Discussion around making the membership list multifunctional. Rachel Skipper and Matt Baccari will handle that. Trula will put the list in Google Drive for Rachel and Matt to work on.

### Professional Development

- Kayla Marshall reports that she can now add flyers to the calendar more quickly. Matt Baccari made that possible. Kayla will add a tab for CMP resources. That will include forms the members need to fill out for CEU approval. Kayla is working on an auto reply from the CMP email address that will link the website and the appropriate paperwork for the type of sponsorship they are receiving.
- 2 upcoming workshops: evaluation process will be electronic through Google forms (requires last name and RID number). Kayla will use that to submit the CEU credit. Participants must attend the entire workshop and complete the evaluation form to receive RID credit. For members needing licensure credits only, they will receive a certificate after completion of the workshop and the evaluation.
- Kathleen Speckhardt: CMP paperwork, will Kayla share that so that our flyers become more consistent? Matt Baccari: now that we are hosting our own workshops we wanted the flyer to be visually distinct so that it is easily recognized as NCRID. We modeled the flyer format after the NCRID website. Kathleen: can we have a template for regional workshops? Discussion: Antwan would like all of the regions to use the same template. Reid agreed. Rachel Skipper: keep the regional map/logo as part of the template so that it is easily recognized where the workshop is happening. Joni – discussion of the flyer creation process. Antwan – now any flyer must be sent to Kayla. Tanya – we need to confirm with the RID rules for the CMP paperwork and flyer approval process. Matt will work with Kayla on creating a template that includes the regional map/logo specific to the region hosting the event.
- Registration for upcoming workshop: have 23 registered and we are at a breakeven point. Four of the registrants are students at Gardner-Webb University. 1 registrant is Deaf. We had to refund 2 people. We refund by check so that there is no fee for an online refund.
- Joni Hedrick: she is working on a powerpoint to show during breaks and at the start to show the process for evaluations and the CMP process.
- Kathleen – question about online payment for regional workshops. Trula – we can develop an online registration process now that we have a Media Chair.
- Trula – We will have a new .05% charge for fraud protection from Square.
- December workshop – everyone was supportive of moving forward with that one. This will meet the PPO designation for CEUs. More information available as we get closer.

### 2021 Conference

- Joni Hedrick: Waiting until beginning of 2021 to see how things are going before more aggressive planning and implementation. The conference is essentially planned because we are repeating what was planned for 2020. We have a rough plan for a virtual conference.

## Media Update, Matt Baccari

- Spent time learning the role and the tools available
- Have all pictures of board members added/updated to the website
- Awards were updated on the website
- Links have been reviewed to see what opens when clicked. All links are consistent now in how they open.
- All 3 social media accounts (i.e., Facebook, Instagram, and Twitter) are updated with access and passwords. We will focus on growing the audiences we have for Twitter and Instagram.
- Newsletter – sent one in September. Another will go out in November. Rolling focus on regions, like a spotlight and this will be on the website as well.
- Kathleen: Bailey Tivedau is the Land of Sky media person. Asking if regions could have an Instagram page. Matt supports regional Instagram accounts. Joni – allow the Media Chair to set up the Instagram accounts so that we have all of the access information. Have multiple page administrators. Reid – also still post to the NCRID page so that visitors/members see new information on a dynamic website.
- Holly Brigman – suggestion for a presentation or showcase of how we are using our various social media platforms to help all of us understand how to use these tools and therefore promote it more. Rachel Skipper agreed. Antwan – asked for a showcase of our media as an agenda item for the next meeting. Matt Baccari will do this.

## Educational Committee

- Antwan recused himself: Led by Rachel Skipper and Danette Steelman-Bridges. Rachel – talking to Craig Blevens (NCAD President) about the licensure exclusion for educational interpreters. Rachel and Craig will connect on FaceTime soon for a deeper discussion on how to lobby for licensure changes to include educational interpreters in licensure. Background: when licensure was initially started in NC, someone was adamantly against including educational interpreters. There was pressure to not include educational interpreters with a warning that including them under the licensure law would result in no licensure law at all. Lack of licensure impacts educational interpreters in classification within school systems: classified v. certified employees. Because educational interpreters are not licensed they cannot be considered as classified staff in school systems. Changing the licensure law to include them opens up the entire licensure law for review and there are concerns the entire law would be sunset. Danette – She spent 6 years on the licensure board and the attorney for the licensure board at that time repeatedly told the board that if you take the licensure law back for changes or amendments it creates the potential for the legislature to look at the entire law and throw it out, revise it or do nothing. Tanya Miller – Where do university systems and the colleges fall into the licensure law? Is there a representative for that part of educational interpreting? Rachel – she will bring that up when she talks to Craig Blevens. Trula – we originally wanted to include educational interpreters, essentially including anyone in the law who was making a living as an interpreter. The lobbyist for DPI told Trula and Pat Hauser that if educational interpreter's

were not excluded, the law would never see the light of day. Postsecondary falls under state educational entities. Private colleges are not addressed in the licensure law. Reid Barnes – stated that education happens in preschool as well and to include those settings in that discussion. DPI includes PreK. Trula – where does PreK fall under the DPI structure? PreK does fall under DPI now instead of the county LEAs.

#### Regional Representatives Reports

- Kathleen Speckhardt. Land of Sky – has a media person now, meeting more regularly due to using Zoom, have had 3 meetings. Workshop on Dec 17<sup>th</sup>, Coffee Chat, PPO workshop. Title: “Big D Deaf, Big B Black, What does it all mean?” Capping the number at 20. Planning a February Panel Discussion from ITPs in other states. More details to come later. Had a workshop in August, learned a lot about logistics to implement in future workshops.
- Eastern: Melissa Gresia and Reid Barnes – workshop in September (6-7 attended, mostly students) mostly not from the area. Reid is asking the membership what they would like to see for topics and there’s been no response. They will now focus on new interpreters and those who are still in an ITP program. In-depth analysis of interpreting v. transliterating and another related to VR
- Foothills: Tanya Miller – Foothills held an all day event: 2 workshops in 1 day. Working on new workshops for 2021. Bethany Gahman may be a presenter soon and also Sam Parker. Format would be 2 held in one day again with 3 hours each. Foothills FB page – how can we access that?
- 5 Points: Rachel Skipper difficulty finding presenters. Rachel will present in Gaston County on Deliberate Practice which will include how to do self-assessments and construct feedback, and give feedback to one another. The community has had a lot of questions about virtual interpreting in the school settings and how to take what has been learned in the educational settings and translate that to community interpreting in virtual settings.
- Mid-State: Michael King- surveyed membership and received 9 responses. Largest request was for mental health and PPO. Looking at panel discussions around marginalized groups. Rachel will send Michael Holly May’s contact information. Holly presented for 5 Points on the emotional health for educational interpreters.

#### Announcements:

- Members who have passed the NIC:
  - Reid Barnes
  - Jacob Larkin
- Rachel Skipper: working with an interpreter who used to work in Texas. She worked for the Education Service Center. Self-guided workshops available there and it is linked to their BEI certification. Would this require PINRA for RID CEUs? If we had a group of people view that material together could that be a sponsored workshop? **Antwan – submit that question to Kayla Marshall.** Because it is pre-recorded it might require PINRA which we can’t sponsor. Tanya Miller – it might be an independent study and not a PINRA. Trula – no

more PINRAs or Independent Studies, we are only supporting Academic Coursework

- PINRAs – Tanya, may need to bring this back up to begin processing again. Members pay a \$25 fee. There are other ways for members to pursue a PINRA. Meaning: Participant Initiated Non-RID Activities
- Reid Barnes – licensing board approved the 2020-2021 year for online only CEUs being approved. How are we moving forward in offering CEUs? What if the board requires in-person CEUs? Danette – Zoom format is not considered “in-person/traditional classroom setting.” If restrictions stay in place it is very possible that the same decision will be made for the current licensure year. Kathleen – Land of Sky is offering workshops online and people can decide themselves if they want to go ahead and participate or wait. Rachel – 5 Points is also continuing to offer opportunities following the current guidance and restrictions. Antwan – we can ask Jim Sewell for clarification or an update on the licensure board’s stance with that. Reid – consider what planning for in-person workshops will look like because of social distancing requirements. Trula – idea to use local church fellowship halls. Antwan – it will still depend on what individual churches allow. All of this is uncertain at this point. We can consider limiting registration if we shift back to in-person workshops. For now, continue to plan for virtual workshops.

#### Visitors to today’s Board Meeting

- Lee Williamson
- Mary Beth Brown

Next Meeting is February 20<sup>th</sup>. Possibly Face to Face at CSDHH in Greensboro, but may still need to be remote and if so it will be 9:30a-11:30a. Kathleen – could we have a hybrid option if we do use Face to Face. Antwan – that could be an option.