

NCRID Board Meeting Minutes, May 15, 2021

Virtual Zoom

Attendees:

- Antwan Campbell (President)
- Danette Steelman-Bridges (Vice President)
- Trula Baker (Treasurer)
- Holly Brigman (Secretary)
- Tanya Miller (Foothills Representative)
- Connie Jo Hutchinson (Triangle Co-Representative)
- Matt Baccari (Media Chair)
- Michael King (MidState Representative)
- Rachel Skipper (5 Points Representative)
- Kathleen Speckhardt (Land O'Sky Representative)
- Mark Whisenant (Triangle Co-Representative)
- Caroline Bolin (Coastal Representative)

Approve Minutes

- Motion to Accept: Danette Steelman-Bridges
- Second: Connie Jo Hutchinson
- Motion passes Unanimously

President's Report

RID

- Voting is open and closes soon, very impactful year, very important for all members to vote
- Connie Jo: need to know more
- Antwan: hard year with current RID leadership, changes made that have been challenging for affiliate chapters, reactive responses, for affiliate chapters we now have to verify who is qualified to teach workshops (Example: PPO workshop, must prove why qualified to teach on the subject)
- Connie Jo: saw that RID information for requesting motions for the RID general business meeting, I wanted to make a motion to remove the PPO requirement because that should be General Studies
- Antwan: Motion is up for RID CEUs to require self-care CEUs, there was not a second
- Connie Jo: also not in favor of the self-care required CEUs

- Antwan: RID conference is virtual this year (2.3 to 2.5 CEUs being offered) business meeting will be virtual as well, only 1 motion (i.e., Self-Care), membership conference discount is available; as of last Thursday there could be motions from the floor but that might change based on the virtual nature of the conference
- Region II: not much, will share a resource with the NCRID executive board
- Connie Jo: is there a second to make a motion to remove the PPO requirement
- Antwan: it may not be removed so quickly
- Connie Jo: was approved in 2015
- Danette: write the motion and then send it to the entire board
- Connie Jo: It is written and i can edit it and then send it to the board

NCITLB

- several members were interested, 2 submitted letters and those have been sent to the Governor's office, new representative is Mark Lineberger and this starts in August, Mark will attend the June pre-conference meeting and after that will start sending reports in August

2021 Conference

Membership Meeting

- Voting section will be a breakout room so all voting members can go to that "room" and use a poll, if we have at least 17 people we will not need a quorum
- Regional Representatives: if you plan to re-run or co-run, the nomination is there in Google Drive, email that to Antwan, if you are not planning to run again please let Antwan know, seems everyone is running again, submit the form to Antwan by June 17 and include RID number on the form, if you co-run your names will be on one form
- Tanya: there's also a link to the form on the conference website

NCRID Board Members - Attended all 2020-2021 Meetings

- NCRID Board Members must register to attend the conference

Board members who attended all 4 Board meetings

- Antwan Campbell

- Danette Steelman-Bridges
- Trula Baker
- Holly Brigman
- Joni Hedrick
- Michael King
- Kathleen Speckhardt

Regional Reps

- Still responsible for baskets or gift cards (\$50 is what is usually done), up to each region to decide what to do, when the winners are announced the names and addresses will be sent to the regional reps to mail to the winners
- Will introduce presenters, video for presenters shows their language modes and you can use that to know if they will speak or sign
- Joni will email the regional reps to see which presenters they want to introduce, pick a few as options, last meeting is June 17 at 4:00p

Matt Baccari (reporting for Joni Hedrick)

- Virtual conference, using Zoom
- Presenters: confirmed most who had confirmed for 2020 conference, a few had conflicts so there are a few new faces
- Concurrent tracks (2) for all time slots, 5 total time slots
- 1.5 CEUs available if attendees attend the entire conference
- Friday: middle of the day will have the General Business Meeting via Zoom
- Social lounges: based on regions, but as we've continued to meet there is not enough time for this, so this is no longer an idea
- Some workshops presented in ASL some are in English, interpreter's are available for those presenting in English. We are not planning on providing interpreters for ASL presenters
- Registration: 36 registered as of today, majority are NCRID members, option to attend all or a la carte, current registration is a mix of single workshop registration and combo registrations
- Connie Jo Hutchinson: Is there a flat registration fee or early bird?
- Matt: registration was launched later than usual so there is no early bird registration, there is a price difference between member v. nonmember, registration will be open until June 17th because it is virtual

- Antwan: Region II meeting was this week and our conference was announced so we may see increased registration from other states
- Trula: as of now we have collected enough registration fees to pay for presenters' fees

Professional Development Updates

- Antwan: audited for academic coursework and put on probation; we have an academic coursework from a member and we will submit that to the committee, member had some missing information and Kayla has requested that, if the RID committee approves this one we will be off probation
- 2 of the 3 things cited in the audit were actually submitted but it was submitted electronically and they claimed to not see it
 - PINRA: upcoming and Tanya is working with Kayla on that from now until July 31; if you want to help let them know, we are required to review the letter from RID and make sure that we are following all of the guidelines, this should be the last PINRA audit because after this year we will no longer process PINRAs ; Connie Jo, Mark Whisenant and Danette volunteered to help; Audit covers 2017 until now; 3 must be submitted
- CEU Update: Since March 2020 we have offered 38 CEUs, 37.9 in PS, 0.1 in GS, 2.2 in PPO
- Academic Coursework: 34, 32.5 PS, 1.5 GS
- Total: 72 CEUs offered this past year
- Upcoming workshops through June 30th
- 1.55 (1.05 PS, 0.2 PPO)
- All conference materials submitted to RID (0.9 PS, up to 1.5 total for conference)

Vice President's Report

- Danette Steelman-Bridges: No report for this meeting

Membership/Treasurer Report

- Trula emailed to everyone this week, any questions
- Monies have been received since the email was received
- 87, 418.52 (12,784.90 committee, PINRA we use to pay dues to RID, later that title will change when we no longer process PINRAS
- Conference Seed Funds: \$5,847.47
- Working Capital: \$67,214.07
- Financially we are in great shape

- Connie Jo: triangle committee meeting early last month and Joni interpreted, we need to pay her for that, where should she send the invoice? She needs to send it to Trula. All Regions should have an update on their current balance. Land O'Sky will have another \$25.00, all other regions should be the same
- Trula: memberships in Red reflect 2021-2022 memberships; Stripe credits are for monies we receive from Stripe credits, Discover and American Express charges more & we tend to lose money on those, We make Visa on money; we receive \$2.81 for each voting member, Students pay \$25 and out of that we receive \$3.65 (we can use that if we have an area in the budget where we are running low); Duke Energy has included us on their donations and we receive a check from them every now and then, recently received \$32 (under the name "Black Bode")
- Mark Whisenant: charging a fee for using a credit card?
- Trula: Yes, we charge a \$5.00 convenience fee, \$36.45 in profit related to the fees as of today's conference registration

2021-2022 Proposed Budget (Trula Baker)

- last year compared to proposed for next year, will be proposed to membership during conference
- membership is down \$400, workshop registrations went down \$500, donations went up by \$50, website maintenance fees and teleconferencing - we may need to buy more space on Zoom; donations are for things NCRID donates to; stipends - proposing this, currently we paid 2 stipends (2 reimbursements for 2 people who took the CASLI), considering those who take CASLI and pass, reimburse the full or partial amount
- Discussion of Stipend:
 - Antwan - way of supporting them and advancing their skills
 - Trula - take the test and when passed, submit the paperwork and then be reimbursed the cost
 - Danette - like the idea of putting it out there so that it is an encouragement; need to advertise more that we do this; recommend increasing it from \$100 to a greater amount
 - Trula: Written is \$325, performance \$410 (both are membership rates) \$735 for non-members
 - Danette - wording says "one time payment of \$100 for either written or performance), we can change that amount

- Connie Jo - like the idea of providing a stipend, offer that after they have passed the written, when they become a candidate prefer to give money after they make the effort to pass the written
- Danette - understand where Connie is coming from, still partial reimbursement is a reward
- Trula - wait until they have completed the testing and then give a stipend after they have completed the entire process (both tests) so that it encourages moving through both steps
- Mark Whisenant - agree with Trula, allow them to apply for it early so they know they have that count on, not pay for it until after the results are in
- Michael King - based on what Mark said, if there is an application process if it becomes an influx then it may become a waitlist
- Rachel Skipper - how many people could we approve in one year if we do have an influx?
- Trula - will not take effect until July 1 and they must be a member for at least a year
- Holly - propose a 50% reimbursement
- Connie Jo - make the amount the same as it would be to obtain a full license
- Danette - thinking about the amount we currently have, how many people would actually apply, how would the current proposed amount and determine how many people would apply
- Holly - can we poll the members for interest?
- Antwan - hard to get people to respond virtually, probably too late to ask at this point in the year
- Mark - how many people have applied for a stipend?
- Trula - 2 people have applied in 5 years
- Mark - what is the application process? what are the requirements? make it \$225 and that would be 10 people
- Rachel - compare NCITLB provisional list to NCRID member list, there may be people who could benefit from it who are not members yet
- Connie Jo - use social media more than we are, Triangle Facebook page - we need access to that, make videos and post them; Melissa Gresia has posts all the time for Coastal
- Michael - never knew about the stipend until I joined the board; Does Midstate have a page?

- Trula - need a Matt Baccari social media website training for the board
- Kathleen Speckhardt - several people in our area who are working on certification; no one ever applied because they were not a member, people are hesitant to join until after certification
- Rachel - idea: If you apply for a stipend we could reduce the amount reimbursed by the membership fee and they become a member. But they need to be a member for a year.
- Postage and Printing - reduced that amount because we do not do much of that now
- RID Conference/Training/Travel - reduced because of next year's location for Region II
- Stipend Discussion resumed:
 - Danette: \$225 proposed by Mark, per test or total? Per person that applies they can choose where they want to apply it.
 - Trula: Must have proof they have passed before we approve reimbursement.
 - Connie Jo: requirements for stipend are NCRID membership, proof of passing the exam
 - Mark: we still need to establish the criteria after the amount is approved
 - Antwan: when we pass the amount we can set up a committee to decide the criteria
- Motion to Accept Budget to accept as it is now with the requirement to establish criteria for stipend prior to conference
 - Motion: Michael King
 - Second: Rachel Skipper
 - Motion passes unanimously
- Antwan: will present motion to membership at the general meeting at conference, let Antwan know if you want to be on that committee; Danette, Trula, and Michael volunteered

Membership Report (Trula Baker)

- 268 total members; 147 voting (15 needed at conference for quorum)
- ITP graduates: 30 graduates, received names and 1 has sent form for complimentary membership
- UNCG - Graduates with a degree in Advocacy for Deaf and Hard of Hearing Services: 3 graduates this year
 - Trula: give them a complimentary membership?

- Matt: I support their complimentary membership to have their perspective and their input is germane.
- Mark: how many other programs offer similar non-interpreting programs? Gardner-Webb seems to be the only one
- Connie Jo: can be sticky to mix interpreters and advocates
- Rachel: complimentary memberships are for those who will continue membership later on and those who are not in the interpreting field
- Trula: organizational members are not interpreters, supporting members are not necessarily interpreter's
- Antwan: consider the limited pathway some Deaf individuals have for becoming CDIs
- Kathleen: good idea to offer it and those who are considering our field and have an interest
- Michael: free membership does not include voting membership?
- Trula: No, they must be an RID member to be a voting member. The individuals who use interpreter's may need/want exposure to what we do as a membership.
- Antwan: offering this is not hurting us, we are not losing anything
- Connie Jo: interesting to keep the data on how those free membership are used
- Mark: for this year if we did not advertise the option to all of the other programs in the state it should not be offered to UNCG
- Trula: sends the offer of free membership/ask for list of graduates to all programs in NC each year, has already sent this request this year and UNCG's request is based on their response
- Antwan: 3 programs that have a program like this - UNCG, Gardner-Webb, and Carolina (in Winston-Salem)
- Motion to offer complimentary membership to graduates of UNCG's Advocacy for Deaf and Hard of Hearing Services program: Mark Whisenant
 - Second: Caroline Bolin
 - Motion passes unanimously

Media Update

- most work since last board meeting has been related to conference

- most regions are using the template designed and are also utilizing online registration process, 3 to 4 regions are using those new tools
- Regional social media pages: Antwan is the admin for all of those pages, we should get the access issues resolved soon
- Instagram - Land O'Sky is the only region with an Instagram page, and Matt is available to help with this
- Holly: after conference suggest having a required number of social media posts for each region between board meetings and that all regions have an Instagram page in addition to the Facebook page
- Kathleen: integration of Instagram and Facebook posts, asked how to do that
- Matt: there are parameters for the type of account and how those 2 platforms integrate
- Connie Jo: the NCRID conference presenter intro videos look great, very professional
- Trula and Antwan: we all appreciate Matt Baccari and all of the effort he has put into our media

Bylaws Update

- Michael King - everyone reviewed those? There are 22 action items. Used the bylaws that were posted to the website. Was that the most recent version?
- Antwan: table this for now and then review before
- Holly: I will put the documents in Google Drive and the board can make comments within the Excel spreadsheet in the last column, everyone needs to review these before next board (preconference) meeting
- Trula: amendments to the bylaws - amended or repealed by $\frac{2}{3}$ of membership - send out, give 30 days and then call for the vote

Regional Representatives Reports

- Michael King: Someone had reached out asking for a letter of proof of their NCRID board membership from a previous time/year. What do we do?
 - Trula: we have a list
 - Antwan: in the past there were hard copy documents and we have filled in the gaps in record keeping now that we have moved to digital records

- Mark Whisenant: concerns about using a past/previous board president being relied on to provide official documentation, that needs to come from the current NCRID board
- Mark Whisenant: I have the history of documentation when I was president. We do have all of that digitally, it just needs to be found.
- Trula: we have the past president information but not all of the previous award winner presentations
- Triangle (Connie Jo & Mark)
 - getting Triangle up and running well again
 - first meeting in April via Zoom, Cape Fear students attended, Mark did an ADA presentation
 - ideas for future meetings - meet & greet for interpreter's
- Land O'Sky (Kathleen Speckhardt)
 - Audism Unvielded - May 6, 56 registrants (10 were free, equity ticket for someone to pay double), great response, had a panel - preset questions and open floor questions
 - Considering a Deaf Panel this summer - if I could tell interpreter's something also an Interpreter Panel - If I could tell Deaf people something

Announcements

- Reid and Melissa are not going to run again for Eastern Regional Reps
- Announcements for open
- Educational Interpreter Proposal went to the state board this week and was received favorably, voting will occur second week of June and it will be a streamed meeting; should be passed for July 1, 2021; higher EIPA score (3.5) to work in an educational interpreter setting, entry level requirement is 3.3 but must achieve a 3.5 in two years; increased pay for the levels of educational interpreters; currently working people have 3 years to meet in the initial requirement; next step is to add licensure requirement for educational interpreter's - DPI can lobby for that after it has been presented on the floor
- NCRID Board members register for conference - complimentary if you've attended all 4
- Next Meeting is June 17th at 4:00 pm

Adjourn