

## **IAD Board Meeting Minutes**

**Maui Wowi, Meridian, Idaho**

**October 19, 2013**

**2:30 – 5:30 pm**

Board members present: President- Alan Wilding, Secretary- Stefanie Saltern, Treasurer- Ray Lockary, Auditor- Kristi Dorris, President Emeritus- Jerry Wilding

Absent: Past President- Bill Andrew, Vice President- Keith Drown

Members & visitors present: Andrea Austin, Sarah Frasier, Trisha Beukelman, Mike Beukelman, Ashley Verrinder, Mary Shawver, April Nelson, Mikkel Nelson

President Alan Wilding called meeting to order at 2:56 pm.

### **1. Reading of the Minutes**

Jerry Wilding moved that we accept August 23, 2013 Board meeting minutes as read and corrected. Stefanie Saltern seconded. Passed.

### **2. President's Report from NAD Leadership Training Conference (NLTC)**

a. I arrived early and met with Kelby Brick, former lawyer for National Association of the Deaf (NAD), who suggested some changes in Bylaws that will be referred to Bylaws committee.

b. Keynote Frank Turk encouraged intergenerational leadership so older and younger generations learn to work together more effectively. He emphasized the importance of Jr NAD. Currently, NAD leaders are former Jr NAD members and leaders. He gave advice how to have successful statewide Jr NAD.

c. New sign "COMPLAIN-ACTION" was developed by NAD board to encourage Deaf people to do something about their complaints.

d. I agreed with Oregon Association of the Deaf (OAD) President to split workshop themes then exchange information. I attended "jobs and education" related workshops. Normal unemployment worldwide is 5%, since October now America has 7% unemployment. However, disabled group is 80% unemployed. Deaf and Hard of Hearing (DHH) people are only 14% of that group.

e. Biggest problem in DHH education is Reading, Writing, and Math. America owns 50% of world's money but are only 5% of world's population. America is a strong service economy, many jobs including teachers, counselors, interpreters, don't make enough. Important to encourage DHH to get training for jobs. Many people in general America are not willing to work for less. People have to be willing to start somewhere if need a job. General Disability community has different laws to protect our rights but have limitations. For example, many employers may not be willing to pay for interpreters because they think the Deaf person needs them 24/7. We need to educate ourselves on our rights and responsibilities.

f. I want to add Education committee for IAD. California Association of the Deaf (CAD) worked on a

nationwide DHH education campaign “Language Equality for Deaf Kids”. Deaf Community has never had a real civil rights movement. They asked each state to set a Point of Contact (POC) for legislative proposals. ASL, Deaf Schools, and Bi-Bi education are not visible in media so many parents don’t know who we are. I want to write an article praising certain successful Deaf people in Idaho for more attention. Bi-Bi education currently is more focused on Bi-modal (how you use the language). Research studied different groups of DHH students in a Science class using same curriculum but using different approaches to learning whether you speak only or sign only, etc. Almost every 50 states have DHH start Deaf school in high school and already behind and needing “repair” but people blame ASL for their level of education when they didn’t grow up with it. We already have scientific proof that DHH who start with ASL at a young age have an advantage in education regarding reading and writing skills. In 1987, we have research that DHH people are graduating with 4<sup>th</sup> grade reading level but people don’t realize general population are graduating with 6<sup>th</sup> grade reading level. People seem to notice negative messages more in social media. October 24<sup>th</sup> will have webinar on Bilingual Bimodal education.

g. 3<sup>rd</sup> NAD goal is to end lack of accountability. Dr. Sean Virnig studied Deaf schools and found almost all are ahead of public schools because they follow No Child Left Behind (NCLB) requirements to get federal money. Public can’t blame Deaf schools on DHH failures anymore. Dr. Virnig had access to test scores and picked the top 4 schools that showed biggest improvement and noticed all schools responded that they have lack of accountability. None of the schools are well-known or big, can’t name them for confidentiality reasons. We should contact parents, use resources, and change negative to positive.

h. 4<sup>th</sup> NAD goal is to start and mobilize a Deaf civil rights movement. They want 20 or more states to propose a bill to end language delay at the same time. This will ensure visibility and impact. We must be aware of Political Culture. For example, what worked for California to succeed may not help other states succeed. Idaho culture is moralistic where people are activists and have to back up our claims with facts and statistics. Other state cultures are individualistic or traditionalistic. The key to our success is to look at other states that are moralistic like us and how they worked with legislative people. We are in Region 4, at the caucus all showed up except California and Arizona leaders. Sometime in March all region 4 will meet. Leaders are encouraged to work with Bureaucracy in Dept. of Education more than just legislators on the top of the system.

i. Social Media will open doors, leads to community leads to respect. We need to develop a brand so people can identify us. Twitter is why California succeeded in shutting down AB 2072; they had 10,000 followers who would follow commands such as sending letters to legislators.

Do we understand the hashtag purpose? It is a way to catalogue our messages such as Deaf Education. Twitter will file the topic so people can find more information about the topic by searching it. We must list what we can do and what we can’t do. We need to decide our communication strategy. We need buildership, we can teach to be a leader but we don’t teach how to build an organization and how to teach others to be a leader. Jr NAD generation currently has strong leaders; non-Jr NAD generation lacks leaders.

### **3. Results of booth at Idaho Deaf Awareness Day (IDAD)**

- a. We got 6 new members (5 paid, 1 recent graduate). Membership forms show 3 interests in committees, others word of mouth.
- b. Our expenses include \$50 for booth; Idaho Deaf Youth Representative (IDYR) should pay back \$25.
- c. We forgot to do the drawing for two DVDs of Idaho Educational Services for the Deaf and Blind (IESDB) 100<sup>th</sup> Anniversary. Kristi Dorris moved to do a raffle drawing for the two DVDs at the Bazaar. Ray Lockary seconded. Passed.
- d. We will pick a representative to serve on IDAD committee next year.
- e. We would like to try an ASL Walk fundraiser the same day right before the IDAD event. We need to use resources like Optimist Club, Lions Club, and Assistance League, etc.

### **4. Fall Bazaar on Saturday, Nov. 2<sup>nd</sup>**

- a. IAD will sell food at Sawtooth Middle School in Meridian. Boise Valley Association of the Deaf (BVAD) collects money for booths. All monies for food and booth will be split between IAD and BVAD. Alan Wilding, Stefanie Saltern, and Kristi Dorris will attend. Ray Lockary may attend depending on family situation. We want to collect donations of food: Alan Wilding- Cheese and sour cream, Keith Drown- Drinks, Andrea Austin- tomatoes, and Kristi Dorris- onions. We need dough and other toppings.
- b. We will announce the Logo contest during Bazaar, deadline January 1<sup>st</sup>. Prizes could be admission to IAD 2015 conference, 2-year membership, 100<sup>th</sup> IESDB Anniversary DVD, or cash. Stefanie Saltern moved prize money be \$100. Ray Lockary seconded. Passed.  
Kristi Dorris has a list of rules for logo contest she will send to Mary Shawver to review before board decides on final rules to announce.
- c. No business cards were found in the secretary box, we will hold this discussion on printing cards until after logo contest.

### **5. Committee Chair Reports**

- a. Finance- Does Policy & Procedures say duties include fundraising, applying for grants, or overseeing IAD conference finances, etc.? Policy and Procedures has not been found from former officers, we will hold discussion on duties until found.
- b. Membership- Sarah Frasier accepted to assist Ray Lockary in membership recruit. Michael Morgan, new member, signed up for this committee.
  - i. Stefanie Saltern shared Google Docs for the IAD membership directory and membership form. All present board and committee members are able to access Google Docs. It is important to understand that anything you type in Google Docs automatically saves and you should not share with anyone else outside of board and committee.
  - ii. Directory still needs updated information of members; Sarah Frasier will contact and collect the information.
- c. Awards- Kristi Dorris is chair and has no report at this time.
  - i. IAD Scholastic and Merit Award- Alan Wilding hasn't had the chance to talk with Rose Crews to oversee IESDB students but will keep trying.
- d. La Pearl McPherson Award- Jerry Wilding recommends Tara Adams-Smith to replace Joan Drown but

will try to encourage her to join as IAD member. Application form or criteria developed? Still a work in progress. April Nelson mentioned that IESDB Outreach sends out announcements to all schools and can assist with the applications.

e. Constitution & Bylaws- Vice President is chair. Andrea Austin and Ray Lockary will help.

f. IAD Webpage- Stefanie Saltern now has administrative information for [iadwebman@gmail.com](mailto:iadwebman@gmail.com) and website. Profile name is Secretry Saltern, need different name or set up new email for each officer? We will discuss more later.

i. Stefanie Saltern can continue updating the website until someone else can take care of website. Stefanie Saltern and Janette Lancaster have been posting announcements on IAD Facebook page.

ii. Suggest for next business meeting to change committee name to Media? Refer to Bylaws committee. Jerry Wilding strongly suggests Board work on Bylaws first before anything else. Ann Flannery signed up to be member of Media committee. Sarah Frasier will help.

g. ISDB-IAD Relations- (non-IESDB faculty) Jerry Wilding will be chair. Taylor Kimmes signed up to be member of this committee. Perfect example of intergenerational leadership to have Jerry Wilding working with Taylor Kimmes. Board approved.

h. IAD Conference- BVAD accepts to host this conference in Boise area for 2015 chaired by their President Andrea Jean Austin.

i. Activities- Mike Miller is chair and Deanne Montgomery will help as needed. This discussion will continue later.

i. Future events: semi-conference/camping, Entertainment/ Shows, and Deaf Pride Night (DPN) or Deaf Night Out (DNO)

j. Other- Alan Wilding suggested to add Education committee- refer to Bylaws committee.

k. Add committees suggested by Bill Andrew? Discussion will continue later.

i. NAD Delegate, Information Chair- President is automatic 1<sup>st</sup> NAD delegate, 2<sup>nd</sup> NAD delegate was not elected during IAD conference. Can we have another business meeting more than once every 2 years?

ii. Local Rep to the Board

iii. Fundraising- who is skilled with finding grants?

iv. Advocacy/Legislative watchdog

v. CDHH reporter/observer

## **6. Affiliate Benefits & Fees**

Refer to Bylaws committee.

## **7. Idaho Deaf Theater funds**

a. Mary Shawver asked if IAD can set up an account to deal with \$1800 left in an account since 1999 until an area/facility was designated for a Deaf Center. The funds were raised by the Idaho Deaf Theater to be used for establishing a Deaf Center. Mike and Holly Ames have to sign the money transfer. Board approved.

b. Ray Lockary explained the Deaf Center of Idaho (DCI) still has an account with about \$2,000. It is unknown what the money has been used for.

## **8. Treasurer Report**

- a. I broke the Certificate of Deposit (CD) account with \$7,195.66 to pay for Alan Wilding's trip to NLTC. Our current balance is \$6,026.55 but still have some receipts for meals to be reimbursed. Do we want to make another CD account? Right now interest rates at the bank are less than 1%.
- b. Mary Shawver suggested funds be put in Cap Ed for 2.5% interest earning. We will research more options and discuss later.

## **9. Next Board meeting**

Saturday, Dec. 14 at 9 am – 12 pm at Ten Mile Christian Church right before BVAD Holiday Potluck Dinner. Mary Shawver will check on room availability.

Meeting adjourned at 7:12 pm.

\*Respectfully submitted by Secretary Stefanie Saltern.