



Registry of Interpreters for the Deaf, Inc.

**Board of Directors Meeting  
Wednesday, March 25 – Sunday, March 29, 2009  
RID National Office - Alexandria, Virginia  
Official Minutes**

Pre-board meetings were held by the executive board and region representatives on March 25, 2009. The full board meeting was opened by President Moose at 9:24 AM on March 26, 2009.

**FUTURE BOARD MEETINGS**

April 30, 2009	Conference Call	6 – 9 PM EDT
June 4, 2009	Conference Call	6 – 9 PM EDT
July 9, 2009	Conference Call	6 – 9 PM EDT
July 30, 2009	2009 RID Conference Philadelphia	8 – 5 PM EDT

**Attendance:**

**Board**

Cheryl Moose, President  
Rob Balaam, Vice President  
Rachel Coppelli, Secretary  
Brenda Walker Prudhom, Treasurer  
Anthony Aramburo, Member at Large  
Angela Jones, Past President  
Rebekah Barkowitz, Region I Representative  
(via telephone)  
Lisa Schaefermeyer, Region II Representative  
Kelly Flores, Region III Representative  
Amie Seiberlich, Region IV Representative  
Jonathan Webb, Region V Representative

**National Office**

Clay Nettles, Executive Director  
Matthew O'Hara, Director of Finance &  
Administration  
Tina Schultz, Director of Communication  
Phara Rodrigue, Director of Certification &  
Education  
Karen Bigham, Director of Member Services  
Cori Dossett, Director of Meetings

**Interpreters**

Katrina Arrington, NIC  
Mindy Lanie, CI and CT

**RID National Office Staff (attending at various times during the meeting):**

Jennifer Apple	Robyn Starks
Ryan Butts	Christopher Kohl
Sarah Fieldhouse	Nathan Nolen
Sarah Luo	Jennifer Antiporda
Elijah Sow	Guy Motley

**Visitors**

Jay Penuel, President VRID  
Jennifer Bell, President PCRID  
Angela Roth, Presenter  
Jeremy Brunson, Strategic Challenges Bylaws Review Task Force

Don Maiberger, Legal Counsel  
Kathy Flaherty, CPA

**Philosophy, Mission, Goal and Diversity Statements** were read by Vice President, Rob Balaam.  
No changes to the **board group norms and e-mail protocol**

#### **Minutes**

**Motion #2009.10** To accept the minutes, as revised, of the February 19, 2009 meeting of the RID Board of Directors.

Rachel Coppelli/Anthony Aramburo

**Carried Unanimously**

**Board Reports** *were accepted as submitted.*

#### **Doing Good Even Better**

*Distinguishing Governance from Management* – Clay Nettles, Executive Director

#### **BoardSource Topic**

*Perspectives on Nonprofit Board Diversity* - Anthony Aramburo, Member at Large

#### **Committee Work Group**

**Motion #2009.11** To accept the Committee Workgroup recommendation as a whole.

Kelly Flores/Jonathan Webb

Support: Kelly Flores, Brenda Walker Prudhom, Anthony Aramburo, Amie Seiberlich, Lisa Schaefermeyer, Jonathan Webb, Rob Balaam, Rachel Coppelli, Rebekah Barkowitz

Abstention(s): Cheryl Moose

**Carried**

***The following committees will be appointed for the 2009-2011 term, to begin after conference (\*newly created):***

- Affiliate Chapter Relations Committee
- Audit Committee
- Bylaws Committee
- Certification Council
- \*Diversity Committee (combined the work of the Deaf Members in Leadership Committee and the Cultural Diversity in Leadership Committee)
- \*Ethics Committee (combined the work of the Professional Standards Committee and the Code of Professional Conduct Committee)
- \*Finance Committee
- \*Governance Committee
- Professional Development Committee
- Scholarships and Awards Committee

***The following committees will be converted into task forces to complete their work from the 2007-2009 term. Once that work is completed, they will be dissolved:***

- Educational Interpreting Committee now the Educational Interpreting Task Force
- Video Interpreting Committee now the Video Interpreting Task Force

**The following committees will be dissolved at the end of this current term, conference 2009:**

- Code of Professional Conduct Committee (converted to the newly created Ethics Committee)
- Deaf Members in Leadership Committee (converted to the newly created Diversity Committee)
- Cultural Diversity in Leadership Committee (converted to the newly created Diversity Committee)
- Educational Interpreting Committee

### **Revisions to Agents Testing Policy**

**Motion #2009.12** To accept the revision to the agents of RID testing policy to allow, within psychometric standards, testing of agents of RID who were prevented from testing by virtue of their positions for tests deactivated by RID.

Kelly Flores/Brenda Walker Prudhom

**Carried Unanimously**

Rationale: This motion would protect the security of the RID's testing instruments, thus eliminating any conflict of interest or perceived conflict of interest.

### **Annual Audit Report and Form 990 Review Policy**

**Motion 2009.13** To approve the policy regarding the review and approval of the annual fiscal audit and preparation of Internal Revenue Form 990 and to direct staff and the Audit Committee to act in accordance in implementing the policy.

Brenda Walker Prudhom/Anthony Aramburo

**Carried Unanimously**

### **Affiliate Chapters and Tax Compliance**

**Motion 2009.14** To approve the policy requiring affiliate chapter compliance with recommendations from the RID Certified Public Accountant with regard to annual fiscal filings with the Internal Revenue Service, to direct the staff to implement the policy and the Affiliate Chapter Relations Committee (ACRC) to incorporate the information in the *Affiliate Chapter Handbook*.

Brenda Walker Prudhom/Amie Seiberlich

**Carried Unanimously**

### **The Interpreters in Legal and Court Settings Member Section**

**Motion #2009.15** To change the name of the Interpreters in Legal and Court Settings MS to the Legal Interpreters Member Sections (LIMS).

Kelly Flores/Rob Balaam

**Carried Unanimously**

**Motion #2009.16** To approve the profile, with minor edits, for the Legal Interpreter Member Section.

Kelly Flores/Anthony Aramburo

**Carried Unanimously**

**Strategic Plan/Strategic Challenges** – The April 2009 board agenda will include the current strategic plan and challenges and a review of the items that are listed for future consideration.

### **Affiliate Chapters/Local Chapters**

Executive Director Nettles will work with Karen Bigham, Director of Member Services to develop a plan on how the national office will work with the affiliate chapters as they begin to work toward compliance with the directive in Motion #2007.28.

**Don Maiberger, RID Legal Counsel and Kathy Flaherty, CPA**, met with the board and national office directors to offer clarification on several complex issues including ethical business practices, rates of pay, non profit structure and IRS requirements.

### **Diversity Training**

As part of RID's commitment to long-term cultural diversity training, the board and the National Office Directors, along with the Executive Director took part in a presentation by Angela Roth: "Latino Culture and Understanding How to Work Well with Latino Professionals and Members."

### **Philosophy, Mission, Goal and Diversity Statements Work Group Report**

In order to assure that the workgroup is reaching out to as many members as possible, a two-pronged approach was proposed. The first prong is that the workgroup adopt the principles of "Appreciative Inquiry" (AI). While this is a four-step process including *discovery, designing, dreaming and delivery*, at this point the workgroup is only proposing the completion of the first step. The second prong is a series of interviews (that mirror the first-step of AI), to be conducted by the national office, of select individual members representing a variety of backgrounds and cultures. The results from the interviews will be used to gather feedback from members on the Philosophy, Mission, Goal and Diversity statements that guide RID.

More Information on Appreciative Inquiry can be found at:

<http://appreciativeinquiry.case.edu/>

**Motion #2009.17** To accept the proposal to move forward with the Philosophy, Mission, Goal and Diversity Work Group recommendations.

Brenda Walker Prudhom/Lisa Schaefermeyer

Support: Cheryl Moose, Rob Balaam, Anthony Aramburo, Brenda Walker Prudhom, Rachel Coppelli, Lisa Schaefermeyer, Kelly Flores, Amie Seiberlich, Jonathan Webb.

Abstention(s): Rebekah Barkowitz

**Carried.**

**Motion #2009.18** To establish a workgroup to fulfill the recommendation of the Philosophy, Mission, Goal and Diversity Work Group.

Anthony Aramburo/Jonathan Webb

Support: Cheryl Moose, Rob Balaam, Anthony Aramburo, Brenda Walker Prudhom, Rachel Coppelli, Angela Jones, Lisa Schaefermeyer, Kelly Flores, Amie Seiberlich, Jonathan Webb.

Abstention(s): Rebekah Barkowitz

**Carried.**

### **Special Recognition:**

#### **Resolution 2009.01**

*WHEREAS: Matthew O'Hara has served the membership of the Registry of Interpreters for the Deaf, Inc. in various capacities since 1999; as National Testing System Project Assistant, as Accountant, as Accounting and Human Resources Manager, as Ethical Practices System Coordinator; as Interim Executive Director; as Director of Finance and Administration, and,*

*WHEREAS: Matthew O'Hara has consistently upheld the association's approach to philosophy,*

*mission, goals and diversity;*

*BE IT THEREFORE RESOLVED THAT: The RID Board of Directors expresses their gratitude to Matthew O'Hara for his 10 years of faithful service to the association and the RID Board.*

*Moved by the RID Board of Directors  
Carried by acclamation*

**Resolution 2009.02**

*WHEREAS: Guy Motley, Certification Specialist; and Jennifer Antiporda, Certification Specialist; served RID diligently, not only during all of their time of service to the association, but even more so during the time period between directors of the department in late 2008 and early 2009; and,*

*WHEREAS: Guy Motley and Jennifer Antiporda continued, during difficult times, to bring the operations of the testing department to very high levels of efficiency; and*

*WHEREAS: Guy Motley and Jennifer Antiporda continue to uphold the association's approach to philosophy, mission, goals and diversity;*

*BE IT THEREFORE RESOLVED THAT: The Board of Directors expresses their gratitude to Guy Motley and Jennifer Antiporda for their faithful service to the association and to the RID Board of Directors.*

*Carried by acclamation*

**Resolution 2009.03**

*WHEREAS CI and CT raters are paid only a modest stipend for their time and expertise while investing much time and effort and providing a great benefit to the association and profession; AND*

*WHEREAS CI and CT raters have continued to be diligent in the light of testing more than doubling in the field of interpreting in recent years, yet labor in anonymity; AND*

*WHEREAS CI and CT raters have performed and carried out their duties faithfully and to the best of their abilities during the more than twenty years of administration of the CI and CT tests; THEREFORE*

*BE IT RESOLVED THAT the board of directors of the Registry of Interpreters for the Deaf publicly recognizes the exemplary contributions of CI and CT raters in the certification system of the Registry of Interpreters for the Deaf.*

*Carried by acclamation.*

**NIC (National Interpreter Certification) Task Force** Members for the NIC Task Force will be appointed soon and will be tasked with facilitating a forum at the 2009 conference.

**CDI (Certified Deaf Interpreter) Task Force**

RID and the National Consortium of Interpreter Education Centers (NCIEC) are finalizing the terms of a contract to begin the work of the RID NCIEC Deaf Interpreter workgroup. The

NCIEC psychometricians will work with CASTLE Worldwide as well as work group members to review all issues and recommendations regarding the RID CDI testing experience.

### **Alternative Pathways to Degree Requirements**

Phara Rodrigue, Director of Certification and Education, has been working on alternative pathways to degree requirements. She is developing an in-house process that will assign values to the different areas of work experience and study. The proposal should be ready for review in April and it is expected to be implemented by the June 30, 2009 deadline.

### **Cultural Diversity in Leadership Committee (CDILC)**

#### ***Motion #2009.19***

To accept recommendation #2009.03, as amended, from the Cultural Diversity in Leadership Committee (CDILC).

Jonathan Webb/Kelly Flores

In support: Cheryl Moose, Brenda Walker Prudhom, Rachel Coppelli, Anthony Aramburo, Lisa Schaefermeyer, Kelly Flores, Amie Seiberlich, Jonathan Webb

Abstained: Rob Balaam, Rebekah Barkowitz

#### ***Carried***

##### *CDILC recommendation as accepted:*

*RID national office will conduct an analysis of membership need for Spanish translation of printed material in conjunction with the National Office Strategic Plan to assess viability of Spanish translation of various RID documents and publications and will report the findings and plan of action to the RID Board of Directors no later than August 2010.*

### **Deaf Members in Leadership Committee (DML)**

#### **Deaf Member At Large Position on the RID Board of Directors**

***Motion #2009.20*** To accept Deaf Members in Leadership recommendation # 2009.09 to establish a designated position of Deaf member at large position to be added to the RID Board of Directors.

Cheryl Moose/Amie Seiberlich

#### ***Carried Unanimously***

### **Educational Interpreting Committee (EIC)**

The EIC proposal to have a team of three attend the 2009 State Leaders Summit, April 30, & May 1, 2009 in Santa Fe, New Mexico met with consensus from the board with the suggestion that one of the three representatives be a national office staff person, if possible.

### **Strategic Challenges Bylaws Review Task Force**

A first draft of the Task Force's working recommendations was shared with the board for comment. The task force was scheduled to have completed their work by April 1, 2009 however they requested the board consider reappointing the task force members for the 2007 - 2009 term. The task force will facilitate a member forum at the 2009 RID Conference and continue to gather member comments and feedback and continue working on their appointed tasks. Consensus from the board is that the task force be permitted to continue their work.

*Meeting adjourned at 11:15 AM. Sunday 3.29.09*