



January 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Friends:

Happy New Year! Now that the holidays are behind us, I am looking forward to sharing exciting news about the 2009 RID Conference in every edition of *RID eNEWS* and *IEWS*. The Conference Program Committee, led by Lewis Merkin, worked through the holidays to ensure that the conference program was finalized on schedule. I think you will be pleased when you see the balance of plenary sessions, educational opportunities, member discussion forums and Member Section Forums as well as more sufficient time set aside for discussing the business of the association. The Entertainment Committee, led by CIT President, Brian Morrison, promises that we'll have lots of fun, as well.

This month I am pleased to share with you that the RID Board of Directors passed the following long-awaited motion at the December 2008 board meeting:

Guidelines for Future RID Initiatives

Motion #2008.30

To accept the document, *Protocol for RID to Communicate with Other Interpreting Membership/Certifying/Testing/Assessing Entities*, which was developed in response to Conference Motion C2007.04:

Motion T

That RID develop a set of guidelines for including for membership and/or conferring of certified status, individuals who hold credentials from any entity other than RID; that these guidelines be approved by majority vote of the certified membership of RID; and that RID wait until the implementation of these guidelines prior to entering into further discussions, agreements, contracts or in any way incorporating non-RID/NAD certificates into our organization and promulgate it through the rule making process.

Anthony Aramburo/Brenda Walker Prudhom Carried Unanimously

As the motion above states, at the 2007 RID National Conference, the membership directed the board to develop a formal policy before entering into a partnership with any outside testing or certifying entity.

It makes good business sense to pursue partnerships, and I interpret the 2007 conference motion, C2007.04, to mean that the membership understands that partnerships are a good thing and can be financially satisfying to both entities, however an official policy can protect the association as well as provide our members with a sense of security that a certain formal protocol will be followed.

The board has discussed and debated several iterations of the proposed policy for many months following the 2007 National Conference. As is the case with most issues, the board struggles with decisions based on what is best for the association vs. how board members interpret the needs and desires of our members vs. practicing due diligence. The decisions can be very different from each other.

The final policy, passed by the board, was based on draft policy proposed by Executive Director, Clay Nettles, and further revised by several board members. Region IV Representative Amie Seiberlich, offered to combine several versions of the policy and include more recent comments from the board.

The call for comments in this official rulemaking process is open as of the distribution of the *January e-NEWS*. Members will be given time until March 31, 2009, to provide feedback and comments. Those comments, which should be submitted to admin@rid.org, will be incorporated in a final version that will be voted on by the entire membership via mail referendum.

I believe this process truly exemplifies the concept of a member driven organization. RID members provided a directive to the board. The board completed the assignment and will share the final draft of the formal policy with members to provide feedback and comments. And, finally, the members will vote whether to ratify the official policy.

Please take the time to read the draft policy, and be sure to submit your comments to admin@rid.org by March 31, 2009.



February 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Friends:

The time is fast approaching for interpreters and stakeholders to gather together for the 2009 RID National Conference in Philadelphia. We expect record breaking numbers in every area again this year – attendees, exhibitors, forums, workshops and presentations. The dedicated and passionate members involved in conference planning are hard at work to ensure your conference experience is everything you expect it to be. In the spirit of continued partnership, communication and collaboration, take note of NAD sponsored events and presentations in your conference program. The RID Board of Directors has also been hard at work planning member forums to ensure we take advantage of the opportunity of having such a large number of dedicated members gathered together in one place to dialog and gather feedback on matters important to members, issues essential to the profession and topics significant to the successful future of the association.

Extended Business Meeting

Monday, August 3 and Tuesday, August 4, 8:00 am – 12:00 pm.

In the past, the chair of the business meeting experimented with a motions discussions forum. This was done to educate members on the issues before the start of actual business, in essence, a way to play catch up over the last two years and to save time during the business meeting. This year, we have scheduled a full eight hours to conduct the business of RID. It is crucial to attend the business meeting fully informed on the motions that have been pre-submitted by regions, committees and/or members that address the matters before the association. You can do this by regularly checking the RID Web site on the front page, under "RID Highlights" and "Latest News." You can also get up-to-date local, regional and national information on the Web site by clicking on "Member Center" at the top of the front page and then choosing "SIGs/Member Sections," "Chapters" and/or "Regions" in the drop-down menu. You can read past president's columns by clicking on "About RID" at the top of the front page, "Leadership" in the drop-down menu and "Board of Directors." And finally, if you are interested in the business of RID and plan to attend the 2009 business meeting, I encourage you to make sure you are caught up on your RID *VIEWS* and *e-NEWS* subscriptions.

Member Forums

- **A Community Forum** – modeled after the highly successful forum in San Francisco, in 2007, sponsored by the Interpreters with Deaf Parents and Deaf Caucus Member Sections and the Deaf Members in Leadership Committee.
- **The Future of Member Voting** – A forum to gather member feedback and discuss ways technology can be used to ensure all members' voices are heard on issues significant to the future of the association.
- **The RID Strategic Challenges and Bylaws Review Task Force, SCBRTF, Forum** – The SCBRTF members will share the work they have accomplished addressing 2007 motions "E – S," as well as outlining future goals and gathering member feedback. The board recognizes the work of the SCBRTF could not be completed in a mere 18 months and is committed to funding its continued work. You can read more about the work of the SCBRTF and Motions "E – S" in the President's Column in the March 2008 issue of *VIEWS* as well as an update article in the April issue of *VIEWS*.
- **The Philosophy, Mission and Goal of RID: A Values Discussion** – RID Motion #2008.25 states that the RID Board of Directors appoint a work group to conduct an analysis of how best to elicit member input in reevaluating the overarching direction of the association through a review of the philosophy, mission, goal and diversity statements, and other relevant documents with recommendation due back to the board by March 2009. At this forum, members will weigh-in on whether the philosophy mission and goal of RID continue to remain the measures of its existence. You can read more about the philosophy mission and goal work group at: [http://www.rid.org/UserFiles/File/pdfs/VIEWS_articles/PresidentColumn1008\(1\).pdf](http://www.rid.org/UserFiles/File/pdfs/VIEWS_articles/PresidentColumn1008(1).pdf)
- **The NIC Task Force and the Future of RID Testing and Certification** – RID Motion #2008.17 states that the board of directors accepts national office recommendation #2008.01 to convene a task force to review the current National Interpreter Certification (NIC) paradigm, as recommended by psychometric standards. The task force will look at all aspects of the testing system and will determine if there are psychometrically sound alternative approaches that are feasible, practical and supportable. You can read more about the NIC Task Force at: [http://www.rid.org/UserFiles/File/pdfs/VIEWS_articles/PresidentColumn09-08\(1\).pdf](http://www.rid.org/UserFiles/File/pdfs/VIEWS_articles/PresidentColumn09-08(1).pdf)
- **Deaf Friendly Conferences – How Do We Measure Deaf Friendly?** In the November 2008 *e-NEWS* President's Report, Deaf Members in Leadership Chair, Lewis Merkin wrote about the RID 2009 Conference and "What does it mean to be deaf-friendly?" The board of directors would like to explore this further via a member forum and gathering your thoughts and ideas so that the commitment is one we make together. You can read more about Lewis Merkin's work in this area at: http://www.rid.org/UserFiles/File/pdfs/VIEWS_articles/PresidentColumn1108.pdf

- **Developing an Official Communication Protocol** – A member forum to discuss best practices in communication and to make certain members are knowledgeable on issues significant to the future of the association

Executive Director, Clay Nettles, and I have started scheduling, during conference week, individual and group meetings with key stakeholders to discuss ongoing communication and collaboration and identifying parallel goals that unite us and ensure strong ongoing partnerships.

Your feedback is vital to allow us to provide you with an extraordinary conference experience. If you see any areas lacking please contact Mr. Nettles at cnettles@rid.org, or me at president@rid.org. Your feedback and opinions are important to us.

With the tremendous growth the profession is experiencing, we must **“Embrace Change,”** however I have learned that by **“Honoring Tradition”** we can avoid repeating past mistakes and honor past, current and future leaders who have great insights into what can make RID great - an association that provides excellent resources to its members. I appreciate each and every one of you who contribute to this philosophy. Talking about the issues in forums, large and small, virtual and live, formal and informal ensures *member input* and *member driven* and I am dedicated to make that happen.

Membership Rulemaking Opportunity

Finally, please weigh-in with your comments on the following RID motion #2008.30

That states the board of directors will accept the document, “Protocol for RID to Communicate with Other Interpreting Membership/Certifying/Testing/Assessing Entities,” which was developed in response to 2007 Conference Motion C2007.04.

You can read more about this membership rulemaking opportunity at:

[http://www.rid.org/UserFiles/File/pdfs/RID_Highlights/Motion2008-30\(1\).pdf](http://www.rid.org/UserFiles/File/pdfs/RID_Highlights/Motion2008-30(1).pdf)

You can submit your comments to admin@rid.org by March 31, 2009.

Thank you.



March 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Friends:

Last month at the February 2009 RID Board of Directors meeting, Executive Director, Clay Nettles introduced, and the board approved, the American Society of Association Executives (ASAE) and the Center for Association Leadership, *Global Principles for Socially Responsible Associations and Nonprofits*.

Motion #2009.03

The RID Board of Directors accepts the *Global Principles for Socially Responsible Associations and Nonprofits* created by the American Society of Association Executives (ASAE) and the Center for Association Leadership.

***Amie Seiberlich/Brenda Walker Prudhom
Carried Unanimously***

The *Global Principles* were developed as a guide for associations who wish to create business practices that strengthen them and affect positive social, environmental and economic change worldwide.

During the discussion prior to approving the *Global Principles*, Region IV Representative, Amie Seiberlich, shared with the board the process that the group utilized, indicated by "discover, dream, design, and define," is referred to as Appreciative Inquiry. This was the same process that the RID Philosophy, Mission, Goal and Diversity Statement Work Group used as the foundation for its upcoming report and recommendation to the board. You may remember, in the October 2008 *RID e-NEWS* President's Report, I shared with you that the RID Board of Directors appointed a work group to conduct an analysis of how best to elicit member input in reevaluating the overarching direction of the association through a review of the philosophy, mission, goal and diversity statements, and other relevant documents with recommendation due back to the board by March 2009. The board of directors will also share the *Global Principles* with affiliate chapter presidents and will map the RID Strategic Challenges and Strategic Plan to them during the next planning session with the national office directions in the fall of 2009.

The ASAE and the Center for Association Leadership *Global Principles* are listed below in their entirety:

-more-

Global Principles for Socially Responsible Associations & Nonprofits *ASAE and the Center for Association Leadership*

The groundbreaking Global Summit for Social Responsibility, supported in part by an educational grant from the J. Willard and Alice S. Marriott Foundation, convened April 30-May 2, 2008, by ASAE & The Center for Association Leadership and engaging 800-plus attendees worldwide, moved us to “discover, dream, design, and define” our destiny as a professional sector with a unique role to play in the global problem-solving arena.

A key goal emerging from the summit was to generate a voluntary set of *Global Principles for Associations in Social Responsibility*. A project team of stakeholders who represent a diverse range of professional, trade, and cause-related organizations and business partners outlined the foundation for these principles which is now ready for adopting by the wider association community—namely, you!

The principles align with universally accepted principles contained in the [United Nation's Global Compact](#) regarding positive progress and specifically defined expectations in areas such as human rights, labor, education, poverty, health, the environment and anti-corruption.

As United Nations Global Compact executive director, Georg Kell said at the online global summit Associations and Social Responsibility: Carrying the Movement Forward, *“The principles are not a code of conduct. They are meant to inspire activities and actions and as such constitute an ethical platform against which positive organizational change can and should occur. I am extremely delighted because the principles for responsible associations are a critical missing piece in our increasingly global puzzle. Associations are uniquely positioned to support and drive responsible organizational management change in organizations. Associations have the platforms, tools, means and reach to provide for positive change.”*

Global Principles

1: Preamble

1.1 The association community as defined throughout these *Global Principles* includes individual trade associations, professional societies, philanthropic organizations, other not-for-profit entities, business partners and affiliates who provide services to the association community.

1.2 For purposes outlined in these *Global Principles*, the term “social responsibility” is defined as a commitment to leveraging the power of the association community to create business practices that make a positive social, economic, and environmental impact while creating healthier organizations.

1.3 The members of the association community enrolled upon this document commit to embrace, advocate, support and enact, within their individual spheres of influence, the following set of core values that promote socially responsible action as portrayed in global initiatives such as the [United Nations Global Compact](#).

1.4 In adopting these *Global Principles*, the association community recognizes the diversity of organizations, organizational interests and capacities represented and respects the independence of each organization to pursue these principles in the manner best suited to their organizational missions and constituencies.

2: Responsible Advocacy

2.1: The association community will represent and advocate these principles, on behalf of their particular constituencies, in a manner consistent with the general public good.

2.2: The association community and its members will work against corruption in all its forms, including extortion and bribery.

3: Environmental and Economic Sustainability

3.1: The association community and its members will encourage the development and implementation of environmentally responsible technologies and practices.

3.1.1 The Implementation of environmentally responsible technologies and practice will include the environmentally responsible conduct of association meetings and conventions.

3.2: The association community will work within the trades and professions it represents to promote environmentally and economically sustainable conduct of business and industry.

3.3: The association community will engage and interact with leaders of industry in their fields to extend our knowledge of the challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

3.4: The association community will contribute to economic sustainability, including the economic success of the employees, customers, communities and other stakeholders within the trades or professions represented.

3.4.1: This will include pursuing equitable global partnerships for development.

4: Public Protection

4.1: Ethics

4.1.1: Associations will conduct themselves in accordance with ethical standards and practices and encourage the development and implementation of the ethical standards within the industries and professions they represent.

4.2: Self Regulation

4.2.1: The association community will protect the safety, health and other interests of those who rely upon the products and services provided by their members through responsible, transparent and effective programs of certification and/or standards setting.

4.3: Human Rights

4.3.1: The association community and its members will support, advocate and respect the protection of internationally proclaimed human rights.

4.3.2: The association community, in particular, will support and advocate the values of freedom of association, collective activity, and freedom of speech.

5: Diversity

5.1: The association community, in principle and in practice, will value and seek diverse and inclusive participation within their organizations and within the trades and professions represented.

5.2: The association community will promote involvement and expanded access to opportunity, regardless of race, ethnicity, gender, religion, age, sexual orientation, nationality, ability, political affiliation, marital/partnership status, appearance, socio-economic status, geographic location or professional level.

6: Philanthropy/Community Service

6.1: The association community will foster an open relationship with the communities in which they operate, in a manner that is sensitive to the community's culture and needs;

6.2: The association community will develop new knowledge and/or track trends to inform their communities and those they serve about issues related to social responsibility practices.

6.3: The association community will seek opportunities to give back to the community in whatever manner best suits their particular circumstances and desires of said community.

7: Leadership

7.1: The association community will promote and develop socially responsible leaders within their organizations and within the trades and professions they represent.

7.2: The association community understands that its own organizational practices should serve as an example of the values and attitudes aspired to in this statement of principles.

7.2.1: The association community will incorporate social responsibility principles within planning, policy and other decision-making processes.

7.2.2: The association community will promote the acceptance and implementation of social responsibility principles within the industries and professions they represent.

7.2.3: The association community will work cooperatively with its members to enhance the effective actualization of these principles.

7.2.4: Members of the association community will report on their individual activities and progress toward implementing these principles.

The Global Principles for Socially Responsible Associations & Nonprofits are supported in part by an educational grant from the J. Willard and Alice S. Marriott Foundation and the Nashville Convention & Visitors Bureau.

Top Benefits to Associations with a Strategic Social Responsibility Strategy

- Enhances reputation and visibility that supports marketing objectives
- Increases valuable partnership opportunities and coalition experience
- Attracts and helps retain a high-quality workforce
- Attracts and helps retain and engage members/customers
- Ensures more effective risk management, in part through reduced regulatory oversight and greater transparency
- Often leads to new products and services (such as sustainability-oriented conferences and events, sector-specific eco-products, CSR-related certifications), potentially producing new revenues and stronger customer/member loyalty because of a greater sense that the organization is highly relevant to professional or personal success
- Frequently results in significant cost savings through increased operational efficiencies and innovations
- Provides competitive advantage, in large part by driving a culture of continued innovation and more positive brand value/reputation
- Provides another outlet through which to accomplish an organization's mission

- Increases awareness of the association's mission or cause
 - Can reveal fresh solutions to complex problems
 - Can help change public behavior in positive ways
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About ASAE and the Center for Association Leadership:

ASAE & The Center for Association Leadership are two organizations linked together by a common belief and a common passion. They believe associations have the power to transform society for the better. Their passion is to help association professionals achieve previously unimaginable levels of performance. They do this by nurturing a community of really smart, creative, and interesting people - our members. In short, they connect great ideas and great people. You can learn more about the ASAE and the Center for Association Leadership and the *Global Principles for Socially Responsible Associations and Nonprofits* at:

<http://www.asaecenter.org/>



April 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Members:

In September 2008, the RID Board of Directors passed the following motion:

Motion 2008.25

That the RID Board of Directors appoints a work group to conduct an analysis of how best to elicit member input in reevaluating the overarching direction of the association through a review of the philosophy, mission, goal and diversity statements, and other relevant documents with recommendation due back to the board by March 2009.

**Amie Seiberlich/Jonathan Webb
Passed**

(For more information about this motion see the RID e-NEWS President's Report, October 2008)

Last month at the March 2009 face-to-face meeting of the RID Board of Directors, the Philosophy Mission, Goal and Diversity Work Group (PMGD) brought forward their recommendation and, as a result, the board passed the following motions:

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
Passed**

Motion 2009.18

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

**Anthony Aramburo/Jonathan Webb
Passed**

Philosophy, Mission, Goal and Diversity Work Group Recommendations

In order to assure that we are reaching out to as many members as possible, the workgroup proposed that a four-step process called, Appreciative Inquiry,TM (AI) be used to gather feedback from RID members on the Philosophy, Mission, Goal and Diversity statements that guide RID.

Using AI, the work group recommended the following:

1. Create an interview document containing a series of “appreciative” questions designed to elicit responses to uncover underlying values held by members.
2. Coordinate forums for the interview document to be utilized at the national, regional and state conferences over the next two years. These sessions will be facilitated by members trained by the PMGD Work Group.
3. In-depth member interviews coordinated by the RID national office staff. The national office staff will conduct 15 in-depth interviews, via phone, following the AI documents and questionnaires.
4. Compile the data gathered from the forums and interviews.
5. Share the findings with RID members. The results of the project will be shared with members in a multitude of ways; *VIEWS* and *e-NEWS*, the RID Web site, announcements at conferences and other communication structures currently in place.
6. Next steps after data collection and dissemination - there are two possible outcomes of this project:
 - a. the work group, members and leaders determine that the existing documents continue to serve their purpose, or
 - b. the existing Philosophy Mission, Goal and Diversity statements of RID need to be revised to more accurately reflect the values of the membership. At this point a decision will need to be made about whether or not, and/or how to move forward with possible revisions with member involvement every step of the way.

The initial goal of the PMGD Work Group was to determine the best way to solicit member input pertaining to RID’s governing documents. I am confident that the approved plan is a strengths-based positive approach to dialog with members and will give the organization a strong sense of what our members value and whether or not those values are reflected in RID governing documents. The Work Group is currently at step 1, which is to create the appreciative inquiry documents. We will continue to keep you up-to-date regarding the progression of the work of this group.

Appreciative Inquiry (AI) is an [organizational development](#) process or philosophy that engages individuals within an organizational [system](#) in its renewal, change and focused performance.

Appreciative Inquiry was adopted from work done by earlier action research theorists and practitioners and further developed by [David Cooperrider](#) of [Case Western Reserve University](#). It is now a commonly accepted practice in the [evaluation](#) of organizational development strategy and implementation of organizational effectiveness tactics.

Appreciative Inquiry is a particular way of asking questions and envisioning the future that fosters positive relationships and builds on the basic goodness in a person, a situation, or an organization. In so doing, it enhances a system's capacity for collaboration and change.

Appreciative Inquiry utilizes a cycle of 4 processes focusing on:

1. **DISCOVER:** The identification of organizational processes that work well.
2. **DREAM:** The envisioning of processes that would work well in the future.
3. **DESIGN:** Planning and prioritizing processes that would work well.
4. **DESTINY:** The implementation (execution) of the proposed design.

The basic idea is to build organizations around what works, rather than trying to fix what doesn't. It is the opposite of problem solving. Instead of focusing gaps and inadequacies to find blame and remediate skills or practices, AI focuses on how to create more of the occasional exceptional performance that is occurring because a core of strengths is aligned. The approach acknowledges the contribution of individuals, in order to increase trust and organizational alignment.

More information about Appreciative Inquiry can be found at:

www.wikipedia.org/wiki/Appreciative_Inquiry



May 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Members:

President's Report

I am pleased to share with you that the RID Board of Directors approved a recommendation from the Deaf Members in Leadership Committee and passed the following motion during the March 2009 board meeting. The motion requires a bylaws change that will be sent to members very soon in the form of a mail referendum:

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

The board of directors worked with Executive Director Clay Nettles to move forward with this referendum at an accelerated pace. The importance of moving forward quickly is to ensure that, if the recommended bylaws change and referendum passes, the new Deaf Member at Large will be elected in time to announce the results and be sworn in at the 2009 RID National Conference in Philadelphia. With the accelerated timetable, the new board member would also be able to attend the fall 2009 face-to-face meeting of the board of directors and meet fellow board members, take a tour of the RID national office and meet national office staff members, and participate in strategic planning and new board member orientation, all crucial trainings and events essential to the success of a new board member.

The current policy calls for a five month period for elections in the event of vacancy. If the referendum item is approved and the members accept the board's desire to accelerate the process for this position, the election would take place 30 days after completion of the referendum. Potential candidates would seek nominations during the 60 days of voting and have 30 days thereafter to continue seeking nominations. In the ensuing 30 days, campaign statements would be sought from all candidates who met the requirements for nomination and the ballot prepared for the vote. RID members in good standing would still have 30 days to vote to elect a Deaf Member at Large. Otherwise, under normal procedures, it would be early 2010 before the elected deaf Member at Large could be seated, thereby missing several board meetings and being

behind other newly elected board members in orientation and on various issues affecting the association.

No only did this recommendation come from the Deaf Members in Leadership Committee in the form of a recommendation, I was encouraged by past president of Colorado RID, Ilah Jackson, to research the history and original intent of RID and seating a board of directors: The officers of the organization will include "two members at large, one of whom may be a sustaining member." It was recommended that there "be two groups of members. One group will be interpreters and the other will be sustaining members. The sustaining members will be those deaf who are present at the organizational meeting." (*Silver Threads*, Lou Fant, pg. 3 – 4)

I hope you will take the time to vote on this important bylaws referendum.



June 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Members:

Board to Conduct Annual Review of RID Strategic Challenges

The RID Strategic Challenges and Strategic Plan provide a broad framework for the continued development and evolution of RID. The Strategic Challenges and Strategic Plan are revisited and updated on an annual basis to ensure current issues and trends are recognized and addressed through new or existing initiatives. In July, the board of directors will review the strategic challenges and set the priorities for resources for the association for fiscal year 2010-2011.

After the strategic challenges have been reviewed and approved, the national office directors will use them as a foundation to develop a strategic plan for the next fiscal year. At the fall 2009 face-to-face meeting of the board of directors, the national office directors will report the accomplishments achieved following the previous year's strategic plan and make recommendations to update the strategic plan, being inclusive of the board-approved strategic challenges, for the next fiscal year.

The board will review the proposed strategic plan and vote to approve.

Once the strategic plan is approved, Executive Director Clay Nettles and Director of Finance and Administration Matthew O'Hara will work with RID Treasurer Brenda Walker Prudhom to develop the next fiscal year budget, in this case 2010-2011, ensuring it reflects initiatives identified in the approved strategic plan. The board will then approve the budget.

Following this timeline ensures all programs, projects and initiatives map back to the RID Strategic Challenges and all decisions link to the RID Strategic Plan. If a concept or recommendation is proposed that does not link to the Strategic Challenges, it is documented and considered during the next annual Strategic Challenges review and discussion.

In July, the board will review the current RID Strategic Challenges and consider revisions. During the past year, the following approaches were brought to the board's attention for action and will be considered during the review to determine their implementation priority:

- Provide greater access to RID materials for non-English speaking individuals
- Evaluate current exams offered to determine feasibility of extending into other specialty certificates, such as medical, video etc...
- Providing financial support to stakeholder organizations
- Recognize RID's role and responsibility regarding Audism
- Implementing a fundraising/development plan for the association
- Measure and ensure the validity of the RID administrated specialty exams (CDI, SC:L, OTC) and improve the testing experience.
- Strengthen relationships with Deaf interpreters/members and create equal access in all levels of the association thereby increasing membership, leadership, committee and board service

Please share your opinions about the current RID Strategic Challenges listed below and the proposed concepts listed above by sending an e-mail to publications@rid.org.

Participating in the six member forums during the 2009 RID National Conference will also provide much needed feedback to the board to assist them in understanding what the members consider priorities for the association. The following board issue forums will be held, Thursday, August 6, from 1:00 – 3:00 PM:

1. Philosophy, Mission, Goal and Diversity Statement Values Discussion:

The RID philosophy, mission, goal and diversity statements help to define the organization and its membership. Are these statements still relevant since their adoption more than 15 years ago? ***Can we embrace our changing values as an organization while honoring the values that are traditional to the sign language interpreting profession?*** Don't miss this opportunity to be heard and share your values as a professional! RID board members and national office staff will facilitate this discussion to gather feedback and input as well as discuss the appreciative inquiry method as a means to solicit member participation after conference.

2. The Future of Voting: As RID grows, how can we ensure we are giving everyone the opportunity to have a voice in the association? ***Can we embrace new technologies while honoring the importance of the business meeting traditions?*** As a member-driven organization, RID is seeking ways for greater involvement in the business of the association. RID NEEDS you! Join the discussion, facilitated by RID board members, to identify ways to inform and energize the membership to more fully participate.

3. RID Strategic Challenges: Prioritizing the challenges and opportunities that lie before RID is essential in fully utilizing the resources available to the organization.. By identifying the key strategic challenges we face as an association and as a profession, can ***we embrace the future growth of the organization in new areas while honoring the programs and services which have tradition and strength?*** Take part in a discussion, facilitated by RID board members, about the strategic challenges and opportunities RID is facing and help set the direction of the association as we work to conquer these challenges.

4. RID Communication Protocol: RID is multi-layered with national, affiliate chapters, member sections, committees, task forces, workgroups and more! With all these layers, this discussion, facilitated by RID board members, will look at ways for improved communication among the layers for a more efficient, well-managed, branded and focused communications strategy. As RID grows and new communication methods develop, ***can we embrace a greater structure of communication while honoring the uniqueness each layer has traditionally brought to the association?*** Connect with your colleagues and fellow RID members in sharing ideas for communications protocols that benefit the association at every layer!

5. NIC Task Force and the Future of Testing: Certification marks a level of standard in any profession. Its reliability and validity are essential. The NAD-RID National Interpreter Certification (NIC) is no different, which is why the NIC Task Force has been established. As with any certification program, it is time for the review of the NIC paradigm and the development of a new and comprehensive analysis and delineation of contemporary practice for interpreters. ***Can we embrace changes to our testing system to eliminate subjectivity while honoring the integrity the tradition of our testing system has offered?*** Share in the dialogue about the NIC and discuss future testing paradigms. This discussion will be facilitated by RID board members and participants will include a leading certification test company and RID national office staff, who are sure to provide valuable perspectives to this discussion.

6. Defining Deaf Friendly Events: As RID grows, our number of deaf members and deaf participants grow as well. As the profession that embodies American Sign Language, what responsibility do we have to uphold the integrity of the language and ensure our meetings have communication access to all? ***Can we embrace the changes we need to incorporate at all meetings and functions to demonstrate our commitment to the deaf-heart while honoring the traditional structure of RID functions?*** Share your opinions during this discussion, facilitated by RID board members and members of the Deaf Members in Leadership

Committee, to help shape the guidelines that define what “deaf-friendly” should encompass for RID.

CURRENT RID STRATEGIC CHALLENGES:

The following 10 strategic challenges can be categorized into three (3) general objectives including Standards, Relationships and Resources.

Standards: Focus on the growth and development of the interpreting profession through enhanced professional standards utilizing RID’s National Testing System (NTS), Certification Maintenance Program (CMP) and the Ethical Practices System (EPS).

Relationships: Establish and nurture relationships among the association’s membership, Deaf community, affiliate chapters and other stakeholders to promote and contribute to the growth of the interpreting profession.

Resources: Ensure the association has the necessary resources to fulfill its mission and serve its members.

Each general objective has both short-term and long-term strategic challenges to achieving the objective.

Short-term means that they are a high priority and will take 1-3 years to address, while long-term means they can be addressed in 3-5 years after we meet some of the short-term challenges. Long term challenges may be able to be addressed sooner based on when the short term challenges are achieved.

RID Strategic Challenges 2008 – 2009

RESOURCES:

Short-term

- 1) Meet the demands of the membership by providing for adequate resources at the national office including knowledgeable, expert staff and current/state of the art technology and equipment to serve the association and members. (INTERNAL)
- 2) Review the organizational structure and role of RID; who do we serve and with what structure? (INTERNAL)
- 3) Provide financial security for the association’s future. (INTERNAL)

Long-term

- 4) Outline and address future organizational growth opportunities, issues and challenges and the overall impact on the association. (INTERNAL)

STANDARDS:

Short-term

- 1) Measure and ensure the validity of the RID administered tests and improve the testing experience for a more cohesive testing system. (INTERNAL)
- 2) Clearly define membership, voting and credential categories while addressing the underlying membership and certification connected issues. (INTERNAL)

RELATIONSHIPS:

Long-term

- 1) Identify RID's involvement with the Deaf community and the Deaf community's involvement with RID. (INTERNAL & EXTERNAL)
- 2) Provide more quality, streamlined communications to members and other publics; establish communications protocol. (INTERNAL & EXTERNAL)
- 3) Incorporate clear protocols regarding all processes of the national office, affiliate chapters and regions for consistent messaging, communication and business practices. (INTERNAL)
- 4) Build strategic alliances/partnerships/collaborations with others; educate all publics about RID, the field of sign language interpreting, credentials, appropriate use, interpreting as a profession, etc. (EXTERNAL)



August 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Members,

It was an exciting week in Philadelphia during the 2009 RID National Conference!

Let me give you a rundown of the RID Board of Directors' conference schedule to give you an idea of what kept the board busy during the week of conference activities.

On July 30, the very first day after we arrived in Philadelphia and before the conference started, the board met with the RID Deaf Members in Leadership (DML) committee members to discuss the plans for the RID national committees restructuring and how to ensure deaf representation and involvement. We discussed how RID can:

- Recruit deaf members
- Develop deaf leaders
- Shape RID into the kind of organization that deaf leaders are interested in serving and deaf members are interested in joining
- Understand the terms "Deaf Heart," "Deaf Friendly" and "Allies," and what they mean to RID as an organization
- Establish a communication protocol and advisory support to ensure all of the above

At the end of the all-day meeting, the board voted unanimously in favor of the following motion:

MOTION 2009.26

The RID Board of Directors establishes a Deaf Advisory Council.

Moved by: Amie Sieberlich/Lisa Schaefermeyer

DML members are, at this time, developing the concept and details of the new RID Deaf Advisory Council in a proposal they plan to present to the board at the October 2009 RID Board of Directors face-to-face meeting in Alexandria, VA.

-more-

On July 31, the board met with the 2009 – 2011 RID national committee chairs and the national office committee liaisons to participate together in our inaugural Leadership Summit. The purpose of this summit was to provide guidance and direction regarding how committee work fits within the RID Strategic Plan and working with the national office and board to meet the goals outlined within the plan. The training, which was facilitated by the RID board and staff, was very successful. It is our intention to hold a Leadership Summit for incoming committee chairs before every biennial conference.

During lunch that day, I was able to stop by the *Mano a Mano* Conference with members of the board and Executive Director Clay Nettles to see Angela Roth give her final keynote presentation as outgoing president of *Mano a Mano*. It was a beautiful, heartfelt speech, interpreted into four signed languages: American Sign Language (ASL), Lengua de Señas Mexicana (LSM, Mexican Sign Language), Lengua de Señas Colombianas (Colombian Sign Language) and Puerto Rican Sign Language, which has very strong regional signs, as well as translated into spoken Spanish. Angela has turned over the reins of the *Mano a Mano* leadership to Dr. David Quinto-Pozos, and I invited both Angela and David to collaborate with me for the Fall 2009 *VIEWWS* Presidents' column. Please take time to reach the article when it hits your mailboxes in October.

For this conference, my first conference as president, it was important for me that the RID leadership take advantage of the opportunity to meet face-to-face with our multitude of stakeholders who were attending the conference. So, for the first time, RID Executive Director Clay Nettles and the RID Board of Directors met with stakeholder organizations and partners of RID to discuss ways to further strengthen our partnerships and collaborations. I look forward to working with our stakeholders, the board and the national office to implement the great ideas that came out of these meetings as well as sharing the good news with members as we achieve success in these endeavors.

Following is a list of the stakeholders with whom we met in Philadelphia throughout conference week:

- National Task Force on Deaf Blind Interpreting
- National Association of the Deaf
- National Alliance of Black Interpreters
- *Mano a Mano*
- World Association of Sign Language Interpreters (WASLI)
- WASLI North America
- WASLI Latin America
- International Guests and Accommodations

- Conference of Interpreter Trainers
- Commission on Collegiate Interpreter Education (CCIE)
- National Consortium of Interpreter Education Centers (NCIEC) Medical Interpreting Work Group
- NCIEC Legal Interpreting Work Group
- Boys Town National Research Hospital / EIPA
- First Deaf Interpreter Conference in 2010, Conference Chairs
- Federal Communications Commission (FCC) Special Assistant to the Inspector General, Jay Keithley
- Purple Communications
- Sorenson VRS
- Gallaudet Interpreting Services
- Snap VRS / Interprettek

Board members also facilitated and participated in eight hours of business meeting during the 2009 National RID Conference, doubling the time for discussions regarding the association's business. We were not able to complete all of RID business in the form of motions that had been pre-submitted as well as motions submitted from the floor. I will be following up with members on responses to 2009 motions that were not heard at the business meeting in the September *RID e-NEWS*. For the 2011 conference, I plan to recommend some changes to the structure of the business meeting. To better prepare for this year's business meeting, we met with RID Parliamentarians, Bummy Burstein and Libby Pollard, and the RID Bylaws Committee members to discuss business meeting logistics and attended Bummy's Parliamentarian Procedure workshop.

The board members honored the following leaders by hosting several receptions during conference week:

- Past national board members
- International guests and VIPs
- Affiliate chapter presidents
- RID committee chairs and committee members
- RID national office staff, conference planning committee and conference support staff

During a very busy week, the RID Board also attended:

- Committee and task force forums
- Member section forums and elections
- Regional presidents councils meetings and receptions

Finally, board members facilitated the Regional Caucuses, the Opening and Closing Ceremonies, the First Timers Meeting, the Affiliate Chapter Relations Committee Board Leaders Forums and the following Board Issue Forums at the end of the conference week: Defining Deaf Friendly Events, The Future of Voting, Developing a Communication Protocol, RID

Strategic Challenges, The NIC Task Force and the Future of Testing and the Relevance of the Philosophy, Mission, Goal and Diversity Statements.

It was a very busy yet, very fulfilling and inspiring week. I can not end this report without thanking incoming Member-at-Large Lewis Merkin and incoming Region III Representative Leandra Williams for attending a herculean number of these events as incoming board members – all done on their own time and their own dime since they were not sworn in as new board members until the closing ceremonies. I hope this summary of our 2009 conference week experience is evidence that every member of the RID Board of Directors is dedicated to serving the RID membership and ensuring RID is the professional home you seek for support and refuge.

Sincerely,

A handwritten signature in cursive script that reads "Cheryl Moose".

Cheryl Moose, CI and CT
RID President



September 2009 e-NEWS

President's Report

Cheryl Moose, CI and CT

Dear Members:

The RID Board of Directors has found *BoardSource* to be an invaluable resource, providing a variety of tools that help us better understand the role and responsibilities of board members as well as up-to-date information on timely issues affecting non-profit boards, trends in board practices and governance strategies to increase board effectiveness. *BoardSource* is dedicated to advancing the public good by building exceptional non-profit boards and inspiring board service. *BoardSource*, which strives to support and promote excellence in board service, is the premier source of cutting-edge thinking and resources related to non-profit boards and engages and develops the next generation of board leaders.

What are the legal responsibilities of nonprofit boards?

Under well-established principles of non-profit corporation law, a board member must meet certain standards of conduct and attention in carrying out his or her responsibilities to the organization. Several states have statutes adopting some variation of these duties which would be used in court to determine whether a board member acted improperly. These standards are usually described as the duty of care, the duty of loyalty and the duty of obedience.

Duty of Care

The duty of care describes the level of competence that is expected of a board member and is commonly expressed as the duty of "care that an ordinarily prudent person would exercise in a like position and under similar circumstances." This means that a board member owes the duty to exercise reasonable care when he or she makes a decision as a steward of the organization.

Duty of Loyalty

The duty of loyalty is a standard of faithfulness; a board member must give undivided allegiance when making decisions affecting the organization. This means that a board member can never use information obtained as a member for personal gain, but must act in the best interests of the organization.

Duty of Obedience

The duty of obedience requires board members to be faithful to the organization's mission. They are not permitted to act in a way that is inconsistent with the central goals of the organization. A basis for this rule lies in the public's trust that the organization will manage donated funds to fulfill the organization's mission.

In performing its due diligence, the expectation that a board member exercises reasonable care and follows careful business judgment when making decisions, the board will consider the following motions not heard at the 2009 RID conference business meeting. The board will also discuss implementing new processes to improve the practice of considering motions not heard at business meetings and soliciting member feedback during upcoming board meetings. Upon making recommendations for action, the board will communicate such to the motion makers and members.

Motions Not Heard at the 2009 RID Conference Business Meeting

Motion E

That the RID Board of Directors rescind board motion 2007.28.

Rationale: The motion is poorly constructed in its mandate to convert all local chapters to sub-committees when there are no related committees. This motion was passed without adequate information and research regarding the effect and impact on the state affiliate chapters. Furthermore, passing motions that affect the state affiliate chapters without membership input contradicts the spirit and intent of our member driven organization.

Texas Society of Interpreters for the Deaf

Motions from the Floor

Motion I

To amend the 2003 Board motion on formal procedure for rulemaking process to read: The board of directors will submit all issues regarding testing, certification, categories of membership in RID and any contracts dealing with such issues to the membership with voting rights thereon for discussion, comments and a membership vote. The board of directors will abide by the decisions of the voting membership in all matters of testing, certification and categories of membership.

For all issues other than testing, certification, categories of membership in RID and contracts dealing with such issues, the board may choose to authorize, by motion, submitting an issue to the membership for comment. The proposed issue or policy is to be printed in association publications on up to at least two separate occasions with a deadline for member comments. After the deadline for comments has passed, a listing of all submissions/comments received is sent to the board of directors. The issue is then again placed on the board agenda including all comments from the national office and any applicable national committee. The board then can make a final decision on the matter by adopting the proposed policy, modifying it, or determining not to proceed.

Rationale: We understand the RID Board of Directors take actions to support the organization to the best of their abilities; however, in the matter of adopting new certifications, changing our membership status and entering into contracts that have such outcomes, we believe that the membership needs to play the leadership role. Entrusting the membership with such decisions creates more of a sense of ownership of the direction of RID. In addition, our voting members deserve both the right and the obligation to make such a decision.

We believe that such decisions should not be entered into precipitously, and that discussion among the members is a priority. We believe that there is no need to enter into such contracts until the membership has had a chance to assess the impact of such contracts on the future of our profession and on our relationship with the Deaf community. We trust the voting members of RID to make educated, reasoned and appropriate decisions.

Jo Ann Kranis and Deborah Swamback

Motion J

That RID establish a protocol for online voting that incorporates the following content and timeline requirements, recognizes the different voting rights of RID members, and which is secure enough to ensure member representation at the level currently enjoyed at national conferences or mail-in ballots:

CONTENT FIRST STEP:

The content of the motion,

Rationale of the motion,

"For" and "Against" Statements written by proponents of each side

Statement(s) from Deaf community representatives on the impact of the motion

Location for online discussion of the motion (vlogs, blogs, discussion groups, etc.)

CONTENT SECOND STEP:

The content of the motion,

Rationale of the motion,

"For" and "Against" Statements written by proponents of each side

Statement(s) from Deaf community representatives on the impact of the motion

Online voting procedures including instructions and deadline for voting

TIMELINES:

The CONTENT FIRST STEP information will be sent electronically to all RID voting members and to chapters at least four (4) weeks prior to the onset of the online voting session.

Venues for discussion of the motion will be established by RID and opened contemporaneously with the dissemination of the CONTENT FIRST STEP information.

CONTENT SECOND STEP information will be sent electronically to all RID voting members at the opening of the voting period. The vote will be taken electronically. The timeline for voting will be no less than three (3) weeks from the date the CONTENT SECOND STEP is sent to voting members.

The results will be shared with the membership within forty five (45) days after the votes have been tabulated.

No online voting will occur less than six (6) months prior to a National Conference.

Rationale: In 2007, the Board conducted online voting. The only information that accompanied the votes was the position of the Board. There was no discussion of alternate views. This led to votes being cast by RID members who had learned neither the history behind nor the potential impact of such items. This motion intends to ensure that RID voting members are given both sides of an issue and have the opportunity to discuss it with peers prior to the vote.

This motion also supports live voting at RID Conferences by disallowing votes to be held immediately prior to national conferences. In 2007, members were drafting motions for the Conference at the same time that the Bylaws were being voted on. The results were not shared with members until well after the deadline for motions submission. This made it difficult to author motions, as they had to incorporate both current and potential language. This current motion would eliminate such difficulties by ensuring members have access to current language and information prior to the deadline for motion submission.

Stephanie Feyne and Lynnette Taylor

Motion K.

That certification results be published in the VIEWS only with the candidate's permission.

Rationale: This is a question of privacy. It should be the candidate's choice whether his/her results are published.

This is especially true now that we have a multi-level certification system yielding the possibility of a candidate receiving a lower "level" than he or she was expecting. This creates a chilling effect on interpreters certified under a previous version and do not need to take the NIC, but want to show that they have remained current with the changes in the profession. Candidates for certification are not given an option to withhold publication of their results in the VIEWS if they wish to. They should be given that option.

Nancy D. Sullivan and Laurie Meyer

Motion M

RID post online, for view by members only, the contract with Boys Town.

Rationale: RID entered into a contract with an outside agency to assess and evaluate the skills of working interpreters. Those assessments are now used as criteria for certification status. It is in the best interests of the membership and of the organization for us to understand clearly what our contractual obligations are. In this way we can move forward with making informed decisions on issues of certification, testing and membership categories.

In 2007 RID entered into a contract with Boys Town that any interpreter who was a member of RID and had been assessed at 4.0 and above on their EIPA (Educational Interpreters Performance Assessment) would be considered a "Certified Member of RID", even though that interpreter had never been awarded certification. The prerequisites for certification do not seem to apply to those who have been assessed by Boys Town. By entering into this contract RID changed the meaning of "Certified Member".

RID did so without a vote of our membership. We have not been privy to the details of the contract. We do not know if this contract goes on in

perpetuity. We do not know if RID is paying Boys Town, or vice versa, for the use of our name. We do not know what RID is obliged to do, nor what Boys Town is obliged to do. We have been left in the dark. We feel this motion is a step toward RID becoming more transparent.

New York City Metro RID

Motion #1

That a new RID award be established for the organization. The award would be named the Angela Jones Most Outstanding Educational Interpreter Award. This award would be given bi-annually at the RID National Conference if a qualified candidate is identified. The candidate must meet the following criteria and be deemed qualified as the award recipient by the RID Scholarship and Awards Committee.

Rationale: Past RID President, Angela Jones, was instrumental during her administration in bringing educational interpreting to the national forefront. Because of her enthusiasm, tenacity, and vision, a paradigm shift has occurred nationally and educational interpreters are being held to a higher standard as professionals. It is with great gratitude from RID educational interpreters across this great nation that this award be named justly in honor of Angela Jones.

Criteria: To be considered for the Angela Jones Most Outstanding Educational Interpreter Award; the candidates must meet the following requirements:

- The candidate must be a member in good standing of RID.
- The candidate must be RID/NAD certified or is a certified member of RID holding an Ed: K-12.
- The candidate must hold a post-secondary degree.
- The candidate must have at least 10 years of educational interpreting experience.
- The candidate must be nominated by a RID member in good standing. A letter of nomination must be submitted to the chair of the RID Scholarship and Awards Committee.
- A letter of recommendation must be submitted by a K-12 administrator/college supervisor to the chair of the RID Scholarship and Awards Committee.
- A letter of recommendation must be submitted by either a certified/licensed educational interpreter or licensed teacher to the chair of the RID Scholarship and Awards Committee.
- The candidate must have made substantial accomplishments within the field of educational interpreting. This would include the following, but not limited to: state, regional and national awards

and recognitions; serve on a state, regional, or national educational interpreter board, committee or subcommittee; serve as a state or regional educational interpreter delegate to the RID; or be a state, regional, national educational interpreting mentor, presenter, or educator.

Dave Calvert and Jeannette Ocampo Welch

Motion #2

That each member of the RID Board of Directors annually receive CEUs in recognition of the work he/she puts forth in behalf of the RID and the profession of interpreting. In the event a member serves a partial year on the RID Board of Directors, that member's CEUs will be prorated accordingly.

Rationale: Service on the RID Board of Directors (hereinafter the "Board") requires a great deal of hours spent working individually and with others on matters related to the interpreting field. Board membership involves a steep initial learning curve and a great amount of continued learning and application of knowledge related to the field. As the governing body of the RID, it is the Board which is responsible for providing direction to the national office staff and to committees in carrying out the business of this organization. This responsibility is only carried out through a great number of hours spent working on issues related to the field of interpreting. Without the willingness of Board members to volunteer their time, RID would not be what it is today and this organization would not be able to continue to function.

In addition to regular work within the Board, Board members frequently lead meetings with various member groups. This requires uniquely planning and delivering information relating to interpreting, as well as continued support of members and their needs. A Board member serving in this function may be compared to that of an individual who is entitled to earn CEUs the first time a workshop is presented.

Additionally, while Board members spend a great deal of hours working on interpreting matters, many opportunities to accrue CEUs are lost to them. Although Board members arrive at regional and national conferences early and are involved fully during the conference, due to hours spent in RID business Board members regularly have little if any opportunity to earn CEUs while there.

Given the nature of RID Board work, allowing RID Board members to accrue CEUs for their service on the board is in keeping with RID's statement on the CMP: "Certification maintenance is a way of ensuring

that practitioners maintain their skill levels and keep up with developments in the interpreting field” .

In passing this motion members proclaim recognition of the great amount of work Board members donate to our field. We also recognize that it falls within the scope of the Professional Development Committee (PDC) to research and determine an appropriate number of CEUs commensurate to the service provided by our Board members. In passing this motion we declare trust in the PDC to fulfill with integrity this responsibility.

Stephanie Webb and Connie Jo Lewis

Motion #3

RID will recognize and add a Member Section to its present list. This group will serve the population of interpreters that support church interpreting. It will be called “Interpreters in Church Settings” (ICS).

Rationale: The theme of this year’s workshop is to “Embrace Change and Honor Tradition”. As we were so preciously reminded from Lillian Beard our 100 year old veteran who worked as a church interpreter and reinforced the history and significance within this field of interpreting. This motion is to have RID continue to honor this sect of our interpreters by providing it a rightful place on our list of member interest groups.

Criteria: This group serves by recognizing the large body of church interpreters that serve our Deaf community. In this regard and with respect to its members RID offers to interested RID members the opportunity to support professional development, enhance services and support the efforts to promote and maintain collaboration for church interpreting.

Submitted by: Mary Shawver, CI/CT NAD IV

Seconded by: Mary Schannach , NIC

Motion #4

RID permit the transfer of registration fees to the National Conference from one individual to another of equivalent membership status.

Rationale: In the event that an individual who has already registered for the National Conference cannot attend (i.e. financial reasons, family emergency, work requirements or other unforeseeable circumstances) , the transfer would thus prevent s/he from financial hardship.

The individual receiving the transfer of the registration is able to now attend the National Conference when s/he may not have been able to afford the increased registration fee. (Not all potential registrants are able to commit to attending the conference during early bird periods.)

Both individuals will benefit from the transfer, thus encouraging the inclusion of all members. This transfer will benefit RID by reducing the risk of wasted resources (i.e. food, printed materials, etc.). This also provides the conference planning committee a clearer number of attendees earlier in the planning process.

Fiscal Impact: We foresee minimal or no fiscal impact to RID.

Mala S. Poe and Dawn Hankwitz

Motion #5

That RID provide guidance, and legal advice, regarding our responsibilities and liabilities (past, present and future) as VRS interpreters.

Rationale: FCC rules regarding VRS and the responsibilities of interpreters are vague and confusing. The current crisis has put many of our membership in an ethical and legal dilemma, yet we've had no guidance from RID or (directly) from the FCC until this weekend. Therefore, due to the increase in VRS companies and the current crisis with the FCC regarding alleged fraud, this support and advice is absolutely necessary for VRS interpreters to work safely and ethically.

Stacey Webb, Elizabeth Henriksen, Blair Fell

Motion #6

That the RID Board direct our psychometric experts CASTLE, Worldwide to provide a statistical analysis and summary report of the NIC test raters scoring and ratings since the beginning of its implementation to the present time for publication to the membership.

Rationale: There have been some concerns about the effectiveness of the NIC test. Many local areas AND candidates have been puzzled by the results. It seems that at any given time, someone who has had little to no training/contact with Deaf community can get NIC: MASTER while a seasoned interpreter/CODA who has lived in the community fails or attains a level less than what they and their community expected.

RID is seen as the 'gold standard' of certification in our communities in which we serve. However, with such varying and inconsistent results, we risk losing credibility for the test, the certification and the certifying body. Before any meaningful changes or modifications can be made, statistics need to be gathered to understand the current rating/scoring trends and patterns that are impacting test results.

Any testing tool needs to be revisited from time to time to assure that it tests what it purports to test and that the test is administered fairly and performances are rated in a consistent manner.

Pasch McCombs and Hope Manley

Motion #7

That the RID bylaws and rulings, as to recognize and accept that any of the two sections of the NIC exam, interview and performance, that a candidate has passed be accepted and valid. A candidate who has passed one section of the exam only needs to retake the section the candidate failed to pass. There is no need to "retake" the entire exam, both the interview and performance again because of failing one section. The fee for the "retake" of the section failed shall be prorated. This change would still be in keeping with the integrity, validity and dignity of the NIC exam. This motion shall begin and be retroactive to the candidates' last testing date/s of 2009 forward.

Rationale: This change in the testing process is more efficient and cost effective for the RID in time, process and procedures.

This will bring in line the consistency that the written section is treated as a separate entity to the two sections which is treated as one.

Initially, the interview and performance sections would be given in tandem as they currently are. The "retake" requirement would only be for that separate section the candidate failed.

This process will allow more candidates through the testing process.

This process will allow more time for the evaluators to evaluate more candidates.

This process will allow the candidate to focus on the failed section and not the redundancy of preparing for the section of the exam that successfully was passed.

Considering the turn around time of 6 months between exam dates, it is unreasonable to require a candidate to focus on the added length of time and expense for this length time period to retake a section of the exam that was already successfully passed. This is unreasonable and redundant.

The testing process needs to be fair, equitable and consistent in the requirements. If you need to pass the written before you can take the

interview and performance sections, then there is no need to retake the written again within a 5 year period because you have this amount of time to pass the other two sections. The same should apply to the other two sections of the exam. The section that is passed should be validated as complete same as the written with focus on retaking the section that was not achieved which needs to be retaken with the same 5 running year frame.

It would be more reasonable if the time frame between testing dates (6 months) would be reduced to 3 months. The time line of 6 months is asking a lot of a candidate of time, expense and focus.

A change would be cost effective to the candidate and RID. RID can process 2 candidates who are taking the sections of the exam they failed to 1 candidate who must retake both sections of the exam. This is very efficient as well for all concerned.

It is common sense that with this change that a candidate is now able to focus their time, energy and study on the section they failed rather than spread their energy and study on both sections, 1 that was passed and the other that needs passing.

EXAMPLES: Teacher certification and credential process. The teacher passes one section of the exam, math but fails science. The state does not require the teacher candidate to retake the science and math portions again. The state requires that they take the section they failed only.

Driving test. The candidate takes the written exam first, similar requirement as RID, and must pass before they can take the performance part exam (driving). The candidate driver does not need to retake a section of the test they already passed if they fail the performance part (driving). They need only take the part they failed.

In the GED testing process, need only take the failed sections.

Current NIC process: Looking at the testing process like a pie. There are three pieces to the pie. Once the candidate passes the written part (1/3), they are required to take 2/3 of the NIC test again and again until they pass both sections together.

If two candidates fail 1/3 of the 2/3rds of the test of the performance and interview portions, then both candidates are required to take 2/3rds of the test again. (The part they already passed and the part they failed) This is unreasonable and inefficient. This ties up the system's time line and places an unreasonable expectation and unfair burden on a candidate. Two

candidates taking the 1/3rd section the exam they failed would be the same amount of time as 1 person taking both thirds. RID is getting 2 for 1 and the candidate is treated fairly.

Motion-Maker: Rebecca Visca, Associate, California #23106

Seconded: Dwight D. Godwin NIC, Connecticut, #20014

Motion #8

In that the RID certification process now includes a system of levels for applicants who take and pass the performance test, and that the levels are confusing and misleading, be it so moved that the three levels be consolidated to NIC.

Rationale 1: The current system is confusing to consumers and interpreters. The word master has many connotations including: an artisan at the top of their craft, one with whom a highly qualified practitioner would study.

Rationale 2: There is no demonstrable proof that one level indicates that the candidate has more skill than another level. There are no available models of what an interpreter would look like at each level.

Rationale 3: A person who takes the NIC test more than twice has been exposed to the material and is more prepared to respond accurately. It is not necessarily a measure of competence as it is of their ability to learn how to pass the test.

Rational 4: In professions where a person takes a test to prove knowledge or skill, they are able to call themselves licensed or certified, if they pass the test. i.e. board & bar exams. A doctor or lawyer who barely passes the test is still called a doctor or attorney.

Submitted by Nancy Berlove, seconded by Myron Yoder.

References

Bruce R. Hopkins, [*Legal Responsibilities of Nonprofit Boards*](#) (BoardSource 2003).



October 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Dear Members:

This month the RID Board of Directors reviewed, revised and approved the 2011 RID Strategic Challenges. As I stated in the June 2009 e-NEWS President's Report:

The RID Strategic Challenges and Strategic Plan provide a broad framework for the continued development and evolution of RID. The Strategic Challenges and Strategic Plan are revisited and updated on an annual basis to ensure current issues and trends are recognized and addressed through new or existing initiatives.

After the strategic challenges have been reviewed and approved, the national office directors use them as a foundation to develop a strategic plan for the next fiscal year. Last week, at the fall 2009 face-to-face meeting of the board of directors, the national office directors reported on the accomplishments achieved following the previous year's strategic plan and made recommendations to update the strategic plan, being inclusive of the board-approved strategic challenges, for the next fiscal year.

Motion 2009.31

To accept the national office report on the FY 2009 Strategic Plan and approve the 2011 Strategic Challenges Kelly Flores/Lewis Merkin

RID STRATEGIC CHALLENGES:

The following strategic challenges can be categorized into three (3) general objectives including Standards, Relationships and Resources.

Standards: Focus on the growth and development of the interpreting profession through enhanced professional standards utilizing RID's National Testing System (NTS), Certification Maintenance Program (CMP) and the Ethical Practices System (EPS).

Relationships: Establish and nurture relationships among the association's membership, Deaf community, affiliate chapters and other stakeholders to promote and contribute to the growth of the interpreting profession.

Resources: Ensure the association has the necessary resources to fulfill its mission and serve its members.

Each general objective has short-term, long-term and ongoing strategic challenges aimed at achieving the objective.

Short-Term means that the challenge has a high priority that will require 1-3 years to address, while long-term means that the challenge can be addressed in 3-5 years after we meet some of the short-term challenges. **Long-Term** challenges may be addressed sooner based on when the short term challenges are achieved. **Ongoing** means that the challenges have such a core connection to the RID philosophy, mission, goal and diversity statements that even when they are achieved in the short-term, they still remain such a high-level priority that the leadership and national office must keep them at the forefront of the work being done at RID

Short-Term

- 1) Meet the demands of the membership by providing for adequate resources at the national office including knowledgeable, expert staff and current/state of the art technology and equipment to serve the association and members. **(Resources)**
- 2) Review the organizational structure and role of RID; who do we serve and with what structure? **(Resources)**
- 3) Provide financial security for the association's future. **(Resources)**
- 4) Define membership, voting and credential categories. **(Standards)**
- 5) Provide greater access to RID materials for non-English speaking individuals. **(Resources)**

Long-Term

- 1) Incorporate protocols regarding all processes of the national office, affiliate chapters and regions for consistent messaging and clear communication to and from members. **(Relationships)**
- 2) Communicate with and educate the general public about RID and the field of sign language interpreting. **(Relationships)**
- 3) Consider future organizational growth opportunities, as well as the financial and overall impact on the association. **(Resources)**
- 4) Evaluate current exams to determine feasibility of extending into other specialty certificates such as medical, video etc. **(Standards)**

Ongoing

- 1) Identify RID's involvement with the Deaf community and the Deaf community's involvement with RID. **(Relationships)**
- 2) Recognize the effect audism has on society and work to alleviate it both within and without the association. **(Relationships)**
- 3) Incorporate diversity training into the annual goals of the national office and the RID Board of Directors and practice daily cultural awareness. **(Relationships)**
- 4) Create equal access in all levels of the association and increase leadership opportunities, thereby strengthening relationships with all members. **(Relationships)**
- 5) Establish and continue to develop strategic alliances, partnerships and collaborations with stakeholder organizations. **(Relationships)**
- 6) Measure and ensure the validity of the RID administered tests. **(Standards)**



November 2009 e-NEWS President's Report Cheryl Moose, CI and CT

Greetings friends and colleagues:

"This is my wish for you: peace of mind, prosperity through the year, happiness that multiplies, health for you and yours, fun around every corner, energy to chase your dreams, joy to fill your holidays!"

-- D.M. Dellinger

The holiday season is upon us. It is a joyous time to remain thankful for the blessings, peace and gifts within our lives. We have so many and we are truly blessed.

The RID Board of Directors is currently comprised of 10 extremely dedicated and committed individuals, who so willingly give of their time, energy and expertise throughout the year. It is a board of individuals who are constantly striving to not only serve the membership but also do right by the RID mission and the organization's efforts to move the profession forward.

Each and every board member is graciously supported by loving family and friends who are respectful of our commitment to serve our profession, who tolerate our long hours at the computer doing RID work or frequent travel to stakeholder organizations and affiliate chapters, who pick up the slack at home when we are unable to share in the workload and who generally serve as our personal foundations of support.

It is during this holiday season that we make an investment back into our support systems by sharing the holiday spirit with them, reflecting upon our gifts in life and cherishing the lifetime memories the holidays provide us.

To do this, the RID Board of Directors, committees and task forces, will be taking a holiday break from their RID work from December 18, 2009 through January 3, 2010.

We will hit the ground running in January as we have a jam-packed year in 2010 with region conferences, the business of the association and so much more!

On behalf of the RID Board of Directors, we wish you a wonderful holiday season and a happy and healthy New Year.

Sincerely,

Cheryl