



## **August 2008 e-NEWS RID REGION IV REPORT**

**Submitted by:  
Amie Sieberlich, M.A., CI and CT  
Region IV Representative**

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Greetings!

For those of you that I have not yet had the pleasure to meet, my name is Amie Seiberlich; I am the incoming RID Region IV Representative. The fact that I am "incoming" means someone must be "outgoing" – and your six-year, three-term Regional Representative Glenace Humphrey is certainly just that! She is also moving on to other challenges, enjoying life outside of serving Region IV members and hopefully taking some time to recharge her batteries after many years of dedicated service. Glenace has been a blessing to our region and to our national organization. We thank her for her support, her service and her open-minded willingness to implement our sometimes "creative" ideas. Her leadership will be missed.

Before I share the news from our region, I also want to take a moment to thank several people. Lucy James, thank you for your continued willingness to volunteer your time and energy to this organization. I am so honored to have been able to stand next to you, before the members of our region, as we awaited the results of the election. Thank you also for your offer of support as I find my footing in this new role; I feel better prepared to take on this position knowing that I can rely on your experience, expertise and wisdom. Thank you also to Daniel Burch and Linda Stauffer – although our conversations are not frequent, they are always supportive and encouraging. I will do my best to follow in your footsteps while firmly planting my own. Finally, thank you to each and every member that placed your trust in me by electing me to this position. I am under no delusion about the enormity of the role I have assumed and am committed to contributing to our region and our organization in the fullest way possible. I am fortunate to have an established relationship with many of the leaders in our region and am thrilled about the opportunity to deepen that relationship through service to Region IV members.

Moving on to regional news, I have an item of interest to share that may be of special significance to those that attended the recent TSID/Region IV Conference (which was a SMASHING success, by the way!). One of RID's founding members, Lillian Beard, was in attendance for much of the weekend. I, like many others, was truly touched by her presence; the combination of meeting and speaking with her, and the tribute to Lillian coordinated by the conference planners, impacted my perspective of

who we are as interpreters and as a community in ways I never imagined possible. I could write several pages on my insights into those few moments with Lillian...it truly was profound. If you happen to cross paths with me in the near future, please ask me about it, I'd love to go into more detail in person.

In the meantime, there is a fundraising campaign underway to honor Lillian's contribution to the Deaf Community and to celebrate her 100<sup>th</sup> birthday. "The Lillian Beard Deaf Connection Center" is being built in Lillian's honor. If you wish to make a contribution to this effort, please e-mail [region4rep@rid.org](mailto:region4rep@rid.org), and I will share additional information.

One other note before I turn you over to affiliate chapter reports. A big "congratulations" to Texas for the establishment of Hispanic trilingual interpreter training and the Hispanic trilingual interpreter certification tests sponsored by the DARS-DHHS, BEI. As evidenced by the trainings provided at the TSID/Region IV Conference, your commitment to broadening the scope of our work is tremendous - we are proud to have you in Region IV!

This will probably be one of the few times I say this, so revel in it while you can, smile - I have nothing else to say right now. More from me as soon as I have had a chance to catch my breath and gather my thoughts...for now, here are a few words from around the region.

### **New Mexico RID**

*Submitted by Amanda Retsek & Dana Sumrow*

New Mexico RID (NMRID) is working on preparing our annual report. Our fall workshop and annual meeting is scheduled for October 4. NMRID has requested representation on the NM Licensure Rules and Regulations committee. We have selected two awardees for NM Mentoring Program scholarships.

### **Wyoming RID**

*Submitted by Darla Sullins*

Over the summer, our chapter has been working on two things:

1. 2008 WYRID Fall Conference, September 27- 28. in Cheyenne. Our presenter will be Valentino Vasquez from Greeley, CO. During this conference, we will be voting on three positions: two members at large and secretary/treasurer. The evening before the conference, we will have a social gathering with Deaf Association of Wyoming (DAW).

2. Involvement in a state department Task Force meeting. The purpose of this Task Force is to adhere to a legislative mandate to start the process of exploring what ASL as a foreign language (K-12) would look like, and who would be qualified to teach it.

## **North Dakota RID**

*President Cindy Kupfer*

First of all, thank you all for allowing me to attend the Region IV Conference in Houston.

We have had three North Dakota RID (NDRID) Board Meetings this year, all by conference call. We have a board that is ready to roll, if the Region IV 2010 conference is in Bismarck. We are currently planning to have our 2008 Fall Conference in September at Medora. Details will be forthcoming.

As of May 2008, the written portion of the EIPA is being offered in Fargo. The test will be offered in August. The written test is currently \$150 and usually takes between 1.5 to 3.5 hours to complete. The test can be completed in groups or individually. The performance portion of the test is offered in Devils Lake.

## **Arkansas RID**

*Submitted by Karin Binko*

Several Arkansas RID Members were able to attend the RID Region IV Conference in Houston, Texas, in June. We had approximately 12 in attendance! That is fantastic for Arkansas! And of course, a wonderful time was had by all!!!

We are extremely proud of our very own Raphael James, who was the recipient of the *first ever* RID Region IV Excellence in Service Award! Kudos to you, Ray, for all you have done in Arkansas as well as in Region IV!

Our Web site is currently undergoing renovation and we are pleased at the progress that has been achieved thus far. Take a peek and let us know what you think: [www.arkansasrid.org](http://www.arkansasrid.org). There is contact information on the Web site, and we welcome any feedback. We are doing our best to keep it up to date.



## September 2008 e-NEWS RID REGION IV REPORT

Submitted by:  
**Amie Sieberlich, M.A., CI and CT**  
**Region IV Representative**

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Greetings!

My first month as your Region IV Representative has been a busy one! As you can see from the state reports submitted below, each state is attending to their own business while still participating in the following regional efforts:

**Planning for the 4<sup>th</sup> Annual RID Region IV Leadership Retreat** – This retreat will be held in Boulder, CO, the weekend of November 21. The focus of this year's retreat will be to support each Region IV Affiliate Chapter as leaders work to bring their respective organizations into compliance with 501(C)3 laws and national RID Bylaws. RID President Cheryl Moose and RID Treasurer Brenda Walker Prudhom will be joining us this year, and we look forward to their sage and enthusiastic support!

A big part of the planning for this retreat is financial planning; we are currently seeking financial support to help us cover expenses. If you are a member of an organization, or know an organization or agency that may be willing to donate their support to the Region IV leadership team please contact me at [region4rep@rid.org](mailto:region4rep@rid.org). No donation is too big, or too small!

**Beefing up our communication** – Your Region IV leaders are working hard to streamline our communication process so that information can be shared quickly and seamlessly! Our communication policy has been revisited and revamped so that leaders know what information can and should be shared with members, and how to best share information, opinions and questions from membership with leaders on a regional and national level. We are also testing a new online meeting technology that would allow for more productive use of our conference call time.

**Planning for the 2010 Region IV Conference** – At this point the 2009 Region IV Conference will be hosted by North Dakota RID. I am making arrangements to meet with the NDRID leadership team to begin nailing down some specifics – look for more information on our next regional conference in upcoming issues of the e-News. In the meantime, know that your affiliate chapter Presidents will be in touch with you regarding how you may be able to support and contribute to another memorable Region IV conference!

Now on to other news from around the Region...

## **Oklahoma RID**

*President Lisa Mathes*

The Oklahoma RID (OKRID) Board met recently and has several things brewing for the fall. Of particular importance is the newly activated Educational Interpreter Committee. This committee will be advising OKRID of ways we, as an organization, can more effectively support educational interpreters among our membership, as well as the state.

In addition:

- OKRID continues to work with Oklahoma Association of the Deaf on the OAD/OKRID Licensure Task Force. Legislation has been drafted, and we hope to begin presenting it to the legislature in the next few months.
- The Scholarship Committee has awarded six scholarships for national testing in the last couple of years, and will continue to do so at OKRID annual conferences.
- A new OKRID Web site is under construction and will be launched soon.
- OKRID was one of the sponsors of Deaf Awareness Day at the Oklahoma State Fair on September 18, and coordinated interpreter volunteers for events that day.
- OKRID'S annual conference is tentatively scheduled for early January. Details pending.
- Local chapters are currently discussing the details of transitioning to sub-committees of OKRID in accordance with the new rules handed down by RID in order to maintain compliance with 501(c)(3) requirements. We hope to have the process completed by the end of the year, and appropriate proposed changes reflected in the by-laws by our annual conference.

## **Montana RID**

*President Missy Grinnell*

Our Annual Meeting was held in June in historical Helena. We passed our Policy and Procedures Manual, revised Bylaws and voted to increase our membership dues. The increase in membership dues will help to support our website.

Big Sky Interpreting Conference (BSIC) is our annual conference. We had Pam Meinhardt from Minnesota who taught "Creative Interpreting." She helped the participants get out of their comfort zones and into a creative

mindset. The participants were then encouraged to take what they learned and apply it to the K-12 classroom by interpreting children's stories. Pam and her family then performed that evening for a "dinner theatre" that was open to the community.

Dr. Daniel Burch was the second presenter and challenged the participants by calling up four interpreters at the beginning of the workshop. They were then asked to interpret the Pledge of Allegiance. This instantly created a "safe" learning environment that continued throughout the next two days. Participants were asked to bring their own challenging scenarios to the workshop and they were discussed professionally as the group brainstormed solutions. This conference was a huge success.

I would also like to take the opportunity to thank the MT Office of Public Instruction (OPI) and the Montana School for the Deaf and Blind (MSDB) for their support in sending education interpreters to BSIC. OPI also awarded MRID with an additional grant that helped to cover costs of the conference. Other donors for our Silent Auction and materials for the conference were Seafoods of the World, Walmart, The Electric City Lions Club of Great Falls, Joyce Scherer, Shelley Garretson, Barnes and Noble, Staples, Great Falls Gallery 16, Kelley Williford and Breeanna Jones. We also have a representative on a work-group that is defining recommendations for Educational Interpreter standards for MT. Our representative, MRID Vice President Bonnie Christensen, has done a tremendous job of educating the group, bringing research to the discussion and highlighting the status of current Educational Interpreters in MT.

**Kansas Association of Interpreters-RID**  
***President Kathy Stewart***

Our board has been busy this month. We met for a mini-retreat, led by Ami Hyten, and we looked again at the responsibilities of the board and the individual members. We then progressed through the day by doing some brainstorming about our future. One thing we have decided to do is to enter the electronic age for all of our bookkeeping and database needs. We are looking forward to the flexibility, as well as the increased accountability, this change will provide.



## October 2008 e-NEWS RID REGION IV REPORT

Submitted by:  
**Amie Seiberlich**  
Region IV Representative

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Hello again!

It's hard to believe it's been a month since our last visit, smile, but what a month it's been!

Mid-September I had the pleasure of attending my first face to face Board meeting at the 2009 RID National Conference site in Philadelphia. The hotel is beautiful, and the area surrounding the hotel interesting, historic and full of activity. Across the street from the hotel is an open indoor market, with every imaginable



food served fresh and to your liking. Less than a mile away you will find the Liberty Bell and historic buildings sure to inspire pride in our heritage. The city is clean and easy to navigate, the people are friendly and the accommodations very comfortable. If you have not made plans to attend you might want to get August 1<sup>st</sup> -6<sup>th</sup> on your calendar – I have a feeling this is going to be one to remember!

Back to the real reason I was there, the face to face board meeting...it's hard to describe the feeling of appreciation for being given an opportunity to serve this organization on a national level, and the deep respect that came over me for the leaders that have made our organization what it is today, as I sat at in that board room. My respect and appreciation deepened as the days and meetings came and went, and as I interacted with the rest of the board and national office directors. This meeting was unique in that five Directors from the national office were in attendance – their participation was just the orientation I needed to understand the bigger picture of our organizational structure and inner workings – I feel much more confident in providing support to Region IV members knowing how all of the pieces of the RID puzzle fit together. Each person sitting around that table for our four days together, whether serving as a leader on the board or as a director in the national office, is committed to making RID an organization that all members can be proud to call home and I'm thrilled to be a part of this leadership community.

I will be sharing more information from this meeting with Region IV Affiliate Chapter President in the near future – if you would like to learn more about what is happening on a national level please feel free to contact your state president for the latest and greatest. You can also reach me directly at [region4rep@rid.org](mailto:region4rep@rid.org).

This month I also found myself in Kentucky and New Mexico - a big shout out to **KYRID** and **NMRID** for their hospitality! I know, Kentucky is not in Region IV, but I often receive invitations to present outside of our region and what better way to bring knowledge and ideas back to Region IV than by interacting with members across the country? By the time you read this I will have also been to Florida, then it's on to Puerto Rico, New Jersey and back home for the Region IV Leadership Retreat. ***I LOVE this job!***  
Ok, enough about what I'm doing...here's what's happening in your neck of the woods...

## **Oklahoma RID**

***President Lisa Mathes***

The fall season finds OKRID busy on many fronts. We are in the planning phase of our upcoming conference to be held January 16 & 17 in Ada, Oklahoma at East Central University. In addition, we are excited about the feedback we will be receiving from our Educational Interpreter Committee designed to advise the Board of ways we can more efficiently support educational interpreters in our state. Legislatively, we are planning on revisiting state statues related to interpreting in order to request needed updates and revisions. We are also continuing our work with the OAD/OKRID Licensure Task Force. In regards to the new rules handed down by RID regarding local chapters, we are now in compliance and have established two committees that will be continuing the service they were providing the central and green country areas of the state. We are currently updating our website, so stay tuned for more information and upcoming events!

## **Wyoming RID**

***President Darla Sullins***

Let's hear a round of applause for our newly elected co-chair Secretary/Treasurers, Paula Copeland and Chris Bernard! They, along with two returning Members-at-Large, Yvonne Mckay and John Chambers were elected during our September Business meeting. I very much appreciate these members stepping forward to make a difference in our professional organization! This was the first election after the amendment of our by-laws. From now on, WYRID will be electing half of their board at a time. We are hoping that this will provide a smoother transition for future boards. My special thanks to the WYRID members who were there to vote at this significant event!

What a marvelous Fall Conference! Valentino Vasquez from the University of Northern Colorado (Greeley) did an outstanding job instructing us on the use of classifiers in technical vocabulary. After this workshop,



we all felt more prepared to tackle difficult vocabulary situations! The whole workshop from the presenter down to the food was well planned. I would like to take this opportunity to thank Denise Morse and JaCee Goepfert for all the hard work it took to make this event a success!

Wyoming is in the preliminary stage of adding ASL as a foreign language into the public school system. It will take much research and many meetings, but we are on the way. It's a great day to live in Wyoming!

## **Nebraska RID**

***President Connie Herndon***

Nebraska RID has enjoyed an invigorating and inspiring year. One Nebraskan with Minnesota roots summarizes the exciting progress in this manner:

**Uff da!** *By Gretchen Whitney*  
*Professional Development 2007-2008 Team*

I can simply wrap up the year with a great big "Uff da". For those who have no idea what that means, I ask that you hang around with more Minnesotans. Here is what Wikipedia has to say: "Uff da' is an exclamation of Norwegian origin that is relatively common in the Upper Midwestern states of the United States. 'Uff da' is

often used as a term for sensory overload. It can be used as an expression of surprise, astonishment, exhaustion, relief." Now that you know what it means, maybe you wonder why I feel this way.

My crew of many (too many to list here) and I have been busy supporting over 40 hours of continuing education activities just in the past year. For you CEU gurus that translates into over 4.0 CEUs. As you well know, that is a great number for our organization. All of these hours were broken up into three separate trainings—the Fall conference, the Spring Retreat, and our cooperative "Aim High" certification preparation training.

We started off the year with our 2007 fall conference held November 9, 10, and 11. We had two presenters, Amie Seiberlich and Kim Barron. Kim Barron's specialty for the conference was "International Name Signs: Traditional vs. Politically Correct." This was a training so nice...we had to have it twice.

Amie Seiberlich, the co-founder of the Leadership Institute and recently elected Region IV Representative, came to Nebraska for the first time to present her straight-forward topics that brought you there wondering... but made you leave thinking. Her topics on "Perspectives" and "Conflict Management" rarely left a dry eye in the house. Also included were topics on K-12 interpreters and RID, which gave a broad perspective on what we really value. Overall the reception was great for both presenters.

Just when you thought nothing could be better than the trainings, Ms. Connie Herndon pulled out all the stops. We had our first "Parkers ASL Café". This was a Dinner Theatre conducted in 100% ASL. The wait staff, MC, hostess, cashier, and actors conducted everything in ASL. The actors were all volunteers and they did a wonderful service for our organization. This was truly a great event that will mark this time in history and (at times) make you shoot milk through your nose.

The second event of this year was held April 11 and 12. This was our cooperative event held with these co-sponsors: Interprettek, Lincoln Association of Sign Language Professionals (LASLP), NeRID, Southeast Community College, and the University Nebraska at Omaha. The training's focus was certification preparation. With the help of all these sponsors we brought in Austin Andrews (known to most of you as the creator of Deaf Ninja). Austin's all-day presentation took us from payment to passing. I don't want to give too many details because this is truly a training you must see for yourself.

Austin holds a NIC: Master so his strategies must work! During his stay he presented his information in Omaha and in Lincoln. He helped prepare about 30 interpreters for certification. There was only room for about half as many interpreters who wanted to attend this training.

So, thanks to everyone who called or emailed asking that we bring Austin back...we are doing just that. Austin will be presenting this same training again at the 2008 fall pre-conference session. During the conference itself he will also be presenting a hands-on portion for interpreters who attended the training in April and who will attend the fall pre-conference. So, please look for more details about this training and others on November 14 and 15.

We concluded our year in Aurora, NE. We hit the country side just at the right time for our first NeRID spring retreat. Amie Seiberlich was our main presenter and she again brought us wondering and forced us to think. She brought together a group of co-workers who may or may not have known why we were there. She allowed us to explore our values, express our needs, and forced us to speak and act outside the box. She gave us the tools to bring back the heart of NeRID and allowed us to build off what we have built already and search for what we strive for within our organization.

The one thing I brought back from this particular training was to let go of what ties you back—and just simply do what makes you heart sing. So I will go forth and continue to do what makes my heart sing—being a part of this organization is definitely one of those things. So, I thank you for taking to the time to read this and I hope to see you at future trainings. Until then, Uff da, y'all!

## **Iowa RID - End of Year Report**

### ***Outgoing President Mary Brandt***

Throughout my presidency the Iowa State Registry of Interpreters for the Deaf has made great strides in furthering the profession of interpreting. The following achievements have been made to this end and it is with great pride that I pass the presidency on to Jennifer Taylor.

- Iowa passed a law requiring licensure and certification due to a collaborative effort on the part of the Iowa Association of the Deaf, Deaf Services Commission of Iowa and ISRID
- ISRID increased its budgetary balance from just over \$4,000 to just over \$20,000.
- ISRID purchased several items to streamline and improve the overall operations of the organization including a display board, projector, laptop computer and Quicken software for accounting
- ISRID committees now have the option of conducting their meetings via conference call
- ISRID worked collaboratively with Mercy Hospital Des Moines, Deaf Services Commission of Iowa, Iowa Association of the Deaf, the Iowa Department of Education, and Iowa's four interpreter training programs to bring a workshop of international proportions to our state. First, with a three-day medical interpreting conference for both signed and verbal language interpreters. Then with a mentor-mentee training conference and also with telemedia training over the Iowa Communications Network.
- Members of ISRID are now able to pay their membership dues and conference registration fees online by logging on to [iowastaterid.org](http://iowastaterid.org).
- Our website was completely re-designed and will be going through another complete redesign in the coming six months.

Established a membership coordinator position that has streamlined membership interaction and communication. The membership coordinator has developed a searchable database that allows for easy reporting of our membership numbers. It also allows our members a direct contact if they encounter any problems with their membership whatsoever.



## November 2008 e-NEWS RID REGION IV REPORT

Submitted by:  
Amie Seiberlich  
Region IV Representative

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Happy Holidays!

By the time you read this the holidays will be right around the corner...yikes! Where did the fall go?

This month finds your Region IV Affiliate Chapter Presidents and Treasurers preparing for the 4<sup>th</sup> Annual RIV Leadership Retreat. This year's retreat will be held in Boulder, CO. We are proud to welcome RID President Cheryl Moose and RID Treasurer Brenda Walker-Prudhom to this year's event; Cheryl and Brenda will be sharing information on a number of topics that are impacting the work of your RIV State Affiliate Chapters including:

- Local Affiliate Chapter conversion
- Dual membership requirement
- General affiliate chapter compliance with RID
- Possible new paradigm for Regional Conference Planning
- NIC Task Force review
- CDI test review
- Strategic Challenges Bylaws Review Task Force
- Voting at national conferences
- RID work group to examine the philosophy, mission and goal statements
- Role of Committees
- Bylaws revisions

All of these issues will affect you, as a member, in some way so please reach out to your affiliate chapter leaders for more information after the weekend of November 21.

In other news, I have had the pleasure of spending time with RID members in a number of states this past month; first and special thanks goes out to New Mexico RID for the warm welcome at their fall conference.

I have also been honored to be a part of Florida and New Jersey RID's fall conferences and to have been in attendance with nearly the entire national board at the Conference of Interpreter Trainer's 2008 Conference in Puerto Rico.

My time at each of these events, interacting with members from across the country, allows me to continue to deepen my understanding of what members need from their national organization, and I'm thankful for each opportunity.

Taking you back in time to the RIV/TSID conference held this past summer, I would like to officially and formally congratulate the conference planning committee and TSID on their success! Financial reports for this conference have been finalized; the *RIV share* of conference proceeds came in at just over \$13,000! Your RIV Affiliate Chapter Presidents Council will be looking at ways in which these funds can be given back to, and be of greatest benefit to RIV members.

Finally, one of our RIV affiliate chapters, St. Louis RID, has released their charter back to RID – in other words, they have closed their doors. Although this chapter of RIV history is ending, I do hope members in Missouri will give thought to what both RID and I, as the RIV Representative, may be able to do to continue to support your professional development needs.

Ok, on to more from your RIV state leaders!

### **Iowa RID**

*President Jennifer Taylor*

The Iowa State RID (ISRID) has just wrapped up our annual fall conference. The conference was held in Des Moines, on October 10-11 at the historic Hotel Fort Des Moines. There were two tracks offered on Friday evening and Saturday. They included The Certified Deaf Interpreter: Getting Started in Iowa, Vocal Dynamics: A Tool for Any Interpreter and Vicarious Trauma.

The conference was received extremely well and participants were pleased with the hands on approach and the information they gained during each of the tracks. The membership meeting was held on Saturday during lunch. During that time the membership voted in three new board members. They are Jennifer Taylor, President; Ellen Hayes, Vice President; and Carrie Wood, Treasurer. We look forward to a great year ahead! If you would like to know more about ISRID feel free to visit our Web site at [www.iowastaterid.org](http://www.iowastaterid.org) or if you have any questions or comments please e-mail me at [jtkat@q.com](mailto:jtkat@q.com).

Thanks and Have a Happy and Safe Thanksgiving!

## **KAI- RID**

*President Kathy Stewart*

KAI-RID is working on several projects right now. We recently issued our call for presenter for our annual conference to be held in Junction City, April 3-5, 2009, and we're hoping to see many of you there with us. Extensive details about the conference and presenter application process are available here - [http://www.kai-rid.org/2009\\_Call\\_For\\_Presenters.html](http://www.kai-rid.org/2009_Call_For_Presenters.html).

We are also sending out mentor applications to our membership and will be following up with mentee applications soon. We are so excited to have received a mentoring grant for RID and NCIEC and we look forward to the lasting benefits that we will gain from this work.

## **Nebraska RID**

*President Connie Herndon*

Nebraska made history with its first general membership conference call, August 17. Cheryl Moose shared national updates with the enthusiastic group. Amie Seiberlich expressed enthusiastic support and congratulations for our action in bringing our recently crafted provocative proposition to life.

### **Nebraska RID's Provocative Proposition**

**We are a passionate, forward-moving organization. We:**

- N**urture creativity through trust and support
- E**nergize excellence through cutting-edge learning opportunities
- R**espect diversity by embracing all interpreters
- I**nvent destiny through honoring the past, living in the present and looking forward to the future
- D**esire change through a collaborative shared experience

**We live with integrity. We are dedicated to fostering growth.**

**We perpetuate the outrageous. We are the change we want to see.**

The five tenets of the provocative proposition suggest five areas or teams for our organization. All of our current and newly-organized team activity aligns with one of the areas. To engage members (at passive and active levels) in an area of interest and for ongoing communication, follow-up, and information purposes, we encourage each member to select a team to join. Joining a team is not a commitment to work on any project; it's primarily a method of communication and focus.

Board members (team leaders) will oversee each team to make sure that the group stays on target and remains inclusive with all projects and communication. During the conference call, some board members presented updates and dreams for their respective teams.

Nurture creativity through trust and support.

The "N" team uncovers resources to enable us to achieve our creative dreams. Some require money; some require the discovery of other innovative resources. This is a good area for people interested in our trustworthy financial endeavors (e.g., fundraising) and also in developing other resources to support NeRID in its endeavors.

Energize excellence through cutting-edge learning opportunities.

Professional development, certification, CDI goals, and special interest groups (e.g., our new Interpreters in the Educational Field—IEF—member group) lie within this realm.

Respect diversity by embracing all interpreters.

Membership—recruitment and retention—is one of the most obvious ways to show our desire to embrace all interpreters. To encourage a warm and supportive culture and environment, we promote social activities. This team is a great place for people who enjoy interacting with others, planning (or attending) social events, or recognizing little (or big) accomplishments.

Invent destiny through honoring the past, living in the present, and looking forward to the future.

The newsletter editor, Web master and historian (another new focus group) will spearhead efforts to recognize the past, present and future. Members who enjoy writing (or reading), photography, history or scrap-booking, will enjoy the activities of the "I" team.

Desire change through collaborative shared experience.

Many of the changes we see require some legislative action or interaction with other groups active in the Deaf Community. Members intrigued with by-laws, state legislation, community collaboration (e.g., ORTD, NEAD) will align with the "D" group.

**NeRID welcomes new board members:**

To the "E" Team—Myla Thompson, Grand Island, who will spearhead efforts with the newly formed Interpreters in the Educational Field (IEF) group

To the "I" Team—Bethany Koubsky, Omaha, who will serve as our first historian. She has created on Facebook a virtual scrapbook for "live" updates and images to keep all abreast of current activities.

"I" Team members Meghann Cassidy and Rebecca Cook are redeveloping neRID's website with a new address: [www.nebraskarid.org](http://www.nebraskarid.org). The site is still under construction, but accessible to users.

"E" Team members, Gretchen Whitney and her professional development team, have organized what promises to be an excellent annual fall conference, November 14 and 15, in Omaha. Featured presenters include Austin Andrews (Rochester, NY), Kim Barron (Sioux Falls, SD), Maureen Larsen (recently earned Nebraska's first SC:L), and Omaha's "doctor to the interpreters," Jeffrey Meyers, DC. The second annual Parker's ASL Café, neRID's dinner theatre, will feature local and regional talent as well as the creator of Deaf Ninja.

~~Okla RID (OKRID)~~ ~~Okla RID (OKRID)~~ is pleased to announce that we will be holding our annual conference January 16 - 17, 2009 at East Central University in Ada, with details pending. For more information contact me at [lisamathes@sbcglobal.net](mailto:lisamathes@sbcglobal.net).



## December 2008 e-NEWS RID REGION IV REPORT

Submitted by:  
Amie Seiberlich  
Region IV Representative

Hello from the "big cheese!" Before you start thinking that my new leadership role has gone to my head, let me gently remind you that I am a *genuine* "Cheddar-head" – born and raised in Wisconsin, the land of beer, cheese and bowling – so I truly can be considered a big cheese, in more ways than one!

One of the ways in which I am a bit "cheesy" is the way of building and strengthening teams. I am a strong proponent of creative, alternative and memorable techniques for solidifying that which binds us together as leaders, as interpreters and as people. So, for the 2008 4<sup>th</sup> Annual RID Region IV Leadership Retreat I coordinated, with some financial assistance from Colorado RID, an African drum circle.

Check it out...Region IV affiliate chapter presidents and treasurers by day...

Cheryl, can you clarify the local affiliate chapter restructuring effort?



Absolutely Ilah...

the same Region IV affiliate chapter presidents and treasurers by night...

What kind of drums are these again?



Colorado RID rocks – thanks for the sponsorship!

The second picture, on the previous page, was taken before the fun actually began (once the fun began who was thinking about pictures?)...but imagine 26 people - including our national RID President Cheryl Moose and RID Treasurer Brenda Walker-Prudhom - seated in a large circle, drumming, in sync and in rhythm, on African djembe drums.

The only word that comes to my mind to describe the experience is "powerful." This activity, cheesy as it may have been, was one that leaders in our region will never forget and that will bind us for the length of our service together. In fact, don't be surprised if these drums make a return appearance at some point in time ☺

Thank you Colorado RID!

A big shout out also goes to Dana Sumrow, New Mexico RID Co-President, for her generous financial donation that allowed us to share a meal together - yum, yum, smack, smack! And finally, many thanks to Sorenson Communications for their \$1,000 contribution to this event.

Rather than provide you with a facilitator's view of this retreat, the rest of this article highlights information shared by retreat participants about what they learned and how they benefited. There is a lot to share, so grab a mug of your favorite hot beverage and read on! But before I let you go, know that with a heart grateful to each of you for your contributions to the field, your local communities and our organization, I wish you all the best this holiday season.

***amie***

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## **2008 RIV Leadership Retreat Recap**

### **New Mexico RID**

*Vice President Leah Ekrut*



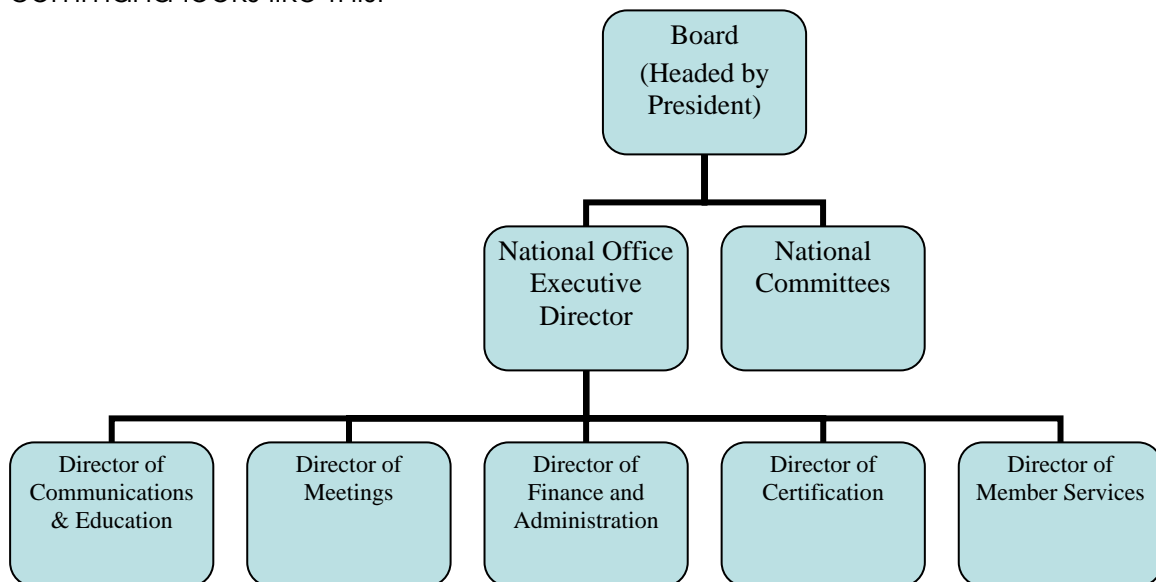
Your RIV treasurers get the low-down on 990 forms and other fascinating financial matters ☺

For the past four years, the presidents of Region IV have been getting together for a weekend leadership retreat. It is at this retreat that the local affiliate chapter leaders get information and clarification about what's going on in our region and on a national level.

I was elected to attend on behalf of New Mexico RID (NMRID) this year. Our newly elected Region IV representative, Amie Seiberlich, facilitated the two-day discussion.

We also were honored to have our national RID President, Cheryl Moose, and our national RID Treasurer, Brenda Walker Prudhom, there to clarify some questions and procedures that members nationwide have asked.

There was so much information shared that I cannot put it all in one article. This article highlights a few of the major topics, beginning with some basic information regarding the structure of RID. The chain of command looks like this:



The national board of directors is responsible for the “big picture” items. It is responsible for setting priorities, making decisions and governing the national office. Those who serve on the board are volunteers. The national office consists of paid professionals (not necessarily interpreters) who run the day to day operations of RID. In essence they do the heavy work, carrying out the details of the big picture ideas from the board. They ensure funding and set the procedures to carry out priorities from the board. You can find out who is in each position by going to [www.rid.org/aboutRID/leadership/index.cfm](http://www.rid.org/aboutRID/leadership/index.cfm).

Historically, RID has been reactive to issues. The way Cheryl put it was that the board would direct the national office to do something. Then a concern from a member would cause them to run to the national office and tell them to drop everything to work on this other issue. This was frustrating for everyone because what ended up happening was that they were going in so many directions that they didn’t really get anything done. Now the Board sets short and long term priorities (the current ones can be found in the president’s column of the April and May issues of *VIEWS*). The national office works on those things and any other concerns that come up, get put on the agenda for future goals. This streamlines the process and makes RID more efficient. The bottom line for us as individual states is: if you want something done, let your respective state affiliate chapter board know. We will present it to our region representative. It is best that you try to align your concern with the already established goals of the national strategic plan. If they can fit in your concern with goals

they have set, it is more likely to be addressed sooner. Both your state affiliate chapter board and the national board are very interested in hearing from the members. We have all committed to improving the collaboration and communication between the states, regions and national office.

### **Oklahoma RID**

*President Lisa Mathes*

I would like to take this opportunity to thank Cheryl Moose and Brenda Walker-Prudhom for joining us at our Region IV retreat in beautiful Boulder, CO. Not only was the information they shared invaluable to me and our treasurer (and subsequently our chapter), but their presence and support was inspiring! I especially appreciated learning more about the workings of national office as well as the goals and objectives being taken on by the national board. This was my third retreat and, as before, connecting with fellow leaders was a HUGE benefit. Thank you to Amie and crew for putting it together and providing for us a very memorable weekend!



Cheryl explains the Board's Strategic Challenges to RIV Presidents.

### **Montana RID**

*President Missy Grinnell*

I had a wonderful time attending the Region IV Leadership Retreat in Boulder, CO, November 21-23. This was the second annual Region IV Leadership Retreat that I have attended. This retreat focused on educating the presidents and treasurers of affiliate chapters. The highlights of weekend for me were spending time gleaning from Cheryl, Brenda and Amie. I learned more about how the organization of RID operates. Cheryl and Brenda were very candid in their discussion of the growing pains of RID and articulated clearly the goals of our member-driven organization. It was evident to me that the current RID Board of Directors is a group of strong, committed, sacrificial leaders who are all aspiring to bring RID into a place of excellence.

While we did have long periods of sitting, dialoguing, inquiring and eating, we did have some fun too. It was Amie's birthday on Saturday, November 22, and we celebrated with cake and singing. Amie also had arranged for two Boulder companies to come in and teach us how to play bongo drums. This was tremendously exciting for me as I had never done this before and doing something new fuels my spirit. I will say I found it extremely challenging to really focus my mind after a long day of sitting, dialoguing, inquiring and eating, but somehow I was able to keep with the rhythm and conduct the right "slap," fingertip, base of your hand combination. My description is telling of how little I actually retained from that night.

Another fun adventure during the weekend was asking Cheryl to participate in MRID's FUN-raiser. We have had "scratch cards" to ask people to donate to MRID. The idea is that an individual will scratch off two ovals on our scratch card. Under each oval is a dollar amount. Some had \$.50 some had \$3. So, for every two ovals, the most any one person would have to donate is \$6. Of course, I had to ask the RID president to participate, and she was very excited to do so. She started scratching off the ovals and then when it got to \$5, she just kept going and going. By the time she had finished, stopping just three ovals short of scratching off the entire card, she had gathered quite a crowd. She saved those three for Amie! She ended up donating \$26 to MRID, and we all had fun watching her participate. Amie and Cheryl are tremendous supporters of the affiliate chapters, and we should all feel blessed to have such dynamic leadership in RID at this time.

### **Montana RID**

*Treasurer Laurinda Stokes*

I recently had the opportunity to attend the Region IV retreat at Chautauqua in Boulder, CO. During the weekend, Amie Seiberlich, Cheryl Moose and Brenda Walker-Prudhom provided a wealth of information. I appreciated Amie focusing the agenda toward the specific topics of the board members. Cheryl and Brenda provided clear explanations and clarification for a variety of questions and concerns. For me, it was nice to gain a clearer picture of how operations function at the national level. I was then able to better understand how the regional president's role is intertwined between the national and regional levels.

The break out session with Brenda and the affiliate chapter treasurers was the most beneficial for me. Many of us have been struggling to figure out how to file taxes that comply with the IRS and meet RID filing requirements. Having Brenda explain RID's point of view and suggested best practices for the affiliate chapters, cleared the fog. We were also able to glean policies and procedures from each other that I found very beneficial.

### **Arkansas RID**

*President Karin Binko and Treasurer Jami Hollingsworth*

The only state not represented at the fourth annual RIV Leadership Retreat was Missouri, which currently has no affiliate chapter; no representatives from Canada were in attendance.

The topics covered during the Retreat are summarized below:

1) Policy and Procedure Manual. As you know, ARID has a Policy and Procedure Manual (PPM); however, it has not been updated in years. One state Affiliate Chapter (AC) stated they use the RID Affiliate Chapter Handbook (ACH) as their PPM. The ARID Board will be discussing this option.

2) NIC Testing

a) A Task Force will be established to review the NIC test. They will be looking at establishing criteria to show where the scores are falling and will consult with a psychometrician from Castle Worldwide Inc. Currently, the NIC awards three levels: NIC, NIC Advanced or NIC Masters. The Task Force will be looking at all levels (certificates) and garner ideas for future testing.

b) On the NIC test, the fail rate is 56 percent and the pass rate is 44 percent. Of those candidates in the passing rate category, 14 percent receive the Advanced Level and 6 percent receive the Master Level.

c) RID is a member of the NOCA (National Organization of Certifying Associations). Over 300 organizations belong to this organization, and of those, only 9 – 11 have some type of performance-based testing.

3) RID Work Group. There is a work group now formed to review the philosophy, mission, diversity, goals and vision of RID to make sure the organization is moving in the direction members want it to go. RID wants to garner more member involvement. It is a long-term project and there will be a report issued in March 2009. Each state affiliate chapter is encouraged to participate in this process.

4) Strategic Challenges Bylaws Review Task Force

a) This Task Force was established to look at the motions (E – S) from the 2007 RID National Conference. These motions dealt with the membership categories.

b) The goal of the Task Force is to look at the difference between, as well as get clarification between:

- i. RID Certified Members (a credential) and
- ii. Certified Members of RID (a membership category).

c) Below are the recommendations (still in draft form) made by the Task Force. If you have any feedback, it can be sent to: [taskforcefeedback@RID.org](mailto:taskforcefeedback@RID.org)

			<b>Comments</b>	
<b>Voting</b>	<b>Certified: Community</b>	Currently Certified Members		All members in each of the four categories are required to participate in the CMP/A CET.
	<b>Certified: ED: K – 12</b>		These members have passed the EIPA written test and have a 4.0 or above in the performance.	
	<b>Candidate for Certification: Community</b>		These members have passed the NIC written test.	
	<b>Candidate for Certification: ED: K – 12</b>		These members have passed either the performance or written part of the EIPA.	

<b>Non-Voting</b>	<b>Non-Certified Associate</b>		If by 2015 a person doesn't fit into one of the Voting categories, they can choose to become a Supporting Member.
	<b>Supporting</b>		
	<b>Student</b>	Currently will remain	
	<b>Organizational</b>		
	<b>Trial</b>		

*History: The Associate category was originally created with the intent of a person eventually moving from the Associate to the Certified category. Instead, there are members that remain in the Associate category.*

5) Strategic Challenges for RID

- a) Short term - these challenges were in the April 2008 RID VIEWS.
- b) Long term - these challenges were in the May 2008 RID VIEWS.

6) Local AC Conversion is being handed down from the IRS. The IRS stated that those affiliate chapters who have sub-chapters can no longer be named sub-chapters. They are to be converted to "committees" and become a line item on the affiliate chapter books. The treasurer of each affiliate chapter will keep up with each "committee" balance. The name of the local affiliate chapters will have to be changed to reflect a direct link to the affiliate chapter of the state instead of to RID.

7) Dual Membership has been in effect for more than 10 years, but it hasn't been enforced. RID Article VIII states that in order to be a voting member of an affiliate chapter you must be a member in good standing of RID. It doesn't matter in which category - you can join at the Supporting Level for \$20 and still be a voting member in your affiliate chapter. The RID membership categories are being studied and in the near future may be changed. Currently, there is no way that RID can enforce compliance until such time as affiliate chapters and RID's databases can be linked to verify membership.

8) General Compliance is information that each affiliate chapter must send to the RID national office with deadlines of when it must be submitted.

9) 2009 RID National Conference will be in Philadelphia from August 1 - 6, 2009. Items being considered:

- a) Voting at national conferences: RID currently has 14,000 members. Of that number, in the last biennial conference there were 2500 members in attendance. Of that number only about 600 attended the business meeting. Those 600 people (4% of the membership) decided the direction of RID for 14,000 members for the next two years! This is being looked at to determine the best way for members to be more involved as it relates to voting.
- b) Holding Issues Forums
  - i. NIC Task Force

- ii. Voting at Conferences
- iii. Strategic Challenges for RID
- iv. Philosophy, Mission, and goal statement
- c) No Motions Discussions Meetings
  - Instead of having a separate meeting to discuss motions, there will be two morning Business Meetings at 8 - 12 pm.
  - Rationale: the Motions Discussions Meeting was originally planned as a way to save time at the Business Meetings. All motions were to be discussed prior to the Business Meeting, thus allowing for faster processing of motions at the Meeting.
  - What is actually happening is that members don't attend the Motions Meetings and have to have clarification of what was discussed, and it ends up being discussed again at the Business Meeting.
  - By having two Business Meetings, it is anticipated that the membership can work its way through the entire agenda.
- d) The RID Board is committed to presenting a visual language experience. Therefore, the board will be signing all week. Regardless of the communication mode chosen by the member with whom they are speaking, they will be signing. Also, at least 25 percent of workshops will be presented in ASL.

10) 2010 RID Region IV Conference will be held in Bismarck, ND on July 14-18, 2010.

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Amie here again...finally, I'd like to share some additional comments offered by retreat participants. Having Cheryl and Brenda here was:

- Awesome! I received critical, encouraging information from both of them. I particularly enjoyed Cheryl's exuberant enthusiasm!
- Very beneficial!!!
- It felt good to connect with national level people.
- Very helpful, and fun too!
- Great for clarification and motivation; it added an element of fun!
- Tremendous. Getting the big picture, our connection to the national organization and how it fits with my state was great.
- A real treat; loved the national update.
- Extremely helpful and energizing; It is good to know what is going on at the national level.
- An honor
- A joy. Prior to the weekend the national board felt "removed." It's wonderful to feel a connection and to be able to put a face with a name.
- Wonderful! To see their perspective and issues they deal with was very informative. Also, their support and knowledge is invaluable!
- Brilliant idea! Having them both here showed strong support from the Board as well as imparting information to us. I have a better understanding of how our organization works.

Bottom line, this event was invaluable to Region IV leaders. Many participants commented on how they were impacted by understanding the bigger picture, that their reporting requirements no longer seem daunting, that our conversations helped them to wrap their heads around the relationship between the board and the national office and how the issues that impact state affiliate chapters look from a broader perspective. Many leaders also commented on the fact that communication between all parts of the organization can improve – and we are *all* responsible for this communication! As your Region IV representative I will continue to provide you with the best information I can provide and ask that you reach out to your peers, your state affiliate chapter leaders and myself for updates and to share ideas, needs and concerns.

Ok, on to one other update from around the region!

### **KAI- RID**

*President Kathy Stewart, President*

KAI-RID has been enjoying a busy month. We began with a board meeting in District 2, participated in a fundraising event through the Simon Evening of Giving, and ended the month with our president being involved in the Region IV leadership retreat. We are addressing some necessary revisions to our policies and procedures manual and are establishing all of our bookkeeping and databases online through Intuit. We are also looking forward to a new venture for fundraising by hosting “An Evening of Silent Entertainment” on January 10, 2009. This will feature a Buster Keaton silent movie and an opportunity to reach a variety of communities throughout our state.