



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 4th 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

2008 RIV Leadership Retreat Recap

New Mexico RID

Vice President Leah Ekrut



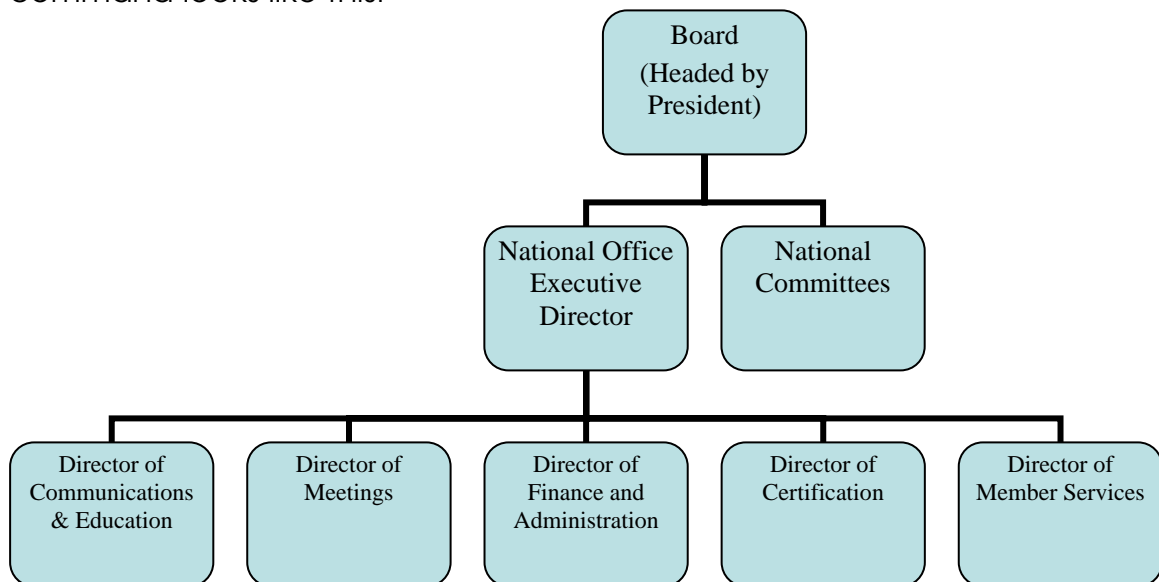
Your RIV treasurers get the low-down on 990 forms and other fascinating financial matters ☺

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.

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

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

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

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 *VEWS*.
- b) Long term - these challenges were in the May 2008 RID *VEWS*.

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.

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.