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Registry of Interpreters for the Deaf, Inc.

**Strategic Challenges/Bylaws Review Task  
Force Open Forum**

**Wednesday July 20, 2011 3:00 – 4:30 PM**

*Presenters: SC/BRTF Members, Chris Prudhom, Margaret Ransom Cobb*

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**RID**

Registry of Interpreters for the Deaf, Inc.

***For background information and work products of  
the SC/BRTF, since 2008, please go to:***

***<http://rid.org/aboutRID/leadership/index.cfm/AID.169>***



### **Task Force Members:**

**Dan Langholtz, LCSW, RSC, CDI, CLIP-R – Chair (Reg V)**

**Jeremy L. Brunson, Ph.D., CI and CT, SC:L (Reg II)**

**Margaret Ransom Cobb, M.A., CSC, SC:L (Reg V)**

**Tracey Frederick, Ed:K-12, CI and CT, NAD-III, NIC (Reg I)**

**Rachel Olson, B.A., NIC (Reg III)**

**Chris Prudhom, CI and CT, NIC-Master, SC:L, NAD-V (Reg II)**

**Jim Van Manen, Ph.D., CI and CT (Reg III)**

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**Rachel Coppelli, CI and CT, RID Vice President, Board Liaison**

**Tina Schultz, Director of Communications, Staff Liaison**



## **Goals and Objectives of this Forum:**

- 1) To provide a Final Progress Report from the SC/BRTF; and**
- 2) To provide an opportunity for Questions/Comments from Members.**

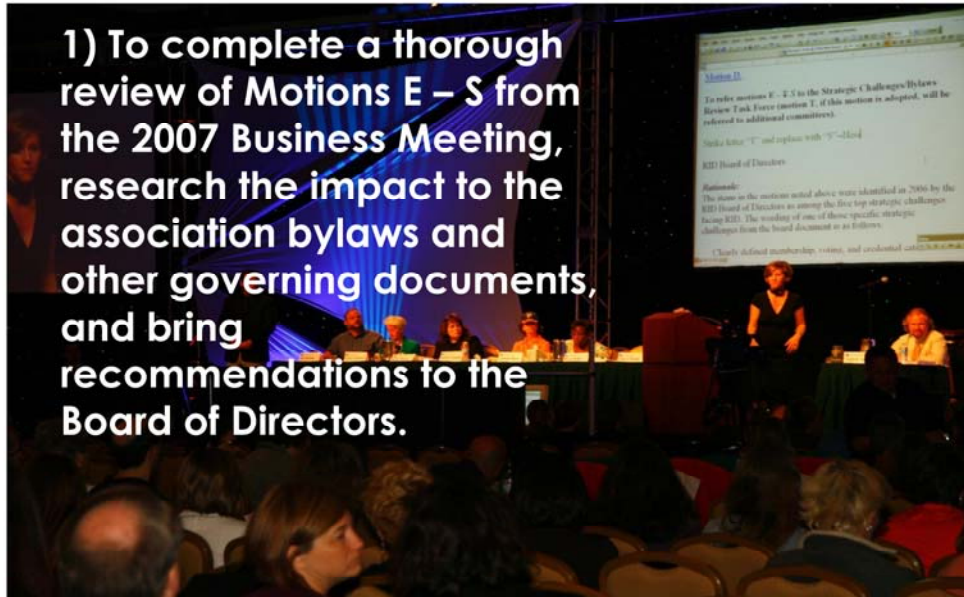


## **Communication Protocol for this Forum:**

- **TF Members will communicate in sign.**
- **Participants may choose preferred mode. Please inform the Interpreters before you begin.**
- **Please form a line at the front of the room for questions/comments.**

## Task Force Purpose/Goals/Objectives:

1) To complete a thorough review of Motions E – S from the 2007 Business Meeting, research the impact to the association bylaws and other governing documents, and bring recommendations to the Board of Directors.




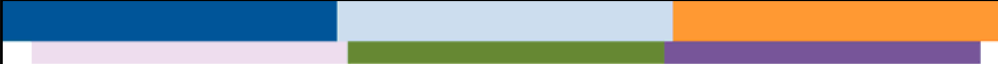
## Task Force Goals and Objectives:

2) Review 2007 Conference Motions E-S using the following documents as guidance:

- Association Bylaws
- Philosophy, Mission and Goal Statements
- Diversity Statement
- Strategic Plan and related Challenges



Upon review, the motions were deemed NOT to be in conflict with RID's guiding documents. However, the TF did discover during the second year of its work that the majority of Motions E-S could not be acted upon due to terms and conditions in the contracts between RID and EIPA/Boystown and RID and NAD. The TF proceeded to work according to the "spirit" of the motions rather than the explicit language of the motions.





**Task Force Goals and Objectives:**

**3) Formulate recommendations that:**

- Clarify membership categories
- Clarify voting rights
- Define credentials for members of RID

**4) Report back to the board with recommendations for changes no later than April 1, 2009 (*was extended to June 2011*)**



**The language of the Purpose/Goals/Objectives is drawn from the letters of appointment sent to each member of the SC/BRTF.**

**Task Force Disposition on Motions E – S:**

**Motion E:** TF discussed the pros and cons of the substitution of the term “credentialed” for the term “certified” in the bylaws. *Recommend action be taken.*

**We will explain the specifics of the recommendation that “action be taken” later on in this presentation when we come to the TF’s final Recommendations to the Board of Directors.**



## **Task Force Disposition on Motions E – S:**


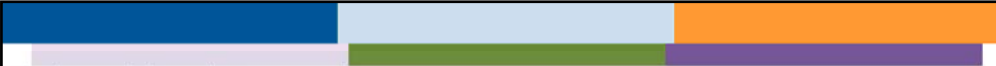
**Motions F, G and H:** TF could not resolve - Motions violate the terms and conditions of existing contracts.



## **Task Force Disposition on Motions E – S:**


**Motion I:** TF did not address this issue since the term “Senior Citizen” had already been removed from the Bylaws through adoption of the Board’s motion prior to the 2007 Business Meeting.

**Motion J:** TF could not resolve – Motion violates the terms and conditions of existing contracts.



**Task Force Disposition on Motions E – S:**

**Motion K:** TF addressed this motion in several ways through the “working concept” of an additional, *Limited Voting category for Candidates for Certification* and through the “working concept” of *a sunset clause on the existing Associate Member category with a change in voting rights. No specific recommendation at this time.*



While the SC/BRTF gathered a great deal of input on this particular “working concept”, ultimately it did not make a specific bylaws recommendation due to the fact that the work of the TF was functioning as several “packages”, philosophically and practically linked together. The TF believes that these ideas still have great merit and are not providing a specific recommendation at this time but encourage the members to continue to explore the spirit and intent of the original Motion K and the work products of the SC/BRTF.



## **TF Disposition on Motions E – S:**

**Motion L (sections 1-2, 4-5):** TF could not resolve -  
Motions violate the terms and conditions of existing  
contracts.

**(section 3):** TF did not address the issue of “Senior  
Citizen” since the term had already been removed  
from the Bylaws through adoption of the Board’s  
motion prior to the 2007 Business Meeting.

**TF Disposition on Motions E – S:**

**Motions M and N:** TF addressed these *by striking the term “pre-certified”* from all references found in the Bylaws, in its “working concepts” documents. *Recommend that formal action be taken.*

**The SC/BRTF believes that formal action should be taken to remove this language from our Bylaws. This would require a Bylaws amendment, via a motion submitted to the members. Such a motion would require a 2/3 vote of support in order to make such an amendment to RID’s Bylaws. Such a motion could be made by any Voting Member in good standing, with a second from another Voting Member in good standing; by the Board of Directors, or by the Bylaws Committee.**



**TF Disposition on Motions E – S:**

**Motion O, P and Q:** TF could not resolve – Motions violate the terms and conditions of existing contracts.

TF did not address the issue of “Senior Citizen” since the term had already been removed from the Bylaws through adoption of the Board’s motion prior to the 2007 Business Meeting.

**TF Disposition on Motions E – S:**

**Motion R:** TF could not resolve – Motion violates the terms and conditions of existing contracts.

**Motion S:** TF deemed this motion to be moot since all members, voting or non-voting, are required to abide by the RID-NAD Code of Professional Conduct as a condition of membership in good standing.

Of the 15 motions that were referred to the SC/BRTF, nine (9) were determined to be in whole, or in part, in conflict with terms of contracts that existed not only at the time that the motions were being reviewed by the TF but also at the time the motions were submitted by the Members and referred to the TF during the 2007 Business Meeting in SF. Of the 15, five (5) were in whole, or in part, moot due to Bylaws Amendments that were passed just prior to the 2007 Business Meeting.



## SC/BRTF Recommendation #1:

Motions that come before the members on the floor of a Business Meeting which are then recommended for referral be referred to **EXISTING** Committees/Taskforces, only.




We recommend that RID refer motions to standing committees, only. Expediency should not control over efficacy and equity. Members may vote to establish an investigative task force or committee but *referrals of motions* should only be made to existing bodies. Had this group of motions been referred to a standing committee, the work could have progressed quickly. Because a task force had to be created, and members selected, months were lost during this process that were an important time that feedback from the members could have been gathered. Additionally, had the Bylaws committee been given this task, with these duties added to their work, it may have made it possible at the next business meeting. As a side note, the work of this task force would have been assisted greatly had members from the Bylaws Committee also been included in the composition of the SC/BRTF.



## SC/BRTF Recommendation #2:

Motions referred to existing committees/taskforces *be accompanied by a fiscal impact statement*, based on a proposed budget allocation for conducting the work required by a decision to refer.




We recommend that RID weigh the cost of referring a motion or set of motions to a task force or committee versus the cost of continuing the general business meeting session. Referring these motions to the task force cost the organization thousands of dollars and required more than 3 years of work by the task force and others in the organization. While, in this case, the process has resulted in some unexpected benefits to the organization through the facilitation of increased membership dialogue at the organization, we believe that had the information regarding the conflict between the majority of motions E-S and the contracts that RID held with other entities been available and forthcoming during the 2007 conference, it is possible that many of these motions could have been addressed in an extended session of the business meeting.



### **SC/BRTF Recommendation #3:**

*Detailed guidelines, policies, procedures and requirements guiding the scope of work and the communication norms be provided, and thoroughly explained, to all prospective committee/taskforce members.*




**We recommend that if RID determines to establish an ad-hoc task force in the future, a set of guidelines be established and procedures be explained to each member of the task force regarding communication and the scope of their work. The SC/BRTF's work was seriously limited by several changes in board and national office staff liaisons and by censorship and monitoring of communication of members of the task force. Many problems could have been avoided had a manual for task force operations, including communication norms/rules, been established and shared with members that explicitly stated their limitations as to communication with the membership and their role of service at the pleasure of the Board of Directors.**



## SC/BRTF Recommendation #4:

Assigned duties for committees/taskforces that will require extensive input and data gathering from members be accompanied by a commitment of *sufficient STAFF, CONSULTANT, TECHNICAL AND FINANCIAL resources* to conduct the work in an effective manner. Financial resources be allocated through a *budget line item*.



We recommend that if the Board of Directors refers a motion or motions having to do with membership input to any committee or task force in the future, such a referral include a budgeted amount of funding for gathering input from the membership. The expectation to gather data from the membership without a budget for gathering data caused poor tools to be used that made it difficult to understand the results of some survey data.



## SC/BRTF Recommendation #5:

**Members drafting/submitting motions involving bylaws amendments be given *adequate STAFF, CONSULTANT and TECHNICAL assistance* to enable them to draft motions in an effective manner.**



**We recommend that, in the future, more resources be made available to members as they prepare motions relevant to potential bylaws amendments in order to make informed and well-written motions (e.g. Parliamentarian, Bylaws Committee, key documents such as relevant sections of various agreements/contracts, etc.). If sufficient resources had been available to the members prior to the business meeting in 2007, several of the motions may have been withdrawn or improved so they could have been discussed more specifically during the business meeting, without the need for referral.**



## SC/BRTF Recommendation #6:

*The Board of Directors*, directly, take on the task of resolving the issues that arise out of the use of the terms, “certification”, “certified”, and “credentialed” to identify both a *credential for practice* and an *RID membership category*.



We recommend that the RID Board take on the task of resolving the problems that arise as a result of the use of the term “certification” as both a membership category and a credential. It is our understanding that the Board of Directors chose not to accept the previous suggestions of the SC/BRTF, which was tasked with this job, in part due to internal uncertainty or dissension over the inconsistent use of such terms as “certification” or “credential.” For this reason, we believe if the Board of Directors takes on this task, board members may be able to propose a mechanism that will resolve this issue in such a way that the membership will be able to vote from an informed position.



# Comments...

# Questions...



Tina was our third Staff Liaison in 3 and half years, having taken on this position a little less than two years ago. She has been the consummate liaison for “BOB”. She has worked tirelessly on our behalf, providing technical support to make our work products more accessible to the membership. She spent countless hours assisting us in developing the online survey. Tina and her assistant, Lindsey, spent many hours in a v

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***And THANK YOU***

***the members of RID***

***for your participation throughout this process!***

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