



Quarterly Board Meeting

Meeting Date: May 3, 2025 **Location of Meeting:** DAC 601 Jordan St. Shreveport

Officers Present: Sherry Crosby, Jerrod Wingate, Cammy Gaspar, Katrina Williams, Megan Montet, Rosalyn Watson, and Jay Isch

Absent: Jimmy Gore (exc)

Meeting called to the order: 10:04am

MINUTES

1. Approval of Agenda

Cammy Gaspar (Jerrod Wingate) moves to approve the agenda.

The motion is **PASSED**.

2. Good of the Order

- 2.1. Bubba Ledoux is worried about lack of access for the Deaf Blind community during his hospital stay. SSP availability is a major concern as well during his time of need for medical appointments and medical stays.
- 2.2. Gerald Bamberg: again and again continues to express his concern about LAD not including the Deaf community from north Louisiana to join the board. He also expressed his concern about the lack of communication and help from LAD for the northern Deaf community of Louisiana.

2. Reading & Approval of Minute(s)

04/23/2025 Board Meeting: Cammy Gaspar (Jerrod Wingate) moves to defer.

The motion is PASSED.

3. President's Report

- 3.1. President reports has missed a few Quarterly meetings due to joining the Dance team with New Orleans Pelicans and thanks VP Wingate for taking over her position in her absence. Cammy Gaspar is our new interim secretary and our new MAL Megan Montet. President has learned during the SSD meeting that LSDVI campus has enhanced their security system for the safety of the students and staff. LSDVI continues to show improvement and they also had a recent budget cut by 5%. The Superintendent has been very proactive in regards to lessening the budget cuts. CTE program on campus has been a tremendous success so far for the students. They will benefit greatly from this new program and apply it to their future careers or adulthood. President met with Tulane university students and shared her journey and experiences as a Deaf individual and expressed a huge need for ASL interpreters. Budget cuts with both federal and state educations, EHDI programs and other important programs that will impact the Deaf community. LCD offers a LD2 program and our VP has joined to learn more about leadership. CERT training is coming to the Shreveport area soon and I encourage all to attend the 2 day training and learn about it. ADA training partnered with Shreveport DAC and LCD coming soon as well. Book drive is happening this month with LAD. We highly recommend monetary donations for this event so we can buy the appropriate books for the Deaf children. Be on the lookout for more events, workshops, coming up soon!

4. Vice President's Report

- 4.1. Vice President reports thank you Ms President for the opportunity to run the last few meetings in your absence. Necrology for those that have passed Jan-March give a moment of silence. Louisiana Roots we are the roots of the Deaf community, if we do not continue to grow our roots we will collapse.

We will hand out the new pins at the upcoming banquet at the Conference in June. CDI training I want to thank LCD and Innivee for pushing me to commit to the LD2 program. I am looking forward to learning more about leadership. We have passed the deadline for turning in suggestions for the bylaws. LAD conference, make sure yall come to the conference we have much to offer. And of course we always accept monetary donations and you can let us know where you want those funds to go.

5. Interim Secretary's Report

- 5.1. Secretary reports she attended LAD's Financial Workshop in January given by Tradeeer, she learned valuable helpful information during the workshop in regards to retirement, investments, and budgeting. In February New Orleans hosted the Super Bowl, bec of that our Deaf community had the opportunity to meet the Super Bowl ASL performers, it was a great night! LCD has been working hard on setting the standards for community interpreters and educational interpreters within the state of Louisiana. In April LSD hosted their Mr & Miss LSD Pageant after a 5 year hiatus, I only have a photo with Mr LSD. I look forward to attending more pageants in the future.

6. Treasurer's Report

As of today 05/03/2025-

Operating Account: \$76,914.67

Savings Account: \$28,952.92

Youth Fund: \$5,615.11

H.J. Soland Jr. Scholarship Fund: \$2,023.61

Apparel Fund: \$1,082.02

Book Drive: \$1,656.38

Toy Drive: \$2,204.69

Emergency Disaster Fund: \$2,441.69

2025 Conference Budget: \$11,467.02

Professional Development Fund: \$1,403.02

Interest Gains: \$8.90

Investments: \$276,697.56

TOTAL: \$385,567.15 (\$ since MONTH/DAY/YEAR)

ED reports in Jimmy's absence as you can see on the several graphs provided by our Treasurer. We have regularly gotten a loss with investments but we hope to see gain soon as we trek through this year.

7. Member at Large's Report

- 7.1. **Katrina Williams** reports that she is the president of NOBDA andl also participated in the LD1 and want to congratulate the VP for joining LD2
- 7.2. **Megan Montet** reports she is honored to join the LAD board and looks forward to bringing her ideas to the community. For the month of May it is American Jewish month, I look forward to bringing awareness to Deaf Jewish history that will be coming soon.
- 7.3. **Rosalyn Watson** reports Black history month project. She provided small tidbits about the history every day in the month of Feb and shares her favorites today during the meeting. Each of these individuals have made an impact on the Black Deaf community. She looks forward to doing the tidbit videos next year! Deaf history month project coming next week!

8. Executive Director's Report

Executive Director reports we have hired 4 new interpreters. 02/07 met with Deaf Super Bowl performers accompanied by Deaf Equality's Howard Rosenblum and Alexis Kashar at Original Nite Cap, hosted by owner/interpreter Bella Blue. 02/26 ED met up with college students at SELU in Hammond and presented in their ASL Club. ED shared his personal journey, cultural insights, and what his role is within the LAD organization. 03/17 ED accepted an invitation to speak about what LAD does as an organization in front of members of the Lakeshore Lions Club at the Marriott Hotel off Corporate. A couple of weeks later, LAD received a donation from them for \$1,000.00. 03/20-23 ED attended Allies Conference in Nashua, NH with a phenomenal speaker, Dr. Thomas K. Holcomb, a well-known researcher into Deaf Culture, presented on Deaf-Centered Interpreting. It was a heavy subject with a lot of thought-provoking discussions. I have connected with Dr. Holcomb post-conference and discussed having him come present here in Louisiana. Tentative date is the weekend of October 12th. 04/3-6 ED attended LEAD-K Summit in Bethesda, MD with other Executives of various Deaf organizations, schools, businesses, etc to discuss drastic changes with U.S. Department of Education and our strategy going forward, including a federal version of the LEAD-K legislation that has passed in 23 states since 2015. Louisiana was the 7th state to pass the law in 2018. We currently have 104 LAD members as of today. Our Conference is fast approaching and we are still in need of sponsorship to make this a successful Conference. 04/28 ED states the business account experienced some fraudulent charges which was quickly resolved and at no loss to us. 05/07 ED reminds everyone about National Interpreter Appreciation Day which LAD will be hosting an Appreciation dinner for our interpreters.

9. Committee's Report

- 9.1. **Auditing:** Our accounts have merged into 1 now. (5/03/2025)

- 9.2. **Governance:** Refer to (5/03/2025)
- 9.3. **Office Renovations:** We have phases that we will be going through and we await to find out if we will receive the funds that we have applied for. (5/03/2025)
- 9.4. **Finance:** We have a new budget plan coming up soon now that our accounts have been merged (5/03/2025)
- 9.5. **Senior Citizen:** Quote of the day “Don’t Let Age Change You, Change The Way You Age” as you can see we need to continue to uplift and encourage. We will have SC day on Aug 21st. We have a lot planned for that day and encourage SC to attend the event FREE in the BR area. We have a schedule planned for the day so that when you leave you will have new knowledge and also feel invigorated to share with others what you’ve learned and done. (5/03/2025)
- 9.6. **Youth:** President spoke with Director Delgado to find a new JrNAD rep for LAD. (5/03/2025)
- 9.7. **Investments:** Refer to 6.1. (3/12/2025)
- 9.8. **Community Spotlight:** Cammy has followed up with Ari Latino and the video interview will be released by the Fall once all the B roll and editing is completed. Next meeting is pending at the moment. (5/3/2025)
- 9.9. **2025 Biennial Conference:** Refer to 8.1. (4/23/2025)
- 9.10. **Annual Christmas Toy Drive/Holiday Cards:** Rosalyn will take over and find students in October 2025 to submit artwork for the yearly holiday card. (4/23/2025)
- 9.11. **Annual Book Drive:** We have released our new Book Drive flyer! We are looking forward to a successful drive that will benefit many DHH children in the state. (5/3/2025)

10. Old Business

11. New Business

11.1 **Office Reno: Cammy Gaspar (Rosayln Watson)** moves to start office renovations once state funding money is received. **The motion is PASSED.**

12. Announcements

MAL Williams wishes to share New Orleans Black Deaf Advocates (NOBDA) will have a Catfish Fry on July 11th in New Orleans & NOBDA's Mardi Gras Ball will be held on January 31, 2026.

Secretary Gaspar shares that Council of Organizations Serving the Deaf (COSD) will have their La Deaf Fest in June 2026 in Covington, Deaf owned businesses are more than welcome to join and have a booth at the event.

DAC Board President Angela Lee May 17th Crawfish boil at DAC in Shreveport and we will have Shrimp as well as hotdogs for the event. Kids eat free with adult purchase crawfish plate.

Ari Latino recently went to NYC and attended an ASL SLAM event there. He loved it and wants to host an ASL SLAM for the Louisiana community soon.

Executive Director Isch wants to wrap up the meeting with a positive note- we as a state organization work hard on advocating, fighting for your rights, and providing access for the Deaf community of Louisiana. I ask that the community puts aside their personal differences and come together so we can continue to uplift each other and pull in the younger generation to join and continue to advocate.

Meeting is adjourned at 11:46AM

Next board meeting will be on May 14, 2025 at 6:30PM via Zoom.

Respectfully submitted,

Cammy Gaspar
Interim Secretary



**Louisiana Association of the Deaf, Inc
DBA Deaf Focus**

Financial Report

As of March 31, 2025

&

Quarter 1 - January to March 2025

Louisiana Association of the Deaf, Inc
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Louisiana Association of the Deaf, Inc
Statement of Financial Position
As of March 31, 2025

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
Regions Deaf Focus Checking_8695	93,315.39
Regions Operating Savings_6145	28,952.68
Total Cash in Bank	\$ 122,268.07
Merrill Lynch_4168	271,330.26
Accounts Receivable (A/R)	17,671.40
Due from LCD	2,976.36
Interpreter/Employee Advances	2,378.94
Total Current Assets	\$ 416,625.03
Fixed Assets	
Buildings & Equipment	148,247.86
Accumulated Depreciation	(124,496.25)
Total Fixed Assets	\$ 23,751.61
Other Assets	
Investment in Deaf Focus Services, LLC	100,000.00
Total Other Assets	\$ 100,000.00
TOTAL ASSETS	\$ 540,376.64

Thursday, May 01, 2025 06:20:54 PM GMT-7 - Accrual Basis

Louisiana Association of the Deaf, Inc
Statement of Financial Position
As of March 31, 2025

LIABILITIES AND NET ASSETS	Total
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	\$ 31,622.11
Total Current Liabilities	\$ 31,622.11
Long-Term Liabilities	-
Total Long-Term Liabilities	-
Total Liabilities	\$ 31,622.11
Net Assets	
Net Assets - Undesignated	519,918.78
* Net Assets - Designated as follows:	
Youth fund	4,298.09
Conferences Fund	3,950.00
HJ Soland Jr. Scholarship Fund	600.00
Professional Development Fund	436.00
Apparel Fund	210.00
Book Drive	579.36
Toy Drive	1,262.67
Emergency Disaster Fund	1,434.67
Transfers from Deaf Focus-To be Designated	421.59
Transfers from Operating-To be Designated	15,601.16
Nondesignated Donations	150.00
Nondesignated interest Earnings	9.14
Total Designated Net Assets	28,952.68
Designated Net Assets	28,952.68
Total Net Assets Prior Year - Designated & Undesignated	548,871.46
Increase (Decrease) in Net Assets - Current Year	(40,116.93)
Total Net Assets	\$ 508,754.53
TOTAL LIABILITIES AND NET ASSETS	\$ 540,376.64

*** Net Assets (Savings Account) Designated Funds**

Thursday, May 01, 2025 06:20:54 PM GMT-7 - Accrual Basis

Louisiana Association of the Deaf, Inc
Statement of Activities

QUARTER 1 2025
January 1, 2025 to March 31, 2025

	Deaf Focus	Operating Fund	TOTAL
REVENUES AND GAINS			
Donations and Member Dues Revenue			
Donor Contribution Revenue	3,213.32	365.00	3,578.32
Grant Revenue	0.00	0.00	0.00
Membership Dues Revenue	0.00	1,025.00	1,025.00
Total Donations and Member Dues Revenue	\$ 3,213.32	\$ 1,390.00	\$ 4,603.32
Fundraising Revenue			
Events Revenue	0.00	0.00	0.00
Total Fundraising Revenue	\$ -	\$ -	\$ -
Investment Revenue			
Investments - Realized Gain (Sale of Securities)	0.00	0.00	0.00
Investments - Unrealized Gain (Loss)	0.00	(38,094.62)	(38,094.62)
Merrill Lynch - Interest/Dividend Income	0.00	293.48	293.48
Total Investment Revenue	\$ -	\$ (37,801.14)	\$ (37,801.14)
Program Fee Revenue			
ASL Class Revenue	1,024.00	0.00	1,024.00
ASL Lessons Revenue	3,510.00	0.00	3,510.00
Conferences Revenue	0.00	4,275.00	4,275.00
Consulting Services Revenue	10,149.80	0.00	10,149.80
Interpreting Services Revenue	51,412.50	0.00	51,412.50
Workshops Revenue	40.00	0.00	40.00
Total Program Fee Revenue	\$ 66,136.30	\$ 4,275.00	\$ 70,411.30
Total Revenues and Gains	\$ 69,349.62	\$ (32,136.14)	\$ 37,213.48
GROSS REVENUES	\$ 69,349.62	\$ (32,136.14)	\$ 37,213.48
EXPENSES & LOSSES			
Investment Expenses			
Advisory & Other Fees	0.00	293.48	293.48
Total Investment Expenses	\$ -	\$ 293.48	\$ 293.48
Program Functions			
Contributions to Organizations	0.00	1,000.00	1,000.00
Interpreting Services Expenses	27,095.25	0.00	27,095.25
Workshop Expenses	32.00	0.00	32.00
Total Program Functions	\$ 27,127.25	\$ 1,000.00	\$ 28,127.25
Supporting Functions			
Fundraising and Development			
Event Expenses	0.00	0.00	0.00
Total Support Functions	\$ -	\$ -	\$ -

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Louisiana Association of the Deaf, Inc
Statement of Activities

QUARTER 1 2025
January 1, 2025 to March 31, 2025

	Deaf Focus	Operating Fund	TOTAL
Management and General			
Accounting Fees	2,129.04	3,000.00	5,129.04
Advertising & Marketing - General	0.00	690.00	690.00
Advertising (Website)	0.00	300.00	300.00
Auto - Mileage Reimbursement	2,118.52	62.69	2,181.21
Building Repairs & Maintenance	116.07	0.00	116.07
Director's Retirement Expense	5,000.00	0.00	5,000.00
Dues & Memberships	0.00	3,527.86	3,527.86
Insurance - Liability/Property	0.00	785.95	785.95
Insurance - Workers Comp	630.00	0.00	630.00
Interpreter Fees	800.00	0.00	800.00
Lawn Maintenance	100.00	0.00	100.00
Meals	688.18	0.00	688.18
Office Supplies	634.85	725.01	1,359.86
Other Professional Fees	750.00	2,950.00	3,700.00
Parliamentary Fees	0.00	750.00	750.00
Payroll Tax Expenses & Employee Benefits	1,136.95	0.00	1,136.95
Payroll Wage Expenses	14,763.82	0.00	14,763.82
Phone & Internet	643.04	0.00	643.04
Postage & Delivery	789.62	276.03	1,065.65
Professional Fees - Advocacy/Speakers	400.00	250.00	650.00
Professional Fees - Media Projects	160.00	380.00	540.00
QuickBooks Merchant Fees	367.33	0.00	367.33
Rent	747.00	0.00	747.00
Software Subscriptions	829.16	271.17	1,100.33
Supplies	0.00	0.00	0.00
Travel - Lodging	633.80	99.60	733.40
Travel - Vehicles, Parking & Tolls	80.00	0.00	80.00
Travel - Per Diem	476.50	0.00	476.50
Travel - Vehicle Rentals	268.85	12.29	281.14
Travel - Per Diem	0.00	0.00	0.00
Utilities	665.88	0.00	665.88
Total Management and General	\$ 34,928.61	\$ 14,080.60	\$ 49,009.21
Total Supporting Functions	\$ 34,928.61	\$ 14,080.60	\$ 49,009.21
Total Expenses and Losses	\$ 62,055.86	\$ 15,374.08	\$ 77,429.94
INCREASE (DECREASE) BEFORE OTHER INCOME	\$ 7,293.76	\$ (47,510.22)	\$ (40,216.46)

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Louisiana Association of the Deaf, Inc
Statement of Activities

QUARTER 1 2025
January 1, 2025 to March 31, 2025

	Deaf Focus	Operating Fund	TOTAL
Other Income (Expense)			
Interest Earned	0.00	0.58	0.58
Gain on Sale of Fixed Assets	0.00	0.00	0.00
Other Income	64.28	34.67	98.95
Miscellaneous Expense	0.00	0.00	0.00
Net Other Income (Expense)	\$ 64.28	\$ 35.25	\$ 99.53
INCREASE (DECREASE) IN NET ASSETS	\$ 7,358.04	\$ (47,474.97)	\$ (40,116.93)