Board Meeting

Meeting Date: June 04, 2025 Location of Meeting: ZOOM
Officers Present: Sherry Crosby, Jerrod Wingate, Cammy Gaspar, Jimmy Challis Gore, Katrina Williams, Megan Montet, Rosalyn Watson, and Jay Isch
Meeting called to the order: 6:33PM

MINUTES

1. Approval of Agenda

1.1. **Cammy Gaspar (Megan Montet)** moves to accept the agenda. **The motion is PASSED.**

2. Reading & Approval of Minute(s)

2.1. **05/03/2025 Quarterly Board Meeting: Jerrod Wingate** (Katrina Williams) moves to approve the minutes with corrections. **The motion is PASSED.**

2.2. **05/14/2025 Board meeting: Rosalyn Watson** (Megan Montet) moves to approve the minutes without corrections. **The motion is PASSED.**

3. President's Report

3.1. **President Crosby** reports the social media post by the former board member is a disappointment. We as a board need to respect what the President asks the board to do. Our ED is doing his best despite the behavior of the former board member. Our DOI lapsed over a year ago. President moves to go into Executive Session. 7:59PM Executive Session ended. SSD Superintendent resigns. June 19th would like LAD to share a Juneteenth post.

4. Vice President's Report

4.1. **Vice President Wingate** reports he appreciates all of Jay's hard work. Copy of Bylaws proposals were mailed out on Monday. LAAD will have an urgent meeting on July 13th and encourage the board to attend. Monday he attended the Disability Day at the State Capitol. He was out of his element but looks forward to doing more advocating in the future.

5. Interim Secretary's Report

5.1. **Interim Secretary Gaspar** reports she thoroughly enjoyed the Interpreter Appreciation dinner and hopes this will become an annual event, the Executive Director did an amazing job with the event. Cammy attended LSD's graduation and it was a packed auditorium full of family and friends. Cammy is proud to share that her daughter has graduated from High School and is thrilled to see what's next for her. Will work with Seth Gore to upload all the minutes to the website.

6. Treasurer's Report

<u>As of today 06/04/2025</u>

Operating fund: $75,295.06

Savings Account: $16,516.11

Youth Fund: $5,615.11
H.J. Soland Jr. Scholarship Fund: $2,023.61
Apparel Fund: $1,082.02
Book Drive: $1,706.38
Toy Drive: $2,204.69
Emergency Disaster Fund: $2,471.93
2025 Conference Budget: $0
Professional Development Fund: $1,403.02
Interest Gains: $9.35

<u>Investments:</u> $299,203.26

TOTAL: $391,014.45 (-$10,115.02 since 05/14/2025)

7.1 Treasurer Gore reports our investments took a hit again recently. The treasurer is working with the Executive Director to stay on top of the funds. Will have a Finance Committee meeting on June 23rd.

7. Member at Large's Report

7.1. **Member-At-Large Williams** reports June 16th will have a Senior Citizen Committee meeting.

7.2. **Member-At-Large Montet** reports thanking the board for their support in her sharing her video of Jewish Heritage Month. She has some ideas and is looking forward to the next project.

7.3. **Member-At-Large Watson** reports has been able to complete her painting project. She hopes she will be able to start on it again this summer before she returns to school.

8. Executive Director's Report

8.1. **Executive Director Isch** reports the business is steady and we are switching to our automated platform for scheduling in a few weeks. He will meet with the Finance Committee on June 10th to develop the budget for FY2026 and should be ready for Committee approval on the 23rd and Board approval on the 26th, before the conference. In regards to the conference, Jay reports that mostly everything has been finalized and ordered. The only thing that needs to be done right now is the program book and get it printed. We have come into an agreement with LRID to allow Interpreters to sit in for Marvin Miller's Deafhood presentation to earn CEUs, with the understanding that the Interpreters will purchase the Banquet tickets, and will be allowed to join us for the Banquet as well. As of today, we have a total of 75 people at the conference. This past Monday, LAD participated in the Disability Awareness Day with Jerrod Wingate. ED asks the board to keep sharing about the LAD conference to increase attendance while emphasizing that it is open to the public, not limited to its membership only. Lastly, he reports that he upgraded the Internet speed at the office from 300Mbps to 1GIG.

9. Committee's Reports

10.1 Auditing: We have merged LAD and Deaf Focus' funds into 1 account.
(05/03/2025)

10.2 Governance: Received 5 amendments for the Bylaws. The committee will meet soon to confirm everything. The secretary will mail out the new notices before the deadline.
(4/23/2025)

10.3 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. **(05/03/2025)**

10.4 Finance: Will meet with the Auditing committee next week. **(4/23/2025)**

10.5 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)**

10.6 Youth: President spoke with Director Delgado to find a new JrNAD rep for LAD. **(4/23/2025)**

10.7 Investments: Refer to 6.1. **(312/2025)**

10.8 Community Spotlight: A meeting was held but quorum was not met. Another meeting will be held in July and we hope to have more POC nominations. **(6/04/2025)**

10.9 2025 Biennial Conference: 57 people registered so far to attend the conference. Our potential expenses are shrinking but we need to continue to seek sponsorship to fund the conference. **(5/14/2025)**

10.10 Annual Christmas Toy Drive/Holiday Cards: Rosalyn will take over and find students in October 2025 to submit artwork for the yearly holiday cards. **(4/23/2025)**

10.11 Annual Book Drive: New flyer for the book drive has been shared. We are anticipating a successful drive to benefit many DHH children in the state. **(5/03/2025)**

10. Old Business

10.1. **ED Life Insurance:** Executive Director reports that he met with the Financial Advisor, Lesley Harleaux, from Elite Financial Group and discussed options. **Deferred to the next meeting. (6/4/2025)**

10.2. **Property for Group Home:** Deferred to after the conference. **(6/4/2025)**

11. New Business

11.1. **Suspension of membership privileges**
Katrina Wiliams (Rosalyn Watson) moves to suspend a member.
The motion is PASSED.

11.2. **Board Member's misconduct**
Cammy Gaspar (Katrina Williams) moves to officially reprimand a board member.
The motion is PASSED.

11.3. **Executive Director's compensation**

Cammy Gaspar (Jerrod Wingate) moves to go into Executive Session.

The motion is PASSED

Katrina Williams (Megan Montet) moves to exit the Executive Session.

The motion is PASSED

The Board has agreed on a retroactive bonus compensation for the Executive Director due to being underpaid in his role.

Meeting is adjourned at 9:16PM.
Next meeting via ZOOM will be on June 25, 2025 at 6:30PM.

Respectfully submitted,
Cammy Gaspar
Interim Secretary