



Board Meeting

Meeting Date: June 28, 2025 **Location of Meeting:** Crowne Plaza Hotel, Baton Rouge

Officers Present: Sherry Crosby, Jerrod Wingate, Cammy Gaspar, Ben Wimberly, Katrina Williams, Rosalyn Watson

Absent: Jay Isch (excused), Megan Montet (excused)

Visitors: 40 members 10 visitors

Meeting called to the order: 1:26PM

MINUTES

1. Good of the Order

- 1.1. Moment of Silence
- 1.2. Pledge
- 1.3. Approval of Standing Rules: Thelma Covello (Carla Miller) moves to accept the standing rules. PASSED
- 1.4. Sergeant At Arms: Chris Haulmark & Ricardo Appenzeller

2. Approval of Agenda

- 2.1. Jay Isch (Jade Bourgeois) moves to accept the agenda. The motion is PASSED.

3. Reading & Approval of Minute(s)

- 3.1. 06/25/2025 Board Meeting: Jerrod Wingate (Rosalyn Watson) moves to defer to the next board meeting. The motion PASSED.

4. President's Report

- 4.1. **President Crosby** apologies for the turbulence for the past 2 years. We recently had high turnovers with the board as well. I want to remind all the members of what they voted for 2 years ago, you've given us the ability in between the Conferences for the Board to run the organization. We plan to have a board retreat in a few months due to the new board members . Louisiana Commission for the Deaf's Executive Director, Jana, I commend her in regards to her hard work regardless of the slow replies or results from the current Governor's office. I'm also on the Special School District board. The Superintendent resigned David Martin. I really enjoyed the workshops yesterday and today. NAD will have their National leadership conference. I believe it'll be live streamed. I encourage everyone to look into it and be involved. NAD will have their conference next year in California. Thank you to the board for all the changes and their patience.

5. Vice President's Report

- 5.1. **Vice President Wingate** I want to give a moment of silence for the members that have passed away the past 2 years. The slideshow is on the tv in the front of the ball room. I played Santa Claus a few times, volunteered at LSD for one of their Spring Fest, renovated the bathroom, and attended several workshops. Caleb Kleinpeter and I met through the LD2 program and there are 4 current participants here at the meeting now. The Will & Trust workshop is by far my favorite workshop I learned about future planning and funds. I want to thank Jay for training over 1,000 police officers. Last year I cooked Jambalaya for the La Deaf Fest. I attended the NAD Conference last year and I was blown away with all the information that came flooding at me. I encourage you all to attend a NAD conference if you can. Last September I was driving around a few Deaf CEOs and met an incredible group of people. Thank you to Thelma for reminding us we used to have the LAD pins and I am delighted we have brought the pins back and provided it to you all at the Conference this weekend. In this image of forestry- " I see peace, I see bright colors". What this image means is unity and we need to keep our personal affairs at home and work together. The life cycles of nature are the same for humans. I recently went to the Capital for Disability Awareness Day and I enjoyed networking with different organizations. LAD works around the clock "25/8" 25 hours a day and 8 days a week for the Deaf Community.

6. Interim Secretary's Report

- 6.1. **Interim Secretary Gaspar** appreciates your patience in regards to this transition time. I look forward to being in this role until 2027. If you have not received your membership card or renewal letter please let me know. All board meeting minutes up to the end of May have been uploaded to LAD's website. What do I do when I'm not busy with LAD duties? I am on the LCD board as a parent of Deaf child, not only do I have 1 Deaf child I have 2. I am incredibly proud of both of them. Greater New Orleans Association of the Deaf appointed me as BOT at the beginning of this year. And I have enjoyed helping with an active local organization. Council of Organizations Serving the Deaf appointed me as Secretary recently and I am learning so much with them and look forward to next year's Louisiana Deaf Fest.

7. Treasurer's Report

As of today 06/28/2025-

Operating fund: \$88,608.79

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

Investments: \$316,708.52

TOTAL: \$421,833.42

7.1 Treasurer Wimberly President states she has appointed Ben Wimberly as our Interim Treasurer just last week. Mark Apodoca will give a finance report as he is involved in LAD finance meetings– It has been 50 years since I started working in finance. Based on my experience, I am asked to help several organizations for various reasons. Which is why I am here today giving the Treasurer's report. See attached report given by Mark Apodoca who is on the finance committee.

8. Member at Large's Report

- 8.1. Member-At-Large Williams** I have enjoyed the LD2 program and am grateful for the opportunity with that program. What I learned within this program was reevaluating what my values are, reassessing my self awareness, learning self regulation, gaining more social awareness and skills, and improving my relationships and how to handle conflict. I want to Thank LCD and their ED Jana Broussard. They were incredibly patient with me. I am the President of NOBDA. I attended the SWBDA last year with 6 regions in total. One of the workshops was about leadership and how to be a better advocate. SWBDA is an amazing organization, I have a goal to hopefully be one as well one day.
- 8.2. Member-At-Large Montet** Absent but left a video message for us. "Hello everyone I'm sorry I'm not there but I'm there in spirit, I want to thank LAD for their support, it has already given me opportunities!"
- 8.3. Member-At-Large Watson** I just joined almost 8 months ago. I did the Black History Month Project in Feb 2025 each day I shared a piece of information during the month of February. These individuals are some of my favorites from the project. Dr. Niesha Washington-Shepard, Dr. Regina Daniels, Dr. Glenn Anderson, Dr. Andrew Foster, Dr Carolyn McCaskill, Dr Mary Perrodin-Singh. I will do so much more during the next back history month and I already have so much information to share. Art is my passion and so the time-lapse art is a new project that I am working on and look forward to sharing it with you. A 26 second video takes about 3 hours to paint. The 2nd video 29 seconds took 4 hours to paint. This next image is a mural that I started on at LSD, I have several roles at LSD. Next month I hope to tackle it and finally finish the mural. The 3rd student in this mural is Caleb Chappeta in honor of him. I've known him since he was a little boy. The wolf represents the other school. Then the LSSD mascot. I recently went on a cruise with Rainbow Alliance for the Deaf. I had a 30 minute chat with the president of the organization and I was able to use my MAL position to brag about my skills and what I learned from LAD and am now Vice President of Rainbow Alliance for the Deaf (RAD).

9. Committee's Reports

9.1 Auditing: We had 2 accounts and those have now been merged into 1 account. LAD and Deaf Focus have become one. The Board has agreed to have an outside auditor come in and outside CPA audit our accounts.

9.2 Governance: No report

9.3 Office Renovations: NO report

9.4 Finance: Mark just gave us the report earlier

9.5 Senior Citizen: The Will & Trust Workshop was very beneficial for Senior Citizens and others in attendance. We learned so much in regards to the Elder Law. There were 4 workshops given at 4 different locations throughout the state. Senior Citizen's quote of the day "Don't Let Age Change You, Change The Way You Age" Here you can see is the flyer for our upcoming Senior Citizen Workshop in August. We have a lot planned for that day and hope you are able to attend.

9.6 Youth: No report

9.7 Investments: No changes, continue to monitor

9.8 Community Spotlight: Anthony Fortier-Bensen was my first candidate during this project. I enjoyed chatting with him and seeing all the old blueprints of some of the buildings at LSD that he participated in designing. The next candidate will be shared in July.

9.9 Annual Christmas Toy Drive/Holiday Cards: Rosalyn was asked to take over the Holiday Card project. This is something we enjoy sending out to all the members every year. Because I work at LSD, I was able to get some of the LSD students and the winner was Aimee Cummings.

9.10 Annual Book Drive: our book drive is active and we accept donations for this to benefit Deaf children

10. Executive Director's Report

10.1. Executive Director Icsh ABSENT in his absence, President wants to say something about Jay. When I transitioned to the President position, I was shocked with the amount of emails in the middle of my full time job. When I arrive home everyday, I have so much to catch up on and cannot believe the amount of work an individual does on a daily basis with Deaf Focus. Jay lives and breathes LAD and Deaf Focus. There was a Deaf individual that was homeless and made his way to Deaf Focus' office and Jay was heartbroken by his story. This has inspired us to start looking at how we can provide a Group Home for Deaf individuals and provide opportunities for those in need.

11. Bylaws

13.1 Bylaw Article IV: Treasurer

Proposal by **Sherry Crosby (Rosalyn Watson)** **FAILED**

Total- 30 Yes- 14 No- 16

13.2 Article V: LAD

Proposal by **Sherry Crosby** **Board Out of Order**

13.3 Article VI: Board Meetings

Proposal by **Sherry Crosby (Jade Bourgeois)** **PASSED**

Total- 33 Yes-28 No- 5

13.4 Article VIII: Committees of the Board

Proposal by **Sherry Crosby (Lesile Perrodin)** **PASSED**

No Opposition

13.5 Article XIII: Amendments to Bylaws

Proposal by **Sherry Crosby** **WITHDRAWN**

12. Old Business

12.1. None

13. New Business

13.1. **Meeting Minute Binder: Jimmy Gore(Jerrold Wingate)** moves to furthermore compile Meeting Minutes every Two (2) Fiscal years for Archives. **The motion is PASSED.**

The meeting is adjourned at 5:37PM.

The next meeting will be on July 16, 2025 at 6:30PM.

*Respectfully submitted,
Cammy Gaspar
Interim Secretary*

Statement of Activity
Louisiana Association of the Deaf, Inc, dba Deaf Focus
July 1, 2024-June 23, 2025

<u>Distribution account</u>	<u>Total</u>
Income	
Donations and Member Dues Revenue	1,000.00
Donor Contribution Revenue	7,554.66
Grant Revenue	25,000.00
Membership Dues Revenue	<u>1,370.00</u>
Total for Donations and Member Dues Revenue	\$34,924.66
Program Fee Revenue	
Apparel Fund Revenue	10.00
ASL Class Revenue	3,275.35
ASL Lessons Revenue	8,340.00
Christmas Toy Drive Revenue	290.00
Conferences Revenue	9,660.00
Consulting Services Revenue	15,739.80
Interpreting Services Revenue	192,637.50
Workshops Revenue	<u>40.00</u>
Total for Program Fee Revenue	\$229,992.65
Uncategorized Income	<u>900.00</u>
Total for Income	\$265,817.31
Cost of Goods Sold	
Gross Profit	\$265,817.31
Expenses	
Investment Expenses	
Advisory & Other Fees	<u>1,518.75</u>
Total for Investment Expenses	\$1,518.75
Program Functions	
Conferences Expenses	3,914.04
Contributions to Organizations	2,520.00
Interpreting Services Expenses	100,244.50
Scholarship Expenses	1,500.00
Workshop Expenses	<u>1,785.96</u>
Total for Program Functions	\$109,964.50
Reimbursements	3,174.96
Supporting Functions	
Fundraising and Development	
Event Expenses	<u>-961.63</u>
Total for Fundraising and Development	-\$961.63
Management and General	
Accounting Fees	14,052.29
Advertising & Marketing - General	2,430.96
Advertising (Website)	1,200.00
Auto - Mileage Reimbursement	6,901.64
Bank Charges & Fees	72.51
Building Repairs & Maintenance	216.07

Statement of Activity
Louisiana Association of the Deaf, Inc, dba Deaf Focus
July 1, 2024-June 23, 2025

Distribution account	Total
Director's Retirement Expense	5,000.00
Dues & Memberships	3,552.86
Fuel Reimbursements	128.17
Gifts/Contributions	1,903.55
Insurance	800.00
Insurance - Property	2,456.50
Insurance - Workers Comp	1,062.00
Interest Paid	-0.07
Interpreter Fees	1,280.00
Lawn Maintenance	1,191.00
Legal & Professional Services	1,395.00
Licenses, Fees & Permits	27.00
Meals	4,294.47
Office Supplies	4,810.73
Other Professional Fees	7,180.00
Parliamentary Fees	3,000.00
Payroll Expenses IRA	7,000.00
Payroll Tax Expenses	6,152.27
Payroll Wage Expenses	80,248.55
Phone & Internet	2,533.44
Postage & Delivery	2,890.68
Professional Fees - Advocacy	1,325.00
Professional Fees - Media Projects	1,557.50
QuickBooks Payments Fees	1,164.84
Rent	2,638.00
Software Subscriptions	4,811.74
Speakers	1,250.00
Travel - Airfare -	138.79
Travel - Conference Registration	365.00
Travel - Lodging	7,078.95
Travel - Parking & Tolls	150.22

Travel - Per Diem	661.50
Travel - Vehicle Rentals	1,932.27
Utilities	<u>2,847.44</u>
Total for Management and General	<u>\$187,423.29</u>
Total for Supporting Functions	<u>\$186,461.66</u>
Uncategorized Expense	<u>300.00</u>
Total for Expenses	<u>\$301,419.87</u>
Net Operating Income	<u>-\$35,602.56</u>
Other Income	
Interest Earned	1.67
Miscellaneous Income	<u>969.70</u>
Total for Other Income	<u>\$971.37</u>
Other Expenses	
Other Miscellaneous Expense	<u>594.87</u>
Total for Other Expenses	<u>\$594.87</u>
Net Other Income	<u>\$376.50</u>
Net Income	<u>-\$35,226.06</u>

Accrual Basis Tuesday, June 24, 2025 12:43 AM GMTZ

Statement of Financial Position
Louisiana Association of the Deaf, Inc, dba Deaf Focus
As of June 25, 2025

<u>DISTRIBUTION ACCOUNT</u>	<u>TOTAL</u>
Assets	
Current Assets	
Bank Accounts	\$108,286.62
Accounts Receivable	\$10,179.50
Other Current Assets	\$299,479.08
Total for Current Assets	\$417,945.20
Fixed Assets	\$23,751.61
Other Assets	
Investment in Deaf Focus Services, LLC	100,000.00
Total for Other Assets	\$100,000.00
Total for Assets	\$541,696.81
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	\$21,357.22
Credit Cards	
Other Current Liabilities	0
Total for Current Liabilities	\$21,357.22
Long-term Liabilities	0
Total for Liabilities	\$21,357.22
Equity	\$520,339.59
Total for Liabilities and Equity	\$541,696.81

Accrual Basis Thursday, June 26, 2025 02:52 AM GMTZ 1/1