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COLORADO ASSOCIATION OF THE DEAF: REVISED (November 10,
2001) BYLAWS

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CONTENTS

<u>Questions:</u>	<u>Section:</u>	<u>Answers/Outline</u>	<u>Page(s)</u>
What?	1.	NAME	1
Why?	2.	OBJECT	2
Who?	3.	MEMBERSHIP	5
How?	4.	STRUCTURE	9
When/Where?	5.	MEETINGS	20
Etc.	6.	AMENDMENTS	24
	7.	PARLIAMENTARY PROCEDURE	25
	8.	DISSOLUTION	25

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<u>Section 1</u>	<u>Outline</u>
1.	NAME
1.1	ASSOCIATION
1.2	LOGO
1.3	COLORS
1.4	OFFICIAL PUBLICATION
1.5	PRINCIPAL ADDRESS
1.6	SEAL
1.7	DEAF: Definition
1.8	HISTORY
1.9	PAST PRESIDENTS

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1. **NAME:**
- 1.1 **ASSOCIATION** -- The name is the COLORADO ASSOCIATION OF THE DEAF, referred to as the C.A.D., or the CAD.
- 1.2 **LOGO** --
- 1.2.1 The logo of the CAD is as illustrated on the cover and as described in Appendix C.
- 1.2.2 This logo was
- 1.2.2.1 designed by Eldon L Ragland, and
- 1.2.2.2 adopted by the CAD at the 1985 biennial convention in Larkspur, Colorado.
- 1.3 **COLORS** -- The primary colors of the CAD are
- 1.3.1 purple (columbine and "purple mountain majesties"),
- 1.3.2 white (snow), and
- 1.3.3 yellow (sunshine and "amber waves of grain").
- 1.4 **OFFICIAL PUBLICATION** -- The Deaf Coloradan is the official monthly publication of the CAD.
- 1.5 **PRINCIPAL ADDRESS** -- The principal address of the CAD is The Veditz Office, P.O. Box 371196, Denver,

CO 80237-5196.

- 1.6 **SEAL** -- The corporate seal of the CAD is inscribed with the full name of the organization, COLORADO ASSOCIATION OF THE DEAF, the year of incorporation, 1948, and the words "Colorado" and "Seal".
- 1.7 **DEAF** -- Our definition of "Deaf" is taken from two sources:
 - 1.7.1 Webster's Elementary Dictionary (1961): "Wholly or partly unable to hear", and from
 - 1.7.2 the Midwest Athletic Association of the Deaf (MAAD) Bylaws (1997): "'Deaf' means those individuals whose primary receptive channel of communication is visual (not aural)."
 - 1.7.2.1 "This definition includes those who may wish classification as 'hard-of-hearing'."
- 1.8 **SYNOPTIC HISTORY OF THE C.A.D.** -- Appendix A.
- 1.9 **LISTING OF C.A.D. PRESIDENTS** -- Appendix B.

<u>Section 2</u>	<u>Outline</u>
2.	OBJECT
2.1	MISSION STATEMENT
2.2	PURPOSES AND OBJECTIVES
2.2.1	AFFILIATION
2.2.2	INCORPORATION
2.2.3	COMMUNICATION
2.2.4	MEMBERSHIP
2.2.5	UNITY AND LEADERSHIP
2.2.6	ADVOCACY AND PROTECTION
2.2.7	HOME OFFICE; REGIONAL OFFICES
2.2.8	FUNDING
2.2.9	EXECUTIVE OFFICER; STAFF
2.2.10	NON-DISCRIMINATION
2.2.11	SUMMARY

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- 2. **OBJECT:**
 - 2.1 **MISSION STATEMENT** --
 - 2.1.1 The Colorado Association of the Deaf (CAD) is a membership organization and a partnership among
 - 2.1.1.1 individuals who are deaf,
 - 2.1.1.2 members of the deaf community, including
 - 2.1.1.2.1 parents of deaf children, and
 - 2.1.1.2.2 professionals working in various deaf-related fields and endeavors,
 - 2.1.1.3 organizations of, for, and by the deaf, and
 - 2.1.1.4 businesses at large.
 - 2.1.2 Together, our mission is
 - 2.1.2.1 to promote the welfare of deaf Coloradans in all areas of life,

- 2.1.2.2 to advance our educational, vocational, and economic status, and
- 2.1.2.3 to enhance our intellectual, recreational, spiritual, and social standards.
- 2.1.3 We accomplish this mission by ensuring
- 2.1.3.1 that only deaf individuals hold leadership positions within the CAD,
- 2.1.3.2 that parents of deaf children become aware of, and involved in, all facets of deaf life,
- 2.1.3.3 that professionals, deaf or not, working in our field are of the highest caliber and competency,
- 2.1.3.4 that employers at large are made aware of the abilities and capabilities of deaf employees, and
- 2.1.3.5 that a comprehensive, coordinated system of services, public and private, is accessible to to parents of deaf children and to us.
- 2.2 **PURPOSES AND OBJECTIVES:**
- Preamble: With continuing and active participation by members and representatives, our vision and needs change with the times. (See Appendix D). "The only constant thing is change": Our mission and goals, purposes and objectives, are dynamic rather than static, fluid rather than frozen.
- 2.2.1 **AFFILIATION** -- to affiliate with appropriate national organizations of the deaf.
- 2.2.2 **INCORPORATION** -- to incorporate as a charitable organization in the State of Colorado.
- 2.2.3 **COMMUNICATION** --
- 2.2.3.1 to increase awareness of the CAD and our mission and objectives
- 2.2.3.1.1 in the deaf community, and
- 2.2.3.1.2 among the general public.
- 2.2.3.2 to communicate CAD activities
- 2.2.3.2.1 through an official CAD newsletter,
- 2.2.3.2.2 by holding local, regional, and statewide meetings, and
- 2.2.3.2.3 by press/media releases from, or approved by, the CAD president.
- 2.2.4 **MEMBERSHIP** -- to increase CAD membership, both individual and organizational.
- 2.2.5 **UNITY AND LEADERSHIP** --
- 2.2.5.1 to network among the many private and public organizations of, for, and by the deaf in Colorado, and
- 2.2.5.2 to assume or exert a leadership role when necessary to unite the deaf community and deaf individuals of all ages within that community.
- 2.2.6 **ADVOCACY AND PROTECTION** --
- 2.2.6.1 to advocate for our rights as citizens of the United States of America and of the State of Colorado;
- 2.2.6.2 to be vigilant: to serve as a "watch-dog" on deaf-

- 2.2.6.2.1 related issues, ensuring that every DEAF person in Colorado enjoys ALL the benefits of equal access in education -- life-long from preschool to post-college, including programs and services for parents of deaf children and for deaf youth;
- 2.2.6.2.2 employment -- from pre-vocational training to school-to-work transition, to employee training and re-training, to the "corridors of power", and so to retirement;
- 2.2.6.2.3 health and social and rehabilitation services when the need arises;
- 2.2.6.2.4 communication via certified (or at least "qualified") sign language interpreters;
- 2.2.6.2.5 telecommunications (TTY) and relay services;
- 2.2.6.2.6 closed-captioning ("cc") of TV programs and movies; and
- 2.2.6.2.7 all other areas that may arise through advances in technology and other developments;
- 2.2.6.3 to develop and promote constantly an awareness of these many issues and needs of the deaf community and of deaf individuals of all ages within that community;
- 2.2.6.4 to protect members of the deaf community from unfair legislation locally and statewide, and (through the NAD) nationally.
- 2.2.7 **HOME OFFICE; REGIONAL OFFICES --**
- 2.2.7.1 to establish a CAD home office, to be named The Veditz Office, after the first president of the CAD; and
- 2.2.7.2 to establish CAD regional offices.
- 2.2.8 **FUNDING --**
- 2.2.8.1 to pursue funding to support the object and mission of the CAD from sources, both
 - 2.2.8.1.1 public (local, state, tribal, and federal), and
 - 2.2.8.1.2 private (corporate and individual); and
 - 2.2.8.1.3 to establish "The CAD George W Veditz Endowment Fund", additional deposits to which fund will be made from time to time when possible, and interest income from which fund will go to the CAD general fund.
- 2.2.9 **EXECUTIVE OFFICER; STAFF --**
- 2.2.9.1 to hire an executive officer for the management of the affairs of the CAD under the direction of the CAD board of representatives and the supervision of the CAD president, and
- 2.2.9.2 to hire ancillary staff to assist the executive officer as needs arise.
- 2.2.10 **NON-DISCRIMINATION --**
- 2.2.10.1 to respect diversity and diverse beliefs, and to remain non-discriminatory with regard to membership in all areas of human life, including but

- not limited to:
- 2.2.10.1.1 color,
- 2.2.10.1.2 creed,
- 2.2.10.1.3 disability,
- 2.2.10.1.4 ethnicity,
- 2.2.10.1.5 national origin,
- 2.2.10.1.6 political affiliation,
- 2.2.10.1.7 race,
- 2.2.10.1.8 religion,
- 2.2.10.1.9 sex (gender),
- 2.2.10.1.10 sexual orientation,
- 2.2.10.1.11 degree of deafness
- 2.2.10.1.11.1 (with the exception that deaf individuals be given such preferential treatment as noted in these bylaws), and
- 2.2.10.1.12 preferred modes of communication of deaf individuals.
- 2.2.11 **SUMMARY** -- Our purposes and objectives are intended to be within the scope of Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

Section 3

Outline

- 3. MEMBERSHIP:**
- 3.1 QUALIFICATIONS**
- 3.2 CLASSIFICATIONS:**
- 3.2.1 INDIVIDUAL**
- 3.2.1.1 REGULAR**
- 3.2.1.2 ASSOCIATE**
- 3.2.1.3 STUDENT: COLLEGE**
- 3.2.1.4 STUDENT: HIGH SCHOOL**
- 3.2.1.4.3 JUNIOR C.A.D/N.A.D. (JrCAD/NAD) CHAPTERS**
- 3.2.1.5 LIFE**
- 3.2.1.6 HONORARY**
- 3.2.2 ORGANIZATIONAL**
- 3.2.2.1 AFFILIATE**
- 3.2.2.1.1 DEAF-RELATED**
- 3.2.2.1.2 OTHER**
- 3.2.2.2 CORPORATE**
- 3.2.2.2.1 SMALL BUSINESS (10 or fewer employees)**
- 3.2.2.2.1 BIG BUSINESS (11 or more employees)**
- 3.2.2.2.2 DUES**
- 3.3.3 N.A.D. AFFILIATION**

3. MEMBERSHIP

- 3.1 QUALIFICATIONS --**
- 3.1.1** Individuals and private and public agencies and organizations in support of the object and mission

of the CAD are welcome as members upon the payment of dues as set in 3.3 of these bylaws.

- 3.1.2 Membership shall take effect for one year from the date of receipt of dues by the CAD treasurer.
- 3.2 **CLASSIFICATIONS --**
- 3.2.1 **INDIVIDUAL:** There shall be the following individual membership categories:
 - 3.2.1.1 **REGULAR**, age 18 and over, residents of the State of Colorado;
 - 3.2.1.2 **ASSOCIATE**, age 18 and over, residing outside the State of Colorado;
 - 3.2.1.3 **College students**; age 18 and over, are classed as individual regular or associate members, according to residence, upon payment of dues.
 - 3.2.1.4 **JUNIOR (High school student)** -- A deaf student, age 17 and under, attending a public or private high school, grades 9-12, program in the state of Colorado may either
 - 3.2.1.4.1 join the CAD as a junior member upon payment of half the regular membership rate, or
 - 3.2.1.4.2 is eligible to join a JrCAD/NAD chapter upon payment of appropriate dues, as set in 3.3 of these bylaws, such dues to be split equally between the NAD and the CAD.
 - 3.2.1.4.3 **JUNIOR C.A.D/N.A.D. (JrCAD/NAD) CHAPTERS --**
 - 3.2.1.4.3.1 There shall be at least seven (7) high school students and at least two (2) adult advisors in order to form a JrCAD/NAD chapter.
 - 3.2.1.4.3.2 JrCAD/NAD chapters may be either
 - 3.2.1.4.3.2.1 "school-based" (i.e., within individual schools or school districts), or
 - 3.2.1.4.3.2.2 "community-based" (i.e., sponsored by a parks and recreation department or a community-related group).
 - 3.2.1.4.3.3 JrCAD/NAD members will
 - 3.2.1.4.3.3.1 have the services of CAD advisors for their chapter activities (advisors are regular CAD members directly responsible for the running of the JrCAD/NAD chapter); and
 - 3.2.1.4.3.3.2 each be assigned, on an as-needed basis, a compatible CAD member as a mentor (similar to the Big Brother/Big Sister program) chosen by the advisors (mentors are regular CAD members, each mentor being responsible for maintaining a one-to-one relationship with the assigned JrCAD/NAD member).
 - 3.2.1.4.4 Each JrCAD/NAD advisor and mentor shall
 - 3.2.1.4.4.1 be a member of both the CAD and the NAD, and
 - 3.2.1.4.4.2 receive clearance (background checks).
 - 3.2.1.4.4.3 The CAD executive committee shall be responsible for obtaining background checks of advisors and mentors and verifying their CAD and NAD memberships.

- 3.2.1.4.5 Each junior member of the CAD
- 3.2.1.4.5.1 receives the monthly newsletter of the CAD, and
- 3.2.1.4.5.2 is eligible for reduced membership rates at CAD sponsored events.
- 3.2.1.4.6 A student age 18 and still in high school may opt to retain membership in the JrCAD/NAD.
- 3.2.1.4.7 A high school student age 19 or over may not retain membership in the JrCAD/NAD.
- 3.2.1.4.8 Any CAD individual regular or associate member, or any organizational member may be a sponsor for a junior CAD or JrCAD/NAD member.
- 3.2.1.4.8.1 Sponsor donations shall be deposited in the CAD Memorials/Scholarships/Awards Fund, and
- 3.2.1.4.8.2 only the CAD executive committee members and the JrCAD/NAD advisors may know the name of the youth being sponsored.
- 3.2.1.4.9 Colorado deaf students enrolled below the high school (grades 9-12) level do not qualify for "junior" CAD membership.
- 3.2.1.5 **LIFE** -- Members of the CAD do not recognize a Life membership category.
- 3.2.1.6 **HONORARY** -- Honorary memberships may be conferred upon Colorado individuals deemed worthy by the CAD awards and recognition program, directed by the CAD secretary, at CAD biennial conventions.
- 3.2.2 **ORGANIZATIONAL:** We encourage and welcome the support of organizational members in the following categories:
 - 3.2.2.1 **AFFILIATE:** Affiliate CAD members -- non-profit (not-for-profit) organizations, in either of two sub-categories:
 - 3.2.2.1.1 of, for, and by the Deaf (i.e., **deaf-related**), or
 - 3.2.2.1.2 non-deaf-related.
 - 3.2.2.1.3 Affiliate organizations, whether deaf- or non-deaf-related, have the privilege, upon payment of affiliate CAD membership dues, of reduced rate advertising in the CAD newsletter.
 - 3.2.2.2 **CORPORATE:** Corporate CAD members -- for-profit businesses, whether or not Deaf-related, in support of the object and mission of the CAD, defined according to their number of paid employees --
 - 3.2.2.2.1 **small:** 15 (15) or fewer employees; and
 - 3.2.2.2.2 **big:** sixteen (16) or more employees.
 - 3.2.2.2.3 CAD corporate members have the privilege, upon payment of appropriate membership dues, of advertising in the CAD newsletter.
 - 3.2.2.2.5 The designated "contact person" or official of each organizational member will receive CAD mailings, including the newsletter.
- 3.3 **DUES** --
 - 3.3.1 Sixty (60) days prior to the annual meeting,

- specifically the biennial convention, the CAD treasurer shall recommend a dues structure for consideration by the CAD membership, and to take effect, if adopted, on 1 September following the biennial convention.
- 3.3.1.1 Individual and organizational membership dues shall be collected by the CAD treasurer.
- 3.3.1.2
- 3.3.1.3
- 3.3.2 The dues structure, as determined by the CAD finance committee, chaired by the CAD treasurer, shall cover the following membership categories:
- 3.3.2.1 individual --
- 3.3.2.1.1 regular (in-state), and
- 3.3.2.1.2 associate (out of state);
- 3.3.2.1.3 junior (high school)
- 3.3.2.2 organizational --
- 3.3.2.2.1 affiliate:
- 3.3.2.2.1.1 deaf-related, and
- 3.3.2.2.1.2 non-deaf-related;
- 3.3.2.2.2 corporate:
- 3.3.2.2.2.1 small businesses, and
- 3.3.2.2.2.2 big businesses.
- 3.3.3 **N.A.D. AFFILIATION --**
- 3.3.3.1 From the NAD Bylaws (1994): "Regular resident [individual] members of Cooperating Member Associations [e.g., the CAD] shall be considered regular members of the [NAD]."
- 3.3.3.2 For purposes of CAD affiliation with, and quote payments to, the NAD:
- 3.3.3.2.1 only CAD resident (i.e., in state) individual regular members are counted;
- 3.3.3.2.2 the following are not counted:
- 3.3.3.2.2.1 CAD individual associate (i.e., out-of-state) members,
- 3.3.3.2.2.2 CAD junior (high school student*) members,
- 3.3.3.2.2.3 CAD honorary members, and
- 3.3.3.2.2.4 CAD organizational members.
- 3.3.3.2.2.5 * Note: By their dues to the national JrNAD organization, JrCAD/NAD members are members of the national JrNAD, and receive that organization's quarterly newsletter.
- 3.3.4 IN GOOD STANDING: Individual and organizational members are those in good standing upon payment of dues according to the CAD dues structure currently in effect.

<u>Section 4</u>	<u>Outline</u>
4.	STRUCTURE OF THE C.A.D.
4.1	C.A.D. MEMBERS
4.1.1	INDIVIDUAL
4.1.2	ORGANIZATIONAL

4.2	C.A.D. OFFICERS
4.2.1	COMPOSITION
4.2.1.1	PRESIDENT
4.2.1.2	VICE PRESIDENT
4.2.1.3	SECRETARY
4.2.1.4	TREASURER
4.2.2	QUALIFICATIONS
4.2.3	NOMINATIONS
4.2.4	ELECTION
4.2.5	TERM OF OFFICE
4.2.6	OATH OF OFFICE
4.2.7	DUTIES/POWERS/RESPONSIBILITIES
4.2.7.1	PRESIDENT
4.2.7.2	VICE PRESIDENT
4.2.7.3	SECRETARY
4.2.7.4	TREASURER
4.3	THE C.A.D. EXECUTIVE COMMITTEE
4.3.1	COMPOSITION
4.3.2	DUTIES/POWERS/RESPONSIBILITIES
4.3.3	REVIEW AND APPROVAL
4.3.4	VACANCY AND/OR REMOVAL
4.4	THE C.A.D. BOARD OF REPRESENTATIVES
4.4.1	COMPOSITION
4.4.2	QUALIFICATIONS
4.4.3	NOMINATIONS AND ELECTION
4.4.4	VACANCY AND/OR REMOVAL
4.4.5	TERM OF OFFICE
4.4.6	OATH OF OFFICE
4.4.7	DUTIES/POWERS/RESPONSIBILITIES
4.5	C.A.D. COMMITTEES
4.5.1	GENERAL
4.5.2	STANDING
4.5.2.1	AUDITING
4.5.2.2	BYLAWS
4.5.2.3	EVENTS
4.5.2.4	FINANCE
4.5.3	SPECIAL (a/k/a AD HOC; SELECT; TASK FORCE)
4.6	C.A.D. CHAPTERS -- Discontinued
4.7	EXPENSES / COMPENSATION

Preamble

The CAD is a statewide organization from the mountains to the plains. A strong community-based membership with regional representation and an active executive committee form of association works best in a state the size and composition, both in terms of geography and population, of Colorado. Colorado's population (4 million-plus in 1998, and still counting) is mainly stretched along the Front Range from Greeley and Fort Collins in the north to

Colorado Springs and Pueblo in the south, with a heavy concentration in the Denver metropolitan area and light scatterings in the communities on the rural Eastern Plains and the mountainous Western Slope.

In consideration of the foregoing, the state is divided into six regions (see Appendix E), with one representative from each region sitting on the CAD board of representatives (which includes the CAD officers, comprising the CAD executive committee).

- 4.1 **C.A.D. MEMBERS --**
- 4.1.1 **INDIVIDUAL MEMBERS --** The authority and activities of the CAD shall reside in its individual regular members (Bylaws 3.2.1 et seq) through
 - 4.1.1.1 the four (4) officers of the CAD (comprising the CAD executive committee), elected at the biennial convention, and
 - 4.1.1.2 the six(6) regional representatives, elected in regional caucuses at the biennial convention.
 - 4.1.1.3 The officers and the regional representatives together comprise the C.A.D. BOARD OF REPRESENTATIVES.
- 4.1.2 **ORGANIZATIONAL MEMBERS --** Qualifications, privileges, and requirements for organizational members are as noted in Bylaws 3.2.2 et seq.
- 4.2 **C.A.D. OFFICERS --**
- 4.2.1 **COMPOSITION:** The following are the elected officers of the CAD:
 - 4.2.1.1 the **PRESIDENT**,
 - 4.2.1.2 the **VICE PRESIDENT**,
 - 4.2.1.3 the **SECRETARY**, and
 - 4.2.1.4 the **TREASURER**.
- 4.2.2 **QUALIFICATIONS:** Each officer of the CAD shall be:
 - 4.2.2.1 a citizen or legal resident of the United States of America,
 - 4.2.2.2 a resident of the state of Colorado,
 - 4.2.2.3 a member of the CAD for at least two (2) years,
 - 4.2.2.4 age 21 or over, and
 - 4.2.2.5 Deaf.
- 4.2.3 **NOMINATIONS:** Nominations of CAD officers may be made from the floor at the biennial convention.
- 4.2.4 **ELECTION:** By ballot:
 - 4.2.4.1 president,
 - 4.2.4.2 vice president
 - 4.2.4.3 secretary, and
 - 4.2.4.4 treasurer.
- 4.2.5 **TERM OF OFFICE:** Each CAD officer shall serve a term of two (2) years.
 - 4.2.5.1 **TERM LIMITS:** None.

- 4.2.5.2 **EXECUTIVE COMMITTEE** -- The four (4) CAD officers comprise the CAD executive committee (Bylaws 4.3 et seq).
- 4.2.5.3 **LIMITATIONS** -- A CAD officer may not serve as a regional representative; however,
- 4.2.5.3.1 a CAD officer or representative may serve as
- 4.2.5.3.1.1 chairman of any CAD statewide committee, or
- 4.2.5.3.1.2 director of any CAD program or special interest group.
- 4.2.6 **OATH OF OFFICE** -- Bylaws 4.4.6.
- 4.2.7 **DUTIES / POWERS / RESPONSIBILITIES** --
- 4.2.7.1 The **PRESIDENT shall**
- 4.2.7.1.1 be the chief executive officer of the CAD,
- 4.2.7.1.2 be the chief spokesman of the CAD,
- 4.2.7.1.3 oversee and approve all media/press releases concerning the CAD, including the CAD newsletter;
- 4.2.7.1.4 chair all meetings of
- 4.2.7.1.4.1 the CAD executive committee,
- 4.2.7.1.4.2 the CAD board of representatives, and
- 4.2.7.1.4.3 the CAD statewide membership, both annual regular (biennial and mini-conventions) and any special;
- 4.2.7.1.5 be the primary CAD delegate to regional and national meetings of the NAD (Bylaws 4.4.7.3);
- 4.2.7.1.6 appoint, unless otherwise specified in these bylaws or by motion, the chairman of each CAD standing and special committee;
- 4.2.7.1.7 co-opt CAD members as directors of CAD programs and other CAD special interest groups;
- 4.2.7.1.8 be an ex-officio member of all CAD committees, programs, and special interest groups; and
- 4.2.7.1.9 designate a CAD officer, when necessary, to represent the president ex officio on committees, programs, and special interest groups.
- 4.2.7.1.10 The president shall have no vote at meetings in which the president is the chairman.
- 4.2.7.1.11 All actions of the CAD president shall be subject to the advice and consent of the CAD executive committee and/or the CAD board of representatives.
- 4.2.7.1.12 In the event of death, disability, resignation, or removal of the CAD president, the CAD vice president will become the CAD president.
- 4.2.7.2 The **VICE PRESIDENT shall**
- 4.2.7.2.1 chair the CAD events committee;
- 4.2.7.2.2 chair the CAD bylaws committee;
- 4.2.7.2.3 serve as the CAD president when the president is absent or incapacitated;
- 4.2.7.2.4 assume other duties as assigned by the CAD president, the CAD executive committee, and/or the CAD board of representatives; and
- 4.2.7.2.5 become the CAD president should the president be deceased, disabled, or removed from office.

- 4.2.7.2.5.1 Should the vice president become the president, the CAD executive committee, subject to the approval of the CAD board of representatives, shall appoint a replacement to fill the remaining term.
- 4.2.7.3 The **SECRETARY** shall
 - 4.2.7.3.1 keep an accurate record of the proceedings (Minutes) of meetings of
 - 4.2.7.3.1.1 the CAD executive committee,
 - 4.2.7.3.1.2 the CAD board of representatives, and
 - 4.2.7.3.1.3 the CAD statewide membership, both annual regular (biennial and mini-conventions) and any special;
 - 4.2.7.3.2 be responsible for giving notice of CAD meetings listed under Bylaws 4.2.7.3.1;
 - 4.2.7.3.3 maintain the archives and history (Appendix A) of the CAD;
 - 4.2.7.3.4 maintain the CAD membership (individual and organizational) mailing list upon receipt of information from the CAD treasurer, and
 - 4.2.7.3.5 make the necrology report at the biennial convention;
 - 4.2.7.3.6 chair the awards and recognition sub-committee,
 - 4.2.7.3.6.1 liaising with the events committee and
 - 4.2.7.3.6.2 directing the awards and recognition program at the biennial convention, and
 - 4.2.7.3.6.3 initiating the annual Eva B Arnold Memorial Student/Athlete Awards program;
 - 4.2.7.3.7 update
 - 4.2.7.3.7.1 the presidential listing (Bylaws 1.9; Appendix B), and
 - 4.2.7.3.7.2 the In memoriam listing;
 - 4.2.7.3.8 be the custodian of the CAD seal (Bylaws 1.6),
 - 4.2.7.3.8.1 assume other duties as assigned by the CAD president, the CAD executive committee, and/or the CAD board of representatives; and
 - 4.2.7.3.9 co-opt, if needed, a CAD member as assistant secretary, subject to approval of the CAD executive committee.
 - 4.2.7.3.9.1 The assistant secretary shall serve as the CAD secretary in the absence, or at the request, of the secretary at CAD meetings.
 - 4.2.7.3.9.2 The CAD secretary shall be directly responsible for any action or error, by commission or omission, of the assistant secretary.
- 4.2.7.4 The **TREASURER** shall
 - 4.2.7.4.1 collect all CAD membership dues (individual and organizational), and
 - 4.2.7.4.1.1 deposit same to the CAD general (checking) fund;
 - 4.2.7.4.2 collect all donations to the CAD, and
 - 4.2.7.4.2.1 deposit same to the CAD contingency (savings) fund, or
 - 4.2.7.4.2.2 to other funds as specified by the donor(s); see

- 4.2.7.4.4;
- 4.2.7.4.3 provide the CAD secretary with names of all CAD members, individual and organizational, as soon as dues are deposited;
- 4.2.7.4.4 be responsible for the following CAD funds and accounts:
- 4.2.7.4.4.1 the general fund, for day-to-day expenses, including but not limited to:
the "Miss Deaf Colorado" pageant account,
The Deaf Coloradan account
the Veditz (and regional) office(s) account;
- 4.2.7.4.4.2 the contingency fund, for emergencies as may arise,
- 4.2.7.4.4.3 the George W Veditz Endowment Fund (Appendix F),
- 4.2.7.4.4.4 the Memorials/Scholarships/Awards Fund (Appendix G). To this Fund, additional deposits may be made from time to time; Purpose: Interest from this fund shall go into the Memorials/Scholarships/Awards Fund, and
- 4.2.7.4.4.5 other funds or accounts as may be designated;
- 4.2.7.4.5 pay all reasonable and documented expenses incurred by CAD officers and other authorized persons as noted under **EXPENSES/COMPENSATION** (Bylaws 4.7 et seq.);
- 4.2.7.4.6 sign all cheques drawn on CAD funds,
- 4.2.7.4.6.1 all cheques to be counter-signed by one of the other three CAD officers;
- 4.2.7.4.7 provide a monthly CAD financial status report to be published in the CAD newsletter;
- 4.2.7.4.8 chair the CAD finance (i.e., ways and means) committee; and
- 4.2.7.4.8.1 prepare, for submission at the biennial convention or at a special statewide meeting called for the purpose, a budget which shall include the dues structure;
- 4.2.7.4.9 assume other duties as assigned by the CAD president, the executive committee, and/or the board of representatives; and
- 4.2.7.4.10 co-opt, if needed, a CAD member as assistant treasurer, subject to approval of the CAD executive committee.
- 4.2.7.4.10.1 The assistant treasurer shall serve as the CAD treasurer in the absence, or at the request, of the treasurer at CAD meetings.
- 4.2.7.4.10.2 The CAD treasurer shall be directly responsible for any action or error, by commission or omission, of the assistant treasurer.
- 4.3 **C.A.D. EXECUTIVE COMMITTEE --**
- 4.3.1 **COMPOSITION --** The CAD executive committee is composed of the four (4) officers of the CAD, namely: the president, the vice president, the secretary, and the treasurer.

- 4.3.2 **DUTIES / POWERS / RESPONSIBILITIES** -- The primary purpose of the CAD executive committee is to:
 - 4.3.2.1 advise and assist the CAD president;
 - 4.3.2.2 transact the routine (day-to-day) business of the CAD;
 - 4.3.2.3 refer the results of audits by the CAD auditing committee to the CAD board of representatives;
 - 4.3.2.4 take emergency action as needed on behalf of the CAD,
 - 4.3.2.4.1 the Deaf community, and
 - 4.3.2.4.2 any Deaf individual(s);
 - 4.3.2.4.3 authorize withdrawals from the CAD contingency fund when the need arises;
 - 4.3.2.5 request and obtain background checks of individuals working as advisors and mentors in CAD youth programs;
 - 4.3.2.6 ensure that planning for the CAD annual meetings and other events are well in hand, on time, and under budget; and
 - 4.3.2.7 determine the finalist for each of the CAD awards and recognition categories listed in Appendix I.
 - 4.3.2.8 Any one of the other three officers shall counter-sign all cheques drawn on CAD funds by the CAD treasurer.
 - 4.3.2.9 Further, providing funds are available, and subject to the approval of the CAD board of representatives, the CAD executive committee is empowered
 - 4.3.2.10.1 to rent, lease, or purchase space for
 - 4.3.2.10.1.1 a CAD home office (i.e., The Veditz Office), and for
 - 4.3.2.10.1.2 CAD regional offices;
 - 4.3.2.10.2 to hire a person, or personnel, to manage the affairs of the CAD, including the CAD office(s).
- 4.3.3 All actions of the CAD executive committee (except for 4.3.2.8) shall be subject **to review by and approval** of the CAD board of representatives.
- 4.3.4 **VACANCY AND/OR REMOVAL** -- In the event of a vacancy of removal of a CAD officer other than the president, the CAD president will appoint, subject to advice and consent of the CAD board of representatives, a CAD member to fill the vacancy.
- 4.4 **C. A. D. BOARD OF REPRESENTATIVES:**
 - 4.4.1 **COMPOSITION** -- The CAD board of representatives is composed of
 - 4.4.1.1 the four (4) elected OFFICERS (a/k/a the CAD executive committee), and
 - 4.4.1.2 the six (6) regional REPRESENTATIVES, elected by the regional members in caucus at the biennial convention.
 - 4.4.2 **QUALIFICATIONS** -- Each regional representative of the CAD shall be:
 - 4.4.2.1 a citizen or legal resident of the United States of

- America,
- 4.4.2.2 a resident of the state of Colorado,
- 4.4.2.2.1 specifically of a county within the region to be represented,
- 4.4.2.3 a member of the CAD for at least one (1) year,
- 4.4.2.4 age 21 or over, and
- 4.4.2.5 Deaf.
- 4.4.3 **NOMINATIONS AND ELECTION** -- Following the election of CAD officers (Bylaws 4.2.3 and 4.2.4), CAD members present at the biennial convention will "caucus" in regional groups, according to mailing address, and within each caucus make nominations and elect a member from that region to serve as the regional representative on the CAD board of representatives.
- 4.4.4 **VACANCY AND/OR REMOVAL** -- In the event a regional representative not be elected, or the position become vacant (for whatever reason -- moving to another region, resignation, removal, death, disability, etc.), the CAD president, subject to the advice and consent of the CAD board of representatives, will appoint a CAD member from that region to fill the vacancy for the remaining term.
- 4.4.5 **TERM OF OFFICE:** Each CAD regional representative shall serve a term of two (2) years.
- 4.4.5.1 **TERM LIMITS:** None.
- 4.4.6 **OATH OF OFFICE** -- Each officer and representative of the CAD shall take an oath of office (Appendix L) at the biennial convention.
- 4.4.7 **DUTIES / POWERS / RESPONSIBILITIES** -- The primary purpose of the CAD board of representatives is to:
 - 4.4.7.1 provide direction to the CAD executive committee;
 - 4.4.7.2 oversee the actions of the CAD executive committee;
 - 4.4.7.3 choose the secondary (and additional, if applicable; Bylaws 4.2.7.1.5) CAD delegate to NAD regional and national meetings,
 - 4.4.7.3.1 CAD delegates to be chosen from among the CAD board of representatives;
 - 4.4.7.4 act on results of audits by the CAD Auditing Committee;
 - 4.4.7.5 authorize withdrawals from the George W Veditz Endowment Fund,
 - 4.4.7.5.1 such authorizations to be made ONLY in cases of extreme necessity;
 - 4.4.7.6 The regional representative will maintain, to the best of his or her ability, contact with CAD members, individual and organizational, within the region, and
 - 4.4.7.6.1 may, at his or her discretion, call regional meetings.
 - 4.4.7.7 Each regional representative shall appoint CAD

member from the same region to be the assistant representative, subject to approval of the CAD executive committee.

- 4.4.7.7.1 must be made in writing, signed by both the representative and the assistant, and such writing given to the CAD secretary.
- 4.4.7.7.2 The assistant representative shall serve as the regional representative in the absence, or at the request, of the regional representative at CAD board of representatives meetings.
- 4.4.7.7.3 Should both the regional representative and the assistant representative attend a CAD board of representatives meeting, only the regional representative may vote; however, both representatives may have voice.
- 4.4.7.7.4 The regional representative shall be directly responsible for any action or error, by commission or omission, of the assistant regional representative.
- 4.4.7.8 Each representative shall be responsible for hosting (finding location, making arrangements, and other details) one CAD board of representatives meeting in his or her region each year. Each regional representative shall appoint CAD member from the same region to be an assistant representative, subject to the approval of the CAD executive committee.

4.5 **C.A.D. COMMITTEES**

4.5.1 **GENERAL INFORMATION**

4.5.2 **STANDING**

4.5.2.1 **AUDITING**

4.5.2.2 **BYLAWS**

4.5.2.3 **EVENTS**

4.5.2.4 **FINANCE**

4.5.3 **SPECIAL**

4.5.1 **GENERAL INFORMATION --**

- 4.5.1.1 Unless otherwise indicated in these Bylaws, the chairman of each CAD committee shall be appointed by the CAD president, subject to approval by the CAD executive committee and/or the CAD board of representatives.
- 4.5.1.1.1
- 4.5.1.1.2
- 4.5.1.2 Each committee shall consist of at least three (3) CAD members, including the chairman.
- 4.5.1.3 Each committee shall include, in any order, the words:
 - 4.5.1.3.1 chaired by...
 - 4.5.1.3.2 composed of...
 - 4.5.1.3.3 whose purpose and duties include..., and
 - 4.5.1.3.4 the dates:
 - 4.5.1.3.4.1 a start date, and

- 4.5.1.3.4.2 an end date.
- 4.5.1.4 Each chairman shall be a member of the CAD board of representatives but shall have no vote.
- 4.5.1.5 Other CAD committees, standing and special, may be established by
 - 4.5.1.5.1 the CAD president, or
 - 4.5.1.5.2 the CAD executive committee, or
 - 4.5.1.5.3 the CAD board of representatives, or
 - 4.5.1.5.4 the CAD membership at a regular annual or special statewide meeting.
- 4.5.1.6 Unless otherwise covered in these Bylaws, meetings (including **SCHEDULE, NOTICE, AGENDA, QUORUM, and MINUTES** or record of proceedings) of all CAD committees, standing and special, shall be left to the discretion of each committee; however,
 - 4.5.1.6.1 each committee is required to send a copy of the proceedings of each committee meeting to the CAD secretary.
- 4.5.1.7 **PROGRAMS; "SPECIAL INTEREST GROUPS"--**
 - 4.5.1.7.1 The CAD president, subject to the approval of the CAD executive committee and/or the CAD board of representatives, may appoint a director to be responsible for a program or a "special interest group" of the CAD.
 - 4.5.1.7.1.1 Each such director
 - 4.5.1.7.1.1.1 shall be a member of the CAD board of representatives but shall have no vote, and
 - 4.5.1.7.1.1.2 may co-opt a CAD member or members to assist in the program or group activity.
- 4.4.1.8 CAD committee chairmen and directors of CAD programs and special interest group are non-voting members of the CAD board of representatives; accordingly, their numbers do not count towards the quorum on the board.
- 4.5.2.1 **THE C.A.D. AUDITING COMMITTEE**
 - 4.5.2.1.1 chaired by a CAD presidential appointee, subject to approval of the CAD executive committee, and
 - 4.5.2.1.2 composed of three (3) or more CAD members co-opted by the chairman,
 - 4.5.2.1.2.1 none of whom shall be a CAD officer or representative, and
 - 4.5.2.1.2.2 whose quorum shall consist of the chairman and no less than two (2) of the committee members,
 - 4.5.2.1.3 whose purpose and duties include
 - 4.5.2.1.3.1 auditing each calendar quarter (ending in March, June, September, and December) the books of
 - 4.5.2.1.3.1.1 the CAD treasurer,
 - 4.5.2.1.3.1.2 the events committee,
 - 4.5.2.1.3.1.3 the "Miss Deaf Colorado" pageant,
 - 4.5.2.1.3.1.4 The Deaf Coloradan, and
 - 4.5.2.1.3.1.4 any other books as requested by

- 4.5.2.1.3.1.4.1 the CAD president,
- 4.5.2.1.3.1.4.2 the CAD executive committee, and/or
- 4.5.2.1.3.1.4.3 the CAD board of representatives;
- 4.5.2.1.3.2 reporting the results of audits at
- 4.5.2.1.3.2.1 the next regular meeting of the CAD board of representatives, and/or at
- 4.5.2.1.3.2.2 the next regular CAD annual meeting, whichever occurs first;
- 4.5.2.1.3.2.3 settling any disputes as may arise concerning Bylaws 4.7.2; and
- 4.5.2.1.3.3 recommending, when deemed necessary, the services of a certified public accountant (CPA).
- 4.5.2.1.4 Dates -- continuous at the request of, and during the term of, the CAD president.
- 4.5.2.2 **THE C.A.D. BYLAWS COMMITTEE**
- 4.5.2.2.1 chaired by the CAD vice president,
- 4.5.2.2.2 composed of at least six (6) CAD members,
- 4.5.2.2.3 whose purpose and duties include
- 4.5.2.2.3.1 reviewing the bylaws and any proposed changes to the bylaws,
- 4.5.2.2.3.2 recommending adoption or rejection of proposed changes, and
- 4.5.2.2.3.3 keeping files of
- 4.5.2.2.3.3.1 CAD bylaws, and
- 4.5.2.2.3.3.2 other organization's bylaws for reference.
- 4.5.2.2.4 Dates:
- 4.5.2.2.4.1 starting immediately after the election of officers at a biennial convention, and
- 4.5.2.2.4.2 concluding after the following biennial convention consideration of the committee report.
- 4.5.2.3 **THE C.A.D. EVENTS COMMITTEE**
- 4.5.2.3.1 chaired by the CAD vice president, and
- 4.5.2.3.2 composed of as many CAD members as the vice president deem necessary, including the chairmen of each sub-committee of the events committee,
- 4.5.2.3.3 whose purposes and duties include total planning for all CAD statewide regular and special meetings, conventions, retreats, and other events, including but not limited to
- 4.5.2.3.3.1 THE BIENNIAL CONVENTION (odd-numbered years):
 - ANNUAL MEETING (president)
 - NECROLOGY (secretary)
 - NOMINATIONS AND ELECTIONS (Appendix I)
 - RESOLUTIONS (secretary)
 - CATERING
 - AWARDS AND RECOGNITION PROGRAM (Appendix I)
 - ENTERTAINMENT
 - "MISS DEAF COLORADO" PAGEANT (Appendix J)
- 4.5.2.3.3.2 THE MINI-CONVENTION/PICNIC (even-numbered years):
 - ANNUAL MEETING (president)
 - N.A.D. DELEGATES' REPORT

"MISS DEAF COLORADO" REPORT
PICNIC
ENTERTAINMENT

- 4.5.2.3.4 Dates:
4.5.2.3.4.1 starting after one biennial convention, and
4.5.2.3.4.2 concluding after the following biennial convention.
- 4.5.2.4 **THE C.A.D. FINANCE COMMITTEE**
4.5.2.4.1 chaired by the CAD state treasurer, and
4.5.2.4.2 composed of at least three (3) CAD non-officer
members, co-opted by the treasurer and approved by
the CAD executive committee, each member residing in
a different region of the CAD,
4.5.2.4.3 whose purpose and duties include
4.5.2.4.3.1 preparing, for submission by the CAD treasurer at
the biennial convention or at a special statewide
meeting called for the purpose, a budget, including
recommendations for
4.5.2.4.3.1.1 membership dues (individual and organizational),
4.5.2.4.3.1.2 rates for advertising in the CAD newsletter,
4.5.2.4.3.1.3 allowances for meals compensation as outlined in
EXPENSES / COMPENSATION (Bylaws 4.7 et seq.),
4.5.2.4.3.2 addressing other requests for information of a
financial nature, including fundraising,
4.5.2.4.3.3 liaising with the CAD auditing committee, and
4.5.2.4.3.4 assuming other financial tasks as may be assigned or
requested.
4.5.2.4.3.5 From time to time as needed, the CAD finance
committee, with the approval of or at the request of
the CAD executive committee, the CAD board of
representatives, or the CAD membership, shall seek
the advice of a certified financial consultant
concerning the CAD budget, investment plans, and
other monetary considerations.
- 4.5.2.4.4 Dates:
4.5.2.4.4.1 starting after one biennial convention, and
4.5.2.4.4.2 concluding after the following biennial convention.
- 4.5.3 **SPECIAL COMMITTEES** (also known as **AD HOC COMMITTEES**,
SELECT COMMITTEES, or **TASK FORCES**):
4.5.3.1 From time to time, a special committee to deal with
a specific issue may be established by:
4.5.3.1.1 the CAD president, or
4.5.3.1.2 the CAD executive board, or
4.5.3.1.3 the CAD board of directors, or
4.5.3.1.4 a member motion at the biennial convention.
4.5.3.2 Each special committee shall
4.5.3.2.1 consist of
4.5.3.2.1.1 a chairman and
4.5.3.2.1.2 at least three (3) CAD members;
4.5.3.2.2 be charged with a specific task; and
4.5.3.2.3 have a start date and an end date as outlined in
4.5.2 et seq of these bylaws.

- 4.5.3.3 Concerning grievances or complaints, refer to Appendix H.
- 4.6 **C.A.D. CHAPTERS** -- Discontinued, replaced by CAD regions (Bylaws 4.4 et seq.).
- 4.7 **EXPENSES / COMPENSATION**
- 4.7.1 The CAD treasurer will pay all reasonable and documented expenses incurred by CAD officers and other authorized persons (e.g., representatives, directors, committee chairmen) doing business on behalf of the CAD. Reimbursement will be made for the following:
 - 4.7.1.1 **Travel** (Transportation):
 - 4.7.1.1.1 If driving, CAD Board of Representatives shall be compensated in full by mileage and/or gasoline receipts for round trips to CAD-related business and special meetings.
 - 4.7.1.1.2 If flying (or travelling by train or bus), ticket at the lowest available regular round-trip air fare, upon submission of receipts.
 - 4.7.1.1.3 Note: Cost of travel by bus or train, or self-drive, shall not exceed the lowest available round-trip air fare.
 - 4.7.1.2 **Lodging** (Room): At the lowest available room rate, upon submission of actual receipts; lodging shall be covered on-site -- not en route to or from the site, site being in excess of 100 miles from home.
 - 4.7.1.3 **Meals** (Board/Food):
 - 4.7.1.3.1 In Colorado -- not covered.
 - 4.7.1.3.2 Out of state -- partial coverage, amount to be determined annually by the CAD finance committee, specifically for
 - 4.7.1.3.2.1 the biennial NAD conference,
 - 4.7.1.3.2.2 the annual NAD state association presidents' conference (SAPC), and
 - 4.7.1.3.2.3 the annual NAD region IV meeting.
 - 4.7.1.4 **Registration fees**: Actual required fees for attendance at deaf-related meetings, conventions, conferences, etc.,
 - 4.7.1.4.1 NOT including CAD-sponsored events.
 - 4.7.1.5 **Supplies**: For CAD office and related purposes, upon submission of actual store receipts.
 - 4.7.1.6 **Postage**: For CAD business only, upon submission of date-stamped post office receipts.
- 4.7.2 **Disputes**: In case of disputes concerning validity of claims and/or "dollar amounts", the matter will be referred with supporting documentation (receipts, etc.) to the CAD auditing committee whose decision shall be final.
- 4.7.3 **Fiscal Year**: The fiscal year of the CAD is January 1 to December 31.

<u>Section 5</u>	<u>Outline</u>
5.	MEETINGS:
5.1	THE C.A.D. STATEWIDE ANNUAL MEMBERSHIP
5.1.1	PURPOSE
5.1.2	SCHEDULE
5.1.2.1	BIENNIAL CONVENTION (odd-numbered years)
5.1.2.2	MINI-CONVENTION (even-numbered years)
5.1.3	NOTICE
5.1.4	AGENDA
5.1.5	SPECIAL
5.1.6	QUORUM
5.2	THE C.A.D. BOARD OF REPRESENTATIVES (bi-monthly)
5.2.1	PURPOSE
5.2.2	SCHEDULE
5.2.3	NOTICE
5.2.4	AGENDA
5.2.5	SPECIAL
5.2.6	QUORUM
5.3	THE C.A.D. EXECUTIVE COMMITTEE (as needed)
5.3.1-6	PURPOSE, SCHEDULE, NOTICE, AGENDA, SPECIAL, and QUORUM
5.4	THE C.A.D. COMMITTEES
5.4.1-6	PURPOSE, SCHEDULE, NOTICE, AGENDA, SPECIAL, and QUORUM
5.5	THE PLEDGE TO THE FLAG

5.	MEETINGS:
5.1	MEETINGS OF THE C.A.D. STATEWIDE MEMBERSHIP:
5.1.1	PURPOSE -- A regular annual meeting of the CAD statewide membership the CAD shall be held in August for the purpose of:
5.1.1.1	commemorating the founding of Colorado, the "Centennial State" (100 years after the founding of the United States of America, on August 1, 1875),
5.1.1.2	honoring the birthday, August 13, 1861, of CAD founder and first president, George W Veditz ,
5.1.1.3	reviewing and responding to the reports of the officers, directors, representatives, and committees of the CAD over the past year,
5.1.1.4	making known the plans and policies desired for the coming year(s),
5.1.1.5	enjoying fellowship and reunions made possible by such CAD statewide gatherings, and
5.1.1.6	participating in the programs developed specifically for each:
5.1.1.6.1	the BIENNIAL CONVENTION in odd-numbered years (Bylaws 5.1.2.1 et seq), and
5.1.1.6.2	the MINI-CONVENTION/PICNIC in even-numbered years

- (Bylaws 5.1.2.2 et seq).
- 5.1.1.7 The CAD vice president is responsible for
 - 5.1.1.7.1 convening and chairing the planning committee for
 - 5.1.1.7.2 the regular CAD statewide annual meetings, and
 - 5.1.1.7.2 making arrangements for the special CAD statewide
 - 5.1.1.7.2 meeting should one be called.
 - 5.1.2 **SCHEDULE --**
 - 5.1.2.1 In odd-numbered years, the annual meeting shall be
 - 5.1.2.1 the **BIENNIAL CONVENTION**, for the purpose, in
 - 5.1.2.1 addition to those noted in 5.1 et seq, of:
 - 5.1.2.1.1 considering changes, if any, to the CAD bylaws;
 - 5.1.2.1.2 electing for the new two-year term
 - 5.1.2.1.2.1 officers, and,
 - 5.1.2.1.2.2 in regional caucuses, representatives;
 - 5.1.2.1.3 enjoying the amenities attendant upon biennial
 - 5.1.2.1.3 conventions such as, but not limited to, the
 - 5.1.2.1.3 following:
 - 5.1.2.1.3.1 the biennial awards and recognition program,
 - 5.1.2.1.3.2 the "Miss Deaf Colorado" pageant,
 - 5.1.2.1.3.3 etc.
 - 5.1.2.2 In even-numbered years, the annual meeting shall be
 - 5.1.2.2 a **MINI-CONVENTION/PICNIC** following the biennial
 - 5.1.2.2 conference (also held in even- numbered years) of
 - 5.1.2.2 the National Association of the Deaf (NAD), for the
 - 5.1.2.2 purpose, in addition to those noted in 5.1 et seq,
 - 5.1.2.2 of:
 - 5.1.2.2.1 receiving and reviewing reports of CAD delegates to
 - 5.1.2.2.1 the NAD biennial conference, and
 - 5.1.2.2.2 rejoicing in the participation of "Miss Deaf
 - 5.1.2.2.2 Colorado" at the "Miss Deaf America" pageant at the
 - 5.1.2.2.2 NAD conference, and
 - 5.1.2.2.3 enjoying the traditional CAD "statewide picnic" held
 - 5.1.2.2.3 between biennial conventions.
 - 5.1.3 **NOTICE --** Notice of regular annual CAD statewide
 - 5.1.3 meetings, indicating date(s), time(s), place, host,
 - 5.1.3 and agenda must be given no less than ninety (90)
 - 5.1.3 days in advance by the CAD secretary.
 - 5.1.3.1 Such notice may be given through the CAD newsletter.
 - 5.1.4 **AGENDA / ORDER OF BUSINESS --**
 - 5.1.4.1 Roll call; confirmation of quorum;
 - 5.1.4.2 The pledge to the Flag (Appendix K);
 - 5.1.4.3 Opening remarks, if any;
 - 5.1.4.4 Minutes of previous meeting(s);
 - 5.1.4.5 Reports of:
 - 5.1.4.5.1 officers:
 - 5.1.4.5.1.1 president,
 - 5.1.4.5.1.2 vice president,
 - 5.1.4.5.1.3 secretary, and
 - 5.1.4.5.1.4 treasurer;
 - 5.1.4.5.2 representatives:
 - 5.1.4.5.2.1-6 regions

- 5.1.4.5.3 committees:
- 5.1.4.5.3.1 auditing,
- 5.1.4.5.3.2 bylaws,
- 5.1.4.5.3.3 finance, and
- 5.1.4.5.3.4 at mini-conventions
- 5.1.4.5.4 NAD delegate(s);
- 5.1.4.5.5 Unfinished business;
- 5.1.4.5.5.1 New business;
- 5.1.4.5.5.2 any; and
- 5.1.4.5.5.2 at biennial conventions:
- 5.1.4.5.5.2 selection of site(s) and date(s) of the next two annual meetings.
- 5.1.4.5.5.3 nominations and election of officers and representatives; 5.1.4.5.5.4 swearing-in (oath of office) of newly- or re-elected officers and representatives.
- Note: Immediately following adjournment, old and new CAD officers and representatives will meet to determine a transition meeting date, such transition to take place within thirty (30) days of the biennial convention.
- 5.1.4.5.6 Adjournment.
- 5.1.5 **SPECIAL** -- A special statewide meeting may be called as and when necessary for a specific purpose upon thirty (30) days notice by
 - 5.1.5.1 the CAD president, or
 - 5.1.5.2 the CAD executive committee, or
 - 5.1.5.3 at least three CAD representatives, OR
 - 5.1.5.4 an announcement with the signatures of at least twenty-five (25) "in good standing" CAD regular individual members.
- 5.1.5.5 **NOTICE** of a special CAD statewide meeting shall contain the following details:
 - 5.1.5.5.1 date,
 - 5.1.5.5.2 start (and end) time,
 - 5.1.5.5.3 address of the meeting site,
 - 5.1.5.5.4 THE PURPOSE OF THE SPECIAL MEETING, and
 - 5.1.5.5.5 the name(s) and signature(s) of the person(s) convening the special meeting.
- 5.1.6 **QUORUM** -- The quorum consists of ten percent (10%) of the paid-up ("in good standing") CAD individual regular membership, including officers and representatives, at the time of the meeting. The quorum does not include honorary members, JR CAD members, organizational members, and associate (out-of-state) members.
- 5.1.8
- 5.2 **MEETINGS OF THE C.A.D. BOARD OF REPRESENTATIVES:**
 - 5.2.1 **PURPOSE** -- Bylaws 4.4.7 et seq.
 - 5.2.2 **SCHEDULE** -- The CAD board of representatives shall meet at least six (6) times each year, once in each

de 5.1.6.1
~~5.1.7~~

- region of the CAD.
- 5.2.3 **NOTICE** -- Notice, indicating date(s), time(s), place, and agenda, of each regular meeting shall be given to each member (Bylaws 4.2.7.3.2) of the CAD board of representatives and to each CAD committee chairman and director by the CAD secretary no less than sixty (60) days in advance.
 - 5.2.3.1 Such notice may be given through the CAD newsletter.
 - 5.2.4 **AGENDA** -- The agenda shall be drawn up by the CAD executive committee.
 - 5.2.4.1 Before or during any regular meeting, a CAD representative or a CAD member may request a specific issue or matter be added to the agenda.
 - 5.2.5 **SPECIAL** -- A special meeting may be called upon fifteen (15) days notice by
 - 5.2.5.1 the CAD president, or
 - 5.2.5.2 the CAD executive committee, or
 - 5.2.5.3 at least three CAD representatives.
 - 5.2.6 **QUORUM** -- The quorum consists of:
 - 5.2.6.1 at least three (3) CAD officers,
 - 5.2.6.1.1 one of whom must be the president or the vice president, and
 - 5.2.6.4.2 at least four (4) of the six (6) regional representatives.
 - 5.3 **MEETINGS OF THE C.A.D. EXECUTIVE COMMITTEE:**
 - 5.3.1 Meetings, regular and special (**PURPOSE, SCHEDULE, NOTICE,** and **AGENDA** included), may be called by contact (mail, phone, fax, email) among all CAD officers as often as deemed necessary by any member of the CAD executive committee for the purpose of routine transactions and for the day-to-day running of the business of the CAD, with the following quorum proviso:
 - 5.3.2 **QUORUM** -- The quorum consists of:
 - 5.3.2.1 at least three (3) members,
 - 5.3.2.1.1 one of whom must be the president or the vice president.
 - 5.4 **MEETINGS OF OTHER C.A.D. COMMITTEES:**
 - 5.4.1 Unless otherwise indicated in these bylaws, the **PURPOSE, SCHEDULE, NOTICE, AGENDA,** and **QUORUM** for meetings of other CAD committees, programs, and special interest groups shall be left to the discretion of each.
 - 5.5 **THE PLEDGE TO THE FLAG**
 - 5.5.1 At each CAD statewide meeting and each CAD board of representatives meeting, following roll-call and confirmation of quorum, the CAD president, or a CAD member upon request of the CAD president, shall lead the assembly in reciting THE PLEDGE TO THE FLAG (Appendix K).

- 6.1 Requests for amendments to the CAD bylaws must be made in writing any time to the CAD bylaws committee by
 - 6.1.1 any CAD member, or
 - 6.1.2 the CAD executive committee, or
 - 6.1.3 the CAD board of representatives, or
 - 6.1.4 the CAD bylaws committee itself.
- 6.2 The CAD bylaws committee will
 - 6.2.1 review request(s), and
 - 6.2.2 issue recommendations.
- 6.3 Recommendations will be issued in the CAD newsletter.
- 6.4 The CAD membership will vote on these recommendations
 - 6.4.1 at a CAD biennial convention, or
 - 6.4.2 at a special CAD statewide meeting called for this purpose.
- 6.5 If adopted by the CAD membership, the provisions of the revised CAD Bylaws
 - 6.5.1 take effect immediately and
 - 6.5.2 bear the date of adoption.
- 6.6 Within 30 days of adoption, a copy of the revised CAD Bylaws will be sent first class mail
 - 6.6.1 to each CAD individual member, and
 - 6.6.2 to the designated representative of each CAD organizational member.
- 6.7 Thereafter, each new CAD member, individual and organizational, will be sent a copy of the then current CAD Bylaws along with a CAD membership card upon receipt of dues.

Note: The articles of incorporation, the constitution, and the bylaws of the CAD have been continually revised to meet changing times and changing needs. Following is a listing of dates of such documents (plus some that are undated) in the CAD files: 1904 -- the original; and 1948, 1963, 1969, 1971, 1974, 1983, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1994, 1995, and 1997.

Quote: "The basis of our political systems is the right of the people to make and to alter their constitutions of government." -- President George Washington, in his farewell address.

Section 7

PARLIAMENTARY AUTHORITY / PROCEDURE

7.1 Unless otherwise covered in these CAD Bylaws and rules and regulations, **Robert's rules of order in plain English** by Doris P Zimmerman (Harper-Perennial, New York, 1997) shall govern CAD proceedings:

Section 8

DISSOLUTION

- 8.1 In the event of dissolution of the CAD, the CAD executive committee, with the concurrence of the CAD board of representatives, shall within ninety (90) days of the date of dissolution:
- 8.1.1 sell at fair market value all tangible CAD assets,
 - 8.1.2 pay off all remaining debts of the CAD, and
 - 8.1.3 turn over all remaining funds to the National Association of the Deaf (NAD).
- 8.1.3.1 The NAD shall hold these funds in trust for up to five (5) years from date of receipt, pending revival of the CAD.
 - 8.1.3.2 The interest income from this trust shall accrue to the holder.
 - 8.1.3.3 If, after ten (10) years, there be no CAD revival, the amount held in trust shall revert to the NAD general fund.
-

Appendix A

SYNOPTIC HISTORY OF THE C.A.D. --

- Bylaws 1.8
(Compiled by Carol E Sponable, May 1998.)
- 1904 May 28-30, 1st convention, Colorado Springs: CAD founded by alumni of the Colorado School for the Deaf (and the Blind) "to promote the advancement of [the] social, intellectual, and moral status of the Deaf".
- >>> George W Veditz was the first president. He simultaneously served as the 7th president of the National Association of the Deaf (NAD). His wife, Bessie Veditz, was a teacher of the deaf at the Colorado School for the Deaf and the Blind (CSDB). George W Veditz served continuously as CAD president until his death on March 12, 1937.
- 1906 August 16-18, 2nd convention, Denver.
- 1908 August 13-15, 3rd convention, Denver.
- 1908-24 CAD met annually -- "activities were of a purely social nature" -- in and between Colorado Springs and Denver.
- 1924 August 8-10, 4th convention, Denver: Resolved (excerpts; paraphrased):
- (a) that the deaf be represented on the Board of Trustees of the Colorado School for the Deaf and the Blind (CSDB);
 - (b) that the CAD president be authorized and empowered to appoint a committee of three whose duty shall be to visit CSDB once a year, make a thorough examination of the school, and report

- at the next CAD convention;
 - (c) that free use of the sign language is absolutely essential to the proper moral development and training of deaf students;
 - (d) that hearing persons who are ostensibly hired to teach their several trades and are unable to make themselves understood by deaf students must be regarded as incompetents;
 - (e) that ... oral [-only] instruction ... fails to secure the benefits it is ... intended to confer upon deaf students, [and] ... [does] not justify the expense in money to the State and in valuable time to the deaf student.
- 1926 June 3-4, 5th convention, Colorado Springs.
- 1928 September 1, 6th convention, Pueblo.
- 1930s CAD met sporadically due to the Great Depression.
- 1937 March 12: Death of George W Veditz, age 75, born August 13, 1861.
- 1937 June 13, special convention called in Colorado Springs following the death of Veditz.
- 1937 Later the same summer, 7th (regular) convention in Colorado Springs; no specific date given and no Minutes recorded.
- 1938 July 2-3, 8th convention, Colorado Springs: Voted to affiliate with the National Association of the Deaf (NAD).
- 1939 September 2-4, 9th convention, Denver: Passed motion to hold conventions biennially (with statewide picnics during non-convention years).
- 1941 August 30-September 1, 10th convention, Canon City: Passed motion that CAD be incorporated.
- 1942-46 CAD dormant due to "lack of transportation -- severe gasoline and rubber (tire) shortages" during World War II.
- 1947 June 7-8, 11th convention, Colorado Springs: Voted to incorporate under the laws of the State of Colorado.
- 1948 CAD received, June 28, certificate of incorporation from the Secretary of State of the State of Colorado.
- 1949 July 16-17, 12th convention, Colorado Springs.
- 1949 CAD granted US Department of the Treasury, Internal Revenue Service (IRS), 501(c)(3) tax exempt status; CAD is "an organization described in 509(a)(2)"; Employer Identification Number (EIN) 74-2315033; status further confirmed by IRS notice dated May 3, 1990.
- 1951 June 30-July 1, 13th convention, Denver: Elected first woman president, Lucille Wolpert.
- 1953 June 5-7, 14th convention, Colorado Springs.
- 1955 September 3-5, 15th convention, Denver: Passed

motion, to hold convention quadrennially (with statewide picnics during non-convention years).
 1959 March 21, CAD board meeting in Denver: Passed motion to revert to biennial conventions.
 1959 August 1, 16th convention, Colorado Springs.
 1961 NAD established a quota system whereby state association members were also NAD members through the NAD "Cooperating member association" program; on May 30, CAD was one of the first state associations to make quota payment.
 1961 June 17-18, 17th convention, Denver.
 1963 June 22, 18th convention, Colorado Springs.
 1965 May 21-23, 19th convention, Pueblo.
 1967 June 9-11, 20th convention, Greeley.
 1969 June 20-22, 21st convention, Colorado Springs.
 1970 January 17, in Denver: CAD instrumental in establishing the Colorado Advisory Council Serving the Deaf (CACSD), comprised of 21 organizations of, for, and by the deaf in Colorado. Then CAD president Ron Faucett became also the first president of the CACSD. CACSD established the Charles B Avery Memorial Scholarship Fund -- in honor of a very good friend of the deaf community who was personnel director at Shwayder Bros., also known as "Samsonite", which hired many deaf men and women.
 1971 June 11-13, 22nd convention, Estes Park.
 1972 November 12-18, first-ever Deaf Awareness Week (DAW) began in Colorado; proclamation signed by Governor John W Love.
 1973 August 10-12, 23rd convention, Fraser.
 1975 August 1-3, 24th convention, Golden.
 1977 April 29-May 1, 25th (24th [sic]) convention, Fort Collins.
 1979 August 3-5, 26th (25th [sic]) convention, Colorado Springs.
 1980 CACSD, under the presidency of Jerome (Jerry) R Moers, devolved into what is now the Center on Deafness (COD), Denver.
 1981 August 7-9, 27th (26th [sic]) convention, Golden.
 1983 August 27, 28th (27th [sic]) convention, Denver.
 1985 September 12-15, 29th (28th [sic]) convention, Larkspur: Adopted the CAD logo (CAD Bylaws, 1.2) designed by Eldon L Ragland.
 1987 July 30-August 1, 30th (29th [sic]) convention, Fort Collins.
 1989 May 25th Governor Roy L. Romer signed the Colorado "Telephone Disabled Users Fund".
 1989 August 11-12, 31st (30th [sic]) convention, Denver.
 1990 CAD granted, issue date 13 December, Colorado Department of Revenue "certificate of exemption for

sales and use tax only", account number 98-08571.

1991 July 26-27, 32nd (31st [sic]) convention, Colorado Springs.

1992 CAD hosted the NAD convention in Denver; local chairman Jerome W Moers.

1993 August 7, 33rd (32nd [sic]) convention, Denver.

1995 August 12, 34th (33rd [sic]) convention, Longmont.

1996 March 18: Governor Roy L Romer signed the Colorado "Deaf Child's Bill of Rights" into law.

1996 December 12: The Jefferson County School Board approved the CAD-sponsored Magnet School of the Deaf as a charter school.

1997 August 8-9, 35th (34th [sic]) convention, Colorado Springs.

1997 April 4, CAD-inscribed brick installed in sidewalk at Coors ("Rockies" baseball) Field.

1999 May 23, Special CAD statewide membership meeting: Revised "CAD (1999) Bylaws" adopted.

1999 August 20-21, 36th convention, Boulder.

2000 August 19, all-day picnic, Castewood Canyon State Park, Franktown.

2001 August 10-11, 37th convention, Greeley.

2002

Note: Additions to this listing (CAD Bylaws, 1.8) require approval of the CAD membership at a biennial convention.

2004 CAD Centennial!

Appendix B

LISTING OF C.A.D. PRESIDENTS --

Bylaws 1.9

(Compiled by Carol E Sponable, April 1998.)

1904-1937 George W Veditz /

1937-1939 James R Castilian)

1939-1941 Earl Long)

1941-1947 Frank P Galluzzo)

1947-1949 Charles D Billings)

1949-1951 Charles D Billings

1951-1953 Lucille Wolpert (1st woman president) (

1953-1955 Frank P Galluzzo

1955-1959 Theodore (Ted) Tucker (4-year term))

1959-1961 Don G Warnick

1961-1963 Don G Warnick

1963-1965 Don G Warnick

1965-1967 John L Buckmaster)

1967-1969 John L Buckmaster

1969-1971 L Ronald (Ron) Faucett)

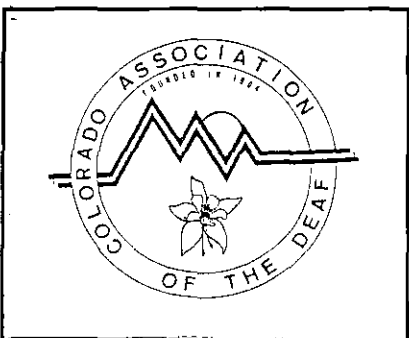
1971-1973	Milton D Belcher ¹¹
1973-1975	Josephine (Josie) Kiltbau ¹²
1975-1977	L Ronald (Ron) Faucett
1977-1979	L Ronald (Ron) Faucett
1979-1981	Keith Ferguson ¹³
1981-1983	Eldon L Ragland ¹⁴
1983-1985	Eldon L Ragland
1985-1987	Eldon L Ragland
1987-1988	Mark J Myers (resigned: moved out of state) ¹⁵
1988-1989	Eldon L Ragland ¹⁶
1989-1991	Clifford (Cliff) W Moers ¹⁷
1991-1993	Clifford (Cliff) W Moers
1993-1995	William (Bill) Stricklen ¹⁸
1995-1995	William (Bill) Stricklen (resigned: job conflict)
1995-1997	L Ronald (Ron) Faucett
1997-1999	Cathy A Noble ¹⁹
1999-2001	Cathy A Noble-Hornsby
2001-2003	Daniel F Curl ²⁰

Note: This listing (CAD Bylaws, 1.9) automatically shall be added to biennially (or as needed in case of presidential replacement) by the CAD secretary then in office.

Appendix C

LOGO OF THE C.A.D. --

- Bylaws 1.2
- 1.2.1 The logo of the CAD (as illustrated on the cover) consists of
 - 1.2.1.1 two circles, with the following words printed between the outer and inner circles:
 - 1.2.1.1.1 COLORADO ASSOCIATION in the upper left, and
 - 1.2.1.1.2 OF THE DEAF, in the lower right, and
 - 1.2.1.2 the words "Founded in 1904" under the upper inner circle,
 - 1.2.1.3 bisected by
 - 1.2.1.3.1 two short double-lines to the left of the circle, continuing behind and into the circle, and into
 - 1.2.1.3.2 three stylistic double-lined peaks in descending height from left to right within the circle, representing the mountains, and
 - 1.2.1.3.3 ending with a straight line extending in front of and to the right of the circle, representing the plains;
 - 1.2.1.4 between the second and third peaks is an arc, representing the sun ... and
 - 1.2.1.5 centered under the three peaks is a columbine, the Colorado state flower.



Appendix D

PREVIOUS MISSION STATEMENTS --

Bylaws 2.1

Note:

The following, included here for information and reference, are quotes or excerpts from previous CAD documents.

1904:

"... [T]o promote the advancement of [the] social, intellectual, and moral status of the deaf."

1948:

"The object ... is for the purpose of advancement, socially, intellectually, and morally, of the deaf of Colorado; to promote their general welfare, and to protect them from unfair legislation"

1983:

"The objectives and purposes of the Association shall be to promote the welfare of the deaf of Colorado and to actively promote and advance their educational, vocational, economic, and social standards in any lawful manner. The objectives are intended to be within the scope of Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law)."

1995:

"The mission of the Colorado Association of the Deaf (CAD) is to assure that a comprehensive, coordinated system of services is accessible to citizens who are deaf and hard-of-hearing, enabling them to achieve their maximum potential through increased independence, productivity, and integration in areas of social life, education, vocation, and economics."

Appendix E

REGIONS OF THE C.A.D. --

Bylaws 4, Preamble

Regions (listed alphabetically, with counties included in each region) of the CAD are:

1. DINOSAUR COUNTRY REGION (DCR), includes the counties (11) of:
Clear Creek, Eagle, Garfield, Gilpin, Grand, Jackson, Jefferson, Moffat, Rio Blanco, Routt, and Summit;
2. GREAT PLAINS REGION (GPR),

- includes the counties (11) of: Arapahoe, Bent, Cheyenne, Elbert, Kiowa, Kit Carson, Lincoln, Otero, Prowers, Washington, and Yuma;
3. MESA VERDE REGION (MVR), includes the counties (19) of: Archuleta, Chaffee, Delta, Dolores, Douglas, Gunnison, Hinsdale, La Plata, Lake, Mesa, Mineral, Montezuma, Montrose, Ouray, Park, Pitkin, San Juan, San Miguel, and Teller;
 4. MILE HIGH REGION (MHR), includes only the (city and) county of Denver;
 5. PAWNEE GRASSLANDS REGION (PGR), includes the counties (8) of: Adams, Boulder, Larimer, Logan, Morgan, Phillips, Sedgwick, and Weld; and
 6. SAND DUNES REGION (SDR), includes the counties (13) of: Alamosa, Baca, Conejos, Costilla, Crowley, Custer, El Paso, Fremont, Huerfano, Las Animas, Pueblo, Rio Grande, and Saguache.

Appendix E-1

COLORADO COUNTIES (listed alphabetically)

Bylaws 4

ADAMS	ALAMOSA	ARAPAHOE
ARCHULETA	BACA	BENT
BOULDER	CHAFFEE	CHEYENNE
CLEAR CREEK	CONEJOS	COSTILLA
CROWLEY	CUSTER	DELTA
DENVER	DOLORES	DOUGLAS
EAGLE	EL PASO	ELBERT
FREMONT	GARFIELD	GILPIN
GRAND	GUNNISON	HINSDALE
HUERFANO	JACKSON	JEFFERSON
KIOWA	KIT CARSON	LA PLATA
LAKE	LARIMER	LAS ANIMAS
LINCOLN	LOGAN	MESA
MINERAL	MOFFAT	MONTEZUMA
MONTROSE	MORGAN	OTERO
OURAY	PARK	PHILLIPS
PITKIN	PROWERS	PUEBLO
RIO BLANCO	RIO GRANDE	ROUTT
SAGUACHE	SAN JUAN	SAN MIGUEL
SEDGWICK	SUMMIT	TELLER
WASHINGTON	WELD	YUMA

Note: The city of Broomfield sprawls across the county lines of Adams, Boulder, Jefferson, and Weld. In the November 1998 elections, Colorado voters approved establishment in 2001 of the City and County of BROOMFIELD - the 64th county in Colorado.

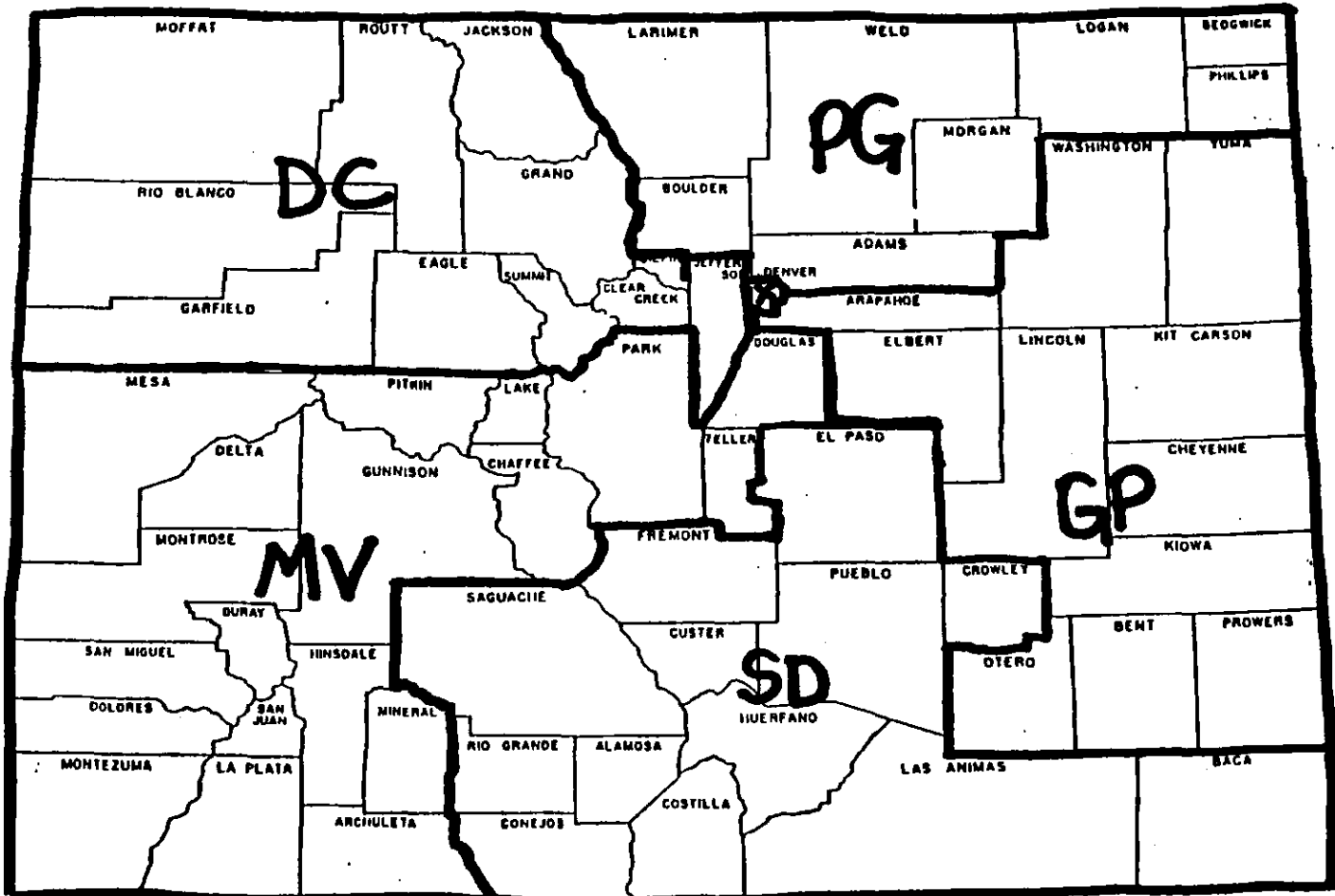
Appendix E-2

MAP OF COLORADO COUNTIES

KEY

DC : Dinosaur County Region - 11
 MV : Mesa Verde Region - 19
 SD : Sand Dunes Region - 13

GP : Great Plains Region - 11
 PG : Pawnee Grasslands Region - 8
 X : Mile High Region - City and County of Denver



Appendix E-3 COLORADO COMMUNITIES BY COUNTIES, County: Communities (CAD region) (county seat/capital underlined):

- Adams (PGR) Adams City, Arvada (also in Jefferson County), Aurora (also in Arapahoe County), Bennett, Brighton, Broomfield*, Comanche, Commerce City, Derby, Dupont, Eastlake, Federal Heights, Henderson, Montbello, Northglenn, Strasburg, Thornton, Watkins, Welby, and Westminster (also in Jefferson County);
- Alamosa (SDR) Alamosa, Estrella, Great Sand Dunes National Monument (also in Saguache County), Hooper, La Fruto, Mosca, and Waverly;
- Arapahoe (GPR) Aurora (also in Adams County), Buckley Air National Guard Base, Byers, Centennial (a possible new city, pending 1998 elections), Cherry Creek (also in Douglas County), Cherry Hills Village, Deer Trail, Englewood, Fort Logan, Gateway, Glendale, Greenwood Village,

Highlands Ranch (also in Douglas county), Hoffman Heights, Littleton (also in Douglas County), Orchard Plaza, Sheridan, Smoky Hill, Southglenn, and Strasburg;

Archuleta (MVR) Arboles, Carracas, Chimney Rock (formerly Dyke), Chromo, Lonetree, Nutria, Pagosa Springs, Piedra, Sunetha Flats/Station, Southern Ute Indian Reservation (also in La Plata and San Juan Counties), and Trujillo;

Baca (SDR) Bartlett, Bisonte, Campo, Deora, Lycan, Pritchett, Springfield, Stoneton/Stonington, Two Buttes, Utleyville, Vilas, and Walsh;

Bent (SDR) Boggsville, Caddoa, Fort Lyon, Hasty, Las Animas (and there's Las Animas County), McClave, Ninaview, and Toonerville;

Boulder (PGR) Allenspark, Boulder, Broomfield*, Canfield Caribou, Chautauqua Park, Eldora, Eldorado Springs, Erie (also in Weld County), Gold Hill, Hessie (ghost town), Hygiene, Jamestown, Lafayette, Longmont, Louisville, Lyons, Magnolia, Marshall, Meeker Park, Miramonte, Nederland, Niwot, Pinecliffe, Raymond, Rowena, Ryssby, Salina, Sugarloaf, Superior, Switzerland Park, Tungsten, Valmont (was once larger than Boulder), Wallstreet, Ward, and Wondervu;

Chaffee (MVR) Buena Vista, Garfield (formerly Junction City), Granite, Hillside, Johnson Village, Monarch, Mount Princeton Hot Springs, Nathrop, Poncha Springs, Salida, St Elmo, Shavano, and Twin Lakes;

Cheyenne (GPR) Arapahoe, Arena, Chemung, Cheyenne Wells, First View, Kit Carson (and there's Kit Carson County), and Wild Horse;

Clear Creek (DCR) Dumont, Empire, Georgetown, Idaho Springs, Lawson, and Silver Plume;

Conejos (SDR) Antonito, Bountiful, Capulin, Conejos, Cumbres, Espinosa, Guadalupe, La Jara, Lasauses (also spelt Los Sauces), Las Mesitas, Lobatos (formerly Cenicero), Los Cerritos, Los Pinos, Manassa, Mogote, Morgan (and there's Morgan County), Ortiz, Paisaje, Platoro, Romeo (who'll find that Juliet's been renamed xxxxxx in xxxxxxxx County), Sanford, and Segó Springs;

Costilla (SDR) Blanca, Chama, Fort Garland, Garcia (formerly Manzanares), Jaroso, La Valley, Los Fuertes, Mesita, Russell, San Acacio, San Francisco, San Luis (the oldest town in Colorado), San Pablo, San Pedro, Sierra, and Viejo (old) San Acacio;

Crowley (SDR) Crowley, Numa, Olney Springs, Ordway, and Sugar City;

Custer (SDR) Greenwood (another Greenwood in Pueblo County), Querida, Rosita, San Isabel, Silver Cliff, Westcliffe, and Wetmore;

Delta (MVR) Austin, Bowie, Cedaredge, Chipeta, Cory, Crawford, Delta (formerly Uncompahgre), Eckert, Escalante, Hotchkiss, Lazear, Maher, Orchard City, Paonia, and Roubideau;

Denver (MHR) (formerly Auraria), City and County of Denver; the capital of Colorado;

Dolores (MVR) Cahone, Dove Creek, Dunton, and Rico;

Douglas (MVR) Castle Rock, Cherry Creek (also in Arapahoe County), Deckers (formerly Daffodil, then Pemberton), Franktown, Highlands Ranch (also in Arapahoe County), Larkspur, Littleton (also in Arapahoe County), Louviers, Parker, The Pinery, Roxborough State Park, Sedalia, and Westcreek;

Eagle (DCR) Avon, Basalt (also in Pitkin County), Beaver Creek, Bond, Burns, Camp Hale, Derby Junction, Derby Mesa, Eagle, Edwards, El Jebel, Gilman, Gypsum, Kaibab, McCoy, Minturn, Pando, Radium, Red Cliff (formerly just Cliff), Sheephorn, State Bridge, Sweetwater, Tigiwon, Vail, Wolcott, and Yarmony;

El Paso (SDR) Black Forest, Broadmoor, Buttes, Calhan, Cascade, Chipita Park (formerly Ute Park), Cimarron Hills, Colorado City (not to be confused with another, newer, Colorado City, formerly Crow Junction, in Pueblo County), Colorado Springs, Ellicott, Falcon, Fort Carson, Fountain, Green Mountain Falls (also in Teller County), Glen Eyrie, Husted, Ivywild, Minnehaha, Monument, North End, North Pole (Santa's Workshop), Palmer Lake, Peterson Field Air Force Base, Peyton, Pikeview, Ramah, Rockrimmon, Rosswell, Rush, Ruxton, Security, Skyway (and another in Mesa County), Templeton, US Air Force Academy, Widefield, and Yoder;

Elbert (GPR) Agate, Bijou, Elbert (formerly gomers Mills), Elizabeth, Kiowa (and there's Kiowa county), Kutch (formerly Sanborn), Manitou Springs, Matheson, Monument, Ponderosa Park, Resolis, River Bend, and Simla;

Fremont (SDR) Calcite, Canon City, Coal Creek, Coaldale, Cotopaxi, Florence, Hillside (formerly Texas Creek),

Howard, Parkdale, Penrose, Portland (and another in Ouray County), Rockvale, Royal Gorge (the highest bridge in the world), Spikebuck, Texas Creek, and Williamsburg;

Garfield (DCR) Antlers, Battlement Mesa, Carbondale, Carbonera, Cardiff, Chacra, Glenwood Springs (formerly Defiance), New Castle, Marble, Parachute (formerly Grand Valley), Redstone, Rifle, Riland, Rulison, Satank, Shoshone, Silt, and Una;

Gilpin (DCR) Apex, Black Hawk, Central City, East Portal (but no West Portal!), Gilpin, Pactolus, Rollinsville, Russell Gulch, and Tolland;

Grand (DCR) Fraser, Granby, Grand Lake, Hideaway Park (formerly in turns Woodstock, Vasquez, and Little Chicago), Hot Sulphur Springs, Kremmling, Parshall, Tabernash, Troublesome, and Winter Park;

Gunnison (MVR) Almont, Anthracite, Blue Mesa, Chance, Crested Butte, Crystal, Gateview, Gothic, Gunnison, Hierro, Iola, Jack's Cabin, Ohio, Marble (marble from here used for the Lincoln Memorial and for the Tomb of the Unknown Soldier in Washington, D.C.), Midway (and another in Larimer County, and yet another in Teller County), Mount Crested Butte, Ohio, Parlin, Pitkin (formerly Quartzville; and there's also Pitkin County), Pittsburg, Powderhorn, Ragged Mountain, Sapinero, Somerset, Taylor Park, Tincup, Vulcan, and Waunita Hot Springs;

Hinsdale (MVR) (least populated county in Colorado), Capitol City (so named because residents in 1887 hoped it would become the capital of Colorado), Lake City (the only community) in this county;

Huerfano (SDR) Apache City, Badito, Calumet, Cuchara, Delcarbon, Farisita, Gardner (formerly Huerfano Canyon), La Veta (formerly Francisco Plaza), Lascar, Pictou, Pryor, Red Wing, Tioga, Toltec, and Walsenburg;

Jackson Coalmont, Cowdrey, Damifino Park (DCR), Gould, Pearl, Rand, and Walden;

Jefferson (DCR) Arvada (also in Adams County), Bergen Park, Broomfield*, Buffalo Creek, Chief Hosa, Conifer, Columbine Hills, Critchell, Edgewater, El Rancho, Evergreen, Foxton, Genessee Park, Golden, Green Mountain, Idledale, Indian Hills, Kassler, Kittredge, Lakeside, Lakewood, Morrison, Mountain View (and another in Larimer County, and yet another in Montrose County), Pine, Pleasant View (and another in Montezuma County), Rocky Flats, Shaffers Crossing, Spivak, Tiny Town, Westminster (also in Adams county), and Wheat Ridge;

Kiowa (GPR) Arlington (founded as Juliet), Brandon, Chivington, Eads, Galatea, Haswell, Sheridan Lake, and Towner (formerly Memphis);

Kit Carson (GPR) Bethune, Burlington, Flagler, Seibert, Stratton, Vona, and Yale;

La Plata (MVR) Bayfield, Bondad, Breen, College Heights, Durango, Fort Lewis, Gem Village, Hermosa, Hesperus, Ignacio, La Boca, La Plata, La Posta, Marvel (formerly Kline), Mayday, Oxford, Parrott City, Purgatory, Redmesa, Southern Ute Indian Reservation (also in Archuleta and San Juan Counties), Tacoma, Tiffany, Trimble, and Vallecito;

Lake Climax, Kokomo, Leadville, Malta, and Twin Lakes;
(MVR)

Larimer Association Camp (YMCA), Bellvue, Berthoud (but not
(PGR) Berthoud Pass, which straddles Clear Creek and Grand Counties),
Bert's Corner, Boettcher, Champion, Cherokee Park, Drake, Estes
Park, The Forks, Fort Collins, Glen Comfort, Glen Haven,
Glendevey, Home, Indian Meadows, Ish Ranch, Kelim, Kinikinik
(properly "kinnikinnik"), Laporte, Livermore, Loveland, Lyons,
Manhattan, Masonville, Midway (and another in Gunnison County,
and yet another in Teller County), Mishawaka, Mountain View
(and another in Jefferson County, and yet another in Montrose
County), Omega (but no Alpha in Colorado), Pinewood Springs
(formerly Little Elk Park), Poudre Park, Red Feather Lakes,
Rustic, Teds PlaceTimmath, Virginia Dale, and Wellington;

Las Animas Aguilar, Barela, Boncarbo, Branson, Canoncito,
(SDR) Cokedale, Delhi, El Moro, Gulnare, Hoehne (formerly Pulaski),
Jansen, Kim, Ludlow, Madrid, Model, Morley, Primero (first),
Rugby, San Juan (and there's San Juan County), Sarcillo,
Segundo (second), Sopris, Starkville, Stonewall, Tercio
(third), Thatcher (formerly Hole-in-the-Rock -- a natural
spring where horses were watered), Tijeras, Tobe, Torres (and
another in Rio Grand County), Trinchera, Trinidad, Troy,
Tyrone, Valdez, Vallorso, Vigil, Villegreen, Weston, and
Wootton;

Lincoln Arriba, Atchee, Bovina, Boyero, Clifford, Genoa
(GPR) (formerly Creech, then Cable), Hugo, Karval, Limon, Punkin
Center (formerly Prairie Dream), Saugus, and Shaw;

Logan Atwood, Crook, Dailey, Fleming, Iliff, Logan,
(PGR) Merino, Padroni, Peetz, Proctor, Red Lion, Sterling, and
Willard;

Mesa Cameo, Clifton, Collbran, Colorado National
(MVR) Monument, De Beque, Fruita, Fruitvale, Gateway, Glade Park,
Grand Junction (formerly Ute), Kannah, Loma, Mack, Mesa,
Molina, Orchard Mesa, Palisade, Plateau City, Skyway (and
another in El Paso County), and Whitewater;

Mineral Creede (absorbed camps Amethyst, Bachelor, Jimtown,
(MVR) etc.); Spar City, and Wagon Wheel Gap;

Moffat Artesia (name changed to Dinosaur), Blue Mountain,
(DCR) Craig, Dinosaur (National Monument), Elk Springs, Great Divide,
Greystone, Hamilton, Hiawatha, Juniper Hot Springs, Lay,
Maybell, Slater, and Sunbeam (but no Moonbeam in Colorado);

Montezuma Arriola, Cortez, Dolores, Dove Creek, Hovenweep
(MVR) (National Monument, partly in Utah), Lebanon, Lewis, Mancos,
McPhee Park, Mesa Verde National Park, Pleasant View (and
another in Jefferson County), Stoner, Towaoc, Ute Mountain
Indian Reservation, Yellow Jacket, and Yucca House National
Monument;

Montrose Bedrock, Cimarron, Hanging Flume (historic site),
(MVR) Maher, Montrose, Mountain View (and another in Jefferson
County, and yet another in Larimer County), Naturita, Nucla,
Olathe (formerly Brown, then Colorow), Paradox, Redvale,
Uravan, Ute, and Vancorum;

Morgan Balzac, Bijou (also in Elbert County), Brush, Fort
(PGR) Morgan, Goodrich, Hillrose, Hoyt, Log Lane Village, Orchard,

· Snyder, Weldona, and Wiggins;

Otero (SDR) Bloom, Cheraw, Fowler, La Junta, Las Animas, Manzanola, Rocky Ford, Swink, Timpas, and Vroman;

Ouray (MVR) Camp Bird, Colona (originally proposed as the name for our state), Ouray, Portland (and another in Fremont County), Red Mountain, and Ridgway;

Park (MVR) Alma, Antero Junction, Bailey, Como, Estabrook, Fairplay, Garo, Grant, Guffey (formerly Idaville, then Freshwater), Hartsel, Jefferson (and there's Jefferson County), Lake George, Puma Hills, Santa Maria, Shawnee, South Park City, and Tarryall;

Phillips (PGR) Amherst, Haxtun, Holyoke, and Paoli;

Pitkin (MVR) Aspen, Basalt (also in Eagle County), Independence (another Independence in Teller County), Meredith, Redstone, Snowmass, Snowmass Village, and Woody Creek;

Prowers (GPR) Bristol, Camp Amache (or Campamache), Carlton, Cheney Center, Granada, Hartman, Holly, Koen, Kornman, Lamar, and Wiley;

Pueblo (SDR) Avondale, Baxter, Belle Plain, Belmont, Beulah, Blende, Boone, Cedarwood, Colorado City (formerly Crow Junction, not to be confused with older Colorado City near Colorado Springs, El Paso County), Devine (formerly Vineland, changed because another town of that name is in the same county!), Greenhorn, Greenwood (another Greenwood in Custer County), Minnequa, Nepesta, Pinon, Pueblo (formerly Independence), Rye, Sierra Vista, Siloam, Swallows, and Vineland;

Rio Blanco (DCR) Buford, Meeker, and Rangely;

Rio Grande (SDR) Del Norte, Homelake, Lariat, Monte Vista, Parma, Plaza, South Fork, Summitville, and Torres (and another in Las Animas County);

Routt (DCR) Clark, Columbine (name of the state flower), Deepcreek (one word), Egeria, Harris, Hayden, McGregor, Milner, Mystic, Oak Creek, Pagoda, Phippsburg, Steamboat Springs, Toponas, and Yampa;

Saguache (SDR) Bonanza City, Bonita, Center (originally Centerview), Crestone, Great Sand Dunes National Monument (also in Alamosa County), Iris, La Garita, Mineral Hot Springs, Moffat (and there's Moffat County), Saguache, Sargents, and Villa Grove;

San Juan (MVR) Chattanooga, Eureka, Gladstone, Howardsville, Silverton, Southern Ute Indian Reservation (also in Archuleta and La Plata Counties), and Villa Grove;

San Miguel (MVR) Cedar, Egnar, Norwood, Ophir, Placerville, Sams, San Miguel, Sawpit, Slick Rock, Telluride (formerly Columbia), and Vanadium;

Sedgwick (PGR) Julesburg, Ovid, and Sedgwick;

Summit (DCR) Breckenridge, Copper Mountain, Dillon, Frisco, Keystone, Montezuma, Silverthorne, Tiger, and Wheeler Junction;

Teller (MVR) Cripple Creek, Divide, Elkton, Florissant (National Monument), Green Mountain Falls (also in El Paso

County), Independence (another Independence in Pitkin County), Midway (and another in Gunnison County, and yet another in Larimer County), Rainbow Valley, Rosemont, Victor, and Woodland Park;

Washington
(PGR)

Akron, Anton, Arickaree, Cope (formerly Gray), Elba, Idalia, Joes, Last Chance, Lindon (formerly Harrisburg, then Linden), Messex, Otis, Pinneo, Woodrow, and Xenia;

Weld
(PGR)

(the largest county in Colorado), Ault, Barnesville, Broomfield*, Briggsdale, Buckingham, Carr, "Centennial" (fictitious town, "locale" of James A Michener's Centennial, modelled on existing town of Keota), Cornish, Dacono, Eaton, Erie (also in Boulder County), Evans, Firestone, Fort Lupton, Fort Vasquez, Fosston, Frederick, Galetton (formerly Zita), Garden City, Gilcrest, Gill, Gowanda, Greeley, Grover (formerly Catoga), Hardin, Hereford, Hudson, Ione, Johnstown, Keenesburg, Keota (see "Centennial" above), Kersey, La Salle, Lochbuie, Lucerne, Masters, Mead, Milliken, New Raymer, Nunn, Peckham, Pierce, Platteville, Prospect Valley, Purcell, Rockport, Roggen, Rosedale, Severance, Stoneham, Wattenberg, Windsor; and

Yuma
(GRP)

Clarkville, Eckley, Hale, Heartstrong, Idalia, Joes (formerly Three Joes, after three men named Joe), Kirk, Laird, Schramm, Vernon, Wray, and Yuma;

*

The city of Broomfield sprawls across the county lines of Adams, Boulder, Jefferson, and Weld. In the November 1998 elections, Colorado voters approved of "home rule" for the City and County of Broomfield -- the 64th county in Colorado. This county will be in the PGR.

Note:

Many of the names and items of interest are taken from William Bright's delightful and informative book, Colorado place names.

Quote:

O BEAUTIFUL FOR SPACIOUS SKIES,
FOR AMBER WAVES OF GRAIN,
FOR PURPLE MOUNTAIN MAJESTIES
ABOVE THE FRUITED PLAIN!
AMERICA! AMERICA!

GOD SHED HIS GRACE ON THEE,
AND CROWN THY GOOD WITH BROTHERHOOD
FROM SEA TO SHINING SEA!

-- From America the beautiful, by Katharine Lee Bates, after her July 1893 trip by covered wagon, marked "Pikes Peak or Bust", to the summit of Pikes Peak, Colorado.

Appendix F

THE GEORGE W VEDITZ ENDOWMENT FUND --

Bylaws 4.2.7.4.4.3

Purpose:

1. To memorialize George W. Veditz.
2. Interest from this fund shall go into the general funds to be used for the operation of C.A.D.

Restrictions:

Any other use of principal must be approved by the membership

of C.A.D.

Note:

As additional gifts and donations are made the principal of this fund will increased from time to time.

Appendix G

THE MEMORIALS/SCHOLARSHIPS/AWARDS FUND --
Bylaws 4.2.7.4.4.4

Note: "In memoriam" donations shall be deposited to this fund (unless the donor(s) otherwise specify), and the names and date of birth and death of each memorialized will be added to the listing under this Fund.

Purpose: This fund shall be used to pay for awards and scholarships funded or granted by the CAD.

"IN MEMORIAM" --

Anthony, Ivy (nee Phillipps)

April 20, 1903 -- October 7, 1985

Castilian, James Robert

February 5, 1904 -- June 1, 1999

Cecil, Jewel Richard

August 28, 1918 -- July 13, 2000

Cecil, Mildred Dorris

April 10,, 1927 - September 25, 2001

Fraser, Eva Arnold

May 10, 1915 -- December 11, 1984

Henry, Anna F.

June 7, 1908 - November 7, 1999

Hudson, Maggie May (nee Phillipps)

May 3, 1889 -- April 4, 1980

Kilthau, John

April 29, 1896 - May 21, 1981

O'Toole, Amelia Lucia

May 14, 1933 - April 12, 2000

Reed, Franklin Jackson "Jack"

December 20, 1932 - December 9, 1999

Sanderson, Sandra Klein

June 4, 1932 - July 3, 1999

Schweizer, Howard Wayne

March 30, 1949 - January 2, 2001

Stephenson, Donald L.

December 12, 1934 - May 16, 2000

Votaw, Harriett Booth

November 29, 1922 - April 4, 1999

Note further: "In memoriam" listings shall be added to by the CAD secretary then in office.

Appendix H

GRIEVANCE / COMPLAINT PROCEDURE --

Bylaws 4.5.3

Step 1:

If there be a grievance or complaint concerning any CAD officer, representative, committee, member, or activity, such

- grievance or complaint must be in writing.
- Step 2: Grievances and complaints shall be addressed to the CAD vice president.
- Step 3: Within fifteen (15) days of receipt of such grievance or complaint, the vice president shall convene and chair a special grievance committee of at least four (4) members including the vice president.
- Note: If the CAD vice president be the subject of the grievance or complaint, such shall be addressed to the CAD president who will convene and chair the special grievance committee.
- Step 4: Within sixty (60) days, both parties or sides will be invited to a hearing before the special grievance committee.
- Step 5: This committee shall attempt to resolve the matter to the satisfaction of all concerned.

Appendix I

THE C.A.D. AWARDS AND RECOGNITION PROGRAM

(a sub-committee of the C.A.D. EVENTS COMMITTEE) -- shall be

chaired by the CAD state secretary, and composed of the CAD board of representatives, whose purposes and duties include

1. requesting nominations for CAD Awards listed in this Appendix (requests, including nomination form, to be published in the CAD newsletter),
2. consideration and determination of these nominations;
3. recommendation of individuals for honorary memberships in the CAD,
4. liaising with the CAD events committee, and
5. arranging the awards and recognition program at the biennial convention, and

Dates: starting no later than 90 days before the biennial convention, and concluding after the awards and recognition program at the biennial convention.

PURPOSE -- The Colorado Association of the Deaf biennial awards, first established in 1983 under then CAD president Eldon Ragland's administration, are made to identify and focus attention on outstanding and innovative services or programs that benefit members, individually and/or as a whole, of the deaf community of Colorado.

The conferring of an award by the CAD shows the association's appreciation for, or approval, endorsement, or recognition of, outstanding achievements or accomplishments made by a Colorado individual, business, organization, or institution during the two years between biennial CAD conventions.

There are four (4) award categories, listed in alphabetical order below.

NOMINATION -- Nomination for CAD awards can be made by any person or persons (see GUIDELINES).

SELECTION -- The final selection of awardees is made by the CAD board of representatives meeting in executive session. Note: Selection shall be based on real merit; not all categories need be awarded.

DEADLINE -- The deadline for nominations shall be one month prior to the opening date of the CAD biennial convention.

CATEGORIES -- The four (4) categories are:

1. THE C.A.D. DISTINGUISHED SERVICE AWARD
TO a Colorado individual, business, or organization
FOR providing a distinguished, outstanding, unique, or
unusual service of benefit to the deaf community.
2. THE C.A.D. EDUCATION AWARD
TO a Colorado individual or institution
FOR making meritorious or original contributions in
working with K-12 grade deaf students.
3. THE C.A.D. EMPLOYER'S AWARD
TO a Colorado business or industry
FOR making original or note-worthy efforts to hire
employees who are deaf and to accommodate their
needs.
4. THE C.A.D. GOLDEN HAND AWARD
TO a Colorado individual or identified group of
individuals
FOR exceptional voluntary service to the deaf community
and/or to the CAD.

GUIDELINES -- Each nomination shall have the following
information:

1. the award category name,
2. the name of the nominee, including the nominee's mailing
address and phone number with area code,
3. your reason(s) -- please be specific! -- for making the
nomination, AND
4. your name and signature, including your mailing address
and phone number with area code.
5. Nominations may be made by letter or on the form provided
(Attached). This form may be photo-copied. However, it
is requested that there be ONE NOMINEE PER LETTER OR
FORM, PLEASE!
6. Please send your nominations to:
The CAD Secretary
The Veditz Office
P.O. Box 371196
Denver, CO 80237-5196

**THE EVA ARNOLD FRASER MEMORIAL OUTSTANDING STUDENT-ATHLETE
AWARDS**

Purpose: Begun in 1978, the primary purpose of these awards is
to recognize annually two outstanding deaf students, one male
and one female, at the Colorado School for the Deaf and the
Blind (CSDB) who make good passing grades, do well in sports,
and show evidence of discipline and utmost sportsmanship.
Names are engraved on the CAD Eva Arnold Fraser Memorial plaque
hanging in the hallway of the Gottlieb Gym at CSDB.

A secondary purpose of these awards is to promote good
relations between the CAD and the CSDB.

Presentation: Awards are presented during the annual sports
ceremonies at the CSDB.

Selections are made by the CAD secretary and the CSDB athletic
director, and other individuals invited by the selectors.

-National Association of the Deaf "Youth Leadership Camp"

1. The CAD will sponsor annually two Colorado deaf students, grades 9 through 11, attending the NAD "Youth Leadership Camp".
2. The CAD board of representatives will solicit and consider applications from the Colorado students who have been accepted into NAD "Youth Leadership Camp", and select the two most deserving who show promise of leadership.
3. Each sponsorship shall cover full tuition for the individuals that have been accepted into NAD "Youth Leadership Camp".
4. In the event a Colorado student is not accepted into the National Association of the Deaf Youth Leadership Camp, the CAD Board of Representatives may elect to send a deaf student to an alternate deaf leadership training camp.

THE COLORADO ASSOCIATION OF THE DEAF: [YEAR] BIENNIAL AWARDS

=====

NOMINATION FORM

Date: _____

Note: Deadline is >>> mm/dd/yy <<<

TO: The CAD Secretary
The Veditz Office
P.O. Box 371196
Denver, CO 80237-5196

CATEGORY: _____
Name of award category

NOMINEE: _____
Name of individual/business/organization/or institution

Nominee's area code and phone number

Nominee's mailing address ...

... and city/state/ZIP code

REASON(S) FOR NOMINATION: _____

(Use other side of page if more space be needed.)

FROM: _____
Your name: Please print

Your area code and phone/TTY number

Your mailing address ...

... and city/state/ZIP code

Your signature

Appendix J

THE "MISS DEAF COLORADO" PAGEANT

-- a sub-committee of the EVENTS COMMITTEE --
shall be

chaired by the director appointed by the CAD president, subject to approval of the CAD executive committee, and composed of at least three (3) CAD members co-opted by the director,

whose purpose and duties include

1. To arrange and promote a biennial contest in accordance with the N.A.D. "Miss Deaf America" pageant.
2. liaising with the biennial N.A.D. CONVENTION/CONFERENCE and the C.A.D. EVENTS COMMITTEE

Dates

Appendix K

THE PLEDGE TO THE FLAG --

Bylaws 5.5

I PLEDGE ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA, AND TO THE REPUBLIC FOR WHICH IT STANDS: ONE NATION, UNDER GOD, INDIVISIBLE, WITH LIBERTY AND JUSTICE FOR ALL.

Appendix L

THE C.A.D. NOMINATIONS AND ELECTION COMMITTEE

-- a sub-committee of the EVENTS COMMITTEE --
shall be

chaired by a CAD member, non-candidate for office, appointed by the CAD vice president, and composed of at least six (6) CAD members, non-candidate for representative, each residing in a different region, co-opted by the chairman,

whose purpose and duties include

1. soliciting nominations for CAD officers, solicitations to be announced in the CAD newsletter,
2. verifying qualifications of candidates,
3. preparing ballots,
4. conducting the biennial election proceedings, the chairman overseeing the CAD officer elections, and each committee member overseeing the representative election in his or her regional caucus; and
5. administering the oath of office, by the chairman, at the installation of elected and/or re-elected CAD officers and regional representatives.

In the case of a mid-term (between biennial conventions) replacement of officers and representatives, the current CAD president (or vice president in the absence of the president) will administer the oath of office at the next CAD board of representatives meeting.

Oath of office: The person administering this oath shall ask each elected individual to raise his or her right hand and to recite as follows:

"I, _____ (name) _____, promise to fulfill the duties of the office to which I have been elected and to serve the Colorado

Association of the Deaf to the best of my ability."
Dates: starting 90 days prior to the biennial convention, and
concluding immediately following installation of officers and
regional representatives at the biennial convention.

INDEX to the CAD Bylaws, 1999

A

AD HOC COMMITTEE.....	see SPECIAL COMMITTEE.
ADAMS, COUNTY OF.....	Appendix E.
ADDRESS, PRINCIPAL.....	1.5
ADJOURNMENT.....	5.1.4.10
ADVERTISING.....	3.2.2.1.3; 3.2.2.2.3
ADVISORS (JrCAD/NAD).....	3.2.1.4.3.3.1; also see JR CAD/NAD Chapters
ADVOCACY.....	2.2.6
AFFILIATE MEMBERS.....	2.2.1; 3.2.2.1
AFFILIATION(S), NATIONAL.....	2.2.1; 3.3.3
AGENDA FOR MEETINGS:	
BOARD OF REPRESENTATIVES.....	2.2.9.1
COMMITTEE.....	5.1.4.5.3
EXECUTIVE COMMITTEE.....	5.1.4.;; 5.2.4
OFFICERS.....	5.1.4
STATEWIDE, REGULAR.....	5.1.4
SPECIAL.....	5.1.5

ALAMOSA, COUNTY OF.....Appendix E.
 AMENDMENTS.....6; also see BYLAWS COMMITTEE.
 ANNUAL MEETING --
 BIENNIAL CONVENTION --
 (odd-numbered years).....5.1.2.1
 MINI-CONVENTION --
 (even-numbered years).....5.1.2.2
 ANTHONY, IVY.....Appendix G
 ARAPAHOE, COUNTY OF.....Appendix E
 ARCHIVES.....4.2.7.3.3
 ARCHULETA, COUNTY OF.....Appendix E
 ARKANSAS VALLEY CHAPTER -- Discontinued; see Note at CHAPTERS.
 ARTICLES OF INCORPORATION.....6.7
 ASSISTANTS --
 REPRESENTATIVE.....4.4.7.7
 SECRETARY.....4.2.7.3.9
 TREASURER.....4.2.7.4.10
 ASSOCIATE MEMBER.....3.2.1.2
 ASSOCIATION, C.A.D.....1.1
 AT-LARGE DIRECTORS -- Note: The CAD Bylaws Committee (1998-1999)
 recommended the discontinuation of the two (2) "directors at-large"
 positions; instead, six (6) "regional representative" positions were
 created. See REGIONS.
 AUDITING COMMITTEE.....4.5.2.1
 AVERY, CHARLES B.....Appendix A (year-1970)
 AWARDS AND RECOGNITION.....Appendix I
 C.S.D.B.....Appendix I
 DISTINGUISHED SERVICE AWARD...Appendix I
 EDUCATION AWARD.....Appendix I
 EVA ARNOLD FRASER MEMORIAL
 OUTSTANDING STUDENT-
 ATHLETE (C.S.D.B.)
 AWARD.....Appendix I-2
 EMPLOYER'S AWARD.....Appendix I
 FUND: MEMORIALS/SCHOLARSHIPS..Appendix I
 GOLDEN HAND AWARD.....Appendix I
 GUIDELINES FOR.....Appendix I
 HONORARY MEMBERSHIP.....3.2.1.6; Appendix I
 MEMORIALS/SCHOLARSHIPS/AWARDS.Appendix G
 NAD YOUTH LEADERSHIP CAMP.....Appendix I-3

 B
 BACA, COUNTY OF.....Appendix E
 BACKGROUND CHECKS.....3.2.1.4.4.3; 4.3.2.6
 BELCHER, MILTON D.....Appendix B
 BENT, COUNTY OF.....Appendix E
 BILLINGS, CHARLES D.....Appendix B
 BLIND.....see DEAF-BLIND
 BOARD OF REPRESENTATIVES.....2.2.9.1
 BOULDER, COUNTY OF.....Appendix E
 BROOMFIELD, COUNTY OF.....Appendix E
 BUCKMASTER, JOHN L.....Appendix B
 BUDGET/FINANCE.....4.5.2.4.3.1; see TREASURER
 BUSINESS:

NEW.....	5.1.4.7
ORDER OF.....	5.1.4
UNFINISHED.....	5.1.4.6
BYLAWS COMMITTEE.....	4.5.2.2; 6 et seq.
RECOMMENDATIONS.....	6.2.2; 6.3; 6.4
BYLAWS REVISIONS.....	6.5 et seq; 6.6

C

C.A.D. (Colorado Association of the Deaf).....	Throughout the bylaws.
C.P.A. (Certified Public Accountant).....	4.5.2.1.3.3
C.S.D.B. (Colorado School for the Deaf and the Blind).....	Appendix A
CASTILIAN, JAMES R.....	Appendices B and G
"cc" (CLOSED-CAPTIONING).....	2.2.6.2.6
CECIL, JEWEL RICHARD.....	Appendix G
CERTIFIED PUBLIC ACCOUNTANT.....	4.5.2.1.3.3
CHAFFEE, COUNTY OF.....	Appendix E
CHAPTERS -- <u>Note</u> : The CAD Bylaws Committee (1998-1999) recommended the discontinuation of CHAPTERS; instead, REGIONS were created.	
CHAPTERS (JrCAD/NAD).....	3.2.1.4.3
CHARITABLE.....	2.2.2
CHARLES B AVERY MEMORIAL SCHOLARSHIP FUND.....	Appendix A (year-1970)
CHEYENNE, COUNTY OF.....	Appendix E
CLASSIFICATIONS OF MEMBERSHIP.....	3.2
CLEAR CREEK, COUNTY OF.....	Appendix E
CLEARANCE (BACKGROUND CHECKS).....	3.2.1.4.4.2
CLOSED-CAPTIONING ("cc").....	2.2.6.2.6
COLLEGE STUDENTS.....	3.2.1.3
COLOR (DISCRIMINATION).....	2.2.10.1.1
COLORADO COUNTIES.....	Appendix E
COLORADO SCHOOL FOR THE DEAF AND THE BLIND (C.S.D.B.).....	Appendix A
COLORS (C.A.D).....	1.3
COLUMBINE.....	1.2.1.5; 1.3.1.1
COMMITTEE:	
AD HOC.....	See SPECIAL COMMITTEE.
EXECUTIVE OFFICER.....	2.2.9.1
SELECT.....	See SPECIAL COMMITTEE.
SPECIAL.....	4.5.3
STANDING:	
AUDITING.....	4.5.2.1
BYLAWS.....	4.5.2.2
EVENTS.....	4.5.2.3
FINANCE.....	4.5.2.4
TASK FORCE.....	See SPECIAL COMMITTEE.
COMPENSATION.....	4.7
COMPLAINTS.....	see GRIEVANCE PROCEDURES.
COMMUNICATION.....	2.2.3
COMMUNITY SERVICE AWARD.....	Appendix I
CONEJOS, COUNTY OF.....	Appendix E
CONFLICT OF INTEREST.....	see GRIEVANCE PROCEDURES.

CONSTITUTION.....see ARTICLES OF INCORPORATION.

CONTRACTS.....

CONVENTION:

BIENNIAL

(odd-numbered years).....5.1.2.1

MINI-

(even-numbered years).....5.1.2.2

CONVENTION COMMITTEE.....4.2.7.2.1; 4.5.2.3.3.1

CORPORATE MEMBERS.....3.2.2.2.3

CORPORATE SEAL.....1.6

COSTILLA, COUNTY OF.....Appendix E

COUNTIES IN COLORADO.....Appendix E

CROWLEY, COUNTY OF.....Appendix E

CUSTER, COUNTY OF.....Appendix E

D

D.C.R. (Dinosaur Country Region)...Appendix E

DEAF: Definition.....1.7

DEAF COLORADAN, THE.....1.4; 6.3

DEAFNESS, DEGREE OF.....see NON-DISCRIMINATION-2.2.10.1.11

DELEGATE(S) TO N.A.D.....4.4.7.3

DELTA, COUNTY OF.....Appendix E

DENVER, (CITY AND) COUNTY OF.....Appendix E

DINOSAUR COUNTRY REGION (DCR).....Appendix E

DIRECTOR(S) AT-LARGE.....Note: The CAD Bylaws Committee (1998-1999) recommended the discontinuation of the two (2) "directors at-large" positions; instead, six (6) "regional representative" positions were created. See REGIONS.

DISCRIMINATION.....2.2.10

DISPUTES.....4.7.2; Appendix H

DISSOLUTION.....8

DISTINGUISHED SERVICE AWARD.....Appendix I

DIVERSITY.....2.2.10

DOLORES, COUNTY OF.....Appendix E

DOUGLAS, COUNTY OF.....Appendix E

DUES, MEMBERSHIP.....3.1.1

DUTIES --

BOARD OF REPRESENTATIVES.....4.4

EXECUTIVE COMMITTEE.....4.3

OFFICERS.....4.2.7

PRESIDENT.....2.2.9; 4.2.7.1

REPRESENTATIVES.....4.4

SECRETARY.....4.2.7.3

TREASURER.....4.2.7.4

VICE PRESIDENT.....4.2.7.2

E

EAGLE, COUNTY OF.....Appendix E

EDUCATION.....2.2.6.2.1

EDUCATION AWARD, THE C.A.D.....Appendix I

EL PASO, COUNTY OF.....Appendix E

ELBERT, COUNTY OF.....Appendix E

ELECTION AND NOMINATIONS.....Appendix L

EMPLOYER AWARD, THE C.A.D.....Appendix I

EMPLOYERS.....2.1.3.4
 ENTERTAINMENT.....4.5.2.3.3.1
 EQUAL ACCESS.....2.2.6.2 et seq.
 EVA ARNOLD FRASER MEMORIAL, THE...Appendix I-2
 EVEN-NUMBERED YEARS
 (mini-convention).....5.1.2.2
 EXECUTIVE COMMITTEE.....2.2.9.1; 6.1.2
 EXECUTIVE OFFICER.....2.2.9
 EXPENSES.....4.7

 F
 FAUCETT, L RONALD (RON).....Appendix B
 FERGUSON, KEITH.....Appendix B
 FINANCE COMMITTEE.....see also TREASURER.
 FISCAL YEAR.....4.7.3
 FLAG, THE PLEDGE TO THE.....5.5; see also Appendix K.
 FOUNDING.....1
 FOUR CORNERS CHAPTER -- Discontinued; see Note at CHAPTERS.
 FRASER, EVA ARNOLD.....Appendix G
 FRASER MEMORIAL, THE EVA ARNOLD...Appendix I-2
 FREMONT, COUNTY OF.....Appendix E
 FUNDING.....2.2.8
 FUNDRAISING.....4.5.2.4.3.2
 FUNDS --
 AWARDS/MEMORIALS/SCHOLARSHIPS.2.2.8.1.3
 CHECKING.....4.2.7.4.1.1
 CONTINGENCY.....4.2.7.4.2.1; 4.2.7.4.4.2
 GENERAL.....4.2.7.4.1.1; 4.2.7.4.4.1
 GEORGE W VEDITZ ENDOWMENT....4.2.7.4.4.3; Appendix F
 MEMORIALS/SCHOLARSHIPS/AWARDS.Appendix G
 SAVINGS.....4.2.7.4.2.1
 SCHOLARSHIPS/AWARDS/MEMORIALS.Appendix G

 G
 G.P.R. (Great Plains Region).....Appendix E
 GALLUZZO, FRANK P.....Appendix B
 GARFIELD, COUNTY OF.....Appendix E
 GILPIN, COUNTY OF.....Appendix E
 GOLDEN HAND AWARD, THE C.A.D.....Appendix I
 GOTTLIEB GYM, C.S.D.B.....Appendix I
 GRAND, COUNTY OF.....Appendix E
 GREAT PLAINS REGION (GPR).....Appendix E
 GRIEVANCE PROCEDURES.....Appendix H
 GUNNISON, COUNTY OF.....Appendix E

 H
 HARD-OF-HEARING.....1.7.2.1
 HENRY, ANNA F.....Appendix G
 HIGH SCHOOL STUDENTS.....3.2.1.4
 HINSDALE, COUNTY OF.....Appendix E
 HISTORY, SYNOPTIC, OF THE C.A.D....1.8; see also Appendix A
 HORNSBY, CATHY A.....Appendix B; see also Cathy A. Noble
 HOME OFFICE/THE VEDITZ OFFICE.....2.2.7
 HUDSON, MAGGIE MAY.....Appendix G

HUERFANO, COUNTY OF.....Appendix E

I
I.R.S. (Internal Revenue Service).. 4.7.1.1.1; Appendix A (year-1949)
-- 501(c)(3).....2.2.11; Appendix A (year-1949)
-- 509(a)(2).....Appendix A (year-1949)
IN MEMORIAM.....Appendix G
INCORPORATION.....1.6.1; 2.2.2
INDIVIDUAL MEMBERS --
ASSOCIATE.....3.2.1.2
REGULAR.....3.2.1.1
INTEREST, CONFLICT OF.....See GRIEVANCE PROCEDURES.
INTERNAL REVENUE SERVICE.....see I.R.S.
INTERPRETING (sign language).....2.2.6.2.4

J
JACKSON, COUNTY OF.....Appendix E
JEFFERSON, COUNTY OF.....Appendix E
JUNIOR (JrCAD/NAD) MEMBERS.....3.2.1.4; 3.2.1.4.3

K
KILTHAU, JOHN.....Appendix G
KILTHAU, JOSEPHINE (JOSIE).....Appendices B and G
KIOWA, COUNTY OF.....Appendix E
KIT CARSON, COUNTY OF.....Appendix E

L
LA PLATA, COUNTY OF.....Appendix E
LAKE, COUNTY OF.....Appendix E
LARIMER, COUNTY OF.....Appendix E
LAS ANIMAS, COUNTY OF.....Appendix E
LAW COMMITTEE.....See BYLAWS COMMITTEE.
LEADERSHIP.....2.2.5
LEGISLATION.....2.2.6.4
LIFE MEMBERS.....3.2.1.5
LIMITATIONS.....4.2.5.3
LINCOLN, COUNTY OF.....Appendix E
LISTING OF PAST PRESIDENTS.....1.9; also Appendix B
LOGAN, COUNTY OF.....Appendix E
LOGO OF THE C.A.D.....1.2 et seq; Appendix C
LONG, EARL.....Appendix B
LONGS PEAK CHAPTER -- Discontinued; see Note at CHAPTERS.

M
M.A.A.D. (Midwest Athletic Association of the Deaf).....1.7.1.2
M.H.R. (Mile High Region).....Appendix E
M.V.R. (Mesa Verde Region).....Appendix E
MEDIA/PRESS RELEASES.....2.2.3.2.3; 4.2.7.1.3
MEETINGS:
AGENDA (BOARD OF REPS).....5.2.4
AGENDA (STATEWIDE).....5.1.4
ANNUAL.....5.1
BOARD OF REPRESENTATIVES.....4.4

COMMITTEES.....	4.5
EXECUTIVE COMMITTEE.....	4.5
MINUTES.....	4.2.7.3.1; 4.5.1.6
NOTICE.....	5.1.3; 5.2.3
QUORUM.....	5.1.6; 5.2.6
REGULAR.....	3.2.1.1
SCHEDULE (BOARD OF REPS).....	5.2.2
SCHEDULE (STATEWIDE).....	5.1.2
SPECIAL (BOARD OF REPS).....	5.2.5
SPECIAL (STATEWIDE).....	5.1.5
STATEWIDE, REGULAR.....	5.1
SPECIAL.....	5.1.5
MEMBERS.....	3; 4; 6.1.1; 6.4
AFFILIATE.....	2.2.1; 3.2.2.1
INDIVIDUAL.....	3.2.1.1
JUNIOR.....	3.2.1.1
LIFE.....	3.2.1.5
ORGANIZATIONAL.....	3.2.2
STUDENT --	
COLLEGE.....	3.2.1.3
HIGH SCHOOL.....	3.2.1.4
MEMBERSHIP.....	2.2.4
CLASSIFICATIONS OF.....	3.1
DUES.....	3.3
INDIVIDUAL.....	3.2.1.1
ORGANIZATIONAL.....	3.2.2
PURPOSE.....	2.2.4
QUALIFICATIONS FOR.....	3.1
MEMORIALS:	
CHARLES B AVERY, THE.....	Appendix A (year-1970)
EVA ARNOLD FRASER, THE.....	Appendix I-2
SCHOLARSHIPS/AWARDS FUND.....	Appendix G
MENTORS (JrCAD/NAD).....	3.2.1.4.3.3.1
MESA, COUNTY OF.....	Appendix E
MESA VERDE REGION (MVR).....	Appendix E
METRO DENVER CHAPTER -- Discontinued; see <u>Note</u> at CHAPTERS.	
MIDWEST ATHLETIC ASSOCIATION OF	
THE DEAF (M.A.A.D.).....	1.7.1.2
MILE HIGH REGION (MHR).....	Appendix E
MINERAL, COUNTY OF.....	Appendix E
MINI-CONVENTION.....	5.1.2.2
MINUTES.....	4.2.7.3.1; 4.5.1.6
"MISS DEAF COLORADO" PAGEANT.....	Appendix J
MISSION STATEMENT.....	2.1
MOERS, CLIFFORD (CLIFF) W.....	Appendix B
MOERS, JEROME (JERRY) R.....	Appendix A (year-1980)
MOFFAT, COUNTY OF.....	Appendix E
MONTEZUMA, COUNTY OF.....	Appendix E
MONTROSE, COUNTY OF.....	Appendix E
MORGAN, COUNTY OF.....	Appendix E
MYERS, MARK J.....	Appendix B

N
N.A.D. (National Association of

the Deaf)	3.3.3
N.A.D. YOUTH LEADERSHIP CAMP	Appendix I-3
NAME	1; 1.1
NATIONAL AFFILIATION(S)	2.2.1
NATIONAL ASSOCIATION OF THE DEAF	Appendix A (year-1938)
NECROLOGY	4.2.7.3.5
NEW BUSINESS	5.1.4.5.5
NEWSLETTER	2.2.3.2.1
NOBLE, CATHY A.	Appendix B; see also Cathy A. Hornsby
NOMINATIONS AND ELECTIONS	Appendix L
NON-DISCRIMINATION	2.2.10
NOTICE OF MEETINGS:	
BOARD OF REPRESENTATIVES	5
COMMITTEES	5
EXECUTIVE COMMITTEE	5
OFFICERS	5
STATEWIDE, REGULAR	5.1
SPECIAL	5

<u>O</u>	
OATH OF OFFICE	Appendix L
OBJECT	2
OBJECTIVES, PURPOSES AND	2.1
SUMMARY	2.2.11
ODD-NUMBERED YEARS	
(biennial convention)	5.1.2.1
OFFICE --	
HOME	2.2.7
OATH OF	Appendix L
REGIONAL	2.2.7
TERM LIMITATIONS	4.2.5.1; 4.2.5.3
TERM OF	4.2.5; 4.4.5
OFFICER, EXECUTIVE	2.2.9
OFFICERS	4.2
OFFICIAL PUBLICATION	1.4
ORDER OF BUSINESS	5.1.4
ORGANIZATIONAL MEMBERS	3
ORGANIZATIONAL REPRESENTATIVES	6.6.2
OTERO, COUNTY OF	Appendix E
O'TOOLE, AMELIA LUCIA	Appendix G
OURAY, COUNTY OF	Appendix E

<u>P</u>	
P.G.R (Pawnee Grasslands Region)	Appendix E
PAGEANT, "MISS DEAF COLORADO"	Appendix J
PARENTS	2.1.3.2
PARK, COUNTY OF	Appendix E
PARLIAMENTARY AUTHORITY	7
PARLIAMENTARY PROCEDURE	7
PAST PRESIDENTS, LISTING OF	1.9; see also Appendix B
PAWNEE GRASSLANDS REGION (PGR)	Appendix E
PHILLIPS, COUNTY OF	Appendix E

PICNICS, STATEWIDE.....1.7
PIKES PEAK CHAPTER -- Discontinued; see Note at CHAPTERS.
PITKIN, COUNTY OF.....Appendix E
PLEDGE TO THE FLAG, THE.....5; also Appendix K
POLITICAL AFFILIATION.....2.2.10.1.6
POWERS --
 BOARD OF REPRESENTATIVES.....4.4.7
 EXECUTIVE COMMITTEE.....4.3.2
 PRESIDENT.....2.2.9; 4.2.7.1; 4.5.1.1
 REPRESENTATIVES.....4.5.1.1.2
 SECRETARY.....4.2.7.3
 TREASURER.....4.2.7.4
 VICE PRESIDENT.....4.2.7.2
PRESIDENTS, PAST, LISTING OF.....1.9; see also Appendix B
PRESS/MEDIA RELEASES.....2.2.3.2.3; 4.2.7.1.3
PRINCIPAL ADDRESS.....1.5
PROCEEDINGS OF MEETINGS.....4.2.7.3.1; 7.1
PROFESSIONALS.....2.1.3.3
PROTECTION.....2.2.6
PROWERS, COUNTY OF.....Appendix E
PROXY VOTING.....
PUBLIC RELATIONS.....See MEDIA/PRESS RELEASES.
PUBLICATION, OFFICIAL.....1.4
PUEBLO, COUNTY OF.....Appendix E
PURPLE (COLORS).....1.3.1
PURPOSE FOR MEETINGS:
 BOARD OF REPRESENTATIVES.....5
 COMMITTEE.....5
 EXECUTIVE COMMITTEE.....5
 OFFICERS.....5
 STATEWIDE, REGULAR.....5.1
 SPECIAL.....5.1
PURPOSES AND OBJECTIVES.....2.2

Q

QUALIFICATIONS --
 MEMBERSHIP.....3.1
 OFFICERS.....4.2.2
 REPRESENTATIVES.....4.4.2
QUORUM FOR MEETINGS -
 BOARD OF REPRESENTATIVES.....5.2.6.4.2
 COMMITTEES.....4.5.1.6
 EXECUTIVE COMMITTEE.....5.1.6; 5.2.6.1; 5.3.2
 STATEWIDE, REGULAR.....5.1.6
 SPECIAL.....5.1.6

R

RACE.....2.2.10.1.7
RAGLAND, ELDON L.....1.2.2.1; also Appendix B
RECOGNITION, AWARDS AND.....Appendix I
RECORD OF MEETINGS.....4.2.7.3.1
REED, FRANKLIN JACKSON.....Appendix G
REGIONAL AFFILIATION(S).....
REGIONAL OFFICES OF THE C.A.D.....2.2.7.2

REGIONAL REPRESENTATIVES.....2.2.9.1; 5.2; see also Board of
Representatives

REGIONS OF THE C.A.D. --

DINOSAUR COUNTRY (D.C.R.).....Appendix E

GREAT PLAINS (G.P.R.).....Appendix E

MESA VERDE (M.V.R.).....Appendix E

MILE HIGH (M.H.R.).....Appendix E

PAWNEE GRASSLANDS (P.G.R.)....Appendix E

SAND DUNES (S.D.R.).....Appendix E

REGULAR MEMBERS --

INDIVIDUAL.....3.2.1.1

AGE 18 option (JrCAD/NAD).....3.2.1.1

REGULAR MEETINGS --

BOARD OF REPRESENTATIVES.....5.2.2

COMMITTEES.....4.5.1.6

EXECUTIVE COMMITTEE.....5.3

STATEWIDE ANNUAL MEMBERSHIP...5.1

REHABILITATION, VOCATIONAL.....2.2.6.2.3

RELAY SERVICE (T.T.Y.).....2.2.6.2.5

RELIGION.....2.2.10.1.8

REMOVAL --

OF OFFICERS.....4.3.4

OF REPRESENTATIVES.....4.4.4

REPRESENTATIVES:

AT-LARGE -- Note: The CAD Bylaws Committee (1998-1999)
recommended the discontinuation of the two (2) "directors at-large"
positions; instead, six (6) "regional representative" positions
were created. See REGIONS OF THE C A D, Appendix E.

BOARD OF.....2.2.9.1

ORGANIZATIONAL.....

REGIONAL.....2.2..9.1; 5.2

RESPONSIBILITIES --

BOARD OF REPRESENTATIVES.....4.4.7

EXECUTIVE COMMITTEE.....4.3.2

OFFICERS.....4.2.7

PRESIDENT.....2.2.9.1; 4.2.7.1; 4.5.1.1

REPRESENTATIVES.....4.4.7

SECRETARY.....4.2.7.3

TREASURER.....4.2.7.4

VICE PRESIDENT.....4.2.7.2

RIO BLANCO, COUNTY OF.....Appendix E

RIO GRANDE, COUNTY OF.....Appendix E

ROUTT, COUNTY OF.....Appendix E

RULES OF ORDER.....7

S

S.D.R. (Sand Dunes Region).....Appendix E

SAGUACHE, COUNTY OF.....Appendix E

SAN JUAN, COUNTY OF.....Appendix E

SAN LUIS VALLEY CHAPTER -- Discontinued; see Note at CHAPTERS.

SAN MIGUEL, COUNTY OF.....Appendix E

SAND DUNES REGION (SDR).....Appendix E

SANDERSON, SANDRA KLEIN.....Appendix G

SCHEDULE OF MEETINGS --

BOARD OF REPRESENTATIVES.....	4.4
COMMITTEES.....	4.5.1.6
EXECUTIVE COMMITTEE.....	5.3
OFFICERS.....	5.3.1
STATEWIDE, REGULAR.....	5.1
SPECIAL.....	5.1.5
SCHWEIZER, HOWARD WAYNE.....	Appendix G
SEAL.....	1.6
SECRETARY.....	4.2.7.3
SECTION 501(c)(3), I.R.S.....	2.2.11
SECTION 509(a)(2), I.R.S.....	Appendix A (year-1949)
SEDGWICK, COUNTY OF.....	Appendix E
SELECT COMMITTEE.....	See SPECIAL COMMITTEES.
SIGN LANGUAGE INTERPRETING.....	2.2.6.2.4
SPECIAL COMMITTEES.....	4.5.1.7
SPECIAL INTEREST GROUPS --	
DEAF-BLIND.....	4.5.1.7
JR.C.A.D./N.A.D.....	3.2.1.4.3
SPECIAL MEETINGS:	
BOARD OF REPRESENTATIVES.....	4.4
COMMITTEES.....	4.5.1.5
EXECUTIVE COMMITTEE.....	5.3
STATEWIDE ANNUAL MEMBERSHIP.....	5.1.5
SPONABLE, CAROL E.....	Appendices A and B.
STAFF, EXECUTIVE.....	2.2.9
STANDING COMMITTEES.....	See COMMITTEES, STANDING.
STATE CONVENTION --	
BIENNIAL (odd-numbered years).....	5.1.2.1
MINI- (even-numbered years).....	5.1.2.2
STATEWIDE MEETINGS	
REGULAR.....	5.1
SPECIAL.....	6.4.2
STATEWIDE PICNICS.....	1.7
STEPHENSON, DONALD L.....	Appendix G
STRICKLEN, WILLIAM (BILL).....	Appendix B
STRUCTURE.....	4
STUDENT MEMBERS --	
age 18 and over.....	3.2.1.1
age 17 and under.....	3.2.1.2
college.....	3.2.1.3
high school.....	3.2.1.4
"junior".....	3.2.1.4
SUMMARY OF PURPOSES AND OBJECTIVES.....	2.2.11
SUMMIT, COUNTY OF.....	Appendix E
SYNOPTIC HISTORY OF THE C.A.D.....	1.7; see also Appendix A

T

T.D.D (Telecommunication Device for the Deaf).....	See T.T.Y.
T.T. (Text Telephone).....	See T.T.Y.
T.T.Y. (teletypewriter).....	2.2.6.2.5
TASK FORCE.....	see SPECIAL COMMITTEE.
TAX-EXEMPT STATUS --	
FEDERAL.....	Appendix A (year-1949)

STATE.....Appendix A (year-1990)
 USERS.....Appendix A (years-1949 & 1990)
 TELLER, COUNTY OF.....Appendix E
 TERM LIMITS --
 OFFICERS.....4.2.5
 REPRESENTATIVES.....4.4.5
 TREASURER.....4.2.7.4
 TELECOMMUNICATIONS.....2.2.6.2.5
 TELETYPEWRITER.....see T.T.Y.
 TUCKER, THEODORE (TED).....Appendix B

U

UNFINISHED BUSINESS.....5.1.4.6
 UNITY.....2.2.5

V

VACANCIES.....4.3.4; 4.4.4
 VEDITZ --
 ENDOWMENT FUND.....2.2.8.2
 GEORGE W.....1.8; 5.1.1.2; Appendices A (year-1904) & B
 OFFICE, THE.....1.5.1; 2.2.7.1
 VICE PRESIDENT.....4.2.7.2
 VOCATIONAL REHABILITATION.....2.2.6.2.3
 VOTAW, HARRIETT BOOTH.....Appendix G

W

WARNICK, DON G.....Appendix B
 WASHINGTON, COUNTY OF.....Appendix E
 "WATCHDOG".....2.2.6.2
 WAYS AND MEANS.....See FINANCE COMMITTEE.
 WEBSTER'S ELEMENTARY DICTIONARY.....1.7.1
 WELD, COUNTY OF.....Appendix E
 WELFARE.....2.1.2.1
 WESTERN SLOPE CHAPTER -- Discontinued; see Note at CHAPTERS.
 WHITE (COLORS).....1.3.2
 WOLPERT, LUCILLE.....Appendix B

X - Y - Z

YEARS --
 EVEN-NUMBERED.....5.1.2.2
 ODD-NUMBERED.....5.1.2.1
 YELLOW (COLORS).....1.3.3
 YUMA, COUNTY OF.....Appendix E
