



## **Annual General Meeting Minutes: April 2, 2022**

Zoom meeting 9:00am: [bit.ly/CAD22AGM](https://bit.ly/CAD22AGM)

**Meeting called to order at 9:01am by President Eric Gugger**

### **Members Present:**

Eric Gugger  
Steven Flowers  
TraciAnn Hoglind  
Gary Etkie  
Ody Allen  
Britnee Hursin  
Al Mascarenas

### **Guests present:**

Rebecca Herr  
Jeb Willoughby  
Timothy Chevalier  
Sarah Honigfeld  
Chelsea Lee  
Jodie Adams-Chevalier  
Larry Pike  
Amber Roseborough  
Patrick Carton  
Greg Bland  
Ryan Koester  
Karina Baker

### **Welcome**

- Call to Order
- Zoom Etiquette
  - President to lead meeting
  - All attendees cameras off except those called on by the President
  - Use the raise hand feature
  - Respectful space
- Roll Call / Quorum
- Review and Approval of Minutes
  - February 2022 minutes: Majority vote. **Passed.**

## Executive Board Members Reports

- Eric Gugger, President
  - NAD will have their NAD Board Meeting on April 13th - 17th, 2022 in Denver. They will visit RMDS (Rocky Mountain Deaf School) and CDSB (Colorado School for the Deaf and Blind).
  - A company called Relay Colorado will be hosting a Deaf Day at the Denver Zoo on May 1st, 2022. They will provide free tickets for all Deaf people and will advertise their event next week on FB (Facebook). I will provide a link at the end of this meeting plus will have CAD advertise.  
<https://www.facebook.com/RelayColorado>
- TraciAnn, Secretary
  - **Correspondence with the community:** receive inquiries via info@ and provide referrals and information as needed. 80 emails since my term started in April 2021.
  - **Social Media:** monitored and shared community events, relevant information to CAD facebook pages, created posts as requested by the community and flyers/updates for any CAD announcements/meetings.
    - Posted first giveaway: The post reached 488 people, had 139 engagements, including 39 likes, 51 comments and 7 shares. The boosted post brought on 83 engagements and a reach of 359. We gained 200% in followers, however the actual number of increased followers was only 18, bringing us to a total of 2,690 followers.
    - Set up accommodation request process for all future meetings (for community members to email info@cadeaf.org within the given date if they need interpreters) to be posted on social media with announcement of meeting date
  - **Website:** Maintained website pages to reflect relevant and current updates, including minutes, board members, etc.
  - **YouTube:** Set up a new YouTube page for CAD under secretary email, we all can contribute and upload videos, etc. -- one central YouTube page for all CAD related videos!
- Steve, Treasurer
  - Continued the digitizing of financial records, 2017 to 2022.
  - 2016-2019 was audited by Larry Pike, Donald Brock, Gary Etkie, and I in March of 2021. 2020-2022 will be audited very shortly.
  - Sent 4 different sponsorship checks
    - \$3k to RMDS for supporting 6 students on an international trip to Costa Rica.
    - \$500 for Deaflympic biker, John Klish, at Brazil 2022 games.
    - \$500 to CSDB Alumni Association.
    - \$2k to Aspen Camp of the Deaf for mountain bike and youth camps.
  - CAD also runs an ASL translation service; the treasurer has trained the coordinator to run a team of translators.

- We have a new contract for a second year with CCDHHDB (Colorado Commission for the Deaf, Hard of Hearing, Deaf and Blind) to continue ASL translation.
  - This project is basically translating text to ASL from any materials sent by CCDHHDB. We have a coordinator and a team of translators that handles this.
  - The treasurer sent out 1099-NEC's to the translators and coordinators for 2021 and will need to do so for 2022.
  - This service is also advertised on our website under social resources.
- CAD now has \$39,742 in our checking account.
  - \$17,556 of the total is for various funds with different purposes like the awards fund, youth fund, etc.
  - Fidelity investment account: current total is \$69,494
  - CAD had \$36k and \$57k respectively last year at the 2021 AGM. We have increased funds this year while giving out \$6000 in sponsorships.
- Website committee: currently there is free and paid membership on the website. Who is a paid member has voting rights. Also updated ASL translation services, resources page, and donations page. The bylaws that we asked the community for feedback at last year's AGM is on the website as well.

## **Board Members Reports**

- Ody Allen
  - Amazon Smile started around Jan. 2021, and thus far have received a total of \$49.67 which has been deposited into the bank account. Community members can enable CAD as their organization of choice for Amazon Smile.
  - Assist in ensuring all information is updated to the public and people can communicate with me if they need something from the CAD.
  - Will continue to be on the social media committee until her term ends
  - Police Taskforce: the chairperson for this committee resigned, so things have been stalled since then. It is already reinvented from the CCDHHDB. Hoping for more community members to join.
  - Rebecca Herr from ALDA (Association of Late Deafened Adults) will share her announcement about summer camp and partnership.
- Gary Etkie
  - Been working with Steve on finances committee thus far. Also on the bylaws, summerfest, and oktoberfest committees.
  - CAD NEEDS community members to join and work together to make more changes.
  - Oktoberfest has been canceled due to COVID, and committee members have moved out of state, leaving 2 members left. We will work on the Summerfest next for this year!
- Britnee Hursin
  - It has been a really long time since the pandemic hit since the community has gotten together. CAD will be hosting a get together at the park called:

**Summerfest.** Exact date is to be determined, please be on the lookout for a poll about which weekend in the summer is best. Come join us and meet the CAD Board, and socialize with the community.

- CAD passed to have an advocacy day, which can start next year after deliberating ideas at Summerfest. This will include engagement with legislators on various bills.
- Al Mascarenas
  - No report

### **Old Business**

- We do not have any old business from last year's AGM and February 2022's meeting.

### **New Business**

- **TraciAnn: I move that we set aside \$1,500 to contribute towards Colorado deaf youth to attend the biannual NAD Conference 2022 in Florida. Steve seconded. Majority vote. Passed.**
  - Examples of opportunities for deaf youth at the NAD conference:
    - Pitch Competition (also known as Youth Ambassador Program); Young adults between 18 - 30 years old can pitch a business idea, new startup or product, or a solution to a social issue to win prize money (1st - \$7,500, 2nd- \$5,000, and 3rd- \$2,500)!
    - Jr. NAD Pages: Bring a deaf youth to volunteer at the conference! Students will have the opportunity to earn community service hours while assisting with workshops, Council of Representatives (COR) meetings, and more!
  - \$\$ can be split evenly for students from RMDS and CSDB and other mainstream schools. Ideally for students who are already active in Jr. NAD. The money can help cover airfare, per diem, etc. to support deaf youth to go to NAD for leadership experience. If we do not find anyone that wants to go, the money can remain in the youth fund.
- **Sarah Honigfeld: I move for CAD to set up a LEAD-K Committee. Britnee seconded. Majority vote. Passed.**
  - Would like for CAD to work with the community to see what is being done for deaf/disabled children aged 0-5 in the state for their early intervention and language acquisition. In order to set up a LEAD-K bill, we will need to first do an investigation to assess current situations, see what the deaf community response is and develop strategies to address.
  - Gary: Several years ago, we sent two delegates to California, but found out LEAD-K partnered with AG Bell (Alexander Graham Bell).
  - Sarah: Actually, the LEAD-K team asked AG Bell to back off the LEAD-k bill, which they agreed to. It is not actually a "collaboration" but rather an agreement that AG Bell will not interfere with the LEAD-k bill. Sarah can join the committee, but cannot chair since she works at NAD.
  - Gary: Can reach out to the former LEAD-K committee to gain more insight.

- Jodie: Small business owner, works for language deprived students west of Colorado. Found out that the IEP is a violation of the law, meaning deaf children who are language deprived don't have access to ASL. Met with Shawna Moden of the State Dept of Education, and is in process of filing a complaint against the Dept of Education due to their discrimination against ASL. CDE may not be the best choice, they are not involved, they leave it all to the IEP team. However, there is no best criteria set up and guidance on best practices. Our state needs a hotline to call for any IEP or language acquisition concerns across the state. CAD needs to set up a Ombudsman to support any children and school systems that neglect deaf children who are language deprived. The Ombudsman would investigate claims if CDE denies anything. We shouldn't wait for LEAD-K to pass, but also set up strategies while we wait. Jodie will join the education committee to focus on deaf K-12 education.
- Sarah: 0-5 and preschool to 12 is oversaw by two different departments, so this should be kept separate. NAD does provide LEAD-K support for each state, and Sarah works at NAD and lives in this state, meaning she can support in all this process. We can also work with the national LEAD-K team.

**Search for Board Members: (Our election is on April 10-16, 2022 and results will be announced on the 17th. New board members will begin their term at the May 12th, 2022 meeting)**

- Vice President
  - presides any time the president is unable to serve, and becomes the president when that office is vacant for any reason; and
  - may assume the chair of any standing and special committees and other tasks as directed by the president and/or the board.
  - Should the vice president become the president, the CAD board shall appoint a replacement to complete the remaining term.
- Treasurer: Steve will continue to serve as interim treasurer until a new one is chosen.
  - is in charge of all financial matters of the CAD,
  - serves as chair of the financial management committee, and
  - may assume any other tasks as directed by the president and/or the board.
- Up to 3 Board Members
  - Board members are expected to attend monthly board meetings.
  - Board members are expected to contribute to the strengthening of CAD by leading committees, being chairperson and/or assisting with hosting events, community outreach, Deaf advocacy in the legal and public arenas.

**Discussion**

- Difference between paid/free memberships and where to sign up
  - Steve shared his screen to show how people can sign up to be a member. The website outlines the difference between free/paid memberships and how to sign up. For paid memberships, they will need to fill out the form and then pay \$10 via paypal.

- Discussion of future events (golf classic and Oktoberfest)
  - Gary: When COVID-19 is out, we can become active in-person again!! Golf classic will be hosted later likely next year. Oktoberfest will not happen for 2022 – but will happen for 2023. Summerfest will take place in 2022 in lieu of Oktoberfest. Will need community support!
- Search for committee members
  - Financial Management (Steve)
    - Gary, Donald, Larry, Ody are current members. They help with audit for 2020 and 2021, and 2022. If folks are interested to serve on this committee, they can email [treasurer@cadeaf.org](mailto:treasurer@cadeaf.org).
  - Website Content Manager
    - Our website could use more information, resources, and updating. We need help with content creation for the website, someone to create content to put up on the website. Folks interested to serve on this committee, they can email [treasurer@cadeaf.org](mailto:treasurer@cadeaf.org).
  - Oktoberfest
    - Folks who are interested should contact Gary at [getkie@cadeaf.org](mailto:getkie@cadeaf.org).
  - Interpreting Regulation
    - Sara Frederickson used to handle this committee, but since she is no longer on the board, we need more folks to step up. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org).
  - Education/Deaf Parents of KODAs
    - Sara Frederickson used to handle this committee, but since she is no longer on the board, we need more folks to step up. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](https://bit.ly/CADComSignup).
    - These two committees could be separate. Deaf Parents of KODAs could be changed to “family committee” to include all DHHDB children and their families.
  - Advocacy/Legislation
    - Advocacy Day will be a possibility. We need more members! Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](https://bit.ly/CADComSignup).
  - Senior Citizens
    - This has not been active, but we need to focus on how we can support senior citizens on their needs, like transportation. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](https://bit.ly/CADComSignup).
  - D/HH Jobs
    - We could work with different stakeholders and employers to advertise various deaf job opportunities. New ideas are also welcome. We could create job boards and update them on the CAD website. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](https://bit.ly/CADComSignup).

- Ski Resort Liaison
  - Sometimes there are issues that Deaf folks don't get adaptive or disability support from ski resorts, so this committee would focus on providing advocacy and education in this situation. There was an issue 2 years ago, but not as much thus far. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](http://bit.ly/CADComSignup).
- Aspen Camp
  - Aspen camp reached out to CAD for sponsorship several times. Several examples included mountain biking and youth camp, but they did not happen due to lack of campers. This committee could do more to support Aspen in the future, like volunteering. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](http://bit.ly/CADComSignup).
- Disc Golf/Bowling
  - New committee; deaf people in Colorado tend to gather for these activities, there are 2 deaf bowling teams in Lakewood that gather on Tues/Fridays. If anyone wants to make this bigger through CAD, it is possible. Interested folks to serve on this committee should email [info@cadeaf.org](mailto:info@cadeaf.org) or sign up at [bit.ly/CADComSignup](http://bit.ly/CADComSignup).
- Bylaws committee
  - This is on an as-needed basis when changes are needed.
- CAD can send up to 2 board members to the NAD conference from June 30 to July 4, 2022
  - CAD will cover airfare, hotel, per diem, conference registration
  - If board members cannot go, we can sponsor community members who are CAD members to attend
- Gary: NAD usually provides support for advocacy, policy, etc., not sports. Should CAD not promote sponsorships for sports-related events?
  - Sarah: NAD and state organizations have different roles; CAD could support communities to be involved with activities however contribution is found as beneficial.
  - Steve: Our bylaws does say "social issues" as a reason for support, which could be applied to sports. The community has asked CAD to host more sports events to bring people together, which is a social issue, so we can apply or merge various issues together here.

## Announcements

- Eric: Announcement from Rebecca Herr:
  - Hello CAD members! I am Rebecca Herr, president of ALDA-Boulder, the Boulder County chapter of the Association of Late Deafened Adults, or ALDA. We have a summer camping program for adults and families, and we invite CAD members to join us. We have 15 reserved trips at US Forest Service campgrounds in June, July, and August. These are small-group trips for 8 to 16 people in beautiful places. We are camping at: (1) Dowdy Lake northwest of Fort

Collins, (2) 3 campgrounds in the Poudre River canyon, (3) Aspenglen Campground in Rocky Mountain National Park, (4) Pawnee Campground by Brainard Lake, and (5) Peaceful Valley and Camp Dick Campgrounds. Campers will share all trip expenses so we can have low-cost adventures. We bring tents and all camping equipment, including our camp kitchen with everything. You bring your sleeping bag, clothes, and a camp chair. See our complete list of trips at [www.aldaboulder.org](http://www.aldaboulder.org) on the Outdoors page. Then make your camping reservation on the website, or by email or text. We hope to see you in the mountains! For camping, see the ALDA-Boulder website at [www.aldaboulder.org/outdoors](http://www.aldaboulder.org/outdoors) or email [rebeccaherr@gmail.com](mailto:rebeccaherr@gmail.com). I have PDF flyers to email to anyone who asks! Thanks!

- Eric: Denver Deaf Day at the Zoo, free entry for deaf folks on May 1, 2022. This will be posted on CAD's social media, also available at [www.facebook.com/RelayColorado](https://www.facebook.com/RelayColorado).
- Drawing for five \$50 amazon gift card winners
  - Ryan Koester - sent
  - Chelsea Lee - sent
  - Karina Baker
  - Timothy Chevalier - sent
  - Rebecca Herr - sent

**Adjournment 11:05am**