



**ICRID Annual Business Meeting Minutes**  
Holiday Inn Pyramids Grimaldi Ballroom, Indianapolis, IN  
November 14, 2009

**Greeting and Announcements** – Carrie Westhoelter, ICRID Vice President

Thank you to the 2009 ICRID Annual Conference Planning Committee, Lena Van Manen, MJ Herrema Olson, Heather Canny, Charleen Sculley, Darin Mitchell, and Judy Cain, for all their help. Also thanks to the history committee: Judy Cain, chair, Nancy Young, Pat Molinder, Linda King, & Dave Calvert for all that they did. The slideshow chronicling the past 40 years was incredible. Thanks also to Judith Carson for speaking. Thank you also to our support staff and team of interpreters.

**Region III Representative Statement** – Leandra Williams

We will host our Region III conference next year in Minneapolis. We hope to see all of you there.

**Standing Rules** – Ronda Jo Bilz

AM 09.11.1 Judith Carson moves, David Calvert seconds.

**Move that the Standing rules be accepted. (Passed)**

**Official Quorum** – Randy Nicolai

We have met quorum for this meeting with 33 being credentialed.

**Call to Order** - Ronda Jo Bilz

Called to order at 12:34pm.

**Lighting of the Marvin Marshall Unity Candle**- David Calvert, Tess Marshall.

**State of Organization** – President's Report by Ronda Jo Bilz

This conference has highlighted the rich history that is ICRID. We have seen how an idea can become reality. As we were reminded from Judith Carson's enlightening message last night, it took many dedicated Deaf and hearing individuals to bring us to this point. The History committee is to be commended for giving us a glimpse of the past and reminding us that we are here to continue Creating Possibilities for the next 40 years of ICRID!

This is my second year to stand before you and report on the state of this organization, but I feel like I'm just now getting the hang of it. I am happy to say that the board as a whole is more unified than we were at the beginning of my term. If you will remember, at the beginning of the term of this current board, six out of ten members had never served on the board before and we have since had two of those positions turn over. Credit goes to this board for learning on the job and continuing to work together to keep ICRID a rocking organization.

The 2008-2009 ICRID Board has successfully undertaken several challenges and we are pleased with our progress and accomplishments. While we have not reached every goal that we set for ourselves at our retreats, there have been many positive developments.

For example, our Treasury report has been updated and we are solvent, though not rolling in the money. Transitioning the newsletter from paper to electronic has helped greatly with our finances.

Also, we held two of our meetings in cities outside Indianapolis to allow members in different areas of the state a chance to meet the board. As happens in any volunteer organization, there has been turnover in committee chair positions, however, fortunately only two of our committees still need to be staffed. We are seeking a Fundraising chair as well as a replacement for our Webmaster.

In an endeavor to add a member benefit, ICRID held its first Members Family Picnic in July 2009. The board and members who braved the weather haven't had so much fun playing in the rain since we were kids! We hope to continue this as a fun activity to bring members together in a relaxing environment to really get to know each other without the stresses of work. The board has requested a dryer day for the picnic next year, however.

The bylaws change that was proposed at last year's meeting was voted on and passed by the membership. We continue to maintain our office at ISD, allowing us to keep our archived history intact. These are just a few examples of our accomplishments. There have been many more.

However, I would like to take this time to say a few words about this board that has worked so hard together for you.

First of all, my vice president, Carrie Westhoelter, is one of the hardest working people I know. Not only is she a wife and mother, she has volunteered countless hours to ICRID and it's board, is chairperson of the BIS (Board of Interpreter Standards), Director of DCS (Deaf Community Services) and a great sounding board, mentor and advisor to me for the past two years.

The position of Secretary, in my opinion, is truly one of the most important on a board, because the task of accurately documenting proceedings is essential to an organization. Zachary Evans stepped into this daunting position in February and has done a phenomenal job keeping a thorough record of our meetings and events. He also took on the task of planning the first Members Family Picnic in July, made all the more difficult for being the first ever and having no previous guidelines from which to work. Zach is scheduled to take the NIC in the not too distant future.

Our Treasurer is well known to most of you here. Randy Nicolai has been involved with ICRID and on the board longer than the rest of us and his experience has been invaluable to us. Randy works full time in the community and I've never met a Deaf person from Indiana that doesn't know him.

Felisa Wilson is the newest mommy on the board. She is completing her four year term as member-at-large, and is one of the few people I know who actually stayed in her board position for the entire four years without either needing to resign or change positions on the board.

Robin Reid is one of our newer members, having joined in September 2008 to complete a vacated member-at-large term. Robin has done an outstanding job, jumping in with both feet to help plan the ASR and being a valued voice on the board.

Lisa Harmon is in the middle of her four year member-at-large term. When Lisa first joined the board two years ago, I don't think she said five words at the first meeting, but she has proven herself to be a great representative of the membership with her thought provoking questions and ideas.

Laurie Cocks is also in the middle of her four year member-at-large term. Laurie has never had a problem expressing her thoughts and has enabled us to think outside the box many times when we were 'stuck' on an issue. Laurie has proven her dedication to ICRID by making the two hour plus drive to Indianapolis for almost every meeting.

Our IAD representative, Jennifer Kutcka, has done a great job keeping us informed of the happenings in the Deaf community. We share Jennifer with the IAD board and though not always able to attend each of our meetings, she has always kept us updated with reports.

Past President Judy Cain has been a voice of wisdom on this board from her many years experience as vice president and president. This president will miss Judy, but I still have her phone number and email and I know where she lives, so she's not completely off the hook.

Each of these people work full time, and have families and lives beyond ICRID, but they are dedicated to the interpreting and Deaf communities in Indiana and find time to volunteer to serve on this board.

It has been my privilege to get to know and work with each of these people sitting here today and both my personal and professional lives have been enriched from this experience. The membership can rest assured that this diverse board has represented you well.

The state of this organization is very good. We honor the memory of the past 40 years by Creating Possibilities for the next 40 years. Some of those possibilities include providing more tangible benefits for members through educational opportunities statewide, increasing the number of certified educational and Deaf interpreters, and recruiting member participation with bite sized volunteer opportunities to whet their appetite. Just like that idea 40 years ago, these possibilities can become realities.

I would like to take this opportunity to say that it would be my continued privilege to serve the next two years as your president if you will allow me to do so, in order to complete the rest of the goals the board outlined in our last retreat and any new ones that may be set. Thank you.

# Treasurer's Report –Randy Nicolai

As of July 1<sup>st</sup>, 2008:

Opening Balance (checking):\$6,043.78

Opening Balance (Savings): \$2,847.83

**Opening Total funds: \$8,891.67**

INCOME:

Membership

Dues \$ 6259.00

Marvin Marshal Scholarship Fund: 93.65

\$6,352.65

Annual Conference

Registration \$2,094.00

Donations 1,200.00

Fundraising 207.00

Miscellaneous 11.00

\$3,512.00

Annual Spring Retreat

Registration \$4,890.00

Donations 1,250.00

Fundraising 353.00

\$6,493.00

Workshop \$3,470.00

Other Income \$494.46

Total Income \$20,322.51

As of June 30, 2009:

Ending Balance (Checking): \$ 13,435.86

Ending Balance (Savings): 2,850.20

**Ending Total funds: \$16,286.06**

EXPENSES:

Membership

Printing \$ 11.79

Postage 90.69

Supplies 95.53

\$ 198.01

Marvin Marshal Scholarship Fund

\$ 325.00

Newsletter

Printing \$ 1,309.24

Postage 537.56

\$ 1,846.80

Office Supplies

\$ 42.37

Sponsor/Donations \$ 200.00

Website (2yr) \$ 250.00

CMP Sponsor Fee (2yr) \$ 300.00

Annual Conference

Presenter \$ 500.00

Interpreters 975.74

Printing 71.54

Postage 133.05

Hotel 590.74

Food 1218.39

Awards 304.00

\$ 3,775.46

Annual Spring Retreat

Presenters \$ 125.00

Printing 24.72

Postage 7.56

Facilities 1,689.00

Food 1,420.00

Supplies 75.44

Reimbursement 192.50

\$ 3,534.22

Board Meetings

Travel \$ 204.96

Printing 75.69

Facilitator (Retreat) 500.00

\$ 780.65

President to Conference

Registration \$ 365.00

Hotel 395.00

Per Diem 125.00

\$ 885.77

Business Entity Report (Secretary of State) \$ 10.00

Miscellaneous \$ 442.99

Banking

Returned deposited check \$ 105.00

Returned deposit fee 10.00

Bank Service fee 17.20

\$ 132.20

Total Expenses \$12,723.47

**Net Gain \$ 7,599.04**

## Old Business

### Annual Committee Reports

#### Annual Conference 2008 – Carrie Westhoelter, Chair

The 2008 Annual Conference took place October 17, and 18, 2008 on the campus of IUPUI. Amanda Mueller presented Friday and Saturday and Friday night included a game night. Janet Acevedo and the ASL/English Interpreting program was our generous host and sponsors included Sorensen Communication, InTRAC, C&C Connection, LLC and F.A.C.E.S. ICRID Member of the year was awarded to long time member Randy Nicolai. The President's Award recipient was Amanda Mueller. ICRID's most Prestigious award, The Lester Stanfill Award, was given posthumously to Evelyn Thompson, who served on the ICRID board for eight consecutive years and served the interpreting and Deaf communities throughout her entire life. There were 19 attendees and we realized revenue of approximately \$3000.

#### ASR 2008 – Laurie Cocks, Chair

For the first time ever, the ASR was held outside of Indianapolis at the Lake Placid Retreat Center in New Hartford City Indiana. Entertainment was "Interpreter Idol" with "Simon" (Greg Gantt), "Randy" (Donald Tinsley), and "Paula Abdul" (Laura Leffler) and hosted by "Ryan Seacrest" (Andy Leffler). The committee did a fantastic job planning and implementing this historic ASR which was attended by 106 participants. We realized revenue of \$2775.

#### Awards and Scholarships – Dave Calvert, Chair / Judy Cain, board liaison

A new award is being implemented this year, the Judith Carson Outstanding Educational Interpreter Award.

#### Bylaws – Rich Prather chair (board liaison – Ronda Bilz)

The Bylaws committee assisted with the motion regarding the number of board meetings required, which was voted on by the membership through mail referendum.

#### Educational Interpreter Advocacy – Patti Wolff and Felisa Wilson, co-chairpersons

- a. This committee met in January, March, April, June and September to discuss issues relating to Educational Interpreters in Indiana
- b. One focus is the Educational Interpreter Yahoo Group as a discussion tool and an avenue of information for all EIs in the state. We want to encourage more EIs to join this group whether or not they participate in discussions. If you are an EI and want to join the group, send an email to Judy Cain (group moderator) and request an invitation to the group.
- c. One topic this committee wants to deal with is evaluations. Many EIs have nothing in their file to prove their level of skills. The committee strongly encourages all EIs to seek some sort of skill evaluation.
- d. The committee also has a goal of at least one article in each ICRID Newsletter (The INSIGHTS) focusing on educational interpreting. If anyone would like to submit an article, feel free to contact Patti Wolff (chair) and/or Laura Leffler (newsletter editor) with your article or idea.
- e. Current committee members: Patti Wolff (chair), Felisa Wilson, Judy Cain, Pat Molinder, Angela Sledge, Dave Calvert, Mich Bignell

### Fundraising – Vacant, chair (board Liaison – Ronda Bilz)

The board is seeking to fill this position as soon as possible.

### Historical – Submitted by Judy Cain, Chair

- a. The majority of this year's meetings have been spent planning the 40<sup>th</sup> ICRID Birthday Party
- b. The committee has compiled a timeline showing each year of ICRID's history and would love to have additions to them if any member has more information.
- c. We have also created a PowerPoint slideshow of ICRID through the last 40 years. Again if any member has any pictures they would be willing to loan the committee for us to scan into the computer we would greatly appreciate it.
- d. Please be sure to fill out your ICRID Memory page for the scrapbook, have your picture taken AND video tape a short message wishing ICRID a happy birthday or telling a story.
- e. Current committee members: Judy Cain, chair, Nancy Young, Pat Molinder, Linda King, & Dave Calvert

### IAD – Jennifer Kutcka

The Indiana Association of the Deaf was able to contribute to many community organizations in 2009 through their affiliation with INDVRS. Some of the events sponsored included New Year's Eve Gals, ICRID Annual Spring Retreat and Annual Conference, Rosa Lee Show, and Deaf Magician's Conference. Organizations that benefited from IAD's assistance were ICBDA, Deaf Network, GIDC, PTCO, ISD, and several Deaf Clubs across Indiana. IAD is actively involved in the planning of the HDCC (Hoosier Deaf Community Center). The Deaf and Interpreting Communities can continue to look to IAD for support.

### Membership – Randy Nicolai

As of November 12, 2009, ICRID has **196** individual members and three organizational members. There is typically a big drop in numbers come the end of a membership cycle. For a historical perspective: there are 35 members whose membership lapsed October 2009; 36 members, June 2009; 5 members, March 2009; 41 members, October 2008; and 7 members, March 2008.

This past year has been one of transition for ICRID regarding membership. The two previous membership cycles were collapsed into one to coincide with ICRID's fiscal year, which also coincides with RID's fiscal year and membership cycle. This transition was initiated in October 2008 and will end once each member's cycle has been shifted to the new one of **July 1 through June 30**. Those members who still have a renewal date in October or March will need to add a one-time fee to the chosen membership dues rate according to one's membership category; i.e., Individual, Student, or Senior Citizen. Please contact the Membership Committee if you have a renewal date of October or March.

### Newsletter – Laura Leffler, editor (board liaison – Robin Reid)

Laura has orchestrated the entire process of transforming our INSIGHTS from paper to an electronic format.

The August/September edition of INSIGHTS was the first edition published that went out in an electronic format.

PDC – MJ Olson, chair (board liaison – Carrie Westhoelter)

The PDC chairperson has changed three times this year and the board and committee will be focused on educational opportunities for interpreters statewide.

RID Super Sites –

Bethel Super Site – Angela Myers (board liaison – Lisa Harmon)

Indianapolis Super Site –

Satellite Reports

South Bend – Angela Myers (board liaison – Lisa Harmon)

Fort Wayne – George Clark (board liaison – Laurie Cocks)

Evansville – Sara Barnett (board liaison – Ronda Bilz)

Student Liaison – (board liaison – Kristina Riley)

Goshen – Lynda McChesney and Jacob Stewart

Bethel – Brett Stevens

IUPUI – Catherine Hoare and Hilary Vargo.

Ways and Means – Keith Westhoelter, chair (board liaison – Randy Nicolai)

The 2009-2010 proposed budget was accepted by the board in August.

Website – Dalonda Young, chair (board liaison – Ronda Bilz)

Dalonda Young has continued to update our website while wishing to serve as an assistant to a new webmaster. IUPUI Information Technology students assisted in designing a new website format using Dreamweaver software. As of now the new design has not been implemented because of the ongoing search for a webmaster who is knowledgeable in using the software and in web publishing.

Annual Picnic – Zachary Evans, chair

This year was the first year for our annual ICRID Picnic. It was held at NorthWestway Park.

This was our second choice of venue, but it turned out to be a very good picnic location with a pool and playgrounds located nearby, the venue is also easily accessible as it is close to the interstate. Turnout was not optimal due to inclement weather, but those who were able to attend had a good time.

## Minutes From the 2008 Annual Meeting.

AM. 09.11.02-- Judith Carson moves, David Calvert seconds

Move that the minutes from the 2008 Annual Conference be accepted as correct. (Passed)

## New Business

### 1. 2009 Motions

AM 09.11.01-- Judith Carson moves, David Calvert seconds.

**Move that the standing rules be accepted.** (Passed)

AM 09.11.02-- Judith Carson moves, David Calvert seconds

**Move that the minutes from the 2008 annual conference be accepted as correct.** (Passed)

AM 09.11.03 -- Judith Carson moves, George Perry seconds

**I move that all future ICRID events include a discounted senior citizen rate with senior citizen status being awarded at age fifty-five.** (Passed)

AM 09.11.04--Randy Nicolai moves, Teresa Hall seconds

**I move that the bylaws committee review the wording of our current bylaws and investigate changing the wording to allow more members of ICRID to vote by being dual members of RID and ICRID. Further, ask that the bylaws committee will complete this review by May 1<sup>st</sup> 2010.**  
(Passed)

Rationale: The wording of our bylaws, while in line with RID's bylaws excludes a number of members from serving on the board and voting in the annual meeting.

AM 09.11.05-- Dave Calvert and Judy Cain move, Nancy Young seconds

**I move that ICRID award a lifetime membership and waived registration to future annual conferences to Judith Carson.** (Passed)

Rationale: ICRID could not possibly repay Judith Carson for her years of service to this organization. Now that she is our most senior member, this recognition is the least this membership can do to honor this remarkable woman.

AM 09.11.06-- David Calvert moves, Judith Carson seconds.

**I so move that we accept all the resolutions by acclamation.** (Passed)

## Resolutions:

### RO9.11.01

Whereas, the ICRID Conference committee has worked countless hours planning the 2009 Annual Conference in Indianapolis Indiana, and

Whereas, the committee has planned wonderful workshops with a fantastic presenters and working interpreters, and

Whereas, these people serving on the Conference Planning Committee are all volunteers, now, therefore, be it

Resolved, that ICRID Board and its membership offer heartfelt thanks and gratitude to Carrie Westhoelter and her Conference Committee for all the hard work to plan this conference.

#### RO9.11.02

Whereas, the ICRID Annual Conference requires many hours of work behind the scenes to seem flawless to the participants, and

Whereas, the Conference Support Staff has provided many volunteer hours on site during the conference to help ensure the smoothness of the conference, now, therefore, be it

Resolved, that the ICRID Board and its membership offer a heartfelt thanks and gratitude to the Conference Support Staff and its Coordinator for all their hard work in helping ensure the success of this conference.

#### RO9.11.03

Whereas, the ICRID Annual Conference traditionally offers workshops that are accessible to both Deaf and hearing participants, and

Whereas, the interpreting staff has provided highly professional interpreting services during all sessions of this conference, now, therefore, be it

Resolved, that the ICRID Board and its membership offer a heartfelt thanks and gratitude to the Conference Interpreting Team and their Coordinator for being among the best ICRID has to offer.

#### RO9.11.04

Whereas, the ICRID Annual Conference relies on sponsors for funding and support, and

Whereas, C & C, Connection, LLC has been a consistent and dedicated sponsor of the operations of ICRID, and

Whereas, David Calvert and Judy Cain, co-owners of C & C Connection, LLC have been devoted leaders in the interpreting community and ICRID, be it

Resolved, that the ICRID Board and its membership offer a heartfelt thanks and gratitude to C & C Connection, LLC, specifically to David Calvert and Judy Cain, for their support of ICRID and efforts towards the growth and development of the interpreting profession.

#### RO9.11.05

Whereas, the ICRID Annual Conference relies on sponsors for funding and support, and

Whereas, The Indiana Association of the Deaf has been a consistent and dedicated sponsor of the operations of ICRID, and

Whereas, The Indiana Association of the Deaf have been devoted leaders in the interpreting community and ICRID, be it

Resolved, that the ICRID Board and its membership offer a heartfelt thanks and gratitude to The Indiana Association of the Deaf, for their support of ICRID and efforts towards the growth and development of the interpreting profession.

### ELECTIONS:

#### President:

Carrie Westhoelter nominates Ronda Bilz for President.

George Perry nominates Rebecca Madigan for President. Jennifer Lewis seconds.

Result: Ronda Bilz remains President.

Vice President:

Ronda Bilz nominates Lena Van Manen for Vice President.

Marsha Kunasch nominates Anne Harrigan. Shelia Yoder seconds.

Result: Lena Van Manen becomes Vice President.

Secretary:

Ronda Bilz nominates Zachary Evans for Secretary.

George Perry recommends that we vote for Zachary Evans by acclamation. Glenn Carlstrand seconds.

Result: Zachary Evans remains the Secretary.

Treasurer:

Ronda Bilz nominates Randy Nicolai for Treasurer.

Judith Carson moves that we accept Randy Nicolai by acclamation. Judy Cain seconds.

Result: Randy Nicolai remains Treasurer.

Member at large:

Ronda Bilz nominates Robin Reid for Member at large.

Marsha Kunasch nominates Anne Harrigan for Member at large.

Judith Carson nominates Rebecca Madigan for Member at large.

Result: Robin Reid and Anne Harrigan become Members at large.

Meeting adjourned at 2:13p.m.

**Communication Policy for ALL board meetings...**

All board members are encouraged to participate in the language of **THEIR** choice – Spoken English or ASL. No one will be forced to communicate in one or the other. We provide interpreters for meetings so that **ALL** members can participate at their comfort level. We understand that we have student members and Deaf members who are at varying communication levels and styles. We will accommodate all levels of communication skill and model best practices of interpreting.