



**Annual MRID Board of Directors Meeting
19 October 2019**

Reviewed by: NAME 1, NAME 2, NAME 3

Attendance

Position/Name	19 October 2019
MRID Director (President): Tarra Grammenos	X
Operations Director: Sydney Groven	X
Membership Director: Michelle Remer	X
Finance Director: Katelyn Wells	X
Community Relations Director: Jamers Speier	X
Programs Director: Bethany Gehman	X
Communications Director: Nic Zapko	X

* Joined Remotely

** Arrived late/Left early

***Resigned from Office

Interpreters

Patty Gordon, Paula MacDonald, Patty McCutcheon

Parliamentarian

Jimmy Beldon

CART Captioner

Lori Morrow

Credentialing

Thirty-five voting members were needed, fifty three were present. Quorum was met for the meeting.

Opening

Director (President) Grammenos opened the 2019 Annual Business Meeting at 12:35pm at the Minnesota State Academy for the Deaf's Rodman Hall.

Supplemental Motions

Motion 19:10:01: Move to approve the August and September 2019 Board Meeting Minutes (Speier/Gehman) CARRIED

Standing Rules

The standing rules were projected on the screen and interpreted by Communications Director Zapko

1. **Applicability:** These standing rules shall apply during the MRID business meeting on Saturday, October 19, 2019, from 12:00 p.m. to 4:00 p.m. Central Time.
2. **Official Language:** The official language of the business meeting is American Sign Language.
3. **Civility:** MRID members and guests in attendance during the business meeting shall conduct themselves with utmost civility, and with respect for others. All debate and discourse during the business meeting shall be focused on the matter at hand. No one may make disparaging remarks about individuals, organizations, companies, or conference sponsors.
4. **Conduct of Meeting:** The MRID Director or designee shall serve as chair of the business meeting.
5. **Quorum:** At the beginning of the business meeting, the Operations Director shall report to the chair when there are 50% of credentialed voting membership in attendance. Once a quorum is established, the chair may proceed with business items on the agenda, in the order presented.
6. **Motions or Resolutions:**
 - a. Only voting members in good standing have the right to submit motions or resolutions.
 - b. Motions must be submitted to the Operations Director in writing with motion and rationale. The maker of the motion or designee will be allowed to state rationale before the discussion begins.
7. **Discussion For and Against Motions**
 - a. **Limit on Discussion Participants.** A maximum of three (3) members in support of and three (3) members in opposition to the motion/resolution on the floor may present their statements regarding the issue at hand.
 - b. **Eligibility.** Any MRID voting member in good standing may participate in discussions for and against motions by approaching the designated location in front of the association and presenting their credentialing card.
 - c. **Process.** Once it is determined that the member is eligible to present, they will then be recognized by the chair, state their name and city, and whether they support or oppose the motion on the floor. While presenting their view,

members must stand on the marked spot on stage to ensure clear sight lines for members. Each member is limited to two minutes to present their argument.

- d. Enforcement of Time Limit on Discussion Statements. The chair or her designee shall enforce the time limit. Time for the message to be interpreted shall not be subject to the two-minute limitation; interpreters may take the time needed to provide a clear message.
8. Voting
 - a. All voting shall be done with a credentialed voting card.
 - b. Interpreters working during the meeting shall not vote. They may assign their vote to other members.
 - c. If counting the votes is necessary, conference support staff may assign their vote to other members.
 9. Amendment or Suspension of a Standing Rule: Any individual standing rule may be amended or suspended by a two-thirds vote of the members present and voting.
 10. Motions Not Considered or Disposed Of: Any motion not considered or disposed of by 4 pm will be referred to the Board of Directors' for further action.

Motion 19:10:02: Move to approve the 2019 MRID Business Meeting Standing Rules. (Bowen-Bailey/Evans) CARRIED

Approval of Annual Business Meeting Agenda

1. Welcome
2. Credentialing Report
3. Supplemental Motions
4. Standing Rules Approval
5. Agenda Approval
6. Old Business
 - a. 2018 Business Meeting Minutes Approval
 - b. 2019 Board and Committee Reports
7. New Business
 - a. Bylaws Motions A-R
 - b. Motions from the floor
 - c. Board Elections
8. Announcements
9. Close

Motion 19:10:03: Move to approve the 2019 MRID Business Meeting Agenda (Johnson/Elwell) CARRIED

Old Business

Approval of 26 October 2018 Annual Business Meeting Minutes

Reviewed by: Susan Boinis, Debbie Timmers, David Evans, Richard Laurion, and Dee Ramnarine

Motion 19:10:04: Move to approve the 2018 Annual Business Meeting Minutes (Boinis/Houge) CARRIED

Board and Committee Reports

Board and Committee reports were emailed to members and on the website available for review. No discussion was needed. Reports are attached at the end of this document.

New Business

The MRID Board presented their motions to amend the Bylaws. In total, there were 18 motions, lettered A-Q, and they have been given numbers to match the sequence of the minutes.

Motion A- MRID Director Position Name

Motion 19:10:05: Be it moved that the MRID Director position name be changed to President and every mention of MRID Director be changed to President throughout the Bylaws.

Rationale: In an effort to use the more standard and familiar term of the position, we feel that returning to the original title of "President" will provide clarity to those outside and inside the organization. (2019 Board of Directors) CARRIED

Motion B- Article II Section 2: Certified Membership Category

Motion 19:10:06: Motion to strike the current language of the Certified Member category and replace it with a new definition as follows:

Article II

SEC. 2: Eligibility/Definitions of Categories

~~A. Certified Member: Any interpreter or transliterator of American Sign Language and/or English currently holding a valid certification accepted by the (Registry of Interpreters for the Deaf) RID.~~

A. Certified: Individuals holding current valid certification recognized by RID.

Rationale: Taken from RID's membership form which reads: "Individuals holding current valid certification recognized by RID." We feel like this wording is more succinct, clean, and inclusive. (2019 Board of Directors) CARRIED

Motion C – Article II Section 2: Associate Membership Category

Motion 19:10:07: Motion to strike the current language of the Associate Member category and replace it with a new definition as follows:

Article II

SEC. 2: Eligibility/Definitions of Categories

~~B. Associate Member: Any individual who is actively engaged in the interpretation of American Sign Language and English and/or the transliteration of English, but who is not currently a certified member of the RID.~~

B. Associate: Individuals who meet one or more of the following criteria:

- Graduated from an interpreting program.
- Meet the requirements set by RID to sit for an RID Written or Performance Certification Exam.
- Holds a credential not recognized by RID
- Working as a non-certified interpreter.

Rationale: The old definition of Associate Membership does not include Deaf interpreters, newly graduated interpreters, and those not working full time. We feel by adding these options, it's more inclusive to our communities. (2019 Board of Directors)
CARRIED

Motion D – Article II Section 2: Student Membership Category – Tabled to the end of the meeting

**Motion 19:10:09: Motion to table Motion D (19:10:08) until the end of the meeting in order to give those who wish to offer edits to the description time to consider.
(Laurion/Del Rio) CARRIED**

Motion E – Article II Section 1-2: Supporting Membership Category

Motion 19:10:10: Motion to strike the current language of the Supporting Member category and replace it with a new definition and title as follows:

Article II

SEC. 1: Categories of Membership

This corporation shall have the following categories of membership:

- A. Certified Member
- B. Associate Member
- C. Student Member

D. ~~Supporting~~ **Community** Member

E. Organizational Member

SEC. 2: Eligibility/Definitions of Categories

~~D. Supporting Member: Any individual with an interest in supporting the purposes and activities of the Minnesota Registry of Interpreters for the Deaf (MRID), who does not meet eligibility requirements for Sections 2.A, 2.B, or 2.C, under Article II, Membership.~~

D. Community: Individuals who support the MRID but are not engaged in interpreting, and who do not meet any of the eligibility requirements in Sections 2.A, 2.B, 2.C. under Article II, Membership.

Rationale: By changing the membership category to Community, members will feel like a full part of the organization. Supporting appears as though they do not have a voice in decisions or actions of the organization. This new language will encourage more inclusiveness and engagement of the broader ASL community. (2019 Board of Directors)
CARRIED

Motion F – Associate Membership Price

Motion 19:10:11: Be it moved that the MRID change the price of the Associate Membership from \$35 to \$25.

Anticipated Financial Impact: Immediately this is anticipated to have an impact of \$500 less per year with the current approximation of 50 associate members ($\$10 \times 50 = \500).

Rationale: By lowering the price from \$35 to \$25 it will draw in more recent graduates, past student members, and non-certified working hearing and Deaf interpreters. Many non-certified interpreters earn less money than certified members; lowering the price will allow more interpreters to join, with the goal of increasing the number of MRID members. While this may have an immediate negative fiscal impact, we anticipate that widening the Associate Membership category description will make it more attractive, balancing out this financial impact. (2019 Board of Directors) CARRIED

Motion G - Article IV Sections 1-3: Composition, Elections, and Qualifications

Motion 19:10:12: Be it moved that the following Section(s) of the Bylaws be updated to read as follows, and change qualifications of board members nominated for election to be members of both RID and MRID before they become elected.

Article IV – Board of Directors

~~SEC. 1: The MRID Board of Directors be made up of seven (7) positions, effective January 1, 2019.~~

SEC 1: Composition

The MRID Board of Directors shall be made up of seven (7) voting positions: President, Operations Director, Membership Director, Finance Director, Community Relations Director, Programs Director, and Communications Director.

~~SEC 2: Positions listed below will consist of a one (1) year transition period for the 2019 year. Elections for all positions will be held in 2019.~~

~~SEC 3: All nominees for any board position shall be members in good standing in both the RID and the MRID within 30 days of being elected. Candidates receiving the highest number of votes for each seat will be awarded that seat. Each voting member will have 1 vote for each seat of election.~~

SEC 2: Elections and Nominations

Election for board members shall be held annually.

- A. All nominees for any board position shall be members in good standing of both the RID and the MRID at the time of election.
- B. Candidates receiving the highest number of votes for each seat will be awarded that seat.
- C. Each voting member will have 1 vote for each seat of election.

SEC 3: Qualifications

All board members must be current members of both the RID and the MRID and remain in good standing throughout the duration of their term. In addition, the President and Operations Director must have at least five years of interpreting experience and hold RID national certification.

Rationale: This removes the transition language and reinstates the election language passed in Motion 18:10:04:

Be it moved that the following section of the MRID's bylaws be updated to read:

Article IV: Board of Directors

Section 2: Election for board members shall be held ~~at the annual business meeting~~ annually.

Schug/Brecht) CARRIED

Also, requiring board nominees to be current members of both the RID and the MRID at the time of election provides the organization with stability and ensures that our leaders are familiar with our mission and vision. (2019 Board of Directors) CARRIED

Motion H - Article IV Section 4: Terms

Motion 19:10:13: Be it moved that the following Section(s) of the Bylaws be updated to read as follows, with the expectation that an exemption will be made for the first year while proper turnover to the new terms is made. Those elected for Operations Director, Finance Director, Communications Director, and Community Relations Director will have a one-year term until 2020 when their positions are up for election of a full two-year term.

Article IV – Board of Directors

SEC 4: Terms of Office

~~All officers will begin their term on January 1st of the next year.~~

~~No person shall be elected for more than 2 consecutive terms to the same Board position.~~

All positions shall have a two (2) year term

- A. President, Membership Director, and Programs Director shall be elected on odd years and serve from January the following even year until December 31 of the following odd year.
- B. Operations Director, Finance Director, Communications Director, and Community Relations Director shall be elected on even years and serve from January the following even year until December 31 of the following even year.
- C. Board members may serve up to two (2) consecutive terms in the same position.

Rationale: We feel that two-year staggered terms for the board of directors will be fitting for the organization. The separation of President, Membership Director, and Programs Director from the Operations Director, Finance Director, Communications Director, and Community Relations Director will allow for cross training and support for each position on the board when a new person is elected. This new language also clarifies when each position is elected and when they serve. Having a limit of two consecutive terms is a fairly standard among Boards of Directors. (2019 Board of Directors) CARRIED

Motion I - Article IV and V Board of Directors

Motion 19:10:14: Be it moved that the MRID make the changes to the bylaws as follows by striking the Article V title, making Articles VI-X become V-IX, move the sections under Article V to Article IV, add section titles, and restructure the sections. Note, this motion has not changed any of the language of the previous sections and has solely restructured the order and grouping of them with the addition of the section headings which are highlighted in yellow.

~~ARTICLE V – BOARD OF DIRECTORS~~

~~SEC. 1: The Officers shall be members of good standing of both the RID, Inc. and the MRID, Inc. throughout the duration of their term.~~

~~SEC. 2: The Officers shall be elected according to Article IV~~

~~SEC. 3: The specific terms and duties of office shall be:~~

ARTICLE IV

SEC. 6: Officer Duties

Each director shall perform the duties outlined below in addition to any other duties assigned to them by the board:

- President (and description)
- Operations Director (and description)
- Membership Director (and description)
- Finance Director (and description)
- Community Relations Director (and description)
- Programs Director (and description)
- Communications Director (and description)

~~Article V~~

~~SEC. 5: Any Director may be removed from office by a 2/3 vote of the Board of Directors with or without cause.~~

~~SEC. 6: Resignation of members of the Board of Directors shall be submitted in writing to the Board of Directors and shall become part of the official minutes of the organization. Resignation is effective when written notice is received by the President or his/her designee.~~

~~SEC. 7: Vacancies shall be filled by a majority vote of the remaining members of the Board of Directors. The person appointed shall fill the vacancy until a successor is elected.~~

Article IV

SEC. 7: Vacancies

Vacancies on the Board of Directors shall occur upon resignation, removal, or death of any Officer or when the number of Board positions is increased by amendments to these Bylaws.

- A. Any Director may be removed from office by a 2/3 vote of the Board of Directors with or without cause.
- B. Resignation of members of the Board of Directors shall be submitted in writing to the Board of Directors and shall become part of the official minutes of the organization. Resignation is effective when written notice is received by the President or his/her designee.
- C. Vacancies shall be filled by a majority vote of the remaining members of the Board of Directors. The person appointed shall fill the vacancy until a successor is elected.

~~Article V~~

~~SEC. 4: The Board of Directors will meet as necessary between Annual Business Meetings and at least 6 times per year.~~

~~A. The venue for each meeting shall be decided at the discretion of the President. All meetings must be accessible to the general membership in accordance with the Americans with Disabilities Act. All requests for reasonable accommodation as defined by the ADA must be made two weeks prior to the meeting.~~

~~B. All board meetings will be held in American Sign Language.~~

~~C. Notice of regular meetings shall be given at the previous meeting and written in the minutes of that meeting.~~

~~D. A special meeting of the Board of Directors may be called by the President or 5 members of the Board.~~

~~E. Notice of special meetings may be by mail, e-mail, fax, phone or in person.~~

~~F. Board action can be taken in written fashion without meeting.~~

~~SEC. 8: A majority of the Board of Directors must be present to have a quorum.~~

~~SEC. 11: Board members cannot vote by proxy at Board meetings.~~

~~SEC. 12: All meetings of the Board of Directors shall be open meetings unless otherwise determined by the President or Board of Directors to be closed. Any portion of said meeting may be closed and reopened at the discretion of the President and/or the Board of Directors.~~

Article IV

SEC. 8: Board Meetings

The Board of Directors will meet as necessary between Annual Business Meetings and at least 6 times per year.

A. The venue for each meeting shall be decided at the discretion of the President. All meetings must be accessible to the general membership in accordance with the Americans with Disabilities Act. All requests for reasonable accommodation as defined by the ADA must be made two weeks prior to the meeting.

B. All board meetings will be held in American Sign Language.

C. Notice of regular meetings shall be given at the previous meeting and written in the minutes of that meeting.

D. A special meeting of the Board of Directors may be called by the President or 5 members of the Board.

E. Notice of special meetings may be by mail, e-mail, fax, phone or in person.

F. Board action can be taken in written fashion without meeting.

G. A majority of the Board of Directors must be present to have a quorum.

H. Board members cannot vote by proxy at Board meetings.

- I. All meetings of the Board of Directors shall be open meetings unless otherwise determined by the President or Board of Directors to be closed. Any portion of said meeting may be closed and reopened at the discretion of the President and/or the Board of Directors.

~~Article V~~

~~SEC. 9: Directors shall accept no monetary compensation for their services as members of the Board of Directors.~~

~~SEC. 10: Directors may establish reimbursement policies for actual expenses related to the organization incurred by Directors.~~

Article IV

SEC. 9: Compensation and Reimbursement

Directors shall accept no monetary compensation for their services as members of the Board of Directors. Directors may establish reimbursement policies for actual expenses related to the organization incurred by Directors.

Article ~~VI~~ V - Committees

Article ~~VII~~ VI- Seals, Books and Records, Audit Fiscal year

Article ~~VIII~~ VII – Amendments

Article ~~IX~~ VIII – Dissolution of Corporation

Article ~~X~~ IX – Non-Discrimination Policy

Rationale: These changes to the structure of the Bylaws improve clarity of the Articles pertaining to the Board of Directors. (2019 Board of Directors) CARRIED

Motion J - Article IV Board of Directors - President

Motion 19:10:15: Be it moved that the MRID strike the current language of the President description, replace it with new language, and classify it as Section 6 A as follows:

Article IV

SEC 6: Officer Duties

President

~~Oversees the overall health of the MRID, working closely with all directors to stay up to date on all things related to the organization.~~

- ~~• Have 5 years of interpreting experience~~
- ~~• Hold national certification (RID certification)~~
- ~~• RID & Region III liaison.~~

- ~~have general active management of the business of the corporation;~~
- ~~when present, preside at meetings of the board and of the members;~~
- ~~see that orders and resolutions of the board are carried into effect;~~
- ~~sign and deliver in the name of the corporation deeds, mortgages, bonds, contracts, or other instruments pertaining to the business of the corporation, except in cases in which the authority to sign and deliver is required by law to be exercised by another person or is expressly delegated by the articles or bylaws or by the board to another officer or agent of the corporation;~~
- ~~maintain records of and, when necessary, certify proceedings of the board and the members; and~~
- ~~perform other duties prescribed by the board.~~

A. President

Has general supervision and direction of the affairs of the corporation and other duties, as may be prescribed by the Board of Directors, the membership, and the RID.

- Oversees the overall health of the MRID, working closely with all directors to stay up to date on all things related to the organization.
- The President shall preside at all meetings of the MRID and the Board of Directors. The President may designate a representative to act in their stead.
- Has co-signature responsibility with the Finance Director on all checks and drafts for the withdrawal of organization funds.
- Responsible to sign all legal contracts and documentations in the name of the MRID, ensuring any and all legal obligations are met, unless responsibility is expressly delegated to another officer under the bylaws.

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the President. (2019 Board of Directors) CARRIED

Motion K - Article IV Board of Directors – Operations Director

Motion 19:10:16: Be it moved that the MRID strike the current language of the Operations Director description, replace it with new language, and classify it as Section 6 B as follows:

Article IV

SEC 6: Officer Duties

~~Operations Director~~

~~Ensures the MRID runs smoothly and efficiently. In the President's absence, the Operations Director shall perform all their outlined duties.~~

- ~~record the minutes of all meetings of the MRID and the Board of Directors.~~
- ~~S/he shall be responsible for keeping the corporate records current and shall keep an up-to-date list of members including their addresses.~~

B. Operations Director

The mission of the Operations Director is to ensure the MRID runs smoothly and efficiently. In the President's absence, the Operations Director shall assume all of the President's duties.

- Record the minutes of all meetings of the MRID and the Board of Directors.
- Shall be responsible for keeping the corporate records current.
- Shall be an authorized signatory on all checks and drafts for the withdrawal of organizational funds.

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the Operations Director. (2019 Board of Directors) CARRIED

Motion L - Article IV Board of Directors – Membership Director

Motion 19:10:17: Be it moved that the MRID strike the current language of the Membership Director description, replace it with new language, and classify it as Section 6 C as follows:

Article IV

SEC 6: Officer Duties

~~Membership Director~~

- ~~Responsible to represent the interests of the MRID members, cultivating/maintaining relationships with all regions of the state.~~
- ~~Seek a committee of representation from each region of Minnesota (Southern, Central, Metro, Northern)~~

C. Membership Director

Responsible to represent the interests of the MRID members by cultivating and maintaining relationships with individuals from various communities within the MRID.

- Serve as member contact and liaison between the MRID and individual members.
- Seek a committee of representation from each region of Minnesota (Southern, Central, Metro, Northern) for outreach efforts and to assist with liaison responsibilities within the MRID membership.
- Oversee membership services, such as: recruitment, retention, and membership records.

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the Membership Director. (2019 Board of Directors) CARRIED

Motion M- Article IV Board of Directors – Finance Director

Motion 19:10:18: Be it moved that the MRID strike the current language of the Finance Director description, replace it with new language, and classify it as Section 6 D as follows:

Article IV

SEC 6: Officer Duties

~~Finance Director~~

- ~~• Responsible for fiscal management and longevity of the MRID.~~
- ~~• keep accurate financial records for the corporation;~~
- ~~• deposit money, drafts, and checks in the name of and to the credit of the corporation in the banks and depositories designated by the board;~~
- ~~• endorse for deposit notes, checks, and drafts received by the corporation as ordered by the board, making proper vouchers for the deposit;~~
- ~~• disburse corporate funds and issue checks and drafts in the name of the corporation, as ordered by the board;~~
- ~~• upon request, provide the President and the board an account of transactions by the Finance Director and of the financial condition of the corporation; and~~
- ~~• perform other duties prescribed by the board or by the President.~~

D. Finance Director

Responsible for fiscal management and longevity of the MRID.

- Keep accurate financial records for the corporation; and supervise the preparation of financial reports as necessary for the board and membership.**
- Deposit all monies in the name of the MRID in the banks and/or accounts designated by the board.**
- Has co-signature responsibility with the President on all checks and drafts for the withdrawal of organization funds.**
- Complete and submit all forms required by the federal and state governments as a 501(c)(3).**
- Upon request, provide the MRID President and the Board of Directors an account of transactions and overall status of the financial conditions of the organization.**

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the Finance Director. (2019 Board of Directors) CARRIED

Motion N - Article IV Board of Directors – Community Relations Director

Motion 19:10:19: Be it moved that the MRID strike the current language of the Community Relations Director description, replace it with new language, and classify it as Section 6 E as follows:

Article IV

SEC 6: Officer Duties

~~Community Relations Director~~

~~Develops partnerships within the community at large, building strength and camaraderie. Attends meetings of community organizations to keep abreast of the happenings and report back to the board (and membership) with relevant information, themes, collaboration opportunities, etc.~~

- ~~• Seek a committee of representation from each region of Minnesota (Southern, Central, Metro, Northern)~~

E. Community Relations Director

Directs partnership development within the community at large by building rapport with community organizations and keeping abreast of happenings and current events in the ASL and the broader community.

- Serve as community contact and liaison between the MRID and community organizations.**
- Seek a committee of representation from each region of Minnesota (Southern, Central, Metro, Northern) for outreach efforts and to assist with liaison responsibilities within the community.**

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the Community Relations Director. (2019 Board of Directors) CARRIED

Motion O - Article IV Board of Directors – Programs Director

Motion 19:10:20: Be it moved that the MRID strike the current language of the Programs Director description, replace it with new language, and classify it as Section 6 F as follows:

Article IV

SEC 6: Officer Duties

~~Programs Director~~

~~Oversees all programs, workshops, and events hosted by the MRID and provides all pertinent program information to Communications Director for public release.~~

- ~~• Seek a committee of representation from each region of Minnesota (Southern, Central, Metro, Northern)~~

F. Programs Director

Ensures that all of the MRID's activities are in line with the purpose of the organization- to promote the interpreting profession and professionalism in interpreting.

- Oversees all programs, workshops, and events hosted by the MRID.
- Create opportunities and resources to increase members' understanding and knowledge in the field.
- Keeps abreast of current issues in our communities and adapt organizational programs as needed.
- Seek a committee of representation from each region of Minnesota (Southern, Central, Metro, Northern).

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the Programs Director. (2019 Board of Directors) CARRIED

Motion P - Article IV Board of Directors – Communications Director

Motion 19:10:21: Be it moved that the MRID strike the current language of the Communications Director description, replace it with new language, and classify it as Section 6 G as follows:

Article IV

SEC 6: Officer Duties

~~Communications Director~~

~~Responsible for all outgoing external communication, including but not limited to: Board of Director meeting minutes, official memos, event announcements, responses to community inquiries, emails, social media posts, newsletters, vlogs, website.~~

G. Communications Director

Responsible for official communications to the membership and the broader community. In the event that the Operations Director position is either vacant or that individual assumes the responsibilities of the President, the Communications Director shall assume all of their duties of record keeping for the organization.

- Oversee the dissemination of information to the broader community, through social media, newsletter, and website.
- Ensures the standard of quality is consistent for all information released.

Rationale: This change provides clarity to the defined roles, responsibilities, and expectations of the Communications Director. (2019 Board of Directors) CARRIED

Motion Q - Pronouns

Motion 19:10:22: Be it moved that the MRID change the pronouns throughout the Bylaws to be gender neutral anywhere they appear such as in Article IV Section 7 and Article V Section 4 as follows:

Article VI

Section 7

B. Resignation of members of the Board of Directors shall be submitted in writing to the Board of Directors and shall become part of the official minutes of the organization. Resignation is effective when written notice is received by the President or ~~his/her~~ **their** designee.

Article V

SEC 4: Resignation of committee chairs or co-chairs shall be submitted in writing to the Board of Directors and shall become part of the official minutes of the organization. Resignation is effective when received by the President or ~~his/her~~ **their** designee.

Rationale: This change in the bylaws will complete the consistency of pronoun usage in the bylaws to be gender neutral. (2019 Board of Directors) CARRIED

Motion R - Article VI Seals, Books and Records, Audit Fiscal Year

Motion 19:10:23: Be it moved that the MRID change Article VI Section 2: 1) and 2) to A. and B. respectively and add a period behind the word "accounts" as follows:

Article VI

Sec. 2: The Board of Directors of the corporation shall cause to be kept:

- 1) **A.** Correct and complete books of the financial accounts.
- 2) **B.** Minutes of proceedings of meetings of members, the Board of Directors, and any committees having any authority of the Board of Directors.

Rationale: This change creates cohesion in the numbering system of the bylaws and completes a sentence. (2019 Board of Directors) CARRIED

Motion D – Article II Section 2: Student Membership Category Revisited

Motion 19:10:08: (Tabled until the end in accordance with Motion 19:10:09) to strike the current language of the Student Member category and replace it with a new definition as follows:

Article II

SEC. 2: Eligibility/Definitions of Categories

~~C. Student Member: Any individual currently enrolled in an accredited post-secondary institution of study in interpretation of American Sign Language and English and the transliteration of English or American Sign Language/Deaf studies program.~~

C. Student: Individuals currently enrolled at least part-time in any interpreting program, or currently pursuing the completion of their deaf interpreter training requirements as prescribed by RID.

Rationale: This change is partially taken from RID’s membership form which reads: “For students currently enrolled at least part-time in an interpreting program,” with the addition of an inclusive statement about deaf interpreting students as there is no deaf interpreter training program. We feel that it is a more clear and inclusive way to describe our student membership. (2019 Board of Directors) CARRIED

Motion Reconsider Motion I

Motion 19:10:24 to re-consider Motion I- Article IV Section 8: Board Meetings (Laurion/Boinis) CARRIED

Reconsideration of Motion I - Article IV and V Board of Directors

Motion 19:10:14: Be it moved that the MRID make the changes to the bylaws as follows by striking the Article V title, making Articles VI-X become V-IX, move the sections under Article V to Article IV, add section titles, and restructure the sections. Note, this motion has not changed any of the language of the previous sections and has solely restructured the order and grouping of them with the addition of the section headings which are highlighted in yellow.

~~ARTICLE V – BOARD OF DIRECTORS~~

~~SEC. 1: The Officers shall be members of good standing of both the RID, Inc. and the MRID, Inc. throughout the duration of their term.~~

~~SEC. 2: The Officers shall be elected according to Article IV~~

~~SEC. 3: The specific terms and duties of office shall be:~~

ARTICLE IV

SEC. 6: Officer Duties

Each director shall perform the duties outlined below in addition to any other duties assigned to them by the board:

President (and description)

Operations Director (and description)

Membership Director (and description)

Finance Director (and description)

Community Relations Director (and description)

Programs Director (and description)

Communications Director (and description)

~~Article V~~

~~SEC. 5: Any Director may be removed from office by a 2/3 vote of the Board of Directors with or without cause.~~

~~SEC. 6: Resignation of members of the Board of Directors shall be submitted in writing to the Board of Directors and shall become part of the official minutes of the organization. Resignation is effective when written notice is received by the President or his/her designee.~~

~~SEC. 7: Vacancies shall be filled by a majority vote of the remaining members of the Board of Directors. The person appointed shall fill the vacancy until a successor is elected.~~

Article IV

SEC. 7: Vacancies

Vacancies on the Board of Directors shall occur upon resignation, removal, or death of any Officer or when the number of Board positions is increased by amendments to these Bylaws.

Any Director may be removed from office by a 2/3 vote of the Board of Directors with or without cause.

Resignation of members of the Board of Directors shall be submitted in writing to the Board of Directors and shall become part of the official minutes of the organization. Resignation is effective when written notice is received by the President or his/her designee.

Vacancies shall be filled by a majority vote of the remaining members of the Board of Directors. The person appointed shall fill the vacancy until a successor is elected.

~~Article V~~

~~SEC. 4: The Board of Directors will meet as necessary between Annual Business Meetings and at least 6 times per year.~~

~~The venue for each meeting shall be decided at the discretion of the President. All meetings must be accessible to the general membership in accordance with the Americans with Disabilities Act. All requests for reasonable accommodation as defined by the ADA must be made two weeks prior to the meeting.~~

~~All board meetings will be held in American Sign Language.~~

~~Notice of regular meetings shall be given at the previous meeting and written in the minutes of that meeting.~~

~~A special meeting of the Board of Directors may be called by the President or 5 members of the Board.~~

~~Notice of special meetings may be by mail, e-mail, fax, phone or in person.~~

~~Board action can be taken in written fashion without meeting.~~

~~SEC. 8: A majority of the Board of Directors must be present to have a quorum.~~

~~SEC. 11: Board members cannot vote by proxy at Board meetings.~~

~~SEC. 12: All meetings of the Board of Directors shall be open meetings unless otherwise determined by the President or Board of Directors to be closed. Any portion of said meeting may be closed and reopened at the discretion of the President and/or the Board of Directors.~~

Article IV

SEC. 8: Board Meetings

The Board of Directors will meet as necessary between Annual Business Meetings and at least 6 times per year.

The venue for each meeting shall be decided at the discretion of the President. All meetings must be accessible to the general membership in accordance with the Americans with Disabilities Act. All requests for reasonable accommodation as defined by the ADA must be made two weeks prior to the meeting.

All board meetings will be held in American Sign Language.

Notice of regular meetings shall be given at the previous meeting and written in the minutes of that meeting.

A special meeting of the Board of Directors may be called by the President or 5 members of the Board.

Notice of special meetings may be by mail, e-mail, fax, phone or in person.

Board action can be taken in written fashion without meeting.

A majority of the Board of Directors must be present to have a quorum.

Board members cannot vote by proxy at Board meetings.

All meetings of the Board of Directors shall be open meetings unless otherwise determined by the President or Board of Directors to be closed for reasons outlined in the

PPM. Any portion of said meeting may be closed and reopened at the discretion of the President and/or the Board of Directors.

Article V

~~SEC. 9: Directors shall accept no monetary compensation for their services as members of the Board of Directors.~~

~~SEC. 10: Directors may establish reimbursement policies for actual expenses related to the organization incurred by Directors.~~

Article IV

SEC. 9: Compensation and Reimbursement

Directors shall accept no monetary compensation for their services as members of the Board of Directors. Directors may establish reimbursement policies for actual expenses related to the organization incurred by Directors.

Article ~~V~~ V - Committees

Article ~~VI~~ VI- Seals, Books and Records, Audit Fiscal year

Article ~~VII~~ VII – Amendments

Article ~~VIII~~ VIII – Dissolution of Corporation

Article ~~IX~~ IX – Non-Discrimination Policy

Rationale: These changes to the structure of the Bylaws improve clarity of the Articles pertaining to the Board of Directors. (2019 Board of Directors)

Vote on Motion I as it is now written with the amendment. (CARRIED)

Motion from the Floor

Motion 19:10:25: MRID shall establish an ad-hoc committee to investigate the potential of interpreter licensure in the state of Minnesota. The committee will collaborate with MADC as appropriate. The composition of the committee shall be made up of at least 50% deaf interpreters. (Houge/Evans) CARRIED

Board Elections

All positions for the board were open for election and announcements were given ahead of time for nominations. No nominations were received ahead of the meeting, all nominations were received from the floor. Director Groven led the election process of the President, and President Grammenos led the election process for the remaining six board positions. Nominations and elections were as follows:

President (2-year term: January 1, 2020-December 31, 2021)

Tarra Grammenos - accepted nomination

Since this was an uncontested election, Tarra Grammenos was elected President of MRID by acclamation.

Operations Director (1-year term: January 1, 2020-December 31, 2020)

Sydney Groven - accepted nomination

Since this was an uncontested election, Sydney Groven was elected Operations Director of MRID by acclamation.

Membership Director (2-year term: January 1, 2020-December 31, 2021)

Michelle Remer - accepted nomination

Joy Hahn - accepted nomination

After each candidate presented a rationale of why they were running for the position, voting occurred.

VOTE 19:10:01 – Michelle Remer was voted in as the Membership Director for 2020-2021.
--

Finance Director (1-year term: January 1, 2020-December 31, 2020)

Katelyn Wells - accepted nomination

Since this was an uncontested election, Katelyn Wells was elected Finance Director of MRID by acclamation.

Community Relations Director (1-year term: January 1, 2020-December 31, 2020)

Joy Hahn – accepted nomination.

Sarah Houge - declined nomination.

Since this was an uncontested election, Joy Hahn was elected Community Relations Director of MRID by acclamation.

Programs Director (2-year term: January 1, 2020-December 31, 2021)

Nic Zapko - accepted nomination

Since this was an uncontested election, Nic Zapko was elected Programs Director of MRID by acclamation.

Communications Director (1-year term: January 1, 2020-December 31, 2020)

Paula Gajewski Mickelson - declined nomination

Regina Daniels - declined nomination

Jamers Speier - declined nomination

Jimmy Beldon - declined nomination

Motion 19:10:26: Move to refer to the board (Dively/Evans) CARRIED

Since this position had no candidate that accepted nomination, the position will be appointed by the Board of Directors.

2020 MRID Board of Directors

President – Tarra Grammenos

Operations Director – Sydney Groven

Finance Director – Katelyn Wells

Membership Director – Michelle Remer

Community Relations Director – Joy Hahn

Programs Director – Nic Zapko

Communications Director – To be appointed

Closing

President Grammenos adjourned the meeting at 3:45 p.m.



2019 MRID Board of Directors and Committee Reports

2019 MRID Director Report

MRID Community,

Being the Director of MRID has honestly been one of the most rewarding, humbling, exciting, and hardest jobs I've ever had. Being a volunteer leader, especially of a state organization, is a tremendous amount of work, and yet, I love it. I've had the honor and privilege of leading such a beautifully talented group of people, ones who truly care about this organization and community, I cannot thank them enough for the work they've done this year. I'm so lucky to be able to call them colleagues and friends.

I could use this time to talk about what a year we've had and how much work we've done, but I feel like my team will do enough of that. What they won't do however, is talk about how much of themselves they've given to this organization. My priority this year has been making sure my team (board and committee chairs) know they're appreciated. Why? Because this is hard work. On an average week, there are 100+ hours spent doing work for MRID. That number skyrockets during the months planning Spring Conference, Camp ASL, Fall Conference, the Interpreter Licensure Town Hall in September and Abababa coming in November. This also doesn't count the times we sponsored and attended events: ThinkSelf's boat cruise, Deaf Aware Day, Lobby Day, MERGE's Grad Party, Deaf World Event, Ability Conference, KAAN Conference, Deaf LGBTQ+ Awards, the upcoming Collaborative Conference, MDBA Banquet, etc. Not to mention our monthly meetings, daily communication on Slack and Marco Polo, our two retreats, and the time it took for us to come up with and finalize the 18 motions to change the bylaws.

My point? This MRID team is truly incredible; they're humble, creative, flexible, hilarious, and just genuinely amazing humans. Please do me a favor. The next time you see Sydney Groven, Katelyn Wells, Nic Zapko, Michelle Remer, Jamers Speier, Bethany Gehman, Dee Ramnarine, Kari Brecht, Melissa Barg, Nicole Thornberg, Carly Fischbeck, Janine Schug, or Danelle Novack, shake their hand, maybe even give them a hug, look them in the eyes, and say thank you. I certainly cannot do all this work by myself, nor would I want to; the little tight knit family we've become makes all this worth it. I have the coolest job in the world.

Tarra Grammenos, M.S., SC:L, NIC Advanced
MRID Director
Director@mrid.org

2019 Operations Director Report

MRID Members,

Coming off of the high from the board restructure in 2018, we hit the ground running in December with a board retreat. A special thank you to Dr. Darlene Zangara, Melissa Mittlestaedt, and Megan Bolduc for joining us and helping us roadmap for the year ahead. During the retreat, many of us were able to brainstorm goals for the year, but we were also challenged to think about the history of our organization. From a leadership standpoint, it appeared as though there was a lack of succession in the organization. That led me to think about how we are we passing down what we've done from one year to the next. We have gone through wonderful transformation over these last few years starting with the work of the Transition Team, and then the Change Team, and it seemed appropriate that this year be a year of reflection and maintenance in getting our records up to date.

This year, I have taken the minutes and notes for our meetings offered support and encouragement to our board team. I am honored to be working with all of them, getting to know more about them, and discovering what they bring to the table. Especially in the beginning of the year, I led discussions about personal and group leadership from the lenses of StrengthsFinder and Myers-Briggs Type Indicator tests. I was also able to assist in the transition process for our Programs Director last spring. Most recently I have been heavily involved with writing the motions for our business meeting to change our bylaws.

We started focusing on collecting MRID's history this year as well, and I am proud to say we are on our way to getting all of it documented on the website for the community to see. I encourage you to check it out when you can on the website under the history section. Thank you Webmaster Ramnarine, for your work to get the past boards of directors online. We look forward to sharing more about the history of our organization soon and especially incorporating it into our next board retreat before the new year.

I am thankful for all the work that our board has done this year to clean up our Bylaws. Whether in this position or in another capacity, I would love to continue working with the organization to update our Policy and Procedures Manual, stabilize and expand our committee structures, and share the history of the MRID including getting all of the MRID Update Newsletters archived.

Thank you for the opportunity to serve, please reach out with any questions.

Sydney Groven, M.A., NIC
Operations Director
Operations@mrid.org

2019 Finance Director Report

Hello, MRID Members!

THANK YOU for such a great year! We couldn't do anything without our membership, and we are very proud of the year we've had.

Our membership numbers are UP since last year! Welcome to our new members! This increases our potential impact as an organization and we are excited to see what else we can do together.

Our events and conferences have been well planned and stayed on budget. This has been the trend for the last two years and we are glad to have such wonderfully dedicated conference committees who work hard to make these events successful.

The Board added a larger line item for sponsoring and donating to community events this year; in total we gave back \$1650. Here are the organizations that we were able to support: ThinkSelf, the Ability Conference, Deaf Equity, KAAN, and RID's national Professional Development Committee. Thank you for making this possible!

The Board of Directors has continued to utilize telecommuting and video conferencing as a viable option for board meetings. This has allowed us to keep the cost of mileage reimbursements down, improving our efficiency and financial health.

We have worked hard the last two years to establish and maintain financial stability and exercise fiscal responsibility. We have also reassessed many of our traditional line items such as the website and mileage expenses, to save us money- much of which is being given back to our community. We finished out this fiscal year in the black, and MRID continues to be in good financial health.

Thank you for the opportunity to serve as your Finance Director. I am honored to be part of this organization!

Sincerely,

Katelyn Wells, NIC
MRID Finance Director 2019
Finance@mrid.org

2019 Community Relations Director Report

MRID Community,

It's definitely been an eye-opener serving on the MRID Board. Based on my past experiences serving four other RID state affiliate chapters in some capacity (board or committee work), MRID by far has the most invested team. I have had the pleasure of seeing multiple communities come together in a variety of venues. This year, one big focus in the community was interpreter licensure. I'm looking forward to seeing more discussions across our communities, and drive collaboration between communities and organizations in a variety of aspects. Creating opportunities for Deaf interpreters to become more involved with MRID has been a highlight during my term. I look forward to seeing more involvement from the Deaf Community down the road. Thank you for passing the new board structure last year, as I can see how this position as a Community Relations Director can foster stronger relationships across Minnesota.

The future is bright!

Thank you,

Jamers Speier, CDI
Community Relations Director
Community@mrid.org

2019 Programs Director Report

Hi MRID Members & Supporters,

I have learned so much about our local organization, our community, and our national organization. Thank you to all the board and committee members for being patient with me. This short journey with MRID Board has been a wild one! I've loved every moment where we challenged each other to be the best we can be for our communities. Below are some highlights of the year:

Camp ASL was a success. There were many teachable moments and I am grateful for the support that we've received from the communities to unpack our privileges individually and collectively. Through this hard yet necessary process, we are examining our organization's role in marginalized communities within Deaf, DeafBlind, DeafDisabled, Hard of Hearing and Late Deafened (DDBDDHLD) communities in order to provide better support. Our work is never done.

I had the opportunity to be involved with the fall conference in some ways and it has been amazing to witness Tarra's astounding leadership and passion for this organization. It is exciting to see more and more involvement from our DDBDDHLD communities, especially with our fall conference with MADC.

Thank you for giving me an opportunity to be involved with MRID in some ways in short few months. I look forward to what will happen with MRID in the coming year!

Bethany Gehman, M.Ed
Programs Director
Programs@mrid.org

2019 Membership Director Report

Hello MRID Membership,

First of all, I want to express my gratitude for allowing me to serve on the MRID Board of Directors. This past year I had the opportunity to work with a strong, dedicated board, the newly established Advisory Committee, the Membership and Website Committee, as well as YOU- the membership! To say it was a busy year is an understatement.

During the Board Retreat in December, each Director created a list of goals to accomplish in 2019. My goals included establishing an automatic renewal option for membership renewal, research online voting capabilities, establish a committee composed of members from Greater MN as well as other demographic representations, restructure MRID membership categories, and implement outreach efforts in order to increase our membership numbers. I'm proud to say the majority of goals were met! Automatic renewal is up and running, online voting is possible with our new website and ready to be tested, the Advisory Committee has been

meeting all year, and at the Business Meeting there are a plethora of proposed changes to our membership categories. Unfortunately, the membership outreach goal was not met. However, I do believe that all the work the board did this year has laid the foundation that will lead to a strong outreach effort next year. Along with my goals for the year, I was involved with other projects such as the MRID Update and Fall Conference program book.

I would like to give a shout out to the Membership and Website Committees- Nicole, Carly, and Dee do amazing work all year long to ensure that our organization runs smoothly. It is amazing all of the “behind the scenes” work that needs to be done not only during membership renewal season, but for each event we host and general membership assistance that is provided. Thank you, Nicole, Carly, and Dee! I look forward to serving MRID in the future, either in my current role as Membership Director or in a different capacity. As always, please reach out if you have any questions or concerns.

Michelle Remer, Ed: K-12
Membership Director
Members@mrid.org

2019 Communications Director Report

Fabulous MRID Membership,

I was thrilled to be able to continue sharing my passion and participate in my second year with MRID. Serving two different roles has brought me closer to each of the board members and you as a member. I saw much growth and had the opportunity to see MRID as an organized team.

This year has been a lot of behind the scenes work as we focused on reviewing the Bylaws, our new position definitions and the MRID goals. I enjoyed participating in the many meetings that were conducted through Zoom, in-person, and also during our retreat weekend(s). All of these meetings allowed us to have great progress by routinely sharing our input and our thoughts. It also provided the opportunity for some experimenting with setting up the new terms, confirming the position details including roles, responsibilities and expectations.

We saw great success given the increased communication to members and non members through vlog posts this year. I was able to support and coach Board and committee members as they posted vlogs. Further outreach was initiated with the MRID Update newsletters, MRID Spring conference, Camp ASL, MRID & MADC Townhall, Proposal of the 18 motions from the board, and MADC & MRID Fall conference.

Being part of MRID inspired and motivated me to take the deaf interpreting training and pass the CDI Written test. Thank you Jamers and the board for your extreme support.

I really enjoyed being the Communications Director this year and have learned a lot as the year progressed. Trying out the Communications Director position confirmed this role is definitely needed. My goal is to create a committee under the Communications Director to continue our work on access internally and externally.

Nic Zapko
Communications Director
Communications@mrid.org

2019 Advisory Committee Report

This was the first year of the Advisory Committee. The purpose of establishing the committee was to: ensure all concerns, questions, and perspectives of MRID members are heard and shared with the MRID Board of Directors and to establish an ongoing connection with representatives from various communities in order to maintain and develop stronger relationships within the MRID community. The committee met in April and July, and a third meeting has been set for November. There are a total of eleven members on the committee from various communities within the MRID membership. The meetings last approximately an hour and are held electronically via Zoom. During each meeting the committee members were able to bring forth and discuss issues as well as provide feedback on issues presented by the board of directors. If you have any questions about the Advisory Committee or are interested in joining, please email me.

Michelle Remer, Ed: K-12
Advisory Committee Chair
Membership@mrid.org

2019 Membership Committee Report

Since switching to Wild Apricot (website), our membership renewal and event registration has made great strides. We even have the opportunity to offer automatic membership renewal, which many members have taken advantage of. This year, we've also collaborated with the Spring and Fall Conference Committees, Camp ASL Committee, Professional Development Committee, and the webmaster, to streamline registration and when needed, credentialing for voting. We've fielded many questions related to member profiles, membership dues, and so on.

As of 10/14/19:

There are 628 members in the Minnesota RID database.

MRID has 286 members:

212 Certified (28 who set up auto-renewal)

52 Associate (4 auto-renewal)

12 Students

10 Supporting

As always, if you have any questions, or need any assistance with your membership, we're here and happy to help!

Carly Fischbeck, NIC & Nicole Thornberg, NIC
Membership Committee
Membership@mrid.org

2019 Professional Development Committee Report

Below is a breakdown of all of the PDC requests from January 1, 2019 to December 31, 2019. This count was taken on October 10, 2019. We predict that there may be more requests coming in before the end of the year.

We have processed the following:

39 Workshop requests

22 PINRA requests

14 Independent Study requests

9 Academic Coursework requests

Of the above requests:

19 were for the Free Member Processing benefit

When everything is figured the total processing fees add up to approximately \$2,080.00 in revenue.

MRID Hosted Events Processed:

Spring Conference - 2 day event

Camp ASL - 3 day event

Fall Conference: 2 days and 14 individual workshops

MRID sponsoring its own events holds a value of about \$675.00 in processing fees. It is our belief that maintaining sponsorship is a great asset to MRID.

2019 Initiatives:

PDC Post: sent the first Sunday of each month with positive feedback. We have noticed an increase in communication from members and non-members in the days following the posting. Individuals are asking questions, getting clarification, and submitting requests for sponsorship. We will continue this into 2020.

We were contacted by the National Office to write an article for the Sponsor Connect magazine regarding the ways we have used technology to make the process more efficient, accurate, and timely.

We, Melissa & Kari, agreed that all replies to emails and requests would be answered within five days. We have met and exceeded that goal.

Kari Brecht & Melissa Barg, CI/CT, NAD IV, NIC

PDC Chairs

PDC@mrid.org

2019 Website Committee Report

The Website Committee is committed to portraying MRID with a professional, yet personal, look. Not only do we have a new presence on the internet we also are using the registration options to the best of our ability. As with anything new, there is always a learning curve and a variety of ways of doing things. We are all, me included, still getting used to the new way. I hope that you have found registering for events to be pain free but also intuitive. Please

contact me if you are having difficulty with navigating the website or have any suggestions for changes. I aim to be responsive.

Over the next year, my goal is to increase the accessibility of our website. We are good, but I want to do better. I will be talking with the company, Wild Apricot, about improvements to their system which will affect access for all.

A couple numbers worth noting. Over the last 12 month:

~\$46,000 worth of transactions through the system

~1100 invoices

Have a great 2019 MRID/MADC Fall Conference!

Dee Ramnarine, CI/CT

MRID Webmaster

Webmaster@mrid.org