**National Association of the Deaf**
**NAD Board of Directors Meeting**
**Columbus, Ohio**
**April 17 - 19, 2025**

**April 17, 2025**
**Ohio School for the Deaf**

**Board Members Present:** President Lisa Rose (2024-2026); Vice President Stephanie Hakulin (2024-2026); Secretary Milmaglyn Morales (2024-2026); Treasurer Jimmy Peterson (2024-2026); Jacob Leffler (2024-2028); Region II Board Members: Kevin Ryan (2022-2026); Joseph "JoJo" Lopez III (2024-2026); Affiliate Board Member: Dawnmarie Caggiano (2022 - 2026) Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

**Not Present:** Region I Board Members: Nicholas Lalanne (2022-2026); Tyese Wright (2024-2028); DeAnna Swope (2024-2028); and Region IV Board Member: Laura Kim (2022-2026)

President Lisa Rose called the meeting to order at 8:49 AM.

President Lisa Rose addressed housekeeping items and outlined the agenda for the board meeting.

**Motion**: Affiliates Board Dawnmarie moved to enter the executive session to discuss personnel matters. Seconded by Region IV Board Joseph "JoJo" Lopez III. **Motion Carried Unanimously**

The Executive Session began at 8:55 AM

**MOTION:** Region IV Board Joseph "JoJo" Lopez III moved to exit the executive session to discuss personnel matters at 10:10am. Seconded by Region I Board Jacob Leffler. **Motion Carried Unanimously**

President Lisa Rose called for a recess at 10:30 AM.

High school students from the Ohio School for the Deaf provided a campus tour at 10:30 AM, which included lunch with other students.

The meeting resumed at 1:10 PM.

Interim CEO Bobbie Beth Scoggins presented an update on these topics via Zoom:

- American Sign Language Interpreting Agency Accreditation Update
- 2025 National Leadership Training Conference Logistics

- NAD Conference 2026
- NAD Conference 2028
- Proposed Membership Fees

President Lisa Rose called for a recess at 5:00 PM.

**Motion:** Region IV Board Joseph “JoJo” Lopez III moved to enter the executive session to discuss personnel matters. Seconded by Affiliates Board Dawnmarie Caggaino. **Motion Carried unanimously**

The Executive Session began at 7:16 PM.

**MOTION:** Region IV Board Joseph “JoJo” Lopez III moved to exit the executive session at 8:13 PM. Seconded by Region II Kevin Ryan. **Motion Carried Unanimously.**

.

**April 18, 2025**
**VRBO House**

**Board Members Present:** President Lisa Rose (2024-2026); Vice President Stephanie Hakulin (2024-2026); Secretary Milmaglyn Morales (2024-2026); Treasurer Jimmy Peterson (2024-2026); Jacob Leffler (2024-2028); Region II Board Members: Kevin Ryan (2022-2026); Joseph “JoJo” Lopez III (2024-2026); Affiliate Board Member: Dawnmarie Caggiano (2022 - 2026); Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

**Not Present:** Region I Board Members: Nicholas Lalanne (2022-2026); Tyese Wright (2024-2028); DeAnna Swope (2024-2028); and Region IV Board Member: Laura Kim (2022-2026)

The meeting resumed at 12:19 PM.

President Lisa Rose reviewed the housekeeping and the agenda for the Board meeting.

The Board discussed conference plans.

The Board discussed the location of upcoming board meetings. The Board came to agree to meet at these locations;

- January 2026 - San Francisco
- April 2026 - Rochester

Vice President Stephanie Hakulin provided an update on the sections: Multicultural, DeafBlind, Interpreter, Youth, and Seniors. The Board requested that the new Membership Sections Policy be shared and reviewed with the leaders of these sections.

Vice President Stephanie Hakulin expressed her concern about the Section email addresses, particularly regarding the Deaf Culture and History Section. She noted that she is addressing this issue.

Governance Chair Jacob Leffler shared an update on a new Bylaw committee. The committee members are Alan Hurwitz, Harvey Corson, Benro Ogunyipe, Karen Atwood, Florence Pratt, and Amy Gomme, with Nancy Bloch as the staff liaison.

Governance Chair Jacob Leffler provided an update on the new Council of Representatives (COR) committee and its members. They are currently working on identifying a member from Region III to join the committee. Additionally, he shared that the committee appreciated the new COR format and the Forum. They have agreed to hold a Forum before the NAD Conference in 2026, potentially in June 2026, and plan to conduct it via Zoom or Canvas. The committee will reconvene on May 8, 2025.

Furthermore, they discussed their priorities and proposed a shift from focusing on priorities to establishing five strategic goals. This change may eliminate the need for a steering committee for the COR at the NAD Conference in 2026. They are also planning to develop a strategy for communicating this change to the community.

New committee members:

- Board Liaison - Jacob Leffler
- Tina Joyer
- Elizbieta Kaminski
- Jack Ludwig
- Jose Ovi-Velasquez
- Kathleen Smith

Interim CEO Bobbie Beth Scoggins reviewed the 2025 National Leadership Training Conference (NLTC) 2025 budget with the Board and answered questions asked by the Board. This includes the need for additional grant support for accommodations at the conference.

Conference Chair Milmaglyn Morales and Interim CEO Bobbie Beth Scoggins reviewed the proposed NAD Conference 2026 budget with the board.

Governance Chair Jacob Leffler reviewed the updated Diversity Statement with the Board.

Governance Chair Jacob Leffler reviewed the draft of Board Policy Manual policies with the Board, including:

- Zero Tolerance Policy
- CEO Succession

- Governance
- Committee
- Bylaws
- Executive Committee

Treasurer Jimmy Peterson reviewed a draft of an Investment Management Addendum.

Vice President Stephanie Hakulin provided an update on the CEO search and shared that everything is on track according to the established timeline. She outlined the next steps in the process, which will include communication with candidates, announcement, and conducting the second round of interviews. The search committee continues to move forward as planned, and we remain confident in the process.

The Board participated in a "Stop Hoarding: Impact on Youngism" training session presented by Jack Ludwig, President of the Oregon Association of the Deaf.

President Lisa Rose called for a recess at 4:47 PM.

**April 19, 2025**
**Ohio School for the Deaf**

**Board Members Present:** President Lisa Rose (2024-2026); Vice President Stephanie Hakulin (2024-2026); Secretary Milmaglyn Morales (2024-2026); Treasurer Jimmy Peterson (2024-2026); Jacob Leffler (2024-2028); Region II Board Members: Kevin Ryan (2022-2026); Joseph "JoJo" Lopez III (2024-2026); Affiliate Board Member: Dawnmarie Caggiano (2022 - 2026); Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

**Not Present:** Region I Board Members: Nicholas Lalanne (2022-2026); Tyese Wright (2024-2028); DeAnna Swope (2024-2028); and Region IV Board Member: Laura Kim (2022-2026)

**Visitors:** Charisse Heine, Christine Stepien, Dawn K. Watts, Rose Larson, Maria Drosak, Aileen Reusche, Marsha Moore, Paul Wernging, Marla Perski, Brianna Williams, Jennifer Slaven, Stephen Rute, Helen Drosak, Nicholas C. Walter, Mary Walter, John Moore, Henri Grau, Linda Adams, Jonelle Deja Wojnowski, Marla Berkowitz, and Curt Hayward.

The meeting resumed at 2:38 PM.

President Lisa Rose reviewed the agenda. She indicated that the business meeting will begin. Introductions were made.

President Lisa Rose invited Steve Sandy to give a presentation on Dummy Hoy and share his Hall of Fame plans. Steve requested that the NAD send a letter in support of this initiative. The

Board inquired, gathered the necessary information, and provided resources. Additionally, she presented Steve with a small gift as a token of appreciation.

President Lisa Rose reviewed the housekeeping and the agenda with the Board.

Secretary Milmaglyn Morales requested that someone make a motion to ratify the January 2025 Minutes.

> **Motion:** Region IV Board Member Joseph “JoJo” Lopez III moved to approve the January 2025 Minutes. Seconded by Vice President Stephanie Hakulin. **Motion Carried.**

**Board Reports**

The board members submitted their reports in writing and had no urgent matters to discuss in person, except for:

President Lisa Rose recognized the Ohio Deaf Association in celebration of its one-year anniversary.

President Lisa also provided an update on the Alabama Interpreting Bill. The Alabama State Association of the Deaf has requested that the NAD write a letter to hold the state accountable for not consulting the community.

President Lisa Rose announced that the NAD fundraiser event will take place on April 26, 2025, at Streetcar 82 Brewery in Maryland.

President Lisa Rose shared that she received an email from the Learning Center for the Deaf asking the Board to reconsider the request of sending a delegate to the Council of Representatives at the NAD Conference, and will review it with the Executive Committee.

President Lisa Rose announced that she met with Dr. Jesus Remigio, the President of the Registry of Interpreters for the Deaf (RID). They agreed to work on rebuilding the relationship between the National Association of the Deaf (NAD) and RID. The NAD is currently waiting for RID to present their Memorandum of Understanding for approval by the Board.

President Lisa Rose provided an update on one of the priorities - the needs of emergency responders and the Deaf community, specifically regarding access to emergency announcements and notifications. The group has met twice so far to address these issues. She also mentioned that FEMA reached out to request the assistance of the NAD in gathering information from each state association and its affiliates about the number of Deaf individuals living in large cities. Lisa plans to develop talking points for the Regional Board Members based on this information.

President Lisa Rose has informed the Board that the next quarterly meeting will be held at the National Leadership Training Conference in October 2025, and we will continue to meet monthly virtually.

Vice President Stephanie shared an update on Access to Resources for DeafDisabled Citizens and Enhancing Services for DeafBlind Communities Priority, concerning the frequency of cancellations of meetings. She will work with the committee to ensure that they find a common time to meet.

Affiliate Board Member Dawnmarie provided an update regarding priority issues for Deaf seniors. She met with representatives from the Deaf Seniors Alliance (DSA) who are leading this initiative. The meeting included Sherri Collins, Executive Director of DSA; Steve Lovi, a member from Rochester; Marina Fanshteyn, Director of Development and Operations at United Hands Organization and a DSA member; and Karen Atwood, President of the WSAD and a member of NAD. They agreed to focus on challenges related to insurance and healthcare systems, as these issues are currently affecting many Deaf seniors. The next meeting is scheduled for May, but they will continue to communicate via email in the meantime.

Secretary Milmaglyn expressed her gratitude for everyone completing the Conflict of Interest form and submitting their board reports in a timely manner. As the Chair for Conference 2026, she requested someone to make a motion to approve the Conference 2026 budget with pending items. Milmaglyn also mentioned that the next step would be to discuss the conference theme, which will help in identifying the tracks for workshops.

Treasurer Jimmy Peterson explained that we were unable to obtain the financial statements due to the transition in bookkeeping, but assured the Board that they will receive the new statements soon. He provided an update on the investments and discussed the need to merge certain funds. He also presented a breakdown of the various funds, including the NAD Fund, Law and Advocacy Fund, United We Stand Fund, and the Youth Leadership Fund.

Interim CEO Bobbie Beth Scoggins shared updates on finances, investments, operations, and personnel:

- Transitioned from QuickBooks Desktop to QuickBooks Online for improved accessibility and integration.
- Transferred all financial files to a secure cloud-based system to improve access, storage, and backup reliability.
- Engaged a new bookkeeper following the departure of the previous bookkeeper.
- Initiated preparation of February and March financial statements, as well as the FY25 year-end report in preparation for the annual audit due August 15th.
- Successfully transferred all investment accounts to a new brokerage firm, with the exception of one account currently under review.

- Renamed and merged investment funds to improve tracking, alignment with organizational goals, and to support long-term fund growth.
- Phased out leased equipment, including the postage meter, to streamline operational costs.
- Conducted a full inventory assessment of books, clothing, and materials in preparation for a newly structured inventory system.
- Web design and development timelines have been revamped, with new deadlines established to ensure timely project completion.
- Transitioned donor and transaction processing from Stripe to Zeffy, eliminating transaction fees and reducing operational expenses.
- Migrated database management functions—including membership tracking, donations, event registration, and fundraising—to Zeffy to streamline operations and reduce costs.
- Welcomed a new bookkeeper and contracted a CPA to enhance financial oversight and reporting.

Interim CEO Bobbie Beth Scoggins addressed a question about the status of the Certification Maintenance Program Application, stating that she plans to begin the program after the National Leadership Training Conference. She also responded to an inquiry regarding the DCMP, mentioning that it is currently in Year 4 operations and everything seems to be on status quo.

President Lisa Rose asked the Board if they had any unfinished business.

Affiliates Board Member Dawnmarie Caggiano moved to ratify motions made on March 30, 2025. Seconded by Region I Board Member Jacob Leffler. **Motion Carried.**

> *March 30, 2025 Motion:*
>
> *Vice President Stephanie moved to approve the NLTC registration fee of $160, the hybrid conference registration fee of $50, and the $75 fee for CEUs. This motion was seconded by Affiliate Board Member Tyese Wright. Motion Carried.*

Region I Board Member Jacob Leffler moved to approve the following policies: Bylaws, Committee, Executive Committee, Governance, No Zero Tolerance Policy and Posting, and CEO Succession Plan. Seconded by Region IV Board Member Joseph “JoJo” Lopez III. **Motion Carried.**

Region I Board Member Jacob Leffler moved to acknowledge the resignations of Christopher Patterson and James "Dino" Christain, along with President Rose's subsequent email formally accepting their resignations. Affiliates Board Member Dawnmarie Caggaino seconded the motion. **Motion Carried.**

Region I Board Member Jacob Leffler moved to acknowledge the written resignation of Chris Haulmark, which was submitted via email in accordance with the bylaws. Chris departed the SLC Board meeting immediately following the submission of his resignation. President Lisa Rose formally acknowledged the resignation in her written response. Seconded by Region II Board Member Kevin Ryan. **Motion Carried.**

Region I Board Member Jacob Leffler moved to acknowledge the resignations of Michael Duel and Kimberly Thornberry's resignations, submitted after the SLC Board meeting, along with President Rose's subsequent email accepting their resignations. Seconded by Secretary Milmaglyn Morales. **Motion Carried.**

Affiliate Board Member Dawnmarie Caggiano moved to ratify and reaffirm the contract dated June 3, 2024 between Interim Chief Executive Officer Dr. Bobbie Beth Scoggins and Past President Jenny Buechner, and to express our gratitude and appreciation to Dr. Scoggins for her continued exemplary leadership and service to the NAD. Seconded by Region I Board Member Jacob Leffler. Treasurer Jimmy Peterson abstained. **Motion Carried.**

Treasurer Jimmy Peterson moved to rename the *Halex House Fund* to the *NAD Fund* and repurpose it to support annual operating expenses and other purposes designated by the Board. Seconded by Region IV Board Member Joseph "JoJo" Lopez III. **Motion Carried.**

Treasurer Jimmy Peterson moved to consolidate and rename the Nancy J. Bloch Leadership and Advocacy Scholarship Fund and the Frederick C. Schreiber Memorial Fund into a new Law and Advocacy Fund, in honor of Nancy J. Bloch, Frederick C. Schreiber, and Marc P. Charmatz. Expand the fund to support student internships, short-term policy consultants, and the future hiring of deaf and hard of hearing attorneys. Seconded by Region I Board Member Jacob Leffler. **Motion Carried.**

Treasurer Jimmy Peterson moved to consolidate and rename the Tree of Life Endowment Fund and the Youth Programs Fund into a new Youth Leadership Fund, in honor of Frank R. Turk, Sr. Repurpose the fund to support the Youth Leadership Camp initiatives, youth leadership development, mentorship, and related activities. Seconded by Region IV Board Member Joseph "JoJo" Lopez III. **Motion Carried.**

Treasurer Jimmy Peterson moved to approve the investment program fund allocations and authorize the interim CEO to implement the necessary adjustments for investment purposes: 52.8% to the NAD Fund, 19.5% to the Law and Advocacy Fund, 15.5% to the United We Stand Fund, and 12.2 to the Youth Leadership Fund, totaling 100%. These allocations align with fund designations as well as the organization's mission and strategic priorities. Seconded by Region II Board Member Kevin Ryan. **Motion Carried.**

Treasurer Jimmy Peterson moved to amend the investment management addendum, highlighting the names of investment and general funds with descriptions as presented. Seconded by Region I Board Jacob Leffler. **Motion Carried.**

President Lisa Rose then moved forward to new business:

Region II Board Member Kevin Ryan moved to select Region I site for the NAD Conference 2028. Seconded by Vice President Stephanie Hakulin. **Motion Carried.**

Treasurer Jimmy Peterson moved to accept the 2025 NLTC Budget as presented. Seconded by Affiliates Board MemberDawnmarie Caggiano. **Motion Carried.**

Secretary Milmaglyn Morales moved to accept the 2026 Conference Budget as pending. Seconded by Affiliates Board Member Dawnmarie Caggiano. **Motion Carried.**

Vice President Stephanie Hakulin moved to designate Kelby Brick as the bona fide representative for NAD in matters involving NAD cases. Seconded by Jacob Leffler. **Motion Carried.**

Vice President Stephanie Hakulin moved to create an AdHoc committee - NAD Task Force on Ethical Artificial Intelligence (AI) Sign Language Models and Platforms to safeguard ASL Integrity. Seconded by Region IV Joseph "JoJo" Lopez III. **Motion Carried.**

Affiliates Board Member Dawnmarie Caggiano moved to approve the Resolutions. Seconded by Region I Board Member Jacob Leffler. **Motion Carried.**

**Resolutions of Appreciation**

1. **The Ohio School for the Deaf**

   **Whereas**, the Ohio School for the Deaf (OSD), founded in 1829, stands as one of the oldest and most respected institutions of Deaf education in the United States, serving as a beacon of empowerment, bilingual education, and community for nearly two centuries; and

   **Whereas**, OSD has long been a center of excellence, fostering academic achievement, vocational skills, and Deaf cultural identity, while adapting to the changing needs of Deaf and hard-of-hearing students through progressive and inclusive educational practices; and

   **Whereas**, the school's dedication to the Deaf community continues through its modern campus, vibrant student body, and committed staff, all of whom uphold the values of access, equity, and linguistic pride; and

**Whereas**, on April 19, 2025, the Ohio School for the Deaf graciously welcomed the Board of Directors of the National Association of the Deaf to Columbus, Ohio, with open arms and warm hearts;

**Whereas**, the hospitality extended by the OSD staff and culinary arts students provided the NAD Board with a memorable and nourishing experience, showcasing not only professional skill but a generous spirit reflective of Ohio's famous "Buckeye" hospitality—including handmade buckeye chocolates that were, without question, *to die for*;

**Now, therefore, be it resolved**, that the National Association of the Deaf expresses its deepest gratitude to the Ohio School for the Deaf—its leadership, faculty, staff, and students—for their outstanding hospitality, their ongoing commitment to Deaf education, and their enduring legacy as a cornerstone of the Deaf community in Ohio and beyond;

**Be it further resolved**, that this resolution be entered into the official records of the National Association of the Deaf, and that a copy be presented to the Ohio School for the Deaf in recognition of their contributions, past and present, to the lives and futures of Deaf individuals.

2. **Curt Hayward**

**Whereas**, the Board of Directors of the National Association of the Deaf (NAD) convened in Columbus, Ohio, from April 16 through April 19, 2025, for its scheduled board meeting; and

**Whereas**, Curt Hayward graciously volunteered his time and talents to provide exceptional culinary support throughout the weekend, keeping board members well-nourished, comfortable, and cared for while minimizing costs; and

**Whereas**, Curt's attention to detail, dedication, and warm hospitality created an environment that fostered camaraderie, productivity, and enjoyment; and

**Whereas**, Curt enriched the board's experience not only through his comforting food, but also through his storytelling—entertaining us all with his signature humor and delightful hot tub tales, showcasing his remarkable skills as an American Sign Language (ASL) storyteller;

**Now, Therefore, Be It Resolved**, that the Board of Directors of the National Association of the Deaf extends its deepest gratitude and heartfelt appreciation to Curt Hayward for his invaluable contributions during the April 2025 board meeting; and

**Be It Further Resolved**, that this board meeting shall be fondly remembered as one of the most enjoyable and comforting weekends in recent memory—thanks in large part to Curt's presence, generosity, and exceptional care.

3. **The Ohio Deaf Association**

   **Whereas**, the National Association of the Deaf (NAD) has a long-standing commitment to supporting and advocating for the rights of Deaf individuals nationwide, including those within the state of Ohio, and

   **Whereas**, the Ohio Deaf Association (ODA) was established in April 2024, honoring the legacies and past contributions of Deaf and Hard of Hearing Ohioans, and

   **Whereas**, the first National Association of the Deaf (NAD) convention was held in Cincinnati, Ohio, marking an important chapter in the history of the Deaf community, and

   **Whereas**, the Ohio Deaf Association (ODA) has recently extended a warm welcome and offered their generous hospitality to the NAD for this weekend's event, including hosting the business meetings scheduled for today, and

   **Whereas**, the leadership, organizational staff, and volunteers of the Ohio Deaf Association (ODA) have demonstrated a remarkable commitment to the values of inclusion, accessibility, and community engagement, exemplifying the spirit of service that is foundational to the mission of the NAD,

   **Therefore**, be it resolved that the National Association of the Deaf (NAD) expresses its deepest appreciation to the Ohio Deaf Association (ODA) for their invaluable partnership, gracious hospitality, and dedication to the continued advancement of the Deaf community, both within Ohio and nationwide, and

   **Be it further resolved**, that the NAD extends its sincere gratitude for the successful hosting of today's business meetings and reaffirms its ongoing support and commitment to the Ohio Deaf Association (ODA) in their vital work to advocate for and empower Deaf and Hard of Hearing Ohioans.

President Lisa Rose asked if any announcements needed to be made. She then surprised the Board with a rare gold with a red spot celebrating the NAD with the Tri-Gala states (Indiana, Kentucky, and Ohio) at their Cincinnati fundraiser in 2005.  This pin is a fitting gift for the NAD Board.

President Lisa Rose adjourned the meeting at 4:10pm.

Milmaglyn Morales
NAD Secretary
May 18, 2025