NAD Board Meeting

Sanchez and Texas Union Buildings
Hosted by National Deaf Center
at the University of Texas Austin
Meeting Minutes
October 29 - 30, 2025

Attendees: Stephanie Hakulin (Vice President), Nicholas Lalanne (Region I), Kevin Ryan (Region II), JoJo Lopez (Region IV) , DeAnna Swope (Region III), Laura Kim (Region IV), Dawnmarie Caggiano (Affiliates), and joining virtually - Tyese Wright (Affiliate), Jacob Leffler (Region I) Bobbie Beth Scoggins (Interim CEO) and Nina Butts (CFO)

Visitors: Linsay Darnall Jr, Jack Z Ludwig (Oregon Assoc of the Deaf), Catherine Sienko (AZ Assoc of Deaf), Chris Haulmark (Deaf Gain), Malcolm Freeland (Daily Moth), Eliz Kragh (Deaf Gain), Rita Brandsorg, Manny Johnson (PBM), Cam Tulloch (Montana Association of the Deaf), Anna Haslund (Montana Association of the Deaf), Larry Eicle (Montana Association of the Deaf), Amanda Kauffman (Montana Association of the Deaf), Andrew Kauffman (Montana Association of the Deaf) and Jenny Buechner (NAD Past President)

Vice President Stephanie Hakulin called the meeting to order at 1:03 pm and noted that President Lisa Rose was not present. Vice President Hakulin assumed the role of presiding officer for the meeting.

Stephanie requested the appointment of Dawnmarie Caggiano as secretary pro tempore. The majority agreed.

Dawnmarie Caggiano confirmed that a quorum was present, and the meeting proceeded accordingly.

FY 26 Year to Date (April 1, 2024 to September 30, 2025) Report

Interim CEO Bobbie Beth Scoggins and Chief Financial Officer Nina Butts provided a summary of the FY 26 Year to Date (YTD) report from April 1st, 2024 to September 30, 2025. Nina reviewed the Finance Committee's report, highlighting key financial details, including a hotel deposit for the upcoming 2026 NAD Conference. She addressed questions about the August fundraising efforts, ensuring those details will be included in the next report.

The Board is interested in more detailed transaction information, which Nina will provide upon request.

The NAD is currently not on track with its revenue and fundraising goals, but with several court awards expected soon, they should be back on track. Consulting fees for several individuals, including camp counselors, were outlined, and rental costs for both NAD Headquarters and YLC Camp were mentioned.

A discussion was raised about the possibility of closing NAD Headquarters to save on costs, but the current lease situation would make that difficult without penalties or the option to sub-lease. Nina also provided updates on various contracts, including the one for Camp Taloali, and noted the need for fiscal oversight in the coming year for DCMP.

The tax filings for the last two fiscal years have been completed, and funds from the RIF are being used to cover the costs of a new CEO. Salaries remain the largest portion of the overall budget.

Discussion followed with Interim CEO Bobbie Beth Scoggins the Interim CEO, stated that the budget is somewhat balanced for FY 26 with continued vigilance with CFO Nina Butts oversight and the incoming CEO ensuring its balance for years to come. The budget is on track and aligned with expectations.

During the upcoming fiscal year 2027, she discussed the portion on providing interpreting services and its potential impact on the 2026 conference expenses.   The conference will fall under FY 2027**,** so it will be accounted for as prepaid expenses**.** The 2026 conference budget is separate from the NAD operating budget.

Bobbie Beth is collaborating with various groups to arrange interpreting services for the 2026 conference. Stephanie raised a question about using funds from the Interpreter Section to cover interpreter costs for the 2026 NAD Conference, to which Bobbie Beth suggested reaching out to the Interpreter Section to ask for approval.

Lastly, some Accounts Payable/Accounts Receivable (AP/AR) questions were resolved, including those related to health insurance, YLC meals, and the website payments.

An aside question was asked on the website development. Board members will be given the mock website link for feedback and review.   ASL videos are now in development and talent is being recruited.

JoJo Lopez moved to recess until 2:35 PM, following the Financial Report by Interim CEO Bobbie Beth Scoggins and CFO Nina Butts. Kevin second the motion. Motion carried.

Upon return from the recess, JoJo Lopez moved to enter executive session for the purpose of discussing personnel and legal matters. Nicholas Lalanne seconded the motion.
The motion carried.   Stephanie Hakulin requested that all non-Board members exit the meeting room.

The meeting was recessed at 3:55 pm, moved by Kevin Ryan and seconded by Tyese Wright until the next day October 30th, 2025 to be resumed at 1:00 pm.

Continuation of Meeting Minutes – October 30, 2025

Vice President Stephanie Hakulin, continuing as the presiding officer called the meeting to order from the recess on 10/29/2025 at 1:13 PM at the Texas Union on the University of Texas, Austin campus.

Housekeeping rules were shared with the NAD Board and the public. Stephanie Hakulin requested that space for everyone be respected. Following board introductions, it was determined that a quorum was present.

During her report, Stephanie Halukin reported that President Lisa Rose submitted her written resignation, effective immediately. The Board was reminded that, under the National Association of the Deaf (NAD) Bylaws, Article IV, Section 10.2, *"The Vice President shall serve at any time the President is unable to serve, or when the office of the President becomes vacant."*

Motion: A motion was made by Nicholas Lalanne to officially recognize Stephanie Halukin as President pursuant to the NAD Bylaws, effective immediately, to serve the remainder of the current term. The motion was seconded by Kevin Ryan and carried unanimously.

President Stephanie Halukin shared that the CEO search process is currently on hold.

Board Regional Representatives provided partial updates for the following regions, including limited reports on state association activities, with discussions varying by region on policy and legislative matters: DeAnna Swope (Region III), Kevin Ryan

(Region II), Nicholas Lalanne and Jacob Leffler (Region I), JoJo Lopez and Laura Kim (Region IV), and Dawnmarie Caggiano (Affiliates).

Interim CEO Bobbie Beth Scoggins and her NAD staff Marla Hatrak and Bill Millios shared their reports on operations from April 1, 2025 to September 30, 2025.

The Described and Captioned Media Program (DCMP) is a federally authorized accessibility program with a 75-year history, originating in 1950 and authorized by Congress in 1958. The National Association of the Deaf (NAD) is the federal grantee and manages the DCMP cooperative agreement with the U.S. Department of Education. DCMP provides captioned educational media for deaf and hard of hearing students and audio-described media for blind and visually impaired students in both residential Deaf schools and mainstream educational settings.

DCMP is currently operating under a five-year federal grant cycle, with funding beyond September 30, 2026 uncertain. NAD staff met with Members of Congress and key staff to underscore DCMP's essential role and to monitor the status of Discretionary D funding.

Policy discussions continue regarding potential administrative shifts of disability programs currently housed within the Department of Education's Office of Special Education and Rehabilitative Services (OSERS) to other agencies, including Health and Human Services or the Department of Labor. Advocacy efforts are focused on ensuring continuity of DCMP services regardless of agency placement.

NAD advances this work through direct Congressional engagement and through its membership in the Consortium for Constituents with Disabilities (CCD), a national cross-disability coalition supporting coordinated federal advocacy.

Youth Programs

- YLC 2025: Fifty-five campers returned home inspired, empowered, and forever changed by their experience. We anticipate great accomplishments from these emerging leaders as they continue to grow and serve our community. YLC remains a vital pipeline for cultivating strong Deaf leaders.
- 2025 Jr. NAD Conference: Hosted at the New Mexico School for the Deaf, the conference welcomed approximately 130 students from schools for the Deaf and mainstream programs. Participants took part in an engaging weekend focused on leadership development, advocacy, and community building.

Law and Advocacy Center

- Engaged in ongoing legal litigation and policy work. Several cases are currently pending settlement before new cases can be accepted. Staff remain extremely busy managing intakes and participating in mediation meetings.
- Worked on developing a blueprint for best practices in Deaf education. While initially proposed at the national level, the focus is shifting to the state level to account for differences across states. An advocacy toolkit is being developed to serve as a practical resource for state-level advocacy.
- Continued focus on advancing effective practices and advocacy within EHDI systems.

Web and Content Development

- The current website and content are very text-heavy and not user-friendly for navigation.
- A major reboot is underway to shift toward a more ASL-friendly design with improved, intuitive navigation.
- Content will be reorganized from traditional FAQs into an information tree to help users find resources more quickly.
- A virtual assistant with smart search capabilities will be introduced to assist users in locating information efficiently.
- Years of accumulated content will be streamlined to ensure key resources are easier to find and not overlooked.
- In response to questions about accessibility for blind and DeafBlind users, in response to questions about accessibility for blind and DeafBlind users, the redesigned website will meet WCAG 2.1 Level AA standards.

Best practices in budget accounting were advanced through the successful transition from QuickBooks Desktop to QuickBooks Online, allowing greater flexibility and secure access to financial information by multiple authorized users.

Marketing for the 2026 NAD Conference will begin as soon as this Board meeting completes and registration is underway. Conference funds will be managed in a separate budget. The schedule will include board and committee meetings, workshops, evening events, and opportunities for vendors and sponsors. Logistics and accommodations are being arranged to support attendees, and additional sponsorship opportunities are being pursued.

During the meeting, the Board allowed questions from the audience on a variety of topics. Questions addressed an event cancellation, membership, organizational communication, conference planning, payment processes, safety considerations, governance, leadership, and the CEO hiring process. The Board and CEO provided general responses, clarified procedures, and noted follow-up actions as needed.

The Board received an update on the 2026 Conference budget. Key spending areas and revenue and expense items were reviewed and discussed. The CEO noted that the budget is on target and highlighted areas to monitor.

MOTION: Dawnmarie Caggiano moved that the Board rescind the resignations submitted by Milmaglyn Morales (Secretary) and Jimmy Peterson (Treasurer), thereby restoring them to their respective positions. JoJo Lopez seconded the motion, and it carried unanimously**.**

The meeting was adjourned at 3:27 pm.

Submitted by Dawnmarie Caggiano, Secretary Pro Tempore
January 11, 2026