National Association of the Deaf
Board of Directors Meeting
San Francisco, California
January 30 - 31, 2026

Friday, January 30, 2026
Hilton San Francisco Union Square

Board Members Present:
President Stephanie Hakulin (2024–2026);
Vice President Chris Estrin (2026);
Secretary Milmaglyn Morales (2024–2026);
Treasurer Jimmy Peterson (2024–2026);
Region I Board Member: Nicholas Lalanne (2022–2026); Jacob Leffler (2024-2028);
Region II Board Members: Katy Hagmeyer (2026-2028); Kevin Ryan (2022–2026);
Region III Board Members: Ari Latino (2026);
Region IV Board Members: Laura Kim (2022–2026) and Joseph “JoJo” Lopez III (2024–2028);
Affiliate Board Members: Dawnmarie Caggiano (2022–2026); and
Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

Not Present:
Region III Board Member: DeAnna Swope (2024–2028); and
Affiliate Board Members: Tyese Wright (2024-2028).

NAD Staff: Bill Millios and Nancy Bloch

President Stephanie Hakulin called the meeting to order at 9:10 AM. Agenda items were reviewed and accepted as presented.

President Stephanie Hakulin welcomed new board members - Vice President Chris Estrin, Region II Board Member Katy Hagmeyer, and Region III Board Member Ari Latino to their first Board meeting.

President Stephanie Hauklin provided an icebreaker activity and the Board participated.

President Stephanie Hakulin called for a recess at 10:00 AM for a hotel tour with the Hilton Hotel Union Square staff.

The meeting resumed at 11:15 AM.

President Stephanie Hakulin reviewed the agenda.

Secretary and Conference Chair Milmaglyn Morales asked the Board to share their observations and feedback from the tour.

The Board discussed the electronic voting system, exhibit hall security, collaboration with organizations at the conference, signage, and workshop tracks.

Secretary Milmaglyn Morales explained that she, Stephanie Hakulin, and Bobbie Beth Scoggins meet weekly to discuss conference-related logistics.

Nancy Bloch explained that the conference will have 10 tracks and that the workshop committee will oversee planning, including space assignments. She also noted that she and Bill Milios will work on signage.

Interim CEO Bobbie Beth Scoggins explained that she will work with the hotel to secure security for the Yosemite Room (Exhibit space)

Secretary Milmagyn Morales reviewed conference roles and responsibilities with the Board.

President Stephanie Hakulin explained the agenda for the remainder of the day at the Disability Cultural Center and called for a recess at 12:00 p.m.

The meeting resumed at 6:30 PM.

President Stephanie Hakulin reviewed and explained the agenda.

Region I Board Member Jacob Leffler and Vice President Chris Estrin presented the new strategic goals approach and responded to all questions posed by the Board.

Secretary Milmaglyn Morales instructed the Board to work on their COR related video projects.

President Stephanie Hakulin called for a recess at 9:30 PM.

Saturday, January 31, 2026
Hilton San Francisco Union Square

Board Members Present:
President Stephanie Hakulin (2024–2026);
Vice President Chris Estrin (2026);
Secretary Milmaglyn Morales (2024–2026);
Treasurer Jimmy Peterson (2024–2026);
Region I Board Member: Nicholas Lalanne (2022–2026); Jacob Leffler (2024-2028;
Region II Board Members: Katy Hagmeyer (2026-2028); Kevin Ryan (2022–2026);
Region III Board Members: Ari Latino (2026);
Region IV Board Members: Laura Kim (2022–2026) and Joseph "JoJo" Lopez III (2024–2028);
Affiliate Board Members: Dawnmarie Caggiano (2022–2026); and
Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

Not Present:
Region III Board Member: DeAnna Swope (2024–2028); and
Affiliate Board Members: Tyese Wright (2024-2028)

The meeting resumed at 9:00 AM.

President Stephanie Hakulin reviewed the agenda with the Board.

Region IV Board Member and Awards Chair Laura Kim explained the awards process and timeline and responded to all questions posed by the Board.

Interim CEO Bobbie Beth Scoggins shared historical context regarding the awards and associated costs. She recommended setting a $3,000 budget for the awards. The Board agreed to purchase the awards from a local Deaf-owned business.

CFO Nina Butts presented the FY26 proposed revised budget. She shared the details of the FY26 revised revenue projections, totaling $1,169,900.

CFO Nina Butts also shared the details of the FY26 revised expense projections, totaling $177,090.

As presented by CFO Nina Butts, the Finance Committee's recommendation that the revised FY26 budget submitted be approved.

Region II Board Member Kevin Ryan moved to approve the FY26 revised budget as submitted. Region IV Joseph "JoJo" Lopez seconded. **Carried**

CFO Nina Butt, then, reviewed the FY27 proposed budget with the Board as recommended by the Finance Committee

Region IV Board Member Joseph "JoJo" Lopez moved to approve the Y27 starting April 1st, 2026 ending March 31st, 2027 as submitted by the Finance Committee. Region II Board Member Katy Hagmeyer seconded. **Carried.**

Vice President and Governance Chair Chris reviewed the Board Policy Manual with the Board. He identified the following items requiring review, development, or revision:

- The grievance process requires review.
- A governance structure will be developed.
- Governance training is scheduled for February 2026.
- The Board Policy Manual does not currently include a recordkeeping policy; the Secretary should serve as custodian of all organizational records.
- The honoraria and reimbursement procedures policy requires review.
- Code of Ethics/Conduct forms require review.
- The succession plan requires revision to include language stating that presidential succession occurs with Board approval.

The Board also discussed the following bylaw-related issues:

- Clarification is needed regarding membership requirements, as state associations are required to have 15 members, while credentialed delegates must represent 20 or more members.

- Committee responsibilities currently require monthly reports; the Board noted this has not been followed and discussed revising the requirement to quarterly reports.

- Governance facilitation language should be revised to indicate that it is facilitated by the Vice President with institutional knowledge.

- The Board discussed changing the Treasurer position from elected to appointed but agreed not to proceed with this change and to retain the elected position.

Previous work by board and staff members on NAD branding initiatives were discussed. The Board noted that related ideas will require a policy addition to the Board Policy Manual.

Interim CEO Bobbie Beth Scoggins recommended revisiting board discussions on suggested bylaw changes from the SLC Board meeting.

Bobbie Beth Scoggins provided an update on the draft 2026 Personnel Policies and Procedures Manual and its table of contents. She noted several new additions to the manual, including policies on work hours, scheduling, timekeeping, remote work and telecommuting, compensation and payroll, and leave.

President Stephanie Hakulin called for a recess at 11:52 AM.

Visitors: Jake Go; Alex Palamides; Jennie O'Shanghnessey De Leon; Jack Jett; Linda Ponce De Leon; Rachel Bradshaw; Mauricio Ponce; Kyle Emard; and Aiden Shupe.

The meeting resumed at 1:10 PM.

President Stephanie Hakulin welcomed the visitors to the Board Business meeting and asked the board to introduce themselves.

Affiliate Board Member Dawnmarie Caggiano moved to approve the minutes of October 29–30, 2025, with corrections. Region IV Board Member Joseph "Jo Jo" Lopez seconded the motion. The motion **carried**.

Secretary Milmaglyn Morales moved that the Board ratify the motions made during the NAD Board's monthly virtual meetings from May 18, 2025 through January 31, 2026. Seconded by Region IV Board Member Joseph "JoJo' Lopez. **Carried**

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Secretary Milmaglyn Morales moved that the Board ratify the actions taken in Executive Session. Seconded by Affiliates Board Member Dawnmarie Caggiano. Motion carried.

Board Reports:

Board members submitted written reports and had no urgent matters to discuss in person, except:

Region I Board Member Nicholas Lalanne provided an update from Maine regarding ICE, noting that a deaf man who had been detained was subsequently released.

Region II Board Member Kevin Ryan reported that a Deaf Minnesotan was detained by ICE but was released. State associations contacted law enforcement to confirm interpreter access during this process, and officials confirmed that access was provided.

Region IV Board Member Joseph "JoJo" shared that a Deaf student would be featured in a pregame spotlight for the NMSD football team.

He also received a message from the Arizona Association requesting educational advocate training and referred them to Marla Hatrak.

In addition, the Idaho Association is seeking more information on improving accessibility in AI and policy and has expressed interest in meeting with the CEO.

Finally, Region IV State Associations have requested that we offer a hybrid option for meetings held in person.

Region II Board Member Katy Hagmeyer provided an update on the Addressing Deaf Youth Well-Being initiative. The committee plans to distribute a survey and has begun discussing a sustainability plan to ensure a smooth transition when new leadership takes over the work. President Stephanie Hakulin emphasized the importance of continuing this initiative and ensuring it does not lose momentum or get set aside.

Region I Board Member Jacob Leffler built on Katy's comments, expressing interest in expanding Employment Resources. He noted that the resources on the website need updating. Interim CEO Bobbie Beth shared that much of the older content has been archived and will need to be reviewed and updated.

Affiliate Board Member Dawnmarie provided an update on the Deaf Seniors Survey and asked board members to share it with their communities. The survey is available on the DSA and NAD websites, and the report will be presented at the NAD conference. The survey has been distributed three times, with the most recent distribution including a video explanation. It is being shared via Communiqué to collect data on senior issues. Approximately 500 individuals have responded so far, with a goal of reaching at least 1,000 responses.

Region IV Board Member Laura Kim shared that their priorities have been divided into two categories: (1) Access to Resources for DeafDisabled Citizens and (2) Enhancing Services for DeafBlind Communities. Due to limited data, they plan to engage the community through surveys, noting a strong start in San Francisco. She also proposed establishing a DeafDisabled Section, which would allow for fundraising and receiving donations. The original priority proposal came from Maine and focused on communication barriers affecting DeafDisabled individuals.

President Stephanie Hakulin also provided an update on Emergency Responders and Deaf Community Needs, specifically regarding access to emergency announcements and notifications. She noted challenges related to recent changes, and that Hunta Williams has now taken over the work and helped redefine the priority. She acknowledged that NAD currently lacks a strong relationship with the DeafBlind community and proposed offering a workshop or presentation on how NAD can better collaborate with and support the DeafBlind community. Additionally, she suggested developing guidelines for states, potentially including a model bill.

Interim CEO Bobbie Beth Scoggins expressed deep appreciation to her staff, the Finance Committee, and the Treasurer for their accomplishment in completing a full FY27 budget cycle, from preparation through board approval.

She also shared updates on law and advocacy efforts, including concerns regarding interpreter access at the White House and issues related to Zoom captioning, both of which remain ongoing. She further noted that a Westlaw subscription has been secured to support efficient, high-quality legal research.

Regarding the Youth Leadership Camp (YLC), Bobbie Beth reported that 57 applications were received. Orientation is scheduled for February 15, and volunteer leader applications are still being accepted. Preparations continue to ensure a safe, enriching, and accessible experience for participating youth.

Interim CEO Bobbie Beth Scoggins also provided an update on the upcoming Biennial National Conference, noting that the next five months will be especially busy.

In operations updates, she reported that recruitment for the Digital Outreach Manager position is in progress. The on-call staff member assumed the temporary Communications Specialist position to assist with incoming emails, phone calls, and related responsibilities. She also mentioned the MOU with WFD, ongoing PPM development, and the upcoming launch of the new website. February 22 will mark the final video production session for the website prior to its launch.

She shared that John Moore has been replaced with Pamela Molina as its Executive Director. NAD manages funds for WFD but does not hold a supervisory or governance role.

Bill Millios provided additional updates on the new website and highlighted its progress status.

Region IV Laura Kim shared information about the Deaf Buddy program, discussing Support Service Providers (SSPs) and Co-Navigators (CNs) or Language Facilitator roles. Interim CEO Bobbie Beth advised completing the conference accommodation request form to address related needs.

Under Unfinished Business, President Stephanie Hakulin provided an update on the CEO search and the upcoming in-person Board meeting in Rochester. The meeting schedule is currently in development. The CEO application period will close on March 2.

In January 2025, NAD applied to become a certified CMP sponsor. The application is still pending, and no updates have been received to date from the RID. Support from Region IV RID will be requested to help move the process forward.

This AIAA initiative has been placed on hold. Previously, $160,000 was approved from investments to support the project at the discretion of the CEO. However, due to timing considerations under the Donald Trump Administration and ongoing challenges, it was determined that it was not the right time to proceed. There was also a recommendation to create a dedicated position within the headquarters to manage this work. Given the organization's current transition to a new CEO, the decision was made to pause the initiative.

Secretary Milmaglyn Morales moved to enter the Executive Session at 2:51 PM. Vice President Chris Estrin seconded the motion. The motion carried.

Region IV Laura Kim moved to close the Executive Session at 3:30 PM. JoJo Lopez seconded the motion. The motion carried.

President Stephanie Hakulin called for a recess at 3:33 PM.

The meeting resumed at 3:42 PM.

President Stephanie Hakulin asked the Board if there was any new business.

Region III Board Member Ari Latino moved to provide a hybrid option for the upcoming in-person Board meeting. Region II Board Member Kevin Ryan seconded the motion. The motion carried.

Region IV Board Member Joseph "JoJo" Lopez moved to close the new business. Affiliates Board Member Dawnmarie Caggiano seconded the motion. The motion carried.

President Stephanie Hakulin then reviewed the agenda and reminded Board members that they have Canvas video projects to complete this evening.

President Stephanie Hakulin adjourned the meeting at 4:10 PM.

Respectfully submitted by Milmaglyn Morales, Secretary
February 11, 2026