**National Association of the Deaf**
**Board of Directors Meeting**
**Rochester, New York**
**April 15-18, 2026**

**Wednesday, April 15, 2026**
**University of Rochester**

**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: DeAnna Swope (2024–2028); 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:**
Affiliate Board Members: Tyese Wright (2024-2028).

**Visitors:**
Shane Feldman, CEO of Innivee Strategies, NAD CEO Candidate Nicholas Kiego, and NAD CEO Candidate Michelle Cline.

CEO finalist interviews were conducted by Shane Feldman. Following the interviews, the Board reviewed and completed the evaluation rubrics.

Submitted by Milmaglyn Morales
May 25, 2026
Ratified:

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**Thursday, April 16, 2025**
**Rochester School for the Deaf**

**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: DeAnna Swope (2024–2028); 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:**

Affiliate Board Members: Tyese Wright (2024-2028).

President Stephanie Hakulin called the meeting to order at 3:08 PM. Agenda items were reviewed and accepted as presented.

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The Board toured the Rochester School for the Deaf, led by RSD students, and had the opportunity to visit the RSD Museum.

Vice President Chris Estrin led a governance session focused on strengthening governance at NAD through stability, trust, leadership, and shared accountability. He reviewed the board's responsibilities, including strategic planning, protecting the organization's mission and values, CEO oversight, and fiduciary responsibilities.

Chris emphasized the importance of governance boundaries, confidentiality, and the fiduciary duties of care, loyalty, and obedience. He also noted missing governance policies and the need for a tracking system. Upcoming priorities include board orientation, annual evaluations, and processes for conflict resolution and whistleblower concerns. The board also reviewed the Conflict of Interest form.

President Stephanie Hakulin called for a recess at 5:00 PM.

**Friday, April 17, 2025**
**Sparks by Hilton Rochester University Area**

**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);
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Affiliate Board Members: Dawnmarie Caggiano (2022–2026); and
Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

**Not Present:**

Affiliate Board Members: Tyese Wright (2024-2028).

President Stephanie Hakulin called the meeting to order at 8:26 AM. Agenda items were reviewed and accepted as presented.

Chief Financial Officer Nina Butts, CPA, presented the FY26 financial report and reviewed the organization's financial position, statement of activities, cash flow projections, and budget comparisons.

Key financial figures included:

- Revenue: $823,339
- Expenses: $1,305,198
- Net Other Revenue: $390,442
- Fund Balance Change: ($91,417)

Discussion focused on revenue shortfalls, conference income, sponsorships, and financial planning strategies moving forward.

She also shared the Finance Committee's recommendation on the REIT Directives.

President Stephanie Hakulin called for a recess at 10:27 AM.

The meeting resumed at 10:50 AM.

Treasurer Jimmy Peterson moved to accept the REIT Directives. Region III Board Member Joseph "JoJo" Lopez Junior seconded the motion. **Carried.**

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The board discussed possible locations and financial considerations for the 2028 conference. Concerns were raised regarding hotel costs, financial sustainability, and overlap with other events in Baltimore.

Board members discussed alternatives, including virtual or hybrid options, university housing, and partnerships with surrounding organizations.

A motion to have the President identify someone to explore conference options was presented but ultimately defeated.

Secretary and Conference Chair Milmaglyn provided updates regarding conference registration and Canvas preparation. Awards discussions were postponed to the following day.

President Stephanie Hakulin called for a recess at 12:05 PM.

**Saturday, April 18, 2025**
**Spark by Hilton Rochester University Area**

**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);
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Affiliate Board Members: Dawnmarie Caggiano (2022–2026); and
Ex Officio Board Member: Bobbie Beth Scoggins, Interim Chief Executive Officer.

**Not Present:**
Affiliate Board Members: Tyese Wright (2024-2028).

President Stephanie Hakulin reviewed the Agenda items and accepted as presented.

The meeting resumed at 8:40 AM.

CEO Shane Feldman of Innivee Strategies explained the process and results.

Region I Board Member Nicholas Lalanne moved to enter the executive session to elect the CEO at 10:36 AM. Seconded by Treasurer Jimmy Peterson. **Carried.**

Region I Board Member Nicholas Lalanne moved to exit the executive session at 11:10 AM. Region II Kevin Ryan seconded the motion. **Carried.**

Region III Board Member Laura Kim reviewed the awards and reminded members regarding the Gold Rose Award and the need for updated contact information.

President Stephanie Hakulin called for a recess at 11:55 AM.

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.

Visitors: Ivy Velez, Steve Lovi, Denise Kavin, and Emma Vollmar.

President Stephanie Hauklin reviewed the agenda.

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Region I Board Member Jacob Leffler reviewed the 2026 Bylaws Proposals with the board.

Minutes had been ratified prior to the meeting. Discussion focused on ratifying the February 9 executive meeting minutes.

**Board Reports**

**President:**

- CEO selection process completed

**Vice President:**

- Governance work completed
- Continued frequent meetings with the bylaws committee
- Rochester host updates

**Secretary:**

- No formal report
- Conference updates:
    - COR 90
    - 70 workshop titles submitted

**Regions:**

Board members submitted written reports and had no urgent matters to discuss in person.

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**Sections:**

**LGBTQIA+**

- Seeking chairperson

**Youth:**

- Concerns raised regarding youth involvement in COR

**Multicultural Section:**

- Seeking two chairs
- Chairs must be members

**DeafBlind Section:**

- Feedback received regarding toolkits
- Seeking two chairs
- Chairs must be members

**2024 - 2026 Priorities**

**Deaf Seniors Issues:**

- Collecting data
- MIT presentation planned during conference
- Deadline: April 30

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**Emergency Responders & Deaf Community Needs: Access Emergency Announcements/Notification:**

- No action at this time
- Final report to be shared by Thomas Minch at the conference

**Deaf Children's Language Rights Everywhere:**

Discussion included language deprivation syndrome and the inclusion of DSM codes.

S3rd and Community of Practice organizations are collaborating to develop a movement addressing language deprivation. Partner organizations include:

- Beacon
- Gallaudet
- NAD
- C5
- Other organizations

A summit was held last April, and work on DECLARE initiatives continues.

**Address Deaf Youth Wellbeing Toolkit:**

The Wellbeing Toolkit has been completed and will launch soon.

**Interim CEO Report:**

The Interim CEO Bobbie Beth Scoggins' update focused on actions taken to fulfill the Board's mandate to achieve a balanced FY26 budget and strengthen organizational stability. Work was carried out in partnership with the Board and Finance Committee, with FY27 budget planning already underway through improved timelines and committee engagement.

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Significant efforts were made to address financial instability, operational inefficiencies, reporting delays, and compliance gaps. Cost-control measures were implemented organization-wide, staffing and operations were aligned with revenue realities, and governance and accountability structures were strengthened.

Financial systems were modernized through a major QuickBooks Online upgrade, restructuring of financial data, implementation of secure cloud-based systems, and establishment of real-time financial oversight and monthly reporting capabilities. FY24 and FY25 audits were completed successfully, with the FY26 audit currently in progress.

Additional improvements included strengthened payroll compliance, updated financial and investment policies, consolidation of investment accounts, enhanced insurance coverage, and renewal of the World Federation of the Deaf agreement.

Operationally, new systems such as Zeffy were implemented for membership, donations, and events, while website redevelopment and CRM transitions remain ongoing. Recruitment efforts and updated personnel policies are also in progress.

The report noted measurable improvements in financial transparency, reporting consistency, and organizational efficiency. While membership and donor engagement are improving, continued focus on revenue development remains necessary, especially with the upcoming conclusion of the DCMP federal contract.

Key transition priorities include continued data optimization, revenue diversification, ongoing legal and advocacy efforts, and strengthening youth program operations.

Overall, the organization was described as stabilized and positioned to support a smooth CEO transition, with modernized financial systems, stronger operational discipline, completed audits, and continued planning for the 2026 conference.

President Stephanie Hakulin thanked all board members for sharing their reports and asked whether the board had any old business to discuss.

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Board Member Ari Latino moved to insert “The board entered executive session to discuss a personnel matter. Region IV Board Member Laura Kim moved to exit the Executive Session at 3:30 PM. Region IV Board Member Joseph “JoJo” Lopez seconded the motion. The motion carried.” Seconded by Affiliates Board Member Dawnmarie Caggiano. **Carried.**

President Stephanie Hakulin asked whether the board had any new business to discuss aside from the genetics statement. Following the discussion, the board agreed to form an ad-hoc committee to continue the discussion.

President Stephanie Hakulin opened the meeting for public comments. Visitor Brenda Palmigiani provided comments to the board.

President Stephanie Hakulin adjourned the meeting at 4:09 PM.

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May 25, 2026
Ratified: