

1 GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.
2 Executive Agency Board of Directors
3 Wednesday, March 18th
4 MINUTES
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7 The meeting was called to order at 6:30 pm. Quorum was met.
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9 I. ROLL CALL

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11 Board Members Present:

12 Ron Herbold-President, Lauren Miller (TRI-County), Ed Kelly (LifeSigns), D’yann Crosby, Scott Hostetler-
13 Vice President, Jeff Jackson, Oskar Aguilar, Mitch Kurs, Deborah Cole (OC-Deaf)
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16 Staff Present:

17 Patricia Hughes, PhD
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19 Visitors:

20 Heidi Booth
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22 Absent:

23 Sharon Wilson-Secretary (CODIE)
24

25 Interpreters:

26 Kayelle Morgan & Barbara Mathis
27

28 II. MINUTES: Accepted as read.
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30 III. OFFICERS REPORTS:

31 President's Report:

32 Zoom will open at 6:00 pm for some informal chat. Meeting starts at 6:30 pm. Zoom stays on 15 minutes after
33 the close of meeting.

34 Ron Herbold introduced Deborah Cole to the board members.

35 The CEO Search Committee continues to make great progress. They have conducted several interviews that
36 took place on March 14-15th. Ed Kelly, the Chair, will cover the details during the closed session.

37 Ron Herbold invited the CEO Search Committee to observe the board meeting as visitors.

38 The GLAD Fundraiser that was to be held on March 7, 2026, was officially cancelled. Dr. Hughes will elaborate
39 more during her report.

40 The new committee, composed of the board and the staff will plan the “New Adventure” party for Dr. Hughes.
41 One of the suggested plans is a taco lunch prepared by a Deaf owner. A program, and dessert to follow in the
42 afternoon at GLAD Headquarters on June 27th.

43 Ron Herbold suggested changing the date of the next board meeting in May due to Dr. Hughes being in
44 Sacramento that week for the DSS ODA meeting as well as the Coalition meeting. Ron Herbold suggested
45 either May 13th or 27th. The board agreed to May 27th.

46 Ron Herbold suggested a short, closed meeting to approve the bonus of the CEO.

47 Board meeting dates are set for 2026. Mark your calendars for May 27th, July 15th, September 16th, and
48 November 18th.

49 Sign up to subscribe GLAD newsletter if you haven’t. Do the same for regional newsletters as well. Access
50 through gladinc.org.

1 Vice President's Report: None

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3 Treasurer's Report:

4 Mitch Kurs stated he had a meeting with Danny Lacey and Dr. Hughes, they discussed investing money.

5 Mitch Kurs informed the board that the T-Note will expire in April, he will meet with Danny again to discuss
6 this further.

7 Mitch Kurs proposed that the board leave the 3 investment funds alone so that it can gain interest within the
8 next 2-4 years.

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10 Secretary's Report: None

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12 IV. CEO's REPORT:

13 Dr. Hughes informed the board that she has been working with Deputy Mayor/Chief Equity Officer Brenda
14 Shockley and Director of Department on Disability Stephen Simon on the City of LA's mandatory requirements
15 for all buildings to be retrofitted. Dr. Hughes raised the concern with them when they visited GLAD because the
16 mandate is that if GLAD can't do retrofitting, we will be required to demolish the building. Brenda Shockley
17 believes that it is not going to happen due to residential part in our building. GLAD is still working on the
18 requirement.

19 Dr. Hughes then asked for forgiveness on three loans made to GLAD to help purchasing and renovating the
20 building years ago. Dr. Hughes has been asking about the forgiveness for about two years.

21 Ed Kelly suggested that Dr. Hughes contact the are state for brace and bolting on the facility building as well.

22 Dr. Hughes said she'll check with the state about that.

23 Several audits have been completed. The EDD audit has been completed, communication has been taken place
24 via email but the exit interview will take place at the end of March.

25 The 2 grants that will soon be depleted are OC Deaf's Home Visit program and GLAD's Mental Health Dept.
26 Staff are aware that these programs and their positions may come to an end on June 30th.

27 GLAD will be having their Career Day on March 19th. Unfortunately, the number of students attending has gone
28 down compared to past years. These factors may be due to reduction in schools' field trips and conflicts with
29 schools' spring breaks.

30 There will be panel discussion on Career Day, displaying all the different types of careers deaf students have in
31 their futures.

32 On March 21st GLAD will have a Love & Literacy Event. GLAD will also doing a Yard Sale, this money will
33 go towards domestic violence, and unhoused projects such as food cards bus cards.

34 BGLAD will have a new website now, it has a nicer and more refined look. The goal is to complete the website
35 appearance by the end of this month.

36 The Mandatory Staff Meeting will take place on May 6th, Dr. Hughes will spend the afternoon talking about
37 budget and her legacy. Either the president or chair of the CEO search committee will make a short
38 presentation, too.

39 Dr. Hughes informed the board that GLAD has hired a new accountant. Mary Blockinger will soon be retiring
40 but she is currently transitioning to a subcontractor while she trains the new accountant, Joanna Rocha-Shenoy.
41 Former staff member, Bill LaBouff, worked as an advocate at OC-Deaf before transitioning to a Job Placement
42 Specialist for Employment Services, unfortunately he passed away on March 14th. GLAD sends its heartfelt
43 condolences to his family.

44 Dr. Hughes will meet with DSS on May 20th. She will hopefully meet with legislators, have a coalition meeting,
45 and meet with DSS on May 18-20th.

46 Dr. Hughes mentioned that ES and LifeSigns will have separate booths at DeafNation on April 11th. GLAD will
47 have a huge booth, which will include its subsidiaries.

48 GLAD was able to get reimbursed for March 7th Fundraising event after having to cancel due to low ticket
49 sales.

1 V. SUBSIDIARY REPORTS

2 LifeSigns -

3 LifeSigns had a meeting on February 10th, the new director, Janna was also involved. She expanded on her
4 vision for LifeSigns, goals she wants to accomplish, and fundraising ideas. Janna mentioned also wanting to use
5 the scholarship money for kids at school.

6 LifeSigns' bylaws need to be revised.

7
8 DAHC -

9 All units are full.

10
11 CODIE

12 No Report

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14 TRI COUNTY

15 TC-GLAD will have a meeting on March 19th, Lauren Miller will email the board with an update from there.

16
17 OC DEAF:

18 On February 18th there was a friends mixer. About 14 people were in attendance.

19 On February 21st there was an ice-skating event, about 23 people attended.

20 On February 17th there was a reading at Barnes & Noble. Many people took an interest to this event so there
21 will be another happening on April 4th.

22 OC Deaf had a Love & Literacy event for the children on March 21st.

23 On March 28th there will be a children's event at Oodles. It will be \$40 for children.

24 DeafNation will take place on April 11th. One of the staff members from OC will attend.

25 There will be a Strawberry Festival on April 18th, it will be \$20 for strawberry picking.

26 OC Deaf is selling tickets for a Knott's Berry Farm day on May 2nd. \$65 for an adult, \$60 for children and
27 senior citizens.

28 OC Deaf has a monthly Shakey's Pizza ASL Social on the 3rd Thursday of every month.

29 OC Deaf has a monthly Dog Haus ASL Social on the 1st Thursday of every month.

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32 VI. COMMITTEE REPORTS

33 Finance Report: Attached

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35 Governance Report: None

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37 Nomination Report: None

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39 Personnel Report:

40 Next April there will another election to select the next board officers. This takes place every 2 years for the
41 most part, sometimes every 3 years.

42
43 CEO Search Committee Report:

44 Ed Kelly stated that the committee started with 14 applications but it has since gone down to 2 applicants left.

45 The committee will elaborate more during the closed session.

46 The board will assist in making the final decision of the CEO.

47 Ed Kelly stated that the announcement of the next CEO will be made some time in April.

48 The 2nd round of interviews will take place on March 28th. The committee is requesting letter of reference from
49 the past employers of the applicants.

1 Fundraising Report:

2 Ed Kelly mentioned that letters of support were sent to different stores but unfortunately there were no
3 responses.

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5 VII. UNFINISHED BUSINESS

6 -None

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8 VIII. NEW BUSINESS

9 A motion was passed to have a GLAD farewell party on June 27th in honor of Dr. Hughes. A budget of about
10 \$3k has been set.

11 Renee Thomas will disseminate the information of upcoming farewell party, many staff and those on the board
12 will assist.

13
14 IX. ANNOUNCEMENTS:

15 Dr. Hughes informed the board to check DeaCal.org for upcoming Deaf events. For any events you'd want to
16 promote, you can also send it to the Deafcal.org forum and the marketing team will upload the information.

17 Dr. Crosby is hosting a walk to different parks, it happens the 2nd & 4th Sunday of the month. It takes place from
18 8:30am-10:30am. These walks helps raise awareness to the Deaf community. Please come out and support!

19 Dr. Crosby stated this is the 6th year of getting fundraising for both hearing and Deaf students for the class of
20 2026. She is hopeful for 10 scholarships to be awarded.

21
22 **Next meetings will be on May 27, July 15, September 16, and November 18th.

23 The meeting was adjourned at 7:52 pm.
24
25

Greater Los Angeles Agency on Deafness, Inc.
 Consolidated Financial Information
 As of 3/16/26

<u>Accounts</u>	<u>Cash Position</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Cash/checking	\$ 151,999	\$ 156,580	\$ 170,385	\$ 478,964
GLAD	\$ 59,379			
CODIE	3,078			
OC Deaf	67,284			
TC GLAD	22,258			
Cash-Sweep Invest account	\$ -		5,841,078	5,841,078
Paypal/GiveBox	128,690			128,690
Schwab M&M Scholarship-Money Market	16,937			16,937
Schwab M&M Scholarship-Mutual	94,110			94,110
T-Bill/CD	528,364		92,808	621,172
Reserve accounts		363,141		363,141
Total cash on hand	<u>\$ 920,100</u>	<u>\$ 519,721</u>	<u>\$ 6,104,271</u>	<u>\$ 7,544,092</u>

<u>Aging</u>	<u>Accounts Receivable</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
1-30 Days	\$ 447,099	\$ -	\$ 453,379	\$ 900,478
31-60	6,765	-	8,402	15,167
61-90	7,673	-	9,217	16,890
90-360	22,213	-	2,180	24,393
>360	-	-	-	-
Total AR	<u>\$ 483,750</u>	<u>\$ -</u>	<u>\$ 473,178</u>	<u>\$ 956,928</u>

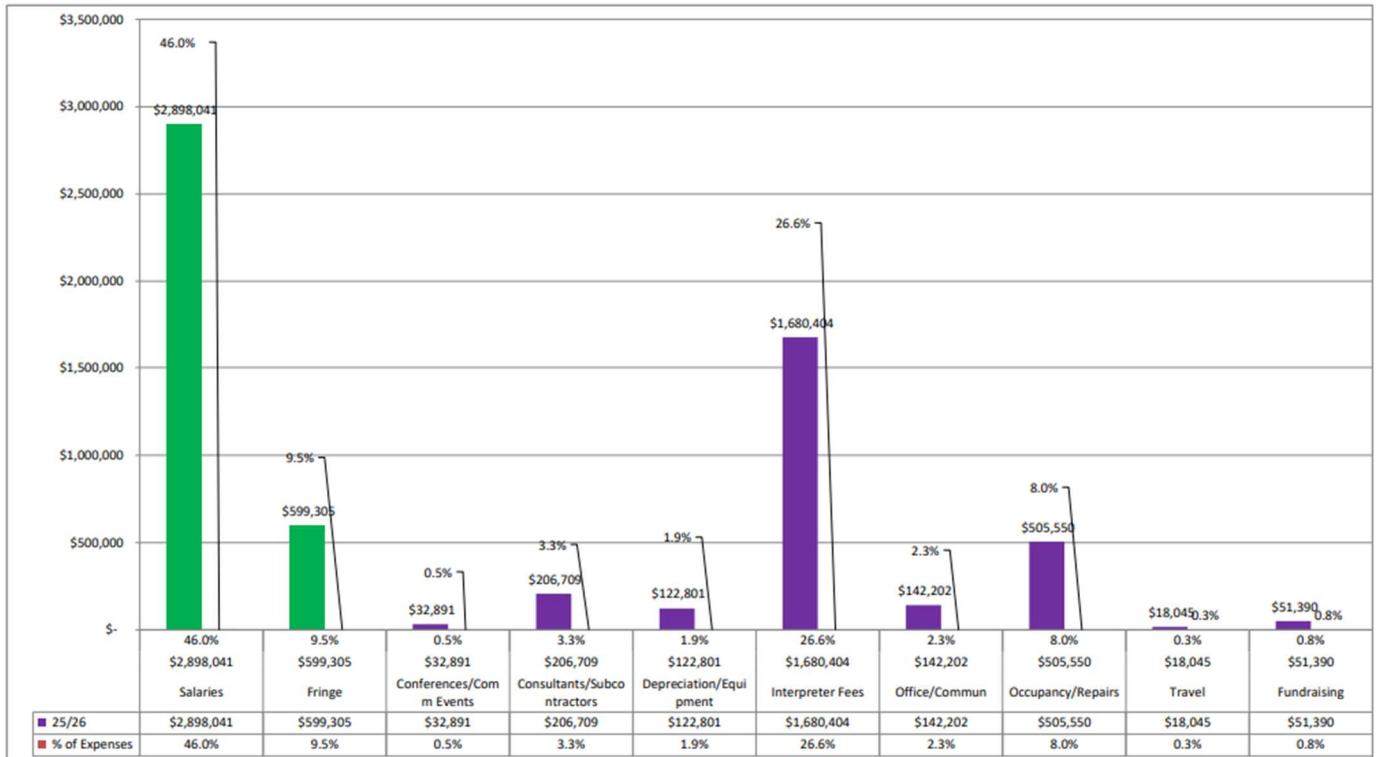
Net Profit (loss) as of 1/31/26

	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Net Profit	\$ 51,152	\$ (30,665)	\$ 557,831	\$ 578,318

Net Profit (Loss) Consolidated as of **01/31/26** \$ 578,318

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GLAD (all entities)
 Expenses as a % of Expenses
 For the seven months ended January 31, 2026



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GLAD (including Lifesigns DAHC)
 Revenue as a % of Revenue
 For the six months ended December 31, 2025

