

1 **GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.**
2 **Executive Agency Board of Directors**
3 **Wednesday, April 29, 2009**
4 **MINUTES**
5

6 **President Kurs called the meeting to order at 7:03 p.m. A quorum was present.**
7

8 **I. ROLL CALL**
9

10 Board Members Present:

11 David Kurs-President, Sheri Hithe-Hultgren-Secretary, Stephen Schultz-Treasurer, Adina Calnan,
12 Jonathan Weiss, Fred Lovitch, John Arce, Robert Sidansky, Modela Kurzet, Robert Sutton,
13

14 Ex-Officio:

15
16 Absent:

17 Deborah Merryman, Etta Stecker-Vice President
18

19 Visitors:

20 None
21

22 Staff Present:

23 Dr. Patricia Hughes
24 Michael Michner
25

26 Interpreters:

27 Barbara Mathis, Laura Ripplinger
28

29 Recording Secretary:

30 Jainah Ranger
31

32 **II. APPROVAL OF MINUTES: Meeting of March 25, 2009**

33 Page 3 line 2 change "Coca Coke" to "Coca Cola". Sutton moves to approve minutes as corrected.
34 Schultz seconded. **MSC.**
35

36 **III. OFFICER'S REPORTS**

37 President's Report:

38 Kurs opened congratulating Hughes and Staff for obtaining \$275,000 funding for the demolition of the
39 annex building from Councilmember Jose Huizar's office. The money will be used for demolition and
40 removal of the asbestos from the annex building. LACD will have a meeting on May 16, 2009 to discuss a
41 possible donation for the demolition of the annex building. There might be more budget cuts after the
42 special election on May 19, 2009. Arce stated that if the propositions do not pass the State will be in a
43 fiscal emergency once again.
44

45 Vice President's Report:

46 No report
47
48
49

1 Treasurer's Report:
2 Schultz referred to hand out of Controller's Report as of today's date. Year to date (9 months) profit and
3 loss as of March 31, 2009 is \$93,378 (a profit) as compared to last year's year to date profit and loss which
4 was \$(55,006) (a loss). The cash position today for DAHC, GLAD and LifeSigns is \$1,041,425. The
5 overall accounts receivable balance is \$860,313. GLAD balance is \$357,477. LifeSigns balance is
6 \$502,836. The overall accounts payable is \$20,249. GLAD's year to date revenues is \$79,499 more as
7 compared to prior year to date. LifeSigns's year to date revenues is \$386,549 more as compared to prior
8 year to date due to more interpreting requests. GLAD's current aging accounts receivable balance is
9 \$647,492 as compared to prior month's balance of \$565,308. LifeSigns's current aging accounts
10 receivable balance is \$583,294 as compared to the prior month's balance of \$559,041.

11
12 Secretary's Report:
13 Hithe-Hultgren asked the Board if past presidents be included in the Board emails. Discussion ensued.
14 Schultz moves to strike any motions regarding past presidents being on the Board distribution email list
15 from the minutes. Lovitch seconded. **MSC.** The Board will follow the current By Laws regarding past
16 presidents being on the Board email distribution list.

17 18 **IV. CEO'S REPORT**

19 20 *LIFESIGNS*

21 REQUESTS:	1,467
22 Cancellations:	138
23 No Interpreter Available:	85

24
25 LA, OC, TRI, and CODIE got more requests than during the month of February.
26 LA office will have only two staff interpreters and we need your assistance in recruiting interpreters to
27 apply for two openings here.

28 29 *HUMAN RESOURCES*

30 As of April 28, 2009 we have 75 employees. We have 4 job openings.

31 32 *HUMAN SERVICES*

33 Trends: More medical providers are refusing to pay for interpreters, blaming it on poor economy.
34 Most job openings are still on a freeze, likely until the end of the summer or possibly for one year. For
35 example, the Kodak Theatre let go of the Human Resources Manager as the position is expensive to keep.
36 More job seekers are becoming flexible to positions being available rather than keeping their original
37 objectives due to fewer choices.
38 More hard of hearing job seekers are debating if they should disclose their hard of hearing status in order to
39 obtain accommodations which may lead employers not to hire them.

40
41 Challenges: More job fairs are being held. There is a dramatic increase in sales and marketing positions
42 and those positions require degrees or certificates. This seriously limits consumer opportunities and hurts
43 their confidence.

44 45 Consumer Successes:

46 Siblings of a deaf child chose to participate in GLAD's ASL classes rather than stay in the play room so
47 they could learn how to communicate with the sibling.
48 Our EDD staff practices a variety of scenarios with consumers including assertiveness skills. One job
49 seeker interviewed for a hotel position for which she has experience. The employer gave her a short

1 interview and told her that there was no opening. The consumer believed that it might be a case of
2 discrimination and asked the interviewer to be interviewed by another staff person for another position.
3 She got the job thanks to self advocacy skills taught by our staff. Hands waving.
4

5 *Health Education*

6 GLOW was a great success. 151 young people attended. Both the Mayor and Councilman Cardenas sent
7 representatives. The HIV mobile testing unit van was here, also along with 9 informational booths, 42
8 volunteers and performances by Bob Hiltermann and CJ Jones.
9 Breast Cancer is a challenging project trying to find women to participate and meet the research criteria as
10 we raced against deadlines. We met 89% as of March 31st.
11

12 *Public Relations*

13 House of Blues (HOB)

14 Sponsorships are lower than last year. We are waiting for sponsorship confirmations from three major
15 companies along with other companies. The Mayor's office has added HOB to his calendar (tentative) to
16 show up at HOB. Councilmember Huizar's office will present the mock 275k check at the event. We
17 found a local printer Digicolor to sponsor printing which did a great job. 108 tickets were sold out of 250.
18 We need a sold out event. We appreciate all assistance we can get from the Board in selling tickets to
19 family, co workers, and friends.
20

21 Annual Report 2007-2008

22 Working on the layout

23 Magic Mountain will be on June 13th. We will co sponsor the event with WRAD as requested by the
24 Magic Mountain administration. We will sell tickets at Deaf Nation this coming Saturday. The cost for
25 the ticket is \$25.00.
26

27 Denim Day

28 I sent you pictures of our staff wearing denim to show solidarity for Peace over Violence's 11th Annual
29 Denim Day, a campaign to raise awareness and educate the public about rape and sexual assault. We each
30 took staff group photos and posted them online, Facebook and also sent to POV for possible inclusion in
31 their newsletter.

32 Cast Locations

33 We signed up with another film locations company which results in a potential filming a commercial here
34 this week.
35

36 *Other Projects:*

37 Website. Yes, I am aware that we missed some information on our website in regards to a workshop last
38 Saturday. However, we had a good turnout of 25 parents which was considered to be a good number
39 especially from hearing parents. I know it is inexcusable for us to miss putting time information on our
40 website. We are getting bids for new facelift for our website and make it user-friendly making it easy for
41 us to make changes.

42 I am currently working on refinancing for GLAD and am working on paperwork for CDBG (Community
43 Development Block Grant) to get \$275k for our annex building project

44 October 10, 2009 will be the date to have GLAD's 40th Anniversary Celebration.

45 *Survey*

46 Hughes referred to the hand out of the sample survey for the Board to approve.

47 Question 7, "How do you contact GLAD?" needs to be revised

48 Question 8, replace "Or" with "And"

- 1 Question 9, change “What don’t you like about GLAD” to “How can we improve?”
- 2 Question 5, “Have you ever visited GLAD?” add “Please explain”
- 3 Questions 9, 10 and 13 add “other option”
- 4 Question 13, add an option for a GLAD office in downtown

5

6 **V. SUBSIDIARY REPORTS**

7 LIFESIGNS Chair Report:

8 No Report. The LifeSigns Board will meet May 19, 2009.

9

10 DAHC Chair Report:

11 No Report

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13 CODIE Report:

14 No Report. CODIE will have an open house on April 30, 2009 from 6:30 to 8:30pm. DeafNation is on
15 May 2, 2009. The next Board Meeting is on May 20, 2009.

16

17 TRI COUNTY Report:

18 Sidansky stated that May 16, 2009 and May 17, 2009 is the Strawberry Festival and encourages the Board
19 to come.

20

21 OC-DEAF Report:

22 Sutton reported that OCDEAF made \$2000 after expenses from Deaf Awareness Day at Disneyland.
23 OCDEAF will be having a town hall meeting in November. The next Board Meeting will be May 1, 2009.

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25 **VI. COMMITTEE REPORTS**

26 Finance Committee Report:

27 *Refinancing the GLAD Building*

28 Schultz stated that the Finance Committee recommended Option #4.

29

30 *New offer from City National Bank Option #4 –*

31 Prepayment Penalty (as of this minutes date) - \$117,467 (will be added to the new loan)

32 Closing Costs - \$15,000 (will be paid upfront at the end of the refinancing process)

33 Savings from the new Monthly Payment - \$3,640

34 Annual Savings - \$43,685

35

36 Option #4 is a commercial loan and the refinancing process takes approximately eight weeks. During the
37 first four weeks an appraiser will be hired by City National Bank will come out to GLAD building to do
38 the appraisal. The last appraisal was performed in 2002.

39 The current loan terms with City National Bank will require GLAD to make a balloon payment in 40
40 months. With this refinancing of the GLAD building, the monthly payment will be reduced by \$3,640 due
41 to lower interest rate and will be extended for another 120 months before making a balloon payment in
42 year 2019.

43 Lovitch moves to approve Option 4. Weiss seconded. We are waiting for formal notification from LA
44 Community Development Department (LACDD) regarding the extension date for paying off the \$196,000
45 loan in four years. That is part of other monthly loan payment which is \$4,002. If this loan can be
46 extended it will be fully paid off in year 2013. That will lead to more monthly savings of \$7,642 (\$3,640
47 plus \$4,002). All in favor. **MSC.**

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Governance Committee:

No Report

Nominations Committee:

Hithe-Hultgren mentioned Sidansky's nomination for Veronica Ino. Ino works for DCFS. Both organizations often interact with each other (GLAD and DCFS) and have the same clients. If Ino is the social worker assigned to work with GLAD it can become a conflict of interest. Hughes will follow up with the Nominations Committee.

Personnel Committee:

Kurs stated the Personnel Committee is currently working on the evaluation for the CEO.

Fundraising Committee:

No Report

VII. UNFINISHED BUSINESS

None

VIII. NEW BUSINESS

Calnan suggested having a political official come and educate the community about the propositions for the special election on May 19, 2009. It is difficult to find political official who is neutral. We can send out information to educate the community but we cannot tell them how to vote for due to GLAD receiving government funding. GLAD cannot support any politicians. Lovitch encourages the use of less paper for the board meetings. The community needs to know what is happening with GLAD. GLAD could have a news letter about things that are happening and then distribute it to the community.

IX. PUBLIC INPUT

None

X. ANNOUNCEMENTS

Kurzet mentioned in Riverside County the police department will be providing an interpreter for a class for 3 months. The class is intended to educate individuals about working in the police department.

XI. ADJOURNMENT

Meeting adjourned 10:03pm. The next Board Meeting will be held May 27, 2009 at 7pm.

Hithe-Hultgren
Board Secretary