

1 **GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.**
2 **Executive Agency Board of Directors**
3 **Wednesday, January 25th, 2023**
4 **MINUTES**

5
6 **President Sidansky called the meeting to order at 6:34PM. A quorum was present.**

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8 **I. ROLL CALL**

9
10 Board Members Present:

11 Robert Sidansky- President, Ron Herbold - Treasurer, Scott Hostetler, Karen Bowman, Daryl Crouse,
12 Stacey Woods, Modela Kurzet, Mitch Kurs, Sharon Wilson

13
14 Absent:

15 Elaine Aikins, D'yann Crosby

16
17 Visitors:

18 None

19
20 Staff Present:

21 Patricia Hughes, Ph.D.

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23 Interpreter:

24 Barbara Mathis

25
26 Minutes Recorded by:

27 Kelsey Peterson

28
29 **II. APPROVAL OF MINUTES: November 16th, 2022**

30 Scott motioned to approve the minutes. Modela seconded. M.S.C. (Motion Seconded, Carried)

31
32 **III. OFFICER'S REPORTS**

33 President's Report:

- 34 - Every board member donated to GLAD
35 - Justin Jackerson has left as a board member to pursue the other projects he is managing
36 - Thank you to Scott who has accepted the position as Vice President of the Board

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38 Vice President's Report:

39 No Report

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41 Treasurer's Report:

42 No Report

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44 Secretary's Report:

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47 **IV. CEO's REPORT**

- 48 - TriCounty GLAD is looking for a new advocate due to an in-house appointment – Ginny Nyholm has
49 been promoted from Advocate to the Director after Hal retired. GLAD is looking for one position for

1 building maintenance and EDD is looking for on Job Developer Interpreter. There should be a full house
2 of staff in all offices soon.

- 3 - Staff are back in the office three days a week on Monday, Tuesday and Thursday. They are continuing
4 to work from home on Wednesday and Friday. Consumers generally prefer VP and Zoom depending on
5 where they live and public transportation. The goal is to increase the days in the office, Governor
6 Newsom has ended COVID leave and announced to start resuming business as usual.
- 7 - LACD has resumed meeting at GLAD on the third Saturday of every month after closing meetings for a
8 few due to the pandemic.
- 9 - Deaf Got Talent is starting the new season for the third year in February. It is an international talent
10 competition that is run via zoom that will be streamed live this year. It is a very successful event and
11 fundraiser for GLAD
- 12 - GLAD is almost finished with the agency wide audit. DAHC finished in the fall and passed. HERR's
13 (Health Education/Risk Reduction) audit is in process and will have a pre-exit interview soon.
- 14 - There will be a mandatory harassment prevention training for all staff due to California requirements.
15 An attorney will present through zoom to the staff and then will present specifically to the supervisors as
16 well. All offices will be closed during the mandatory staff training.
- 17 - A new position has been added for an Human Resources (HR) Assistant in order to support HR and
18 process some of the accounting work.
- 19 - GLAD has created a new evaluation program for performance management in order to help the agency
20 and staff improve and evaluate performance in a positive and constructive way. The first phase of that
21 process, an anonymous "pulse interview" to all staff, is underway
- 22 - The Los Angeles Contemporary Museum will have a Deaf artist in residence. The museum is
23 collaborating with GLAD to identify an ASL instructor to teach ASL to museum attendees. GLAD will
24 promote the event through our social media outlets.

25 26 **V. SUBSIDIARY REPORTS**

27 Lifesigns Report:

28 No report – their last meeting was cancelled and they will meet next month

29 30 DAHC Report:

31 Full house and all is well

32 33 CODIE Report:

- 34 - CODIE had an advisory board meeting the day before the GLAD Board Meeting and discussed
35 fundraising. A subcommittee was formed to discuss what the priorities are with the budget and find
36 ways to fundraise – that will be an ongoing project over the next few months.
- 37 - The CODIE board has expanded and added a couple of new people

38 39 TRI-COUNTY Report:

40 No Report

41 42 OC-DEAF Report:

- 43 - The last meeting was January 11th via Zoom. A bylaws committee was form to review and update the
44 bylaws as needed.
- 45 - A Holiday party will be hosted in December 2023, they will begin planning and working on that event
46 over the summer

47 48 **VI. COMMITTEE REPORTS**

49 Finance Committee Report:

- 50 - See graph and Financial Report on additional pages

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2 Governance Committee:

3 No Report

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5 Nominations Committee:

- 6 -As the secretary, Daryl is managing the nominations process for President and Treasurer
7 - The person serving as an officer on the board must already have one year of service on the board
8 - After discussion, it was Motioned by Ron to table the election of President and allow Scott to lead as Vice
9 President until the next meeting. All approved.
10 - Ron volunteered to serve as Treasurer. Sharon moved to Accept Ron as Treasurer. Mitch Seconded.
11 M.S.C.
12 - Thank you to Robert Sidansky for serving as President for many years

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14 Personnel Committee:

15 No report

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17 Fundraising Committee:

18 No Report

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20 **VII. UNFINISHED BUSINESS**

21 None

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23 **VIII. NEW BUSINESS**

- 24 - Dr. Hughes opened a discussion about paying off the mortgage for the GLAD building rather than
25 paying for it on a monthly basis. The balance on the building is \$1.4 Million and GLAD has some
26 financial abilities to pay it. As a result of paying off the mortgage in full, Dr. Hughes discussed with the
27 bank about having a line of credit should there be an emergency financial need. If GLAD were to pay
28 off the mortgage, we would be credited approximately 185k. Mitch motioned to form a subcommittee of
29 two people to research and report to the board it they should either pay it off or continue making
30 mortgage payments monthly Mitch and Scott will work together with Dr. Hughes on this subcommittee.
31 M.S.C.

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33 **IX. PUBLIC INPUT**

34 None

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36 **X. ANNOUNCEMENTS**

37 None

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39 **XI. ADJOURNMENT**

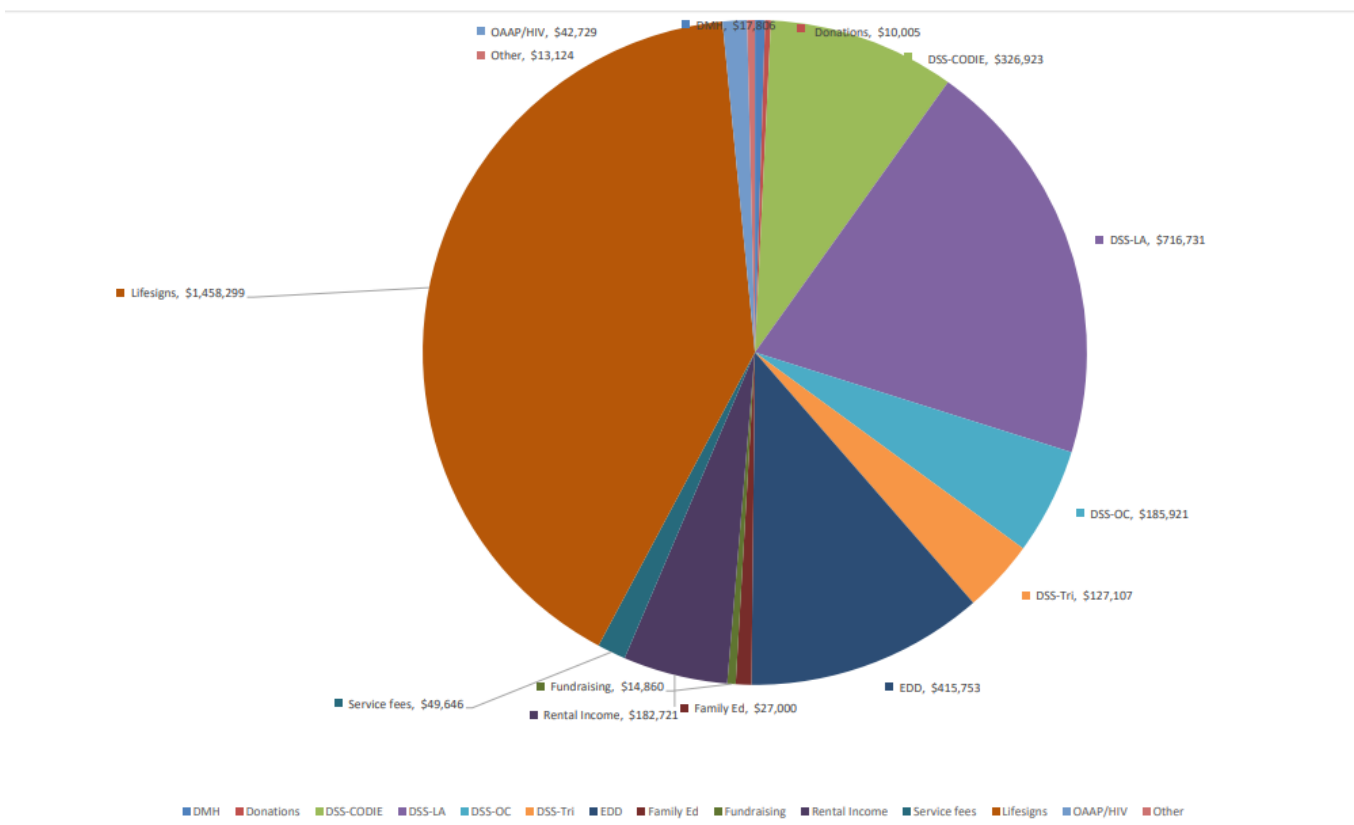
40 Meeting adjourned at 8:05 PM. The next Board Meeting will be held on March 22nd 2023 at 6:30PM.
41 Depending on the results of the subcommittee discussing the mortgage, there may be an special meeting
42 called before that.

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46 _____
47 Board Secretary

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GLAD Revenue by Funding Source For the five months ended November 30, 2022



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Greater Los Angeles Agency on Deafness, Inc.
Consolidated Financial Information
As of 1/23/23

<u>Accounts</u>	<u>Cash Position</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Cash/checking	\$ 889,850	\$ 103,305	\$ 3,732,621	\$ 4,725,776
Paypal/GiveBox	133,306			133,306
Board Accounts	54,092			54,092
Investments	341,403		103,664	445,067
Reserve accounts		334,454		334,454
Total cash on hand	<u>\$ 1,418,651</u>	<u>\$ 437,759</u>	<u>\$ 3,836,285</u>	<u>\$ 5,692,695</u>

<u>Accounts Receivable</u>				
<u>Aging</u>	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
1-30 Days	\$ 12,601	\$ -	\$ 271,995	\$ 284,596
31-60	307,345	-	6,730	314,075
61-90	192,368	-	1,793	194,161
90-360	97,198	-	8,947	106,145
>360			4,277	4,277
				-
Total AR	<u>\$ 609,512</u>	<u>\$ -</u>	<u>\$ 293,742</u>	<u>\$ 903,254</u>

<u>Net Profit (loss) as of 11/30/22</u>				
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Net Profit	\$ 100,147	\$ (13,420)	\$ (5,517)	\$ 81,210

Net Profit (Loss) Consolidated \$ 81,210