

Greater Los Angeles Agency on Deafness, Inc. (GLAD)
Agency Board of Directors
Agenda for Wednesday, November 29, 2017

- I. Roll Call
- II. Approval of Meeting Minutes
- III. Officer's Reports:
 - A. President - *Robert Sidansky*
 - B. Vice-President - *Vacant*
 - C. Treasurer - *Vacant*
 - D. Secretary - *Vacant*
- IV. Chief Executive Officer's Report - *Dr. Patricia Hughes*
- V. Subsidiary Reports:
 - A. LIFESIGNS Representative - *Marcus Woods*
 - B. DAHC Chair - *Patricia Hughes*
 - C. CODIE Representative - *Vacant*
 - D. TRI-County Representative - *Elaine Aikins*
 - E. OC DEAF Representative - *Vacant*
- VI. Committee Reports:
 - A. Finance
 - Chair: *Robert Sidansky*
Patricia Hughes, Staff
 - B. Governance
 - Chair: *Robert Sidansky*
Daryl Crouse
Patricia Hughes, Staff
 - C. Nominations
 - Chair: *Patricia Hughes, Staff*
 - D. Personnel
 - Chair: *Robert Sidansky*
 - E. Fundraiser:
 - Chair: *Modela Kurzet*
 - F. GLAD 50th Anniversary:
 - Chair:
- VII. Unfinished Business
- VIII. New Business
- IX. Public Input
- X. Announcements
- XI. Adjournment

1 **GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.**
2 **Executive Agency Board of Directors**
3 **Wednesday, November 29, 2017**
4 **MINUTES**

5
6 **President Sidansky called the meeting to order at 6:38 p.m. A quorum was present.**

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8 **I. ROLL CALL**

9
10 Board Members Present:

11 Robert Sidansky -President, Marcus Woods, Modela Kurzet, Karen Bowman, Daryl Crouse

12
13 Absent:

14 Elaine Aikins

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16 Visitors:

17 None

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19 Staff Present:

20 Dr. Patricia Hughes

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22 Interpreters:

23 Barbara Mathis

24
25 Recording Secretary:

26 Jainah Enriquez

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28 **II. APPROVAL OF MINUTES: August 30, 2017**

29 Page 1, line 6, revise "6:37pm" to "6:37 pm"

30 Page 1, line 11, remove "Fred Lovitch-Secretary"

31 Page 1, line 24, revise "Johnathan" to "Jonathan"

32 Page 2, line 45, change "This program found some..." to "The H.I.V. program identified..."

33 Page 3, line 1, change "livestreaming" to "live-streaming"

34 Page 3, line 2, add "the"

35 Page 4, line 5, revise "...control over the design and programs." to "...responsibility over the structure and
36 programs."

37 Page 4, line 20, revise "Taskforce" to "Task Force"

38 Page 4, line 22, revise "October 24, 2018" to "August 4, 2018"

39 Crouse moves to accept the minutes as corrected. Bowman seconds. MSC.

40
41 **III. OFFICER'S REPORTS**

42 President's Report:

43 Sidansky reported that the "Love is Never Silent" event was a success and thanked Hughes and staff for
44 their hard work.

45
46 Vice President's Report:

47 No Report

1 Treasurer's Report:

2 Hughes gave the handout of Controller's report as of today's date to the board with the following
3 information -

4 Today

	G.L.A.D	D.A.H.C.	LifeSigns	Total
5 Over Cash Position	981,901	145,408	1,303,449	2,430,758
6				
7				
8 Accounts Receivable				
9 Current	-	-	289,373	289,373
10 1-30 days	253,048	10,868	99,498	363,414
11 31-60 days	68,980	9,659	33,027	111,666
12 61-90 days	96,316	-	16,038	112,354
13 >90 days	74,021	49,148	49,727	172,896
14 Totals	492,365	69,675	487,663	1,049,703

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16 As of 10/31/17 consolidated revenues for year to date (4 months ending 10/31/17) was \$2,272,341 which is
17 \$111,982 more than a year ago on 10/31/16. Consolidated profit and loss statement for year to date (4
18 months ending 10/31/17) shows a consolidated net profit of \$1,773. A net loss of \$24,500 a year ago on
19 10/31/16, an increase of \$26,273 as compared to a year ago.

20				
21 G.L.A.D net (loss) was	(\$41,128)			
22 D.A.H.C. net (loss) was	(\$3,805)			
23 Lifesigns income was	\$46,706			
24 Consolidated net income	\$1,773			

25 Secretary's Report:

26 No Report

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29 **IV. CEO'S REPORT**

30 Hughes reported that G.L.A.D.'s Annual Children's Holiday Party will be this coming Saturday, December
31 2, 2017 at Occidental College from 12 p.m. till 3 p.m. There are enough presents and goodies for the
32 children. Next year will be G.L.A.D.'s 35th year of hosting this celebration.

33 **CHALLENGES:** It has been very challenging finding qualified people to apply for job openings, especially
34 for advocates positions in Los Angeles and several staff interpreter positions in Orange County and
35 Riverside. Our Human Resources Specialist keeps all of G.L.A.D.'s contacts informed of G.L.A.D.'s job
36 opportunities. Thus, our Los Angeles advocates are limited to 3.5 consumers per day in order to provide
37 quality services to our consumers. The .5 is for the increased number of consumer walk-ins. Consumers
38 walk in or call in at the last-minute needing to talk with an advocate. If you know someone who is looking
39 for a job and has some experience in law, please refer them to G.L.A.D to apply. They can apply online on
40 our website (www.gladinc.org) or email us their application with their resume. We also are looking for two
41 Job Developer/Interpreters for our E.D.D. (Employment Development Division).

42 *Lifesigns* is busy with over 2,278 requests.

43 Filled Requests	1,555
44 Cancellations	572
45 No Interpreter Available	151

46 More vendors are signing up to use one of two methods which are E.T.F. (Electronic Transfer Fund) or
47 credit card to reduce the balance of our accounts receivables past 90 days.

48 *E.D.D. (Employment Development Division)*

49 Two offices have been relocated to other E.D.D. facilities due to lease issues. The office that used to be in
50 Crenshaw moved to Torrance and the office that used to be in Pacoima moved to Canoga Park. Our

1 services remain the same except for new locations.

2 *Consumer Successes:* There are several consumer success stories but here are three.

3 A long-time consumer expressed interest in working for a major national online retailer in their local
4 warehouses. The P.C. (Placement Coordinator) assisted the consumer every step of the way, from doing
5 the initial application, to explaining how the application process worked, to providing interpreters for the
6 interview and hiring process. The consumer continued contacting the retailer to let the retailer know that
7 they were still interested in working for them. The consumer's persistence paid off and was hired with this
8 retailer.

9 A consumer did not have a job since January 2017. The Placement Coordinator provided services such as
10 mock interviews, how to search for jobs, and how to dress appropriately for interviews. The consumer was
11 placed at a large delivery company for first time in ten months.

12 A Placement Coordinator got an email from a former consumer who was hired in June 2017. The
13 consumer was excited and told the P.C. how grateful the consumer was in getting assistance from the P.C.
14 The consumer had received an award for teamwork at their job. The employer announced the award winner
15 during a break time with all co-workers and supervisors present.

16 *A.S.L. (American Sign Language) Classes:* The fall term for all A.S.L. classes both at G.L.A.D. and
17 Marlton School are still going on and will end this week. They will start again in March. Some students
18 asked G.L.A.D. to set up an A.S.L. 3 classes as G.L.A.D. only offers A.S.L. 1 and 2. Courses are noncredit
19 and the purpose is to have community or family members learn A.S.L.

20 If students become interested in pursuing A.S.L. to become interpreters, G.L.A.D. refers them to
21 community colleges.

22 *Information Technology*

23 The staff is communicating with the intercom company and testing the equipment to see if it will work for
24 communication between the residents and their visitors. The C.E.O. will sign paperwork tomorrow if
25 everything looks good on the contract. G.L.A.D. can return the equipment if it does not work out for our
communication needs. The goal is to make the intercom communication accessible for residents.

27 *Health Education*

28 It has been challenging for G.L.A.D. staff to provide sessions for L.A.U.S.D. high school deaf/hard of
29 hearing programs. Apparently, there has been miscommunication between L.A.U.S.D.'s health education
30 program and the H.I.V./A.I.D.S. Prevention Unit. The new principal had the deaf/hard of hearing program
31 transferred to her school. Our contract agency is aware of this and they are working with L.A.U.S.D. It
32 seems that L.A.U.S.D. unit misunderstood what G.L.A.D. does. The explanation was that G.L.A.D. does
33 not replace L.A.U.S.D. teachers in teaching their H.I.V./A.I.D.S. classes. G.L.A.D. complements
34 L.A.U.S.D.'s program by providing additional information in American Sign Language to deaf/hard of
35 hearing students.

36 *Public Relations*

37 Social Media Status (October)

38 Facebook: 5,256 likes

39 Twitter: 413 followers

40 YouTube: 1,176 subscribers

41 Instagram: 105 followers

42 ENews 3,361

43 *Stars on Laverna Avenue (October 14)*

44 There were about 100 attendees including panelists and Master of Ceremonies.

45 The silent auction and raffles were a big success.

46 *Garage Sale October 21, 2017*

47 There were less buyers and received many more donations this year at the Garage Sale. GLAD donated the
remains to Goodwill and some of the items went to the salvage yards.

49 *Booths:*

50 G.L.A.D. was represented in at least four events by having booths.

1 *Sacramento*

2 The C.E.O. was in Sacramento twice since August. The first trip was to meet with the D.S.S. (Department
3 of Social Services) staff working on D.S.S. contracts due to reorganization which resulted in O.D.A.
4 (Office of Deaf Access) being transferred to another department. The second trip was for the coalition to
5 meet and strategize for 2018.

6 The CEO has been in negotiations with the knowledge that DSS will decrease the funding for our four
7 centers.

8 The C.E.O. had been involved with the early implementation along with the D.D. (Deputy Director). Now
9 the D.D. is working closely with Lisa Price who is the supervisor for the LEAD project in Riverside. The
10 D.D. is now serving as the project coordinator with the C.E.O. overseeing to ensure were on the right path.
11 If the Department of Rehabilitation offices can make enough referrals to G.L.A.D., the C.E.O. will feel
12 confident in opening up the L.E.A.D. project here in Los Angeles.

13 The annual audit will be in December due to a delay from D.S.S. in processing G.L.A.D.'s contract
14 amendment. G.L.A.D. was unable to close its books due to the long delay from D.S.S.

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16 **V. SUBSIDIARY REPORTS**

17 LIFESIGNS Report:

18 Woods reported that Lifesigns had a workshop on October 28, 2017 and 22 people attended. The board is
19 planning another workshop on December 9, 2017.

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21 DAHC Report:

22 No Report

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24 CODIE Report:

25 No Report

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27 TRI COUNTY Report:

28 Sidansky reported Tri-County G.L.A.D. had a fundraiser at Red Brick Pizza and raised \$180. The Mental
29 Health Task Force is doing well with their v-logs. The most viewed v-logs are "Suicide Prevention",
30 "What is Rejection", and "What is Paranoia". Tri-County G.L.A.D. is preparing for the Strawberry
31 Festival. The Gala fundraiser is on August 4, 2018.

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33 OC-DEAF Report:

34 No Report

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36 **VI. COMMITTEE REPORTS**

37 Finance Committee Report:

38 No Report

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40 Governance Committee:

41 No Report

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43 Nominations Committee:

44 No Report

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46 Personnel Committee:

47 No Report

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49 Fundraising Committee:

50 No Report

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50th Anniversary Committee:

No Report

VII. UNFINISHED BUSINESS

None

VIII. NEW BUSINESS

None

IX. PUBLIC INPUT

None

X. ANNOUNCEMENTS

None

XI. ADJOURNMENT

Meeting adjourned at 8:32 p.m. The next board meeting will be held on January 31, 2018 at 6:30 p.m.

Board Secretary