

Greater Los Angeles Agency on Deafness, Inc. (GLAD)
Agency Board of Directors
Agenda for Wednesday, April 18, 2018

- 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*
 - Karen Bowman*
 - Stacey Woods*
 - Patricia Hughes, Staff*
 - E. Fundraiser:
 - Chair:
 - F. GLAD 50th Anniversary:
 - Chair: *Modela Kurzet*
- VII. Unfinished Business
- VIII. New Business
- IX. Public Input
- X. Announcements
- XI. Adjournment

1 **GREATER LOS ANGELES AGENCY ON DEAFNESS, INC. (G.L.A.D.)**
2 **Executive Agency Board of Directors**
3 **Wednesday, April 18, 2018**
4 **MINUTES**

5
6 **President Sidansky called the meeting to order at 6:40 p.m. A quorum was present.**

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8 **I. ROLL CALL**

9
10 Board Members Present:

11 Robert Sidansky -President, Elaine Aikins, Stacey Woods, Modela Kurzet, Karen Bowman, Darryl Crouse

12
13 Absent:

14 None

15
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:

Jainah Enriquez

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28 **II. APPROVAL OF MINUTES: February 7, 2018**

29 Page 2, line 5, add "G.L.A.D."

30 Page 2, line 9, 10, 11, change "was" to "is"

31 Page 2, line 30, change "Director" to "director"

32 Page 2, line 39, change "school" to "school."

33 Page 3, line 2, change "Contract Manager" to "2018 Contract Manager"

34 Page 3, line 44, remove "It is"

35 Page 3, line 45, remove "is"

36 Page 4, line 2, change "January 16th" to "January 16, 2018"

37 Page 4, line 24, add "May 19-20"

38 Kurzet moves to approve the minutes as corrected. Crouse seconded. **M.S.C.**

39
40 **III. OFFICER'S REPORTS**

41 President's Report:

42 Sidansky reported that he, Woods, and Bowman would meet with the C.E.O. to review the C.E.O.
43 evaluation.

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45 Vice President's Report:

46 No Report

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Treasurer's Report:

Treasurer's Report- Wednesday, March 28, 2018

The handout of Controller's report as of today's date was given to the Board with the following information -

Today

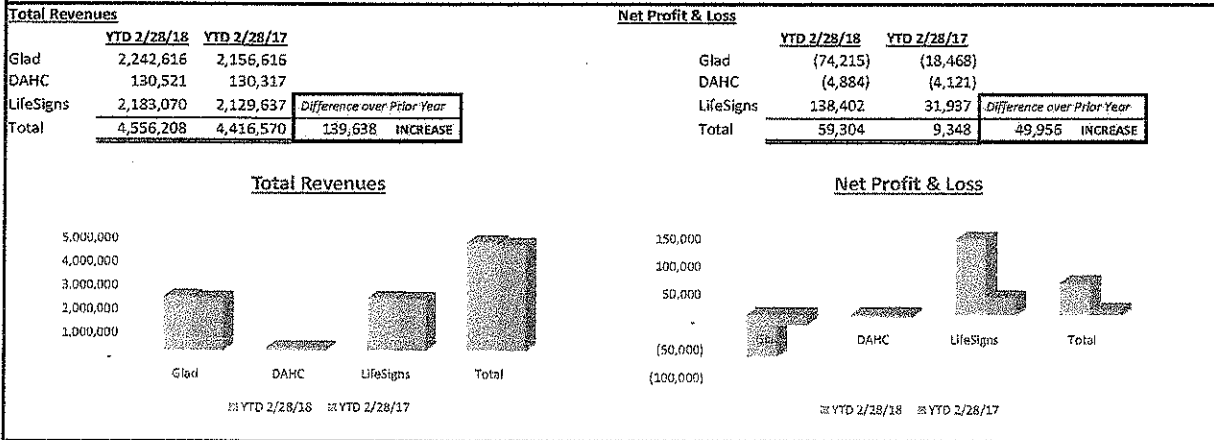
	GLAD	DAHC	LifeSigns	Total
Current Cash Position	788,136	262,957	1,511,266	2,562,359

Accounts Receivable

	GLAD	DAHC	LifeSigns	Total
Current	-	-	217,022	217,022
1-30 days	219,352	-	59,432	278,784
31-60 days	177,073	-	25,552	202,624
61-90 days	161,651	-	9,794	171,445
>90 days	-	-	71,705	71,705
Totals	558,075	-	383,504	941,579

Financial Report as of 2/28/18 was given to the Board by our controller with the following information -

As of 2/28/18 -



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Secretary's Report:

No Report

IV. C.E.O.'S (Chief Executive Officer) REPORT

LIFESIGNS (L.S.)

For the month, Lifesigns got 1,813 requests for all agencies (G.L.A.D., C.O.D.I.E., T.C.G.L.A.D., O.C.D.E.A.F., B.G.L.A.D., and A.V.).

- L.S. Requests
- 92% requests filled
- 38% requests cancelled
- 8% requests unfulfilled

What was interesting was that B.G.L.A.D. had the same number of requests as T.C.G.L.A.D.

Department Reports

American Sign Language (A.S.L.) CLASSES

The Marlton A.S.L. classes continue. Three A.S.L. classes started here at G.L.A.D. this month.

INFORMATION TECHNOLOGY

Additional Wi-Fi was installed in the Visual Communication Center (V.C.C.) so consumers would have better access to internet and Wi-Fi doing research. Consumers also make video calls in the center often

1 after their appointments with advocates.

2 *TEEN PREGNANCY PREVENTION*

3 G.L.A.D. submitted a six-month narrative progress report to the contract agency. The contract agency has
4 a separate online portal called SharePoint that requires dates, sites, participants' demographics (without
5 names); number of sessions each participant has completed.

6 L.A.U.S.D. Health Program-H.I.V./S.T.D. Prevention Unit still will not allow G.L.A.D. to provide
7 presentations on H.I.V./S.T.D. Prevention because G.L.A.D.'s curriculum was not approved by L.A.U.S.D.
8 L.A.U.S.D. already had its own curriculum. G.L.A.D.'s curriculum is state approved and is intended to
9 complement L.A.U.S.D.'s HIV-STD program not replace it. C.E.O. contacted the C.E.O. of L.A.U.S.D.
10 and was referred to several different departments. Once the right department is identified, C.E.O. will be
11 able to meet with the Deputy Director to address the next step.

12 *H.I.V. PREVENTION PROGRAM*

13 The staff is preparing for the annual Deaf Women's Day event on April 22, 2018. There will be a guest
14 speaker Bethany Gehman, a sexuality educator from Texas. The presentation will be streamed live and
15 allow participants to ask questions.

16 *PATH TO SUCCESS (P.T.S.)*

17 The P.T.S. office is located in Riverside one floor above where C.O.D.I.E. is located. P.T.S. received 12
18 consumers for assessments. C.E.O. informed the Department of Rehabilitation (D.O.R.) that G.L.A.D.
19 could not continue losing funds over the P.T.S. program due to severe lack of referrals. G.L.A.D. was
20 previously informed by D.O.R. to expect approximately 20 to 30 referrals. Therefore, G.L.A.D. opened an
21 office in Riverside. D.O.R. is currently working closely with the P.T.S. instructor in Riverside to send
22 more referrals for assessments and trainings. G.L.A.D.'s lease for the P.T.S. office is for one year to see
23 how the program fares until end of the lease period.

24 *Employment Development Department (E.D.D.)*

25 Three offices in Los Angeles were relocated. Other G.L.A.D./E.D.D. offices might need to be relocated
26 too. We have eight offices; four in Los Angeles, 2 in Riverside, and two in Orange County. The transition
27 was smooth for consumers.

28 Challenges: It is illegal for employers to ask applicants if they were convicted of felony and what their
29 previous wages were. Applicants were told by our staff not to respond to these questions. However,
30 employers expect applicants to answer these questions. Thus, we will have an in house staff training for all
31 community advocates and G.L.A.D./E.D.D. staff with an attorney specializing in employment in April on
32 how to handle delicate issues with employers that may not be aware of illegal questions on employment
33 applications.

34 Placement Coordinator in Rancho Cucamonga is the only position that is vacant for G.L.A.D./E.D.D.
35 E.D.D./G.L.A.D. and Human Services successfully hosted G.L.A.D.'s annual Career Day event on March
36 14, 2018. 144 students from ten schools participated. Last year there were four different workshops for
37 the students that were on a rotation schedule, which made it difficult for students to absorb the information.
38 The workshops were allotted more time this year. Students and volunteers were treated to a donated
39 breakfast and lunch. Staff from different departments like Accounting, Public Relations, Human Services,
40 Health Education, and Information Technology worked on this event making it a huge success. The team
41 will meet to review Career Day procedures to ensure that next year's Career day will be even better

42 *Trends for G.L.A.D./E.D.D.*

43 *Month over Job Gains*

44 Nine of Southern California's eleven industry sectors added 56,900 jobs in December. Government posted
45 the largest job increase with a gain of 10,300 jobs, followed by leisure and hospitality, up to 10,100. Four
46 additional industry sectors added 6,600 or more jobs in December. Professional and business services saw
47 an increase of 8,700, information 8,300, construction 7,000, and financial activities 6,600. Manufacturing
48 added approximately 3,000 and other services hired around 1,600 and educational/health services saw an
49 increase of 1,300.

50 *Month over Job Losses*

1 Two industry sectors reported job declines over the month, down 4,200 jobs. Trade, transportation, and
2 utilities posted the largest decrease over the month, down 3,800 jobs, followed by mining and logging,
3 down 400.

4 G.L.A.D. Deputy Director (D.D.) and C.E.O. are working to improve the monthly reports submitted to us
5 from Placement Coordinators to include information specifically related to deaf people in the workforce.
6 The entire E.D.D. report will be revised referring to the number of deaf sensitivity trainings, orientation to
7 deafness to new co-workers, and how many consumers keep their jobs past 30-day retention. There was a
8 meeting with G.L.A.D./E.D.D. staff and C.E.O. on April 16, 2018. There was open discussion about
9 reports and marketing skills. In search of jobs for our consumers, staff is required to have marketing skills.
10 C.E.O. formerly worked as a placement coordinator and other positions in related to employment. CEO
11 trained staff on marketing tools on how to convince employers to hire our consumers using tax break, etc.

12 *PUBLIC RELATIONS (P.R.)*

13 G.L.A.D. Facebook: 5,396 likes.
14 Twitter: 447 followers
15 YouTube: 1,208 subscribers
16 Instagram: 177 followers
17 E-News subscribers: 3,561
18 Google Analytics: 2,670 sessions
19 1,874 users
20 6,879 page views

21 The G.L.A.D. website will be revised so our P.R. staff can have full access to make any changes on the
22 website. The web designer currently has full access to the G.L.A.D. website. G.L.A.D. needs to have full
23 access to the website to be able to share time-sensitive news.

24 G.L.A.D. will offer two movies "Children of a Lesser God" and "Vice Versa" plus a surprise screening.
25 The admission is \$10 per person and \$15 at the door. The purpose of this event is to bring community
together for fun and to socialize. Many of our consumers have not seen the movie "Children of a Lesser
27 God".

28 *BUILDING*

29 *Plumbing*

30 March has been the most expensive month during the C.E.O.'s 15 years at G.L.A.D. G.L.A.D. owns an
31 older building that was built in 1927. The pipes are from 1927 and need to be replaced. The plumbing
32 company replaced pipes beneath the floor in the Health Department. The city's main sewer line to the
33 building has been replaced. There was construction in the middle of the street to get the sewer line
34 replaced. The cost is \$75,000 for the entire job. It is anticipated that pipes will need to be replaced in the
35 Human Services, both restrooms on first floor and the Visual Communication Center (V.C.C.).

36 *Retrofit*

37 G.L.A.D. also received a letter from the City of Los Angeles ordering us to retrofit the building. The
38 C.E.O. is working closely with a grant writer in seeking funds for all building related costs.

39 *Backup Power*

40 G.L.A.D. needs to replace batteries in the inverter that serves as an emergency power back up. G.L.A.D.
41 failed the fire department inspection because the inverter operates for only 70 minutes whereas we must
42 have at least 90 minutes. C.E.O. works closely with the IT staff and building manager on different issues
43 related to the building. C.E.O. is looking into getting a generator replacing inverter if it is recommended.
44 C.E.O. is waiting for two more bids for the inverter.

45 *Front Doors*

46 The front door is not functioning very well. The foundation is settled which has caused the doors not to
47 close evenly. Two or three bids will be available hopefully by end of this week.

48 *LIFESIGNS*

49 The management team and C.E.O. had a very productive meeting this afternoon. The website is under
50 renovations to make it interpreter, vendor, consumer friendly. The team is also looking into hosting

1 C.E.U. workshops via webinars on a nationwide basis, starting with the local basis first. C.E.O. will work
2 closely with the Lifesigns Advisory Board since the Advisory Board hosts up to four C.E.U. workshops
3 annually.

4 *SACRAMENTO*

5 C.E.O. will go to Sacramento to meet with legislators and their key staff to discuss additional funds to our
6 line item.

7 *National Association of the Deaf (N.A.D.) Conference*

8 C.E.O. will represent G.L.A.D. and its subsidiaries at N.A.D. conference in Hartford, Connecticut in July
9 2018.

10
11 **V. SUBSIDIARY REPORTS**

12 LIFESIGNS Report:

13 No Report

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15 D.A.H.C. Report:

16 Hughes reported that the third floor had a H.U.D. (Housing Urban Development) R.E.A.C. (Real Estate
17 Assessment Center) Inspection of the whole building. Discussion ensued. The residents are doing well.

18
19 C.O.D.I.E. Report:

20 No Report

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22 TRI COUNTY Report:

23 Aikins reported that on February 2, 2018 through April 5, 2018 there was free tax preparation for 27
24 consumers. On the fourth Monday of the month, the seniors get together for a luncheon. April 12, 2018
25 there was be a workshop on communication issues with Police. Discussion ensued. Tri-County G.L.A.D.
26 won first place for the best-decorated booth at the Strawberry Festival last year and only had to pay \$100
27 for registration for 2018.

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29 O.C.-D.E.A.F. Report:

30 No Report

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32 **VI. COMMITTEE REPORTS**

33 Finance Committee Report:

34 No Report

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36 Governance Committee:

37 No Report

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39 Nominations Committee:

40 No Report

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42 Personnel Committee:

43 No Report

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45 Fundraising Committee:

46 No Report

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48 50th Anniversary Committee:

49 Kurzet reported that G.L.A.D. should advertise August 3, 2019 as a Save the Date for the 50th Anniversary.
50 The board discussed different ideas to raise funds for the 50th Anniversary. Crouse is willing to be on the

1 50th Anniversary Committee.
2

3 **VII. UNFINISHED BUSINESS**

4 Kurzet moves to postpone the G.L.A.D. movie event to June 9, 2018. Aikins seconded. **M.S.C.**
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6 **VIII. NEW BUSINESS**

7 None
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9 **IX. PUBLIC INPUT**

10 None
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12 **X. ANNOUNCEMENTS**

13 None
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15 **XI. ADJOURNMENT**

16 Meeting adjourned at 8:34 p.m. The next board meeting will be held June 13, 2018 at 6:30 p.m.
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18 _____
19 Board Secretary