

1 **Greater Los Angeles Agency on Deafness, Inc.**
2 **Executive Agency Board of Directors**
3 **Wednesday, May 17th, 2023**
4 **MINUTES**
5

6 **Ron Herbold called the meeting to order at 6:30 PM. A quorum was present.**
7

8 **I. ROLL CALL**
9

10 Board Members Present:

11 Ron Herbold (President), Scott Hostetler (Vice President), Daryl Crouse (Secretary), Karen Bowman,
12 Stacey Woods, Modela Kurzet, Mitch Kurs, D’yann Crosby, Sharon Wilson, New members – Jeff Jackson,
13 Jennifer Choi
14

15
16 Absent:

17 Elaine Aikins – excused absence
18

19 Visitors:

20 None
21

22 Staff Present:

23 Patricia Hughes, Ph.D.
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25 Interpreter:

26 Julia Townsend
27

28 Minutes Recorded by:

29 Kelsey Peterson
30

31 **II. APPROVAL OF MARCH 15th, 2023 MINUTES**

32 The minutes from the previous board meeting held on March 15th, 2023, were distributed to the
33 board members for review. After reviewing the minutes, a motion was made and seconded to accept
34 the minutes as read. The motion passed, and the minutes were approved.
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37 **III. New Board Member Interviews**

38 During a closed session, the board conducted interviews with two potential candidates for board
39 membership. Following the interviews, Jennifer Choi and Jeff Jackson were welcomed and officially
40 appointed as new members of the Board. Their addition to the Board was met with enthusiasm, and
41 the President expressed confidence in their abilities to contribute to the organization's mission and
42 goals.
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44 **IV. OFFICER’S REPORTS**

45 President’s Report

46 The President, Ron Herbold, provided an update on various matters:

- 47 - The board voted via email and Ron was officially voted as President of the Board
48 - President Herbold introduced the theme for his term, emphasizing the importance of leadership not
49 being solely about individual achievement but rather about uplifting and empowering others. The

1 phrase, "Leadership is not about being the best. Leadership is about making everyone else better,"
2 encapsulates this concept.

- 3 - Due to the geographical distances between board members, it was decided to continue conducting
4 meetings over Zoom. However, the possibility of an annual in-person meeting was discussed to foster
5 stronger connections among board members.
- 6 - The mortgage for the GLAD building has been fully paid off, signifying a significant milestone for the
7 organization. Dr. Hughes, the CEO, would provide further details about this achievement in her report.
- 8 - Proposed changes to the bylaws and terms were brought to the board's attention, and a vote was required
9 to approve these changes. The President emphasized the importance of complying with term limits for
10 board officers and representatives at large. To facilitate compliance, it was suggested that a table be
11 created to display term timelines clearly. Additionally, regular elections should be conducted to ensure a
12 dynamic and diverse board composition.
- 13 - Lastly, all board members were reminded to subscribe to the GLAD email newsletter to stay informed
14 about important news and upcoming events within the organization.

16 Vice President's Report

17 The Vice President, Scott Hostetler, did not have a report to present during the meeting.

19 Treasurer's Report

20 No Report

22 Secretary's Report

23 The Secretary, Daryl Crouse, reported on the following matters:

- 24 - The board used an emailed poll to vote anonymously, resulting in the official election of Ron Herbold as
25 the President of the Board.
- 26 - It was suggested that the board adopt a Google Group or another online database to centralize
27 communication and document sharing among board members. This would streamline information
28 distribution and provide easy access to files. Ron Herbold proposed forming a committee comprising
29 himself, Scott Hostetler, and Daryl Crouse to explore and implement this solution.

32 **V. CEO's REPORT**

33 The CEO, Patricia Hughes, provided an update on various aspects of GLAD's operations:

- 34 - With 1.5 months remaining until the end of the fiscal year, GLAD is entering a busy period to finalize
35 contracts aligned with the fiscal year.
- 36 - A strong emphasis is placed on protecting the well-being of both staff and consumers. As part of this
37 effort, changes are being made to enhance security at GLAD and CODIE facilities. This includes
38 updating locks and installing keypads for entry, with backdoors now accessible only via keypad to
39 ensure increased awareness at the front desk.
- 40 - GLAD currently has two job openings for a Family Advocate and a Job Developer Interpreter.
- 41 - Deafnation in Pasadena was highly successful, attracting a significant number of attendees
- 42 - The next upcoming event, Meta expo, is scheduled to take place in November in Ontario.
- 43 - Starting July 3rd, all staff will return to the office four days a week, with Fridays being optional for
44 remote work.
- 45 - Funding is being sought from foundations to retrofit the GLAD building, which is required to meet
46 earthquake safety requirements. As the building is of historical significance, efforts were made to secure
47 funding from the LA Historical Society. However, they do not have a budget specifically for retrofitting.
48 Therefore, alternative funding sources are being explored.
- 49 - The Court Interpreters Advisory Committee for the Judicial Council of Interpreters has recommended
50 adopting BEI (Board of Evaluation for Interpreters), based in Texas, for CA ASL Court Interpreters. To

1 ensure that the community's input is considered, GLAD is hosting two town hall meetings in
2 collaboration with the CA Association of the Deaf. The goal is to collect feedback from the deaf and
3 interpreter communities before providing a response to the recommendation. Currently, there is a
4 significant shortage of court certified ASL interpreters in California, and this issue requires attention and
5 resolution.

6 7 **VI. SUBSIDIARY REPORTS**

8 LifeSigns Report:

- 9 - The LifeSigns board held a meeting via Zoom in April
 - 10 - A new member joined the LifeSigns board
- 11 The new bylaws for the board were approved during the meeting, signifying a positive step towards
12 effective governance.

13 14 DAHC Report:

- 15 - DAHC reported that operations are running smoothly and all is well.
- 16 An upcoming inspection is scheduled for next Wednesday. This inspection will assess various aspects of
17 DAHC's operations, including reviewing bank statements, utility usage, and other documentation.
18 Additionally, a physical inspection will be conducted to ensure everything is in order.

19 20 CODIE Report:

- 21 - CODIE is actively working on editing and refreshing their bylaws. This effort aims to enhance the
22 effectiveness and relevance of the bylaws to better serve CODIE's mission.

23 24 TRI-COUNTY Report:

25 No report was presented regarding TRI-COUNTY.

26 27 OC-DEAF Report:

- 28 - The OC-DEAF board held a meeting last week, during which various updates were discussed.
- 29 - OC-DEAF has been actively hosting recent events, including coffee chats, movie nights, and several
30 baseball game dates. One significant upcoming event is a fundraiser at Knott's Berry Farm, which is
31 scheduled to take place in about a month.
- 32 - OC-DEAF is currently seeking a new Family Outreach Advocate to fulfill an important role within the
33 organization.
- 34 - To enhance security measures, OC-DEAF replaced all three door locks with thumb locks that staff can
35 unlock from inside.

36 37 **VII. COMMITTEE REPORTS**

38 Finance Committee Report:

- 39 - The Finance Committee report can be found in the additional pages attached to these minutes. It was
40 noted that \$250,000 was recently invested in a T-bill for 12 months with Kramer Wealth in April 2023.
41 This investment was previously approved in prior meetings.

42 43 Governance Committee:

- 44 - Sharon Wilson and Mitch Kurs sent the proposed changes to the bylaws via mail for the board members
45 to review and vote on during the meeting.

46 47 Nominations Committee:

- 48 - No report was presented by the Nominations Committee.

1 Personnel Committee:

- 2 - The Personnel Committee announced that two personnel issues would be discussed in a closed session
3 following the conclusion of New Business.
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5 Fundraising Committee:

- 6 - No report was presented by the Fundraising Committee.
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8 Ad-hoc Survey Committee:

- 9 - The Ad-hoc Survey Committee, consisting of Scott Hostetler and Modela Kurzet, reported that the
10 survey of staff and board members is not yet ready and requires additional time to complete.
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12 **VIII. UNFINISHED BUSINESS**

13 No unfinished business was reported.
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15 **IX. NEW BUSINESS**

16 Due to technical issues, the vote on the proposed bylaw changes was postponed to the next meeting.
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18 **X. PUBLIC INPUT**

19 No public input was presented
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21 **XI. ANNOUNCEMENTS**

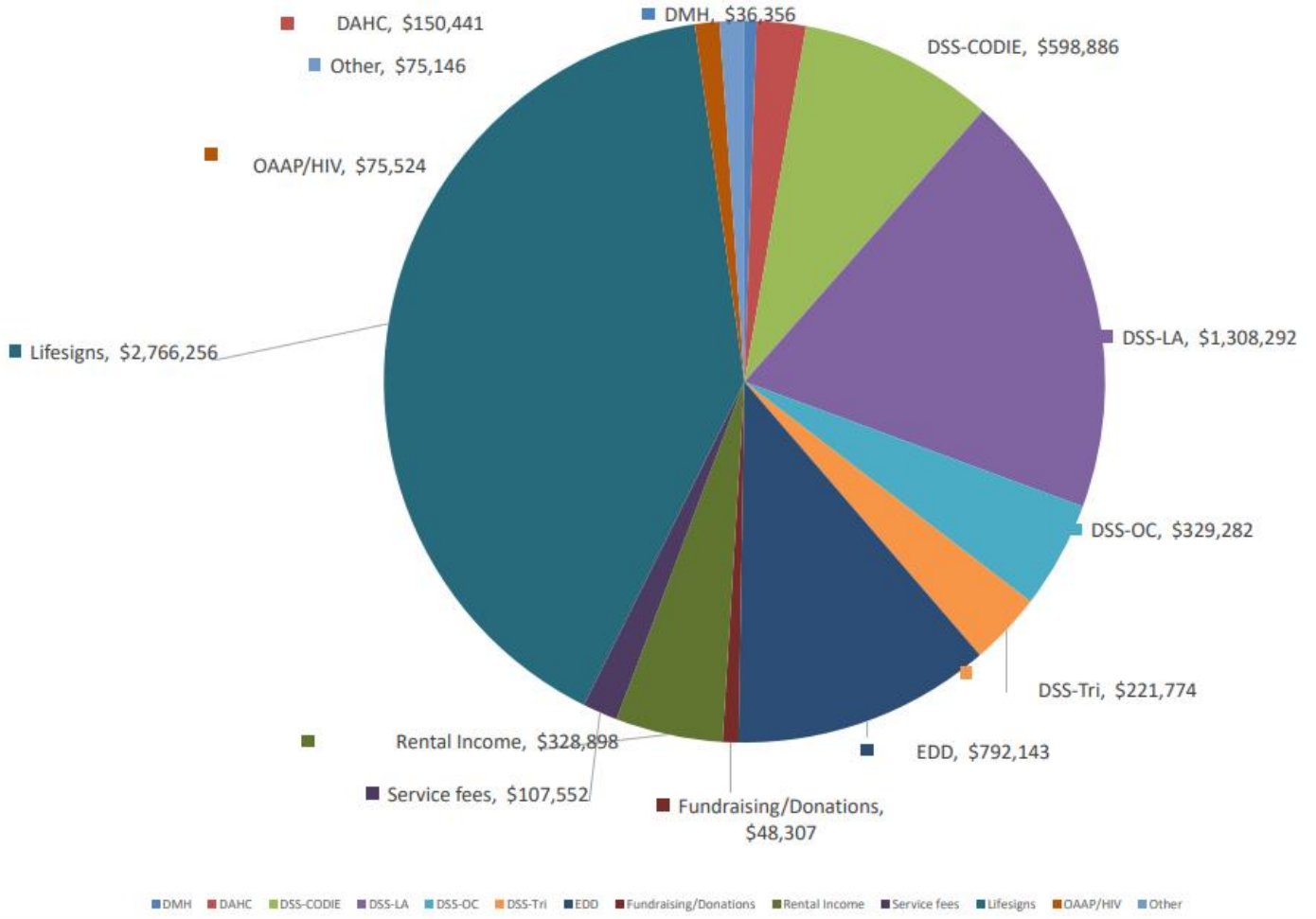
22 No announcements were made
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24 **XII. ADJOURNMENT**

25 The open session of the meeting was adjourned at 8:48 PM, and the board transferred to a closed
26 session. The next Board Meeting is scheduled for July 19th, 2023, at 6:30 PM.
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31 Daryl Crouse
32 Board Secretary
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GLAD
Revenue by Funding Source
For the nine months ended March 31, 2023



Greater Los Angeles Agency on Deafness, Inc.
Consolidated Financial Information
As of 5/15/23

<u>Accounts</u>	<u>Cash Position</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Cash/checking	\$ 1,203,296	\$ 198,300	\$ 1,770,794	\$ 3,172,390
Paypal/GiveBox	140,165			140,165
Board Accounts	59,454			59,454
Investments	344,364		103,664	448,028
Reserve accounts		307,293		307,293
Total cash on hand	<u>\$ 1,747,279</u>	<u>\$ 505,593</u>	<u>\$ 1,874,458</u>	<u>\$ 4,127,330</u>

	<u>Accounts Receivable</u>			
<u>Aging</u>	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
1-30 Days	\$ -	\$ -	\$ 432,178	\$ 432,178
31-60	336,261	-	98,409	434,670
61-90	194,488	-	6,253	200,741
90-360	96,519	-	24,975	121,494
>360			9,687	9,687
			-	-
Total AR	<u>\$ 627,268</u>	<u>\$ -</u>	<u>\$ 571,502</u>	<u>\$ 1,198,770</u>

	<u>Net Profit (loss) as of 3/31/23</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Net Profit	\$ 151,283	\$ 3,235	\$ 171,824	\$ 326,342
Net Profit (Loss) Consolidated			<u>\$ 326,342</u>	