

1 **GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.**
2 **Executive Agency Board of Directors**
3 **Wednesday, July 24th, 2024**
4 **MINUTES**

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

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8 **I. ROLL CALL**

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10 Board Members Present:

11 Ron Herbold – President, Scott Hostetler - Vice President, Sharon Wilson, D’yann Crosby, and Heather
12 Hewer

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15 Absent:

16 Mitch Kurs (excused), Jeff Jackson (excused), Stacey William (excused), Modela Kurzet

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18 Visitors:

19 None

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21 Staff Present:

22 Patricia Hughes, Ph.D.

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24 Interpreter:

25 Teamed – Barbara Mathis and Jarris Wright

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27 Minutes Recorded by:

28 Viviana Hawkins

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30 **II. APPROVAL OF May Minutes: There is a motion to accept the minutes as read, and all in**
31 **favor of accepting the minutes.**

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35 **III. OFFICER’S REPORTS**

36 President’s Report:

- 37 - Ron Herbold informed the board that he attended Karen Brown’s memorial service that was held at
38 GLAD on June 9th. Ron spoke briefly at the service on behalf of the board. He stated that it was a
39 very nice and well attended service. Ron Herbold thanked Dr. Patricia Hughes for all her hard work
40 in organizing the service.
- 41 - Ron Herbold viewed the trees and sidewalks in front of the GLAD building last month while
42 visiting. Ron tells the board that the trees are big and the roots are pushing up the cement areas,
43 which make it unsafe. He says it seems it may be best to remove the trees as it will be an ongoing
44 problem in the future.
- 45 - Ron Herbold asks the board for some ideas as there is a goal for a big fundraising event in Spring
46 2025.
- 47 - Ron Herbold discusses with the board what the board wants to see reported on the agency reports to
48 clear any confusion. All agree events and workshops should be included in the reports.
- 49 - Jennifer Choi has resigned from the board due to the possibility or appearance of a conflict of
50 interest between DOR and services provided by GLAD to their clients.

- The board is looking forward to the agency's 55th anniversary plans. It will be a virtual one with special editions of GLAD News and on social media for the rest of the year. Ron Herbold considers doing a short video about the valuable services the agencies offer to deaf individuals. GLAD will be asking for anniversary donations.
- The Board's five-year plan has yet to be summarized. Ron Herbold has been overwhelmed the last several months with other things, but hopes to have it completed by the next board meeting.
- Secretary and Treasurer positions are vacant.
- Ron Herbold confirms the rest of the year's board meeting dates and asks the board to remain available on those dates: September 25th and December 4th (due to Thanksgiving week).
- Ron Herbold asks the board to subscribe to the GLAD newsletter if they haven't already, as well as their regional newsletter. Access: gladinc.org

Vice President's Report:

No report

Treasurer's Report:

No Report

Secretary's Report:

No report

IV. CEO's REPORT

- The Pulse Survey has good numbers to report, almost 75% of staff responded. Next week there is a staff evaluation performance. This evaluation happens once every year. The performance will be spaced out as three months, six months, nine months for new hires and then once a year or as often as needed. Giving staff earlier feedback prevents establishing habits that require reverse coaching. GLAD is hoping to retain good staff members. Currently, there are five job openings for Job Developer/Interpreter and zero applicants.
- GLAD will have to return some grant funding back to EDD for Job Developer/Interpreter vacancies as it is very challenging to fill those positions. Many interpreters prefer to interpret only and not do some job development tasks. These roles do not qualify for 100% interpreting.
- GLAD ended the fiscal year (July 1, 2023 - June 30, 2024) last June 30th.
- GLAD is currently creating budget modifications and will submit to CA Department of Social Services (DSS) for approval before June invoices can be submitted to DSS.
- Dr. Patricia Hughes states she has been reviewing the new grant agreements with DSS for four centers. The grant agreements will cover July 2024 – June 2029.
- The award amount notification from EDD has still not been received. EDD did confirm that we will get the award, but that they could not release the amount due to pending approval from upper management.
- During August, Dr. Hughes hopes to receive three new bids on the sidewalk and three new bids on retrofitting the building as mandated by the City of Los Angeles. She reached out to the City of Los Angeles in two different offices for possible financial assistance on retrofitting. They continue to say they will get back to me.
- GLAD will be partnering with Southern California Gas and receiving a grant as well. GLAD will begin accepting payments from consumers and the community who live locally. It will go through a cash app and pay Southern California Gas. GLAD will receive a small percentage.
- For the 55th anniversary a stand-alone E-news will be released, starting mid-August with some videos and clips ranging between 2020 and the present. GLAD celebrated the 50th anniversary and the pandemic hit. Offices had to close and services were provided virtually. In August the E-News

1 will cover how GLAD staff adapted by going from offering services in person to virtually. The plan
2 is to send out the E-News, for the 55th anniversary, monthly, ending in December and asking for
3 contributions so that GLAD can continue services beyond 55 years.
4

5 **V. SUBSIDIARY REPORTS**

6 LifeSigns Report:

- 7 - Lifesigns is busy as usual working on catching up with billing. We are doing pretty good as can be
8 seen in the financial report.
- 9 - The Lifesigns advisory meeting will take place tomorrow night.
- 10 - LS is averaging 1,100 requests per month with about 80% being filled

11 DAHC Report:

- 12 - DAHC is a full house
- 13 - The contract with HUD for July 2024 - June 2029 has not yet been received. Once the contract is
14 received two new coin-based washers can be purchased for the third floor as they have not been replaced
15 for years. Coin based dryers were replaced less than ten years ago.
- 16 - Residents have been going on field trips such as the beach.

17 CODIE Report:

- 18 - The Riverside community is still coming together for an ASL social at the Galleria.
- 19 - Two workshops were held at Victorville that dealt with CPR and First Aid. They were both successfully
20 attended.
- 21 - A Mental Health Wellness event was held on May 18th. There were four presenters and activities such as
22 a bounce house and rock climbing. Pizza was provided. It was a good turnout.
- 23 - CODIE has a partnership with IHSS to develop a partnership with the community. It is in high demand
24 for caregivers.
- 25 - CODIE will have a new member on the board named Sabrina Padilla. Sharon recruited her last Spring.

26 TRI-COUNTY Report:

- 27 - The Deaf Counselor continues to see 5-8 consumers per week. There is a flyer and a blog post on the
28 Tri-County social media explaining the free counseling services for DHH consumers. The service will
29 continue through the year.
- 30 - The Strawberry Festival fundraiser was a great success. Zelle was used for the electronic payments and
31 cash was also accepted. Strawberry popcorn and strawberry lemonade were sold. There was a decline in
32 attendance and sales, and the booth location was unstable. However, the volunteers did a fantastic job.
33 There was great teamwork.
- 34 - The bi-monthly technology training was held on June 18th.
- 35 - The final Community Education Workshop, for this fiscal year, was held on June 28th. It was held in a
36 hybrid format. The workshop was led by a deaf attorney and mainly covered living trusts, living wills,
37 and estate planning. The information was posted on social media and flyers were posted as well. There
38 was an interpreter present for voicing and signing.
- 39 - For the ASL Literacy event Tri-County is collaborating with Ventura Unified School District and Simi
40 Valley Unified School District. The event took place at the ARC Center of Ventura on June 14th.
41 Colorful carrying bags from Lakeshore were gifted with books and goodies inside. CODIE sent stuff as
42 well from their Love and Literacy event. Pizza and other food options were provided. There were stories
43 displayed on the walls of the ARC, where five to ten minutes was provided to sign each book. This
44 format was used to also help parents learning ASL. We used books that were intended for children ages
45 2-12 years old.

- TCGLAD had a guest attend the last board meeting. This guest suggested there be community outdoor activities such as walking tours and local day hiking events led by docents and guides accessible to the deaf community. She is looking for an alternative to deaf coffee and pizza nights. Our guest has been frustrated these outings won't provide an interpreter. The board decided to cover the interpreting service fee for the outings. The board is working on a name for the activity group she suggested. The board was really inspired by this guest.

OC-DEAF Report:

- OCDEAF hosted a Family Fun day. It was a day to gather families in Orange County with deaf children. It was a success. Consumers said they would like more of these meetups so that their kids can play with other DHH kids.
- There has been a Story Time event for the summer. This event provides accessibility and the environment that encourages the joy of reading and learning. It is held every Saturday at 11am at Barnes and Noble. It is a free family event and volunteer interpreters have been assigned. During this event DHH children are exposed to reading through ASL. It is a safe, fun, summer environment for children to learn and have access to engage with each other.
- Family Splash Day is an upcoming event on July 27th. It will be hosted at a local splash pad. It will provide a continuous meetup that engages parents and children alike.
- American Red Cross Training is another upcoming event. It will be held on August 7th.
- A community workshop is currently being held called "Know Your Child's Rights for Effective IFSP & IEP Meetings: What's the Difference?" This workshop will provide families with information and resources about their child's rights and help them understand the legal standpoints of each document. There are two days with language options. June 28th was the English session and July 26th will be offered in Spanish. Trilingual interpreters will be provided.
- OCDEAF has a vacant position for Community Advocate.
- The new OCDEAF website has successfully launched. Go check it out ocdeaf.org
- The OCDEAF Chair and Regional Director continue to meet up and develop different planning strategies for recruiting, retainment, as well as finetuning all aspects of the Advisory Board,

VI. COMMITTEE REPORTS

Finance Committee Report:

See financial report on the last pages

- AR numbers have improved.
- LifeSigns has been doing better the past couple months.
- The financial picture is healthy
- Most of our PayPal funds have been transferred to a T-Bill

Governance Committee:

No Report

Nominations Committee:

No Report

Personnel Committee:

No report

Adhoc Committee

No Report

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Fundraising Committee:

No Report

VII. UNFINISHED BUSINESS

- None

VIII. NEW BUSINESS

- None

IX. PUBLIC INPUT

None

X. ANNOUNCEMENTS

- **None**

XI. ADJOURNMENT

The meeting adjourned at 8:02 PM due to a lack of quorum. The next Board Meeting will be held on Sept 25th, 2024 at 6:30PM.

Board Secretary

Greater Los Angeles Agency on Deafness, Inc.
Consolidated Financial Information
As of 7/22/24

<u>Accounts</u>	<u>Cash Position</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Cash/checking	\$ 612,028	\$ 80,138	\$ 51,831	\$ 743,997
GLAD	\$544,495			
CODIE	6,492			
OC Deaf	36,816			
TC GLAD	24,225			
Cash-Sweep Invest account			3,287,875	3,287,875
Paypal/GiveBox	32,955			32,955
CNB Securities	278,011		111,401	389,412
Money Market	23,645			23,645
Schwab investments	70,944			70,944
CD's	250,239			250,239
Reserve accounts		352,854		352,854
Total cash on hand	<u>\$ 1,267,822</u>	<u>\$ 432,992</u>	<u>\$ 3,451,107</u>	<u>\$ 5,151,921</u>

<u>Aging</u>	<u>Accounts Receivable</u>			
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
1-30 Days	\$ 311,160	\$ 10,765	\$ 253,715	\$ 575,640
31-60	402,335	-	17,864	420,199
61-90	893	-	37,176	38,069
90-360	2,682	-	130,426	133,108
>360	-	-	45,236	45,236
				-
Total AR	<u>\$ 717,070</u>	<u>\$ 10,765</u>	<u>\$ 484,417</u>	<u>\$ 1,212,252</u>

<u>Net Profit (loss) as of 5/31/24</u>				
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Net Profit	\$ 204,542	\$ (32,784)	\$ 533,645	\$ 705,403
Net Profit (Loss) Consolidated				<u>\$ 705,403</u>

No assurance is provided on these financial statements. The financial statements do not include a statement of cash flows.
Substantially all disclosures required by accounting principles generally accepted in the United States are not included

GLAD (including Lifesigns DAHC)
 Revenue as a % of Revenue
 For the eleven months ended May 31, 2024

