

1 GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.  
2 Executive Agency Board of Directors  
3 Tuesday, September 23<sup>rd</sup>  
4 MINUTES  
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7 The meeting was called to order at 6:30 pm. Quorum was met.  
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9 I. ROLL CALL

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11 Board Members Present:

12 Ron Herbold-President, Sharon Wilson-Secretary (CODIE), Lauren Miller (TRI-County), Ed Kelly (LifeSigns),  
13 Oskar Aguilar, Sabrina Hermosilla (OC-DEAF)  
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15 Staff Present:

16 Patricia Hughes, PhD  
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18 Absent:

19 D'yann Crosby, Mitch Kurs, Scott Hostetler-Vice President, Jeff Jackson  
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21 Visitors:

22 Heidi Booth  
23

24 Interpreters:

25 Chris Garcia Jr., Barbara Mathis  
26

27 II. MINUTES: Accepted as read.  
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29 III. OFFICERS REPORTS:

30 President's Report:

31 Zoom will open at 6:00 pm for some informal chat. Meeting starts at 6:30 pm. Zoom stays on 15 minutes after  
32 the close of meeting.

33 Ron Herbold stated that he is impressed with the CEO Search Committee. The CEO job opportunity  
34 announcement and flyer are ready. They will be posted soon, pending approval from the committee.

35 Ron Herbold reminded the board members to make a monetary contribution to GLAD before the end of the  
36 year, regardless of how much. Ron Herbold is hoping to have 100% participation from the board.

37 Ron Herbold reminds the board that Oskar Aguilar joined the board in the last meeting. Sabrina Hermosilla is  
38 also a new OC Deaf board representative. Lauren Miller has become the President of TCGLAD Advisory  
39 Board.

40 GLAD will have a Fundraiser on March 7, 2026 at the Orchard Center venue on the CSUN campus. Lunch and  
41 entertainment will be provided. The planning committee is still searching for an emcee.

42 The contractor will make a one-page summary of GLAD's Five-Year Plan document that can be shared with the  
43 foundations and grants that are applied for. The committee will need to work on the details of the plan. Dr.  
44 Hughes will be involved with the committee. There are 8 key areas in this plan; strengthening service in house,  
45 housing education, encouraging others to be more aware of their rights, employment, health issues,  
46 communication access, social media, mental health programs, etc. 2-3 people from the board need to be selected  
47 to work on the 5-Year Plan Committee. Ed Kelly and Sharon Wilson joined the 5-Year Plan Committee.

48 Ron Herbold asked the board to decide what the 2026 board meeting dates will be, the consensus was the 3<sup>rd</sup>  
49 Wednesday of every other month at 6:30pm.  
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1 Vice President's Report: None

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3 Treasurer's Report: None

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5 Secretary's Report: None

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7 IV. CEO's REPORT:

8 Dr. Hughes stated that the coalition will meet with the EDD representatives in January.

9 Dr. Hughes informed the board that GLAD's Audit will take place on December 3<sup>rd</sup> & 4<sup>th</sup>.

10 The open season for employee benefits began on December 1<sup>st</sup>, 2025. GLAD will be offering PPO for the first  
11 time. Pet insurance is also being offered and a few have signed up.

12 403B IRA and FSA will begin in January due to it being taxable. Open enrollment is running much more  
13 smoothly compared to before, staff input their information and it goes directly to the vendors.

14 On December 10<sup>th</sup>, GLAD's Mandatory Staff Meeting (MSM) will be held in person at GLAD. Belinda  
15 McCleese will be the presenter at the meeting. She'll discuss how to work in a chaotic work environment, how  
16 to self-care, and dealing with the holiday blues. There will be breakout sessions that take place in the afternoon.  
17 Dr. Hughes will be doing a walk through with the contractors from Alpha Structural, they will review the  
18 proposal. Once approved, work on the building will begin. Dr. Hughes will keep the board updated as the work  
19 progresses.

20 Dr. Hughes has been in touch with the Deputy Mayor and Councilmember #14 in regards to waiving the cost  
21 requirement to retrofit. We are inviting them to take a tour of our beautiful building.

22 Dr. Hughes will be traveling to Sacramento for a meeting with DSS, in January 2026.

23 GLAD LA has a mental health program, the grant runs out on June 30, 2026 so Dr. Hughes is searching for  
24 funding to continue operating this program.

25 Tickets for the Black and White Benefit Fundraiser will go on sale later in the week, it will be \$75/ticket up  
26 until February 6<sup>th</sup> and will increase to \$85 after. Attendees can wear any clothing style as long as it's black and  
27 white, it will be from 11am-3pm at CSUN. The event has been advertised through GLAD's newsletter, and will  
28 soon be posted on all social media.

29 On December 13<sup>th</sup> GLAD will be having a Children's Holiday Party, this will be the 40<sup>th</sup> Anniversary. There are  
30 over 40 children that have confirmed attendance, along with their families.

31 BGLAD will also be having a Children's Holiday Party on December 20<sup>th</sup>. It will be open not only to the  
32 children but the Deaf community. Food will be provided, and it will take place at Jeff Jackson's church.

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35 V. SUBSIDIARY REPORTS

36 LifeSigns -

37 Ed Kelly met Janna Hasko, new director of LifeSigns. Janna seems very knowledgeable and seems like a good  
38 fit for the organization. She has many good ideas and tools she hopes to bring to LifeSigns.

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40 DAHC -

41 There have been 2 vacancies, one tenant will move into the 1-bedroom unit and the 2<sup>nd</sup> will move into the studio  
42 unit.

43  
44 CODIE

45 Students volunteers from CSDR will be going to CODIE to help for the annual gift wrapping.

46 There will be a fundraising event taking place on December 6<sup>th</sup>, there are over 100 people working on setting  
47 this up. The event has sold out.

48 CODIE has been very busy with consumers lately.

49 VITA will be coming back to CODIE in the upcoming year.

50 There will be a Children's Holiday Celebration at the CSDR campus on December 19<sup>th</sup>. There will be booths,

1 arts and crafts, free toys, etc.

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4 TRI COUNTY

5 TRI-COUNTY GLAD elected 4 new officers. Mark Rosenthal as the treasurer, Lisa Aldaz Boswell as  
6 secretary, Sue Rosenthal as VP, and Lauren Miller as President.

7 TC GLAD is having a fundraiser called Buttercup which will be held in Oxnard.

8 A Prevention Early Intervention (PEI) workshop will take place on January 31, 2026.

9 This year will be TC GLAD's first time hosting a Holiday Drive Thru, on December 13, 2025.

10 The ASL literacy event will be March 21, 2026 at The Arc of Ventura County.

11 The Strawberry Festival will be on May 16-17, 2026, at Ventura Fairgrounds.

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13 OC DEAF:

14 OC DEAF just hosted several events such as Create & Treat at Taft Elementary.

15 OC DEAF held a Deaf Social at El Torito on October 9, 2025.

16 Every 3<sup>rd</sup> Thursday of the month there is Deaf Community Night at Shakey's Pizza Parlor. The event is open to  
17 all and goes from 6pm-8pm.

18 OC DEAF just had a successful food drive for several families and senior citizens.

19 On December 13<sup>th</sup> there will be a Winter Wonderland: A Magical Children's Holiday event at OC DEAF.

20 On December 17<sup>th</sup> there will be a Children's Holiday Party at Raymond Temple Elementary School. There will  
21 be food, crafts, and Santa Claus.

22 On December 18<sup>th</sup> there will be another Children's Holiday Party at Taft Elementary, it will also have food,  
23 crafts and Santa Claus.

24 There will be a bowling fundraiser in Irvine on January 24, 2026.

25 Another fundraiser will take place in Anaheim on February 21, 2026.

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27 VI. COMMITTEE REPORTS

28 Finance Report: Attached

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30 Governance Report: None

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32 Nomination Report: None

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34 Personnel Report: None

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36 Ad Hoc Report: None

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38 Fundraising Report:

39 A few staff from GLAD are currently working the Black & White Fundraising event to make sure it is a  
40 success. The hope is to sell over 150 tickets. There will be an open cash bar, an Emcee that is still yet to be  
41 decided. There are a few potential Emcees in place, the committee is trying to narrow it down. Tickets will be  
42 sold online at Deafcal.org.

43 The board made a unanimous decision to have tickets sold at \$75 for early bird and \$80 after the early bird  
44 deadline.

45 The board will consider a discussion on possibly doing payment plans for the Black & White Fundraising event,  
46 though it may be difficult to implement.

47 The board discussed the idea of doing a silent auction at the Black & White fundraising event.

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49 VII. UNFINISHED BUSINESS

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VIII. NEW BUSINESS

The CEO Search Committee will soon be completing the flyer to post for their search of a new CEO. the board discussed and finalized the some details of the CEO job description The committee is currently working on interview questions and preparing for the recruitment process.

The Search Committee will meet again on January 15<sup>th</sup> to reconvene and catch up on their progress.

IX. ANNOUNCEMENTS:

\*\*Next meetings will be on January 21, March 18, May 20, July 15, September 16, and November 18<sup>th</sup>.

The meeting was adjourned at 8:49 pm.

Greater Los Angeles Agency on Deafness, Inc.  
 Consolidated Financial Information  
 As of 12/1/25

<u>Accounts</u>	<u>Cash Position</u>			<u>Total</u>
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	
Cash/checking	\$ 707,201	\$ 94,555	\$ 5,870	\$ 807,626
GLAD	\$610,780			
CODIE	3,078			
OC Deaf	70,430			
TC GLAD	22,913			
Cash-Sweep Invest account	\$ -		5,816,033	5,816,033
Paypal/GiveBox	113,040			113,040
Schwab M&M Scholarship-Money Market	16,949			16,949
Schwab M&M Scholarship-Mutual	85,226			85,226
T-Bill/CD	279,855		117,418	397,273
Reserve accounts		362,545		362,545
<b>Total cash on hand</b>	<b>\$ 1,202,271</b>	<b>\$ 457,100</b>	<b>\$ 5,939,321</b>	<b>\$ 7,598,692</b>

<u>Aging</u>	<u>Accounts Receivable</u>			<u>Total</u>
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	
1-30 Days	\$ 175,778	\$ -	\$ 555,441	\$ 731,219
31-60	725,622	-	15,054	740,676
61-90	-	-	7,289	7,289
90-360	1,764	-	476	2,240
>360	-	-	1,469	1,469
<b>Total AR</b>	<b>\$ 903,164</b>	<b>\$ -</b>	<b>\$ 579,729</b>	<b>\$ 1,482,893</b>

<u>Net Profit (loss) as of 6/30/25</u>				
	<u>GLAD</u>	<u>DAHC</u>	<u>LifeSigns</u>	<u>Total</u>
Net Profit	\$ (26,455)	\$ (14,788)	\$ 333,169	\$ 291,926

Net Profit (Loss) Consolidated as of **10/31/25** \$ 291,926