



Annual Business Meeting

of the

Florida Registry of Interpreters for the Deaf, Inc.

October 21, 2012
Jacksonville, Florida
www.FRIDcentral.org

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Florida Registry of Interpreters for the Deaf Annual Business Meeting 2012

President's Message

FRID Members:

Another year has gone by and it is once again time for our annual members' meeting. Please take the time to review all the great information in this packet and plan to participate in the events happening during the conference weekend.

We hope you will be able to join us at the Annual Business Meeting (ABM) to participate in the member discussions and elections of officers. We've made a big change to the conference schedule this year so please notice that the ABM will be held on Sunday, October 21, 8:30 a.m. – 12:00 p.m. The Business meeting is open to all members, no registration required. Breakfast will be served to all conference attendees who were registered for the entire weekend.

We will be holding an open forum Friday, October 19, 3:30 – 5:00 p.m. to discuss the QA and EIE Transition Committee progress. We want to be sure that members have all the information about this important change and allow them an opportunity to ask questions and provide their input on the information presented.

This forum will be followed by a 3 hour Legislative training session from 7:00 – 10:00 p.m. (0.3 CEUs PS) that will discuss the history of the FRID Interpreter Regulation Bill, the current political climate and the bill draft for the 2013 Legislative Session. Everyone interested in the progress of this bill or in joining the Interpreter Regulation Committee (IRC) to support this effort should plan to join us. The board is concerned that this bill effort may die due to lack of member involvement in the process. If you are willing to serve and not sure you are qualified, attend this training to learn what you need to know to be an active Regulation Committee member.

I hope to see all of you at this year's conference. Come help us make a difference.

Terri Schisler, M.Ed., CI, CT
President

FRID 2012 Annual Business Meeting Agenda

- Call to Order
- Introductions
- Adoption of Credentials Report
- Adoption of Standing Rules
- Adoption of Agenda
- Report on the disposition of the 2011 Annual Meeting Minutes
- Appointment of Minutes Review Committee
- Appointment of the Tellers
- Appointment of Motions Committee
- Report on the 2011 Motions Compliance
- Reports of Officers, Directors and other chairpersons
- Special Orders:
 - Nominating Committee Report and Floor nominations
 - Elections
 - New Business
 - Announcements
 - For the Good of the Order
 - Adjournment

FRID 2012 Annual Business Meeting Standing Rules

1. The President shall preside over the Annual Business Meeting.
2. Members shall register with credentialing to receive a voting card.
3. Members shall be seated in the designated area for voting.
4. The Credentials Coordinator shall determine at the beginning of the business meeting if there are sufficient voting members present to meet the requirements for a quorum.
5. With the exception of parts of the Annual Business Meeting deemed to be in executive session, non-members may attend.
6. Only voting members in good standing may make motions, debate, and vote.
7. All voting is by voting cards except on elections, which may be by ballot.
8. Reports shall be in writing. No verbal reports will be accepted unless requested by the assembly.
9. Any tellers' reports shall be in writing and made an attachment to the official copy of the minutes.
10. Any ballots shall be held by the Secretary and destroyed 30 days after the election.
11. Cell phones and pagers shall be on the off or vibrate position.
12. Any voting member in good standing may participate in discussion by approaching the designated location in front of the association, being recognized by the chair, and stating name, membership category (Certified, Associate, etc), and whether the member is in support, opposition, or wishes to amend, postpone, table or suggest another course of action as permitted by Robert's Rules of Order regarding the motion under discussion. To indicate a point (Order, Question, Information, Clarification) members are to indicate such from the designated location, be identified by the chair, then state the nature of the point.

(Continued)

**FRID 2012 Annual Business Meeting
Standing Rules (continued)**

13. A maximum of five members (5) in support and/or five members (5) in opposition of the motion/resolution on the floor, may debate each debatable item. Once five members have spoken in support/in opposition to an item, no other members will be permitted to speak in support/in opposition to that item. Each member is allowed a maximum of two minutes for debate. A member may be recognized a second time to address the same issue, only if there are no other members desiring recognition to address the issue on the floor and the maximum number of five in support/in opposition has not yet been reached. It is acceptable to move to close the debate if approved by a 2/3 vote when fewer than ten members have spoken.
14. Motions must be submitted in writing, on the approved motion form, and in the appropriate format: motion, the maker, the person who seconds the motion, and the rationale, a fiscal impact statement (if any), and local contact information.
15. Any voting member in good standing may submit motions at the meeting site. Due to time limitations at the meeting however, it is highly recommended that motions be submitted prior to the meeting.
16. The time allowed for the business meeting may not be extended; so all motions may not be heard.
17. All motions will be received by the president at any time during the meeting and referred by the president, with the advice and consent of the board, to the appropriate committee(s) for deliberation prior to presentation to the membership. The President shall refer any motions that are submitted on-site and not considered during the Annual Business Meeting to committees after the meeting.
18. Any motion submitted on-site during the Annual Business Meeting will be reviewed by the motions committee that will determine the motion's compliance with the Bylaws and assist the maker in formulating an appropriate, in order motion prior to being brought before the membership.
19. Motions/resolutions proposed by bodies within the association (local chapters, committees/, member sections/special interest groups) must be preceded with information as to the proper notification of members, date of the meeting at which the particular motion/resolution was adopted, verification of a quorum of the body at the time which the motion was adopted for presentation, verification that a majority of the body was in favor of the action to be proposed, and a fiscal impact statement.
20. These standing rules shall be amended or suspended by a two-thirds vote of the members present and voting.

Compliance with the Actions of the 2011 FRID Annual Conference

There were no pending motions at the conclusion of the 2011 ABM.

The following is the final status on the pending motions from the 2010 ABM.

Motion #	Motion: Maker/Second	Disposition
2011:14	Move that FRID enter into feasibility and methodology negotiations with the Florida Certification Board for transferring the administration and implementation of the Florida EIE and QA systems to that entity. Ali Blaylock/ Terri Harding. Motion carried.	QA/EIE Transition Committee was established, found it to be feasible and is currently negotiating a possible contract.
2011:16	Move that FRID reinstate a policy of issuing annual membership cards in an electronic format effective 2011/ 2012 membership year, to all members, including those holding national certification. Rey Vega/ Debbie Gibson. Referred to committee.	Membership committee researched this matter and did not find a feasible electronic solution. They deemed a return to paper cards for all members would not be cost effective and would be excessively time intensive.
2011:17	Move that all interpreters communicate in Sign Language for the benefit of deaf people during the conference. Hilary Ainbender/ Glenna Ashton. Referred to committee.	The board reviewed the current Accessibility Policy and found it to maintain relevance. https://docs.google.com/a/fridcentral.org/document/d/1W62GU-ajr5mdi04GkTVXe1ZuQSBxwCXDNdXisICgD0/edit
2011:18	Move that FRID establish an honorary scholarship in the name of Betty Edwards to pay registration and hotel expenses for a student in an interpreter training program in Florida to attend the State FRID conference. Contingent upon continued donations to support this scholarship. Sammie Elser/Frona Elkes. Referred to committee.	Committee established. To be completed prior to the 2011 conference. Due to committee inactivity, the motion became moot.

President's Report

Terri Schisler

At the conclusion of the 2012 Annual Business Meeting, my term as President will be concluded. It has been an honor and a privilege to serve FRID. I want to thank everyone serving on the FRID board and committees for the opportunity to work alongside them. I continue to be amazed by the wonderfully talented and dedicated individuals who have agreed to give of their time to promote the profession in Florida and across the country. During my time on the board, I have also had the pleasure of getting to know many of our members as we traveled to board meetings and events in Jacksonville, Orlando, St. Pete, Tampa, and West Palm Beach. In this report you will see how the board has worked to serve our members, strengthen our partnerships and build financial stability while implementing major initiatives.

I am happy to report that FRID has a strong board of directors that is working diligently to serve the membership. The board has actively sought ways to connect with members at the local level. They continue to hold board meetings in each region and have increased FRID's presence at local and regional events such as Deaf Awareness days, Deaf World Expo, Silent Weekend and other interpreter events. We have made a commitment to hold one major training event in each region during 2012-2013. More recently we have initiated member recruitment efforts in order to reach out to interpreters who are no longer active members and others who may not be aware of the benefits of being a FRID member. The board believes that this influx of new and returning members will increase the pool of candidates for committee and board service and strengthen the organization with renewed energy and insight.

We continue to maintain strong relationships with our partner organizations, FAD, FASLTA, PR RID and others. We are in the process of renewing our partnership agreement with FAD. The FRID and FAD boards are discussing revisions to the specific commitments contained in the agreement that will strengthen our relationship. Some of the changes under discussion include increased participation at partner board meetings and conferences and complimentary membership for each board member in the partner organization. We feel this will increase awareness of partner issues, concerns, news and events. FAD has made a change to their regular conference date. Beginning in 2013, the FAD biennial conferences will be held in October. FAD has extended an invitation and FRID has accepted the offer to collaborate on conference planning. FRID has agreed to hold our 2013 Annual Business Meeting (ABM) in conjunction with the 2013 FAD Biennial Conference to be held at the Wyndham Tampa Westshore, October 17 - 20, 2013.

FRID is currently in a position of financial stability. We have seen an increase in cash reserves of \$32,701.07 in two years. This has been accomplished in part through adherence to a balanced budget and adoption of the biennial conference schedule. We continue to focus on documentation of our patterns of practice and establishment of sound policies and procedures in all areas. Through the annual budget process, the board and committee chairpersons have a clear understanding of organizational income and expenses. We are now able to do long term planning through allocation of cash reserves for organizational goals such as the regulation bill, the QA and EIE Transition project and the Emergency Management Interpreter project. Times of prosperity sometimes lead

to a relaxation of fiscal practices and an increase in spending. I urge the board to not lose sight of the practices that created the upward trend in cash balances and therefore allow those reserves to dive back down.

You will find detailed reports on the Interpreter Regulation Bill, QA and EIE Transition Project and Emergency Management Interpreter Project in other reports found in this packet. These major initiatives will have a significant impact on interpreter services throughout the state. Unfortunately, we have not been able to recruit enough volunteers to properly staff these committees which lead to an increased workload on the few who are already serving. This is an ongoing challenge. We are forced to rely on a few members to do this important work when we need to have input from a broader base of members to ensure outcomes that represent the membership. Please consider serving on a FRID committee. There is no prerequisite knowledge or experience for committee service, just a willingness to serve and openness to learn.

We will hold a three hour session on Legislative Activism, Friday night, 10/19. Participating in this training will be Janet Bailey, RID GAP Representative, June McMahon, FAD President, Gary Lieffers, FAD and FRID Legislative Consultant and I. I encourage members to attend the training to learn more about interpreter legislation across the country and to find out how EVERY FRID member can help us to get our bill passed during the 2013 legislative session. This cannot be accomplished by the board and IRC committee alone. We need the assistance of every interpreter in Florida to reach out to your legislators.

Please read the other reports in this packet to get the full report on all committees and board functions.

Respectfully submitted,
Terri Schisler
President

1st Vice-President's Report

Sandra Roche'

When elected in October 2011, I filled the North Region Representative position briefly. I then took on the position of 1st Vice President. During the past year, I have done the following:

- Responded to member inquiries via email, social networks, in person and via telephone/text/video phone
- Responded to voice mail inquires from companies/individuals wanting to know about interpreters, credentials, locating interpreters, laws regarding deaf and hard-of-hearing individuals
- Represented FRID at Deaf Expo in Orlando March 2012. Promoted the FRID conference, recruited new members, and recruited committee members
- Addressed member questions concerning the transition of the QA
- Worked with ITP students
- Attended all board meetings and teleconferences
- Attended numerous committee conference calls
- Made motions
- Updated Region Rep North and Conference page on the website
- Communicated with the North Region FRID members through email, text and phone calls
- Reached out to interpreters who are not FRID members to encourage membership
- Met with 2012 Conference Hotel contact person, toured facilities
- Worked with Conference Committee to created 2012 Conference calls, rates, theme, sponsorship and all details of conference
- Attended professional workshops, conference and webinars
- Attended CERT training
- Sent letters and made calls to representatives about interpreter bill
- Presented webinars and encouraged FRID membership
- Completed other duties assigned by the president

Respectfully submitted by Sandra Roche'

2nd Vice-President Reinaldo J. Vega

Hello FRID members and all,

I corresponded with FRID Secretary to share information for the year 2012 with you all around the state of Florida that are of particular interest to FRID and its overall membership as well as FRID's continuing partnership with FAD and FASLTA.

- Fri 2/17-Sun 2/19: FASLTA Annual Conference in Tampa - see www.fasлта.org for more information.
- Fri 3/2-Sun 3/4: Interpreters' Retreat Conference, Orlando – see www.interpretersretreat.com for more information.
- Sat 3/17: DeafNation Expo, Kissimmee – see <http://deafnation.com/dnexpo/events/orlando-fl/>
- Sat 3/17-Sun 3/18: FRID Face-to-Face Board meeting, Kissimmee/Orlando
- Sat 4/28: FAD Deaf Awareness Day, Weston – see www.fadcentral.org.
- Sat 5/12: FRID Face-to-Face Board meeting, West Palm Beach – see www.fridcentral.org
- Thurs 6/28-Sun 7/1: Silent Weekend & Interpreter Conference, Orlando, see www.drsign.com for more information.
- Sat 7/21: FAD Wet'n'Wild Deaf Day in Orlando www.fadcentral.org
- Thurs 8/2-Sun 8/5: RID Region 2 Conference in Fort Lauderdale, FL www.rid.org
- Thurs 10/18-Sun 10/21: FRID Conference in Jacksonville, FL www.fridcentral.org

Clarified confusion about Pre-Certified Associate Members, both deaf and hearing as quoted from FRID website.

Informed the FRID Board about 3/17/12 Deaf Expo Schedule of events by email the weblink and told them to pre-register for free admission; attended the event/represented FRID at exhibit booth/table.

Contacted Palm Beach County Association of the Deaf (PBCAD) to reserve facility space for 5/12 FRID Board meeting; PBCAD secretary emailed me the contract agreement with fees, forwarded to the board for final contract agreement and fees; provided lunch menu suggestions for board meeting.

Contacted sign language interpreter agency, ASL Services, Inc., in Kissimmee for inquiry on facility use, travel distance from expo, hotel offerings in between; forwarded to FRID Board; the Florida Mall Hotel was suggested instead and finalized the March FRID BOD meeting logistics.

Read tentative agreement and corresponded with FRID President and Region South Rep for ICE workshop 3/31 and 4/1 in two locations; contacted PBCAD for back up to secure facility use.

Did explore the website for promotional items for event/exhibit booth; made suggestions along with other board members.

Attended FAD Deaf Awareness Day 4/28 - deaf actor Sean Berdy's appearance was cancelled.

Coordinated for FRID South Region Rep to come to Miami Dade College, North Campus on Thursday evening, 7/12, to give overview presentation of FRID and its website to college ASL and interpreting students and staff in attendance.

Upon the FRID board's recommendations and with FRID Board's assistance during later part of August 2012, I originally compiled a small survey polling the membership regarding the Interpreter Regulation Committee and the Interpreter License bill progress.

Participated in email correspondence and assisted with board members' inquiries on weekly basis.

Monitored FRID website and webpages for possible oversights and changes on a monthly basis.

Attended and participated in all FRID face-to-face Board meetings and teleconferences except for one with excused absence.

Submitted by,
Reinaldo (Rey) J. Vega, RID-CDI

Secretary's Report

Sue Ann Pope

It is my honor to continue in service to the membership as Secretary for a third year, beginning a full 3 year term. I have been privileged to serve under Terri Schisler as President, who has set an exemplary model for leadership and active involvement in various projects and goals that will positively impact the future of the FRID organization and membership. I have been fortunate to be involved on the ground level of several very exciting endeavors for FRID and for the state of Florida's professional interpreters. In the coming term, I look forward to working with a myriad of colleagues and other professionals, collaborating to bring these efforts to fruition. I believe it is imperative that we, as members, get involved on many levels of our profession as it grows and becomes more widely recognized and respected. As Secretary, some personal goals I have are; to work on updating the FRID website to benefit members more, working with the Region Reps to improve effective communications with the membership as a whole and recruiting members for continued board and committee service.

Below is a list of the activities I have participated in this year:

- Attended all face-to-face and teleconference board meetings and special meetings
- Maintained the records of the organization including minutes of all meetings and posted minutes to the FRID website
- Supported the efforts of the President in preparing for the Annual Business Meeting as well as all board meetings
- Collected all board members' and chairpersons' reports as well as task forces reports and compiled the 2012 ABM packet
- Represented FRID at the FASLTA conference in Tampa, February 2012
- Represented FRID at Deaf Expo in Orlando, March 2012
- Represented FRID at the "Faces of the Future" event with ITP students from HCC, SPC, and USF, April 2012: recruited new members, answered students' questions, promoted committee/board involvement
- Posted information to the Central West Region webpage in the absence of a Representative for that region
- Maintained the FRID storage unit in Tampa
- Assisted the President in managing the FRIDNews Google Group and Eblast communications to the members
- Researched board motions and policies as needed to assist board with decision making and reporting
- Maintained records of the organization related to inventory, committee profiles and rosters, and other historical documents
- Managed certain portions of the FRID website
- Responded to numerous members' email/voice mail inquires
- Compiled and updated Policies and Procedures Manual handbooks for all new and returning board members
- Assisted the President in compiling the required documents for annual reporting to RID

Respectfully submitted,
Sue Ann Pope, NIC
Secretary

2012 Treasurer's Report

Kenneth W. Houghtaling

Upon being elected treasurer, I was tasked with learning the accounting systems that have been in place in our organization. I was able within a few months to gain a knowledge and understanding of the processes that are used and function independently in the role of Treasurer. There are still some procedures that are being learned and fine tuned and the office of treasurer continues to work towards establishing a set of policies and procedures to ensure the smooth operation of FRID's financial processes.

A number of accomplishments were achieved during the 2011-2012 member year. In addition to gaining proficiency in the financial operation of the organization, FRID filed our taxes with the IRS on time, submitted our yearly filing with the State of Florida Department of Agriculture as well as our annual report with the State of Florida Division of Corporations. These filings help ensure that FRID maintains our 501(c) 3 non-profit status. Additionally a number of motions were passed that have helped to streamline FRID's accounting processes. At the January board meeting a motion was passed to clear all unreconciled entries in the online payment system from all member years prior to 2011-2012. This is still in process but one of the goals of this office is to complete this task by December 31, 2012. Another motion passed at the March 2012 board meeting was the transition to fully automated online payment submission. Effective July 1, 2012 all payments submitted to FRID must be made using the online system. Mailed payments of any kind are no longer accepted. This has benefited our organization in a number of ways. Applications for EIE and QA screenings are submitted and documented instantly allowing the schedulers of both programs to work without delay. It also ensures that documentation of payments submitted is much faster to research if needed. Both of these policies have helped the office of Treasurer to operate more quickly and efficiently.

Fiscally, our organization continues to operate responsibly. All programs are examined regularly to see what cost saving measures can be done to help the organization. The 2012-2013 member year's budget was submitted and approved by the board at the July 2012 board meeting. Every possible effort was made to use cost-saving measures in every category of business to sustain the long-term financial viability of FRID. In member year 2011-2012 membership dues totaled \$38, 413. The QA program generated a net profit of \$7, 263.56. This was due to a higher than expected number of registrations for the QA screening. All debt associated with the 2011-2012 year was reconciled prior to June 30, 2012 with nothing left outstanding.

For member year 2012-2013 there are a number of goals that the office of Treasurer hopes to accomplish.

1. Clearing of our aging receivables from all years prior to 2011-2012 member year.
2. Complete all necessary filings with IRS, State of Florida, RID etc. on time.
3. Continue documentation of policies and procedures that are carried out by the office of Treasurer.
4. Appoint an assistant to the Treasurer so that some tasks of the Treasurer may be delegated.
5. Maintain fiscal responsibility and adherence to the approved FY2012-2013 budget.
6. Seek fundraising opportunities to support programs FRID administers.
7. Take action on member concerns and actively participate on the FRID Board of Directors.

Many of these tasks can be accomplished much more efficiently with increased member support. The membership of our organization is to be commended for its support of the FRID board as well as the active role that each of the members play in the operation of our professional organization. There is a continued need for our members to step forward and be involved in both board and committee service. Anyone who would like to volunteer their time and energy and 'give back' to FRID is a much needed and very appreciated individual and I encourage each member to give consideration to serving in some capacity within FRID.

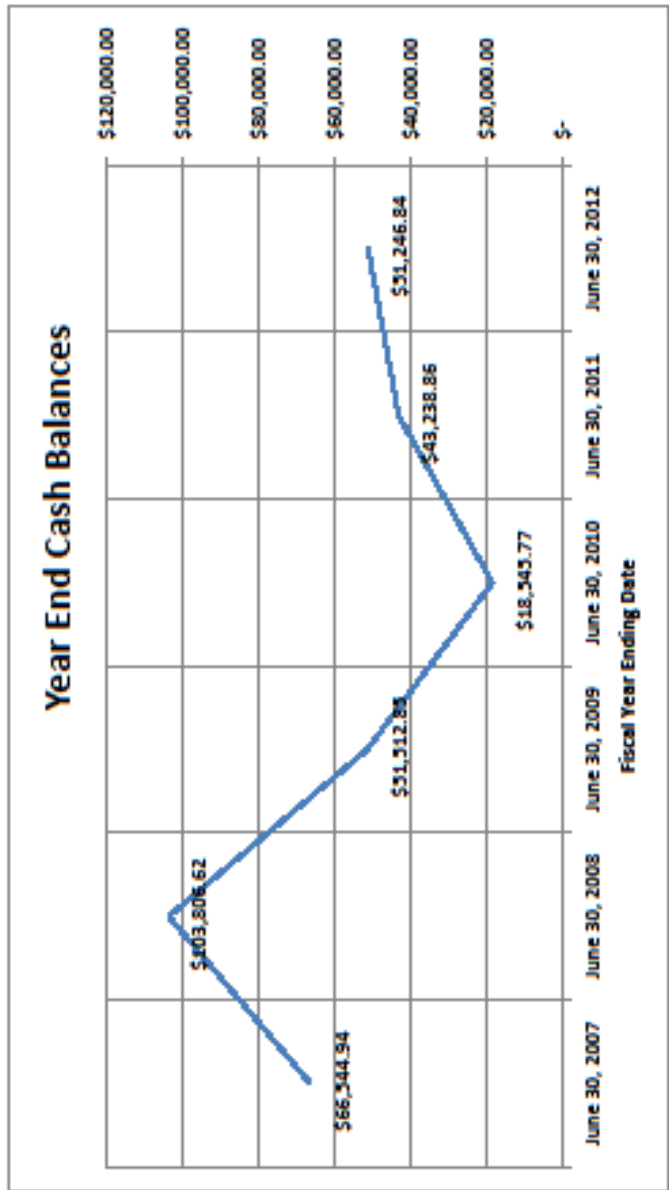
Sincerely,
Kenneth W.
Houghtaling II, NIC
Treasurer FRID

**Florida Registry of Interpreters for the Deaf
Statement of Financial Position**

**Year End Cash Balances
6/30/2007 - 6/30/2012**

	June 30, 2012	June 30, 2011	June 30, 2010	June 30, 2009	June 30, 2008	June 30, 2007
Checking/Savings						
Wachovia Main Checking	\$ 26,927.74	\$ 42,574.46	\$ 3,908.49	\$ 18,484.05	\$ 71,312.28	\$ 29,535.77
Debit Checking Account	\$ 250.86	\$ 664.40	\$ 472.67	\$ 490.45	\$ -	\$ -
Paypal	\$ 24,068.24	\$ -	\$ -	\$ -	\$ -	\$ -
CD #1	\$ -	\$ -	\$ -	\$ 5,252.08	\$ 5,252.08	\$ 5,252.08
CD #2	\$ -	\$ -	\$ 5,246.18	\$ 5,246.18	\$ 5,246.18	\$ 5,246.18
CD #3	\$ -	\$ -	\$ 5,244.20	\$ 5,244.20	\$ 5,244.20	\$ -
High Performance Money Market	\$ -	\$ -	\$ -	\$ 13,122.40	\$ 13,079.64	\$ 12,916.62
High Performance Money Market 2	\$ -	\$ -	\$ 3,674.23	\$ 3,673.49	\$ 3,672.24	\$ 13,594.29
Total Checking/Savings	\$ 51,246.84	\$ 43,238.86	\$ 18,545.77	\$ 51,512.85	\$ 103,806.62	\$ 66,544.94

Increase (decrease) \$ 8,007.98 \$ 24,693.09 \$ (32,967.08) \$ (52,293.77) \$ 37,261.68



2011/2012 Profit/Loss Report
(See last 3 pages at the end of this packet or click the
following [Link](#))

Report of Region Representative-North Nancy Osborn

FRID Region Representative North Annual Report – Submitted September 1, 2012
(I also serve on the Meetings and Events Committee, so some tasks overlap.)

I was appointed Region Rep North at the March 2012 Board Meeting.
Since that time, here's some of what I have been doing on behalf of FRID:

- Communicated with the 171 North Region FRID members through emails
- Reached out to RID Certified members who are NOT FRID members
- Attended monthly Board Meetings, face to face and on teleconference
- Mentored interpreting students
- Attended professional workshops and webinars
- Attended local deaf community events
- Met with 2012 Conference Hotel contact person, toured facilities
- Designed and implemented the 2012 Conference announcement and registration web pages
- Selected, ordered and helped distribute FRID promotional items
- Created 2012 Conference Sponsorship packets for recruiting sponsors
- Helped with local arrangements for September 2012 Board Meeting
- Helped with local arrangements for October 2012 FRID Conference
- Added Events to the FRID Events web page, as directed by the Board
- Created and updated the Region Rep North FRID web page
- Selected items for VIP's who attended Region II Conference in Ft. Lauderdale
- Attended Interpreters Retreat and Silent Weekend
- Responded to local inquiries about interpreter qualifications
- Helped secure off-site meeting space for a Conference workshop
- Responded to voicemail inquiries regarding finding interpreters
- Responded to voicemail inquiries regarding member payment options
- Posted employment opportunities on Region Rep North page
- Researched and networked with national programs for deaf victims of domestic violence and sexual assault
- Answered students questions about interpreting practices
- Addressed member questions concerning the transition of the QA
- Created and distributed Conference 2012 flyers to 200 Summer Institute attendees
- Solicited sponsorships for the 2012 FRID Conference
- Solicited donations for the Silent Auction for the 2012 FRID Conference.
- Solicited Graduate School information for interpreters from Gallaudet University

Current Status:

From now until October, I plan to continue the above activities as part of my role as Region Representative North.

Future Items:

One of my goals for the 2012-2013 fiscal year is to schedule interpreter-training workshops in the North Florida region. I would like to do one in Western North Florida, as well as at least one in the Jacksonville area. I am open to having it elsewhere, if the facilities can be provided at no cost.

Another goal for the next year is to continue recruiting RID Certified Members to take on leadership roles with FRID. There are many open positions on committees, and certified members have valuable experience and professional knowledge that is so needed to lead FRID in a positive direction.

Report of Region Representative- South Laurie Harbin

I have now been Region Rep for three years and this is the end of my three year term. I will be running for re-election for a second term. While working with the FRID board and other FRID members I have done the following:

- Responded to member inquiries via email and telephone
- Collected exhibit supplies from FRID secretary for different workshops and conference
- Picked up the new tri-fold display board
- Represented FRID at Deaf Expo in Orlando March 2012. Promoted the FRID conference, recruited new members, and recruited committee members
- Made motions
- Attended board meetings and teleconferences
- Updated Region Rep South page on the website
- Completed other duties assigned by the president
- Attended a web training
- Typed all the names and e-mails of all the participants from the Deaf Expo Raffle drawing
- July 12,2012 drove to Miami Dade Community College and gave an hour presentation about FRID
- Attended the RID Region II Conference as the Silent Auction Chair and encouraged people to join FRID and meet the FRID board.

Laurie Harbin

Regional Representative South

Report of Region Representative –East Danielle Porter

Hello!

My name is Danielle Porter, and I took over the Region Representative position at the March 2012 board meeting. Since I was appointed as region representative, I have been working to familiarize myself with how FRID operates and functions, its policies and procedures, my region and the people in it!

During my time as region representative, I have worked to add events to the Central East region webpage so that everyone can be aware of the learning opportunities that are in their area. I have also taken over the FRID phone number/voice mail, as well as the scholarships webpage and all of the duties that go along with it, FRID's Google Group, and I have been assisting with the membership recruitment campaign.

I will be running to fill the region representative position again. I would like the opportunity to continue serving on the FRID board as your region representative so that I can continue to get to know all of you better. Going forward I would like to see FRID workshops happening across the Central East region and I will be working to see that those workshops are planned and facilitated. Thank you so much for the opportunity to serve as your Central East region representative!

Danielle Porter

Membership Committee Report

Mindy Richards, Chairperson

This October, 2012 marks the third year of the three year Membership Chair term. With assistance from committee members, Connie Shuman, Charlene McCarthy, Ramona Richardson, Niki Grady and Joni Caraway while working directly with the Board of Directors, I have completed numerous tasks this year. They are as follows:

- Responded to member inquiries via email and telephone
- Worked with QA/EIE Chairs in verifying membership and credentials
- Worked with the Treasurer regarding member payment status
- Worked with committee members regarding entering information into the database
- Met with the secretary at the FRID storage unit for exhibit supplies
- Updated the tri-fold display board
- Represented FRID at Silent Weekend in Orlando June 2012. Promoted the FRID conference, recruited new members, renewed FRID memberships, answered questions from the membership and recruited committee members
- Represented FRID at Interpreters Retreat in March 2012 to recruit new members, renew FRID memberships, answer questions and recruit new committee members
- Continued to reinforce compliance with FRID bylaws regarding dual membership for Pre-Certified Associate Members with a QA/EIE Level
- Contacted all members non compliant with FRID Bylaws regarding RID documents
- Facilitated the appeals process for members
- Communicated with the membership using FRID Eblasts
- Entered RID documentation into the database
- Exported the database and prepared spreadsheets for printing cards on an ongoing basis
- Researched and resolved pending issues for members
- Updated the database with QA/EIE expiration dates
- Noted revisions and/or procedures for the PPM
- Updated the PPM
- Made motions and cost estimates to the board within budget
- Attended board meetings and teleconferences
- Worked with QA/EIE Chairs to support policies and procedures
- Updated the Member Benefits letter
- Updated website pages in all areas relating to membership, new policies and updates

- Verified and entered Other State Credentials for applicable members
- Created a web page dedicated to Organizational members (currently working on)
- Managed the online Member Directory
- Sent emails to Pre Certified Associate Members holding QA/EIE levels set to expire on June 30,2012
- Responded to numerous emails to educated Nationally Certified and Supporting Member who request cards
- Responded to member inquiries regarding reinstatement. Calculated amount due and advised members
- Exported Archived members to delete Nationally Certified Members who did not renew their membership
- Bought supplies for Organizational Member Certificates
- Mailed Organizational Member Certificates
- Completed other duties assigned by the president

EIE Committee Report

Kate Robertson, EIE Chairperson

July 1, 2011 – June 30, 2012

I officially took over the EIE Chair position from Sally King on October 1, 2011. Sally has proved to be a valuable resource and the committee values her involvement with and dedication to the EIE and the profession of interpreting in educational settings throughout the state. The EIE continues to provide pre-certified interpreter service providers and their employers with valuable feedback as to their level of skill as they work toward attaining national certification.

I would like to take this time to thank Corey Langridge for his invaluable service as the rater coordinator, a position which he had to step down from this year, and wish him the best of luck at Gallaudet where he was accepting into a legal interpreter training. I would also like to thank our raters, who work tirelessly to provide valuable feedback for EIE candidates, and our site coordinators Jessica Holtzman and Cindy LeBrun for providing a comfortable and seamless testing experience for our candidates. Another thank you goes to Laurie Harbin, South Region Representative, as the EIE Committee's liaison to the board, her support and dedication is much appreciated.

The EIE continues to seek testing locations in the Orlando, Tampa, and Jacksonville areas, but continues to provide testing in West Palm Beach and Pensacola.

EIE Committee (Active members):

Kate Robertson	EIE Chairperson Rater Coordinator Scheduler Written Results Coordinator
Corey Langridge	Technology Support Rater Coordinator
Sally King	Immediate Past Chair, various responsibilities

*Our many raters, who for issues of confidentiality shall remain nameless

Site Coordinators:

Jessica Holtzman	West Palm Beach
Cindy LeBrun	Pensacola

EIE Committee activities:

- Recruited and trained a new EIE Chairperson
- Continued operations of the written examinations and performance screenings at the Pensacola and West Palm Beach locations
- Responded to candidates regarding questions related to all aspects of the EIE process
- Maintained the EIE database; worked with the Membership Chair to inform her of new levels achieved by candidates
- Maintained rating/results information for the online rating database
- Calculated results for all candidates and emailed results and feedback summaries to candidates
- Calculate and send rater reimbursement requests and Site Coordinator payments to the Treasurer
- Worked with the other members of the Transition Committee to research and execute a successful transition of the QA/EIE to an appropriate entity

Goals for the EIE in the 2012-2013 fiscal year:

- Recruit more committee members, train new scheduler, feedback results coordinator, and rater coordinator
- Continue working with Transition Committee to ensure a successful transition of the QA/EIE to an appropriate entity
- Establish new testing locations
- Continue to scan EIE documents and back-up electronic copies in a secure manner

Respectfully submitted,
Kate Robertson, NIC
EIE Chairperson

QA Committee Report

Jamie Aranda, QA Chairperson

July 1, 2011 – June 30, 2012

On October 1, 2011, I officially became the QA Chairperson. Thanks to Linda Horton, previous QA Chairperson, the transition was smooth. Linda continues to be in touch to help the committee when needed, and I greatly appreciate that. The QA is an integral part of the profession of interpreting and has served as a stepping-stone for those working towards national certification. I plan to continue that until it is turned over to an appropriate entity in 2015.

I would like to take this opportunity to extend a huge thank you to all the members of this committee who help it run extremely smooth and effectively. I also want to thank the raters, who shall remain nameless, for all of your hard work and dedication in taking time from your busy schedules to provide the candidates with such quality feedback.

This past year Linda Horton worked tirelessly to find a location for the Tampa site after the previous site became unavailable. She was able to procure usage of Accessible Communications for the Deaf location under the leadership of Lisa Campbell. With such a large number of people wanting to take the QA written examination and performance screening, finding this location in Tampa was imperative. Thank you Linda and Lisa for accomplishing this feat.

QA Committee (Active members):

Jamie B. Aranda	QA Chairperson
Tanesh Smith (Newly appointed)	Rater Coordinator
Sandra Rodriguez	QA Scheduler
Nicole Tusa	Written Results Coordinator
Corey Langridge	Technology Support (Online Registration)

Site Coordinators:

Jamie B. Aranda (Performance)	Delray Beach
Rose Halper (Written)	Delray Beach
James Pope	Jacksonville
Vannessa LeBoss (ASL Services team)	Kissimmee
Cindy LeBrun	Pensacola
Linda Horton	Tampa/Odessa

QA Committee activities:

- Recruited and trained a new QA Chairperson
- Continued operations of the written examinations and performance screenings at all locations
- Responded to candidates regarding questions related to all aspects of the QA process
- Maintained the QA database; worked with the Membership Chair to inform her of new levels achieved by candidates

- Maintained rating/results information for the online rating database
- Calculated results for all candidates and emailed results and feedback summaries to candidates
- Calculate and send rater reimbursement requests and Site Coordinator payments to the Treasurer
- Recruited and trained a replacement for previous Rater Coordinator, Tanesh Smith
- Worked with the other members of the Transition Committee to research and execute a successful transition of the QA/EIE to an appropriate entity
- Completed a revision of the QA Study Packet
- Held rater trainings to recruit more highly qualified certified interpreters
- Linda Horton attended “Faces of the Future” event at USF on April 21 on behalf of the QA committee

QA Statistics:

Fiscal Year	2008-2009	2009-2010	2010 - 2011	2011-2012
Performance Screenings	148	125	129	155
Written tests	140	124	134	136

Levels	2008-2009	2009-2010	2010-2011	2011-2012 *
One (60% - 74.5%)	34	23	41	42
Two (75% - 89.5%)	51	49	46	44
Three (90% - 100%)	31	38	21	11
No Level	25	9	18	11

*Not all ratings have been completed at time of print

** Amount of screenings will not match number of levels due to results are compiled after date of screening

Goals for the QA in the 2012-2013 fiscal year:

- Reduce the wait time for QA results from 14-16 weeks to 10-12 weeks
- Continue working with Transition Committee to ensure a successful transition of the QA/EIE to an appropriate entity
- Work with appropriate entity to develop new QA stimulus materials – QA Written Examination and Performance Screening
- Continue to scan QA documents and back-up electronic copies in a secure manner

Respectfully submitted,
 Jamie B. Aranda, NIC
 QA Chairperson

QA/EIE Transition Committee Report

Kate Robertson, Chairperson

July 1, 2011 – June 30, 2012

The QA/EIE Transition Committee was formed in November 2011 in response to a FRID member motion from the 2011 FRID Annual Business Meeting and a mandate from the national RID board. RID requested that FRID comply with a prior RID member motion that affiliate chapters are not allowed to administer Quality Assurance programs. RID established a deadline for the QA and EIE to be transitioned from FRID's administration by June 30, 2015. The FRID member motion required that FRID investigate the feasibility of transferring the QA to the Florida Certification Board (FCB). To that end, the committee has been working closely with the FRID board and external organizations to find a suitable solution that will be in the best interests of stakeholders invested in the current QA and EIE systems, hiring entities, and consumers of interpreting services.

During the course of the past year the committee has been exploring the possibility of transferring administration of the exams to a non-profit entity, specifically the Florida Certification Board (FCB) and has been in communication with the Executive Director, Neal McGarry. Members of the committee have participated in face-to-face meetings discussing the possibility of transition and have reported our findings to the board. While we have a viable proposal from the FCB, we have also been diligently researching alternative options so as to consider all possible choices and outcomes. The committee will present our findings to the board so we may begin transitioning the QA and EIE and be completed by June 30, 2015 in accordance with the RID mandate.

The Committee will continue investigating all options and will make them available to the members for review and feedback. Look for more information on site during the upcoming conference.

QA/EIE Transition Committee:

Kate Robertson	Transition Committee Chairperson & EIE Chairperson
Terri Schisler	FRID President
Jamie Aranda	QA Chairperson
Camille Hernandez	Lead Interpreter, Duval Schools
Sally King	Past EIE Chairperson

RID Motions and Timeline

- RID Conference (El Paso, August 1989) motion 89.07: Effective January 1, 1990 the RID prohibit all its affiliate chapters and their subchapters, if any, from developing, implementing and/or administering any Quality Assurance or State/Chapter interpretation and/or transliteration testing programs.
- RID Board Motion 89.75 (December 1989): The Board affirm a continuum concept of compliance which takes into account an affiliate's documented progress toward total compliance with C89.7 and other related items in the Bylaws. M.Griffin/D.Burch
- July 1991 RID Board meeting - The Board was reminded that Florida requested an extension to move their Quality Assurance to another entity. Follow up was that they were extended for one year. A second extension was granted until early 1992.
- Motion 91.91, passed October 4, 1991: To grant extensions to Indiana and Florida regarding the administration of quality assurance until the end of the 1991-92 fiscal year. S.Vickers/B.Dencer Unanimous. Rationale: Written requests have been received from both Affiliate Chapters with plans of action toward compliance with Motion #C89.07.
- October 2010 RID contacted FRID requesting an update on the outstanding motion.
- FRID Conference (Orlando, October 23, 2010) Member motion passed –
 - **Motion 2011:14** Move that FRID enter into feasibility and methodology negotiations with the Florida Certification Board for transferring the administration and implementation of the Florida EIE and QA systems to that entity. Ali Blaylock/ Terri Harding. Motion carried.
- November 2011 FRID Board appointed the members of the QA/EIE transition Committee.
- January 27, 2012 First teleconference of the FRID QA/EIE transition Committee. Members brought up to date on negotiations with the FCB and familiarized with the timeline and historical events.
- February 10, 2012 Teleconference members tasked with duties and communications to members were reviewed and completed. Additional agencies/organizations sought as possible candidates to take over the tests.
- February 22, 2012 meeting with FCB and Lobbyist in Tallahassee. Additional information sought from both parties about the proposal offered to FRID.
- February 24, 2012 teleconference. Additional agencies information was tasked out to members for follow-up information gathering. Timeline for accomplishing tasks proposed. Additional FAQs addressed and answered.
- March, 2012 Terri joined teleconference for Department of Education district contacts for the D/HH programs and Leanne Grillot to explain the development of the task force and the progress so far with the QA/EIE tests.
- May 12, 2012 FRID Board Meeting and FCB presentation with Neal McGarry regarding the QA/EIE Transition. Jamie Aranda, Terri Schisler, and Kate Robertson in attendance. Board discussion regarding the transition.
- May 30, 2012 Teleconference discussing the board meeting, FCB presentation and proposal. Began work on response to proposal.
- June 15, 2012 Teleconference finalizing the details of the response to the FCB.
- June 27, 2012 Submitted response to the FCB
- August 6, 2012 Received response from FCB
- August 20, 2012 Teleconference to discuss the committee's proposal to the board regarding the terms in the FCB proposal

Emergency Management Interpreting, EMI

Frona Elkes, Co-Chair

2012 EMI Committee Annual Report

The FRID Emergency Management (EMI) Committee has had representatives participating in the Florida Division of Emergency Management (FL DEM) grant project awarded to St. Pete College's Center for Public Safety and Innovation (SPC-CPSI). The FRID EMI committee members have attended Focus group discussions as part of that grant project. The Focus group meetings have included representatives from the interpreting and Deaf communities and emergency managers. The goal has been to determine how to integrate interpreters into the emergency management process and be able to provide effective communication where needed. Interpreters are actively receiving training to prepare for possible deployment but the integration process has yet to be ironed out. Within the state of Florida, each county is managed independently and there is little consistency in the use of interpreters. Another critical component determined in the course of discussions is the necessity to have a FEMA resource type established for sign language interpreter strike teams. This resource type is necessary to facilitate deployment of interpreters when needed, determine which type of interpreter is needed and for payment/reimbursement purposes. The FRID EMI committee will be working with FL DEM and FEMA to standardize training requirements and credentialing of interpreters in Florida. FRID has mirrored training requirements already adopted for other FL DEM positions.

The response of interpreters who have attended the CERT Basic Training workshops held throughout the state as part of the SPC-CPSI grant has been positive. Interpreters are willing to give of their time to begin this training process. There has been positive response from the Deaf community and emergency managers as well. Sarah Harris has worked with St. Petersburg College to develop videos as part of a survey of the Deaf community that will inform and engage them in this process. Emergency managers have been busy with the current hurricane season so it has been difficult getting their participation on this project for that reason.

The EMI committee is providing an EMI training track at the FRID conference in Jacksonville that will meet the training requirements as proposed. FRID is anticipating having several attendees honored for completing all the proposed training by the conclusion of the conference. We need to continue to pursue establishment of a FEMA interpreter resource type and enlarge the pool of trained interpreters. Additionally, it is critical that a deployment process be established and to integrate it into the procedures for each county. We are proud to be part of this pioneer endeavor.

EMI Committee Accomplishments 2011-2012:

- Determined qualifications for credentialing emergency management, sign language interpreters in Florida
- Worked with subject matter experts to develop training and educational components for emergency management, sign language interpreters
- Developed a working logo for Florida Interpreter Strike Teams (FIST)

- Sent representatives to the 2012 Florida Governor’s Hurricane Conference to learn more about Florida emergency management programs and to network with emergency managers
- Held initial training and discussions in conjunction with the 2011 FRID Annual Business meeting
- Worked with the RID Region II Conference committee to include 6 hours of EMI training in Ft. Lauderdale
- Participated in the DRI Focus Group discussions with Emergency Managers and Deaf Organization Representatives
- Co-presented at four regional CERT trainings for certified interpreters provided by the SPC-CPSI grant project
- Coordinated the EMI training track for certified interpreters to be provided at the 2012 FRID Conference
- Added EMI presence on FRID webpage
- Updated Website with credentialing list and training information

Ongoing EMI Committee Goals:

- To develop a credentialing process for qualified, emergency management, sign language interpreters
- To establish partnerships with state and local emergency management and disaster response agencies
- Establish a network of emergency management interpreter trainers
- To develop deployment strategies to integrate Sign Language Interpreter Strike Teams into the Emergency Management System prior to, during and in the aftermath of an emergency
- To assist state and local government with the integration of sign language interpreters into local and state emergency planning and training
- To secure ongoing funding to support the readiness of interpreters for emergencies/disasters

Respectfully Submitted,
FRID EMI Committee

Certificate Maintenance Program (CMP) Report

Shannon Simon, Chairperson

Annual Report from CMP Chairperson – Shannon C. Simon

During the last year – October, 2011 – September, 2012

Requests processed:

Workshops: 86

PINRAs: 13

College Courses: 33

Respectfully submitted,

Shannon Simon