



Annual Business Meeting

of the

Florida Registry of Interpreters for the Deaf, Inc.

October 20, 2013
Tampa, Florida
FAD Conference
www.FRIDcentral.org

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FRID 2013 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 2012 Annual Meeting Minutes
- Appointment of Minutes Review Committee
- Appointment of the Tellers
- Appointment of Motions Committee
- Report on the 2012 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 2013 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 2013 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 2012 FRID Annual Conference

There were no pending motions at the conclusion of the 2012 ABM.

Motion #	Motion: Maker/Second	Disposition
2012 ABM:1	<p>I move that FRID cease the effort to find another entity to administer the QA/EIE. Maker: Shannon Simon/2nd: Christie Evans. Rationale: No financial cost to cease the effort.</p> <ol style="list-style-type: none"> 1. Allow organizational efforts/ resources to be focused on legislation/regulation activities. 	Motion carried.
2012 ABM:2	<p>I move that all QA/EIE credentials awarded remain valid for 4 years. Maker: Shannon Simon/2nd:Christie Evans. Rationale: No financial impact. Loss of revenue due to people not taking the QA/EIE who might have due to expiration of the credential before 6/30/2015.</p> <ol style="list-style-type: none"> 1. Provide a full 4 years validity period for all QA/EIE candidates. 2. Provide a date certain for the expiration of all QA/EIE credentials. 3. Provide a window of time (6 ½) years for hiring/employing agencies/ entities to change work criteria/ payscales, etc. for interpreters. 4. Provides time for interpreters to achieve a national credential. 5. Provides time for interpreters to satisfy eligibility requirements for NIC via the alternative pathway. 6. Complies with the RID mandate and FRID's plan to end QA/ EIE credentialing. 7. Amendment: This will continue the system as it has been running so far. 	Motion carried as amended.
2012 ABM:3	<p>I move that FRID take on responsibility for providing testing sites for NIC and EIPA in Florida. Maker: Joni Caraway/ 2nd:Jessica Bellinger Rationale: Will have fiscal impact but not any more than the current commitment.</p> <ol style="list-style-type: none"> 1. Convenience of testing for Florida practitioners. 2. Increase opportunities for more testing from the current limitations of only 1 site for NIC and 2 sites for EIPA. 	President deemed the motion to be out of order. *RONR- "outside of the scope of the organization"

President's Report

Vicky Fales

This report is for activities that occurred for the remainder of FY 2013 (once I was elected as FRID President in October 2013 – July 30, 2014).

October 2013

Participated in the initial face-to-face meeting of the newly formed FRID Board of Directors and established a meeting schedule for the remainder of FY 2013

November 2013

Presided over the face-to-face Board meeting, Tampa: Dissolved the QA Transition Committee
Conducted an Interview for the QA Chair position (QA Chair resigned October 2013)

December 2013

Established the Pre-Certified Support and Development Committee and appointed members to that committee.
Hosted two conference calls with members of the PCSD to outline what the Board tasked this committee to do.

January 2014

Presided over Board meeting, teleconference
Accepted the resignation of the EIE Chair
Accepted the resignation of the Membership Chair
Spoke to ITP students at Hillsborough Community College, Tampa
Attended two PCSD Committee meetings, teleconference
Appointed a Board Liaison to the PCSD Committee

February 2014

Created the Membership Dialogue Session (MDS) concept, its goals and determined the locations
Accepted the resignation of the Region Representative South
Conducted interviews for the Membership Chair position
Appointed a Membership Chair

March 2014

Attended Deaf Awareness Day in Tallahassee
Presided over face-to-face Board meeting, Tampa
Suspended the QA Performance registration process
Hosted a Meet and Greet with RID Executive Director, Clearwater

April 2014

Spoke with participants of the 2nd annual Faces of the Future event, Tampa
Conducted interviews for the Region Representative South position.

May 2014

Attended the Board of Directors Retreat and presided over the Face to Face Meeting, Kissimmee
Served as a member of the Bylaws Review Committee and participated in that face-to-face meeting
Accepted the resignation of the QA Chair
Conducted a special meeting with a former QA Chair and members of the Board of Directors: suspended the QA Written registration process.

June 2014

Presided over the Board of Directors Budget meeting.
Attended Silent Weekend, Orlando
Accepted the resignation of 1st Treasurer, Kenny Houghtaling.
Obtained applications for the bookkeeper position, 1st Vice-President and acting Treasurer

Since becoming elected FRID President, my goals continue:

Understand the members' needs and concerns at a statewide level in order to strengthen the success of this RID Affiliate Chapter.

Determine how we as an organization can best support our Pre-Certified members as well as meet the needs of our Certified member-base.

Use membership monies to carry out our mission in a fiscally responsible manner.

Provide information to our stakeholders regarding the QA and EIE status as we near the end of an important era of administering these two tests.

Collaborate with the Florida Association of the Deaf and determine ways in which our partnership can best serve members of our communities.

Support legislative efforts with the objective of obtaining interpreter licensure in the state of Florida.

Thank you, Board members and Immediate Past President, for making my first year as president an educational, enjoyable, supportive and invigorating experience.

1st Vice-President's Report Kenneth Houghtaling

Kenny Houghtaling was elected in October 2012 and resigned on June 30, 2013

No report submitted.

M.Charlene McCarthy

M. Charlene McCarthy was appointed as 1st Vice- President to serve July 2013- October 2013. Since her appointment, Charlene has fulfilled all duties related to the position with a primary focus on restoring the membership database to its original state.

2nd Vice-President Reinaldo J. Vega

Reinaldo (Rey) J. Vega, RID-CDI

Hello FRID members and all,

- Replied by email to college interpreting student out of state with her questionnaire about Florida, FRID, and interpreting. Did research and submitted replies to questionnaire by Nov 21, 2012 and shared my document with the board by email attachment after Thanksgiving. Upon research, I informed the FRID webmaster to update the front main page with national testing information and labels as well as membership numbers.
- Attended FAD face-to-face Board meeting on Saturday 1/5/13 at PBCAD as rep for FRID. Sent email of meeting contents to FRID board members on Sunday 1/6.
- Sent email on 1/11/13 to FRID board members if the board is interested in either sending a representative or sponsoring the annual FASLTA 2013 conference in Deerfield Beach on Feb 15-17, 2013.

- Informed and kept current on many activities 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 2/15-Sun 2/17: FASLTA Annual Conference in Deerfield Beach
 - Sat 3/2: DeafNation Expo, Tampa
 - Fri 3/15-Sun 3/17: Interpreters' Retreat Conference, Orlando
 - Sun 3/3: FRID Face-to-Face Board meeting, Tampa
 - Sat 5/11: FRID Face-to-Face Board meeting, Kissimmee/Orlando
 - Thurs 6/27-Sun 6/30: Silent Weekend & Interpreter Conference, Orlando
 - Sat 7/20: FAD Day at Wet n Wild.

- Shared/sent all related information regarding DeafNation Expo Tampa 3/2/13 to FRID board members and committee chairs during January/February. Assisted the FRID events/registration coordinator with hotel logistics.
- Reported as FRID representative briefly at FASLTA conference during annual business meeting on 2/16/13 to FASLTA board and general members the outcomes of FRID 2012 conference and the QA/EIE motion's possible impact on college ASL/interpreting instructors and students in the next several years.
- Participated and assisted at FRID booth at DeafNation Expo Tampa 3/2/13 to Deaf and Hearing attendees.

- Just started research on possible hotel and meeting rooms logistics for September 14 BOD meeting in WPB/Stuart area. Shared input with FRID Board.
- Participated in FRID BOD's decision process regarding the latest progress on EIE testing status.
- Started reviewing FRID's 2010 Bylaws for Executive Board meeting Fri evening 5/11/13.
- Started research on possible hotel and meeting rooms logistics for September 14 BOD meeting in Broward College, main Davie campus area in southern FTL. Shared input with FRID Board.
- Compiled a listing of Florida's ITP programs and their contact/locations and shared with FRID Board, May 2013 for FRID Face to face forums in the incoming year.
- Attended phone conference meeting and participated in FRID BOD's decision process regarding the latest progress on QA testing status.
- Checked at FRID booth at Silent Weekend, Orlando 6/28-6/29 whereas I was at FASLTA booth as board representative.
- Share input with FRID Board for possible hotel and meeting room logistics for September 13 Forum and September 14 BOD meeting in FTL area.
- With FRID Secretary's assistance and further discussion with FRID BOD, revised FRID's 2010 Bylaws with color-coded suggestions/changes for August 19th notice for the October 2013 FRID ABM.
- Attended 8/23 phone conference meeting (Tampa) and participated briefly with committee members in attendance, regarding the latest progress on the 2014 Florida Licensure Bill.
- Started correspondence in mid-July between Miami Dade College' ASL/Interpretation program's contact and the ASLEyeTerp contact person from Jacksonville to see about the feasibility of setting up assessment opportunities in early 2014.
- Followed up with QA staff to try resolving one current QA candidate's complaint for QA results for employment verification due to his recent move out of state.
- Informed FRID Board that I will end my term as 2nd VP at FRID October 2013 ABM.
- Attended 9/13 FRID Member Dialogue session and 9/14 FRID BOD meeting in FTL area.
- Assisted Region Rep-Central East in email correspondence in mid-September to VCC to see about the feasibility of setting up logistics on campus for workshop and/or FRID Member Dialogue session by end of year 2013.
- Checked FRID board emails weekly and replied as needed to.

Thank you to FRID Board and FRID membership for allowing me to serve as 2nd VP past two-years term.

Sincerely,

Reinaldo J. Vega

Secretary's Report

Sue Ann Pope

It is my honor to continue in service to the membership as Secretary for a fourth year. I have been privileged to serve under a new President, Vicky Fales, who has set an achievable goal structure for leadership and active involvement in various projects 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 final year of my 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 2013 ABM packet
- Collected all board members' and chairpersons' reports as well as task forces reports for each bimonthly BOD meeting
- Represented FRID at Deaf Expo in Tampa, March 2013
- Represented FRID at the "Faces of the Future" event with ITP students from HCC, SPC, and USF, April 2013: recruited new members, answered students' questions, promoted committee/board involvement
- Attended the presentation by Shane Feldman, RID Executive Director, SPC
- Ordered a custom made "Thank you" gift for Shane Feldman's visit to Florida
- Participated in the first of four Member Dialogue Sessions in South region, Sept, 2013
- Attended the 2013 FAD conference
- Posted information to the South Region webpage in the absence of a Representative for that region
- With President, interviewed candidate for RRSouth position
- Posted information to the Central West Region webpage to assist the Representative for that region
- Maintained the FRID storage unit in Tampa
- In the absence of a Treasurer, I monitored the Wells Fargo business accounts until a bookkeeper was hired.
- In the absence of a Treasurer, I assisted with other financial issues as they arose.
- Participated in the ongoing Budget discussions and researched previous financial activity in certain area.
- Served on the Bylaws Review Committee, made edits, proposed to members on Aug 19, 2013.
- 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

Report of Region Representative-North Nancy Osborn

This year, since being appointed in November 2012 as Region Rep North, I have participated in the following activities.

- Hosted 5 Interpreter Training workshops in Jacksonville at Florida State College Jax
- Attended Board Meetings, both in person and on conference calls
- Attended UNF's New Student Orientation to promote FRID membership
- Attended FSCJ's Student ASL Club functions, meetings, fundraisers, etc.
- Attended Meet and Greet with RID's Executive Director, Shane Feldman, in Tampa
- Attended Senate Hearing in opposition to SB1240 in Tallahassee in support of FAD
- Provided 2010 Census information on Deaf populations in Florida to local women's crisis shelter interested in improving their services to d/Deaf and HH women
- Presented two, 1-hr "Overviews on Deafness" to a domestic violence shelter staff
- Attended local SLIP "pinning" ceremony
- Attended Jacksonville "Deaf Awareness Day" representing FRID
- Replied to various email and voicemail inquiries from FRID members or the general public
- Attended FAD/FSDB Board meetings
- Hosted Interpreter Licensure Committee meeting in my home
- Provided QA Chair with names of additional QA Raters available to rate
- Contacted RID on behalf of a FRID member with an error on her transcript
- Secured a pro bono, certified team of interpreters for a Daytona workshop
- Visited local SLIP student in the hospital
- Served on FSCJ's SLIP Advisory Council meetings, twice a year
- Updated Region Rep North FRID website page
- Attended local Deaf events, including Silent Weekend, Interpreter's Retreat, etc.
- Attended Deaf Nation Expo in Tampa, co-hosted the FRID booth there
- Informed local interpreters, members & non-members of legislative issues facing our state
- Attended Florida Association of the Deaf biennial conference

Report of Region Representative –Central East Danielle Porter

I am proud to be serving in my second year as Region Representative Central East. In the past year I have managed the official FRID phone number and disseminated calls to the appropriate Board or committee members.

I developed and coordinated a NIC preparation workshop presented by Shannon Simon with an attendance of over 40 Pre-certified interpreters. It was a positive experience for all who traveled to Daytona Beach for this event. This workshop contributed to the budgeted line item put forth to the Region Representatives for financial stability to continue holding future workshops. I plan to have at least 2 more professional development opportunities in my region in the next year.

I corresponded with members in my region to encourage their involvement in our state affiliate chapter of our professional organization. I participated in all the required Board meetings, teleconference calls and events throughout the state. I was able to attend the Shane Feldman, RID Executive Director visit to Florida, as well as the DeafNation Expo in March in Tampa. I also served as Chairperson for the FRID Scholarship Committee and will award the recipients at the 2013 Annual Business Meeting.

It has been a great year filled with wonderful experiences getting to know all of my fellow interpreters across the state. I look forward to continuing our journey to professional development through FRID workshops and events!

Membership Committee Report

Rosalba Russo, Chairperson

Membership Committee Annual Report : January 2013 – June 2013

Rosalba Russo- Membership Chair; Stephanie Tucker & Mary Horn – Membership Committee

- When I first became Membership chair in January 2013 there were a couple of issues from 2012 that needed to be resolved:
- There were 20 members that had not submitted proof of their RID renewal in time. Their QA/EIE were in jeopardy of becoming invalid if they did not send in proof of their renewal and pay \$100 reinstatement fee. I contacted each of those 20 people individually to give them a final notice. Of those 20 members, 6 people paid the reinstatement fee and submitted proof of RID membership to have their QA/EIE reinstated. 14 people did not pay. Of those 14 who did not pay 3 people spoke with me and expressed their feelings about not paying.
- On February 1st current FRID members. I posted that in a folder labeled Exported Monthly Database on the FRID drive as well.
- As of February 19th
 - QA 1 – 89 members
 - QA 2- 137 members
 - QA 3- 64 membersTOTAL- 290 QA level holders.
- I had one committee member when I started and now I have three.
- Since being Membership Chair I have taken on the duties of printing all-in-one cards and organizational member certificates. I have printed over 300 cards since then and throughout the renewal season.
- Printing cards and certificates involves numerous trips to the supply store purchasing ink, paper, envelopes, stamps, cardstock, etc. This also required me to pay out of pocket and wait for reimbursement. I also calculated the cost for each item needed and presented it to the board. I exported the database to have a complete list of the 2013 membership.
- Answer all emails from concerned FRID members. I usually answer all emails within 48 hours, most within 24hrs.
- Answer all voicemails directly related to membership questions.
- I put in requests to have the automated emails sent to members changed before busy renewal season. I was able to change one of those emails. I put in another request to change the other automated emails.
- I attended Silent weekend 2013 on behalf of FRID and sat at the FRID booth answering membership questions.
- I made a list of members whose QA level expired on 06/30/2013. Currently working on the list of members who QA level expires in 2014, 2015 etc.
- Change new QA holders from supporting to pre-certified in the database and print their membership cards.
- I have been in heavy contact with many members of the membership making sure I can solve their issues or answer any questions they have.

- Proposed FRID implement a “print-at-home” option for FRID membership cards. I believe my proposal was denied although I never received official word.
 - I sent out a mass email to 75 members on August 27th to send in their RID proof of renewal or their QA/EIE would become invalid.
 - There were 31 members who paid for their membership with FRID yet failed to provide proof of their renewal with RID by September 1st. I have been in contact with half of them. I will contact the rest who have not contacted me by mid-November, reminding them to follow up.
-
- There are 255 Active Nationally Certified Members
 - There are 22 Active Organizational Members
 - There are 269 Active Pre-Certified Members
 - There are 258 Active Supporting Members
 - There are a total of 805 members of FRID as of October 15th 2013.

Interpreter Regulation Committee-Lobbyist Report Lieffers and Associates 3rd Quarter Report to FRID

In July I spent some time in Miami visiting some Legislators on the Interpreter issue. These meetings included Sen. Rene Garcia, Sen. Anitore Flores, Rep. Jose Felix Diaz, and Rep. Michael Bileca.

I also, subsequent to Miami, was able to visit with Sen. Denise Grimsley, in Sebring, and Sen. Lizbeth Benacquisto, in Ft. Myers.

In August and September, I worked closely with Terri Schisler as work was done to craft the interpreter bill for the 2014 Legislative Session. We scheduled fact finding missions with the Department of Business and Professional Regulation, and with Legislative Committee staff. The results of these meetings have been to continue amending our draft bill, based on suggestions from these meetings.

I have advised both of our Legislative Sponsors of our actions, and they are both waiting for a final draft to submit to their respective Bill Drafting Services.

These meetings and discussions continued into the 4th quarter.

Lieffers and Associates absorbed all costs involving travel to these various meetings.

End of Report

Gary. Lieffers, President

Lieffers and Associates

Interpreter Regulation Committee Annual Report

Terri Schisler, Chairperson

The Interpreter Regulation Committee began working in May to once again investigate licensure and regulation options regarding our interpreter bill for submission to the 2014 legislative session. Meetings were held during the summer and early fall with many state representatives, FRID and FAD committee members and leadership, and other stakeholders. The committee had the support and advice of Julie Schafer, RID Public Affairs Director, throughout the process.

Bill submissions from previous years had gotten an unfavorable bill analysis and as such, FRID was no longer actively considering full licensure by the state. After several discussions with representatives from the Florida Department of Business and Professional Regulation (DBPR) and the Florida House Business and Professional Regulation Subcommittee, we feel that licensure of interpreters is a viable option. As a result, we have prepared a completely new draft bill that reflects the input and advice shared by all stakeholders to date. This draft was shared with FRID and FAD Joint Task Force members and leadership on Friday, October 18. A consensus was reached to move forward with this draft and get the consensus of FAD and FRID members during the conference weekend so that we can move forward with this bill.

As the Chair of the Interpreter Regulation Committee, I strongly recommend that this bill draft be endorsed by the membership of both FAD and FRID. We are already many weeks behind our intended schedule for submitting the bill to our legislative sponsors and beginning the official bill process. We feel there is still sufficient time to successfully make it through the legislative committee process this year.

Drafting the bill is only the first step. In order to get the bill passed in both the House and Senate, we need the full support and participation of the membership. The FAD-FRID Joint Legislative Task Force is prepared to guide the members through this process. Meetings with key legislators need to begin immediately. An awareness day rally in the capital is planned for March 25, 2014. We need to show up in large numbers to meet with legislators. Please talk with any of the FAD or FRID board members to find out how you can assist.

Respectfully submitted,

Terri Schisler

IRC Committee Chairperson

Meetings and Events Committee Activities

Nancy Osborn, Chairperson

This year, as Meetings and Events Committee Chair, I have participated in the following activities under the direction of the FRID Board of Directors:

- Set up and regularly update the FRID Facebook page
- Set up online registration and advertising for 6 Regional Workshops
- Set up online registration and advertising for 4 Member Dialogue Sessions
- Assisted with on-site logistics: food, hotel, interpreters, room set-up, etc.
- Arranged May BOD Retreat for the annual budget discussion
- Ordered FRID t-shirts and offered them for sale online
- Secured location for 2014 FRID Conference
- Conference calls with FAD/FRID to arrange for ABM in Tampa October 20th
- Followed up with Region II Rep, Joshua Pennise, regarding speaking at FRID Oct 20th
 - Attended the Region Rep East's NIC Prep Workshop, provided guidance

Certificate Maintenance Program (CMP) Report

Shannon Simon, Chairperson

During the last year – October, 2012 – September, 2013

Requests processed:

Workshops: 50

PINRAs: 28

College Courses: 18

Conferences: 3

Submitted by Chairperson, October 11, 2013

**Financial Report 2012/2013 Fiscal Year
Submitted by Brett Porter- Bookkeeper hired August 2013**

See Appendix

**Pre-Certified Support and Development (PCSD) Committee
(Ad-hoc)
Laura Jackson & Kelly Combs, Co-Chairs**

See Appendix