



## **Annual Business Meeting**

*of the*

## **Florida Registry of Interpreters for the Deaf, Inc.**

October 3, 2015  
Orlando, Florida  
Valencia College, East Campus  
[www.FRIDcentral.org](http://www.FRIDcentral.org)

## **Table of Contents**

Agenda .....	3
Standing Rules .....	4
2014 Compliance Statement .....	6
Reports of Officers	
President .....	7
1 <sup>st</sup> Vice President (vacant)	
2 <sup>nd</sup> Vice President .....	8
Secretary .....	9
Treasurer .....	10
Financial Report .....	12
Region Representative North .....	13
Region Representative South (vacant)	
Region Representative East (vacant)	
Region Representative West .....	14
Reports of Committees	
Membership Committee .....	15
Interpreter Regulation Committee .....	17
(including a report from Lieffers and Associates) .....	19
Emergency Management Committee .....	21
Certification Maintenance Program .....	24

# **FRID 2015 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 2014 Annual Meeting Minutes
- Appointment of Minutes Review Committee
- Appointment of the Tellers
- Appointment of Motions Committee
- Report on the 2014 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 2015 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 2015 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 2014 FRID Annual Conference

There were three pending motions at the conclusion of the 2014 ABM.

Motion #	Motion: Maker/Second	Disposition
2014 ABM:1	Move that FRID explore the possibility of hosting a joint conference with Street Leverage in 2017. Maker: member, Bradley Dale/2 <sup>nd</sup> : member, Adam Ledo. Discussion.	Motion failed.
2014 ABM:2	Move that FRID Regional Representatives be removed from FRID bylaws by 2016. Maker: member, Bradley Dale/2 <sup>nd</sup> : member, Adam Ledo. Referred to committee.	Referred to Bylaws review committee. Reviewed by Bylaws review committee. Motion to be presented for vote at the 2015 ABM.
2014 ABM:3	Move that FRID create a standing Workshop Committee for the state of Florida in lieu of the Regional Representatives, and inserted in the bylaws by 2016. Maker: member, Bradley Dale/2 <sup>nd</sup> : member, Adam Ledo. Referred to committee. Referred to committee.	Referred to Bylaws review committee. Reviewed by Bylaws review committee. Motion ruled out of order as committees are not defined in the FRID Bylaws.
2014 ABM:4	Move that FRID explore the possibility of hosting fully integrated conferences with Florida Association of the Deaf (FAD) and continue biannually. Maker: member, Adam Ledo/2 <sup>nd</sup> : member, Terri Bugler. Discussion.	Motion carried.
2014 ABM:5	Move to revise the current Communication Policy to state that any presenters at a FRID meeting/conference whose communication mode preference is ASL will not be interpreted unless requested in a timely manner. Maker: member, Adam Ledo/2 <sup>nd</sup> : member, Terri Bugler. Discussion. Tabled.	Board reviewed the FRID Communication Policy and will report back to the membership.

# President's Report

## Vicky Fales

This report is for activities that occurred during FY 2015 (July 1, 2014 – June 30, 2015).

Presided over FRID Board meetings:

July 2014, September 2014, November 2014, January 2015, March 2015, May 2015, and July 2015 (presided over FY 2016 September 2015 meeting)

Presided over additional FRID FY 2015 and FY 2016 Budget meetings:

July and August 2013 and July and September 2014

Met with legislators in March 2015 regarding the FAD-FRID proposed licensure bill

Participated in ongoing discussions with the Interpreter Regulation Committee Joint Task Force FRID team lead and Legislative Consultant

Participated in Region II Presidents' conference calls

Represented FRID at the RID 2015 National Conference

Serving as your president these last three years has given me an opportunity to work with individuals on local, state and national levels. The true key to progress is teamwork. As you look at where you came from, where you are, and where it is you want to go, you realize that, while you have been the one to initiate your own personal progression, the encouragement and support of others along your journey has been an essential ingredient in the making of you, the professional.

I was raised on a farm. The strength of my father's work ethic was visible by the lines in his weathered hands and face. From sun up to sun down he was committed to doing his best. Whether it was preparing the soil, planting the seeds, harvesting the yield, he achieved great success, year after year. He couldn't do it alone—and neither can we.

As I look back on my service to FRID, it began when the program director of Hillsborough Community College's ITP encouraged me to apply to be a student representative at the state conference. As I worked that year's conference, I remember specific interactions with leaders in our state. Looking back, those brief moments were the planting of the seeds. Attending future conferences and board meetings was my preparation. As I received encouragement and support from my colleagues, I truly delighted in serving on the state level.

There is much work to be done before harvest. I wish FRID's next president much success as he/she continues the work of the membership.

Thank you for the opportunity to serve you.

## **2<sup>nd</sup> Vice-President's Report**

### **Carol Downing**

- I represented FRID at the 4rd annual “Faces of the Future” event to recruit ITP student members and to inform students as to how they can benefit by getting involved in FRID.
- I continue to secure a free location at St. Petersburg College (SPC) Clearwater campus (and all SPC campuses if needed) for FRID workshops, events and Board meetings, saving the Board significant travel and accommodations monies to assist with budgeting needs for this Fiscal Year.
- I assisted with the collection and redistribution of the former Florida Quality Assurance (QA) Test materials into a format that can be accessed by ITP instructors and those wishing to use the materials to enhance their skills.
- I am seeking discounted rates at local Florida hotels in order to provide FRID with a financially responsible conference location in 2016 (ongoing).
- I attended Deaf Day at the Capitol Building in Tallahassee and met with a variety of Senators and Congressmen in order to encourage support a much needed Licensure Bill in the state of Florida.

I look forward to continuing in the role of 2nd Vice-President and will continue to strive to increase membership and involvement in the Central West Region (and throughout the state) as the interpreting profession in the state of Florida continues to grow and evolve.

Respectfully,  
Carol Downing



## **Secretary's Report**

### **Carrie Moore**

This is my first year serving as your Board Secretary. I have learned so much in this first year and look forward to continuing to build a stronger affiliate chapter here in Florida. 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
- Partnered with FAD at the "Rally at Tally" in Tallahassee to meet with Senators and House Representatives and discuss the proposed interpreter legislation.
- Represented FRID at the fourth annual "Faces of the Future" at the University of South Florida by managing the FRID booth and informing students of their state affiliate chapter.
- 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 2015 ABM packet
- Collected all board members' and chairpersons' reports as well as task forces reports for each bimonthly BOD meeting
- Maintained the FRID storage unit in Tampa
- Managed the FRID debit card for approved purchases.
- Participated in the FRID Budget discussions
- Assisted the President in managing the FRIDNews Google Group and Eblast communications to the members
- Researched board motions and bylaws 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' and nonmembers' email/voice mail inquires

Respectfully submitted,

Carrie Moore

## **Treasurer's Report**

### **Terri Bugler**

The FRID organization appointed Terri Bugler as Treasurer in November 2013. Ms. Bugler has continued to learn the systems and procedures in place for our organization during the 2014-2015 year, primarily centralizing the responsibility of payments from various board members to the Treasurer and/or bookkeeper. A bookkeeper is hired for maintenance of FRID's accounting and monetary procedures, and the treasurer and bookkeeper continue to work towards ensuring the smooth operation of FRID's financial processes.

During the 2014-2015-member year, FRID filed taxes with the IRS on time, submitted the 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 FRID maintains their 501(c)(3) non-profit status. The PO Box is maintained in Jacksonville, and is checked on a weekly basis for mailed payments and communication with the FRID organization. Mailed payments of any kind are deposited into the FRID account within two business days, using restricted endorsement. Restricted endorsement is used to follow the checks and balances in the accounting process so that one person is not responsible for handling all funds. The treasurer has also returned any communication via email in a timely manner.

Due to surgery and recovery time, treasurer responsibilities were temporarily turned over to other FRID board members and the bookkeeper, from June - August, 2014. The treasurer was responsible for approving payments relating to presenters and vendors for the Biennial 2014 FRID conference, and has also been involved with the Deaf Interpreter Series workshops in Jacksonville, serving as host. The treasurer and 2nd Vice President have worked to convert the former FRID credentialing materials for use in ITPs in the state of Florida; a sample format was sent electronically to board members for feedback. After minor revisions, a completion date for all three stimuli is set for mid-October, 2015, electronic dissemination will follow shortly thereafter, with responsibilities and date for captioning the stimuli to be determined.

For member year 2015-2016, there are a number of goals that the office of Treasurer hopes to accomplish.

1. Continue working with the bookkeeper for successful maintenance of FRID financial matters.
2. Complete all necessary filings with the 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. Maintain fiscal responsibility and create a balanced 2016-2017 budget.
5. Seek fundraising opportunities to support programs, events, and workshops FRID administers.
6. Take action on member concerns and actively participate on the FRID Board of Directors.

The membership of our organization should be commended for its support of the FRID board, as well as the active role some of the members play in the operation of our professional

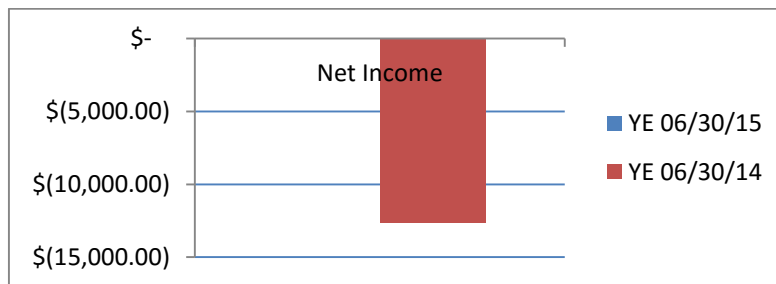
organization; specifically the tireless efforts of those members involved in the development of the Florida Licensure. Our membership continues to grow, but there is a need for members to step forward and be involved in board positions, fundraising, providing workshops, and committee service. FRID is a viable and much needed organization for the interpreting community in the state of Florida. Each member should give consideration to serving in some capacity to the interpreting communities through an involvement in FRID.

Sincerely

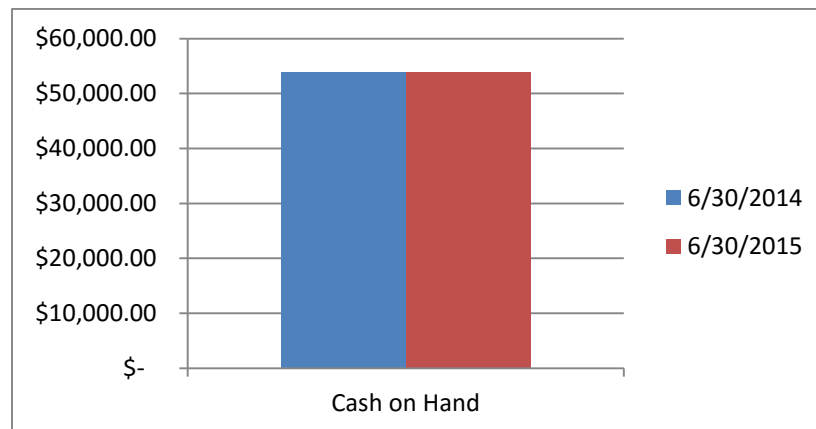
Terri Bugler, M.A., CI & CT  
Interim Treasurer FRID

# Financial Report 2014/2015 Fiscal Year Submitted by Brett Porter, Bookkeeper

For the fiscal year ending 06/30/15, FRID posted a net loss of \$59.38. This is in line with FRID's financial goals to more or less break even. This was possible by greatly reducing board and travel expenses through the use of teleconferencing. Moreover, a significant amount of member dues expected to be collected during FYE 06/30/15 were not collected until July, and therefore, won't show up until next fiscal year's financial report. Going forward, fiscal year ending 06/30/16 should be similar.



As you can see in the following graph, FRID is still sitting on a very healthy sum of cash. Due to basically breaking even, the cash balance remains nearly unchanged.



FRID financially remains stable, and it is prudent to expect that it will remain so through the following fiscal year with the strides that have been made to balance the budget.

Regards,  
Brett Porter, E.A.

Disclaimer: This report is intended for the private use of FRID at their ABM. This report by no means provides any sort of assurance regarding the going concern of the organization to anyone outside the organization

# **Report of Region Representative-North Nancy Osborn**

In the past year, here are the activities in which I have been involved, serving as FRID's North Representative.

- Sponsored and set up eight Deaf Interpreter workshops in Jacksonville
- Wrote referral letter and Implementation Plan to Deaf Interpreter Institute indicating FRID's sponsorship of the Deaf Interpreter Series
- Provided hotel recommendations for workshops
- Promoted various other interpreter training workshops via Facebook and email
- Participated on college ITP Advisory Committee
- Promoted various d/Deaf/ASL/Interpreting job vacancies
- Responded to various inquiries from the FRID phone voicemail
- Referred interested high school students to Florida/Georgia ITP programs
- Corresponded with ITP programs regarding FRID testing scholarships
- Contacted various agencies & individuals regarding potential internships for ITP students
- Promoted FASLTA Conference, FAD Wet-n-Wild event, Deaf Awareness Day in Tallahassee
- Consulted on 2014 Conference planning, negotiated the hotel contract, recruited committee chairs
- Held a private fund-raising dinner for a deaf adoption
- Posted news and events on Facebook, as directed by the FRID President
- Attended all scheduled FRID Board meetings via teleconference
- Watched many of the online sessions from RID 2015, posted updates on FRID Facebook
- Supported FRID sending our president to New Orleans for a chance to network and represent Florida on the national level
- Responded to various member concerns regarding late posting of CEU's from Conference
- Supported sponsoring various Florida d/Deaf/Interpreting events
- Wrote VRSii recommendation for local ITP student
- Coordinated location for 2015 Annual Business Meeting & workshop
- Made inquiries for a student looking for an immediate SLPI testing slot
- Recruited FRID members for various committees and open Board positions
- Trouble-shooted various technical issues on the FRID Wild Apricot app
- Provided local contacts to new interpreters moving to the northeast Florida area
- Shared current events regarding un-equal access in the news
- Promoted various student ASL/ITP/Deaf events
- Responded to numerous requests for locating qualified interpreters
- Wrote letters to legislators in support of Interpreter Licensure in Florida
- Promoted Deaf Awareness events throughout the state
- Prepared notebook for the new Region Rep North

This October concludes my term as Region Rep North. I have enjoyed serving under the leadership of two FRID presidents and learned much about how boards conduct business for the benefit of the members and the community. I would encourage any FRID member to consider volunteering for board service. It is rewarding, both professionally and personally.

Respectfully submitted,  
Nancy Osborn

## **Report of Region Representative-West Amanda McGregor**

I began my position as Region Central West Representative at the conference in October 2014. Since the conference I have taken care of all of the phone calls for FRID. I direct calls or return and respond to issues related to the interpreting profession. I have attended board meetings via teleconference. I have also planned a 5k fundraising event along with my team. This event will take place on October 17, 2015 at Eagle Lake Park in Clearwater Florida. I have set up a workshop presented by Sue Grochmal which will take place on October 24, 2015 at SPC Clearwater. I am the CMP representative for the ABM taking place October 3, 2015. Finally, I am working on other ideas for fundraising events, and a survey for the members to understand what they would like to see from FRID in my area.

# **Membership Committee Report**

## **Stephanie Tucker, Chairperson**

Current Membership Committee:

- Stephanie Tucker - Chairperson
- Constance Shuman - Committee Member
- Kelly Henriques - Committee Member

This report is for the activity dated from July 1, 2014- June 30, 2015.

July-September 2014

- Membership Committee consisted of Rosalba Russo, Chairperson, Constance Shuman, and Stephanie Tucker
- The committee processed membership renewals, managed emails, maintained the database, created and evaluated database reports, answered member concerns and questions and made necessary phone calls.
- Decision was made to transition to new electronic membership cards

October 2014-February 2015

- The Committee continued to provide service to all members.
- Attended FRID Conference
  - Processed voting members
  - Provided information to members
  - Assisted those who renewed their membership
- Ms. Russo submitted resignation in February

March-June 2015

- Stephanie Tucker accepted Chairperson role as of March 2015
- Goal: To show members that we care and encourage them to support the profession of interpreting
- Committee continued to process member emails and questions
- General turn-around time to responding to members was 1-2 days
- Most questions/concerns were resolved within 2-3 days
- Database was maintained and was updated for consistency and accuracy
- Requests were sent to Ms. Theda Llewelyn to update website and those were completed
- Renewal reminders were sent to all members via email on several occasions
- New committee member, Kelly Henriques applied and was welcomed aboard
- Connie and Kelly assisted the membership by running reports and contacting members when needed
- Stephanie and Kelly were in attendance at Silent Weekend from Thursday-Saturday
  - Provided opportunities for new membership and renewals

- Chipotle donated free burritos to the first 20 new memberships
- Membership increased by approximately 14 new members
- Courtesy emails sent to those that would have QA & EIE
- Collaboration on up-coming events & member incentives that Committee can participate in
  - Summer Institute- Jacksonville
  - Video Presentation sent to Miami Dade College Orientation Day
- Committee anticipated some decrease in membership due to several members whose QA would be set to expire
- Processed all incoming renewals and managed reports, database and resolved issues
- All members were crossed checked in the RID database to ensure proper requirements were being maintained
- Cards were sent via email without issue
- Organizational members that renewed were sent certificates
- DSA members were renewed
- Current membership:
  - Nationally Certified Members 228
  - Pre-Certified Members 143
  - Organizational Members 20
  - Supporting Members 138
  - Total Membership 530



# **Interpreter Regulation Committee Annual Report**

## **Terri Schisler, Chairperson**

FRID and FAD have been working on an Interpreter Licensure bill for several years. The bill language was revised in 2013 and submitted for the 2014 and 2015 legislative sessions. We had been advised by legislators that new regulation is not a favorable topic, however we felt strongly that this bill was necessary and long overdue. Without an objective standard of minimum qualifications for interpreters, our friends who are deaf or hard of hearing do not have full access to programs and services that are necessary for their health, safety and livelihood. The House and Senate, their staff and committees have sent us a clear message that licensure will not be heard at this time. FAD and FRID are still committed to full licensure as the ultimate goal, but have decided to approach it from another direction as advised.

### **2016 Legislative Session Agenda**

**Educational Interpreter Bill** - We have now drafted a bill to create a minimum standard for educational interpreters. While this effort may still face opposition, the bill is very straightforward and does not require the complex administrative process and potential fiscal impact associated with licensure. There will be a fiscal impact to local school districts that must be addressed and to interpreters who will need to secure appropriate credentials to meet this requirement. Senator Altman (Melbourne) and Representative Lori Berman (Boynton Beach) have agreed to be our sponsors again this year. We have met with representatives of the Florida Department of Education and will be working with them on specific bill language. Our goals for this bill are as follows:

1. Define Educational interpreter to include all contract and staff members who function as interpreters regardless of their position title.
2. Create a statewide minimum standard for all educational interpreters – RID certification or EIPA 4.0. EIPA levels will be phased in over 3-6 years.
3. Manage timeline for implementation to minimize impact to school staffing.
4. Require continuing education

**Court and Law Enforcement Amendments** – We would like to also target existing statutes that contain erroneous information and/or that allow for actions not supported by RID and NAD i.e. statutes 90.6063 and 901.245 regarding court interpreters and law enforcement. We will be looking for ways to address these concerns through a second bill or amendments added to bills that are related. We would like to encourage those interpreters who work in the courts or law enforcement and hold an SC:L to join the IRC discussion on these topics.

### **FRID and FAD Member Participation**

This legislative process cannot be successful without the support and active participation of our members. Please consider joining this effort by participating in committee discussions, meeting with legislators and their staff to educate them on these concerns, and attending the Annual Deaf and Hard of Hearing Awareness day in Tallahassee (Jan. 21, 2016). We have a growing number of members who have experience meeting with legislators. They are available to train new

members interested in becoming involved. Please contact those in your area to answer any questions you may have about the 2016 Legislative Agenda.

I want to extend my personal thanks and appreciation to the following individuals for their active participation in this process. My apologies if I overlook anyone.

FRID IRC Participants

Adam Ledo  
Bradley Dale  
Carol Downing  
Carrie Moore  
Charlene McCarthy  
Dan Matamoros  
Danielle Porter  
Dawn M. Wessling  
Denise Gray  
Diane Smerling  
Dr. Jan Humphrey  
Dr. Jeanne Prickett  
Haley Tanner  
Hank Reidelberger  
Heather Bowers  
Kelly Matamoros  
Kiva Bennett  
Lilly Miller  
Lori Cimino  
Nancy Osborn  
Shannon Simon  
Sharon Caserta  
Stephanie Tucker  
Sue Ann Pope  
Terri Bugler  
Vicky Fales  
Wink Smith

FAD Participants

Andy Lange  
BJ Wood  
Donna Drake  
Glenna Ashton  
June McMahon  
Lillian Mittauer  
Lissette Molina Wood  
Louis Schwartz  
Martin Price  
Mary Moore  
Maureen Whetham  
Nancy Bloch  
Tami Hossler  
Tim Wood  
Tom D'Angelo

MDC ITP Students

Ana Martinez  
Angela Blount  
Annette Valido  
Johnii Gonzalez  
Krissa Ramsay  
Mady Gomez  
Megan Putnam  
Nikki Gulyas  
Rebecca Rodriguez  
Vanessa Robert

Respectfully submitted,

Terri Schisler  
IRC Chairperson

## **Lieffers and Associates**

### **3<sup>rd</sup> Quarter Report to FRID**

After the Legislative Session ended, work was done to make sure our Sponsors of the Licensure Bill would remain onboard. Sen. Altman immediately confirmed. However communication with Rep. Barman's office was much more difficult. Her aide, during the last weeks of the session was telling me that communication with Regulation Committee Staff had begun. In talking to that staff, they said there had been no communication with Rep. Berman's office.

After Session I emailed the aide to Rep. Berman with no response. During this time I was doing some family travel, and after returning, the Legislature was coming back for a Special Session on Re Districting. I went to Rep. Barman's office, and here volunteer intern was there. I asked, and received Rep. Barman's cell phone number from her. I texted Rep. Berman, and she replied that she would call me after the Legislators were off the floor of the House.

She never called.

In the meantime. Rep Cyndi Stevenson was elected to a district encompassing the FSDB. So, at a subsequent Special Session I met with her about deaf issues and the Licensure Bill. See seemed to have a sincere interest, but had many questions. Shortly thereafter, I received and email from Rep. Barman's **NEW** aide. Rep. Berman wanted to meet on the bill.

The difference in aides has been dramatic, in a very positive way. She is very on top of our issue, and communication has been awesome. We met with Rep. Berman, and at this point, we had made the decision to do an education bill. She immediately set a meeting up with her again, and she requested that Florida Department of Education staff be included. That meeting was held recently, and went very well. Rep. Berman charged the DOE to come back with any changes or concerns, etc. giving them to the second committee week in October to have their information. Another meeting will be set, and based on that meeting our bill will be filed.

In the meantime, in June, we met with Senate Regulated Industries staff along with Sen. Altman staff to discuss how to make last year's bill better. That appeared to be a good meeting but the Regulated Industries staff have never responded back with information that Terri Schisler had sent them. However, with the new focus of our bill, that is less important now.

In summary, we are in a much better place for the upcoming Session, just by having a House Sponsor committed before a week before Session begins!!! With the very minimal language of the bill, we may actually have an opportunity to have the bill heard in Committee's before Session even begins.

Next steps are to meet with the House and Senate Chairs of Education Committees, and their Committee staff. The Governor's Office of Education Policy needs to be briefed also, along with House and Senate Appropriations staff. In addition, outside groups, like the Florida Association of School Superintendents, The Florida School Board Association, and the Florida Education Association need to be briefed. I believe Terri Schisler (your super human, do

everything, bill lead) has cleared time again to be in Tallahassee during the upcoming committee weeks, as we now spread the word on our new bill.

Also, we are going to try to increase the number of entities that support our efforts, to better promote the bill. For example, in the past, when our bill was being heard in a committee, out of the blue, the Florida Osteopathic Medical Association stood up in support of our bill. I would love to add others to the list, so we can show broad support.

Submitted by,  
Gary C. Lieffers

# **Emergency Management Interpreters for the Deaf Committee Report Stevie Fenton, Chairperson**

**EMID committee members:** S. Fenton, T Schisler, and L Crosby

**Background:** FRID approved the creation of the EMID committee in 2011. FRID's 2012 conference saw the first known training provided to Florida interpreters. FRID EMID members met with Department of Health [DoH] and Division of Emergency Management [DEM] in 2013 to request support for the creation of a process for utilization of interpreters within emergency management [EM] procedures.

## **Requests of Board and Members for 2015-2016**

1. Ongoing organizational support on the charge and goals of this committee.
2. Board consideration of small budgetary inclusion for committee work including travel.
3. Organizational and member commitment
  - a. to respond to community inquiries about providing services during emergencies and
  - b. to take relevant professional development required in the resource typing.
4. In a collaborative nature, all FRID members work to create a cohesion interpreting community whenever interfacing with EM personnel.

## **EMID Committee Goals at Committee Inception**

- Goal #1 - To develop training and educational requirements for emergency management, sign language interpreters [for the deaf] (EMID)
- Goal #2 - To develop a state level credentialing process and deployment strategies for qualified, emergency management, sign language interpreters
- Goal #3 - To establish partnerships with state and local emergency management and disaster response agencies
- Goal #4 - To assist state and local governments with integration of Sign Language Interpreter Strike Teams into all phases of the Emergency Management cycle including the ongoing planning and training activities.
- Goal #5 - To facilitate state to state mutual aid opportunities of trained, qualified interpreters
- Goal #6 - To secure ongoing funding to support the readiness of interpreters for emergencies/disaster

**2014-2015 Accomplishments:** The fiscal year 2014-2015 saw significant movement on the EMID goals. FRID's EMID committee members, along with other stakeholders, worked to create a mechanism to ensure effective communication that will be available during disasters.

- DoH made FRID's goal of Effective Communication with emphasis on creation of EMID positions and education of stakeholders on the issues of communication during emergencies/disasters.

- DoH created two working groups including members from interpreting, deaf, sister agencies, social service agencies, and EM communities. Committee members who were interpreters and FRID members included EMID committee members and other individual interpreters and agency heads.
  - One working group was charged to **create resource typing and an application process** to identify and deploy EM-trained sign language interpreters (Goal 1, 2, and 3) and to encourage local entities to design similar procedures (Goal 3).
    - Creation of “resource typing” to fit sign language interpreters into the EM frameworks as a resource that EM personnel can search for within relevant databases. (Goal 2 and initial steps for Goals 4, 5, and 6)
    - Drafts of resource typing to include four levels of position descriptions. (equivalent to credentialing within different EM environments). (Goal 2)
    - DoH and DEM ran CEU bearing trainings for interpreters to develop schema and skill within EM environments. (Goal 1)
  - One working group was charged with training EM personnel to consider effective communication in policy, procedure, and trainings.
    - DoH and DEM utilized two expert trainers who are deaf to train on effective communication. (Goal 2)
    - Members of the interpreting working group assisted with curriculum development for this training. (Goal 3)
- EMID Chair, S Fenton, attended the Statewide Hurrex (mock exercises of disasters and emergencies to verify personnel abilities, procedures, and resource allocations) as an Observer attached to her full-time job. S Fenton discussed the provision of services to persons who have disabilities or are Deaf within the exercise with relevant stakeholders.
- DoH created an informal listing of interpreters who have attended trainings for interpreters to learn more about working in the EM environments.
  - This list was used during the Statewide Hurrex.
    - The mock exercises indicated to the state that there was no effective procedure currently to secure interpreters for deployment.
    - Documentation of the inability to allocate resources was included in the Hot Wash and possibly in the After Action Report for follow up.

**FRID EMID Committee has the following goals for 2015-16.**

- Continue work with DoH and DEM on:
  - The inclusion of a resource type of sign language interpreter within the EM database (Goal 2, and beginnings of 4 and 5)
  - The application process for the four-levels of sign language interpreter (Goal 2) to include possible involvement of FRID appointees as application reviewers (Goal 3)

- The creation of an official registry within the relevant EM-related databases that would identify vendors sorted by relevant level of screening for deployment. (Goal 2)
- Annual strategic and budgetary consideration for EMID training (Goal 1 and 6)
- Continued role as technical assistance on agencies' projects and activities relevant to implementation of appropriate policies and procedures.
- Implementation of quarterly reports to the FRID membership with committee progress as soon as the state fully approves the resource typing and application recommendations.
- Update FRID EMID page.
- Buildup of committee membership towards local involvement in regions and counties as local EM explore their responsibilities.
- Evaluation of goals for possible modification recommendations for 2016-2017 ABM

# **Certificate Maintenance Program (CMP) Report**

## **Shannon Simon, Chairperson**

Time Period: July 1, 2014 – June 30, 2015

Number of PINRA requests processed and submitted: 21

Number of Academic Course requests processed and submitted: 5

Number of Workshops processed and submitted: 52

Number of Conferences:      FRID Conference 2014: 41 workshops processed and submitted  
   Interpreter Retreat 2015: 18 workshops processed and submitted  
   Silent Weekend 2015: 41 workshops processed and submitted

Respectfully submitted:

Shannon C. Simon  
Chair, CMP