



DHHSC BOARD MEETING MINUTES

Tuesday, September 13, 2016

I. **Call to Order:** Meeting called to Order: 6:20pm

Individuals Present: Board Members Present: Janice Smith-Warshaw (JSW), Joshua Blanco, Vice-President (JB), Peter Crume, Secretary (PC), Jonathan Silva, (JS), Jill Nolen, Fundraising Committee (JN), Justin Gaines (JG)

Board Members Excused: Jonathan Silva

Board Members Unexcused: Chad Catron, Treasurer (CC)

DHHSC Staff Members Present: Michelle Bronson, Executive Director (MB), Susan Coulter

Visitors: Tim Spires, Lynn Toschi, Martha Coletti, Sean Foley, and Sarah Kimbrough

Interpreters: Pam Warkentin, Nicole Chance, and Beatriz Martinez

II. **Community Comments** - limited to 3 minutes - None

III. **Approval of July Board Minutes** –

IV. **President's Report** – Janice Smith Warshaw

- a. I was very impressed with the community comments that occurred in August. I will share more in the new business. Our goal is to develop a strategic plan. We will try to develop the strategic plan with the limited resources that we have available at DHHSC.
- b. I have been recruiting honorary board members. The first is Sue Stone. She has also expressed interest in working on the by-laws committee. Also, Paul Ogden and Marilyn McCallon have also accepted. I have also reached out to four other individuals. Honorary board members are members who do not need to show up at our board meetings, but they receive meeting minutes and can go out into the community and be a representative for DHHSC. They are welcome to join our meetings. They will contribute \$30 a month, while regular Board members contribute \$20. According to our by-laws, we can have up to 12 honorary board members and we currently have 3.
- c. In terms of the by-laws, I have talked with Sue Stone and asked if there were any changes to the by-laws since she resigned. She said she was waiting for the new president to make any changes, but after reviewing the by-laws I have not suggested any so far. They were last changed in 2012. I admit that when I searched for the by-laws on the DHHSC website that it was difficult. When I looked on the webpage of the board members, it was not there. I eventually found the by-laws listed in the board minutes page. I reached out to Jesse Lewis to ask him to add

include the by-laws within a drop down menu with related to information about the board, such as the board members, board minutes, and then the by-laws.

- d. In terms of Deaf awareness week, I have to congratulate our board and community members who have been able to get things set up. I have over 30 students in my ASL 4 class and Jill will have plenty of volunteers for each event.
- e. We also have a member who is interested in joining our board and that is Lynn Toschi. We will let her know what she has to do. She will soon have an interview and we hope to have her join the board in the near future.

V. **Vice President’s Report** – Joshua Blanco – none to report

VI. **Secretary’s Report** – Peter Crume – none to report

VII. **Treasurer Report** – Chad Catron. Read by JSW.

Financial Report for July and August were distributed and reviewed

	<u>July</u>	<u>August</u>
Checking/savings balance	\$249,597.31	\$209,559.92
Accounts receivable total	\$241,196.49	\$313,178.88
AR grants	\$164,724.351	\$197,912.78
AR interpreting	\$76,472.14	\$115,266.10
Accounts payable	(\$3,125.18)	(\$5,333.84)
Mortgage payable	\$0	\$0
Board private fund balance	\$42.39	\$326.78
Profit/loss	(\$42,026.02)	(\$61,178.51)
DSS Grant for 16-17	\$650,564.00	\$650,564.00
Grant Spent	\$54,158.15	\$52,307.17
Unspent	\$596,405.85	\$598,256.83

VIII. **Executive Director’s Report** –

MB:

Financial Updates:

We were again approved by Fansler Foundation for our Deaf Thrive program, which includes ROCK (Reaching Out and Communicating with our Kids) services and the YES! (Youth Employment Services) program. We are thrilled as this will be the second year of funding from Fansler Foundation, and we look forward to yet another successful year. This grant also includes Family Day and the YES! Job Preparation Fair. This grant will start in November of this year and end in October of next year. A big thank you to Fansler Foundation for supporting our efforts in reaching out to families with Deaf and Hard of Hearing youth.

Jesse and I are working on several grants right now, including Deafhood Foundation, Sierra Health, United Way Tulare mini-grant, and May & Stanley Foundation.

We recently submitted a grant application to Community Foundation of Monterey County for a Deaf Job Prep Club. The goal of this program is to serve Deaf and Hard of Hearing youth and adults seeking employment and needing assistance with job-readiness.

We are trying a new fundraiser set up by one of our staff, Amy Martinez, which involves selling holiday-related decorations and goodies from a catalog. We kicked off the fundraiser at the September SDD and will continue through Nov. 19th, at Valley Deaf Festival. This will enable us to collect orders from now until then and place the orders with sufficient time for the items to arrive before the holidays. We are hopeful this fundraiser will benefit DHHSC, and a big thank you to Amy for finding this fun one.

Staff Training:

Diana, Shelley, Cheryl, and I attended a “Building a Community” workshop hosted by Exceptional Parents Unlimited, which focused on serving clients using the client-centered approach.

Dr. T. Hasan Johnson, Associate Professor of Africana Studies from Fresno State University, presented on “Inherent Bias in the Workplace,” and it was fascinating to learn about the different stereotypes of African Americans as perpetuated through the media. This presentation touched on microaggression towards African Americans, and we also discussed how the Deaf and Hard of Hearing are affected as well. This training was requested by staff, especially in light of recent police brutalities and Black Lives Matter. It was an informative training, and we enjoyed a great discussion/presentation afterwards led by our own two staff, Razonda Munyaradzi and Sharon Renee McPherson. It is important that we become aware of and correct any ignorance and/or bias we may have towards different cultures.

Callie Frye, Sensory Disability Multicultural Affairs Advocate, from Disability Rights California (DRC) visited all four of our offices the last week of August and presented on the services DRC provides at September SDD (Staff Development Day). She is a Deaf advocate herself and will connect us to different advocates who can assist with some of the complicated cases we have.

Agency Updates:

I met Araceli Holland, the new District Administrator for San Joaquin Valley District, at RICV’s 40th Annual Dinner on August 26th. Because I met her, I will have to backtrack and meet with her first to discuss the issues we are having with our local RCD before I can proceed with filing a formal complaint with Governor Brown. We played email tag for two months in attempting to set up a meeting date but then I did not hear back from Araceli’s secretary. When I met her at the dinner, her secretary was also there and said she would confirm a meeting date, which is now set for this Friday at 10 a.m.

Agency Events:

We observe Deaf Awareness Week the third full week of September of each year, which is the 18th-24th for us. We have many events and activities scheduled for DAW, starting with POW! Knockerball set for this Saturday at Railroad Park from 8 a.m. to 12 p.m. The fee is \$8 for five

minutes of fun and exercise so bring your kids and friends! We will conclude DAW with the Deaf Blind Western Carnival at a residence from 10 a.m. 3 p.m. Please check out our DAW flyers and schedule for full information. I would also like to thank our new Fresno Advisory Council member, Tracy Weber, for setting up a fundraiser at Sequoia Brewing Company scheduled for Sunday the 18th, starting at 5 p.m. She is a wonderful example of a walking PR person who simply shared about DHHSC and asking if an event or fundraiser can be set up for DHHSC. Thank you, Tracy!

A new Cochlear Implant (CI) Support Group facilitated by Lynn Toschi and Denise Swangin will begin in October and continue the 3rd Tuesday of each month from 6 p.m. to 7:30 p.m. They wanted a support group that includes those with CIs of different brands, not just Cochlear America. Cochlear America has its own support group, but there are individuals who have CIs of different brands and need the same support and resources. A big thank you to Lynn and Denise for setting up this support group.

JSW – I have a question for you Michelle. Are board member able to attend the Micro-Aggression session. If yes, when is the Micro-aggression session.

MB – I apologize, but it has actually already happened on the first Friday of September. However, board members are welcome to attend any of the staff development training days.

IX. Committee Reports

- By-Law Committee – None
- Fund Raising -

JN – Last month during the board meeting I explained the development of this Knockerball event and what it will look like. Here is a video. It is \$8 to participate. It will happen this Saturday at the Railroad Park and you can read the flyer. The ball weighs 23 lbs. Each time we play we will have 8 people on the field. It will be our kickoff for Deaf Awareness week. We used to do the Soak Me Pah 5-K event, but because of the drought we are not able to do it.

- Grants – None
- Public relations – None

X. General Board Comments – None

XI. Unfinished Business – None

XII. New Business –

a. DHHSC “Elevator Speech” Review

- JSW – The elevator speech is actually another term for a quick presentation. We began the discussion about it last month.
- Tim Spires – Can you clarify if this is something that you would put on media or would a person have a script that they would use?
- MB – This is common for a grant, especially like United Way of Tulare. This is essentially a two-minute presentation of your services where you provide an overview of what you provide within your agency.

- JSW – It will help us ensure that we are all on the same page.
 - Here are the five options for our elevator speech

#1) Since 1984, we have a beacon of advocacy for the Deaf and Hard of Hearing Community

#2) DHHSC, primarily funded by the California Department of Social Services – Office of Deaf Access, provides the Deaf and Hard of Hearing community with a variety of special programs that are culturally and linguistically accessible.

#3) DHHSC works with the Deaf and Hard of Hearing to reduce barriers within the community at large and to have communication access while receiving services.

#4) The Deaf and Hard of Hearing utilize DHHSC for advocacy services in reducing barriers in communication access and service availability.

#5) The goal of DHHSC is to provide Deaf and Hard of Hearing individuals with accessible services and the tools needed to self-advocate in a society that does not yet recognize them as equal to their hearing counterparts.

- Tim Spires – I always use the saying that deafness is a hidden handicap. I think that causes hearing people to think a little bit more. Individuals that are blind and that have cerebral palsy have more visibility and they also tend to get more funding. Individuals that are deaf tend to be unnoticed seems to be a limiting factor. I think it's important to have the word invisible in the elevator speech.
- JSW – Peter, do you think the invisible term is an important aspect of DHH community.
- PC – Yes, I do think there is an issue of invisibility.
- MB – I think it's a problem because we don't like the term disability, but it's a term that usually gets funders to fund us.
- JSW – We need a motion to accept one of the five options for our elevator speech.
- JB – I make a motion that we select one of the five options for the elevator speech
- JG – I second the motion.
 1. Option #1 – no votes
 2. Option #2 – two votes (PC and JSW)
 3. Option #3 – no votes
 4. Option #4 – two votes (JB & JG)
 5. Option #5 – one vote (JN)
- MB – I can't vote but I like the second one.
- Tim Spires – but why does it have to be limited to what is on the sheet.
- JSW – We would need an amendment to consolidate two of the options
- JG – I would like to amend the motion to consolidate the second and fourth option into our elevator speech.
- JB – I second the motion.
- JSW – Should we combine statement #2 first and then statement #4.

- JB – I think the 4th statement adds that people use DHHSC for services. We haven't said what DHHSC means as an acronym, and I think it should be expanded.
- JSW – If you look at the ending part of statement #2, it states services that are culturally and linguistically accessible. It's essentially the same as statement #4. I would want to avoid duplication and not be repetitive.
- Interpreters – Just to clarify, will this statement will be brought back to the staff for further development.
- JSW – The staff has already developed this elevator speech. So here is what I would suggest. I will also try to include Tim's suggestion of including invisible into the wording.
- MB – I would also prefer not to use the term disability, since it's very negative. Could we use the term disability instead?
- JSW – Okay, here's what I suggest.

DHHSC, primarily funded by California Department of Social Services – Office of Deaf Access, and provides the Deaf and Hard of Hearing Community with a variety of services, advocacy, and special programs that are culturally and linguistically accessible. Deaf and hard of hearing individuals are a minority group that have an invisible disability.

- DHHSC Board of Directors Bylaws
 - JSW – I wanted to let you know that I will be working with Sue Stone to make changes to the By-Laws. The last time they were revised was 2012 and it's now 2016, so it's time to review them.
- Board Members' contributions (monthly, quarterly, and/or yearly)
 - JSW – I would like to make sure that the individual board members are making their payments and you can pay them monthly, quarterly, or yearly. I made a yearly payment back in July.
- Community Comments
 - JSW – I move to table the community comments until our next meeting. JN seconded the motion. Approved by board members.
- Strategic planning for the community comments
 - JSW – Item E is related to the Community Comments. We will table that until our next meeting.
- 2016 Deaf Awareness Week events
 - JB – We have many events set for that week. You may remember that on the Friday we have like a talk show type of event. This year, we are having an event and I will be hosting the event and I will have a fellow co-host. It's a secret. It's \$5 and it's another talk show type of event. We will have a deaf panel, a Coda, someone who has a doctorate, people who are well known in Fresno. There are light refreshments. I do have a flyer so keep an eye out for it.

XIII. Public Comments: 3 minutes specific to the agenda

- Tim Spires – I would like to see the board meet every month.
- JSW – Michelle can you explain the history.
- MB – Last year, the board started meeting with the staff every month, but now that the board is stronger, there is no reason why we couldn't meet every month.
- Tim Spires – When DHHSC was VACC and I was on the board we used to meet every month.
- JB – I like meeting every month because when we meet every two months we tend to forget what happens. I would like to see us meet every month.
- JG – I agree with you Tim, I think our community participation declined once we went to bi-monthly meetings.
- JN – I would still like to see the board be involved with the staff if we decided to go to a bi-monthly meeting.
- JSW – I think we should meet at least two months a year. We could meet in July and December.
- MB – I think we would need to be flexible in July because of travel.
- JG – I move that we have regular monthly board meetings and twice a year have board and staff management team members meet two times a year, once in July and then again in December.
- JB – I second the motion.
- JSW – Okay the motion carries. Okay, we will have our next board meeting October 11th and then meet with the staff management team in December.

XIV. Announcements -

- a. Susan Coulter – I have all the DHHSC events through December. It's best to look at the DHHSC website for all the events through December. Today, I will provide all the events for the Deaf Awareness week.

9/17/16: Saturday - Railroad Park (Peach & Alluvial) – POW! Knockerball Event 8-12PM

9/18/16: Sunday - Tower District, Sequoia Brewing Company (777 East Olive Ave.) 5PM

9/19/16: Monday – DHHSC - Annual Ice Cream Social/Deaf Trivia Game 6:30PM-8:30PM

9/20/16: Tuesday - DHHSC - Why the Deaf Should Vote in 2016 - PEP Workshop 10-12PM

9/21/16: Wednesday - DHHSC - Free Family Movie Night - 5:30PM-8PM

9/22/16: Thursday – Starbucks, Fig Garden Village - Deaf Social - 6PM-8PM

9/23/16: Friday - DHHSC - Surprise Event - 7PM–9PM

9/24/16: Saturday - DeafBlind Western Carnival (2401 N. Grantland Ave., Fresno, CA, 93723) 10AM–3PM

XV. Meeting adjourned at 8:18pm