

Proposed NAD Bylaws Amendments

The proposed NAD Bylaws amendments are now available in this document.

Members of the NAD Bylaws Committee are Shana Gibbs, Chair; Harvey Corson, Amy Gomme, Alan Hurwitz, and Niesha Washington-Shepard.

The NAD Board of Directors will host a Bylaws Community Forum on June 14, 2026, from 1:00–4:00 p.m. This forum will explain the proposed changes to the bylaws and give time for questions and discussion.

Delegates and alternates are strongly encouraged to attend this forum. The Council of Representatives (COR) agenda will be time-sensitive, and there may be little to no opportunity for dialogue during COR.

Please note: bylaws section numbers may change after amendments are approved, changed, or not approved.

Scroll Down to View Proposed Amendments

26-01 - Article II Section 2.1 - Object

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
ARTICLE II Object 2.1 Object The object of the Association shall be to preserve, protect, and promote the civil, human, and linguistic rights of deaf and hard of hearing individuals in the United States of America and U.S. territories.	ARTICLE II OBJECT PURPOSE 2.1 Object Mission The mission of the Association shall be to preserve, protect, and promote the civil, human, and linguistic rights of deaf and hard of hearing individuals in the United States of America and its territories.	ARTICLE II PURPOSE 2.1 Mission The mission of the Association shall be to preserve, protect, and promote the civil, human, and linguistic rights of deaf and hard of hearing individuals in the United States of America and its territories.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-02 - Article II Section 2.2 - Membership

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Association shall be a federation of State Association and Organizational Affiliates of, by, and for deaf and hard of hearing people in working towards its objectives. The Association shall also offer categories of membership.</p>	<p>The Association shall be a federation of State Association and Organizational Affiliates, State Associations, Organizational Affiliates, Collegiate Student Affiliates, Junior NAD Chapter Affiliates, and individual members, united in their commitment to advancing the Association's mission. of, by, and for deaf and hard of hearing people in working towards its objectives. The Association shall also offer categories of membership.</p>	<p>The Association shall be a federation of State Associations, Organizational Affiliates, Collegiate Student Affiliates, Junior NAD Chapter Affiliates, and individual members, united in their commitment to advancing the Association's mission.</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-03 - Article II Section 2.3 - Relationship

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Association shall work with its State Association and Organizational Affiliates through their designated representatives. The Association shall render assistance upon request, as appropriate, to State Association and Organizational Affiliates.</p>	<p>The Association shall work with its State Association and Organizational Affiliates through their designated representatives. The Association shall render assistance upon request, as appropriate, to State Association and Organizational Affiliates. to support and advance its overall mission. Resources shall be provided to affiliates upon request, while respecting their independence as separate entities.</p>	<p>The Association shall work with its State Association and Organizational Affiliates through their designated representatives. to support and advance its overall mission. Resources shall be provided to affiliates upon request, while respecting their independence as separate entities.</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-04 - Article III Section 3.1 - Organizational Membership

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
NEW SECTION	3.1 ELIGIBILITY AND DUES Membership shall be available to individuals, State Associations, Organizations, Collegiate Student Organizations, and Junior NAD Chapters, who support the mission of the Association. Annual dues for all membership categories shall be determined by the Board.	3.1 ELIGIBILITY AND DUES Membership shall be available to individuals, State Associations, Organizations, Collegiate Student Organizations, and Junior NAD Chapters, who support the mission of the Association. Annual dues for all membership categories shall be determined by the Board.

Rationale:

To be consistent with State Associations Affiliates

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-05 - Article III Section 3.1.2 - College Student Affiliates

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Twenty (20) or more student members of a postsecondary educational program may organize for the purpose of forming a College Student Affiliate.	Fifteen (15) Twenty (20) or more student members of a postsecondary educational program may organize for the purpose of forming a College Student Affiliate.	Fifteen (15) or more student members of a postsecondary educational program may organize for the purpose of forming a College Student Affiliate.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-06 - Article III Section 3.1.3 - Organizational Affiliates

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
There shall be three (3) categories of organizational membership: nonprofit, for-profit, and government affiliates.	There shall be three (3) categories of organizational membership: nonprofit, for-profit, and government affiliates. Three (3) categories of Organizational Affiliate membership shall be conferred upon nonprofit, for-profit, and government entities upon payment of annual dues.	Three (3) categories of Organizational Affiliate membership shall be conferred upon nonprofit, for-profit, and government entities upon payment of annual dues.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-07 - Article III Section 3.1.3.1 - Nonprofit Affiliates

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Three (3) subcategories of Nonprofit Affiliate membership shall be available to bona fide national, state, and local entities with a mission or interest that aligns with the NAD mission.	Three (3) subcategories of Nonprofit Organizational Affiliate membership shall be available to bona fide national, state, and local entities with a mission or interest that aligns aligned with the NAD mission.	Three (3) subcategories of Nonprofit Organizational Affiliate membership shall be available to bona fide national, state, and local entities aligned with the NAD mission.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-08 - Article III Section 3.1.3.2 - For-Profit Affiliates

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>Two (2) subcategories of For-Profit Affiliate membership shall be available to national and state for-profit entities with a mission or interest in furthering the welfare of deaf and hard of hearing people.</p>	<p>For-Profit Organizational Affiliates</p> <p>Two (2) subcategories of For-Profit Organizational Affiliate membership shall be available to national and state for-profit entities with a mission or interest in furthering the welfare of deaf and hard of hearing people aligned with the NAD mission</p>	<p>For-Profit Organizational Affiliates</p> <p>Two (2) subcategories of For-Profit Organizational Affiliate membership shall be available to national and state for-profit entities aligned with the NAD mission</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-09 - Article III Section 3.1.3.3 - Government Affiliates

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Government Affiliate membership shall be available to federal, state, and local governmental entities with a mission or interest in furthering the welfare of deaf and hard of hearing people.	Government Affiliate membership shall be available to federal, state, and local governmental entities with a mission or interest in furthering the welfare of deaf and hard of hearing people aligned with the NAD mission.	Government Affiliate membership shall be available to federal, state, and local governmental entities aligned with the NAD mission.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-10 - Article III Section 3.1.4 - Sections

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Association shall, within its corporate structure and criteria, allow for the formation of Sections to focus on specific areas of interest consistent with the overall goals of the Association</p>	<p>Special Interest Group membership is granted to special interest groups with at least 15 active individual members that meet eligibility requirements, upon payment of annual dues.</p>	<p>Special Interest Group membership is granted to special interest groups with at least 15 active individual members that meet eligibility requirements, upon payment of annual dues.</p>

Rationale:

Wording clarity and modernization and this is a strategy to engage more members to support Special Interest Groups.

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-11 - Article III Section 3.1.5 - Junior NAD Chapters

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Association shall allow for the formation of Junior NAD Chapters to engage middle and high school youth in scholarship, leadership, and citizenship activities consistent with the overall goals of the Association.</p>	<p>Junior NAD Chapter membership shall be conferred upon groups of five or more middle and high school students engaged in scholarship, leadership, and citizenship activities, upon payment of annual dues.</p>	<p>Junior NAD Chapter membership shall be conferred upon groups of five or more middle and high school students engaged in scholarship, leadership, and citizenship activities, upon payment of annual dues.</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-12 - Article III Section 3.2 - Organizational Membership Fees

[YouTube Vid](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>§ 3.2 Organizational Membership Fees</p>	<p>§ 3.2 Organizational Membership Fees</p>	
<p>§ 3.2.1 State Association Affiliates</p>	<p>§ 3.2.1 State Association Affiliates</p>	
<p>Required organizational membership fees for State Association Affiliates shall be determined by the Board of Directors of the Association.</p>	<p>Required organizational membership fees for State Association Affiliates shall be determined by the Board of Directors of the Association.</p>	
<p>§ 3.2.2 College Student Affiliates</p>	<p>§ 3.2.2 College Student Affiliates</p>	
<p>Required organizational membership fees for College Student Affiliates shall be determined by the Board of Directors of the Association.</p>	<p>Required organizational membership fees for College Student Affiliates shall be determined by the Board of Directors of the Association.</p>	
<p>§ 3.2.3 Organizational Affiliates</p>	<p>§ 3.2.3 Organizational Affiliates</p>	
<p>Required organizational membership fees for Organizational Affiliates, either as a whole or by category, shall be determined by the Board of Directors of the Association.</p>	<p>Required organizational membership fees for Organizational Affiliates, either as a whole or by category, shall be</p>	
<p>§ 3.2.4 Sections</p>		

<p>Required organizational membership fees for Sections shall be determined by the Board of Directors of the Association.</p> <p>§ 3.2.5 Junior NAD Chapters</p> <p>Required organizational membership fees for Junior NAD Chapters shall be determined by the Board of Directors of the Association.</p>	<p>determined by the Board of Directors of the Association.</p> <p>§ 3.2.4 Sections</p> <p>Required organizational membership fees for Sections shall be determined by the Board of Directors of the Association.</p> <p>§ 3.2.5 Junior NAD Chapters</p> <p>Required organizational membership fees for Junior NAD Chapters shall be determined by the Board of Directors of the Association.</p>	
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Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-13 - Article III Section 3.3.1 - Deaf and Hard of Hearing Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Deaf and Hard of Hearing Members	Deaf and Hard of Hearing Members	

Rationale:

Other categories are existing in the bylaws; there are hearing members, so no need to maintain this section header

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-14 - Article III Section 3.3.1 - Regular Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Regular membership status in the Association shall be conferred to residents of the United States and U.S. territories, upon payment of annual dues.	Regular membership status in the Association shall be conferred upon to residents of the United States and U.S. territories, upon payment of annual dues.	Regular membership status in the Association shall be conferred upon residents of the United States and U.S. territories.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-15 - Article III Section 3.3.1.2 - Senior Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Senior citizen membership status shall be conferred to individuals at the age of 50 and beyond, upon payment of annual dues.	Senior citizen membership status shall be conferred upon to individuals at the age of 50 and beyond, upon payment of annual dues.	Senior citizen membership status shall be conferred upon individuals at the age of 50 and beyond.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-16 - Article III Section 3.3.1.3 - Youth Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Youth membership status shall be conferred to individuals aged 18 to 30 years upon payment of annual dues.	Youth membership status shall be conferred upon to individuals aged 18 to 30 years. upon payment of annual dues.	Youth membership status shall be conferred upon individuals aged 18 to 30 years.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-17 - Article III Section 3.3.1.4 - Honorary Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>Honorary membership status shall be conferred by biennial national conference resolution or by the Board of Directors to individuals in recognition of distinguished service to the Association. Honorary members shall not be eligible to vote, unless such individuals are also NAD members in good standing who are chosen as delegates at the biennial conference. Honorary members shall not be eligible to hold office, unless such individuals are NAD members in good standing.</p>	<p>Honorary membership status shall be conferred by biennial national conference resolution or by the Board of Directors to individuals in recognition of distinguished service to the Association. Honorary members shall not be eligible to vote, unless such individuals are also NAD members in good standing who are chosen as delegates at the biennial conference. Honorary members shall not be eligible to hold office, unless such individuals are NAD members in good standing.</p>	

Rationale:

NAD does not have honorary members and are no longer relevant.

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-18 - Article III Section 3.3.1.6 - International Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>International membership status shall be conferred to individuals who do not reside in the United States, upon payment of annual dues. International members shall not vote or hold office.</p>	<p>International membership status shall be conferred to individuals who do not reside in the United States, upon payment of annual dues. International members shall not vote or hold office.</p>	

Rationale:

NAD does not have international members and are no longer relevant.

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-19 - Article III Section 3.3.2 - Membership Fee

[YouTube Vid](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Required membership fees shall be determined by the Board of Directors of the Association.	Required membership fees shall be determined by the Board of Directors of the Association.	

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-20 - Article III Section 3.4 - Membership Discipline, Suspension, and Termination

[Youtube Video](#)

Proposed by: Cam Tulloch

Seconded by: Anna Haslund

Current Language:	Proposed Changes:	If Adopted:
<p>NEW SECTION</p>	<p>§ 3.4 Membership Discipline, Suspension, and Termination</p> <p>§ 3.4.1 Authority</p> <p>The Board of Directors shall have the authority to discipline, suspend, or terminate the membership of any individual member for conduct inconsistent with the mission, purposes, policies, or best interests of the Association.</p> <p>§ 3.4.2 Grounds</p> <p>Grounds for disciplinary action may include, but are not limited to:</p> <ul style="list-style-type: none"> - Violation of the Association’s bylaws or policies - Disruptive or harmful conduct - Harassment, intimidation, or discrimination - Misuse of Association records or information - Conduct detrimental to the Association’s integrity or operations 	<p>§ 3.4 Membership Discipline, Suspension, and Termination</p> <p>§ 3.4.1 Authority</p> <p>The Board of Directors shall have the authority to discipline, suspend, or terminate the membership of any individual member for conduct inconsistent with the mission, purposes, policies, or best interests of the Association.</p> <p>§ 3.4.2 Grounds</p> <p>Grounds for disciplinary action may include, but are not limited to:</p> <ul style="list-style-type: none"> - Violation of the Association’s bylaws or policies - Disruptive or harmful conduct - Harassment, intimidation, or discrimination - Misuse of Association records or information - Conduct detrimental to the Association’s integrity or operations <p>§ 3.4.3 Forms of Discipline</p> <p>Disciplinary actions may include but are not limited to warning, suspension, restriction from activities, or termination of membership.</p> <p>§ 3.4.4 Notice and Opportunity to Respond</p> <p>The member shall be provided written notice of the proposed action and a reasonable opportunity to respond prior to</p>

	<p>§ 3.4.3 Forms of Discipline</p> <p>Disciplinary actions may include but are not limited to warning, suspension, restriction from activities, or termination of membership.</p> <p>§ 3.4.4 Notice and Opportunity to Respond</p> <p>The member shall be provided written notice of the proposed action and a reasonable opportunity to respond prior to final action, except in cases requiring immediate suspension.</p> <p>§ 3.4.5 Emergency Action</p> <p>The Board may impose an immediate temporary suspension where necessary to protect the Association, with prompt notice and subsequent review.</p> <p>§ 3.4.6 Decision</p> <p>A majority vote of the Board of Directors present and voting shall be required to suspend or terminate membership.</p> <p>§ 3.4.7 Written Determination</p> <p>The member shall receive written notice of the final decision.</p> <p>§ 3.4.8 Appeal</p> <p>The member may appeal the decision by submitting</p>	<p>final action, except in cases requiring immediate suspension.</p> <p>§ 3.4.5 Emergency Action The Board may impose an immediate temporary suspension where necessary to protect the Association, with prompt notice and subsequent review.</p> <p>§ 3.4.6 Decision A majority vote of the Board of Directors present and voting shall be required to suspend or terminate membership.</p> <p>§ 3.4.7 Written Determination The member shall receive written notice of the final decision.</p> <p>§ 3.4.8 Appeal The member may appeal the decision by submitting a written request within thirty (30) days of the notice of decision. The appeal shall be held for review by the Council of Representatives at the next biennial national conference. The review shall be limited to determining whether the procedures set forth in these bylaws were followed and whether the decision was made in good faith. The Council of Representatives shall make a final decision, which shall be final and binding.</p>
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	<p>a written request within thirty (30) days of the notice of decision. The appeal shall be held for review by the Council of Representatives at the next biennial national conference. The review shall be limited to determining whether the procedures set forth in these bylaws were followed and whether the decision was made in good faith. The Council of Representatives shall make a final decision, which shall be final and binding.</p>	
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Rationale:

This amendment establishes clear, fair, and consistent procedures for membership discipline, suspension, and termination within the Association. Currently, the bylaws do not provide sufficient detail regarding authority, grounds for action, due process, and appeal procedures, which may lead to inconsistency or uncertainty in enforcement.

The proposed language defines the Board’s authority, outlines appropriate grounds for disciplinary action, and ensures that members are provided with reasonable notice and an opportunity to respond prior to final action. It also allows for emergency measures when necessary to protect the Association, with prompt notice and subsequent review to ensure accountability.

This amendment further clarifies that the Association must be able to address conduct that poses a material threat to its mission, operations, or the well-being of its members, while ensuring that such authority is exercised with appropriate safeguards and in good faith.

In addition, the inclusion of a structured appeal process to the Council of Representatives promotes transparency, consistency, and trust in governance.

Overall, this amendment aligns with widely accepted nonprofit governance best practices by balancing the rights of individual members with the Association’s responsibility to maintain a safe, respectful, and effective environment.

Bylaws Committee Recommendation

The Committee does not support this proposal. The issues raised concern policy and operational matters rather than bylaw provisions and are therefore not appropriate for inclusion in the Bylaws. The Committee recommends that the newly elected Board review these concerns and consider whether revisions to the Zero Tolerance Policy or related policies are warranted.

NAD Board Recommendation

The Board concurs with the Bylaws Committee and does not support this proposal. The Board agrees that the matters raised are policy issues rather than bylaw issues and should be addressed through the appropriate policy review process.

Headquarters Recommendation

Headquarters concurs with the recommendations of the Bylaws Committee and the Board and does not support this proposal. The proposal addresses policy and operational matters that fall outside the scope of the Bylaws. Headquarters supports referring these concerns to the newly elected Board for review and consideration of any necessary revisions to the Zero Tolerance Policy or related policies.

26-21 - Article III Section 3.7 - Individual Membership

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
NEW SECTION	Three (3) categories of Individual membership—Regular, Senior, and Youth—shall be conferred upon payment of annual dues.	Three (3) categories of Individual membership—Regular, Senior, and Youth—shall be conferred upon payment of annual dues.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-22 - Article IV Section 4.1 - Board of Directors

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Board of Directors of the Association shall be composed of the following: President, Vice President, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Membership-Based Nonprofit Affiliate Board Members and two (2) Appointed Board Members.</p>	<p>The Board of Directors of the Association shall be composed of the following: President, Vice President, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Membership-Based Nonprofit Affiliate Board Members and two (2) Appointed Board Members. All Board members shall be deaf or hard of hearing and residents of the U.S. or its territories.</p>	<p>The Board of Directors of the Association shall be composed of the following: President, Vice President, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Membership-Based Nonprofit Affiliate Board Members and two (2) Appointed Board Members. All Board members shall be deaf or hard of hearing and residents of the U.S. or its territories.</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-23 - Article IV Section 4.1 - Board of Directors

[Youtube Video](#)

Proposed by: Jack Ludwig

Seconded by Thomas Minch

Current Language:	Proposed Changes:	If Adopted:
The Board of Directors of the Association shall be composed of the following: President, Vice President, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Membership-Based Nonprofit Affiliate Board Members and two (2) Appointed Board Members.	The Board of Directors of the Association shall be composed of the following: President, Vice President, Chair, Vice Chair, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Membership-Based Nonprofit Affiliate Board Members and two (2) Appointed Board Members.	The Board of Directors of the Association shall be composed of the following: Chair, Vice Chair, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Membership-Based Nonprofit Affiliate Board Members and two (2) Appointed Board Members.

Rationale:

This amendment modernizes the Association’s governance language by using titles that more clearly reflect the role of board leadership. “Chair” and “Vice Chair” are widely understood as titles connected to presiding over board business, supporting sound governance, and leading collectively rather than emphasizing a more executive-style structure. Updating these terms helps align the bylaws with contemporary nonprofit governance practice while keeping the actual responsibilities of the roles unchanged. The amendment improves clarity, consistency, and institutional tone throughout the bylaws.

Bylaws Committee Recommendation:

The Committee recommends referring this matter to the newly elected Board of Directors for further study and evaluation, including a review of its consistency with the organization's Articles of Incorporation.

NAD Board Recommendation:

The board agrees with the recommendation to refer.

Headquarters Recommendation:

Headquarters agrees with the recommendation to refer.

26-24 - Article IV Section 4.2 - Elected Officers

[Youtube Video](#)

Proposed by: Jack Ludwig

Seconded by Thomas Minch

Current Language:	Proposed Changes:	If Adopted:
<p>The President, Vice President, Secretary, and Treasurer of the Association shall be elected by ballot at the biennial national conference. No person shall be eligible to hold office who has not been for two years immediately preceding the election, a member of the Association as well as a member of a State Association Affiliate and/or Membership-Based Nonprofit Organizational Affiliate.</p>	<p>4.2 Elected Officers</p> <p>The President, Vice President, Secretary, and Treasurer of the Association shall be elected by ballot at the biennial national conference. The Treasurer shall be appointed by the Board of Directors. No person shall be eligible to hold office who has not been for two years immediately preceding the election, a member of the Association as well as a member of a State Association Affiliate and/or Membership-Based Nonprofit Organizational Affiliate.</p>	<p>4.2 Officers</p> <p>The President, Vice President, Secretary of the Association shall be elected by ballot at the biennial national conference. The Treasurer shall be appointed by the Board of Directors. No person shall be eligible to hold office who has not been for two years immediately preceding the election, a member of the Association as well as a member of a State Association Affiliate and/or Membership-Based Nonprofit Organizational Affiliate.</p>

Rationale:

The Treasurer position requires specialized financial skill and experience. Allowing the Board of Directors to appoint the Treasurer gives the Association flexibility to identify and recruit a qualified person with the expertise needed for sound financial oversight, compliance, budgeting, and stewardship. This strengthens governance by ensuring the role is filled based on organizational need and competency.

Bylaws Committee Recommendation:

The committee refers to the new Board of Directors for further study and to ensure compliance with the organization's Articles of Incorporation.

NAD Board Recommendation:

The board agrees with the committee's recommendation to refer.

Headquarters Recommendation:

Headquarters agrees with the committee's recommendation to refer.

26-25 - Article IV Section 4.9.3 - Quorum

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>A majority of the Board of Directors present shall constitute a quorum.</p>	<p>A majority of the Board then in office shall constitute a quorum for the transaction of business. Board members participating in a meeting by approved electronic means shall be considered present for purposes of quorum.</p>	<p>A majority of the Board then in office shall constitute a quorum for the transaction of business. Board members participating in a meeting by approved electronic means shall be considered present for purposes of quorum.</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-26 - Article IV Section 4.11.1 - President

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The President shall be the chief spokesperson for the Association and shall chair business meetings of the biennial national conference and the Board of Directors. The President, with the approval of the NAD Board, shall appoint the chair of each standing committee, other than the Finance Committee, and shall be an ex officio member of all committees.</p>	<p>The President shall be the chief spokesperson for the Association and shall chair business meetings of the biennial national conference and the Board of Directors. The President, with the approval of the NAD Board, shall appoint the chair of each standing committee, other than the Finance Committee, and shall be an ex officio member of all committees.</p>	<p>The President shall be the chief spokesperson for the Association and shall chair business meetings of the biennial national conference and the Board of Directors and shall be an ex officio member of all committees.</p>

Rationale:

To clarify the standing committee is run by an officer (Vice President and Treasurer)

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-27 - Article IV Section 4.11.2 - Vice President

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
The Vice President shall serve at any time the President is unable to serve, or when the office of the President becomes vacant.	The Vice President shall serve at any time the President is unable to serve, or when the office of the President becomes vacant and shall serve as chair of the Governance Committee.	The Vice President shall serve at any time the President is unable to serve, or when the office of the President becomes vacant and shall serve as chair of the Governance Committee.

Rationale:

The Vice President usually handles internal committees and governance for the Board. The Governance Committee is a standing committee and we want to make an officer to be the chair of the standing committee.

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-28 - Article IV Section 4.15 - Conflict of Interest

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>All persons either elected or appointed to an office (including but not limited to any Board or Committee members), prior to the acceptance and during the tenure of that position, shall consider each item of business, where they have a vote or decision authority, to determine if a real or perceived conflict exists with the interests of the Association. A conflict of interest is defined as any situation in which a member's decisions or votes could substantially and directly affect the member's professional, personal, financial or business interests. In the event that a person nominated for or holding an office finds himself or herself in such a position, he or she shall promptly disclose the conflict of interest to the Board of Directors and recuse himself or herself at any Board or committee meeting from any Deliberations or vote on the matter giving rise to</p>	<p>All individuals elected or appointed to any office, including members of the Board and its committees, shall comply with the organization's Conflict of Interest Policy, as amended from time to time. Any actual or potential conflict shall be promptly disclosed. Individuals with a conflict shall recuse themselves from and shall not participate in or be present for deliberations or voting on the matter. The Governance Committee shall oversee compliance.</p>	<p>All individuals elected or appointed to any office, including members of the Board and its committees, shall comply with the organization's Conflict of Interest Policy, as amended from time to time. Any actual or potential conflict shall be promptly disclosed. Individuals with a conflict shall recuse themselves from and shall not participate in or be present for deliberations or voting on the matter. The Governance Committee shall oversee compliance.</p>

the conflict of interest. A copy of the disclosure statement shall be reviewed by the Governance Committee.		
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Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-29 - Article IV Section 4.18 - Indemnification

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Association shall indemnify any Board member or employee of the National Association of the Deaf against expenses actually incurred by such person in connection with the defense of any civil action, suit, or proceeding in which such person is made a party by reason of being or having been such Board member or employee and is found to be not liable. Such indemnification shall not be deemed exclusive or any other rights to which such Board member or employee may be entitled under any bylaw, agreement, vote of the Board of Directors, or otherwise.</p>	<p>The Association shall indemnify any Board member or employee of the National Association of the Deaf for expenses actually incurred in defending any civil action, suit, or proceeding in which they are made a party by reason of their service, provided they are found not liable. Such indemnification shall not be exclusive of any other rights to which the individual may be entitled under the bylaws, any agreement, action of the Board or otherwise.</p>	<p>The Association shall indemnify any Board member or employee of the National Association of the Deaf for expenses actually incurred in defending any civil action, suit, or proceeding in which they are made a party by reason of their service, provided they are found not liable. Such indemnification shall not be exclusive of any other rights to which the individual may be entitled under the bylaws, any agreement, action of the Board or otherwise.</p>

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-30 - Article V Section 5.1.5.1 - State Association and Membership-Based Nonprofit Organizational Affiliate Representative

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>Proportionate Council of Representatives representation by State Association Affiliates and Membership-Based Nonprofit Organizational Affiliates shall be determined as follows: 20-199 members—up to two (2) delegates 200-399 members—up to three (3) delegates 400-599 members—up to four (4) delegates 600-799 members—up to five (5) delegates At least 800 members—up to six (6) delegates State Associations and Membership-Based Nonprofit Organizational Affiliates shall provide a membership count for purposes of determining the number of delegates; Said membership count shall be conducted through a tally of members registered with State Associations and Membership-Based Nonprofit Organizational Affiliates during the</p>	<p>Proportionate Council of Representatives representation by State Association Affiliates and Membership-Based Nonprofit Organizational Affiliates shall be determined as follows: 15-199 members—up to two (2) delegates 200-399 members—up to three (3) delegates 400-599 members—up to four (4) delegates 600-799 members—up to five (5) delegates At least 800 members—up to six (6) delegates State Associations and Membership-Based Nonprofit Organizational Affiliates shall provide a membership count for purposes of determining the number of delegates; Said membership count shall be conducted through a tally of members registered with State Associations and Membership-Based Nonprofit Organizational Affiliates during the following time period between biennial national</p>	<p>Proportionate Council of Representatives representation by State Association Affiliates and Membership-Based Nonprofit Organizational Affiliates shall be determined as follows: 15-199 members—up to two (2) delegates 200-399 members—up to three (3) delegates 400-599 members—up to four (4) delegates 600-799 members—up to five (5) delegates At least 800 members—up to six (6) delegates State Associations and Membership-Based Nonprofit Organizational Affiliates shall provide a membership count for purposes of determining the number of delegates; Said membership count shall be conducted through a tally of members registered with State Associations and Membership-Based Nonprofit Organizational Affiliates during the following time period between biennial national conferences, by March 15th of even numbered years.</p>

following time period between biennial national conferences, by March 15th of even numbered years.	conferences, by March 15th of even numbered years.	
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Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-31 - Article V Section 5.1.5.1 - State Association and Membership-Based Nonprofit Organizational Affiliate Representative

[Youtube Video](#)

Proposed by: Thomas Minch

Seconded by Jack Ludwig

Current Language:	Proposed Changes:	If Adopted:
<p>Proportionate Council of Representatives representation by State Association Affiliates and Membership-Based Nonprofit Organizational Affiliates shall be determined as follows: 20-199 members—up to two (2) delegates 200-399 members—up to three (3) delegates 400-599 members—up to four (4) delegates 600-799 members—up to five (5) delegates At least 800 members—up to six (6) delegates State Associations and Membership-Based Nonprofit Organizational Affiliates shall provide a membership count for purposes of determining the number of delegates; Said membership count shall be conducted through a tally of members registered with State Associations and Membership-Based Nonprofit Organizational</p>	<p>The Council of Representatives shall include up to two (2) delegates from each State Association Affiliate and Membership-Based Nonprofit Organizational Affiliate of the Association.</p>	<p>The Council of Representatives shall include up to two (2) delegates from each State Association Affiliate and Membership-Based Nonprofit Organizational Affiliate of the Association.</p>

Affiliates during the following time period between biennial national conferences, by March 15th of even numbered years.		
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Rationale:

This amendment promotes fairness, consistency, and broader representation within the Council of Representatives by establishing an equal delegate structure for all State Association Affiliates and Membership-Based Nonprofit Organizational Affiliates.

Under the current proportionate model, larger affiliates are granted more delegates based on membership size. While intended to reflect scale, this structure can unintentionally concentrate influence among a small number of larger affiliates and reduce the relative voice of smaller organizations. In a national association built on collective representation, every affiliate should have a meaningful and equitable seat at the table.

Providing two delegates to each affiliate recognizes that all affiliates, regardless of size, carry the responsibility of representing their communities, maintaining organizational infrastructure, and contributing to the mission of the Association. Smaller affiliates often face greater barriers in capacity and resources, yet their perspectives remain just as important to national governance. Equal representation helps ensure that geographic diversity, organizational diversity, and community-specific concerns are not overshadowed by membership-based voting strength.

Bylaws Committee Recommendation:

The committee to refer to the new Board of Directors for further study, including potential financial impact

NAD Board Recommendation:

The board agrees with the Bylaws Committee’s recommendation.

Headquarters Recommendation:

Headquarters agrees with the committee’s recommendation.

26-32 - Article V Section 5.1.5.5 - Junior NAD Representatives

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
The Council of Representatives shall include two (2) delegates from the Junior NAD.	The Council of Representatives shall include two (2) delegates from the Junior NAD chapter network.	The Council of Representatives shall include two (2) delegates from the Junior NAD chapter network.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-33 - Article V Section 5.1.5.5 - Virtual Biennial Meeting During Declared Emergency

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>If there is a declaration of national, state, or local emergency, the biennial national conference, through the use of technology available, may be held virtually. During the virtual biennial national conference, meetings of the Council of Representatives, Forums, and election of officers, as stated in Article IV Section 2, shall be held.</p>	<p>§ 5.1.8 Virtual or Hybrid Biennial Meetings.</p> <p>If the Board determines that emergency or significant circumstances warrant, the biennial national conference may be conducted virtually or in a hybrid format through the use of available technology. Meetings of the Council of Representatives, Forums, and the election of officers, as provided in Article IV, Section 2, may also be conducted virtually or in a hybrid format.</p>	<p>§ 5.1.8 Virtual or Hybrid Biennial Meetings.</p> <p>If the Board determines that emergency or significant circumstances warrant, the biennial national conference may be conducted virtually or in a hybrid format through the use of available technology. Meetings of the Council of Representatives, Forums, and the election of officers, as provided in Article IV, Section 2, may also be conducted virtually or in a hybrid format.</p>

Rationale:

To include, in the case of the Board's determination, due to emergencies or other significant circumstances warrant and allow virtual or hybrid conferences to take place if necessary.

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-34 - Article V Section 5.1.1 - Conference Site

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The site selection process for biennial national conferences shall be governed by the Board of Directors. Such sites shall rotate among established geographical regions.</p>	<p>§ 5.1.1 Conference Site and Format</p> <p>The Board shall govern the selection of conference sites and the determination of conference format for biennial national conferences. Conferences may be held in person, virtually, or in a hybrid format. In-person conference sites shall rotate among established geographical regions.</p>	<p>§ 5.1.1 Conference Site and Format</p> <p>The Board shall govern the selection of conference sites and the determination of conference format for biennial national conferences. Conferences may be held in person, virtually, or in a hybrid format. In-person conference sites shall rotate among established geographical regions.</p>

Rationale:

Need to be aligned with proposed amendment 5.1.8 to include virtual or hybrid conferences

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-35 - Article VI Section 6.1 - Standing Committees

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
The standing committees of the Association shall be the Finance and Governance Committees. The President, with the approval of the Board of Directors, shall appoint the chair of the Governance Committee.	The standing committees of the Association shall be the Finance and Governance Committees. The President, with the approval of the Board of Directors, shall appoint the chair of the Governance Committee.	The standing committees of the Association shall be the Finance and Governance Committees.

Rationale:

Wording clarity and modernization

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.

26-36 - Article IX Section 9.1 - Dissolution of Assets

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to advocacy on behalf of Deaf, DeafBlind, Deaf Disabled, Hard of Hearing, Late Deafened, BIPOC, and LGBTQIA2S+ people, including the advancement and preservation of sign languages and Deaf culture.</p>	<p>In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to advocacy on behalf of Deaf, DeafBlind, Deaf Disabled, Hard of Hearing, Late Deafened, BIPOC, and LGBTQIA2S+ people deaf and hard of hearing people, including the advancement and preservation of sign languages and Deaf culture.</p>	<p>In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to advocacy on behalf of deaf and hard of hearing people, including the advancement and preservation of sign languages and Deaf culture.</p>

Rationale:

Wording consistency; deaf and hard of hearing (mission) is defined in §2.2

Bylaws Committee Recommendation:

The committee agrees with this proposed amendment.

NAD Board Recommendation:

The board agrees with this proposed amendment.

Headquarters Recommendation:

Headquarters agrees with this proposed amendment.