



National Association of the Deaf
58th Biennial Conference
Hilton San Francisco Union Square - San Francisco, California
Council of Representatives Business Meeting
July 2 - 3, 2026

Council of Representatives
Session I
Thursday, July 2, 2026

President Stephanie Hakulin called the Council of Representatives (CoR) business meeting to order at 8:10 AM PDT.

President Hakulin welcomed all participants.

Nicholas Lalanne, Region I Board Member and Council of Representatives Co-Chair, reviewed the housekeeping rules for the Council of Representatives.

Credential Report

Joseph “JoJo” Lopez, Region IV Board Member and Council of Representatives Co-Chair, provided the credential report stating that there were 93 delegates present.

President Stephanie Hakulin presented the 2024-2026 [State of the NAD](#) Report, highlighting the accomplishments and activities of the National Association of the Deaf during the 2024–2026 biennium. She welcomed attendees to the 58th Biennial NAD Conference and acknowledged the resilience of the organization in advancing its mission to serve Deaf, Hard of Hearing, DeafBlind, DeafDisabled, and Late-Deafened communities.

President Hakulin introduced the NAD Board to the Council of Representatives.

President Hakulin also introduced Shawn Whitley, the Parliamentarian for the Council of Representatives meetings. Mr. Whitley then welcomed the delegates and provided guidance for conducting an effective and orderly business meeting over the next two days. He reminded delegates that deliberations would be guided first by the NAD Bylaws, and Governance Policies and, when applicable, by Robert's Rules of Order Newly Revised (RONR).

Mr. Whitley encouraged all delegates to participate respectfully by sharing their viewpoints, observing time limits, maintaining order throughout the proceedings, and respecting the authority of the presiding officers and elected positions. He emphasized that these principles would help ensure a productive and successful business meeting.

President Hakulin presented the 2024 CoR minutes for approval.

Motion: Harvey Corson, Connecticut Association of the Deaf, moved to approve the minutes of the 2024 Council of Representatives meeting. Seconded by James Zellner, Massachusetts Association of the Deaf. **CARRIED**

CoR Standing Rules

President Hakulin presented the 2024 CoR Standing Rules for approval.

Motion: Harvey Corson, Connecticut Association of the Deaf, moved to change standing rule number 1, increasing the speaking time limit from two minutes to three minutes, for this CoR and future CoR meetings. Seconded by Octavio Cuenca Maldonado, New Jersey Association of the Deaf.

Motion: Themla Schroeder, Gallaudet University Alumni Association, moved to close the discussion. Seconded by Christopher Johnson, Pennsylvania State Association of the Deaf. **CARRIED.**

Motion: Jack Ludwig, Oregon Association of the Deaf, moved to add a rule, NAD Delegates shall refrain from any motions that amend nonsubstantive editorial revisions to the motions made, including grammatical, typographical, formatting corrections, and standardization of language unless they alter the meaning or intent. Seconded by Sherri Farinha, NorCal Services for the Deaf and Hard of Hearing. **CARRIED**

Motion: James Zellner, Massachusetts Association of the Deaf, moved to approve the Council of Representatives Standing Rules. The motion was seconded. **CARRIED.**

Caucus Standing Rules

President Hakulin presented the Caucus Standing Rules for approval.

Motion: Thomas Minch, Maine Association of the Deaf, moved to approve the Caucus Standing Rules. Seconded by Sean Norman, District of Columbia Association of the Deaf. **CARRIED.**

CoR Agenda

President Hakulin presented the Council of Representatives Meeting Agenda for approval.

Motion: Tina Joyner, Maryland Association of the Deaf, moved to approve the Council of Representatives Meeting Agenda. Seconded by Mary Keane, Maryland Association of the Deaf. **CARRIED.**

Selection of the Council of Representatives Minutes Review Team

Secretary Milmaglyn Morales shared the Council of Representatives Minutes Review Team.

- Region I - Steve Lovi, Empire State Association of the Deaf
- Region II - Christopher Samp, Michigan Deaf Association
- Region III - Dr. Charleen Sculley, Tennessee Association of the Deaf
- Region IV - Ashli-Marie Grant, Utah Association of the Deaf
- Affiliates - None

Announcement of the Steering Committee

Jacob Leffler, Region I Board Member and Steering Committee Chair, announced the Steering Committee members:

- Region I - Michelle Cline
- Region II - Fara Harper, Illinois Association of the Deaf
- Region III - Charleen Sculley, Tennessee Association of the Deaf
- Region IV - Jack Ludwig, Oregon Association of the Deaf
- Affiliates - Florence Rapozo, Deaf in Government

Election Committee Report

Melissa Draganac-Hawk, Election Committee Chair, presented the report on behalf of the Election Committee, which also includes Moni Brown, Jackie Correa-Alley, Alan Hurwitz, and Dr. Ben Soukup. Melissa Draganac-Hawk and Alan Hurwitz were present at the conference.

The Election Committee announced the following candidates for each office:

President - Stephanie Hakulin and Chris Haulmark

Vice President - Jenny Buechner, Jack Z. Ludwig, and Kevin Ryan

Treasurer - Octavio Cuenca Maldonado

Secretary - Jacob Leffler

Region I - Octavio Cuenca Maldonado and Thomas W. Minch

Region II - No candidates

Region III - Joseph Ari Latino

Region IV - Jack Z. Ludwig

The Election Committee reviewed the 2026 Elections Schedule. Tina Joyner, Maryland Association of the Deaf, asked whether each candidate would be discussed or debated on the floor. The Chair confirmed that such debate is not permitted during official CoR business, but may occur informally during recess, and outside of the business meeting.

Octavio Cuenca Maldonado requested to withdraw his candidacy for Region I and to remain solely a candidate for Treasurer.

Finance Committee Report

President Stephanie Hakulin introduced the treasurer and the members of the Finance Standing Committee.

Treasurer Jimmy Petersen then presented the **Finance Report**, highlighting the following:

- Established Financial, Budget, and Investment (FBI) policies, along with updated financial operations policies.
- Instituted monthly Finance Committee meetings; recommendations from the committee are subject to Board approval.
- Reinforced fiduciary responsibility across the Board - each Board member is expected to raise questions and concerns with the CEO, who consults with the CFO and Finance Department as needed.
- Transitioned from QuickBooks Desktop to QuickBooks Online, modernizing financial management and improving reporting and accessibility.
- Strengthened financial policies, procedures, and internal controls in line with nonprofit best practices.

Investment Report

Sam Sonnenstrahl, Chair of the Investment Subcommittee of the Finance Committee, presented a report on the stability and responsible management of NAD's investments, outlining three priorities:

- Financial stability: ensuring NAD's bonds and funds are managed professionally, including selection of an investment manager who provides strong performance, reasonable fees, clear communication, and accessible reporting, and maintaining a clear plan for handling budget surpluses, unexpected gifts, and fund withdrawals.
- Mission alignment: ensuring both restricted and unrestricted funds are managed appropriately in support of NAD's mission, not solely for fund growth.
- Long-term growth and sustainability: developing a balanced portfolio (stocks, bonds, and cash) with the investment manager, and a long-term spending policy (e.g., an annual draw of up to 5% to support NAD programs) that allows the funds to continue growing independent of market conditions.

Sam Sonnenstrahl noted that NAD has strengthened its investment oversight over the past two years, with the Board and Finance Committee regularly briefed on fund performance, and

reaffirmed the commitment to ongoing review and adjustment to ensure long-term financial stability.

Budget Subcommittee Report

Jerry Nelson, Chair of the Budget Subcommittee of the Finance Committee, presented a financial report for the 2024-2026 biennium and thanked Interim CEO Bobbie Beth Scoggins for the opportunity to serve.

Mr. Nelson reported that, because no formal budget process existed when the subcommittee began its work, it established an annual budget cycle in fall 2024 to guide budget development, review, approval, implementation, forecasting, and ongoing monitoring.

He explained that the subcommittee reviews the budget each June to assess progress and makes revisions as needed, with any recommended changes presented to the Board in September. The subcommittee monitors actual expenses and revenues against both the Operations budget and the Conference budget, noting that Operations has been more stable and predictable than Conference. Fiscal Year 2026 financials were presented as an example of the reporting format.

Chief Financial Officer Financial Summary

CFO Nina Butts presented a summary of the organization's financial position, derived from NAD's Form 990, including assets, liabilities, and net assets. She encouraged delegates to review the detailed financial reports available on the NAD website. The Fiscal Year 2024 Statement of Financial Position reported the following:

- Total Assets: \$8,830,231
- Total Liabilities: \$538,251
- Total Net Assets: \$8,291,980

Fiscal Year 2025 Statement of Financial Position reported the following:

- Total Assets: \$7,840,708
- Total Liabilities: \$653,528
- Total Net Assets: \$7,197,180

CFO Nina Butts also shared the report on the Statement of Activities, which reported that total revenue remained relatively stable over the last two fiscal years, with total revenues remaining essentially flat at approximately \$4.6 million. While contributions and grants declined by about \$276,000 (7%), this was largely offset by a significant increase in program service revenue, which grew nearly 80%, from \$439,000 to \$789,000. Investment income remained steady, while other revenue decreased.

On the expense side, salaries and benefits remained well controlled, decreasing slightly from \$2.69 million to \$2.63 million. However, other operating expenses increased by approximately \$575,000, raising total expenses from \$5.36 million to \$5.88 million.

As a result, the organization reported a decrease in net assets of \$772,455 in Fiscal Year 2024, which increased to \$1.29 million in the Fiscal Year 2025 conference year. This reflects expenses exceeding revenues during the conference year, driven primarily by higher program and operating costs associated with conference-related activities and investments. She redirected delegates to the NAD website for the detailed reports.

Interim Chief Executive Officer Report on NAD Operations and Finances

Dr. Bobbie Beth Scoggins, Interim CEO, reported on NAD operations and the handling of NAD's financial affairs during her tenure. She reported no significant findings of mismanagement in the audit related to federal grant funds, with all funds reconciled. The FY26 annual audit is underway, with the goal of providing incoming CEO Nick Kiego a clean financial slate for Fiscal Year 2027.

Dr. Scoggins noted that Fiscal Year 2024 and Fiscal Year 25 fell outside her leadership period, and that her focus has been on Fiscal Year 2026 and Fiscal Year 2027. She described significant improvements to financial governance, noting that the Finance Committee previously operated without consistent structure and that new financial policies have since been adopted to provide clearer guidance. The Finance Committee now meets monthly, with reports shared with the Board on a regular schedule.

She highlighted the separation of Operations and Conference budgets as a significant improvement, noting a history of substantial conference losses in past years. She stated that the current conference is not expected to incur a significant loss, though bylaws require NAD to hold a biennial conference and the organization must continue to find practical, sustainable approaches to conference programming going forward. She emphasized that the losses experienced in Fiscal Year 2024 and Fiscal Year 2025 were an important lesson for the organization to avoid repeating.

Motion: Theo Conley, Maryland Association of the Deaf, moved that the NAD Board provide delegates the complete financial statements, including the independent auditor's report, for Fiscal Years 2023, 2024, and 2025. Seconded by Tina Joyner, Maryland Association of the Deaf. **DEFEATED**

Motion: Mary Keane, Maryland Association of the Deaf, moved to close discussion. Seconded by Thomas Minch, Maine Association of the Deaf. This was approved by unanimous consent.

Following the vote, the Finance Committee and Board agreed to voluntarily provide the financial statements and auditor's reports for Fiscal Years 2023, 2024, and 2025 to delegates. It was clarified that the Fiscal Year 2026 Report, which is currently being audited, will be included in

the 2028 Biennial Conference report along with Fiscal Year 2027 Report, consistent with NAD's practice of conducting annual audits and reporting them at the following biennial conference.

Harvey Corson commended the Finance Committee and Interim CEO for developing improved financial checks and balances.

Governance Committee Report

Chris Estrin, Vice President and Governance Chair, presented the Governance Report, thanking the Board for its work through recent challenges. He shared that despite working on improving Governance in only 6 months time, the Governance committee identified two primary areas of focus: strengthening governance structure and policy, and enhancing Board development through governance training and orientation, including advance planning for annual Board and individual Board member evaluations. The committee's goals include increasing accountability, transparency, and organizational effectiveness. As an example, he cited new, clearer guidance on conflicts of interest, including what must be disclosed and when a member should abstain.

President Hakulin called for a recess at 10:36 AM PDT.

The meeting resumed at 10:56 AM PDT.

Interim Chief Executive Officer Report

Dr. Bobbie Beth Scoggins, Interim CEO, delivered her report by video. She recalled being asked to step into the interim CEO role before the 2024 conference to help ensure the stability and continuity of NAD's mission. Over the past two years, staff and Board worked together to navigate significant organizational and financial challenges. She reflected on NAD's 145-year history of advocacy and leadership, guided by the principle of "nothing about us without us," and expressed confidence in the strength of the NAD community.

Dr. Scoggins spoke about the importance of an efficient transition from her leadership to incoming CEO Nicholas "Nick" Kiego, and thanked the Board, staff, volunteers, delegates, and affiliate leaders for their support. She also offered personal thanks to her family for their support throughout her service, and expressed that serving as Interim CEO was one of the great honors of her professional life.

2024-2026 Priority Reports

DECLARE: Deaf Children's Language Access Rights Everywhere

Marla Hatrak, Education Policy Consultant and Committee Staff Liaison, reported that the DECLARE priority, focused on ending language deprivation, completed its three objectives: (1) developing, through a community of practice, a shared definition of language deprivation addressing access, exposure, time, duration, and environment; (2) assessing screening and

survey tools for use with Deaf adults with lived experience of language deprivation; and (3) building coordinated leadership around the issue. The committee met monthly and held national summits in 2024 and 2026, advancing shared understanding of how to address language deprivation. NAD will continue to support DECLARE and LEAD-K, and will partner with Gallaudet University's BEACON program, with a continued push on Early Hearing Detection and Intervention (EHDI) planned for 2028.

Deaf Youth Well-Being

Joseph “Ari” Latino, Region III Board Member, and Committee Board Liaison, reported on the priority to support the mental health and well-being of Deaf youth over the past two years. Accomplishments included developing free, centralized, and adaptable mental health resources and posters for use in community centers, educational settings, and healthcare facilities; creating a website compiling these resources; hosting two webinars in partnership with the National Student Leadership for the Deaf and Hard of Hearing (NSLDHH); and gathering community feedback to improve the toolkit. The committee will not continue for a third term and recommended that the resources be published on the NAD website, that partnerships be formed with Deaf Lead, NDC, and DCC to further distribute the materials, and that NAD staff and volunteers maintain the resources going forward, including versions in ASL.

Deaf Senior Issues

Sherri Collins, Executive Director of Deaf Seniors of America, reported that the NAD worked in partnership with the Deaf Seniors of America (DSA) at the invitation of Phil Aiello, with NAD represented by Dawnmarie Caggiano and Karen Atwood. The committee conducted a national survey of Deaf individuals aged 50 and older between October and May, receiving 1,000 responses, 990 of which were complete. The survey results will help states build baseline data to support local resource development, inform policy decisions, support grant applications, and aid research; results will be published on the NAD website later this summer. Next steps include DSA continuing to partner with NAD and other organizations, including legislators, state agencies, and service providers, to act on the findings; resources such as information on deaf-friendly nursing homes are already available on the DSA website.

Access to Resources for Deaf Disabled Citizens and Enhancing Services for DeafBlind Communities

President Hakulin shared that this priority had two separate committees as both communities had different needs and areas of focus. Reports were provided by a representative of each committee.

(Who did this video report? Phil Wismer?), Committee Chair, reported that this priority addressed access to healthcare, education, technology, transportation, and other services for Deaf Disabled individuals, many of whom encounter providers unfamiliar with Deaf-specific needs. The committee, which includes Deaf Disabled individuals, family members, case

managers, and caregivers, surveyed the community to define what "Deaf Disabled" means to those it serves and to identify best practices and shared resources across states. The current focus is on data collection; individuals who identify as Deaf Disabled, or who work with or are family members of Deaf Disabled individuals, were encouraged to contact the committee.

President Hakulin noted that this work has presented real challenges.

Hunta Williams, Committee Chair, presented on behalf of the DeafBlind component of this priority, describing ongoing work and the challenges and feedback from the DeafBlind community. He emphasized that significant work remains to improve access and support for DeafBlind individuals nationwide, particularly in transportation, which remains a major barrier, as many rely on public transit to get to work and fulfill other obligations. Recommendations included exploring grant programs, tax credits or deductions, and support for accessible transportation systems (flights, trains, and other services); developing the national Certified Navigator (CN) and Support Service Provider (SSP) programs, including consistent national standards, ethical guidelines, and training/certification; and treating access to CN/SSP services as a civil right rather than a paid privilege for DeafBlind individuals. He recommended that NAD consider this issue a continuing priority, advocate for federal legislation and sustainable funding for CN/SSP and DeafBlind transportation, and pursue federal partnerships to support this work over the long term.

Deaf Community Needs: Access Emergency Responders and Emergency Announcement/Notifications

Thomas Minch and Matt Webster, Committee Co-Chairs, reported on the committee's efforts to improve Deaf individuals' access to emergency response information and alerts, on par with the hearing community. Identified gaps included buildings lacking visual alarms and first responders untrained in communicating with Deaf individuals. Over the past two years, the FCC has made progress toward ASL-based emergency alerts (e.g., tornado and flood warnings), though most mobile alerts remain limited to sound or vibration; a silent alert option is particularly important for situations such as active-shooter events.

Following a tragedy in Maine in which insufficient interpreting resources delayed information from reaching the Deaf community, the committee partnered with the Maine Criminal Justice Academy to help revise its training curriculum to include disability and Deaf awareness, work that is nearly complete and that NAD hopes to use as a model for nationwide adoption. The FCC has indicated an implementation target of June 2028, requiring phone providers to support ASL-language emergency alerts (e.g., lockdown and shelter-in-place notices) and is continuing to solicit public comment. There is currently no requirement for visual alerting systems more broadly, and police training on Deaf awareness varies significantly by state academy.

Next steps include monitoring the 2028 FCC deadline, developing guidance for enabling ASL alerts, producing a NAD position statement/white paper on visual alert systems, strengthening

partnerships between state associations and emergency management agencies, and continuing to work directly with state criminal justice training programs, since implementation ultimately happens at the local level.

President Hakulin shared that it has not been easy, and we grieve for those we lost in Maine. She was grateful to the committee members for their commitment with the 2024-2026 Priorities and appreciated their volunteerism.

President Hakulin called for a recess at 11:45 AM PDT.

**Council of Representatives
Session II
Thursday, July 2, 2026**

The meeting resumed at 1:34 PM PDT.

President Hakulin introduced the Jr. NAD Pages and their roles and responsibilities were reviewed.

Credential Report

Katy Hagmeyer, Region II and Council of Representatives Communications Chair, provided the credential report, stating that 94 delegates were present.

Bylaws Committee Report

Harvey Corson, Connecticut Association of the Deaf, and Amy Gomme, Deaf Counseling Advocacy & Referral Agency, presented the Bylaws Report on behalf of the Bylaws Committee. Members of the Bylaws committee are as follows: Chair Shanna Gibbs, Niesha Washington-Shepard, Amy Gomme, and Harvey Corson. The committee organized the Proposed amendments into two categories: wording clarity/modernization and items requiring action by the Council of Representatives, as a suggestion for the Council of Representatives to help them approve the proposed amendments efficiently. The categories were divided as follows:

“Wording Clarity/Modernization”

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:
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.	The Association shall be a federation of State Association and Organizational Affiliates, State Associations, Organizational Affiliates, Collegiate Student Affiliates, Junior NAD Chapters 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.	The Association shall be a federation of State Associations, Organizational Affiliates, Collegiate Student Affiliates, Junior NAD Chapters Affiliates, and individual members, united in their commitment to advancing the Association's 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.

26-03 - Article II Section 2.3 - Relationship

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
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.	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.	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.

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.

26-05 - 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:
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.	For-Profit Organizational Affiliates 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	For-Profit Organizational Affiliates Two (2) subcategories of For-Profit Organizational Affiliate membership shall be available to national and state for-profit 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.

26-09 - 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:
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	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.	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.

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:
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.	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.	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.

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:
§ 3.2 Organizational Membership Fees § 3.2.1 State Association Affiliates Required organizational membership fees for State Association Affiliates shall be determined by the Board of Directors of the Association. § 3.2.2 College Student Affiliates Required organizational membership fees for College Student Affiliates shall be determined by the Board of Directors of the Association. § 3.2.3 Organizational Affiliates 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. § 3.2.4 Sections Required organizational membership fees for Sections shall be determined by the	§ 3.2 Organizational Membership Fees § 3.2.1 State Association Affiliates Required organizational membership fees for State Association Affiliates shall be determined by the Board of Directors of the Association. § 3.2.2 College Student Affiliates Required organizational membership fees for College Student Affiliates shall be determined by the Board of Directors of the Association. § 3.2.3 Organizational Affiliates 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. § 3.2.4 Sections	

Board of Directors of the Association. § 3.2.5 Junior NAD Chapters Required organizational membership fees for Junior NAD Chapters shall be determined by the Board of Directors of the Association.	Required organizational membership fees for Sections shall be determined by the Board of Directors of the Association. § 3.2.5 Junior NAD Chapters Required organizational membership fees for Junior NAD Chapters 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.

26-14 - Article III Section 3.3.1.1 - 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.

26-19 - 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.

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

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

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, 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.	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.

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.

26-25 - Article IV Section 4.9.3 - Quorum

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
A majority of the Board of Directors present shall constitute a quorum.	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.	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.

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.

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

[Youtube Video](#)

Current Language:	Proposed Changes:	If Adopted:
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 the conflict of interest. A copy of the disclosure statement shall be	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.	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.

reviewed by the Governance Committee.		
--	--	--

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:
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	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.	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.

employee may be entitled under any bylaw, agreement, vote of the Board of Directors, or otherwise.		
--	--	--

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:
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	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	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.	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.	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.
--	--	--

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.

26-32 - 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.

26-35 - 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:
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.	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.	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.

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.

“Items requiring action by the Council of Representatives”**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.

26-13 - 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.

26-17 - Article III Section 3.3.1.4 - Honorary Members

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
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 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	

Honorary members shall not be eligible to hold office, unless such individuals are NAD members in good standing.	such individuals are NAD members in good standing.	
--	---	--

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:
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.	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.	

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.

26-20 - 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:
NEW SECTION	§ 3.4 Membership Discipline, Suspension, and Termination § 3.4.1 Authority 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. § 3.4.2 Grounds Grounds for disciplinary action may include, but are not limited to: - Violation of the Association's bylaws or policies - Disruptive or harmful conduct - Harassment, intimidation, or discrimination - Misuse of Association records or information	§ 3.4 Membership Discipline, Suspension, and Termination § 3.4.1 Authority 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. § 3.4.2 Grounds Grounds for disciplinary action may include, but are not limited to: - 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 § 3.4.3 Forms of Discipline Disciplinary actions may include but are not limited to warning, suspension, restriction from activities, or termination of membership.

	- Conduct detrimental to the Association's integrity or operations § 3.4.3 Forms of Discipline Disciplinary actions may include but are not limited to warning, suspension, restriction from activities, or termination of membership. § 3.4.4 Notice and Opportunity to Respond 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. § 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. § 3.4.6 Decision A majority vote of the Board of Directors present and voting shall be required to suspend or terminate membership. § 3.4.7 Written Determination The member shall receive written notice of the final decision.	§ 3.4.4 Notice and Opportunity to Respond 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. § 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. § 3.4.6 Decision A majority vote of the Board of Directors present and voting shall be required to suspend or terminate membership. § 3.4.7 Written Determination The member shall receive written notice of the final decision. § 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.
--	---	--

	§ 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.	
--	---	--

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.

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:

Removal of Bylaws Amendment 26-13 would trigger this formation of a new section.

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:
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.	4.2 Elected Officers 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.	4.2 Officers 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.

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.

26-26 - Article IV Section 4.11.1 - President

[Youtube Video](#)

Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
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.	The President shall serve as the chief spokesperson of the Association, chair all business meetings of the biennial national conference and meetings of 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 be an ex officio member of all committees.	The President shall serve as the chief spokesperson of the Association, chair all business meetings of the biennial national conference and meetings of the Board of Directors, and be an ex officio member of all committees.

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.

26-31 - 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:
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 following time period between biennial national conferences, by March 15th of even numbered years.	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.	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.

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.

26-33 - 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:
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.	§ 5.1.8 Virtual or Hybrid Biennial Meetings. 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.	§ 5.1.8 Virtual or Hybrid Biennial Meetings. 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.

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:
The site selection process for biennial national conferences shall be governed by the Board of Directors. Such sites shall rotate among established geographical regions.	§ 5.1.1 Conference Site and Format 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.	§ 5.1.1 Conference Site and Format 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.

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.

Steering Committee Report on Community-Driven Commitments (CDC)

Jacob Leffler, Region I Board Member and Steering Committee Chair, reported on the Community-Driven Commitments: Organizational Goals, developed with committee members Charleen Sculley, Fara Harper, Jack Z. Ludwig, Michelle Cline, and Florence Rapozo, based on community feedback gathered at Forums with specific areas of interest as follows: Accessibility, Employment, Technology, Education, and Healthcare. The forums drew upon input from roughly 300 forum participants. The committee proposed a communication plan featuring quarterly updates and encouraged state associations to report back on their own CDC-related progress.

Discussion and Vote on Bylaws Proposed Amendments

The Bylaws Committee recommended adoption of the "Wording Clarity/Modernization" category of amendments as a whole.

Motion: Harvey Corson, Connecticut Association of the Deaf, moved to approve the category of bylaw amendments under "Wording Clarity/Modernization" as a whole. Seconded by Tommy Minch, Maine Association of the Deaf. **CARRIED.**

Motion: Steve Lovi, Empire State Association of the Deaf, moved to close discussion. Seconded by Theo Conley, Maryland Association of the Deaf. **CARRIED.**

The Council then proceeded to the "Action to be Taken by COR" category, beginning with amendment 26-04 (Article 3.1, Eligibility and Dues).

Motion: Thelma Schroeder, GUAA, moved to approve amendment 26-04. Seconded by Luisa Soboleski-Gasco, Connecticut Association of the Deaf. **CARRIED**

Motion: Tommy Minch, Maine Association of the Deaf, moved to close discussion. Seconded by Matthew Gilsbach, District of Columbia Association of the Deaf. **CARRIED.**

Discussion turned to amendment 26-20 (Article III, Section 3.4).

Motion: Sherri Farinha, NorCal Services for the Deaf and Hard of Hearing, moved to approve the remaining bylaw amendments as a whole. Seconded by Jesse Barkey, Pennsylvania State Association of the Deaf.

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Communications Chair, provided the credential report, stating that 89 delegates were present.

Motion: Thelma Schroeder, GUAA, moved to amend by inserting "except 26-23" after "whole." Seconded by Ovi Velasquez, GUAA.

Motion: Tommy Minch, Maine Association of the Deaf, moved to further amend by inserting "26-20," before "26-23" and "and 26-24" after "26-23." Seconded by Matt Gilsbach, District of Columbia Association of the Deaf; also seconded by Moni Brown, National Black Deaf Advocates.

Motion: Eliza Kragh, Missoula Council of the Deaf, moved to refer the motion and the two amendments to the Bylaws Committee. Seconded by Thelma Schroeder, GUAA. **DEFEATED.**

Kavita Pipalia, National Center on Deaf Advocacy, moved to close discussion. Seconded by Robin Miller. **CARRIED.**

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Communications Chair, provided the credential report, stating that 93 delegates were present.

The delegates then voted on the previous question; to refer the motion and two amendments to the Bylaws Committee.

President Hakulin called a recess at 4:05 PM PDT.

Council of Representatives

Session III

Friday, July 3, 2026

President Hakulin resumed the meeting at 8:19 a.m. PDT. Nicholas Lalanne, Region I Board Member, and Council of Representatives Co-Chair, reviewed housekeeping items.

Announcement: Treasurer Jimmy Petersen announced that the audit materials would be shared with the delegates at 9:00 AM PDT via Google Classroom, including a summary statement of NAD's financial risk level.

President Hakulin turned to presenting awards.

Regional Board Members presented four State Association Awards

- Region I - Maryland Association of the Deaf
- Region II - Indiana Association of the Deaf
- Region III - Tennessee Association of the Deaf
- Region IV - Montana Association of the Deaf

The Parliamentarian reviewed proper use of Requests for Information (RFI) and Points of Order/Information (PO/PI).

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Co-Chair, provided the credential report, stating that 97 delegates were present.

Motion: Sherri Farinha, NorCal Services for the Deaf and Hard of Hearing, moved to add New Business to the Council of Representatives Agenda. Seconded by Ryan Means, New Mexico Association of the Deaf. **CARRIED**

The Council resumed discussion on the motion and two amendments from CoR Session II.

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Co-Chair, provided the credential report, stating that 94 delegates were present.

The delegates voted on the question to insert "26-20," before "26-23" and "and 26-24" after "26-23". **CARRIED.**

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Co-Chair, provided the credential report, stating that 94 delegates were present.

The delegates voted on the question to insert "except 26-23," as further amended to include 26-20 and 26-24. **CARRIED.**

The delegates then voted on the question to approve the remaining bylaw amendments as a whole, except 26-20, 26-23, and 26-24.

Eliza Kragh, Missoula Council of the Deaf, moved to insert "26-31". Seconded by Michael Izak, Washington Association of the Deaf.

Mary Keane, Maryland Association of the Deaf, moved to close the discussion. Seconded by James Zellner, Massachusetts Association of the Deaf. **CARRIED.**

Nicholas Lalanne, Region I Board Member and Council of Representatives Co-Chair, provided the credential report, stating that 93 delegates were present.

President Hakulin called a recess at 10:08 AM PDT.

The meeting resumed at 10:55 AM PDT.

Nicholas Lalanne, Region I and Council of Representatives Co-Chair, provided the credential report, stating that 97 delegates were present.

The authors and seconders of amendments 26-23 and 26-31 subsequently withdrew both proposals, with no objection from the Council.

Author Cam Tulloch and Seconder Anna Haslund requested to withdraw amendment 26-20; this withdrawal was met with objection from the floor.

Motion: Cam Tulloch, Montana Association of the Deaf, moved to withdraw Bylaw Amendment 26-20. Seconded by James Zellner, Massachusetts Association of the Deaf. **CARRIED.**

Tina Joyner, Maryland Association of the Deaf, moved to close the discussion. Seconded by Don Petit-Homme, Vermont Association of the Deaf. **CARRIED.**

Motion: Theo Conley, Maryland Association of the Deaf, moved to close discussion on the motion to approve the remaining bylaw amendments as a whole, except 26-24. Seconded by Jonathan Arteaga, Nebraska Association of the Deaf. **CARRIED.**

The delegates voted on the previous question to approve the remaining bylaw amendments as a whole, except 26-24. **CARRIED.**

President Hakulin called a recess at 11:44 AM PDT.

Council of Representatives

Session IV

Friday, July 3, 2026

The meeting resumed at 1:00 PM PDT.

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Communications Chair, provided the credential report, stating that 94 delegates were present.

The author and seconder of Amendment 26-24 requested to withdraw the proposal; an objection was raised from the floor.

Jack Ludwig, Oregon Association of the Deaf, moved to withdraw Bylaw Amendment 26-24. Seconded by Jeremy Wagoner, Oregon Association of the Deaf. **CARRIED.**

Charleen Sculley, Tennessee Association of the Deaf, moved to close the discussion. Seconded by Marissa Goff, Jr. NAD.

President Hakulin invited Past President Melissa Draganac-Hawk to open the election process.

Motion: Kavita Pipalia, National Center on Deaf Advocacy, moved to suspend the two-year membership requirement to allow qualified candidates to run for Board positions today. Seconded by Sherry Crosby, Louisiana Association of the Deaf. **DEFEATED.**

Kim Lucas, Florida Association of the Deaf, moved to close the discussion. Seconded by Dr. Niesha Washington-Shepard, National Black Deaf Advocates.

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Communications Chair, provided the credential report, stating that 94 delegates were present.

The delegates then voted on the previous question, to suspend the two-year membership requirement to allow qualified candidates to run for Board positions today.

Credential Report

Nicholas Lalanne, Region I and Council of Representatives Communications Chair, provided the credential report, stating that 94 delegates were present.

Past President Melissa Draganac-Hawk then began the election proceedings, starting with the office of the NAD President.

Election results:

For the office of NAD President: Stephanie Hakulin was elected by ballot.

For the office of NAD Vice President: Jenny Buechner was elected by ballot.

For the office of NAD Secretary: Jacob Leffler was elected by acclamation with Secretary Milmaglyn Morales casting the ballot.

Motion: Eliza Kragh, Montana Council of the Deaf, moved to appeal the Chair's decision regarding the election by acclamation. Seconded by Luis Saldana, Jr. NAD. **DEFEATED**

Sherri Farinha, NorCal Services for the Deaf and Hard of Hearing, moved to nominate Jack Ludwig as Secretary. Seconded by Moni Brown, National Black Deaf Advocates. Jack Ludwig declined the nomination.

Sherri Farinha nominated Kavita Pipalia for Treasurer, who declined the nomination. Jonathan Arteaga, Nebraska Association of the Deaf, nominated Kevin Ryan for Treasurer, who accepted.

For the office of NAD Treasurer: Octavio Cuenca Maldonado was elected by ballot.

For the Region I Board Member: Thomas Minch was elected by ballot.

For the Region III Board Member: Ari Latino was elected by ballot.

For the Region IV Board Member: Jack Z. Ludwig was elected by ballot.

President Emeritus Alan Hurwitz administered the Oath of Office to the newly elected Board Members.

The Steering Committee presented its final Community-Driven Commitments report, organized around five goal areas: Health Care, Accessibility, Technology, Education, and Employment. Recommendations from the Council of Representatives included continued use of ASL in NAD communications, quarterly updates from NAD to the membership, and regular reporting from committees.

Motion: Jake Pfau-Martinez, Colorado Association of the Deaf, moved to ratify the Community-Driven Commitments: Organizational Goals. Seconded by Ryan Means, New Mexico Association of the Deaf. **CARRIED.**

Steve Lovi, Empire State Association of the Deaf, moved to close the discussion. Seconded by Antony McLetchie, Conference of Educational Administrators of Schools for the Deaf.

Resolutions

Jacob Leffler, Region I Board Member and Steering Committee Chair presented the resolutions for consideration by the Council of Representatives.

26-CA-RES-01: Resolution to Establish an Ombuds Mediation Process and Biennial Reporting for Zero Tolerance Policy Violations

Author: Jake Pfau-Martinez

Seconded by Jack Ludwig

Whereas the National Association of the Deaf (NAD) maintains a Zero Tolerance Policy to protect its members and uphold the integrity of the organization;

Whereas a fair due process protects both the person who raises a concern and the person who is the subject of it;

Whereas an ombuds-led mediation option offers a restorative and relational path that can resolve appropriate matters without adversarial escalation; and

Whereas regular reporting on the volume and disposition of violations supports Board accountability and informed decision-making by the membership;

Now, therefore, be it **Resolved**, that the NAD Board shall incorporate an ombuds mediation process into the due process procedures for violations of the Zero Tolerance Policy by members, offered as a voluntary option where mediation is appropriate and consistent with member safety;

Resolved, That the NAD Board shall define the scope, qualifications, and neutrality standards for the ombuds role, along with clear communication to members about how the process works and when it applies;

Resolved, That the NAD Board shall prepare and present a biennial data report on Zero Tolerance Policy violations, including the number of reports received, categories of violation, dispositions, and the use and outcomes of the mediation process, presented in a form that protects the confidentiality of the individuals involved;

and be it further **Resolved**, That the biennial report shall be delivered in conjunction with the NAD biennial conference cycle so that the membership receives consistent and timely information.

The result is **CARRIED**.

26-CA-RES-02: Recognition of the City of San Francisco

Author: Humberto Guzman
Seconded by: Ryan Fingerle

Whereas, the National Association of the Deaf (NAD) selected the City of San Francisco as the host city for its 58th Biennial Conference, bringing together Deaf, DeafBlind, DeafDisabled, Hard of Hearing, Late-Deafened individuals, families, professionals, exhibitors, and allies from across the United States and beyond;

Whereas, the City of San Francisco warmly welcomed conference attendees and demonstrated its commitment to accessibility, inclusion, and civic partnership throughout the planning and execution of the conference;

Whereas, the Office of the Mayor of San Francisco provided leadership and support that helped make the 58th Biennial Conference a welcoming and memorable experience for all participants; Whereas, the San Francisco Mayor's Office on Disability, through its dedication to advancing accessibility and disability inclusion, partnered with the National Association of the Deaf to help ensure that conference attendees experienced a city committed to equitable access and full participation;

Whereas, the collaboration and hospitality extended by the City of San Francisco, the Office of the Mayor, and the Mayor's Office on Disability contributed significantly to the success of the National Association of the Deaf's 58th Biennial Conference;
Resolved, that the Council of Representatives of the National Association of the Deaf expresses its sincere gratitude and appreciation to the City of San Francisco, the Office of the Mayor, and the San Francisco Mayor's Office on Disability for their outstanding partnership, hospitality, and commitment to accessibility and inclusion.

Resolved, that the Council further recognizes these organizations for their efforts in helping create a welcoming environment that reflects the values of equity, accessibility, and community, thereby contributing to a successful and memorable 58th Biennial Conference.

The result is **CARRIED**.

26-CA-RES-03: Recognition of 2024–2026 Board of Directors Service

Author: Kimberly Lucas
Seconded by: Lisa Myhand

Whereas, each member of the National Association of the Deaf Board of Directors has devoted countless hours of volunteer service during the 2024–2026 term in support of the mission, vision, and values of the National Association of the Deaf;

Whereas, the Board has provided leadership, governance, and stewardship during a period of continued organizational growth, strategic planning, advocacy, and service to the Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened communities;

Whereas, the members of the National Association of the Deaf recognize and deeply appreciate the commitment, professionalism, and dedication demonstrated by every member of the Board throughout their service;

Whereas, the accomplishments achieved during the 2024–2026 biennium were made possible through the collective efforts of the Board of Directors, NAD staff, volunteers, affiliates, and members working together to advance the Association's mission;

Whereas, the following individuals have served with distinction on the 2024–2026 National Association of the Deaf Board of Directors:

- **Whereas**, Stephanie Hakulin has served as President for 8 months and Vice President for 3.5 years;
- **Whereas**, Lisa Rose has served as President for 15 months.
- **Whereas**, Chris Estrin has served as Vice President for 6 months;
- **Whereas**, Milmaglyn Morales has served as Secretary for 4 years;
- **Whereas**, Jimmy Peterson has served as Treasurer for 2 years;
- **Whereas**, Jacob Leffler has served as Region I Board Representative for 6 years;
- **Whereas**, Nicholas Lalanne has served as Region I Board Representative for 4 years;
- **Whereas**, Kevin Ryan has served as Region II Board Representative for 8 years;
- **Whereas**, Katy Hagmeyer has served as Region II Board Representative for 6 months;
- **Whereas**, Deanna Swope has served as Region III Board Representative for 2 years;
- **Whereas**, Ari Latino has served as Region III Board Representative for 6 months;
- **Whereas**, Laura Kim has served as Region IV Board Representative for 4 years;
- **Whereas**, Jojo Lopez has served as Region IV Board Representative for 2 years;
- **Whereas**, Dawnmarie Caggiano has served as Affiliate Board Member for 4 years;
- **Whereas**, Tyese Wright has served as Affiliate Board Member for 6 years.
- **Whereas**, Kimberly Johnson has served as Appointed Board Member for 6 months;
- **Whereas**, James “Dino” Christianson has served as Treasurer and Appointed Board Member for 6 months.

Resolved, that the Council of Representatives, together with the members of the National Association of the Deaf, expresses its sincere gratitude and recognition to the members of the 2024–2026 Board of Directors for their unwavering dedication, leadership, perseverance, and faithful service to the Association and the Deaf community.

Resolved, that the Council further extends its appreciation to those Board members whose terms conclude at this conference and thanks those continuing in service for their ongoing commitment to advancing the mission of the National Association of the Deaf.

The result is **CARRIED**.

26-CA-RES-04: Recognition of Dr. Bobbie Beth Scoggins as Interim Chief Executive Officer

Author: Dr. Harvey Corson

Seconded by: Niesha Washington-Shepard

The resolution was read in full, as follows:

Resolution of Appreciation for Dr. Bobbie Beth Scoggins' Service as Interim Chief Executive Officer

Whereas, the National Association of the Deaf experienced a period of executive transition requiring interim leadership to ensure continuity of operations, fiduciary compliance, and organizational stability;

Whereas, during this period, Dr. Scoggins provided executive leadership and administrative oversight in support of Board-approved policies, procedures, and strategic direction across key organizational functions including governance transition, financial and operational continuity, modernization of office systems including digitalization, implementation support for investment account administration and custodial institution transitions in accordance with Board-approved investment policies, federal grant compliance and reporting requirements, conference planning and execution, and stakeholder engagement;

Whereas, all financial management activities, including investment oversight and custodial transitions, were conducted in accordance with the organization's Investment Policy Statement, applicable federal regulations, and Board-authorized fiduciary governance structures, with authority residing in the Board of Directors and its designated committees;

Whereas, the organization also navigated significant external and internal demands, including preparation for the 58th Biennial NAD Conference;

Whereas, Bobbie Beth Scoggins supported staff, maintained organizational continuity, and facilitated coordination across departments to ensure continuity of operations during a period of complexity and transition;

Now, therefore, be it **Resolved**, that the Board of Directors of the National Association of the Deaf hereby expresses its sincere appreciation for the service of Dr. Scoggins during this critical period of organizational transition;

Be it further **Resolved**, that the Board recognizes the contributions made toward maintaining operational stability, advancing Board-directed priorities, and supporting an effective leadership transition;

Be it further **Resolved**, that the Board recognizes this period as a defining transitional phase in the organization's recent history, marked by significant governance, operational, compliance, and external challenges requiring sustained executive stewardship to ensure institutional continuity and mission delivery;

Be it further **Resolved**, that this resolution shall be entered into the official minutes of the Council of Representatives and included in the records of the 58th Biennial NAD Conference proceedings as part of the organization's permanent historical record.

The result is **CARRIED**.

26-CA-RES-05: Study Committee

Author: Tawny Holmes Hlibok

Seconded by: Kavita Pipalia

Resolved, that the National Association of the Deaf establish a study committee to develop recommendations for realistic, reliable, transparent, and collaborative benchmark criteria for evaluating and prioritizing community driven resolutions; and

Resolved, that the committee include representation from relevant stakeholders with advocacy and project management expertise and engage in a collaborative process in developing its recommendations; and

Resolved, that the committee present its recommendations to the Board of Directors at its next regular meeting for review and consideration with an announcement being made to the community soon after.

The result is **CARRIED**.

President Hakulin adjourned the Council of Representatives Meeting at 4:01 PM PDT.

Respectfully Submitted,
Milmaglyn Morales
Secretary
July 10, 2026