

Kansas Association of the Deaf
REGULAR BOARD MEETING MINUTES
April 27, 2025
2:00 pm to 5:00 pm
Topeka & Shawnee County Public Library
Menninger Room 206

I. Call the meeting in order

President Kim Anderson called the meeting to order at 2:06 pm.

II. Roll Call

Board Members Present:

- President; Kim Anderson
- Vice President; Chris Haulmark
- Secretary/Treasurer; Zavia Wheeler
- Youth Program Coordinator; Jessica Schultz
- Appointed Board Member; Adriana Gonzalez
- Appointed Board Member; Cameron Symansky
- Appointed Board Member; Annette Caraway

Interpreters: Lori Earls & Petra Horn-Marsh

Observers: Eliza Kragh

QUORUM: A quorum being present, the meeting proceeded with business.

III. Correction of Previous Meeting Minutes

- The minutes of [January 19, 2025 Regular Board Meeting Minutes](#) were reviewed. **No corrections noted, minutes stand approved. The minutes were approved to be distributed.**

- The minutes of the [January 8th, 2025 Special Board Meeting Minutes](#) were reviewed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [October 27th, 2024 Regular Board Meeting Minutes](#) were reviewed and distributed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [July 28, 2024 Regular Board Meeting Minutes](#) were reviewed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [April 14, 2024 Regular Board Meeting Minutes](#) were reviewed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [January 21, 2024 Regular Board Meeting Minutes](#) were reviewed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [November 1, 2023 Board Special Meeting Minutes](#) were reviewed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [October 22, 2023 Regular Board Meeting Minutes](#) were reviewed;

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented and distributed. **AYE: 7, NAY: 0 , ABSTENTIONS: 0**
MOTION CARRIED

- The minutes of the [July 31, 2023 Regular Board Training Meeting Minutes](#) were reviewed and distributed.

MOVED by (Chris Haulmark), SECONDED by (Jessica Schultz), that the minutes be corrected as presented. **AYE: 7, NAY: 0 , ABSTENTIONS: 0** **MOTION CARRIED**

IV. Communications

- Received email dated 3/11/2025 from Joyce & Dan Brubaker, requesting that the “LaRosh” name be in the title of the DEAF UP Scholarship. Sent acknowledgement of receipt and informed that the board will review it. The board reviewed and reached consensus for no further actions.
- Received announcement from NAD about the NLTC taking place in Austin, TX from October 29 to November 2, 2025. Accepting only 200 registrants. A motion is recommended.
- Received sponsorship request for \$750 from MDHAC and KSD for their 2025 5K Fundraiser. No action recommended.

V. Board Reports of KAD Officers

President Kim Anderson

SUMMARY OF REPORT:

- Prepping for the General Business Meeting, all details released to the members and the public.
- Working with potential partners for funding support of the AWARDS Luncheon. Received 4 partnerships to date, totaling to \$1,600.00.
- Attended and participated in the NAD Region II State Association virtual meetings on Monday, February 10th, and April 13, 2025.
- Completed the "President's Corner" and put together KAD's Quarterly February 2025 Newsletter.
- Assisted Law Committee Chairperson Chris Haulmark with the Bylaws and AOI and consulted with Law Committee Members for review and feedback.
- Attended the KAD Law Committee Virtual Meeting on the differences between the current and revised Bylaws & AOI on Wednesday, March 5th and Thursday, March 6th, 2025.
- Sent an email 4/1/2025 to SA Region II and Kevin Ryan, NAD Region II Board member, requesting that Kevin address the NAD board to resolve the four Ultra Vires committed by NAD Board in violation of the organization bylaws and state laws. SA Region II received a response directly from the NAD President, Lisa Rose, with vague and contradictory answers during its SA Region II Zoom Meeting on April 13th. Emailed to Kevin on 4/15/2025 to make some motions at the April 19th NAD Board Meeting. No response from Kevin since then.
- Fun tidbit of news, KAD has been influential to many organizations, including NAD. Since KAD discovered and started using Zeffy last July 2024, President Anderson had shared at SA Region II meetings about the Zeffy platform and encouraged others to use it and share it widely due to the fact that there are NO FEES to nonprofit organizations! Since then, OCD, several State Associations from Region II and NAD have all adopted the Zeffy platform! Sharing resources makes everyone succeed with efficiency and generate greater revenue!

Vice President Chris Haulmark

SUMMARY OF REPORT:

- Facilitated the Law Committee Virtual Meeting about the current and revised Bylaws & AOI for the members on March 5th & 6th, 2025.
- Drafted advocacy letter supporting DCF/KCDHH Communication Access Fund (CAF) Budget Enhancement Request for KAD to send to the legislators, January 22, 2025. The CAF fund has been approved.
- Been doing some research on NAD's compliance with its bylaws, as a result, noticed KAD needs further improvement on its own compliance as well with its meeting minutes, provided board the following recommendations on how to do so:
 - [Comprehensive KAD Meeting Minutes Analysis Report](#)
 - [KAD Meeting Minutes Template](#)
 - [KAD Meeting Minutes Compliance Checklist](#)

- [Guide to Effective Meeting Minutes for KAD](#)
- Provided Advocacy Training to MCDHH on April 15, 2025.

Treasurer Zavia Wheeler

SUMMARY: FINANCIAL HEALTH REPORT - BUDGET PLANS

March 1st - 31st, 2025

KAD GENERAL FUND BUDGET	2023-2025 BUDGET Approved at GBM 7/2023	Proposed budget balance - current expenses + revenue = remaining budget balance
1. Accounting	\$100.00	\$100.00
- Certified CPA		
2. Board Expenses		\$95.04 + \$65.00 = \$160.04
- Transportation	\$750.00	
- Other expenses		
3. Delegates - NLTC	\$2,750.00	\$203.02
4. Delegates NAD (NBDA)	\$5,350.00	\$575.48
5. Dues/ Taxes		
- NAD Org. Dues (\$200 yr)	\$500.00	\$0
- State Info Report Fee (\$40 yr)		
7. Awards/Recognitions	\$150.00	\$181.02
8. Gifts to KSD	\$500.00	\$500.00
9. Youth Programs		
- JrNAD (\$100 yearly)	\$1,500.00	\$900.00
- YLC or Deaf Camps		
10. Leadership Training	\$700.00	\$331.48
- Speaker about leadership		
11. Insurance/Bond (\$136 yearly)	\$300.00	\$28.00
12. Postage		
- Stamps	\$200.00	\$171.58
13. Printing/Newsletter	\$200.00	\$198.63
14. Public Relations		
- MDHAC (\$500 yearly)	\$2,000.00	\$7,390.52
- KAD Display Board		
- Booths & Fundraisers		
15. State Conference/Cookout		
- Boards' regist. and lodgings	\$1,500.00	\$1,145.81 + \$500.00 = \$1,645.81
- Conference/cookout expns		
16. Social Justice	\$2,000.00	\$383.90
17. Sponsorship	\$2,000.00	\$1,575.00
18. Misc/ZOOM/WIX	\$500.00	\$288.50
Proposed Budget - Expenses + Revenue = PROPOSED BUDGET BALANCE	\$21,000.00	\$14,067.98 + \$565.00 = \$14,632.98
ZVRS Fund	\$1,566.77	\$389.77
Drei McIntosh's DB Fund	\$947.93	\$947.93
DIP 101	\$3,565.78	\$3,690.78
Interpreter Section Committee	\$4,000.00	\$4,000.00
Special FUNDS Balance →	\$10,080.48	\$9,028.48
Scholarship Awards	\$ 6,000.00	\$6,000.00
Proposed Budget + Special FUNDS+ Scholarship Awards =	\$37,080.48	

KAD GENERAL FUND BUDGET	2023-2025 BUDGET Approved at GBM 7/2023	Proposed budget balance - current expenses + revenue = remaining budget balance
1. Accounting	\$100.00	\$100.00
- Certified CPA		
2. Board Expenses	\$750.00	\$95.04 + \$65.00 = \$160.04
- Transportation		
- Other expenses		
3. Delegates - NLTC	\$2,750.00	\$203.02
4. Delegates NAD (NBDA)	\$5,350.00	\$575.48
5. Dues/ Taxes	\$500.00	\$0
- NAD Org. Dues (\$200 yr)		
- State Info Report Fee (\$40 yr)		
7. Awards/Recognitions	\$150.00	\$181.02
GRAND 2023-2025 Budget		\$29,661.46

REVENUES (matches bank statements)

3/10 Zeffy Membership/Donations (Line #2)	\$ 40.00
3/12 Check Partnership for Awards Luncheon (Line #15)	\$ 500.00
3/17 Zeffy Memberships/Donations (Line #2)	\$ 20.00
3/30 Zeffy Membership (Line #2)	\$ 5.00

Total Revenues \$565.00

EXPENSES (matches bank statements)

N/A **\$**

Total Expenses \$ 0.00

MATCHES			REVENUE	EXPENSES
<u>2023-2025 Term REV/EXP</u>	As of 3.31.2025	TOTAL:	\$12,667.66	\$ 18,543.95

Checking account's balance as of March 31, 2025 = \$ 14,620.04

KAD Budget as of March 31, 2025	
Checking Account	\$14,620.04
ZVRS Fund Balance	\$389.77
Drei McIntosh's Deafblind Fund Balance	\$947.93
DIP 101 Fund Balance	\$3,690.78
Interpreter Committee Fund Balance	\$4,000.00
Checking acct balance - Special FUND s = KAD's General Fund Balance	\$ 5,591.56
KAD'S General Fund Balance	\$ 5,591.56
Special FUND s Balance	\$ 9,028.48
Budget Balance (<u>matches bank statement 3.31.2025</u>)	\$14,620.04
Merrill Lynch #4038 (<u>matches 3.31.2025 statement</u>)	\$124,746.57
Merrill Lynch #4047 (<u>matches 3.31.2025 statement</u>)	\$77,939.14

Total of M.L. Investment Accts (#4038 + #4047)	\$202,685.71
Checking Account	\$ 14,620.04
Total of Merrill Lynch Investments	\$202,685.71
Grand Total	\$217,305.75

- **IRS Filings:** Since KAD's revenue for the year 2024 was less than 50K, President Anderson filed KAD's IRS 990-N *E-Postcard* on April 10, 2025.
- **BIENNIAL STATE INFORMATION REPORT:** President Anderson filed the biennial State *Information Report* in 2024, it is not due again until 2026.
- **TAX-EXEMPTION CERTIFICATE:** President Anderson filled out and submitted a request on April 10, 2025, for a Tax-Exemption Certificate with the State of Kansas Dept of Revenue in order to qualify for exemption from sales tax on the catering services for the Awards Luncheon. Received a letter of denial dated 4/22/2025 stating that KAD does not qualify for exemption at the state level. The letter stated that Kansas Statutes do not provide sales tax exemptions for most nonprofit organizations. Exceptions are made for a very limited number of organizations that are explicitly written in the statutes.
- **PROJECTED BUDGET FOR 2025-2027:** The Finance Committee has projected a budget for the 2025-2027 term to be reviewed/approved by the current board to recommend to the 2025-2027 Board of Directors to adopt. The proposed projected budget is in the Finance Committee Report.

Secretary Zavvia Wheeler

SUMMARY OF REPORT:

- No Report.

Youth Program Coordinator Jessica Schultz

SUMMARY OF REPORT:

- Received two applications for the DEAF UP Scholarship dated April 5th & 24th, 2025. Sent message to the first applicant, encouraged them to apply for Vocational Rehabilitation Services first. If they get a letter of ineligibility from VR, recommend they give a copy of it to KAD to be eligible for the DEAF UP Scholarship. No response received yet. The second application did not meet the criterias. Neither are recommended to be awarded.
- Had conversation with Ashley from Deaf LEAD regarding Youth Mental Health, would like to see Kansas more involved.
- Potential coordination of a "Breaking Bias" Panel with SBC/JrNAD (KSD) and KAD in the Fall. Will inform if confirmed.

Appointed Board Member Annette Caraway

SUMMARY OF REPORT:

- Overseeing the DEAFBLIND SECTION now known as the DeafBlind Kansans.
- KCDHH's CAF has been approved (Communication Access Fund).
Already have some questions from the DeafBlind community on how the CAF can be used. Will stay on top of this.

Appointed Board Member Cameron Symansky

SUMMARY OF REPORT:

- Discovered a great leadership training potential, recommend utilizing Redefining Leadership from www.inneralignmentleadership.com for board training for the next term's board retreat.
- Attended KCDHH meeting on April 11,2025

Appointed Board Member Adriana Gonzalez

SUMMARY OF REPORT:

- Attended the KAD Law Committee Virtual Meeting on the differences between the current and revised Bylaws & AOI on Wednesday, March 5th and Thursday, March 6th, 2025.
- Provided advocacy to a mexican person about driver's ed test issue on March 5,2025
- Attended KHLAAC (Kansas Hispanic Latino American Affair Commission) meeting on April 9,2025
- Attended KCDHH meeting on April 11,2025
- Attended and observed the Region II SA Rep meeting on April 13, 2025.
- Requesting mileage reimbursement for some advocacy work done on behalf of KAD assisting a Deaf person with their rights to taking the driver's education test, as explained via this [video](#) report. This is related to Social Justice.
- Represent KAD and be the state liaison with NHLA, as explained via this [video](#) report.

VI. Committee Reports

SUMMARIES OF COMMITTEE REPORTS:

- **LAW COMMITTEE:** Chris shared the results of the virtual meetings on the current/proposed Bylaws & AOI. The deadline of April 21st, 2025 for members to submit amendments to the revised Bylaws & AOI has come and gone. No amendment submissions were received. The revised Bylaws & AOI will be

finalized and sent to members before May 21st, 2025 for their review and for a vote at the GBM on June 21, 2025.

- **INTERPRETER SECTION:** Inactive. President Anderson sent an email to the KAI-RID secretary Kim Enos as listed on its website. Email bounced back as nonexistent. Sent a private message via Facebook. No response. By word of signs, the KAI-RID has folded. President Anderson will follow up with the Register Agent.
- **DEAFBLIND SECTION:** Annette working with a community of DeafBlind, named it the DeafBlind Kansans. Progress is slow.
- **DEAF SENIORS SECTION:** Update from Chairperson, Mike Sullivan; Deaf Seniors are currently active with their social activities. No pressing issues to address.
- **FINANCE COMMITTEE:** The Finance Committee, consisting of all current Board members, has projected a budget for the 2025-2027 term as follows in the 2025-2027 Projected Financial Health Budget for the current board to recommend to the next Board of Directors. The committee has also updated the Fiduciary Responsibility & Fiscal Guidelines in readiness for the next board.
Recommend a motion to approve.

- **The fiscal term 2025-2027 will have an increase of \$5,997.12 compared to the previous term 2023-2025 due to the DEAF UP Scholarship. The term 2023-2025 #23 SCHOLARSHIP AWARDS category of \$6,000 has been increased to \$12,000 and moved to the term 2025-2027 #9 DEAF UP SCHOLARSHIP category.**

VII. Ratification of Email Motions from Board Members

(this section not applicable until bylaws amended)

MOVED by (Adriana Gonzalez) to recess for 10 minutes starting at 3:13 p.m. The motion to recess for 10 minutes was **CARRIED**.

President Kim Anderson resumed the meeting at 3:23 p.m.

VIII. Unfinished business

SUMMARY OF DISCUSSIONS:

- A. Discussed the following topics for the General Business Meeting
 1. Newly Revised **Bylaws & AOI** amendment submissions (deadline was: **April 21st**) - no submissions received. Will send out the Revised version to the members before the May 21st, 2025 deadline and include a link in the May 2025 Newsletter.
 2. **Award Nominations** (deadline was: **April 15th**) - no submissions received. No awards this term. Recommend doing a presentation on KAD's history of Intersectional Privileges and do an appreciation of the members, community, and partners.
 3. **Officer Nominations** - Recommend contacting former board member Wendy McGregor to do the counting of ballots and swearing-in of new officers.
 4. **Luncheon** RSVPs & Partnerships/Catering - only one RSVP received. All board members need to RSVP. Will send out a reminder to the members, include in the May 2025 Newsletter, and share on social media. All board members will do a vlog to advertise the Luncheon.
 5. Recommend showing the HistoricalTruths slideshow for the attendees to

- peruse before the GBM starts and during breaks.
6. **Draft of GBM Meeting Minutes** - it is ready for the GBM, will be tweaked as time nears.
 7. **Registration Process** - recommend Youth Program Coordinator Jessica Schultz to be in charge of the Registration Booth from 9 am to 9:50 am to
 8. check-in members with voting privileges. All voting members must have name and vote tags. Recommend Adriana Gonzalez to be at the designated seating area for voters to verify members with vote tags.
 9. **Statistics Report** - the statistics committee is supposed to report on deaths of current and former members. It is an inactive committee. There will be no reports from it at the GBM.
 10. Need an updated **listing of all Deaf Clubs** to ensure all are acknowledged at the GBM.
 11. **Board travel/lodging** is all set. Board member Cameron Symansky will be excused from attending due to a schedule conflict with his employment. Board member Zavia Wheeler will be excused from attending due to a schedule conflict with her family vacation.
 12. **DeafBlind Interpreting Services** for the GBM/Luncheon will be approximately \$1,200. President Anderson has sent an inquiry with KCDHH about sponsoring this. Awaiting response. Recommend a motion to cover the cost in case KCDHH will not sponsor it.
 13. **Deaf Night Live** Locals in Wichita recommend folks to meet up at the Chicken N' Pickle. WAD will work on creating a flyer to include in the May newsletter. May have low attendance due to the fact that a Deaf Club in Newton will be having their cookout the same day as KAD's GBM.

IX. Important Business to Decide

- A. National Black Deaf Advocates (NBDA) has released their conference information for this August 13 -16, 2025 in Kansas City, MO at the Downtown Marriott. Early bird registration is April 30th, 2025. Recommend all board members to attend if possible. All board need to be individual members of NBDA to get the discounted member rate. To register all 8 board members, the cost will be about \$1,500.00. A motion is recommended.
- B. Board Member Annette Caraway is registered for the DSA Conference to represent KAD in lieu of sponsoring the DSA with a booth or contribution. Annette will need lodging for the week, checking in on Sunday, August 3rd and checking out on Thursday, August 7th for four nights. Cost for lodging at the Marriott will be approximately \$1,000. Her husband might join her, if so, he will reimburse KAD half of the lodging expense. A motion is recommended.
- C. NAD has released their conference information for the National Leadership Training Conference (NLTC) for October 28 - November 2, 2025 in Austin, TX at the University of Texas. Registration is open now, but limited to only 200 registrants. NAD has stated that State associations can go ahead and purchase registrations under association name and then after state association's elections of new board members, can inform NAD of the names of registrants. Registration fee is \$160 per person. Estimated lodging cost is \$1,220.00 for an AirBNB. A motion is recommended.
- D. Proposed calendar of board meeting dates for term 2025-2027, locations to be determined by the 2025-2027 Board of Directors. A consensus was accepted.

YEAR	DATE/TIME	ACTIVITY	LOCATION
2025	May 2025	Newsletter Due	
2025	June 21, 2025	General Business Meeting	WSU, WICHITA, KS
2025-2027	JULY 2025 TO JUNE 2027	NEW BOARD TERM BEGINS	
2025	July 20, 2025	Board Meeting	
2025	October 19, 2025	Board Meeting/Retreat/Trng	
2025	November	Newsletter Due	
2026	January 18, 2026	Board Meeting	
2026	February	Newsletter Due	
2026	April 19, 2026	Board Meeting	
2026	May	Newsletter Due	
2026	July 19, 2026	Board Meeting	
2026	August	Newsletter Due	
2026	October 18, 2025	Board Meeting	
2026	November	Newsletter Due	
2027	January 17, 2025	Board Meeting	
2027	February	Newsletter Due	
2027	April 18, 2025	Board Meeting	
2027	May	Newsletter Due	
2027	June ?, 2027	State Association Meeting	

X. New Business ([motions](#))

Reminded board to ensure there are no conflicts of interests for any motions to be made and if any conflicts exist, to abstain.

All votes made by a show of hands.

- **MOTION KAD-BD-25-6:** MOVED by Cameron Symansky, SECONDED by Jessica Schultz, that KAD get 8 early bird registrations for KAD to be represented by board members or members, at the National Black Deaf Advocates (NBDA) conference August 13 -16, 2025 in Kansas City, MO at the Downtown Marriott for up to \$1,500 from budget line items #4 for \$575.48 and #14 for \$924.52. **AYE: 7, NAY: 0, ABSTENTIONS:0**
MOTION CARRIED.
- **MOTION KAD-BD-25-7:** MOVED by (Jessica Schultz), SECONDED by Zavia Wheeler, that KAD secure lodging for board member Annette Caraway for the 2025 DSA Conference, for four nights from August 3rd thru 7th, 2025, to represent KAD up to \$1,000 from budget line item #17. **AYE: 6, NAY: 0, ABSTENTIONS: 1 [Annette Caraway] MOTION CARRIED.**
- **MOTION KAD-BD-25-8:** MOVED by Cameron Symansky, SECONDED by Zavia Wheeler, that the Finance Committee's proposed Projected Financial Health Budget for term 2025-2027 be recommended to the 2025-2027 Board of Directors to adopt. **AYE: 7, NAY: 0, ABSTENTIONS: 0 MOTION CARRIED**
- **MOTION KAD-BD-25-9:** MOVED by Jessica Schultz, SECONDED by Cameron Symansky, that up to \$1,500 be approved for the catering

services of the Awards Luncheon for this June 21, 2025 from budget line #15. **AYE: 7 , NAY: 0 , ABSTENTIONS: 0 MOTION CARRIED**

- **MOTION KAD-BD-25-10:** MOVED by Adriana Gonzalez, SECONDED by Cameron Symansky, that KAD purchase three registrations and secure lodging for the National Leadership Training Conference in Austin, TX from October 28 to November 2, 2025, up to \$1,700 from budget line #3 for \$203.02, line #10 for \$331.48, and Line #14 for \$1,165.50. **AYE: 7, NAY: 0 , ABSTENTIONS: 0 MOTION CARRIED**
- **MOTION KAD-BD-25-11:** MOVED BY Zavia Wheeler SECONDED BY Jessica Schultz, that KAD use \$1,200 from budget line item #14 to cover the cost of Deaf Interpreters for the GBM if KCDHH is not able to sponsor it. MOVED TO TABLE KAD-BD-25-12 by Chris Haulmark, SECONDED (Annette Caraway) to next Special Board Meeting. **AYE: 7, NAY: 0, ABSTENTIONS: 0 MOTION CARRIED**

XI. Announcements

1. Cameron Symansky received an acceptance letter from Gallaudet as of 2 hours ago.
2. Annette Caraway encouraged the board to make sure that the Newsletter is Deaf Blind friendly.
3. Zavia Wheeler shared that there will be an ASL Night Out on May 16th at Rochester Brewing and Roasting Company from 4:30-10 PM. FB is ASL Night Out - KC Metro Area.
4. Kim Anderson and Adriana Gonzalez are working on planning a social meet and greet in western Kansas.
5. Cameron Symansky informed OLINGO will be at OCD on May 10th.

XII. Adjournment

The next Board meeting will be the General Business Meeting with the KAD Members in Wichita, KS on Saturday, June 21, 2025.

MOVED by (Zavia Wheeler), SECONDED by (Cameron Symansky), to adjourn the meeting. The motion to adjourn was **carried** at 5:00 pm.

Respectfully Submitted,

Zavia Wheeler
Secretary of the Kansas Association of the Deaf

Date Approved::