



Kansas Association of the Deaf, Inc.
2025 General Business Meeting Minutes
Woolsey Hall Auditorium - Wichita State University
Wichita, Kansas
Saturday, June 21, 2025
10:00 am to 4:00 pm

WELCOME Message from Dr. Edward Bart, Assistant Professor & ASL Director at WSU

GENERAL BUSINESS MEETING SESSION I

I. CALL TO ORDER

President Kim Anderson called the meeting to order at 10:00 a.m.

BOARD MEMBERS PRESENT:

President; Kim Anderson
Vice President; Chris Haulmark
Youth Program Coordinator; Jessica Schultz
Appointed Board Member; Adriana Gonzalez
Appointed Board Member; Annette Caraway

BOARD MEMBERS ABSENT (EXCUSED)

Appointed Board Member; Cameron Symansky
Secretary/Treasurer; Zavia Wheeler

Interpreters: Lori Earls, Nicole Conrad, Artemis Poarch

Acting Secretary Jessica Schultz verified that 24 registered members were present for the GBM SESSION I.

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

STANDING RULES: Need a motion to set up standing rules for debate on motions.

MOTION: For debate on motions, limit 2 minutes per person and limit to 3 people per pro and con.

MOVED BY: Chris Haulmark

SECONDED BY: Adriana Gonzalez

DISCUSSION: None

RESULT: PASSED **Show of hands:** AYE: 19 NAY: 0 ABSTENTIONS: 0

II. READING OF MEETING MINUTES

- The minutes of **June 17, 2023 General Business Meeting Minutes** were reviewed.

President asked **KAD members** if any corrections were needed.

Corrections noted for the number of registered members present at the 2023 GBM was 27, minutes stand approved as corrected.

III. **PRESIDENT'S ADDRESS**

→ **2023-2025 Board Meetings - conducted eleven (11) board meetings this biennium.**

- **July 31, 2023** - ZOOM Video Conference
- **October 22, 2023** - Topeka & Shawnee County Public Library, Topeka, KS
- **November 1, 2023** - Streamyard Platform
- **January 21, 2024** - Topeka & Shawnee County Public Library, Topeka, KS
- **April 14, 2024** - Topeka & Shawnee County Public Library, Topeka, KS
- **July 28, 2024** - Indian Creek Library, Olathe, KS
- **October 27, 2024** - ZOOM Video Conference
- **January 8, 2025** - ZOOM Video Conference
- **January 19, 2025** - Topeka & Shawnee County Public Library, Topeka, KS
- **April 27, 2025** - Topeka & Shawnee County Public Library, Topeka, KS
- **June 21, 2025** - General Business Meeting of the Members, WSU, Wichita, KS

→ **After 2025 General Business Meeting**

- ◆ **Deaf Seniors of America (DSA)** will be held in Kansas City, MO August 1-7, 2025.
- ◆ **National Black Deaf Advocates Conference (NBDA)** will be held in Kansas City, MO, August 13-16, 2025.
- ◆ **National Leadership Training Conference (NLTC)** will be held in Austin, TX, October 29 - November 2, 2025.
- ◆ **NAD's 58th Biennial Conference** will be held in San Francisco, CA in July 2026.

→ **2023 - 2025 Accomplishments**

- ◆ Gained 4 new board leaders, creating a **multigenerational diverse board** (July 2023)
- ◆ Sent **seven (7) advocacy letters**
- ◆ Provided a **Financial Stages of Life Workshop** (December 2023)
- ◆ Hosted a **Town Hall Meeting on Superbowl Trauma** (February 2024)
- ◆ Presented the **Distinguished Service Award to Senator Molly Baumgardner** (February 2024)
- ◆ Provided a **Navigating the IEP Process Workshop** (March 2024)
- ◆ Conducted a **successful membership drive**, increased the number of members from 98 to 201.
- ◆ Hosted the first **LIGHTS ON! DEAF UP!** Fundraiser and **raised \$7,280**. (November 2024)
- ◆ **Awarded funds to two youth** to attend the NAD Youth Leadership camp (July 2024)
 - Khaliah Frazier
 - Orlando Cobos-Sosa
- ◆ Provided **Parliamentary Tips VLOGcasts** for Board and KAD members. (December 2024)
- ◆ Generated the **Legal & Historical Analysis of the LaRosh Bequest Review** (January 2025)
- ◆ Launched the **DEAF UP Scholarship** for ages 14 & up. (January 2025)
- ◆ **Successfully fundraised \$10,080 for term 2023-2025** (November 2024 & June 2025)

→ **2023-2025 Motions**

1. 2023 General Business Meeting Motions
 - a. Five (5) motions were made and carried.
 - i. All five motions were completed.
2. 2023-2025 Board Motions
 - a. Thirty-two (32) motions were made and carried.
 - i. Two (2) motions were rescinded.
 - ii. Twenty-Nine (29) motions were completed.
 - iii. One (1) motion has been tabled

→ **Reports of 2023 NBDA, NLTC & 2024 NAD Conference**

1. National Black Deaf Advocates (NBDA) Conference
 - a. August 2023, Birmingham, AL

- b. **Delegates:** Adriana Gonzalez and Chris Haulmark
 - c. [Report](#) on the 2023 NBDA available on KAD's Website
- 2. 9th Biennial NAD Leadership Training Conference (NLTC)
 - a. September 2023; Albuquerque, NM
 - b. **Delegates:** Adriana Gonzalez, Cameron Symansky and Chris Haulmark
 - c. [Report](#) on the 2023 NLTC available on KAD's website.
- 3. 57th Biennial NAD Conference
 - a. June 30 - July 6, 2024; Chicago, IL
 - b. **Delegates:** [Adriana Gonzalez](#), [Annette Caraway](#), [Jessica Schultz](#) and **Alternate:** [Chris Haulmark](#).
 - c. Delegate & Alternate reports of their experiences at the conference are available in the August 2024 newsletter.

IV. **COMMUNICATIONS** - none

V. **REPORTS OF OFFICERS**

A. **President Kim Anderson** SUMMARY OF REPORT:

I offer heartfelt thanks to the members of KAD for your confidence in electing me to serve as President for a third term. It has been my pleasure to represent and serve on behalf of all Deaf Kansans to the best of my ability. Also, my heartfelt thanks to the current KAD Board members; Chris Haulmark, Zavia Wheeler, Jessica Schultz, Cameron Symansky, Adriana Gonzalez, and Annette Caraway for being an amazing team to work with! I sincerely would not have been able to perform as the President without them. Their legacy of service has advanced KAD in its mission of preserving, protecting, and promoting the civil, human, and linguistic rights of all Deaf Kansans.

Personally, this term was perhaps my favorite and the most consequential of all the terms I have served because this term provided me with so many lessons to authentically learn from and genuinely improve upon. The lessons that were most instrumental to my personal growth with my leadership skills were 1) Governance and 2) Fiduciary Responsibility.

For Governance, during some challenging moments, I gained a greater understanding and appreciation of every aspect of governance for nonprofit organizations, especially in understanding the required compliance with nonprofit state laws, AOI, Bylaws and Robert's Rules of Order Newly Revised, all in that order.

For Fiduciary Responsibility, my own fiduciary literacy increased significantly, improving my ability, as President, to ensure accountability and proper use of the organization's funds. During this term, I worked to enhance the board's fiduciary literacy, authority, and oversight of all revenues and expenses, ensuring that there is absolutely no room for misuse of funds, that funds are used to meet the organization's mission, and to establish proper fiduciary practices.

The freedom to learn by trial and error was possible only because of the collective support, love, and camaraderie of the current board. It made a difference that the board genuinely cared about and wanted to learn alongside me to make KAD shine even brighter and stronger for future generations. This term's lessons will stay with me forever.

In closing, no matter how many times I have served on the KAD Board, there is always something to learn. One of my favorite quotes about lifelong learning is "*Never stop learning, because life never stops teaching.*" That is KAD for me! It has taught me so much and can continue to teach me more! On that note, should the proposed newly revised AOI and Bylaws be adopted by the members, I will gladly be of service for another term as the President.

As always, in your service, in solidarity, onwards and upwards to a brighter future for ALL Deaf Kansans.

B. Vice President Chris Haulmark

SUMMARY OF REPORT:

As I reflect on my two-year tenure as Vice President of the Kansas Association of the Deaf, my heart swells with immense gratitude and pride for what we have accomplished together. KAD has been incredibly inspiring for me, serving as a beacon of hope that illuminated the path forward during some of our community's most challenging moments. When I assumed this role in June 2023 after serving for two years as the appointed board member, I brought with me the wisdom gleaned from my previous political campaign, traveling 47 countries, living in several states with large Deaf communities, and witnessing the extraordinary kaleidoscope of bio-cultural diversity within our global Deaf community. That journey taught me that we are not solitary figures but dynamic contributors, each adding our unique colors to the vibrant mosaic of Deaf Kansas.

I feel that my greatest accomplishment has been the comprehensive revision of KAD's constitution and bylaws, a labor of love that consumed countless hours but filled my spirit with purpose. This wasn't merely an administrative exercise; it was our collective act of devotion to KAD's future generations. Working meticulously through decades of accumulated policies, we've created governing documents that ensure legal compliance while strengthening the Deaf wisdom that has always been KAD's heartbeat. The result is a framework that empowers future leaders to serve with unwavering confidence, knowing they stand on solid legal and ethical ground built by our shared dedication.

The LaRosh Scholarship research project revealed something profoundly beautiful about our organization's character, serving as a testament to 45 years of quiet heroism. Since 1980, KAD has been a steadfast guardian for Deaf students, investing over \$100,000 in our community's educational dreams. As I traced this remarkable history through archival documents, I discovered not just financial figures, but stories of determination, hope, and the collective strength that defines us. Each scholarship recipient represents our unwavering commitment to lifting each other up, demonstrating that KAD's impact extends far beyond what any single board can accomplish. We are part of an ongoing legacy of service that enriches Kansas with every life we touch.

Perhaps most significantly, I've witnessed the tremendous growth and vibrant evolution of our advocacy ecosystem. As the Kansas Commission of the Deaf and Hard of Hearing has expanded their capacity, the daily advocacy burdens that once overwhelmed KAD have transformed into opportunities for deeper empowerment. This liberation has allowed us to focus on what we do best: serving as curators of Deaf knowledge, mentors to emerging leaders, and guardians of the wisdom that preserves our community's civil, human, and linguistic rights.

My brief service on the National Association of the Deaf's board, though shorter than anticipated, provided invaluable perspective that reinforced my appreciation for KAD's integrity. While that experience highlighted challenges within our national organizations, it deepened my gratitude for the transparent, principled leadership we practice here in Kansas. This standard of excellence is one I hope to carry forward in all my future advocacy work.

As I transition away from active executive leadership, I do so with a hopeful heart, knowing that our collaborative efforts have positioned KAD for continued flourishing. The constitution and bylaw revisions provide a robust framework for future milestones. Our scholarship programs honor our history while adapting to contemporary needs. Our advocacy focus has evolved to match the changing landscape, ensuring KAD remains a vital force for generations to come.

Should our membership adopt the new bylaws, I remain open to serving as Secretary, contributing my organizational skills while stepping back from executive intensity. Like the many dedicated leaders before me, I've learned that sometimes our greatest service is preparing others to carry the torch further than we ever imagined possible.

The future of KAD burns bright with undiminished optimism because we've built something lasting. This foundation serves not just ourselves, but as a gift to the generations of Deaf Kansans who will inherit the legacy of love, dedication, and unwavering commitment we leave behind.

C. Secretary/Treasurer Zavia Wheeler (Absent) / Kim Anderson

SUMMARY OF REPORT:

Thank you for electing me the opportunity to serve as Secretary/Treasurer for the term 2023-2025. President Kim Anderson and I worked together as a team on all aspects of the treasurer duties since both of us were insured with fiduciary authority.

Important information to know:

- **Audits:** Auditors for:
 - **June 2023 to May 2024 Review** were Amy Adams & Shirley Sears.
 - **June 2024 to November 2024 Review** were Shirley Sears & Adriana Gonzalez.
 - **December 2024 to May 2025 Review** as the final audit for 2023-2025 term were Shirley Sears & Adriana Gonzalez.
- Filed **IRS 990-N E-Postcard** as revenue was less than 50K in April 2024 and April 2025.
- Filed biennial **State of KS Information Report** in April 2024. Next due April 2026. (\$80.00 fee).
- President Kim Anderson and myself as Treasurer were and continue to be insured (fidelity bond) with **State Farm Insurance** for \$130.00 a year for 2023-2024 and 2024-2025.
- As of June 19, 2025 KAD has **165 members**.
- **The Financial Health Report** is provided in the Finance Committee Report.

D. Youth Program Coordinator Jessica Schultz

SUMMARY OF REPORT:

Thank you for electing me to serve as the Youth Program Coordinator for the 2023–2025 term. This marks my third term in this role, and each term has brought unique experiences and opportunities for growth. I've continued to gain valuable skills and deepen my understanding of how the Kansas Association for the Deaf operates. It has been a pleasure working with such a dedicated and collaborative board.

A highlight of this term was co-planning the Deaf Up fundraising event, an enjoyable and successful experience made possible by the team's hard work and unity. Another meaningful highlight was hosting an IEP workshop for parents advocating for their Deaf children. My mission was to build a positive connection between families and the Deaf community offering support, shared experiences, and empowerment.

I was also proud to help sponsor two Kansas youths to attend the Youth Leadership Camp. We are excited to see their leadership grow and look forward to how they will give back to the community in the future.

In July 2024, I attended the National Association of the Deaf Conference in Chicago. It was my second time attending, and I felt more confident and comfortable navigating parliamentary procedures and constitutional processes. Becoming more familiar with NAD's bylaws gave me a deeper understanding of how the organization functions. It was a wonderful event for networking, where I connected with many others who share the same passion for youth advocacy. There were many rich discussions about how we can strengthen youth leadership and provide meaningful support, especially in response to the ongoing youth mental health crisis affecting communities nationwide.

Looking ahead, I am interested in running for this position again. I have new goals and ideas for expanding support and creating even more opportunities for our youth. I'm excited about what's possible and remain committed to being a strong advocate and bridge between our youth, their families, and the Deaf community.

E. [Appointed Board Member](#) Adriana Gonzalez

SUMMARY OF REPORT:

Report on the Last Two Years

[ASL Video](#)

To the KAD Board and Community,

First, I want to express my sincere gratitude—Gracias (Thank you)—for the opportunity to serve on this board for the past two years. It has been a profound blessing to have the board's unwavering support as I navigate my role as a woman of color and thrive as a Latina leader within our community. Your trust and encouragement have empowered me to contribute meaningfully and grow both personally and professionally.

Embracing the principle of *Dirigir para servir, no para gobernar*—to lead in order to serve, not in order to rule—has been a defining part of my journey. Over the past two years, I have acquired invaluable knowledge at both the state and national levels. From navigating nonprofit state laws, AOI, and bylaws to collaborating with Mexican communities, these experiences have fundamentally shaped my perspective on leadership.

I remain steadfastly committed to advancing KAD's mission: to advocate for the rights, quality of life, and linguistic empowerment of Deaf individuals by preserving and promoting their civil and human rights. I look forward to furthering this mission and driving positive change within our community.

F. [Appointed Board Member](#) Annette Caraway

SUMMARY OF REPORT:

First, I want to thank you all for appointing me as a board member of KAD to serve the Deaf and Deafblind community. I want to thank Stacy for her donation to the Deafblind community to honor her Deafblind sister who helped us to expand and thrive the community in Kansas and it is just the beginning process. I am looking forward to my second time to continue carrying out this mission.

I had a great experience and learned so much from NAD, the DB social event at NAD in Chicago, and the Chicago Hearing Society, which provided CN/SSPS. I gained experience to understand the roles of CN/SSPs and Deaf Interpreters. It was a phenomenal journey! And there was great support with KAD. I know the process is slow and challenging, but it can reach its goal. Because of that, I would be interested in continuing to serve as a KAD board member for another term.

G. [Appointed Board Member](#) Cameron Symansky (Absent due to other commitments) (Chris)

SUMMARY OF REPORT:

Heartfelt appreciation extended to President Kim Anderson for her unwavering persistence and determination in leading the Kansas Association of the Deaf (KAD). Her dedication has been instrumental in moving the organization forward and fostering a vision for a stronger, more united future.

Sincere thanks are expressed to all KAD Board members for their tireless work and commitment to transforming the organization. Their collaborative efforts and devotion have laid the foundation for continued progress and growth.

Serving on the Board has been a meaningful and rewarding experience. This role aligns deeply with my passion for advancing the mission and future of KAD. One of the most memorable moments during my term was attending the National Leadership Training Conference in Albuquerque, New Mexico. There, I had the opportunity to connect with many passionate and inspiring leaders from across the country—an experience I will always cherish.

None of these accomplishments would have been possible without the steadfast support, guidance, and teamwork of the current Board of Directors. I am forever grateful for their leadership, wisdom, and motivation, which have continually inspired me.

As a lifelong Kansan, my involvement with KAD has given me the opportunity to contribute meaningfully to the organization while strengthening my relationships within the Deaf community—something I’m truly grateful to KAD for.

My involvement with KAD has played a significant role in shaping the Olathe Club of the Deaf, strengthening its leadership, vision for the future, and organizational development.

With that, I am proud to share my strong interest in running for another term. I remain committed to continuing our momentum and contributing to the ongoing success of KAD.

VI. REPORTS OF STANDING COMMITTEES

A. Acknowledgment Committee - *Acknowledgments Submitted by Acknowledgement Committee*

ON BEHALF OF DEAF KANSANS, KAD RECOGNIZES AND APPRECIATES THE FOLLOWING:

1. The **KAD Members** for supporting and attending the **48th Biennial KAD General Business Meeting and Awards Luncheon** on June 21, 2025 at Wichita State University (Woolsey Hall Auditorium & Ballroom) in Wichita, Kansas and for keeping the organization going strong in serving Deaf Kansans for **116 years**.
2. **KAD Officers** for their service and time to do the work of KAD’s mission. The Officers are: Kim Anderson, President; Chris Haulmark, Vice President; Zavia Wheeler, Secretary/Treasurer; Jessica Schultz, Youth Coordinator; Adriana Gonzalez, Appointed Board member; Annette Caraway, Appointed Board member and Cameron Symansky, Appointed Board member.
3. **Kansas School for the Deaf:**
 - i. Serving Deaf children (K-12) for 159 years.
 - ii. Empowering each student to reach their full potential through a rigorous, language-rich education that fosters critical thinking, creativity, and global citizenship.
 - iii. LAPDHH’s (Language Assessment Program for Deaf and Hard of Hearing) continued growth and expansion towards eradicating the prevalence of language deprivation among Deaf children in the State of Kansas.
 - iv. Continues to provide an invaluable ASL Immersion camp for Parents and Deaf kids.
4. The **Deaf clubs** across the state of Kansas for preserving Deaf Culture and fostering shared signing communities: Kansas South Central Association of the Deaf (KSCAD) in Hutchinson/Newton, Olathe Club of the Deaf (OCD) in Olathe, and Wichita Association of the Deaf (WAD) in Wichita.
5. The **Museum of Deaf History, Arts & Culture** (MDHAC) in Olathe, Kansas, for continuing to advance and preserve knowledge about Deaf people, their languages, cultures, and experiences in the United States and around the world.

6. The **Kansas Commission for the Deaf/Hard of Hearing** (KCDHH) for providing resources statewide for which the Deaf community needs and sponsoring the communication accessibility needs of this GBM and Awards Luncheon.
7. The **Deaf and non-Deaf Interpreters of Kansas** for providing interpreting services for Deaf Kansans statewide for all types of services and programs that lack the use of American Sign Language.
8. The **Partners** for making the catering services for the Awards Luncheon possible: Boklund Interpreting, ASL Connections, SCOMM and Nexus Interpreting.
9. The **Wichita State University's ASL & Modern/Classical Languages and Literatures Departments** for providing the auditorium and ballroom at no charge to KAD for its General Business Meeting and Awards Luncheon.

B. Statistics and Registry Committee - *Inactive, no report.*

C. Conference Committee - *No conference, no report.*

D. Interpreters Section Committee - *Inactive, no report.*

E. Senior Citizens Committee - *Submitted by Senior Citizens Committee Chair, Mike Sullivan*

Deaf Seniors are currently active with their social activities. No pressing issues needed addressing during this term. (Housing, Lifestyle, Interest, Medicare B Understanding, Nursing Home-good?, House Owner to nursing home-dodo?, DNR knowledge, Operate red file, No property tax for SC, Will &....)

F. Social Justice Committee - *Submitted by Social Justice Committee Chair Chris Haulmark*
Committee members consist of community, members and board consults as advocacy needs arise.

The chairperson focused on advocacy letters with the President, sponsored training/leadership skill building opportunities for board members to improve their advocacy skills and provided some advocacy presentations upon request.

President announced to recess at 11:32 am until 1 p.m

GENERAL BUSINESS MEETING continued **SESSION II**

President Kim Anderson resumed the meeting from recess at 1:05 p.m.

Acting Secretary Jessica Schultz verified that 25 registered members were present for the GBM SESSION II.

G. Law Committee - *Submitted by Law Committee Chair Chris Haulmark*
Committee Members consists of Kim Anderson (President), Robert Cooper (Member Consult), Eliza Kragh (Member Consult), Adriana Gonzalez (Board Member), Chris Haulmark (Committee Chair)

Acting Secretary Jessica Schultz re-confirmed number of Registered Voting Members Present: 24

AMENDMENT PROPOSAL #1 ***MOTION: To accept the Newly Revised and Updated Articles of Incorporation of 2025 to replace the current Articles of Incorporation of 2021.***

Submitted by: KAD Law Committee

Current: Articles of Incorporation Amended 2021

- In conflict with Kansas Statutes
- No mention of a Registered Agent
- Audist framework
- Dissolution Privileges

Proposed: Newly Revised and Updated Articles of Incorporation Amended 2025

- In compliance with Kansas Statutes
- Clear guidelines about a Registered Agent
- Anti-Audist framework
- Dissolution Reparations

Rationale: .

- To provide an anti-audist modernization of the AOI that aligns with KAD's mission and to ensure compliance with State laws.

RECOMMENDATION FROM LAW COMMITTEE: To be accepted by the members.

AMENDMENT PROPOSAL #2:

MAIN MOTON:

MOVED BY: KAD Law Committee (Chair: Chris Haulmark)

MOTION: To accept the Newly Revised and Updated Articles of Incorporation Amended 2025

SECONDED BY: Mike Sullivan

DISCUSSION: Ann Cooper spoke in opposition to the motion. Ms. Cooper stated she disagreed with the proposed 2025 Articles of Incorporation, specifically objecting to provisions that would direct dissolved assets to the National Black Deaf Advocates (NBDA). Ms. Cooper expressed preference for retaining the current Articles of Incorporation, which direct dissolved assets to the Museum of Deaf History, Arts and Culture (MDHAC) and/or Kansas School for the Deaf (KSD). Ms. Cooper disputed the Law Committee's assertion that the current Articles of Incorporation violate Kansas state law, stating she disagreed with this legal analysis despite acknowledging that she did not understand the current language of the Articles of Incorporation.

RESULT: **FAILED** - Show of Hands. AYE: 6, NAY: 16, ABSTENTIONS: 2

AMENDMENT PROPOSAL #2: ***To accept the Newly Revised and Updated Bylaws of 2025 to***

replace the current Bylaws of 2023.

Submitted by: KAD Law Committee

Current: Bylaws Amended 2023

- In conflict with Kansas Statutes
- Conflicting clear record retention requirements
- Conflicting Meeting Notice requirements
- Missing Electronic Meetings section
- Missing Dissolution Clause in the Bylaws as required by the state
- Audist Framework
 - Audist Language
 - Unclear Operational Procedures
 - Vague Governance
 - Outdated Cultural Alignment
 - Organizational Ineffectiveness

Proposed: Newly Revised and Updated Bylaws Amended 2025

- In compliance with Kansas Statutes
- Clear record retention requirements added
- Correct Meeting Notice requirements added
- Electronic Meetings section added
- Dissolution Clause in the Bylaws as required by the state added
- Anti-Audist Framework
 - Language Modernization
 - Operational Enhancement
 - Governance Strengthening
 - Cultural Alignment
 - Organizational Effectiveness

RATIONALE: To provide an anti-audist modernization of the Bylaws that aligns with KAD's mission and to ensure compliance with State laws.

RECOMMENDATION FROM LAW COMMITTEE: To be accepted by the members.

AMENDMENT PROPOSAL #2:

MAIN MOTON:

MOVED BY: KAD Law Committee (Chair: Chris Haulmark)

MOTION: To accept the Newly Revised and Updated Bylaws of 2025 to replace the current Bylaws of 2023

SECONDED BY: Adriana Gonzalez

PROPOSED AMENDMENTS TO MAIN MOTION:

PRIMARY AMENDMENT TO AMENDMENT PROPOSAL #2:

MOTION AUTHOR: Adriana Gonzalez

MOTION:

I move to amend Article III, Section 2 of the bylaws by striking the phrase ‘from among the members present during the election meeting’ and replacing it with the following: ‘from among eligible Individual Members, whether present at election meeting or nominated in advance with written consent to serve if elected.’ and add a new subsection under this with the following phrase: ‘Advance nomination must be submitted in writing to the Secretary at least 30 days prior to the election meeting, accompanied by the nominee’s written consent to serve if elected. Such nominations shall be announced to the membership with the meeting notice.’

SECONDED BY: Ron Starks

SECONDARY AMENDMENT TO PRIMARY AMENDMENT:

MOTION AUTHOR: Ron Starks

MOTION:

I move to amend the primary amendment by changing ‘30 days’ to ‘10 days’

SECONDED BY: Linda Dale

DISCUSSION: None

RESULT: PASSED - Aye: 14, Nay: 5, Abstention: 3

FINAL ACTION ON MAIN MOTION (as amended):

DISCUSSION:

Ann Cooper discussed in opposition to the motion. Ms. Cooper stated that she disagreed with adopting the proposed 2025 bylaws, citing that she did not like how the document was written and found the language difficult to understand. Ms. Cooper recommended retaining the current bylaws. Ms. Cooper disputed the Law Committee's assertion that portions of the current bylaws are in conflict with Kansas state law, stating she disagreed with this legal analysis despite acknowledging that she did not understand the current bylaw language.

RESULT: FAILED - Show of Hands. AYE: 6, NAY: 12, ABSTENTIONS: 4

- H. Finance Committee - Submitted by Finance Committee Chair Zavia Wheeler (absent)/ Kim Anderson
Committee members consist of the entire board.
Treasurer Zavia Wheeler (absent)/ Kim Anderson presented the financial report.

NOTE: The 2025-2027 Projected Financial Health Budget has not been approved by KAD members at the GBM.

FINANCIAL HEALTH REPORT
As of May 31, 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	\$750.00	\$228.06 + \$97.15 = \$325.21
- Transportation		
- Other expenses		
3. Delegates - NLTC	\$2,750.00	\$203.02
4. Delegates NAD (NBDA)	\$5,350.00	\$575.48 - \$575.48 = \$0.00
5. Dues/ Taxes		
- NAD Org. Dues (\$200 yr)	\$500.00	\$0.00
- 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	\$200.00	\$171.58
- Stamps		
13. Printing/Newsletter	\$200.00	\$132.79
14. Public Relations		
- MDHAC (\$500 yearly)	\$2,000.00	\$7,390.52 - \$924.52 = \$6,466.00
- KAD Display Board		
- Booths & Fundraisers		
15. State Conference/Cookout		
- Boards' regist. and lodgings	\$1,500.00	\$2,745.81
- Conference/cookout expns		
16. Social Justice	\$2,000.00	\$383.90 - \$40.00 = \$343.90
17. Sponsorship	\$2,000.00	\$1,575.00
18. Misc/ZOOM/WIX	\$500.00	\$185.37
Proposed Budget - Expenses + Revenue = PROPOSED BUDGET BALANCE	\$21,000.00	\$15,632.03 + \$97.15 - \$1,540.00 = \$14,189.18
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

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	\$228.06 + \$97.15 = \$325.21
- Transportation		
- Other expenses		
3. Delegates - NLTC	\$2,750.00	\$203.02
4. Delegates NAD (NBDA)	\$5,350.00	\$575.48 - \$575.48 = \$0.00
5. Dues/ Taxes	\$500.00	\$0.00
- NAD Org. Dues (\$200 yr)		
- State Info Report Fee (\$40 yr)		
7. Awards/Recognitions	\$150.00	\$181.02
Scholarship Awards	\$ 6,000.00	\$6,000.00
Proposed Budget + Special FUND s + Scholarship Awards = GRAND TOTAL 2023-2025 Budget	\$37,080.48	\$29,217.66

REVENUES (matches bank statements)

5/27 Zeffy Renewals & Donations (Line #2)	\$ 20.00
5/30 Paypal Recurring Donations (Line #2)	\$ 48.02
5/30 Amer.Online Foundation Giving Donation (Line #2)	\$ 29.13

Total Revenues \$ 97.15

EXPENSES (matches bank statements)

5/1 NBDA (8) Registration 2025 NBDA Conf (Lines #4, #14, #16)	\$1,540.00
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Total Expenses **\$1,540.00**

MATCHES			REVENUE	EXPENSES
2023-2025 Term REV/EXP	As of 5.31.2025	TOTAL:	\$13,932.83	\$ 20,252.92

Checking account's balance as of May 31, 2025 = **\$ 14,176.24**

KAD Budget as of May 31, 2025	
Checking Account	\$14,176.24
ZVRS Fund Balance	\$389.77
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	\$ 5,147.76

KAD'S General Fund <i>Balance</i>	\$ 5,147.76
Special FUNDS <i>Balance</i>	\$ 9,028.48
Budget Balance (matches bank statement 5.31.2025)	\$14,176.24
Merrill Lynch #4038 (matches 5.31.2025 statement)	\$125,602.43
Merrill Lynch #4047 (matches 5.31.2025 statement)	\$81,642.33
Total of M.L. Investment Accts (#4038 + #4047)	\$207,244.76
Checking Account	\$ 14,176.24
Total of Merrill Lynch Investments	\$207,244.76
Grand Total	\$221,421.00

2025 – 2027 PROJECTED FINANCIAL HEALTH BUDGET

DESIGNATED BUDGET

REVENUE	2023-2025 REVENUE	2025-2027 REVENUE
MEMBERSHIP		\$1,000.00
AFFILIATE DUES		\$100.00
DONATIONS		\$500.00
FUNDRAISING AFFAIRS		\$9,000.00
INVESTMENT MERRILL LYNCH #4047		
• MARKET GAINS INCOME FROM YEAR 2023	\$6,879.12	
• MARKET GAINS INCOME FROM YEAR 2024	\$3,365.83	
• OPERATIONAL FUNDS WITHDRAWN FOR 2025-2027	\$7,350.28	\$17,595.23
INVESTMENT MERRILL LYNCH #4038		
• MARKET GAINS INCOME FROM YEAR 2023	\$6,475.46	
• MARKET GAINS INCOME FROM YEAR 2024	\$1,056.64	
• OPERATIONAL FUNDS WITHDRAWN FOR 2025-2027	\$7,350.27	\$14,882.37
(As of May 31, 2025) MIXED REVENUE UNPROJECTED	\$13,932.83	
TOTAL REVENUE PROJECTED →		\$43,077.60
EXPENSES	PROJECTED 2023-2025 BUDGET	PROJECTED 2025-2027 BUDGET
1. ACCOUNTING		
• CPA	\$100.00	\$100.00
2. BOARD EXPENSES		
• TRANSPORTATION/LODGING STATEWIDE TRAVEL		
• OFFICE/OPERATIONAL & OTHER EXPENSES	\$750.00	\$2,500.00
• BOARD MEETING ACCESSIBILITY (\$200 X 8 QTRLY MTGS)		
3. DELEGATES NATIONAL LEADERSHIP TRAINING CONFERENCE	\$2,750.00	\$2,000.00
4. DELEGATES / ALTERNATES NATIONAL ASSOC OF THE DEAF CONF	\$5,350.00	\$7,750.00
5. DELEGATES NATIONAL BLACK DEAF ADVOCATES CONFERENCE		\$2,500.00

6. DUES/TAXES - NAD MEMBERSHIP DUES (\$200 YEARLY) - STATE INFORMATION REPORT FEE (\$80 BIENNIAL)	\$500.00	\$500.00
7. AWARDS/RECOGNITIONS AWARDS LUNCHEON CATERING EXPENSES AT STATE ASSOC MTG - CUSTOM PLAQUES	\$150.00	\$2,150.00
8. GIFTS TO KSD LEADERSHIP AFFAIRS (FOR BOARD) - NEW BOARD RETREAT/PARLIAMENTARY TRAININGS - DEAFHOOD INSTITUTE WORKSHOPS - CONFERENCES/WORKSHOPS - LEADERSHIP SKILL BUILDING TRAININGS	\$500.00	\$2,470.00
9. YOUTH PROGRAMS DEAF UP SCHOLARSHIP (YOUNG ADULTS AGES 14 and up) AWARD UP TO \$6,000 PER YEAR CONTINGENT ON MARKET GAINS, FOLLOW DEAF UP SCHOLARSHIP GUIDELINES	\$1,500.00	\$12,000.00
10. LEADERSHIP TRAINING COMMUNITY AFFAIRS WORKSHOPS/TOWN HALLS/PRESENTERS/MATERIALS/ACCESS	\$700.00	\$700.00
44. INSURANCE FIDELITY BOND (\$136 YEARLY)	\$300.00	\$300.00
12. POSTAGE	\$200.00	\$200.00
43. PRINTING/NEWSLETTER PUBLIC RELATIONS - PRINTER INK/PAPERS/ENVELOPES - NEWSLETTERS/FLYERS/POSTCARDS - BROCHURES/BOOTH MATERIALS/BOOTH REGISTRATION FOR CONFERENCES/WORKSHOPS	\$200.00	\$600.00
44. PUBLIC RELATIONS FUNDRAISING AFFAIRS - BIENNIAL <i>LIGHTS ON! DEAF UP!</i> FUNDRAISER EXPENSES - OTHER POTENTIAL FUNDRAISER EVENTS EXPENSES	\$2,000.00	\$2,000.00
45. STATE CONFERENCE/COOKOUT STATE ASSOCIATION MEETING (SAM) - BOARDS REGISTRATION/LODGINGS/MEALS/MILEAGE - FACILITY RENTAL FOR SAM - EQUIPMENT/MATERIAL/SUPPLIES FOR SAM ACCESSIBILITY	\$1,500.00	\$2,970.00
16. SOCIAL JUSTICE	\$2,000.00	\$2,000.00
17. SPONSORSHIP- (MOVED TO #8 LEADERSHIP AFFAIRS)	\$2,000.00	
18. MISC ZOOM PLATFORM, WIX WEBSITE, STORAGE UNIT (\$20 X 24 MOS)	\$500.00	\$1,000.00
19. ZVRS FUND - Remaining balance will carry over to the next term until it is \$0. - Can be used for anything.	\$1,566.77	\$389.77
20. DEAFBLIND FUND - Remaining balance will carry over to the next term until it is \$0. - Guidelines on what to use this fund for can be developed.	\$947.93	\$947.83
21. DEAF-INFLUENCER PITCH 404 (NO LONGER NEEDED, USE #9)	\$3,565.78	
22. INTERPRETER SECTION COMMITTEE (NOT ACTIVE FOR 4 YRS, USE #10)	\$4,000.00	

23. SCHOLARSHIP AWARDS (MOVED TO #9)	\$6,000.00	
TOTAL EXPENSES PROJECTED →	\$37,080.48	\$43,077.60

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. REPORTS OF SPECIAL COMMITTEES - None

VIII. UNFINISHED BUSINESS - None

IX. NEW BUSINESS -

Ann Cooper **moved** that KAD members abolish two motions: KAD-BD-25-2- board's acceptance of the Legal & Historical Analysis of the Frank W. LaRosh Bequest Review; and KAD-BD-25-3- the board's acceptance of the newly revised and updated DEAF-UP Scholarship guidelines under the KAD Special Board Meeting dated January 8, 2025; and restore the name of LaRosh Scholarship and its original guideline.

RULING: OUT OF ORDER

RATIONALE: Under Robert's Rules of Order and KAD bylaws, general membership does not have the authority to overrule or abolish motions made and carried at Board meetings. Board actions can only be rescinded by the Board itself or through formal complaint procedures outlined in the bylaws.

Ann Cooper **moved** that KAD reinstate the Larosh Scholarship (Merrill Lynch #4038 account) goes to KSD students and keep the established Deaf Up Scholarship using (Merrill Lynch #4047 account). **Seconded by** Raul Melgar **Discussion:** None **Result:** **PASSED** **Show of Hands:** Aye: 21 Nay: 1 Abstentions: 1

Ann Cooper **moved** that KAD members be appointed to be on the committee of five (5) to work on LaRosh Scholarship updated guidelines, and be in control of the awarding procedures under Chair of the committee. This overrides two motions (KAD-BD-2 and -3) done or created by KAD board & bring up 2 years.

RULING: OUT OF ORDER

RATIONALE: Under current KAD bylaws Article [X], committee creation and appointment authority rests solely with the Board of Directors. General membership cannot establish committees or override board governance decisions through membership motions.

X. NOMINATIONS AND ELECTIONS - *Wendy McGregor as Nominating / Election Chair*

A. President: Katie Wise

Kim Anderson declined to continue.

Andy Stone nominated Katie Wise, she accepted.

Wendy McGregor reported count of ballots for candidates: (23), (1) **PASSED**

Members voted by ballot to accept Katie Wise as President by a majority vote cast.

B. Vice President: VACANT

Chris Haulmark declined to continue

No interest.

C. Secretary/Treasurer: Raul Melgar

Zavia Wheeler is not present.

Linda Dale nominated Raul Melgar, he accepted.

Wendy McGregor reported count of ballots for candidates: (20), **PASSED**

Members voted by ballot to accept (Raul Melgar) as Secretary by a majority vote cast.

D. Youth Program Coordinator Board Member: Taylor Wise

Jessica Schultz declined to continue.

Jayne Otis nominated Taylor Wise, she accepted.

Wendy McGregor reported count of ballots for candidates: (20) , **PASSED**

Members voted by ballot to accept (Taylor Wise) as Youth Program Coordinator Board member by a majority vote cast.

Jack Cooper **moved** to reopen nominations for Vice President, Oren Knotts **seconded**. Discussion: None;
Results: **PASSED** by show of hands: AYE 17; NAY: 0

E. Vice President: Mary Ellen Keck

Kathy Henderson nominated Mary Ellen Keck, she accepted.

Wendy McGregor reported count of ballots for candidates: (20) **PASSED**

Members voted by ballot to accept (Mary Ellen Keck) as Vice President by a majority vote cast.

XI. SWEARING IN OF NEW OFFICERS

Wendy McGregor administered the oath of the newly elected officers for the 2025-2027 term.

XII. ADJOURNMENT

The 2025 KAD General Business Meeting was adjourned at 4:34pm.

Respectfully Submitted,

Jessica Schultz

Acting Secretary of the Kansas Association of the Deaf

Date Recorded: June 21, 2025

Date Approved: [Date of approval at 2027 GBM]

Secretary's Certification: I certify that these minutes accurately reflect the proceedings of the 2025 General Business meeting of the Kansas Association of the Deaf, Inc.

Jessica Schultz, Acting Secretary

Date