

### **3/18/2010 Board Meeting**

Meeting began at 7:03 pm

Board members present: Barry Swafford  
Julie Rice  
Teressa Gregory  
Dan Brewer  
David Vogel  
Bob Rittenhouse  
Doug Woods  
April Haggard  
Betty McBroom  
Anthony Anderton  
Karin Robertson  
Steve Farmer

Board members not present: Wayne Kline  
Gary McCormick  
Patty Henley

David Vogel moved to approve the minutes from last meeting. Approved.

President Barry Swafford introduced new Board Members: Betty McBroom and Anthony Anderton

No public comments.

Betty Battle passed away and will be missed. Quiet otherwise.

Common Comment:  
KCD should provide social time 1 time a month in community.  
KCTAD event here on Saturday, March 20, 2010

Election of Board Officers, Moved, same slate. Approved.

Treasury Report by Doug Woods  
Maturing CD, rollover recommended and Approved.

Executive Directors Report by Bob Rittenhouse  
KCTAD social on Saturday night, March 20, 2010 at KCD  
Mentioned posting events to KCD website and on KCD's FaceBook page.

Noted Braille KJV Bible available  
Presented notebooks to new Board Members  
2009 income statement presented  
2010 budget status ... watching it  
\$18K down from goal so far

Competition may be part of it but Bob doesn't think it is a big factor  
Working on marketing plan (brochure, 1 hour free interpreting, etc.)  
VRI at hospitals also may be a part (told about girl)  
Betty McBroom told of her experience at ParkWest  
David Vogel said maybe marketing plan would include plastic card  
Bob said we'd make card explaining KCD's use of funds and what to do if  
no interpreter provided.  
Teresa suggested card that an interpreter could provide at job for future  
reference and maybe KCD workshop for deaf community on what to  
expect.

Anthony suggested more ads for KCD at job fairs, conferences, etc.  
VR came to KCD regarding subcontracting for job training, readiness,  
placement (~ \$2000 per client for KCD) Hiring someone to do this for  
KCD suggested Steve Harrison.

Discussion of job coaching deal, Steve Harrison's qualifications  
Teresa suggested a Full Time Social Worker would be good for marketing,  
workshops, job placement, etc.  
President Barry doesn't want KCD endangered

2010 Grants update (per outline)  
Anthony asked if other deaf service companies could be a source of grants:  
Bob said yes and have some "on hold" right now some big ones in pipeline  
(VCI, Sorenson, CSD, etc.)  
Evaluation process: 1/3 Executive Director, 1/3 peer, 1/3 productivity  
(billable hours) for interpreting staff and 1/2 / 1/2 for non-interpreting staff  
David expressed concerns on billable hours because not really have  
choices? Julie liked system because encouraged go-getters or those  
wanting extra money  
David Vogel concerned not good balance guaranteed balance in hours  
given but Bob said over a year it does balance out  
Teresa wanted clarify evaluation process still in development.  
Bob will share documents as developed  
Census: using building, etc.  
Tax Prep: last year United Way did it here but this year SODA will  
interpret elsewhere  
SODA and Delta Gamma impressed United Way

Program Committee: Teresa says no progress yet with NAMI (too big to start) and didn't get grant / legal workshop is coming along  
Regulatory Committee: Steve, family sick leave discussion but thinks it's more a personnel issue BUT Barry thinks both involved

Personnel Committee: tied in at David's company with long-term policy

Steve: State leaves it open

David: city limits it

Bob: for last 2 years, he's let staff use time for family illnesses

Julie: suggested 96 hours per year but if not something greater than 40 hours

Barry's viewpoint is family first and limiting to 40 hours seems cruel

April: agreed with Barry

Bob: will do whatever the Board wishes and there's nothing to address as far as problems go BUT his preference is limit of 5 days/40 hours per year with discretion in Executive Director to extend days as needed.

David: moved to limit to 5 days / 40 hours per year for family sick leave and discretion in Executive Director to extend 2 days and Julie seconded.

Discussion Anthony: anything on FMLA Bob: NO, we're too small

VOTE: Motion Carried

Fund Raising: deaf golf tourney is the biggest money event but several other opportunities pending with specific objectives (i.e. youth program, deaf-blind certificates)

Building Committee: David Booker

Room painted blue and used for interpreter evaluation

Heat pump dead approximately 5K and will be installed tomorrow

Adjacent land – see Dan

Doug – bothers him that others have access in box to keys to rooms

David B. only authorized people have key to key box

Anthony would insurance cover part of cost?

Bob: maybe because KUB shut us down and KCD has paper to prove

April: is children's room still same? (YES) but it keeps being locked, can we replace it with non-locking door? (YES)

David B: many ideas for new land thrown out and Dan is handling that

Lastly is possible façade grant

Dan Brewer:

One idea is a park for deaf

Rezoning it to be same as building (takes time)

Property being surveyed and will be researched and be joined with building lot

Façade improvement: 20% match so asks Board to approve and spend \$10K to get \$50K (front and side) and Bob said KCD would try to raise the \$10K from other sources instead of KCD funds but would need (maybe) KCD funds on front end and then would replace

Dan B will volunteer to do drawings

Teresa moved for the \$10K for matching \$50K façade grant

2<sup>nd</sup> by David V.

Steve amended – for our \$10K to be raised with outside sources and replace the initial money

2<sup>nd</sup> by Julie R

Vote on amendment – Passed

Theresa – need to change to 20% of grant received (not \$10K)

2<sup>nd</sup> by April

Vote OK

Whole motion raise 20% of grant we receive from Knoxville – APPROVED

Paul Torbett to do UBS

Announcements: Thanks from Julie

Betty Battle story by Bob

CSD10.com website – concerns on our interpreting income

FBC will have ASL movie night May 7 at 7 pm (“Gerald”) tickets are \$11 per person for mission trip

May 23, 2010 Deaf Awareness Day at Dollywood

Adjourned at 9:25 pm