

MEETING MINUTES
NORTH CAROLINA ASSOCIATION OF THE DEAF

Opening:

The regular board meeting of NCAD was duly called and held on Saturday, November 15, 2025, at CSDHH (Communication Services for the Deaf and Hard of Hearing), 1175 Revolution Mill Drive, Suite #15, Greensboro, NC 27405 at 10:02 AM.

Present were:

President – Mike Lupo	Western Regional Representative – James Ledford
Vice President – Sion (Sam) Moss	Central Regional Representative – Tina E. Hanford
Treasurer – Martina Moore-Reid	Eastern Regional Representative - Linda Nelson
Secretary – Jaime Marshall	Ex-Officio, Craig Blevins
Social Media Coordinator – Theresa Moss	

Guest: William Thompson, Nelky Perez, Kelly Faust, Ally Ling

With the approval of the board members present, President Lupo facilitated the meeting and Secretary Marshall recorded the minutes. Meeting Minutes from the last board meeting (8/9/2025) were reviewed.

Motion by: Representative Ledford

Seconded by: Representative Hanford

Vote Count: Majority

President's Report:

President Lupo serves on the NC Council for the Deaf and Hard of Hearing.

Mr. Frank Griffin of Winston-Salem has asked President Lupo to have the NCAD Board push for a new ban: a policy that would ban VRI (virtual relay interpreting) in public schools.

Mr. Griffin has asked the NCAD Board to request a copy of the recent letter that was sent out to all Exceptional Children Directors from the ELSSP office. Sherri Vernelson, sector chief of the Early Learning Sensory Support Program, has made a recommendation that public schools do not run all-day Deaf Ed. programs and that all students are placed in the LRE (general education environment) for all academics, which has already started happening.

All TODs (teachers of the Deaf) would become full-time itinerant teachers where they travel from school to school, checking on D/HH students for 20 minutes to an hour.

President Lupo shares that he serves on a board that will be starting a full-immersive charter school in ASL. The Darden-Perry School will admit Deaf, Hard of Hearing and Hearing students which the instruction would be taught in sign language. The Darden-Perry School Board is actively seeking investors. The budget requires 3.8 million dollars in donations. Already, there are 160 D/HH students on the enrollment list. The school is expected to open in Fall 2027. Seven people on the board (Deaf members are: Dr. Rebecca Darden-Perry, Dr. Robert Nutt, Hope Turpin Turner). A building, 42 thousand square ft with 25 classrooms, is available for lease. It was formerly the Miller Motte college. Office spaces would be made available to the NC Association of the Deaf and Language First at this charter school.

Founding Board of Directors



Vice President's Report:

Vice President Moss shares new changes made on the organization's website, OurNCAD.org.

Treasurer Report

Treasurer Moore-Reid shares current checking balances and concerns in regard to recent costs such as: \$1,000 sponsorship to the Language First – NCAD conference, E-newsletter subscription service, Board Retreat expenses and NAD affiliation fee. Treasurer Moore-Reid is exploring online fundraising options.

Finance Report:

Motion: We, the NCAD Board, accept the financial report submitted by Treasurer Moore-Reid.

Motion by: Secretary Marshall

Seconded by: Representative Ledford

Vote Count: Majority

Western Regional Representative Report

Representative Ledford, who is also the NCSDAA President, shares the success of the annual North Carolina School for the Deaf Alumni Association Luncheon on Saturday afternoon, October 4, which had over 100 attendees. NCSDAA announced 2025 inductees for the Hall of Fame in the sports category: Hal Deuel (coach), Andrea Church Totty (basketball) and Garrett Cruzan (wrestling).

Central Regional Representative Report

Representative Hanford introduces Ms. Nelky Perez from New York. She is the new Deaf Services Specialist at the Asheville Regional Center, NC DSDHH. Every month, she coordinates ASL storytelling time statewide, from live storytelling in Barnes and Noble to via zoom.

Representative Hanford announces Communication Services for the Deaf and Hard of Hearing's Appreciation Day on December 4, 2025. The event will be held at 5834 Bur-Mil Club Road, Greensboro, NC. RSVP is required.

Eastern Regional Representative Report

Representative Nelson shares that she attended the Celebration of Life, a funeral service, for Frank Turk at Gallaudet University on May 9, 2025. Frank Turk was the Director of NC DSDHH.

On June 7, 2025, Deaf Seniors of NC hosted a Dementia Workshop with 100+ attendees. MJ Grant was the guest speaker, sharing her journey as a CODA, caregiver, advocate, and Interpreter for 30 years. Her Deaf mother has progressive dementia.

Raleigh Resource Center (NC DSDHH) will host its Community Appreciation event on December 5, 2025. Dinner will be served.

Capital Deaf Seniors will host its annual Christmas luncheon at the Lugano's in Cary on December 10, 2025.

Representative Nelson explains that she has been in touch with Sheri Collins, Director of Deaf Seniors of America and a former employee at NC DSDHH, about the possibility of doing a workshop in the coming spring. Currently, Sheri Collins is the Executive Director of the Arizona Commission for the Deaf and Hard of hearing and resides in Phoenix.

AGENDA TOPIC: TDI for Access

Jan Withers, former director of NC Services for the Deaf and Hard of Hearing, chairs the TDI Board of Directors. Ms. Withers gives a half-hour presentation on the history of TDI and its accomplishments at the national level. It is projected that 1 in 4 people will experience hearing loss by 2050. Information and Communication Technology (ICT) is the main focus as it covers all devices, platforms and systems & tools that enable people to connect, communicate and access information.

Shaping the Next Era of Access

Advancing next-generation access through advocacy and policy leadership.

Next Generation 911 (NG911)

Ensuring modern emergency services are accessible to all, including text, photo, and video capabilities.

Artificial Intelligence (AI)

Advocating for secure, ethical, and inclusive AI that advances communications access usability amid limited oversight.

Direct Video Calling (DVC)

Facilitating point-to-point, real-time video communication for improved access for Deaf and Hard of Hearing individuals

Interoperable Video and Communication Services (IVCS)

Promoting seamless communication across different platforms and devices for maximum inclusivity.

Communication, Video, and Technology Accessibility Act (CVTA)³

Advocating for comprehensive accessibility standards in communication and video technologies.

AGENDA TOPIC: Tillinghast Place

Representative Nelson and Mr. James Wilson, former president of NCAD shares updates on the Tillinghast Place Apartment in Charlotte.

James Wilson, current President of NC Independent Living for Deaf Person (NCILD), explains that 7 people must be appointed to serve on the NCILD Board. What will be required of all nominators: SSN, background check, have NCAD membership, and be a resident of NC. The process will be done through HUD.

Wilson recommends that NCILD bylaws are rewritten because it says members must reside within 70 miles and have NCAD membership – a revision is required after reviewing the bylaws.

NCAD Board agrees to nominate 7 individuals while bylaws are being reviewed:

- 1) Craig and Linda will create a list of prospects

2) Review and revise the NCIDLP bylaws

Treasurer Moore-Reid asks about the duties of the board members of NCILDP: annual audit, being on-site for HUD annual inspection, maintain communication with the onsite manager of Tillinghast Place, NC Housing Service Management (NCHSM) and, as well, with the HUD.

Once a new president is appointed to the NCILDP board, James Wilson will be considered an ex-officio member.

Wilson explains how PRAC works – project rental assistance contract as there is a formula for the current residents of Tillinghast Place which has 22 apartments: 40% of the resident's income, of which 60% is covered by government subsidies.

Secretary Marshall recommends that a copy of the Article of Incorporation and the NCILDP bylaws are added to our organization's website.

AGENDA TOPIC: NCAD – NCASLTA Conference

Social Media Coordinator Moss is the conference chair for upcoming NC Association of the Deaf – NC American Sign Language Teachers Association Conference: February 19 – 21, 2026 at UNC-Greensboro.

Six presenters have been selected. CEU forms have been sent out to RID.

Announcements:

Upcoming NCAD Board Meeting
February 7, 2026 - Greensboro

Meeting Adjourned: 1:19 PM

1) ATTACHED: Regional III Meeting Minutes (10/2/2025)

An urgent meeting among state association presidents were called. With the approval of the Region III Representatives present, State President Peavy and State President Sculley facilitated the meeting and Representative Marshall recorded the minutes.

2) ATTACHED: Tillinghast Place Apartments' Articles of Incorporation

MEETING MINUTES
NATIONAL ASSOCIATION OF THE DEAF
REGIONAL III

Opening: An urgent meeting among state association presidents within National Association of the Deaf's Region III was called and held on Thursday, October 2, 2025, via zoom at 7:06 PM (EST).

Present:

- Ryan Peavy, *Representing Alabama Association of the Deaf*
- Dr. Charleen Sculley, *Representing Tennessee Association of the Deaf*
- Michael Armstrong, *Representing Tennessee Association of the Deaf*
- Jennifer Dean, *Representing Tennessee Association of the Deaf*
- Jaime Marshall, *Representing North Carolina Association of the Deaf*
- Sam Moss, *Representing North Carolina Association of the Deaf*
- Amy Cohen Efron, *Representing Georgia Association of the Deaf*
- Geoffrey Bignell, *Representing Indiana Association of the Deaf*
- Sherry Crosby, *Representing Louisiana Association of the Deaf*
- Kiston Jones, *Representing Arkansas Association of the Deaf*
- Renee Erwin, *Representing Oklahoma Association of the Deaf*
- Alex Gauger, *Representing Oklahoma Association of the Deaf*
- Lisa Myhand, *Representing Florida Association of the Deaf*

Not Present:

South Carolina Association of the Deaf
Texas Association of the Deaf

Agenda Topic: Meeting Minutes

With the approval of the Region III Representatives present, State President Peavy and State President Sculley facilitated the meeting and Representative Marshall recorded the minutes.

Agenda Topic: NAD President's Resignation

Attendees discuss an open letter created by Representatives from Region II, demanding the NAD President's resignation (attached below).

Steps are discussed on how the NAD President is to voluntarily step down from office before the end of her elected term.

Agenda Topic: Open Letter Template

The Open letter from Region II will be used as a template, creating an open letter from Region III: NAD President Lisa Rose Must Resign.

In addition, state association presidents are to send a video clip in sign language, confirming their state board's agreement.

Open Letter from Region II: NAD President Lisa Rose Must Resign

Region II has been without full representation on the NAD Board since January 2025. For nine months, our members have been denied equal access to governance and excluded from decisions that impact thousands in our community. Region III is also unrepresented. The Secretary's position remains vacant since May 2025 and under Article 4.9.2 of the bylaws, both the President and Secretary are required for special meetings. Leaving this office empty has effectively obstructed the Board from convening to address the crisis.

Last week, twelve Region II presidents and one delegate signed a letter urging NAD leadership to restore representation, fill vacancies, and ensure fairness in the CEO appointment process. Instead of receiving a response, we learned through social media that governance had been "paused." We have since read Governance Chair Jacob Leffler's clarification. While we respect the grievance process and the importance of mediation and training, no committee or individual has the authority to suspend Board operations. Article VIII, Section 8.2 of the bylaws makes clear that only the Council of Representatives may suspend bylaws, and only by a four-fifths vote.

As President of the Board, Lisa Rose bears ultimate responsibility. Under her leadership, the Board has:

- Halted governance in violation of fiduciary obligations and bylaws.
- Failed to fill vacancies in Regions II and III, the Secretary, Treasurer, and two Appointed Board Members.
- Canceled the October 29 Board meeting without cause permitted under the bylaws.
- Stalled the CEO search, leaving NAD without stable leadership.
- Allowed the Board Policy Manual to be treated as superior to the bylaws, contrary to Maryland nonprofit law.

These are not isolated mistakes. They constitute gross negligence, breaches of fiduciary duty, and violations of NAD's bylaws.

Therefore, Region II joins Region IV in calling for immediate change. On behalf of our state associations, we demand:

1. The immediate resignation of President Lisa Rose.
2. Upon her resignation and per the bylaws, the Vice President shall assume the role of President and, with guidance from the Past Presidents Council, oversee the appointment of new officers in compliance with parliamentary procedure, to serve the remainder of the 2024–2026 term until the biennial conference in San Francisco.

In addition, we require the following actions without delay:

- Completion of the CEO search and appointment of a permanent Chief Executive Officer with a clear, public timeline
- Filling of all vacant Board seats, including Regions II and III, to restore full representation and governance capacity.

For 145 years, NAD has defended our community, culture, language, and rights. Its survival depends on leadership that honors its mission, its members, and its bylaws. That leadership is absent today.

We call for immediate change. Our members deserve representation, accountability, and transparency. NAD belongs to the Deaf community — not to one President.

On behalf of the undersigned,

Fara Harper, President, Illinois Association of the Deaf
Jeffrey Spinal Jr., President, Indiana Association of the Deaf
Susan MacDonald, President, Iowa Association of the Deaf
Katie Wise, President, Kansas Association of the Deaf
Jason Smith, President, Kentucky Association of the Deaf
Lawson McNally, President, Michigan Deaf Association
Lindsey Moon, President, Minnesota Association of Deaf Citizens
Nathan Johnston, President, Missouri Association of the Deaf
Jonathan Arteaga, President, Nebraska Association of the Deaf
Lindsay Darnell Jr., Region II Delegate, Nebraska Association of the Deaf
Marsha Moore, President, Ohio Deaf Association
Mark Koterwski, President, South Dakota Association of the Deaf
Anna Dorst, President, Wisconsin Association of the Deaf

Agenda Topic: 2025 NAD National Leadership Training Conference

Attendees discuss that the NAD President's resignation needs to happen before the National Leadership Training Conference (October 29 – November 2, 2025), which will take place in Austin, TX.



September 2024



Lisa Rose
President
July 2024-current



Stephanie Hakulin Vice
President
July 2024-current



Milmaglyn Morales
Secretary
July 2024-July 2025



Jimmy Peterson
Treasurer
Sept. 2024-Sept. 2025



Jacob Leffler
Region 1 Board
July 2024-current



Nicholas Lalanne
Region 1 Board
July 2022-current



Kevin Ryan
Region 2 Board
July 2022-current



Chris Haulmark
Region 2 Board
July 2024-Jan. 2025



Michael Dueel
Region 3 Board
July 2022-Jan. 2025



Deanna Swope,
Region 3 Board
Sept. 2024-current



Laura Kim
Region 4 Board
July 2022-current



Joseph "JoJo" Lopez
Region 4 Board
July 2024-current



Dawnmarie Caggiano
Affiliate Board
July 2022-current



Tyese Wright
Affiliate Board
Sept. 2024-current



Kimberly Thornsberry
Appointed Board
Sept. 2024-Jan. 2025



James "Dino" Christianson, Jr
Appointed Board
Sept. 2024-Nov. 2024

October 2025



Lisa Rose
President
July 2024-current



Stephanie Hakulin Vice
President
July 2024-current



Jacob Leffler
Region 1 Board
July 2022-current



Nicholas Lalanne
Region 1 Board
July 2022-current



Kevin Ryan
Region 2 Board
July 2022-current



Deanna Swope,
Region 3 Board
Sept. 2024-current



Laura Kim
Region 4 Board
July 2022-current



Joseph "JoJo" Lopez
Region 4 Board
July 2024-current



Dawnmarie Caggiano
Affiliate Board
July 2022-current



Tyese Wright
Affiliate Board
Sept. 2024-current



Vacant
Secretary
Since July 2025



Vacant
Treasurer
Since Sept. 2025



Vacant
Region 2 Board
Since Jan. 2025



Vacant
Region 3 Board
Since Jan. 2025



Vacant
Appointed Board
Since Nov. 2024



Vacant
Appointed Board
Since Jan. 2025

Source: <https://sites.google.com/view/nadawakens/home>

We, the Region III Representatives, are in agreement that the NAD President is to resign immediately.

Vote Count: Unanimous

Meeting adjourned: 7:54 PM (EST)

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ARTICLES OF INCORPORATION
OF
NORTH CAROLINA INDEPENDENT LIVING
OF DEAF PERSONS, INC.

0-0364348
FILED
9:00 AM

MAR 09 1995

RECEIVED
RUFUS L. EDMISTEN
SECRETARY OF STATE
NORTH CAROLINA

The undersigned, being of the age of eighteen years or more, does hereby make and acknowledge these Articles of Incorporation for the purpose of forming a nonprofit corporation under and by virtue of the laws of the State of North Carolina.

ARTICLE I

- (a) The name of the corporation is NORTH CAROLINA INDEPENDENT LIVING OF DEAF PERSONS, INC.
- (b) The period of duration of the corporation is perpetual.
- (c) The principal office of the corporation will be located at 8 West Third Street, Winston-Salem, North Carolina 27101.
- (d) The address of the initial registered office of the corporation in the State of North Carolina is 380 Knollwood Street, Suite 530, Winston-Salem, Forsyth County, North Carolina 27103; and the name of its initial registered agent as such address is James M. Iseman, Jr.

ARTICLE II

The purposes for which the corporation is formed, and the business and objects to be carried on and promoted by it, are as follows:

- (a) This corporation is organized exclusively for charitable and/or educational purposes, including, for such purposes, the making of distributions to organizations which qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding section of any future United States internal revenue law, or to the Secretary of Housing and Urban Development for the time being exclusively for a public purpose. In pursuance of the foregoing purposes, the corporation shall have the power to provide elderly persons and

handicapped persons with housing facilities and services specially designed to meet their physical, social, and psychological needs, and to promote their health, security, happiness, and usefulness in longer living, the charges for such facilities and services to be predicated upon the provision, maintenance, and operation thereof on a nonprofit basis.

(b) No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services actually rendered and to make payments and distributions in furtherance of its exempt purposes. No substantial part of the activities of the corporation shall consist of the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from Federal income taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding section of any future United States internal revenue law, or (2) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended, or the corresponding section of any future United States internal revenue law.

ARTICLE III

The corporation is empowered:

(a) To buy, own, sell, assign, mortgage, or lease any interest in real estate and personal property and to construct, maintain, and operate improvements thereon necessary or incident to the accomplishment of the purposes set forth in Article II hereof, but solely in connection with the project assisted under Section 202 of the Housing Act of 1959, as amended, or Section 811 of the National Affordable Housing Act.

(b) To borrow money and issue evidence of indebtedness in furtherance of any or all of the objects of its business, and to secure the same by mortgage, pledge, or other lien on the corporation's property.

- (c) To do and perform all acts reasonably necessary to accomplish the purposes of the corporation, including the execution of a Regulatory Agreement with the Secretary of Housing and Urban Development, and of such other instruments and undertakings as may be necessary to enable the corporation to secure the benefits of capital advances and project rental assistance under Section 202 or Section 811. Such Regulatory Agreement and other instruments and undertaking shall remain binding upon the corporation, its successors and assigns, so long as a mortgage on the corporation's property is held by the Secretary of Housing and Urban Development.
- (d) Upon the dissolution of the corporation, all of the remaining assets of the corporation shall be distributed only to one or more organizations created and operated for one or more exempt purposes within the meaning of Article II(a) hereof, other than for religious purposes, all of the foregoing within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding section of any future United States internal revenue law, or shall be distributed to the Secretary of Housing and Urban Development exclusively for a public purpose. Any such assets not so disposed of shall be disposed of by a court of competent jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE IV

The number of directors of the corporation shall equal the number of directors of the North Carolina Association for the Deaf, Inc. a North Carolina non-profit entity, (the "Sponsor"), provided that such number shall not be less than seven (7) directors. The Sponsor or the successor in interest designated by such Sponsor shall appoint such directors. If the Sponsor shall fail to designate a successor in interest or no such successor in interest shall exist, the Board of Directors shall become self-perpetuating.

A director shall be eligible to serve successive terms.

The Sponsor shall have the power to fill the vacancy (for the remainder of an appointed term) created upon the death or resignation of a member prior to the expiration of the term to which he was appointed.

The Board of Directors shall have the power to remove a director with the vacancy filled in the manner described in the preceding paragraph.

The initial directors and the term for which each will serve, are set forth below:

<u>NAME</u>	<u>ADDRESS</u>	<u>TERM</u>
James M. Wilson	7801 Corder Drive Charlotte, NC 28212	3 years
Donnie Ray Stewart	6405 Snowbird Lane Charlotte, NC 28227	3 years
Lynda Ann Rankin Schott	123 Summerow Road Stanley, NC 28164	3 years
Frances Collett Apperson	10312 Kilmory Terrace Charlotte, NC 28210	3 years
Billy Ray McLain	1941 Angela Lane Kannapolis, NC 28083	3 years
Larry Donald Smolik	1518 Thompson Avenue	3 years
Lynn Capps Fierro	11907 Hookston Lane Charlotte, NC 28273-6713	3 years

The directors shall serve without compensation.

The officers of the corporation, as provided by the bylaws of the corporation, shall be elected by the directors of the corporation, in the manner therein set out, and shall

serve until their successors are elected and have qualified. The directors shall elect the regular officers of the corporation at the annual meeting for terms of one year. The secretary and treasurer may be one and the same person.

The annual meeting shall be held on the first Monday in March of each year unless another date is designated by the Board of Directors.

ARTICLE V

Bylaws of the corporation may be adopted by the directors at any regular meeting or any special meeting called for that purpose, so long as they are not inconsistent with the provisions of these Articles or of the Regulatory Agreement between the corporation and the Secretary of Housing and Urban Development referred to in Article III hereof.

ARTICLE VI

So long as a mortgage on the corporation's property is held by the Secretary of Housing and Urban Development or the Use Agreement remains in effect, these Articles may not be amended without the prior written approval of the said Secretary.

ARTICLE VII

The corporation shall have no members.

ARTICLE VIII

The name and address of the incorporator are James M. Iseman, Jr., 380 Knollwood Street, Suite 530, Winston-Salem, North Carolina 27103.

These Articles of Incorporation shall be effective upon filing.

This the 27th day of February, 1995.

James M. Iseman, Jr.
James M. Iseman, Jr. INCORPORATOR

STATE OF NORTH CAROLINA)

COUNTY OF FORSYTH)

I, Barbara K. Samuelson, a notary public, do hereby certify
that JAMES M. ISEMAN, JR. personally appeared before me this 27th day of
February, 1995, and acknowledged the due execution of the foregoing Articles of
Incorporation.

Barbara K. Samuelson
Notary Public

My Commission Expires:

August 23, 1998
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