LOUSIANA REGISTRY OF
INTERPRETERS FOR THE DEAF

2026 CONFERENCE

ELEVATING EXCELLENCE

NOV 12-14, 2026
LAFAYETTE, LA

the Contents

2026 Conference

- Schedule
- Presenters
- Workshops
- Interpreters
- Student Reps

2026 General Business Meeting

- Agenda
- Standing Rules
- 2025 GBM Minutes
- Officer's Reports
- Financial Statement
- Committee Reports

Sponsors

Thank Yous

the Schedule

Thursday, November 12

- 530p-630p | LA Commission for the Deaf
- 630p-800p | *Ethics Round Table Discussions*

Friday, November 13

- 900a-1200p | *Deaf Hearing Teams*
- 1200p-200p | Lunch; 2026 GBM
- 200p-500p | *Deaf Hearing Teams* (cont.)
- 530p-800p | Dinner; *Mystery Game*

Saturday, November 14

- 900a-1200p | *Meaningful Communication*
- 1215p-145p | Lunch; 2026 GBM
- 200p-500p | *Consecutive and Simultaneous*

~ To receive CEUs, participant must attend entire session. ~

NAD-RID CPC | 7.0 PROFESSIONAL DEVELOPMENT
Tenet: Interpreters engage in professional development.

the Presenters

Jana Broussard, BS



As Acting Executive Director of Louisiana Commission for the Deaf (LCD), Jana is responsible for directing statewide progams and initiatives for Deaf, DeafBlind, and hard of hearing communitites, developng short and long-term goals and objecives, and is responsibe for the development and implementation of standardized practices for sign language interpreters working in the state of Louisiana.

Donavan Williams, BS, NIC, BEI-Master



Currently pursuing a Master's in Legal Studies at the University of Arizona, Donavan is an experienced interpreter, and presents on topics that are less commonly featured in professional development settings, such as stage interpreting, mentoring, ethics, certification testing, and working as a designated interpreter. His current employment is dedicated to working with Deaf Professionals in Academia and working as an Adjunct Instructor at Phoenix College's Interpreter Preparation Program.

Pamela F Collins, PhD, CI/CT



Currently, Dr. Collins is an Associate Professor at Gallaudet University and has been a dedicated interpreter since 2000. She has contributed to the body of knoweldge in the field. She is author and co-author of "The Complexities of Interpreting," "Shades of Us," and the collabortive projeect "Village Work." Driven by a keen interest in the presence of systemic issues in daily life, Dr. Collins addresses topics at the intersection of interpreting, social structure, and professional practice, continuing to shape and inspire the interpreting commnunity through her scholarship, training, and mentorship.

Info Session

Louisiana Commission for the Deaf Highlights

Presenter: jana Broussard

BACKGROUND

The Louisiana Commission for the Deaf (LCD) was established by Act 629 in 1980 by Louisiana legislature, to serve as the principal agency of the state providing leadership to promote the general welfare of d/Deaf, DeafBlind, and hard of hearing individuals.

MISSION

- *ENGAGE*: Inform the community in an inclusive manner that actively draws people.
- *EMPOWER*: aspire for Deaf, DeafBlind, hard of hearing people to confidently say that they have the information and tools they need to succeed and advocate for themselves.
- *ENRICH*: The deaf community advances from not just surviving or living, but thriving! In attaining this mission the Deaf person has maximized their life potential.

Workshop

0.15
PS CEUs

Roundtable Discussion: Ethical Decision-Making

Presenter: Donovan Williams

Guided discussions through the decision-making process for ASL interpretres in scenarios that venture beyond the black and white. Participants will share their thought process when making decisions and be exposed to alternative ideas based on different views and values.

Interpreters will be challenged to think about the immediate and long term implications of a decision. They will be presented with ethical dilemmas and have to follow through the decision making process to make their own decisions and defend it.

Participants can expect a lively discussion featuring many different viewpoints. As a goup we will work away from a model of 'right and wrong' and shift to a model of 'decisions and implications.'

Workshop

0.60 PPO CEUs

Deaf Hearing Teams: Co-Creating Spaces

Presenter: Pamela Collins

Explore strategeis for co-creating spaces in which Deaf and hearing interpters are respected and diversity is valued. Develop, strengthen, and refine collaboratie teaming practices ithout perpetuating the privilege, individual biases, and social systemic oppression.

Grounded in tasks and competencies outlined by CASLI, this workshop will create opportunities for deaf and hearing participants to examine thier distinct responsibilities during the decision-making processes and protetion of equal access.

Discussions will include skills each interpreters brings to the team by identifying and embracing individual 'filters' through invitational commmunication/interaction, response to challenges, and evaluation of their work together.

the Game

~ Fri, Nov 13 ~

Join us for



Workshop

0.30 PS CEUs

Meaningful Communication: Interpretation as a Million Conversations

Presenter: Pamela Collins

Often when working from ASL (source langauge) to spoken English (target language), the voicing process is often approached primarily as a matter of accuracy, vocabulary, or voice production. Interpreters are called upon to communicate across an extraordinary range of settings, from intimate one-on-one conversations to interviews, classrooms, meetings, presentations, and scripted speeches.

Explore how meaning is constructed and conveyed through more than lexical choices alone. Attention will be given to message anlysis, intent, register, pacing, prodosy, audience, confidence, vocal delivery, and the interpreter's abiliitry to make infomred desicions about how a message should live in spoken English.

NAD-RIDCPC | 6.0 BUSINESS PRACTICES

Tenet: Interpreters maintain ethical business practices.

Workshop

0.60 PPO CEUs

Deaf Hearing Teams: Co-Creating Spaces

Presenter: Pamela Collins

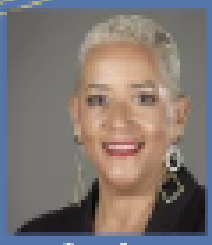
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the Interpreters

Cheryl Thomas,NIC-M, SC:L, BEI Court



Cheryl was LRID's keynote presenter for the 2025 Conference in Mandeville , LA. She began her interpreting ccareer in Edmonton, Albberta, Canada. She was the staff sign language interpreter for the Arkansas state courts and is now a freelance interpreter in Mississippi. She has been facilitator wih both Project CLIMB (Cultivating Legal Interpreting of Marginalzied Backgrounds), and IRIS (Improving Rural Interpreting Skills Project. Recently she continued her mentoring journey with SIGN (Southeastern Interpreters Guidance Network.

Donovan Williams, BS, NIC, BEI-Master



Currently pursuing a Master's in Legal Studies at the University of Arizona, Donavan is an experienced interpreter, and presents on topics that are less commonly featured in professional development settings, such as stage interpreting, mentoring, ethics, certification testing, and working as a designated interpreter. His current employment is dedicated to working with Deaf Professionals in Academia and working as an Adjunct Instructor at Phoenix College's Interpreter Preparation Program.

James Virgilio, MS, CI/CT, SC:L BEI Master

James is a native of Lake Charles, LA. He attended the Interpreter Training Program at the University of Arkansas at Little Rock. James currently lives in Houston. In addition to working as a Video Remote Iinterpreter, James is an instructorr in the Houston City College ASL Interpreter Training Program



the Student Reps

The ASL Interpreting Department at Delgado Community College in New Orleans, LA is proud to provide Student Reps for the LRID 2026 Conference.

Delgado COMMUNITY COLLEGE

Jesse



Lauren



Lesiara



Abigail



Shana



NAD-RID CPC | 5.0 RESPECT FOR COLLEAGUES

Tenet: Interpreters demonstrate respect for colleagues, interns, and students of the profession.

the Nominations

Consider running for the following 2026-2028 BOD positions



Vice President

a. In the absence or disability of the President, shall assume all duties of the President.
b. Serves as Conference Chair and coordinates professional development opportunities.

Treasurer

a. Supervises the receipt, disbursement, and safekeeping of all Association funds.
b. Distributes membership verification documents.

GBM Agenda

- Call to Order
- Roll Call
- Pledge of Allegiance
  - Moment of Silence
- Approval of the Agenda
- Approval of Standing Rules
- Approval of GMB 2025 Minutes
- Officers' Reports
- Committee Reports
- Unfinished Business
- New Business
- Election of Officers | Oath of Office
- Announcements
- Adjournment

Standing Rules

1. The President (or Delegate) shall preside over the meeting.
2. The Secretary verifies voting credentials and establishment of a quorum.
3. Appointment of the Motions Committee shall be at the discretion of the President (or Delegate). The purpose and scope of this Committee shall be to:
    1. receive motions from Voting Members in good standing and ensure Motions Form is complete
    2. process motions based on conformity with association Bylaws, organized by theme, eliminate duplication, check for clarity of language and meaning
4. Any Voting Member in good standing may submit motions.
    1. Submit via Google forms or Motions Form
    2. Must be made and seconded by members in good standing
5. Under New Business, motions shall be considered in the following order:
    1. motions submitted prior to the beginning of the meeting
    2. motions submitted by members from the floor
6. Any member in good standing may participate in discussion.
    1. Face-to-face
    2. State your name, membership category, region, and purpose
    3. Those wishing to sign their comments will move to the platform after being recognized by the President (or Delegate)
7. A maximum of six members may debate each debatable motion.
    1. Three speaking in favor and three speaking in opposition
    2. Each member is allowed a maximum of three minutes for debate
    3. A member may speak a second time to the same issue, if there are no other speakers
8. All voting will be done with a valid voting card received from the Secretary.
    1. Each member is allowed one vote. No proxy votes are permitted
9. Audience members are requested to arrive and be seated at least five minutes prior to the meeting.
    1. Silence all electronic devices
10. These Standing Rules shall be adopted, amended, or suspended by a two-thirds vote of the voting membership present and apply only to the current meeting.
11. Bylaws Section 14. Parliamentary Authority

2025 GBM Minutes

Click the picture below to access

2025 GBM Minutes





President Leslie Knowles

LRID's purpose is *to initiate, sponsor, promote and execute policies and activities that will further the profession of interpretation of American Sign Language and English.*

During this past year, the LRID Board of Directors and Committees have done their utmost to uphold the purpose of our organization by providing a vast array of professional development opportunities and leading discussions regarding the future of interpreters in Louisiana.

LRID



- Professional Development
  - ***~ Over 20 workshops for over 50 hours ~***
  - Trainings were offered at no, or low, cost to Louisiana residents
  - Trainings were offered in-person *and* virtually
- Open Forums
  - Opportunities were provided to learn more about the implementation of Minimum Standards for interpreters working in the community, PK-12 educational settings, court settings, and for interpreters who are Deaf
- Reimbursement
  - Reimbursement for Testing Fees, professional development, and academic coursework were offered through a variety of LRID Grant opportunities.
- Community Involvement
  - LRID has been a presence at a variety of community events - COSD Deaf Fest and NOBDA's 30th Gala

LRID Board of Directors and Committees | *Thank you!!*

LRID is extremely fortunate to have the following people in leadership positions

- **Lynne**, Vice President, continues to work her magic in recruiting presenters and interpreters that provided us with information on knowledge, skills, and ethics.
  Lynne's term as VP ends with this Conference and we thank her for her dedication!
- **Marlana**, Secretary, a communication guru. She is quick to get out news to the members, constantly updates the website, and ensures organizational Minutes are up to date.
- **Gary**, Treasurer, works from the perspective of a member. He safeguards our monies and ensures appropriate documentation accompanies each transaction
  Gary's term as Treasurer ends with this Conference and we thank him for his dedication!
- **Lesile**, Member-at-Large, as liaison to other agencies and organizations, she has worked tirelessly to increase awareness about the work and development of Deaf interpreters.
- **Jennifer**, CMP Coordinator, is a stickler for information required by RID for CEUs. She revamped the process to guarantee that all CEUs are processed in a timely manner.
- **PPM Committee**, Lynne, Leslie, Michelle, and Marlana review this document often and recommend any changes that may need to be brought to the members. There are 30 changes proposed this year.



President Leslie Knowles

LA RAB: Louisiana Relay Administration Boards

- The grant program is *designed to promote services central to Louisiana's d/Deaf, DeafBlind, and hard-or-hearing, or speech-impaired communities.*
- The generous grant allowed LRID to present quality workshops on a variety of topics that were requested by members. The presenters are expert in their fields, and the interpreters are highly skilled.
- Thank you! We are forever grateful for your continued support.

LCD: Louisiana Commission for the Deaf

- The biggest impact on the interpreters in Louisiana is the establishment of minimum qualification standards for the ASL workforce and the implementation of an Interpreter Registry. LRID has sponsored Open Forums and discussions about these initiatives, and these information sessions will continue to ensure that LRID members and the interpreters in Louisiana are aware of the new requirements. Compliance begins January 1, 2027.
- The Interpreter Registry is open for applications. **LCD Interpreter Registry**. If you need help, reach out to an LRID BOD or contact LCD.
- The LA Sign Language Interpreter Registration Oversight Committee is now accepting applications.
- The new Strategic Plan has been developed and is on their website. This outlines goals for the next three years.
- We entered into another contract with LCD for professional development.

RID: Registry of Interpreters for the Deaf

- Check out **RID, Inc**
- The RIV Representative position is still vacant.
- 2027 Conference will be virtual



LRID BOD Nominations/Elections

VACANCIES | Vice President and Treasurer

YOU are the driving force behind the organization - we cannot do this without you.

In closing, I ask that we think about the following:

- Where are the Louisiana interpreters - BIPOC interpreters, those that are not-yet certified, and those that are working and struggling without support? Let us all make a concerted effort to find them, reach out, and keep them informed.
- Think about the work that we do. If we want to be recognized as professionals, we must be accountable for our decisions and show respect for the consumers, the process, and the product. I ask that you rededicate yourself to be the best interpreter you can be and be the one that the communities deserve.

Respectfully submitted, M. Leslie Knowles, Nov 12, 2026



Vice President
Lynne O Gomez

Our Purpose

Incorporated in 1969, the principal purposes of this organization are to initiate, sponsor, promote and execute policies and activities that will further the profession of interpretation of American Sign Language and English and the transliteration of English.

We have kept our principal purposes front and center: executing policies and activities that further our profession. The varied professional development offerings have been applicable to every interpreter working in every setting, which in turn benefits all the communities we serve.

LRID once again received a $25,000 grant from the Relay Access Board (in May). The contract with LCD was renewed for three years rather than one year per the request of LCD. Once the final approval was received in March, we were able to spend only $3,697.50 by the end of the fiscal year (June 30, 2026) for year one. We are currently in year two of the contract and expect to spend the entire $9,999 available to us.

Having access to those funds allowed us to offer the following **training sessions** this year at no cost to any LA resident:

- 1/15/26 Avoiding Unduly Free Interpreting (through DAC)
- 2/25/26 Recognizing Patterns in Fingerspelling in ASL
- 3/11/26 Cardinal Numbers and Number Incorporation in ASL
- 3/25/26 Ordinal and Unique Number Systems in ASL
- 4/15/26 Improving Visual Gestural Communication (VGC)
- 4/21/26 Queen Bee (through DAC)
- 5/12/26 An Inside Look at LSD
- 6/6/26 Staffing Legal Cases 9 AM - 12 PM
  The Arraignment Process 1 - 4 PM
- 7/17/26 ASL Grammatical Features Refresher 9 AM - 12 Noon
  Mastering ASL Number Concepts 1 - 4 PM
- 7/18/26 Beyond the Message: The Interpreter as a Language Specialist
- 11/12/26 LCD Highlights Round Table: Ethical Decision-Making
- 11/13/26 Deaf Hearing Teams: Co-Creating Space
- 11/14/26 Meaningful Communication: Interpretation as a Million Conversations 9 AM - 12 PM
  Beyond Consecutive and Simultaneous: Dynamic Processing Decisions in ASL-English Interpreting 2-5 PM
- Webcasts at your convenience

  Contract with the Betty and Leonard Phillips Deaf Action Center (Shreveport) $2,000 (up to 50 people, up to 3 hours each) during the months of November and December



Vice President
Lynne O Gomez

Open Forums

April 6, 2026
Open Forum focusing on Registration for Sign Language Interpreters

June 24, 2026
Open Forum focusing on Interpreters in Court/Legal Settings and Interpreters who are Deaf

July 8, 2026
Open Forum focusing on How to Apply for LA Registration for Sign Language Interpreters

September 23, 2026
Open Forum focusing on standards for interpreters in legal settings

September 30, 2026
Open Forum focusing on standards for interpreters who are Deaf

Testing Fee Grants

2025 funds have not yet been allocated/announced for these grants

Professional Development Grants (individual grants)

- One application was received, and all qualifications were met
- An award was given to Jenna Vagts-Galindo for $300 for courses taken this fall

We are hosting our first, or first in a long while, Roundtable Discussion on November 12, 2026. The topic will be Ethical Decision-Making. The plan is to host more Roundtable Discussions in the future focusing on various topics.

We have submitted a request for the RAB grant to be spent in 2027. Your feedback on desired topics will help us plan training that is relevant to your needs. Feel free to email vicepresident@lrid.org to share your preferred topics and presenters.

Many thanks to everyone who has assisted with all of these endeavors this past year, especially the Board of Directors! It has definitely taken a team, and we have been rewarded by your appreciation and attendance to the sessions!!

See you at an event soon!

Respectfully submitted, Lynne Owens Gomez, November 13, 2026



Secretary
Marlana Kienlen

- Membership Statistics
  - Membership is up compared to last year-YAY!
    - 2025-2026= 101 members
      2026-2027=121 members
- Board of Director Meetings
  - Drafted all board meeting agendas
  - Attended all monthly board meetings and documented the minutes
- Email Blast, Information from the VP and Website
  - Informational emails from the Desk of the Vice President are sent out as often as needed for sharing upcoming events, forums, partnerships for webinar, etc.
  - Email Blast are sent out regularly
  - Website is updated frequently with training information and registration details, organization information, etc.
    - The website will be undergoing construction in the new year.
  - If members get information for Deaf events (coffee chats, socials, etc.) or an event they feel membership may be interested in, please email it to me at secretary@lrid.org
- LRID has hosted or is hosting the following trainings:
  - MJ Bienvenu Series (all virtual)
    - February 25, 2026:Recognizing Patterns in ASL Fingerspelling
    - March 11, 2026:Cardinal Numbers and Number Incorporation in ASL
    - March 25, 2026:Ordinal and Unique Number Systems in ASL
    - April 15, 2026: Improving Visual/Gestural Communication
  - Dr. Natalie Delgado
    - May 12, 2026:An Inside Look at LSD (virtual)
  - Anna McDuffie (all virtual)
    - June 6, 2026:Staffing Legal Cases
    - June 6, 2026: Arraignment Process
  - Debra Teesdale Series (In-person)
    - July 17, 2026: ASL Grammatical Refresher
    - July 17, 2026: Mastering ASL Concepts
    - July 18, 2026: Beyond the Message



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Secretary
Marlana Kienlen

- 2026 Fall Conference
    - Donavan Williams-November 12, 2026: Roundtable Discussion: Ethical Decision-Making
    - Dr. Pamela Collins
        - November 13, 2026: Deaf/Hearing Teams
        - November 14, 2026: Meaningful Communication: Interpretation as a Million Conversations
        - November 14, 2026:Beyond Consecutive and Simultaneous: Dynamic Processing Decisions in ASL-English Interpreting
- LRID CMP Coordinator
    - Thanks to Jennifer Guerrieri, LRID's CMP who submitted all of LRID's paperwork to RID for our participants to earn CEUs for all of the trainings.
- LRID has also hosted several forums with LCD as guests
    - April 6, 2026: Registration (Licensure) for Sign Language Interpreters
    - June 24, 2026: Interpreters Working in Court/Legal Settings; Deaf Interpreters Working in All Settings: PreK-12, general and court
    - July 8, 2026: How to Apply for LA Registration
    - September 23, 2026: Court Sign Language Interpreter Standards and Registration
    - September 30, 2026: Deaf Sign Language Interpreter Standards and Registration
- Policy and Procedure Manual (PPM)
    - I have been a PPM Committee member since sub-committees were formed several years ago and continue being an active member on the PPM Committee today.
    - A special shout out to the PPM Committee members who have spent a lot of their time working on this document and continue revising it as procedures change, technology changes, etc. The PPM document is a live document and can be found on LRID's website.
        - PPM Committee Members:
            - Lynne Gomez
            - Lesile Knowles
            - Michelle Simoneaux

The past year has flown by since I was nominated as LRID Secretary while I was away on vacation and a couple of members sent me a video of the announcement! My time as LRID's Secretary has been BUSY, but I wouldn't trade it for anything. I've been a part of a phenomenal Board of Directors and we have accomplished a lot this past year. I look forward to another year with all of ya'll!

Respectfully submitted by Marlana Kienlen



Treasurer
Gary Morgan

Annual Reports: All annual reports have been completed and submitted.

- 2025 Conference Report
- LCD Annual Report
- Affiliate Chapter FY report

Meetings / Events:

- I have attended all scheduled board meetings via Zoom.
- I have all LRID events throughout the year

Treasurer Related Tasks

- LRID did receive the RAB grant funds for this year totaling $25,000 and the LCD grant of $10,000 (invoiced after an event)
- I continue to educate myself on the processes and procedures of my role.
- I continue to maintain banking and PayPal accounts and ensure that LRID is being responsible with expenditures and receivables for the organization.
- I opened a savings account with our financial institution earning the account a 3.5% APY, (annual percentage yield.) Our checking account does not receive an APY.
- This year has been a learning experience for me as I researched and opened a QuickBooks account to better streamline all organizational bank transactions.
- Using QuickBooks allows us to:
    - o create and send unlimited contracts with electronic signatures
    - o create and send unlimited invoices with more cost-effective transaction fees. 2.99% compared to PayPal 3.24%. ACH payments, we pay 1%
    - o print annual and fiscal year reports at no charge
    - o annual subscription cost for non-profit organizations is $80 (regular annual costs is $140/mo.)
    - o I am processing the paperwork to obtain state tax exemption for LRID events when applicable.



25-26 LRID Financial Stmt

		INCOME	EXPENSES	Notes
Bank Beginning Balance: $60,413.59				
Bank Ending Balance: $66,887.34				
25-26 MEMBERSHIP DUES	**Total:**	**2410.80**		
Certified - 37 @ $31.36		1160.32		
RID Senior Citizens - 23 @ $25.48		586.04		
Supporting - 31 @ $20.58		637.98		
DDBHHDD - 6 @ $4.41		26.46		
Lifetime - 2		0		
Organizational -		0		
Free membership winner - 1		0		
25 CONFERENCE				
Registration Fees		1747.33		
Presenter			2000.00	
Interpreters			2563.75	
Supplies			1411.53	
Lodging			536.67	
Travel			660.63	
Sponsors		837.06		
Catering			1639.03	
Scholarships				
Testing Fee			0	
Professional Development			0	
Janie C. Powell			0	
Annual Subscriptions				
USPS (PO Box Rental)			276	
Zoom Meeting Platform			835.9	
WIX (Website)			379.32	
RID CPM Fees			245	
LA Secretary of State			15	
IRS 990 Tax Form			54.99	
Misc				
RID Conference Registration			599.00	for the VP to attend
COSD Sponsorship			220.00	
M. L. Knowles		20		Delgado CC paid for Deaf Fest exhibit table
PayPal Transfers		581.35		
RAB Grant:		25000		
LCD Grant Riembursement:		3697.5		
DAC Invoices			615	DAC Shreveport Webinars
QuickBooks Set Up Verification		1	0.11	



25-26 LRID Financial Stmt

		INCOME	EXPENSES	
WORKSHOPS				
July 17-18, 2025 (Lafayette Workshops)				
Presenter Fees			1800	
Venue/Meeting Room			286.6	
Travel			150	
Per-Diem			50	
Catering			556.39	
Drinks,Snacks,Ice			329.36	
September 27, 2025 (Virtual Workshop)				
Presenter Fees			1250	
October 22, 2025 - (Open Forum)				
Interpreter Fees			337.5	
January 15, 2026 (DAC Shreveport Workshop)				
Registration Fees			540.00	18 @ $30/ea
February 25, 2026 (Virtual Workshop)				
Registration Fees		30.81		2 @ $20
Presenter Fees			500.00	
March 11, 2026 - (Open Forum)				
Registration Fees		75.24		4 @ $20
Presenter Fees			500.00	
March 25, 2026 (Virtual Workshop)				
Presenter Fees			500.00	
April 6, 2026 - (Open Forum)				
Interpreter Fees			337.50	
April 15, 2026 (Virtual Workshop)				
Presenter Fees			500.00	
April 21, 2026 (DAC Shreveport Workshop)				
Registration Fees			960.00	32 @ $30/ea
May 12, 2026 - (Virtual Workshop)				
Interpreter Fees			337.50	
Jun 6, 2026 - (Virtual Workshop)				
Registration Fees		320		8 @ $40/ea
Presenter Fees			1500.00	
InterpreterFees			918.75	
June 24,2026 - (Open Forum)				
Interpreters Provided by LCD				
TOTAL INCOME		34729.11		
TOTAL EXPENSES			23405.53	
PROFIT / LOSS			11323.58	



Member-at-Large
Lesile Perrodin

It has been a pleasure and an honor to serve on the Louisiana Registry of Interpreters for the Deaf (LRID) Board. I am grateful for the opportunity to work alongside such wonderful and dedicated board members. Each member
brings valuable knowledge, experience, and commitment to supporting the interpreting profession and the Deaf community.

Since joining the board, I have been encouraging members of the Deaf community and interpreters to become involved with LRID. I have promoted membership, encouraged participation in workshops, and shared information
about free professional development opportunities offered through LRID.

Community Outreach and Advocacy

As Member-at-Large, one of my important responsibilities is listening to the concerns, needs, and suggestions of the Deaf community. I make an effort to ensure their voices are heard by sharing their concerns with the LRID Board, discussing what the community needs, and requesting support and assistance when necessary.

I believe communication between the Deaf community, interpreters, and LRID leadership is essential. My goal is to help build trust, strengthen relationships, and ensure community members feel respected, included, and supported.

Professional Development

I have attended various workshops and professional development opportunities to expand my knowledge and skills. One of my most memorable experiences was attending the Black Interpreters Conference in California. It was an
amazing and inspiring experience. I gained valuable knowledge, learned from other professionals, and developed a deeper understanding of the importance of diversity, representation, and collaboration within the interpreting profession.

These experiences have motivated me to continue learning, advocating, and bringing valuable information back to our Louisiana interpreting and Deaf communities.

Continuing Commitment

I remain committed to encouraging community participation, supporting professional development, listening to community concerns, and working collaboratively with the LRID Board to create positive changes.

Being Member-at-Large is not just about attending board meetings. It is about listening to the community, bringing their voices to the table, and advocating for their needs.



CMP Coordinator
Jennifer G Ware

Date	Activity #	Title	Presenter	Location	Total CEUs	CMP	ACET	Total # Participants
11/07/25	0046.1125.01	Creating Beneficial Interactions	Cheryl Thomas	Mandeville	0.3	x	x	42
11/08/25	0046.1126.02	Frameworks for Ethical Decision	Cheryl Thomas	Mandeville	0.3	x	x	28
11/08/25	0046.1126.03	The Legal Environment is Closer	Cheryl Thomas	Mandeville	0.3	x	x	34
01/10/26	0046.0126.01	An Intro to Linguistics: Comparing ASL	Codie Sullivant	New Orleans	0.4	X	X	16
02/25/26	0046.0226.01	Recognizing Patterns in ASL Fingerspelling	MJ Bienvenu	BR/Virtual	0.2	x	x	42
03/11/26	0046.0326.01	Cardinal Numbers & incorporation in ASL	MJ Bienvenu	BR/Virtual	0.2	x	x	39
03/25/26	0046.0326.02	Ordinal and Unique Number Systems in ASL	MJ Bienvenu	BR/Virtual	0.2	x	x	41
04/15/26	0046.0426.01	Improving Visual-Gestural Communication	MJ Bienvenu	BR/Virtual	0.2	x	x	51
05/12/26	0046.0526.01	An Inside Look at LSD	Dr. Natalie Delgado	BR/Virtual	0.2	x	x	35
06/06/26	0046.0626.01	Staffing Legal Cases	Anna McDuffie	BR/Virtual	0.3	x	x	39
06/06/26	0046.0626.02	The Arraignment Process	Anna McDuffie	BR/Virtual	0.3	x	x	41
07/17/26	0046.0726.01	ASL Grammatical Features Refresher	Debra Teesdale	Lafayette	0.3	x	x	15
07/17/26	0046.0726.02	Mastering ASL Number concepts	Debra Teesdale	Lafayette	0.3	x	x	20
07/18/26	0046.0726.03	Beyond the Message	Debra Teesdale	Lafayette	0.3	x	x	16
07/08/26	0046.0726.04	PINRA HB	HB	Metairie	0.2	x		1
10/03/26	0046.1026.01	What is Biblical Counseling?	Pastor Kevin Hamilton	Lafayette	0.6	x	x	13
10/15/26	0046.1026.02	PINRA HB	HB	Metairie	0.2	x	x	1

Audit Committee

Thank you to Shari Bernius and Cara-Magee Johnston

November 9, 2026

Verification of Financial Report Review and Approval

LRID Members:

This letter serves as formal confirmation that I have reviewed the financial report. Based on my review, the report has been examined and is approved. I have no outstanding concerns or objections regarding the information presented.

Please accept this letter as official documentation of my review and approval of the financial report.

Sincerely,

Shari Bernius

Shari Bernius, CSC

November 9, 2026

To: LRID Members

RE: Financial Report Review and Approval Verification

I have reviewed the financial report. Based on my examination, I have no major concerns or objections regarding the documentation presented. Therefore, the report has been approved. Please accept this letter as official verification of my review and approval of the financial report.

Sincerely,

Cara Magee-Johnston

Cara Magee-Johnston
RID CI/CT, IL-Master, MO-Adv.

Policy and Procedures

Thank you to the PPM Committee
Lynne Gomez, Lesle Knowles, Marlana Kienlen, Michelle Simoneaux

Report of the Policy and Procedures Manual (PPM) Committee for 11/13-14/2026 GBM

The PPM Committee is proposing 33 specific changes to the LRID Policy and Procedures Manual, and 1 generic allowance regarding Appendices for the November 13-14, 2026 General Business Meeting, as follows:

Proposed Changes (11/14/26)
LRID Policy and Procedures Manual (PPM)

	Section	Current	*Proposed*	Rationale
1	II OBJECTIVE Procedures Pg. 6	RID Procedure *An announcement, along with the Google Form link, will be sent out to remind Affiliate Chapter Presidents about the Annual Report	Delete entire section	LRID does not set procedures for RID
2	II OBJECTIVE Procedures Pg. 6	*LRID President provides the Google Form link to the appropriate officers for the completion and submission of all required documents *LRID officers complete and submit all required documents	*LRID President receives request for RID Annual Report *LRID President requests required documents from appropriate Officers * LRID officers complete required documents and submit to President	Reflects actual practice
		via the form and report to the BOD once complete		
3	III. MEMBERSHIP Procedures Online Payment Pg. 8	automatically be transitioned to	*Replace with:* be provided a link to	Reflects actual practice
4	III. MEMBERSHIP Procedures Jean Boles Award Procedures Pg. 9	Letter of Nomination Appendix	~~Appendix~~	Letter should be heartfelt and original, rather than following a standardized template

Policy and Procedures

5	IV BOARD OF DIRECTORS Policy Transition of Records/Board Pg. 11		Add: *Outgoing Board members must transfer multi-factor authentication (MFA) access to incoming members within 30 days of leaving office*	Adds additional step to expedite access to incoming Board members
6	IV BOARD OF DIRECTORS Policy Budget (3 items) Pg. 12	*Prepare a biennial budget.* *Send proposed budget to membership…* *BOD to present to the membership at the GBM during odd numbered years.*	*Prepare a ~~Biennial~~ budget (July 1 - June 30)* *Send ~~proposed~~ budget to membership…* *BOD to present to the membership annually at the GBM ~~during odd numbered years~~*	Removes restriction for a two-year budget BOD generally approves the budget and reports to the membership Annual budget follows fiscal year
7	IV BOARD OF DIRECTORS Procedures General Pg. 13	This entry does not exist in the current PPM	Add: Create and maintain an annual calendar with all due dates (e.g. CEU audit report, SOS report, RID Affiliate Chapter report, standing committee chair selections, etc.)	Assist with organization of due dates to avoid oversight
8	IV BOARD OF DIRECTORS President Procedures RID AC Annual Report Pg. 16 (et al.)	IRS-990 EZ	IRS 990N	Replaces the IRS form title we actually file Replaces incorrect title throughout the PPM
9	IV BOARD OF DIRECTORS Vice President Policy Pg. 17	This entry does not exist in the current PPM	Add: *Continuing Education Units* *Complete and submit all necessary RID documentation and make available to the LRID CMP Coordinator within the required time frame*	Reflects actual practice
10	IV BOARD OF DIRECTORS Secretary Policy Professional Development CEUs Pg. 19	*Complete and submit all necessary RID documentation to the LRID CMP Coordinator within the required time frame*	*Complete ~~and submit~~ all necessary RID documentation and make available to the LRID CMP Coordinator within the required time frame*	Reflects actual practice

Policy and Procedures

11	IV BOARD OF DIRECTORS Treasurer Procedures General Ledger Pg. 30	Post all disbursements	~~Post all disbursements~~	Duplicate entry
12	IV BOARD OF DIRECTORS Treasurer Procedures Petty Cash Pg. 30	Petty Cash *Manage the Petty Cash Ledger *Withdraw cash from the bank *Complete an Expense Form for each withdrawal from the bank *List each item paid from this Petty Cash withdrawal *Any funds remaining from this withdrawal should be re-deposited with the amount noted on the Expense Form *Attach receipts for expenditures and, if applicable, the deposit form	~~Petty Cash~~ ~~*Manage the Petty Cash Ledger~~ ~~*Withdraw cash from the bank~~ ~~*Complete an Expense Form for each withdrawal from the bank~~ ~~*List each item paid from this Petty Cash withdrawal~~ ~~*Any funds remaining from this withdrawal should be re-deposited with the amount noted on the Expense Form~~ ~~*Attach receipts for expenditures and, if applicable, the deposit form~~	No longer use petty cash
13	IV BOARD OF DIRECTORS Treasurer Procedures RID Affiliate Chapter Compliance Pg. 31	Upload required documents by September 15th RID sends instructions in August Work in conjunction with the President and Secretary Provide two (of the five) required documents:	Submit required documents to the President by September 15th ~~RID sends instructions in August~~ ~~Work in conjunction with the President and Secretary~~ ~~Provide two (of the five) required documents:~~	Reflects actual practice No longer a consistent date Independently prepares documents to submit to the President Prepares documents as listed
14	V COMMITTEES Policy Pg. 33	*Name, office, date of meeting, and signature*	*Include name of committee, date of meeting, persons in attendance, findings and/or recommendations, and signature(s)*	Provides clarifying language and list of needed information
15	V COMMITTEES Audit Procedures Pg. 34	Petty cash ledger is reconciled with receipts and disbursement sheets, etc.	~~Petty cash ledger is reconciled with receipts and disbursement sheets, etc.~~	No longer use petty cash

Policy and Procedures

16	V COMMITTEES CMP Coordinator Procedures Academic Studies, PINRA, and Independent Studies Pg. 36	This entry does not exist in the current PPM This entry does not exist in the current PPM	Add: CMP Coordinator determines maximum number of CEU requests for individuals to be processed each month Add: Requests from outside organizations *CMP Coordinator forwards requests to the BOD for approval and determination of fees	Allows CMP Coordinator to determine maximum number of requests based on their availability Allows for BOD oversight on approval of requests (based on number of requests received/merits of request), and initiating billing for services provided
17	V COMMITTEES Motions Policy Valid Motions Pg. 37	This entry does not exist in the current PPM	Add to list: *Rationale:*	Reflects actual practice
18	V COMMITTEES Policy and Procedures Manual Procedures Pg. 43	This entry does not exist in the current PPM	Add: Poll BOD members annually by July 1 for any needed policy or procedure changes, additions or deletions recommended for their particular office	PPM is a living document that should match changes to actual practice and needed adjustments (based on bylaws changes, industry trends, requests received, etc.)
19	V COMMITTEES Policy and Procedures Manual Procedures Pg. 43	This entry does not exist in the current PPM	Add: Recommendation(s) are disseminated at least 30 days prior to the scheduled meeting to vote on changes	Provides a timeline
20	VI MEETINGS OF MEMBERS Procedures Interpreters Pg. 45	Issue call for/recruit interpreters Engage standing reciprocal agreements with RID ACs	~~Issue call for~~/Recruit interpreters ~~Engage standing reciprocal agreements with RID ACs~~	Removes requirement to issue a call/interpreters are usually sought out individually LRID currently has no standing reciprocal agreements with other RID ACs and has not for several years
21	VII PROFESSIONAL DEVELOPMENT Procedures Budget Pg. 47	This entry does not exist in the current PPM	Out-of-state members may be offered in-state registration rates on a case-by-case basis	Number of out-of-state members is growing and consideration should be given to this idea any time conference registration is being discussed

22	VII PROFESSIONAL DEVELOPMENT Procedures Dates and Times Pg. 48	Conferences (usually 2-2 ½ days) in September or October	Conferences (usually 2-2 ½ days) ~~in September or October~~	Removes restrictions on months of the year conferences are held and reflects actual practice
23	VII PROFESSIONAL DEVELOPMENT Procedures Presenters Prior to Event Pg. 50	Send Call for Presenters/Recruit	~~Send Call for Presenters/r~~Recruit Presenters	Removes requirement to issue a call and allows presenters to be recruited by any method
24	VII PROFESSIONAL DEVELOPMENT Procedures CEUs At least 30 days or more prior to the event Pg. 51	CMP Coordinator enters all required documentation into RID system CMP Coordinator informs Vice President/Secretary when CEUs have	~~CMP Coordinator~~ enters all required documentation into RID system ~~CMP Coordinator~~ informs Vice President/Secretary when CEUs have	Reduces wordiness/becomes part of the list of like items
25	VII PROFESSIONAL DEVELOPMENT CEUs Procedures Pg. 52	Request Board of Evaluation of Interpreters (BEI) CEUs (entire section)	~~Request Board of Evaluation of Interpreters (BEI) CEUs (entire section)~~	Removes entire section as a requirement Feedback from interpreters securing BEI CEUs is that it is easier for them to handle it individually rather than LRID pursue
26	VII PROFESSIONAL DEVELOPMENT CEUs Procedures Verification of CEUs for Participants Prior to Event Pg. 52	Attendance: RID only Sign-In (See Appendix) Evaluations: RID created, or LRID created Create a Google Certificate of Attendance	~~RID only Sign-In (See Appendix)~~ ~~RID created, or LRID created~~ Create a Google Certificate of Attendance Add: (See Appendice)	No longer actual practice Redundant with the subsequent entry Template is needed

Policy and Procedures

27	VII PROFESSIONAL DEVELOPMENT CEUs Procedures During Event In-Person Pg. 53	All Sign-In and RID only Sign-in forms (set out and collect) Evaluation form (provide link to participants)	~~All Sign-In and RID only Sign-In Forms (set out and collect)~~ Change to: All Sign-In Form Evaluation form (provide ~~link~~ QR code to participants)	Reflects actual practice of one sign-in form Reflects actual practice
28	VII PROFESSIONAL DEVELOPMENT Procedures CEUs Post Event Pg. 54	Summary of comments and tallies for every professional development session (See Appendix___) Upload summary into the Google Drive	Tally and summarize comments of evaluations for every professional development event and upload in the Google Drive Add: Notify BOD upload is complete	Moves duties to the correct section and corrects the format Further clarifies duties
29	VII PROFESSIONAL DEVELOPMENT Procedures Registration Pg. 56	Create an online registration form, link to PayPal (See Appendix ___) Maintain a registration list (See Appendix ___)	Create an online Google registration form, link to online payment platform (See Appendix ___) Maintain a registration list ~~(See Appendix ⟹~~	Reflects actual practice Template not needed
30	VII PROFESSIONAL DEVELOPMENT Post Events Final Reports Procedures Pg. 59	Summary Article for the newsletter by the Vice President or Chair Financial Summary Disseminate via newsletter within 45 days of the conclusion of event	Summary Article ~~for the newsletter~~ by the Vice President or Chair ~~Financial Summary~~ Add: Profit/Loss Statement Disseminate ~~via newsletter~~ within 45 days of the conclusion of event	Removes restriction of method Reflects actual name of the document (report) Removes restriction of method
31	X FEES AND ASSESSMENTS Procedures Pg. 60	CMP Coordinator approves or denies requests No content (COPY WORDING FROM ABOVE)	CMP Coordinator approves or denies individual requests Add: BOD approves or denies requests from outside organizations	Further delineates duties of CMP Coordinator and the BOD Allows for BOD oversight on approval of requests (based on number of requests received/merits of request), and initiating billing for services provided
32	Appendices		Authorize PPM Committee to remove, edit or add Appendices as needed Examples: Certificate of Attendance: added "See Appendix" Registration - maintain a registration list: deleted "See Appendix"	PPM is a living document that should match changes to actual practice and perceived needs for templates Reduces need for BOD or membership to vote on templates

Page numbers are approximate

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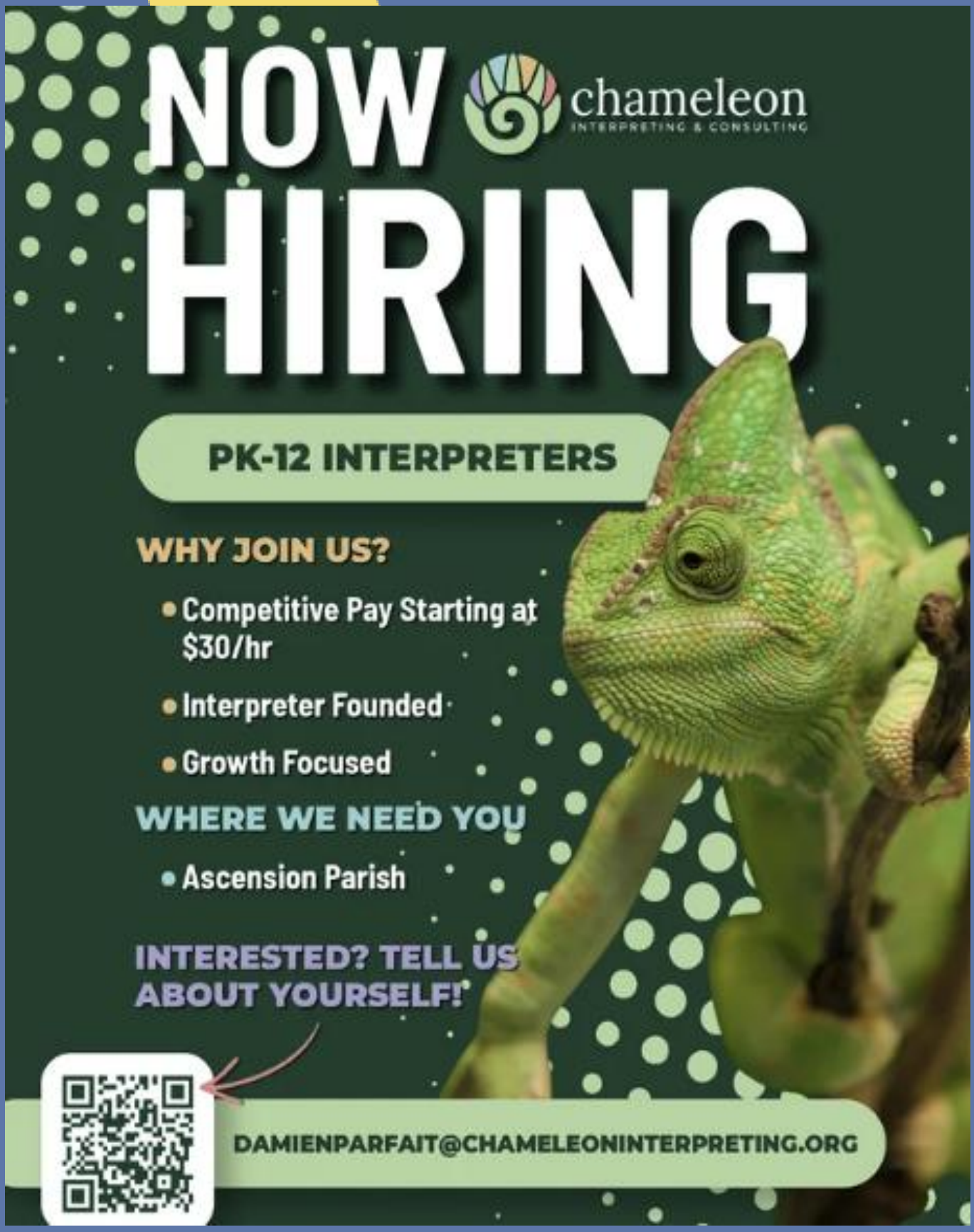
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Thank You!

The LRID 2026 Conference would not be possible without a team and amazing sponsors and donors

- LRID Board of Directors - many, many details and checklists
  - Leslie Knowles
  - Lynne Gomez, Conference Chair
  - Marlana Kienlen
  - Gary Morgan
  - Lesile Perrodin
- Signage: Chelsea Richard
- Constructing centerpieces: Natasha Aymami
- Transportation: Lesile Perrodin, Cara Johnston, Jay Isch, Wendy Harmon
- Set-Up: LRID BOD, Student Representatives, Cara Johnston,
- Student Representatives:
  Friday: Lauren Blackwell, Abigail Dichiara, Shana Pizzuto
  Saturday: Jesse Baum, Lesiara Brooks
- Dinner/Game on Friday: Bianca-Matkins Trial Lawyers
- Snacks/Drinks: Deaf Resources Center, Language Line Solutions, Chameleon Interpreting and Consulting
- Door Prizes:
  Rusty Bianca (iPads)
  Scott Huffman (many)
- Deaf Resources Center
- NO Sign Language Services (many)
- Betty and Leonard Phillips Deaf Action Center



Thank You!

The LRID 2026 Conference would not be possible without a team and amazing sponsors and donors

- LRID
- RID
- Shari Bernius
- Chameleon Interpreting and Consulting
- Natasha Aymami
- Premier Lanes
- Delgado Community College's Theatre Dept.
- Silent Auction Items:
  - Deaf Resource Center and Sew ASL
  - Wendy Harmon
  - Lynne Owens Gomez
  - Chameleon Interpreting and Consulting
  - Bayou Brothers BBQ
- Our sponsors!!
  - Bianca-Matkins Trial Lawyers
  - Deaf Resources Center
  - NO Sign Language Services
  - Language Line Solutions
  - Chameleon Interpreting and Consulting
  - GSAS Construction (Scott Huffman)



Door prizes:

- Malco Theaters (I'll confirm with Darlene)

Extras:

- Benny's (hopefully)
- McIlhenny Company (Tabasco)-hopefully arrives soon

The things we do

