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December 1, 2016

Happy End-of-the-Year, NAOBIans!

Thank you all for making 2016 another historic year for NAOBI-DC. There is much to be said about the degree of member involvement that has steadily increased throughout the year. Without you, we would not have been able to host four major events, a myriad of special events, nine workshops, and numerous community service activities. What a year! What better way to officially cap our year with another Power Hour workshop, an exciting election, and an awesome Annual Report for which we should all feel proud.

Are we doing enough? Are we doing all we can as an organization to build the bridge for aspiring interpreters to become not only certified, but scholars, authors, political agitators, professors, or directors of interpreter training programs? Your feedback and participation is paramount to how we can best create a sustainable platform to push the agenda of academic excellence for all Black interpreters.

This year, we increased our efforts to build a bridge for high school and collegiate students to cross into the world of interpreting. Three key developments this year for NAOBI-DC: (1) expansion of the annual Interpreter Field Fair into the ASL Interpreter Career Fair, complete with a full-fledged College Fair component featuring interpreter training programs from all over the country in one location; (2) personal letters of recommendation are offered to any member seeking to continue their educational pursuit; (3) FREE NIC: Written and NIC: Performance and Interview workshops to all members en route to becoming certified interpreters.

Behind the leadership of an amazing Treasurer, she completed the arduous task of making NAOBI-DC a 501(c)3 non-profit organization! Additionally, we operated with prudence in order to maintain a consistency of FREE professional development all year. Due to our business acumen, we were able give back to the membership while staying financially healthy. Could the aforementioned be due to a commitment to excellence and service to every NAOBIan? Absolutely.

In building a solid team, my intention was for it to be as diverse and reflective as our dynamic membership. NAOBI-DC includes interpreters who are (to name a few) seasoned, veteran, working, religious, CODA/SODA and non-certified; leaders in the social learning movement and interpreting profession; social learners, collegiate interpreting training program students, and Deaf community members.
Without delay, work began immediately by crafting the Vision based on what the membership expressly said they wanted to see at the 2015 Strategic Planning meeting. Here are examples of Membership, Board, and President-led initiatives:

- **The Night of Champions**
- **NAOBI Gives Back**
- **The ASL Interpreter Career Fair**
- **The Elevation** conference (2017)
- **#BACKTOBLACK Weekend**
- **The Cookout!**
- **The Learning Tree** (2017)
- FREE NIC Workshops
- ASL-to-English Workshop for the Advanced Interpreter
- Established a Webmaster position
- Established a Special Event Coordinator position
- Established The Learning Tree Chair positions

Believe it or not, there are many awesome initiatives we have yet to implement. As President, I missed the mark at supporting Team members committed to launching The Learning Tree. In this vein, and arguably in others, I failed to be as open and supportive as my Team and Members of NAOBI-DC needed. Given my leadership style, I typically respond directly with no sign of empathy or compassion. Instead of walking side by side with each Team Member, I walk ahead to pull everyone up the mountain of hope, or I walk behind to push each Team Member up out of his or her comfort zone. When all Members need is for me to be sensitive to their concerns or feelings. This is what I ask each Member of NAOBI-DC to challenge one another with compassion, and I will do the same.

When vision is matched with the humility to listen and the courage to serve, we make magic happen every time! Please continue with us on this journey. Let us learn and grow together to keep NAOBI-DC the premier professional development organization we have grown to be, and eagerly open-minded to what we have yet to become.

Respectfully,

Billy! Sanders
MS, NIC
President
# THE 2016 TEAM

## EXECUTIVE BOARD

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<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>President</td>
<td>Billy! Sanders</td>
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<tr>
<td>Vice President</td>
<td>Kim Seward</td>
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<td>Dr. Ava Morrow*</td>
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<td>Treasurer</td>
<td>Kymiel Standifer</td>
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<td>Secretary</td>
<td>Paris McTizic</td>
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<td>Liaison</td>
<td>Jenese Portee</td>
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## THE TEAM

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<tr>
<th>Position</th>
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<tr>
<td>Professional Development Chair</td>
<td>Lisa Weems</td>
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<tr>
<td>Membership Chair</td>
<td>Renee Smith</td>
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<td></td>
<td>Rodney Smith*</td>
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<tr>
<td>Publications Chair</td>
<td>Nicole Morgan*</td>
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<td>Bylaws Chair</td>
<td>LaTanya Jones</td>
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<td><em>NAOBI Gives Back</em> Chair</td>
<td>Jenese Portee</td>
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<td>Special Event Coordinator</td>
<td>Tiffani Jackson</td>
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<tr>
<td><em>The Cookout!</em> Chair</td>
<td>Mercedes Hunter</td>
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<td>Night of Champions Chair</td>
<td>Kymiel Standifer</td>
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<tr>
<td>Elevation Chair</td>
<td>Billy! Sanders</td>
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<td>ASL Interpreter Career Fair Chair</td>
<td>Kymiel Standifer</td>
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<tr>
<td>Webmaster</td>
<td>Jaeda Raines</td>
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<tr>
<td>Reciprocity (Peer Mentoring) Chair</td>
<td>Keisha Osborne*</td>
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<td>The Learning Tree</td>
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<tr>
<td>Power of the Pen (Distinguished Speaker Series) Chair</td>
<td>Nicole Morgan*</td>
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<tr>
<td>The Learning Tree</td>
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*RESIGNED*
We kicked off the year with a Team-wide (Translation: not only the Board, but any Member holding a position of responsibility) Leadership Retreat, which included: a NAOBI-DC history session (see the 15-Year Commemorative Books above), a parliamentary training, a team-building leadership workshop, free hot breakfast and lunch, along with a strategic planning session for the year primarily based on Members’ feedback from the 2015 Strategic Planning meeting to create the Vision for 2016.

The next Leadership Retreat (February 2017) will be open to the Membership during the strategic planning portion of the day.

THANK YOU, NAOBI-DC!
By far, the most effective Board-led initiative this year was NAOBI Gives Back. Led by Jenese Portee, “NGB” hosted a year full of community service initiatives designed to partner with DCABDA, give back to the community, and provide an opportunity for aspiring interpreters to get some “hands up” time in order to leave with a great sense of intrinsic value by ‘Giving Back’ along with other NAOBIsans. Job well done!
Our President-led kickoff event set to honor distinguished leaders, organizations, past NAOBI-DC Presidents, and companies in our field who do outstanding work was a majestic affair, to say the least. Job well done to every honoree!

Please look forward to the next Night of Champions to cement our Black History Month activities.
You spoke. We listened. The Power Hour series is a steady platform of FREE professional development! Unique and boutique one-hour workshops created a reliable spotlight for distinguished Black Deaf presenters. Additionally, our membership increased tremendously due to the FREE component to earn CEU’s.

Do look forward to a continuation of the Power Hour Series in 2017!
We expanded the Interpreter Field Fair (Thank you, Shay!) into the ASL Interpreter Career Fair. Seeing students and other aspiring interpreters interact with colleges and interpreter training program directors from New York, Colorado, Michigan (to name a few) just lit the eyes up of every registrant in attendance. Look forward to the next ASL Interpreter Career Fair in April 2017 to be even bigger, with more colleges and participants to see.

Thank you NAOBI-DC for making this happen!
Exhilarating! Exciting! Exhausting. You provided ideas, and we responded with “a conference of fun.” #backtoblack Weekend was one full of FREE events, entertainment, and visiting NAOBians from far and wide! The Power Hour workshop, general body business meeting, Song Sign Competition in partnership with ASL Poetry Night at Busboys & Poets (Thank you DJ Supalee!), The Brunch!, and our annual mega event, The Cookout!, proved to be an an awesome weekend for the ages!

Ultimately, the conference weekend took a lot of energy out of the Team. Seriously. Around the same time, we launched a very classy newsletter (We see you, Paris!), launched our new website (www.naobidc.org; We see you, Jaeda!), and gained new Team members (Vice President, Bylaws Chair, PDC Chair, Membership Chair, Special Event Coordinator, and a Webmaster).
The Membership spoke loud and clear: we WANT to work MORE with DCABDA! Without delay, we (through NAOBI Gives Back) teamed with DCABDA for the MLK Beautification Day. In an effort to promote Black CDI’s and cross membership, we now provide FREE CEU’s and ACET’s to any DCABDA member attending our workshops! NAOBI-DC hosted a Deaf employment panel, Young, Gifted, and Unemployed for DCABDA Black History Month activities (Dancing with the Scholars, Black Terp Jeopardy!, and the Black Deaf Comedy Jam show were all canceled). Furthermore, we sought to strengthen our relationship through our Power Hour Series to build a reputable platform for distinguished Black Deaf presenters, and by sponsoring the CEU processing for the NBDA Eastern Regional Conference, hosted by DCABDA. The love IS real.
Access Interpreting truly believes in the mission of NAOBi-DC. 2016 marked a significant time where Access seen fit to sponsor three professional development workshops we made FREE to our members! A NIC: Written & NIC: Performance and Interview workshop, both taught by Dr. Carol Tipton, brought people from all over the country. Literally! The veteran NAOBiians spoke. We listened, and provided an ASL-to-English workshop for seasoned interpreters, taught by Jen Vold. In lieu of an active Professional Development Committee, the Board stepped in with a partnership with Access Interpreting to provide three much needed workshops for FREE. Genius.

THANK YOU, Access!
Tiffani came to us with an idea that fit right in line with our vision of expanding opportunities for Members to create, fulfill, and serve. Enter our new Special Event Coordinator position! Tiffani first worked with NGB in hosting the first Happy Hour event; she went on to produce another Happy Hour, and The Brunch! during #backtoblack Weekend.

Tiffani took advantage of her free time, and has now refocused her energies into school. Please consider filling this exciting position, because the membership has responded greatly to every event hosted behind Tiffani’s leadership.
TEAM OUTINGS

Work hard. Play hard. Cohesion is a must, and we bought into the need to have Team Outings throughout the year through a variety of events and activities. If you can only imagine how hard I have everyone work, there was much needed rest and relaxation. The funniest times were when Team members would check me in “Billy” fashion or imitate me. That’s a lie. It was Paris who kept everyone laughing! Trust. Classic times to balance out the no so good times.

My sincerest apologies. I only wanted everyone’s best, and the best for everyone.

A BIG THANK YOU to EVERY Team Member who served in one or many capacities.
The magic behind every event we host is in the partnerships we forge. Humbly speaking, there were MANY NAOBiAns who sponsored, served, and gave towards the success of The Vision. In this section, we want to acknowledge the businesses and organizations who believed in our movement. We stand on the principle that the relationship does not start until one says ‘thank you’.

THANK YOU!
THANK YOU SPONSORS!!!