

>> LADIES AND GENTLEMEN, THE BUSINESS MEETING WILL START IN FIVE MINUTES. THE BUSINESS MEETING WILL START IN FIVE MINUTES.

THANK YOU. .

>> LADIES AND GENTLEMEN, THE BUSINESS MEET SOMETHING ABOUT TO BEGIN. FOR THE SAKE OF OUR FOLKS HERE, PLEASE TAKE THIS TIME TO SILENCE YOUR ELECTRONIC DEVICES.

THANK YOU.

>> CHRISTINE PHIPPS: IS THIS THING ON? OKAY, GOOD.

ALL RIGHT, EVERYBODY, PLEASE TAKE YOUR SEATS.

AT THIS TIME, PLEASE TURN OFF OR SILENCE YOUR CELL PHONES.

I AM CHRISTINE PHIPPS, NCRA PRESIDENT. YOUR CHAIR IS HONORED TO CALL TO ORDER THE 2021 ANNUAL BUSINESS MEETING NATIONAL COURT REPORTERS ASSOCIATION MEETING HERE IN LAS VEGAS.

I WANT TO THANK YOU ALL FOR ATTENDING, WELCOME.

IT'S GREAT TO SEE YOU.

I NEVER IMAGINED I WOULDN'T SEE YOU FOR TWO YEARS.

THANK YOU ALL, SAFE TRAVELS.

BE SAFE WHILE YOU'RE HERE AND LET'S GET ON WITH BUSINESS.

BEFORE WE GET STARTED WITH THE AGENDA BUSINESS, THE CHAIR WOULD LIKE TO HAVE A MOMENT OF SILENCE IN HONOR OF ALL OF THOSE COLLEAGUES AND FRIENDS IN THE COURT REPORTING AND CAPTIONING PROFESSIONS WHO HAVE PASSED AWAY OVER THE PAST YEAR.

THANK YOU.

THE NEXT THREE AGENDA ITEMS REQUIRE A VOTE OF THE MEMBERSHIP.

IN PREPARATION FOR THAT VOTE, PLEASE GET OUT YOUR BLUE VOTING CARD.

HERE WITH OUR CREDENTIALS REPORT IS CHAIR OF THE CREDENTIALS COMMITTEE, PRESIDENT-ELECT DEBBIE DIBBLE.

>> DEBBIE DIBBLE: MADAM PRESIDENT, THE CREDENTIALS COMMITTEE REPORTS THAT THERE ARE 59 VOTING MEMBERS REGISTERED FOR THE BUSINESS MEETING AT THIS TIME.

A QUORUM IS NO FEWER THAN 25 VOTING MEMBERS PRESENT.

BY DIRECTION OF THE CREDENTIALS COMMITTEE, I
MOVE THE ADOPTION OF THE CREDENTIALS
COMMITTEE REPORT. A SECOND IS IN THE REQUIRED
>> CHRISTINE PHIPPS: THANK YOU.

THE VOTE IS ON THE ADOPTION OF THE REPORT
FOR THE CREDENTIALS COMMITTEE.

ARE YOU READY FOR THE VOTE?

THOSE IN FAVOR OF THE ADOPTION OF THE REPORT
OF THE CREDENTIALS COMMITTEE, PLEASE RAISE
YOUR BLUE VOTING CARD. IT IS HARD TO SEE PAST
THE LIGHTS.

YOU MAY LOWER THEM.

THOSE OPPOSED, PLEASE RAISE YOUR BLUE VOTING
CARD.

YOU MAY LOWER THEM.

>> DEBBIE DIBBLE: THERE IS A MAJORITY IN
THE AFFIRMATIVE AND THE REPORT OF THE
CREDENTIALS COMMITTEE IS ADOPTED.

A QUORUM IS PRESENT AND THE VOTING BODY OF
THIS MEETING IS ESTABLISHED.

>> CHRISTINE PHIPPS: THE NEXT BUSINESS IN
ORDER OF THE ADOPTION OF THE STANDING RULES.
PRESIDENT-ELECT DEBBIE DIBBLE IS THE CHAIR
OF THE RULES COMMITTEE AND WILL GIVE THE
REPORT.

>> DEBBIE DIBBLE: MADAM PRESIDENT AND
MEMBERS, THE STANDING RULES FOR THIS MEETING
ARE INCLUDED IN THE ANNUAL BUSINESS MEETING
HANDOUT, WHICH YOU CAN FIND ON THE NCRA APP.
BY DIRECTION OF THE RULES COMMITTEE, I MOVE
THAT THE RULES INCLUDED IN THE APP BE THE
RULES OF THIS MEETING.

>> CHRISTINE PHIPPS: THE VOTE IS ON THE
ADOPTION OF THE MEETING STANDING RULES AS
PROVIDED IN THE APP.

WITHOUT OBJECTION, THEY WILL NOT BE READ.
THERE IS NO OBJECTION.

IS THERE ANY DISCUSSION ON THE RULES?

ARE YOU READY FOR THE VOTE?

THOSE IN FAVOR OF THE ADOPTION OF THE
MEETING STANDING RULES, PLEASE RAISE YOUR
BLUE VOTING CARD.

YOU MAY LOWER THEM.

THOSE OPPOSED, PLEASE RAISE YOUR BLUE VOTING
CARD.

YOU MAY LOWER THEM. THERE IS NONE.

THESE ARE TWO-THIRDS IN THE AFFIRMATIVE AND
THE ANNUAL BUSINESS MEETING STANDING RULES
ARE ADOPTED.

THE NEXT BUSINESS IN ORDER IS THE ADOPTION

OF THE AGENDA.

>> DEBBIE DIBBLE: MADAM PRESIDENT, THE AGENDA IS ALSO INCLUDED IN THE CONFERENCE APP.

MADAM PRESIDENT, I MOVE THE ADOPTION OF THE AGENDA AS PRESENTED.

>> CHRISTINE PHIPPS: IT HAS BEEN MOVED TO ADOPT THE AGENDA AS PRESENTED.

DO I HAVE A SECOND?

>> SECOND.

>> CHRISTINE PHIPPS: KRISTIN ANDERSON SECONDED, OUR SECRETARY-TREASURER.

IT IS MOVED AND SECONDED TO ADOPT THE AGENDA AS PRESENTED.

ARE YOU READY TO VOTE?

THOSE IN FAVOR OF THE ADOPTION OF THE AGENDA, PLEASE RAISE YOUR BLUE VOTING CARD. YOU MAY LOWER THEM.

THOSE OPPOSED, PLEASE RAISE YOUR BLUE VOTING CARD. THERE BEING A MAJORITY IN THE AFFIRMATIVE, THE MOTION PASSES AND THE AGENDA IS ADOPTED.

IN ACCORDANCE WITH MEETING RULE #8, MINUTES OF THE ANNUAL BUSINESS MEETING WILL BE APPROVED BY THE FOLLOWING COMMITTEE:

KRISTIN ANDERSON, CHAIR.

CINDY ISSACSEN, MEMBER.

THANK YOU FOR DOING THIS IMPORTANT WORK.

THE CHAIR WOULD NOW LIKE TO INTRODUCE THE 2020-2021 BOARD OF DIRECTORS.

AS YOUR NAME IS CALLED, WILL EACH BOARD MEMBER RISE AND REMAIN STANDING.

PLEASE HOLD YOUR APPLAUSE UNTIL AFTER ALL NAMES ARE READ.

PRESIDENT-ELECT DEBBIE DIBBLE, RDR, CRR, CRC, OF SALT LAKE CITY, UTAH.

VICE PRESIDENT MEREDITH BONN, RPR, CRR, OF WEBSTER, NEW YORK. SECRETARY-TREASURER KRISTIN ANDERSON, RPR, OF SAN ANTONIO, TEXAS.

IMMEDIATE PAST PRESIDENT MAX CURRY, RPR, CRI, OF FRANKLIN, TENNESSEE.

DIRECTOR LANCE A. BOARDMAN, RDR, CRR, CLEVELAND, OHIO.

HE IS COMING IN LIVE FROM WEB AND I'M SURE HE'S STOPPING AT HOME, SOMEWHERE.

DIRECTOR CINDY ISAACSEN, RPR, OF SHAWNEE, KANSAS.

DIRECTOR KEITH LEMONS, FAPR, RPR, CRR, OF BRENTWOOD, TENNESSEE.

DIRECTOR JASON MEADORS, FAPR, RDR, CRR, CRC,
OF FORT COLLINS, COLORADO.

DIRECTOR CATHY, PENNISTON, RPR, CRI, OF
WAUKEE, IOWA.

DIRECTOR HEIDI THOMAS, FAPR, RDR, CRR, CRC,
OF KENNESAW, GEORGIA.

DIRECTOR YOLANDA WALTON, FAPR, RPR, OF
NORWALK, OHIO.

AND OUR EXECUTIVE DIRECTOR DAVE WENHOLD,
CAE, PLC, OF NCRA HEADQUARTERS, RESTON,
VIRGINIA.

PLEASE JOIN ME IN THANKING THEM FOR THEIR
HARD WORK ON YOUR BEHALF THIS PAST YEAR.

[APPLAUSE]

>> CHRISTINE PHIPPS: GREAT JOB, EVERYONE.
SO SERVING AS OUR PARLIAMENTARIAN IS A
RETIRED ELEMENTARY
SCHOOL TEACHER WHO IS A PROFESSIONAL
REGISTERED PARLIAMENTARIAN, ACCREDITED BY
THE NATIONAL ASSOCIATION OF PARLIAMENTARIANS
AND A CERTIFIED PARLIAMENTARIAN-TEACHER,
ACCREDITED BY THE AMERICAN INSTITUTE OF
PARLIAMENTARIANS.

SHE HAS WORKED WITH VARIOUS GROUPS FOR A
LITTLE MORE THAN 30 YEARS, DOLLIE
MCPARTLIN.

[APPLAUSE]

OUR CAPTIONER TODAY IS BEING PROVIDED BY KIM
FALGIANI, RDR, CRR, CRC, FROM WARREN, OHIO.

[APPLAUSE]

THANK YOU, KIM. THANK YOU KIM, NOT ONLY FOR
TODAY.

SHE'S VOLUNTEERED FOR MANY A TOWN HALL AND
OTHER THINGS.

YOU'VE BEEN AWESOME, WE APPRECIATE YOU.
SORRY TO MAKE YOU WRITE ABOUT YOURSELF.
I KNOW IT'S ALWAYS TOUGH, RIGHT?

THE NEXT BUSINESS IN ORDER IS THE REPORT OF
THE NOMINATING COMMITTEE.

HERE TO PRESENT THE REPORT IS NOMINATING
COMMITTEE CHAIR MAX CURRY.

>> MAX CURRY: MADAM PRESIDENT, THE
NOMINATING COMMITTEE SUBMITS THE FOLLOWING
SLATE OF NOMINEES.

I WILL ASK EACH NOMINEE TO STAND AS I CALL
HIS OR HER NAME. PLEASE HOLD YOUR APPLAUSE
UNTIL THE END.

DIRECTORS, THREE-YEAR TERMS:

SABA MCKINLEY ROBERTS, RPR, CRI, OF
CLARKSVILLE, TENNESSEE.

ERIKA SJOQUIST, RPR, CRR, OF SAVANNAH,
GEORGIA.

SECRETARY-TREASURER, CINDY ISAACSEN, RPR, OF
SHAWNEE, KANSAS.

VICE PRESIDENT, KRISTIN ANDERSON, RPR, SAN
ANTONIO, TEXAS.

PRESIDENT ELECT, JASON MEADORS, FAPR, RPR,
CRR, CRC, FORT COLLINS, COLORADO.

[APPLAUSE]

CONGRATULATIONS.

IT WAS MY PLEASURE TO WORK WITH LISA KNIGHT,
KELLY LINKOWSKI, BROOKE RYAN, JOE
STRICTLAND, AND KAREN TYLER.FROM THE
NOMINATING COMMITTEE.

PLEASE STAND FOR A ROUND OF APPLAUSE, IF YOU
ARE IN THE ROOM.

I KNOW KAREN IS HERE.

[APPLAUSE]

I HAD A GREAT COMMITTEE.

THIS COMPLETES THE REPORT OF THE NOMINATING
COMMITTEE.

>> CHRISTINE PHIPPS: THANK YOU, MAX, FOR
YOUR LEADERSHIP AND DEDICATION TO THE
NOMINATING PROCESS.

IN ACCORDANCE WITH THE ARTICLE 6 OF SECTION
2 OF THE CONSTITUTION AND BYLAWS, DEBBIE
DIBBLE, RDR, CRR, CRC, OF SALT LAKE CITY,
UTAH, WILL AUTOMATICALLY ASSUME THE OFFICE
OF PRESIDENT OF THE NATIONAL COURT REPORTERS
ASSOCIATION AT THE CLOSE OF THIS MEETING.
SINCE THE DEADLINE FOR ADDITIONAL
NOMINATIONS HAS PASSED AND, AS YOU JUST
HEARD, THERE IS ONLY ONE CANDIDATE FOR EACH
OPEN POSITION OF DIRECTOR AND OFFICER, THE
CHAIR DECLARES THAT THE SLATE OF DIRECTORS
AND OFFICERS, AS PRESENTED, ARE ELECTED BY
ACCLAMATION TO THEIR RESPECTIVE OFFICES OF
THE NATIONAL COURT REPORTERS ASSOCIATION AND
WILL ASSUME THEIR DUTIES AT THE CLOSE OF
THIS MEETING.

THESE OFFICERS AND DIRECTORS WILL BE
FORMALLY INSTALLED AT THE PREMIERE SESSION
TOMORROW MORNING.

CONGRATULATIONS!

[APPLAUSE]

JASON MEADORS HAS COMPLETED ONE YEAR OF A
THREE-YEAR TERM AS DIRECTOR ON THE NCRA
BOARD.

THE ELECTION OF JASON TO THE OFFICE OF THE
PRESIDENT-ELECT HAS CREATED A VACANCY FOR

THE REMAINING TWO YEARS OF HIS DIRECTOR'S THREE-YEAR TERM.

AN ELECTION TO FILL THIS VACANCY WILL BE HELD AT TODAY'S MEETING.

THIS IS BEING DONE IN ACCORDANCE WITH ARTICLE 5, SECTION 6, AND ARTICLE 8, SECTION 3F OF THE CONSTITUTION AND BYLAWS. ALSO, IN ACCORDANCE WITH THE NCRA'S CONSTITUTION AND BYLAWS, THE FOLLOWING SHOULD BE NOTED: ONLY VOTING MEMBERS OF NCRA MAY SUBMIT NOMINATIONS FROM THE FLOOR.

VOTING MEMBERS ARE REGISTERED MEMBERS, PARTICIPATING MEMBERS WHO ARE VERBATIM STENOGRAPHIC REPORTERS, AS WELL AS RETIRED MEMBERS, RETIRED LIFETIME MEMBERS, AND HONORARY MEMBERS, WHO HAVE BEEN VERBATIM STENOGRAPHIC REPORTERS.

ONLY REGISTERED MEMBERS OR RETIRED MEMBERS, RETIRED LIFETIME MEMBERS, OR HONORARY MEMBERS ARE ELIGIBLE TO HOLD AN ELECTIVE OFFICE OF THE ASSOCIATION.

AN OUTGOING DIRECTOR COMPLETING A THREE-YEAR TERM IS INELIGIBLE FOR IMMEDIATE RE-ELECTION AS A DIRECTOR.

VOTING MEMBERS WHO WISH TO MAKE A NOMINATION FOR THE TWO-YEAR DIRECTOR VACANCY WILL APPROACH THE AISLE MICROPHONES.

WHEN RECOGNIZED BY THE CHAIR, IDENTIFY YOURSELF BY NAME, CITY, AND STATE, AND PRESENT YOUR NOMINEE'S NAME, CITY, AND STATE.

YOU MAY SPEAK IN SUPPORT OF YOUR NOMINEE FOR TWO MINUTES.

WHILE THE NOMINATION IS BEING MADE, THE NOMINEE WILL APPROACH THE STANDING PODIUM MICROPHONE ON STAGE.

IMMEDIATELY FOLLOWING THE NOMINATION, THE NOMINEE WILL STATE HIS OR HER NAME AND ACCEPT OR DECLINE.

NOMINEES WILL BE PERMITTED TO SPEAK FOR THREE MINUTES.

EACH CANDIDATE WILL BE ALLOWED A FIVE-MINUTE QUESTION-AND-ANSWER PERIOD.

PLEASE APPROACH THE MICROPHONE AND BE RECOGNIZED BY THE CHAIR IN ORDER TO ASK A QUESTION.

NOMINATIONS ARE NOW IN ORDER FOR THE OFFICE OF NCRA DIRECTOR FOR A TWO-YEAR TERM.

ARE THERE ANY FURTHER NOMINATIONS?

YES, STATE YOUR NAME, CITY, STATE, AND

PROCEED.

>> I'M SUE TERRY, FROM SPRINGFIELD, OHIO.
I'M HERE WITHOUT A SPEECH TODAY BECAUSE I
FORGOT TO SAVE IT LAST NIGHT.
I DECIDED THIS MORNING, IT IS DIVINE
INTERVENTION BECAUSE NOW I HAVE TO TALK FROM
MY HEART ABOUT A CANDIDATE THAT I THINK
DESERVES TO SERVE A FULL TERM ON THE NCRA
BOARD.

AND THAT'S YOLANDA WALTON.

I'M GOING TO TELL YOU A LITTLE BIT ABOUT
YOLANDA, WHAT WE CALL -- WHO WE CALL "YO."
SOMETIMES WE CALL HER YO-OHIO, FOR THE OHIO
COURT REPORTERS ASSOCIATION.

WHAT I CAN TELL YOU ABOUT YO IS YO LOVES
EVERYONE SHE MEETS.

AND THEY LOVE HER RIGHT BACK.

WHAT YOU MIGHT NOT KNOW ABOUT YO IS HOW HARD
SHE WORKS FOR OUR ORGANIZATION.

HOW SHE BRINGS TOGETHER THE FABRIC OF
PERSONALITIES, OF REPRESENTATION, I KNOW
WHEN I WAS PRESIDENT, I WOULD GET REPORTS
BACK FROM THE STATES THAT I SENT HER TO AND
THEY WERE ALWAYS GLOWING.

SHE JUST EMANATES A GOODNESS.

AND WHAT YOU ALSO DON'T KNOW IS HOW MUCH SHE
CONTRIBUTES.

AND SHE DOES IT WITHOUT ASKING.

SHE JUST VOLUNTEERS, PULLS THINGS TOGETHER,
SHE'S GOT A KINDNESS THAT I WANT TO TELL YOU
A LITTLE BIT ABOUT.

MY SON HAD A STROKE A WHILE BACK.

AND I GOT A PHONE CALL FROM YO, AND SHE
SAID, WALLY SMOKES, HER HUSBAND, I'M GOING
TO COME AND BRING YOU SOME MEAT.

WHAT SHE BROUGHT WAS AN OLD PURSE, WHERE
THIS COURT REPORTING FAMILY, BECAUSE OUR
ORGANIZATION IS A FAMILY.

SHE HAD FILLED IT WITH FUNDS TO HELP MY SON
WITH THE CO-PAYS, ET CETERA.

I'LL TELLING YOU THIS STORY ABOUT HIM, BUT
I'VE SEEN HER DO IT COUNTLESS OTHER TIMES
FOR COUNTLESS OTHER PEOPLE.

SHE'S JUST GOT A GREAT HEART.

SHE'S SAVVY.

SHE'S A FELLOW OF THE ACADEMY OF
PROFESSIONAL REPORTERS.

>> CHRISTINE PHIPPS: THANK YOU, SUE.
YOUR TIME IS UP.

>> THANK YOU.

>> CHRISTINE PHIPPS: NOW, YOLANDA, IF YOU WILL PLEASE APPROACH?

MEMBER WALTON, I SHOULD STAND ON FORMALITY. YOU WILL BE PERMITTED TO SPEAK FOR THREE MINUTES AND YOU WILL BE TIMED BY JOHN DRIPPS.

>> MY NAME IS YOLANDA WALTON AND I ACCEPT THE NOMINATION.

GOOD MORNING, EVERYONE.

I WANT TO TALK TO YOU ABOUT MY FAMILY.

2014 WAS A VERY DIFFICULT YEAR FOR ME.

I LOST SEVERAL PEOPLE THAT WERE VERY CLOSE TO ME.

THE MOST OF WHICH WAS MY MOM.

THROUGH THIS TIME, I WAS IN A VERY DARK PLACE.

AND IN THE DARKEST UNHEARD OF 2014 AND THE YEARS THAT FOLLOWED, WHAT I REALIZED WAS THAT FAMILY WASN'T BACK OF THE BLOOD IN YOUR VEINS, IT WAS BECAUSE OF A COMMON PASSION AND LOYALTY OF THOSE THAT ARE WITHIN A SELECTED CIRCLE.

A CIRCLE OF PEOPLE THAT LIFT YOU WHEN IT IS NEEDED.

FOR ME, IT IS THOSE THAT LOVE THAT QUIRKY MACHINE THAT HAS 22 KEYS, 23 IF YOU COUNT THE NUMBER BARS.

I REALIZED THAT I HAVE A FAMILY.

THE FAMILY THAT NEVER LET ME DOWN.

THE FAMILY THROUGH THE WORLD OF STENOGRAPHICS SOME I ONLY KNEW THROUGH FACEBOOK OR SOCIAL MEDIA OR ATTENDING THE CONVENTION ONCE A YEAR.

THEY WERE MY TRUE FAMILY.

THEY WERE THE ONES THAT LIFTED ME OUT OF THE DARKNESS.

SO WHAT DOES THAT HAVE TO DO WITH BEING ON THE BOARD?

WELL, IN 2018, FROM SEEMED TO BE A CLOUD AMONGST THE MEMBERS OF NCRA.

I FELT A SENSE OF LOYALTY AMONG THE COURT REPORTING FAMILY TO TRY TO MAKE A DIFFERENCE IN THE WORLD AND TRY TO SPARK THE TRUST OF BEING A MEMBER OF NCRA.

BECAUSE OF THIS, I SOUGHT AS WAS ELECT FORD A ONE-YEAR TERM AND-TO-YEAR TERM IN 2018.

NCRA 2.0 WAS BORN.

BECAUSE OF DAVE, THANK YOU SO MUCH FOR COMING BACK, SUE, MAX, CHRISTINE, COHESIVENESS OF THE REST OF THE BOARD,

NCRA'S FANTASTIC STAFF AND ALL OF THE VOLUNTEERS WE'VE ACCOMPLISHED SO MUCH. A BUDGET IN THE BLACK AND WE'RE CONTINUING TO PROVE WE'RE GOLD STANDARD. CAREER LAUNCHER FOR OUR NEW PROFESSIONALS. PROLINK THE REGISTRY TO ASSIST US ALL FOR OUR JOBS. SOCIAL MEDIA IS FULL OF POSITIVE ATTITUDES WITH THE STRIDES THAT WE'RE MAKING ON BEHALF OF OUR MEMBERS. BUT THERE'S STILL MUCH MORE DO. IN MY DISTINGUISHED POSITION SERVING IN ALL OF THE POSITIONS ON THE OHIO COURT REPORTING BOARD AND MY EXPERIENCE BOTH NATIONALLY AND STATE. AND THE RELATIONSHIPS THAT HAVE DEVELOPED OVER THE PAST THREE YEARS WITH MY FELLOW NCRA BOARD, WE CAN CONTINUE LIGHTING THE PATH FOR OUR MEMBERS AND MOVING NCRA FORWARD. I'M AT THE POINT IN MY CAREER I HAVE THE TIME TO DEVOTE AND THE EXPERIENCE IT TAKES FOR THIS ASSOCIATION. I HAVEN'T MISSED A CONFERENCE SINCE 1994. I THANK YOU FOR THE AMAZING OPPORTUNITY TO SERVE AND TO BE PART OF THE TEAM THAT HELPED US OUT OF THE DARKNESS. WHAT WE NEED TO REMEMBER IS THAT OUR FAMILY SHINES BRIGHTER AND THAT WE ARE STRONGER TOGETHER. THANK YOU FOR ALWAYS MAKING ME FEEL I'M HOME WHEN I'M AMONGST YOU. I APPRECIATE YOUR VOTE, THANK YOU. [APPLAUSE] >> CHRISTINE PHIPPS: THANK YOU. NOW WE'LL BEGIN THE FIVE-MINUTE QUESTION-AND-ANSWER PERIOD. PLEASE APPROACH THE MICROPHONE AND BE RECOGNIZED BY THE CHAIR TO ASK A QUESTION. SO, YOLANDA, IF YOU WILL PLEASE? I'M SORRY I DIDN'T QUEUE YOU ENOUGH IN ADVANCE. THAT'S MY FAULT. >> MY BAD, SORRY, SORRY. >> CHRISTINE PHIPPS: NO WORRIES. >> OKAY. SORRY. >> CHRISTINE PHIPPS: THE FIVE-MINUTE PERIOD HAS BEGUN. >> I'M BACK.

>> CHRISTINE PHIPPS: PLEASE STATE YOUR NAME AND YOUR CITY AND STATE.

>> GOOD MORNING.

I'M MELANIE HUMPHREY-SONNTAG FROM CHEYENNE, WYOMING, HEE-HAW.

YOLANDA I APPRECIATE YOUR EXPERIENCE AND I KNOW THAT OHIO TRAINS UP A LOT OF FABULOUS NATIONAL LEADERS.

YOU COME FROM A VERY STURDY PLACE WITH YOUR EXPERIENCE AND YOUR COMMITMENT TO OUR FABULOUS PROFESSION.

YOU'RE AT THE END OF A THREE-YEAR TERM, EFFECTIVELY NOW, YOU SERVED ONE; YOU SERVED TWO MORE; YOU'RE ASKING TO SERVE A FULL THREE-YEAR TERM NOW.

WHAT ARE YOUR UPWARD MOBILITY PLANS?

CAN WE COUNT ON YOU TO CARRY FORWARD THE TRAINING AND EXPERIENCE AND LOVE OF OUR PROFESSION THAT YOU HAVE?

DO YOU WANT TO MOVE UP?

ARE YOU IN A POSITION TO SPEND THE NEXT QUARTER CENTURY MOVING UP ON THIS BOARD AND CONTINUE DEVOTING YOUR TIME TO NCRA?

SO THE SHORT PART, TELL US ABOUT YOUR UPWARD PLANS, PLEASE.

>> SURE.

BUT IT IS JUST -- IT'S A TWO-YEAR TERM, CORRECT?

NOT A FULL THREE-YEAR TERM.

JUST TO BE CLEAR.

>> THANK YOU.

>> SO, YOU KNOW, I'VE BEEN ASKED THIS QUESTION A LOT.

AND I LOVE MY ASSOCIATION WORK.

WHEN I WAS IN OHIO, I HAD REALLY NO INTENTIONS OF MOVING UP THE BOARD, BUT LO AND BEHOLD, I DID IT, I WENT THROUGH ALL OF THE VARIOUS POSITIONS.

SO WHILE I CAN'T DEFINITELY SAY "YES," I HAVE IT IN MY BLOOD TO SERVE ON THE ASSOCIATION.

AND QUITE POSSIBLY, BUT I LOVE IT.

AND SO MOST LIKELY, I WOULD MOVE UP.

SO.

I KNOW THAT'S NOT A WISHY-WASHY.

YOU NEVER KNOW WHAT THE FUTURE HOLDS, AS WELL, SO.

>> CHRISTINE PHIPPS: ARE THERE ANY FURTHER QUESTIONS?

>> OVER THERE.

>> CHRISTINE PHIPPS: I'M SORRY.
A LITTLE HARD TO SEE IN THE LIGHTS.
PLEASE STATE YOUR NAME AND CITY AND STATE.
>> TAMI KEENAN, BATTLE CREEK, MICHIGAN, HOME
OF TONY THE TIGER "IT'S GREAT" CHANNELLING
BILL WEBER.
YO, YOU REFERENCED, IN GENERAL, COMMITTEE
EXPERIENCE.
ESPECIALLY, I'M INTERESTED IN HEARING YOUR
COMMITTEE EXPERIENCE ON NCRA, PLEASE.
>> MY COMMITTEE EXPERIENCE ON NCRA WAS PART
OF THE OFFICIALS.
I'VE BEEN ON NOM COM, OH, MY GOODNESS, THE
NEW PROFESSIONS WITH THE VETERANS, I WAS
LIAISON.
I'VE BEEN, IN PART, NOT OFFICIALLY, BUT PART
OF THE FUNDRAISING, KIND OF IN THE
BACKGROUND.
I WISH I HAD MY RESUME HERE IN FRONT OF ME.
WHAT ELSE HAVE I DONE?
DIRECTOR.
COMMITTEES.
FUNDRAISING.
NEW PROFESSIONALS.
CONTESTS.
I WAS ON THE CONTEST COMMITTEE.
OFFICIALS COMMITTEE.
I'M SURE I'M MISSING ONE OR TWO OTHER ONES.
I'M SORRY.
>> CHRISTINE PHIPPS: ARE THERE ANY FURTHER
QUESTIONS?
>> I DON'T SEE ANY.
>> CHRISTINE PHIPPS: LOOKS LIKE THERE BEING
NONE.
>> ONE MORE.
>> CHRISTINE PHIPPS: EXCUSE ME?
SORRY, ONE MORE?
I'M SORRY I CAN'T SEE THE LIGHT.
NAME, CITY, STATE.
>> SUE TERRY, SPRINGFIELD, OHIO.
YOLANDA, I KNOW YOU'VE BEEN ON MORE
COMMITTEES, I CAN'T THINK OF THEM.
HOW WAS YOUR PARTICIPATION?
DID YOU MISS MEETINGS OR WERE YOU THERE?
>> I HAVE NOT MISSED ANY MEETINGS.
AS A MATTER OF FACT, THERE WAS A TIME WE
DIDN'T HAVE IT IN THE BUDGET TO BE ABLE TO
MEET IN PERSON FOR THE BOARD MEETING, I,
ALONG WITH OTHER BOARD MEMBERS WENT ON OUR
OWN -- OUR OWN DIME, TO BE ABLE TO BE

TOGETHER AND TO -- BECAUSE IT'S IMPORTANT.
AND, NO, I HAVE NOT MISSED ANY MEETINGS THAT
I'M AWARE OF.

IT'S IMPORTANT YOU HAVE TO BE -- YOU HAVE TO
STAY CURRENT WITH EVERYTHING THAT'S
HAPPENING.

>> CHRISTINE PHIPPS: THANK YOU.
ANY FURTHER QUESTIONS?
THERE BEING NONE, THAT WILL CONCLUDE.
THANK YOU.

>> THANK YOU.

>> CHRISTINE PHIPPS: YOLANDA.

[APPLAUSE]

ARE THERE ANY FURTHER NOMINATIONS?
PLEASE STATE YOUR NAME, CITY, AND STATE.
AND THEN, PROCEED WITH YOUR TWO MINUTES.

>> THANKS, CHRISTINE.

I'M DINNINE SQUALLINE FROM VERMONT.
YOLANDA, THANK YOU FOR YOUR SERVICE.

I'M HERE TO NOMINATE YVETTE HEINS.

>> CHRISTINE PHIPPS: YVETTE HEINS, FOR THE
CAPTIONER YOU IMMEDIATELY TO CLARIFY.
PLEASE PROCEED.

>> THANK YOU, CHRISTINE.

YVETTE IS A SUPER ADVOCATE IN HER HOME STATE
OF MONTANA.

THESE ARE JUST SOME OF THE POSITIONS SHE'S
HELD.

SHE'S BEEN ON THE OFFICIALS COMMITTEE.

SHE'S BEEN ON THE STUDENT OUTREACH
COMMITTEE.

THE SOCIAL MEDIA COMMITTEE.

I HOPE I'M GOING SLOW ENOUGH.

THE NEWSLETTER EDITOR, THE WEBSITE MANAGER.

SHE'S BEEN A BOARD MEMBER.

THE VICE PRESIDENT.

THE PRESIDENT.

THE PAST PRESIDENT.

SHE WAS A COURT REPORTER REPRESENTATIVE IN
THE STATE OF MONTANA EFILING PILOT
PROGRAM.

SHE'S BEEN THE COURT REPORTER REPRESENTATIVE
IN THE STATE OF MONTANA BACKUP FILE PILOT
PROGRAM.

MOST RECENTLY, AND SUPER IMPORTANT, SHE WAS
THE COURT REPORTER REPRESENTATIVE WHO WORKED
WITH THE SECRETARY OF STATE TO MAKE SURE ALL
OF THE STENOGRAPHICS IN HER STATE CAN
CONTINUE WORKING TO IMPLEMENT LANGUAGE IN
THE NOTARY, TO KEEP EVERYBODY WORKING

REMOTELY.
SHE'S PRESENTED AND PASSED A PROGRAM THROUGH
HER STATE ASSOCIATION TO REIMBURSE MEMBERS
WHEN THEY PASS NCRA CERT TESTS, TO
INCENTIVIZE MEMBERS TO GET CERTIFICATION.
SHE'S REACHED OUT TO STATE ADMINISTRATORS TO
REIMBURSE STATE OFFICIALS FOR ATTENDING
STATE CONVENTIONS FOR HER MEMBERS.
SHE'S BEEN A MENTOR FOR COURT REPORTING
STUDENTS.

AND I'VE WITNESSED THIS MYSELF, THROUGH THE
LAST YEAR, SHE'S BEEN AN AMAZING MENTOR.
EVERY NIGHT WE KIND OF GET TOGETHER AND WE
TALK ABOUT STENO.

AND WE LOVE TO ENCOURAGE THE STUDENTS WHO
ARE INVOLVED.

I HAVE --

>> CHRISTINE PHIPPS: THANK YOU.

>> A LONG LIST.

BUT THANK YOU.

YVETTE HEINS.

>> CHRISTINE PHIPPS: THANK YOU.

[APPLAUSE]

IF YOU WILL PLEASE TAKE THE STAND AND YOU
HAVE HAVE THREE MINUTES.

YOU WILL SEE JOHN DRIPPS RIGHT IN FRONT OF
YOU.

HE WILL HOLD UP 30 SECONDS WHEN THE TIME IS
UP.

NO PRESSURE.

>> THANK YOU.

HELLO, GOOD MORNING.

MY NAME IS YVETTE HEINZ AND, YES, I WOULD BE
HONORED TO ACCEPT THE NOMINATION TO BE A
DIRECTOR FOR NCRA.

I HAVE BRINGING WITH ME 25 YEARS OF
EXPERIENCE AS STENOGRAPHIC.

IN THE AREAS OF DEPOSITIONS, CART, STATE
COURT AND FEDERAL COURT.

I HAVE A SCIENCE OF ASSOCIATE'S DEGREE,
CALIFORNIA CSR, FUTURE RDR.

AS DINEEN MENTIONED I'VE BEEN INVOLVED A LOT
WITH MY STATE ASSOCIATION AS WELL AS NCRA.

IN A SIX-YEAR SPAN, I CHAIRED FOUR
CONVENTIONS.

ONE BEING THE VERY FIRST JOINT CONVENTION
BETWEEN WYOMING AND MONTANA.

A FEW YEARS LATER, IDAHO JOINED FOR A JOINT
CONVENTION.

THREE SMALL ASSOCIATIONS LIMITED FUNDS AND

RESOURCES AND WE PUT ON A COUPLE OF AMAZING CONVENTIONS FOR OUR MEMBERS; SHARING THE COST.

I AM ALSO WALKING INTO HERE REMEMBERING OUR HISTORY.

I HAVE SEEN MY FELLOW COLLEAGUES DO AMAZING THINGS.

EVERY YEAR, IT SEEMS LIKE OBSTACLES COME IN OUR WAY.

AND A LOT OF TIMES, GRASSROOT EFFORTS, MY FELLOW COLLEAGUES RISE TO THE OCCASION AND WE OVERCOME IT ALL OF THE TIME.

HOWEVER, I'VE ALSO SEEN NOT-SO-GREAT TIMES. SO UGLY TIMES.

BAD DECISION-MAKING.

AND EVEN SOME OF OUR OWN FELLOW COLLEAGUES LEAVE AND WORK AGAINST US.

NCRA HAS BEEN WORKING YEARS TO MAKE UP FOR SOME OF THE BAD DECISIONS THAT WERE MADE IN OUR PAST.

BUT WHEN WE WORK TOGETHER, WE ARE STRONG.

AND WE HAVE TO REMEMBER THAT.

BEING FISCALLY RESPONSIBLE HAS TO REMAIN AND CONTINUE TO REMAIN ONE OF OUR TOP PRIORITIES.

YES, NCRA IS A BUSINESS.

WE NEED TO MAKE BUSINESS DECISIONS; HOWEVER, NCRA DOES NOT EXIST WITHOUT ITS MEMBERS.

WE ARE NCRA!

I'VE ALSO SEEN A LOT OF COLLEAGUES GET DISHEARTENED AND GIVE UP.

I DON'T WANT TO GIVE UP.

I STILL TRULY BELIEVE THAT OUR ORGANIZATION HAS A LONG AND BRIGHT FUTURE AHEAD OF US.

WE JUST SPENT A FEW YEARS ATTRACTING SOME AMAZING PEOPLE INTO OUR INDUSTRY.

AND WE SPENT A WHOLE YEAR WITNESSING STUDENTS GRADUATE AND GET CERTIFIED AND JUMP RIGHT INTO ZEPOS.

THEY'RE OUR FUTURE AND FUTURE LEADERS AND IT HAS TO GIVE US HOPE THEY'RE OW FUTURE AHEAD OF US.

I AM NOT WALKING INTO THIS NOMINATION LIGHTLY.

I THOUGHT ABOUT IT FOR A LONG TIME, AND I'M READY TO MAKE THIS COMMITMENT.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.

[APPLAUSE]

THE QUESTION-AND-ANSWER PERIOD WILL NOW

BEGIN FOR FIVE MINUTES.
PLEASE STEP TO THE MICROPHONE, IF YOU HAVE A QUESTION, STATE YOUR NAME, CITY, STATE, THANK YOU.

>> TAMI KEENAN, BATTLE CREEK, MICHIGAN.
YVETTE AS I ASKED YO CAN YOU DELINEATE YOUR NCRA EXPERIENCE, PLEASE?
>> DENISE WENT THROUGH IT, BUT I CAN SAY IT AGAIN.
ACTUALLY, I WAS ON THE NICA COMMITTEE FOR ABOUT THREE YEARS.
I'VE BEEN ON THE EDUCATION COMMITTEE AND THE WRITTEN TEST COMMITTEE.
I HAVE BEEN A MEMBER OF NCRA SINCE I WAS A STUDENT.
AND I'VE -- I WENT TO CONVENTION AS A STUDENT AND GOING MOST OF THE TIME ALL OF THESE YEARS SINCE THEN.
>> CHRISTINE PHIPPS: YES.
PLEASE, STATE YOUR NAME, CITY, AND STATE FOR OUR CAPTIONER.
>> MELANIE HUMPHREY-SONNTAG, FROM CHEYENNE, WYOMING, HEE-HAW.
>> MY NEIGHBOR.
[LAUGHTER]
>> I APPRECIATE THE WORK THAT YOU'VE DONE IN THE WEST.
AND I APPRECIATE YOUR COMMITMENT TO NCRA.
I HAVE A TWO-PART QUESTION.
HAVE YOU APPLIED TO BE A DIRECTOR IN THE PAST?
AND WHAT ARE YOUR UPWARD MOBILITY PLANS AS WELL?
ARE YOU AT A POINT IN YOUR LIFE YOU CAN DEVOTE THE NEXT 25 YEARS FOR SERVICE FOR NCRA?
AND HAVE YOU TRIED TO GIVE OF YOURSELF BEFORE AT THE NATIONAL LEVEL?
>> YES, I HAVE.
I DID GO FOR DIRECTORSHIP.
UNFORTUNATELY, THERE WAS SOME AMAZING PEOPLE THAT HAD MORE EXPERIENCE, BUT ISN'T THAT GREAT?
THAT WE HAVE TOO MANY PEOPLE TO RUN.
A FEW YEARS AGO, WE COULDN'T SAY THAT.
AS FAR AS -- I HAVE 16 YEARS BEFORE I PLANNED TO THINK ABOUT RETIREMENT, SO I'VE GOT A FEW YEARS AHEAD OF ME.
I ALSO KNOW ENOUGH TO KNOW I DON'T KNOW ENOUGH.

I BELIEVE THIS IS A FIRST STEPPING STONE.
AND IF I DO BECOME A DIRECTOR, I KNOW
THERE'S A LOT OF INFORMATION I'M GOING TO
LEARN.
AND SO I REALLY THINK I NEED TO COME IN
OPEN, OPEN MIND, LISTEN, LEARN AS MUCH AS I
CAN, AND THEN I'LL BE ABLE TO MAKE THAT
DECISION.
IF THERE'S PEOPLE THAT ARE BETTER THAN I AM,
I AM WILLING TO STEP DOWN AND LET -- WE NEED
THE RIGHT PEOPLE TO LEAD US.
AND I KNOW ENOUGH THAT IF I'M NOT THAT
PERSON, THEN I WOULD STEP DOWN.
AND LET PEOPLE BETTER THAN ME RUN.
BECAUSE IT IS IMPORTANT.
WE NEED TO BE HERE FOR A LONG TIME.
>> CHRISTINE PHIPPS: THANK YOU.
ARE THERE ANY FURTHER QUESTIONS?
ALL RIGHT.
SEEING NONE, THANK YOU, YVETTE.
>> THANK YOU SO MUCH.
[APPLAUSE]
>> CHRISTINE PHIPPS: ARE THERE ANY FURTHER
NOMINATIONS?
I REMIND YOU TO SPEAK CLOSE TO THE
MICROPHONE.
STATE YOUR NAME, CITY, AND STATE.
>> YEAH.
MY NAME IS ISAIAH ROBERTS, FROM CHICAGO,
ILLINOIS.
IT'S GOING TO SEEM A LITTLE SELF-CONCEDED
AFTER SUE AND DINNINE UP HERE DID A GREAT
JOB.
I WOULD ACTUALLY LIKE TO NOMINATE MYSELF.
[APPLAUSE]
>> CHRISTINE PHIPPS: GREAT.
SO --
[APPLAUSE]
WITH THAT, GO AHEAD AND STEP TO THE PODIUM
AND DELIVER YOUR THREE-MINUTE SPEECH.
>> HI, EVERYONE.
FOR STARTERS, IT IS AN HONOR TO BE UP HERE.
I WOULD LIKE TO INTRODUCE MYSELF.
I'M ISAIAH ROBERTS.
I'M LUCKY TO KNOW A LOT OF YOU SITTING OUT
THERE IN THE CROWD TODAY.
BUT FOR THOSE OF YOU WHO DON'T KNOW ME, I'M
A REPORTER FROM CHICAGO, ILLINOIS.
I HAVE BEEN LUCKY TO SERVE ON THE ILL-CA
BOARD THE PAST FIVE YEARS SERVING AS

FOR NCRA I'VE BEEN ABLE TO SERVE ON THE NEW
PROFESSIONALS COMMITTEE.

I'M A MEMBER OF THE PAC BOARD.

I'VE BEEN ON THE BRAND AMBASSADOR COMMITTEE.

ONE OF THE THINGS I'M MOST PROUD OF FOR MY
CONTRIBUTION FOR NCRA WAS BEING ASKED BY SUE
TERRY WHEN SHE STARTED NCRA STRONG A COUPLE
YEARS AGO, AND BEING ABLE TO BE ONE OF THE
FOUNDING MEMBERS OF STRONG AND THE WORK
WE'VE BEEN DOING OVER THE PAST COUPLE OF
YEARS.

IN ADDITION, I'VE SERVED ON THE BOARD FOR
MIDSTATE COLLEGE IN ILLINOIS, UP UNTIL ITS
CLOSURE.

I'M PROUD TO SAY I'M SERVING ON THE BOARD
FOR LAKELAND COLLEGE, WHEN WE LAUNCH OUR NEW
PROGRAM THIS FALL IN ILLINOIS, CREATING A
NEW SCHOOL.

WE HAVE FULL ATTENDANCE, WHICH I'M -- AND
WE'VE BEEN SIGNED UP WITH THE MAXIMUM AMOUNT
OF STUDENTS WE CAN HAVE FOR MONTHS NOW.

SO GREAT NEWS ABOUT THAT.

I WOULD LIKE TO ADDRESS THE ELEPHANT IN THE
ROOM, THAT I AM, BY FAR, THE LEAST
EXPERIENCED CANDIDATE THAT WILL STAND UP
HERE TODAY.

[LAUGHTER]

IN TERMS OF YEARS OF EXPERIENCE.

I JUST HIT MY FIVE YEARS IN APRIL.

I SERVED AS A OFFICIAL REPORTER IN THE 11TH
JUDICIAL CIRCUIT FOR THREE YEARS.

AND OVER THE PAST TWO YEARS, HAVE WORKED AS
A FREELANCE REPORTER IN CHICAGO, AS WELL AS
DOING SOME CART AND CAPTIONING WORK AS WELL.

I'VE ALWAYS LOOKED AT THIS POSITION AS, YOU
KNOW, A CAPSTONE TO A SOLID CAREER AFTER
YEARS OF SERVICE; SIMILAR TO HOW WE HAVE THE
FAPR.

AND SO I CAN'T SAY THAT, YOU KNOW, I STARTED
MY CAREER WITH THE GOAL OF RUNNING FIVE
YEARS IN FOR THE NCRA BOARD, BUT I ALWAYS
THINK OF, YOU KNOW, THE BIBLE VERSE, FIRST
TIMOTHY 4:12 DON'T LET OTHERS LOOK DOWN ON
YOU BECAUSE YOU'RE YOUNG, BUT SET AN
EXAMPLE.

WHEN I THINK OF THAT AND I THINK OF OTHER
CHALLENGES I HAD TO OVERCOME YOUNG,
GRADUATING YOUNG, YOUNGEST COURT REPORTER AT

MY COURTHOUSE, I THINK THE THE POSITION
NEEDS AND TRULY BENEFITS THE MOST ARE PEOPLE
THAT ARE PASSIONATE ABOUT OUR PROFESSION.
AND I HOPE THAT, YOU KNOW, WITH THE
EXPERIENCE THAT I HAVE HAD OF BEING ABLE TO
WORK WITH A LOT OF YOU ON DIFFERENT
COMMITTEES, AND MEETING YOU AT DIFFERENT
ASSOCIATIONS, AND CONVENTIONS THAT I HAVE
SHOWN THAT.

AND I JUST HOPE THAT MY TRUE PASSION FOR
RECRUITMENT AND TO INCREASE THE AMOUNT OF
STUDENTS THAT WE HAVE GOING INTO SCHOOLS,
AND THE RETENTION COMING OUT OF SCHOOL, AND
TO INCREASE THE NUMBERS IN OUR PROFESSION
WILL BE MY BIGGEST PRIORITY.

I WILL JUST SAY FINALLY, I WILL BE REMISS IF
I DIDN'T SAY THAT I WOULD BE SO POSITIVE
ABOUT JOINING THIS BOARD, HAVING WORKED
CLOSELY WITH SO MANY OF THESE MEMBERS.

AND THANK YOU SO MUCH.

THANK YOU FOR YOUR TIME AND CONSIDERATION.

[APPLAUSE]

>> CHRISTINE PHIPPS: THANK YOU.

OUR QUESTION-AND-ANSWER PERIOD WILL NOW
BEGIN.

IF YOU WILL PLEASE STATE YOUR NAME, CITY,
STATE.

>> TAMI KEENAN, BATTLE CREEK, MICHIGAN.

IT'S KIND OF FUN BEING ONE OF THOSE ANNOYING
PAST PRESIDENTS!

[LAUGHTER]

ISAIAH, IT IS NICE TO MEET YOU IN PERSON.

>> YOU, TOO.

>> AND THANK YOU FOR OUTLINING YOUR NCRA
COMMITTEE EXPERIENCE.

SPEAKING FROM EXPERIENCE, THIS GIG, IF YOU
WILL, TAKES A LOT OF TIME.

PEOPLE DON'T REALIZE THAT UNTIL THEY GET
INTO IT.

AND I'M TRYING TO NOT BE OFFENSIVE TO A
YOUNG MAN, BUT YOU'RE A BUSY GUY.

YOU'RE A REAL BUSY GUY.

AND YOU'VE GOT A LOT OF LIFE, WHEREAS,
PEOPLE THAT ARE OLDER, MAYBE, HAVE MORE
TIME.

[LAUGHTER]

I'M TALKING ABOUT MYSELF.

OKAY?

[LAUGHTER]

GOSH, PEOPLE ARE RUDE.

>> CHRISTINE PHIPPS: SPEAKING OF DIVERSITY.

>> RIGHT?

>> HIM OR US?

[LAUGHTER]

>> DO YOU THINK THAT YOU HAVE THE TIME TO DEVOTE TO THIS?

>> TAMI, I'M SO GLAD THAT YOU ASKED THAT. BECAUSE THAT IS SPECIFICALLY WHY I'M RUNNING FOR THE BOARD NOW AND WHY I TRULY THINK THAT THIS WOULD BE THE TIME TO JOIN.

BECAUSE AS I MENTIONED, I'VE ALWAYS LOOKED AT IT MORE OF A CAPSTONE, SOMETHING TO DO IN RETIREMENT, BUT I LOOK AT WHERE I'M AT NOW IN MY CAREER, YOU KNOW, AND FINALLY BEING ESTABLISHED, WHETHER THAT BE IN TERMS OF, YOU KNOW, THE FIRM I WORK WITH, FINANCIALLY, YOU KNOW, HAVING THE AVAILABILITY TO MAKE MYSELF AVAILABLE FOR ALL OF THE COMMITMENTS THAT WILL COME FROM THIS COMMITMENT, AND TRULY I FULLY UNDERSTAND YOUR POINT.

BUT I THINK THAT IS EXACTLY MY AMBITION AND MY MOTIVATION TO RUN NOW.

BECAUSE OF MY HEAVY INVOLVEMENT, BUT HOW PASSIONATE I AM ABOUT IT, THAT I FEEL THAT I COULD MAKE THAT COMMITMENT.

WHERE I DON'T KNOW IF IN TWO YEARS, OR THREE YEARS IF I -- I MEAN, IDEALLY, WAS MARRIED, YOU KNOW, HAD KIDS ON THE WAY IF I COULD MAKE THAT COMMITMENT.

SO I THINK NOW HAVING, YOU KNOW, BEING BUSY AND LIKING TO STAY ACTIVE, BUT I THINK HAVING VERY FEW COMMITMENTS AND THINGS HOLDING ME BACK, IN TERMS OF SIGNIFICANT OTHERS, YOU KNOW, OR KIDS, I THINK THAT IT WOULD ALLOW ME THE TIME TO MAKE THE COMMITMENT AND DO WHAT IS NECESSARY.

>> CHRISTINE PHIPPS: PLEASE STATE YOUR NAME, CITY AND STATE.

>> SURPRISE!

MELANIE HUMPHREY-SONNTAG FROM CHEYENNE, WYOMING, HEE-HAW.

I AM THRILLED, ISAIAH, THAT YOU ARE RUNNING.

I AM ONE OF THE CHARTER MEMBERS OF ISAIAH FAN CLUB, IN FACT.

YOU HAVE MADE A VERY BIG SPLASH IN OUR PROFESSION IN THE VERY FEW YEARS YOU'VE BEEN A PART OF IT, I'M PROUD AS A TRANSPLANT FROM WYOMING, ILLINOIS, AND BACK TO WYOMING, TO GET TO KNOW YOU IN WYOMING.

THIS IS VERY BLUNT.

BEFORE THIS MORNING, DID YOU CONSIDER TO RUN FOR THE POSITION?

>> YES.

I HAVE BEEN NERVE RACKED FOR THIS FOR A LONG TIME.

BACK WHEN THE NOMINATIONS WERE BEING ACCEPTED BY THE NOMINATION COMMITTEE, I DID GO THROUGH THE ENTIRE PROCESS, SUBMITTED MY PAPERWORK, SUBMITTED MY QUESTIONNAIRE, GOT THE REQUIRED RECOMMENDATIONS, SAT THROUGH THE INTERVIEWS.

I WANTED TO REMEMBER THE COMMITTEES I WAS ON, SO I WROTE THOSE DOWN TODAY.

OTHERWISE, THIS IS SOMETHING THAT HAS BEEN IN THE WORKS FOR A LONG TIME AND NOT A DECISION MADE LIGHTLY.

>> AND BECAUSE YOU CHOSE NOT TO HAVE SOMEONE ELSE NOT TO INTRODUCE, THAT A NEW WAVE APPROACH WE DON'T NEED THE TWO MINUTES FROM DINEEN OR SUE, WE'LL GO TO THE HEART OF THE MATTER?

>> NO, HONESTLY, IN HINDSIGHT, THAT IS WHAT I WOULD CHANGE.

[LAUGHTER]

NO, I AM THRILLED TO SAY THAT ONE OF THE INDIVIDUALS IN THE CROWD TODAY, SHAWNEE STAY, WAS A BIG SUPPORTER AND KIND OF MY RECOMMENDATION COULDN'T TECHNICALLY GIVE MY RECOMMENDATION, BUT BEEN IN THE BOARDROOM A LOT I THINK WHAT SUE SAID AND DINEEN SAID WAS BEAUTIFUL AND THOUGHTFUL AND I SHOULD HAVE ASKED SOMEONE TO SAY THAT ABOUT ME, I DIDN'T WANT TO PUT ANYBODY ON THE SPOT OR ANYONE FEEL PRESSURED.

>> I DO AGREE WITH TAMI'S CONCERNS, IT DOES TAKE A LOT OF TIME, THAT'S WONDERFUL. TO MAXIMIZE YOUR EFFORTS IN THE FUTURE, I STRONGLY RECOMMEND MARRYING A COURT REPORTER IN THE FUTURE WHEN THE TIME COMES.

[LAUGHTER]

>> I HOPE SO, WE HAVE 30 SECONDS AND TIME FOR ONE MORE QUESTION.

>> I'M KATHY THOMAS, CASEYVILLE, ILLINOIS, IMMEDIATE PAST PRESIDENT OF THE ILLINOIS COURT REPORTERS ASSOCIATION.

ISAIAH, I LOVE YOU VERY MUCH AS A PERSON, YOU HAVE PUT ON SOME WONDERFUL SEMINARS FOR US, I AM HOPING THAT PERHAPS YOU CAN ANSWER THIS QUESTION IS: HOW MANY -- IT IS A TWO-PART QUESTION -- HOW MANY UNREAD EMAILS

DO YOU CURRENTLY HAVE?
AND HOW MANY UNREAD TEXT MESSAGES DO YOU
CURRENTLY HAVE?

>> GOOD QUESTION.

I WOULD SAY -- I'M -- I'M THAT PERSON.

I HAVE, LIKE, 8,000 UNREAD EMAILS.

AND I THINK ABOUT, LIKE, 400 UNREAD TEXT
MESSAGES.

BUT THAT'S WHO I AM.

BUT I DON'T THINK THAT WOULD IMPACT ANY OF
MY COMMITMENT.

I THINK MY, ON THAT NOTE, MY EXPERIENCE OF
PAST COMMITTEE WORK AND WHAT I'VE BEEN ABLE
TO ACCOMPLISH SPEAKS FOR ITSELF.

>> CHRISTINE PHIPPS: ALL RIGHT.

THE TIME IS UP.

THANK YOU.

>> THANK YOU.

[APPLAUSE]

ARE THERE ANY FURTHER NOMINATIONS?

THERE BEING NONE, THE NOMINATIONS ARE NOW
CLOSED.

WE WILL PROCEED WITH THE ELECTION.

THE ELECTION IS TO FILL THE TWO-YEAR
DIRECTOR VACANCY.

THIS VACANCY IS FILLED BY AN ELECTION THAT
OCCURS DURING THE BUSINESS MEETING.

THE VOTING MEMBERS PRESENT WILL DETERMINE BY
MAJORITY VOTE WHO SHALL FILL THE VACANCY.

THE CHAIR HAS APPOINTED KELLY LINKOWSKI,
RPR, CRR, CRC, CPE, AS CHAIR OF THE
ELECTIONS COMMITTEE.

THE MEMBERS OF THE COMMITTEE ARE:

DONNA BETZA, CMRS.

LINDA MCSWAIN, RPR.

BROOKE RYAN, RPR. KAREN TYLER, MIKE HENSLEY,
RDR.

THANK YOU ALL FOR AGREEING TO SERVE.

[APPLAUSE]

THE RESPONSIBILITY OF THE ELECTION COUPLE IS
TO VERIFY THAT THE CANDIDATES MEET THE
REQUIREMENTS SET FORTH IN THE NCRA
CONSTITUTION AND BYLAWS, TO SUPERVISE AND
CONDUCT THE ELECTION; AND TO REPORT THE
ELECTION RESULTS AS SOON AS THEY BECOME
AVAILABLE.

AT REGISTRATION, YOU WERE GIVEN THREE CARDS.
PLEASE GET OUT YOUR YELLOW CARD AT THIS
TIME.

THE YELLOW CARD WILL SERVE AS YOUR BALLOT

FOR THIS ELECTION.
PLEASE MARK YOUR BALLOT BY VOTING FOR ONE
CANDIDATE.
IF THERE IS MORE THAN ONE NAME MARKED ON THE
BALLOT, IT WILL BE DEEMED ILLEGAL.
THE INDIVIDUAL RECEIVING A MAJORITY VOTE
SHALL BE ELECTED TO FILL THE VACANCY.
WHEN YOU HAVE COMPLETED YOUR BALLOT, PLEASE
FOLD IT ONLY ONE TIME AND HOLD IT UP IN THE
AIR.
PLEASE VOTE NOW..
>> CAN YOU NAME THOSE FOR US?
>> MAX: THE NAMES ARE, YOLANDA WALTON.
YVETTE HEINZ, AND ISAIAH ROBERTS.
MR. MATTHEWS?
>> WHAT HAPPENS IF THEY DIDN'T GIVE YOU ANY
CARDS?
>> CHRISTINE PHIPPS: GOT TO GO TO THE FRONT
DESK.
THE DESK BACK THERE.
>> THANK YOU.
>> CHRISTINE PHIPPS: YOU'RE WELCOME.
>> PUT THE NAMES BACK ON.
>> CHRISTINE PHIPPS: THE NAMES ARE:
YOLANDA WALTON.
YVETTE HEINZE.
AND ISAIAH ROBERTS.
♪♪
♪♪ [MUSIC] ♪♪
>> CHRISTINE PHIPPS: PLEASE HOLD UP YOUR
CARDS TO VOTE.
OUR ELECTION COMMITTEE IS LOOKING FOR
YELLOW, FOLDED PAPERS WITH NAMES ON THEM.
PLEASE STAND IF YOU HAVE NOT VOTED.
NOW THAT ALL OF THE BALLOTS ARE COLLECTED --
I'M SORRY, THANK YOU.
I DIDN'T REALLY NEED TO BREAK OUT THAT
GAVEL, DID I?
ALL RIGHT.
ONCE ALL OF THE BALLOTS ARE COLLECTED, THE
ELECTION COMMITTEE WILL GO TO A DESIGNATED
ROOM TO COUNT ON BALLOTS.
HAVE ALL VOTING MEMBERS WHO WISH TO CAST A
BALLOT DONE SO?
SINCE NO ONE ELSE WISHES TO VOTE, THE POLLS
ARE CLOSED.
WHILE THE COMMITTEE IS COUNTING THE BALLOTS,
I WILL ASK SECRETARY-TREASURER KRISTIN
ANDERSON TO GIVE HER ANNUAL
SECRETARY-TREASURER'S REPORT.

KRISTIN?

>> KRISTIN ANDERSON: GOOD MORNING.
THEY WEREN'T KIDDING ABOUT THAT LIGHT UP
THERE, WOW.

GOOD MORNING, MY NAME IS KRISTIN
ANDERSON AND IT HAS BEEN MY DISTINCT HONOR
AND PRIVILEGE TO SERVE AS NCRA'S
SECRETARY-TREASURER FOR THE PAST TWO YEARS.
OUR FINANCES ARE AN EXTREMELY IMPORTANT PART
OF NCRA AND I AM GRATEFUL TO THE ENTIRE
BOARD AND TO OUR MEMBERS WHO ARE DEVOTED ON
-- TO THE HEALTH AND LONGIVITY OF BOTH OUR
PROFESSION AND OUR ASSOCIATION.

WHILE THERE ARE CURRENTLY 12 PEOPLE THAT YOU
HAVE ELECTED TO CARRY THE WEIGHT OF OUR
LEADERSHIP TO KEEP THEM ON COURSE.

AS THE SECRETARY-TREASURER, I AM THE CHAIR
OF NCRA'S FINANCE COMMITTEE, WHICH ALSO
SERVES AS THE ASSOCIATION'S AUDIT COMMITTEE.
AT THIS TIME, I WOULD LIKE TO ACKNOWLEDGE
THE MEMBERS WHO SERVED WITH ME ON THE
FINANCE AND AUDIT COMMITTEES THIS PAST YEAR.
THEY INCLUDE:

LANCE BOARDMAN, RDR, CRR, DIRECTOR,
CLEVELAND, OHIO.

MEREDITHBON, RPR, CRR, VICE PRESIDENT,
WEBSTER, NEW YORK.

IF YOU COULD PLEASE STAND WHEN I CALL YOUR
NAME, IF YOU ARE PRESENT, THANK YOU.

MAX CURRY, RPR, CRI, IMMEDIATE PAST
PRESIDENT, FRANKLIN, TENNESSEE.

CINDY ISAACSEN, RPR, DIRECTOR, SHAWNEE, CANS
KANSAS.

SARAH NAGEOTTE, FAPR, RDR, CRR, CRC, NCRA
PAST PRESIDENT, JEFFERSON, OHIO.

AND ROBIN NODLAND, FAPR, RDR, CRR, PORTLAND,
OREGON.

THEIR ABILITY TO PROCESS COMPLEX ACCOUNTING
INFORMATION AND ASSIST IN MAKING IMPORTANT
DECISIONS WERE BOTH ESSENTIAL ELEMENTS TO
FULFILLING THE OBLIGATIONS AND IMPORTANT
TASKS THAT THE FINANCE COMMITTEE UNDERTAKES
EACH YEAR.

I THANK EACH OF THEM FOR BEING THERE WITH
THEIR QUESTIONS AND INSIGHT EVERY MONTH AS
WE REVIEWED THE FINANCIAL STATEMENTS OF THE
ASSOCIATION.

THANK YOU TO THE COMMITTEE.

YOU MAY BE SEATED.

[APPLAUSE]

AS DESCRIBED IN THE ARTICLE 6, SECTION 7, OF THE CONSTITUTION & BYLAWS, THE SECRETARY-TREASURER SHALL OVERSEE AND BE RESPONSIBLE FOR THE SAFEKEEPING AND MANAGEMENT OF ALL FUNDS, SECURITIES, AND FINANCIAL RECORDS.

IN ADDITION, ARTICLE 14, SECTION 12, DIRECTS THE SECRETARY-TREASURER TO PROVIDE THE BOARD OF DIRECTORS AN ANNUAL REPORT OF ALL RECEIPTS AND DISBURSEMENTS OF THE ASSOCIATION.

I AM PLEASED TO INFORM YOU THAT THE ANNUAL REPORT WAS PRESENTED AND ACCEPTED, AS SUBMITTED, BY THE NCRA BOARD OF DIRECTORS ON MAY 4, 2021.

ONE INTEGRAL ROLE OF THE SECRETARY-TREASURER IS SUPERVISION OF THE ANNUAL AUDIT PROCESS. THE BENEFITS AND LOGIC BEHIND USING AN OUTSIDE, INDEPENDENT AUDITOR IS TO ENSURE THAT APPROPRIATE SEGREGATION EXISTS BETWEEN THOSE HANDLING AND MANAGING OUR FINANCES ON A DAY-TO-DAY BASIS, WHICH IS OUR NCRA STAFF, AND THOSE VERIFYING OUR FINANCIAL STATEMENTS AND PROCESSES.

THIS IS EXTREMELY IMPORTANT.

I WILL NOW GIVE YOU AN OVERVIEW OF THE RESULTS OF THE ASSOCIATION'S YEAR-END AUDIT FOR THE PERIOD ENDING DECEMBER 31, 2020.

FOR THE FISCAL YEAR 2020, I AM PLEASED TO INFORM YOU THAT ROGERS AND COMPANY, OUR INDEPENDENT, CERTIFIED PUBLIC ACCOUNTANTS, REPORTED NO MATERIAL WEAKNESSES IN THE NCRA'S INTERNAL CONTROLS AND THAT THE FINANCIAL STATEMENTS "PRESENT FAIRLY" THE FINANCIAL POSITION AND RESULTS OF OPERATIONS.

IN OTHER WORDS, WE RECEIVED AN UNMODIFIED OPINION, OR A CLEAN OPINION, WHICH IS IN ACCOUNTING TERMS REPRESENTS A CLEAN BILL OF HEALTH.

THIS IS A GOOD THING.

[APPLAUSE]

FOR FISCAL YEAR 2020, NCRA AND AFFILIATES, NATIONAL COURT REPORTERS FOUNDATION, NCRF, AND NCRA POLITICAL ACTION COMMITTEE, PAC, ENDED THE YEAR WITH A COMBINED CHANGE IN NET ASSETS FROM OPERATIONS, A PROFIT, OF \$515,116.

LET ME SAY THAT AGAIN \$514,116.

THE BREAKOUT IN NET INCOME IS NCRA,

ON THOSE NUMBERS

\$447,671.

FOR THE CAPTIONER, SORRY.

NCRF, \$65,617.

AND NCRA PAC, \$828.

SORRY, I'M A LITTLE NERVOUS, CAN YOU TELL?

THIS LEAVES US AT THE END OF 2020 WITH JUST OVER \$7 MILLION IN TOTAL ASSETS, INCLUDING OUT INVESTMENTS.

THE 2019-202 NCRA STRATEGIC PLAN, WHICH DOES NOT INCLUDE THE NCRF STRATEGIC PLAN SINCE IT HAS ITS OWN AND IS FOLLOWED BY THE NCRF BOARD OF TRUSTEES, SO THEY MANAGED THAT, LISTED ONE OF OUR OBJECTIVES, TO BUILD AND OPERATE A SUSTAINABLE BUSINESS AND FINANCIAL MODEL.

UNDER PRIOR LEADERSHIP, THAT DID NOT HAVE NCRA REACHING AN OPERATIONAL BREAK-EVEN POINT UNTIL NEXT YEAR, 2021.

FOR FISCAL YEAR 2019, THE GOAL WAS TO CUT THE OPERATIONAL DEFICIT BY ONE-THIRD, RESULTING IN A \$308,000 DEFICIT.

WELL, LAST YEAR, UNDER YOUR CURRENT LEADERSHIP, WE ENDED WITH OUR FIRST OPERATING PROFIT YEAR IN OVER A DECADE AT \$170,850 IN THE BLACK.

[APPLAUSE]

2020 WAS AN ANOMALY IN MANY WAYS, RIGHT? AND MANY ASSOCIATIONS ARE STRUGGLING STILL TO SURVIVE BECAUSE OF PANDEMIC IMPACTS. HOWEVER, ON BEHALF OF EXECUTIVE DIRECTOR, DAVE WENHOLD, VP OF FINANCE, JOHN DRIPPS, THE ENTIRE NCRA STAFF AND NCRA BOARD OF DIRECTORS, I SHARE WITH YOU, AGAIN, IN 2020 REDUCED EXPENSES.

WE HAD MINIMAL TRAVEL EXPENSES, A PHENOMENAL YEAR IN TESTING, AND HAD OUR INVESTMENT FUNDS PERFORM VERY SUCCESSFULLY.

SO WE CRUSHED THAT GOAL, YET AGAIN.

THE NCRA STRATEGIC PLAN PROJECTION WAS TO BE AT A \$154,000 DEFICIT THIS YEAR, AND WE ENDED WITH OUR OPERATING PROFIT AS I MENTIONED OF \$447,671.

AND I WOULD ADD AS A HIGHLIGHT ON THAT, THAT SOUNDS LIKE A LOT, BUT WE ALL KNOW WE WERE LIVING IN OUR ZOOM WORLD THIS PAST YEAR. APPROXIMATELY, \$250,000 OF THAT WAS TRAVEL EXPENSES THAT WERE NOT INCURRED BY STAFF, COMMITTEES, AND NCRA BOARD.

SO I JUST WANT TO HIGHLIGHT THAT, WHEN YOU

HOLD THE BAR REALLY HIGH FOR US THIS NEXT YEAR WHEN MISS CINDY ISAACSEN TAKES OVER.

ON THE INVESTMENT SIDE, OUR INVESTMENT PORTFOLIO, COMPOSED OF STOCKS, BONDS, AND A SMALL AMOUNT OF ALTERNATIVE ASSETS, MANAGED BY GRAYSTONE CONSULTING, ENDED FY 2020 WITH OUR TOTAL INVESTMENTS HOLDING AT JUST OVER \$6 MILLION.

THIS REPRESENTS ABOUT 115% OF OUR ANNUAL AUDITED EXPENSES, WHICH IS AN EXEMPLARY RATIO IN THE ASSOCIATION WORLD.

THIS CONCLUDES THE INFORMATION ON THE ANNUAL AUDIT.

PART OF MY RESPONSIBILITY AS CHAIR OF FINANCE COMMITTEE IS TO REVIEW THE FINANCIAL REPORTS AND ENSURE THAT THE BOARD RECEIVES ACCURATE, TIMELY, AND COMPLETE INFORMATION. THROUGHOUT THE YEAR, WE ARE ALSO RESPONSIBLE FOR MONITORING INCOME, EXPENSES, AND PROGRAM ACTIVITIES AGAINST THE BUDGET AND TO ENSURE THAT FUNDS ARE BEING SPENT APPROPRIATELY AND SUPPORT THE PRIORITIES THAT HAVE BEEN ESTABLISHED FOR THE YEAR.

ANOTHER IMPORTANT DUTY IS TO REVIEW, IN DETAIL, THE ASSOCIATION'S IRS FORM 990 WITH THE ENTIRE BOARD.

THIS FORM, IN SOME WAYS, IS SIMILAR TO THE TAX RETURN THAT IS SUBMITTED TO THE IRS EACH YEAR.

HOWEVER, THE FORM 990 IS SPECIFIC TO PUBLIC CHARITIES AND OTHER TAX-EXEMPT ORGANIZATIONS, SUCH AS NCRA AND NCRF.

AS REQUIRED, WE MAKE THIS DOCUMENT AVAILABLE TO ANYONE WHO MAKES A REQUEST, AND WE PROVIDE A LINK TO THE DOCUMENT UNDER ABOUT; LEADERSHIP AND GOVERNANCE/FINANCES AND OPERATIONS ON THE NCRA WEBSITE.

YOU MAY ALSO FIND THE REPORT AT GUIDESTAR.ORG.

WHILE THE FORM 990 CONTAINS SIMILAR INFORMATION TO A BUSINESS TAX RETURN, IT IS MORE THAN THAT.

IT PROVIDES INFORMATION ON THE ORGANIZATION'S GOVERNANCE, MANAGEMENT STRUCTURE, COMPENSATION, AND OPERATING POLICIES AND PROCEDURES.

WE BELIEVE OUR REVIEW ENSURES THE REPORT IS COMPLETE AND FILED TIMELY.

WE COMPLETED THE FORM 990 REVIEW AT THIS WEEK'S BOARD OF DIRECTORS' MEETING.

THIS TASK HAS NOT BEEN COMPLETED THIS EARLY IN SEVERAL YEARS.

ADDITIONAL RESPONSIBILITIES OF THE FINANCE COMMITTEE ARE TO MEET WITH THE ASSOCIATION'S INVESTMENT ADVISORS, GRAYSTONE CONSULTING, TO REVIEW THE NCRA'S INVESTMENT STRATEGIES AND PERFORMANCE, TO LOOK AT HOW WE ALLOCATE OUR INVESTMENTS, AND OTHERWISE ENSURE THAT OUR FINANCIAL RESERVES ARE WELL-MANAGED.

TO THAT END, WE MEET WITH OUR ADVISOR, USUALLY IN THE FALL OF EACH YEAR, AND WE RECEIVE MONTHLY REPORTS FROM STAFF ON THE PERFORMANCE OF THE INVESTMENTS COMPARED TO THE BOARD INVESTMENT POLICY.

LET ME SWITCH GEARS AND BRIEFLY SHARE WITH YOU SOME INFORMATION REGARDING THE CURRENT FISCAL YEAR, 2021.

A FEW MINUTES AGO, I MENTIONED WE ENDED OUR FISCAL YEAR IN BLACK IN OVER A DECADE.

WELL, THE TREND IS CONTINUING.

AS OF MAY 31, 2021, WE ARE RUNNING AN OPERATIONAL PROFIT OF \$102,963, COMPARED TO OUR STRATEGIC PLAN GOAL TO REACH OPERATE -- OPERATIONAL BREAK POINT--EVEN FOR THIS YEAR. BEING REALISTIC, WE EXPECT THIS PROFIT MAY POSSIBLY NARROW AS YOUR YEAR PROGRESSES.

TEAM NCRA, MEANING STAFF AND THE NCRA BOARD, HAS A CONTINUED COMMITMENT TO REDUCE AND ELIMINATE OPERATIONAL DEFICITS.

IF WE LEARNED NOTHING ELSE FROM THE COVID-19 PANDEMIC, IT IS THAT WE CANNOT BE CERTAIN OF WHAT THE FUTURE HOLDS, BUT WE WILL PLAN AND STRIVE TO END THE YEAR IN THE POSITIVE.

PLEASE BE ASSURED THAT THE BOARD OF DIRECTORS IS ACUTELY AWARE OF OUR RESPONSIBILITIES TO YOU, OUR MEMBERS. WE ARE COMMITTED TO INVESTING NCRA FUNDS JUDICIOUSLY AND IN A MANNER THAT DEMONSTRATES MODERATION SO THAT EVERY RESOURCES CAN BE DIRECTED TOWARD THE PROGRAMS AND PROJECTS THAT ARE OF UTMOST IMPORTANCE TO OUR PROFESSION AND OUR ASSOCIATION.

THE NCRA BOARD WITH STAFF WILL CONTINUE TO EXPLORE AND IMPLEMENT NEW IDEAS THIS YEAR WITH THE GOAL OF ACHIEVING CONTINUED FINANCIAL SOUNDNESS IN OUR OPERATIONS AND AN ANTICIPATION OF LAUNCHING OUR NEW STRATEGIC PLAN.

THE BOARD TAKES OUR FIDUCIARY RESPONSIBILITY

SERIOUSLY, AND I ASSURE YOU WE ARE PROCEEDING IN 2021 WITH CAUTIOUS OPTIMISM FOR OUR FINANCIAL FUTURE.

IN CLOSING, AGAIN, THANK YOU TO THE FINANCE COMMITTEE AND THE ENTIRE NCRA BOARD AND STAFF TEAMS FOR YOUR HARD WORK THIS YEAR DURING THE PANDEMIC.

JOHN DRIPPS HAS METICULOUSLY REVIEWED THE FINANCIAL STATUS OF THE ASSOCIATION AT LEAST MONTHLY THIS PAST YEAR WITH THE FINANCE COMMITTEE ANSWERING ANY AND ALL QUESTIONS AND DETAILED EXPLANATIONS.

THIS HAS MADE ALL THE DIFFERENCE IN MEETING OUR FIDUCIARY RESPONSIBILITIES.

FINALLY, A SPECIAL THANK YOU TO OUR PRESIDENT, CHRISTINE PHIPPS, FOR ZEALOUSLY AND FEARLESSLY LEADING US THROUGH A PANDEMIC AND BEING INSTRUMENTAL DURING HER BOARD SERVICE TO ASSIST NCRA IN GETTING OUT OF THE RED AND BACK ON COURSE WITH ITS FINANCES. IT HAS BEEN AN HONOR TO SERVE AS YOUR SECRETARY-TREASURER FOR THESE PAST TWO YEARS, AND I LOOK FORWARD TO ANOTHER PROSPEROUS YEAR FOR NCRA.

THANK YOU.

[APPLAUSE]

>> CHRISTINE PHIPPS: THANK YOU, KRISTIN, FOR YOUR VALUABLE SERVICE THIS PAST YEAR AS SECRETARY-TREASURER OF NCRA.

AND THANKS ALSO TO NCRA'S VICE PRESIDENT OF FINANCE AND HUMAN RESOURCES, JOHN DRIPPS.

[APPLAUSE]

WITH THAT, IF YOU WOULD INDULGE ME, I JUST HAVE A FEW CLOSING REMARKS.

MY FIRST AND LAST APPEARANCE AS YOUR PRESIDENT.

I WOULD LIKE TO THANK YOU ALL FOR BEING HERE WITH US IN LAS VEGAS, THE GRAVAMEN OF

QUOTE/UNQUOTE "BEING HERE"

HAS NEVER BEFORE HAD SUCH PROFOUND MEANING, THAT MUCH IS CERTAIN. SERVING ON THE NCRA BOARD IS ABOUT FINDING THOSE PEOPLE IN OUR INDUSTRY THAT REPRESENT ALL OF OUR STAKEHOLDER GROUPS WHO HAVE IMMENSE KNOWLEDGE ABOUT THE SEGMENT AND VISION FOR EACH RESPECTIVELY AND COLLECTIVELY FOR NCRA AS A WHOLE.

I CAN DEFINITELY TELL YOU THAT AT NO TIME COULD I OR DID I ENVISION LEADING NCRA VIRTUALLY DURING A PANDEMIC.

WE WERE JUST FOUR MONTHS INTO THE PANDEMIC WHEN I TOOK THE REIGNS, AND WOULD HAVE NEVER PREDICTED THAT IT WOULD CONTINUE ON FOR YET ANOTHER YEAR; NOT SURE ANY OF THE WORLD'S VISIONARIES SAW THAT ONE COMING.

FROM THE MOMENT THE GAVEL WAS PASSED TO ME, I FELT -- I DON'T KNOW, IF YOU WOULD CALL IT A LEVEL OF STRESS OR THE WEIGHT OF MY PEERS ON MY CHEST -- TRY NOT TO -- BUT IT WAS TRULY PALPABLE.

AS TIME WENT ON, I ADJUSTED TO THE FEELING AND LEARNED TO MOVE THROUGH IT, KNOWING THAT I WOULD NEVER BE ABLE TO BREATHE DEEPLY AGAIN UNTIL I COMPLETED MY SERVICE.

IN 2016, I STOOD BEFORE YOU AT THAT BUSINESS MEETING, GAVE A SPEECH AND ASKED YOU TO HAVE FAITH IN MY ABILITY TO LEAD, AND SO I WAS ELECTED BY THE PEOPLE, BY YOU.

I WANT YOU TO KNOW THAT FROM THE MOMENT I WAS INSTALLED, EVERY DECISION, EVERY DEBATE, EVERY TIME I SPOKE I DID SO AS THOUGH EVERY MEMBER WERE STANDING ON MY SHOULDERS WATCHING, LISTENING.

I TOOK MY RESPONSIBILITY OF BEING ENTRUSTED WITH YOUR LIVELIHOODS TO HEART AND LEFT NO STONE UNTURNED IN FULFILLING MY DUTIES.

IT IS IMPORTANT TO ME THAT YOU KNOW THAT. TEAM NCRA WAS UNFETTERED BY THE PANDEMIC IN GETTING ALL OF THE WORK COMPLETED THAT WE INTENDED TO DO.

THIS PAST YEAR HAS AFFECTED PEOPLE ACROSS OUR NATION FINANCIALLY, PARTICULARLY SMALL BUSINESSES, ALL BUSINESSES, AND EVEN MORE SO NONPROFIT ASSOCIATIONS; YET WE HAVE LED NCRA INTO A THIRD YEAR OF PROFITABILITY.

THE DEVELOPMENT OF PROLINK AND JOB BLASTING HAS NOW FINALLY LAUNCHED AND IT WILL ALLOW US TO MORE EFFECTIVELY UTILIZE RESOURCES IN OUR INDUSTRY AND PROMOTE CERTIFICATIONS LIKE NEVER BEFORE, A TOOL THAT WILL BE ABLE TO BE TRULY MARKETED TO OUR CLIENTS, TO BAR ASSOCIATIONS ACROSS THE COUNTRY, A GAME CHANGER THAT WILL HAVE A LEGACY IMPACT.

MY OWN BUSINESS TEAM DEVELOPED A CERTIFICATION FOR REMOTE LITIGATION TO IDENTIFY LEVELS OF PROFICIENCY WITH THIS TECHNOLOGY.

WE HAVE TURNED THIS OVER TO NCRA AND FURTHER DEVELOPED FOR ROLLOUT TO NCRA MEMBERS SO THEY, TOO, CAN ACHIEVE A CERTIFICATE IN

REMOTE TECHNOLOGY AND FURTHER ENHANCE THEIR ABILITY TO MARKET THEMSELVES AS A PROFESSIONAL.

WE CREATED MENTAL HEALTH AWARENESS WEEK: RECOGNIZING THE STIGMAS PLAGUING OPEN DISCUSSIONS OF MENTAL HEALTH, IT WAS A TOPIC THAT FINALLY NEEDED TO BE OPENED, A NEED WHICH WAS ONLY FURTHER ENHANCED BY THE PANDEMIC AND THE TOLL IT HAS TAKEN ON ALL OF US.

LEADING WITH A FITNESS-FORWARD MODELING, HOPEFULLY, INSPIRED OTHERS TO MAKE PHYSICAL HEALTH PART OF THEIR WORK LIFE BALANCE.

PHYSICAL HEALTH IS PART OF OUR MENTAL HEALTH, IT IS ALL CONNECTED.

IN DEVELOPMENT OF OUR NEW STRATEGIC PLAN, WE DEVELOPED STAKEHOLDER GROUPS REPRESENTING OUR MARKET SEGMENTS, A PLAN DEVELOPED BY THE PEOPLE AND FOR THE PEOPLE.

THE SAME THING THAT DRIVES THE HEART OF AMERICA IS DRIVING THE HEART OF NCRA.

WE CHOSE TO ADDRESS DIVERSITY AND INCLUSION AS ONE OF OUR STAKEHOLDER GROUPS AND CREATE SPACE TO OPEN DISCUSSION DURING WHICH WE LISTENED AND ARE NOW TAKING NEXT STEPS TOWARDS A MORE INCLUSIVE TOMORROW.

WE, AS A TEAM, DID NOT HOLD A SINGLE EXECUTIVE COMMITTEE MEETING.

BECAUSE THE BOARD TEAM WAS WILLING TO COME TOGETHER WHENEVER DUTY CALLED, IT ALLOWED FOR US TO MAKE ALL DECISIONS AS A TEAM.

WE LED AS A UNITED FRONT.

THERE IS SO MUCH MORE TO BE PROUD OF OVER THIS YEAR.

ALL THE MEMBERS THAT STEPPED UP DURING SOME DOWNTIME TO GET CERTIFIED, WE CERTIFIED A RECORD NUMBER.

WE HAVE A RECORD NUMBER OF STUDENTS ATTENDING CONVENTION, MORE THAN WE HAVE SEEN IN OVER A DECADE, WHICH DEMONSTRATES OUR GRASSROOTS EFFORTS ARE WORKING.

CAREER LAUNCHER IS OFF THE GROUND AND WILL ALLOW FOR QUICKER CAREER ONBOARDING OF NEW PROFESSIONALS.

YOU MAY REMEMBER MY SPEECH WHEN I TOOK OFFICE WAS BASED ON FOCUS ON WHAT YOU CAN CONTROL AND WHAT YOU CAN CHANGE.

I BELIEVE ALL OF US DID JUST THAT AND IS THE REASON WE HAVE COME OUT OF THIS PANDEMIC STRONGER AND BETTER THAN WHEN IT BEGAN.

I WANT YOU TO KNOW THAT IT HAS BEEN A TRUE HONOR TO SERVE ALL OF YOU.

[APPLAUSE]

THANK YOU FOR THE FAITH AND TRUST THROUGHOUT THIS YEAR, THE WONDERFUL MESSAGES, IT IS A BLESSING I WILL CHERISH FOR THE REST OF MY DAYS.

I ALSO WANT TO THANK DAVE, THE BOARD TEAM, AND THE STAFF TEAM FOR THEIR LEADERSHIP, FOR THEIR SUPPORT, AND FOR THE SACRIFICES THEY HAVE MADE IN SERVICE TO OUR NCRA.

I JUST HAVE JUST ONE CLOSING NOTE.

REMEMBER THAT THIS IS OUR HOME, OUR NCRA.

I THINK OF IT IS A NATION THAT EVERY STENOGRAPHIC MUST BE A PART OF; NO IFS, ANDS, OR BUTS BECAUSE IT IS OUR NCRA THAT HAS WATCHED OVER AND PROTECTED US AND ENHANCED OUR CAREERS FOR WELL OVER 100 YEARS AND THAT WILL ONLY CONTINUE BY STRENGTHENING OUR RANKS.

WE ARE GOING TO DISAGREE SOMETIMES ABOUT ACTIONS TAKEN, POLITICS, AND NOW WE BEGIN AN ERA OF CANCEL CULTURE, BUT I AM TELLING YOU NO ONE MUST EVER WALK AWAY, DOING SO IS GIVING UP YOUR VOICE IN YOUR OWN CAREER, A FREEDOM AND FUNDAMENTAL RIGHT THAT PEOPLE HAVE FOUGHT FOR AND SACRIFICED THEIR LIVES, DO NOT EVER TAKE THAT FOR GRANTED.

NEVER DOUBT THAT A SMALL GROUP OF THOUGHTFUL, COMMITTED MEMBERS CAN CHANGE THE WORLD; INDEED, IT'S THE ONLY THING THAT EVER HAS.

THANK YOU.

[APPLAUSE]

[CHEERS AND APPLAUSE]

>> DAVE: IT IS MY PLEASURE TO PRESENT YOU WITH THIS FLAG, WHICH WAS FLOWN FOR YOUR HONOR OVER THE UNITED STATES CAPITOL BY YOUR SENATOR, MARCO RUBIO. I WANT TO SAY BEFORE YOU SIT DOWN, I'VE HAD THE PLEASURE OF WORKING WITH MOST OF YOU AND GREAT PRESIDENTS AND GREAT LEADERS.

I TRULY BELIEVE THAT FATE COME IN AND YOU WERE THE RIGHT PERSON AT THE RIGHT TIME TO DO THE RIGHT THING.

WHILE IT WAS A VERY TOUGH YEAR FOR YOU, YOU WERE WHAT WE NEEDED.

[APPLAUSE]

ALL RIGHT.

WELL, THAT WAS AWESOME.

THANK YOU VERY MUCH.

OVER THE PAST YEAR, NCRA HAS BEEN TASKED WITH COMING UP WITH OUR NEW STRATEGIC PLAN. AND ANYBODY WHO HAS BEEN INVOLVED IN THE PROCESS KNOWS IT LIKE GOING TO THE DENTIST, IT'S NEVER FUN.

THE BOARD HAS DECIDED, IN DECEMBER, TO GET TOGETHER AND KIND OF THINK OF A DIFFERENT WAY TO DO OUR STRATEGIC PLANNING PROCESS. I'VE DONE, PROBABLY, 24 STRATEGIC PLANS FOR DIFFERENT GROUPS, COURT REPORTERS AND OTHER GROUPS, OVER THE PAST FIVE YEARS.

AND THE BOARD HAD TRUSTED ME TO PUT SOMETHING TOGETHER THAT IS DIFFERENT FROM THE PAST.

FOR THOSE THAT HAVE BEEN THROUGH A STRATEGIC PLANNING PROCESS, YOU KNOW, YOU BRING IN SOME CONSULTANT AND PAY THEM 10 OR 20 GRAND, WHATEVER IT IS, AND THEY PUT TOGETHER A NICE FLUFFY DOCUMENT, THAT QUITE FRANKLY, SERVES A A GREAT PAPERWEIGHT AND NEVER GETS IMPLEMENTED.

THIS BOARD WAS DETERMINED TO ACTUALLY HAVE SOMETHING THAT WE WORK WITH AND HAS MERIT. THIS PLAN THAT WE PUT TOGETHER -- AND I'LL GO INTO IT IN A MINUTE -- BUT THIS PLAN WE PUT TOGETHER WAS DONE BY THE PEOPLE, BY OUR MEMBERS, OF THE MEMBERS, AND FOR THE MEMBERS.

THIS PLAN IS GOING TO BE OUR GUIDE POST FOR THE NEXT THREE YEARS.

I'M GOING TO GO THROUGH THE PROCESS BECAUSE I THINK IT IS IMPORTANT.

WE HAD, AS WE'RE GOING TO BUILD ON OUR FUTURE, WE HAD THE FOLLOWING PEOPLE DONATE THEIR TIME, WE BASICALLY BROKE UP THE STRATEGIC PLAN IN SIX DIFFERENT STAKEHOLDER GROUPS, SEGMENTS OF OUR MARKET.

HERE ARE THE STAKEHOLDER GROUPS.

IF YOU ARE HERE I ASK YOU TO STAND TO A QUICK SECOND.

THE FREELANCER GROUP HAD ALL OF THESE LIAISONS AND STAFF MEMBERS INCLUDED.

THE LIAISONS WERE SUPPOSED TO BE A FLY ON THE WALL AND THERE.

THE EFFICIENT STAKEHOLDER GROUPS ARE THERE AS WELL.

THESE ARE THE CAPTIONER STAKEHOLDER GROUPS. THESE PEOPLE STARTED TO PUT TOGETHER THEIR OWN STRATEGIC PLAN AND WE ASKED THEM TO WORK

WITHIN THE CONFINES HERE.
WE INCLUDED A CLVA STAKEHOLDER GROUP.
A FIRM HOLDERS STAKEHOLDER GROUP.
AND FINALLY, A SCHOOL STAKEHOLDER GROUP.
THESE SIX STAKEHOLDER GROUPS WERE GIVEN A
TASK AND THIS WAS OUR TIMELINE FOR CREATING
THE 2021 TO 2024 STRATEGIC PLAN.
AS YOU CAN TELL, THERE'S MULTIPLE STAGES IN
THIS AND IT TOOK ALL OF THE SIX MONTHS THAT
WE STARTED TO GET THIS DONE.
IN STAGE 1 OF OUR STRATEGIC PLANNING THIS IS
WHAT WE DID, WE ESTABLISHED A STAKEHOLDER
GROUPS.
WE PROVIDED THE STAKEHOLDER GROUPS WITH
PREVIOUS BUSINESS PLANS, MEMBER PLANS, AND
WEEKLY "JCR" QUESTIONS WE COMPILED OVER THE
YEARS.
WE GAVE ALL OF THAT INFORMATION TO
VOLUNTEERS THAT LITERALLY COMBED OVER THAT
AND PICK OUT THREADS IMPORTANT TO THEIR
INDIVIDUAL STAKEHOLDER GROUPS.
IN FEBRUARY WE CONDUCT ADD S.W.A.T. ANALYSIS
FOR STRENGTH WEAKNESSES AND THREATS FOR EACH
INDIVIDUAL GROUPS.
THAT WAS REALLY TELLING.
BECAUSE YOU HAVE TO LOOK INSIDE OF YOUR OWN
SEGMENT TO SAY, WHERE ARE WE STRONG?
WHERE ARE WE WEAK?
WHAT IS OUR BIGGEST CHALLENGES?
AND WHAT ARE OUR BIGGEST OPPORTUNITIES?
THIS WAS AN EXAMPLE OF THE CLVS, WHAT CLVS
CAME UP WITH FOR THEIR S.W.A.T. ANALYSIS.
I JUST PUT THIS UP THERE FOR AN EXAMPLE.
ALL SIX GROUPS HAD THE SAME TYPE OF PROCESS.
BY MID-MARCH, WE STARTED WITH THE S.W.A.T.
ANALYSIS AND THE GROUPS GOT TOGETHER, THEY
BASICALLY GOT TOGETHER EVERY MONTH ON CALLS
AND THEY HAD THEIR OWN LISTSERVS AND
COMMUNICATE ABOUT WHAT IS IMPORTANT?
WHAT IS IMPORTANT TO US?
WHAT CAN WE PUT IN THE STRATEGIC PLAN?
BECAUSE WITH SIX STAKEHOLDER GROUPS YOU
CAN'T HAVE ANYTHING, YOU KNOW, BECAUSE
THAT'S A TREMENDOUS PLAN WE COULD NEVER
IMPLEMENT.
THEY STARTED TO LOOK AT WHAT ARE THE MOST
IMPORTANT THINGS TO THESE INDIVIDUAL
SEGMENTS?
IN MAY, WE GOT TOGETHER AGAIN AND WE STARTED
CREATING THE STAKEHOLDER GROUP STARTED TO

PUT TOGETHER THE TOP PRIORITIES.
WHAT'S THE MOST IMPORTANT THING FOR OUR
SEGMENT?
WHAT CAN WE PRESENT TO THE BOARD FOR
ADOPTION?
AND IN THAT, WE, THEN, IDENTIFIED THAT WE
CAN'T DO IT ALL.
SO THERE NEEDS TO BE SOME BENCHMARKS, NEEDS
TO BE SOME WAY OF ANALYZING WHAT IS THE MOST
IMPORTANT THING?
AND WE STARTED TO PUT A NUMBER SYSTEM NEXT
TO THAT.
WE CREATED SOMETHING CALLED A PRIORITY
FUNNEL.
SO, BASICALLY, AND I'M GOING TO SHOW THAT TO
YOU IN ONE SECOND, WAS WE PUT EVERY PROGRAM
AND EVERY IDEA THROUGH THIS FUNNEL.
TO SEE WHAT THE VALUE WAS OF IT COMING OUT
AND WOULD IT MAKE THE FINAL CUT?
THE STAKEHOLDER GROUPS, THEN, DISCUSSED NOT
ONLY THE PRIORITIES, BUT THE TACTICS TO HOW
TO IMPLEMENT THIS.
IT IS GREAT, YOU KNOW, PEOPLE SAY, STRATEGY
AND TACTICS ARE KIND OF THE SAME.
THEY'RE NOT.
THE STRATEGY IS OVERARCHING THING THE
STRATEGY IS HOW YOU MAKE IT HAPPEN.
AT THE SAME TIME THE NCRA STAFF WENT THROUGH
AN EXHAUSTIVE PROCESS OF ANALYZING EVERY
PROGRAM AND PROJECT THAT WE HAVE.
AND PUT IT THROUGH THE SAME RUBRIC AND THE
SAME FUNNEL.
I'M GOING TO SHOW YOU WHAT THAT LOOKS LIKE
IN A SECOND.
AND FINALLY, FROM THE STAKEHOLDER GROUPS,
THEY BEGAN DRAFTING THEIR FINAL PRIORITIES
TO BE SENT TO THE NCRA BOARD.
THIS IS WHAT THE STRATEGIC FUNNEL THAT I
CREATED LOOKED LIKE.
AS YOU CAN TELL, THESE ARE THE THINGS, THE
GOODWILL FACTOR.
WHAT'S THE POTENTIAL REVENUE IN VOLUNTEERS
NEEDED TO IMPLEMENT IT?
IS IT MISSION CRITICAL?
I'M GOING TO GIVE YOU AN EXAMPLE REAL QUICK
IN A SECOND.
STAFF HOURS NEEDED TO IMPLEMENT THAT
PRIORITY.
WHAT IS THE BUDGET IMPACT?
AND DOES IT MEET THE MEMBER NEEDS?

MISSION CRITICAL: WE HAD ONE -- ONE --
COUPLE YEARS AGO, A GROUP OF FOLKS SAID WE
NEED TO HAVE AN NCRA STORE.

AND IT WAS TASKED TO STAFF AND THE NCRA
STORE TOOK HUNDREDS OF HOURS TO PUT
TOGETHER.

WE GOT ABOUT \$400 FROM MERCH IN ROYALTIES.
THAT WAS NOT A COST BENEFIT FOR US.

SO WHAT WE DID WAS, WE RAN ALL OF OUR
PROJECTS THROUGH THIS FUNNEL.

AND THIS IS KIND OF WHAT WE CAME UP, WE CAME
UP WITH NUMBERS THAT SAYS, OKAY, LET'S LOOK
AT LINE 9 THERE, MEETINGS.

THE NCRA CONVENTION & EXPO THIS IS WHERE
THEY CAME UP WITH, ON THE RIGHT-HAND SIDE
YOU WILL SEE THE FINAL NUMBER OF 17.

WE, BASICALLY, SAID IF SOMETHING DOESN'T GET
THROUGH THIS LEVEL, NCRA NEEDS TO TAKE A
REAL HARD LOOK AT IT TO SEE IF THIS IS
IMPORTANT TO IS OR IT IS A NICE-TO-HAVE.
YOU KNOW?

EVERY PROJECT THAT WE'RE GOING TO HAVE,
SOMEBODY IS GOING TO FIND VALUE IN IT.
AT SOME POINT IN TIME YOU NEED TO START
PRIORITIZING IT SO YOU ARE CAPITALLINGIZING
ON YOUR HUMAN RESOURCES AND TIME.
THIS IS WHAT WE DID FROM THE STAFF
PERSPECTIVE AND THEN WE PRESENTED TO THE
BOARD.

IT'S KIND OF FUNNY, BECAUSE EVERYBODY HAS
THEIR SPECIAL INTEREST, LET'S JUST CALL
THEM, THAT THEY LOBBIED FOR. BUT WHEN YOU
REALLY BREAK IT DOWN AND YOU LOOK AT THIS
FROM A VERY OBJECTIVE VIEW, WHAT YOU, THEN,
SEE, IS YOU SEE THE REAL NUMBERS OF WHAT IT
REALLY TAKES.

SO THIS IS GOING TO HELP US DECIDE WHAT
STAYS AND WHAT GOES IN THE FUTURE.
BECAUSE, QUITE FRANKLY, WE CANNOT HAVE IT
ALL.

WE DON'T HAVE A STAFF OF 60.

WE DON'T HAVE HUNDREDS OF VOLUNTEERS THAT
CAN IMPLEMENT THESE THINGS.

SO THIS FUNNEL, WHICH IS INTERESTING,
BECAUSE IN THE ASSOCIATION WORLD THERE'S A
COUPLE OF DIFFERENT DIAGRAMS, ONE WAS A --
SORRY, KIM, I'M GOING FAST, I KNOW -- BUT,
BUT NOBODY HAS EVER LOOKED AT EACH PROJECT
AN ASSOCIATION DOES AND WHAT DOES THAT COST?
WHAT ARE THE REAL COSTS ON THAT?

HUMAN AND FINANCIAL?
BUT WE CREATED THIS.
I THINK IT IS A REALLY GREAT ONE.
IF I DO SAY SO MYSELF.
THEN, IN JUNE, WE FINALIZED A STRATEGIC
PLAN.
THE BOARD TOOK TIME TO IDENTIFY ALL OF THE
PRIORITIES.
WE TOOK ALL OF THE IDEAS THAT CAME FROM EACH
STAKEHOLDER GROUP, SOME STAKEHOLDER GROUPS
GAVE US 10 PRIORITIES; SOME GAVE US 6, BUT
WE COULDN'T TAKE ALL OF THEM.
WE ASKED THE STAKEHOLDER GROUPS TO, THEN, GO
AND PRIORITIZE THEM, IN THEIR STAKEHOLDER
GROUPS.
THEY WERE THEN SENT TO NCRA'S BOARD TO
REVIEW THEM.
WE WENT BACK TO THE STAKEHOLDER GROUPS WHEN
WE HAD QUESTIONS AND SAID, WHAT DOES THIS
MEAN?
AND THEN, WE HAD THEM CREATE, WHETHER SHOULD
THIS BE IMPLEMENTED?
IN JUNE, THE BOARD GOT TOGETHER AND WE VOTED
ON THE WHOLE BLOC OF STRATEGIC PRIORITIES.
WHAT CAME OUT OF THAT IS IN YOUR SEAT, YOU
WILL SEE THIS NICE LITTLE GLOSSY SHEET HERE.
THIS IS KIND OF THE ONE-PAGER OF THE
STRATEGIC PLAN PRIORITIES WE WORKED ON.
THE BOARD VOTED ON IT.
WE GOT A FINAL VOTE AND JUST GOT THE FINAL.
OUR JOB WAS TO PRESENT AT THE CONVENTION.
I'M GOING TO DO IT IN ONE HOT SECOND.
BUT I WANTED TO ILLUSTRATE THE PROCESS TO
YOU, BECAUSE THIS PROCESS IS ONE OF THE MOST
ROBUST PROCESSES THAT I'VE SEEN IN ANY
ASSOCIATION, DOING ANY STRATEGIC PLANNING.
THIS IS NOT A WEEKEND GET AWAY, NOT A LET'S
FEEL GOOD ABOUT THIS, BUT THIS WAS HARD,
HARD WORK BY THE VOLUNTEERS.
I'M PROUD TO SAY IT'S AMAZING AND I THANK
THEM BECAUSE THEY DID ALL OF THE WORK.
THIS IS THE FIRST STRATEGIC PLAN WE HAD THIS
MUCH IMPACT AND INPUT COMING FROM THE
MEMBERS.
THIS IS THEIR PLAN.
THIS ISN'T THE BOARD'S PLAN.
THIS IS THE MEMBERS' PLAN.
WHAT WE WANT TO DO IS CELEBRATE THAT AND WE'RE
GOING TO START IMPLEMENTING IT IMMEDIATELY.
SO IN THE DIFFERENT STAKEHOLDER GROUPS FOR

THE FREELANCERS WE STATED WE WANTED TO INCREASE PUBLIC OUTREACH TO HIGHLIGHT THE PROFESSION.

OF COURSE, ALL OF THESE WILL HAVE TACTICS AND TIMELINES AND BUDGETS PUT BEHIND THEM, I DIDN'T WANT TO BORE YOU WITH THAT MINUTIA. I MAY BE BORING YOU WITH THIS MINUTIA, I'M NOT SURE.

WE WANTED TO TEST THE ONLINE TESTING PLATFORM TO SEE IF IT NEEDED OUR NEEDS.

>> [INAUDIBLE].

>> I THINK YOU DID, TAMI.

>> SERVICE ANNOUNCEMENT.

>> PUBLIC SERVICE ANNOUNCEMENT.

MAKE SURE YOU MAKE YOUR ANGEL DONATION.

>> WHOO-HOO.

>> WE WANTED TO SUPPORT AWARENESS AND EDUCATION.

THAT COMES IN A VARIETY OF WAYS.

WHAT'S OUT THERE?

WE NEED TO KNOW AND WE NEED TO PROVIDE THE MEMBERS WITH THE INFORMATION.

WE MOVED INTO THE OFFICIAL STAKEHOLDER GROUPS, THE TOP THREE HAKIM FROM THE OFFICIALS, CREATING TOOL -- THREE CAME FROM THE OFFICIALS, CREATING TOOLS TO ADDRESS THE OFFICIALS, ACROSS THE BOARD, NOT JUST OFFICIALS.

CREATE A REPOSITORY OF BEST PRACTICES.

IT'S INTERESTING, IN 23 YEARS OF WORKING WITH YOU GUYS WE HAVE ALL OF THIS KNOWLEDGE BUT WE NEVER CAPTURED IT IN ONE SPOT AND SAID, WHAT'S THE BEST PRACTICE FOR THIS GROUP?

WHAT'S THE BEST PRACTICE FROM THAT GROUP?

THERE'S A LOT WE CAN LEARN FROM THAT.

ANALYZE RECORDKEEPING METHODS AND GENERATE BEST PRACTICES FOR ALL DECISION MAKERS.

IF YOU'RE AN ADMINISTRATOR OR JUDGE OR A.O.C., WHATEVER, WE NEED TO BE ABLE TO PROVIDE THEM WITH HARD DATA ABOUT WHY THE STENOGRAPHIC RECORD IS THE GOLD STANDARD AND SOMETHING WE SHOULD FIGHT FOR.

[APPLAUSE]

FOR THE CAPTIONING COMMUNITY, THEIR BIGGEST PRIORITY AND OUR BIGGEST PRIORITY WAS ADVOCATING FOR INCREASED CAPTION QUALITY. WE'VE ALL SEEN SOME OF THE STUFF THAT HAPPENS WITH ASR AND GENERATED STUFF THAT ISN'T DONE BY A CAPTION EVER.

OUR JOB IS TO GET OUT THERE AND REMIND PEOPLE THAT WE ARE THAT BEST FORM OF TAKING THAT.

WE NEEDED TO REVITALIZE STRATEGIC PARTNERSHIPS FOR THE CAPTIONING COMMUNITY. THAT'S THE DEAF AND HARD OF HEARING GROUPS DISABILITY GROUPS, ALL OF THESE GROUPS THAT KIND OF HAVE BEEN PUSHED ASIDE A BIT AND WE WANTED TO REVITALIZE THAT.

REDEFINE AND PROMOTE THE ROLE OF THE PROFESSIONAL CAPTIONER.

WE'LL ANNOUNCE SOMETHING TOMORROW AT THE PREMIERE SESSION I THINK ALL OF YOU WILL BE VERY EXCITED AND HAPPY FOR ON THAT.

FIRM OWNERS.

WE ASKED THE FIRM OWNERS WHAT DO THEY NEED? CAME UP WITH PROMOTING STENOGRAPHIC OVER DIGITAL REPORTING OR ASR.

CREATING TOOLS TO ADDRESS THE SHORTAGE OF COURT REPORTERS.

ONCE AGAIN, A COMMON THEME HERE.

RETOOL AND RELAUNCH NCRA BUSINESS SUMMIT. THE BUSINESS SUMMIT IS A GREAT THING.

WE CAN'T LET IT GET STILL.

IT HAS TO PROVIDE GOOD DATA, HAS TO PROVIDE GOOD RESOURCES FOR THE FIRM OWNERS SO THAT THEY CAN COMPETE AT ALL LEVELS.

FOR CLVS, CLVS WE ARE VERY INTERESTING IN MAKING SURE WE EDUCATE ATTORNEYS, PARALEGALS, AND JUDGES ABOUT USING A CLVS. NOT JUST VIDEO, A CLVS.

NEED TO REVAMP AND REVITALIZE THE TRIAL PRESENTATION PROGRAM; GREAT PROGRAMMING THAT NEEDS TWEAKING HANDS-ON TESTING IN DIFFERENT AREAS, NOT JUST NCRA, BUT LOOK AND IS IT VIABLE FOR CONFERENCES OR REGIONALLY?

FINALLY, THE SCHOOLS.

WE HAD ALL DIFFERENT LEVELS OF SCHOOLS INVESTED IN THIS, IT WAS FABULOUS.

WE WANTED TO ENHANCE NCRA'S A-Z PROGRAM AND ALSO DEVELOP SPECIFIC MARKETING TOOLS FOR COURT REPORTING SCHOOLS TO USE FOR RECRUITMENT.

IF YOU HAVE NOT SEEN THE CAREER LAUNCHER VIDEO, I STRONGLY SUGGEST YOU DO, BECAUSE THAT IS SOMETHING OUR SCHOOLS SHOULD BE SHOWING TO ALL OF THE YOUNG PROFESSIONALS WHEN THEY'RE STARTING OUT.

IT'S FABULOUS.

WE NEED MORE STUFF LIKE THAT.

WE NEED MORE STUFF THAT SCHOOLS CAN GO OUT
AND RECRUIT PEOPLE INTO THIS PROFESSION.
AND NCRA NEEDS TO LEAD ON THAT.
SO, WITH EVERYTHING THAT WE SHOWED YOU, WE,
THEN, BROKE IT UP INTO FOUR DIFFERENT AREAS.
SO ALL OF THOSE LITTLE PRIORITIES, THESE
FOUR DIFFERENT AREAS, YOU CAN SEE IN THE
PARENS WHICH GROUP THIS IS COMING FROM.
FOCUS ON PUBLIC RELATIONS AND MARKETING
EDUCATION AND PROFESSIONAL DEVELOPMENT
ADVOCACY OF COURSE WHICH I LOVE AND TARGETED
PROGRAM INITIATIVES.

ONE OF THE THINGS CHRISTINE MENTIONED IN HER
SPEECH WAS SOMETHING THAT THE BOARD IS
COMMITTED TO, WE HAD A VERY LONG DISCUSSION
ABOUT THIS YESTERDAY, IS THAT IT IS CALLED
D.E. & I., DIVERSITY, EQUALITY AND
INCLUSION.

THAT IS HELPING TO BRING DIFFERENT PEOPLE
INTO OUR SOCIETY THAT MANY HAVE NOT BEEN
INVITED IN PREVIOUSLY, OR NOT WELCOMED AS
MUCH AS WE CAN.

SO DIVERSITY IS SOMETHING THAT IS GOING TO
BE ONE OF THE CORNERSTONES TO OUR STRATEGIC
PLAN.

BECAUSE WE WANT EVERYBODY TO FEEL WELCOME AT
OUR HOME.

SO THIS IS KIND OF WHERE THE NEXT THREE
YEARS THE BOARD OF DIRECTORS WILL BE
FOCUSING THEIR EFFORTS.

AND ANYBODY WHO SERVED ON A BOARD KNOWS THAT
EVERYBODY COMES UP WITH A GREAT IDEA HERE OR
THERE, AND AT -- WELL, WE CAN JUST DO THIS,
LET'S JUST DO THE STORE.

LET'S JUST DO THIS, LET'S DO THIS OTHER
THING.

I KNOW, CHRIS, SORRY.

WE NEED TO MAKE SURE THAT WE ARE FOCUSED ON
THIS AND THE BOARD IS GOING TO FOCUS ON THIS
AT EVERY BOARD MEETING.

THIS IS THE IMPLEMENTATION OF IT.

EVERY BOARD MEETING IS GOING TO HAVE UPDATES
ON THOSE ACTION ITEMS.

REPORTS, WE'RE GOING TO ADJUST TIMEFRAMES
AND PUT NEW IDEAS AND ACTION ITEMS HAVE TO
BE FILTERED THROUGH THE PRIORITY FUNNEL.

BECAUSE IF IT DOESN'T MEET A CERTAIN
THRESHOLD WE SHOULDN'T FOCUS ON IT, WE
SHOULD FOCUS ON THE THINGS THE MEMBERS NEEDS
AND WANT NOT THE NICE TO HAVE.

STRATEGIC PLAN SHOULD BE FLEXIBLE.
WHO COULD HAVE PREDICTED THE PANDEMIC?
WE NEED TO MAKE SURE THIS IS A DOCUMENT, NOT
A PAPERWEIGHT AND THIS IS THE DIRECTION NCRA
IS GOING ON.
I WANT TO THANK THE BOARD AND BOARD MEMBERS
ONCE AGAIN THAT VOLUNTEERED THEIR TIME.
THIS WAS A SIX-MONTH PROJECT, NOT A WEEKEND.
THESE FOLKS GAVE UP THEIR TIME AND THEIR
GRAY MATTER TO MAKE THIS ORGANIZATION
BETTER.
I THANK YOU AND LOOK FORWARD TO IMPLEMENTING
THIS.
I THINK IT WILL BE GREAT FOR NCRA GOING
FORWARD.
THANKS.

[APPLAUSE]

>> CHRISTINE PHIPPS: THANK YOU, DAVE.
IS YOUR MICROPHONE ON?

>> DEBBIE DIBBLE: MADAM PRESIDENT, THE
CREDENTIALS COMMITTEE REPORTS THAT THERE ARE
83 VOTING MEMBERS REGISTERED FOR THE
BUSINESS MEETING.

BY DIRECTION OF THE CREDENTIALS COMMITTEE, I
MOVE THE ADOPTION OF THE CREDENTIALS
COMMITTEE REPORT.

>> CHRISTINE PHIPPS: AND I WOULD LIKE TO
ADOPT THE REPORT BY UNANIMOUS CONSENT.
IS THERE ANYONE OPPOSED TO ADOPTION?
OF THE REPORT?

>> DEBBIE DIBBLE: THANK YOU, IT WILL PASS
THROUGH UNANIMOUS CONSENT.

AND AS A GOOD COURT REPORTER, I WOULD LIKE
TO JUST MAKE SURE THAT OUR CAPTIONER IS
OKAY.

TO CONTINUE ON?

OKAY.

JUST RAISE YOUR HAND IF YOU WANT TO TAKE A
BREAK AND HOPEFULLY WE'LL BE ABLE TO TAKE
CARE OF THE REST OF OUR AGENDA JUDICIOUSLY.
THE CHAIR CALLS UPON THE ELECTION COMMITTEE
CHAIR TO REPORT THE RESULTS OF THE VOTE TO
FILL THE TWO-YEAR VACANCY FOR DIRECTOR.
THE ELECTION COMMITTEE'S CHAIR READS THE
TELLER'S REPORT -- OH, NEVER MIND.

[LAUGHTER]

>> THE NUMBER OF VOTES CAST WAS 81,
NECESSARY FOR ELECTION, 25.

>> CHRISTINE PHIPPS: OKAY.

>> I'M GOING TO START ALL OVER AGAIN.

THE NUMBER OF VOTES CAST WAS 81.
THE NECESSARY FOR ELECTION WAS 25.
YOLANDA RECEIVED THE MAJORITY OF 43.
[APPLAUSE]

>> CHRISTINE PHIPPS: CONGRATULATIONS
YOLANDA WALTON.
YOU WILL FILL THE TWO-YEAR DIRECTOR TERM.
I JUST NEEDED TO VERIFY THE MAJORITY NEEDED
TO BE 41, YOU SAID.
BUT SHE -- YOLANDA WINS THE SEAT.
[APPLAUSE]
AT REGISTRATION YOU WERE GIVEN COLORED
VOTING CARDS.
PLEASE GET OUT YOUR GREEN CARD AT THIS
TIME -- EXCUSE ME?
OH, NO.
WE DON'T HAVE TO DO -- SORRY, EXCUSE ME.
[LAUGHTER]
OKAY.
THE NEXT BUSINESS IN ORDER IS CONSIDERATION
OF THE PROPOSED BYLAW AMENDMENTS.
YOU CAN VIEW THE PROPOSED BYLAWS AMENDMENTS
ON THE NCRA APP.
SINCE THE AMENDMENTS HAVE BEEN PROVIDED TO
THE MEMBERS PREVIOUSLY, IF THERE IS NO
OBJECTION, NEITHER THE BYLAWS COMMITTEE
CHAIR NOR THE CHAIR WILL READ THEM IN THEIR
ENTIRETY.
HOWEVER, WE WILL SHOW PORTIONS OF THE
PROPOSALS ON THE SCREEN.
MEMBERS WHO WISH TO DISCUSS THE PROPOSED
BYLAWS AMENDMENTS WILL APPROACH THE AISLE
MICROPHONE.
WHEN RECOGNIZED BY THE CHAIR, IDENTIFY
YOURSELF BY NAME, CITY, AND STATE.
ACCORDING TO OUR BYLAWS AND THE RULES FOR
THIS COMMITTEE, THE FINAL VOTING ON BYLAW
AMENDMENTS SHALL TAKE PLACE ELECTRONICALLY,
ON A SECURE ONLINE WEBSITE.
THE VOTING SHALL OPEN WITHIN TWO HOURS AFTER
THE CLOSE OF THE MEETING AND SHALL REMAIN
OPEN FOR 24 HOURS.
THE ANNOUNCEMENT OF THE RESULTS WILL BE
PLACED ON THE NCRA WEBSITE.
AT THE END OF THIS MEETING, THE CHAIR WILL
GIVE YOU INSTRUCTIONS FOR VOTING.
TAMI KEENAN, CHAIR OF THE CONSTITUTION AND
BYLAWS COMMITTEE, WILL PRESENT THE BYLAWS
AMENDMENTS.

THE CHAIR NOW RECOGNIZES TAMI KEENAN.

[APPLAUSE]

>> TAMI: BYLAWS AMENDMENT NUMBER ONE,
BYLAWS OF THE ACADEMY OF PROFESSIONAL
REPORTERS.

I WILL READ THE RATIONALE AS SUBMITTED.

"IT IS IMPORTANT FOR THOSE MEMBERS WHO HOLD
THE FAPR DESIGNATION TO HAVE WELL-ROUNDED
EXPERIENCES IN THE COURT REPORTING FIELD,
BUT ALSO TO HAVE EXTENSIVE EXPERIENCE WITHIN
NCRA.

WHILE PARTICIPATION IN ONE'S STATE IS
ENCOURAGED AND WEIGHS POSITIVELY ON A
CANDIDATE, THIS DESIGNATION IS BEING
BESTOWED UPON A MEMBER FROM THE NATIONAL
COURT REPORTERS ASSOCIATION.

IT IS THE HIGHEST RECOGNITION A RECIPIENT
CAN RECEIVE FOR THEIR CONTRIBUTIONS TO THE
PROFESSION THROUGH THEIR SERVICE WITHIN
NCRA, SO THE GREATEST WEIGHT IS GIVEN TO
THEIR NCRA PARTICIPATION."

>> CHRISTINE PHIPPS: THE QUESTION IS ON THE
ADOPTION OF BYLAWS AMENDMENT #1: FELLOWS OF
THE ACADEMY OF THE PROFESSIONAL REPORTERS,
AS SHOWN ON THE SCREEN.

THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN
THE APP.

ARTICLE 10, THE ACADEMY OF PROFESSIONAL
REPORTERS AND COUNCIL OF THE ACADEMY OF
PROFESSIONAL REPORTERS, SECTION 2, FELLOWS,
SUBSECTION (A).

THE MAKERS OF THE MOTION HAVE THE PRIVILEGE
OF SPEAKING FIRST.

IS THERE ANY DISCUSSION?

SINCE WE'RE AMENDING THE NCRA BYLAWS, THE .

>> EXCUSE ME, I HAVE A COMMENT, NOT THE
MAKER.

>> CHRISTINE PHIPPS: OKAY, PLEASE, YOUR
NAME, CITY, STATE.

>> MELANIE HUMPHREY-SONNTAG, CHEYENNE,
WYOMING, HEEE-HAW.

I SPEAK IN OPPOSITION TO THIS AMENDMENT.

I FEEL THAT 15 YEARS IS EXTREMELY LONG
COMPARED TO 10.

MANY OF OUR MEMBERS WHO DEDICATE SELFLESS
HOURS TO VOLUNTEER SERVICE MAY HAVE OTHER
THINGS GOING ON IN THEIR LIVES.

I THINK IT IS CONFUSING, THE PART THAT TALKS
ABOUT A CONTINUOUS REGISTERED MEMBER.

I HAVE NO IDEA WHAT THAT IS.

IT IS NOT DEFINED.
THE SECOND PART ABOUT CHANGING ENHANCEMENT
FROM WELFARE IS FINE.
I'M VERY CONCERNED ABOUT THE PART THAT SAYS,
A MINIMUM OF THREE NCRA COMMITTEES WITHIN
THE LAST 15 YEARS.
MANY, MANY VOLUNTEERS HAVE SERVED AS
QUALIFIED GRADERS, AS CHIEF EXAMINERS, AS
LEADERS OF STENO A-Z COURSES.
THOSE AREN'T COMMITTEES.
THEY WOULDN'T EVEN COUNT TOWARD SOMEONE'S
QUALIFICATIONS TO BE A FELLOW.
I THINK, NUMBER -- I BELIEVE THAT THIS
AMENDMENT SHOULD BE DEFEATED.
THANK YOU.

>> CHRISTINE PHIPPS: IS THERE ANY FURTHER
DISCUSSION?
>> I'M BRUCE MATTHEWS, FROM CLEVELAND, OHIO.
I RISE TO SPEAK IN OPPOSITION OF THIS
AMENDMENT.
SOME PEOPLE DON'T LIKE WHEN MEN TALK ABOUT
THIS SUBJECT, BUT WHO CARES?
I'M RETIRED!
[LAUGHTER]
SUPPOSE WE CONSIDER THAT WE'RE AT LEAST 97%
WOMEN.
AND SUPPOSE WE CONSIDER MANY YOUNG STUDENTS
GETTING OUT OF SCHOOL, 97%, AT LEAST, WHO
ARE WOMEN, AND THEY GET INVOLVED WITH THEIR
ASSOCIATION RIGHT OFF THE BAT AND THEY DO
MANY GOOD THINGS AND SERVE ON COMMITTEES AND
MANY OTHER THINGS.
AND THEN, THEY GET IN THEIR 30S AND THEY
DECIDE, MAN, I THINK IT IS TIME FOR ME TO
HAVE A FAMILY.
AND I SPEAK WITH A LOT OF KNOWLEDGE ABOUT
THAT, BECAUSE I HAVE A LARGE ONE.
AND LET'S SAY THAT THEY START THEIR WAY ON
THAT AND IT TURNS OUT THAT THEY ARE IN A
GOOD POSITION AND THEY CAN STAY HOME AND NOT
WORK AND ABOUT THE KIDS.
I KNOW THAT'S, LIKE, REALLY OLD-FASHIONED
THINKING, ABOUT IT HAPPENS.
AND SO THEN THEY WERE FORGOTTEN.
AND THE 15 -- AND THEY NEVER MAKE IT TO THE
15 YEARS, BUT YET, THEY DID MANY, MANY GOOD
THINGS TO QUALIFY THEM FOR THIS AWARD.
SO I WOULD SPEAK IN OPPOSITION OF THIS
AMENDMENT.

>> CHRISTINE PHIPPS: ANY FURTHER

DISCUSSION?

>> I'M AMY DILLMAN FROM CAMEL, INDIANA.
I JUST WANTED TO ECHO WHAT HE SAID.
I WAS A REPORTER WHO WENT TO COURT REPORTING
SCHOOL RIGHT AFTER HIGH SCHOOL AND FINISHED
AND WENT RIGHT TO WORK AND GOT REALLY BUSY.
AND THEN, TOOK SEVEN YEARS OFF TO BE HOME
WITH FOUR LITTLE BABIES.
AND I'M VERY PASSIONATE ABOUT OUR
PROFESSION, BUT I THINK YOU'VE GOT TO ALLOW
FOR PEOPLE TO TAKE SOME TIME WHEN THEY NEED
SOME TIME.
THAT'S ALL I HAD TO SAY.
THANK YOU.

>> CHRISTINE PHIPPS: THANKS.
ANY FURTHER DISCUSSION?
IF THERE'S FURTHER DISCUSSION, JUST KEEP
LINING UP AT THE PODIUM, ONE BEHIND ANOTHER.
>> PATRICIA GRAVES, MONUMENT, COLORADO.
AND I NEED TO GO LOOK AT THIS A LITTLE
CLOSER AND I'M SORRY I DIDN'T DO MY HOMEWORK
SO THIS IS JUST A FRIENDLY QUESTION FROM THE
FLOOR.

THIS DOESN'T REALLY SAY ANYTHING ABOUT
CAPTIONERS.
AND I'M NOT ASKING FAPR TO CHANGE THE
OFFICIALS.
IT'S KIND OF CUT OFF ON THE BOTTOM.
IT TALKS ABOUT, YOU COULD HAVE THE RDR, THE
REALTIME SPEED CONTEST, BUT IT DOESN'T
REALLY TALK ABOUT CAPTIONERS.
SO I'M JUST, I'LL GO BACK AND DO MY
HOMEWORK, I'M JUST WONDERING IF AND WHERE
CAPTIONERS FIT INTO THIS.
SO IT IS NOT A CHALLENGE, BUT I, YOU KNOW,
IT WOULD REALLY BE NICE IF WE HAD THAT
CAPTIONER ADDED IN SOMEWHERE.
SO AGAIN, NOT A CHALLENGE FROM THE FLOOR,
JUST MORE OF A QUERY TO MAKE SURE WE HAVE
EQUAL FOOTING.

>> CHRISTINE PHIPPS: THANK YOU.
NEXT?

>> KELLY LINKOWSKI, RITMAN, OHIO.
I ALSO SPEAK IN OPPOSITION OF IT.
NOT NECESSARILY BECAUSE I FEEL LIKE WE'RE
FORGOTTEN, BUT ONE OF THE GREAT THINGS ABOUT
OUR PROFESSION IS THAT IT GROWS WITH US.
WHETHER WE'RE 19 YEARS OLD AND WE ARE
BUSTING IT DOING FREELANCE DEPOSITIONS ALL
OF THE TIME OR CAPTIONING FROM HOME ALL

HOURS OF THE NIGHT, ALL OVER THE WORLD, THIS LIMITS US, AND OUR PROFESSION IS SO HUGE WE DON'T WANT TO LIMIT OURSELVES.

>> GOOD MORNING.

MY NAME IS MARJ ORY ROGERS, WASHINGTON, D.C., ALSO KNOWN AS HOPE ON FACEBOOK. I WOULD LIKE TO SAY I'M IN OPPOSITION PARTLY, BECAUSE AS OUR PRESIDENT NOW SO GRACIOUSLY INITIATED THE MENTAL HEALTH INITIATIVE THIS YEAR, WHICH WAS AWESOME, I FEEL LIKE MENTAL HEALTH IN THE WORK-LIFE BALANCE IS VERY IMPORTANT TO OUR PROFESSION. TO ECHO WHAT EVER ELSE SAID, WE DO NEED TIME, YOU KNOW, IF SOMETHING MAY HAPPEN, I HAVE A LITTLE -- I HAVE A DAUGHTER, BUT I STILL -- I STILL CONTRIBUTE TO THE PROFESSION.

BECAUSE IT IS MY PASSION.

BUT I WOULD SUGGEST PEOPLE BE ABLE TO TAKE, LIKE, SABBATICALS, OR LIKE OH, TWO YEARS OR OH, YOU KNOW, WITHOUT THEM BEING EXEMPT FROM RECEIVING AN AWARD.

SO THAT'S WHY I OPPOSE IT PARTIALLY AND ALLOW PEOPLE TO SAY, OKAY, COMMUNICATE, I'M UP HERE ON THIS BOARD, BUT I MAY NEED A YEAR OFF BECAUSE OF WHAT I'M DOING.

OR SOMEBODY MAY HAVE A DISABILITY.

THEY MAY HAVE CANCER AND THEY WANT TO SERVE BUT THEY CAN'T.

SO I WOULD SUGGEST PEOPLE BE ALLOWING TO YEAR OR TWO SO THEY WON'T BE EXEMPT FROM RECEIVING SOMETHING, RECEIVING THIS AWARD.

SO, THANK YOU.

>> CHRISTINE PHIPPS: ANY FURTHER DISCUSSION?

SINCE WE'RE AMENDING THE NCRA BYLAWS, THE VOTE REQUIRED WOULD BE A TWO-THIRDS VOTE AND WILL BE DONE ONLINE AS PREVIOUSLY DESCRIBED. TAMI, PLEASE CONTINUE.

>> TAMI KENAN: THE NEXT PROPOSED AMENDMENT IS BYLAWS AMENDMENT 3, HOLDING ELECTIVE -- NUMBER 2, STENOGRAPHIC CAPTIONERS AND STENOGRAPHIC REPORTERS.

IN THE SPIRIT OF INCLUSIVITY AND IN ORDER TO APPROPRIATELY ADDRESS STENOGRAPHIC CAPTIONERS IN OUR BYLAWS, THE BOARD FELT IT WAS NECESSARY TO AMEND OUR BYLAWS WHICH CURRENTLY STATINGS "VERBATIM STENOGRAPHIC REPORTING" AS CAPTIONERS PROVIDE COMMUNICATION ACCESS AND NOT VERBATIM

TRANSCRIPTION AND "REPORTING" DOES NOT PROPERLY ADDRESS THEIR JOB FUNCTION. IT IS PROPOSED BY THE NCRA BOARD OF DIRECTORS THAT THE CONSTITUTION AND BYLAWS BE AMENDED BY INSERTING THE FOLLOWING WORDS THROUGHOUT THE BYLAWS: AND/OR STENOGRAPHIC CAPTIONER, OR AND/OR STENOGRAPHIC CAPTIONERS, AND FOLLOWING THE WORDS OF VERBATIM STENOGRAPHIC REPORTER OR VERBATIM STENOGRAPHIC REPORTERS. OR VERBATIM STENOGRAPHIC REPORTING RESPECTIVELY.

>> CHRISTINE PHIPPS: THE QUESTION IS ON THE ADOPTION OF BYLAWS AMENDMENT 2. STENOGRAPHIC CAPTIONER AND STENOGRAPHIC CAPTIONERS AS SHOWN ON THE SCREEN. THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN THE APP.

THE MAKERS OF THE MOTION HAVE THE PRIVILEGE OF SPEAKING FIRST.

>> MELANIE HUMPHREY-SONNTAG, CHEYENNE, WYOMING, HEE-HAW.

I RISE FOR THIS -- I'M AMAZED AT THE COMESSER, INCLUDING KIM WORKING HER LITTLE FINGERS OUT OFF.

THIS IS AN AMAZING WAY TO OFFER INCLUSIVITY AND OFFER SOMETHING AS WE'RE WELL ON OUR WAY.

I FULLY SUPPORT THIS AMENDMENT. THANK YOU.

>> CHRISTINE PHIPPS: ANY FURTHER DISCUSSION?

>> MY NAME IS KEITH LEMONS, FROM BRENTWOOD, TENNESSEE, I'M ALSO A WYOMING NATIVE.

>> HEE-HAW.

>> THE BATTLE CRY IS NOT HEE-HAW.

I RISE IN SUPPORT OF THIS AMENDMENT.

IT IS NOTHING MORE THAN A SCRIBER'S AMENDMENT FOR NOTHING MORE THAN COURT REPORTERS AND CAPTIONING PROFESSION TO BE THE SAME.

ALTHOUGH WE DO THINGS DIFFERENTLY, I THINK IT IS IMPORTANT TO RECOGNIZE WE ARE ONE TOGETHER.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU. ANY FURTHER DISCUSSION?

SINCE WE'RE AMENDING THE NCRA CONSTITUTION AND BYLAWS, THE VOTE REQUIRED WILL BE A TWO-THIRDS VOTE AND WILL BE DONE ONLINE AS

PREVIOUSLY DESCRIBED.

TAMI, PLEASE CONTINUE.

>> TAMI KENAN: THE NEXT PROPOSED AMENDMENT IS BYLAWS AMENDMENT 3, HOLDING ELECTIVE OFFICE.

THIS AMENDMENT HAS BEEN PROPOSED BY:

CHRISTOPHER DAY, RPR.

JOSHUA EDWARDS, RDR, CRR.

ROGER FLYGARE.

LILLIAN FREILER FAPR, RMR, CMRS.

MIRABAI KNIGHT, RDR, CRR, CRC.

NANCY SILBERGER.

AND DINEEN SQUILLANTE.

I WILL READ THE RATIONALE AS SUBMITTED:

"THOUGH WE CAN ALL AGREE ON THE IMPORTANCE OF NCRA CERTIFICATION, IT IS EQUALLY IMPORTANT TO ACKNOWLEDGE THAT THE QUALITY LEADERSHIP EXISTS AMONG UNCERTIFIED MEMBERS OF THE ASSOCIATION.

"WE PROPOSE A LENGTH OF MEMBERSHIP REQUIREMENT BECAUSE, OTHERWISE, SOMEONE WITH NO CERTIFICATION AND ONLY A MONTH OF MEMBERSHIP COULD RUN FOR OFFICE IN OUR NATIONAL ASSOCIATION."

THE CONSTITUTION AND BYLAWS COMMITTEE BELIEVES THAT SOMEONE WHO IS NOT A REPORTER OF ANY KIND CAN CLAIM TO BE SUCH AND JOIN AS A PARTICIPATING MEMBER.

IT IS FURTHER BELIEVED THAT SOMEONE SEEKING TO SERVE ON THE NCRA BOARD OF DIRECTORS SHOULD EVIDENCE SUPPORT OF ONE OF OUR FUNDAMENTAL PROGRAMS, CERTIFICATION.

IT SHOULD ALSO BE NOTED THAT TO EVEN TO BE ELIGIBLE TO SERVE ON THE NCRA NOMINATING COMMITTEE, ONE MUST BE A REGISTERED MEMBER. THEREFORE, THE CONSTITUTION AND BYLAWS COMMITTEE DOES NOT RECOMMEND APPROVAL OF THIS AMENDMENT.

>> CHRISTINE PHIPPS: THE QUESTION IS ON THE ADOPTION OF BYLAWS AMENDMENT #3, HOLDING ELECTIVE OFFICE AS SHOWN ON THE SCREEN. THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN THE APP.

ARTICLE 3, MEMBERSHIP, SECTION 9, PRIVILEGES, SUBSECTION (C), ARTICLE 5, BOARD OF DIRECTORS, SECTION 2, COMPOSITION AND ELIGIBILITY.

THE MAKERS OF THE MOTION HAVE THE PRIVILEGE OF SPEAKING FIRST.

IS THERE ANY DISCUSSION?

>> CHRISTOPHER DAY, STATEN ISLAND, NEW YORK.
>> CHRISTINE PHIPPS: PROCEED.
>> I WOULD JUST LIKE TO POINT OUT, ACCORDING TO THE NCRA STATISTICS, THERE'S AN ESTIMATED 27,000 COURT REPORTERS IN THIS COUNTRY, ABOUT 60% OF OUR MEMBERSHIP CERTIFIED, MEANING THAT THIS WILL OPEN UP LEADERSHIP TO 17,000 PEOPLE.
WE SHOULD BRING THEM IN, GIVE THEM A REASON TO JOIN, AND GIVE THEM A REASON TO STAY FOR FIVE YEARS.
THEREBY, MAKING THIS ASSOCIATION STRONGER, GIVING US MORE MONEY FOR THE THINGS THAT WE NEED TO FIGHT FOR.
THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.
>> HELLO, I'M MIKE HENSLEY, FROM DUBLIN, CALIFORNIA.
I RISE TO SPEAK IN OPPOSITION OF THE AMENDMENT.
CERTIFICATION IS THE HALLMARK OF NCRA'S PROGRAMS.
AND IN ORDER TO BE IN A LEADERSHIP ROLE OF SUCH AN IMPORTANT ORGANIZATION THAT OVERSEES A WIDE SCOPE OF OUR PROFESSION, IT WOULD BEHOVE THOSE INDIVIDUALS TO DEMONSTRATE THEIR COMMITMENT TO THE PROFESSIONS BY OBTAINING THE CERTIFICATIONS THAT WE HOLD SO DEAR.
WALKING THE WALK AND TALKING THE TALK ARE EQUALLY IMPORTANT WHEN YOU SERVE AS A ROLE IN AN EXEMPLARY FASHION, SUCH AS LEADERSHIP ON A BOARD.
THE ASSOCIATION HAS MANY OPPORTUNITIES TO PROVIDE SERVICE AND CONTRIBUTION THROUGH VARIOUS COMMITTEES, TASK FORCES, OR OTHER VOLUNTARY ACTION.
LEADERSHIP SHOULD HAVE A HIGH CALIBER OF PROFESSIONALS WHO HOLD THE CERTIFICATIONS THAT WE DEEM TO BE AT THE HIGHEST LEVEL OF OUR PROFESSION.
THANK YOU.
>> CHRISTINE PHIPPS: NEXT.
>> LIZ HARVEY, SEATTLE, WASHINGTON.
>> CHRISTINE PHIPPS: PROCEED.
>> THANK YOU.
EVEN THOUGH I HAVE GREAT RESPECT FOR ALL OF THE MAKERS THIS AMENDMENT AND I KNOW THEY PUT GREAT CONSIDERATION AND CARE INTO IT, I MUST SPEAK IN OPPOSITION.

AS ONE OF THE LEGISLATIVE CO-CHAIRS FOR OUR STATE, AS A FOUNDING MEMBER OF THE STRONG COMMITTEE, AND AS THE NEXT CHAIR I HAVE SEEN IN MANY INTERACTIONS WITH LEGISLATORS, WITH ATTORNEYS, AND JUDGES, HOW IMPORTANT CERTIFICATION IS TO THEM.

IT'S CLEAR THE NCRA IS THE GOVERNING BODY OF OUR PROFESSION.

IT CERTIFYING BODY OF OUR PROFESSION.

ONE OF THE MOST IMPORTANT POINTS WE CAN MAKE TO THE PUBLIC, WE'RE ACCOUNTABLE FOR WHAT WE DO.

WHILE I UNDERSTAND THERE ARE MANY PEOPLE THAT DID NOT REACH THE CERTIFICATION LEVEL I THINK IT WOULD SEND THE WRONG MESSAGE TO HAVE MEMBERS AND LEADERSHIP WHO DO NOT HOLD THE CERTIFICATIONS WE CONSISTENTLY AND CORRECTLY PROMOTE.

SO, THEREFORE, I MUST OPPOSE THE MOTION.

>> CHRISTINE PHIPPS: THANK YOU.

NEXT.

>> GOOD MORNING.

MY NAME IS DOUG FRIEND.

I AM FROM VANCOUVER, WASHINGTON.

AS MOST OF YOU KNOW, I DO HAVE A BIT OF EXPERIENCE WITH THIS BOARD.

AS A MATTER OF FACT, I WAS INSTALLED 10 YEARS AGO, RIGHT HERE IN THIS TOWN AS THE PRESIDENT.

MANY PEOPLE, I THINK, HAVE THE IDEA THAT SITTING ON THE NCRA BOARD IS IN AN IVORY TOWER THAT YOU ARE JUST, YOU KNOW, THERE KIND OF JUST OH, GAINING EVERYTHING THAT YOU CAN GAIN AND THAT YOU ARE TELLING ALL OF THE OTHERS WHAT TO DO.

I THINK EVERYBODY UP THERE WILL TELL YOU, AND I WILL TELL YOU, IT IS A HELL OF A LOT OF WORK.

AND YOU PUT IN TONS OF TIME.

AND PART OF THAT JOB IS MODELING THE ASSOCIATION'S GOALS.

SO I MUST SPEAK IN OPPOSITION TO THIS BECAUSE THE RPR IS A MINIMUM, WHAT WE LOOK FOR TO PEOPLE AS THEY ARE BEGINNING EVEN COURT REPORTING.

IT IS THE MINIMUM CERTIFICATION THAT WE HAVE.

AND AS PART OF THE JOB OF MODELING WHAT THE ASSOCIATION STANDS FOR, WHAT THE ASSOCIATION PROMOTES, WHAT THE MEMBERS CAN LOOK TOWARD,

ALL BOARD MEMBERS SHOULD BE ABLE TO SAY, I
HAVE THAT CERTIFICATION.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.

ANY FURTHER DISCUSSION?

>> GOOD MORNING, AGAIN, MARJORY ROGERS,
WASHINGTON, D.C.

I OPPOSE IN PART AND AGREE IN PART.

I OPPOSE SIMPLY BECAUSE ONE THE RESPECT FROM
MEMBERS.

IF YOU ARE NOT CERTIFIED YOU WILL NOT GAIN
THE RESPECT OF SOMEBODY THAT'S AN RDR,
RIGHT?

WHAT ARE YOU GOING TO REALLY TELL THEM?

NUMBER TWO IS, I AGREE WITH IT IF THERE IS A
REQUIREMENT WITHIN A CERTAIN AMOUNT OF TIME
FOR SOMEONE TO RECEIVE THEIR CERTIFICATION
IF THEY'RE ON THE BOARD.

SO IF THEY'RE GIVEN A YEAR, OR TWO YEARS TO
EITHER GET THEIR CERTIFICATION, I DON'T KNOW
HOW IT WORKS, I DON'T KNOW IF THEY CAN GET
ON AND GET OFF, BUT SOME KIND OF A WAY
THEY'RE GIVEN A REQUIRED AMOUNT OF TIME TO
OBTAIN THE CERTIFICATION AND THEY'RE EARLY
PRACTICING AND TESTING.

SO THEY'RE ACTUALLY DOING IT.

BECAUSE IF YOU DON'T HAVE -- I FEEL LIKE IF
YOU DON'T HAVE A CERTIFICATION, NOBODY KNOWS
IF YOU ARE PASSIONATE ABOUT IT.

ARE YOU TRYING TO GET IT?

WHAT ARE YOU DOING?

I MEAN, WE CAN DO A LOT OF THINGS ON THE
BOARD.

SOME OF US HAVE A LOT OF GREAT IDEAS AND
THINGS, BUT IT COMES DOWN TO REALTIME, OR
CAN WE DO OUR JOBS?

WE CAN HAVE ALL KINDS OF CONFERENCES ALL
DAY, BUT AT THE END OF THE DAY, IT IS WHO
ARE WE PROVIDING SERVICE TO?

MY THING IS, I AGREE IN PART; AND I DO NOT
AGREE IN PART.

SO I HOPE THAT'S A GOOD ANSWER, ALL RIGHT.
THANKS.

>> CHRISTINE PHIPPS: THANK YOU.

ANY FURTHER DISCUSSION?

YES.

>> MY NAME IS KEITH LEMONS FROM BRENTWOOD,
TENNESSEE.

I LIKEN THE AMENDMENT AS GIVING YOUR KEYS TO
THE CADILLAC TO SOMEONE WHO HAS ACTUALLY

NEVER LEARNED TO DRIVE.
SO I OPPOSE THIS AMENDMENT.

>> CHRISTINE PHIPPS: ANY FURTHER
DISCUSSION?

SINCE WE'RE AMENDING THE NCRA CONSTITUTION
AND BYLAWS, THE VOTE REQUIRED WILL A
TWO-THIRDS VOTE AND WILL BE DONE ONLINE, AS
PREVIOUSLY DESCRIBED.

A SINGLE VOTE WILL BE TAKEN FOR BYLAWS
AMENDMENT #3, HOLDING ELECTIVE OFFICE.
TAMI, PLEASE CONTINUE.

>> TAMI: THE NEXT IS BYLAWS AMENDMENT #4,
ELIGIBILITY TO VOTE.

THIS AMENDMENT HAS BEEN PROPOSED BY:
CHRISTOPHER DAY, JOSHUA EDWARDS.

ROGER FLYGARE AND LILLIAN FREILER AND
MIRABAI KNIGHT AND NANCY SILBERGER AND 2.
I WILL READ THE RATIONALE AS SUBMITTED.

WE SAW SOME DISMAY AMONG THE VOTING MEMBERS
ABOUT THE DUES INCREASE OF 2019 BECAUSE ONLY
PEOPLE PRESENT AT THE ANNUAL BUSINESS
MEETING WOULD VOTE.

WE PERSONALLY BELIEVE THE DUES INCREASE WAS
THE RIGHT CHOICE AND IN LINE WITH INFLATION,
BUT WE ALSO BELIEVE THAT BEING ENTITLED TO
VOTE ON IT WOULD CAUSE MEMBERS TO FEEL MORE
CONNECTED TO NCRA.

THE ONE DRAWBACK IS IT WILL TAKE A LITTLE
EXTRA WORK IN TERMS OF EXPLAINING TO THE
MEMBERS WHY DUES INCREASES ARE NECESSARY.
INDEPENDENTLY, THE NATIONAL CONGRESS OF
STATE ASSOCIATIONS, NCSA, GOVERNING
COMMITTEE SUBMITTED BY A SEPARATE RESOLUTION
TO THE NCRA BOARD OF DIRECTORS REQUESTING
THAT IT PROPOSE AN AMENDMENT TO ARTICLE 9,
SECTION 3(C), ALLOWING FOR VOTING ON DUES
INCREASES BE DONE BY ELECTRONIC MAIL.

THE BOARD ADOPTED NCSA RESOLUTION 20-01-GC.

>> CHRISTINE PHIPPS: THE QUESTION IS ON THE
ADOPTION OF BYLAWS AMENDMENT #4, ELIGIBILITY
TO VOTE AS SHOWN ON THE SCREEN.

THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN
THE APP.

ARTICLE 9, MEETING AND VOTING, SECTION 3,
VOTING, SUBSECTIONS (C) AND (E).

ARTICLE 4, DUES, SECTION 1, ANNUAL DUES,
SUBSECTION (A).

THE MAKERS OF THE MOTION WILL HAVE THE
PRIVILEGE OF SPEAKING FIRST.

IS THERE ANY DISCUSSION?

>> HI, CHRISTOPHER DAY, STATEN ISLAND, NEW YORK.

SO I.

>> CHRISTINE PHIPPS: PLEASE PROCEED.

>> I THINK IT IS PRETTY CLEAR, WE HAVE ROUNDING UP 100 PEOPLE HERE AND WE HAVE AROUND 10,000 VOTERS.

LET'S INCLUDE THEM IN VOTES ON DUES' MEMBERSHIP.

DUES' INCREASES.

THAT'S BASICALLY THE AMENDMENT.

I HOPE YOU WILL SUPPORT IT, THANK YOU.

>> CHRISTINE PHIPPS: NEXT.

>> MELANIE HUMPHREY-SONNTAG, CHEYENNE, WYOMING.

YEE- H AW.

I RISE IN SUPPORT OF THIS MOTION.

IT'S BEEN 13 YEARS SINCE NCRA IN OMAHA.

AT THE TIME WE WERE CAUTIOUS, OH, DEAR, WE CAN'T DO TOO MANY THINGS AT ONCE.

LET'S TRY THIS SO WE DID CONTESTED ELECTIONS AND BYLAWS ONLINE.

I AGREE WITH THE PROPOSERS OF THIS AMENDMENT, THAT WHEN THE LATEST DUES INCREASE WAS INSTITUTED, IT WAS VOTED ON BY A HANDFUL OF MEMBERS AND MANY WERE DISTRESSED THAT THEY WEREN'T GIVEN THE CHOICE TO VOTE ONLINE AS ON A DUES AMENDMENT, A DUES RAISE, OR LOWER, IF THAT WOULD EVER HAPPEN.

SO I SUPPORT THIS AMENDMENT AND I ENCOURAGE THE FELLOW COURT REPORTERS, CAPTIONERS, CART PROVIDERS TO DO THE SAME.

THANK YOU.

>> CHRISTINE PHIPPS: YES?
PROCEED.

>> THANK YOU, CHRISTINE.

I'M DOUG FRIEND FROM VANCOUVER, WASHINGTON.

YES, I WAS ON THE BOARD ALSO AT THE TIME WHEN WE INSTITUTED DIRECT MEMBER VOTING.

AND ACTUALLY, WHAT WE PUT IN WAS WHAT THE MEMBERS HAD REQUESTED AT THAT TIME.

WAS CONTESTED ELECTIONS AND BYLAWS AMENDMENTS.

I WOULD AGREE AND SPEAK IN SUPPORT OF THIS.

I THINK IT IS WAY OVER DUE.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.

>> GOOD MORNING.

MARJORY ROGERS, WASHINGTON, D.C.

I AM IN SUPPORT OF THIS AMENDMENT.
I THINK IT IS INCLUSIVITY AS THE STRATEGIC
PLAN IS TALKING ABOUT AND WHAT WE ARE
LOOKING TO GO TOWARDS.
IT IS GOING TO RETAIN MEMBERSHIP, WHICH IS
VERY IMPORTANT, TO ME, AND I GUESS A LOT OF
YOU ALL.
SO ANYTHING THAT INCLUDES EVERYONE IS GOING
TO RETAIN AND, YOU KNOW, RECRUIT MEMBERSHIP.
SO I THINK THIS IS A GREAT, GREAT AMENDMENT.
THANKS.

>> CHRISTINE PHIPPS: THANK YOU.
NEXT.

>> GOOD MORNING.
JOSHUA EDWARDS, FROM NEW YORK CITY,
PRESIDENT OF THE NEW YORK ASSOCIATION.
VERY BRIEFLY, I ALSO SUPPORT THE AMENDMENT.
THE BENEFIT TO NCRA IS THAT IT SHOWS OUR
MEMBERSHIP THAT WE VALUE EVERYBODY HAVING AN
ABILITY TO HAVE INPUT ON IMPORTANT
DECISIONS, SUCH AS THIS ONE.
AND SO TO SHOW THEM THAT WE ARE FOCUSING ON
BEING INCLUSIVE IS A GREAT BENEFIT FOR THE
MEMBERSHIP.

AND I'M GLAD TO BE HERE, THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.
YES?

PLEASE.

>> SUE TERRY, SPRINGFIELD, OHIO.
I RISE IN VERY STRONG SUPPORT OF THIS.
MEMBERS DESERVE THIS INCLUSION.
AND I THINK THE BOARD IS GOING TO MAKE VERY
SURE, WHEN THEY BRING THESE DUES INCREASES,
AS MORE PEOPLE ARE GOING TO VOTE, THAT
YOU'LL DO YOUR HOMEWORK.
I THINK THIS IS A GREAT AMENDMENT.
THANK YOU.

>> CHRISTINE PHIPPS: ANY FURTHER
DISCUSSION?

SINCE WE'RE AMENDING THE NCRA CONSTITUTION
AND BYLAWS, THE VOTE REQUIRED WILL BE A
TWO-THIRDS VOTE AND IT WILL BE DONE ONLINE
AS PREVIOUSLY DESCRIBED.
A SINGLE VOTE WILL BE TAKEN ON THE BYLAWS
AMENDMENT #4 ELIGIBILITY TO VOTE.
TAMI, PLEASE CONTINUE.

>> TAMI KENAN: BYLAWS AMENDMENT #5, ARTICLE
19, MISCELLANEOUS, NEW SECTION 4, CONFLICT
OF INTEREST.

THIS AMENDMENT HAS BEEN PROPOSED BY:

CHRISTOPHER DAY.
JOSHUA EDWARDS.
ROGER FLYGARE.
LILLIAN FREILER.
MIRABAI KNIGHT.
NANCY SILBERGER.
AND DINEEN SQUILLANTE.

SINCE OUR LEGAL COUNSEL HAS SAID THE ESSENCE OF THIS AMENDMENT IS ALREADY INCLUDED IN THE POLICY DOCUMENT, PLUS IT IS UNLAWFUL AND UNENFORCEABLE, AND THE PARLIAMENTARIAN HAS POINTED OUT THAT IF AN UNLAWFUL MOTION IS ADOPTED, IT WOULD BE RULED NULL AND VOID, FOR THOSE REASONS, AMENDMENT #5 WILL NOT BE CONSIDERED.

>> CHRISTINE PHIPPS: WITH THAT, TAMI, PLEASE CONTINUE.

>> TAMI KENAN: THE NEXT PROPOSED AMENDMENT IS BYLAWS AMENDMENT #6, VIRTUAL ANNUAL BUSINESS MEETINGS. THIS AMENDMENT WAS SUBMITTED BY THE BOARD OF DIRECTORS.

I WILL READ THE RATIONALE AS SUBMITTED:
"NCRA IS GOVERNED BY THE LAWS OF THE DISTRICT OF COLUMBIA, WHICH DO NOT ALLOW FOR A VIRTUAL ANNUAL BUSINESS MEETING UNLESS AUTHORIZED BY THE ARTICLES OF INCORPORATION OR BYLAWS.

"IN ORDER TO PROVIDE MORE FLEXIBILITY TO DEAL WITH EMERGENCY SITUATIONS, THIS WILL PERMIT THE VIRTUAL MEETINGS IN THE FUTURE, IF CIRCUMSTANCES LIKE WHAT WE ARE EXPERIENCING NOW EVER OCCUR AGAIN, WHICH COULD BE WEATHER, EARTHQUAKES, FIRES, OR OTHER ACTS OF GOD IN THE FUTURE, DEPENDING UPON THE LOCATION."

>> CHRISTINE PHIPPS: THE QUESTION IS ON THE ADOPTION OF BYLAWS AMENDMENT #6, VIRTUAL ANNUAL BUSINESS MEETINGS, AS SHOWN ON THE SCREEN.

THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN THE APP.

IT IS ARTICLE 9, MEETING AND VOTING, SECTION 1, ANNUAL BUSINESS MEETING OF THE ASSOCIATION, SUBSECTION (B).

THE MAKERS OF THE MOTION HAVE THE PRIVILEGE OF SPEAKING FIRST.

IS THERE DISCUSSION.

>> HELLO.

MIKE HENSLEY, DUBLIN, CALIFORNIA.

AS A POINT OF DISCUSSION, I WOULD RAISE THE CONCERN, DO WE HAVE AWARENESS THAT CHANGING THIS PARTICULAR BYLAW WOULD NOT HAVE OTHER ISSUES IN THE BYLAWS WHERE THERE ARE AREAS, SUCH AS VOTING, THAT CANNOT BE CONDUCTED VIRTUALLY?

HAVE THOSE BEEN ADDRESSED?

SO THAT THIS DOES NOT CREATE FURTHER ISSUES DOWN THE ROAD?

ARE THERE GOING TO BE CONCESSIONS MADE FOR CONCERN ELEMENTS OF THE BUSINESS MEETING, IF IT GOES TO A VIRTUAL SETTING?

I WOULD JUST HOPE THAT THOSE ISSUES HAVE BEEN ADDRESSED IN CONSIDERATION OF PROPOSING THIS AMENDMENT, THANK YOU.

>> TAMI: MIKE, TO ANSWER YOUR QUESTION, WHILE THIS AMENDMENT WAS SUPPORTED BY THE BOARD OF DIRECTORS, I DON'T THINK I SPEAK OUT OF TURN WHEN I TELL YOU THAT THE BOARD OF DIRECTORS WAS MADE AWARE OF THIS BY OUR LEGAL COUNSEL.

AND HE HAS FULLY VETTED THIS AND HAD -- HE DIDN'T WRITE IT ALL ENTIRELY, BUT QUITE A BIT.

I JUST WANT TO LET YOU ALL KNOW, LAST YEAR, WE -- THE STATE OF MARYLAND, AND IN THE D.C. AREA, THEY EXTENDED THE LAW A LITTLE BIT. THEY -- WHAT'S THE WORD?

I'M MISSING IT.

LIFTED THE RESTRICTIONS SO THAT WE COULD WRITE THIS BYLAW AND SUBMIT IT TO YOU. SO IT HAS BEEN FULLY VETTED BY OUR LEGAL COUNSEL.

THANKS FOR THE THUMBS UP, MIKE.

>> CHRISTINE PHIPPS: YES.

>> MELANIE HUMPHREY-SONNTAG, CHEYENNE, WYOMING.

YEE-HAW.

I JUST AGREE WE SHOULD SUPPORT THE AMENDMENT.

HOPEFULLY, WE NEVER NEED IT AGAIN, BUT I THINK IT JUST PLACES THE TRUST IN THE BOARD OF DIRECTORS AND WE WOULD BE ALLOWED TO HOLD THE ANNUAL BUSINESS MEETING WITH THE 83 PEOPLE HERE, OR EVEN MORE, IF WE HAD TO USE ZOOM, COMPARED TO THE PRIOR ALTERNATIVE OF THE BOARD HAVING A MEETING IN LIEU OF OUR ANNUAL BUSINESS MEETING.

I SUPPORT THIS AMENDMENT, THANK YOU.

>> CHRISTINE PHIPPS: ANY FURTHER

DISCUSSION?

OKAY.

THE QUESTION IS ON THE ADOPTION OF BYLAWS AMENDMENT NUMBER 6.

VIRTUAL ANNUAL BUSINESS MEETINGS, AS SHOWN ON THE SCREEN.

THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN THE APP -- I'M SORRY.

SORRY.

MY APOLOGIES.

SINCE WE'RE AMENDING THE NCRA CONSTITUTIONS AND BYLAWS THE VOTE REQUIRED WILL BE A TWO-THIRDS VOTE AND WILL BE DONE ONLINE AS PREVIOUSLY DESCRIBED.

TAMI, PLEASE CONTINUE.

>> TAMI KENAN: THE NEXT PROPOSED AMENDMENT IS BYLAWS AMENDMENT #7, INTEGRATION OF THE CLVS AS PARTICIPATING MEMBERS.

THIS AMENDMENT WAS SUBMITTED BY:

JO ANN BETLER, FAPR, RDR, CRR, CRC, CLVS, CPE.

LISA M. CONLEY YUNGBLUT, RDR, CRR, CRC.

KATHY DAVIS, RMR, CRR, CRC.

SUSAN GEE, RMR, CRR.

I WILL READ THE RATIONALE AS SUBMITTED:

"IN PURPOSE 1, OF THE PURPOSES OF THIS ASSOCIATION, UNREPRESENTED CLVS MEMBERS DO NOT WANT TO BE SEEN AS AN ALTERNATIVE REPORTING METHOD.

"IN PURPOSE 3, THE CLVS MEMBERS WANT TO BE COMPLEMENTARY TO THE VERBATIM STENOGRAPHIC REPORTERS IN ENSURING THAT THE PUBLIC GOOD IS BEST SERVED.

"IN PURPOSE 5, THE CLVS MEMBERS FEEL THAT THEY CAN ASSIST IN PROMOTING THE PROPER TECHNICAL RESEARCH THAT ENSURES THE VERBATIM STENOGRAPHIC RECORD AND VIDEO RECORD REMAIN LAWFUL.

"PURPOSE 8, TO COOPERATE FOR THE BENEFIT OF THE PUBLIC.

"CLVS MEMBERS ARE NOT ASKING FOR A SEAT AT THE TABLE.

"BY REQUESTING THIS CHANGE, CLVS MEMBERS ARE ASKING TO HAVE A SAY IN WHO SITS AT THE TABLE, TO HAVE A VOICE IN THEIR OWN GOVERNANCE.

"CURRENTLY, CLVS MEMBERS ARE ASSOCIATE MEMBERS WITH ANNUAL DUES OF \$179.

AS PARTICIPATING MEMBERS, CLVS ANNUAL DUES WOULD BE RAISED TO \$300 ANNUALLY."

>> CHRISTINE PHIPPS: THE QUESTION IS ON THE ADOPTION OF BYLAWS AMENDMENT #7, INTEGRATION OF THE CLVS AS PARTICIPATING MEMBERS, AS SHOWN ON THE SCREEN.

THE PROPOSED AMENDMENT IS ALSO AVAILABLE IN THE APP.

ARTICLE 3, MEMBERSHIP, SECTION 3, PARTICIPATING MEMBERS, SUBSECTION (A).

ARTICLE 3, MEMBERSHIP, SECTION 7, ASSOCIATE MEMBERS, SUBSECTION (C).

ARTICLE 3, MEMBERSHIP, SECTION 9, PRIVILEGES, SUBSECTION (B).

THE MAKERS OF THE MOTION HAVE THE PRIVILEGE OF SPEAKING FIRST.

IS THERE DISCUSSION?

IF YOU ARE AN ORIGINAL MAKER OF THE MOTION, THEN PLEASE STEP FORWARD AHEAD OF ALL OF THE OTHERS WITH.

PLEASE PROCEED.

>> GOOD MORNING.

>> CHRISTINE PHIPPS: GOOD MORNING.

>> MY NAME IS ROBERT BUTCHER, FROM DENVER, COLORADO.

>> CHRISTINE PHIPPS: CLOSER TO THE MIC FOR OUR CAPTIONER, PLEASE, THANK YOU.

>> MY NAME IS ROBERT BUTCHER, FROM DENVER, COLORADO.

I'M A CERTIFIED LEGAL VIDEO SPECIALIST FOR NINE YEARS AND I AM NOT AN ALTERNATIVE TO STENOGRAPHIC REPORTER.

I AM PASSIONATE ABOUT PRESERVING BOTH THE STENOGRAPHIC AND VIDEO RECORD FOR THE BENEFIT OF THE GENERAL PUBLIC WITH THE UNDERSTANDING THAT THE STENOGRAPHIC REPORTER IS THE OFFICIAL RECORD.

TOGETHER, WITH THE STENOGRAPHIC REPORTER, CERTIFIED LEGAL -- VIDEOGRAPHERS -- -- I HAVE RECORDED WITNESSES IN POOR HEALTH WHO MIGHT NOT SURVIVE THE TRIAL.

EXPERT DOCTORS WHO RUN BUSY PRACTICES AND CONSULTANTS WHO STUDY AND EXPLAIN ACCIDENT RECONSTRUCTIONS.

I'VE BEEN PROPERLY TRAINED BY THE NCRA ON THE PROFESSIONAL STANDARDS, ETHICS, AND RESPONSIBILITIES OF CREATING AND MAINTAINING A VIDEO RECORD.

I SHOW UP EARLY.

OFFER INCREDIBLE AUDIO TO REPORTERS.

AND DELIVER HIGH QUALITY VIDEOS TO CLIENTS.

I WORK HARD AND BELIEVE IN THE FUTURE OF THE

NCRA.

I WANT -- I WANT THE ABILITY TO VOTE ON THE LEADERSHIP OF NCRA TO ENSURE THAT VIDEO TECHNOLOGY NEVER REPLACES A STENOGRAPHIC REPORTER.

I WANT THE ABILITY TO VOTE TO ENSURE THAT WE NEVER VIOLATE THE PUBLIC'S TRUST IN OUR JUDICIAL PROCESS.

I WANT THE ABILITY TO VOTE TO MAKE SURE THAT STENOGRAPHERS ARE WORKING WITH HIGHLY QUALIFIED LEGAL VIDEOGRAPHERS AND I WANT THE ABILITY TO VOTE ON THE ORGANIZATION WHICH DICTATES THE EFFORTS AND STANDARDS OF WHICH I VOTE.

PLEASE VOTE "YES" ON AMENDMENT 7, BECAUSE WE'RE TRULY STRONGER TOGETHER.

>> CHRISTINE PHIPPS: YES.

GOING TO THE LEFT SIDE OF THE ROOM.

WOULD YOU PLEASE STATE YOUR NAME.

I CAN'T SEE THROUGH THE LIGHTS.

>> THANK YOU, CHRIS WILLETTE, WARSAW, WISCONSIN.

AS THE PAST MEMBER OF THE NCRA BOARD OF DIRECTORS I HAVE VERY INTIMATE KNOWLEDGE OF THE WORK THAT THE CLVS COUNCIL DOES.

WHILE I WAS A DIRECTOR I SERVED AS BOARD LIAISON FOR THE CLVS COMMITTEE.

I CAN TELL YOU WITHOUT HESITATION THAT THE CLVS COUNCIL DOES THE UTMOST TO WORK WITH THE STENOGRAPHIC COURT REPORTER.

THEY ARE THE HARDEST WORKING GROUP OF INDIVIDUALS.

THEY HAVE AMAZING SKILL.

THEY ARE TRULY PARTNERS ON THE RECORD WITH THE STENOGRAPHIC REPORTER.

THEY HAVE TRIED TIME AND AGAIN TO GET RID OF THE TITLE "THE RED-HEADED STEP CHILD."

I HAVE BEEN A PART OF THAT IN THE PAST AND I, ONCE AGAINST, SUPPORT THEM IN THEIR EFFORTS TO GAIN THE RIGHT VOTE FOR OUR ASSOCIATION SO THEY CAN, INDEED, CONTINUE TO BE PARTNERS ON THE RECORD WITH THE STENOGRAPHIC REPORTER.

>> CHRISTINE PHIPPS: THANK YOU.
YES?

>> GOOD MORNING, AGAIN.

JOSHUA EDWARDS FROM NEW YORK.

I ALSO SUPPORT THIS AMENDMENT.

AS WE'VE HEARD FROM THE PRIOR TWO SPEAKERS, THE CLVS MEMBERS DO SO MUCH MORE THAN JUST

PUSHING BUTTONS.

AND WE'VE HAD TO DEFEND AGAINST THE SAME ACCUSATION THAT WE JUST PUSH BUTTONS ON A MACHINE AND GET PAID A LOT OF MONEY. THEY ADVOCATE FOR US, I'VE HEARD STORIES OF CLVS MEMBERS REFUSING TO WORK WHEN A REPORTER SHOWED UP OR A PERSON WHO SHOWED UP WHO WAS NOT A STENOGRAPHIC REPORTER. THEY ADVOCATE FOR US AND WE SHOULD ADVOCATE FOR THEM.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.
YES?

>> GOOD MORNING.

MEL HUMPHREY-SONNTAG, CHEYENNE, WYOMING,
YEE-HAW.

I ALSO RISE IN SUPPORT OF THIS AMENDMENT. SINCE THE LATE 1970S, NCRA HAS WELCOMED AND WORKED ON MANAGING THE VIDEO COMPONENT OF RECORDKEEPING.

THE CLVS MEMBERS WHO HAVE OBTAINED CERTIFICATION ARE ALSO SOME OF THE MOST TECHY AMONG OUR PARTICIPATING MEMBERS. THEY ARE NOT ADVOCATING WORKING WITHOUT STENOGRAPHIC REPORTERS.

THIS AMENDMENT DOES NOT ALLOW A BOARD SERVICE FOR A CLVS MEMBER AT THIS TIME. AS MENTIONED PREVIOUSLY, PEOPLE WHO HAVE ACTINNED THE CLVS AGREE TO ABIDE BY NCRA'S ETHICS AND OUR STANDARDS.

THIS WILL INCREASE THEIR DUES, WHICH I'M SURPRISED THEY WANT IT, BUT WE'LL TAKE IT. AS MENTIONED, IN THE PURPOSES OF NCRA IN OUR BYLAWS, THIS AMENDMENT SUPPORTS PURPOSES 1, 3, 5, AND 8.

CLVS MEMBERS, I'M VERY PLEASED TO SAY, SUPPORT STENOGRAPHIC REPORTING.

AND I THINK IT IS A VERY LONG TIME SINCE WE HAVE ALLOWED THEM TO HAVE A VOICE IN OUR ASSOCIATION.

THEY DO SUPPORT STENO.

THIS IS A VOTING OPPORTUNITY FOR THEM.

AND WE HAVE BEEN WORKING WITH THEM SINCE THE EARLY '70S.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.
YES?

>> HELLO.

MIKE HENSLEY, DUBLIN, CALIFORNIA.

I RISE TO SPEAK IN OPPOSITION OF THE

PROPOSED AMENDMENT.
THE FIRST CONCERN IS THE LANGUAGE CHANGE IN
ITEM C., STRIKES THOSE WHO HAVE BEEN
CERTIFIED.

IF WE ARE TO UPHOLD THE VALUE OF
CERTIFICATION IN OUR PROFESSION, AND THOSE
WHO WOULD ASSOCIATE WITH US, IT SEEMS
PROBLEMATIC THAT WE ARE MOVING TO STRIKE
LANGUAGE SEEKING THOSE WHO HOLD A
CERTIFICATE AND OPENING THE DOOR TO ANY
PERSON SEEKING TO BECOME A CERTIFIED LEGAL
VIDEO SPECIALIST.

SECOND, WE ARE AN ASSOCIATION OF
STENOGRAPHIC PROFESSIONALS WHICH MEANS THOSE
THO FULLY PARTICIPATE HAVE THAT SKILL; THOSE
THAT WORK IN TANDEM ASSOCIATE WITH US.
LEGAL VIDEOGRAPHERS WHILE VALUED AND
RESPECTED DO NOT FULLY PARTICIPATE IN OUR
PROFESSION OF STENOGRAPHIC.

IN MY HOME STATE OF CALIFORNIA WE FIGHT THIS
BATTLE ON A DAILY BASIS TO MAKE CLEAR A
DISTINCTION BETWEEN A STENOGRAPHIC AND A
VIDEO SPECIALIST.

THERE ARE THOSE THAT HAVE COME IN THE THE
SKILL OF STENOGRAPHY AND THE TOOLS OF
STENOGRAPHIC.

I BELIEVE OPENING THE DOOR AT THE
PARTICIPATION OF THIS LEVEL COULD
POTENTIALLY CREATE A SLIPPERY SLOPE THAT
COULD FURTHER CONFUSE THE ISSUE IN
BATTLEGROUND AREAS, SUCH AS MY OWN.
THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.
YES?

>> CHRISTOPHER DAY, STATEN ISLAND, NEW YORK.
I SUPPORT THIS FOR LARGELY THE SAME ECONOMIC
REASON THAT I SUPPORT AMENDMENT 3.
THERE'S ABOUT 300 CLVSS, FROM THE NCRA
STATISTICS, SO, APPROXIMATELY, DOUBLING
THEIR DUES IS GOING TO BRING IN AN
ADDITIONAL \$45,000 TO THE ASSOCIATION.
AND I DON'T THINK WE SHOULD WALK AWAY FROM
THAT.
THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.
YOU'VE SPOKEN TO THE MOTION.
WE'LL PROCEED TO THE NEXT PERSON UNTIL WE
HAVE GONE THROUGH THE FIRST PEOPLE TO SPEAK
TO THE MOTION.

>> HI, GOOD MORNING, THANK YOU.

I'M SONIA TRAVINO, FROM TEXAS.

HELLO, Y'ALL!

[CHEERS AND APPLAUSE]

I RISE IN OPPOSITION OF THIS MOTION.

IN TEXAS, WE HAVE HAD THE ISSUE WHERE SEVERAL VIDEOGRAPHERS, INCLUDING ONE, HAS DEVELOPED HIS OWN A.I. SYSTEM AND IS BASICALLY TAKING JOBS FROM OUR REPORTER.

I UNDERSTAND, 300 TIMES 300, THE MATH BEHIND ALL OF THAT, AT SOME POINT WE HAVE TO PROTECT THE PROFESSION.

I JUST THINK THAT, YOU KNOW, YOU KNOW, THE LEGALS -- THE VIDEO SPECIALISTS, YOU KNOW, COULD HAVE THEIR OWN ASSOCIATION.

I DON'T BELIEVE NCRA IS THAT ASSOCIATION FOR THEM.

THEY ARE AASSOCIATE MEMBERS AND THEY SHOULD STAY THAT.

>> CHRISTINE PHIPPS: THANK YOU, NEXT.

>> RACHEL FROM ALTO, CALIFORNIA.

I WANT TO MAKE SURE, AT LEAST FROM MY PERSPECTIVE -- SORRY, I RISE IN OPPOSITION. I WANT TO BE SURE, FROM MY PERSPECTIVE, I BELIEVE THE CLVS CERTIFICATE HOLDERS ARE NOT THE ONES DOING THE THINGS THAT WE'RE WORRIED ABOUT, IN TERMS OF TRYING TO TAKE OVER FOR COURT REPORTERS.

I DON'T -- I PERSONALLY DON'T WANT THE CLVS MEMBERS TO THINK THAT ALL COURT REPORTERS THINK THAT YOU, IN PARTICULAR, ARE THE ONES CAUSING THAT PROBLEM.

BUT I DO THINK THAT OUR ASSOCIATION IS FOR STENOGRAPHIC COURT REPORTERS.

AND THAT THE ASSOCIATE MEMBER IS THE PROPER PLACE FOR THE CLVS.

AND I DON'T WANT TO CONFLATE THOSE TWO ISSUES OF VIDEOGRAPHERS -- WHAT WAS THE WORD MIKE USED?

I CAN'T REMEMBER WHAT MIKE SAID.

BUT, BASICALLY, PRETENDING TO BE COURT REPORTERS.

THAT IS NOT WHAT I BELIEVE CLVS REPRESENTS, BUT I DO THINK THAT WE NEED TO STAY JUST STENOGRAPHIC COURT REPORTERS IN OUR ASSOCIATION.

>> CHRISTINE PHIPPS: THANK YOU.

I'M GOING OVER TO THIS SIDE OF THE ROOM. PLEASE STEP FORWARD.

>> DAVE JENKINS.

I'M A CLVS --

>> CHRISTINE PHIPPS: COULD YOU PLEASE STEP CLOSER TO THE MICROPHONE.

>> IS THAT BETTER?

>> CHRISTINE PHIPPS: YES, THANK YOU.

>> I'M DAVE JENKINS, CLVS.

AND I'M FROM MINNEAPOLIS, MINNESOTA.

I JUST WANT TO SAY, THE CLVS GROUP HAS NO DESIRE TO USE A.I. TO REPLACE REPORTERS.

WE SPECIFICALLY TALK ABOUT THAT AND MAKE SURE WE DON'T DO THAT.

AND WE WANT TO BRING MORE PEOPLE INTO THE NCRA.

AND BY MAKING THE CLVS STRONGER, WE MAKE NCRA STRONGER.

SO WE WANT TO BE WITH YOU.

WE WANT TO STAND WITH YOU.

AND THAT'S ONE OF THE BIG THINGS WE WANTED TO TRY TO DO WITH THIS.

AND IT DOES BRING IN MORE MONEY INTO THE COFFERS, SO I THINK THAT'S IMPORTANT.

>> CHRISTINE PHIPPS: THANK YOU.

YES, PLEASE?

>> HI, I'M DONNA LINTON FROM ASHBURN, VIRGINIA.

AND I SUPPORT THIS.

I'M THINKING, WE ALREADY TEST THEM FOR THE CLVS AND IF THEY'RE MEMBERS, THEY'RE

AGREEING TO ABIDE BY OUR BYLAWS AND BE FOR STENOGRAPHIC COURT REPORTERS.

SO I THINK THAT THEY SHOULD BE ALLOWED TO BE PARTICIPATING MEMBERS.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.

ON THIS SIDE OF THE ROOM?

>> KEITH LEMONS.

>> CHRISTINE PHIPPS: KEITH.

GO AHEAD.

>> BRENTWOOD, TENNESSEE.

>> CHRISTINE PHIPPS: PROCEED.

>> I HAVE BEEN ON THE FENCE ABOUT THIS ISSUE SINCE I'VE READ THE AMENDMENT TO BEGIN WITH.

I AM GRATEFUL FOR WHAT PEOPLE HAVE SAID THIS MORNING.

AND I AM, NOW, LEANING TOWARD BEING IN SUPPORT OF THE AMENDMENT.

I THINK THAT IT IS IMPORTANT THAT IF WE HAVE PEOPLE THAT ARE ACTUALLY PARTICIPATING IN

THIS ASSOCIATION, AND SUPPORTING THE MESSAGE OF THIS ASSOCIATION, THAT THEY SHOULD HAVE A

VOICE IN THIS ASSOCIATION.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.

>> RACHEL RENNER-CRAIGER FROM CHESAPEAKE, VIRGINIA.

I'M IN SUPPORT OF THE AMENDMENT AND I JUST WANT TO SPEAK TO THOSE IN OPPOSITION THAT HAVE BEEN STATING IF WE LET THEM IN OR THE ISSUE THEY'RE HAVING PEOPLE ARE HOLDING THEM SELLS OUT TO BE REPORTERS, WE HAVE THAT ISSUE WHETHER THIS AMENDMENT PASSES OR NOT. IN VIRGINIA WE HAVE DIGITAL REPORTERS WHO ARE NOT PART OF NCRA, BUT HOLD THEMSELVES OUT EVERY DAY TO BE REPORTERS.

SO WE NEED PEOPLE TO ADVOCATE FOR THOSE THAT ARE IN SUPPORT OF OUR PROFESSION, NOT AGAINST IT.

SO I THINK THAT THEY SUB ALLOWED IN.

>> CHRISTINE PHIPPS: THANK YOU.

YES?

WE WILL NOW GO TO A SECOND ROUND.

>> ROUND TWO, MELANIE HUMPHREY-SONNTAG, CHEYENNE, WYOMING, YEE-HAW.

I WANTED TO SPEAK DIRECTLY TO MIKE HENSLEY'S COMMENTS, I LOVE MIKE HENSLEY AND HE ALWAYS HAS GOOD COMMENTS.

MY CONCERN IS, CURRENTLY, ANYONE SEEKING TO BECOME, OR HAS BEEN CERTIFIED AS A CLVS CAN BE AN ASSOCIATE MEMBER.

THAT'S OUR CURRENT LANGUAGE.

THEY'RE ALREADY ASSOCIATE MEMBERS.

WHAT THIS LANGUAGE DOES IS TAKE OUT THOSE CERTIFIED AS CLVS AND MOVES THEM TO PARTICIPATING MEMBER CATEGORY.

THIS IS VERY SIMILAR TO THOSE THAT HOLD THE RPR.

WHEN YOU JOIN NCRA, MOST TIMES, YOU'RE A PARTICIPATING MEMBER.

THEN, WHEN YOU ARE CERTIFIED, YOU BECOME A REGISTERED MEMBER.

THIS WOULD MOVE CLVS HOLDERS FROM ASSOCIATE MEMBERS, WHO DO NOT GET TO VOTE, INTO THE PARTICIPATING MEMBER CATEGORY, OF THOSE WHO VOTE.

PARTICIPATING MEMBERS CANNOT SERVE ON THE NCRA BOARD, ONLY REGISTERED MEMBERS.

THIS IS NOT A MOVE TO PUT CLVSS AVAILABLE TO SERVE ON THE BOARD.

BUT TO GIVE THEM A VOTING OPPORTUNITY.

SO, MIKE, YOU WERE CONCERNED ABOUT STRIKING THE LANGUAGE, OR WHO HAS BEEN CERTIFIED, AS

PART OF THE ASSOCIATE MEMBER CATEGORY, AND I THINK IT IS ENTIRELY APPROPRIATE TO STRIKE THAT BECAUSE THOSE WHO ARE CERTIFIED AS CLVSS WILL BE, THEN, IN THE PARTICIPATING MEMBER VOTING CATEGORY.

AS YOU MENTIONED EARLIER, MIGHT BE, CERTIFICATION IS ONE OF NCRA'S HALLMARKS. AND ONE OF THE THINGS WE HAPPEN TO DO VERY WELL.

AND WE HAVE BEEN CERTIFIEDING CLVS MEMBERS FOR MANY YEARS.

I SPEAK IN SUPPORT OF THIS AMENDMENT.

>> CHRISTINE PHIPPS: THANK YOU.

AND NEXT?

>> IF I COULD?

I WOULD JUST LIKE TO REMIND EVERYBODY THAT THIS PARTICULAR CERTIFICATION HAS BEEN AROUND FOR 35 YEARS.

WE'VE BEEN SUPPORTING TRAINING AND PUTTING CLVS OUT IN THE FIELD WITH THE RIGHT TRAINING AND CREDENTIALS TO GO OUT AND SUPPORT STENOGRAPHERS IN THEIR JOBS, IN CAPTURING VIDEO AND AUDIO RECORD.

BE CONFIDENT AS THE COUNCIL PUT THIS PROPOSAL TOGETHER, THERE IS NO OTHER GOAL, OTHER THAN ALWAYS BEING ABLE TO HAVE A VOICE IN THE -- OTHER THAN US BEING ABLE TO HAVE A VOICE IN THE ASSOCIATION THAT CERTIFIEDS US UNDER THE STANDARDS AND ETHICS THAT NCRA HAS CREATED FOR OUR PROFESSION.

IT REALLY JUST IS THE RIGHT THING TO DO.

THANK YOU.

>> CHRISTINE PHIPPS: I'M SORRY, WOULD YOU PLEASE STATE YOUR NAME?

ROBERT BUTCHER, CORRECT?

>> I'M SO SORRY, ROBERT BUTCHER, FROM DENVER, CALIFORNIA, I APOLOGIZE FOR NOT CATCHING IT INITIALLY.

>> THANK YOU, THANK YOU.

>> CHRISTINE PHIPPS: NEXT, PLEASE.

>> MARJORY ROGERS FROM WASHINGTON, D.C.

WE DID NOT LIVE IN FEAR, RIGHT?

AS REPORTERS AS PART OF AN ORGANIZATION.

BECAUSE OF THAT, WE HAVE TO GET ALONG WITH THE STRATEGIC PLAN AND WE HAVE TO BE INCLUSIVE, RIGHT?

WHAT I CAN SAY IT, YOU KNOW, AS IN COURT WE HEAR ALL OF THE TIME, YOU KNOW, YOU'RE INNOCENT UNTIL PROVEN GUILTY; NOT GUILTY UNTIL PROVEN INNOCENT.

SO I AGREE AND SUPPORT THIS AMENDMENT.
AND AS YOU ALL KNOW, THE LAST YEAR IN THE
PANDEMIC, WE USED THE CERTIFIED LEGAL VIDEO
SPECIALISTS A LOT DURING THE PANDEMIC.

RIGHT?

FOR ALL OF THE VIRTUAL EVENTS.

I KNOW A LOT OF CONFERENCES HAD USED THEM.
YOU KNOW, THE NCRA, WE'RE USING ONE FOR OUR
PARTIAL VIRTUAL EVENT.

THEY'RE CERTIFIED LEGAL VIDEO SPECIALISTS.

SO I THINK WE NEED TO WORK TOGETHER WITH
THEM.

AND THEY ARE INNOCENT UNTIL PROVEN GUILTY.

I ALSO WANT TO SAY IS, IT SHOULD BE
SOMETHING WHERE THERE'S, LIKE, A CONFLICT OF
INTEREST KIND OF PAPER, OR MANDATE, THAT
THEY HAVE TO SIGN OFF ON BECAUSE THEY'RE NOT
STENOGRAPHERS THAT SAY MAYBE THEY WILL NOT
DO SUCH AND SUCH AND SUCH AND SUCH.

AND IF THEY DO THIS, THEY WILL BE STRIPPED
FROM THE MEMBERSHIP OR SOMETHING LIKE THAT.

SO I JUST THINK, I DO AGREE WITH THE
AMENDMENT, BUT THERE SHOULD BE SOME
REQUIREMENTS.

THANK YOU.

>> TAMI: MADAM PRESIDENT I'VE BEEN ASKED TO
CLARIFY CLVS IS A CERTIFICATION, NOT A
CERTIFICATE.

>> CHRISTINE PHIPPS: SINCE WE'RE AMENDING
NCRA BYLAWS -- I'M SORRY, I DID NOT SEE YOU
OVER THERE, MY APOLOGIES.

>> YOU CAN'T SEE ME OVER HERE?

ALL SIX FEET OF ME.

[LAUGHTER]

>> CHRISTINE PHIPPS: THE LIGHTS ARE SO
BRICE.

>> I'M SORRY, MADAM PRESIDENT.

KRISTIN ANDERSON, I APOLOGIZE, SAN ANTONIO,
TEXAS.

I'LL BE BRIEF BUT I'M GOING TO TALK A LITTLE
SLOW FOR OUR CAPTIONER.

I LIKE KEITH LEMONS, WANTED TO HEAR THE
ARGUMENTS TODAY FROM THE CLVS MEMBERS HERE.

AND I THANK YOU FOR YOUR DEDICATION AND
COMMITMENT TO SUPPORTING THE STENOGRAPH
PROFESSION.

FOR THOSE THAT DON'T KNOW, THAT IS A
CERTIFICATION.

SO THEY -- THEY GO THROUGH SOME GRUELING
TESTING AS WELL.

AND THEY SUPPORT US.
AND I THINK WE ARE STRONGER TOGETHER.
AND I'M GOING TO -- I SPEAK IN MORE OF THIS
MOTION.
I'M -- I'M EXCITED.
I THINK THIS WILL -- THEY'RE ENGAGED.
THEY'RE HERE.
THEY'RE SUPPORTING OUR PROFESSION AND OUR
FUTURE.
AND WHAT WE HAVE TO FEAR ARE THOSE THAT ARE
NOT CERTIFIED, INCLUDING REPORTERS AND A.I.
AND VIDEOGRAPHERS THAT ARE NOT.
BUT CLVS MEMBERS ARE HELD TO A VERY HIGH
STANDARD.
AND SO I'M EXCITED ABOUT THIS.
AND ON A SIDE NOTE, I'M LOOKING AT
PRESIDENT-ELECT DEBBIE DIBBLE AND SAY, IF
YOU DON'T HAVE A VOLUNTEER TO BE THE BOARD
LIAISON TO THIS GROUP ALREADY, I'M
VOLUNTEERING.
SO IT IS NEW ENDEAVOR.
ANYWAY, I APPRECIATE YOUR PASSION AND
SPEAKING UP.
THANK YOU.
>> CHRISTINE PHIPPS: YES?
>> I, LIKE KEITH, HAVE ALWAYS STOOD --
>> CHRISTINE PHIPPS: I APOLOGIZE, PLEASE
STATE YOUR NAME, CITY AND STATE.
>> I'M SUE TERRY, SPRINGFIELD, OHIO.
LIKE KEITH, I SUPPORT THE CLVS.
I ALSO SUPPORT EVERYTHING STENOGRAPHIC;
HOWEVER, I WANTED TO SAY SOMETHING THAT
HAPPENED TO ME THIS PAST WEEK.
STRONG HAS SOME GREAT MATERIAL.
WE'RE GOING TO BE BRINGING OUT IN THE NEXT
TWO DAYS.
WITHOUT THE HELP OF ANDREA KREUTZ, CLVS, IT
WOULDN'T HAVE HAPPENED.
WE DO NEED TO WORK WITH THEM.
WE NEED TO SUPPORT THEM.
ANDREA DROPPED EVERYTHING, AND I MEAN
EVERYTHING, AND WE GAVE HER A MASSIVE AMOUNT
OF WORK TO DO FOR ALL OF YOU.
AND SHE DROPPED EVERYTHING, CANCELED FAMILY
VACATION IN ORDER THAT THIS GET HERE.
SO I AM GOING TO STAND IN SUPPORT OF IT.
THANK YOU.
>> CHRISTINE PHIPPS: THANK YOU.
YES, PLEASE?
>> MAX CURRY, FRANKLIN, TENNESSEE.

I RISE IN SUPPORT OF THE AMENDMENT, TO THE BYLAWS, BECAUSE OUR VIDEOGRAPHERS AND ESPECIALLY CLVSS ARE ALLIES. AND THEY ARE STRONG SUPPORTERS OF OUR PROFESSION. OF STENOGRAPHY. BOTH CAPTIONING AND COURT REPORTING. AND A LOT OF VIDEOGRAPHERS, WHEN I WAS PRESIDENT, HAD THE OPPORTUNITY TO SPEAK TO A LOT OF PEOPLE. AND I HAD VIDEOGRAPHERS SPECIFICALLY SAY, WHY SHOULD I BE A MEMBER OF AN ORGANIZATION WHERE I'M MARGINALIZED? YOU KNOW, IF I'M NOT EVEN GOING TO BE A VOTING MEMBER, WHY WOULD I JOIN? I THINK THERE ARE A LOT OF PEOPLE OUT THERE WHO WOULD COME AND EMBRACE THIS ORGANIZATION AND THEY WOULD GET THEIR CERTIFICATION AND BE EVEN BETTER VIDEOGRAPHERS AND MORE SUPPORTIVE OF US OUT IN THE FIELD IF THEY FELT THIS WAS PLACE THEY COULD BE INCLUDED. SO THAT'S ONE THING THAT THAT BOARD HAS VOTED ON, AT OUR LAST BOARD MEETING, WE'VE BEEN WORKING TOWARDS, THAT INCLUSIVITY MEANS EVERYTHING. AND WE NEED TO BE INCLUDING OUR ALLIES, PEOPLE THAT ARE SUPPORTING US. WE HAVE ENOUGH PEOPLE WORKING AGAINST US. THOSE PEOPLE THAT SUPPORT US, WE NEED TO BE EMBRACING THEM.

>> CHRISTINE PHIPPS: THANK YOU. YES, PLEASE. STATE YOUR NAME, CITY, AND STATE.

>> TRACY BARKSDALE, LITERALLY TRAVELING IN THE FIFTH WHEEL OF THE UNITED STATES OF AMERICA WITH MY HUSBAND. [LAUGHTER] I'VE LIVED IN ABOUT 10 STATES. ANYWAY, I WOULD JUST RECENTLY HAD IN-PERSON DEPOSITION IN WHICH THERE WAS A VIDEOGRAPHER AND HE REMINDED ME NOT -- JUST MY INTERACTION WITH HIM, THAT REMINDED ME THAT A REALLY GOOD VIDEOGRAPHER IS MY PARTNER AND WE'RE BOTH WORKING TOGETHER TO MAKE THE RECORD. I DON'T -- THERE HAVE BEEN A COUPLE THAT I DIDN'T FEEL THAT WAY ABOUT, BUT MOST OF THEM HAVE BEEN PROFESSIONALS WHO WERE HELPING ME PRESERVE WHAT HAPPENED. AND, YOU KNOW, LIKE SOMEBODY SAID, THEY'RE

ALREADY A PART OF THE ORGANIZATION.
THEY'RE ABLE TO, YOU KNOW, HAVE TRAINING AND
TESTING TO PROVE THAT THEY ACTUALLY KNOW
WHAT THEY'RE DOING.

AND I'M NOT GETTING THAT THEY'RE OUR
COMPETITION.

THE A.I. THING IS A WHOLE SEPARATE THING.
I DON'T THINK THIS IS THE SAME THING.
I GUESS THAT MEANS THAT I'M REALLY LEANING
TOWARDS THINKING THAT THIS IS A REALLY GOOD
CHANGE.

>> CHRISTINE PHIPPS: YES, PLEASE.

>> HI, MY NAME IS NANCY HOP, LIKE HOP UP AND
DOWN, BUT TWO "P'S" I'M FROM ST. LOUIS,
MISSOURI.

I WANTED TO PROVIDE AN HISTORICAL
PERSPECTIVE ON THIS, BECAUSE I GO WAY BACK.
ABOUT A MONTH BEFORE I GRADUATED FROM
REPORTING SCHOOL, IN 1978, MY FATHER SENT ME
AN ARTICLE FROM NO LESS THAN THE "WALL
STREET JOURNAL" THAT ADDRESSED HOW THIS NEW
TECHNOLOGY OF VIDEOGRAPHY WAS GOING TO
REPLACE COURT REPORTERS.

AND MY FIRST THOUGHT WAS, GEE, THANKS, DAD.
BUT, YOU KNOW, HERE WE ARE HOWEVER MANY
YEARS LATER AND WHO AMONG US CAN SAY THEY'VE
NEVER RELIED ON THE VIDEO RECORD FOR
PURPOSES OF MAKING SURE THAT THE STENO IS
EXACTLY THE SAME, SO THAT ACCURATE VIDEO
EDITING CAN TAKE PLACE.

AS I RECALL, AGAIN, THIS IS GOING BACK
DECADES, THOSE WITH BETTER MEMORIES SHOULD
FEEL FREE TO CORRECT ME, BUT AT THE TIME
VIDEO CAME TO THE FLOOR AS A NEW TECHNOLOGY,
I BELIEVE IT WAS NCRA PRESIDENT SANDRA
MCFATE WHO HAD THE FORESIGHT TO ENBRACE IT,
AND INSTEAD OF TRYING TO FIGHT VIDEO AS A
POTENTIAL REPLACEMENT, CREATED OR WAS
INSTRUMENTED IN CREATING THE CLVS SO THAT WE
COULD PARTNER WITH VIDEOGRAPHERS.

HERE WE ARE, THIS MANY YEARS LATER, IT'S
BEEN A SUCCESSFUL PARTNERSHIP.

I THINK THE TIME HAS COME TO RECOGNIZE THE
CLVSS AS AN INTEGRAL PART OF RECORD
MAKING.

THANK YOU.

>> CHRISTINE PHIPPS: THANK YOU.

ANY FURTHER DISCUSSION?

SINCE WE'RE AMENDING THE NCRA CONSTITUTION
AND BYLAWS THE VOTE REQUIRED BASEBALL A

TWO-THIRDS VOTE AND WILL BE DONE ONLINE AS PREVIOUSLY DESCRIBED.

A SINGLE VOTE WILL BE TAKEN ON BYLAWS AMENDMENT #7, INTEGRATION OF CLVS AS PARTICIPATING MEMBERS.

TAMI, PLEASE CONTINUE.

>> TAMI: THE NEXT PROPOSE AMENDMENT -- I'M KIDDING.

[LAUGHTER]

I COULDN'T DO IT, DAVE.

MADAM PRESIDENT, THAT CONCLUDES THE REPORT --

[LAUGHTER]

[APPLAUSE]

>> TAMI: THAT CONCLUDES THE REPORT OF THE CONSTITUTION AND BYLAWS COMMITTEE.

I WOULD LIKE TO THANK THE MEMBERS OF THE COMMITTEE, LINDA HALLWORTH, JO ANNE LEGER, SARAH NAGEOTTE, AND KELLEY SPEARS FOR THEIR HARD WORK.

AND I WOULD ALSO LIKE TO ADD THAT THE WORK OF THIS COMMITTEE OVER THE YEARS I'VE BEEN ON IT AND MANY OTHER COMMITTEES COULD NOT BE ACCOMPLISHED WITHOUT LAURA BUTLER.

[APPLAUSE]

[CHEERS AND APPLAUSE]

>> CHRISTINE PHIPPS: THANK YOU, TAMI.

I WOULD LIKE TO THANK EVERYBODY HERE IN THE ROOM FOR THE VERY RESPECTIVE COMMENTARY AND DEBATE.

OUR WORLD LEADERS COULD TAKE A LESSON OR TWO FROM ALL OF US.

SO GREAT JOB, EVERYONE.

WITHOUT OBJECTION, THIS CLOSES THE BUSINESS ON CONSTITUTION AND BYLAWS AMENDMENTS.

NEW BUSINESS.

THERE'S ANY NEW BUSINESS TO COME BEFORE THE MEETING?

OKAY.

ACCORDING TO ARTICLE 9 OF THE CONSTITUTION AND BYLAWS, VOTING FOR THE CONSTITUTION AND BYLAWS AMENDMENTING SHALL BE BY ELECTRONIC MEANS.

ALL ELIGIBLE VOTING MEMBERS FOR WHOM NCRA HAS AN ACTIVE EMAIL ADDRESS WILL RECEIVE AN EMAIL WITHIN TWO HOURS OF THE CLOSE OF THIS BUSINESS MEETING.

THE EMAIL WILL CONTAIN A LINK TO THE SECURE VOTING WEBSITE.

AT THE SECURE WEBSITE, YOU WILL BE ASKED TO

ENTER YOUR NCRA I.D. NUMBER, FOLLOWED BY
YOUR NCRA ONLINE PASSWORD.

ONCE LOGGED IN, MEMBERS ENTER THE SECURE
VOTING WEBSITE AND VOTE.

ONLINE VOTING WILL BE OPEN FOR 24 HOURS AND
WILL OPEN WITHIN TWO HOURS OF THE CLOSE OF
THIS MEETING.

MEMBERS WILL BE ABLE TO VOTE VIA THEIR OWN
PHONES, TABLETS, OR COMPUTERS FOR THE LENGTH
OF THE 24-HOUR VOTING WINDOW.

THE OFFICIAL RESULTS SHALL BE POSTED ON THE
NCRA WEBSITE AS SOON AS AVAILABLE.

THE CHAIR REQUESTS THAT OUR NEW PRESIDENT
DEBBIE DIBBLE OF SALT LAKE CITY, UTAH,
PLEASE JOIN ME AT THE PODIUM.

[APPLAUSE]

IT IS INDEED MY PLEASURE TO FORMALLY HAND
OVER THE NCRA'S PRESIDENTIAL GAVEL AS YOU
BEGIN YOUR JOURNEY AS PRESIDENT OF NCRA.

DEBBIE, GOOD LUCK.

WE'RE ENTRUSTING YOU WITH THE LIVELIHOODS OF
ALL OF OUR MEMBERS.

JUST DO A GREAT JOB.

YOUR BOARD TEAM IS HERE TO SUPPORT YOU.

AND SO IS THE STAFF TEAM.

AND DAVE.

AND JUST LEAD FORWARD WITH AN AUTHENTIC
HEART.

YOU'LL DO A GOOD JOB.

>> DEBBIE DIBBLE: THANK YOU.

[APPLAUSE]

I WOULD JUST LIKE TO THANK PRESIDENT PHIPPS
AND THE NCRA BOARD OF DIRECTORS AND THE NCRA
MEMBERSHIP FOR THE HONOR OF SERVING THEM.

AND I LOOK FORWARD TO A FANTASTIC YEAR OF
BEING STRONGER TOGETHER.

THANK YOU, EVERYONE.

[APPLAUSE]

>> CHRISTINE PHIPPS: PAUSE FOR THE PHOTO
OP, PLEASE!

OKAY.

THE NCRA BOARD OF DIRECTORS AND I APPRECIATE
YOUR

PARTICIPATION IN OUR ANNUAL BUSINESS
MEETING.

IF THERE IS NO FURTHER BUSINESS AND NO
OBJECTION, WE WILL ADJOURN.

HEARING NO OBJECTION, THE 2021 ANNUAL
BUSINESS MEETING OF THE NATIONAL COURT
REPORTERS ASSOCIATION IS ADJOURNED SINE DIE.

WE'LL SEE YOU AT THE NCSA MEETING AT 2:00
P.M. AND THEN AGAIN AT THE OPENING RECEPTION
THIS EVENING AT 5:30 P.M.
THANK YOU.
[APPLAUSE]