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ANNUAL BUSINESS MEETING

Thursday, July 21, 2022 – 8:30-11:00am

(8:37:02 AM)

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DEBBIE DIBBLE, RDR, CRR, CRC: (At podium)

Good morning, everyone, and welcome to the Annual Business meeting of the National Court Reporters Association.

If you would please take your seats at this time.

And, also, if you would please turn off your cell phones, or silence them, and if anyone has seen mine....

If you would turn that off, for me, as well.

[LAUGHTER], or let me know where it is.

(After a pause), I'm Debbie Dibble, I am the president of NCRA.

As your Chair, I am honored to call to order the 2022 Annual Business Meeting of the National Court Reporters Association, here in Orlando, Florida, I see a sea of faces, faces that are here, year after year, that are members of our committees, of our community; for decades they have served.

Your dedication and passion, drives our Association and fuels....

Our success.

Your passion and commitment protect....

(After a pause), and preserve our legacy.

And I see fresh new faces full of excitement as they begin their journey, get involved, create energy, and bring fresh perspectives, and ideas.

You are our future!

Thank you, all, for being here today, interested in the business of our Association; and doing the work of our people.

Before we get started with the agenda of business, the chair would like to have a moment of silence, in honor of all those colleagues and friends in court reporting and captioning professions who have passed away over the past year.

(A moment of silence observed at 8:38:46 a.m.)

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PRESIDENT DIBBLE: Thank you.

The next three agenda items require a vote of the Membership, in preparation for that vote, please get out your green voting cards.

Here with our credentials report is the chair of the credentials committee.

President elect Jason Meadors.

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PRESIDENT-ELECT JASON MEADORS: Madam President, the credentials committee, reports at there are at last count, 47 voting members registered for the business meeting at this time.

A quorum of no fewer than 25 voting members need to be present. By directions of the credentials committee, I move the adoption of the credentials committee report.

>> PRESIDENT DIBBLE: The vote is on the adoption of the report of the credentials committee.

Is there any discussion?

(A pause),.

Those in favor of the adoption of the Report of the Credentials Committee please raise your green voting card.

You may lower them.

Those opposed, please raise your green voting card.

(a pause), you may....

(Laughing) not lower them.

[LAUGHTER] there's 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.

The next business in order, is the Adoption of the Standing Rules, which includes Election Rules President-Elect Jason Meadors is the chair of the Rules Committee and will give the report.

>> PRESIDENT-ELECT JASON MEADORS: Madam President, 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, are the

rules of this Meeting.

>> PRESIDENT DIBBLE: The vote is on the adoption of the meeting Standing Rules as provided in the app.

Without objection, they will not be read.

(A pause) -- there is no objection.

Is there any discussion on the rules?

(A pause), are you ready for the vote?

Those in favor, please -- of adoption of the meeting Standing Rules please raise your green voting card.

You may lower them.

Those opposed please raise your green....

Voting card.

Seeing none, there 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.

>> PRESIDENT-ELECT JASON MEADORS: Madam President, the agenda is also included in the conference app, Madam President, I move the adoption of the agenda as presented.

>> PRESIDENT DIBBLE: It has been moved to adopt the agenda as presented.

Do I have a second?

FROM THE FLOOR: I'll second!

>> PRESIDENT DIBBLE: I hear a second, moved and seconded to adopt the agenda as presented.

Is there any discussion?

Those in favor of adoption of the agenda please raise your green voting card.

You may lower them.

Any opposed may raise your green voting card.

Seeing none, there is a majority in the affirmative, the motion passes and the agenda is adopted.

(A pause),

>> PRESIDENT DIBBLE: In accordance with Meeting rule No. 8, minutes of the annual business meeting will be approved by the following committee:

Eric Allen member, thank you for doing this important work.

The chair would like to introduce your 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 Jason Meadors.

FAPR, RDR, CRC, of Fort Collins, Colorado.

Vice president KRISTIN M. ANDERSON, RPR of Denton, Texas.

Treasurer, Cindy Isaacsen, RPRShawnee Kansas.

Christine Phipps, director, Lance Boardman, RDR, CRR RDC, CRR Cleveland Ohio, director Saba McKinley Roberts, RPR, CRI.

Of Clarksville, Tennessee, Cathy Penniston, RPRCRI of Waukeelowa, director Heidi C. Thomas, FAPR, RDR, CRR, CRC.

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Of Kennesaw, Georgia, director Yolanda Walton, FAPR, RPR of Norwalk, Ohio and our Executive Director, Dave Wenhold, CAE, PLC

Executive Director: Of NCRA Headquarters, Reston, Virginia, please join me in thanking them for their hard work on your behalf for this past year.

[CHEERS AND APPLAUSE]

Thank you, you may be seated.

The chair would like to introduce you, to the person, seated to my left, during our meeting, our Parliamentarian Barbara Proctor is a professional registered parliamentarian with the national association of parliamentarians, who has served international, national, state and local organizations as a convention parliamentarian, bylaw consultant and trainer for parliamentarian procedure since 1980.

Welcome, Barbara, and thank you for being here with us.

[APPLAUSE]

and my favorite part our captioner today, captioning today is being provided by Anthony Trujillo, RMR, CRR, CRC
From Orlando, Florida.

[CHEERS AND APPLAUSE]

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PRESIDENT DIBBLE: That will be the greatest applause of the day, I told him I was going to let everybody know that we are so excited with fresh blood!

This is his first, NCRA Convention, and he is doing a great deal of our captioning this week.

I just am always in awe of the courage for captioners to come before their peers, And show their work; so, Anthony, we are so grateful you are here.

He is the very last seat closest to the aisle as you're going out, feel free to stop, [LAUGHTER], and tell him what a great job he did, and how grateful we are that he's here.

Okay, I'm done, Anthony!

>> TONY: Thanks:)

>> Please welcome your secretary-treasurer, Cindy Isaacsen!

[APPLAUSE]

>> Cindy Isaacsen:

(Entering) --

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Cindy Isaacsen: Good morning, everybody.

FROM THE FLOOR: Good morning!

>> Welcome to Orlando!

I've already seen lots of Facebook posts of all the fun that you-all been having.

I'm trying to figure out, glasses or no glasses?

So we'll see how it goes.

So....

Welcome to our annual Business meeting.

This is a real important part of our Convention, and I'm glad that you took the time to be here, so, for those of you who don't know me, my name is Cindy Isaacsen.

It has been a pleasure, and an honor, to serve as your NCRA's Secretary-treasurer for the past year.

It's a lot of feedback.

Okay, (after a pause), okay.

(Steps away)

Is this one better?

>> Cindy Isaacsen:

Okay.

Our finances are an extremely important part of NCRA.

And I am grateful to the Board and to our Members, who are devoted to the continued health, and longevity of our Profession, and our Association.

At this time, I would like to acknowledge the Members who serve with me on the Finance and Audit committee this past year.

As I say your name please stand

Their dedication in attending the monthly meeting, their ability to process complex accounting information and their judgment in making important decisions are essential

elements in fulfilling the obligations and completing the important tasks that the finance committee, undertakes, each year.

I thank each of them for being here with their questions and insight,

Every month, as we review the financial statements, of the Association,

[APPLAUSE]

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>> Cindy Isaacsen: I would also like to take this opportunity to thank NCRA president Debbie Dibble, RDR, CRR, CRC.

And, NCRA vice president, Kristin Anderson, for their assistance and guidance for this past year, I appreciate their willingness to answer any of my questions and share their extensive knowledge.

Thank you.

[APPLAUSE]

while there are currently 11 members that you have elected to carry out, the weight of our leadership, we have many hundreds of gifted and devoted Members, whose input, is essential, in keeping NCRA on course.

As a Secretary-treasurer, I am the Chair of NCRA's Finance Committee, which also serves, as the Association's Audit Committee, as described in article VI, Section 7 of the

constitution and Bylaws, the Secretary-treasurer shall oversee and be responsible, for, the safe-keeping and management of all funds, securities and financial records.

In addition, article XIV, Section 12, directs the secretary-treasurer to provide the board of directors, an annual report of all receipts, and disbursements of the Association.

A significant role of the Secretary-treasurer is management of the annual audit process.

An audit provides independent verification that the financial statements are a true, and fair representation, of the entity's financial situation.

This provides invaluable credibility, and confidence, to our Members, our Board, and our external stakeholders.

The Audit also confirms we have the right accounting policies and procedures and that we have the appropriate segregation of duties between those handling, and managing our funds.

As part of our due diligence, this past year, we conducted a review of our audit services.

Requested a proposal from many firms, and after extensive deliberation, the finance committee recommended to the board that we retain our present auditors,

Rogers&company for an additional three-year term.

I am pleased to inform you, that the 2021 Audit Report and Financial Statements, were presented, and accepted as submitted by the NCRA board of directors on May 24th, 2022.

Let me share, an overview of the results of the Association's year-end audit for the year ending December 31, 2021.

For the year, I am pleased to inform you that Rogers& Company, our independent certified public accountant reported no material weaknesses in NCRA's internal controls and that the financial statements presently, the financial position and results of operations.

Accounting terms we received an unmodified opinion.

In layman's terms a clean opinion.

This is the result our staff and Board strive to achieve each year.

For fiscal year 2021, NCRA, and Affiliates, the National court reporter's foundation, and the National court reporter's political action committee ended the year with a combined change in net assets from operations a profit of \$223,605.

The breakout in net income is NCRA, at \$136,686.

NCRF, 84,995, and NCR APA C-1,924 dollars.

On behalf of Executive Director Dave Wenhold, vice president of finance John Dripps.

The entire NCRA staff and board of directors, I am pleased to share with you, that in 2021, we, again, exceeded our goal.

And we ended with an operating profit of \$223,605.

During this time, your Association, has invested these profits and expanded service offerings, fought hard in Congress to keep our benefits.

And expanded assistance to our Students.

All while delivering the -- the positive financial results you expect of your Association.

This concludes the information on the Annual Audit.

You may view the Report on the Association's Web site and in the Conference App.

(After a pause), additional responsibilities of the finance committee are to meet with the association's investment advisors Grayson Consulting to review 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.

Our investment portfolio, composed of stocks, bonds, and a small amount of alternative assets, ended fiscal year 2021, with total investments at more than 7 million dollars. This represents about 150% of our Annual Audited expenses, which is an exemplary ratio in the association world.

(After a pause), the pandemic has brought about many ups and downs in our investment portfolio.

We would be naive to believe that the upward trend would continue.

We have already seen our investments decline in the last several months.

This is the nature of investments across the board.

Another responsibility of the finance committee, is to review financial reports, and to ensure that the Board receives accurate, timely, and complete information.

>> Cindy Isaacsen: 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.

The Finance Committee, also has a responsibility to review in detail, the association's IRS Form 990, for the Board.

This form is in some ways, similar to the corporate income tax return; however, the Form 990 is specific to 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....

The "about leadership and governance" section on the NCRA Web site.

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.

The 990 was reviewed at this week's board of directors meeting, to ensure that the Report is complete, and filed timely.

Let me switch gears and briefly share with you some information regarding the current fiscal year 2022.

This year is showing its difficulties.

From the investment markets to inflation, and to member recruitment -- these areas are impacting NCRA.

with membership revenues down, our operating margin is down, currently a loss of \$97,000.

While our investments, which perform so well in 2021, and have seen a \$650,000 drop in market value.

We are mindful of these headwinds, and are making adjustments, where possible, to reduce our spending, and attract new Members.

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 resource 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 as we execute our strategic plan.

>> Cindy Isaacsen: (Continuing), the board takes our fiduciary responsibility seriously, and I assure you, we are proceeding in 2022, with cautious optimism for our financial future.

(After a pause), in closing, again, thank you, to the Finance Committee, and the entire NCRA board and staff.

For your hard work this year.

The finance committee continues to review monthly, the financial status with John Dripps answering any questions that arise, his attention to detail and dedication to our financial well-being has made an impactful difference in meeting our fiduciary responsibilities.

It is an honor to serve as your secretary-treasurer for this past year, and I look forward to another prosperous year for NCRA.

Thank you, (concludes remarks at 8:57:35 a.m. Eastern Daylight Time),

[APPLAUSE]

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>> PRESIDENT DIBBLE: (Returning) thank you, Cindy, 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, as well as the entire finance committee for your fabulous work.

You have served us well.

(Pause), the next business in order is the report of the nominating committee, here to present the report is nominating committee chair, Christine Phipps!

((A pause)).

>> Did I skip a page?

Everyone's looking at me, like, (sound of pages turning).

(Pause),.

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Christine Phipps, RPR: (Adat podium.)all right, here we go.

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Excuse me, just a moment.

All right.

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 during this time.

Director for three-year term,

Phyllis Craver Lykken, FAPR,

RPR, of Yakima, WA

Who cannot be here today.

Stacey Potenza, CRC, of

McKinney, TX

Secretary-Treasurer

Cindy Isaacsen, RPR, of Shawnee,

KS

Vice President

Keith Lemons, FAPR, RPR, CRR

(Ret), from Brentwood, TN

and....

President-Elect

Kristin Anderson, RPR, Denton,

TX

[APPLAUSE]

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[CHEERS AND APPLAUSE]

Thank you.

It was my pleasure to work with

Meredith Bonn, Diane Freeman,

Donna Karoscik, Sue Terry, and

Sheri Piontek. Please stand for

a round of applause.

[APPLAUSE]

this completes the report of the nominating committee.

(Exits).

>> PRESIDENT DIBBLE:

thank you, Christine, for your leadership and dedication to the nominating process, and thank you for your committee.

I know it's real intense weekend as you find the leaders for our future at our NCRA board of directors.

In accordance with Article 6

(VI), Section 2 of the

Constitution and Bylaws, Jason

Meadors, FAPR, RPR, CRR, CRC,

will automatically assume the

office of President of the

National Court Reporters

Association at the close of this

meeting.

DIBBLE:

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]

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At this time, I have been given a few moments to address you, all, and to thank you, all,
for the opportunity that I have had to -- to serve, and lead for this past year.

A woman had a dream, where a
genie appeared to her and told
her that because she had served
others, he would grant her one
wish. She thought for a minute
and said, "I wish that peace and
love and happiness and
productivity filled the whole

earth.” The genie smiled and replied, “That's a noble wish, ma'am. But we don't deal in fruits here we only deal in seeds!”

As I end my term serving as your president of our association, I do so with a great deal of gratitude for so many of you that helped me 'plant' some good seeds this year, which are beginning to bear the fruits of our labors. We planted seeds through grassroots efforts which blossomed into bombs dropped on strategic targets with what I like to call shock and awe, showing the world how invaluable we are.

A few of the Seeds that we Planted and Harvested this year include:

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An NCRA Letter to Bar Associations and legal

professionals informing them of
the bait-and-switch tactics of
digital providers

- An NCRA press release
reinforcing the fatal results of
a record that was not preserved

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- Grassroots efforts killed
legislation in Illinois that, if
passed, could have done
irreparable damage to our
profession

...

- A TX ruling enforcing judicial
authority over the industry shut
down a major ER company.

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- Our NCRA Captioning Committee
had a presence at the HLAA
convention and participated in a
head-to-head comparison of
methods, ensuring that those in
need of essential accommodations
receive the superior service of
a live captioner.

(A pause), PRESIDENT DIBBLE:

. NCRA Relationships were developed and nurtured through event attendance, resulting in dissemination of critical information directly to the National Association of Court Management, eCourts, National Center for State Courts, The National Association of Paralegals, the Maritime Law Association, and an academy that trains thousands of plaintiffs attorneys every year.

In addition, we called up the NCSA infantry to educate, enlighten, and disseminate that a stenographic court reporter is crucial to protect litigants and the general public from disasters created when there is no accountability for securing personal information, such as HIPAA data, social security numbers, medical records, and

the newest avenue of risk,
biometrics, personal facial
recognition/your voiceprint, all
of which are at risk as
audiovisual data is being
shipped to uncertified,
unregulated transcriptionists
(After a pause),

· And one of the biggest
triumphs, NCRA's network
distribution of The Los Angeles
& San Francisco Daily Journal
article that documented the
damage done when a court
reporter does not take personal
responsibility for preserving
and safeguarding the record.

PRESIDENT DIBBLE: (Continuing),
Our Committees, one and all,
have kept their commitments and
fulfilled their charges above
and beyond. There is no way
that I can appropriately address
and express my gratitude to
every committee in the few

minutes I have been given, but if I could briefly mention a few.

Our brand-new Membership Committee that was instrumental in stemming the bleeding that is prevalent in every association by keeping OUR member attrition to the lowest level in a decade.

Our CLVS committee continued their charge of ensuring certification compliance and education for our partners engaged in legal videography.

Our Captioning Committee continues to stay abreast of legislation and changes in the industry so that our members are informed and prepared as a knowledgeable and skilled resource to the public. Also brand-new this year, our Public Outreach and Creative Content committees have created new and innovative materials to support

our other committees and
highlight our services to
end-user communities including
An upcoming quote, TED talk -- how cool is that?
Words cannot adequately convey
the value of our STRONG team,
but I will say so much of the
earlier bullet-pointed list
would not have been possible
without their diligence and
institutional knowledge. And
as maybe a bit of a cliffhanger,
the Distinguished Service Award
committee has done some serious
heavy lifting and found a most
deserving member who has
contributed much to our
association and profession. I
guess you'll have to come to the
Premier Session tomorrow morning
to see what a great job they
did.

(A pause),

>> PRESIDENT DIBBLE:

NCRF, you are our heart and

And soul of NCRA.

You create opportunities and value that could not be accomplished otherwise. The Mental Health and Awareness resources that are offered free to our members have proven to be an invaluable benefit, and we are so grateful for this support system that protects and strengthens our members. The Angels program ... truly needs to be a thank-you to our members, so THANK YOU ANGELS, for supporting this NCRF program.

[APPLAUSE]

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DEBBIE DIBBLE, RDR, CRR, CRC: Thank you.

And, of course, near and dear to my heart, thank you for the

Career Launcher program that is currently educating and preparing our new professionals to arrive at their first deposition faster and with greater skill than ever before.

And to our staff: You are the foundation on which this Association is built. You have devoted your careers to creating, managing, and strengthening the elements of our industry that are essential to our sustainability. Please know that we recognize your contributions and appreciate you every day for everything that you do.

I have seen many leaders count down the months, days, even minutes to the end of their Service -- (through tears), wow!

I can't even do this!

Stop!

(A pause), I have had the

“blessing” in my life of having
a son with a terminal health
Condition.

Having this unique
perspective of how cherished
every moment of life is has
taught me precious truths. If
you don't live your life in the
now and to its fullest
potential--said one of my older
sons--then life and valuable
opportunities will pass you by.
I have remembered that wise
counsel every moment of this
year, that each moment is
priceless when we are caring for
this Association whose strength
is vital to the success of our
profession.

(A pause), PRESIDENT DIBBLE:

**A primary goal this year was to
get our message out of our
backyards and into the front
yards of stakeholders, judges,
court administrators. I know**

that with the caliber of the members of this Association and with the superiority of NCRA stenographic court reporters, captioners, and videographers, we will continue to rise to every obstacle, not only meeting demands, but exceling. Please always devote yourself to improving yourself in every way and staying superior, always stand proud and represent this noble and magnificent profession with the distinction it and WE -- deserve.

PRESIDENT DIBBLE:

It is more important than ever for NCRA members to band together, to stand up and stand out. To educate ourselves and our industry to the value that we bring.

WHY? Because we are Heroes to each other Heroes of our profession Each of you is a

Hero to me!

I leave you with a poem that
conveys my heartfelt respect and
admiration for each of you.

...

"

The world is full of quiet
heroes, who never seek the
praise,
They're always in the shadows;
They let us have the limelight
days.

So if by chance my thanks
doesn't show,
Unnoticed you will never go.

."

Again, thank you for your
confidence in me, and your
support and encouragement
throughout the year. I have
enjoyed beyond measure serving
you. I am so proud of us and
all that has been accomplished
this year, that will serve us
well for many years to come.

(Concludes remarks at 9:10:19 a.m. Ed).

[APPLAUSE]

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(A standing ovation)

[CHEERS AND APPLAUSE]

Dave Wenhold, CAE, PLC

Executive Director: Thank you, Debbie, every year it's a tradition to have a flag flown over the U.S. Capitol for our president.

This flag was flown over the Capitol, for you on July 4th,

For -- from your Senator, Mitt Romney.

One of the things Debbie has always been a true advocate for is our Bootcamp, and she really cares about making sure that, all of our members, are advocated for, and going to Bootcamp, we met probably 20 years ago, and our friendship has been that long

>> DEBBIE DIBBLE, RDR, CRR, CRC: You made me cry then, too.

>> Dave Wenhold, CAE, PLC

Executive Director: Of course, I've made a lot of people cry, trust me.

[LAUGHTER].

>> Amen to that!

>> But anyway, Debbie so deserves this because she has been the biggest advocate, she has done so much this year.

>> Dave Wenhold, CAE, PLC

Executive Director: And I know, after today, she's going to lose my phone number so she doesn't have to talk to me three times a day.

>> DEBBIE DIBBLE, RDR, CRR, CRC: Was that a request?

>> Dave Wenhold, CAE, PLC

Executive Director: Maybe, but anyway, I wanted to give this to you and say thank you for all that you've done for the profession, you're a great friend, a great advocate and you've been a great president.

Thank you.

>> PRESIDENT DIBBLE: Thank you, you're welcome!

[APPLAUSE]

oh, now for the fun stuff!

(A pause) Tami Keenan knows I'm talking to her, the next business in order is consideration of the proposed bylaws amendment.

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.

We have two microphones back here (indicating), the left will be the pro microphone. The right will be the con microphone.

If you could please, line up based upon how you are planning to speak to this Motion, then we can go pro and con very easily.

(After a pause), according -- (a pause), did I do my right and left wrong?

(Laughing), okay.

The right one will be the pro.

The left will be the con.

I have thumbs-up from Mr. Lehman.

According to bylaws and rules for the meeting the final voting on bylaw amendment

shall take place electronically, on a secure, online Web site.

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.

Since we are amending the NCRA Constitution and Bylaws, the vote required will be a two-thirds vote and will be done online as previously described.

Amendments that contain consequential amendments are -- -- that was in gray.

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.

Tami approaches standing podium.

TAMI KEENAN: Good morning

FROM THE FLOOR: Good morning.

>> Good job, I have to say, I never really am sure if people are excited to see me.

When I come up here,

[LAUGHTER] but....

I don't care!

Our parliamentarian, said you are her favorite person, President Dibble?

>> What.

>> Our parliamentarian said you were her favorite person.

>> TAMI KEENAN: Oh, that's right!

Okay.

Moving on.

I digressed.

And Keith, I'll remember your advice.

The first and only proposed -- only proposed Amendment relates to integration of certified legal video specialists as participating members.

This amendment was submitted by:

Jo Ann Betler, FAPR, RDR, CRR,

CRC, CLVS, CPE

Nancy Varallo, FAPR, RDR, CRR

and

Max Curry, RPR, CRI

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 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

-- excuse me, our Associate members with annual dues of \$179. As Participating Members, CLVS annual dues would be raised to \$300 annually.”

(A pause),

PRESIDENT DIBBLE:

The question is on the adoption of the proposed amendment to Integrate Certified Legal Video Specialists 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)

PRESIDENT DIBBLE:

Article 3 Membership, Section 9, Privileges, Subsection b)

The makers of the motion have the privilege of speaking first.

Is there discussion?

(Please, again, approach the mics.

Pro, con, and when you speak, state your name and your state and city.

(A pause),

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The chair recognizes the member at the promicrophone.

>> Member: Hi, my name is Debbie from Dallas, Texas.

>> Debbie K.

Sorry it just clicked.

>> Debbie: I have been a member of this association, since 1979.

Or 80, one of those.

And I became a Committee Member for NCRA, when I was president of Illinois, in 1994, and '95, and have been a committee member on a committee ever since, to this present day.

I also served as part of that time on the CLVS committee for 12 years, and chaired two or three of those years,

I'm here, in -- do support this amendment for inclusion of the CLVS Folx that we have.

Whatever, our founding fathers, back in 1999, when this program was started, were

Robert McTavish, Daryl Monteleone, sandy M.

Frank Nelson and Gary B., they brought this program, from the ground up, and made a huge success,

To this present day.

We benefit greatly from the CLVS Program.

This Program has been in existence for over 40 years, (with emphasis), with NCRA.

Please, folks, look outside the box.

This is not a ploy to take over the Association and turn it into electronic recording.

Yes, we are a stenographic community.

And we've brought these legal videographers, and trial presenters, into our Association.

we continue to offer this program today, and, train our Leaders of Tomorrow.

(A pause), this would be easier if I had it on paper, I'm sorry.

The CLV -- CLVS committee is an extremely hard working group who devotes countless hours to their duties and receive nothing in return for their many hours of service.

People in this room like Melanie Sonntag and Chris Willette, witnessed this work as they attended some of our training weekends during presidencies the usual reaction from an outsider, "I had no idea how much work you guys put into this program and how grueling this committee service is." I beg you to take off your blinders and see the light.

Let's be an allied force to be reckoned with, not divided.

We need inclusion, not exclusion.

They have the expertise, to guide us, and educate us, on the ever-changing world of

digital technology.

They don't care about Board service, and I can attest: They're too damn busy for board service.

[LAUGHTER], I learned last night that a couple of our founding fathers have dropped their NCRA membership because of the exclusionary attitude, NCRA has extended to them.

And they told me, "If this amendment passes, they will renew tomorrow." It's been a long time.

We lost one of our hard working -- uh, CLVSs this year, recently Jean.

In honor -- in your honor, I hope this Amendment passes, kudos to the CLVSs of NCRA!

>> PRESIDENT DIBBLE: Thank you, Debbie.

[APPLAUSE]

may I remind you, all, of the standing rules at the beginning that we will have three minutes for our time, and, we didn't get the timing started.

So that's why I didn't know when to implement that.

So the Chair recognizes, our member at the con microphone.

If you would state your name and your state and city, please

>> Good morning.

Good morning, my name is Sonya Trevino, from Corpus Christi, Texas,

muchas gracias, (translation: With pleasure to be here with you-all), I open with that remark because when it all comes down to who I am, it's my roots.

Okay?

I am Mexican American.

I am a court reporter.

I belong to NCRA, because, they represent court reporters.

I get that....

For some reason, no, I don't "get", why, you know, videographers want to be involved in the business of court reporters.

There is a place for videographers, but it's not within an Association that is for court reporters.

I don't think so.

You know, NCRA has roots in court reporting (emphasis on "in g") not in being the keepers of the videographers, so I do pride myself in always keeping an open mind.

This issue, is being revisited, again, from last year, where the Members overwhelmingly said "no." And I understand that it can keep coming back, and coming back, and coming back.

And, I think that our members should be heard.

And this needs to have a period put on it.

But the....

Very nice lady mentioned that, "Oh, gosh, you're going to have, you know, CLVS people coming back to NCRA." Well, guess what?

This measure passes, you're going to have reporters who will be mad enough, who will say, "I'm out.

I'm not --" NCRA is not who they are.

NCRA these days is called NCRA 2.0.

Because something happened in the past, that upset so many reporters.

That they walked.

That was a bad time, I am very fortunate to have met Max Curry, and I came back into

the fold.

Because of him.

And I have stayed, I don't know what will happen afterwards, because I love "my" profession.

I will fight for my profession, and my profession, my roots.

Are court reporting.

So I really hope that, this is -- voted down.

And, we don't have to hear about this for a very long time.

Thank you, and -- and -- I'm sorry, Madam President, thank you so much for your service.

Thank you.

>> PRESIDENT DIBBLE: Thank you for your comments, Sonia.

[APPLAUSE]

I see you!

The chair recognizes the speaker at microphone 1

>> I'm short, hopefully you can see me.

>> Debbie Dibble, RDR, CRR, CRC.

I can't even hear you, can you pull that down.

>> Andy, Des Moines Iowa, a CLVS, how does NCRA ensure that rogue videographers are not recording depositions without a verbatim stenographer present?

How does Jane Doe, who is suing her employer for sexual harassment,

Ensure that she has a competent, certified videographer, and stenographer, to capture the testimony of events, in her employment?

How does the mother of three young children suing the driver of the vehicle that struck her husband, as he worked construction,

Make certain that she gets a usable transcript, and video -- for playback in a courtroom?

How do CLVS Members ensure that members of the NCRA Board see the value of maintaining the videographer, and stenographer relationship?

The answer to all of these, is for us to lock arms together and let nothing get past us. Like the childhood game of Red Rover, there are companies encouraging the use of technology to replace, or reduce the role of the court reporter.

There are groups who believe that they can deliver a similar-quality product, while cutting out the role of both the stenographer and certified videographer.

Let's stick together, and make sure they don't succeed.

Certified legal video specialists, have obtained their certifications through NCRA, for over 40 years.

For 40 years, we have locked arms with you, and been your Ally without having a say in who is driving the bus.

We've just been along for the ride.

We would like to have a say in the people who are making big decisions, in the direction of this Organization.

We are not asking for a seat at the table.

We are asking for a voice, in who gets to sit at the table.

Thank you, (concludes remarks),

[APPLAUSE]

>> PRESIDENT DIBBLE: Thank you.

Any further discussion?

(A pause),

the chair recognizes the speaker at microphone 1

>> Good morning, everyone.

(Pause I'm Melanie Humphrey Sonntag from Cheyenne Wyoming, Yee haw!

[LAUGHTER], I rise in support of this amendment.

I agree, with the comments that have made -- been made previously.

We have embraced, through the foresight of Sandy M., many years ago, I was a student at the time that she was President.

She recognized, and the Board agreed at that time, that Videographers were -- a wonderful addition to the stenographic record.

Part of the CLVS Code of Ethics and duty of loyalty, includes "working with stenographers" not rogue videographers as was said, reporting without a stenographic reporter.

Many, many years we have had the CLVS program.

We've required them to get continuing education.

And it's high time we allowed them to have a vote.

I agree with this amendment, I don't think that it's time to have them -- a seat, particularly on the NCRA Board designated as a CLVS.

That isn't what this is about.

This is about, as was just said by the previous speaker,

Letting them have a say in the Bylaws Amendments, in the voting, in the elections, and I think it's high time that we include our CLVS Members, who have been loyal dues-paying members for a long time, as voting members of our Association.

I support this amendment.

I'm impressed that Debbie K. Said some prior CLVS members will rejoin, and thankfully, if this passes -- they will rejoin at higher membership rates.

Yay!

Thank you, very much.

(Concludes remarks)

>> PRESIDENT DIBBLE: Thank you, Melanie.

[APPLAUSE]

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The Chair recognizes the speaker at microphone 1

>> Good morning, Madam President, and colleagues.

Joshua Edwards from New York City.

Thank you, for the opportunity to speak on this issue.

I rise in support of the amendment.

Our colleagues the CLVSs, members, or are they not members?

Are they certified, or are they not certified?

Do they pay dues?

Or do they not pay dues?

Do they deserve representation, or do they not?

Do they deserve to have a say at who sits at the table?

Or not?

And, finally, and perhaps most importantly,

Do we want for them to advocate for the use of a stenographic reporter in every proceeding, where they are also present, or not?

(A pause), I understand the passion on both sides, and I appreciate and respect, the passion, obviously, for the prostenographic industry from those who are opposed to this

Motion.

But whatever negative effects, have been proffered, fail to persuade me that this is not the right thing to do, as an Association.

And so, I thank you, and I plan to vote yes.

>> PRESIDENT DIBBLE: Thank you, Joshua.

[APPLAUSE]

so I just reported a Union Meeting and the share would say, the chair recognizes the speaker at microphone 1.

Why do you rise?

And I just wanted to say that once.

Max why do you rise?

>> Max Curry: I rise in support -- I'm Max Curry.

BCR, RPR, CRI from Nashville, Tennessee, I rise in support of this important Amendment because....

All ships rise on the tide together.

And they have been -- the CLVSs, have been a loyal portion of our membership for many, many years.

We have all encountered rogue....

Unprofessional... bad videographers, every single one of us in this room have.

And if we want all ships to rise, and to provide them with the best opportunities of learning, and being a professional, we need them to be a part of us.

We need them in the room with us -- working with us, not against us.

And one of the best ways to solve this problem, is to allow them a full Membership, so that we can attract them to come to NCRA, to learn all they need to learn, to be the best professional they can be.

(Pause), and I believe that's exactly what's going to happen; that we will attract a lot of videographers towards us, and, help them become even better videographers, and Allies in support of us.

(After a pause), you know, I will remind everyone that our -- our country was founded -- we fought a revolution, and our country was founded because of taxation without representation.

This is a form of taxation without representation.

(After a pause), a lot of you-all know my spouse retired after 30 years of being an executive with Pepsi co.

And pretty much immediately came to work for me.

To his chagrin.

[LAUGHTER], but....

He is a legal videographer.

And all of my reporters fight to get to report with James because of his booming voice.

But he's excited about the idea of being a CLVS.

And supporting us, as an industry, and supporting our Mission, and, I think that's the important thing to remember: The CLVSs, are there, as a support structure and system for us.

And this is our chance, an opportunity to support them in the same process, so I encourage you, to please vote, yes, on this important amendment.

And lastly, I will say....

Sonya, I appreciate your membership, I honestly and truly do and I am thankful that I was able to talk you into the importance of becoming an NCRA member, again, during my Presidency.

(After a pause), and....

You having been a president of Texas, you know how difficult Leadership is; and sometimes, you have to look at the big picture, and make decisions, not based on what we feel individually; but based on what's best for the good of us all.

And so I would encourage everyone to please remember that....

>> Max Curry: Look at things from the big picture not from the minutia of the picture.

Thanks (concludes remarks).

[APPLAUSE]

PRESIDENT DIBBLE: The chair recognizes the Member at microphone No. 2 for what purpose do you rise?

[LAUGHTER].

>> Member: I would like people to --

>> A little louder.

>> I'm sorry, I'm viola Z., and currently I'm living in Sandy Springs Georgia, originally from New Jersey.

(After a pause), I personally think, this is opening a Pandora's Box.

We are giving them the tools they need to work with us.

And that's great.

I agree with that.

Maybe there are different ways to look at this.

But....

I, personally, was replaced by a videographer, by one of these big companies,

I was asked, "How long will it take you to get to Princeton New Jersey?" I said, "45 minutes", they said, "Forget it.

We'll get a videographer".

That's what I think is going to happen here: It's going to open the door, for these big

agencies to do, whatever they want.

They're already fighting us.

I say, let's stop....

Let's stop fighting for this.

We give them the tools they need.

And let's fight for getting more members in our association, in different ways.

Let's fight for the Students.

Something.

Somebody, has to have some better ideas.

But I really believe this is opening up a Pandora's box, since I personally was replaced by a videographer.

Where are they getting their transcripts done?

They're sending them over to Israel.

Does that make it any better?

I don't know... but please think about that before you vote for this.

Thank you.

(Concludes remarks)

>> PRESIDENT DIBBLE: Thank you, Viola.

[APPLAUSE]

the Chair recognizes the member at Microphone No. 1.

>> And why do I rise?

>> PRESIDENT DIBBLE: For what purpose do you rise?

>> Okay.

My name is Doug Friend from Vancouver Washington.

>> Barely hear you, Doug.

>> Doug.

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Okay, and I'm an -- FAPR, RDR, CRR -- retired!

(With emphasis) but what I would like to say, is -- those folks, that are going out, and taking those jobs without a stenographer, are not CLVSs.

And what we are trying to

[APPLAUSE]

do is make this uniform.

We are stronger, if we work together.

And I am voting yes, and encourage everybody to vote yes on this.

FROM THE FLOOR: Here here!

>> PRESIDENT DIBBLE: Thank you, Doug:

[APPLAUSE]

is there any further discussion?

Seeing no one else at the mic, I will end this discussion, (9:37:28 a.m. Eastern Daylight Time), since we are 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 KEENAN: Madam President, that concludes the report of the come to the conclusion and bylaws committee.

I would

like to thank the members of the

Committee, Linda Hallworth, Jo
Anne Leger, Sarah Nageotte and
Cecilee Wilson, for their hard
work.

[APPLAUSE]

PRESIDENT DIBBLE: It was gray and I made that mistake last time, so I didn't read it
this time!

I need to read this portion.

If this amendment is adopted. The consequential amendments that is shown on the
screen, will be adopted as well.

Therefore a single vote will be taken on the CLVS amendment.

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Now, I will say, thank you, Tami, but if you will hold for one minute, is there any further
business for the Constitution and bylaws?

Hearing none, I thank you, again, and your committee for all of their hard work,

>> Can I go now?

Can I go now?

[LAUGHTER].

>> No!

>> DEBBIE DIBBLE, RDR, CRR, CRC: Yes, you may.

[APPLAUSE]

PRESIDENT DIBBLE: Without objection, this closes the business on constitution, and bylaws amendments.

According to our Constitution and Bylaws and the rules for this meeting, the final voting on constitution and bylaws amendments shall take place electronically, on a secure, online Web site,

The voting shall open within two hours, after the close of this meeting; and shall remain open for 24 hours,

The announcement of the results will be placed on the NCRA Web site.

As a reminder, only registered Members who are verbatim reporters, and/or stenographic captioners or retired members, and retired lifetime members,

Who have been verbatim stenographic reporters, and/or stenographic captioners,

or Honorary Members who have

been verbatim stenographic

reporters and/or stenographic

captioners shall be eligible to

vote.

At the end of this meeting, the

Chair will give you instructions

for voting.

(A pause),

Is there any new business to come before the meeting?

According to Article 9 of the

Constitution and Bylaws, voting

for constitution and bylaws

amendments shall be by

electronic means.

All eligible voting members for whom NCRA has an active e-mail address will receive an e-mail within two hours of the close of this business meeting. The e-mail will contain a link to the secure voting website. At the secure website, you will be asked to enter your NCRA ID 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 2 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.

PRESIDENT DIBBLE: At this time, the Chair requests that our new President, President Jason Meadors of Fort Collins, Colorado, please join me at the podium.

I have had the doors padlocked.

[LAUGHTER].

It is indeed my pleasure to formally hand over the NCRA Presidential gavel as you begin your journey as President of NCRA.

thank you for your commitment to dedicate your time, energy, and talents to serve your professional colleagues, this year.

And lead us in growth towards a successful future

>> Thank you so much.

>> PRESIDENT DIBBLE: Congratulations, you're welcome.

[APPLAUSE]

do you want a minute?

>> PRESIDENT-ELECT JASON MEADORS: Yes.

>> DEBBIE DIBBLE, RDR, CRR, CRC: Please.

>> PRESIDENT-ELECT JASON MEADORS: Wow.

I'm there.

(9:42:09 a.m. Eastern Daylight Time), if I had -- if I took time to thank everybody, over

the last four years, it would just take way too long.

We want to get out of here, but, thank you, to the president, and other leaders, in whose giant footsteps, I'm honored to follow.

Thank you, to everybody, who has supported me along the way, it's been a long, strange trip.

But we're -- and thank you, essentially to my Wife Sherri, who has been a pillar of support!

[CHEERS AND APPLAUSE]

>> PRESIDENT-ELECT JASON MEADORS:

We are all here, because we love this profession.

Because, we're here to support it.

We have our different opinions.

We have our different approaches; we can challenge each other.

In the way that we do things, in the -- in the strategies and the tactics that we have.

But we all come together, (whoa), we all come together for our love of this profession, and it is our unity that must define us, and not our differences.

Thank you, very much.

(Concludes remarks),

[CHEERS AND APPLAUSE]

>> PRESIDENT DIBBLE: (Approaches the podium).

(Applause continues).

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PRESIDENT DIBBLE:

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 2022
Annual Business Meeting of the
National Court Reporters
Association is adjourned **sine
die**.

We'll see you at the NCSA
meeting at 2pm and then again at
the Opening Reception this
evening at 5:30pm.

Thank you.

All, for being here.

(9:44:11 a.m.Eastern Daylight Time)

[APPLAUSE]