

THE FUTURE OF RID AFFILIATE CHAPTERS

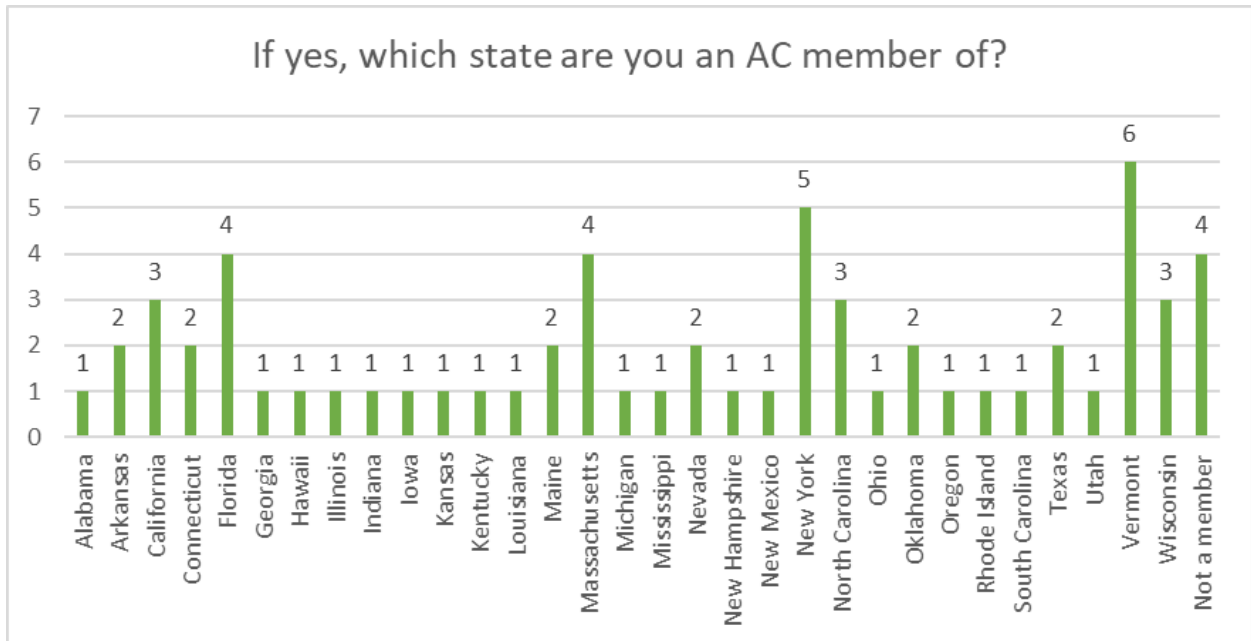
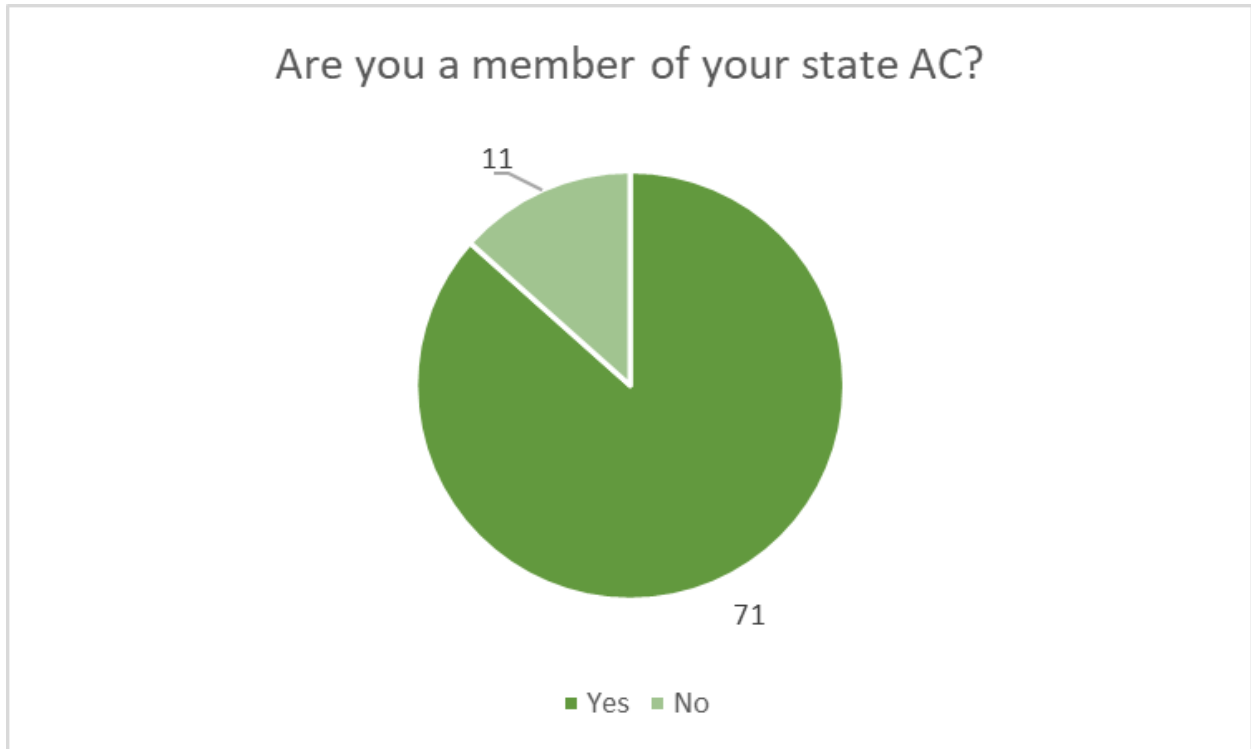
REPORT ON MEMBERSHIP
QUESTIONNAIRE, AUGUST 2022

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The Future of RID Affiliate Chapters

Updated 10/6/2022

Member Responses = 82 people

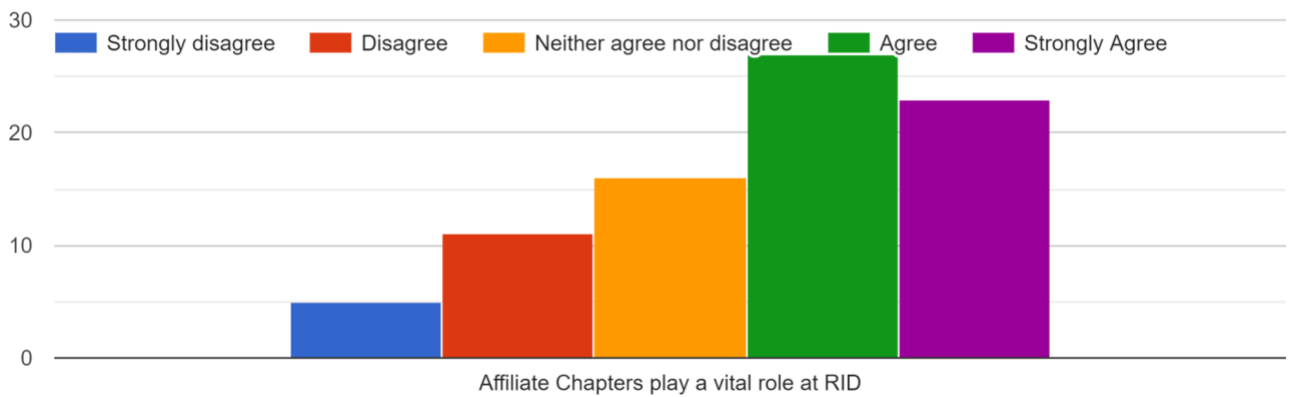


If not, why?

81 responses

My state does not have an AC	2
Too expensive	2
Do not see the value in joining	8
I am a member	69

How much do you agree or disagree with the following statement?



What roles SHOULD ACs have within RID?

81 responses

Provide state level networking opportunities	75
Disseminate information from national headquarters	60
Host biennial conference or professional development workshops on an interim basis	55
Provide mentoring to new interpreters	59
Speak up for members and challenge some of the changes occurring at the national office	1
Provide professional development and uplift the standards of the profession	1

Have one day workshop opportunities	1
Do advocacy work at the state level in order to improve the quality or availability of interpreting	1
Collaboration with IEP/ITPs in the state, working with legislation to create standards in states that are lacking	1
Be a resource for interpreters, the Deaf community, and anyone needing to learn about interpreting services	1
Provide local workshops and social events as much as possible	1
Collect member opinions on changes that affect members and priority setting for the national office, report these findings to RID	1
Our AC does all of this already	1
So many "others!" ACs should keep members and the public informed of STATE level changes in licensure, legal requirements, etc, AND how NATIONAL changes affect us locally; supporting the local Deaf and Interpreting communities; have an active Board to serve the AC and its members, and on and on. Yes, conferences and workshops are important, also! Personally, I am more plugged into my state AC than Nat'l RID.	1
To provide local interpreters opportunities for networking and professional development	1
Provide local, state and region wide information and be the feet on the ground for RID	1
Provide support for local deaf community, hearing consumers with questions about the profession, referral to appropriate advocacy resources	1
Explain (not just disseminate) info from national	1
Actually, reach all parts of the state	1
Dismantling systematic racism and audism	1
Create a community of practice	1
Connect the national organization with interpreters in the community doing the work and embedded in their local communities.	1
Lobby and meet with key state stakeholders to ensure that interpreters are being included in conversations that directly impact them	1
Support the interpreters, consumers, and profession in their state as needed	1
Serve as a check on the RID board of directors and headquarters staff to ensure that they are enacting the will of the membership in their execution of their respective duties.	1
They are worthless pieces of garbage	1
Only checking this because my answer is none of these but this is set as a required question to answer	1
Be a liaison between the interpreting and Deaf communities in their area	1
Provide professional education	1
Provide leadership training	1
Provide any information on job opportunities within the region	1



What should ACs be doing differently to support members on a more local level?

81 responses

Bigger presence on social media	22
Implement a state-level mentorship program	38
Host more social networking opportunities	44
Post relevant state job opportunities	33
Provide more trainings specific to the state's needs	51
Provide opportunities to collaborate with the Deaf Community	65
Create support groups for new interpreters	53
Provide help and guidance for ITP students	51
Talk to members and represent them equally at the National level	1
As soon as members provide some time to run the ACs, we can provide the services they want	1
Listed in the last question, also have state screenings for rising interpreters during the gap	1
As we have an active AC, I feel we are doing most of these activities, some are in collaboration with the State D/HH Services	1
Our AC already does all of the above	1

What should the RID National Headquarters be doing to support ACs better?

81 responses

Provide more leadership training	61
Provide website creation assistance	43
Provide conference planning assistance	42
Provide monthly open help sessions with different themes	38
Allow ACs to use RID licenses for programs such as Zoom & Guidebook	52
Provide guidance and support for state licensure laws	57
Realize the further removed from your members the harder it will be to organization viable	1
Provide financial resources the AC may not have	1
Be more available to provide support as needed. I recently emailed our region rep and Carolyn Ball for help and received none, since then I have resigned from my position as well as two other board members. RID does NOT support its ACs. The appearance RID gives is that they want the money the ACs provide RID and nothing more.	1
Ask our opinions on things... like changes and priorities	1
Assist in regulation and licensure efforts on a state level	1
It is sad with how much money RID takes from membership that these are not already provided to the AC	1
I can't answer this; the current AC boards would know better	1
Update the CEU maintenance portal. It has many redundancies and opportunities for human error	1
RID should provide CEU's to AC leaders/board officers for professional development because of the hours they work and the contractual paperwork that is handled. Headquarters need to monitor that AC are indeed following bylaws, AC handbook/guidelines, and the RID professional rules and Professional Code of Conduct.	1
We have had state licensure since 1998!	1
Help get LICENSURE in each state	1
Improve collaborations with NAD	1
Explaining the CASLI test and how to prep, CMP training (which they provide)	1
Provide support and resources for ITP programs get students involved early with AC and RID. Provide training resources on CPC and current topics, teach about licensure/certification. Provide testing resources to ACs to provide to the community.	1
I don't know what would help. It's a clique and they do what they do	1
Create a community of practice	1
Be responsive to AC leader's requests for assistance	1
Shut them down. They are worthless.	1

Get in touch with your members and answer phone calls, respond to emails and make yourself approachable	1
I think that merging ACs in order to have access to the required number of volunteers is absolutely necessary. I think those mergers should consider geo-cultural similarities when drawing boundary lines	1
Something that won't cost me more money for no reason	1
Help with states that have a very high rural population therefore tough to meet the needs, structurally, of all the interpreters	1
Union	1
I don't think there's anything wrong with the current structure, the issue is the support that RID provides Acs and the support ACs provide members	1
None of the above. Leave them as is.	1
Allow states to have state level screenings again. Once RID forced the end of the QA and EIE, we lost like ¾ of our membership	1
I feel I don't understand the struggles of other ACs enough to effectively answer this question	1
Have RID actually support the ACs. Right now the ACs are supporting and doing all the footwork for RID, it is backwards.	1
I think having 1 AC per state if fine as long as effective. WI is often run by new graduating ITP students and I don't find it effective	1
An idea is for Regions should be smaller areas/states. As an example there is a diverse difference compared with the rural areas within NY State and NY City. Once AC would never be able to handle to political and environmental differences between the areas.	1
Region Affiliate Chapters (Region 1 RID, Region 2 RID rather than state chapters)	1
Not sure change is needed because our AC is working. We need to come together instead of further dividing: I don't want ACs by special interest group	1
With everything being virtual and far more accessibility to and for members states may not need multiple ACs. The smaller ACs are struggling with membership and involvement since everything went virtual. Being virtual is not a problem but it has reduced the need to connect in person and has broaden our communities.	1
I like the idea of ACs by interest groups but I am skeptical of the success of it on a whole	1
I thought some states did have more than one AC. I don't think in MA case it would help to cut us up. There aren't enough interpreters to pull it off. Merging with another state wouldn't work because we are very different than our neighbors.	1
I don't think the issue is structure... I think the issue is with communication channels	1
Retaining the Region structure as it is without redistricting, create and maintain meaningful communication channels with AC leaders, understanding that the personnel change frequently and the onus for reaching out to establish connection with each new volunteer leader should fall to the board and the headquarters staff.	1
Again, they are pretty much worthless. Just disband them.	1
I don't think there is anything wrong with the current "structure"... the previous question and answers are the solution to this question	1
It needs to be completely refreshed and modified for todays tech and working schedules	1

They should be focusing on how they can use those same resources to keep people interested in their ACs. Provide resources to incentivize people to volunteer (CEUs or something), Give financial support, or give more training or access to sites/resources that would help limit the burden on the volunteers in the state. See that RID actually cares about its AC and presents or shows up to answer questions at least virtually on a regular basis on a local AC level. We are doing this because we love our profession and the Deaf community and we want to see our work benefiting the new interpreters in the field and not just wasting time and resources reinventing the wheel or just trying to stay afloat. However, Most ACs don't have the resources to pay for a hotel to host a conference every other year or better yet the manpower to pull one off successfully. I am lucky to live in a state with a strong AC but it is still a struggle with the same 10 people doing 100% of the work. It is exhausting but not everyone is like us and can't commit hundreds of hours a year to help run something (for no compensation) when they don't feel like they are respected or heard from our National Office where most of those individuals are getting paid. If RID wants the AC to do things they need to provide more support and not just say sorry you are not doing enough and we need more from you or we are going to shut the whole thing down. We have worked so hard to develop and grow our AC and it is kind of a slap in the face to say we are just going to disband them because some states have failed or are struggling. That just means they need more support not less. If we get rid of AC I believe that this will further hurt our lack of interpreter problem instead of helping it. We need those support systems on a local level and help grow our students, interns, and novice interpreters. As well as provide work for them so they can grow. If we keep raising the bar without fixing the growing disparity between students and working professionals, we will find ourselves quickly a dying profession that is only hurting the Deaf community.

- If RID isn't going to support its Affiliate Chapters, then you should remove the requirement for AC membership requirement for voting. Affiliate chapters could transition into being state organization not affiliated with RID which would allow for more autonomy. I'm not saying it is ideal, but if you refuse to provide support then we're really on our own anyway, aren't we.
- Yes, something with less red tape & in turn, more to offer the interpreting and Deaf communities
- It's my understanding that transitioning RID to a professional credentialing org has been tabled, but I believe if that occurs then ACs could take over the membership-driven role. It makes much more sense for our orgs to serve the local community AND come together when it makes sense, like LIRID and NYC Metro RID's continuous partnerships. I think there still could be a national oversight arm of RID to provide guidance and accountability to ACs, but I believe that the issues we face as a profession now- ITP to NIC pipeline, recruiting new interpreters from underrepresented groups, and engagement with the Deaf community could be achieved locally. But unfortunately, many people do not engage with their ACs because our current role outside of providing workshops is fairly undefined and many chapters are quite dormant.
- I think before thinking of restructuring RID should invest in the current structure. The problem is not the ACs, it is RID. RID is very minimally supportive of the ACs if at all.

- No; I *like* being connected to MY state and our local leadership
- Using the regions system might be more sustainable compared to each state having an AC.
- I like the chapter here so no
- More AC are not at the level to undertake any more rules and responsibilities from the RID. Once again, the emphasis is that RID should provide CEU's for the board members for all their time and work.
- People like their local network. I think this needs to be recognized and supported in some way, even if not in the current structure.
- ACs connect with local affiliations of NAD to improve interpreter and Deaf relationships
- No- our AC is working well and is the most valuable to me and probably other members (meaning on a daily, practical basis, it means more than national).
- Special interest groups for ACs is an interesting idea. There is a big interest for Deaf interpreters, CODA interpreters, BIPOC, Educational etc. I think a focused group would be enticing for individuals to join instead of local chapters since again we are mostly virtual and not in person. Keep regions and states then branch to special interest groups.
- I really don't think changing structure helps. Our AC changed their own structure and it hasn't solved anything. They still don't reach out to the western ½ of the state. There still aren't a lot of people involved. "Special Interest" ACs would just split that number of people even more. It might work in a big state but not a small one.
- The whole system is broken. There is no interest because RID does very little for the membership dues.
- The structure of president, vice president, secretary etc doesn't seem conducive to conducting business. Same few on the board year after year
- I think ACs are the best structure for our organization
- Yes, shut them down and just have everyone be a part of the national organization and encourage people to do stuff on their own at the local level.
- No... I think any significant changes would minimize the professionalism of our field. The current structure is formal and I think we need to keep that if we want to be viewed equal to other professional fields.
- I think board members should get a small stipend. And somehow there needs to be a more focused requirement to be on the board. Or new board members need to complete a training module on budgets for organizations, running a meeting, etc.
- I believe that there needs to be some local entity of RID in each state to represent the interest of interpreters in state agencies/government and parent advocacy groups. States are busy creating their own credentialing systems outside of RID. If RID certification is unnecessary to work, then CMP and EPS are rendered useless-so what's the point of RID? State governments vary widely in how they address the interests of Deaf people and interpreter qualification/regulation; just take a look at the variation in Region III. However, the association is reorganized, it's time for RID to teach interpreters how to advocate for the profession in their state. At the moment the loudest voices are those complaining about the cost of certification, the length of time it takes for results, and the cost of earning CEUs. Ohio has completely bypassed RID with their licensure system for educational interpreters; that's thousands of people who are interpreting without any connection to RID.

really serving the needs of the interpreting and Deaf Communities.	
Merge ACs – but how to keep each state that has a representative	
We need to have a job analysis of each position on the board and determine what each position needs to do. Write out specifically, who will send out the FB ads and when, who will take notes at the meetings, etc.	
Re-write the bylaws which is a huge task, and it feels like when people have buddies, they are willing to take on little pieces of work together and not feel so overwhelmed.	
Credit for running the board, provide CEUs for Board members <ul style="list-style-type: none"> • But then how do we determine who gets CEUs and who doesn't now do we know that the Board members are doing their job? • It was then noted that could be noted as a bias for those who are economically challenged. 	
Some of the kid's organizations now have a theme of pay or play... so either they volunteer, or they give money because they don't have the time to volunteer.	
Volunteer time is a social time, a time to get together and be with the same group of people and have that human connection. You know we are all depressed and lonely and we don't realize that volunteer time is the key to having good strong social time to help us mentally.	
Volunteering could be considered pro bono time as we need to do so much for the good of the organization and community.	
The message needs to come out or asked about: What is our Shared Vision for ACs? What do we want the AC mission to be? Why should we not let it fall into the abyss? Why is the work so valid and important?	

Discussion Topics	
It's very confusing who we are right now as RID – the member drive to the professional organization is very confusing. Who are we? What is the clarification on this issue.	
How do we get better communication with National RID?	
How do we really be a member driven organization? As we only make motions at national meetings and that doesn't seem a way that all can communicate, also Town	

Halls, how do we contact or connect with the needs or concerns that we have as an AC?	
The Certification path is unclear, can we have more communication, and a path of how/when things happen so people know what is going on?	
It would be nice to have the ACs be a great link to the gap in graduation to certification. Could we look into programs such as: <ul style="list-style-type: none"> a. RIT SPIN b. CORE in DC c. MASS – Northwestern 	
Support from RID to me looks like what is our role as an AC? What is the role of the AC in RID.	
Is it possible to have on the website a page that lists here is who you contact if you have questions about this, and that... specific tree of who we contact if we need specific things.	

Discussion Topics	
Do the ACs serve the same purpose as they once did? Perhaps we need to think about the purpose of the ACs	
Toolkit for ACs for onboarding would be great	
Enforcing the Dual membership requirement and making sure that anything we sent out reminds people that they have to be dual members and providing the reason for dual membership.	
Have better collaboration between ITP's and ACs	
Providing ways that companies can be involved with the ACs	
How can we get the ITP's active in the ACs?	
AC mentoring? How do we make that happen?	
There is such a disconnection from national RID and that tickles down to the ACs	
Support for CMPs When sent an email it took a month to get a response back and the response was dismissing.	
Have AC events so that everyone can know what is happening.	

Discussion Topics	
The dual membership needs to be removed from a requirement.	
Why don't we just have the 5 regions and then have 2 representatives from each state that are in the region and that would save a lot of effort that the ACs would not have to have so many Board Members. The people chosen from the state would need to be certified.	

Discussion Topics	
Why does RID make decisions such as CREDLY and not ask for member input before they do this. Why not a simple Google Form?	
Interpreters are smart people and have good ideas, why doesn't RID ask for our opinions?	
Respect goes both ways, if RID wants us to respect them then they need to respect us by asking us what we would prefer.	
Five White Papers were written by me and several committees on VR Settings, Emergency Management, Mentoring, Teaming, and Oral Interpreting by Bill Millios. We sent those in and have not heard anything about them. Can someone please just contact me and tell me if they are going to be used or not?	
What is the reasoning that FRID cannot provide the QA test any longer? Also, the EIE (Educational Interpreter Evaluation). This provided FRID with over 1,100 members. Now, we are down to just 300. What was the reasoning behind that?	
Communication is not happening clearly to the members. Why was the decision made about the certification moratorium, for example, we never heard an explanation. Why doesn't RID tell us what is happening and why.	
The digital badge is another idea about not asking the members what we think. I can't take my phone into prison, or jail, or court and therefore cannot show my credentials. I also don't feel comfortable handing my phone to someone to see my private information on my phone.	
Why is it when RID decides it is my way, or the highway and they do not ask for membership input? Google Forms are really easy to make.	

Discussion Topics	
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It is very difficult to get people to volunteer and once they do, they do not follow through with their responsibilities.	
We need to have a program to teach the ITP students and young people in the profession how to be an AC leader. Much like the tennis association and focusing on building new tennis players. Why aren't we focusing on building new RID leaders?	
It would be great if RID could have Cloud storage for each AC. All their documents and then if things get lost in the shuffle, RID would always have a copy.	
Get information to ACs about how to plan a conference as many people are not knowledgeable in this area.	
How do we help support the CMP person when they are working so hard to keep CMPs going? How can we help in this area?	

Discussion Topics	
No connection to RID as the region rep does not have any meetings, no agenda and how can we feel connected when we don't hear from the region reps.	
Need to have meetings with Presidents, treasurers, etc... to network and to help each other out about different issues that they are experiencing.	
Provide incentives for those who are volunteering perhaps pay for their registration or membership for the year. Or provide CEUs.	
Why was the membership not asked about CREDLY? Why are so many decisions being made without asking the membership?	
There is a lack of trust with RID as we do not hear about what is happening and then we see all of these decisions being made and where is our say in all of this.	
Why is there not a focus on the younger generation of interpreters. We need to connect with the interpreters in ITPs and get them interested in leadership and serving and helping them as they grow in the profession.	
We need help on the day-to-day operations and why can't we turn in a 990N when the IRS says that is all that we need to do. It is ridiculous for us to spend all that money when it is not necessary. Non one checks and no one is telling us anything.	
Need support from RID regarding conferences and is there a possibility that RID could provide a national speaker to come and speak.	
What are the incentives for being a member of RID and how do we convey the importance of being a member to our AC members.	

We need help with websites	
Why is it so hard to see the VIEWS on the website, why can't all the resources be in one place. The magazines, the JOI etc.	
Need more connection with the Deaf Community	
We need Virtual Retreats so that we can connect	
The onboarding process for leaders is not good and we need to have a process that we can follow.	
The national conferences are for the elite, why aren't their scholarships offered or make the conferences more accessible.	

Discussion Topics

Revising the System

I don't know how much of this has already been discussed, but RID needs to clarify whether ACs are chapters or affiliates. My understanding is that some are chapters (using RID's 501c3) and most are affiliates (using a unique 501c3). Although legally, affiliates are independent of RID, I would argue that all RID's ACs are viewed as chapters of RID since if something happens at an AC, it will reflect directly on RID in the eyes of the community. Every AC has RID's name in their title and any misstep will reflect poorly on RID. Given that reality, RID either needs to declare the AC's as chapters and incorporate them into their 501c3 or publicly distance themselves from affiliates (for example, ask the affiliate organizations to remove RID from their names).

I strongly support RID formally recognizing ACs as chapters, not affiliates. **Each AC should be given a choice to become a chapter or a distinguishable affiliate.** From what I can see, there are some pros and cons to AC becoming a chapter, more pros than cons. (These are just off the top of my head - I'm sure I'm missing some obvious ones!)

Pros:

- Clarity of structure/relationship to parent organization
- Shared mission - changes to RID's mission, visions, and values will be mirrored in chapters
- Consolidating administrative functions!! (This is a HUGE one for me. See my feedback below on the current system of ACs.)
- Consolidating finances which would be a huge money saver on a local level, and would streamline expenses such as regional conferences
- Moving stagnating funds from individual AC bank accounts and putting them towards larger goals such as fund raising or conferences
- Increased revenue as RID membership dues includes membership to local chapters
- Financial oversight (see below feedback on lack of financial oversight in ACs)
- Frees up more volunteers for actionable items by removing the burden of running an NPO
- RID's influence increases on a local level, promoting its mission, visions, and value

Cons:

- ACs will give up autonomy
- May result in members feeling more disconnected from the national level
- RID will need to be much more active on a local level (perhaps through expanding regional resources?)
- Each affiliate willing to become a chapter which has to be legally dissolved (volunteers will need to be walked through this process)

<p>Considerations:</p> <ul style="list-style-type: none"> • Will RID's workload increase due to overseeing the chapters, or decrease with the streamlining of a new system? • RID's financial impact. Incorporating local membership dues should increase revenue, • What will the impact be on RID's optics and member relations? 	
<p>I started volunteering for ACs in 2005 and have taken on a number of roles. My biggest challenges have been being unprepared for the role, lack of information, and the lack of continuity caused by turnover.</p> <p>I think RID has made some strides in some of these areas with the updated AC Handbook and ACRC (yay!).</p> <p>If we stay with the current AC system, it would be helpful if RID took on more of an active role to protect the continuity of ACs and reduce legal responsibilities of individual volunteers.</p>	
<p>For example, I've just stepped into the role of ORID's treasurer. Oregon requires all nonprofits to have a registered agent with a physical address.</p> <p>Oregon's Secretary of State currently has our 2019 president's name and home address listed as the registered agent on this public document.</p> <p>I don't think the 2019 president understood that legally a registered agent must be physically present during all business hours to sign for certified mail and that not being present could risk ORID's standing with the state.</p> <p>The president also assumed that her name would be taken off of these legal documents once her term was complete, which didn't happen. Meaning she's still legally tied to an organization two years after the end of her term.</p> <p>AC volunteer leaders take on legal responsibilities that they don't understand, putting both the AC and the individual at risk.</p>	
<p>Continuity of operations is also a huge struggle. ORID's new board is so busy dealing with admin duties such as finding a lost PO Box key, tracking down passwords to get into our accounts, finding the legal documents that need to be renewed, figuring out how WIX works, and about a dozen other small tasks that we don't have any time to actually serve our membership.</p> <p>It's time-consuming and happens with every new board in every AC over and over again.</p>	
<p>I know that part of this reinventing the wheel is unavoidable, but I've seen this over and over, and at some point, there just has to be a better way (perhaps by making all AC chapters??).</p>	

<p>The admin aspect of running an NPO is so time consuming that our 2018-2020 board flat out stopped having community events because the board was so busy burning out on administrative duties.</p>	
<p>It's made even worse when a board member ghosts (often for very valid reasons!) and doesn't even hand down the password to get into an account.</p> <p>An ORID board member is going through that now. I've personally experienced the frustration of not being able to get into necessary accounts for <u>months</u> because an account was keyed with a two-step verification password tied to an individual's phone who had ghosted.</p> <p>When knowledge is held by only one volunteer, it often becomes a huge barrier to continuity.</p>	
<p>Another concern I have is the lack of oversight of funds. I'm currently treasurer and I'm put in the position of reimbursing myself for expenses with no oversight.</p> <p>The same thing happened to me when I was Region V conference chair. I was dealing with tens of thousands of dollars with no oversight.</p> <p>Theoretically, I had co-chairs who could check my work, but they were not in a supervisory role plus they were too overwhelmed to check my numbers. I'm not exaggerating when I say that tens of thousands of dollars could have gone missing without notice.</p>	
<p>I don't know how realistic these ideas are, but I'm just throwing them out.</p> <p>I actually think it might be cleaner in the long run just to revise the entire system of ACs and make them all chapters.</p>	
<p>In summary, my main concerns about the current system of ACs are the lack of knowledge around NPOs and personal liability, the lack of a system in place to ensure continuity, and the lack of financial oversight. Working within the current system, one way to reduce these issues is for RID to establish requirements for each AC board. Require:</p> <ul style="list-style-type: none"> • A short training about NPOs and its legal responsibility. • Each board puts together a continuity packet with links to all the necessary documents, passwords, PPM/handbook, bylaws, etc. and files it with the annual report they send to RID • Treasurers must take basic training on simple accounting practices. 	

<ul style="list-style-type: none"> • ACs would be required to have a system of accountability in place so that a second person monitored each transaction. 	
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Discussion Topics	
Use specialist areas rather than ACs	
Could use incentives for the specialty areas	
We really need to bring in students into RID and have some type of program for students.	
The specialty areas could be VRS, mentoring, Mental Health, Accessibility, how to run a business, VRS, etc....	
Because RID is doing such a great job of getting all of the information out, it is as if we do not need ACs because national keeps everyone posted on what is going on.	
Each specialty area could have a chairperson and then have different people to help out with that committee. So, we would have committees from the national level rather than ACs.	
Could RID provide support for AC websites, Zoom, help with different accounting needs. That is the hardest part of the AC to keep the money straight.	
<p>RID could have trainings: How to be a mentor</p> <p>We need to get involved in ITP Programs and get the younger generation involved. Have workshops for the ITP students on the CPC, the understanding of what it means to be a professional interpreter etc....</p> <p>How to set rates, the standard for the profession on business practices.</p>	
Not sure if merging ACs is the answer, but it might help.	

Discussion Topics	
We need to find ways to get creative ways to get people to run for the Board.	
RID could create an onboarding for all ACs that included:	

<p>Details of who to call for what at HQ's</p> <p>Zoom links and details</p> <p>All of the AC resources</p> <p>Leadership onboarding</p> <p>How to contact the Region Reps</p>	
<p>It would be tragic to lose the connection with the Region Reps. It is very valuable to have the monthly meetings to have that connection with the Board. This connection makes us as AC leaders feel special and that we matter.</p>	
<p>Perhaps we need to change from Affiliate Chapters to Affiliate's.</p>	
<p>Stop Worrying about what other people think of me, because really it is not my business.</p>	