



# The ALRID News

A Bimonthly  
Publication of  
the Alabama  
Registry of  
Interpreters for  
the Deaf.

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September / October 2005

**ALRID...*The Interpreter's Source for Success!***

## 2006 ALRID Conference **Interpreting:** *Challenges & Choices*

Huntsville, AL

# June 9-10, 2006

*at the*

  
**Holiday Inn**  
**SELECT**  
*Downtown Huntsville*



## “PREPARING FOR MENTORING”

by: Nancy Hayes, President

Back in January of 2003, I attended a workshop by Belinda Montgomery on mentoring and I have been ecstatic about the prospect of hosting a mentoring program in Alabama ever since. Now we have it!! The applications have been printed, flyers distributed, mentors lined up...but where are the interpreters who want to be mentored?

It is a scary concept to open oneself up to another person, expose one's flaws and ask for help. Some



brave souls have stepped up and sent in an application, but not nearly the number we had hoped for or need. Alabama needs more nationally certified interpreters and ALRID wants to help make that happen. If you are an interpreter in a church or K-12 educational setting and working with a permit, why not give the mentoring program a try?

Many people have asked me what the program entails. We expect the mentor to meet with the interpreter initially for an hour or two to get to know each other and determine her/his goals for the three month cycle. Then they will determine together activities to work toward those goals. The mentor will make weekly contact with the interpreter to check on the progress of the activities. This contact can be via telephone, video phone, e-mail, in person,

whatever the two work out and agree upon. Once a month the mentor and interpreter should get together and review the goals and activities to determine their success. Of course, if the interpreter would like to observe the mentor or have the mentor observe her/him, that can be arranged along with a feedback session following the assignment. If the mentor can not provide the interpreter with the type of activities that they feel would best help them reach their goals, another mentor can be selected. It is important to determine this during the initial meeting.

To prepare for the initial meeting with a mentor, interpreters may want to consider seriously what they want out of the mentoring relationship. They may want to consider if it's important whether the mentor they work with has the same gender, ethnicity, religion, and background or upbringing as they have. They may want to get a professional portfolio together with samples of their work, i.e. sign to voice, voice to sign, formal and informal settings, transliterating and interpreting. One may even want to have a written or public speaking sample prepared for the mentor to review.

Everyone is busy. No one is more aware of this fact than yours truly. However, if you plan to make interpreting your career and you have not yet passed the RID performance test, then it is time for you to get serious about honing up your interpreting/transliterating skills. The Gulf Shores Mentoring Program is here for you to take advantage of now. There is no guarantee as to how long it will be available. So come and get it! You won't be sorry you did.



*Great accomplishments are not born from a small vision, but from the combination of many distinctive view points. Diversity challenges assumptions, opens minds and unlocks our potential to solve any problem we may face.*



## The Gulf Coast Mentoring Program is ready to roll!!

- Providing Mentors and Mentor Coordinators to help you set and reach your professional interpreting goals!
- CMP Activity Plans will be developed so you can earn FREE CEUs while you are being mentored!
- Only 4 (four) interpreters will be selected to participate in each of the cycles offered. Be sure to fill out the “Preferred Cycles” on the application!

### Who can participate?

We are looking for interpreters or interpreting students who have:

- interpreting experience,
- have had some training in interpreting and
- are HIGHLY motivated to improve their interpreting skills.
- *Members of minority groups are encouraged to apply.*

### How do I apply?

Step 1: Fill out an application.

Step 2: Send it in by September 30th with your \$10.00 application fee.

### How much does this cost?

\$0!!!! There are NO fees for the Mentoring Program, but you will be expected to cover any of your own costs that are incurred. (Travel, lodging, food, etc.)

***Participation is limited to only 4 persons per Three – Month Mentoring Cycle. Send in your application today!***

For more information, please contact Nancy Hayes by email at: [njhayes@bellsouth.net](mailto:njhayes@bellsouth.net).



## “Q & A WITH THE ALBIT”

by: Nancy Stansell & Belinda Montgomery

Recently Nancy Stansell, Editor of The ALRID News, sat down for a Question & Answer with Belinda Montgomery of the Alabama Licensure Board for Interpreters and Translators.

**ALRID News:** *We've heard recently that ALBIT was going through some changes and that there are new people on the board. What's up?*

**ALBIT:** Yes, there have been changes to the Board. We had been waiting on the Governor to re-appoint or appoint replacements for members' whose positions were expired or vacant. We are pleased to have a full board at last. Governor Riley made his appointments and the current Board consists of:

**Cynthia Frey, Chair**  
Position ALRID  
(Educational)  
2001-2008

**Dru Sweatman, Vice Chair**  
Position: AAD  
1999-2006

**Karen Campbell**  
Position: Member at Large  
2005

**Charlene Crump**  
Position: ALRID  
1999-2005

**Judith M. Gilliam**  
Position: AAD  
2002-2008

**Lisa Gould**  
Position: ALRID  
2005-2008

**Ricky Holman**  
Position: AAD  
2005-2008

**Belinda Montgomery**  
Position: ALRID  
1999-2006

**Dr. Patti Sheets**  
Position: Member at Large  
2005

**Melvin Walker**  
(January, 2006-replaces Charlene Crump)  
Position: ALRID  
2006-2009

**ALRID News:** *We've heard that all ALBIT Board meetings are open to the public. Yet there are often meetings announced as "Public Hearings". What's the difference?*

**ALBIT:** It is true that all Board meetings are open to the public and anyone who wishes to speak to the board regarding questions or concerns can write a letter to ALBIT and ask to be placed on the agenda at the next meeting. But a Public Hearing is called to

address changes to the Administrative Code of the ALBIT. It is a forum by which constituents can voice opinions regarding those proposed changes. Boards are required to 1) write the proposed changes, 2) submit a copy to be printed in the Alabama Administrative Monthly at least 35 days prior to the public hearing, 3) submit a copy to the chairman of the Legislative committee, 4) submit a copy to the Legislative Reference Service and 5) post a copy for interested parties to submit data, views or arguments orally or in writing. These requirements can be found in the Code of Alabama Section 41-22-5. However, it should be noted that the fees incurred for a Public Hearing are the responsibility of the board.

**ALRID News:** *Our sources tell us that ALBIT is considering an increase in the annual Licensure fee. Is this true?*

**ALBIT:** The Legislative Sunset Committee made a recommendation to the ALBIT that we may have to consider raising application and renewal fees. As it states in our law in Section 34-16-4 (h) (2) "Set a fee schedule for granting licenses and permits and renewals of licenses and permits. The fees shall be sufficient to cover the cost of the continued operation and administration of the board." However, the Sunset Committee recognized that our fees were significantly lower than other licensing boards and that the numbers of licensed and permitted interpreters is not enough to cover the cost to operate and administer the board. For two years board members have taken it upon themselves to operate the board, volunteering countless hours, in hopes of being able to thwart the inevitable-increasing the fees. It is a task too great to place upon the board. Therefore, the board will be considering a fee increase. Please look for announcements of a forthcoming Public Hearing to speak to this issue.

**ALRID News:** *Is it true that the board made a motion to recognize an NAD III as potential licensed interpreters?*

**ALBIT:** Actually, RID and NAD made the decision to recognize NAD III interpreters as RID Certified Members. Our law states in Section 34-16-5 (b) "The initial license shall be issued upon submission of an application, an affidavit documenting current validation of a nationally recognized certification as



approved by the board,...Licenses shall be renewed annually,...upon submission of an application and affidavit documenting current nationally recognized certification at a professional level..." In the board's Rules and Regulations 488-X-1-.04 Initial License "3. Copy of at least one of the following: a) Current RID certified membership card ..."

However, anyone who holds NAD level III must comply with NAD's requirement of joining RID as a certified member or their NAD certification will expire. Only RID certified members are eligible for license status. This is an option for those who hold a NAD level III to remain in permit status or apply for license status through RID certified membership. More information on RID and NAD's requirements can be found at either [www.rid.org](http://www.rid.org) or [www.nad.org](http://www.nad.org).

**ALRID News:** *I've looked on the ALBIT website for a new roster and found last year's listing. When will the new roster be placed on the website?*

**ALBIT:** We have submitted several changes to the webmaster to update the website. It is more cost effective to submit changes at one time instead of incurring fees associated with each change. We were anticipating the Governor making the new appointments to the board and were awaiting those as part of the package of information to be updated. Please check periodically for those changes.

Belinda Montgomery  
ALBIT Transition Committee Chair

## "HAVE U HEARD? (HUH?)"

by: Belinda Montgomery, ADRS

### Have U Heard? (HUH)

The Alabama Department of Rehabilitation Services (ADRS) values their vendor interpreters. We are currently updating our vendor list. If you are an ADRS vendor interpreter and haven't received a letter asking to update your contact information, please contact me at 334-613-2246. We have also updated our Vendor Interpreter Handbook and would love to distribute a copy to you.

The ADRS is actively searching for interpreters who are interested in making a contribution to their community by contracting as a vendor. You may ask yourself how a vendor interpreter might make a contribution to their community by providing interpreting services. That investment may be made by facilitating a consumer's completion of their college education, interview for potential employment, or job retention. All this contributes to

your community's economy, not to mention an investment into your individual growth. ADRS staff interpreters are interested in our vendors and are planning events in or near your community to celebrate our partnership and collaboration.

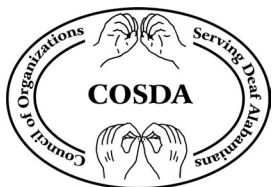
If you are interested in becoming an ADRS vendor please contact one of our staff interpreters in your area: Mobile: Diane Napper or Angel Dahlgren at 251-479-8611; Montgomery: Belinda Montgomery at 334-613-2246; Tuscaloosa: Susan Gordon at 205-554-1300; Birmingham: Wanda Cobb or Ted Kotis at 205-870-5999; Talladega: Karen Benefield at 256-362-1300; Huntsville: Melvin Walker at 256-650-8219.

Belinda Montgomery  
ADRS Coordinator of Interpreter Services

### **ALRID – A Model of Teamwork**

*The challenge for ALRID is to build a feeling of oneness, of dependence on one another... Because the question is usually not how well each person works, but how well we work together.*





# COUNCIL OF ORGANIZATIONS SERVING DEAF ALABAMIANS

*Advocacy . . . Cooperation . . . Networking*

September 18<sup>th</sup> marked the 21<sup>st</sup> year of existence for COSDA.

In 1984, during the organizational meeting, Earl Lindsey, the first President of COSDA, said, "Hopefully, this day will be looked upon as the beginning of an effort that will make a tremendous impact on deafness in Alabama." 21 years later COSDA is still working to make a difference in Alabama.

COSDA will hold its first meeting of the year on Tuesday, October 20, 2005 at the Alabama Department of Rehabilitation Services State Office. The meeting will begin at 10:00 and conclude around 2:00.

There will be discussion of COSDA's goals for this year and reports from two of the six COSDA focus groups. The COSDA focus groups are Education, Public Awareness, Weather Warnings, Interpreter Training, Legislative, and Equipment Distribution Program.

The meeting dates for 2005-2006 are:

October 20, 2005      January 19, 2006      April 20, 2006

The date for the COSDA Annual Conference will be announced soon.



The following 2005 COSDA Award Winners are also nominated for awards and will be representing COSDA at the upcoming SERID Conference in Asheville, NC:

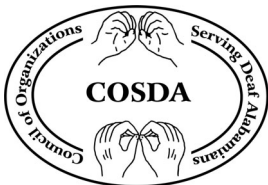
Melvin Walker – Interpreter of the Year

Mary Ann Hickman – Earl Lindsey Service to the Deaf Community Award



Shannon Reese – Professional of the Year

Jefferson-Blount-St.Clair Mental Health Services – Employer of the Year (not pictured)



**COUNCIL OF ORGANIZATIONS SERVING DEAF ALABAMIANS**  
*Advocacy . . . Cooperation . . . Networking*

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Plan to attend the

**COSDA General Meeting**

Thursday, October 20, 2005

From 10:00 until 2:00

The meeting will be held at the

**Alabama Department of Rehabilitation Services  
State Office**

2129 East South Boulevard  
Montgomery, Alabama

At this meeting you will hear the **COSDA** goals for this next year and you will hear information from the **COSDA Focus Groups**. These groups include a focus group on **education, weather warnings, marketing, interpreter training programs, equipment distribution and legislative**.

We look forward to seeing you there!

"Life is about choices and challenges. The choices you make affect the challenges you'll face. And the challenges you face will require you to make difficult choices."



## “THE MENTAL HEALTH OF THE INTERPRETER IN TIMES OF CRISIS”

by: Steve Hamerdinger, Director

Office of Deaf Services

Alabama Department of Mental Health and Mental Retardation.

While it is true that disasters bring out the best in people, it is also true that it overwhelms the vulnerable. There have been some, though not nearly enough, news stories about the heroes who risked their own lives to help strangers. These are uplifting and inspiring. On the other hand, media has displayed perseverance in the sensationalism of stories of suffering and despair. At best, it creates a constant drum beat of misery that creates a unique filter for our own perceptions of what we see and hear on the job and at worse it risks desensitizing people to the real human suffering.

Any disaster, natural or man-made, causes distress and trauma. For some people a disaster is a time to take stock, get up and get going again. For others, it is one more roundhouse blow to the head in a life that has far too many belly punches and uppercuts to the chin. They have been beaten down by life and then one more disaster hits. When we add the complication of deafness and concomitant the lack of information access we have a witch's brew of potential social and emotional problems. This column will discuss feelings that arise from seeing or hearing about such trauma, whether in the course of an assignment or through other information channels.

There are three sources of vicarious trauma to which an interpreter may be exposed, regardless of where he or she is. The first, emotions retained during the course of interpreting crisis intervention. The second, more subtle, is vicarious reaction to information in the media. The third, and usually overlooked, the distress caused by feelings of powerlessness to do anything about the first two.

When interpreting emotionally loaded material in the context of disaster counseling, interpreters are at risk of internalizing the feelings and reactions which are the natural consequences of proximity to human suffering. The closer the interpreter feels to the trauma the stronger the reaction will be. Over time, this internal “baggage” collects and, unless unloaded in a safe environment, will lead to a breakdown in the interpreter's ability to face the assignment or even day to day life. The experienced trauma ceases to be vicarious and soon becomes primary. The interpreter becomes victimized by the experience of working with those who have suffered. An

interpreter working disaster intervention settings needs to have regular debriefing sessions with a trusted mentor or with a mental health therapist.

Even interpreters with healthy emotional outlets can experience vicarious trauma through the media. Consider this picture.

What emotions arise? What personal experiences contributed to those emotions? Did the sensational nature of the media coverage of Katrina cause the reader to more sensitive to the emotional content of the picture? Transference is a fundamental part of vicarious trauma. Interpreters relive experiences, real or perceived when they view material that is particularly troubling and then project those feelings onto others. This is not to say that such reactions are wrong – indeed, they can be healthy. However, when those emotions color interpretation, overtly or covertly, it is damaging to all involved. Vital then, is that interpreters recognize it for what it is, vicarious reaction to built up frustration caused by witnessing a



New Orleans Police officers force two young men to the ground to find out if they are armed before allowing them to proceed past the Paris Avenue exit of I-10. The two men explain that they are deaf and need to read lips to communicate. -Ronna Gradus, Miami Herald

daily onslaught of oppression to deaf people. Once recognized, interpreters need to do something with it. Talking to a mentor helps, as does journaling or drawing as a form of expressive therapy. The important thing is to get it out in the open so it can be seen and dealt with.

The final form of vicarious trauma is manifest in feelings of helplessness in the face of tremendous adversity. We have talked to many people, including some interpreters, who are distraught because they can't *do* anything to help those who are suffering. As





one interpreter told us the other day, "I'm an interpreter and I have volunteered to help, but no one is calling me. I can't just sit here and watch this. I have to do something." We are daily bombarded with stories that, on one hand inform us of awful conditions and tremendous need, and on the other, rail against the lack of coordination of services, the ignorance of the needs of deaf people, and the slowness of the disaster response on the part of the emergency management authorities. Dealing with this form of vicarious trauma involves changing the focus of our thoughts from what we are prevented from doing, to finding things we can do. Perhaps we can't go to Houston to interpret at the Astrodome, or, for that matter, we are not even called to our local

shelters to interpret. On the other hand, there are countless ways we can volunteer to help that does not necessarily involve interpreting. They can range from helping to serve meals to the crowds that line up outside a relief center, to babysitting the young children of a first responder who has been called to the disaster area.

Disasters bring out the best in people. But they also expose our worst vulnerabilities. There is no shame in admitting that one is overwhelmed and in need of some assistance. There is much harm in not recognizing what is happening inside us and dealing with those feelings in a positive way.

## "THE SIGN PAINTERS – CELEBRATING A WORTHY PURPOSE"

by: Karen Campbell & Stephanie Hyatt

We've all heard the saying that all good things must come to an end. After 25 years of performing, the Sign Painters have retired. Over the years, more than 50 people have volunteered as performers with the Sign Painters, and countless boyfriends, girlfriends, wives, husbands, children, and parents have volunteered their support as behind-the-scenes tech crew.

The Sign Painters began in 1980, when Cookie Fuell Davis was asked to develop a deaf awareness program to provide accessible entertainment. At the time, Cookie was working for Vocational Rehabilitation (VR) as a counselor for the deaf in Huntsville. A local fast food restaurant had hired a deaf employee, and they called Cookie, looking for someone to sign a couple of songs for an employee program. Cookie enlisted a couple of other performers, and a few songs and a little choreography later, an era was born!

The Sign Painters performed music in sign language, with a little dance and mime thrown in, and drew performers from all walks of life – engineers, teachers, stay-at-home moms, interpreters, business people, deaf, hard of hearing, hearing – but all with one thing in common, an interest in sign language. These brave souls committed themselves to weekly

practices, learned countless songs and multiple parts, and even attempted to dance. The result? Audiences learned a little about sign language. People were entertained and exposed to a language and a culture different than what they experienced on a daily basis. And accessible entertainment was made a reality, at least on a small scale.

The Sign Painters performed at every Panoply, at innumerable schools, for community events, for fundraisers, for professional organizations, to audiences young and old alike with songs that ranged from "Gypsy" show tunes to modern pop music. In 1991, Cookie Davis handed the reigns to her sister Karen Campbell, and Karen continued the tradition through June of 2005, when, appropriately, the group performed for the last time at the Helen Keller Festival.

Hellen Keller once said, "Many persons have a wrong idea of what constitutes true happiness. It is not attained through self-gratification but through fidelity to a worthy purpose." From the Sign Painters, we thank the deaf community and the countless volunteers who made the Sign Painters a worthy purpose and who supported our efforts for 25 years.

# HUNTSVILLE RID HOSTED FIRST MEMBERSHIP APPRECIATION DINNER!

by: Sharon Ditto

Hello Colleagues and Friends,

Huntsville RID had a wonderful beginning to our 2005-2006 membership year on August 18.



Following a brief business meeting, our Membership Committee, chaired by Nancy Stansell, hosted a Membership Appreciation Dinner. According to registration records, about 70 people attended. (Registration, a big job, was headed up by Melvin Walker.) The dinner was absolutely

free to past, present, and potential future members and was provided by the committee themselves with the help of donations from Sam's Club and Flower's Bakery. Technical guru Neil Barnes cooked up barbecued marinated chicken (his own secret recipe,) and June Pockrus treated us to great homemade baked beans and zucchini bread. Other



members, Rickey Clemons, Linda Cole, and Cheryle Davidson, were involved in planning, picking up

other food and necessary items, set up, clean up, and door prizes. In addition, HRID members Frances Smallwood, Karen Campbell, Nancy Stansell, Stacie Yarbrough, Sharon Ditto, and Melvin Walker served (pro bono) as interpreters for the various speakers who presented our program. Other gracious helpers were Eddie, Teresa, and Tommy Boger, Janie Davis, and many whose names weren't captured.

After dinner we were happy to have Nancy Hayes, ALRID President, update us on plans for the 2006

convention and the new mentoring project being developed by our state organization. New ALBIT Member-at-Large (and long time HRID member) Karen Campbell gave an informative slide presentation about ALBIT and licensure. Rickey Clemons, HRID VP, brought us news about an exciting Deaf Awareness week planned for September, and Sharon Ditto spoke about the benefits of membership in the local RID division.

Information packets and flyers about RID, ALRID, HRID and coming events were distributed to all who

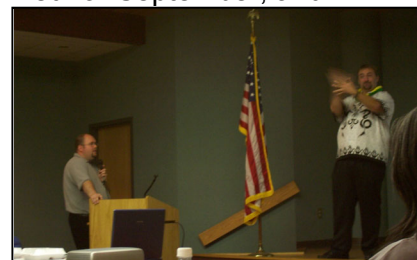
attended.

And, as if all this wasn't great enough, there were door prizes too!

As a result of this effort, HRID has

begun the year with 25 members, some of them "first-timers." North Alabama has great potential for developing new interpreters. HRID has also been involved in the sale of magnets in the ILY handshape. A report at the business meeting indicated we've recouped our investment and are making a profit on the sales. They were available at the Mark Mitchum concert in September and will possibly be available at other venues.

The next ALRID board meeting will be held in Huntsville on November 4 at 10 a.m. at the 2006 conference site (Huntsville Select Hotel). Hope to see many of you there.





## Making Your Music 3D

By: Stacie Yarbrough, Interpreter Coordinator AIDB Huntsville Regional Center

WOW! What else can I add to this? It was a WONDERFUL workshop. September 17<sup>th</sup> was our kickoff to Deaf Awareness Week activities in Huntsville, Alabama. We started out with a "Making Your Music 3D" seminar that was coordinated by the Alabama Institute for Deaf and Blind (AIDB) Regional Center in Huntsville along with an evening demonstration of Sign Art.



This seminar had record breaking

attendance for our area I believe. I'm not aware of any workshop in North Alabama that hosted 154 attendees. (Keep in mind this was a workshop and not a conference.) We had attendees of various ages, cultures, religious affiliations, etc. Through



demonstration Mark Mitchum and Melanie Bell broadened our creative spectrum. We learned a great deal about visualizing the message in the lyrics and paying less attention to the English words. (Something we should do in all our interpreting work not just with music.) We also learned how important the rhythm is to the over all interpretation. It truly was a stretch for many of us. What a fun and creative way to become

more proficient with ASL.

As an added bonus, attendees received more than just the ASL training they signed up for. Many left on the road to spiritual healing. (I heard these

comments first hand and some were written in the evaluations.) Mark gave the audience permission to take care of themselves first. Something we often



hear but are unable to put into practice. It's hard for us to permit ourselves to take time out. Many people needed to hear those words of encouragement that day and night. No, we are not all 'certified' interpreters. No we are not all going to be 'certified' interpreters. But the important message that we took home was that there is a place for EVERYONE. There are various things we can do at the skill level we are at while working toward improvement.

For those of you who missed this opportunity and would like to be fed intellectually with ASL, spiritually and physically (lunch provided) there is another opportunity to see Mark and Melanie November 19. The workshop will be at First Baptist Church, 305 South Perry Street, Montgomery, AL. Registration



begins at 8:00 a.m. The workshop ends at 3:15 p.m. There will also be a concert that evening that is a MUST SEE!!! It's worth spending the night for! The registration fee is \$10 and will include lunch, materials and breaks. For more information about the event and to receive pre-registration materials contact David Richardson at [drichar810@charter.net](mailto:drichar810@charter.net).



## TECHNOLOGY CORNER: “WHEN YOUR HARDWARE’S TOO SOFT AND YOUR SOFTWARE’S TOO HARD!”

by: Neil Barnes

Ever get the feeling that technology is just too much to cope with? As more and more technology becomes an integral part of our daily routine, we just take for granted that it will all work as it should (or at least as we think it should). And when it doesn't work as we like, it definitely has an impact! Especially given the pace of today's lifestyle (it really is the lifestyle that has changed more than technology - or at least at a faster growth rate), we find ourselves suddenly in situations where we inadvertently become dependent upon something we didn't even dream or even know would exist just a few years earlier. Then just at the most unfortunate time, something takes a turn and leaves us stranded with a great sense of frustration and hopelessness. Worse yet a feeling of inadequacy or incompetence (and we did that to ourselves!).

We might even consider that we have become the most highly educated morons to ever have lived! How could we let this happen? We no longer find it funny when, as we recognize as we grow older, and something breaks on our computers and some joker says – go get an elementary student to help us fix this thing! If you find yourself in this situation – stop. Stop everything. Power down. Turn it off. Turn it ALL off. If you are driving, pull over and just stop – turn off that cell phone – turn off the radio/DVD and CD, too. Take a deep breath. Close your eyes (don't try this while driving). Clear every thought from your way too busy mind - every single thought. Purge, cleanup, de-fragment, and don't even bother to scan for viruses. Just don't even move except to breath.

Now look inside and watch the transformation. Slowly as life seeps back into your brain, keep watching to see how things are really meant to work. One small thought, one small step, one small detail at a time. Pick one thing that you see as you open your eyes, that brings a good thought to the surface (skip the bad ones as fast as you can and keep looking until you find that one small thing that you can see that does this – look for it if you have to, but

keep looking until you find that one small detail that is good). This is how it should be – life is meant to be good.

Technology is no different than any other part of our life – just too many details and too much clutter to sort it out and make it work in hard times (it does take some effort for all of it – it doesn't just happen!).

There's nothing magic about technology, just as there is nothing more magic in life than life itself. The problem is, we want it NOW, and we can't WAIT until it is fixed when it becomes broken. Sorry, it just doesn't work that way. Think back (if you can) to interpreting 10 years ago - 20 years ago – 30 years ago – 40 years ago (ok I'll stop). It would do well if you aren't familiar with how it was in those time periods that you connect with someone that can tell you or better yet demonstrate for you what it was like “back then”. Let's not kid ourselves – those weren't “the good ole days” – but they did get us here.

We do have more tools, more toys, and more junk than we ever had before! We do have more skills, more connectivity, more networking, and more expertise at our fingertips than ever before. We just need to learn to pace ourselves in our use and dependency on these new devices – and at least we need to keep the back up system in place to have something to “fall back” on when things get out of our control.

If you don't know, ask someone who does – what did we do before we had these things. Then bring everything back up to date in a manner that is comprehensible. Power up again. Watch carefully and repeat the process as much as needed. Choose the things that work best, and work more with the things that are hardest to understand. And remember, it is all just a matter of a lot of small, tiny details – one after another. We can do this. Greatness can be achieved now – perfection will take a little longer.





## News from Around the Deaf Community

By: Rickey Clemons

### Huntsville Deaf Awareness Week

The Huntsville Area Deaf Awareness Committee (HADAC) hosted Deaf Awareness Week of September 17 to 24. The week began on Saturday, September 17, with a workshop and concert presented by Mark Mitchum. We had a blast and we learned a lot from him. Sunday, we had a silent picnic and a tour of the Huntsville Botanical Gardens. We were glad that we had a beautiful day for this event. Monday night we had Deaf Bowling at AMF Pin Palace Lanes. We had fun there. Tuesday and Wednesday we had an Open Caption Movie, "Charlie and the Chocolate Factory" at Madison Square 12 Theatre. We enjoyed that movie. Thursday we went to Jack Daniel's Distillery and had lunch in Fayetteville, Tennessee. Friday we had a big ASL Bill Celebration from 7 to 9 pm to honor passing of Alabama's foreign language ASL Bill. The week concluded on Saturday, September 24, with a Deaf Awareness Day at the Space & Rocket Center from 9 to 3 pm. We had information, vendor and exhibitor booths set up all around the Museum. Our day also featured special entertainment of Evon Black, and interpreted tours of Space and Rocket Center. Awards Committee Chairperson, Mary Ann

Hickman, presented the HADAC awards to: **June Pockrus**, Deaf person of the Year, **Stacie Yarbrough**, Community Service Award and **Dottie Thomas of National Copper & Smelting**, Employer of the Year. We had a wonderful week. Glad it is over.

### Celebration of Sign

Gate Communications from Nashville Tennessee presented the 7th annual Celebration of Sign on October 1, 2005, at Tennessee Performing Arts Center James K. Polk Theatre. Cheryle Davidson asked to me to be in her performed "HOBO". Cheryl Davison, Teresa Boger and I went there Friday night to practice before the performance Saturday. We have famous Deaf actress her name is Terry Lene from Hollywood. And Miss Teen International Bailey Mills. We have 20 actor/actress performances on the stage. We had a wonderful time. I really want to start to have here in Huntsville area to have Sign of Performance or something new to start. We have good actor/actress around here in Alabama. Soon we will get more information how to start this new area in Huntsville.



The FABULOUS Fox Theatre in Atlanta, GA presents:  
*The Radio City Christmas Spectacular*  
featuring *The ROCKETTES!*

Signed Language Interpreted Performance  
Saturday, Nov 21, 2005 @ 2:00pm

Limited seating available in this reserved section.

For tickets contact Ken Shook:

**404 881-2118**

or

**e-mail: [access@foxtheatre.org](mailto:access@foxtheatre.org)**



# The ALRID News

# Shout-Outs!

In an effort to recognize as many outstanding individuals in our profession as possible, we are giving you the chance to share a few kind words and give a *SHOUT-OUT* to a colleague. Here's where you'll find the *SHOUT-OUT*s. To place a *SHOUT-OUT* in the next edition of The ALRID News, see the form on page 18.

to: **Denise Murray**  
from: **Rickey Clemons**

*Shout-Out:* 'Hi Denise! Where are you? I have not seen you since 1988! Come back! Love to see you again."

to: **Stacie Yarbrough**  
from: **Neil Barnes**

*Shout-Out:*

**"Stacie Rocks!"**

to: **Sandy Schmidt**  
from: **Stacie Yarbrough**

*Shout-Out:*

**"CONGRATULATIONS!!  
I knew you could pass that  
written test! Woo Hoo!"**

*~Stacie Yarbrough~*

to: **Stacie, Karla & the AIDB Huntsville Regional Center**  
from: **Anonymous**

## *Thank You!*

***On behalf of the many hearts that were touched, and the countless lives that were encouraged, please accept this small acknowledgment of appreciation for the outstanding workshop you hosted for Mark Mitchum. The tremendous amount of hard work you put forth was evident in the great success and completion of that wonderful experience. Your example of initiative and leadership will shine as a light that cannot be hidden. May the encouragement of the workshop message increase the respect and consideration among the interpreter profession as well as the deaf community in general.***



# The ALRID News

## Shout-Outs!

to: **Ted Kotis**  
 from: **Nancy Stansell**

*Shout-Out:* "Thanks for being a great supporter of the Interpreting profession and for supporting the individual interpreters in the State of Alabama. Because of your constant 'Go for it! Fill out the application!', I now have this fabulous job doing what I love best. Your support and encouragements are valuable treasures within ALRID. We appreciate you!"

to: **Dee Johnston**  
 from: **Mary Ann Hickman**

*Shout-Out:* "Congratulations, Dee, for a fantastic job voicing for Evon Black as she told her great stories at Deaf Awareness Day at the Space & Rocket Center in Huntsville. You recall how this older and seasoned interpreter shared some "words of wisdom" with you which will forever enhance your vocabulary. As Evon was sharing the story about the proud farmer and his award winning bull... well, you had to be there to appreciate it! In telling stories, Evon, as we all know is wonderfully graphic in sharing the details. The same was true in describing the well endowed bull... but what to call 'those'.... um.... you know.... uhh.... it's those... 'Yes! **The Family Jewels!!**' Way to go, Dee! Quick pick up!"

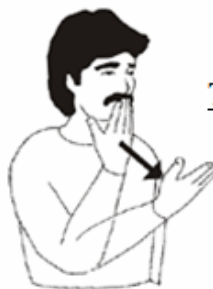
Love ya, Mary Ann

to: **Melvin Walker**  
 from: **Nancy Stansell & Mary Ann Hickman**

*Shout-Out:*  
**"CONGRATULATIONS on passing your CI!! We knew you could do it!!"**

### A BIG Shout Out!!!

Thank you SO MUCH for your volunteer service in helping AIDB with our "Making Your Music 3D" seminar in Huntsville!!!



Thank You

#### Thank you Friends

Kathi Arnould  
 Neil Barnes  
 Barbara Berry  
 Jan Chappell  
 Rickey Clemons  
Xina Crawford  
Cheryle Davidson  
 Charles Garrett  
 Judy Garrett  
June Pockrus  
 Karla Smith  
 Nancy Stansell  
 Kim Thompson (Huntsville)  
 154 Attendees!!!!



support

I could never have done it alone!!!  
 ~Stacie Yarbrough



# Application for Gulf Coast Mentoring Program



Sponsored by ALRID

LAST NAME		FIRST NAME	MIDDLE
STREET/PO BOX		CITY	STATE ZIP
PHONE – Home		CELL	WORK
Best time to call		E-MAIL	

## INTERPRETER CREDENTIALS

Please indicate all credentials below and include level and year granted.

RID: \_\_\_\_\_ ALBIT: Licensed \_\_\_\_\_ Educ. Permit \_\_\_\_\_ Permit \_\_\_\_\_  
 NAD: \_\_\_\_\_ FRID: QA \_\_\_\_\_ EIE \_\_\_\_\_  
 EIPA: \_\_\_\_\_ GAQAS: Level \_\_\_\_\_

Have you taken any interpreter evaluation in the last 12 months? If "YES", which evaluation and when?

\_\_\_\_\_

Are you currently interpreting? YES \_\_\_\_\_ NO \_\_\_\_\_

Full time \_\_\_\_\_ Part-time \_\_\_\_\_ Occasionally \_\_\_\_\_ Never \_\_\_\_\_

## DEMOGRAPHIC INFORMATION

**Minority applicants are strongly encouraged to apply**

ALRID would like to balance all selections according to numerous demographic categories, including but not limited to, membership categories, experience, gender, location, and ethnicity. If you would like to indicate your demographic information, please do so.

_____ American Indian/Alaska Native	_____ Hispanic
_____ Asian/Pacific Islander	_____ D/deaf
_____ African American	_____ Hard-of-Hearing Other
_____ Caucasian (not of Hispanic origin)	





## REFERENCES

To assist the application process, please provide us with the names and contact information of two people from within the Deaf community as references (i.e. VR, AIDB, DHHS, PJC, etc.). One reference must be Deaf/Hard-of-hearing.

1. \_\_\_\_\_  
Name Affiliation Deaf/Hearing

Phone: Work V/TTY Home V/TTY E-Mail

2. \_\_\_\_\_  
Name Affiliation Deaf/Hearing

Phone: Work V/TTY Home V/TTY E-Mail

## GOALS AND OBJECTIVES

On a separate sheet of paper briefly describe

1. Your career progression to this point
2. Your reasons for applying to this program
3. The goals you would like to accomplish through this mentorship

This program will sponsor 4 individual mentoring partners each quarter beginning October 2005. At the end of each 3-month term requests to continue the mentoring agreement for an additional 3 month period will be considered. Please rank your preferences (1st, 2nd, 3rd, 4th) as to when you would like to begin participating in the mentoring program.

\_\_\_\_\_ October – December 2005

\_\_\_\_\_ January – March 2006

\_\_\_\_\_ April – June 2006

\_\_\_\_\_ July – September 2006

Include \$10 application fee made payable to ALRID and return to:

Gulf Coast Mentoring Program  
 Nancy Hayes  
 335 Loil Abbott Road  
 Hayden, AL 35079  
 (205) 590-3702  
[njhayes@bellsouth.net](mailto:njhayes@bellsouth.net)



# The ALRID News

# Give a Shout-Out!

In an effort to recognize as many outstanding individuals in our profession as possible, we are giving you the chance to share a few kind words and give a *SHOUT-OUT* to a colleague. You may give a *SHOUT-OUT* to someone within ALRID, AAD or any other organization; your mentor, mentee, neighbor or long lost pal. The possibilities are endless! This is your chance to publicly recognize accomplishments or thank someone and let them know how much their actions or words meant to you.

**Cost: \$1 per *Shout-Out*!**

Instructions:

1. Complete this form & submit it (via mail or email or fax) to Nancy Stansell ([alridnews@alrid.org](mailto:alridnews@alrid.org), 256-650-8250, or 306 Autumn Lane, Madison, AL 35758)
2. Pay the \$1 fee (cash only for 5 Shout-Outs or less).
3. We'll take care of the rest!

***SHOUT-OUTs* will be printed in next edition of The ALRID News**

(See *The ALRID News* for a printing schedule).

- ***Only positive, encouraging material will be allowed.***
- ***\$1 fee is non-refundable.***

Your Name: \_\_\_\_\_

Local Chapter/Agency/Organization: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## I would like to give a *Shout-Out* to:

Honoree's Name: \_\_\_\_\_

Honoree's Organization: \_\_\_\_\_

Shout-Out message: \_\_\_\_\_

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# 2006 RID Region II Conference



The 2006 Conference still has key positions that are not filled and we need you to up your recruitment efforts to help find folks to take them on. This is a REGIONAL event. Please consider sharing your talents and joining us to make this a great conference. We cannot have it be a success with just a few. Thanks!

The Executive Committee needs a Conference Services Chair: responsible for oversight of the interpreter coordinator, deafblind coordinator, volunteer coordinator and communication technology.

The positions that remain open for coordinators are:

**Deafblind Services Coordinator:** Recruit and hire SSP's; verify training experience of SSP's, provide all print materials in alternative formats as requested; maintain communication with CS chair and SSP's, schedule SSP's for all conference participants in need of services; gather and disseminate prep material; oversee SSP staff onsite, including fielding request and concerns of consumers regarding the SSP staff; to coordinate emergency SSP request and replace SSP's as needed; Conference fee will be waived.

**Communication Technology:** To provide the necessary technology to ensure equal access to communication per each request received on the registration forms. Technology includes: ALD's: Gather and disseminate equipment as needed; retrieve all equipment at the end of the day/event; troubleshoot equipment problems (batteries, substitute items, etc.); ensure security of all ALD equipment onsite. (preference for infra-red system). CART/C-Print: Recruit and hire CART /C-Print for all requested events; schedule CART/C-Print; gather and disseminate prep material to CART/C-Print writers; oversee CART/C-Print staff onsite., ensure payment of the CART/C-Print writer.

**Volunteer Coordinator:** recruit student and other volunteers; maintain communication with CS chair and volunteers; schedule volunteers for all events; gather and disseminate requisite prep material; to oversee volunteer staff onsite, including fielding request and concerns of consumers regarding the staff; to verify appropriate Student Rep credentials; to coordinate emergency volunteer request and replace as needed.

**Public Relations Chair:** Responsible for marketing, exhibits, fundraising, silent auction program book, and advertising. (all to be done by subcommittees).

## ALRID FORMS

**ALRID... *The Interpreter's Source for Success!***

# Call for Nominations!!

## Procedures for the Mary Lou Bingham Award Nomination

The Mary Lou Bingham Award is for outstanding service to ALRID and contributions towards improving the profession of interpreting in the state of Alabama. This award is presented biennially, provided a qualified recipient can be named. The nominee must be a current member of ALRID. The nomination letter shall accompany the award. Please remember that this is a once in a lifetime award so significant contributions to the interpreting profession in Alabama must be listed in the nomination letter.

To nominate an interpreter, please complete the information below and mail/email to:

Melvin Walker  
ADRS  
2939 Johnson Road  
Huntsville, AL 35805  
[mwalker@rehab.state.al.us](mailto:mwalker@rehab.state.al.us)



**DEADLINE IS: May 1, 2006**

1. Nominee's name, address, and telephone number.
2. Nominator's name, address, telephone number, email address and date.
3. The essay/letter should provide information regarding why the nominee should be considered for the honor. It should describe characteristics and qualities of the award nominee especially their contributions to ALRID. The letter or essay should be typed, double-spaced not to exceed three (3) pages.
4. If you chose to email your nomination please type your letter/essay in Microsoft Word format. Once I receive your nomination I will send you an email to confirm receipt.
5. If you have any questions or need further assistance please feel free to call me at 256-650-8251 or 1-800-671-6840 ext. 251



## The Sue Scott Scholarship Award

In June 2002, the Professional Development Committee proposed naming the ALRID scholarship for taking the RID performance tests to honor one of Alabama's interpreters who has been a strong RID supporter and advocate, initiated an interpreter training program in Alabama, and has demonstrated a life long involvement in RID, interpreting and interpreter education. The recommendation was accepted and the Sue Scott Scholarship Award was born. In the summer of 2003, ALRID voted to setup the Sue Scott Scholarship Fund by increasing membership dues an additional \$5 and apply the increase towards this fund.



### What is this scholarship?

The Sue Scott Scholarship Award is awarded to interpreting or transliterating candidates to help offset the costs for taking the RID Generalist Performance Exam.

The Sue Scott Scholarship Award (approved in Motion 2003-03) states:

“ALRID shall, as funds permit, award scholarships for the partial payment (50%) of one of the following test:

- RID Performance Test (CI or CT)
- RID CDI Written Test
- RID CDI Performance Test
- NAD-RID NCI Written Test – Computer based or Pencil and Paper
- NAD-RID NCI Interview and Performance.”

### What are the Criteria?

- Scholarship applications and copies of these guidelines will be available on the ALRID Website, ALRID Newsletter, and by request.
- Applicants must be a member of RID (associate, student, or certified), ALRID, and of a local division (if one exists).
- Applicant is not eligible to receive an award to retake a test that was originally sponsored by this scholarship.
- Awards are for future tests only

### How to Apply?

- Each applicant must complete the application form and attach:
  1. A personal philosophy of interpreting and future plans
  2. Resume (education, workshops/training, experience)
  3. Proof of participating in training sponsored by ALRID or an affiliate chapter prior to and in preparation for the test for which applicant is applying to take.
  4. Proof of having passed the RID Written Exam if taking a performance test
  5. 3 letters of recommendation: two from certified ALRID members and one from a Deaf consumer (AAD member preferred.)
- All materials must be received three months before the scheduled test.
- The PDC Chair shall choose a committee to review all applications and choose the recipients.
- The PDC Chair shall notify the recipient in writing.
- A check shall be made payable to RID for half of the cost of one test and be awarded to the recipient.
- The Scholarship recipient shall be recognized in the ALRID Newsletter, the ALRID Web Page, and other publicity at the Board's request.
- Should the recipient miss the scheduled RID test and forfeit the fee, the recipient must repay the entire scholarship amount to ALRID within 90 days of the test. Failure to repay will prevent future applications from being accepted.



# Sue Scott Scholarship Application

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Phone (Home): \_\_\_\_\_ (Work) \_\_\_\_\_

Social Security Number \_\_\_\_\_

Have you passed the RID Generalist Written Test? Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, when? \_\_\_\_\_

Have you passed the NIC Written Test? Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, when? \_\_\_\_\_

RID Member: Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, which membership category (circle one): Certified Associate Student

ALRID Member: Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, month and year joined \_\_\_\_\_

Local division: Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, which division and year joined \_\_\_\_\_

Other memberships: \_\_\_\_\_

Honors and Awards: \_\_\_\_\_

Which RID Test do you plan to take? CI \_\_\_\_\_ CT \_\_\_\_\_ NIC Written Test \_\_\_\_\_

NIC Performance \_\_\_\_\_ CDI Performance \_\_\_\_\_ CDI Written \_\_\_\_\_

Where and when do you plan to take this test? \_\_\_\_\_

**Include:**

1. This form
2. Resume
3. Your philosophy on interpreting along and your future plans.
4. Proof of passing the RID Generalist Written Test if taking a performance test.
5. Three letters of recommendation.

**Send to:**

Melvin A. Walker, PDC Chair  
ADRS  
2939 Johnson Rd.  
Huntsville, AL 35805



# ALABAMA REGISTRY OF INTERPRETERS FOR THE DEAF

## APPLICATION FOR MEMBERSHIP

Fiscal Year July 1, 2005 – June 30, 2006

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_ Work Phone:(\_\_\_\_) \_\_\_\_\_

Fax: (\_\_\_\_) \_\_\_\_\_ Local Chapter: \_\_\_\_\_

Email Address: \_\_\_\_\_

Credentials: \_\_\_\_\_  
(ALBIT or other State License or Permit, RID Certifications or NAD Certifications)

**Where do you prefer to receive *The ALRID News*?**

E-mail Address **or** U.S. Postal Service **(Circle One)**

PAYMENT	ALRID Membership Dues .....	\$25.00
Donations:	Scholarship Fund .....	_____
	Training Fund .....	_____
	Other .....	_____
	<b>After June 30<sup>th</sup> Renewing Members add \$5.00 Late Fee.</b> .....	_____

**TOTAL** ..... \$ \_\_\_\_\_

A Check or Money Order can be made payable to **ALRID** will serve as your receipt.  
*ALRID shall assess a \$25.00 fee for each check returned due to insufficient funds.*

**Send Application and Payment to:**

Lisa Gould, Secretary of ALRID  
1050 Government Street  
Mobile, AL 36604  
(251) 432-7777 [gould.lisa@aidb.state.al.us](mailto:gould.lisa@aidb.state.al.us)

**FOR OFFICE USE ONLY:** Date Received: \_\_\_\_\_ Check #: \_\_\_\_\_



# The ALRID News

## ADVERTISING!

*ALRID does not necessarily endorse or support any products or businesses whose advertisements appear in the ALRID Newsletter. The ALRID Board makes the final decision on which ads to publish.*

### ADVERTISING RATES:

Full-page ad:	\$20.00
Half-page ad:	\$10.00
Quarter page ad:	\$ 5.00
Business card ad:	\$ 2.50

Email print-ready ad to: [alridnews@alrid.org](mailto:alridnews@alrid.org)

Send appropriate fee to:

Nancy Stansell, Editor  
The ALRID News  
306 Autumn Lane  
Madison, AL 35758

# The ALRID News

## NEWSLETTER INFORMATION

Editor: Nancy Stansell  
 Tel: 256 650 • 8234  
 Mobile: 256 337 • 1024  
 Email: [alridnews@alrid.org](mailto:alridnews@alrid.org)

### Volume 7 Publication Dates:

Issue 1: JUL/AUG Submissions Deadline: JUL 15  
 Issue 2: SEP/OCT Submissions Deadline: SEP 15  
 Issue 3: NOV/DEC Submissions Deadline: NOV 15  
 Issue 4: JAN/FEB Submissions Deadline: JAN 15  
 Issue 5: MAR/APR Submissions Deadline: MAR 15  
 Issue 6: MAY/JUN Submissions Deadline: MAY 15

Editor, The ALRID News  
% Nancy Stansell  
306 Autumn Lane  
Madison, AL 35758

