Conference Presenters:

Beverly Bownds, CSC  
“Pearls in the Making”  
“The World is Our Oyster”

Paul May  
“Lymphatic and Nervous Systems”  
“Reproductive and Endocrine Systems”

Molly O’Hara  
“Which Comes First, the Subject or Predicate”  
“Interpreting Ethics in K-12 Settings”

Sabrina Smith, PhD, CI, CT, NIC:M, Ed:K-12  
“It’s a Touchy Subject”  
“A New Generation of Slang”

Shanna Trim  
“Moving Towards the Professionalization of Educational Interpreters with the National Association of Interpreters in Education, NAIE: K-12 Advancements with Guidelines and Standards”

Cheryl Thomas, NAD V, CI, CT, NIC:M, SC:L, BEI Court  
“Six Degrees of Separation: Legal Interpreting is Closer than You Think”  
“Say What?? Navigating the Language of the Legal System”

“Pearls of Wisdom Panel Discussion”  
Judith Gilliam, Sue Graham, Belinda Montgomery and Sue Scott

Keynote: Kent Schafer, MA  
“Driving the Future: Linking the Acceleration of Individual Differences to the Speed of Eclectic Accomplishments”

Friday Night Entertainment:  
Molly O’Hara  
“Which Comes First, the Subject or Predicate”  
“Interpreting Ethics in K-12 Settings”

Lunch & Learn with Alex Tenney, ADRS  
“What is Pre-ETS?”

PLATINUM Conference Sponsors:

ALRID is an Approved RID CMP Sponsor for Continuing Education Activities. This conference is offered for 1.85 CEUs in the “little/some” and “some” Content Knowledge Levels.
# Conference Schedule at a Glance

## THURSDAY, JUNE 4 (0.4 CEUs)
- 8:00 – 9:00: COSDA Registration
- 9:00 – 11:00: COSDA Board Meeting
- 11:30 – 2:00: COSDA Awards Luncheon
- 1:00: ALRID Registration Open; Exhibits & Silent Auction Open
- 2:30 - 2:45: Welcome with President Chris McGaha
- 2:45 - 3:15: “Pearl in the Making” with Beverly Bownds (0.05 PS CEU)
- 3:15 - 4:45: “I.D.E.A.” Keynote Presentation by Kent Schafer (0.15 PS CEUs)
- 5:00 - 6:30: ALRID Business Meeting & Dinner provided
- 6:45 - 8:45: “Pearls of Wisdom Panel Discussion” (0.2 PS CEUs) with Judith Gilliam, Sue Graham, Belinda Montgomery and Sue Scott

## FRIDAY, JUNE 5 (0.7 CEUs)
- 7:30: ALRID Onsite Registration Open
- 8:00: Exhibitors, Deaf Vendors & Silent Auction Opens
- 8:15 - 9:15: NAIE Presentation with Shanna Trim (0.1 PS CEU)
- 9:30 – 12:30: Concurrent Sessions (0.3 PS CEUs):
  - “Which Comes First, Subject or Predicate” with Molly O’Hara
  - “Six Degrees of Separation-Legal Interpreting is Closer than You Think” with Cheryl Thomas
- 12:30 – 1:30: Lunch provided
- 1:30 – 4:30: Concurrent Sessions (0.3 PS CEUs)
  - “Interpreting Ethics in K-12 Settings” with Molly O’Hara
  - “Say What?? Navigating the Language of the Legal System” with Cheryl Thomas
- 5:00: Silent Auction Ends
- 5:30 - 7:00: Shellabration Banquet and Awards
- 8:00: Entertainment: “The World of Abababa” 2019 Farewell Tour with Alan Abarbanell (Cash Bar)

## SATURDAY, JUNE 6 (0.75 CEUs)
- 7:30: ALRID Onsite Registration Open
- 8:00: Exhibitors and Deaf Vendors Open
- 8:15 - 11:15: Concurrent Sessions (0.3 PS CEUs)
  - “It’s a Touchy Subject’ with Sabrina Smith, Ph.D.
  - “Reproductive & Endocrine Systems” with Paul May
- 11:30 - 12:30: Lunch & Learn - “What is Pre-ETS?” with Alex Tenney (0.1 PS CEU), Lunch provided
- 12:45 - 3:45: Concurrent Sessions (0.3 PS CEUs)
  - “A New Generation of Slang” with Sabrina Smith, Ph.D.
  - “Digestive & Lymphatic Systems” with Paul May
- 4:00 - 4:30: “The World is Our Oyster” with Beverly Bownds (0.05 PS CEU)
- 4:30 - 5:00: Wrap up & Door Prize Drawings (Must be present to win!)

All information will be on our Conference App! Be sure to bring your tablet/laptop. More information to come.

Need help with registration? Apply for the Louise Wohlford Memorial Scholarship! Information online at [www.ALRID.org](http://www.ALRID.org).
Name: ___________________________________________ RID Number: __________________
Address: ______________________________ City/State/Zip______________________________
Email Address: ___________________________ Phone: ____________________________

Cancellation Policy: 50% refund if canceled 60 days in advance of conference. No refunds will be given after April 6, 2020.

Questions regarding your registration? Contact Diana Wagoner at vicepres@alrid.org.

Registration Includes:

Council of Organizations Serving Deaf Alabamians (COSDA) PRE-CONFERENCE:
- Awards Ceremony; Luncheon; Keynote Speaker

Alabama Registry of Interpreters for the Deaf (ALRID) CONFERENCE:
- Workshops; Thursday Dinner; Friday Lunch and Awards Banquet;
- One ticket for Friday Night Alan Abarbanell Farewell Show; Saturday Lunch;
- Silent Auction; Deaf Vendors and Exhibit Hall.

Affiliate Members of RID & NAIE Members attach a copy of membership to register at Member Rate.

ITP Students attach a copy of current Student ID to register at Student Rate.

Special Dietary requests must be received by April 1st:

COSDA AWARDS LUNCHEON
- Early Bird (Payment postmarked by April 1): $50
- Registration (Payment postmarked by May 1): $75
- Late Registration/Onsite: $100

ALRID 2020 BIENNIAL CONFERENCE

All registration must be postmarked by the following dates:

EARLY BIRD (by April 1):
- Member $150
- Non-Member $200
- Student $75

Registration (by May 1):
- Member $200
- Non-Member $250
- Student $100

Onsite Registration (May 2 - Onsite):
- Member $225
- Non-Member $275
- Student $125

One Day Registration Only:
- Member $100
- Non-Member $120
- Student $45

ALRID Membership Renewal
- $30 Member
- $15 Student Member

See ALRID.org for details

Additional Show Ticket(s):
- _____ $15 by June 1, 2020

Total Enclosed: $___________

Will send Purchase Order from:

__________________________________________

Please complete all sections and mail form along with payment to:
2020 ALRID Conference Registration
P.O. Box 647
Chelsea, AL 35043
Online registration available at www.ALRID.org
Join us as we celebrate our 50th Anniversary with 4 outstanding pioneers who have paved the way for ALRID. This panel discussion will include historical information on the formation of ALRID, the work that so many have done throughout the years, reflection on those who have left us and success stories. The panelists will impart their pearls of wisdom for upcoming, advancing and seasoned interpreters. Join us as we celebrate the success of our organization over the last 50 years with these distinguished guests!

**“Pearls of Wisdom” Panel Discussion**

**Panelists:**
Judith Gilliam, Sue Graham, Belinda Montgomery and Sue Scott

Alan Abarbanell
For nearly 20 years, Alan R. Abarbanell has toured the United States with his critically acclaimed, one-man show, “The Abababa Road Tour” chronicling his experiences growing up hearing in a Deaf family. ABABABA - a name given to him by a friend who could not pronounce Abarbanell - is a proud coda (Child of Deaf Adults). Alan wrote this show as a loving tribute to his Deaf heritage and coda family. Each performance is dedicated to Alan’s parents Joe and Yetta Abarbanell whom he credits with his sense of humor, creativity and love for his community.

Abababa takes his audiences on a roller-coaster ride of emotion; first pulling them through the hilarious rush and shocking twists of his youth, then plunging them into the tragedy and loss that followed, only to hurl them upwards towards uncontrollable laughter once again! With the simple wave of a hand, Abababa renders each audience exhausted from gales of laughter and torrents of tears by the show’s end.

Alan is a veteran sign language interpreter originally from Chicago who, in addition to his 30 years of freelance work has lectured nationally on the issues of interpreter ethics and coda family values.

Alan lives in Maryland with his gorgeous coda partner, Heidi and her teenage daughter, Emily and has three children, Erinn, Rachel and Jacob who have formed their own organization known as COED: Children of Embarrassing Dads.
Beverly Bound, CSC
“Pearl in the Making”
Pearls are made by sand which is an “irritant” - which eventually, as it is polished, becomes a valuable pearl. Presenter will introduce a journaling activity that participants will utilize throughout the conference. Participants will begin the journey of exploring interpreting experiences that start as a grain of sand and build a protective shell.

“The World is Our Oyster”
Participants will learn how their self-discovery (sand discovery) can lead to professional growth and acceptance. Participants will identify perspectives they have gleaned throughout the conference from colleagues and workshops attended. This new perspective on their work can now produce a "pearl" and affect their work in a more productive manner.

Paul May
“Medical Interpreting Series: Digestive and Lymphatic Systems”
This one-day intensive workshop offers application of anatomy and physiology in American Sign Language, with an emphasis on classifiers, specialized terminology used in medical settings, in-depth discussion of interpreting considerations for medical settings, and ethical decision-making strategies especially for medical settings. The workshop will cover the Digestive and Lymphatic Systems: The Digestive System will include various classifiers starting at the entrance and to the exit of the system. The functions of D.S. parts will be discussed and be shown the description of that part. The same goes for the Lymphatic System. The procedures on some conditions or diseases will be covered as well as the common medical phrases and treatments.

“Medical Interpreting Series: Reproductive and Endocrine Systems”
This one-day intensive workshop offers application of anatomy and physiology in American Sign Language, with an emphasis on classifiers, specialized terminology used in medical settings, in-depth discussion of interpreting considerations for medical settings, and ethical decision-making strategies especially for medical settings. The workshop will cover the Reproductive and Endocrine Systems.

Molly O’Hara
“Interpreter Ethics in a K-12 Setting”
This session addresses the frustrations K-12 Interpreters face while managing a variety of roles. Discussions are founded upon RID’s Standard Practice Papers and Missouri’s “Ethical Rules of Conduct” while considering the expectations of the K-12 educator and school district administrator: Discern which para-educator tasks do not overlap; determine which scenarios the role of “teacher” does not apply to the role of “interpreter”; operate effectively in a CWC setting; all scenarios guided by presenter in a positive and highly interactive context.

“Which Came First, the Subject or the Predicate?”
Subjects do the predicates. What’s the predicate? It is the action of a sentence. Learn how these two parts interact to create structure that fits. Learn the two sides of subjects in ASL - what does sentence structure reveal about a subject? Some predicates are undivided while other predicates are split apart. Find out why and when that happens through the specs of eye gaze clusters: Demonstrate the appropriate placement of predicates in ASL sentences; recognize the two types of subjects in ASL sentences; know how to split an ASL predicate; for every lesson, practice modules and workbook exercises are provided.
“It’s a Touchy Subject”
This workshop is designed to explore subjects in the educational setting that can be a bit touchy to interpret. We will take an in-depth look at Family Life in the K-12 setting and how interpreters can be better prepared to approach the subject in the most professional way. As interpreters how many times have we been faced with the decision: to expand or not to expand, what exactly is my role here, or how far is too far? The goal in this workshop is to empower interpreters to take an active role in their interpretation of touchy subjects and get the intended message across to the client showing respect to the deaf/hard of hearing student as well as any professionals in the room. Other subjects such as Science and History are explored to find out how to address the challenges that arise in the classroom. The workshop will also include open discussion that will enable the group to learn through others experiences. Whether you are a seasoned interpreter or just beginning your journey, this workshop has something for everyone.

“A New Generation of Slang”
WARNING: This workshop has bad language. This workshop is also English based and focuses on English slang. Have you ever been interpreting and heard the phrase “Wow, you be channeling the chucks!!!” or “I can’t believe he threatened to steal on her!!” We all experience hearing slang working in educational interpreting, VRS, or Freelance settings, the problem is, what do we do with it? This workshop takes a look at slang that is used by the current generation of youth and addresses the issue of what does an interpreter do when they hear these phrases. Working with younger generations means understanding their language and being able to interpret it effectively. This workshop demonstrates vocabulary that will help educate interpreters on current slang, how to interpreter slang, and what to do when they are faced with terms they are unfamiliar with. The workshop allows participants to devise skills when going from English to ASL as well as working on the register needed to match their clients intended meaning. There is also a focus on skills such as: eye gaze, matching affect, register, and the overall expressive product.

“Six Degrees of Separation: The Legal Interpreting Environment is Closer Than You Think”
Six degrees of separation is the theory that everyone and everything is six or fewer steps away, by way of introduction, from any other person in the world, so that a chain of "a friend of a friend" statements can be made to connect any two people in a maximum of six steps. Interpreting too is often six or less steps away from becoming a legal situation. We often hear our colleagues say, “Oh no; I don’t touch legal interpreting!” Do you really know how close you are? In this session we will discuss the situations in which we work that could result in the interpretation impacting, directly or indirectly, the very legal arena many have sought to avoid. In most cases the interpreter in such situations ends up “working in a legal setting” by default, without being aware of the weight that his or her interpretation carries, or without knowing how to navigate such situations. Participants will be given tools and trainings to assist them prior to, during, and after assignments to aid them in their awareness of their “six degrees” of separation from a legal setting.

“Say What??” Navigating the Language of the Legal System.
Are you thinking “I’ll never be a legal interpreter”? This may be true; however you don’t have to work in a legal setting to run into the language used by the legal system. Working as interpreters we often run into legal terminology in settings where we did not expect it and navigating this “legalese” can be extremely daunting and confusing. This training is designed to provide the interpreter with the history of “legalese” and its purpose, familiarity with the trend to “plain language’ and techniques for interpreting the concepts and language used in the courts and in legal documents. This training will also provide interpreters with some practical experience and exposure to the vernacular used in the legal system.
Kent Schafer, MA
“Driving the Future: Linking the Acceleration of Individual Differences to the Speed of Eclectic Accomplishments”
If there was ever a time to dare to improve the field of interpreting, the time is now. Instead of taking the wheel and accelerating progress, the interpreting profession has been devaluing the work unexamined as they remain a passenger. Individuals often work from a “good enough” standpoint and are resistant to feedback from other interpreters as well as the Deaf community. In order to improve as a practicing profession, interpreters must be able willing to present their own issues as a catalyst for change in order to build the pearl of great price, assemble together as a community to polish all of those pearls of wisdom, then develop awareness for life in the fast lane regarding professional development and assessments to promote continued proficiency in order to catch a cool breeze on the open road that lies ahead.

Shanna Trim
"Moving Towards the Professionalization of Educational Interpreters with the National Association of Interpreters in Education, NAIE: K-12 Advancements with Guidelines and Standards”
For this workshop the National Association of Interpreters in Education, NAIE State Ambassador: Alabama and contributors to the Professional Guidelines for Interpreters in Educational Settings will discuss the guidelines and national standards put forth by the NAIE. The presentation will discuss the impetus, and importance of the publication as well as discuss how educational interpreters can discuss and implement the guidelines with their school and educational team.

Alex Tenney
“What is Pre-ETS?”
In this presentation, presenter will emphasize the role and responsibilities of a Pre-Employment Transition Services (Pre-ETS) Specialist. Federal requirements state that 15% of funding to vocational rehabilitation will be put towards transition services for high school students with disabilities to help them transition smoothly into the working world. The five areas that Pre-ETS focus on are: job exploration counseling, work-based learning experiences, which may include in-school or after school opportunities, experiences outside of the traditional school setting, and/or internships, counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs, workplace readiness training to develop social skills and independent living, and instruction in self-advocacy. This presentation will highlight students who have benefited from this service. In depth discussion of how these specialists enter the schools, work with the interpreters, what activities they participate in, age/grade appropriate checklists of what the students will need to do, and how specialists empower and encourage these students so they will transition into the working world knowing what obstacles they will face and how to overcome them.

Hotel Information
Holiday Inn & Suites I-65
Reservations: $99.00/night includes parking and breakfast.
Make your reservations online at http://hiexpress.com/mobilewestal.com or by calling(251) 473-2380 and asking for the “Alabama Registry of Interpreters for the Deaf” Room Block.
Group rates for standard rooms are $99/Night plus tax.
Room block expires on May 1, 2019.
ALRID BIENNIAL CONFERENCE PRESENTER BIOS

Beverly Bownds, CSC
Beverly Bownds is celebrating 35 years as an RID certified interpreter. She has been active in her field as the President of Southern California Registry of Interpreters for the Deaf, Member at Large for Northern California Registry of Interpreters for the Deaf, and currently the Alabama Registry of Interpreters for the Deaf Southwest Region Representative. She has worked in California, India, Texas, Hawaii and now Alabama, gaining a wealth of knowledge and experience. Beverly has worked in a large scope of environments, including community, medical, employment, education, mental health, legal and video relay service. Beverly is currently the Interpreter Coordinator at the Alabama Institute for the Deaf and Blind, Montgomery Regional Center. She believes in supporting the next generation of interpreters and paying it forward, offering guidance and mentoring. Beverly is a team player and is constantly working to promote the interpreting profession by example.

Judith Gilliam, MA, RSC, CDI, QMHI
Judith M. Gilliam hails from West Haven, Connecticut. She attended Gallaudet University and has held various roles; classroom teacher, dean of girls, supervising teacher, Director of Instructional Service and Director of Primary Department (Preschool through 3rd grade). She retiredafter 27 years of service and became a staunch advocate for various organizations. In early 1980, Judith took the RSC exam and has been involved with the interpreting profession ever since. She was involved in various RID committees. She co-chaired the RID National Conference in Orlando, FL. She was involved in the NAD RID National Interpreter Certification for 6 years co-chairing with the beloved Gary Sanders. Most recently, Judith has served on NAD’s RID Certification Committee for six years with the last 2 terms as the chair. Judith is a certified mediator and continues to serve RID in various capacities. With her recent experience working and collaborating with the member sections and members in general, Judith wishes to continue the practice of reaching out to the RID community. She also currently serves as a Commissioner on the Commission on Collegiate Interpreter Education. With her vested interest in continuing the valuable work done by the committee, Judith intends to devote her deep commitment to support the interpreting profession. She enjoys attending to issues including, but not limited to, CDI but also to all issues impacting certified interpreters regionally and nationally. She resides in Alabama with her husband, Buford along with their 2 grown sons, 11 grandchildren and 2 great grandchildren.

Sue Graham, CSC
Sue, daughter of Deaf Parents and Grandparents, has been a Nationally Certified Interpreter since 1972. For over 40 years she has shared her love of American Sign Language and the Deaf Communities through teaching Sign Language in various settings, including UAB Special Studies for over 12 years. She has also been in leadership roles with A.I.D.B., AT&T and for the last 11 years as Director of the Sorenson VRS center in Birmingham, AL.
Sue was one of the original members of ALRID and worked closely with Mary Lou Bingham, who was a gracious mentor in the early days of professional interpreting. Sue and her work with a local musical sign language performance troupe, Handful of Love, was nominated for the coveted Cable ACE Award, featured on the Toni Tennille Show, PM Magazine, and CNN News. Sue was also awarded the Birmingham Professional Women “Woman of the Year” award for her work with Town and Gown Theatre and Handful of Love. Sue continues her passion through interpreting, teaching and mentoring and as Mama Lou once said, “Old Interpreters don’t die – they just sign off.” Sue resides in Sylacauga, AL with her husband, Johnny, 4 dogs, and 2 cats. In her spare time she dotes on her 4 Grandchildren and 2 Great Grandchildren.

Paul May
Paul May has been teaching ASL since 2000. He also taught Deaf and Hard of Hearing children at several K-12 schools in NC and SC. Paul and his wife, Holly, are licensed Foster Parents who had taken in several Deaf boys and officially adopted an adorable Deaf son, Jackson, now six. Recently, Paul led two Purple VRS workshops in Greenville, SC, and Washington, D.C. He also hosted a four-day immersion workshop in SC with Dr. Roger Williams, and he was a team member of the first four-day workshop in Jacksonville, Florida with Carole Lazorisak, Amanda Richter, and Bud Schrader.
Paul May, continued
Paul also had led several workshops for Spartanburg Community College at their annual “ASLville” event – “Introduction to Classifiers” and “Strong Language and Profanity.” Also, he did “Classifiers” workshop for SC RID chapter. He has produced two video clips, called, “Depression: An Overlooked Mental Illness” and “HIPAA: Patient's Privacy Rights” in ASL for Deaf and Hard of Hearing people. He also developed a website for Services to the Deaf offered at the SC Department of Mental Health as an independent contractor. Paul is working on a plan to enroll in an EdD program with hopes to improve Deaf education. Lastly, Paul participated in Teaching Medical Interpreting immersion training via the CATIE center, NCIEC in Portland, OR a couple years ago. Paul is looking forward to seeing interpreters strengthen their skills in their healthcare settings with clarity!

Belinda Montgomery, CSC, CI, CT, NAD V Master, Certified Master Mentor, BA Troy ITP
Belinda Montgomery began her practice of and involvement in the Interpreting field in 1984 and became a member of ALRID and RID that same year. She has since served on the ALRID board in many positions throughout the years.

Belinda’s early interpreting experience was within the community, but grew to be statewide in a variety of settings. She has been honored to serve for almost 20 years on the Alabama Licensure Board of Interpreters and Transliterator (ALBIT). She retired from the Alabama Department of Rehabilitation Services in 2015. Upon retirement, she re-opened her interpreting agency, Montgomery Interpreting Services, LLC, in earnest and has enjoyed providing quality interpreter services for central and eastern Alabama. She is also currently an adjunct professor at Troy University in the Interpreter Training Program.

A native of Montgomery, she enjoys traveling with her husband and gatherings of her family including her 9 grandchildren.

Molly O’Hara
Molly O’Hara, deaf from birth, excels in the fields of linguistics, curriculum development, interpreter training, and second-language learning. She has developed collegiate coursework for bicultural education and ASL instruction. O’Hara has published a bilingual handbook, “American Sign Language: A Grammar Reference Guide”. Currently, she is building courses and posting them on ASLlearn.com. O’Hara created and directed a successful internship that has brought her closer to identifying ASL phonemes. O’Hara’s deaf heritage spans five generations, and she is a MO-BEI Advanced certified English/ASL interpreter with experience in the K-12 settings.

Kent Schafer, MA
Kent Schafer serves as a statewide psychology in deafness resource for the Office of Deaf Services in Alabama Department of Mental Health. As an active scholar with thirty-six years of homework assignments under his belt, his thirst for sharing his information rages on. He is nearing the end of his doctoral journey as he builds psychometric value to the statewide Communication Skills Assessment. He continues to be a nationally certified school psychologist with a vested interest in challenging fine young minds to dare to be different. His first master's degree was within the counseling domain with a concentration in Alcohol and Substance Use from the University of Illinois at Springfield. His second master's degree was within Psychology and Education from the University of Wisconsin at Whitewater. As a current board-at-large member of the national organization, ADARA, he continues to have a vested interest in addressing policy and program concerns to share best practices when working with individuals who are Deaf. He relishes opportunities to provide members of the receptive signing community the opportunity to expand the six inches of grey matter between their ears. Planting seeds so that future generations may bask under the shade of the grown tree of ideas is a task worth undertaking. When not promoting ideas, he can be found somewhere chucking round plastic objects towards metal encaged baskets in the sport called disc golf or spending time with his wife, seven-year-old, and the 10-month-old daughter.
Bios continued

**Sue Scott, CSC, CI, CT, ND V, MHQ**
Sue Scott, a hearing child of Deaf adults served the Deaf and interpreting communities most of her life in AL, CA, MA, MN and NC. She started out in church interpreting as a teenager and then moved to CA as a freelance interpreter and substitute houseparent for the CA School for the Deaf-Berkeley. She assisted with research and compilation of an unpublished doctoral dissertation, “The Effect of Early Communication and Family Climate on the Deaf Child’s Development” by Dr. Kathryn Meadow University of California, Berkeley. In MA she worked as a sign language tutor for the City of Fall River Schools before returning to her home in Mobile in 1973. Recognizing the needs of the local Deaf and interpreting community, she applied for federal and city grants starting the Mobile Center for the Deaf which continued until 1981. She was then hired by at Bishop State Community College under a federal grant in 1981 to train minority interpreters where she worked until she retired from this position in 1999. She was also able to finish her BA degree in 1984 from Mobile College now known as the University of Mobile with her major in psychology and minor in sociology.
Believing in the best standards possible in working with the Deaf community, she earned four national certifications from Registry of Interpreters for the Deaf, Inc (RID): Comprehensive Skills Certificate twice, then the two Certificates of Interpretation and Transliteration and later worked with RID on new test developments. She earned Level V Master Level Interpreter from the National Association of the Deaf, Inc., and became one of their evaluators. In the 1990s she served as a trainer for the Alabama DeafBlind Project. In 2004, she was one of the first interpreters to be qualified under the Department of Mental Health, Deaf Services.

She served as president for ALRID in 1990-92, president of the Council of Organizations Serving Deaf Alabamians in 1989, and served 6 years as RID Region II Representative in 1994-2000. She and Judith Gilliam, also on this panel, served as co-chairs for the RID national convention in Orlando FL. After her RID board tenure, Sue then served the RID Ethical Practices Committee first as a Mediator and then Adjudicator before her next “official” retirement in 2005 from doing business as Scott and Associates, a consulting and interpreting service.
Her two “retirements” did not slow her down. While living in MN during the summer months, she was a Minnesota Court Ethics Approved Interpreter and worked with the Deaf community who lived on the White Earth Ojibway Reservation. While in NC, she has served as a volunteer interpreter for Hospice and volunteers with groups related to substance abuse/misuse in western NC. In Mobile, AL she serves on the Advisory Board of Deaf Teen Quest, Youth for Christ. She and Dr. Stephan Scott, a retired psychologist, have been married for 38 years, blending their family of five children, nine grandchildren and one great grandchild.

**Sabrina Smith, PhD**
Sabrina Smith, PhD, has been involved in the interpreting field for over 20 years. She is Nationally certified through RID: CI and CT, as well as NIC Master and Ed:K-12. She works as an educational interpreter and has been interpreting in the school system for over 19 years in elementary, middle and high school settings. She also works as a video relay interpreter with Sorenson Communications where she has been employed over 13 years. She enjoys encouraging interpreters of all levels and mentoring people across the United States. She works as a freelance interpreter, and as a performing arts interpreter for theaters and concert venues in her area. She served as the Region II delegate for IEIS (Interpreters in Educational and Instructional Settings) from 2015-17. She has presented various workshops across the country, and also presented abroad in Peru helping to empower the Deaf community to seek interpreters for their children in mainstreamed schools as well as teaching interpreters how to improve their expressive skills. Feel free to contact her about mentoring, presenting, or just general questions about the field of interpreting at sabrinatempie.wixsite.com/aslterp

**Alex Tenny**
Alex Tenney, Pre-ETS Specialist, currently works as a Pre-Employment Transition Services Specialist for ADRS in Mobile where she covers 8 counties and serves over 20 high schools in her area. She works with students who have hearing and/or vision loss, empowering them to take control of their future, and ensures them that with self-advocacy skills, their hearing or vision loss will NOT be a factor in achieving maximum success in the workplace. Alex worked as a job coach/job developer before bringing her skills to ADRS. She also teaches American Sign Language for AIDB. In her free time, she enjoys spending it outdoors.
Shanna Trim is the Alabama State Ambassador for the National Association of Interpreters in Education (NAIE) and an educational sign language interpreter for the H.L. Sonny Callahan School for the Deaf and Blind of Mobile County Public Schools in Mobile, Alabama. She first learned to sign in 6th grade from her best friend Ryan. Shanna credits Ryan with leading her down this path; they remain friends to this day. Shanna’s desire to interpret professionally was put on hold while she followed husband Mikhail around several states and abroad for 12 years while he was in the military. But she eventually came full circle and listened to the voice in her head urging her to pursue a career as an interpreter. She graduated from Troy University and worked in several community and educational settings and discovered that her passion lies in educational interpreting. She views it not as a job, but as her calling. Shanna resides across the bay from Mobile in beautiful Daphne, Alabama with her husband of 18 years Mikhail, her high-school aged son Seamus, and her 13-year-old beagle Sophie. When she’s not getting students to pay attention in math class, Shanna enjoys knitting, sewing, baking, reading, and all things Disney.

Cheryl Thomas is the former staff sign language interpreter for the Arkansas Supreme Court Administrative Office of the Courts, Office of Court Interpreter Services. Cheryl began her interpreting career in Edmonton, Alberta, Canada prior to moving to Arkansas in 1999. She has worked in various settings including VRS, education and freelance work, but in recent years has focused on interpreting in legal settings.

In addition to her freelance work and facilitating for Project CLIMB, Cheryl volunteers her time on various national committees. Cheryl currently holds her NAD V, CI, CT, NIC-M, SC:L, and BEI Court. A DPI, and raised in a large Deaf family, Cheryl lives Louisville, MS with her husband, and has 4 children and 6 grandchildren. For fun, she enjoys riding her motorcycle and “glamping” with her husband.
ALRID would like to thank our Sponsors for their contributions and support of our Conference and the Interpreters in Alabama:

- Platinum Level: https://www.aidb.org/nrsc
- Gold Level: https://youtu.be/2LFTyxLTb8Y
- NTID Southeast Regional STEM Center: https://www.aidb.org/nrsc

NAIE: http://www.naiedu.org/