



Important Message from the NAD President

On behalf of the board of directors and staff of the National Association of the Deaf (NAD), I want to take this opportunity to extend our best wishes for the holiday season, reflect on 2008 accomplishments, share serious circumstances, and ways that you can help NAD continue to fight on behalf of all deaf and hard of hearing Americans. –Bobbie Beth Scoggins, President, National Association of the Deaf

Year in Review

The NAD has accomplished a lot during 2008 through the hard work of our staff, board of directors, and committee members – supplemented by your valuable membership and donation support. You can review 2008 accomplishments within the NAD web home page - Latest News, in Blogs Central, and NAD in Action. You can also review my recent “Working on the Advocacy Front” and related vlogs at <http://blogs.nad.org/president>.

Serious Circumstances

But while there is much good to celebrate, the NAD faces serious circumstances under the current economic situation. Like other nonprofit organizations across the country, the NAD is severely impacted. Interest rates on our investments have dropped drastically, so we have less income to support office lease expenses. While our membership numbers remain the same, we have fewer revenues because we must pay licensing, transaction, and credit card fees for online membership processing. Declining donations and fulfillments of pledge commitments have also greatly impacted our bottom line. This has forced us to take drastic measures.

We must all pitch in, for the NAD to stay strong and continue to fight on behalf of deaf and hard of hearing Americans. At headquarters, we must – out of necessity – tighten our belts for the next three months. The board is also working to help headquarters staff.

Starting on January 1, 2009, the following will go into effect at the NAD headquarters:

- Temporary reduction (20%) in headquarters staff salaries/hours, both full time and part time.
- Temporary suspension of employer 5% match to employee 403 (b) pension contributions.
- Temporary suspension of parking benefits for headquarters directors. Other staff may voluntarily cover their own parking expenses.
- Additional temporary reduction of CEO salary and benefits.

These actions hurt our headquarters staff very badly. Reduction in staff hours will also impact our ability to advocate as effectively on behalf of the deaf and hard of hearing community.

The NAD Board of Directors is also committed to going beyond its FY09 goal for fundraising activities. The board will also ensure that two upcoming board meetings, January in Tampa and April in Philadelphia, do not incur expenses for the NAD – in addition, they will carry out community fundraisers at both locations. They will also work with headquarters staff to reach out to individuals and groups for significant donation support.

What You Can Do to Help

We know these are tough times for everyone, but if everyone pitches in, we can, together, make this a better world for ourselves and others in our community.

Here's how you can help the NAD:

- Renew your own membership. We know so many have forgotten to renew. It's easy: www.nad.org/join.
- Gift the gift of membership to your family, friends, and colleagues. Remember, there is strength in numbers.
- Give an unrestricted gift, where the need is greatest. You might not realize that just one dollar a day – not really a lot, translates into \$365/year. It's easy: www.nad.org/donate.
- Make gifts in memory/honor of those you love.
- Encourage others to give as well.

Our rights are not only precious; they're also priceless. The NAD covers so many areas – accessibility, captioning, education, health care, mental health, telecommunications, and transportation – the list goes on and on. We all must make sacrifices to keep the things we cherish. Who else other than the NAD is working to protect your rights across all fronts?

By donating to the NAD, you invest in real, substantive change. Your donation supports others who commit the time and resources to advocate on your behalf. Ripple effects through the NAD in turn benefit others.

Yes, indeed – there's a very special magic that can be created through the joy of giving not only to support what's happening now, but also what can happen in the future.

We have a new U.S. president starting on January 20 and a new administration filled with much promise and hope. President-elect Obama's campaign used the slogan, "Yes, We Can!" It worked very well for him and I do believe it will work well also for us.

The NAD needs your support, now.

