

NCRA BUSINESS MEETING
Thursday, July 16, 2026
8:30 a.m. Pacific Daylight Time.

>> CINDY ISAACSEN: If you can find your seats.

If you can find your seats, we'll get started in about five minutes. I know we are still getting people registered. But we're going to get started here very soon.

(gavel).

>> CINDY ISAACSEN: Good morning. At this time I would ask that everyone please take your seats and please turn off or silence your cell phones. This meeting is scheduled from 8:30 to 11:00. It's important for us to get through all of our business on schedule. Also, if you are a voting member and did not register when you entered the room, please do so in order to obtain a voting card:

I'm Cindy Isaacsen, NCRA President. Your Chair is -- your Chair is honored to call to order the 2026 Annual Business Meeting of the National Court Reporters Association here in Bellevue, Washington.

The next --

(Applause).

>> CINDY ISAACSEN: The next three agenda items require a vote of the membership. In preparation for that vote, please get out your yellow voting card. The first item of business is the report of the Credentials Committee. President-elect Cathy Penniston is the Chair of the Credentials Committee.

>> CATHY PENNISTON: Yes, Madam President, the Credentials Committee reports that there are 63 voting members registered for the business meeting at this time. A quorum is no fewer than 25 voting members present. By direction of the Credentials Committee, I move the adoption of the Credentials Committee report.

>> CINDY ISAACSEN: The question is on the motion to adopt the Credentials Committee's report as presented. Is there any discussion?

Those in favor of the adoption of the report of the Credentials Committee please raise your yellow voting card.

You may lower them.

Those opposed please raise your yellow voting card. You may lower them.

There is a majority in the affirmative and the report of the Credentials Committee is adopted. A quorum is present and the voting body of this meeting is established.

The next business in order is the adoption of the Standing Rules. President-elect Cathy Penniston is the Chair of the Rules Committee and will give the report.

>> CATHY PENNISTON: Madam President and members, the Standing Rules for this meeting are included in the Annual Business Meeting handout which you can find on your NCRA app.

By direction of the Rules Committee, I move that the rules included in the NCRA app be the rules of this meeting.

>> CINDY ISAACSEN: The vote is on the adoption of the meeting standing rules as provided in the NCRA app. If there is no objection, the meeting Standing Rules will not be read.

Since there is no objection, the rules will not be read. Is there any discussion on the rules?

Are you ready for the vote? The question is on the adoption of the meeting Standing Rules as provided in the NCRA app. Those in favor of the adoption of the Meeting Standing Rules, please raise your yellow voting card.

You may lower them.

Those opposed, please raise your yellow voting card.

You may lower them.

There are two thirds in the affirmative and the Annual Business Meeting Standing Rules are adopted.

The next business in order is the adoption of the agenda. The agenda is also included in the NCRA app.

Is there any objection to approving the agenda as presented, subject to emergency changes as determined by the Chair? Since there are no objections, the agenda is approved as presented. Subject to an emergency changes as determined by the Chair.

In accordance with meeting Rule Number 8, minutes of the Annual Business Meeting will be approved by the following committee. Ninette Butler Chair and Yolanda Walton RPR member. Thank you for doing this important work.

The Chair would like to introduce to you those who are seated at the head table. To my right, your incoming president, Cathy Penniston, RPR, CRI, of Wauke, Iowa.

(Applause).

>> CINDY ISAACSEN: On my far left is our Executive Director, Dave Wenhold, CAE, PLC, of NCRA headquarters, Reston, Virginia.

(Applause).

>> CINDY ISAACSEN: Our General Counsel, Jeff Altman of Washington, D.C.

(Applause).

>> CINDY ISAACSEN: And our parliamentarian Kevin Connelly, RPR, CP, of Federal Way, Washington.

(Applause).

>> CINDY ISAACSEN: The Chair would now like to introduce your 2025-2026 Board of Directors. As your name is called, will

each board member rise and remain standing. Please hold your applause until after all names are read.

Once again President-elect Cathy Penniston. Vice President Carol Naughton. Secretary-Treasurer Stacey Potenza. Immediate Past President, Keith Lemons, Director, RandiAnn Harvey. Director Dana Hayden. Director Shellene Iverson. Director Kelly Keyes-Linkowski. Director Lynette Mueller. And Director Margary Rogers. Please join me in thanking them for their hard work on your behalf this past year.

(Applause).

>> CINDY ISAACSEN: Our captioning today is being provided by Kelly Schindele from East Wenatchee, Washington.

(Applause)

Thank you, Kelly.

The Nominating Committee report. The next business in order is the report of the Nominating Committee. Here to present the report is Nominating Committee Chair Keith Lemons.

>> KEITH LEMONS: Thank you, Madam President: First I would like to thank the committee for their hard work. It was my pleasure and honor to work with Stefanie Allison, Huey Bang, Brenda Blackburn, Lisa Conley Yungblut, Amy Doman, Georgia Northway, Leticia Salas, Cheryl Scott and Heidi Thomas.

As you know the Nominating Committee meets and interviews candidates and then selections a slate of nominees to present to the membership. The slate that was presented to the membership in March 2026 was as follows: Candidates did not stop. Directors for the three-year term: Geanell Adams, Terry, Mississippi. Jeanna Zunker, St. Cloud, Minnesota.

Secretary-Treasurer Kelly Keyes-Linkowski, Rittman, Ohio.

Vice President, Stacey Potenza, McKinney, Texas.

President-elect Carol Naughton, Virginia Beach, Virginia.

This completes the report of the Nominating Committee.

>> CINDY ISAACSEN: Thank you, Keith, for your leadership and dedication to the nominating process.

In accordance with Article 6, Section 2 of the Constitution and Bylaws, Cathy Penniston, RPR, CRI, will automatically assume the office of President of the National Court Reporters Association at the close of this meeting.

According to parliamentary procedure if there's only one candidate for an office, that candidate shall be deemed elected by acclamation. Since no petitions were received by the May 2nd deadline for the positions of President-elect, vice president, Secretary-Treasurer, and Director, the Chair declares the following are elected by acclamation. Please stand as your name is called. President-elect Carol Naughton, RDR, Virginia Beach, Virginia.

(Applause).

>> CINDY ISAACSEN: Vice President Stacey Potenza, CRC, McKinney, Texas.

(Applause).

>> CINDY ISAACSEN: Secretary-Treasurer, Kelly Keyes-Linkowski Kelly, RPR, CRR, CRC, CRI, CPE, Rittman, Ohio.

Directors of a three-year term: Geanell Adams, Dr. Geanell Adams, FAPR, RMR, CRR, CRC, CRI, from Terry, Mississippi.

(Applause).

>> CINDY ISAACSEN: Jeanna Zunker, RPR, CRI, from St. Cloud, Minnesota.

(Applause).

>> CINDY ISAACSEN: Thank you. Okay. Please welcome your Secretary-Treasurer, Stacey Potenza, CRC, who will give you the annual Secretary-Treasurer's report.

>> STACEY POTENZA: All right. Good morning. It is my privilege to stand before you today as your Secretary-Treasurer. Last year I described this speech as one part audit report, one part financial forecast, and one part reality check.

After another year in this role, I can still tell you that that is the case. But I've learned something. I've learned something else. It is a stewardship report. An opportunity to talk honestly about where we are, how we got here and what choices lie ahead.

Because the numbers we review today are not just numbers. They represent your dues, your trust, your profession, and your future. As Secretary-Treasurer, I do not take lightly the responsibility of helping safeguard this association's resources, because they are not NCRA's resources. They're yours. And while I stand before you today as an officer of this association, I stand before you first as a fellow member. A captioner, an advocate, a believer in machine stenography and a believer in this profession and perhaps most importantly a believer in the people who make all of this possible. Before I go any further, I'd be remiss if I didn't acknowledge the people who helped make this stewardship possible. The work of financial oversight is never done alone. I am incredibly grateful to the volunteer members of the 2026 Finance and Audit Committee. They are Carol Naughton, Meredith Bonn, Kelly Linkowski, Dana Hayden, Lynette Mueller, Erika Sjoquist, and Margary Rogers. These individuals have shown up month after month, prepared, engaged, and committed to the long-term health of this association. Their judgment, candor, dedication, strengthened this organization in ways that are not always visible but are absolutely essential.

So the numbers tell us where we are. Leadership is deciding where we go next. Which brings me to something that I've been thinking about quite a bit this year. Have you ever

noticed that when something bad happens, everyone suddenly becomes an expert?

If there's a kitchen fire, people start yelling directions, use water! No, don't use water! Use flour, where's the fire extinguisher. Call 911. Everyone wants to explain the fire but nobody wants to be in the fire and over the past year I have learned something, the people watching a fire and the people walking through a fire have two very different experiences and now before anyone starts checking hotel evacuation plans, I promise this isn't a safety briefing and before anyone wonders whether the Secretary-Treasurer is completely abandoned the financial report and wanted motivational speaking, I promise we're getting there, too. So bear with me for another moment. This year there were moments when my own life felt a little bit like that kitchen fire and some of the challenges have been private and some have not. And in a profession built around preserving the record, I recognize that parts of my own record may become visible as well and I won't spend time discussing details but I will tell you this. Leadership is not pretending that difficult things never happened. Leadership is facing them honestly and learning from them and continuing to move forward with humility, accountability, and purpose.

And while I certainly would not have chosen every challenge this year brought my way, I am grateful for what those challenges have taught me about resilience, grace, growth and perspective because as difficult as the moments were, I scorched something unexpected, the goal was never to avoid the fire. The goal was to decide what would emerge from it. And that's why the story of the Phoenix has endured for thousands of years. Not because it never burns, but because it rises and as I reflected on that image, I realized something. The story of the Phoenix isn't just my story. It's our story. It's a story of every professional who has had to adapt. Every organization that has faced uncertainty. Every industry that that's been told it was about to disappear, including ours. And if you're still wondering what any of this has to do with the Secretary-Treasurer's report I would suggest that the numbers we discuss tell the same story. A story about challenge, a story about adaptation and ultimately a story about what rises next.

As required by our bylaws the Secretary-Treasurer chairs NCRA's Finance and Audit Committee. One of our most important responsibilities is overseeing the annual audit process. I'm pleased to report that the audit will be ready for board review and acceptance no later than mid-August. Delays were experienced initially due to staffing challenges -- staffing changes, not challenges, changes and system conversion

processes. It's not a reflection of any material issues but more a timing issue this year.

And now the numbers. For fiscal year 2025, NCRA and its facilities, the National Court Reporters Foundation, NCRF and the political action commit, PAC, ended the year with a combined change and net assets of \$309,759. NCRF ended the year with \$93,264, and PAC shows a line item of \$5910. And NCRA ended 2025 with a positive change in net assets of approximately \$210,584.

Investment returns exceeded 1 million-dollar and helped strengthen our overall financial position. But financial stewardship requires honesty. The full story is that our operating activities still produced a loss of approximately \$789,401. Investment performance carried us into the black and while we strong investment year we cannot build a long-term strategy around hoping president market continues to cooperate. Despite these challenges we continued investing in what matters most, our members, our profession, and our future. Financial stewardship is not simply about cutting expenses. It's about making thoughtful investments that strengthen our future. The dues increase passed in 2025 by this membership made a meaningful difference to NCRA's bottom line. So did voluntary contributions over and above annual dues. Thank you.

Because of your willingness to invest in this organization, membership revenue exceeded budget expectations. And that matters. But the dues increase was not the finish line. It was the beginning of our rise. And every rise requires a next step.

We should celebrate our progress without pretending the work is finished. As of May 2026, NCRA is operating at a loss of \$131,315. Revenue is currently tracking ahead of budget and prior year by \$85,115, while expenses remain below budgeted spending by \$338,891.

However, our most significant challenge remains unchanged. Membership decline and the corresponding impact on membership revenue. This is not a crisis. It is a reality. And realities require action. Before we move on, I think it's important to answer a question many members rightfully ask: Where do my dues actually go? And that's a fair question. Your dues don't sit in an account. They do not pad anyone's already-full pockets. They don't fund extravagance. They go to work. They support certification, education, advocacy, workforce development, professional standards, member services, student outreach, technology, and countless behind the scenes functions that keep this association moving forward every day. They support a small staff and an extraordinary army of volunteers who continue to do more with less. And they support investments in the future of this profession. Whenever financial discussions happen, they

are inevitably voices who ask: Where's the money going or, worse, NCRA is just a money grab and I understand the skepticism. Years ago before joining leadership I asked many of the same questions myself, what I have learned is that a small staff is doing the work of a very large organization. I've never been more impressed by our staff than I am today.

We ask more of them than ever before. Yes.

(Applause)

>> STACEY POTENZA: They are amazing. Technology demands are greater. Advocacy demands are greater. Member expectations are greater. And they continue to rise to the challenge.

We also have countless volunteers leading and serving on committees, board members serving obviously without compensation, state leaders advocating Mel Gibson mentoring students, professionals building resources, programs, certifications and opportunities. People. People are NCRA's greatest asset. Not our investments, in our balance sheet, people. And if dollars and cents were our own challenge, this speech would be easy. But the future of our profession and our association is being shaped by something large. Artificial intelligence, automation, speech recognition. And the technologies that are rapidly reshaping how information is captured and delivered and if that makes you uncomfortable you're not alone. Technology disrupted every generation before ours and ours is no exception. I'm a captioner and I got to caption a little commencement speech and I recently heard John Kelly, the former IBM executive behind Watson and Deep Blue describe a lesson he learned after Deep Blue defeated world chess champion Garry Kasparov. Kasparov said, give me that computer, because together we can beat either a machine or a human. He didn't hate the computer that beat him. He became motivated to see how he could harness its full potential.

And John Kelly's conclusion was simple: Human plus machine consistently outperforms either one alone, and that lesson matters. The enemy is not technology. The enemy is allowing someone else to define our role in the future. Our fitting is that that this year's conference theme is tech driven human centered. Because that's exactly where our profession belongs. Technology should support expertise. Technology should support access. Technology should support efficiency. But accountability remains human. Judgment remains human, ethics remain human, the record remains human centered. We protect our profession by helping define where it belongs.

As I prepare to move into future leadership roles my priorities remain clear, financial sustainability, professional unity, advocacy, workforce development, protection and promotion of machine stenography, and responsible technology leadership.

And this year reminded me that adversity can either define us or refine us. I choose refinement. And I believe our profession is doing the same. And I mention the image of the Phoenix earlier. After a fire, people often focus on the ashes. Some people focus on the fire itself. Many focus on what was lost. But a miracle is never the fire. The miracle is the decision to rise. And that is the choice before us now. We can spend our energy mourning what our profession used to be, or we can build what it is capable of becoming. We can let others define our future or we can define it ourselves. We are shrink from change or we can lead through it and I know what choice I'm making and when I look around this room, I believe I know what choice you're making, too. So let the future come, let technology come, let the challenges come, because we are still here and we are still rising and we are just getting started. The future of this profession will not be decided by AI and it won't be decided by a balance sheet. It won't be decided by a ballot measure. It will be decided by people willing to show up, adapt, lead, and build. We're not here to preserve the past. We're here to define the future so thank you for allowing me to serve and thank you for continuing to build that future together.

(Applause).

>> CINDY ISAACSEN: Thank you, Stacey, very much for your valuable service this past year as Secretary-Treasurer of NCRA, and thanks also to NCRA's Vice President of Finance and Human Resources, Daphne Rothstein. What's the old saying? All things must come to an end? I have to confess, when you take on this position, you never know if you're going to be the mastermind in a great game of -- a giant game of whack-a-mole or a glorified firefighter. But this year has truly been a year of many accomplishments. Great successes in the year that I'm incredibly proud of but none of these were things were accomplished without under my presidency without the help of our amazing staff, our incredible board, the wonderful committees and the hard working people that make up those committees and the support of our Executive Director, Dave Wenhold. And I wasn't going to even -- I thought you know what you guys can come find me later and we'll talk about all those things but someone told me over the -- when we were on a walk, they were like, well we never really know what goes on, what gets accomplished. Just a placeholder. And I'm like, gosh darn it, I don't want you walking away from here thinking that's all we did. So I'm going to let you know what all we did because that list is long and it would be a disservice to me, to my board, and to this year and to you all if I didn't share this with you. So I'm going to go through the list. So you get to hear it all.

Because I think it's important for you to know and understand the work that goes on behind the scenes and we hear oftentimes what does NCRA do for me? So we're going to let you know what NCRA has been doing this year. And this is just on our end of things. So, starting with the peer to peer support program that's near and dear to my heart, Cindy was starting digital thank you notes to our speakers, voluntary dues contributors and to our conference vendors to express our appreciation for their continued participation. We started sending out legacy achievement letters to NCRA members of 50 years plus. The seconds with Cindy's videos, I hope you've been watching those it's been fun to reach you apprised of NCRA activities. State of the association videos which gives the membership an update on the association's business. Government relations letter writing initiative to the members of congress when there's a significant event involving our representatives on capital hill. -- Capitol Hill and we have heard you and your need for a position on AI so not only do we have a formal AI position statement but a best practices was developed which you'll get more information and we will have a QR code that you'll be able to scan and you can see those best practices that we'll roll out. The free leadership development series, and if you have not been a part of that, you're missing out. And we have a renewed focus on leadership which has led to NCRA's leadership conference in Kansas City at the Loews Hotel on October 23rd and 24th this year, mark your calendars, more information will be coming out about that.

This will be critical for state leaders to attend to improve their state associations. Several initiatives that v come through the real task force are the steno speaks webinars which there's been three thus far. And several changes to the testing model which includes the ability to purchase and take two tests at the same time -- at the same time and the same testing leg. And we'll be beta testing in-person testing at two different state association conferences. Minnesota and Wisconsin's joint conference and the Oregon and Washington's joint conference.

Yes

(Applause).

>> CINDY ISAACSEN: Whoo. I have had the privilege of sharing the value of our profession with diversified audiences this year from attending career fairs, legal symposiums, and even being front row with my steno sisters at the "Today" show, minus our Discover Steno Sign that was confiscated by security. I know. This position has also given me the opportunity to be interviewed by different podcasts such as iHeart Cincinnati and by my new friends the Leslies in California on Court Reporter

Confidential and also being interviewed by various news outlets including most recently the Wall Street Journal. A big article that was written in the Wall Street Journal, I have a copy if anybody wants to see it.

And it wasn't just me. There were several people that contributed to that article and it was a really great writeup about stenography. And I would be remiss if I didn't spend a moment specifically Thanksgiving my Board of Directors, you each hold -- thanking my Board of Directors. You each hold -- don't cry. But you do hold a special place in my heart, in your very hard working board and I appreciate you all.

And Dave, well,.

(laughter).

>> CINDY ISAACSEN: You're just fabulous.

(Applause).

>> CINDY ISAACSEN: No, seriously, I met you at NCRA's legislative boot camp about 12 years ago which is kind of where I caught the leadership bug, and you've just been a friend and a mentor to me since. You have encouraged me and challenged me and pushed me beyond my comfort zone, you took a new me and molded me into the leadership. I can't begin to express how much you appreciate your guidance and friendship and hopefully I haven't given you too many gray hairs. Oh, too late. So.

NCRA staff, you are amazing and these, all the things I have listed could not have happened without you, each one of you. You truly are a gift and you work so hard day and night at committee meetings and your day job and working with us every -- anytime that we need something, you have always been there for me, so you've kept me on task, on time, and I appreciate each one of you.

Our theme this year was elevate your impact, and I know in my heart that I have not only elevated my impact but I've worked really hard to elevate our profession at every opportunity.

So, as I step away and Cathy takes over, it has truly been an honor to serve as your president, as your ambassador, as your leader. Thank you for your trust, your encouragement and your unwavering support. I will always be grateful. Thank you.

(Applause)

>> DAVE WENHOLD: So, as is with our tradition, usually we have a flag flown at the Capitol for our outgoing President, and as Stacey said, people are our best asset and 12 years ago when we met as you were a state leader, you were just one of the state leaders that came to conference. But you got that bug at Boot Camp and really wanted to take the next step. And as Stacey was saying about rising from the ashes, your growth from where you were to where you are is impressive. And that happens with a lot of our leaders. But you care, you love your people,

and it is truly a testament to you, your family, and everybody in this association. And I'm so happy to call you a friend. This was flown over the Capitol for you on Memorial Day by your senator.

(Applause)

>> DAVE WENHOLD: What I want to say real quick. Welcome to our live streamers. We've got about 40 people online right now, which is fabulous, by the way. The reason Cindy brought up the fabulous thing is I did not know I did this, but I guess in board meetings I say fabulous a lot. So, if you hear me say it, I'm not going to say it, I promise.

>> CINDY ISAACSEN: I had to get it in there somewhere. So I thought I was able to do that. So, okay.

All right. The next business in order is consideration of proposed bylaws amendments. Where is Debbie? Oh, there she is, okay. You can review the proposed bylaws amendments on the NCRA app or on the screen. Since the amendments have been provided to the members previously, if there is no objection, neither the Bylaws Committee chair nor the Chair will read them in their entirety. Since there's no objection, the Bylaws Committee Chair will not read the amendments in their entirety. Members who wish to discuss the proposed bylaws amendments will approach the aisle mics and I have a hard time seeing that one, so, hopefully, I can see the people when they approach. Members who wish to discuss proposed bylaws and amendments will approach the aisle microphones. When recognized by the Chair, please identify yourself by name, city, and state. According to our bylaws and the rules for this meeting, members will have three minutes to speak on each proposed amendment and may only speak twice to the same question without permission of the members present. Members will be given a warning when 30 seconds are left on the timer.

The final voting on bylaw amendments shall take place electronically on the secure online website. The voting shall open within two hours after the close of the meeting and shall remain open for 24 hours. The announcement of the results will be placed on the NCRA website.

Since we are amending the NCRA Constitution and Bylaws, the vote required will be a two-thirds vote and we will be done online as previously described. Amendments that contain consequential amendments are adopted as well in a single vote.

At the end of this meeting, the Chair will give you instructions for voting. Tami Keenan, Chair of the Constitution and Bylaws Committee is not able to be with us today. Boo. But Constitution and Bylaws member Debbie Dibble, yay, will present the bylaws and amendments on her behalf. The Chair now recognizes Debbie Dibble.

>> DEBBIE DIBBLE: On behalf of the Constitution and Bylaws I move the adoption of bylaw amendment number one, Article 10, Academy of Professional Reporters and Council of the Academy of Professional Reporters Section 1. This amendment is submitted by the Constitution and Bylaws Committee. You can view the rationale on the screen or the entire proposed amendment in the NCRA app.

In this proposed amendment accumulated accounts for noncontinuous time, and the revisions in Roman 1 through Roman 5 clarify minimum standards by emphasizing NCRA.

>> CINDY ISAACSEN: The question is on the adoption of the proposed amount article 10, section 2, subsection A, and subparagraphs I through 5. -- 1 through 5. Sorry. The proposed amendment is also available in the NCRA app.

Is there any discussion?

>> DEBBIE DIBBLE: You only get three yee-haws.

>> Melanie Humphrey-Sonntag: I rise in support of this amendment, I think that it takes into build the realities of a lot of our members having from time to time needing to take time away from NCRA. Although I believe that NCRA membership is crucial and, obviously, for our association, and I also think that people's real lives get in the way and I'm always glad when young mothers come back, fathers and mothers raising children through the years, getting out of the profession, coming back into the profession, and I believe that the proposed amended language accounts for those changes.

Anyone who has given 15 years of volunteerism to our association, serving on committees, is often worthy of becoming a fellow. I would encourage everyone to look at your peers and nominate those people that you know who go above and beyond to further our profession to be part of the fellow -- be a part of the Academy of Professional Reporters. So keep that in mind next year when the nominations come out. I do support this amendment and I hope that the members of NCRA will vote it in. Thank you.

(Applause).

>> CINDY ISAACSEN: Is there any further discussion? Since we are amending the NCRA Constitution and Bylaws, the vote required will be a two-thirds vote and will be done online as previously described. Debbie, please continue.

>> DEBBIE DIBBLE: On behalf of the Constitution and Bylaws Committee, I move the adoption of bylaw amendment number 2, Article 18 amendments Section 4. This amendment is submitted by the Constitution and Bylaws committee. You can view the amendment on the screen or in the NCRA app. This amendment in the bylaws lacks clear rules on amendment timing, carryover,

floor amendments and signatory requirements. This addition improves consistency and transparency.

>> CINDY ISAACSEN: The question is on the adoption of the proposed amendment to Article 18, Section 4 as shown on the screen. The proposed amendment is also available in the NCRA app. Is there any discussion?

Since the NCRA Constitution and Bylaws the vote required will be a two-thirds vote and will be done online as previously described. Debbie, please continue.

>> DEBBIE DIBBLE: On behalf of the Constitution and Bylaws Committee I move the adoption of bylaw amendment number 3, Article 16, Affiliated Units Section 3. This amendment is submitted by 15 members who are verified as eligible. This amendment reduces the threshold for affiliation from 10% to 5%, which better reflects the present composition and distribution of membership while promoting broader representation within the National Congress of State Associations, NCSA.

You can view the amendment on the screen or in the NCRA app. The question is on mmm.

>> CINDY ISAACSEN: The question is on the adoption of the proposed amendment to article 16, Affiliated Units, section 3C, the proposed amendment is also available in the NCRA app. The makers of the motion have the first opportunity to speak. Afterward the floor will be open for discussion. Is there any discussion. Please identify yourself.

>> RENEE WHITE: I'm Renee White from Houston, Texas. I have been a member of NCRA since the late '80s and as a certified reporter from Texas since 1986, yee-haw: I am also the president, current president of the Texas deposition reporters association also known as Texstra. I am speaking in support of amendment 3, and I want to briefly explain why Texstra brought this amendment forwarded. I'm going to go fast. In Texas, the Texas court reporters association, TCRA has served the profession for more than 80 years. Texstra was formed in 2015. Because TCRA was formed long before us, they are the affiliated unit from Texas.

Last year there was a lawsuit filed in Montgomery County, Texas and plaintiffs had taken several depositions using scribe AI. They wanted to submit transcripts from that during trial and opposing counsel objected and the judge ruled in favor of opposing counsel.

The plaintiffs then turned around, the scribe proponents and filed a writ of mandamus of the Texas Supreme Court asking the Supreme Court to force the judge to enforce the transcripts. Texas filed a brief in the summer of last year and I became president in September of last year and I reached out to NCRA asking if they would be willing to also file a brief, and was

told, understandably, that because Textra is not an affiliated unit, their hands were somewhat tied.

And so that's what started the process and why we've been pushing for this.

We believe there should be a reasonable pathway for more than one qualified association within a state to seek affiliation with NCRA when appropriate. This amendment doesn't guarantee affiliation nor does it change the approval process. It simply adjusts the eligibility threshold so that an association meeting criteria has the opportunity to be considered under NCRA's existing governance process.

Also want to point out one important fact, this amendment has nothing to do with expanding NCRA membership categories or changing who may become affiliated with NCRA. It does not create a pathway for any particular group or profession. The only issue before us today is whether the eligibility threshold for consideration should be updated from 10% to 5%. A reexisting affiliation requirement every approval safeguard remains exactly the same. I will jump. Currently Texas stands at approximately 6.6% on the threshold. Although Texstra initiated this proposal, the amendment is not only about Texas. It applies equally to every state. We believe NCRA's governing documents should provide a fair and reasonable framework that can be applied consistently whenever the eligibility criteria are met. This amendment simply updates the threshold while preserving every safeguard and legal requirement. I ask for a yes vote. Thank you.

(Applause).

>> CINDY ISAACSEN: Yes.

>> Debbie Dibble: I speak in support of this amendment. I work with a group that has been advocating very strongly for our profession for many years and we have worked very closely with Texstra, with their political connections, they have been incredibly supportive, very, very sharp, and invested in the advocacy that our profession needs right now and I think that it would be very advantageous to have them as a part of our Nixa in supporting NCRA in our endeavors as we move forward in the future. Thank you.

>> CINDY ISAACSEN: Thank you.

>> AUDIENCE: Hello. My name is Christopher Reho, I am from Cypress, Texas and I have been a court reporter since 2007 and I've been a member of NCRA for my entire career and I've been a member of mix a which is the National Congress of State Associations for approximately seven years and I currently serve as the co-chair.

So, I am speaking in support of the amendment 3 which is an amendment to the article concerning the Affiliated Units so what

is an affiliated unit, an affiliated unit as described by the bylaws is a state association that espouses and embraces the purposes and receipts promulgated in the Constitution and Bylaws of the association and all applicable statutes the association being NCRA.

And affiliated units receive a number of benefits from the NCRA, such as the ability to nominate delegates to Nixa and access the support from the NCRA staff experts which if you're a member of a state association board you know that's very helpful.

And so per the bylaws, only one affiliated unit may be recognized per state. Unless they meet the 10% threshold of total NCRA membership. And this amendment just changes that number from 10 to 5, currently only one state meets that 10% threshold, and the 5% threshold while it's still a high bar, will allow more states to qualify for an additional affiliated unit.

And a critical point to emphasize is that the affiliated unit status isn't guaranteed and they have to be vetted and approved by the NCRA Board of Directors in order to be considered an affiliated unit.

And speaking as a longtime participant of Nixa it can sometimes be difficult to find people to serve as delegates and I understand why. We all have lives and we all have families. And as an aside I want to thank everyone who is in this room who is a current or former Nixa delegate. You're all the best. And so I think more potential delegates is better for a robust discussion and is better for improved results. We shouldn't turn down people if they want to help. And so that's why I'm supporting this amendment. Thank you so much.

(Applause).

>> CINDY ISAACSEN: Is there any further discussion?

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

>> DEBBIE DIBBLE: On behalf of the constitution of Bylaws Committee, I move the adoption of bylaw number 4, article 3, membership, section 3 with consequential amendments to Section 7 and Section 9. This amendment is submitted by 15 members who are verified as eligible. This amendment grants Participating Member status to individuals holding a Certified Legal Video Specialist, CLVS certification. You can view the main amendment on the screen or the entire amendment with the consequential amendments in the NCRA app.

>> CINDY ISAACSEN: The question is on the adoption of the proposed amendment to Article 3, membership, Section 3. The proposed amendment is also available in the NCRA app. The

macros of the motion have the first opportunity to speak. Afterward the floor will be open for discussion. Is there any discussion?

Yes.

>> AUDIENCE: My name is Keith Lemons, I am from Spring Hill, Tennessee. This particular amendment we voted on a couple of times. This reminds me that we are the 250th year of our nation. One of the things that happened at the beginning of this was that we decided that we didn't like the idea of taxation without representation. Now, the videographers have been a significant part of keeping us in business, and they have been loyal, they have been very engaging in how important these demographic record is to be along with them and it's about time. We need to give them representation without our taxation. I am for this amendment.

(Applause)

>> CINDY ISAACSEN: Yes.

>> AUDIENCE: Good morning. My name is Robert Butcher, I'm a CLVS from Denver, Colorado. Good morning, Madam President, members of the board and fellow members of the National Court Reporters Association. I earned my CLVS certification through the association back in 2012. The training was rigorous. The standards were high, and the ethics were clear. That experience instilled in me a deep respect for the responsibility of preserving the legal record and the tremendous appreciation for the National Court Reporters Association.

One principle has always guided my professional life, being -- in belonging to a professional community I should serve it. That commitment led me to volunteer for the CLVS council back in 2015, repping helping review the written certification exam. Since 2001 I have served as the Vice-Chair of our CLVS council. As I prepared those remarks I have reflected on what has made the NCRA such an extraordinary organization. For more than a century, the mission has never changed. Preserve an accurate, trustworthy, and trustworthy, legal record.

That mission belongs to all of us. One thing I believe that sometimes overlooked about the Certified Legal Video Specialist program is this didn't come from outside the association. It was developed by the NCRA, by the stenographic community. You know, the members of the NCRA had the foresight to recognize that preserving the legal record begins with qualified, highly trained professionals who are committed to the highest standards of ethics and accuracy and professionalism. That vision led to the creation of the Certified Legal Video Specialist program right here in the NCRA to ensure that when legal video is being used, that it's being entrusted to

professionals who have been trained and certified to the standards established by this association.

Today we respectfully ask you to -- respectfully ask you to continue that vision that this association began decades ago. There's no denying that the unique relationship between the stenographic court reporter and the Certified Legal Video Specialist. Our professions are complementary, not competitive.

Stenographic court reporter preserves the official written record. The Certified Legal Video Specialist preserves the supplementary audio/video record that complements the official record -- compliments the official record.

>> CINDY ISAACSEN: Time. Thank you.

>> ROBERT BUTCHER: Please support the amendment and vote yes on 4, please.

(Applause).

>> CINDY ISAACSEN: Yes.

>> AUDIENCE: Hello, my name is Mitch Mcpain, I'm from Spartanburg, South Carolina. I am in support of this. I have been a member here of the NCRA now for five years as a CLVS. I think that the ability to further that membership to become a full participant would be very beneficial to videographers and as well as the organization itself and I ask that you please support this amendment.

>> CINDY ISAACSEN: Thank you. You are down to two.

>> AUDIENCE: Thank you. I'm Melanie Humphrey-Sonntag from Cheyenne, Wyoming, yee-haw. I also support this amendment. When I was a student, a very, very, very long time ago is when NCRA made that decision to embrace the other technology coming along, to help train legal videographers to augment the stenographic record and to certify those people. This amendment does not ask for people who are not certified or trained to become voting members. It asks for people who have taken the rigorous training that the CLVS program offers, which, as Robert said, was designed by and governed by NCRA.

These people are our partners in the deposition suites. And they deserve a chance to vote when we have votes, I believe they deserve a chance to serve on the board. I fear that we are running out of volunteers in our association, and I believe that our compadres in the legal video side of things would be very beneficial to serve on more volunteer roles, to serve on our committees, to serve on our board in the future and I think voting is crucial.

We need to offer things for other people to want to be members of NCRA, and I think that it's time for the CLVS members to become full members of our association, including voting rights. The Nominating Committee report earlier, I hope you had 50 people to sort through for positions on the board, but I fear

that was not the case. Expanding the role of the CVS members would help -- CLVS members would help us a lot. Not to mention Stacey's wonderful treasurer's report adding three members would increase the dues that they pay and that would increase NCRA's revenue throughout the year as well.

Yes, we need more members but we also need more revenue and this is -- I was going to say an easy, quick fix. It is not an easy, quick fix, but it is something that is for the good of our profession and for the good of our association, and I urge my fellow members to vote yes for this amendment. Thank you.

(Applause).

>> CINDY ISAACSEN: Yes, Mr. Friend.

>> DOUG FRIEND: I am Doug Friend from Vancouver, Washington. Just a point of clarification. I would like to make here. This amendment is to have these folks be Participating Members, not Registered Members. And my understanding, unless things have changed, is that only Registered Members are available to be board members. So, I just want that to be made clear. And if I'm wrong, please feel free to correct me.

>> Madam President may I please address that?

>> CINDY ISAACSEN: Go ahead.

>> We are not asking to be board members. We are just simply asking to have a voice. So this is not some hostile takeover where we want to be board members. We just simply want to have a voice in the association that certifies us, that manages the ethics and standards that we abide by. We are currently members and we do pay to be members. This would increase our dues. We would become more financially vested in the association and so, please, yes, Mr. Friend, yep, yep, no board member appointments for CLVS, just a simple vote. Sorry. Robert Butcher from Denver, Colorado, CLVS.

>> CINDY ISAACSEN: Thank you. Is there any further discussion?

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

Debbie, please continue.

>> DEBBIE DIBBLE: On behalf of the Constitution and Bylaws Committee I move the adoption of bylaw amendment number 5, Article 2, purposes with various consequential amendments throughout the remainder of the bylaws. This amendment is submitted by 15 members who are verified as eligible. This amendment grants Participating Member status to voice writers. You can view the main amendment on the screen or the entire amendment with the consequential amendments in the NCRA app.

>> CINDY ISAACSEN: The question is on the adoption of the proposed amendment to Article 2, purposes the proposed amendment is also available in the NCRA app. The makers of the motion have the first opportunity to speak. Afterward the floor will be open for discussion of the is there any discussion?

The Chair recognizes the side mic.

>> AUDIENCE: My name is Keith Lemons from Spring Hill, Tennessee. Incidentally, I was born in Casper, Wyoming, and the state motto of Wyoming is not actually yee-haw, it's equal rights.

We have brothers and sisters that do the same thing we do, and in some states it's actually the majority of what they're doing now. They are voice writers. We used to call them steno mask reporters. Incidentally steno mask reporting was developed by court reporters and stenographers. So, it's not something that's crazy that we give them the ability to join us in making sure that the record is human centric. It's time again. And -- and 125 years that we have been members we have gone from pencil and pen writers to machine writers. And we need to keep adopting and adapting. And we just need to make sure that we are in charge of the record. We came very close to passing this last year because of some quirks that it didn't happen, we should pass this and allow voice writers to join our association as full members is my opinion. Thank you.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the center mic.

>> AUDIENCE: Good morning. My name is Jennifer Porto, P-O-R-T-O. I am from Long Beach, California. I am the district rep for Los Angeles and Ventura deposition reporters association. I stand before you today to tell you how important this amendment is to have equal between all of us, steno and voice. First let me explain what it took to get me to stand here today. I went to school for five years and then it took me nine years to pass that CSR, nine years full time. I did not give up. This license, this profession means everything to me. I do not have children. I have my steno machine. If you watch my social media, you are probably sick of my court reporting stories, my tips and tricks and all of the stories I post to try and promote court reporting, because that is who I am.

When I joined the board, deposition reporters association board, it became very apparent to me who is coming after us. It is not sir i. It is the big boxes who are trying to put recorders who are not licensed in those seats. And what are they screaming? They are screaming shortage. And in California, if you look at our numbers 10 years ago, I get it, they're sad.

My CSR number, it is almost crazy how it has not really grown. But with these voice writers coming in, we are doubling our numbers. Now, here is why I stand before you. They deserve the same training. They deserve the same rights. I mentor five voice writers who have constant access to me and they want to learn. They are hungry to learn. They deserve the same opportunities that we have. They deserve to have Career Launcher, they deserve to go to Boot Camp. They do the same thing that we do. They take the same test in California. When when we have our DRA conventions, when we have our CCR exam, they sit in the same room. They do the same thing. They produce the same transcript. They have the same responsibility to be the gold standard.

We as seasoned court reporters have the duty to help the next gen. We should all be mentoring the next gen. We should not be shunning them. Thank you for your time.

>> CINDY ISAACSEN: Thank you.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the side mic.

>> AUDIENCE: Hi I'm Melanie Humphrey-Sonntag from Cheyenne, Wyoming. Yee-haw. One more left.

Unfortunately,, I would like to speak against this amendment this year. Last year I spoke for it, and I Lentsed to a lot of the arguments last year and I have revised my position. I feel that this amendment is premature at this point. I think that there is absolutely nothing wrong with voice writers. I like Jen's support, that makes perfect sense. But I don't think NCRA is yet poised in a position to offer very much for incoming voice writers to be members of our association.

I think that a lot of collaboration can be done with the main voice writing association, NVRA, and I think that we can do a lot to build the bridges that need to be built, help other court reporters. Let's make the court reporting profession great without focusing on which association represents which writer.

If you have not read the remarks on Facebook by Patricia Nelson spells NILSEN, she has a lot of really great points. She is a very well respected court reporter, a tremendously talented reporter and really put a lot of good points together. I'm taking some of her pieces from her post. If we invite voice reporters into NCRA, we should offer them more than a symbolic seat at the table after years of exclusion. We need to acknowledge that their technology, testing and professional needs differ from ours and we must be prepared to meet those needs.

We can't simply assume people will flock to the way we're doing things and we certainly cannot assume that NCRA has the

money to invest in learning to test and educate and supply needs for other kinds of methods. NCRA has been providing stenographic and pen methods and training and certification for years.

I think this amendment is premature at this point. It doesn't mean we cannot be strong allies with our voice writing colleagues, as Jen has suggested. I think we should be. A better step is building a stronger relationship, I believe, within VRA, get our associations working together for the good of the profession, and then start expanding membership.

So, I ask you to vote against this amendment at this particular time. Thank you.

(Applause).

>> CINDY ISAACSEN: The chair recognizes the middle mic.

>> AUDIENCE: I'm Rachel Kraemer with a C from the great state of Virginia. I hadn't planned on saying anything. I'm an officer on the Virginia court reporters association board. One thing you need to realize, over half of the state associations allow voice writers in their association so if you can be on a board owe an association with your state that allows voice writers and stenographic writers, why is it such a problem here, if you have an opinion about who should be in a group, then it should span all of the groups. I also want to say we have a member who is a stenographic writer and a voice writer. She does both almost on a daily basis. She will come to court some days with her mask and write, and then other days she will write on her machine. She has the same ethics and values and determination and studying that the rest of us do. I am in support of this amendment. In Virginia we are also facing this issue with those that use a different type of technology. We're not allowing them in our association. But the voice writers that belong to our association have volunteered, have served on the board, and have the same opinions and desires to make sure that we are the gold standard in this profession. I am for this amendment. Thank you.

(Applause)

>> CINDY ISAACSEN: The chair recognizes the side mic.

>> AUDIENCE: Good morning. I'm Lance Boardman from Ohio. I am the Immediate Past President of the Ohio court reporters association, former NCRA board member, and former trustee of the Foundation. I started reporting in 1983, and I back then everybody thought was just digital reporters and I think that is kind of stuck in everybody's head.

In the '90s I worked as an official in Massachusetts, and at one point my hands were giving out and I needed to keep my job. In Massachusetts I had to pass a state test as a voice writer, steno mask, and I kept my job until my hands recovered.

I've just trying to tell the story and not maybe advocate but just say where we really kind of are. There are at least 15 associations in this country that admit voice writers, including Ohio, we just voted in our last conference. And now I forgot where I was going. I'm sorry.

Some years back we, NCRA allowed affiliate associations that had voice writers to remain affiliate associations.

We need to keep a human being in this job. We are struggling to keep a human being in this job, and they're doing the same exact job, making the same amount of money, and I'm speaking as like an official, the federal government has had the opportunity for voice writers since forever. So, this isn't something new. We are only going to be replaced because we can't fill a seat, not because it's a better method or -- I don't know. That's all I got to say. Just this isn't something new. It's not a digital thing. I don't know. Thank you.

(Applause).

>> CINDY ISAACSEN: Thank you, Lance.

The Chair recognizes the center mic.

>> AUDIENCE: Good morning. My name is Chris DeGrazio from Florida. If it's all right I'd like to read a quick email I received from a student who was a machine student and is now is voice and I will end with my sentiment after. I began court reporter school as a machine writer and was initially skeptical of voice writing. Despite working hard for two years, I struggled to progress beyond 90 words per minute. Switching to voice writing earlier this year has been a revelation. If it's the way my brain processes language and I recently passed my 180 words per minute tests. For me voice writing has not been a short cut. It has been an accessible path into a profession I care deeply about. Voice writers are still required to develop speed, accuracy, technical knowledge, well developed dictionaries and professional judgment. Recognizing voice writing does not diminish machine writing. It makes the profession more inclusive and allows talented people with different learning and processing styles to succeed. That is why I strongly support Amendment 5 and this comes from ma Lyssa -- Melissa cornhouse. A student. The themes for our conferences are always often forward focused which I think is a wonderful thing and in that same spirit I think it's appropriate and beneficial for us to vote in the interest of the future and to admit voice writers. Thank you.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the side mic.

>> AUDIENCE: Lance, Jacksonville, Wyoming and I would yield one yee-haw.

>> Yee-haw.

>> LANCE: I am on and for this amendment. I am a proud member of NCRA. I have been a member since the early '90s. My father was a member of NCRA, and I don't remember what we called it before that, NSRA. He replaced a pen and ink writer, was the first machine writer in his court in Idaho falls, Idaho.

So I'm a very -- NCRA has been part of my life since I was very young. I'm also a proud member of the Lances of court reporting.

(laughter).

It's a very exclusive club. I am on for this amendment because I do both. I am a machine writer and have been since -- that's how I started as a new court reporter, my wife and my mother came up with a rule at family dinners that my father and I were only allowed to ask how do you write that two times. Because they didn't want to hear it anymore.

And then I began having hand and arm problems. I didn't know that's common to us Lances in court reporting, but -- and I looked into voice writing. And I'll admit, I have -- was opposed to voice writing for many years. But in order to follow my career, I had taken up voice writing and I do both. I sit in the same course room with the same judge, I produce the same transcripts, the same record, whether I'm on my machine, because I'm having a good hand day, or I'm on my mask because I'm not.

And I'll even do it -- I will switch back and forth sometimes in the same proceeding from my machine to my mask. And I am providing the same service. Providing the same realtime to my judge.

So, I am for this. I think if we want to keep the standards of our profession high, that we need to invite these members in to -- these voice writers into our association and I would appreciate your support for this amendment. Thank you.

(Applause)

>> CINDY ISAACSEN: The chair recognizes the center mic. Go ahead.

>> AUDIENCE: My name is Phoebe Moorhead, I'm from August Don, Utah. I am support in of this amendment. But maybe if I say the same thing every year, everyone will eventually pass this. I love stenography and I am proud to be a court reporter. Ask Debbie up there. My support for this proposal does not change that but I also believe that we have to be willing to look forward rather than backward.

I'm thinking about where NCRA will be 20 to 30 years from now. That's how long I have left in my career. Who here thinks that stenographic members alone can keep NCRA going for 30 years? Maybe I'm pessimistic but I don't. Membership has declined as our treasurer explained this morning. Our financial challenges are real and standing still is not a strategy. If we

want this association to remain strong for the next generation, even though younger than me we have to be willing to evolve. We can honor our traditions while still embracing progress.

I also want to share a personal experience. A former scopist of mine became a voice writer and after doing that work she told me it was so difficult that she ultimately enrolled in steno school. That gave me a new appreciation for the skill, training, and discipline that voice writing requires.

Whether you're a stenographic reporter or a voice writer we are doing the same job. We both capture a verbatim record in realtime, we both work under intense pressure and strict deadlines, I have my laptop right there which I will be working on all week.

We both must have exceptional listening skills and legal knowledge and we are all held to the same standard of producing an accurate, reliable transcript. The tools are different, but the mission is the same.

This isn't about replacing stenography, it's about strengthening our association, broadening our membership, and ensuring that NCRA remains relevant and financially healthy for years to come.

I believe welcoming qualified voice writers makes us stronger, not weaker. I respectfully ask you to vote in favor of the amendment. And alternatively, we could consider a financial analysis of what this would change in our bottom line. So at the very least I would encourage that so that our current members have all the information before voting next time. Thanks.

>> CINDY ISAACSEN: Thank you.

(Applause)

>> CINDY ISAACSEN: The chair recognizes the side mic.

>> AUDIENCE: Hello. Kristin Anderson from Denton, Texas.

And I am going to speak and I'm not in support of this amendment. So, probably an unpopular stance here. However, I would share with you a few -- talk about NDRA, the original name of NBRA was the national steno mask verbatim reporters association. It doesn't publish its membership size but it also includes, steno, Tran descriptionists, scopeitz and students. But I will tell you if you use ChatGPT for a little research, it's good for research, not good for record making, based on their public references and national research shows that their membership is from the hundreds to up to about 1500 members.

So, I'm not going to come with you with an emotional ploy which I would -- I think what we hear a lot here. It's about including somebody and I'm not here to talk about the method of which another methodology does the record, because they know it and that's how they do it. But I just know how I do steno. But

keep this in mind. They still have to maintain, if they came over working as voice writers they would have to keep their NBRA membership to keep their certs because what would a testing program cost to implement for NCRA? We cannot test them the same as we do. We do not use dragon, we use no voice recognition when they are testing so we wouldn't be able to test in the same way. There's nor questions with bringing the answers.

As Patricia stood before you last year, she offered to be a part of a task force and I'm not pointing to the board or anything like that, especially, but she was offering to collaborate with people to see what the answers are to make this work. But testing would require a pilot testing cost, additional lobbying staff time to get these members, and then costs with proctoring both tests. The financial benefit would probably not offset the cost for the first two to four years at least.

I don't know if you all were sitting here when we heard was it \$789,000 in operating costs loss? People, that's phenomenal. That's not sustainable.

It might eventually become self-supporting but only with strong participation and continuing testing volume and how much research have we done by that? Do they want to come over here? I mean, they have an association that represents their interests. And they do it well. And they've done it for, what? I forget if it's 50 to 80 years. We've represented stenos for over a hundred years and I stood before you three years ago and told you if the method didn't matter I wouldn't be here and I will continue to stand up for steno and work in support with other -- with voice writers, but I think we should be independently represented. Thank you

(Applause)

>> CINDY ISAACSEN: The Chair recognizes the center mic. Go ahead.

>> CHRISTOPHER REHO: I am Christopher Reho from Cypress, Texas. When I was a baby reporter I was living in Virginia and I was a member of the Virginia court reporters association. I still am a member of the Virginia court reporters association. But I remember I was in an Ed day one time and they mentioned that, you know, steno and a voice association and I looked at someone who was sitting next to me, I don't remember who and I was like, they have voice writers in this association. And they were like, oh, yeah, they have been a member for a long time. And I was like, really? Okay. Because my mentor, who is great, she called -- so I didn't have a great -- I didn't have a great impression of them back when I was a little baby reporter.

But no, I mean the state associations many of them allow voice reporters and I think voice reporters are great. And I think it's far, far beyond time that NCRA reflect what is occurring in the state associations, and allow voice writers and if we just keep saying no because we don't offer them anything, then we're never going to be able to offer them anything because they're not members.

And so, you know, maybe you won't have too many of them joining if there's -- in the beginning, but we have to start somewhere. So, that's what I know.

(Applause).

>> CINDY ISAACSEN: The chair recognizes the side mic.

>> AUDIENCE: Hello, I'm Holly Goodwin from Allatoona, Wisconsin and I'm a dual voice writer and machine writer. I belong to both NCRA and NBRA. But is it realistic that most voice writers would pay dues for two organizations when they can only get certified through one?

So, obviously, I support both methods, but I'm concerned that NCRA doesn't yet have enough to offer voice writers. Thank you.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the center mic.

>> AUDIENCE: Hello. Can you hear me?

>> CINDY ISAACSEN: Yes.

>> AUDIENCE: I speak very softly. My name is Cindy Vega, I am the president of the deposition reporters association of California. I've been a reporter since 1984. And a member of NCRA since 1984.

I just want to speak on the aspect of what NCRA can offer voice writers from training and testing and seminars and all that. In California we left-hand voice writers a few years ago and our association welcomes voice writers with open arms to be members. And we have just had to pivot in our conventions and seminars.

We had a fair number of voice writers this year at our convention, and we heard a lot from them about what they want. So, we just have to pivot and tailor our next convention to voice writers.

We have a realtime test for our association, and last year we had one voice writer take our realtime test and I had to personally learn how to proctor and make sure that they tested according to the standards of voice writers.

So, I did that personally. I'm also an eclipse trainer and I presented for eclipse training at our convention. We had a lot of voice writers. And I didn't know all their answers, but we -- next year we are going to have a voice writer trainer for them alongside me for our training.

So, we just learned to pivot a little bit and tailor things to their needs. But it's mostly, I would say all different technology. Everything else is the same. All our seminars, all our speakers, they -- voice writers have the same issues. So, the only issue I would say was the technology part and we're just adapting. And I am in favor of this vote. Thank you.

(Applause)

>> CINDY ISAACSEN: The Chair recognizes the side mic.

>> AUDIENCE: Stacey Potenza, McKinney, Texas. I'm here to speak to you not as a leader but as a fellow member. Someone who believes in this profession, this association and the people that make it possible. I'm speaking in favor of this amendment. For years the membership has debated whether voice writers should be permitted to become members of NCRA and for years the motions have run high but I would ask you to consider a different question. Not what makes us different but what future are we trying to build together. Voice writers may also sit for examinations. We already grade their final product and our final product, which is the transcript.

They may demonstrate competency but they cannot hold NCRA credentials because they cannot hold NCRA membership. Meanwhile, their association welcomes stenographers, the future challenges do not distinguish between stenographers and Voice writers and increasingly the marketplace does not either. The future of the verbatim record belongs to all of us and we do not strengthen our future by shrinking our tent. We are -- we strengthen it by bringing together everyone committed to preserving and advancing the verbatim record and the future will be defined by those willing to build it together and we need to bring them together. Thank you.

(Applause)

>> CINDY ISAACSEN: The chair recognizes the center mic.

>> AUDIENCE: My name is Renee White from Houston, Texas. Remember the Alamo? I am in support of Amendment 4. I wasn't really planning on speaking but I wanted to touch on a couple of things.

Textra has supported and accepted voice writers as full Participating Members since our inception in 2015. We've had board members, still have board members who are voice writers, I have worked alongside them in those capacities, and they do do the same job we do as we all know. Texas initiated our CSR in the early '80s and voice writers were tested alongside machine writers from the very beginning. They take the exact same tests that we do so I think implementing the testing for voice writers is not that much different. I don't do it myself. But they -- when I tested in 1986, a voice writer sat behind me so they have done the same test that we have done all these years.

And one last comment is our numbers in Texas are increasing because of voice writers being able to become certified and we have a huge, huge threat. We've got a current study on using DR in Texas that the OCA is conducting right now and they are screaming because it's a shortage.

So, that's all I have to say. Vote yes for Amendment 4.

(Applause)

>> CINDY ISAACSEN: I'll have to wait because this is jury second time, unless someone else comes first.

>> AUDIENCE: Okay.

>> CINDY ISAACSEN: Go ahead. The side mic.

>> AUDIENCE: My name is Anna sill low CILLO from Pittsburgh, Pennsylvania. I did not plan to speak on this today. But my first job in this career was as a captioner for a student, a CART captioner for a student of Carnegie melon where one of the professors on voice activation software asked me how do you write there, their and they're. And it was through my brain that says that. He was like, oh, all sad.

The technology that steno mask writers use to produce their transcripts is exactly that, a technology, a pen is a technology. My light speed writer is a technology, which most of you won't even touch because you think it's scary.

I wrote on an SRT500 for the first 13 years of my career. I drug my computer with me because I did not want to spend the money for the new technology. We are all using technology. The people who are younger than us, the generations to come, do not interact with technology the way that we do. They see technology differently. They love it. They can't live without it.

As far as having nothing to offer to voice writers, we do have something to offer, as a CART captioner, I came to conventions and had one (?) on CART for years but you are still my association and I still love you all and I still come. The right time is never. There is never a right perfect time to expand our membership. We must be united as human beings using technology to do our job. And we must be supportive of one another and keep us human beings together against the people who only want to make money from our profession. Thank you.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the center mic.

>> AUDIENCE: My name is Geanell Adams from Terry, Mississippi. I rise in support of this amendment. For me it is profession over method. One thing I have not heard today is that when NCRA changed its name years ago from NSRA, it did not change it to national steno type reporters association. It changed it to the National Court Reporters Association. This association positioned itself and has continued to position

itself over the years as an association who speaks for court reporters and captioners, profession over method.

We have worked over the years continuously with members of the Bar and bench to set the standard for our profession. They look to us to meet that standard, set the standards and exceed that standard.

It has been said that many associations have voice writers as part of their membership. My state along with those other states test those members. As an educator reporter, I can tell you because we don't know doesn't mean it's difficult. Testing is not hard for voice writers. Sitting in the same room with someone else.

I hear the argument that we're not ready, but if we don't allow the membership, how do we allow them to sit at the table in collaboration to achieve the ultimate goal of protecting the human in the room? Thank you.

(Applause)

>> CINDY ISAACSEN: The Chair recognizes the side mic.

>> AUDIENCE: Sierra Zinky of Seattle, Washington, and I grew up 10 minutes from here. Trach the chance on behalf of WCRA to thank you. I know many of you came from a very long distance to be with us here. And I hope you enjoy all the Pacific Northwest has to offer and you come back and visit us again.

Thank you. I rise in support of this amendment because I was a Student Member in 2018. And I firmly believe that I would not have made it through school were it not for the support of my state association and the National Court Reporters Association. Between the resources, the mentorship, the programs, the financial support, I would not have made it through 5 1/2 years of steno school as a brand-new mom as well without the support of this association. And that's what led me to become the student outreach coordinator for the Washington court reporters Association.

Unfortunately, nowadays when we have students reach out to me, one of the first things that I have to ask them is, are you voice or are you steno because the resources that I can direct you to are limited, depending on which method you have. I want to send every student to the Career Launcher program that NCRA offers. I want to send them -- refer them to this conference. I want to refer them to engage with this association, to volunteer, to network, to find mentors, and, unfortunately,, at this time I cannot send the voice writers to NCRA.

I want -- whoop. I want to welcome them the way that they should.

We can solve the challenges. I know that there are many problems with testing and the different modalities. But I

haven't ever seen a court reporter be the one to give up because something is hard. I know that because we are who we are, we can face these challenges together and find the solutions.

I think we can all recognize this point after a lot of education that the two methods are equal in accountability and skill. But I think the most important thing is that they are not the alternative. They are not digital. And I fear that to the outside community, we say more through our omission of voice writers in this association than we could ever say in a broad collaboration. I have a hard time making the point to our judiciary and our colleagues that voice writers do what they do when I have to also say that they are not part of our National Association that is the predominant association for this country.

So I am in favor of this amendment, and I hope that you consider the challenges ahead, and vote yes.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the side mic. Don't break the equipment. You have to pay for that.

>> AUDIENCE: Don't start my time yet. Sorry. Okay. My name is -- from San Antonio, Texas. Of course, I am -- I love my machine. That doesn't mean I don't accept other methods, though. But I do love my machine. What concerns me is that I think NCRA really should form a task force. Our membership is 10,000 people. NVRA from what I understand is about 1500. NVRA does certify voice. NVRA's testing, everybody says we take the same test. We take the same test but there's differences. The difference is our machine is 100% human skills driven. Our dictionary is everything we input. If we input it spelled wrong, it's coming out wrong.

Voice, they get -- they took advantage of the 21st Century technology. Good for them. They're taking advantage of it. Machine is not. So, when a voice writer sits down, they have automatic speech recognition that automatically spell checks, they do not spit out misspelled words. Sometimes it capitalizes, it hyphenates, it punctuates for them. That's an unfair advantage, if you ask me, over 100% machine skills.

We have to go back and proofread. We have to make sure everything that dropped in our screen is as accurate as possible. Voice is still back after all that help and just listen to their audio.

So if we merge, I say we are not ready yet, NCRA, because if we start allowing testing, how are we going to tell -- we are going to have a recruitment, oh, yes, we are recruiting, you can be a voice or you can be a machine. Okay. Well, then, what do I have to do to pass that test?

Well, you'd have two or three years on this method, but this method you could go three to six months. You can use your audio on this method, that method you can't. This method you can use automatic speech recognition, AI, that method you can't.

We're not equal in the certifying arena. The product is the same, the work is just as hard. But we are not equal when it comes to certifying. And until we can work on that, create a task force to not only work on that, NVRA it's been established for 60 years. It has in-person testing. If they taught over a certain time, they tap on their shoulder. They make sure there's monitors making sure they are not connected to the Internet. I know in Texas they can certify their test, they can take their test online. They can take it open mic, nobody is checking anything.

So, we got to really, really think about these testing procedures and how they are going to be implemented, how they are going to be fair for both methods. And because the new generation is all about the fastest way to get out, fastest way to get out. So we got to think and stop and see how much it's going to cost also the association to be able to implement and be fair to both methods, because everybody talks about, well, what do you think the pen writers thought? Well, I don't know, let me look around the room and ask these pen writers what they thought.

>> CINDY ISAACSEN: Time, time. Thank you.

(Applause)

>> CINDY ISAACSEN: Center mic. Go ahead.

>> AUDIENCE: Good morning, my name is Leeann hatch from North Carolina. I had not planned to speak either. I have been listening with open ears, not yet decided because I have great respect for voice writers and I also understand some of the challenges that we're up against. I did want to speak to the last point. I started as a student in 2021. I attended my first conference in Orlando in 2022 and I've been to every conference since then. I care deeply about this profession. I live in North Carolina, a noncert state for freelancers. And I could have chosen voice writing, and I could have chosen to start making money much sooner.

I didn't. The existence of voice writing as a technology does not mean that students will not choose machine writing. It does not mean we go away. For many reasons. People choose their preferred methodology. I chose mine. I had the privilege, because of my veterans' benefits of being able to take more time in school. And so I chose machine.

I also do intend to learn voice because who knows what -- in the army two is one and one is none, right? I would love to have a backup plan in case something happens. And I would hate

to be excluded from this organization if I had to switch my methodology.

But I just -- I don't think it is realistic that to suppose that students will no longer choose machine writing and I do not think it's fair to say that voice writers don't face the same editing, proofing, scoping challenges that we do. It's not the reality. Thank you.

(Applause)

>> CINDY ISAACSEN: Have you spoken to this one, Keith?

>> KEITH LEMONS: I have. I am waiting to see if anyone else speaks first.

>> CINDY ISAACSEN: The center mic.

>> AUDIENCE: Hello I'm Stephanie Leslie, I am from orange, California, and I am the immediate Past President of the California deposition reporters association. I know a lot has been said and I don't want to repeat too much but I do want to mention the statistics in California are overwhelming. Currently this last test that we had we had 18 machine writers take the test and four passed.

That is a 22% success rate. And we had 37 take for voice and 33 passed. 89% success rate.

Whether right or wrong I'm taking a motion now to this. There are a lot more voice writers getting left-hand at least in California. And it -- I like to tell them to get involved and join their associations. And I would love to point them to NCRA. We have hundreds coming out every year now. And I can't. And I would love to be able to do that.

I also would like to utilize Career Launcher and we are planning to do so. But it does -- there is a disclaimer on the website that says for steno only. And I -- it discourages folks and I realize that NCRA put the resources in to create it and, of course, that's who they are representing. But I do want voice writers to be able to utilize that amazing tool.

So, those are -- oh, and also in California we pivoted very quickly. I know Cindy mentioned it, but switching to them being able to take the same test, voice writers being able to take the same test did not seem like a huge feat, we did it very quickly and it's been pretty flawless. So I don't think a lot of resources. I mean, I'm not in leadership currently at NCRA but I don't think a lot of resources would need to be utilized.

Also we have other professionals like those discussed before, CLVS, that is a completely different career and completely different method and yet we have a place for them and we have resources for them. And as far as I can see, 80 to 90% of resources that would need to go to voice writers are also utilized with steno so a lot of the seminars, professional etiquette, finances, I mean most everything applies to both.

There's just very few tweaks so I'm in favor and so thank you for your consideration.

>> CINDY ISAACSEN: Thank you.

(Applause)

>> CINDY ISAACSEN: Before we take a second round, is there anybody else who has not spoken who would like to speak to the issue?

Okay. Thank you for lining up. The Chair recognizes the side mic, the shorter side mic.

>> AUDIENCE: Way short. I wasn't going to speak either but Melanie said something that I kind of feel, too, in that may be premature. I'm definitely not against it. But I want to point out something. It's also possible that having two associations NVRA and NCRA is a much better fight than having one of those associations drop off. It's a small association. And how do I know that? Because when I was installed as president, and some of you were on the board may remember, I drove to New Orleans. And I passed a Hattiesburg exit, and I educated myself on voice writers. And I wanted to see their environment. Because they're in Hattiesburg, Mississippi, so I drove off the highway by myself, and on a Sunday I pulled up, and I got out of the car and I looked through their windows. They were closed, very small, tiny, very small office. And to think that they do what they do with that small, small environment, I would assume their expenses are small based on what I saw.

I think we support voice writers. When I was in West Virginia as an NCRA rep, there were lots of voice writers there. And they were paying to come to the seminar that I was presenting for NCRA. And so I invited -- I invited them to come out and present with me. Those are the things that I think we should do before we figure out, okay, you know, we are allowing as somebody else said, we are allowing speak recognition over here but we're not going to allow us to test with it. Maybe that's the difference in the numbers they are seeing in California.

So, I just think we should think about the cause, having them -- you know, I suggested during my term, why don't we have some joint conferences. That would help us fill our room blocks and we can have some for NVRA, some for NCRA come together in some and maybe work on some legislation or some local court rules to help us all without destroying their association.

I think we have to think about what happens to the small organization? I think having two organizations that are trying to keep our two methods would be better than having one organization and another collapses. Thank you.

(Applause)

I am so sorry. Sue Terry, Springfield heights.

>> CINDY ISAACSEN: We just assumed that.

The Chair recognizes the center mic.

>> AUDIENCE: Good morning my name is Irene Abbie, I am from Ventura, California. I joined NSRA in 1973. I was privileged to take the first RPR and pass that was offered at 225 instead of 200. I love my profession. I am still working. And I'm really not here to say whether you should vote for or against this amendment. I would just like to bring up a few thoughts that I had while I've been sitting here. I honestly have not decided yet how I'm going to vote and I appreciate the comments of everyone here.

But first of all, I noticed that the membership fee for NBRA is \$225 a year. And our membership fee I believe is 330. And I just wonder about a little reality check. How many voice writers are really going to pay the double membership fees to belong to both. And then also several people have mentioned how many state associations have accepted voice writers. I'm not sure that there are state alternatives for voice writers to join a court reporters association. Where in this case there are alternatives.

And so that really is all I wanted to say. This may be really a tempest in a teapot. I'm not sure how many voice writers will actually join our association if we allow it. Thank you.

>> CINDY ISAACSEN: Thank you. The Chair recognizes the center mic.

>> AUDIENCE: Hello, everyone, my name is Cheryl Scott. I am very newly from Alpharetta, Georgia, originally from Orange County, California. I'm a Past President of the deposition reporters association and I'm sure you're really sick of hearing from all of us.

I think that we have a different perspective coming from California because we have newly left-hand voice writers. As Stephanie and I had gone over the numbers. They don't lie. The voice writers are vastly outperforming our California machine writers -- or machine writer csrs. They saved us single-handedly from being extinct in California. There is a constant push for legislation to replace us and I truly don't think it's because attorneys don't want to work with stenographers. I believe it's because they're having trouble getting bodies in the seat. And the fact of the matter is, we have faced so much opposition because of attorneys' inability to procure a machine writer. Voice writers came along and saved the day.

So, I think at the end of the day, we have to be realistic about their place in our profession. And when it comes down to it, I think it's disingenuous for us to cry membership issues that the fact that membership is dwindling, the fact that we

need more money to come into all of our associations, not just NCRA, but DRA faces the same issues. When we are being exclusionary. At the end of the day I would have no care to join an association that did not provide anything for me. I understand that there may not be resources in place currently to support what voice writers need. But in the famous words of a book I had to read in high school, Chileis Joe, if you build it, they will come.

If we allow voice writers into the association and give them all the same rights and responsibilities that we have as stenographers, the membership dues and the members will come, and that money is going to allow us to create resources for testing and for other programs that benefit them.

But at the end of the day, our motto here is tech-driven human centered. Who do we want in the chair? Do we want voice writers or do we want recorders? And, frankly, at the end of the day, attorneys need to take the record down and if they cannot find a human for the seat, they're going to do second best. Recording isn't great but it's good enough in a lot of circumstances so I think we need to remember that inclusion is going to bring membership dollars and they'll still have the choice to going to NBRA if they want. I don't think it will be the end of their association. We have two associations in California and we're both doing just fine. Thank you very much.

(Applause)

>> CINDY ISAACSEN: The Chair recognizes the center mic.

>> AUDIENCE: Hello. Nicole Valdez, Vancouver, Washington, current Vice President of Washington court reporters association.

I just wanted to make a couple of points adding to Cheryl's if you build it, they will come. I was at Boot Camp earlier this year and as you all know, we had an amazing turnout and there were a significant number of voice writers there. If you build it, they will come.

I think that it's something to be said for the fact that the other association could transfer over and add a hyphen S and be inclusion necessary. I believe we are at a point we should be inclusionary and maintain the gold standard.

The other thing that I did want to give out as food for thought that we should be thinking about is I work with students. That's what I do. I mentor students. And I have been seeing a lot of issues with students saying, I'm joining the other association because they offer in-person testing. I'm so proud to be a part of Washington State. We are going to be offering hopefully in-person testing in our fall convention. And I'm hoping that that means that we can be the jump offpoint to start introducing that back in. I got my RPR in 2016. There

was no in-person testing at that point. I did my whole RPR online.

I've never had access to in-person testing. So I can see where the argument is coming from and I just think that we need to start thinking about these things and once we start the ball rolling, it will be a lot easier to get things in place than fighting what should happen. Thank you.

>> CINDY ISAACSEN: Thank you.

(Applause)

>> CINDY ISAACSEN: The Chair recognizes the center mic.

>> AUDIENCE: Good morning. Shellene Iverson from Eugene, Oregon. I didn't realize I was going to be piggy backing on Cheryl and Nicole but apparently I am.

A lot -- you know, how are we going to be ready to incorporate our brothers and sisters if we don't invite them to the table to help us build those structures we need to help them succeed? So, I feel bringing them in, having them help us build these structures so they can be -- they can be successful in NCRA, and I keep hearing it's premature, it's premature. But we as steno writers may not know the nuances that they need to be able to help us. So invite them to the table. We need to invite them to the table.

We are stronger together in advocacy than divided. We need to be together. We need to fight for our tech-driven, human-centered stenography. We need to be together. We need to be fighting together, not separate. I am in support of this. Thank you.

(Applause)

>> CINDY ISAACSEN: The Chair recognizes the side mic.

>> AUDIENCE: I'm Brenda Blackburn from lake Washington, Mississippi. And I'll just say to begin with that, I guess, I have a very simple minded reason for supporting this. I want my friends to be included, I do. And I felt like as a Past President of Mississippi Court Reporters Association, I received a lot of help from voice writers and they were there for me and they were on the board. I included one that was a voice writer that passed her skills portion first try. We have a lot of steno writers that have not done that. And, you know, everybody is different in how they react to testing and everything.

But they do have a recognizable skill. But also I would say I have had a great time at steno in the city in New Orleans with all the voice writers I met. They were included there without hesitation and they do have a lot to offer. I don't know how all the other stuff will pan out, but as far as the testing and all, but I do know that they have the skills and talent, I have seen it firsthand, to be able to handle this job and I felt like Mississippi was going to crash with the number

of holes that we had in vacant spots. And many of those filled that.

So, I'm very thankful and grateful to voice writers and I hope that this passes. But I can see everybody's opinions. I could almost vote the other way. But I also pay -- I hadn't really thought about that until today. But the question about whether people would belong to two organizations, I am a member of Mississippi court reporters, National Court Reporters, Arkansas court reporters, and USCRA. So, you know, maybe folks won't mind. I have no idea about that. But I thank you for this opportunity.

>> CINDY ISAACSEN: Thank you.

(Applause)

>> AUDIENCE: Madam President I rise with a point of order.

>> CINDY ISAACSEN: Keith.

>> KEITH LEMONS: The point of order is that the description we have heard of how voice writers work is not correct and I would like to make sure that that is changed. That's -- so what I'm not -- I'm not speaking in favor or against the amendment. I'm just going to describe what voice writer is and what they do.

A voice writer is just like a steno machine writer, every input comes from their steno mask. It does not come from ambient noise in the background. It does not use AI. It is just like us but with a different method of making a record. But every input comes from the voice that the voice writer is using. It doesn't come from anything else. What was described to you what DAR, it's a digital audio recorder and how they utilize AI. That is not a voice writer.

Thank you.

>> CINDY ISAACSEN: Thank you.

(Applause).

>> CINDY ISAACSEN: The Chair recognizes the center mic.

>> AUDIENCE: Good morning. My name is Lisa -- Elisa Closter, KLOS as in Sam TER. I'm from Coos Bay, Oregon.

This is a very difficult question we are being asked in my personal opinion. I believe it comes down to stenographic means of capturing a record, which our association has used I don't know for how many years, and whether we are going to be allowing voice writers to be recognized in our association.

I hear all of the reasons why we should let this method be recognized by our association. But we have been machine stenographic writers. I hear them being referred to as voice writers. Hmm, are they really writing? No. We are. I'm a purist. I believe in our steno machine. And I think it's a bigger question for our association of, are we -- I know we have tried to promote getting machine writers out there and passing.

Somewhere we are failing. We don't have the numbers in school anymore for machine writing. And -- I'm sorry. I get nervous when I'm speaking.

But I'm just very passionate about we should stay stenographic reporting. I don't think -- there is an association already for voice writing. It's a bigger question of how do we get students through school and certified? I understand Los Angeles and California has their issues. They have accepted voice writing. It has saved them. But I'm on the fence. I know it brings money in if we get more people. But steno first. I remember that from the San Francisco NCRA meeting. The reason we haven't had to re-- we brought captioners in because they were still stenographic reporters.

Thank you for your time, and I hope I made something clear in my statement. And I do still believe that we should be stenographic reporting. That is what our association should be promoting working for.

>> CINDY ISAACSEN: Thank you.

(Applause).

>> CINDY ISAACSEN: Chair recognizes the side mic.

>> AUDIENCE: My name is Dana Hayden. I am speaking as a court reporter, not as leadership. Coming from all of us that have shared different experiences, I was a court reporter in Texas for two decades before moving to Arkansas. Arkansas has over 90% voice writers. I was fortunate enough to be appointed also to the certification board. So, I am on the board that is -- administers the testing for court reporters in Arkansas and have firsthand seen the struggles of certification and the struggles of taking tests, and the method that each type of reporter uses.

What I'm seeing as a trend that I'm afraid of is because of technology and the method that reporters use when they speak into a mask, that voice is not as clear as if they used backup audio. And they have found it much easier in our state to feed their backup audio into a speech recognition system and it gives them much cleaner translation than their voice notes give them. And they're all teaching each other how to do this.

So, even though they certify with a mask, they are going out and using their backup audio to prepare their transcript. And my fear is that we are going to transition all of these reporters who certified with a mask and they're going out and literally just using their audio recording that they were setting on the table as their backup to make a record.

>> CINDY ISAACSEN: The Chair recognizes the side microphone.

>> DEBBIE DIBBLE: Debbie Dibble, Salt Lake city, Utah. I call the question.

>> CINDY ISAACSEN: That requires a second.

>> AUDIENCE: I don't second it but of a procedural question.

(Off microphone)

>> AUDIENCE: Sue Garcia seconded it, Cindy.

>> CINDY ISAACSEN: All those in favor of calling the question, please raise your yellow card.

Are there any opposed to calling the question? Okay. Calling the question has passed.

So, discussion is concluded.

>> AUDIENCE: I still have a procedural question when you have a moment, please, ma'am.

>> CINDY ISAACSEN: Go ahead. State your name and yee-haw, go ahead.

>> MELANIE HUMPHREY-SONNTAG: I'm Melanie Humphrey-Sonntag.

>> CINDY ISAACSEN: And I already said it for you so you don't have to say it.

>> MELANIE HUMPHREY-SONNTAG: Thank you for helping me with my yee-haws. I am -- I would move to table the amendment and ask the board to appoint a task force to explore a voice member integration plan. I have it in writing, I am happy to bring it to the chair, I have my member ID number. I'm just wondering where that fits in the procedures and thank you, Mr. Parliamentarian.

>> CINDY ISAACSEN: We can't --

We've already called the question and we can't table the motion.

>> MELANIE HUMPHREY-SONNTAG: Okay. Thank you very much.

>> CINDY ISAACSEN: Thank you. We can discuss -- if you can come up later on, we can discuss that. Okay? Thank you.

Okay. The question is on -- okay. Since we amending the NCRA Constitution and Bylaws the vote required would be a two-thirds vote and would be done online as previously described.

Debbie, you can continue.

>> DEBBIE DIBBLE: Madam President that concludes the reporter of the Constitution and Bylaws Committee. I have to say this next part because it's super important. On behalf of Chair Tami Keenan who was very missed today, I would like to thank Vice-Chair JoAnn Leger and members Lance Boardman, Darlene Devlin, Holly Goodwin, Yvette Heinze, and Allison Kimmel for their hard work.

>> CINDY ISAACSEN: Thank you, Debbie, for standing in.

(Applause).

>> CINDY ISAACSEN: Since there is no objection, the business on the Constitution and Bylaws is closed. According to our Constitution and Bylaws and the rules for this meeting, the final voting on Constitution and Bylaws amendments and dues

adjustments shall take place -- we have no dues adjustments. Will take place electronically on a secure online website. The voting shall open within two hours after the close of the meeting and shall remain open for 24 hours. The announcement of the results will be placed on the NCRA website.

As a reminder, only Participating Members who are verbatim stenographic reporters and or stenographic reporters and Registered Members who are stenographic reporters and/or stenographic captioners as well as Retired Members, and Honorary Members would be verbatim stenographic reporters and/or stenographic captioners shall be eligible to vote. At the end of this meeting the Chair will give you instructions for voting.

At this time we'd like to thank a few board members who stepped up to the plate to serve their association and who are completing their service at this time. They have devoted many uncompensated hours in meetings and on Zoom calls in the belief that doing so would help make a difference for our association and our profession.

As I call your name, please come forward to receive a token of appreciation. Outgoing director, Margary Rogers, RPR, CRI, of Washington, D.C.

(Applause).

>> CINDY ISAACSEN: Outgoing immediate Past President, Keith Lemons, of Spring Hill, Tennessee.

(Applause)

>> CINDY ISAACSEN: Now it is indeed my pleasure, indeed my pleasure to formally hand over the NCRA presidential gavel to your new president, Cathy Penniston.

(Applause)

>> CINDY ISAACSEN: You are going to be surrounded by a whole bunch of people who are going to be there for you, support you, and give you all the help that you need, just remember that we are there for you, and we'll love you and care for you and we're excited for this next year.

>> CATHY PENNISTON: Thank you. Thank you, Cindy. I am very excited to accept this gavel and the good part, listen to this, Cathy Penniston, President, so I have made it.

But anyway, I'm here for all the members and I hope that we have a great year. And be sure to stop me if you have suggestions. I'm always open to suggestions. So we are always going to try new things. And enjoy this convention. It's great. Thank you.

(Applause).

>> CINDY ISAACSEN: Is there any other new business to come before the meeting?

Okay. According to Article 9, Section 3 of the Constitution and Bylaws, voting for Constitution and Bylaws

amendments should be by electronic means. All eligible voting members for whom NCRA has an active email address will receive an email within two hours of the close of this business meeting. The email will contain a link to the secure voting website. All the secure -- at the secure website, sorry, let me move my glasses up, you will be asked to enter your NCRA ID number followed by your NCRA online password. Once logged in, members enter the secure website and vote. Online voting will be open for 24 hours and will open within two hours of the close of this meeting.

Members will be able to vote via their own phones, tablets, or computers, for the length of the 24-hour voting window. The NCRA Board of Directors and I appreciate your participation in our Annual Business Meeting. And I always want to say, I really appreciate the kind debate. It is always so very refreshing to have that. If there is no further business and no objection, we will adjourn.

Hearing no objection, the 2026 annual -- oh, I don't want to give you guys any opportunity. I know how you are.

Hearing no objection, the 2026 Annual Business Meeting of the National Court Reporters Association is adjourned. Sine die. (gavel).

Seminars do begin at 1:00 p.m. The Nixa meeting begins at 2:00 and we will see you all this evening at 6:00 p.m. for the welcome reception in the expo hall. I snuck my head in last night ask it's going to be amazing. So, see you all and thank you very much for coming.

(Session was concluded at 10:46 a.m.)