

The Registry of Interpreters for the Deaf, Inc.
2011 Annual Report to the Members



Registry of Interpreters for the Deaf, Inc.

2011
Annual Report

focus & forward

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RID Board of Directors

President	Brenda Walker Prudhom, TC, CI and CT, NIC Advanced
Vice President	Kelly Flores, CI and CT
Secretary	Dawn Bolduc, CI and CT, NIC
Treasurer	Chris Grooms, CI and CT, BEI IV
Member at Large	Lewis Merkin, CDI
Deaf Member at Large	Debbie Peterson, CDI
Region I Representative	Janice Cagan-Teuber, CSC, CI and CT, Ed:K-12
Region II Representative	Lisa Schaefermeyer, CI and CT
Region III Representative	Leandra Williams, CI and CT, NAD V
Region IV Representative	Connie Herndon, CI and CT
Region V Representative	Holly Nelson, NIC Master
Immediate Past President	Cheryl Moose, CI and CT



Forecasting Our Programs & Services Through Our Finances

A report from RID President Brenda Walker Prudhom, TC, CI and CT, NIC Advanced

The Registry of Interpreters for the Deaf, RID's, Annual Report to the Membership provides a global picture of the organization's financial strength and strategy in implementing and administering our various programs and services. While it is a report of past activities, even more importantly, it is a window to future decision-making needs that will prove essential in defining realistic priorities and establishing focus within our goals and mission.

The pages within this report serve as a tremendous cost-benefits analysis tool for the board and staff in evaluating the programs and services that RID offers to its membership, but this publication is also a tool for members to understand and be privy to the impact that our organization's finances have in driving the work of the association, at all levels from members and volunteers to board and staff.

The purpose of this report is to analyze RID's financial strategy now and into the future in meeting the realistic needs of the membership through the programs and services administered by the national office.

"RID needs to strengthen its relationship with each of the affiliate chapters."

- RID Member Survey

"RID has grown too big and is trying to be too many things to too many people. I would like for us to go back to the basics and focus on certification, professional development, and "marketing" our services (which includes advocacy with government agencies) to ensure that qualified interpreters are hired for all settings."

- RID Member Survey

"RID needs to be a supportive and unifying body with the same goal of advancing our professional development."

-RID Member Survey

"The main priority of RID should be to protect the working environments and standards of the interpreting profession. While Deaf consumers and Deaf advocacy organizations such as NAD are our allies and partners, our focus should be different from theirs."

- RID Member Survey



The RID Board of Directors in March 2012

Defining and Achieving Realistic Financial Goals

As you will see from the enclosed financial report, RID ended Fiscal Year 2011 (July 1, 2010 – June 30, 2011) with a **\$260,000** loss. At that level of a loss, we were unable to meet all the financial needs and investments into our programs and services, including the most crucial one for financial stability - developing a robust reserve account. You may be asking, “**why does RID need a reserve account?**” Plain and simple, a reserve account, which has been an ongoing recommendation by RID’s financial advisers as well as a formal recommendation by the RID Audit Committee, will help to ensure that we don’t get rained upon when that rainy day comes, and history demonstrates to us, especially in these current economic times, that rainy days are inevitable. The purpose of RID’s reserve account serves a very similar purpose to our own personal savings, or “in case of emergency” funds. It is an investment into RID’s future financial security that includes, but is not limited to, some of the following:

Reserve Funding Need	Rationale
CERTIFICATION: Meeting the best practices in the certification industry for a regular review of our certification program every 5-7 years	As an organization that has committed to administering a certification program that includes a multi-faceted performance-based evaluation, we know and have to accept that to maintain a gold-standard in certification, we will need to invest in a regular review of the program and program content every 5-7 years. This takes money. So, rather than funding having to be reallocated from one program to another every 5-7 years to pay for this, a reserve will ensure that the funding is available when it is called upon – without impacting the funding levels of other programs and services.
TECHNOLOGY/RELATIONSHIPS: Upgrades in technology and access to technology both for the operations of the organization as well as member to member connection	Current on the technological upgrades to-do list include advances in the administration of the RID certification exams; more enhanced and higher functioning member database; Web site upgrades allowing for more member interaction and discussions; state of the art software and hardware for virtual meetings among leadership; and more.
OPERATIONS: Building repairs and upgrades	RID needs to have a building repair fund so that we don’t get soaked should that rainy day come and the roof needs to be repaired and/or replaced. Currently, these are unbudgeted for items in the organization’s operating budget; however, if there was a reserve of funds to access for such a purpose, there would not be an impact or interruption on programs or services when these types of emergency repairs need to be made.



Planning for ongoing investment in our programs and services as well as our basic foundation and structure will ensure that funding levels for programming will not be hindered during a year in which one of the previously-mentioned, reserve-funded initiatives arises as an immediate need.

This is not only planning for RID's financial security but it is planning for the security, health and longevity of our programs and services.

In analyzing FY '11's loss, you will see that we conducted a cost-benefits analysis. The numbers reveal a great deal to us. In managing and administering the programs, services and operations of RID, the cost to RID is about \$194 per member. However, the average dues/fees revenue received per member is only about \$100. So, for every member, RID is providing \$194 worth of services but only averaging \$100 in revenue per member.

And again, these figures do not include investing in reserve funding. These figures are solely to manage RID as it is today. So, as you can see, the revenues in membership dues and program fees are not covering the costs associated with the current paradigm of program and service offerings at RID.

Revenues received from membership dues and fees are supplemented through publication sales, certification exam fees, *VIEW*S advertising and a few other areas that you will note; **however, we now see through this analysis that our core revenues are not covering our core expenses.**

So, to explain the **\$260,000** loss, it is a combination of matters that include: other revenue streams not adequately filling the gap in this cost-benefits analysis; the absence of an adequate reserve to support the current review of the NIC enhancements and the implementation of technological advancements so that the funding has to come from the operating budget rather than investment reserves; and the unexpected expenses that occurred in FY '11 related to the investigation into invalid rater scores on the NIC exam. So, in all essence, FY '11 was the perfect storm of unanticipated costs for the organization which resulted in the stated loss. But, future planning and investments can help to prevent such an occurrence.

The Future Starts With You and It Starts Today

This organization is comprised of members with unique leadership skills and vision from the affiliate chapters and member sections to the councils, committees and task forces and beyond. With this depth of leadership, the challenge before us is more of an opportunity than an obstacle. It is an opportunity for us to strengthen the foundation and support of RID while formulating the path RID will take to serve the membership and the field in a manner that respects our traditions and history but also embraces the growth and development that has come and has yet to come.

To do so will require a strengthened dialogue both with and among members and stakeholders. We will need to work together to identify our priorities and then partner

to support the organization's global focus as one. As has become the theme of my presidency, **RID is the members and the members are RID.** This is and will be through and through true as we introspectively look at the organization of yesterday, analyzed with the resources of today, to become the leading force in the sign language interpreting and transliterating field of tomorrow.

This will include a focus on enhanced relationships and connectivity with the membership to address the fact that RID, under these financial constraints, will need to realistically review the organization's structure and offerings. Part of this is conducting an ongoing cost-benefits analysis to ensure RID is relevant in meeting the needs of the membership and in a way that is fiscally responsible. It is asking the hard questions and sometimes making difficult decisions, but as we can see from FY '11, RID needs to provide more focused programming, while investing in our future and staying within our financial means.

As a part of the solution, there is no doubt that RID needs to seek additional revenue streams to support the administration of the programs and services. We also understand that there is an expectation from the membership, as well as there should be, to have access to members of the board at local, state, regional and national conferences. This type and level of travel impacts the budget. The budget is also affected by motions that are passed by the membership at the biennial conferences. All of these together, programs and services, board travel, member-driven motions, add additional strain to the budget. Positive or negative, we must embrace that this is how our organization operates, and if we are to operate in this manner, then we need to ensure the revenue is there to support it. **Globally, we need to ensure our core expenses are met by our core revenues, and to date, this has not been the case.**

Thus, this will mean increases in both the dues and fees structure to more properly align expenses and revenues. You can read more about this in the Acting Executive Director's Report on page 7. It will also mean more streamlining or adjustment in programming for efficiency and effectiveness in service. Additionally, RID will need to research fundraising efforts not previously explored to supplement the revenues needed to support the goals and vision of the organization. Everything needs to be a consideration – but a consideration not in a vacuum rather, a consideration in an arena of open dialogue. The members that serve on this board of directors are the financial stewards for the organization. These decisions do not come lightly to any one of us. We understand how the economy has hit the pocket books of those in the interpreting field because we too are among you. But to get the organization on track financially, these are decisions we need to make, regardless of their popularity, and we can only hope that you will begin to understand and appreciate the rationale for these decisions through the information we have provided within this annual report and as we look to find more ways to share this with the membership.

While this conversation with members and stakeholders may be in its infancy, I am happy to say that it has already begun. At the beginning of 2012, approximately 200 members provided feedback related to the question, "Who is RID's constituency and what do you/they need RID to be and what do you/they need RID to be doing

right now?" This survey came about as a result of the board and staff recognizing that our finances are stretched thin along a spectrum of programs and services that have been implemented and added to the operations of RID over our nearly 50 year history. All of these programs are impactful and important to the organization and the field, but the question is, can RID, with the current budget and finances, efficiently administer all of these programs with the greatest effectiveness? This is a question WE ALL need to explore.

The results of that survey provided tremendous feedback to begin this organization-wide discussion. While only approximately 200 responded, the quality and care with which individuals gave feedback was tremendous. Their responses will create the launching pad to move the conversation forward.

"I strongly believe that if we want national, government and community recognition and support of RID, then RID's voice needs to be louder, especially in terms of advocacy." - RID Member Survey

"As a working interpreter, I need a national organization that has my back. I need it to be the go-to place when needing advice, documentation or data about my profession." - RID Member Survey

The priorities identified most frequently by these respondents included certification and advocacy. 125 responses included certification and 82 responses included some form of advocacy, including greater public education, greater voice for interpreters with administrators and regulators, etc. Please see the sidebar on page 3 for a sampling of some of the thoughtful considerations of RID's priorities.

Regarding the question of who is RID's constituency, this is a subject in which there needs more exploration and more dialogue within our organization... a dialogue that will establish our core values and vision. Of the respondents, 101 relayed that interpreters only are RID's constituency; 3 responded that consumers alone are RID's constituency and 43 thought RID's constituency is comprised of both interpreters and consumers.

"RID needs to create partnerships with Deaf organizations, the states, the government, etc. to be able to influence policy decisions and give input on standards in our profession." - RID Member Survey



"RID's constituency includes interpreters and the consumers that they serve. I've always believed that the main role of RID is ensuring the provision of high quality interpreting services through the education and evaluation of interpreters and through consumer education." - RID Member Survey

The results of these conversations and dialogue and decisions will impact the financial strategy of RID. They will guide the fiscal spending and investment so as to achieve the goals set forth in defining our vision. This is all an important part of the process in redefining the organization's priorities within our financial capabilities.

RID will continue its ongoing commitments to the field that will incorporate member input and participation, visionary leadership, effective programs and services, and financial strategies. We will explore the methods needed which will allow us to honor our past and our heritage while building our organization's future. It is this combination of approaches that will move the association forward in a relevant and efficient manner that also supports the delicate balance that is so essential and unique to our field. Fiscal planning for today really means we need financial planning that also provides projections for the next five years in both revenue and expenses. We need to build our budgets to incorporate proactive programming of the future; programming that will grow and adjust as the field and needs of the members grow and adjust. These are fiscal changes in operations that need to start today and become on-going standard procedures for the future. The first step is starting today.

From the pages within this publication, you will see numbers of growth that continue to benefit our field and our association. But, as we all know, we are not an organization that is just about being a number. RID is about the sum of its parts; and our parts are the heart and soul that each and every member commit to this organization through our own ways of involvement and participation. RID is me, it is you and it is all of us.

FY '11 is a story that leaves us at the beginning of the path of our future direction. Defining that direction will take a communal effort and record-breaking member participation. It will take thoughtful considerations, leadership, sharing of perspectives, careful calculations, strategy building, involvement and so much more. We can only hope that you will join us, the collective RID, in this journey of discovery together. Look for opportunities to join this dialogue with the board and your peers during designated programming time at the five RID regional conferences happening this summer. ■

National Office Annual Report to the Members

Matthew O'Hara, CI and CT, NAD IV, CAE, Acting Executive Director



The staff of the Registry of Interpreters for the Deaf (RID) strive for the qualities of excellence, education and standards. These three words direct the work of your 20 staff members as well as all of the volunteer leaders with whom we work. We aim for exceptional outcomes in all the programs and services for which we are responsible, as we know that is a clear reflection of the work that you, our members, are doing every day.

As much as we work and dedicate ourselves and our focus to fulfill the needs of the membership and reach for the future goals of the organization and the field, we, as a staff, also recognize the impact that the incidents of Fiscal Year 2011 had on the trust and confidence that the membership has instilled in us.

While I do not want to dwell on the irregular scoring and fraud that occurred as a result of one staff member's criminal actions, I do want to recognize how this has affected us, as a staff, to be betrayed by a fellow colleague in our collective mission and goal to serve RID within the administration of the programs and services that touch your lives. We will never belittle the impact that this has had on our members and those directly affected, but on the other end, it is important for the membership to know that this incident is in pure conflict with the values and work ethic for which the existing staff at the national office dedicate their careers. We can only hope that we can demonstrate our passion to serving the sign language interpreting profession through improved customer service and administration of programs and services.

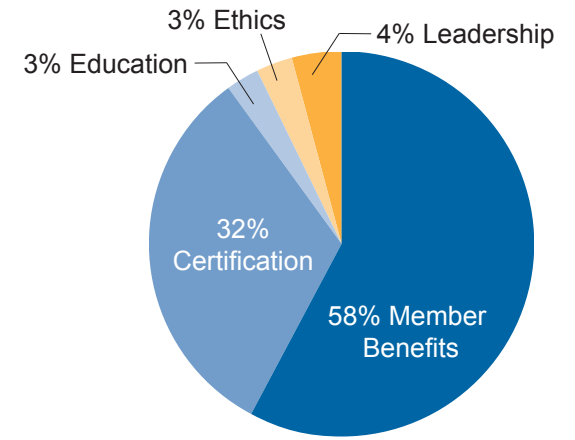
Fiscal Year 2011 provided the framework for the enhancements of the National Interpreter Certification (NIC). In the fall of 2010, both the National Association of the Deaf (NAD) and RID Boards of Directors approved recommendations made by the NAD-RID NIC Task Force to enhance this generalist certification program, following best practices in the certification industry which includes a review every 5-7 years. Those recommendations were initiated in FY 2011 and continue today in FY 2012 as well as into FY 2013. We are working on improving customer service to be more available and responsive to member inquiries as well as elevating communications and providing more educational tools related to the enhancements so that there is an across-the-board understanding of the efforts in maintaining, administering and updating a certification program that, we know, impacts your work and your lives. Additionally, we have made progress in updating the CDI Knowledge Exam.

During the RID Board of Directors meeting in September 2011, it was determined that CERTIFICATION was an immediate short-term priority, meaning that resources needed to be allocated to allow for the enhancements as well as to meet the customer service needs of the members related to certification. Along with CERTIFICATION, the board also identified EXECUTIVE DIRECTOR SEARCH, TECHNOLOGY and RELATIONSHIPS (communications) as organization-wide priorities moving forward.

This prioritization of areas of focus has provided the staff direction. Not only are resources being allocated to these areas more strategically, but we are also looking at ways these priorities are supported financially through dues and non-dues revenue. We believe that we must wisely invest resources toward our certification programs as well as the technology we use to serve the membership.

As you will see in this annual report and as was mentioned by President Brenda Walker Prudhom, the identification of priorities directed the staff to conduct an in-depth cost-benefits analysis. The results were

Where does the money go?



STATEMENT OF FINANCIAL POSITION Fiscal Year 2011

	TOTALS
ASSETS	
Current Assets	\$1,662,051
Investments	\$257,611
Property & Equipment	\$846,224
Inventory	\$54,887
Intangible Assets	\$49,000
TOTAL ASSETS	\$2,869,773
LIABILITIES	
Current Liabilities	\$2,260,362
Long-Term Liabilities	\$535,870
TOTAL LIABILITIES	\$2,796,232
TOTAL NET ASSETS	\$73,541
TOTAL LIABILITIES & NET ASSETS	\$2,869,773

astounding to us in that historically we have not been collecting the appropriate amount of dues and fees over time to meet the costs of the programs and services provided to members “today.” When we looked at RID’s costs, for just one fiscal year on a per-member basis, we spent an average of \$194 per person. In the same analysis, we examined our membership dues as a stand-alone revenue item and found that the average dues amount per member is around \$100. These figures help us to plan for RID’s future and to continue building a fiscally strong organization that meets our members’ needs both today and down the road.

Since the inception of their fees, neither the Certification Maintenance Program (CMP) nor the Ethical Practices System (EPS) fees have ever seen an increase, not even a cost of living adjustment. Unfortunately, the costs for administering these programs have soared since their inception, making it difficult for RID to provide these programs within the constraints of these revenues. Additionally, in an effort to keep dues at a minimum, increases in dues have not coincided with the costs of running the organization.

In analyzing the cost-benefit analysis and the discrepancy that it creates for RID’s revenues and expenses, we were presented with difficult decisions related to the dues and fees structure.

In an effort to plan for our fiscal strength and financial stability, the staff made the recommendation to the board that the line items within Fiscal Year 2013 for dues and fees include increases to help reduce the discrepancies between revenue and expenses. The following are the changes that were approved by the RID Board of Directors for the Fiscal Year 2013 dues and fees structures. **These will go into effect for the renewal season that begins April 1, 2012.**

- Dues for each membership category will see a 10% increase.
- CMP fees will see an increase from \$15 to \$20
- EPS fees will see an increase from \$5 to \$8
- All Associate Members will be enrolled automatically in to the Associate Continuing Education Tracking (ACET) Program at a fee of \$12

These adjustments to the dues and fees structure will enable the national office to invest resources into the board identified priorities of CERTIFICATION and TECHNOLOGY, as well as allow for greater dedication to our RELATIONSHIPS with the members as well as our stakeholders. While these will assist us in meeting the immediate financial needs for priorities in programs and services, RID staff is looking to additional revenue streams to not only pay for the services of today, but to also invest in the programs of tomorrow. This is consistent with President Prudhom’s goals for reserve funds for the association that aim to provide financial protection for future organizational costs.



As we do not want to place the financial success of the organization on the backs of our members through dues and fees increases solely, the national office will be looking to supplement our revenue through other means, such as, additional publications and products in the RID Store, greater marketing and membership recruitment activities, as well as exploring options within the development and fundraising arena. We, as an organization, member, volunteer leader and staff alike, are at a moment of great opportunity for this organization. It is a time for each of us to connect to and invest in this amazing organization that represents an exceptional profession. It is a time of tough economic decisions that impact future economic stability. It is a time for us to embrace President Prudhom’s mantra that “RID is the members and the members are RID.”

We all come to this organization with diversity in perspective, approach, participation and need. Staff finds professional fulfillment in serving the organization and the membership with the skills we have dedicated

our careers; board members provide a leadership perspective to not only the association but the field as well; and the members provide the necessary input to ensure we are providing the support you need so that you each are able to be a stronger advocate for yourself and the profession.

Is there more for the staff to do? Of course. Change is a natural course of business for any professional membership association, and RID is no exception. RID represents a profession that is growing and morphing to meet the changing needs of the consumers interpreters serve. We hope that you will come to experience a national office staff that is here to provide you support in your own professional journeys as we continue to aim for excellence, education and standards in all that we do. ■

RID Core Revenues Per Member

Member Dues Revenue	\$1,315,606
CMP/ACET Fees Revenue	\$180,595
EPS Fees Revenue	\$62,742
TOTAL	\$1,558,943
AVERAGE DUES/FEES PER MEMBER	\$99.82

RID Programs & Services Cost Per Member

RID Certification Program	\$62.34
CMP/ACET Programs	\$6.32
EPS Program	\$5.65
Member Benefits	
Government Affairs Program	\$10.20
VIEWS	\$11.27
RID Press	\$14.82
Member Services	\$27.48
Meetings	\$10.19
Communications	\$10.48
Management	\$27.04
Leadership (Board, Regions, Committees)	\$7.47
AVERAGE PER MEMBER COST	\$193.26

Exam Fees Examined

Current exam fees are not covering exam costs. As an example: RID members pay \$355 to register for the NIC Performance Exam. It costs RID approximately \$368 to administer, process and evaluate one (1) NIC Performance Exam. When an additional rater is required, the overall cost to RID per exam increases to over \$454.

CURRENT EXAM FEES

Exam	Member Fee	Non-Member Fee
NIC Interview and Performance Exam	\$355	\$455
NIC Interview and Performance Retake	\$305	\$405

Cost Per NIC Performance Exam

Exam Administration	Expenses
Test Administrator Service Fee Test Site Location Fee Recording Exam onto 1 DVD Shipping Exam to RID	\$41.50
Exam Duplication and Shipment (x 3 raters)	Expenses
Exam Duplication Exam Packaging Rating Score Sheets Shipping Exam to Rater Shipping Exam to RID	\$121.05
Evaluation, Results and Payment Processing	Expenses
Deaf, Hearing & Interpreter Raters Certification & Education Staff Time <ul style="list-style-type: none"> • Receive exams, process, prepare for duplication • Contact raters for availability • Send and ship exams to raters • Enter test administrator and rater payments • Review and finalization of scores • Send our result letters Finance & Accounting Staff Time <ul style="list-style-type: none"> • Process test administrator and rater payments • Mail checks for services and reimbursements 	\$205
TOTAL To administer, process and evaluate one (1) NIC Performance Exam	\$367.55

RID STATEMENT OF ACTIVITIES Fiscal Year 2011

ACTIVITIES	REVENUE	EXPENSES	NET CHANGE
Member Services	\$1,315,606	\$429,210	\$886,396
Certification	\$749,987	\$973,517	[\$223,530]
Publications	\$295,037	\$231,378	\$63,659
Education	\$180,595	\$98,776	\$81,819
Ethics	\$62,742	\$88,290	[\$25,548]
Meetings		\$159,065	[\$159,065]
IEWS	\$48,333	\$175,983	[\$127,650]
Contributions	\$5,854		\$5,854
Investment	\$10,671		\$10,671
Miscellaneous Income	\$83,177		\$83,177
Communications		\$163,729	[\$163,729]
Government Relations		\$159,235	[\$159,235]
Board, Regions and Committees		\$116,646	[\$116,646]
Management		\$422,252	[\$422,252]
TOTAL	\$2,752,002	\$3,018,081	[\$266,079]

What exams were administered in fiscal year 2011?

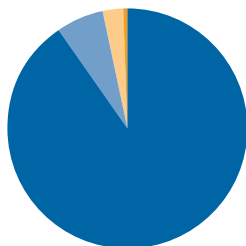
Of the 1111 Knowledge Exams administered...

1002 were NIC

73 were CDI

32 were SC:L

4 were OTC



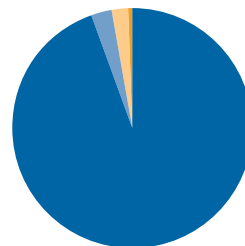
Of the 1144 Performance Exams administered...

1071 were NIC

45 were SC:L

24 were CDI

4 were OTC



In total, 2255 RID certification exams were administered in fiscal year 2011.

Of the 2255 exams, 1111 were knowledge exams and 1144 were performance exams.

What were the SC:L, CDI and OTC exam results delivered in fiscal year 2011?

Of the 44 SC:L Knowledge Exams taken...

Pass
31 or 70%

Fail
13 or 30%

Of the 36 SC:L Performance Exams taken...

Pass
15 or 42%

Fail
21 or 58%

Of the 75 CDI Knowledge Exams taken...

Pass
20 or 27%

Fail
55 or 73%

Of the 25 CDI Performance Exams taken...

Pass
16 or 64%

Fail
9 or
36%

Of the 6 OTC Knowledge Exams taken...

Pass
6 or 100%

Of the 3 OTC Performance Exams taken...

Pass
3 or 100%

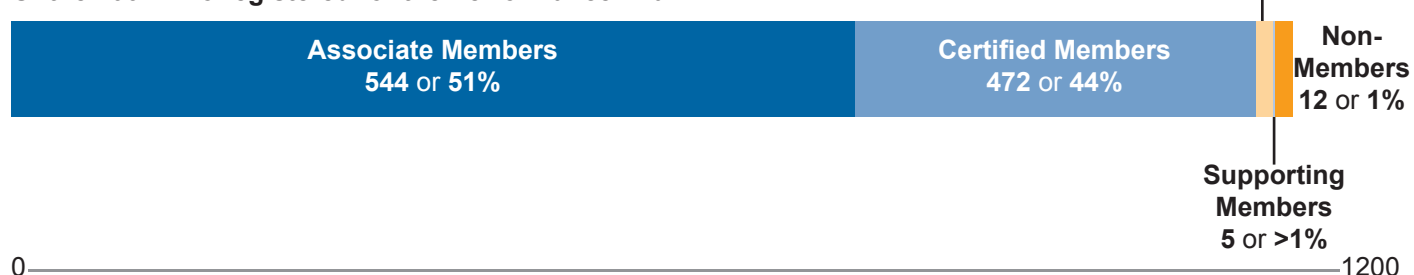
Note: The number of exams administered in fiscal year 2011 will differ from the number of exam results delivered in fiscal year 2011. This variance is due to the timing between when the exam was taken and in which fiscal year the exam scoring was completed.

In fiscal year 2011, who registered to take the NIC?

Of the 1269 who registered for the Knowledge Exam...



Of the 1064 who registered for the Performance Exam...



What were the exam results delivered for the NIC in fiscal year 2011?

Of the 1154 NIC Knowledge Exams taken...



Of the 854 NIC Performance Exams taken...



How did members fare in certification maintenance?

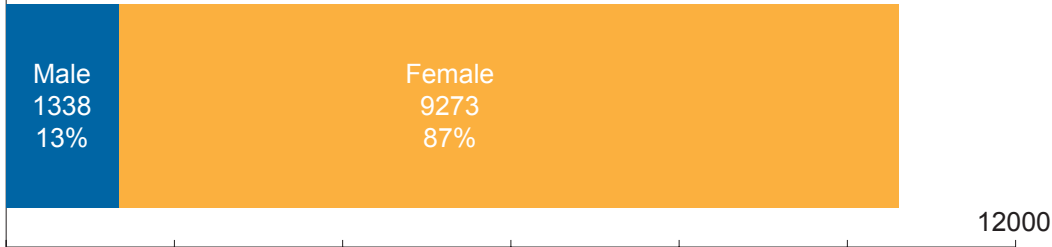
CMP Requirements Met for the 1129 Cycles that Expired 12/31/2010	
Completed CEUs	1000 (89%)
Revoked for Insufficient CEUs	74 (6%)
Extensions	42 (4%)
Inactive	12 (1%)
Retired	1 (>1%)

2011 Certification & Education

In fiscal year 2011, 83 people were awarded the Ed:K-12 certificate. Of the 83, 75 gained the certification by way of college degree and 8 by the Alternative Pathway to Eligibility.

991 of RID's 3805 Associate Members participated in the ACET Program during this fiscal year. Of the 26% of participating Associate Members in ACET, 13% became certified.

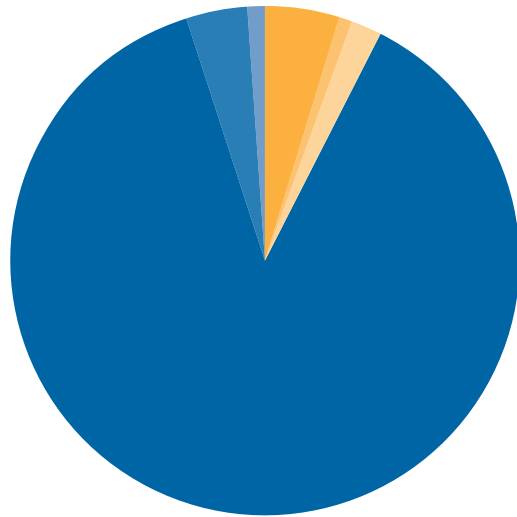
Of the 10611 members that reported...



2011 Member Data

RID Membership by Location *continued on pages 14-15*

Of the 9604 members that reported...



- 86 selected American Indian/Alaskan Native
- 88 selected "Other"
- 171 selected Asian American/Pacific Islander
- 378 selected Hispanic/Latino(a)
- 467 selected African American/Black
- 8,414 selected Euro-American/White

	Certified	Associate	Student	Supporting	Trial	Organizational	Total Membership
RID TOTAL	9492	3805	1735	210	77	298	15617
Region I	1693	666	297	41	13	68	2778
Connecticut	136	36	5	3	0	8	188
Delaware	22	12	1	0	0	1	36
Maine	77	17	10	0	0	0	104
Massachusetts	258	59	23	6	2	9	357
New Hampshire	45	14	5	0	0	1	65
New Jersey	157	129	55	8	0	5	354
New York	587	258	109	17	7	29	1007
Pennsylvania	334	114	80	7	2	9	546
Rhode Island	26	5	3	0	0	0	34
Vermont	29	6	0	0	0	2	37
West Virginia	22	16	6	0	2	4	50
Region II	2147	989	354	67	13	72	3642
Alabama	113	37	18	2	1	3	174
District of Columbia	94	20	20	2	2	9	147
Florida	480	427	93	41	1	22	1064
Georgia	260	87	60	3	2	8	420
Maryland	391	110	46	2	3	13	565
Mississippi	19	12	9	3	0	0	43
North Carolina	258	110	39	5	3	4	419
Puerto Rico	3	17	2	0	0	0	22
South Carolina	62	24	8	1	0	1	96
Tennessee	153	52	22	3	0	7	237
Virginia	314	93	37	5	1	5	455

	Certified	Associate	Student	Supporting	Trial	Organizational	Total Membership
Region III	1950	795	393	26	12	48	3224
Illinois	278	143	61	4	3	11	500
Indiana	181	80	32	1	0	4	298
Kentucky	195	61	14	2	0	1	273
Michigan	203	95	86	6	5	12	407
Minnesota	560	118	66	5	1	5	755
Ohio	325	190	90	4	1	10	620
Wisconsin	208	108	44	4	2	5	371
Region IV	1231	639	314	34	22	45	2285
Arkansas	50	25	4	3	0	0	82
Colorado	242	67	25	2	0	7	343
Iowa	84	45	14	3	2	3	151
Kansas	34	39	11	2	1	1	88
Louisiana	90	24	23	5	3	5	150
Missouri	75	65	17	1	3	8	169
Montana	18	12	0	0	0	0	30
Nebraska	41	26	6	0	0	2	75
New Mexico	122	98	16	0	0	4	240
North Dakota	17	2	2	0	0	0	21
Oklahoma	66	31	8	1	0	0	106
South Dakota	50	18	11	0	0	2	81
Texas	335	182	175	17	13	13	735
Wyoming	7	5	2	0	0	0	14
Region V	2384	662	374	41	15	63	3539
Alaska	36	7	2	3	0	1	49
Arizona	319	88	42	1	3	7	460
California	1166	341	181	24	11	39	1762
Hawaii	41	8	10	3	0	0	62
Idaho	65	12	3	2	0	1	83
Nevada	59	21	12	3	0	0	95
Oregon	190	43	43	0	0	4	280
Utah	121	36	42	3	1	3	206
Washington	387	106	39	2	0	8	542
Category Totals (Domestic)	9405	3751	1732	209	75	296	15468

RID Membership by Location - International

	Certified	Associate	Student	Supporting	Trial	Organizational	Total Membership
Canada							
AB	26	11	0	0	0	0	37
BC	14	9	0	0	0	1	24
MB	11	3	1	0	0	0	15
NL	1	2	0	0	0	0	3
NS	0	2	0	0	0	0	2
ON	18	17	1	1	1	0	38
QC	0	2	0	0	0	0	2
SK	1	0	0	0	0	0	1
Amsterdam	1	0	0	0	0	0	1
Australia	2	2	0	0	1	0	5
Austria	0	0	0	0	0	1	1
Belgium	0	3	0	0	0	0	3
Bermuda	1	0	0	0	0	0	1
Colombia	1	0	0	0	0	0	1
Czech Republic	1	0	0	0	0	0	1
France	1	0	0	0	0	0	1
Germany	0	1	1	0	0	0	2
Italy	1	0	0	0	0	0	1
Mexico	1	0	0	0	0	0	1
Nigeria	0	1	0	0	0	0	1
Netherlands	2	0	0	0	0	0	2
Philippines	0	1	0	0	0	0	1
South Africa	1	0	0	0	0	0	1
Thailand	1	0	0	0	0	0	1
United Kingdom	3	0	0	0	0	0	3
Category Totals (International)	87	54	3	1	2	2	149
RID TOTAL	9492	3805	1735	210	77	298	15617

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