

[Click here to read the Nebraska Open Meetings Act:](#)

Notice of Public Meeting

Friday, January 23, 2026 - 2:00 pm to 4:00 pm

Commission for the Deaf and Hard of Hearing

Location – 4600 Valley Rd, Room 4A, Lincoln NE



Meeting held by Zoom and In-Person (Hybrid)

Members of the public may attend the meeting in person at 4600 Valley Road, Room 4B, Lincoln, NE or virtually by computer, tablet, or smart phone by utilizing the link below, or by calling the listed telephone number.

Join Zoom Meeting: <https://us06web.zoom.us/j/88556681085>

Meeting ID: 885 5668 1085

Phone # to call in: 312 626 6799

Agenda

A. Welcome (John Culver) 2:00 pm

B. Notice of Open Meeting (John Culver)

At times the Commission for the Deaf & Hard of Hearing may meet in closed session as provided in Neb. Rev. Stat. §84-1410.

C. Roll Call (Diane Schutt)

- | | | |
|----------------------------------|--------------------------------------|-----------------------------------|
| <input type="checkbox"/> Arteaga | <input type="checkbox"/> Christensen | <input type="checkbox"/> Crabtree |
| <input type="checkbox"/> Culver | <input type="checkbox"/> McCowin | <input type="checkbox"/> Mruz |
| <input type="checkbox"/> Schutt | | |

D. Review of Agenda (John Culver)

E. **Acceptance of Agenda*** (John Culver)

F. Acceptance of Minutes (Diane Schutt)

1. **June 13, 2025**
2. **September 12, 2025**
3. **December 12, 2025**

G. Chairperson of the Board's Report (John Culver)

1. Forgive the moving expenses for Mr. Kyle Miers, previous executive director
2. Ms. Kim Davis, Interim Executive Director, salary increase
3. Board intention to assign an agency to look for a new Executive Director

H. NCDHH Report

I. Committee Reports

1. Executive Committee
2. Legislative Committee
3. Interpreter Issues Committee
4. Education Committee
5. Recognition Committee

J. Old Business

K. New Business

1. Interpreter Review Board – CONFIDENTIAL (Closed Session)

L. Public Comments

M. Adjourn

Meeting Dates for 2026

- March 13, 2026
- June 12, 2026
- September 11, 2026
- December 11, 2026

**Nebraska Commission for the Deaf and Hard of Hearing
Full Commission Board Meeting
Held at – 313 Farnam Street, Washington Room, Omaha, NE
June 13, 2025, Meeting Minutes**

DRAFT as of 06/18/2025

A. Welcome

Chairperson Frances Beaurivage called the meeting to order for the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) Full Commission Board on June 13, 2025, at 8:30 a.m. at 313 Farnam Street, Washington Room, Omaha, NE.

Ms. Beaurivage conducted the meeting as Chairperson and Ms. Brooke Fitzpatrick served as Secretary until the election of new officers later in the meeting.

B. Notice of Open Meeting

Chairperson Beaurivage announced that notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act, and all board members received notice simultaneously by email. The agenda was kept current in the NCDHH office and on the Commission's website. The materials generally used by the board for the meeting today are on a table in a public folder available to the general public for the purpose of this meeting in accordance with the Open Meetings Act {Neb. Rev. Stat. §84-1412 (8)}. A copy of the Open Meetings Act is available for the duration of the meeting.

C. Roll Call

Board members present:

- Ms. Frances Beaurivage*
- Ms. Brooke Fitzpatrick*
- Ms. Candice Arteaga
- Mr. John Culver
- Dr. Kay Crabtree
- Mr. Richard McCowin

- Ms. Julie Mruz
- Ms. Diane Schutt
- Mr. Roy Christensen

**Ms. Beaurivage and Ms. Fitzpatrick served as Chairperson and Secretary, respectively, for the first portion of the meeting. Their board terms concluded upon the election of new officers later in the meeting.

NCDHH staff present:

- Mr. Kyle Miers, Executive Director
- Ms. Kim Davis, Community Services Manager
- Ms. Sakura Yodogawa-Campbell, Behavioral Health Liaison
- Ms. Jackie Novak, Business Manager
- Ms. Kendall Couture, Marketing & Communications Specialist

Sign Language Interpreters: Ms. Sharon Sinkler and Mr. Ben Sparks

Inclusive Communication Access Nebraska provided Communication Access Realtime Translation (CART) services by Zoom.

D. Review of Agenda

Mr. Kyle Miers, Executive Director, reviewed the agenda with the board members.

E. Acceptance of Agenda

Ms. Arteaga moved to accept the agenda as presented. Mr. Christensen seconded the motion. Mr. McCowin requested that board member introductions occur prior to elections. The board agreed, and the motion passed unanimously.

F. Acceptance of Minutes

Ms. Schutt moved to accept the minutes of the March 14, 2025, Full Commission Board Meeting. Ms. Arteaga seconded the motion. The motion passed unanimously. Mr. Culver and Mr. McCowin abstained as they were not present at the March meeting.

G. Chairperson of the Board's Report

1. Innivee Strategies Wrap-Up

Mr. Shane Feldman, CEO of Innivee Strategies, presented an overview of the executive director search and transition process. Highlights included:

- Community and stakeholder engagement in developing the leadership profile
- Transparent candidate evaluation and community feedback
- Five-phase transition plan supporting onboarding and long-term success
- Coaching, role clarification, and development of short- and long-term goals
- Finalization of a comprehensive executive evaluation framework

Mr. Feldman emphasized the importance of strategic planning and recommended continued board development, future evaluation refinements, and support for Mr. Miers' adjustment as an international hire. He concluded this was his final contracted engagement with NCDHH but welcomed future support if needed.

2. Executive Director Evaluation Report / Closed Session

Mr. McCowin moved the board enter closed session at 9:14 a.m. to discuss the three-month evaluation of Executive Director Kyle Miers. Ms. Arteaga seconded the motion. The board entered closed session with Mr. Feldman invited to remain.

Mr. Christensen moved to return to open session. The board reconvened in open session at 10:40 a.m.

Ms. Schutt moved to formally accept the three-month executive evaluation of Mr. Kyle Miers as presented in closed session. Mr. McCowin seconded the motion. The motion passed unanimously.

H. Election of Officers

Chairperson Frances Beaurivage opened the floor for officer nominations. The board proceeded to elect a new Executive Committee.

1. Secretary

Mr. Richard McCowin nominated Ms. Diane Schutt for Secretary. Ms. Schutt

accepted the nomination. With no further nominations, the motion passed unanimously, with Ms. Schutt abstaining.

Note: Ms. Schutt noted her term may end in the near future pending gubernatorial appointments. If so, a new Secretary will be elected at that time.

2. **Vice Chairperson**

Ms. Candice Arteaga nominated Mr. Richard McCowin for Vice Chair. Mr. McCowin accepted the nomination. Ms. Schutt seconded the motion. The motion passed unanimously, with Mr. McCowin abstaining.

3. **Chairperson**

Ms. Julie Mruz nominated Mr. John Culver for Chairperson. Mr. Roy Christensen seconded the motion. Mr. Culver accepted the nomination. The motion passed unanimously, with Mr. Culver abstaining.

Following the vote, outgoing Chair Frances Beaurivage formally passed responsibilities to the newly elected Chairperson, Mr. John Culver. Outgoing board members Frances Beaurivage and Brooke Fitzpatrick expressed their support and appreciation for the new leadership team.

I. **Executive Director Report**

Executive Director Kyle Miers provided an overview of agency activities and strategic priorities since his start in February 2025. The report highlighted cross-departmental collaboration, outreach expansion, and organizational restructuring. Departmental reports were presented by:

- Ms. Kim Davis- Community Services Manager
- Ms. Sakura Yodogawa-Campbell- Behavioral Health Liaison (report presented by Mr. Kyle Miers)
- Ms. Ashley Altman- Education, Youth & Family Liaison
- Ms. Kendall Couture- Marketing & Communications Specialist
- Ms. Jackie Novak- Business Manager

Department updates included operational restructuring, increased community engagement efforts, communications planning, and program developments.

Mr. Miers requested board approval of two new applicants to the Mental Health Advisory Committee: Alyssa Kipp and Diedre Shaw.

- Mr. McCowin moved to approve the appointment of Ms. Kipp and Ms. Shaw to the Mental Health Advisory Committee. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with the motion passing unanimously.
- Mr. Culver moved the Executive Director Report, Budget Report, and Department Reports be accepted by the Board. Mr. McCowin seconded the motion. With no further discussion, the motion passed unanimously.

J. Committee Reports

No committee reports were presented at this meeting.

K. Old Business

The board discussed the potential of hosting a Commission meeting in North Platte in 2025. After consideration, there was consensus among board members not to hold a meeting in North Platte this year due to budget constraints.

The next Full Commission Board meeting will be held on September 12, 2025, in Omaha. The exact location is to be determined by the Executive Director.

L. New Business

1. Mr. Miers presented the finalized 2025–2030 NCDHH Strategic Plan, outlining agency priorities and goals for the next five years. Following the presentation, the board considered the plan for approval.
 - Mr. McCowin moved to accept the 2025–2030 NCDHH Strategic Plan as presented. Ms. Arteaga seconded the motion. With no further discussion, the motion passed unanimously.
2. Mr. Miers also discussed the recommendation to formally discontinue the agency's Assistive Devices Loan Program. The board engaged in a discussion about sunseting the program and how to handle remaining loaned equipment.
 - Ms. Arteaga moved to discontinue the Equipment Loan Program and to write off any equipment currently loaned to consumers. Mr. Christensen

seconded the motion. With no further discussion, the motion passed unanimously.

3. Mr. Miers then presented a proposal regarding the use of personal vehicles for work-related travel. He requested board approval to allow mileage reimbursement for Commission-related meetings conducted using his personal vehicle when a state vehicle is not reasonably accessible.
 - Mr. Culver moved to approve mileage reimbursement for the Executive Director's use of a personal vehicle for work-related travel, consistent with state policy and budget allowances. Ms. Mruz seconded the motion. With no further discussion, the motion passed unanimously.

M. Public Comment

Public comment was opened.

- Frances Beaurivage, speaking as a member of the public after concluding her term as Chairperson, expressed her gratitude to the incoming board members for their service. She encouraged the board to support Executive Director Kyle Miers in advancing the agency's mission and shared her confidence in their collective success moving forward.

N. Adjournment

Ms. Arteaga moved to adjourn the meeting. Ms. Mruz seconded the motion. With no further discussion, the motion passed unanimously. The meeting adjourned at 12:59 p.m.

Next Meeting Dates:

- September 12, 2025
- December 12, 2025

Nebraska Commission for the Deaf and Hard of Hearing

Full Commission Board Meeting

Held at – University of Nebraska Omaha, 6400 University Dr South, Room 128, Marian Ivers
Board Room, Omaha, NE

September 12, 2025, Meeting Minutes (8:30 a.m.)

DRAFT as of October 28, 2025

A. Welcome

Chairperson John Culver called the meeting to order for the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) Full Commission Board on September 12, 2025, at 8:30 a.m. at the University of Nebraska Omaha, Marian Ivers Board Room.

Mr. Culver conducted the meeting as Chairperson, and Ms. Diane Schutt served as Secretary.

B. Notice of Open Meeting

Chairperson Culver announced that notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act. All board members received notice simultaneously by email. The agenda was kept current in the NCDHH office and on the Commission's website. Materials used by the board were made available in a public folder for this meeting in accordance with the Open Meetings Act {Neb. Rev. Stat. §84-1412 (8)}. A copy of the Act was available for the duration of the meeting.

C. Roll Call

Board members present:

- Mr. John Culver, Chairperson
- Ms. Diane Schutt, Secretary
- Ms. Candice Arteaga
- Dr. Kay Crabtree
- Mr. Richard McCowin

Board members absent:

- Ms. Julie Mruz
- Mr. Roy Christensen

NCDHH staff present:

- Mr. Kyle Miers, Executive Director
- Ms. Kim Davis, Community Services Manager
- Ms. Sakura Yodogawa-Campbell, Behavioral Health Liaison
- Ms. Ashley Altman, Education, Youth & Family Liaison
- Ms. Vali Hitz, Events & Programs Coordinator
- Ms. Jackie Novak, Business Manager
- Ms. Kendall Couture, Marketing & Communications Specialist

Sign Language Interpreters: [Names TBD]

CART Services: Inclusive Communication Access Nebraska (via Zoom).

D. Review of Agenda

Executive Director Kyle Miers reviewed the agenda with the board members.

E. Acceptance of Agenda

Ms. Arteaga moved to accept the agenda as presented. Dr. Crabtree seconded the motion.

Motion passed unanimously.

F. Acceptance of Minutes

Dr. Crabtree moved to accept the minutes of the June 13, 2025, Full Commission Board Meeting. Ms. Arteaga seconded the motion.

Motion passed unanimously.

G. Chairperson of the Board's Report

Chairperson Culver expressed appreciation to staff and board members for their continued commitment to the agency's mission. He recognized progress toward the 2025–2030 Strategic Plan goals and thanked staff for collaboration across departments.

No formal motions were made under the Chairperson's Report.

H. NCDHH Report (Consolidated)

Executive Director Kyle Miers provided a consolidated report, summarizing department updates and agency progress during the quarter.

1. Executive Director (Mr. Kyle Miers)

- Upcoming Interpreter Leadership and Stakeholder Roundtables planned for October to address interpreter quality, professional standards, and statewide collaboration.
- Continued outreach and engagement with partner agencies and community organizations.

2. Budget (Ms. Jackie Novak)

- FY25 spending remains below projected budget.
- Governor's Office requested agencies consider voluntary 10% budget reductions; NCDHH is monitoring the situation but has not been required to implement cuts.
- Forecasted underspending in salary and operations lines noted.

3. Community Services (Ms. Kim Davis)

- Outreach Liaisons (Aaron, Tiffany, Katia, and Jeremy) continue providing education and sensitivity training to law enforcement, local government, and healthcare providers.
- The North Platte office officially closed; the new Kearney office is open and accessible for community services.
- Ongoing coordination with emergency management partners to improve accessible alerts and messaging.

4. Behavioral Health (Ms. Sakura Yodogawa-Campbell)

- OPD grant funding used to expand training materials for law enforcement, reaching approximately 900 sworn officers.
- Exploring new grant opportunities, including a pilot program pairing licensed therapists with Deaf liaisons to bridge gaps in mental health care.

5. Education, Youth & Family (Ms. Ashley Altman)

- Assisted a family in obtaining interpreter access at a local library through collaboration with Disability Rights Nebraska.
- Continued support for IEP advocacy and accessible education across the state.

6. Events & Programs Coordination (Ms. Vali Feliciano)

- “Deaf and Hard of Hearing Night” at the Lincoln Saltdogs drew strong attendance and community engagement.
- Planning underway for “Deaf and Hard of Hearing Awareness Day at the Joslyn Art Museum,” scheduled for November 16, 2025.

7. Communications & Marketing (Ms. Kendall Couture)

- Social media engagement continues to grow, with high-performing posts reaching over 25,000 viewers.
- Ongoing collaboration with partner organizations, including the ACLU of Nebraska, to share resources and public education materials.
- Website redesign through the OCIO SOWER Pilot Project is progressing on schedule, with completion estimated in 4–6 months.

Motion:

Ms. Arteaga moved to accept the consolidated NCDHH Report as presented. Mr. McCowin seconded the motion.

Motion passed unanimously.

I. Committee Reports

No committee reports were presented.

Mr. Miers and Chairperson Culver led discussion on the structure and purpose of NCDHH committees. The board agreed to revisit committee definitions and assignments at the next meeting.

Motion:

Dr. Crabtree moved to table committee discussion until the December 2025 meeting, with the Executive Director to provide committee descriptions prior to that meeting. Ms. Arteaga seconded the motion.

Motion passed unanimously.

J. Old Business

No old business was presented.

K. New Business**1. Board Briefing Document**

The board entered closed session to discuss personnel and equipment matters referenced in the briefing document.

2. Reinstatement of a VRI Agency

Mr. Miers explained that this item was included on the agenda in case a reinstatement request was received prior to the meeting. No applications were received.

Discussion held; no motions made.

L. Public Comment

Public comment was opened.

Ms. Arteaga spoke on behalf of a Nebraska family, discussing accessibility of Video Remote Interpreting (VRI) equipment in hospitals and clinics. Concerns were raised about fixed wall-mounted devices and limited sightlines for Deaf patients. Recommendations included ensuring portability and appropriate positioning of devices, as well as staff training on communication access protocols.

M. Adjourn

Ms. Arteaga moved to adjourn the meeting. Dr. Crabtree seconded the motion.

Motion passed unanimously.

The meeting adjourned at **11:14 a.m.**

Meeting Dates for 2025:

- December 12, 2025 – Lincoln

Nebraska Commission for the Deaf and Hard of Hearing
Full Commission Board Meeting
Held at – 245 Fallbrook Blvd, Room 035, Lower Level, Lincoln, NE
December 12, 2025, Meeting Minutes (8:30 a.m.)

DRAFT as of 12.15.2025

A. Welcome

In the absence of Chairperson John Culver, Secretary Diane Schutt acted as presiding officer and called the meeting of the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) Full Commission Board to order on December 12, 2025, at 8:51 a.m. Vice Chair Richard McCowin arrived later in the meeting.

B. Notice of Open Meeting

Ms. Schutt announced that notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act. All board members received notice simultaneously by email. The agenda was kept current at the NCDHH office and on the Commission's website. Materials used by the board were made available in a public folder for this meeting in accordance with the Open Meetings Act {Neb. Rev. Stat. §84-1412 (8)}. A copy of the Act was available for the duration of the meeting.

C. Roll Call

Board members present:

- Ms. Candice Arteaga
- Mr. Roy Christensen
- Dr. Kay Crabtree
- Ms. Julie Mruz
- Ms. Diane Schutt, Secretary (Presiding Officer)
- Mr. Richard McCowin, Vice Chair (arrived late at 9:09 a.m.)

Board members absent:

- Mr. John Culver, Chairperson

NCDHH staff present:

- Ms. Kim Davis, Community Services Manager

- Ms. Jackie Novak, Business Manager
- Ms. Sakura Yodogawa-Campbell, Behavioral Health Liaison
- Ms. Ashley Altman, Education, Youth & Family Liaison
- Ms. Vali Hitz, Events & Programs Coordinator
- Ms. Kendall Couture, Marketing & Communications Specialist
- Ms. Cindy Woldt, Administrative Technician
- Ms. Tiffany Stone, Outreach Liaison
- Mr. Aaron Rothenberger, Outreach Liaison
- Mr. Jeremy Daffern, Outreach Liaison

Sign Language Interpreters: Sharon Sinkler and Ben Sparks

CART Services provided by Don Rombach

Members of the public present:

- Mr. Harry Heafer, Volunteer Hearing Loss Advocate
- Jonathan Arteaga, President of the Nebraska Association of the Deaf (NEAD)
- Vicki Campbell, Nebraska Vocational Rehabilitation Services

D. Review of Agenda

The agenda was reviewed with the board.

E. Acceptance of Agenda

Mr. Christensen moved to accept the agenda as presented. Dr. Crabtree seconded the motion.

Motion passed.

F. Acceptance of Minutes

1. Approval of June 13, 2025, Minutes

Dr. Crabtree moved to approve the minutes of the June 2025 meeting, which had not previously been approved due to lack of quorum. Mr. Christensen seconded the motion.

Motion passed.

2. Approval of September 12, 2025, Minutes

Dr. Crabtree moved to approve the minutes of the September 12, 2025, Full

Commission Board Meeting. Mr. Christensen seconded the motion.
Motion passed.

G. Chairperson of the Board's Report

1. Resignation of Executive Director

Mr. Christensen moved to accept the resignation of Executive Director Kyle Miers.
Ms. Mruz seconded the motion. Mr. McCowin abstained.
Motion passed.

2. Transition of Executive Director

Dr. Crabtree moved to open discussion of the Executive Director transition document. Mr. Christensen seconded the motion.
Motion passed.

Following discussion, Ms. Arteaga moved to accept the transition document as guidance only, with no changes to policy or direction at this time. Mr. Christensen seconded the motion.

Mr. McCowin abstained.

Motion passed.

3. 2026 Board Meeting Dates

The board discussed proposed 2026 meeting dates. Ms. Schutt moved to approve the dates with the location of the March 2026 meeting to be determined. Dr. Crabtree seconded the motion.
Motion passed.

Mr. Christensen moved to approve the full slate of 2026 meeting dates. Ms. Arteaga seconded the motion.

Motion passed.

H. NCDHH Report (Consolidated)

1. Budget – Ms. Jackie Novak

Ms. Novak reported that FY 25–26 expenditures were approximately 40% of the budget. No immediate budget concerns were identified, though anticipated health insurance cost adjustments and potential voluntary budget reductions were noted.

2. Community Services – Ms. Kim Davis

Ms. Davis summarized outreach liaison activities, emergency preparedness engagement, and ongoing service coordination statewide.

3. **Behavioral Health** – Ms. Sakura Yodogawa-Campbell
Ms. Yodogawa-Campbell reported on presentations, emergency preparedness collaboration, grant activity, and conference planning.
4. **Education, Youth & Family** – Ms. Ashley Altman
Ms. Altman reported on law enforcement training progress, education advocacy, IEP support, and statewide outreach.
5. **Events & Programs Coordination** – Ms. Vali Hitz
Ms. Hitz reported on Connection Hour, Coffee Conversations & Culture (3Cs), community engagement outcomes, and upcoming events.
6. **Communications & Marketing** – Ms. Kendall Couture
Ms. Couture reported on branding consistency, outreach materials, website redesign progress through OCIO, the Community Spotlight initiative, and internal workflow improvements.

Motion:

Ms. Mruz moved to accept the consolidated NCDHH Report as presented. Ms. Arteaga seconded the motion.

Motion passed.

I. Committee Reports

No committee reports were presented.

J. Old Business

The board discussed committee composition. Mr. Christensen moved to table committee appointments until the March 2026 meeting. Dr. Crabtree seconded the motion.

Motion passed.

K. New Business

1. **Executive Director Kyle Miers' Resignation**

This item was addressed earlier in the meeting under Item G.1.

2. **Appointment of Interim Executive Director**

The board discussed the appointment of an Interim Executive Director. Board members discussed Kyle Miers' recommendation of Kim Davis for the interim role and confirmed Ms. Davis's willingness to serve if appointed. Discussion included the need to address any compensation-related matters separately with the Department of Administrative Services (DAS) and, if necessary, in closed session at a later time.

Motion:

Mr. Christensen moved to appoint Kim Davis as Interim Executive Director of the Nebraska Commission for the Deaf and Hard of Hearing until a permanent Executive Director is hired. Ms. Arteaga seconded the motion.

Motion passed.

3. Request for Relocation Waiver

The board discussed a request from former Executive Director Kyle Miers for a waiver of relocation expense reimbursement. Board members reviewed applicable state policy and discussed the role of the Department of Administrative Services (DAS) in enforcing relocation reimbursement requirements. The board agreed to take no action on the request, thereby allowing existing state policy to apply.

No motion was made.

4. Interpreter Review Board – Closed Session

Ms. Arteaga moved that the board enter closed session to discuss an Interpreter Review Board matter. Ms. Mruz seconded the motion.

Motion passed. The board entered closed session at 11:50 a.m.

Mr. Christensen excused himself and departed the meeting during the closed session.

Following discussion, Ms. Arteaga moved that the board return to open session. Ms. Schutt seconded the motion. Motion passed, and the board returned to open session at 12:08 p.m.

5. Approval of Designated Use of 2026 Grant Funds for 2026 Activities

The board discussed the proposed approval of designated use of 2026 grant funds for 2026 activities, including clarification of grant timelines, reporting requirements, and distinctions between grant-year calendars and the state fiscal year. Staff clarified that the referenced funding pertained to a private foundation enrichment grant with a calendar-year spending requirement and that grant funds must be used in accordance with funder-specific rules.

Following discussion, staff advised that board approval was not required, as use of grant funds is governed by grant terms and administrative oversight. The board agreed to take no action on this item and defer to staff to administer the grant in compliance with applicable requirements.

L. Public Comment

Public comment was opened.

Mr. Harry Heafer of Lincoln provided public comment regarding his lived experience as a hard of hearing individual and his advocacy work related to hearing loss. He spoke about the use and benefits of assistive listening systems, including portable hearing loops and telecoils, and shared feedback on communication access within meeting spaces. Mr. Heafer also shared information about the newly formed Lincoln chapter of the Hearing Loss Association of America (HLAA), including meeting frequency, topics, and opportunities for collaboration, and requested assistance with promoting the group through the Commission's calendar or communications channels. He further expressed interest in serving on the Commission and was advised that board appointments are made through the Governor's Office.

Additional public comments were provided by representatives of community and partner organizations. Jonathan Arteaga, President of the Nebraska Association of the Deaf (NEAD), attended in support of the Commission and offered organizational assistance and outreach support during the leadership transition. Vicki Campbell, representing Nebraska Vocational Rehabilitation Services, spoke in support of the Commission, highlighted ongoing collaboration between agencies, and expressed confidence in the Commission's leadership and future work.

Public comment was closed.

M. Adjourn

Ms. Arteaga moved to adjourn the meeting. Mr. McCowin seconded the motion. Motion passed.

The meeting adjourned at 12:48 p.m.

Meeting Dates for 2026:

- March 13, 2026
- June 12, 2026
- September 11, 2026
- December 11, 2026



Re: Letter of Resignation - Repayment of Moving Expenses via Personal Check

From Miers, Kyle <Kyle.Miers@nebraska.gov>
Date Mon 12/1/2025 2:41 PM
To Wiedenfeld, Elise <Elise.Wiedenfeld@nebraska.gov>
Cc John Culver <usmcr572@gmail.com>

Dear John,

Thank you for being included on this message. I appreciate HR providing clarification on the relocation reimbursement policy and noting that repayment *may* be required at the Agency Head's discretion if separation occurs within one year.

In light of the significant work completed during my tenure — including the development of the 2025–2030 Strategic Plan, restructuring initiatives under the Educate–Engage–Equity framework, and strengthened governance foundations — I respectfully request that you waive any repayment obligation.

The request for full repayment by the end of my employment this Friday presents a financial hardship, as I do not have the funds available to meet that requirement. This further highlights my request for your discretionary review and consideration of a waiver.

Please let me know if you would like a formal request or any supporting detail. I appreciate your time and consideration.

Kyle Miers
Executive Director

Nebraska Commission for the Deaf and Hard of Hearing
Office: (402) 471-3593
Text: (531) 207-4006 | VP: (402) 261-2670
kyle.miers@nebraska.gov
ncdhh.nebraska.gov | [Facebook](#)

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message. Any disclosure, copying, or distribution of this message, or the taking of any action based on it, is strictly prohibited.

From: Wiedenfeld, Elise <Elise.Wiedenfeld@nebraska.gov>
Sent: Monday, December 1, 2025 12:19 PM
To: Miers, Kyle <Kyle.Miers@nebraska.gov>
Cc: John Culver <usmcr572@gmail.com>
Subject: RE: Letter of Resignation - Repayment of Moving Expenses via Personal Check

Hi Kyle,

I am contacting you pertaining to your attached signed offer letter that indicates moving expenses will need to be paid back to the State if you voluntarily terminate employment within one year of the

reimbursement date.

We handle repayment of moving expenses by the employee writing a personal check addressed to the State of Nebraska for the reimbursed total (\$4,192.95); I ask that you drop the check off or mail it to the address in my signature block (Attn: Elise Wiedenfeld) prior to your resignation date (12/5/2025) so that I can ensure it gets to State Accounting and processed appropriately on their end and with our payroll department. Once payroll is notified by me, they will do what they need to do on their end to reverse the taxes that were deducted since you are paying the amount back to the State.

Let me know if you have any questions.

Thanks,

Elise Wiedenfeld, SHRM-CP, CLSSEGB

HR Business Partner II | Human Resources

Nebraska Department of Administrative Services

1526 K Street, Suite 150 | Lincoln, NE 68508

PHONE 531-510-7879 | FAX 402-742-8361

elise.wiedenfeld@nebraska.gov

[Human Resources Shared Services Website](#)

[Workday Help](#)

Treating others with dignity and respect, acting ethically, and creating a culture where the customer is always the priority.

From: Wiedenfeld, Elise

Sent: Monday, November 24, 2025 10:33 AM

To: Miers, Kyle <Kyle.Miers@nebraska.gov>

Cc: John Culver <usmcr572@gmail.com>

Subject: RE: Letter of Resignation

Hi Kyle,

Your resignation letter is received by HR; I am saddened by your departure but fully understand and support you doing what is best for your life and career.

I have notified Theresa of your resignation, and she will be following up with you directly pertaining to resignation resources (knowledge transfer, return of state property, benefits, NPERS retirement contributions, final paycheck, etc.) and next steps.

Please let us know if you need anything else in the interim and we truly wish you the best on your future endeavors.

Thanks,

Elise Wiedenfeld, SHRM-CP, CLSSEGB

HR Business Partner II | Human Resources

Nebraska Department of Administrative Services

1526 K Street, Suite 150 | Lincoln, NE 68508

PHONE 531-510-7879 | FAX 402-742-8361

elise.wiedenfeld@nebraska.gov

[Human Resources Shared Services Website](#)

[Workday Help](#)

Treating others with dignity and respect, acting ethically, and creating a culture where the customer is always the priority.

From: Miers, Kyle <Kyle.Miers@nebraska.gov>

Sent: Monday, November 24, 2025 10:00 AM

To: John Culver <usmcr572@gmail.com>

Cc: Wiedenfeld, Elise <Elise.Wiedenfeld@nebraska.gov>; Kyle Miers <kmiers@me.com>

Subject: Letter of Resignation

Dear John,

I've attached my letter of resignation, effective December 5th. The staff is not aware and will be communicated to tomorrow during our leadership team meeting and then the whole Agency, and in the meantime, it will be business as usual.

I would meet with you next week on Monday at 11 am, as planned, to discuss further, including transition.

Kind regards

Kyle Miers

Executive Director

Nebraska Commission for the Deaf and Hard of Hearing

Office: (402) 471-3593

Text: (531) 207-4006 | VP: (402) 261-2670

kyle.miers@nebraska.gov

ncdhh.nebraska.gov | [Facebook](#)

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message. Any disclosure, copying, or distribution of this message, or the taking of any action based on it, is strictly prohibited.

Appointment of Interim Executive Director

Background

With the vacancy of the Executive Director position, the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) must ensure continuity of leadership and maintain operational stability. The Commission is statutorily required to maintain an Executive Director position, and an interim appointment is necessary while the Board conducts a comprehensive search for the next Executive Director.

To support an orderly transition, staff continuity, and preservation of agency momentum—including implementation of the 2025–2030 Strategic Plan—an interim leader must be identified who understands NCDHH’s operations, programs, statutory requirements, and current strategic priorities.

Recommendation

It is recommended that **Kim Davis** be appointed as **Interim Executive Director** effective upon the departure of the current Executive Director.

Kim has demonstrated:

- Strong operational knowledge of NCDHH programs, processes, and strategic initiatives
- A consistent leadership approach aligned with the agency’s Educate–Engage–Equity framework
- Capacity to provide stability to staff and maintain relationships with stakeholders, the Legislature, Governor’s Office, and state agencies
- Experience with administrative processes, staff coordination, and cross-team communication

To reflect the additional responsibilities, decision-making authority, and workload associated with the Interim Executive Director role, a **temporary salary adjustment of 7%** is proposed for the duration of the appointment. This adjustment aligns with norms for interim leadership positions in state agencies and ensures fair compensation for the significantly expanded scope of duties.

Scope of Responsibilities for Interim Executive Director

The Interim Executive Director will:

1. Assume all statutory, administrative, and operational duties assigned to the Executive Director.
2. Maintain oversight of programs, staff, and service delivery across the state.
3. Ensure continued implementation of the 2025–2030 Strategic Plan and related work plans.
4. Coordinate with the Board Chair and Executive Committee to support agency priorities.
5. Provide leadership continuity in external relations, including Legislature, state agencies, and community organizations.
6. Assist the Board in executing the **Executive Director Search Process**, including:
 - Providing administrative support (posting, communication, logistics)
 - Ensuring neutrality and fairness (if not applying for the permanent role)
 - Supporting the transition to the new ED when appointed.

(If Kim intends to apply, remove the neutrality statement before sending to the Board.)

Action Requested

That the Board of Commissioners:

1. **Appoint Kim Davis as the Interim Executive Director** effective upon the departure of the current Executive Director.
2. Approve a **temporary salary increase of 7%** for the duration of the interim appointment.
3. Direct the Interim Executive Director to provide administrative support for the Executive Director search, unless she is a candidate for the role.
4. Authorize the Executive Committee to oversee and manage the search process, timeline, and communication.

Board Vote Required: Yes

Recommended Motion:

“I move that the Commission appoint Kim Davis as Interim Executive Director with a 7% temporary salary adjustment, effective upon the Executive Director’s departure, and direct her to fulfill all duties of the Executive Director while assisting the Board in the Executive Director search process.”