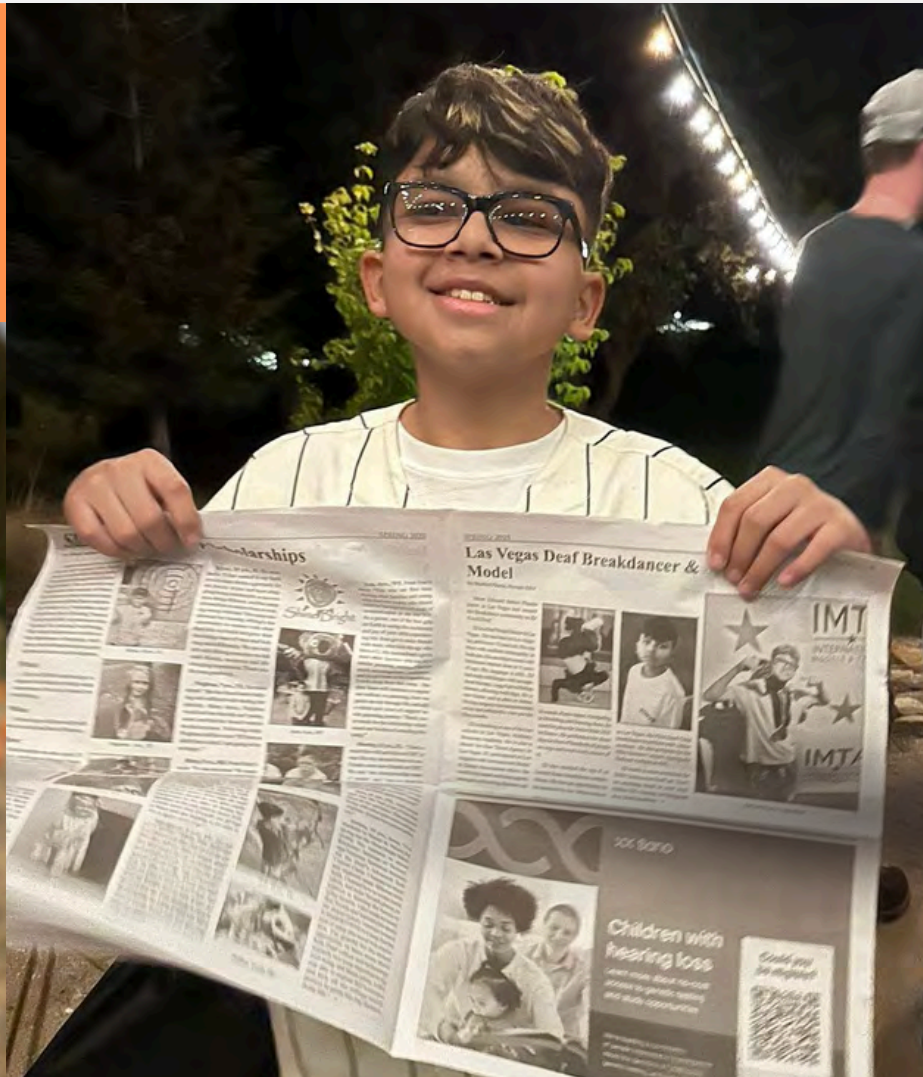
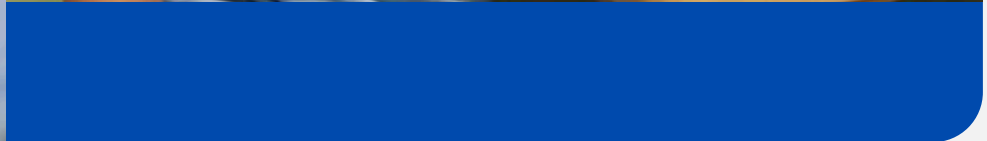




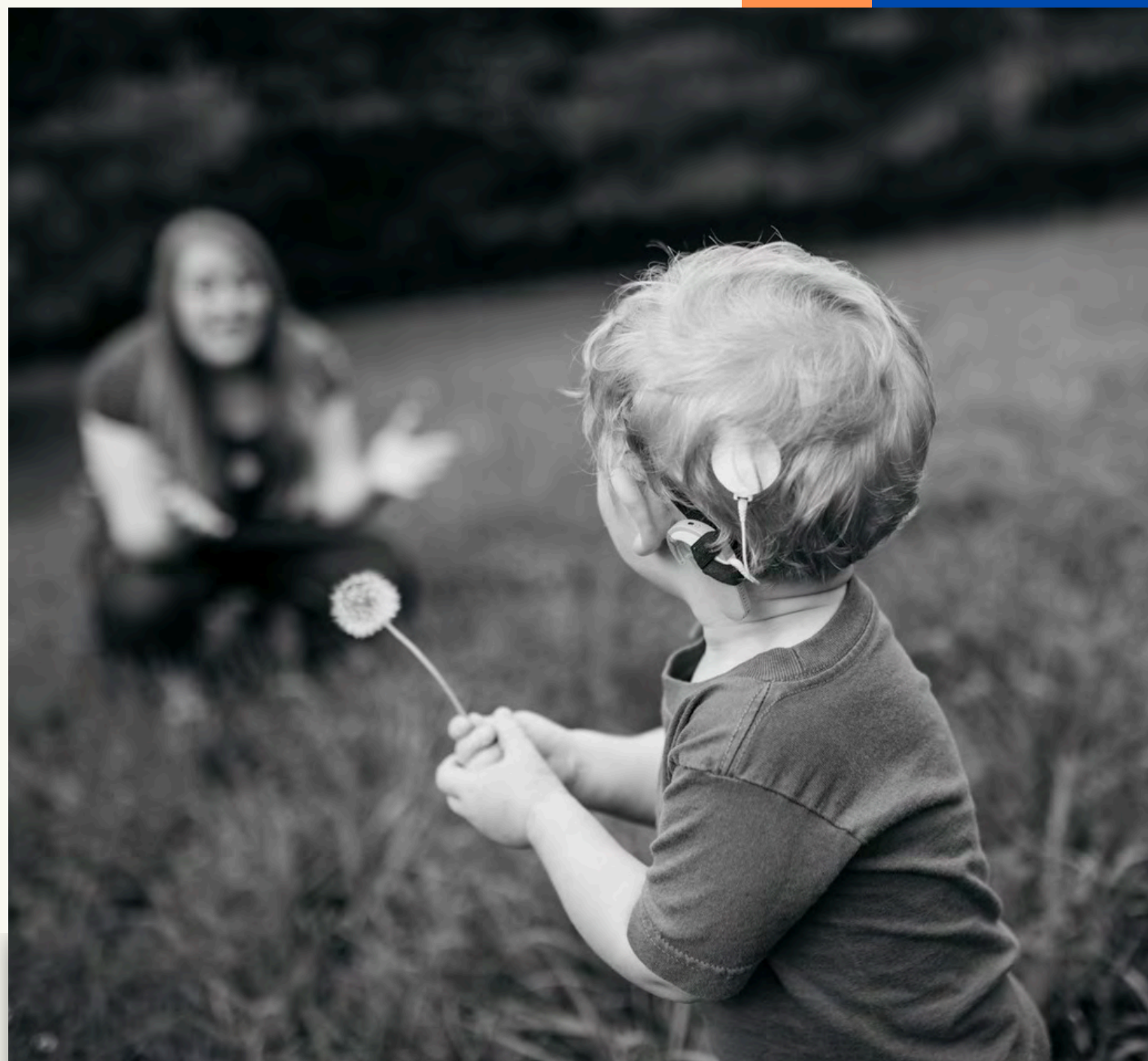
H&V Headquarters



HANDS & VOICES

2025 ANNUAL REPORT





OUR MISSION

Hands & Voices is a parent-driven organization that supports families with children who are Deaf or Hard of Hearing without a bias around communication modes or methodology.

OUR VISION

We envision a world where children who are Deaf and Hard of Hearing have every opportunity to achieve their full potential.

OUR VALUES

- We envision an organization united by our mission in which each chapter exemplifies the Hands & Voices philosophy in its vision and culture. We all have a stake in each other's success. Hands & Voices will prosper only if each part is committed to the success of the other parts, and to the impact of our organization as a whole. We are a shared venture with vested ownership
- Organization is viewed as providing unbiased support for families & professionals through dissemination of information, outreach events, educational seminars, advocacy, lobbying efforts, & parent to parent networking
- Organization impacts professionals and systems
- Organization is financially viable
- Organization that supports informed family choices for their children who are Deaf/Hard of Hearing



GOVERNANCE

Emeritas Directors:

Christine Yoshinaga-Itano

Harold Johnson

Rick Hauan

Tony Ronco

Leeanne Seaver

More information about our Board [here](#).

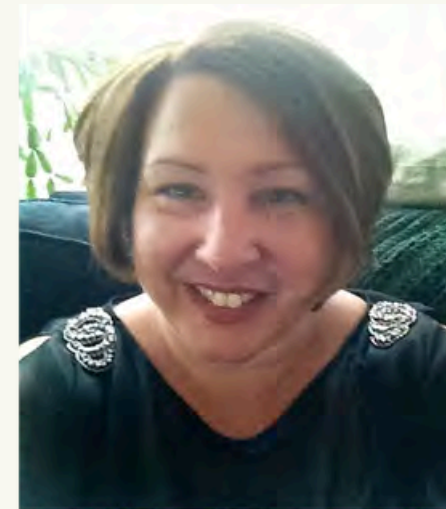


Janet DesGeorges,
Executive Director

MEET OUR BOARD OF DIRECTORS AT HANDS & VOICES HEADQUARTERS



**Luisa Gasco-
Soboleski**



Tammy Breard



Rashaun Davis



Anita Dowd



Karen Hopkins,
Board President



Cheryl Deconde Johnson



Lillian Diuble



Leslie Manjarrez

OUR CHAPTERS

OUR PARENT LEADERS ARE THE HEART
AND SOUL OF OUR ORGANIZATION.



In 2025, Hands & Voices has 43 Authorized Chapters, 4 provisional, and 2 start-up efforts in the U.S. and Canada. Our network of support through our chapters means families receive personalized, on the ground, local support, and resources to ensure success for their deaf/hard of hearing child.

“It feels like you're reaching into the darkness, and you don't know what exists out there, what this is going to be like and you're desperate to find a bridge to something that will help you to feel more anchored. Once I was connected to another parent, it kind of gave me something to hold on to like a life preserver, it gave me a sense of grounding and then anchoring within this new normal for our family.”

- a parent who received support from H&V





H&V at a Glance

"What works for your child is what makes the choice right."

Parent-Led Programs
Professionally Collaborative
Deaf/HH Infusion
Without a Bias around Communication
Modes or Methodology

Measures of Success:

- Improved quality of life for children who are deaf/hard of hearing and their families
- Improved educational outcomes for children who are D/HH through deaf education reform
- Improved Educational Advocacy efforts through parent/professional training
- Improved movement which will once and for all get beyond the question of which communication philosophy is best for all D/HH individuals and will embrace the philosophy of "What works for your child is what makes the choice right."

- 51% of Chapter Board Members are parents
- 100% of Guide By Your Side and Advocacy Coordinators are parents
- Deaf/Hard of Hearing Infusion is expected of Chapter Boards and Programs



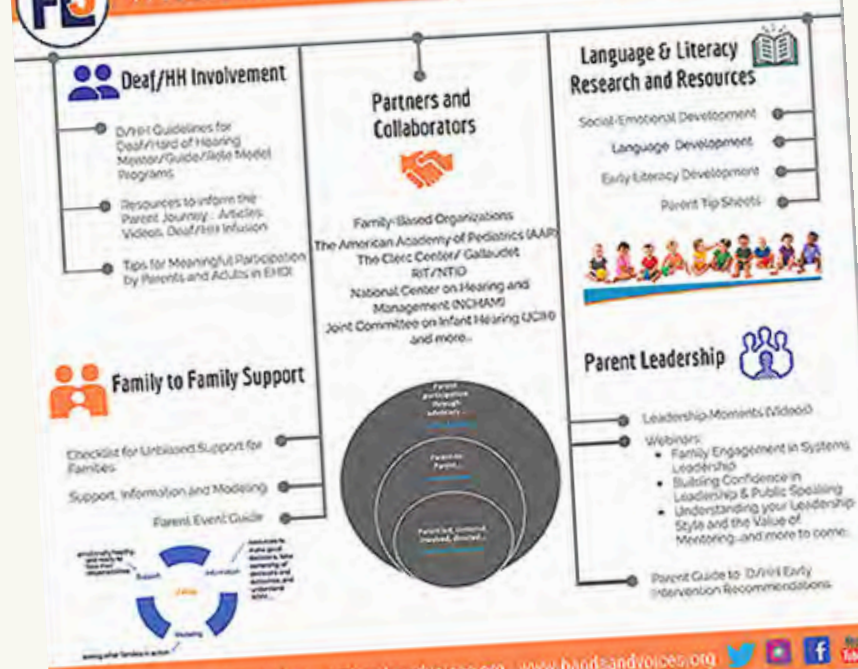
Innovative Programs



Impact & Reach



FL3 "Where love, learning, and language thrive"



CHAPTER SUPPORT:

Programs:

L2L
GBYS
ASTra

Projects:

Latino Council
Fostering Joy
O.U.R. Project
Military Project

FL3 Center:

Innovation
Technical Assistance
National Partnerships
Training and Education
Communication and Dissemination



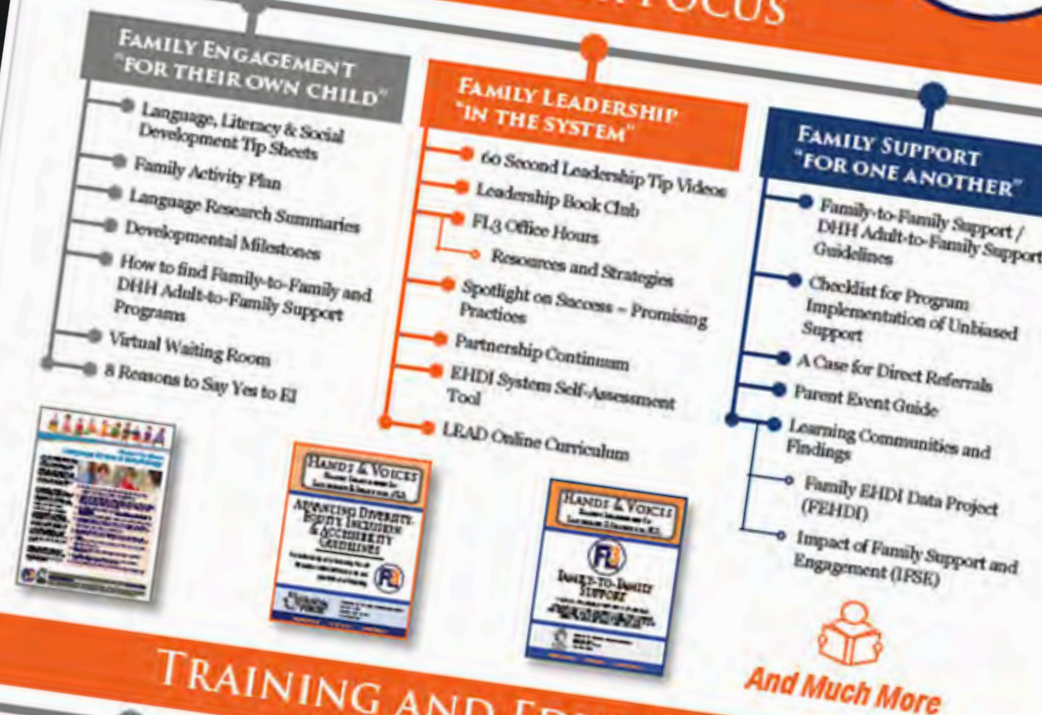
FL3 CENTER AT A GLANCE

"Where love, learning, and language thrive."



The purpose of the Family Leadership in Language and Learning (FL3) Center is to **provide technical support** to national, state and territory, and local Early Hearing Detection and Intervention (EHDI) systems of care in order to **increase family engagement and leadership**, and to strengthen family support for families, parents, and caregivers with newborns, infants, and children up to 3 years of age who are deaf or hard of hearing (DHH).

FL3 CENTER FOCUS



And Much More

TRAINING AND EDUCATION



Email: fl3@handsandvoices.org
Website: handsandvoices.org/fl3/request-ta.html



2025 HIGHLIGHTS

What We've Done

- Hands & Voices Leadership Conference held October 2025 with over 175 participants and increased diverse participation.
- Our Guide by Your Side (GBYS) program is now authorized in 23 state/province chapters. Our GBYS program connected personally with over 4,000 families in 2025.
- Our Advocacy Support and Training (ASTra) program is available in 13 chapters and served 535 families. We are excited to participate in trainings throughout the year.
- Latino Support Council has increased leadership, forums, and materials on website.
- H&V Regional Coordinators served 11 geographical regions of North America and Canada for H&V Chapter interaction.
- Dissemination of online, accessible webinars, Latino Forums, L2L mentorship, and Zoom Classes for Board/Chapter development with Office Hours and continued support to other family-based organizations.
- H&V Representation on national/international boards and committees.
- Continued the Advocacy Support and Training (ASTra) Program with new webinars open to all.

Who We've Reached

Social Media/Website presence:

- Facebook: 22,394 followers over three pages and three private groups with 57,336 followers reported at the Chapter level.
- Hands & Voices also disseminates information on Twitter, Instagram, and TikTok.
- www.handsandvoices.org had over 262,000 page views
- H&V *E-News* published cutting edge news six times a year disseminated to up to 11,500 people per issue.
- H&V provided technical assistance to families, family-based organizations, professionals and system stakeholders 45 times each month on average in over 58 states/territories/provinces. H&V provided support to 14 international countries in 2025.

From a parent leader: “Thank for the information that you shared for rural educational supports....The resources you shared with me have been amazing ...and I hope to help share so that another child and parent does not have to go through the same challenges we went through. Thank you so much for the work that you do!”

New Resources

DHH Leader Family Support Self-evaluation Tool:
https://handsandvoices.org/fl3/fl3-docs/DHH-Assessment_11-5-2024.pdf

Partnership Continuum Rating Tool:
<https://handsandvoices.org/fl3/fl3-docs/PartnershipContinuumHV.pdf>

Genetic testing information:
a. Genetic Testing: Considerations and Resources to Navigate Informed Decision Making for Parents, May 2025:
<https://handsandvoices.org/resources/genetic-testing/genetics-guidelines.pdf>
b. Questions to Ask your Genetic Counselor (updated document):
<https://handsandvoices.org/resources/genetic-testing/Questions.pdf>

The Hands & Voices Communicator distributed to over 5,500 four times a year including a digital edition and the new H&V Library was enhanced to archive past articles.
•The Research section of the website connected thousands of parents to research studies and surveys.

ACKNOWLEDGEMENT OF SUPPORT

HANDS & VOICES WOULD LIKE TO THANK OUR FUNDING PARTNERS, DONORS, AND ORGANIZATIONAL PARTNERSHIPS THAT ENSURE THE SUSTAINABILITY OF OUR WORK OF SUPPORTING FAMILIES WHO HAVE CHILDREN WHO ARE DEAF/HARD OF HEARING.

FUNDED PARTNERSHIPS

- University of Colorado
- Western University
- Oberkotter
- Generous anonymous donation for our Military projects, funding for our chapters, and H&V Programs (GBYS and ASTra)
- Eli Lilly
- NCHAM
- Sensorion

SPONSORSHIPS

- Regeneron
- Med-el
- Eli-Lilly
- Gallaudet University
- National Technical Institute for the Deaf (NTID)/Rochester Institute of Technology (RIT)
- Phonak

FEDERAL COOPERATIVE AGREEMENT

The Family Leadership in Language and Learning funded from the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS)

INDIVIDUAL DONORS

Thank you to all of our individual donors who faithfully support the organization.





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