



## Board of Directors Virtual Board Meeting, December 11, 2019

### Call to Order/Record of Approved Minutes

### Reports/New Business

#### Reports

*Governance, Finance, Development, and Rules Revision and Evaluation Committee Reports:* Each standing committee holds a minimum of four quarterly meetings per year. All minutes of the meeting are provided to each Board member for review. This is an opportunity for the Board to assess quarterly reports and address questions regarding each committee's progress on their goals since the Fall Board Meeting. The FY19 audit and 990 return will be presented to and reviewed by the Board for acceptance.

#### Equity and Inclusion

The Board will review and discuss the proposed NSDA Equity Statement recommended for approval. This statement was created by the newly formed Equity Statement Working Committee comprised of a diverse group of member coaches, Board members, and staff who attended the summer Inclusion Workshop. It was then circulated for feedback to the Coaches' Caucus leaders and Governance Committee, and back to the Equity Statement Working Committee for final feedback.

#### ***Proposed NSDA Equity Statement:***

**The National Speech & Debate Association is committed to modeling and fostering diversity, equity, and inclusion for all speech and debate communities.**

**Speech and debate has been steeped in privilege, bias, inaccessibility, and exclusivity. As a result, we are continuously transforming our organization to reflect and operationalize the values of equity, integrity, respect, leadership, and service. In accordance with our policies, harassment and discrimination will not be tolerated.**

**We will take responsibility. We will heed, learn, and evolve. We will confront and dismantle systemic inequities. We will work conscientiously to ensure an inclusive and equitable speech and debate experience for all.**

#### Strategic Planning and Execution

*FY20 Operating Plan Discussion:* Assistant Executive Director Amy Seidelman and Executive Director Scott Wunn will present their thoughts and answer questions related to the Operational

Plan for 2020 and beyond. Some highlighted areas of discussion will include membership growth and retention, resource development, inclusion and equity, research and advocacy, information technology, finance, and fundraising.

### **Governance Business**

1. *2019-2020 Executive Director (ED) Annual Review Standards:* The Executive Director's performance review is annually conducted by the Board in accordance with non-profit administration best practices and annual Strategic Plan goals. Based on the 2018-2019 evaluation results, formalized recommendations from the fall review process will be offered to finalize standards for the 2019-2020 ED Review.
2. *Goal Setting Based on Annual Board Assessment Results:* At the Fall Board Meeting, annual Board self-evaluation results based on non-profit board best practices were reviewed. Selected strategies to build upon the current two-year plan will be presented. The established 2018-2020 Board Priorities include Public Image and Advocacy, Meetings, Strategy, Financial Oversight, and Program Oversight. These additional strategies will be offered for final review and approval by the Board.
3. *Best Practices Proposals and Ad Hoc/Working Committees:* Initial research and preliminary recommendations regarding best practices for the appropriate size and scope of Standing Committees (Governance, Development, Finance, and Rules Revision and Evaluation) will be offered for feedback for implementation in 2020-2021. Additionally, a Membership-Focused Working Committee will be proposed to consider strategies for increased membership growth and retention.
4. *Mandatory Board Hiatus:* At the Spring 2019 Board Meeting, a Board Term Limits proposal was approved. A motion to change the length of the mandatory hiatus for an elected Board member from four years to two years will be on the docket for the meeting. Moving from a full term (four-year) to a half term (two-year) hiatus will be considered. This was deferred from the Fall Board Meeting for additional deliberation and for the full Board of elected and appointed members to be present.

### **Review Membership Correspondence**

In accordance with our goal of increased membership engagement, letters submitted to the Board will be included in our meeting materials to inform the Board of ideas, requests, and concerns that have been submitted for consideration.

### **Competition Rules**

#### **Internet Rule Change**

A proposal will be discussed to consider a one-year provision to allow the internet to be accessed by competitors during debate rounds at the 2020 NSDA National Tournament for the sole purpose of evidence exchange and partner to partner communication. The proposal also grants autonomy to individual districts to allow this provision use as well. This proposal is a

temporary provision prior to the 2021 National Tournament where more expanded internet use will be permitted.

**Adjourn**