



## Board of Directors December Meeting, December 16-17, 2020

Meeting Location: Online

**Wednesday, December 16 (6:30 p.m. to 8:30 p.m. CT)**

### **Call to Order/Record of Approved Board and Standing Committee Minutes**

The September 18-20, 2020, Board meeting minutes will be read into the record. All Board Standing Committee minutes (Governance, Internal Affairs, External Affairs, and Rules Revision and Evaluation) are available for discussion, as requested by Board members.

### **Welcome/Public Record Recognition of Newly Appointed Board Member**

The seat vacated by appointed Board member Monica Silverstein has been filled by Sara Gibson. The Governance Committee recommended this candidate. Sara Gibson is an alumna of the National Speech & Debate Association from Chesterton High School in Indiana. She also debated for the University of Notre Dame. She is the Co-Founder & CEO of 20° (20 degrees), a management consulting firm based in Washington, D.C., dedicated to unlocking new forms of revenue and capital for nonprofits and social enterprises, specializing in extending nonprofits' income beyond philanthropy. Sara's passion over her 20-year professional career is transformative, sustainable, and high-impact nonprofit work done in collaboration with diverse and complex communities. An online vote allowed Ms. Gibson to be seated for the December 16, 2020, meeting and begin her two-year term in office. The term for the appointed Board seat is August 1, 2020, through July 31, 2022. This action will be read into the record and Ms. Gibson will be formally welcomed to her service on the Board.

### **Equity and Inclusion**

#### **Code of Honor Review**

The member Code of Honor has been revised to clearly align with our core values. The proposed code reflects a unified statement for student and coach members. The final draft version of the Code of Honor was revised and recommended by a Board Committee Working Group. This Code of Honor will be reviewed by the Board for further revision and/or approval.

### **Internal Affairs Committee Business**

#### **Fiscal Year 2020 Audit Report**

The annual audit prepared by Denman & Company, LLP and reviewed by the Internal Affairs Committee will be presented to the Board. The committee's recommendation regarding acceptance of the final report will be brought forward for consideration.

### **Fiscal Year 2021 Quarter 1 Financial Report**

The financial quarterly report, reviewed and accepted by the Internal Affairs Committee, will be presented for questions and comments prior to consideration for formal acceptance by the Board. The Executive Director and the Director of Business and Finance will field questions from the Board. To ensure fiscal responsibility, four target areas are addressed: 1) Keep operating expenses below operating revenues to annually contribute to our reserves for protection against unexpected shortfalls. 2) Increased development and alumni giving. 3) Establish an economically sustainable model to maintain and develop Tabroom.com as a membership service. 4) Increase demand for and use of NSDA resources by members and partners.

### **External Affairs Committee Business**

#### **Fiscal Year 2021 Quarter 1 Development Report**

The quarterly report, reviewed by the Internal Affairs Committee will be presented for questions and comments prior to consideration for formal acceptance by the Board. The Executive Director and Director of Business and Finance will field questions.

#### **External Affairs Proposals**

The Board will consider several naming opportunities proposed by the External Affairs committee. These are designed to recognize individuals who have made a profound impact on our society and/or the activity of speech and debate and, in being named, further advance the NSDA's commitment to its core values of equity, integrity, respect, leadership, and service. Ongoing sponsorship and development proposals will be discussed in executive session.

### **Governance Committee Business**

#### **2020-2021 Board Priorities**

Annually, the Board formally evaluates eight standards for governing non-profit organizations. Based on that assessment, priorities of focus are selected to continually improve governance of our organization. Key priority areas and related strategies recommended by the Governance Committee will be presented for feedback and full Board approval.

#### **Proposed Executive Director Succession Plan**

In accordance with non-profit best practices, a succession plan for emergency and/or planned succession should be in place for the role of CEO/Executive Director. A final proposal will be offered for consideration.

#### **Revised Executive Director Job Description**

In conjunction with succession planning, an updated job description for the Executive Director has been formalized and recommended by the Governance Committee for Board consideration.

## **Strategic Planning**

### **Fiscal Year 2021 Quarter 1 Strategic Planning Report**

The Executive Director and Assistant Executive Director will field questions from the Board concerning the Quarter 1 Report. The Strategic Plan includes five priorities: 1) Reach More Students, 2) Support More Schools, 3) Drive Inclusive Participation, 4) Earn Loyalty, and 5) Strive for Stability.

### **Fiscal Year 2021 Revised Strategic Plan Objectives**

The Assistant Executive Director will field questions and comments regarding the revisions to core strategic objectives and the FY21 Strategic Plan priorities.

### **District and National Tournament Update**

The Executive Director will update the Board on various concerns for discussion regarding current and future plans for both the district tournament series and the 2021 Nationals slated to be held in Des Moines, Iowa.

### **Copyright Law Update**

The Board will receive an update from the Executive Director concerning his ongoing discussion with legal counsel regarding copyright compliance for competition.

### **Legal Matters Update**

Each Board meeting includes time allotted for relevant updates on any pending legal matters, issues, or concerns. If there are matters to discuss, they will be addressed in executive session.

### **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.

### **Recess**

**Thursday, December 17 (7:00 p.m. to 8:00 p.m. CT)**

### **Reconvene**

### **Competition Rules**

### **Discussion of Rules Revision and Evaluation Committee Minutes**

Upon request, time will be allotted for questions and comments regarding topics discussed in the meeting minutes.

### **Online Competition Equity Best Practices**

Given ongoing virtual competitions and our organization's efforts to uphold equity while setting standards and best practices for competition, the Board will further discuss the advantages and

disadvantages of a variety of issues and topics surrounding online activities. Examples include synchronous and asynchronous formats for speech events and/or the use of hybrid models for preliminary vs. elimination rounds. Recognition of special exceptions for Duo Interpretation will also be discussed.

**Review Executive Director's Competition Expansion and Membership Engagement Proposals**

Opportunities to increase competition at Nationals via the district qualifier system will be explored. Utilization of town halls to expand membership engagement will also be discussed.

**Adjourn**