



Board of Directors Fall Meeting, September 30-October 1, 2022

Meeting Location: Des Moines, IA

Call to Order/Welcome/Record of Approved Minutes

Mission Moment

This moment is designed to set the tone for the meeting and purposefully remind all present of our mission, vision, values, and goals as we deliberate and conduct business on behalf of our current and future membership.

Election of Officers

In even numbered years, the Board elects its President and Vice President to two-year terms. Any elected Board member may run for a leadership position if they have served on the Board for a minimum of two years.

Reports/New Business

Standing Committee Minutes and Q&A

Prior to the Board meeting, members are asked to submit questions about the prior standing committee minutes so that they can be addressed by the appropriate committee chair either before or during the meeting.

Equity and Inclusion

The Board will reflect on the work that was accomplished in 2021-2022 regarding inclusion and equity. This will include discussions on the 2021-2022 equity commitments met by the organization, any reports submitted by the 2022 Coaches' Caucuses, and assessment of ways in which the organization handled equity and inclusion within the organization and our community throughout the year. The Board will share its thoughts on the 2022-2023 equity commitments and priorities that have been established by the Executive Director, Director of DEI, and other members of the staff leadership team.

Additionally, Dr. Paul Porter will lead the Board in a training session on cultural competence and unconscious bias. This interactive presentation will introduce the concepts of intercultural communication competence and unconscious bias as well as provide context to discuss their influences in our organizational context including: 1) the importance of cultural competence; 2) the concepts of knowledge, awareness, and skill; 3) strategies for building cultural competence;

4) what bias is and why we have it, its consequences; and 5) ways to navigate our implicit biases.

Third, given the backdrop of the COVID-19 pandemic and its subsequent effects, continued social unrest, and increasing concerns around mental health and wellness, the NSDA proposes the creation of an ad hoc committee focused on wellness and care. The Board will discuss a proposal for the 2022-2023 school year for an NSDA Ad Hoc Committee on Well-being, Belonging, and Stewardship to promote a culture of physical, psychological, and emotional well-being for all members of the speech and debate communities. The group will review the NSDA's goals for community wellness, belonging, and care as well as recommend ways to further cultivate an environment that is healthy, inclusive, and equitable.

Governance Committee Business

a. 2022-2023 Review of Targeted Goals

The Governance Committee will address questions and feedback regarding the September committee meeting minutes and selection of annual goals.

b. Honor Code/Conduct Committee Update

Chair of the Honor Code/Conduct Ad Hoc Committee, Jennifer Jerome, will provide the Board with a brief update of the committee's progress and planned next steps.

c. NSDA Hall of Fame Proposal

To address the diverse nature of our membership and the evolving longevity of coach careers, the Board will review the current eligibility standards for nomination for this honor. These standards include 25 years of coach membership in the National Speech & Debate Association, or retirement from coaching and teaching, and achieving three or more diamonds. Potential barriers to recognition will be assessed, addressed, and adjusted accordingly. This may include lowering the number of years served and/or the number of coach diamonds required.

d. Goal Setting Based on Annual Board Assessment Results

The priorities for 2021-2022 included Board composition, chief executive oversight, strategic oversight, and program oversight. The Board will review the FY22 self-evaluation and offer feedback on potential goals and priorities for 2022-2023.

e. Executive Director Annual Review

The Board will finalize the annual performance review of Executive Director J. Scott Wunn.

2022 Membership Survey Results

Director of Membership Annie Reisener will lead the Board through forecasting the values and activities of loyal, neutral, and vulnerable members, followed by a summary of the 2022 Membership Survey Results.

FY23 Operating Plan and Strategic Realignment Input

Staff will lead the Board through an interactive discussion on key elements of the strategic realignment objective in the upcoming strategic plan. The group will engage in two exercises based on recommendations from Alan Coverstone after synthesizing Board feedback from the Spring meeting. First, the staff will share a concept Alan proposed to represent a new revenue model based on the prior reading from SSIR ([Ten Nonprofit Funding Models](#)) and subsequent Board discussion. Board members will have an opportunity to ask questions for understanding, identify interactions with current work, and note any cross leverages apparent. Second, Board members will contribute to an influence map that describes our existing influence, opportunities for influence, and hindrances to achieving the North Star Goal. Board members will also be reminded of the specific areas of strategic plan objective oversight which have been assigned to each committee.

Internal Affairs Business

a. 2022-2203 Review of Targeted Goals

The Finance Committee will address questions and feedback regarding the September committee meeting minutes and selection of annual goals.

b. FY22 Budget Report Review

The Director of Finance, Executive Director, and related staff leadership will answer questions related to the FY21 Budget results. The Internal Affairs Committee will seek acceptance of the FY21 budget report.

c. FY23 Final Budget Proposal Update

The Director of Finance, Executive Director, and related staff leadership will answer questions related to the proposed FY23 budget. The Internal Affairs Committee will seek approval on the proposed FY22 budget.

External Affairs Business

a. 2022-2023 Review of Targeted Goals

The Development Committee will address questions and feedback regarding the August committee meeting minutes and selection of annual goals.

b. Development Department Update

Director of Development Nicole Wanzer-Serrano will update the Board on the ongoing efforts of the Development Department's long-term vision to build upon the financial stability of the organization. This will include an overview of relationship stewardship strategies the department has deployed in the last year.

c. Marketing and Advocacy Update

Angela McMillan, NSDA Director of Marketing and Advocacy, will introduce her strategic vision for FY23 and field questions from the Board, share an update on the Centennial Celebration planning and progress, and facilitate the Board in an interactive advocacy activity.

Information Technology Update

Director of Technology Aaron Hardy will present an overview of our advancement in technology over the past year. Aaron will also inform the Board on the additional aspects that should be top priorities for the organization in his vision for that development. Additionally, the Board will be updated on NSDA Campus, Tabroom.com fees, and its ongoing implementation.

National Tournament Review and Future Planning

- a. General themes received from 2022 National Tournament feedback, as well as the Executive Director's and staff's primary takeaways, will be discussed. Lessons learned and areas for further analysis and discussion will also be reviewed.
- b. The Board will receive an update on 2023 National Tournament planning.

Legal Matters

Each Board meeting includes time allotted for relevant updates on any pending legal matters or concerns.

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.

Adjourn