

# Leadership

## Board of Directors December Minutes

December 2, 2025

### CALL TO ORDER/WELCOME/ RECORD OF APPROVED MINUTES

The NSDA Board of Directors held its December meeting December 2, 2025. President Arthur called the meeting to order at 6:02 p.m. Members in attendance were Byron Arthur, Jamelle Brown, David Huston, Adam Jacobi, Erez Kalir, Renee Motter, Wendy Orthman, Esther Oyetunji, Jay Rye, Joshua Swartsel, and Holly Williams. Sarah Gibson joined at 6:27 p.m.

### MISSION MOMENT, ICE BREAKER, AND PRESIDENTIAL CHARGE

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.

### 2026 NATIONAL TOURNAMENT SECURITY UPDATE

The Executive Director and Director of Competition and Events provided a brief update on the ongoing efforts by the national office to ensure a safe and secure National Tournament experience in Richmond, Virginia.

### 2027 NATIONAL TOURNAMENT UPDATE

The Executive Director and Director of Competition and Events provided an update on the preparation efforts of the 2027 National Tournament in the Phoenix metro area. The update focused on the ongoing efforts to finalize school partnerships for the event.

### 2026 FISCAL YEAR UPDATE

The Executive Director and Chief Financial Officer gave a brief update into the current fiscal picture of the Association. This update focused on current revenue projections and preliminary budgetary forecasting for the remainder of the second and third quarters.

### STRATEGIC GROWTH PLAN UPDATE

The Assistant Executive Director and Chief Strategy and Growth Officer updated the Board on the progress of year one of the new strategic growth plan. This included an overview of any adjustments planned moving forward.

### LEGAL/CONFIDENTIAL MATTERS

#### Moved by Rye, seconded by Jacobi:

"Enter executive session."

**Passed: 12-0** (Arthur, Brown, Gibson, Huston, Jacobi, Kalir, Motter, Orthman, Oyetunji, Rye, Swartsel, Williams)

#### Moved by Rye, seconded by Jacobi:

"Exit executive session."

**Passed: 12-0** (Arthur, Brown, Gibson, Huston, Jacobi, Kalir, Motter, Orthman, Oyetunji, Rye, Swartsel, Williams)

Each Board meeting includes time allotted for relevant updates on any pending legal matters or other business that requires discussion in executive session.

*(continued on next page)*

## PUBLIC RELATIONS AND COMMUNICATIONS UPDATES

The Chief Advancement Officer and Executive Director updated the Board on our ongoing work with FGS Global and the rest of the marketing and communications team, as well as the Director of Belonging and Inclusion, to ensure appropriate NSDA messaging and communications that reflect the mission, brand, and core values of the NSDA.

## EQUITY PAUSE


To be consistent and intentional about incorporating the [NSDA Equity Lens](#), a moment was added at the end of the meeting to consider questions from this lens that may be relevant to the conversation.

## ADJOURNMENT

**Moved by Swartsel, seconded by Brown:**

“Adjourn.”

**Passed: 12-0** (Arthur, Brown, Gibson, Huston, Jacobi, Kalir, Motter, Orthman, Oyetunji, Rye, Swartsel, Williams)

*The meeting adjourned at 8:14 p.m. on Tuesday.* 

## QUESTIONS? CONCERNS? IDEAS?

We want to hear from you! Send your feedback to [board@speechanddebate.org](mailto:board@speechanddebate.org).