

Leadership

Board of Directors Minutes

December 11, 2019

The NSDA Board of Directors held its December virtual meeting on December 11, 2019. In attendance were President Pam Cady Wycoff, Vice President Dr. Tommie Lindsey, Jr., Byron Arthur, Dr. Mike Edmonds, David Huston, Adam J. Jacobi, Jennifer Jerome, Renee Motter, Wendy Orthman, Tom Rollins, and Timothy Sheaff.

President Wycoff called the meeting to order at 6:30 p.m.

FINANCE COMMITTEE

Moved by Arthur, seconded by Rollins:

“Accept the FY2019 Audit.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Motter, Orthman, Rollins, Sheaff)

Annually, the NSDA engages a professional accounting firm to conduct a fiscal year audit and prepare the federal and state tax returns. The audit is conducted to review internal financial controls and ensure the annual financial report is presented free from material misstatement. The auditors concluded the FY2019 financials present fairly, in all material aspects, the financial position of the association. No significant findings were noted. The most recent audit was conducted by Denman & Company, LLP. The FY2019 audit, recommended by the Finance Committee, was presented and reviewed for acceptance.

Moved by Rollins, seconded by Lindsey:

“Accept the FY2019 990 Return.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Motter, Orthman, Rollins, Sheaff)

The FY2019 990 Return, prepared by Denman & Company, LLP, and recommended by the Finance Committee, was presented to and reviewed by the Board for acceptance.

EQUITY STATEMENT UPDATE

The Board reviewed and discussed a proposed NSDA Equity Statement 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. The statement was then circulated for feedback to the Coaches' Caucus leaders, former Student of the Year finalists, the Board Governance Committee, general counsel, and equity consultant Dr. Pam Noli. This feedback will be utilized by the Equity Statement Working Committee to further refine the statement and, in turn, offer that version for final review. Then the Board will convene for a special session to gain approval of the statement for publication on National Speech and Debate Education Day, March 6, 2020.

STRATEGIC PLAN AND EXECUTION

At the Fall Board meeting, the Board approved the FY2020 Operating Plan targeted goals. The Assistant Executive Director and Executive Director were charged to further assess the operational plan and prepare additional options for consideration at the December virtual meeting. These options along with potential next steps for the 2020 Operational Plan and beyond were presented. Highlighted areas of discussion included membership growth and retention, resource development, inclusion and equity, research and advocacy, information technology, finance, and fundraising.

PROPOSED CHANGES TO OPERATIONAL SYSTEMS AND PROGRAMS

Moved by Huston, seconded by Arthur:

"In regards to programming associated with NSDA district qualifiers, limit the Tabroom.com system features to a final Board-approved version of district qualification procedures of piloted programs for final approval in the Fall of 2020 and implementation in 2021-2022."

Passed: 9-1-1

Aye: Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Rollins, Sheaff

No: Motter

Abstain: Orthman

Beginning with the 2021-2022 NSDA District Qualification series, the NSDA owned and operated tabulation software, Tabroom.com, will limit its functionality for tabulating NSDA district qualifiers to a single set of qualification procedures. The final set of procedures will be a version of the current pilot procedures and protocols, subject to additional review and revision. The procedures will be approved at the 2020 Fall Board meeting. Through the 2020-2021 district tournament qualification series, Tabroom.com will continue to provide functionality for both the up/down and California Plan procedures in speech and the up/down qualification procedures in debate. At its 2020 Fall meeting, the Board will determine whether or not up/down and California Plan procedures will remain as qualification options through other third party tabulation services or if the entire process shall be limited to one streamlined set of procedures for qualification.

GOVERNANCE COMMITTEE

Executive Evaluation Template

Moved by Lindsey, seconded by Jerome:

"Approve the 2019-2020 Executive Review standards."

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Motter, Orthman, Rollins, Sheaff)

Annually, the Board establishes a final set of goals by which to measure and assess the performance of the Executive Director. This final set of standards is a combination of non-profit Best Practices and additional targeted goals established by the Board.

Board Priorities

Moved by Jacobi, seconded by Jerome:

"Approve the addition of targeted strategies to the 2018-2020 Board Priorities."

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Motter, Orthman, Rollins, Sheaff)

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 were offered. (The established 2018-2020 Board Priorities include Public Image and Advocacy, Meetings, Strategy, Financial Oversight, and Program Oversight.) These additional strategies are designed to further enhance the current targeted plan as well as additional goals to continually improve all nine areas of best practices evaluated in the assessment.

Committee Size and Scope Research

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) were offered for feedback and implementation in 2020-2021. Board members will offer further feedback on the recommendations prior to the March virtual Board meeting. A final proposal will be offered for review and approval at the Spring Board meeting, for Board implementation in 2020-2021.

Membership Working Committee

Moved by Motter, seconded by Lindsey:

"Approve the formation of a Membership Working Committee to develop recommendations for three strategic plan goals: reach more students, reach more schools, and membership loyalty."

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Motter, Orthman, Rollins, Sheaff)

Formation of this committee was initially suggested at the Fall Board meeting in conjunction with discussions regarding the Strategic Plan and Board Self-evaluation. The work of the Board has been consistently supported and enhanced by our standing, ad hoc, and working committees. Rather than establish a permanent Membership Standing Committee at this time, an ad hoc Membership Working Committee will be utilized. Working committees are traditionally chaired by the Executive Director, Assistant Executive Director, or staff. Additionally, the selection of members for a working committee is generally addressed by the office. This committee will consist of Board members and staff. However, this group may also utilize additional expertise from key stakeholders to inform recommendations. This committee's charge is to consider and propose strategies for increased membership growth and retention, including membership loyalty. It will address and offer recommendations regarding Strategic Plan Priority

Areas 1 (Reach More Students), 2 (Support More Schools), and 4 (Earn Loyalty). This includes an analysis of the current NSDA membership fee structure, membership eligibility protocols, and current marketing efforts in order to further achieve the Strategic Plan Priority Areas identified.

Elected Board Member Hiatus

Moved by Rollins, seconded by Motter:

“Revisit the motion about the Board member hiatus.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Huston, Jacobi, Jerome, Motter, Orthman, Rollins, Sheaff)

Moved by Jerome, seconded by Jacobi:

“Change the mandatory hiatus between the second and third terms from four years to two years.”

Failed: 2-8-1

Aye: Jacobi, Jerome

No: Wycoff, Lindsey, Arthur, Edmonds, Huston, Motter, Orthman, Sheaff

Abstain: Rollins

At the Spring 2019 Board meeting, a Board Term Limits proposal was approved, including parameters for a four-year hiatus between the second and third term of an elected Board member. A motion to change the length of the mandatory hiatus for an elected Board member from four years (full term) to two years (half term) was considered at the Fall 2019 Board meeting. That motion was deferred for additional deliberation by the full Board at the December virtual meeting. This recent vote affirms no change in the mandatory four-year hiatus.

Appointed members left at 8:42 p.m.

COMPETITION RULES

Internet Rule Proposal

Moved by Jacobi, seconded by Huston:

“Allow the internet to be accessed by competitors during debate rounds at the 2020 NSDA National Tournament for the sole purposes of evidence exchange, evidence challenges (per section 7.3 of the Unified Manual), and partner to partner communication.”

Passed: 8-0 (Wycoff, Lindsey, Arthur, Huston, Jacobi, Jerome, Motter, Sheaff)

This proposal is a temporary provision prior to the 2021 National Tournament where more expanded internet use will be permitted. The rule change clarifies that debaters may not be penalized with the loss of a round for solely being connected to the internet provided they are not actively browsing for new evidence, communicating with someone other than their partner, or any other action that would be outside the scope of evidence exchange with opponents or judges, to resolve an evidence challenge, or partner-to-partner communication.

Moved by Lindsey, seconded by Arthur:

“Adjourn.”

Passed: 8-0 (Wycoff, Lindsey, Arthur, Huston, Jacobi, Jerome, Motter, Sheaff)

The Board adjourned at 9:00 p.m. 

QUESTIONS? CONCERNS? IDEAS?

We want to hear from you! Send your feedback to board@speechanddebate.org.

MISSION

The National Speech & Debate Association connects, supports, and inspires a diverse community committed to empowering students through competitive speech and debate.

VISION

We envision a world in which every student has access to membership in the National Speech & Debate Association, providing the educational resources, competitive opportunities, and expertise necessary to foster their communication, collaboration, critical thinking, and creative skills.

CORE VALUES

EQUITY • INTEGRITY • RESPECT • LEADERSHIP • SERVICE