

Leadership

Board of Directors Fall Minutes

Sept. 30-Oct. 1, 2022
Des Moines, Iowa

The NSDA Board of Directors held its Fall meeting September 30 and October 1, 2022, in Des Moines, Iowa. In attendance were President Pam Cady Wycoff, Vice President Dr. Tommie Lindsey, Jr., Byron Arthur, Dr. Mike Edmonds, Sara Gibson, David Huston, Adam Jacobi, Jennifer Jerome, Renee Motter, Jay Rye, and Holly Williams. Not present: Alan Coverstone. En route: Anoop Mishra (arrived at 11:00 a.m.).

President Wycoff called the meeting to order at 9:04 a.m.

WELCOME

The Board welcomed 2022 NSDA National Student of the Year Arjun Banerjee. He is the first student to be present during a Board meeting; members were excited to welcome his voice.

RECORD OF APPROVED MINUTES

The previously approved minutes from the Spring Board meeting were officially read into the historical records by unanimous consent.

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. The Board watched a video that posed questions related to these goals and offered observations and takeaways from the short film.

ELECTION OF OFFICERS

Moved by Rye, seconded by Motter:

“To suspend the rules and relinquish the chair to Dr. Mike Edmonds for the purpose of running the Board election.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Motter, Rye, Williams)

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. Pam Wycoff was reelected for a two-year term as President. Dr. Tommie Lindsey, Jr., was reelected for a two-year term as Vice President.

STANDING COMMITTEE MINUTES AND Q&A

The Board's current procedures call for the inclusion of any committee meeting minutes from any meeting that occurred between main Board meetings. The Board had an opportunity to review these minutes and submit any questions prior to the meeting.

2022 MEMBERSHIP SURVEY RESULTS

Director of Membership Annie Reisener led the Board through forecasting the values and activities of loyal, neutral, and vulnerable members, followed by a summary of the 2022 Membership Survey Results. This interactive session allowed the Board to learn more about the strategies in place to secure loyalty and continued membership in the Association and offer insights and reactions that can make an impact on membership growth.

FY23 OPERATING PLAN AND STRATEGIC REALIGNMENT INPUT

The FY23 Strategic Plan Objectives were approved by the Board at its previous Spring meeting. The staff has completed the comprehensive plan document, which has been shared with each Board subcommittee for oversight. One key FY22 objective is to conduct a discovery process to evaluate changes to the membership model and National Tournament qualification process to better serve the NSDA's goal to increase school participation in inclusive and accessible speech and debate communities.

Staff led the Board through an interactive discussion on key elements of the strategic realignment objective in the upcoming strategic plan. The group engaged in two exercises based on recommendations from appointed Board member Alan Coverstone after synthesizing Board feedback from the Spring meeting. First, the staff shared a concept proposed to represent a new revenue model based on the prior reading from SSIR (Ten Nonprofit Funding Models) and subsequent Board discussion. Board members had an opportunity to ask questions for understanding, identify interactions with current work, and note any opportunities for cross leveraging. Second, Board members contributed to an influence map that describes our existing influence, opportunities for influence, and hindrances to achieving the North Star Goal of prioritizing participation via two avenues—first, by making decisions that maximize student participation through meaningful speech and debate opportunities; and second, by maximizing the impact of the NSDA's drivers of participation. Additionally, Board members reviewed areas of strategic plan objective oversight, which have been assigned to each standing committee for oversight.

INFORMATION TECHNOLOGY UPDATE

Director of Technology Aaron Hardy presented an overview of our advancement in technology over the past year. This included major improvements in NSDA website performance, plans for modernizing the NSDA's server hosting infrastructure, and a variety of new features added to NSDA administrative systems over the course of the year. He also updated the Board on recent progress with rewriting Tabroom.com into a new programming language. Additionally, the Board was updated on projected NSDA Campus usage, the ongoing implementation of Tabroom.com fees, and the vision for planned improvements to each major NSDA system over the next year.

INTERNAL AFFAIRS BUSINESS

2022-2023 Review of Targeted Goals

Moved by Arthur, seconded by Lindsey:

“Approve the 2022-2023 Internal Affairs Targeted Goals.”

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

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

FY22 Budget Report Review

Moved by Motter, seconded by Rye:

“Accept the FY22 Budget Review.”

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The Director of Business and Finance, Executive Director, and related staff leadership answered questions related to the FY22 budget results. The Internal Affairs Committee sought acceptance of the FY22 budget report.

FY23 Final Budget Proposal Update

Moved by Arthur, seconded by Jacobi:

“Approve the FY23 Final Budget Proposal.”

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The Director of Finance, Executive Director, and related staff leadership answered questions related to the proposed FY23 budget. The Internal Affairs Committee sought approval on the proposed FY23 budget.

GOVERNANCE COMMITTEE BUSINESS

2022-2023 Review of Targeted Goals

Moved by Lindsey, seconded by Mishra:

“Approve the 2022-2023 Governance Committee Targeted Goals.”

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The Governance Committee addressed questions and feedback regarding the September committee meeting minutes and selection of annual goals. The chair offered a motion to approve the goals.

Honor Code/Conduct Committee Update

Honor Code/Conduct Ad Hoc Committee Chair Jennifer Jerome provided the Board with a brief update of the committee's progress and planned next steps. The committee will meet in mid-October to finalize language that will then be presented for review by staff leadership and legal counsel before coming to the entire Board for final approval at its January meeting.

NSDA Hall of Fame Proposal

The Board discussed the current eligibility standards and selection processes for the NSDA Hall of Fame. Potential barriers to recognition were assessed and discussed. No action was warranted at this time. However, the Board will continue to consider this area of recognition, along with other areas of recognition in the organization, for their adherence to the core values of the organization, and seek stakeholder feedback regarding this and other notable honors.

Moved by Jacobi, seconded by Mishra:

"Move into Executive Session."

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

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 reviewed the FY22 self-evaluation and offered feedback on potential goals and priorities for 2022-2023. The Board discussed observations and sought consensus on the views presented. Areas tied to the Strategic Plan were also highlighted for consideration. The Governance Committee will take the feedback back to the committee for final consideration, draft priorities, and final approval by the Board.

Electronic Voting Protocols

Moved by Edmonds, seconded by Arthur:

"Examine electronic voting protocols by the Governance Committee for external review and final approval by the Board."

Passed: 11-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jerome, Mishra, Motter, Rye, Williams)

With increasing use of online platforms for meetings, current protocols for electronic voting will be reviewed for clarity and address with updated protocols, if warranted.

Executive Director Annual Review

The Board finalized the annual performance review of Executive Director J. Scott Wunn. The Executive Director evaluation materials served as the basis for the discussion. Based on the evaluation materials provided, Board members had the opportunity to share their observations to shape a review that highlights areas for improvement and opportunities for professional growth. Members of the Governance Committee will use these observations and comments for a separate session with the Executive Director. Given that this evaluation tool is new for the year, feedback on it was also of interest.

Moved by Arthur, seconded by Mishra:

"Exit Executive Session."

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

Moved by Jerome seconded by Arthur:

"Recess."

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The meeting recessed at 5:15 p.m. Friday.

President Wycoff called the meeting to order at 9:00 a.m. Saturday.

EXTERNAL AFFAIRS BUSINESS

2022-2023 Review of Targeted Goals

Moved by Jacobi, seconded by Rye:

"Approve the 2022-2023 External Affairs Targeted Goals."

Passed: 12-0 (Wycoff, Lindsey, Arthur, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The External Affairs Committee addressed questions and feedback regarding the August committee meeting minutes and selection of annual goals. The targeted goals were presented for Board approval.

Development Department Update

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

Marketing and Advocacy Update

Director of Marketing and Advocacy Angela McMillan introduced her strategic vision for FY23 and fielded questions from the Board, shared an update on the Centennial Celebration planning and progress, and facilitated the Board in an interactive advocacy activity to inform marketing strategies.

DIVERSITY, EQUITY, AND INCLUSION

Review of Equity Commitments/Belonging and Inclusion Station/Coaches' Caucuses

The Board reflected on the work that was accomplished in 2021-2022 regarding inclusion and equity. This included discussions of the 2021-2022 equity commitments met by the organization, 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 shared its thoughts on the 2022-2023 equity commitments and priorities that have been established by Executive Director Scott Wunn, Director of DEI Paul Porter, and other members of the staff leadership team.

Cultural Competence and Unconscious Bias Training

Additionally, Dr. Paul Porter led the Board in a training session on cultural competence and unconscious bias. This interactive presentation introduced the concepts of intercultural communication competence and unconscious bias as well as provided 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, why we have it, and its consequences; and 5) ways to navigate our implicit biases.

Well-being, Belonging, and Stewardship Ad Hoc Committee Proposal

Moved by Jacobi, seconded by Jerome:

"Establish a Well-being, Belonging, and Stewardship Committee beginning in the 2022-2023 school year."

Passed: 11-0 (Wycoff, Lindsey, Arthur, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

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 Board has established an ad hoc committee focused on wellness and care. The Board discussed 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 our speech and debate communities. The group reviewed the NSDA's goals for community wellness, belonging, and care as well as recommended ways to further cultivate an environment that is healthy, inclusive, and equitable.

NATIONAL TOURNAMENT REVIEW AND FUTURE PLANNING

2022 National Tournament Report Review

Director of Competition and Events Lauren Burdt outlined general themes received from 2022 National Tournament participant feedback as well as primary takeaways from the Executive Director and staff. Lessons learned and areas for further analysis and discussion were also reviewed.

2023 National Tournament Update

The Board received an update on 2023 National Tournament local host planning from Holly Williams, Associate Superintendent of Mesa Public Schools and fellow Board member. The Executive Director and Director of Competition and Events also provided some planning insight.

Future Site Discussion

The Executive Director provided an update on ongoing discussions with both Richmond, VA and Albuquerque, NM concerning the hosting of the 2026 National Tournament.

LEGAL MATTERS

Moved by Huston, seconded by Jacobi:

“Move into Executive Session.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

Moved by Jacobi, seconded by Huston:

“Exit Executive Session.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

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 were included in our meeting materials to inform the Board of ideas, requests, and concerns that have been submitted for consideration.

Moved by Arthur, seconded by Mishra:

“Adjourn.”

Passed: 11-0 (Wycoff, Lindsey, Arthur, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The meeting adjourned at 5:00 p.m. Saturday. 

QUESTIONS? CONCERNS? IDEAS?

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