



## **Board of Directors Fall Meeting, September 29-30, 2023**

### **Meeting Location: JW Marriott, San Francisco, CA**

#### **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.

#### **Team Building Activity**

The Board will participate in a team building activity to get the meeting started.

#### **Legal/Confidential Matters**

Each Board meeting includes time allotted for relevant updates on any pending legal matters or other business that require discussion 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. This is an opportunity to briefly highlight, clarify, and or frame action items on the docket in light of these submissions.

#### **Standing Committee Minutes and Targeted Goals**

Prior to the Board meeting, members are asked to submit questions about the prior standing committee minutes and FY24 Standing Committee Goals, so that they can be addressed by the appropriate committee chair either before or during the meeting. In addition, President Wycoff will underscore key elements of the FY23-FY24 Board Priorities and highlight efforts that will be taken to maximize each Board member's "time, talents, and treasure." The Board will also have the opportunity to discuss ways in which the Board and staff can further maximize Board Committee work as well as Board meeting strategies to foster strategic thinking throughout the year.

#### **2023 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 2023 Membership Survey Results. This interactive session will allow 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 impact these efforts.

### **Fiscal Year 2024 Operating Plan and Strategic Realignment Update**

The FY24 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. Board members will have an opportunity to ask questions for understanding and identify interactions with current work. The Executive Director and Assistant Executive Director will present an update of the work with Education First regarding assessment of the organization's current business model, the goals of the project, current timeline, process overview, and potential framework revisions. As time permits, staff will provide updates and seek feedback from the Board regarding Development, Information Technology, Marketing and Advocacy, and other specific elements of the strategic plan for consideration. Board members will have the opportunity to ask questions of clarification on any of these aspects.

### **Fiscal Year 2023 Budget Report Review**

The Director of Business and Finance, Executive Director, and related staff leadership will answer questions related to the FY23 Budget results. The Internal Affairs Committee will seek acceptance of the FY23 Budget report.

### **Fiscal Year 2024 Final Budget Proposal**

The Director of Business and Finance, Executive Director, and related staff leadership will answer questions related to the proposed amended FY24 Budget. The Internal Affairs Committee will seek approval on the proposed FY24 Budget.

### **Executive Director Annual Review**

The Board will finalize the annual performance review of Executive Director J. Scott Wunn. The Executive Director evaluation materials will serve as the basis for the discussion. Based on the evaluation materials provided, Board members will have the opportunity to share their observations to shape a review that highlights areas of competence and areas for improvement.

### **Equity and Inclusion**

Director of DEI Dr. Paul Porter will provide an update on several aspects of the organization's efforts in the area of diversity, equity, and inclusion. His overview will include updates on items such as the FY24 Equity Commitments, the newly formed Wellness Committee, the new Student Alliance, and the new coach Multicultural Alliance.

### **Board Composition**

As part of its FY23-FY24 Board Priorities, the NSDA Board has been considering various changes to the NSDA's Board and overall leadership composition. The process of restructuring NSDA leadership infrastructure began in 2016 with the addition of non-elected Board members who were appointed to serve on the Board to add additional expertise and provide a unique perspective on governing issues regarding 501(c)(3) nonprofit standards. In 2018, new term limits were implemented to facilitate appropriate turnover in Board membership. Over the past year and a half, the Board, through the work of its Governance Committee, has been considering potential adjustments and/or additions designed to enhance the overall governance system of the NSDA and, in turn, serve the diverse needs of our membership and the broader

spectrum of speech and debate communities. This work led to a series of diverse focus group meetings during the Spring to provide instrumental feedback on the Board's initial thoughts and concepts. The Board considered that feedback and finalized its fourth iteration of the concept for further review and consideration by NSDA membership. In late August, two public forum sessions were held, during which coaches were provided an overview by President Pam Wycoff regarding the context and rationale for the changes being proposed. The Governance Committee of the Board has since considered this feedback and suggested a few minor modifications and clarifications to the final proposal, which will be presented to the Board at the fall meeting. The Board will consider feedback that has been received and consider the final concept for passage. Additionally, a status report regarding the Governance Committee's ongoing process for securing and reviewing potential appointed Board member nominations and/or renewals under the current system will be discussed. Actions needed to facilitate a successful governance transition will also be addressed, including refinement of the Board's rubric for selecting and evaluating nominations. [Link to Current Proposal »](#)

### **Addressing/Leveraging Organizational Disruptors**

As the Board continues to discuss and consider the role that disruptors will play in our mission work, there are a few areas of potential focus to consider for this meeting's discussions. First, the Board will discuss the public relations and crisis communication strategies required in relationship to disruptors. Second, the Board will discuss the insights and observations gathered from a coach listening session regarding the organization's DEI efforts and goals of achieving an inclusive and welcoming environment for all members. Finally, time permitting, a discussion regarding the recent surge in Generative Artificial Intelligence and its implications in educational speech and debate competitions as both a positive and negative disruptor. An extension of all of these discussions should be the ways in which the NSDA is in a unique position to leverage these disruptions and/or be more prepared for the aftermath of disruption.

### **Code of Honor/Conduct Update**

The Executive Director will provide a brief update to the Board on the staff plan to complete its integration of recommendations provided by the Ad Hoc Conduct Committee that completed its work in FY23.

### **Hall of Fame/Legends Committee Process Assessment**

Given the expanding size and scope of our organization and the evolution of our mission and vision during its extensive history, the Board agreed to form an ad hoc committee to evaluate the purpose, procedures, and standards established for these honors. The committee may also research and explore standards utilized in other organizations for consideration. President Pam Wycoff will provide a preliminary overview of plans and a timeline to populate this ad hoc and the charge/mission for the group.

### **Centennial Celebration Update**

Director of Marketing and Advocacy Angela McMillan will provide a written update on the work of the Centennial Committee. She will be available for questions concerning the work and plans

of the committee. Angela will also take this time to ask the Board any questions that the committee might have for the Board on specific aspects in which they want Board feedback.

**Reviewing the Remaining Fiscal Year 2024 Calendar**

The Board President will review the upcoming calendar for the year and discuss any key dates, considerations, and/or decisions regarding final Board meeting arrangements.

**Adjourn**