

Leadership

Board of Directors Spring Minutes

Des Moines, IA
April 26-27, 2024

The NSDA Board of Directors held its spring meeting April 26-27, 2024, in Des Moines, IA. In attendance were President Pam Cady Wycoff, Vice President Dr. Tommie Lindsey, Jr., Byron Arthur, Dr. Alan Coverstone, Dr. Mike Edmonds, Sara Gibson, David Huston, Adam Jacobi, Jennifer Jerome, Anoop Mishra, Renee Motter, Jay Rye, and Holly Williams.

President Wycoff called the meeting to order at 9:07 a.m.

WELCOME

President Wycoff welcomed and thanked the Board, Executive Director, and all staff for their preparations for the meeting. She shared that, although all Board meetings focus on incredibly important work on behalf of the organization, she believed this meeting would be particularly significant as we look forward as an organization. She also highlighted that Jade Ismail, the 2023 National Student of the Year, would join the Board meeting later in the day. The Winter 2024 Board Meeting Minutes were approved online prior to publication and are now officially read into the record.

MISSION MOMENT

Given that this was the final in-person meeting of the year for the present Board members as a legislative body, the staff surprised the group with a brief video underscoring the legacy of leadership of Pam Cady Wycoff and Dr. Tommie Lindsey, Jr., and, in turn, the work of the Board as a whole. Afterward, Board members had an opportunity to share their reactions to the themes presented in the video and later engaged in a team

building activity. Additionally, during meeting sessions, equity advocates were assigned and an equity pause was intermittently utilized to reflect on deliberations in light of our organization's ongoing commitment to diversity, equity, and inclusion.

LEGAL/CONFIDENTIAL MATTERS

Moved by Rye, seconded by Mishra:

“Move into executive session.”

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

Moved by Jacobi, seconded by Mishra:

“Move out of executive session.”

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

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

The Governance Committee brought forth its recommendations of four individuals (two active coaches and two non-coaches) to be appointed to the NSDA Board of Directors. Individuals appointed to these seats will begin their terms on August 1, 2024, and will replace the seats vacated/open by outgoing Board members Pam Wycoff, Dr. Tommie Lindsey, Jr., Dr. Mike Edmonds, and Jennifer Jerome and the current term ending of Jay Rye. During the FY25 fiscal year, 12 members will be seated on the Board (six active coaches and six appointed non-active coaches). The Board voted to appoint the following individuals to the Board of

Directors, effective August 1, 2024: Jay Rye, four-year term; Janelle Brown, three-year term; Erez Kalil, three-year term; Wendy Orthman, three-year term.

SPECIAL GUEST

Jade Ismail, reigning NSDA Student of the Year, joined the meeting online mid-morning and attended most of the day to offer student voice and insights to the discussions and deliberations. Jennifer Jerome served as Jade's Board liaison to help facilitate the experience. President Wycoff welcomed Jade and shared some of her recent accomplishments as a first-year college student at Western Kentucky University. Jade was named the national champion in After Dinner Speaking, the national runner-up in Duo Interpretation, and placed fourth in Dramatic Interpretation at the collegiate NFA National Tournament.

DEI UPDATE

DEI Director Dr. Paul Porter provided a progress report on the FY24 Equity Commitments and his draft vision for the FY25 Commitments. Board members and special guests had the opportunity to ask questions and discuss the organization's progress. More information can be found on our website at www.speechanddebate.org/equity.

BUSINESS EVALUATION MODELING

Assistant Executive Director Amy Seidelman and Board member Dr. Alan Coverstone led the Board through an interactive session based on an evaluation conducted by Education First, a national, mission-driven strategy and policy organization with unique and deep expertise in education improvement. The goal of this session was to highlight expectations previously established by the Board, consider Ed First's findings and recommendations, and then determine the best course of action to achieve the strategic shifts required to create universal access to speech and debate. Ultimately, these strategic shifts would enable the conditions required for a growth strategy. Several strategic shifts were discussed and breakout sessions were later held to brainstorm potential barriers related to two key strategic objectives. These discussions set the stage for a strategic plan designed to address the priorities presented. An equity pause led by Board member Dr. Mike Edmonds concluded the session.

The meeting recessed at 5:12 p.m. on Friday.

President Wycoff called the meeting to order at 9:02 a.m. on Saturday.

CENTENNIAL CELEBRATION UPDATE

As the NSDA nears its 100th anniversary in 2025, Board member and Centennial Committee co-chair Jay Rye briefed the Board on the ongoing progress of the committee. Specifically, Jay presented the ongoing plans and events designed to best celebrate this milestone event over the course of next school year.

STRATEGIC PLANNING 2024-2025 OBJECTIVES

Moved by Jacobi, seconded by Lindsey:

"Accept the FY25 draft strategic plan objectives."

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

Executive Director Scott Wunn and Assistant Executive Director Amy Seidelman submitted potential strategic objectives for the 2024-2025 school year for review. Some objectives are recommended for continuation, some are continuing with changes or updates to build upon prior progress, and some are potential new strategies for the FY25 plan. Each proposed objective has been tied to a Board standing committee with one or more key performance indicators (KPIs), as well as broad quarterly tactics. These recommendations were reviewed and ultimately approved by the Board to set in motion the framework for the fiscal year 2025 to maximize impact on the mission.

LEADERSHIP ELECTIONS

Per the agreed upon Board restructuring plan, the current Board elected the FY25-FY26 Board leadership of President and Vice President. Executive Director Scott Wunn and Board member Holly Williams facilitated the election process. Byron Arthur of Louisiana was elected President and David Huston of Texas was elected Vice President.

FINANCE BUSINESS

Moved by Jacobi, seconded by Mishra:

"Move into executive session."

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

Moved by Jacobi, seconded by Coverstone:

"Move out of executive session."

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

Moved by Arthur, seconded by Rye:

“Approve the 2025 pre-budget as presented.”

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

The Board was provided with the Q2 financial report, FY23 990 tax return, and a pre-budget proposal for FY25, which have been reviewed and approved by the Internal Affairs Committee. The pre-budget includes both budgetary projections from last year as well as the current FY24 budget actuals and end of year projections. The Executive Director, Assistant Executive Director, and Director of Business and Finance shared highlights of questions submitted before the meeting and fielded any additional questions on the Q2 report, the 990, and/or the end of the year projections. The Executive Director, Assistant Executive Director, and Director of Business and Finance then opened up discussion and fielded questions on the proposed FY25 pre-budget brought forth by the Internal Affairs Committee.

BOARD AND EXECUTIVE DIRECTOR EVALUATION RECOMMENDATIONS

Moved by Mishra, seconded by Jacobi:

“Accept the revisions proposed by the Governance Committee for the Board and Executive Director evaluation tools.”

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

As part of its FY23-FY24 Board Priorities, the Board finalized a review of the Board of Director and Executive Director evaluation tools. After several years of implementation of the current materials, the Governance Committee presented its recommendations for changes to each evaluation tool designed to ensure a streamlined yet comprehensive evaluation for both the Board and the Executive Director to grow and develop professionally in accordance with the high standards required a nonprofit organization.. The Board had the opportunity to discuss and ask questions before agreeing upon revised versions of both evaluation tools.

HALL OF FAME LEGENDS UPDATE

Moved by Jacobi, seconded by Edmonds:

“Give the Legends Committee the latitude to make choices concerning the number of inductees that are appropriate in consultation with the Executive Director for budgetary purposes.”

Passed: 13-0 (Wycoff, Lindsey, Arthur, Coverstone, Edmonds, Gibson, Huston, Jacobi, Jerome, Mishra, Motter, Rye, Williams)

President Wycoff gave a summary of the Hall of Fame focus group discussion that occurred in March and shared recommendations for consideration by the Board. During this discussion, the Board determined that the Legends Committee should be given more latitude to increase the number of Hall of Fame inductees in a given year. These choices should be made in consultation with the Executive Director.

NATIONAL TOURNAMENT UPDATE

Executive Director Scott Wunn updated the Board on various logistical aspects regarding the upcoming tournament. These updates reviewed a range of topics including the current entry count status for the middle school and high school tournaments, as well as unique aspects of hosting the tournament in Des Moines, IA. The Executive Director answered questions from the Board concerning the updates presented. The Executive Director also emphasized the incredible work that the local host committee is doing to ensure that attendees have a wonderful experience this summer.

FY25 CALENDAR PLANNING

The Board was provided a draft FY25 Board Meeting Calendar prior to the meeting for review. In order to best facilitate full attendance for general Board and Standing Committee meetings in FY25, results including location, timeframes, and dates were discussed to establish a workable framework for implementation. These projected dates will also be reviewed by incoming members of the Board to take into consideration their availability.

ADJOURN

Moved by Arthur, seconded by Mishra:

“Adjourn.”

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

In closing, President Wycoff publicly recognized and thanked the Executive Director, staff, and Board members for their ongoing diligence, dedication, and determination to work together to maximize the mission, vision, and values of our organization.

The meeting adjourned at 2:09 p.m. on Saturday. 