



**Endeavor Emergency Board Meeting Minutes: February 23, 2021**  
**6:00 PM in the Multi-Purpose Room and via Zoom:**

<https://us02web.zoom.us/j/85926333534?pwd=UIYwTzRFdDYrb0dJK28zZkoxQzgvUT09>

**Present:**

<b>Board Member</b>	<b>Position</b>	<b>Term Start</b>	<b>Term Ending</b>	<b>Present</b>
<b>Amy Tharrington</b> Start: July 1, 2016	Member	July 1, 2019	June 30, 2022	No
<b>Jaclyn Parks</b> Start: April 8, 2019	Member	July 1, 2019	June 30, 2022	Yes
<b>Bill Kroll</b> Start: May 19, 2016	Chair	July 1, 2019	June 30, 2022	Yes
<b>Tracy DeMarco</b> Start: June 15, 2017	Secretary	July 1, 2020	June 30, 2023	Yes
<b>Ashley Hicks</b> Start: June 15, 2017	Member	July 1, 2010	June 30, 2023	Yes
<b>Kim Keith</b> Start: May 25, 2017	Vice-Chair	July 1, 2010	June 30, 2023	Yes
<b>Nick Cerullo</b> Start: March 19, 2018	Member	July 1, 2018	June 30, 2021	Yes
<b>Israa Kanfoud</b> Start: July 12, 2018	Treasurer	July 1, 2018	June 30, 2021	Yes
Start: July 12, 2018	Member	July 1, 2018	June 30, 2021	

**Call to Order:**

**Bill Kroll**

- Mission Statement: Endeavor Charter School’s mission is to engage K-8 students by integrating a challenging, hands-on academic program with multi-faceted fine arts courses in a familial environment.
- Vision 2018: Endeavor Charter School’s vision is a community of educators and families working together to graduate students who are motivated and curious, capable and confident, and prepared to make a positive impact on the world around them.

**Approval of Agenda:**

**Tracy DeMarco**

- Tracy DeMarco moved to approve the February 23, 2021 Agenda. Bill Kroll seconded, and the motion passed unanimously.

**Amendment to Bylaws:**

**Tracy DeMarco**

- Tracy DeMarco circulated potential revisions to the Board’s bylaws in advance of the meeting. Most proposed changes were non-substantive tweaks necessary to reflect the current structure of the school. In addition, the Board discussed an amendment to the

number of Board seats. The current bylaws provide that the Board shall be made up of no more than nine and no fewer than five members. In light of the significant number of additional families who will join the ECS community with the opening of the expanded campus in 2021-2022, the Board discussed whether to amend the provision to allow no more than eleven and no fewer than seven members. The Board agreed that the amendment would be advantageous, and highlighted that it would be helpful to have additional members for each committee.

- **Tracy DeMarco moved to approve the amended bylaws. Kim Keith seconded, and the motion passed unanimously.**
  - A copy of the amended bylaws are attached to these Minutes as Exhibit A.

### **Interviews of Board Applicants**

- David Roy
  - David is the Director of Finance for the North Carolina Turnpike Authority. He explained how his experience managing a \$50 million budget, working with the legislature, and forecasting financial plans years in the future would be beneficial to the Board. David has five children entered in the lottery, and he is eager for the opportunity to be involved in their educational experience.
- Dustin Embrey
  - Dustin is the Executive Vice President – Partnership Strategy and Insights at Rival, an enterprise SaaS platform related to esports. He recently moved to the Wake Forest area from Houston, and his children are entered in the lottery. Dustin discussed his past experience as AVP of Athletics & Partnerships at an international network of for-profit private K-12 schools. In that role, Dustin developed self-funded athletic programs for a variety of schools. He discussed how this experience, including various forms of fundraising, could benefit ECS as it prepares to open its new gym and auditorium in the 2021-2022 school year.
- Tim Young
  - Tim Young is the Director of Global Payroll for Cisco Systems, and has significant experience in a variety of human resources roles at Cisco. He discussed how his professional experience restructuring departments to make them work more efficiently would be beneficial to ECS. Tim has 4 children at ECS, and a fifth who will be a kindergartener next year. He expressed a desire to give back to the school and also help steer its direction in the coming years to ensure that it evolves while staying true to its mission.
- Bill D'Elia
  - Bill is a senior communications specialist and currently serves as the Integrated Communications Manager, Technology at Xerox. Bill also has past experience working in communications for Senator Berger's office at the N.C. General Assembly. He discussed his experience working with business teams and translating technical language into marketing materials for the lay person. Bill has two children at the school, and wants to contribute to the future of ECS.
- Chris DeRienzo
  - Chris is the System Chief Medical Officer at WakeMed Health & Hospitals. Chris discussed his experience leading the WakeMed system through the ongoing pandemic and offered his thoughts on in-person learning. Chris underscored the need for teachers to feel safe, and identified PPE, vaccinations, and other safety precautions as strategies that would help schools return to a form of normalcy.

Chris moved to Wake Forest from Asheville last summer, and his children have been attending Thales this year. He plans to enroll them in public school for the 2021-2022 school year and mentioned ECS's familial environment and arts program as draws for his family.

### **Discussion of Applicants**

- The Board began by noting that the pool of applicants for the open seat was universally strong. A majority of the applicants possessed skill sets that the Board views as beneficial to its membership and the school. After discussing the benefits of each interviewee, the Board determined to invite David Roy, Dustin Embrey, and Chris DeRienzo to join, expanding the membership to eleven (11). The Board agreed that Tim Young and Bill D'Elia would be invited to join a committee and encouraged to apply again the next time there is an open seat.
- **Tracy DeMarco moved to approve David Roy, Dustin Embrey, and Chris DeRienzo as new Board members. Bill Kroll seconded, and the motion passed unanimously.**

### **Adjournment:**

- Bill Kroll adjourned the meeting at 9:15 p.m.

**Bill Kroll**