



VALLEY FORGE
PUBLIC SERVICE ACADEMY
CHARTER SCHOOL

EXHIBIT 20 – Board Member Resumes

Matthew D Kass

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Hands-on Regional Operations Manager with exceptional gifts in budgetary and cost control. Adaptable and versatile to oversee multiple locations. Exceptionally skilled at motivating location managers to perform duties and achieve highest potential.

Skills

- Budgets
- Outstanding communication skills
- Customer and vendor relations
- Maintenance scheduling

Work History

Regional Operations Director

SESI Schools, Pennsylvania , New Jersey, Virginia

September 2020 - Current

- Traveled to over 3 locations per week to manage each school and perform reviews of individual managers and employees including stakeholder deliverables.
- Conducted regular performance evaluations, provided constructive feedback and implemented targeted professional development to enhance staff effectiveness and student outcomes.
- Developed, managed and monitored regional budgets to ensure optimal allocation of resources and alignment with contract deliverables.
- Implemented crisis management plans to address emergencies, effectively communicating with staff and stakeholders to ensure the safety and well being of students and staff.

Executive Director

Camelot Education, Philadelphia, PA

September 2015 - August 2020

- Worked closely with organizational leadership and board of directors to guide operational strategy.
- Fostered work culture of collaboration and inclusion to increase morale and reduce turnover.
- Drove strategic improvements to enhance operational and organizational efficiencies.
- Aligned department vision, goals, and objectives with company strategy to achieve consistently high results.
- Exercised appropriate cost control to meet budget restrictions and maximize profitability.

Vice President of Operations

The Camelot Schools PA, Colorado, Nevada, Kansas, Texas

April 2010 - August 2015

- Identified opportunities to improve business process flows and productivity.
- Increased company profits through performance optimization strategies and efficiency improvements.

- Applied excellent problem-solving, process development, and strategic implementation skills to lead and support all areas of operations.
- Hired and managed employees to maximize productivity while training staff on best practices and protocols.

Director of Camelot Academy

The Camelot Schools PA, Philadelphia, PA

September 2009 - April 2010

- Recruited, hired, and trained initial personnel, working to establish key internal functions and outline scope of positions for new organization.
- Observed each employee's individual strengths and initiated mentoring program to improve areas of weakness.
- Implemented innovative programs to increase employee loyalty and reduce turnover.

Director of Excel Academy Central

The Camelot Schools of PA

September 2008 - September 2009

- Handled problematic customers and clients to assist lower-level employees and maintain excellent customer service.
- Implemented business strategies, increasing revenue, and effectively targeting new markets.
- Negotiated price and service with customers and vendors to decrease expenses and increase profit.
- Assisted in recruiting, hiring and training of team members.
- Interacted well with customers to build connections and nurture relationships.

Director of Excel Academy North

The Camelot Schools of PA

April 2007 - September 2008

- Leveraged professional networks and industry knowledge to strengthen client relationships.
- Spearheaded innovative approaches to resource allocation and strategic planning.
- Assisted in recruiting, hiring and training of team members.
- Trained and guided team members to maintain high productivity and performance metrics.

Supervisor of Capital Academy

The Camelot Schools of NJ

November 2006 - April 2007

- Generated reports detailing findings and recommendations.
- Cultivated positive relationships with vendors to deliver timely and cost-effective supply of services and materials.
- Conducted regular reviews of operations and identified areas for improvement.
- Helped meet changing demands by recommending improvements to business systems or procedures.

Teacher/ Counselor

Clock Tower Schools

November 1999 - November 2006

- Helped students explore concepts with engaging, learning-focused activities.
- Boosted cultural awareness by incorporating children's literature from world cultures.
- Adapted teaching methods and materials to meet students' varying needs.
- Shifted between formal and informal methods of teaching to keep students engaged.

Education

Bachelor of Arts

Virginia Military Institute, Lexington, VA

Certifications

- Handle with Care Trainer Certification, 2004-Present
- CPI Trainer Certification 2024-Present
- National Gang Crime Research Certification, 2011-Present
- Crisis Prevention Intervention Certification, 1999-present
- Guided Group Interaction, 1999-present
- Normative Systems, 1999-present

Affiliations

- Association of Supervision and Curriculum Development
- Pennsylvania Association for Learning Alternatives
- National Alternative Education Association

Phone Numbers

(215) 783-0194

Training

- Educational Leadership
- Performance Evaluation
- School Law
- School Finance
- Alternative Dispute Resolution
- Special Education
- Classroom and Environment Management
- Academic Counseling
- Multicultural Awareness
- Guided Group Interaction (Group Facilitator)

- Group Dynamics
- Normative Systems
- Behavioral Interventions
- Crisis Prevention Intervention
- Handle with Care
- Trauma Informed Care

Professional Service

- Committee Member, Pennsylvania Alternative Education Conference, 2006-Present
- Student Government Advisor, 1999 to 2015

CHRISTOPHER J. MASSARO
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cmassaro@thesourcecareers.com

SENIOR LEVEL BUSINESS EXECUTIVE

Mergers & Acquisition / Revenue Generation / Strategic Business Leadership / Operational Effectiveness

Senior Executive with over thirty-five years of deep experience in Investment Banking, Mergers & Acquisitions, Executive Search, Project Management, Finance and Operations in diverse set of global world-class organizations and businesses, including 10 years of global management & finance consulting. Senior executive experience including M&A, capital markets/treasury, strategy, human capital solutions, business development, financial planning and analysis and controlling. Specific experience and expertise in K-12 and Higher Education. Consistently recognized by colleagues, peers and managers as a proven leader that is team focused, energetic and capable of managing complex, ambiguous business environments.

CORE QUALIFICATIONS

v Executive Search –
Director to C-Suite placement

v Strategic Planning &
Execution Early Stage –
Fortune 500

v K-12 & Higher
Education Expertise

v Strategic Vendor Relations
& Partnership Creation

v Human Capital –
Organizational Dynamics

v Senior Level Team
Leadership

v Mergers & Acquisitions /
Capital Raise – Transaction &
Integration

v Creating Sustainable
Processes, Systems and
Metrics

v International Commerce
– Africa, Europe and Asia

PROFESSIONAL EXPERIENCE

The Source & The Source Advisory, Radnor, Pennsylvania

2002 – present

Consulting, Executive Search & Investment Banking firm. Specializing in human capital solutions, executive placement, strategic consulting and investment banking services. Retained by for-profit companies, investment groups and educational institutions to evaluate growth strategy, corporate structure and human capital assets, resulting in recruitment and placement of Director to C-Level employees. In addition, consult on capital raise, acquisition, sale, merger or investment process. Deal size ranging from \$1million to \$75 million. www.thesourcecareers.com & www.thesourceadvisory.com

Managing Partner

Responsible for overseeing and building the business. Strategic leader responsible for 100% of the business development of the firm. Established all strategic partnerships, and recruitment of staff and sub-

contractors. Assisted in recruitment process of Director to C-level talent for clients both domestic and international.

Management & Economics Consulting, Inc. (MAECI), Radnor, Pennsylvania 2007 - 2020

Global consulting firm with expertise ranging from research, economic, financial and social assessment, to project design, implementation and control, policy advice, financial and budget analysis, market analysis, institutional assessments, business plans and product development. Projects successfully awarded and completed in excess of \$400 million since 2009, in Sub-Saharan Africa. www.maeci.org

Senior Vice President

Serves on the executive leadership team and oversees all Sales & Marketing including strategy, operations, contract negotiations, procurement, human resources, financial controls and profitability. Manage project portfolio (Equatorial Guinea, Sao Tome & Principe, Cameroon, Chad, Central African Republic, Benin)

Selected Achievements:

- Partnered in the creation, and execution of a historic 5MW Micro-Grid Solar installation on Annobon Island, Equatorial Guinea in West Africa. <http://www.gereportsafrica.com/post/95077467571/bringing-power-to-paradise>
- Negotiated, closed and implemented successful exclusive Renewable Energy distribution agreements for CEMAC countries with Fortune 500 companies such as General Electric, Eaton, Princeton Power Systems, and Nexus Energy Solutions.
- Designed and negotiated Solar PV development agreements in Sao Tome & Principe and Cameroon for a total of +110 MW.
- Partnered in the creation and presentation of a Renewable Energy and Environmental Impact study, including Public-Private Partnership strategy for several Western African countries.
- Created and in the process of deploying “Center of Excellence” concept for Renewable Energy Solutions for Sub-Saharan Africa. Solicited and secured partnerships with Major U.S. Companies such as General Electric and Eaton, and Universities such as University of Delaware, Pennsylvania State University and Princeton University.
- Successfully consulted and partnered with a multi-billion dollar development company on the implementation of 10 agriculture projects in Equatorial Guinea. Project implementation started at deforestation to end product processing.
- Successfully consulted and partnered in the construction of a sheet metal roofing as well as an agriculture implements manufacturing facilities and establishment of distribution companies to market and sell these products with Equatorial Guinea, as well as neighboring CEMAC countries.
- Led the strategic planning process to refocus the company on the high-growth Western Africa market, while divesting non-core businesses to provide capital support for key initiatives.
- Developed the framework and organizational design, as well as recruited a global team, that enabled the establishment of a world-class, high performing delivery team within Western Africa.
- Designed key accounting processes surrounding global project delivery from order-to-cash and delivery level revenue and contribution margin accounting, planning and analysis.

The PM Capital Group (merged into The Source in 2015), Radnor, Pennsylvania 2010 – 2015

Privately held investment banking and management consulting firm founded in 2010 by a management team with extensive experience at firms such as Johnson & Higgins, United Healthcare, Automatic Data Processing and Source Capital. Firm focuses on growing companies that need a blend of financial, intellectual, human and social capital to become emerging leaders in their field. PM Capital

began as a boutique investment banking and advisory firm specializing in small to medium-sized transactions, and continues to focus our activities in those segments of the market. Business sectors include financial services, healthcare and business services sectors.

Partner

Strategic leader with a breadth of successful experience leading Sales & Marketing for the firm. Leading both acquisition and growth based strategies for clients as large as Merck, Abbott Labs, and General Dynamics to early stage and start-up companies. Deep experience in accessing capital markets as well as hiring, establishing, managing and implementing all aspects of accounting, finance, treasury and information technology required to support a fast growing business.

HR Performance, Radnor, Pennsylvania

2008 – 2010

HR Performance - HRPcenter.com is one of the nation's leading online HR information website. HR Performance helps organizations to measurably optimize the performance of people and work. HRP's customer base is made up of companies such as Dice, Monster, HotJobs, Success Factors and Experian.

President & Owner

Responsible for overseeing the business. The day-to-day operations and management are maintained by a staff of professionals with internet and e-commerce experience.

Gottesman Company, New York, New York **2002**

2000 –

One of the largest M&A firms in the United States. Established since 1985 and currently has over 100 M&A Intermediaries throughout North America, coast-to-coast, in both the US and Canada. Represented companies and investment groups in the acquisition, sale, merger or investment process.

Vice President

Managed a team of advisors, as well as a producer, providing services to sellers of lower middle market companies including sales of entrepreneur and family owned companies as well as divestitures of business units of private and publicly owned companies. In addition, assisted companies, entrepreneurs and corporate executives develop and execute customized acquisition strategies designed to result in successful acquisitions.

Vilotti-Puratos, Pennsauken & Cherry Hill, New Jersey

1985 – 2000

\$25 million Manufacturer & Distributor of food ingredients to food processing and manufacturing companies from small corner bakeries to large Fortune 500 companies such as Pepperidge Farm and HJ Heinz.

Executive Vice President & Principal

Built the company from a \$1 million per year local; distribution company, to a \$25 million regional manufacturer and distributor. Successfully selling the company to a \$1 billion Belgian entity (Puratos) in 1999

EDUCATION & ASSOCIATIONS

BACHELOR OF SCIENCE IN ACCOUNTING, 1988

VILLANOVA UNIVERSITY, Villanova, Pennsylvania

- RADNOR ALUMNI COUNCIL (RADNOR EDUCATIONAL FOUNDATION) – Chairman – Current
- RADNOR EDUCATIONAL FOUNDATION – BOARD MEMBER & TRUSTEE – 2009 – 2017
- LIVING THROUGH CANCER FOUNDATION – VICE PRESIDENT – 2009 - 2012

Michelle Thornton



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[P.O. Box 9939](#)

[Philadelphia, PA 19118](#)

Accomplishments

- Grant writer - Over \$10m in institutional competitive grant awards.
- Developed a financial turn-around model for educational organizations

Community Service/Affiliations

- Board Member – Community College of Philadelphia Foundation (former)
- Thornton Group Internship Program – Show Me the Way
- Pennsylvania Association of School Business Officials
- American Institute of Certified Public Accountant
- Delta Sigma Theta Sorority Inc.
 - o Chapter Treasurer

Financial Executive

Business leader with over twenty-five years of experience providing quality public accounting, tax, and management consulting services to individuals, corporations, and non-profit entities. Proven record of success in developing and assisting educational organizations in becoming and maintaining fiscal solvency. Team leader, driven to perform with excellence and integrity.

Professional Experience

Harambee Institute of Science & Technology Charter School

Chief Financial Officer

2013-present

Responsible for all aspects of school business, finance and human resources including:

- Oversee all aspects of fiscal management, including back-office staffing
- Regulatory reporting to the Pennsylvania Department of Education and other federal, state, and local authorities
- Facilitate annual financial audit process
- Federal program liaison
- Grant writing, management, and reporting
- Corporate rep. between school, funding institutions, various governmental agencies, and legal counsel
- Collaboration with and reporting to the Board of Directors
- Long-term debt and facilities acquisition planning
- Human resource management, including assessment, development, and implementation of policies and procedures
- Collaborate with school administrators to design and achieve organizational goals

Thornton Group Financial Services, LLC

Founder & Principal Member

2004-present

Tax Services

- Provide tax services to individuals and organizations by preparing federal, state, and local informational, payroll, and income tax returns

Accounting Services

- Provide accounting services to small to mid-size organizations
- Budget preparation and monthly variance analysis
- Preparation of Financial Statements and subsidiary reports

Key Employment

Sports and Entertainment Accountant

Mitchell & Titus, LLP, Philadelphia, PA

Provided fiscal management services to high profile athletes and clients with multimillion-dollar portfolios.

Education

Drexel University, Philadelphia, PA

Master of Science in Accounting

Bachelor of Science in Business Administration - Finance

Harvard University, Boston, Massachusetts

Graduate School of Education - Certificate in Educational Leadership