Endeavor Board Meeting Minutes: August 18, 2025
7:00 PM via Teams

Board Member	Position	Committee	Term Start	Term End	Present
Dustin Embrey Start: 2/23/2021	Chair	N/A	7/1/2024	6/30/2027	Yes
Tracy DeMarco Start: 6/5/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2026	Yes
Heather Flynt Start: 3/1/2023	Treasurer	Finance (Chair)	7/1/2024	6/30/2027	Yes
Jaclyn Parks Start: 4/8/2019	Member	CDC (Chair)	7/1/2025	6/30/2028	Yes
Katrina Caseldine Start: 3/1/2023	Member	Governance	7/1/2025	6/30/2028	Yes
Meghan Gibson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	Yes
Tomas Helfrich** Start: 4/22/2025	Member	CDC	7/1/2025	6/30/2028	Yes
Andrew MacDougall Start 4/22/2025	Member	Finance	7/1/2025	6/30/2028	Yes
David Roy* Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2026	Yes
Dan Thomson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	Yes
Kristen Walsh* Start: 3/1/2023	Member	Governance	7/1/2023	6/30/2026	Yes

*Denotes Foundation Board Member
**Denotes Foundation Board Liaison

Call to Order **Dustin Embrey**

- Dustin Embrey called the meeting to order at 7:02 p.m.
- 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 August 18, 2025 Agenda. Dusten Embrey seconded, and the Motion passed unanimously.

Approval of Minutes **Tracy DeMarco**

- Tracy DeMarco moved to approve the May 20, 2025 and June 18, 2025 Minutes. Heather Flynt seconded, and the Motion passed unanimously.

Foundation Board Update **Tomas Helfrich**

- Tomas Helfrich reported that the Foundation Board solicited an estimate for clearing trees on the upper field.
- The Elementary School playground is complete and opened just before the first day of school. Students have been enjoying the new play structure.
- No update on upper field development with NCFC.
- Dustin Embrey formally thanked Scott Lay and team for his efforts to improve the Middle School playground. The play area is significantly improved both visually and functionally, and the Middle School students will enjoy it for years to come.

PAWS Update **Krissy Fox**

- Krissy Fox reported that the PAWS membership drive is in full swing with over 200 members. The grade with the highest participation at the end of quarter 1 will win an ice cream social.
- Kindergarten meet the teacher and social went well.
- The Hospitality Committee hosted a teacher luncheon to welcome back staff on July 22nd and a create-your-own coffee table on August 4th. Teacher lounges stocked with snacks, coffee and treats.
- Café days: Smithfields has replaced Chick-Fil-A.
- The Cultural Arts Committee attended the artist expo on August 9th and is currently considering options for engagements this school year.
- PAWS added 3 new committees: Library Liaison, Theater Liaison, and Teacher Lounge Liaison
- Finally, PAWS purchased a number of items to support the Elementary School playground.

Committee Updates

- **Finance** **Heather Flynt**
  - Heather Flynt reported that revenue tracking about 18% behind largely because the School cannot make any draws until Infinite Campus is up and running.
  - Expenses are about 3% behind forecast.
  - **Potential Budget Amendment.** The Finance Committee discussed possibility of doing a budget amendment in October to realign the budget with the State's newly approved budget. The Committee will make a final decision once final numbers are received from the State.
  - **Capital Expense Update**. Total cost for the playground was under budget by about $20k. Still have about $15k left in Middle School area.
  - Heather presented two invoices for approval. Both invoices were in budget and planned for as part of the Campus Improvement Plan.
    - **Heather Flynt moved to approve payment of $62,445.48 to Churchich Recreation & Design for elementary school playground as part of**

Campus Improvement Plan. Dustin Embrey seconded, and the Motion passed unanimously.

- **Heather Flynt moved to approve payment of $57,634 to Clayton Constructors for improvements to the Middle School recess area and landscaping consistent with the Campus Improvement Plan. Dustin Embrey seconded, and the motion passed unanimously.**

- **Governance** **Tracy DeMarco**
  - Tracy DeMarco reported that the Governance Committee has been working on a comprehensive policy review consistent with the five Year Strategic Plan.
- **Community Development Committee** **Tomas Helfrich**
  - **Direct Giving Annual Fund Campaign.** On behalf of the Committee, Tomas Helfrich presented a proposal to support direct giving and build stead support for Endeavor. The Board will sponsor a campaign to raise $70k in direct giving, with donations from the Board totaling $10,000.
    - **Tomas Helfrich moved to formalize the Board's commitment to donate a total of $10,000 in direct giving to the ECS Annual Fund in the 2025-26 School Year. Each member commits to fulfill their pledged amount. Katrina Caseldine seconded, and the Motion passed unanimously.**
  - Becky Catlett reported that ECS is 2% of way to our 2025-26 goal of $250,000. Planning has begun for family Fun Fest, and she is exploring what a potential alumni event would look like in the winter.

Director's Update **Christi Whiteside**

- Christi Whiteside provided an update on ECS's current enrollment numbers:
  - K: 81
  - 1: 79
  - 2: 81
  - 3: 80
  - 4: 88
  - 5: 88
  - 6: 99
  - 7: 99
  - 8: 91*
- Over the summer a tremendous amount of work was completed on campus including many things that Marina and Mr. Dawson were able to do that we would have had to contract out previously.
- In addition to work they completed, both recess areas had significant makeovers. Many thanks to Scott Lay who worked with our Foundation to implement the improvements to our middle school recess area and the other landscaping improvements you see from the boulder sign at the corner of Burlington Mill to the additional shrubbery at the entrance and around the soccer field.
- ECS welcomed 8 new staff members to campus for a New Staff Orientation day prior to the beginning of the teacher workdays. All new staff are in place and doing great things!
- Our full staff was welcomed back with a Keynote address from Rhonda Dillingham, Executive Director of the NC Association for Public Charter Schools.

- ECS has 8 teachers participating in some phase of our Beginning Teacher program and were thrilled to have 7 staff members agree to serve as their mentors, including 5 who have not served as mentors before.
- ECS has a great selection of Electives for students in Grades 6-8 this semester including several new courses such as: STEAMtastic Fashion; From Bach to Beyonce: Musical History; Dance Choreography; 3D Art: Sculpting with Form and Texture; Intro to Public Speaking, Communication, and Debate; Dance 101; Woven Wonders; and Sports Podcasting.
- All staff members are in the process of setting their professional development goals for the year.
- ECS had a great turnout for Meet the Teacher and got good feedback from families.
- ECS is seeking an Exceptional Children's teacher as Ms Guariglia has moved back to New York with her family.

Public Comment
No public comment.

Closed Session
Dustin Embrey moved to go into closed session at 7:40 p.m.
Tracy moved to go into open session at 8:11 p.m.

Adjournment

Tracy DeMarco adjourned the Meeting at 8:11 p.m.