



Endeavor Board Meeting Minutes: December 16, 2025
7:00 PM via Zoom

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

I. Call to Order

Dustin Embrey

- Dustin Embrey called the meeting to order at 7:02.
- 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.

II. Approval of Agenda

Tracy DeMarco

- Tracy DeMarco December 16, 2025 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

III. Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the November 18, 2025 Minutes. Dustin Embrey seconded, and the Motion passed unanimously.
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IV. Foundation Board Update

Tomas Helfrich

- NCDOT review of carpool ongoing and expect to have recommendations to share in January

V. PAWS Update

Krissy Fox

- 1. Holiday cart for Staff is on Friday.
- 2. Torchys was a success! (don't know how much was raised as of yet)- lots of board members were there so thank you to all that attended!
- 3. Holiday gifts will be distributed to teachers and staff this week
- 4. Cafe Days will be switching out the Monday vendor starting quarter 3. Which will be Bites on Main.

VI. Committee Updates

- **Finance**
 - Budget is in line. Completed draw down on county funds.
 - Bond refinance proposal
 - Met with First Tryon to review results of RFP. Were hoping to consolidate both loans into one for 15.25 million. That was one of our goals. Other goals were to look at interest rate, lower that would impact annual debt service ratio, looking for longest term, long-term rate certainty.
 - Looking to. Received 6 great proposals. 5 included full amount of consolidated debt. Only 1 proposed for just 2016. Thinking about our goals, Finance Committee agreed we should move forward with Eagle Bank out of Washington D.C. Terms were better than the other proposals. The interest rate will be synthetically fixed with a SWAP at 4.07. Proposals ranged from 4.07 to 4.7. Able to negotiate financial covenants to be consistent with where we are now. Still in line there and won't have issues with our operating budget.
 - Looking at the interest rate, annual payment of about \$880k about an 85k savings over current.
 - Eagle bank was the longest term – 21 years. With 20 year term, won't have to go through this refinancing process for a long time.
 - Current rate is 4.52 and that's considering the SWAP. This rate is 4.07. Considerable decrease in the cost of borrowing. Going through process with First Tryon gave us a lot of comfort that this was the right decision. Good experience to go through with First Tryon.

- We will continue to keep local relationship with PSNC so that our draw downs will go into a local NC bank.
 - **Heather flynt moved to approve the approved bond refinancing with Eagle Bank for consolidated outstanding debt of \$15.25 million. Andrew MacDougall seconded, and the Motion passed unanimously.**
 - CapEx Plan
 - No changes from proposed activities from previously provided and reviewed in past Board meeting.
 - **David Roy moved to approve the FY 2026 Capex plan.**
- **Governance.**
 - Governance is continuing to work with Christi on the Parent Access to Library Books Policy. Christi already has a full list of books in the school library and a plan for compiling a list of all books in classroom libraries over the course of 3rd quarter. Governance will present for Board vote in Jan or Feb 2026.
 - A new state law requires all schools to adopt a cell phone and other wireless device communication policy. We have a template of this policy from DPI, and Governance is working with Christi to adapt it to our school needs. Will be presented for vote in January.
 - Governance has completed step one of its policy review and has identified a number of policies that are outdated, more appropriate as a school procedure, or no longer needed, and will be proposing a vote to rescind those policies in January.
- **Community Development Committee**
 - As of November 30th, we are 37% of way to goal. 52 families donating on a monthly basis. Direct giving remained steady. Giving Tuesday was December 2nd, we raised \$9k which will put us at our \$70k goal. Much larger number of families who are giving behind the scenes with corporate matching.
 - Will meet in January to discuss plans for 2nd half of the year.

VII. Director's Update

Christi Whiteside

- Coffee and Conversations on Encouraging Mathematical Thinking - the afternoon time brought a larger crowd than we've been seeing, so we will be updating our schedule for second semester.
- Our Winter Band Concert was held with a packed audience. The students are doing great work with Mrs Brown.
- Ms Doyle and Mr Burt shared the final ECS Pride Scholar Pathways program to our middle school students. 71 completed applications were received. 44 students were accepted. We are excited to launch this new opportunity for students.
- Registration went out for families interested in signing up for Camp Endeavor during spring track out. Camp will be offered for both weeks: March 30 and April 6.
- Our Middle School Extravaganza is underway. This year, students made the following purchases with their earned Dojo points:
 - S'Mores = 102
 - Pancakes = 41
 - Hot Chocolate = 121
 - Apple Cider = 35
 - Lunch with a teacher =
 - Wear a hat for the day = 15
 - Bring a stuffed animal to school = 27

- Morning gym time = 11
 - Eat lunch with a teacher = 54
- Middle School students also had the chance to bid on some auction items with their points. Auctions were held for the following:
 - PLaying in the Staff v. Students volleyball game
 - Lunch and a movie with a friend and a teacher
 - Game time with a friend and a teacher
 - Dino Dig
 - Cookie decorating
 - Painting with a teacher
 - Professional Photoshoot
- In compliance with DPI requirements, our library catalog is now available on our website.
- Our Home for the Holidays Alumni event is this Thursday. We are excited to bring our alumni back to campus!
- Christi presented to the Board on the Schools procedures for making inclement weather closure, delay, and early dismissal decisions. The Board asked follow up questions.

VIII. Public Comment

No public comment

IX. Adjournment

Dustin Embrey

Meeting adjourned at 7:46.