



Endeavor Board Meeting Minutes: August 18, 2026
7:00 PM in the Auditorium and via GoogleMeet

Board Member	Position	Committee	Term Start	Term End	Present
Dustin Embrey Start: 2/23/2021	Member	CDC	7/1/2024	6/30/2027	Yes
Tracy DeMarco Start: 6/5/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2029	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	Chair	N/A	7/1/2025	6/30/2028	No
David Roy* Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2029	Yes
Dan Thomson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	Yes

*Denotes Foundation Board Member

**Denotes Foundation Board Liaison

Call to Order

Andrew MacDougall

- Dustin Embrey called the meeting to order at 7:03.
- 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, 2026 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the May 17, 2026 Minutes. Heather Flynt seconded, and the Motion passed unanimously.

Foundation Board Update

Tomas Helfrich

- The Foundation Board is seeking two new at-large members. Dan Thomson is the new Board representative serving on the Foundation Board.
- Tomas Helfrich is working with Alison on a bring your own device proposal.

PAWS Update

Ashley Pusey

- Lend-A-Paw took place on July 26 with approximately 10 families present to help. Lots of cleaning both inside and outside, moving furniture, hanging 30 + small white boards for our math teachers, and some painting in the lions den.
- School Kits were distributed on July 22, 2026.
- On July 21, 20226, the Hospitality Committee hosted a “back to school” teacher appreciation lunch.
- The Social Committee sponsored a number of events over the last month:
 - June 7 K Meet & Greet for incoming families- had snacks, drinks and keychain making station; over 25 families in attendance
 - July 27th Supported 6th grade social and had Jeremiah’s attend meet the teacher (raising \$225)
 - July 31st K MTT popsicle distribution
 - August 14th Supplied Coffee for coffee and conversations
 - August 19th Culvers - 1st spirit night from 5-8pm; we’re excited to have ECS support
 - September 19th - NC Courage game 6:30pm; student tickets free, adult \$28, PAWS will offer a tailgate for \$10/person - hotdog, chips, drink and cookie. Parade tunnel, banner wave, national anthem participation
- PAWS Membership currently totals 214 families (270 in 2025-2026), 97% of the staff have joined, 60% ECS board members, 98% PAWS committee Chairs
- PAWS is currently looking for volunteers to head up some committee chair positions for social and cafe days.

Committee Updates

● Finance

Heather Flynt

- Revenue for July is about 6% of the total ECS budget and about 2% behind the forecast. This should adjust when ECS receives its county revenue draw down. Expenses are in line with budget.
 - State allotment is based on last year’s enrollment. ECS had 10 fewer students last year, but is receiving 8% more per student. Accordingly, year over year revenue is about the same.
- **Heather Flynt moved to approve the following invoices:**
 - **Duke Energy; \$8,013.76 (Opex – utilities)**
 - **School Outlet; \$17,866.86 (Fun Run; Science Tables)**
 - **R&R Fields; \$7,7654.00 (Opex; landscaping)**
 - **Heritage Mulch; \$13,942.50 (Opex; landscaping)**

- **Hercules LED; \$14,0484.42 (Capex; LED light project)**
 - **Waterloo Turf; \$11,344.04 (Capex; turf field replacement)**
 - **NC State; \$12,571.15 (Opex; field trip)**
 - **Laprea; \$16,465.71 (Fun Run; Science curriculum)**
- Dustin Embrey seconded, and the Motion passed unanimously.**
- **Investment policy.**
 - **Heather Flynt moved to approve CapTrust as ECS's investment advisor. Dustin Embrey seconded, and the Motion passed unanimously.**
- **Governance**
 - **Released Time Religious Instruction Policy.** The Governance Committee presented the draft policy for discussion. This policy was developed to comply with a new state law that took effect over the summer and requires public schools to excuse at least 1 hour and no more than 4 hours of time per week for students to attend a religious instruction course during school hours. The proposed policy was developed using a template prepared by our School's attorney and proposes to excuse 1 hour per week during a student's lunch and recess period.
 - **Beginning Teacher Program Plan.** Another newly enacted law requires the School to update its Beginning Teacher Program Plan. The Plan largely tracks the beginning teacher program already in place at ECS. While the Board would not normally vote to adopt a teacher training plan, as that is wholly within the Director's discretion, however state law requires Board approval.
 - **Tracy DeMarco moved to approve the Beginning Teacher Program Plan. Heather Flynt seconded, and the Motion passed unanimously.**
 - **Public Comment at Board Meetings Procedure.** Governance is working to formalize procedure for making a public comment at Board meetings for posting to our website. This will promote for transparency in our procedures and allow our community to understand the process for making a comment.
 - **School attorney search.** ECS's primary school attorney, Gil Middlebrooks, retired this summer, and the Governance Committee has begin the process of searching for a replacement. In the meantime, we will continue to rely on Lisa Gordon Stella, who is ECS's counsel for Title IX and other policy-related issues.
- **Community Development Committee ("CDC")**
 - **Direct giving goal.** CDC proposed a direct giving goal of \$80,000 to drive the Board's annual Direct Giving Campaign. This is an increase over last year's goal of \$70,000, which the community exceeded. In addition, the Board would like to encourage more families to contribute on a monthly basis. Just \$20 per month from 20 families will get us to our goal. CDC further proposed that the Board commit to funding \$10k of this goal.
 - **Annual fund goal.** Jaclyn Parks reported that the School has not increased the Annual Fund goal in many years. This year, however, CDC is recommending a 5% increase in goal amount. One of the ways CDC proposed to reach that goal is reaching out to corporate sponsors. In addition, CDC is working to develop a donor recognition program so that we can appropriately show how much each gift matters to the School.
 - **Annual Fund.** Becky Catlett reported that ECS is currently 4% of way toward its Annual Fund goal. There are currently 48 families participating in monthly

giving. Becky specifically thanked ECS's school-wide sponsors: Gladwell Orthodontics, Buffalo Brothers, and Bumgarner Orthodontics.

Director's Update

Brittni Doyle

- **Community Building this month:**

- July 21 - New Family Virtual Q&A was well-attended. Great questions were asked, and we captured them to add to next year's presentation.
- July 24 - Lend a PAW volunteers completed many on-campus tasks including hanging white boards, cleaning lunch tables and cubbies, moving and sorting donated furniture and supplies, assembling shelving for the storage room, and more.
- We hosted new staff for two workdays and then the whole staff for seven additional workdays full of professional development sessions, planning time, room set up time, medical and safety training, and more.
- As part of our annual safety training, we've decided to join other local school systems and community service organizations in training on the Standard Response Protocol. This is a set of terms and motions that give all those organizations a common language. Our drills do not change, but the terms do and will now match language used by the police, fire fighters, etc. While grades 6-8 were trained using the state's provided videos, grades K-5 were trained through videos created by ECS students, Mrs Adams, and Mrs Catlett.
- July 28 - Meet the Teacher (great turnout and feedback)
- July 29 - Our first day for students in grades 1-8 also held a K family meeting.
- August 1 - Middle school students participated in an Opening Ceremony which featured alumni speaker Bailey Young who spoke on the topic Don't Rush Today.
- August 10 - The Alumni Advisory Board met to begin plans for the December Home for the Holiday event and to continue moving forward with 20 Year Anniversary plans.

- **Upcoming events:**

- Friday at 2:14 - Coffee and Conversations: Raising Digitally Safe & Responsible Students
- August 25 Curriculum Night for parents with students in grades K-4
- August 26 Curriculum Night for parents with students in grades 5-8
- August 28 - Teacher workday AND the last day to turn in required immunizations
- Sept 18 - Middle School Fall Dance

- **Charter Renewal:**

- Our charter renewal process is underway. Christi attended the state's training and is now working with stakeholder groups to start developing portions of the required submissions and a clear timeline of all needs. Submissions are due either Nov 30 or Dec 31.

Public Comment

None.

Adjournment

Dustin Embrey adjourned the meeting at 7:34 p.m.

Andrew MacDougall