APPROVED

Eno River Academy

Minutes

August Board Meeting and Annual Retreat

Date and Time
Tuesday August 26, 2025 at 3:00 PM

Location
ERA HS Conference Room

Directors Present
Adam Haber, David Nagel, Elliot Clark, Jeremy Greene, Margaret Barr, Pamela Norcross, Trish Blackmon

Directors Absent
None

Directors who arrived after the meeting opened
Pamela Norcross

Guests Present
Kristin Martin, Lindsey Sealy, Michael Brown

I. Opening Items

A. **Record Attendance and Guests**

B. **Call the Meeting to Order**

David Nagel called a meeting of the board of directors of Eno River Academy to order on Tuesday Aug 26, 2025 at 3:06 PM.
Dave Nagel read mission statement

C. Approve July 22, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from July 2025 Regular Board Meeting on 07-22-25.
Margaret Barr seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Margaret Barr	Aye
David Nagel	Aye
Adam Haber	Abstain
Elliot Clark	Aye
Trish Blackmon	Aye
Pamela Norcross	Absent
Jeremy Greene	Aye

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Dave Nagel read the conflict of interest and ethics statement- no conflicts brought forward

III. Monthly Agenda Review

A. Review and revision, if needed, of meeting agenda

Dave Nagel- went over agenda. No comments
David Nagel made a motion to approve agenda as written.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Public Comment Period

A. Public comments in accordance with the ERA Public Comment Policy

No public comments brought forward

V. Administration Updates

A. Monthly Administration Update

Kristin Martin-

● Staffing ○ New staff onboarded and trained ○ Remaining openings: ■ 8th Grade Math - pending board approval ■ HS Social Studies - pending board approval ■ HS Exceptional Children's Teacher - pending board approval
● Curriculum & Instruction ○ All curriculum materials delivered ■ New requests continue to come in - especially for our new teachers ○ New programs/initiatives ■ MS ASL class ■ MS Yearbook ■ MS Chorus ■ K-2 Adapted Curriculum ■ 6-8 Adapted Curriculum ■ 3-5 Social Emotional Lunch Bunch ■ New Tech Intern and Media Internship ■ HS Drumline
● Facilities ○ Summer cleaning and maintenance completed ○ All safety inspections passed - fire drills are scheduled ○ Custodians hired in house - fantastic!!!
● Technology ○ Devices prepared and assigned and delivered ○ Classroom tech tested and functional
● Student Support Services ○ MTSS, IEP, and 504 plans updated ○ Counseling services read ○ Health protocols in place ■ Nurse Jenn is awesome!! We have our first student in a wheelchair and she has been so valuable in training us. ■ student has a G-tube - we have been trained to provide feedings.
● Capturing kids hearts Training ○ Two day training with staff ○ Centered around building stronger relationships with students ○ All teachers are creating Social Contracts with their students based on the CKH training. We will have all done by 9/26.

B. Closed Session

David Nagel made a motion to to go into closed session to discuss items which warrant confidentiality pursuant to Article 33C, Section § 143-318.11. (a) 5&6 of the North Carolina General Statutes.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to come out of closed session.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Teacher and staff contracts

David Nagel made a motion to approve the new hires as presented by executive director.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. ERA Front Entrance Sign Recommendation

Lindsey Sealy- Went over ERA sign recommendations and proposal.
Jeremy Greene made a motion to approve the front entrance sign as presented.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Retreat Topics

A. Retreat Introduction & Theme

Dave Nagel-
Introduction to Retreat-

- what are specific take aways board members want to gain in this meeting- team bonding, how to work together and strategic planning for school year, logistically staying on topic, new members gain insight into ERA.
- Agenda discussed
- Key meeting roles- Facilitators, Timekeeper, Parking lot, Minute/Actions, Observers, Provocateurs

Theme- Dave discussed last year's theme, and where we want to produce in future, where are we headed: vision, instruction, values, mission

- We are at the start of journey
- Reaction when trying to go somewhere: stages of maturity (forming, storming, norming, performing)
- Lindsey- want us to have meeting think ahead for students, teachers, and parents what we do now will impact in the years to come

Pamela Norcross arrived at 3:42 PM.

B. Team Building

Team Building Activity- 15 minutes

C. Strategic Elements Deep Dive

Deeper areas discussed and exercise: For Values, STREAM, Vision, Portrait of a Graduate
Discussion, feedback, questions after the presentation on these three elements.

- How do you get measurables of how we are fostering these skills in our graduates.

D. Draft Strategic Roadmap & 2025-26 School Goals

Lindsey- Gave Strategic Roadmap handout and Goals-
Presentation, feedback and Goals

- Think of this as a blueprint for house over next 5 years- Values, Instruction, strategies, values, mission
- Strategic pillars (hold up the house)- captivate students, empower teachers, involve partners, expand physical resources, optimize operations
- Each year progresses
- 2025-26- School Goals went over

E. Dinner & Team Building

F. Long-term evolution

- Walked around ERA campus
- Long-Term Evolution Scenarios- Land discussion: Land #1 "Pickleball land", Land #2 "Louisiana Purchase- Talked pros and cons of land acquisition. Discussion, Feedback.
- Next Steps: Resolutions on how to proceed, multiple steps.

G. Branding

H. Fundraising Committee 2025-26 Draft Goals

Trish Blackmon- Discussed goals for fundraising development/strategic program

- Comprehensive development strategy
- Outside help- Professional that deals with fundraising strategies
- Goals around development

I. Finance Committee 2025-26 Draft Goals

Adam Haber:

- Budget Report- Goal improve that presentation and what are the key details the board needs each month.
- Further work on land acquisition pieces

J. Academic Committee 2025-26 Draft Goals

Margaret Barr

- Went over monthly AC calendar

Goals

- Review and revise job description and minimum qualifications for all teaching positions at ERA
- Review and Discuss implementation of STREAM goals and Support
- Support Administration to Recruit, Develop, and Retain Exceptional Staff.
- Ensure educational programming aligned with school strategic elements (mission, vision, education plan, values, and branding)
- Support administration on creating AI policy & guidelines for safety, skill building, and innovation
- How do we measure those non-testable goals in our students? Signs, measurables?

K. Governance Committee 2025-26 Draft Goals

Dave Nagel:

- Ensure Committee Open Meeting Compliance
- Strengthen Board Composition
- Oversee Brand Strategy Development
- Oversee Charter Renewal Process

Discussion on Retreat: Went well/ Can improve

- Feedback given: Activities well done, everyone participated, positive group dynamics, time keeping. Well organized and presented.

Jeremy Greene made a motion to adjourn the meeting and retreat.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 PM.

Respectfully Submitted,
Margaret Barr