

APPROVED



## Eno River Academy

### Minutes

#### August Board Meeting and Annual Retreat

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**Date and Time**

Tuesday August 26, 2025 at 3:00 PM

**Location**

ERA HS Conference Room

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**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

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**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**

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