

Board of Trustees & Governance Committee
Marblehead Community Charter Public School
17 Lime Street
Marblehead MA 01945

Dear MCCPS Board of Trustees and Governance Committee,

Attached you will find my resume outlining my work as an educator and business leader. You will also see the ethos of MCCPS woven into everything I have accomplished. I have had a lifelong relationship with the school—beginning long before, and continuing long after my time as a student ('09). It is time for me to give back to the school and its community, and with my unique blend of relevant experience, I am interested in becoming a member of the Board of Trustees.

Professionally, I have led or participated in several education-related projects and partnerships. As a Camp Program Director at the North Shore YMCA, my team grew and developed the Lynch/van Otterloo (LVO) YMCA's Adventure Camp program, leading to my promotion to Assistant Camp Director of Specialty Camps, where I gained experience training and leading a large and diverse team. I was also a member of the team that launched the LVO Swampscott Education Center, a preschool and after school center focussed on STEAM learning to supplement academics. As the inaugural Site Coordinator for the Center, I developed connections with stakeholders which led to the center's growth in a new community. As Youth and Family Supervisor at JCC of the North Shore, my team improved Camp and After School operations through implementation of simple and effective processes for employees and families, and helped the organization to respond to changes necessitated by COVID-19.

Most recently, as Co-Founder and COO of Island Roots Camp Group, I have gained the knowledge required to scale and lead a business, including organizational design and business finance. Offering Summer Camp and Extended Day Programs year-round with a mission to *empower generations of kind, capable, and conscientious individuals*, Island Roots has grown from 4 participants in November of 2020 to over 400 families across 7 schools in Northeast Massachusetts. This growth has been made possible by creating a culture of trust, collaboration, and dedication to the mission within our team of full and part time employees.

As you can see, my experience revolves around programs which promote integrated, project based, and experiential learning models. I hope that I can use this experience to support the MCCPS community that has been such a core pillar of my success.

Thank you for your consideration,



"Thomas M. Phillips"
Thomas Phillips McEnaney

EXPERIENCE

Co-Founder, Chief Operating Officer

Island Roots Camp Group

2020-Present

- Grew company by over 9900% within 26 months, beginning with remote learning support then pivoting to After School and Summer Camp programs.
- Developed a unique business plan based on partnerships with schools to provide programs to existing customer bases; Implemented systems to rapidly launch new programs for partner organizations.
- Collaborated with partners to develop company policy from scratch, based on diverse areas of expertise.
- Implemented systems to streamline enrollment procedures for families and Program Directors.
- Created and implemented visual and stylistic brand standards to improve visibility, marketing, and company identity.
- Designed effective, collaborative team including leadership, part-time staff, and volunteers to move the company forward during a period of rapid growth.

Youth and Family Supervisor

JCC of the North Shore

2019-2020

- Developed Counselor In Training program for Camp Simchah which led to 41% employment in the year following implementation.
- Improved Summer Camp training for employees by identifying highest-impact skills and competencies for new and returning staff.
- Streamlined registration process for Camp Simchah families in collaboration with Camp Director and Registrar.
- Adapted Camp Simchah to run during strict COVID-19 regulations in 2020, in collaboration with JCCNS executive team, Camp leaders, and seasonal staff.
- Collaborated to develop and deliver *Remote From the J* hybrid learning pod program to meet the needs of Marblehead Public Schools students displaced during fall of 2020.

Assistant Camp Director, Senior Site Coordinator North Shore YMCA (Lynch/van Otterloo) 2011-2019

- Successfully opened and led operation of After School Program at Swampscott Education Center as part of center's implementation team.
- Operated and improved After School and Specialty Camp programs through strategic hiring, dynamic staff training, and maintaining relationships with stakeholders.
- Promoted consistently from Seasonal Camp Counselor up to Assistant Camp Director of Specialty Camps (2016), After School Site Coordinator (2017) and Senior Site Coordinator (2018).

EDUCATION

Bachelor of Science, Entertainment Business, Candidate, Full Sail University

Coursework Included: *Leadership & Organizational Behavior, Business Management, Business Accounting, Business Law, Economics, & Marketing.*

Additional Coursework, Lesley University

Coursework Included: *Teaching Learning & Social Responsibility, Video Production, Public Speaking.*

Languages, Based on EF online language tests

German: *Intermediate* (65%), French: *Beginner* (50%), Spanish: *Beginner* (45%)