



Board Meeting Minutes

Wednesday, May 18, 2022 at 6:30 pm

In Attendance: Robert Best (Chair) (via zoom), Patty Humphrey (Vice-Chair), Scott Perron (via zoom), Kyle Fox, Kimberly Lavallee, Susan Lawton (Secretary), Sabeena Mori (Student Rep), and Cassie Hayes (ex officio)

Not in Attendance: Barbara Comtois (Treasurer), Kate Robichaud (Faculty Rep)

Call to Order: (Bob B) 6:39pm

Pledge of Allegiance (Susan L)

Moment of Silence (Bob B)

Singing of the National Anthem (Sabeena M. & Francesca V)

Reading of the [Mission Statement](#) (Bob B)

Round Table Discussion: (Bob B) 6:41pm

The focus is personal mastery as described by Peter Senge in his book *the Fifth Discipline*. Peter Senge is something of an organizational learning guru from MIT's Sloan School of Management. In his words- "Personal mastery is a discipline of continually clarifying and deepening our personal vision, of focusing our energies, of developing patience, and of seeing reality objectively." Here is a little more of what he has to say: *People with a high level of personal mastery share several basic characteristics. They have a special sense of purpose that lies behind their visions and goals. For such a person, a vision is a calling rather than simply a good idea. They see current reality as an ally, not an enemy. They have learned how to perceive and work with forces of change rather than resist those forces. They are deeply inquisitive, committed to continually seeing reality more and more accurately. They feel connected to others and to life itself. Yet they sacrifice none of their uniqueness. They feel as if they are part of a larger creative process, which they can influence but cannot unilaterally control. People with a high level of personal mastery live in a continual learning mode. They never "arrive."* Sometimes, language, such as the term "personal mastery," creates a misleading sense of definiteness, of black and white. But personal mastery is not something you possess. It is a process. It is a lifelong discipline. People with a high level of personal mastery are acutely aware of their ignorance, their incompetence, their growth areas. And they are deeply self-confident. Paradoxical? Only for those who do not see that "the journey is the reward."

What do you think of this notion of personal mastery as a component of a leader's skillset? If you view it favorably, what can we do as a board or as a school to foster this thinking in our students and faculty?

- One Board member believes that personal mastery is a skill set of a leader – from the beginning of life right through old age. As a Board it is our responsibility to ensure the mission of our school teaches our students to become leaders by following the rules, being resourceful and exploring the rules to be able to explain why decisions are made – always working on personal master and by setting an example to the students; to respect each child’s journey.
- Another Board member stated that personal mastery is teaching leadership and teaching the students how to self regulate. They have to understand that their life is their own. They need to make the decision to be their best self every day; self discipline. It should be made part of the Round Table discussion. The students need to practice it all the time.
- One Board member brought to mind the House of Reps and Student Senate and how they are and should be part of the influence in our school. They should understand the importance of the journey. We all need to help the students to see what is ahead for them; this is more than a chapter in a book.
- Another Board member stated that the way to foster personal mastery is by example. We must display self confidence, but with humility.
- One other Board member stated that people must be aware of their confidence and influence others in humility; being lifelong leaders. Why personal mastery? What is the mastery of self? It is self discipline – more than just knowing what you’re about. It is a concept full of personal growth items.

1. Public Comments: (See Policy [BEDH](#))
No public comments

2. Secretary's Report: (Susan L) 6:59pm

- a. [April 20, 2022 Board Meeting Minutes](#)
- **Motion** to accept the minutes as written made by Kim L
- **Second** made by Scott P
- **Motion** passed 6/0/0

3. Treasurer's Report: (Kim L) 7:01pm

- a. [Board Budget Report for FY 2021- 2022 Period Covered 7/1/2021 through 3/31/2022](#)
- Kim L presented the Treasurer’s report, as Barbara Comtois has decided to step down from the Board effective immediately.
- Kim L will serve as the interim Treasurer until a new treasurer is elected.
- All the details of the Treasurer’s report can be found in the link above.
- Kim did want to highlight that the school is on track with the projected budget.

Motion to accept the Treasurer’s report was made by Susan Lawton

Second made by Patty Humphrey

Motion passed 6/0/0

4. Dean's Report: (Cassie H)7:07pm

a. See [here](#).

● **Student Services Update:**

- The teachers are reaching out to all the students who are not making mastery and doing all they can so that these students can make mastery.
- Some students will need support from their teachers.
- A Board member asked what things could be pointed out earlier to the students to encourage them throughout the year instead of waiting until the end of the school year.
- Guidance is brought in as well and hold family meetings when necessary.
- A lot of situations are caught early on in the year, but some students just fall off at the end of the year and have to have support to make mastery.
- When mastery isn't made in the first or second quarter, decisions are made at that point to either change classes, work harder, or look at other options such as VLACS.
- Christine Tyrie spoke about senior projects and how well they are going.
- She stated that most of the students mentioned that they procrastinated in doing their projects, but what was presented showed how well planned, well thought out, mature, and well prepared they all have been.
- Dr. Tyrie also mentioned that links will be created and put on the website so that parents can see an in depth view of the course their students are taking with public access made for parents. Kim L mentioned that Scott Mortimer (contractor) would be an excellent resource as he does all of our website updates and posts.
- Dean Hayes encouraged the Board members to attend as many senior project presentations as possible, as they are really well done and the Board would be impressed with them.
- It was suggested that the seniors present to the junior class to give them an idea of what a presentation would be like for them in the following year.

● **Admissions Update:**

- Currently there are 194 applications submitted. There have been record breaking numbers in the past couple of weeks and applications are still coming in.
- The Admissions department (Sue Forsyth) is doing a great job getting out in the community; she is very active and taking Admissions in a very positive direction. The Dean commended her for all her hard work.
- The budget for next year was built on 435 students and currently we are looking at 460, which will change, but we are heading in the right direction according to the Dean's report.
- Dean Hayes stated that Sue Forsyth deserves all the credit for reaching out to all new applicants and following up with every one of them.
- With that many students and the addition of 5th grade, it was brought up that Founders will likely need more administration assistance in the form of a Middle school Principal or a Vice Principal. We will consider

adding more personnel if needed, but hiring teachers will be the top priority.

- It was suggested that we should put feelers out as soon as possible to handle all upcoming situations.
- The Dean reported that we will cap the 5th grade at 80 students
- The Dean stated that there will be a dedicated school counselor for the 5th grade.
- Dean Hayes reminded the Board to watch for the outdoor classroom as discussed at a prior meeting by Eagle Scout Chris S; the outdoor classroom is his Eagle Scout project.
- Also presented at a prior Board meeting was the proposal for a soccer team at Founders, presented by Koen M. and Theo S. They received a \$2000 donation from the NJHS for their project and also set up a 'Go Fund Me' page to receive donations.
- Dean Hayes wanted to highlight the Summer Send off happening on May 20 at the school. Also on May 20 is the NJHS car wash from 10am - 1pm.
- The Field Day and highschool field trip were postponed because of the busing (shortage of drivers) issue.
- Spirit week is next week
- Many upcoming events such as middle and high school dances and band performances, including jazz band.
- The 8th graders will have an 8th grade celebration instead of step up day. On June 11th in Concord from 1pm - 4:30pm the 8th graders will be celebrated for their achievements thus far. It was suggested that the 8th graders should help in planning this celebration; to take a leadership role in the planning as it is their day and their celebration. Some students are already involved in the planning but Mr. Perron stated that he would reach out to more students for their involvement.
- June 18, 2022 at 10am at the Tupelo Music Hall in Derry the class of 2022 will have their graduation ceremony; all Board members are invited to attend.
- Dean Hayes passed out the paperwork and QR code for the Memorial Day Flag fundraiser, which honors our deceased military personnel. As was done last year, 50% of the money collected will be donated to the Yellow Ribbon Fund charity, which helps returning American service members injured during active service and who are recovering at Walter Reed Army Medical Center and Bethesda Naval Hospital.
- The Dean gave a big shout out to the students in the play "Into the Woods". Jane Cormier did a great job and we are grateful to her for all her hard work on the show.
- A big 'thank you' to the PTSG and all the parents who helped make Teacher Appreciation week a huge success! It was so great to feel appreciated in that way - THANK YOU!

5. Faculty Representative's Report: (Cassie H) 7:43pm

- a. See [here](#)
- In Kate R's absence, Dean Hayes gave the report that the feedback from the all school mission field trip was a huge success. This was a great opportunity for all the students to experience different areas of the state.
- Kyle F was able to report that the students that attended the field trip to his business (Merrimack Public Works) had a great time; they reported it was the best of all field trips. Kyle spoke of how the students were able to tour the facility and then do an egg drop activity 35 feet in the air from a bucket truck, which the students thought was the best!
- Special thanks went out to Mrs. Humphrey for putting all the logistics together to make all these trips possible. There were 7 different field trips and over 200 students attended. Mrs. Humphrey agreed that it was a big success and it should and would be done again next year; she loved working on this.

6. Student Trustee's Report: (Sabeena M) 6:53pm

- a. See [here](#)
- Ms. Mori reported that the student Senate is working on fundraising ideas for next year. They have formed a constitutional change committee. There are currently no new amendments, but it was agreed that a $\frac{2}{3}$ vote would be needed from the Senate before an amendment was passed.
- There is also a flag raising committee that was formed by Chris S. It was suggested by a Board member that they should also include the House of Rep and NJHS students to help with flag raising. The Board agreed that this was a great idea.
- Ms. Mori reported that the year began with 21 student Senate members and also ended with as many, which was a great way to end the year.
- The Senate ended with a net profit of \$650 and by the end of the school year they projected a \$1000 net profit.
- Prom was a great success - 'so much fun, just ask the Dean!' The Dean agreed wholeheartedly.
- Ms. Mori did report that some of the websites that the students use for research while doing projects have been blocked, making it difficult to get the research done; it is very frustrating.
- Ms. Mori also stated that the students are still in favor of bringing back yellow slips.
- A big 'thank you' went out to the Administration and Mr. Mihale for saving the senior field trip. Busing was a huge issue and the field trip had to be postponed for one week while appropriate busing was secured. Because of a driver shortage, Manchester, along with other schools around town, have been strapped for drivers and could not accommodate the hours that were needed to drive 2 $\frac{1}{2}$ hours to Springfield MA.

7. Board Business:

- a. [PTSG Report](#) (Elizabeth S) 7:45pm
- Ms. S wanted to highlight the summer send off happening on May 20th. There have been donated raffle items coming in totalling over \$5k. A big thank you

goes out to Tom H for all his help. The goal is to raise \$2500 for safety equipment or any other needs the school has.

- Many families stepped up to help make Staff Appreciation week become a big success. Teachers and staff were treated to breakfast with enough coffee to last (almost) until the end of the school year, Mr. Macs for lunch, a baked potato bar, just to name a few fun things.
- The PTSG after school group is planning dances.
- Ms. S reported that she will be stepping down from her leadership position on the PTSG and the Board gave her a BIG thank you for all her hard work over the years.

b. Mission Committee Report (Patty H) 7:49pm

- Ms. Humphrey stated that the mission of the school was highlighted well at each of the mission field trips attended. She mentioned that she went on the State House trip. There was no Senate in session, so the students were able to sit in the seats and have a great tour of the facility led by former Dean Mooney. The students on this trip reported that it was the BEST field trip.
- The students really felt some ownership in their government.
- Ms. Humphrey reported that from all the feedback she has received, all the field trips were a huge success. The Board thanked Mrs. Humphrey for all her hard work pulling these field trips together.

c. New Board Member Process. See ballot [here](#) (Bob B & Kim L) 7:53pm

- There were many parents that came forward to become parent Board members. After a vetting process, it was narrowed down to four parents, Susan Lawton, Doug Melder, Peter Olsen, and Angela Seggie. Each parent was able to state why they thought they should be voted in as the parent Board member.
- There was one candidate for the open (non parent) Board position; Frank Weiss ran unopposed.
- **Frank Weiss:**
 - He stated that his philosophy aligns with the school's mission. His personal beliefs
 - He likes how our school has its focus on building leaders. He is happy that Founders Academy focuses on a classical education and western ideals and leadership, which provides assurance that we will grow as a nation.
 - Mr. Weiss is committed to providing community service; he stated that he has the time to devote to the Board and wants to serve. He has a personal relationship with current Board member, Kyle F and has served as a leader in the Boy Scouts with Kyle.
 - Mr. Weiss stated that it was reassuring that Founders exists to provide a level of individuality in the students' lives. He is passionate about the Founders mission. At this time, Mrs. Humphrey suggested that he become a History teacher at TFA. Mr. Weiss stated that he would like to contribute any way he can, however he can give more in the realm of technology than history. He is experienced in engineering, the business world, and is also a musician. He is passionate about connecting the learning experience with real life experiences.

- **Susan Lawton:**
 - As a current Board member, Mrs. Lawton stated that she is not done contributing to Founders Academy and has entrusted her children to the school since the day the doors opened several years ago and she is just starting the high school experience with her daughter at the school.
 - Mrs. Lawton is very excited about the changes and growth happening at Founders and is excited to what happens next.
 - Mrs. Lawton's main goal as a Board member is to ensure that the school has what it needs to be financially stable and to be a pillar in the community.
- **Doug Melder:**
 - Mr. Melder was instrumental in providing the Zoom training for all teachers when Covid hit and the school had to go remote.
 - Mr. Melder agrees with the practices and the mission of the school, and has a background in curriculum development and learning.
 - He is the father of 5 children, one currently in attendance and with the expectation of the other 4 attending Founders in the future (as they get older).
 - Mr. Melder has started and run two successful businesses. He teaches executives how to develop and make presentations,(which is why his son, Koen, did such an amazing job at last month's Board meeting).
 - Mr. Melder has committed to send interns to help out at Founders and give of his time in order to give back to the community.
- **Angela Seggie:**
 - Mrs. Seggie is the parent of a current 8th grader at Founders; her daughter has been at Founders since 6th grade and was at Polaris charter school prior to attending Founders.
 - Mrs. Seggie has been on the Board at Polaris for 4 years and has learned what it takes to run a school. She holds an MBA with a background in education.
 - Mrs. Seggie works for Amazon supporting software development.
 - Mrs. Seggie stated that it is a deep journey learning how to meet children where they are. She has learned how schools support Special Ed students.
 - Mrs. Seggie believes that we can learn new ways and bring new ideas on how to grow and become the most sought after school in the area. The students at Founders really love their teachers and Administrators; they have a deep respect for each other and she wants to help foster that.
- **Peter Olsen:**
 - Mr. Olsen has 3 children; one a former student, 2 current students at Founders. He had many other commitments in his life, but now has fewer and would like to spend more time giving back to Founders.
 - He has entrusted his children here - it's not always perfect, but his children have been taught how to think and make their own choices.
 - Mr. Olsen believes in the mission of the school and has many conversations with his boys about the school.
 - Mr. Olsen has had a career in education that has spanned over 25 years. He has taught everything from pre-school to MBA college courses. He

believes that he brings a unique skill set and perspective to the school and would like to earn your vote for a seat on the Board.

- After a secret ballot vote was conducted, the 3 parents that won a seat on the Board are: Susan Lawton, Doug Melder, and Angela Seggie.
 - Each of these positions is a one year term that runs from Jul 1, 2022 through June 30, 2023.
- Frank Weiss ran unopposed and won the open (non-parent) seat on the Board.
 - This position is a 2 year term which begins now (since Barbara Comtois has stepped down) through June 30, 2024.

8. New Business:
No new business

9. Non-Public Session:
No non-public session

Motion to end the meeting made by Patty Humphrey
Second by Susan Lawton
Passed 6/0/0 - meeting adjourned at 8:27pm

10. Next Meeting: Wednesday, June 15, 2022