



**Visible Men Academy**  
Board Meeting Minutes

Meeting Date: Wednesday, May 13, 2020

Meeting Time: 1:00-2:00p

Meeting Location: Zoom Call

**Attendees:**

Board: Mark Smith, Charlotte Peret, Patrick Amoaku, Jessica Napoli  
VMA: Neil, Tiffany, Louis, Turk, Josephine, Willie Clemons

**Minutes**

**I. Approve Minutes from 2/5/20 and 3/4/20 meetings**

Meeting minutes were approved.

**II. Dr. Willie Clemons introduction / Project Visible (Neil)**

Neil introduced Dr. Clemons who is working as a consultant with VMA to lead the Project Visible initiative. This initiative is designed to encourage prominent black men in the Sarasota area to participate with VMA as advisors, potential board members, advocates, donors, mentors etc. Neil will update the board about a few of the outreach projects already in the works.

**III. Principal Update (Tiffany)**

VMA is committed to nightly meal distribution, feeding approximately 70 families each night. Students continue to do their class work via i-Ready with 82% of our students completing 30 minutes or more in Reading and 73% of our students completing 30 minutes or more in Math. These participation numbers are higher than other title one school students.

VMA leaders have decided not to extend the school year which will end on May 28<sup>th</sup>. The Leadership Awards Ceremony will take place on May 29<sup>th</sup> via a drive thru ceremony with balloons, certificates, and lots of praise. There is also consideration around creating a 'drive thru' 5<sup>th</sup> grade graduation ceremony.

82% of current students will be returning to VMA next year. (approximately 75 students) There are currently seven (7) new student applicants. A 2020-2021 Recruitment Team has been launched and will be creating a strategy for recruiting students for the next academic year.

3<sup>rd</sup> grade students are promoted to the next grade mainly relying on FSA testing scores. The FSA did not happen this year because of Covid-19. Faculty is planning a special summer school for 3<sup>rd</sup> graders to take place in June. Eight (8) students are in danger of retention.

The Boys & Girls club will be hosting summer camp on the VMA campus throughout June and July. There will be a small ratio of staff to students while they adhere to CDC guidelines. VMA students can attend the summer camp as well as students from Daughtrey Elementary. VMA will use this as a recruitment opportunity.

#### **IV. Finance Report (Louis)**

VMA has received the PPP loan in the amount of \$242,800. The loan is in a separate bank account and is being used solely for payroll. Louis is working with KB regarding the specific loan stipulations.

Louis reviewed the cash projections for the last two months. The projection for Shine Online donations is \$75,000 each month. VMA will also receive \$44,150 from the 2020 Giving Challenge.

June 30<sup>th</sup> is the end of VMA's current fiscal year. The 2018-19 fiscal year started with \$417,000 in cash. The previous fiscal year started with \$191,000 in cash. VMA is projected to start the new fiscal year with \$400,000 which will position the school well going into the new year.

Neil shared that donations for Shine Online have started coming in. In the next two weeks, more donations are expected as the school shares more social media content and matching opportunities with everyone. Louis reported the campaign has raised \$159,000 with the goal being \$300,000.

#### **V. Board Development Task review (Turk)**

Neil asked board members to prioritize the area of board development.

Turk reviewed the Board Book document he created. Having a solid and thoughtful visionary board is important rather than a day to day operations board. Now is the time to move forward with a visionary board as VMA organizes to step into a capital campaign.

This Board Book will be a road map for onboarding new members. The template that Turk has provided will be modified and owned by the board. The next step is to form a Board Governance committee that will create the board member recruitment process. There must be a shared thought on who the board needs to recruit. There is also a template outlining the duties of a VMA board member. It is important to establish what is critical for VMA board members to commit to. Expectations need to be clarified. The governance committee will edit and share the Board Book documents with the full board. The full board will then vote to confirm the document.

Neil explained that there is a growing list of potential new board members. The board members need to be able to filter the 'hey they might be good' through a logistical process to inform next steps.

Neil would like the board meetings to serve as a 'check-in' with the 'work' being done via board committees like the finance committee, board governance

committee, long range planning committee, etc. Work is done between meetings and the reporting-out is done at board meetings.

The current VMA by-laws state that committee members do not need to be board members. This will help with building capacity and with vetting new board members.

After establishing the members of the Governance Committee, Neil suggests scheduling zoom calls two times a week to begin reviewing the necessary material. Neil asked Josephine to upload the Board Book to google drive and to outline a working to-do list which will serve as the path forward. Mark will send an email to board members to schedule a short meeting to identify the members of the governance committee.

Turk suggests the governance committee and finance committee be comprised of only current trustees because of the sensitive nature of discussion items and the need for full transparency.

## **VI. New Business**

### **a. Visible Men Impact Network (Neil)**

This organization now exists and has been incorporated as a 501©(3). Donors giving to the Visible Men Impact Network can receive a tax deduction. The final paperwork is currently being approved. Neil will give more details regarding the relationship between the two organizations at a later date.

### **b. Next scheduled meeting – Proposed schedule:**

- Quarterly/Second Wednesday of meeting month
- Wednesday, July 8, 2020 (Annual Mtg.)
- Wednesday, October 14
- Wednesday, January 13, 2021
- Wednesday, March 4 (Budget Approval Mtg.)
- Wednesday, April 14

This is the last board meeting of the current fiscal year. The meeting schedule was approved.

### **c. Schedule Board Retreat when able**

VMA will schedule a board retreat when the current Covid-19 situation allows for safe gathering. Charlotte reminded the board the importance of having new board members participate in the next board retreat.