

The Brotherhood of Excellence Academy  
Board of Director's Agenda  
Teleconference  
August 13, 2020  
7:00pm Agenda



**Call to Order**

- Opening Prayer
- Review of Mission and Vision
- Board Member Introductions
  - Sharon Thomas (Board Chairperson- Founding Board Member)
  - Tamala Anderson (Secretary- Founding Board Member)
  - Zonja Glover (Treasurer- Founding Board Member)
  - Tanesha Cameron-Cole – Founding Board Member)
  - Chameeka N. Smith (Executive Director)

**Motion for approvals**

- Votes from April 9, 2020 will be revoked due to quorum of founding board members
- Bylaw addendum by the Founding Board of Directors

*Our Bylaws state the following:  
Genesis 1: 26-28 states:*

*26 Then God said, "Let Us make man in Our image, according to Our likeness; let them have dominion over the fish of the sea, over the birds of the air, and over the cattle, over [g]all the earth and over every creeping thing that creeps on the earth." 27 So God created man in His own image; in the image of God He created him; male and female He created them. 28 Then God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the fish of the sea, over the birds of the air, and over every living thing that [h]moves on the earth."*

We believe that a male for the Brotherhood of Excellence Academy is based on the birth certificate of the student. Only male students born, based on their original birth certificate, as male will be permitted to enroll in The Brotherhood of Excellence Academy.

**Proposed Bylaw addendum**

*Genesis 1: 26-28 states:*

*26 Then God said, "Let Us make man in Our image, according to Our likeness; let them have dominion over the fish of the sea, over the birds of the air, and over the cattle, over [g]all the earth and over every creeping thing that creeps on the earth." 27 So God created man in His own image; in the image of God He created him; male and female He created them. 28 Then God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the*

*fish of the sea, over the birds of the air, and over every living thing that [h]moves on the earth.”*

- *We believe that an individual's gender is based on their original birth certificate and/or gender assignment at time of birth. The Brotherhood of Excellence Academy is a faith-based organization that operates on biblical principles. These biblical principles, as outlined in our bylaws, will be followed and enforced when hiring all employees and volunteers associated with the corporation. When areas of gender are in question, the corporation will comply with the outlined bylaws and scripture references associated within the approved bylaws. This addendum can not be changed for any reason.*
- Review and approval of April 9, 2020 minutes – Tamala Anderson
- Review and approval of May 21, 2020 Minutes- (Special called Board Meeting) – Tamala Anderson
- Founding Board Officer Update:
  - Per the Bylaws:

## Article III: Board of Directors

### **Section 3: Number**

The Board of Directors consist of between no less than five (5) and no more than seven (7). The board may change the number from time to time by a simple majority vote at a regularly scheduled meeting. The founding Board of Directors will operate with a minimum of three (3) people as identified by the IRS requirement. The founding Board of Directors will continue to oversee the operations of the corporation until a complete Board of Directors has been elected and/or appointed by the founding executive director with completed paperwork and elected for approval by the founding Board of Directors. The founding Board of Directors will continue as members of the full board as outlined within these bylaws.

### **Section 11: Removal**

Any board member may be removed from office with cause by a simple majority vote of the board.

The following reasons are considered just cause for board member removal that must be observed by the board of directors:

A. In absentia at three consecutive board meetings;

B. Violation of the Mutual Interest clause of Article III Section 9 and Code of Ethical Conduct, Core Values, Functional Values and Core Academic Principle of Article III Section

C. Not acting in the best interests of the organization as defined within the bylaws, Mutual Interest clause of Article III Section 9 and Code of Ethical Conduct, Core Values, Functional Values and Core Academic Principle in Article III Section 10

D. Willful nondisclosure of a conflict of interest as interpreted by a majority vote of the board.

E. For disclosing confidential information with malicious intent toward the Corporation

#### **Process for removal from the board**

A board member may be removed from the board in the following manner:

1. By letter of resignation submitted to the Secretary;
2. By action of the board of directors in which a simple majority of the board, vote in favor for removal.

*Given our organization is in the “Founding Board Member Status”, a letter has been drafted to celebrate Ms. Zonja Glover for serving on the Board of Directors of The Brotherhood of Excellence Academy and the information outlined above regarding her continued acknowledgment as a founding board member, however, effective August 13, 2020 the removal as a voting member from the founding board.*

- The Appointment of Tanesha Cameron-Cole from Founding member to Founding Treasurer of The Brotherhood of Excellence Academy will go into effect August 13, 2020.

- Financial Update- Projected Budget 2020-2021 – Need to revote
- Actual financial statement: July 31, 2020
- Conflict of Interest Signed by Board members
  
- Dismissal of Roberts Rules of Order

#### **Accomplishments from May 2020-July 2020**

1. Brochures, Business Cards, Poster Board Sign
2. Thank you Cards sent to Nash Rocky Mount School Leadership teams (MS/HS/Central Office School leaders)
3. Marketing /Social Media
4. OnPay (<https://onpay.com/>) Payroll Company \$40.00 per month
5. High Quality Saturday Enrichment Program/Curriculum – Year 01- Revised due to COVID-19
6. Summer Camp scheduled-
  - a. Session 1: June 22-24, June 29-July 1, 2021
  - b. Session 2: July 20-22, 27-29, 2021
7. 100% Board Giving Request

8. Job postings (Social media Intern: NC State University, chegg Internships, NC Wesley College)
9. Job Descriptions/Application/Employee Handbook
10. Detailed Needs List
11. Academic Calendar for 2021-2022
12. Review of Policies and Procedures of the organization (Reference only)
  - a. COVID 19 New Policy
13. Idea Fundraising Strategic Plan – Phase I (Phase II- Strategic fundraising plan)
  - a. College Access Simulation (School to Prison Pipeline Simulation)
  - b. Parental Empowering Workshop
  - c. Diversity, Equity and Inclusion Workshops

- **Next Steps**

- Development of Streams of Funds Plans (Committee)
- Fundraising
- Board Member Recruitment
- Grant Writing opportunity
- Treasurer's name on bank account
- Spread the Word (<https://www.brotherhoodofexcellenceacademy.org/>)
- Securing a bookkeeper/Payroll/ CPA

- Next Meetings

- December 10, 2020 @ 7:00pm – Outline of board meetings for 2023

Meetings for 2021 (4 times per year )

- March 11, 2021- Annual approval of 990 form and NC State Financial Report for charitable solicitation license
- June 10, 2021- Annual Approval of Budget and Voting/Election of Officers
- September 9, 2021- Annual Conflict of Interest Signatures
- December 9, 2021

Meetings for 2022

- March 10, 2022
- June 16, 2022
- September 8, 2022
- December 8, 2022

- **Long Range projections**

- Projected Numbers: 12 Boys (10 boys for Fall of 2020 due to COVID-19)
  - Budget Projections: \$70,000 for Fall 2020 Saturday Enrichment
- Saturday Enrichment
  - Fall 2020- Saturday Enrichment Programming (6<sup>th</sup>-8<sup>th</sup> grade)
  - Fall 2021- Saturday Enrichment Programming (6<sup>th</sup>-8<sup>th</sup> grade)

- Fall 2022- Saturday Enrichment Programming (6<sup>th</sup>-8<sup>th</sup> grade)
- Fall 2023- Saturday Enrichment Programming (6<sup>th</sup>-8<sup>th</sup> grade)
- Fall 2024- Saturday Enrichment Programming (6<sup>th</sup>-8<sup>th</sup> grade)
- Fall 2025- Saturday Enrichment Programming (6<sup>th</sup>-8<sup>th</sup> grade)
- Summer Camps
  - Summer 2021- Summer Camp (6<sup>th</sup>-8<sup>th</sup> grade)
  - Summer 2022-Summer Camp (6<sup>th</sup>-8<sup>th</sup> grade)
  - Summer 2023-Summer Camp (6<sup>th</sup>-8<sup>th</sup> grade)
  - Summer 2024-Summer Camp (6<sup>th</sup>-8<sup>th</sup> grade)
  - Summer 2025-Summer Camp (6<sup>th</sup>-8<sup>th</sup> grade)
  - Summer 2026-Summer Camp (6<sup>th</sup>-8<sup>th</sup> grade)
- Afterschool Programming
  - Fall 2023 (6<sup>th</sup>-8<sup>th</sup> grade)
  - Fall 2024
  - Fall 2025
  - Fall 2026
  - Fall 2027
- Fall 2025- 9<sup>th</sup> grade academy
- Conferences, Seminars, workshops and retreats (for-profit organization)

- Questions/Concerns/Ideas/suggestions
- Prayer
- Adjourn

The Brotherhood of Excellence Academy

**New Mailing Address**

1444 Jeffreys Rd  
 Ste 259  
 Rocky Mount, NC 27804

New Future Home (Fall 2020)  
 The Brotherhood of Excellence Academy  
 301 S. Church St Suite 140G  
 Rocky Mount, NC 27804

