

PLEASE POST



SCHOOL DISTRICT OF SHOREWOOD
Shorewood, Wisconsin
August 31, 2022 AGENDA

Board Vacancy Interviews
6:30 PM

Shorewood High School Library Media Center (LMC)
1701 East Capitol Drive
Shorewood, WI 53211

Applicants for the School Board vacancy left by the resignation of Pablo Muirhead will be interviewed on Wednesday, August 31, 2022, beginning at 6:30 pm. Interviews with each applicant will be 30-60 minutes.

These candidates applied for the Board vacancy:

Andrew Frey
Abby Fowler
Nathan Hammons

This meeting notice was posted on August 26, 2022.

I. Candidate Interviews

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SCHOOL BOARD MEMBER

STRATEGIC PLANNING | ORGANIZATIONAL LEADERSHIP | FUNDRAISING

Results-focused management and real estate professional with fifteen years' experience helping Milwaukee area residents make home ownership a reality, and extensive experience leading organizations to achieving their foundational missions and goals.

SKILLS, KNOWLEDGE & EXPERIENCE

Increasing Organizational Impact	MKE Property & Housing Markets	Enabling Home Ownership
Community & Public Relations	Managing Membership Operations	Negotiating Real Estate Deals
Hiring & Leading Workforce	Developing Programs & Services	Financial & HR Management
Supporting Board of Directors	Creating Synergistic Partnerships	Community Land Trusts

- ❖ Highly effective organizational leader with an accessible and welcoming demeanor, and a work style that fosters a culture of teamwork, collaboration, and team success.
- ❖ Fifteen years realtor experience with Federated / Coldwell Banker / First Weber and additional work experience with Milwaukee area business leaders including Marcus, Kohl's, and McDermott, Foley & Wilson.
- ❖ Six years' experience working with multiple Boards, a rich history of community engagement working with seven community organizations, and a deep understanding of the need for and benefit of permanent affordable housing and shared equity home ownership.
- ❖ Capable organizational administrator proficient in planning, budgeting, staffing, fundraising, board support, program management, HR, property acquisition, community relations, membership support, and more.
- ❖ Ability to communicate effectively at all levels across a wide range of constituencies with a continuous improvement mindset and a strong reputation for taking ownership and delivering measurable results.

PROFESSIONAL EXPERIENCE

Wisconsin Psychoanalytic Foundation, Milwaukee, WI **8/2019–present**

A community-focused foundation providing training, continuing education, and community support in the area of psychoanalytic counseling and therapy services to the Milwaukee area community.

PROGRAM MANAGER

Chartered with leading and managing the foundation's operations reporting directly to the Board of Directors.

- Engaging in broad-scope organizational leadership responsibilities with duties including strategic planning, oversight of operations, execution of mission and vision, fiscal / budget management, goal attainment, fundraising, program development and management, sponsor development, staff development, team leadership and motivation, and acting as the face of the organization in a variety of forms.
- Reporting directly to the Board with a strong reputation for consistently meeting or exceeding performance expectations, with notable achievement highlights including:
 - Managing foundation operations to deliver programs and services consistently achieving or exceeding the foundation's core organizational objects for two consecutive years;
 - Improving year-to-year fundraising performance by ~5% despite impact of the Covid 19 pandemic;

- Instrumental role in increasing foundation membership by 3%-5% annually;
- Creating the foundation's annual operating budget and effectively managing finances to achieve 100% of organizational objectives within budget.

Information Providers, Inc., Shorewood, WI**11/2014–8/2019**

A leading provider of property, casualty, and premium audit information services.

FIELD REPRESENTATIVE

Senior-level property insurance underwriting professional responsible for managing some of the organization's highest profile clients and projects.

- Managed underwriting responsibilities for a large portfolio of commercial and residential properties of up to \$3.5M in insured value, including performing comprehensive on-site inspections to assess and manage risk.

McDermott, Foley & Wilson, LLP, Shorewood, WI**11/2014–1/2016**

A general practice law firm providing client-focused legal services to individuals, families, and businesses.

MARKETING COORDINATOR & CLIENT RELATIONS SPECIALIST

Worked closely with senior partners and office staff to drive improvement across business performance metrics.

- Leveraged a wide range of marketing and client relations skills in developing and executing business development initiatives to increase the firm's public profile, customer base, market share, revenue, profitability, and customer satisfaction.

Marcus Corporate, Milwaukee, WI**11/2012–11/2014**

A leading hospitality and entertainment provider with 7500+ employees and \$600M+ in annual revenue.

EVENT COORDINATOR

Responsible for coordinating a variety of local and national events for Marcus Corporate employees, field employees, customers, partners, and VIPs.

- Broad-scope responsibilities in owning the full project lifecycle of more than 450 events, including planning, marketing, budgeting, event setup, staffing, inventory management, problem resolution, vendor management, client relations, customer satisfaction, billing, and general administration.

Kohl's, Milwaukee, WI**9/2012–11/2013**

The largest department store chain in the U.S. with 1,158 locations including operating stores in 49 states.

CUSTOMER SERVICE REPRESENTATIVE

Leveraged a business-owner mindset as the face of the company assisting a diverse population of customers.

- Utilized highly effective people, communication, problem resolution, and decision making skills to ensure that every customer had an exceptional shopping experience.
- Recognized by management as the go-to-person for complex and / or difficult to resolve issues.

Federated/Coldwell Banker/First Weber, Milwaukee, WI**4/1998–1/2013**

Customer-focused realty firms with up to 70 office locations and 1,400 real estate professionals statewide.

REALTOR

Provided full service real estate services across multiple counties in Southeastern Wisconsin.

- Helped more than 150 clients achieve their dream of home ownership including identifying client needs, performing marketing research, prospecting properties, and negotiating the sale or purchase of property.

EDUCATION

Shorewood High School, Shorewood, WI

Macalester College, St. Paul, MN

Board Member, North Avenue Business Development: Oversaw the building of low-income housing.

Volunteer: Habitat for Humanity, Hunger Task Force, Milwaukee Riverkeeper, Reading/Math Tutor, PTO Member, and MKE Get Out the Vote door-to-door campaign team member.

Andrew Frey

Shorewood, WI 53211 | 5138075385 | freyat1@gmail.com

Summary

Well rounded, data driven with a wide variety of experience both in and out of the school environment. Deep understanding of prioritizing and building budgets based on priorities and financial limitations. Always listen's before responding and respects others point of views. Community minded looking to help where I can.

Skills

- Creative and Critical Thinking
- Communication
- Prioritizing order of importance
- Organization
- Listening

Experience

MANAGING PARTNER | 01/2019 - Current

Tour Of America's Dairyland - Shorewood, WI

- Budgeting for the 11-day race series and 20+ employees
- Select venues and work with local municipalities for permitting and hosting successful events
- Designed series COVID-19 mitigation plan
- Manage race day operations and event staff
- Sponsor relations and social media
- Permitting with USACYCLING
- Vendor selection and management
- Event safety planning

LOGISTICS COORDINATOR | 03/2018 - Current

Team Sports - Milwaukee, WI

- Route planning for the UPAF Ride for the Arts
- Route planning for Friendship Circle Ride
- Permitting with 11 different municipalities and state organizations to allow the ride to take place on public roads
- Assist in post ride party planning
- Manage day of event staff
- Event safety planning

TEAM DIRECTOR | 01/2012 - 01/2017

Astellas Professional Cycling Team - Northbrook, IL

- Budgeting for 16 riders and three staff members for 100 race day season
- Logistic coordinator for team and equipment travel
- Select riders for the team
- Sponsor relations
- Race day team directing

- Communication with race directors worldwide for team selection in races

ASSISTANT PRINCIPAL | 06/2009 - 07/2012

Theodore Roosevelt Public Community School - Cincinnati, OH

- Assisted in budget planning
- Reviewed standardized test results to assess student progress and academic performance.
- Assessed teaching and support staff
- Instructed teachers on classroom management, behavior and instructional strategies.
- Visited classrooms to evaluate teacher instructional techniques as part of annual evaluation cycle.
- Community outreach and student recruiting
- Worked with community recourses and implemented them into the schools for students and families
- Established and enforced clear class objectives and requirements to promote consistent education for students.
- Facilitated staff meetings to convey policy changes and hear employee input.
- Assessed student performance, behavior and social development and devised improvement strategies for struggling children.

Education

Miami University - Oxford, OH | Bachelor of Arts

Sports And Recreation Organization, 05/2003

Mount Vernon Nazarene University - Mount Vernon, OH | Master of Arts

Education

NATHANIEL S. HAMMONS

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(414) 209-2541 · nathan.hammons@outlook.com

ACADEMIC APPOINTMENTS

Marquette University Law School, Milwaukee, WI

Clinical Associate Professor, July 2018 to present

- Direct the Law and Entrepreneurship Clinic, an in-house clinical program that has provided transactional legal services to more than 300 entrepreneurs and startups in southeastern Wisconsin since its inception. Supervise upper-class law students interviewing and counseling clients, drafting contracts and other legal documents, writing legal memoranda, and preparing governmental filings.

Visiting Clinical Associate Professor, November 2014 to June 2018

- Designed, launched, and directed the Law and Entrepreneurship Clinic.

Adjunct Professor, Fall 2012 to Spring 2014

Courses: Business Planning, Contract Drafting, Classroom Component of the Law and Entrepreneurship Clinic, Civil Pretrial Practice

EDUCATION

Northwestern University, Chicago, IL

Certificate of Completion, 40-Hour Mediation Skills Training Program, March 2008

Boston University Graduate School of Arts & Sciences, Boston, MA

MA in Philosophy, May 2004

Boston University School of Law, Boston, MA

JD, *cum laude*, May 2003

- *Honors*: G. Joseph Tauro Scholar; Dean's Award in Criminal Law
- *Activities*: Staff Member, *Boston University Public Interest Law Journal*; Cast Member, Legal Follies; Representative, American Bar Association Law School Division; Co-Director, Law Student Orientation

University of Wyoming, Laramie, WY

BS, with honors, in Zoology, May 1999

- *Honors*: Tobin Award for Outstanding Male Graduate of the University of Wyoming (sole recipient, 1999); Phi Beta Kappa National Honorary
- *Activities*: President (representing 8,000 students), ASUW Student Government; Ex-Officio Trustee, UW Board of Trustees; UW Honors Program

SERVICE TO MARQUETTE UNIVERSITY

LAW SCHOOL COMMITTEES

Member, Teaching and Assessment Committee (2017 to present)

Member, Moot Court Committee (2015 to present)

Member, Blockchain Working Group (2018 to 2019)

UNIVERSITY COMMITTEES

Member, University Innovation Council (2014 to present)

Member, Curricular and Academic Board, Blue & Gold Ventures (Student Run Business Program) (2019 to 2020)

Member, University Blockchain Lab Faculty Advisory Group (Spring 2018)

Member, College of Business Administration's Entrepreneurship Curriculum Review Committee, Member (2017 to 2018)

SERVICE TO THE COMMUNITY

Bavarian United Soccer Club, Glendale, WI
Youth Soccer Coach (2019 to present)

M7's Marshaling Our Resources: Entrepreneurship Initiative, Milwaukee, WI
Advisory Council Member (representing Marquette University) (2016 to present)

BizStarts, Inc., Milwaukee, WI
Mentor (2015 to present)

gener8tor, Milwaukee, WI
Mentor (2015 to present)

gBETA, Milwaukee, WI
Mentor (2015 to present)

Wisconsin Entrepreneurs' Conference, Madison, WI
Steering Committee Member (2017 to 2021)

Wisconsin Women's Business Initiative Corporation, Milwaukee, WI
Volunteer (2016 to present, Outstanding Volunteer Service Award in 2017)

Small Business Affinity Group, Milwaukee, WI
Member (2015 to 2019)

Office of Lawyer Regulation's Make a Difference Initiative, Madison, WI
Task Force Member (2016 to 2017)

The Commons, Milwaukee, WI
Mentor (2015 to 2018)

Startup Milwaukee, Inc., Milwaukee, WI
Advisor (2012 to 2018)

PUBLICATIONS

Nathaniel S. Hammons, *Intellectual Property Issues for Startups Participating in Entrepreneurship Support Programs in Wisconsin*, 22 MARQ. INTELL. PROP. L. REV. 2 (2018)

Richard F. O'Malley, Jr., & Nathaniel S. Hammons, Revision and Supplement to Chapter 5, *Investigation and Development of the Product Liability Case*, PRODUCT LIABILITY PRACTICE, ILL. INST. FOR CONTINUING LEGAL EDUC. (2006)

PRESENTATIONS, PANELS, AND WORKSHOPS

NATIONAL

Co-Presenter, *Social Justice? Screening for Underrepresented Entrepreneurs*, Transactional Clinical Conference, Berkeley, California (May 4, 2019)

Presenter, *The Balanced Scorecard: A Tool for Measuring and Enhancing the Impact of Transactional Legal Clinics*, Transactional Clinical Conference, Philadelphia, Pennsylvania (June 2, 2017)

REGIONAL

Panel Moderator, *Understanding NFTs and Cryptocurrency: A Primer*, Wisconsin Entrepreneurs' Conference, online (June 3, 2021)

Panel Moderator, *Securing Your First Customers: How to Make Sales in a Challenging Time*, Wisconsin Entrepreneurs' Conference, online (June 4, 2020)

Panel Moderator, *It's OK to Fail, Especially If You Learn from It*, Wisconsin Entrepreneurs' Conference, Milwaukee, Wisconsin (June 5, 2019)

Panel Moderator, *Beg, Borrow, or Bootstrap: Ways to Finance Your Startup*, Entrepreneurs' Conference, Madison, Wisconsin (June 5, 2018)

Presenter, *Intellectual Property Issues for Startups Participating in Entrepreneurship Support Programs in Wisconsin*, Marquette Intellectual Property Law Review Symposium Conference, Milwaukee, Wisconsin (October 27, 2017)

Presenter, *Legal Issues in Representing Early-Stage Technology Startups*, CLE presentation by Marquette University Law School, Green Bay, Wisconsin (June 13, 2017)

Panel Moderator, *What Founders Should Know: Common Hurdles, Mistakes and Pitfalls*, Wisconsin Entrepreneurs' Conference, Madison, Wisconsin (June 7, 2017)

Panel Moderator, *The Five Questions Every Startup Needs to Get Right*, Wisconsin Early-Stage Symposium, Madison, Wisconsin (November 17, 2016)

LOCAL

Workshop Presenter, *Legal Essentials for New Businesses*, BizStarts, Milwaukee, Wisconsin (multiple presentations 2021 to present)

Workshop Presenter, *Legal Essentials for Startups*, Marquette University 707 Hub, Milwaukee, Wisconsin (multiple presentations 2017 to present)

Presenter, *Legal Essentials for Launching a Startup During a Pandemic*, CLE presentation, Marquette University Law School, online (July 14, 2020)

Workshop Presenter, *Startup Law 101*, the Young Enterprising Society, online (May 28, 2020)

Presenter, *Legal Pitfalls for Startups*, CLE presentation, Marquette University Law School, Milwaukee, Wisconsin (November 15, 2019)

Presenter, *Common Ethical Pitfalls in Representing Startups*, CLE presentation, Marquette University Law School, Milwaukee, Wisconsin (November 8, 2019)

Workshop Presenter, *Legal Entities and Structures for Small Businesses*, African American Chamber of Commerce of Wisconsin, Milwaukee, Wisconsin (January 16, 2019)

Workshop Presenter, *Protecting Your Assets: Using the Law to Protect and Grow Your Small Business*, African American Chamber of Commerce of Wisconsin, Milwaukee, Wisconsin (November 14, 2018)

Panelist, *Pitfalls and Opportunities: Critical Decisions in the Early Stages of Your Company*, Startup Week Milwaukee, Milwaukee, Wisconsin (November 6, 2018)

Presenter, *Financial Screening of For-Profit Clients by Transactional Legal Clinics: Promoting Justice, Mission and Goals*, Marquette University Law School Faculty Workshop Series, Milwaukee, Wisconsin (April 3, 2018)

Presenter, *Startup Law Essentials: Best Practices When Forming and Launching a New Venture*, CLE presentation, Marquette University Law School, Milwaukee, Wisconsin (November 8, 2017)

Workshop Presenter, *Legal Essentials for Small Businesses*, UW-Milwaukee Small Business Development Center, Milwaukee, Wisconsin (multiple presentations 2014 to 2017)

Presenter, *Legal Essentials for Small Businesses and Entrepreneurs*, CLE presentation, Marquette University Law School, Milwaukee, Wisconsin (November 10, 2015)

Presenter, *Legal Issues in Representing Tech Startups*, CLE presentation, Milwaukee Bar Association, Milwaukee, Wisconsin (May 20, 2014)

Presenter, *Startup Law 101: Legal Essentials for Entrepreneurs*, gener8tor, Milwaukee, Wisconsin (July 11, 2013)

Presenter, *Contract Law Basics*, DePaul University, Chicago, Illinois (multiple presentations 2006 to 2009)

GRANTS RECEIVED

- *Neighborhood Entrepreneur Project*, \$35,000, Wisconsin Economic Development Corporation (January 1 to December 31, 2021)

OTHER LEGAL EXPERIENCE

Law Office of Nathaniel S. Hammons, Milwaukee, WI
Principal, September 2011 to October 2014

- Represented more than three dozen startup companies and entrepreneurs in Wisconsin on business formation and governance, intellectual property, business contracts, financing, employment issues, business disputes, and other legal matters.

New York Supreme Court, Appellate Division, Rochester, NY
Appellate Court Attorney, August 2009 to July 2011

- Prepared confidential memoranda advising appellate panels on nearly 100 cases involving contracts, business disputes, real estate, personal injury, products liability, and criminal matters.
- Drafted judicial decisions for issuance by the Court.

DePaul University, Chicago, IL

Associate General Counsel, Office of the General Counsel, 2006 to 2009

- Supervised the process for the legal review of business contracts at DePaul, a large Catholic university with more than 24,000 students and 5,000 employees.

- Counseled university officers and staff in purchasing, risk management, compliance, internal audit, sponsored research, and facilities operations on an array of legal issues impacting the university.
- Managed civil lawsuits involving the university.

Sidley Austin LLP, Chicago, IL

Associate, Product Liability and Mass Torts Group, 2003 to 2006; *Summer Associate*, Summer 2002

- Represented *Fortune* 100 clients in lawsuits involving product liability and mass torts.
- Advised corporate clients on tort liability and regulatory compliance.

BUSINESS EXPERIENCE

Simply Contracts LLC, Milwaukee, WI

Chief Executive Officer and President, October 2010 to 2019

- Co-founded and served as chief executive officer of the company, a small business that provided online legal forms and information to consumers.

BAR ADMISSIONS

Wisconsin (2011)

New York (2009)

U.S. District Court for the Northern District of Illinois (2003)

Illinois (2003, currently inactive)

MEMBERSHIPS

Wisconsin Bar Association

Milwaukee Bar Association

American Bar Association

Clinical Legal Education Association

Association of American Law Schools